

be met, especially at policy-making and decision-making levels (D-1 and above);

4. *Calls upon* the Secretary-General to ensure full and urgent implementation of the strategic plan of action for the improvement of the status of women in the Secretariat (1995-2000)⁶⁰ in order to achieve the goal contained in the Platform for Action adopted by the Fourth World Conference on Women for overall gender equality, particularly at the Professional level and above, by the year 2000;

5. *Requests* the Secretary-General to ensure that individual managers are held accountable for implementing the strategic plan within their areas of responsibility;

6. *Also requests* the Secretary-General to continue his work to create a gender-sensitive work environment, including through training and implementation of all appropriate administrative procedures, in particular the special measures outlined in his report, and through further development of a policy on sexual harassment;

7. *Further requests* the Secretary-General to enable the Focal Point for Women within the Secretariat effectively to monitor and facilitate progress in the implementation of the strategic plan;

8. *Strongly encourages* Member States to support the strategic plan and the efforts of the United Nations and the specialized agencies to increase the percentage of women in Professional posts, especially at the D-1 level and above, by identifying and regularly submitting more women candidates and by encouraging women to apply for posts within the Secretariat, the specialized agencies and the regional commissions;

9. *Urges* the Secretary-General to increase the number of women employed in the Secretariat from developing countries, including at the D-1 level and above, particularly those that are unrepresented or underrepresented and from countries that have a low representation of women, including countries with economies in transition;

10. *Requests* the Secretary-General to report on progress made on the status of women in the Secretariat to the Commission on the Status of Women at its forty-first session and to the General Assembly at its fifty-second session.

*82nd plenary meeting
12 December 1996*

51/68. Convention on the Elimination of All Forms of Discrimination against Women

The General Assembly,

Bearing in mind that one of the purposes of the United Nations, as stated in Articles 1 and 55 of the Charter, is to promote universal respect for human rights and fundamental

freedoms for all without distinction of any kind, including distinction as to sex,

Affirming that women and men should participate equally in social, economic and political development, should contribute equally to such development and should share equally in improved conditions of life,

Recalling the Vienna Declaration and Programme of Action, adopted by the World Conference on Human Rights on 25 June 1993,⁶¹ in which the Conference reaffirmed that the human rights of women and the girl child were an inalienable, integral and indivisible part of universal human rights,

Welcoming the growing number of States parties to the Convention on the Elimination of All Forms of Discrimination against Women,⁶² which now stands at one hundred and fifty-four,

Having considered the reports of the Committee on the Elimination of Discrimination against Women on its fourteenth⁶³ and fifteenth⁶⁴ sessions,

Noting that the number of reports to the Committee has increased as a result of the growing number of States parties to the Convention and that the annual session of the Committee has been the shortest of all the annual sessions of the human rights treaty bodies, thus creating a considerable backlog of reports submitted but not considered,

1. *Urges* all States that have not yet ratified or acceded to the Convention on the Elimination of All Forms of Discrimination against Women to do so as soon as possible, so that universal ratification of the Convention can be achieved by the year 2000;

2. *Emphasizes* the importance of full compliance by States parties with their obligations under the Convention;

3. *Urges* States to limit the extent of any reservations they lodge to the Convention, to formulate any such reservations as precisely and as narrowly as possible, to ensure that no reservations are incompatible with the object and purpose of the Convention or otherwise incompatible with international treaty law, to review their reservations regularly with a view to withdrawing them and to withdraw reservations that are contrary to the object and purpose of the Convention or that are otherwise incompatible with international treaty law;

4. *Invites* States parties to the Convention to make all possible efforts to submit their reports on the implementation of the Convention in accordance with article 18 thereof and with the guidelines provided by the Committee on the Elimination of Discrimination against Women and to

⁶¹ A/CONF.157/24 (Part I), chap. III.

⁶² Resolution 34/180, annex.

⁶³ *Official Records of the General Assembly, Fiftieth Session, Supplement No. 38 (A/50/38)*.

⁶⁴ *Ibid.*, *Fifty-first Session, Supplement No. 38 (A/51/38)*.

⁶⁰ A/49/587 and Corr.1, sect. IV.

cooperate fully with the Committee in the presentation of their reports;

5. *Urges* States parties to the Convention to take appropriate measures so that acceptance of the amendment to article 20, paragraph 1, of the Convention by a two-thirds majority of States parties can be reached as soon as possible in order for the amendment to enter into force;

6. *Approves* the request made by the Committee and supported by the States parties to the Convention for additional meeting time so as to allow the Committee to hold two sessions annually, each of three weeks' duration, preceded by a pre-session working group, for an interim period starting in 1997;

7. *Welcomes* the report of the Open-ended Working Group on the Elaboration of a Draft Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women of the Commission on the Status of Women;⁶⁵

8. *Decides* to authorize the Open-ended Working Group to meet for ten working days, in parallel with the Commission on the Status of Women at its forty-first session;

9. *Requests* the Secretary-General to submit to the General Assembly at its fifty-third session a report on the status of the Convention and the implementation of the present resolution.

*82nd plenary meeting
12 December 1996*

51/69. Follow-up to the Fourth World Conference on Women and full implementation of the Beijing Declaration and Platform for Action

The General Assembly,

Recalling its resolutions 50/42 of 8 December 1995 and 50/203 of 22 December 1995,

Taking note of Economic and Social Council resolutions 1996/6 of 22 July 1996 on the follow-up to the Fourth World Conference on Women and 1996/34 of 25 July 1996 on the system-wide medium-term plan for the advancement of women, 1996-2001,

Reaffirming the importance of the outcome of the previous World Conferences on Women, held at Mexico City in 1975,⁶⁶ at Copenhagen in 1980⁶⁷ and at Nairobi in 1985,⁶⁸

Recognizing the significance of the outcome of the Fourth World Conference on Women,⁶⁹ held at Beijing in 1995, to make a real change for the empowerment of women and thus to the fulfilment of the goals adopted in the Nairobi Forward-looking Strategies for the Advancement of Women,⁷⁰

Deeply convinced that the Beijing Declaration⁷¹ and the Platform for Action,⁷² adopted at the Fourth World Conference on Women, are important contributions to the advancement of women worldwide and must be translated into effective action by all States, the United Nations system and other organizations concerned, as well as by non-governmental organizations,

Recognizing that the implementation of the Platform for Action rests primarily at the national level, that Governments, non-governmental organizations and public and private institutions should be involved in the implementation process and that national mechanisms also have an important role to play,

Bearing in mind that promotion of international cooperation is essential for the effective implementation of the Beijing Declaration and the Platform for Action,

Recognizing that the implementation of the Platform for Action requires commitment from Governments and the international community,

Recognizing also the important role played by States, the United Nations, the regional commissions and other international organizations, as well as by non-governmental organizations and women's organizations, in the preparatory process of the Conference and the importance of their involvement in the implementation of the Platform for Action,

Taking into account the fact that the follow-up to the Conference should be undertaken on the basis of an integrated approach to the advancement of women within the framework of a coordinated follow-up to and implementation of the results of the major international conferences in the economic, social and related fields, as well as the overall responsibilities of the General Assembly and the Economic and Social Council,

Reaffirming its decision that the General Assembly, the Economic and Social Council and the Commission on the Status of Women, in accordance with their respective mandates and with General Assembly resolution 48/162 of 20 December 1993 and other relevant resolutions, will constitute a three-tiered intergovernmental mechanism that will play the primary role in the overall policy-making and follow-up and in coordinating the implementation and monitoring of the Platform for Action, and reaffirming the need for a coordinated

⁶⁵ *Official Records of the Economic and Social Council, 1996, Supplement No. 6 (E/1996/26), annex III.*

⁶⁶ *See Report of the World Conference of the International Women's Year, Mexico City, 19 June-2 July 1975 (United Nations publication, Sales No. E.76.IV.1).*

⁶⁷ *See Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 14-30 July 1980 (United Nations publication, Sales No. E.80.IV.3 and corrigendum).*

⁶⁸ *See Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10).*

⁶⁹ *See A/CONF.177/20 and Add.1.*

⁷⁰ *Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.*

⁷¹ *A/CONF.177/20, chap. I, resolution 1, annex I.*

⁷² *Ibid., annex II.*