

and Training Institute for the Advancement of Women, the United Nations Development Fund for Women and the United Nations Educational, Scientific and Cultural Organization, to contribute to the preparation of guidelines for the use of Governments in the elaboration of their manuals, in cooperation with all relevant intergovernmental and non-governmental organizations, including those concerned with traumatic stress, taking into account existing research material or studies on the subject;

7. *Calls upon* all Governments to criminalize trafficking in women and girls in all its forms and to condemn and penalize all those offenders involved, including intermediaries, whether their offence was committed in their own or in a foreign country, while ensuring that the victims of these practices are not penalized, and to penalize persons in authority found guilty of sexually assaulting victims of trafficking in their custody;

8. *Urges* Governments concerned to support comprehensive practical approaches by the international community to assist women and children victims of transnational trafficking to return home and to be reintegrated in their home societies;

9. *Invites* relevant intergovernmental and non-governmental organizations to provide advisory services to Governments, upon their request, in planning and setting up rehabilitation programmes for victims of trafficking and in training personnel who will be directly involved in the implementation of those programmes;

10. *Encourages* Governments, institutions and non-governmental organizations to take preventive and assistance measures, including by establishing helplines to enable victims or potential victims of trafficking to seek assistance, and to provide targeted training to those groups dealing with this problem, including law enforcement and judicial personnel, using as far as possible female police officers to assist victims;

11. *Invites* the United Nations High Commissioner for Human Rights, in addressing the obstacles to the realization of the human rights of women, in particular through his contacts with the Special Rapporteur of the Commission on Human Rights on violence against women, its causes and consequences and the Special Rapporteur of the Commission on Human Rights on the sale of children, child prostitution and child pornography, to include the traffic in women and girls among his priority concerns;

12. *Invites* States parties to the Convention on the Elimination of All Forms of Discrimination against Women and the Convention on the Rights of the Child to include information and statistics on trafficking in women and girls as part of their national reports to the Committee on the Elimination of Discrimination against Women, taking into account the general recommendation of the Committee, and to the Committee on the Rights of the Child, respectively;

13. *Encourages* the Inter-Agency Committee on Women and Gender Equality to continue to address the issue

as part of the integrated follow-up to the Fourth World Conference on Women;

14. *Encourages* all Governments to develop methodologies and to collect national information, including statistical data, on trafficking in women and girls in countries with special vulnerability;

15. *Encourages* countries with special vulnerability to conduct campaigns designed to increase public awareness of the problem;

16. *Welcomes* the consideration given to the problem of trafficking in women and girls by the Commission on Crime Prevention and Criminal Justice, and invites the Commission to continue to consider appropriate measures to address this issue;

17. *Also welcomes* the decision of the Economic and Social Council to devote its coordination segment of 1997 to mainstreaming a gender perspective.

18. *Requests* the Secretary-General to report to the General Assembly at its fifty-second session on the implementation of the present resolution.

*82nd plenary meeting  
12 December 1996*

#### **51/67. Improvement of the status of women in the Secretariat**

*The General Assembly,*

*Recalling* Articles 1 and 101 of the Charter of the United Nations, as well as Article 8, which provides that the United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs,

*Recalling also* its resolutions 45/125 of 14 December 1990 and 45/239 C of 21 December 1990, as well as the relevant paragraphs of the Beijing Declaration and the Platform for Action adopted by the Fourth World Conference on Women on 15 September 1995,<sup>58</sup>

*Concerned* at the serious and continuing underrepresentation of women in the Secretariat, particularly at the D-1 level and above, where the numbers of women remain unacceptably low,

1. *Welcomes* the report of the Secretary-General;<sup>59</sup>

2. *Also welcomes* the achievement of the goal of 35 per cent overall participation rate of women in posts subject to geographical distribution;

3. *Reaffirms* the goal of 50/50 gender distribution by the year 2000, and expresses its concern that this goal may not

<sup>58</sup> A/CONF.177/20, chap. I, resolution 1, annexes I and II.

<sup>59</sup> A/51/304.

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)<sup>60</sup> 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,<sup>61</sup> 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,<sup>62</sup> 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 fourteenth<sup>63</sup> and fifteenth<sup>64</sup> 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

<sup>61</sup> A/CONF.157/24 (Part I), chap. III.

<sup>62</sup> Resolution 34/180, annex.

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

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

<sup>60</sup> A/49/587 and Corr.1, sect. IV.