

**3416 (XXX). Employment of women in the Secretariat***The General Assembly,*

Bearing in mind Articles 8 and 101 of the Charter of the United Nations and those declarations and instruments adopted by the United Nations acknowledging the equality of status of men and women, *inter alia*, the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights<sup>35</sup> and the Declaration on the Elimination of Discrimination against Women,<sup>36</sup>

Recalling its resolution 3007 (XXVII) of 18 December 1972 expressing a desire to avoid any discrimination between staff members on the grounds of sex,

Further recalling its resolution 3009 (XXVII) of 18 December 1972, in paragraph 3 of which it urged the organizations in the United Nations system to take appropriate measures to ensure equal opportunities for the employment of qualified women at the senior and Professional levels and in policy-making positions,

Reaffirming the request made by the General Assembly in resolution 3352 (XXIX) of 18 December 1974 that the Secretary-General and the executive heads of all organizations in the United Nations system take all necessary measures in order to ensure that an equitable balance between men and women staff members at all levels in the United Nations system be achieved by the end of the Second United Nations Development Decade and that increased attention be given to the recruitment and promotion of women as well as to the assignments given to them,

Further reaffirming resolution 8 of the World Conference of the International Women's Year,<sup>37</sup> held at Mexico City from 19 June to 2 July 1975,

Noting the limited progress made to date in the recruitment and promotion of women in the senior and policy-making positions and the declining percentage of Professional women staff members in the Secretariat, as noted in the reports of the Secretary-General on the composition of the Secretariat,

1. *Reaffirms* that equitable distribution of the positions between men and women in the Secretariat is a major principle governing the recruitment policy of the United Nations;

2. *Urges* Member States to intensify their efforts to seek and recommend qualified women candidates for Professional posts in the Secretariat;

3. *Requests* the Secretary-General to make every effort during each of the next two biennia, 1976-1977 and 1978-1979, to fill a number of posts subject to geographical distribution equivalent to 5 per cent of the mid-point of the desirable range of each region for the appointment of qualified women, with priority being given to candidates from countries which are not represented or are under-represented in the Secretariat, while not adversely affecting opportunities for the recruitment of qualified men from the same unrepresented and under-represented countries;

4. *Also requests* the Secretary-General to intensify regular and publicized recruitment missions, in co-

operation with United Nations information centres and resident representatives throughout the world, in order to increase the number of women candidates for Professional posts;

5. *Recommends* that the Secretary-General should pay special attention in the Staff Development Programme to training which would assist women, particularly from developing countries, to increase their career opportunities;

6. *Further requests* the Secretary-General to include in his reports on personnel questions to the General Assembly at its thirty-first session information on steps taken to improve the status and conditions of service of women in the Secretariat and on other action taken pursuant to the present resolution.

2430th plenary meeting  
8 December 1975

**3417 (XXX). Composition of the Secretariat****A****RECRUITMENT OF NATIONALS OF DEVELOPING COUNTRIES***The General Assembly,*

Having considered the report of the Secretary-General on the composition of the Secretariat,<sup>38</sup>

Noting that, according to the statistical information contained in the report, 64.5 per cent of the staff members who occupy senior posts in the Secretariat are nationals of developed countries,

Noting further that the developing countries constitute 73 per cent of the membership of the United Nations,

Believing that the principle of equitable geographical distribution of the staff requires the Secretariat to reflect adequately the diversity of cultures and attitudes of all the Member States,

Further believing that to achieve the objectives and goals of the United Nations, especially with respect to the developing countries, the latter should be appropriately represented at policy-making levels,

1. *Requests* the Secretary-General to take such steps as he considers appropriate to increase the number of staff members recruited from among nationals of developing countries for senior posts in the Secretariat;

2. *Requests* the Secretary-General to report to the General Assembly at its thirty-first session on the results of his efforts.

2430th plenary meeting  
8 December 1975

**B****RECRUITMENT OF NATIONALS OF UNDER-REPRESENTED COUNTRIES***The General Assembly,*

Taking note of the observations contained in paragraphs 7, 9, 10 and 11 of the report of the Secretary-General on the composition of the Secretariat,<sup>39</sup>

*Requests* the Secretary-General to take all necessary measures to recruit the staff members subject to geographical distribution from the countries unrepresented and under-represented in the Secretariat, in particular from the developing countries, in accordance

<sup>35</sup> Resolution 2200 A (XXI).

<sup>36</sup> Resolution 2263 (XXII).

<sup>37</sup> See *Report of the World Conference of the International Women's Year* (United Nations publication, Sales No. E.76.IV.1), chap. III.

<sup>38</sup> A/10184.

<sup>39</sup> *Ibid.*