

and all relevant resolutions that have continued to focus on this area since then,

Recalling further the report of the Secretary-General of 8 November 1985 on the improvement of the status of women in the Secretariat,¹⁵¹ which was submitted pursuant to General Assembly resolution 39/245 of 18 December 1984,

Recalling the relevant paragraphs of the Nairobi Forward-looking Strategies for the Advancement of Women,¹⁴ in particular paragraphs 315, 356 and 358 thereof,

Recalling also the recommendations for action contained in the fourth report, of 30 June 1988, of the Steering Committee for the Improvement of the Status of Women in the Secretariat,¹⁵² and realizing that they have not all been implemented,

Noting that the Steering Committee has resumed its work and will soon be submitting a report with recommendations to the Secretary-General,

Noting also that the Office of Human Resources Management of the Secretariat has implemented some special emergency measures pursuant to fulfilling the mandate found in paragraph 27 of the report of the Secretary-General of 8 November 1985 and subsequent resolutions on this topic,

Noting with appreciation that the report of the Secretary-General of 1 October 1990 on the improvement of the status of women in the Secretariat¹⁵³ was submitted also under the item entitled "Forward-looking strategies for the advancement of women to the year 2000",

Noting with concern that, although there has been a slight increase in the percentage of women in the Secretariat, women still constitute less than 30 per cent of the Professional staff and that there has been a decrease in the number of women at the level of Assistant Secretary-General and above in the past twelve months,

Taking note of Economic and Social Council resolution 1990/3 of 24 May 1990,

1. *Urges* the Secretary-General to continue, in accordance with the Charter of the United Nations, all possible efforts to increase the number of women employed throughout the United Nations system, particularly in senior policy-level and decision-making posts, and particularly from the developing countries in view of the small proportion of women from these countries in such posts, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and 35 per cent by 1995, with due regard to equitable geographical distribution, in accordance with the report of the Secretary-General of 8 November 1985,¹⁵¹ all relevant subsequent resolutions and the proposed medium-term plan for the period 1992-1997;¹⁵⁴

2. *Requests* Member States to continue to support the efforts of the United Nations, the specialized agencies and the regional commissions to increase the percentage of women in the Professional category and above by, *inter alia*, nominating more women candidates, especially for senior policy-level and decision-

making posts, by encouraging women to apply for vacant posts and by creating national rosters of women candidates to be shared with the Secretariat, the governing bodies of the specialized agencies and the regional commissions;

3. *Requests* the Secretary-General to continue to address the unfulfilled points of the action programme for the improvement of the status of women in the Secretariat,¹⁵⁵ which aims at the creation of a framework for the advancement of women as an integrated component of the United Nations policy-making process, and by so doing to fulfil the goal of the action programme to secure and maintain the attitudinal changes and the management commitment required for the full participation of women in the work of the Secretariat under conditions of equality;

4. *Also requests* the Secretary-General to include in his report to be submitted to the General Assembly and the Commission on the Status of Women an action programme for the advancement of women in the Secretariat for the period 1991-1995, further to the request made in paragraph 5 of its resolution 44/75 of 8 December 1989, which should also include a comprehensive evaluation and analysis by the Secretariat of the main obstacles to the improvement of the status of women in the Secretariat and should propose solutions to overcome those obstacles;

5. *Further requests* the Secretary-General, within existing resources, to ensure that adequate machinery, with the authority of enforcement and the responsibility of accountability, and including a senior-level official devoted to implementation of the action programme, is maintained and, to the extent possible, strengthened during the course of the programme for the period 1991-1995;

6. *Requests* the Secretary-General to ensure that his annual report on progress achieved and future strategies to implement action programmes on the status of women in the Secretariat and the relevant mandates adopted by the General Assembly and the Economic and Social Council and the recommendations of the Steering Committee for the Improvement of the Status of Women in the Secretariat are submitted to the Commission on the Status of Women at its thirty-fifth session and to the General Assembly at its forty-sixth session for consideration under the item entitled "Forward-looking strategies for the advancement of women to the year 2000".

68th plenary meeting
14 December 1990

45/126. Women and literacy

The General Assembly,

Recalling that in the Universal Declaration of Human Rights⁵ and the International Covenant on Economic, Social and Cultural Rights³³ the inalienable right of every individual to education is recognized,

Recalling also the special references to and recommendations on women's needs in relation to literacy, education and training contained in paragraphs 163 to

¹⁵¹ A/C.5/40/30.

¹⁵² See A/C.5/43/14, annex I.

¹⁵³ A/45/548.

¹⁵⁴ See *Official Records of the General Assembly, Forty-fifth Session, Supplement No. 6 (A/45/6/Rev.1)*.

¹⁵⁵ A/C.5/40/30, sect. III.B.

173 of the Nairobi Forward-looking Strategies for the Advancement of Women,¹⁴

Taking note of Commission on the Status of Women resolution 34/8 of 8 March 1990 on women and literacy,¹⁴⁴

*Taking note also of Economic and Social Council resolution 1990/15 of 24 May 1990, the annex to which contains the recommendations and conclusions arising from the first review and appraisal of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, in which, *inter alia*, it is recommended that Governments should make special efforts to remove all gender-related differences in adult literacy by the year 2000 and that programmes should be established to ensure that parents and teachers provide equal educational opportunities for girls and boys,*

*Noting that in the Convention on the Elimination of All Forms of Discrimination against Women,⁴⁴ States parties, *inter alia*, committed themselves to taking measures to ensure equal access to education for women and men,*

Recalling its resolutions 42/104 of 7 December 1987, by which it proclaimed 1990 as International Literacy Year, and 44/127 of 15 December 1989, in which it called for continuing international efforts to promote literacy,

Recalling also the World Declaration on Education for All adopted by the World Conference on Education for All,¹⁵⁶ in which it is recognized that literacy programmes are indispensable to the basic learning needs of all and that the most urgent priority is to ensure access to, and improve the quality of, education for girls and women, as well as to remove every obstacle that hampers their active participation,

Mindful of Economic and Social Council resolution 1990/12 of 24 May 1990, in which it recommended that a world conference on women be held in 1995,

*Taking note of the Plan of Action for Implementing the World Declaration on the Survival, Protection and Development of Children in the 1990s,⁵³ adopted by the World Summit for Children, held in New York on 29 and 30 September 1990, in which, *inter alia*, the adoption of measures was called for that emphasized the need to improve the current disparities between girls and boys in access to basic education and the need to reduce adult illiteracy by half, with an emphasis on female illiteracy, before the year 2000,*

Mindful of the fact that the eradication of illiteracy, including illiteracy among women, is one of the paramount objectives of the International Development Strategy for the Fourth United Nations Development Decade,¹⁵⁷

Recognizing that in many countries there is a significant gap between enrolment and retention levels of girls and boys in basic education programmes, just as there is a gap in literacy between adult men and women, which denies women of all ages the opportunity to participate fully in national development activities,

¹⁵⁶ *Final Report of the World Conference on Education for All: Meeting Basic Learning Needs, Jomtien, Thailand, 5-9 March 1990, Inter-Agency Commission (UNDP, UNESCO, UNICEF, World Bank) for the World Conference on Education for All, New York, 1990, appendix 1.*

¹⁵⁷ See resolution 45/199, annex.

Bearing in mind that increased literacy levels have already been directly associated with reduced population growth in many parts of the world and that the promotion of women's literacy is an important element in ensuring the success of national objectives relating to population,

1. *Notes with appreciation the commendable work done in connection with International Literacy Year by the specialized agencies and other organizations of the United Nations system, including the United Nations Educational, Scientific and Cultural Organization, with its Plan of Action for the Eradication of Illiteracy by the Year 2000, the United Nations Children's Fund and the United Nations Development Programme;*

2. *Commends those Governments that have launched national programmes aimed at meeting the objectives of the Year;*

3. *Notes with satisfaction the active involvement of many non-governmental organizations in the Year and, in particular, the establishment of the International Task Force on Literacy;*

4. *Encourages the Secretary-General and Member States, as well as intergovernmental and non-governmental organizations, to continue to support efforts to increase literacy by:*

(a) *Improving the educational opportunities for females of all ages, particularly children;*

(b) *Providing basic education to all without discrimination based on gender and in settings that are accessible and culturally acceptable;*

(c) *Encouraging the development of gender-specific indicators and measurements for assessing the impact of educational and training efforts in both domestic and international projects and programmes and for assessing the inclusion and participation of women of all ages in those efforts;*

5. *Encourages Member States to attempt to disaggregate by gender data in such areas as school enrolment, completion, participation and repetition rates;*

6. *Urges Member States to eliminate *de jure* and *de facto* barriers to schooling for women of all ages;*

7. *Calls upon Member States to give special attention and emphasis to the guidelines and recommendations developed for the Year when implementing measures to eliminate illiteracy;*

8. *Encourages the Secretary-General, in collaboration with relevant United Nations organizations, including the United Nations Educational, Scientific and Cultural Organization, the United Nations Children's Fund and the United Nations Development Programme, to assist Member States in strengthening strategies to target resources to women of all ages, especially those most disadvantaged, and thereby work towards the elimination of illiteracy of women of all ages;*

9. *Calls upon Member States to accelerate the participation of women in literacy programmes, particularly in areas pertaining to the improvement of their socio-economic condition, including legal literacy and income-generating and skill-building activities;*

10. *Encourages Member States to increase the number of tutors and trainers with the necessary qualifications, to maximize their efforts to reach women and to*

increase the participation of non-governmental and private volunteer organizations, particularly women's organizations, in the implementation and management of literacy programmes and in policy and programme development;

11. *Requests* the Secretary-General to prepare for the world conference on women to be held in 1995 a report on the progress to increase female literacy made by Governments, intergovernmental and non-governmental organizations and the specialized agencies, regional commissions and other organizations of the United Nations system;

12. *Requests* the Committee on the Elimination of Discrimination against Women to pay particular attention to measures taken by Governments to increase female literacy, particularly by ensuring equal access to basic education for girls and boys;

13. *Requests* the Secretary-General in his next update to the *World Survey on the Role of Women in Development*¹⁵⁸ to examine specifically the relationship between the literacy of women and their economic and social advancement.

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45/127. Interregional consultation on women in public life

The General Assembly,

Recalling its resolution 44/77 of 8 December 1989, in which it endorsed the convening in 1991 of an interregional consultation on women in public life,

Concerned that the level of participation by women in decision-making in almost all countries is exceedingly low,

Stressing the importance of the full participation of women in the political process at all levels, especially in top decision-making, as a means of achieving the objectives set in the Nairobi Forward-looking Strategies for the Advancement of Women,¹⁴

Considering that the consultation would be an important event towards the preparations for the world conference on women to be held in 1995,

1. *Decides* that the consultation on women in public life should be an intergovernmental meeting;

2. *Urges* all Governments to participate actively in the consultation and for that purpose to designate as participants women who currently hold leadership positions in government and national institutions and organizations or are considered to have the potential for high public office;

3. *Invites* Governments and national institutions and organizations to provide extrabudgetary resources to facilitate preparations for the consultation, especially for the participation of least developed countries and for the dissemination of information about the consultation in the mass media;

4. *Requests* the Secretary-General to take steps to ensure the necessary servicing and support of the con-

sultation and to transmit its conclusions in a report to the General Assembly at its forty-sixth session.

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45/128. United Nations Development Fund for Women

The General Assembly,

Recalling its resolution 39/125 of 14 December 1984, in which it decided to establish the United Nations Development Fund for Women as a separate and identifiable entity in autonomous association with the United Nations Development Programme,

Reaffirming that the Fund has an important role in contributing to an increase in opportunities and options for women in developing countries,

Emphasizing the position of the Fund as a specialized resource base for development co-operation, serving as a bridge between the needs and aspirations of women and the resources, programmes and policies for their economic development,

Taking note of the section of the report of the Administrator of the United Nations Development Programme concerning the Consultative Committee on the United Nations Development Fund for Women,¹⁵⁹

1. *Commends* the United Nations Development Fund for Women for its efforts to increase the visibility of women and to ensure that issues relating to women are on the agenda of the mainstream development efforts of Governments, United Nations agencies, non-governmental organizations and the private sector;

2. *Notes with satisfaction* the achievements of the Fund in giving its work a high profile and in increasing and broadening its financial resource base, with, *inter alia*, the support of the national committees for the Fund;

3. *Welcomes* the development of new strategies for the programme management of the Fund based on long-term and short-term priorities;¹⁶⁰

4. *Encourages* the Fund in its efforts to document and share its experiences in the context of increasing emphasis on the human development dimension in technical co-operation;

5. *Urges* Governments and public and private donors to continue to extend their support to the Fund through voluntary contributions and pledges to its programmes;

6. *Stresses* the importance of the work of the Consultative Committee on the United Nations Development Fund for Women in policy and programme matters relating to the activities of the Fund;

7. *Requests* the Secretary-General to explore the possibility of providing conference services in the relevant working languages to the Consultative Committee, bearing in mind the importance of its work;

8. *Also requests* the Secretary-General to transmit to the General Assembly at its forty-sixth session the report of the Administrator of the United Nations De-

¹⁵⁸ See United Nations publication, Sales No. E.89.IV.2.

¹⁵⁹ A/45/347, annex, sect. IV.

¹⁶⁰ *Ibid.*, sect. II.