

Recalling also its previous resolutions on the Convention, in particular resolution 43/100 of 8 December 1988, and taking note of Economic and Social Council resolution 1989/44 of 24 May 1989,

Recalling further the decisions taken on 7 and 8 March 1988 at the Fourth Meeting of States Parties to the Convention,<sup>73</sup>

Aware of the important contribution that the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women<sup>52</sup> can make to eliminating all forms of discrimination against women and to achieving legal and *de facto* equality between women and men,

Noting the emphasis placed by the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace on ratification of and accession to the Convention,

Bearing in mind that 18 December 1989 marks the tenth anniversary of the adoption of the Convention,

Having considered the report of the Committee on the Elimination of Discrimination against Women on its eighth session,<sup>74</sup>

Noting that the Committee agreed, in examining reports, to take due account of the different cultural and socio-economic systems of States parties to the Convention,

1. Welcomes the ratification of or accession to the Convention on the Elimination of All Forms of Discrimination against Women by an increasing number of Member States;

2. Urges all States that have not yet ratified or acceded to the Convention to do so as soon as possible;

3. Emphasizes the importance of the strictest compliance by States parties with their obligations under the Convention;

4. Takes note of the report of the Secretary-General<sup>75</sup> and requests him to submit annually to the General Assembly a report on the status of the Convention;

5. Takes note also of the report of the Committee on the Elimination of Discrimination against Women on its eighth session;

6. Endorses general recommendation No. 10 of the Committee, made at its eighth session, on activities to commemorate the tenth anniversary of the adoption of the Convention,<sup>76</sup> including the request that its report on the achievements of States parties and obstacles encountered by them in implementing the Convention be regularly updated, and requests that sufficient resources be provided for that purpose;

7. Urges States parties to the Convention to make all possible efforts to submit their initial as well as second and subsequent reports on the implementation of the Convention, in accordance with article 18 thereof and with the guidelines of the Committee, and to co-operate fully with the Committee in the presentation of the reports;

8. Recognizes the special relevance of the periodic reports of States parties to the Convention to the efforts of the Commission on the Status of Women to review and appraise the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women in those countries;

9. Strongly supports the view of the Committee that the Secretary-General should accord higher priority to strengthening support for the Committee;

10. Endorses the proposal made by the Committee that a working group be convened to meet for three to five days prior to the ninth session of the Committee to prepare issues and questions relating to the second and subsequent periodic reports of the States parties to be considered at the ninth session of the Committee,<sup>77</sup> and invites the Secretary-General to take the necessary action towards that end;

11. Strongly encourages the Committee to enhance its efforts to rationalize its procedures and expedite the consideration of periodic reports and to develop procedures and guidelines for the consideration of second reports;

12. Takes note of the proposals of the Secretary-General for full funding of the Committee and requests that the programme budget for 1990-1991 provide for attendance at all the Committee's meetings by relevant professional staff from the Division for the Advancement of Women of the Centre for Social Development and Humanitarian Affairs of the Secretariat, legal staff expert in human rights treaty implementation and adequate secretarial staff, and for the necessary facilities for the effective functioning of the Committee in order to enable it to carry out its mandate as efficiently as other human rights treaty bodies;

13. Welcomes the steps already taken by the Secretary-General and requests him, in view of the observance of the tenth anniversary of the adoption of the Convention on 18 December 1989, to facilitate and encourage, within existing resources, the dissemination of information relating to the Convention and the Committee, taking into account all the relevant general recommendations made by the Committee at its eighth session, in particular general recommendation No. 10;

14. Requests the Secretary-General to transmit the report of the Committee to the Commission on the Status of Women for information;

15. Also requests the Secretary-General to submit to the General Assembly at its forty-fifth session a report on the implementation of the present resolution, and to transmit the report to the Commission on the Status of Women at its thirty-fifth session.

78th plenary meeting  
8 December 1989

#### 44/74. United Nations Development Fund for Women

The General Assembly,

Reaffirming the decisions contained in its resolution 39/125 of 14 December 1984,

Emphasizing the catalytic role of the United Nations Development Fund for Women in the United Nations system as well as with governmental and non-governmental organizations and financial institutions and its support for innovative and experimental activities directly benefiting women in line with national and regional priorities,

Reaffirming those dual priorities of the Fund, which would better position women for more effective participation in the development of their countries,

Recognizing the mainstream initiatives of the Fund to assist national machineries on women, ministries con-

<sup>73</sup> See CEDAW/SP/14.

<sup>74</sup> Official Records of the General Assembly, Forty-fourth Session, Supplement No. 38 (A/44/38).

<sup>75</sup> A/44/457.

<sup>76</sup> See Official Records of the General Assembly, Forty-fourth Session, Supplement No. 38 (A/44/38), sect. V.

<sup>77</sup> *Ibid.*, sect. II.B.

cerned with planning and other relevant ministries and intergovernmental organizations to integrate the concerns of women and to ensure their involvement in development programmes at all levels.

*Noting* the focused and proactive interventions of the Fund within its regional priority frameworks and its overall strategic objectives through investments in tested and documented models and approaches for women and development,

1. *Takes note* of the note by the Secretary-General<sup>78</sup> transmitting the report of the Administrator of the United Nations Development Programme on the activities of the United Nations Development Fund for Women;

2. *Notes* the Fund's continued co-operation with units concerned with issues relating to women and development throughout the United Nations system and with planning and sectoral ministries and national machineries for women in the development of developing countries;

3. *Stresses* the importance of strengthening the technical and financial capacities of the Fund to enable it to preserve and augment its flexibility and to facilitate its own implementation of the governmental and non-governmental projects and programmes that it supports at the national, regional and global levels;

4. *Expresses its appreciation* to Governments, non-governmental organizations and individuals that have pledged and contributed to the Fund;<sup>79</sup>

5. *Commends* national committees for the Fund and non-governmental organizations for their initiatives in the development of education and public awareness programmes and resource mobilization on behalf of the Fund;

6. *Notes with concern* that the Fund's resources are still insufficient to enable it to implement fully its programmes and to preserve and augment its flexible approaches to supporting activities at the national, regional and global levels;

7. *Invites* Governments, non-governmental organizations and others to make substantial contributions to the Fund;

8. *Requests* the Secretary-General to transmit to the General Assembly at its forty-fifth session the report of the Administrator of the United Nations Development Programme on the activities of the Fund to be submitted pursuant to Assembly resolution 39/125.

*78th plenary meeting  
8 December 1989*

#### 44/75. Improvement of the status of women in the Secretariat

*The General Assembly,*

*Recalling* the relevant paragraphs of the Nairobi Forward-looking Strategies for the Advancement of Women,<sup>52</sup> in which importance is attached to the appointment of women at senior decision-making and managerial levels,

*Noting* the deployment of a senior-level officer in a position designated as the focal point for women in the office of the Assistant Secretary-General for Human Resources Management, to be responsible for all aspects of the action programme for the improvement of the status of women in the Secretariat,<sup>80</sup>

*Recalling* its resolutions 43/101 of 8 December 1988 on the implementation of the Nairobi Forward-looking Strategies, 43/103 of 8 December 1988 and 43/224 C of 21 December 1988 on the improvement of the status of women in the Secretariat, and 43/226 of 21 December 1988 on the United Nations common system, and taking note of Economic and Social Council resolution 1989/29 of 24 May 1989 on the improvement of the status of women in the Secretariat, as well as other related resolutions and decisions,

*Recalling also* the recommendations for action contained in the fourth report of the Steering Committee for the Improvement of the Status of Women in the Secretariat of 30 June 1988,<sup>81</sup>

*Taking note* of the report of the Secretary-General of 16 October 1989 on the composition of the Secretariat,<sup>82</sup> in which it is stated that of the twenty-four Under-Secretary-General positions, twenty-two are held by men and only two are held by women (8.3 per cent), that seventeen Assistant Secretary-General positions are held by men and none by women, that of the eighty-five D-2 positions, seventy-eight are held by men and seven by women (8.2 per cent), and that of the two hundred and thirty-five D-1 positions, two hundred and twenty are held by men and fifteen by women (6.4 per cent),

1. *Requests* the Secretary-General, in full conformity with Articles 8, 97 and 101 of the Charter of the United Nations, to intensify his efforts to increase the number of women employed throughout the United Nations system, particularly in senior policy-level and decision-making posts, in order to achieve an overall rate of participation by women of 30 per cent by 1990, in accordance with paragraph 3 of its resolution 40/258 B of 18 December 1985;

2. *Requests* that renewed efforts be made to ensure more equitable representation of women from developing countries in posts subject to geographical distribution, subject to Article 101 of the Charter;

3. *Urges* the Secretary-General to take note of the view of the Commission on the Status of Women and the Economic and Social Council that, within budgetary constraints, the achievement of the goal of rectifying the underrepresentation of women in the Secretariat, in particular at the policy-making levels, as well as the career development of women already in the Secretariat, in accordance with the action programme for the improvement of the status of women in the Secretariat, should not be impeded;

4. *Reiterates its request* to Member States to continue to support efforts of the United Nations and its specialized agencies to increase the proportions of women in the Professional categories and above by, *inter alia*, nominating more women candidates and encouraging women to apply for vacant posts;

5. *Requests* the Secretary-General to submit to the General Assembly at its forty-fifth session through the appropriate bodies, including the Commission on the Status of Women at its thirty-fourth session, an outline of a programme for the improvement of the status of women in the Secretariat for the period 1991-1995, based on specific goals and appropriate monitoring to ensure a substantially higher rate of participation by women from all geographic regions, especially in senior-level posts, by 1995;

6. *Also requests* the Secretary-General to ensure that his annual report on progress achieved and future strate-

<sup>78</sup> A/44/389.

<sup>79</sup> *Ibid.*, annex, appendices I-III.

<sup>80</sup> A/C.5/40/30, sect. III.B.

<sup>81</sup> See A/C.5/43/14, annex I.

<sup>82</sup> A. 44/604.