

UNCLASSIFIED
Background Paper
Agenda Item 10

U.S. ACTIVITIES CONCERNING WOMEN IN DEVELOPMENT
VIS-A-VIS MULTILATERAL ASSISTANCE ORGANIZATIONS

BACKGROUND:

One of the objectives of the International Development Strategy for the Second United Nations Development Decade adopted in General Assembly resolution 2626 (XXV) of October 24, 1970 was that "the full integration of women in the total development effort should be encouraged." The goals of other UN General Assembly resolutions including UN General Assembly resolution 2716 (XXV) of December 15, 1970 on the program of concerted international action for the advancement of women emphasize women in development, and one of the major objectives of the International Women's Year established by UN General Assembly resolution 3010 (XXVII) of December 18, 1972 is to ensure the full integration of women in the total development effort.

Section 113 of the Foreign Assistance Act of 1973, known as the "Percy Amendment" requires that the U.S. bilateral development assistance programs authorized in Sections 103 through 107 of the Act, "be administered so as to give particular attention to those programs, projects and activities which tend to integrate women into the national economies of foreign countries, thus improving their status and assisting the total development effort." Sections 103 to 107 of the Act, to which the Amendment refers, calls for concentrating AID resources on critical development problems, including food and nutrition; population planning and health; education and human resource development; selected economic and social development problems; and support of the general economy of selected recipient countries and development programs conducted by private or international organizations.

Senator Charles H. Percy (R-111.) subsequently submitted a further amendment (adopted in the Foreign Assistance Act of 1974) reinforcing the first as follows: "Section 305. Integration of Women. - The President is requested to instruct each representative of the United States to each international organization of which the United States is a member (including but not limited to the International Bank for Reconstruction and Development, the Asian Development Bank, the Inter-American Development Bank, the International Monetary Fund, the United Nations, and the Organization for Economic Cooperation and Development) to carry out their duties with respect to such organizations in such a manner as to encourage and promote the integration of women into the national economies of member and recipient countries and into professional and policy-making positions within such organizations, thereby improving the status of women." These amendments gave Congressional endorsement to the increasing concern of the

development assistance community and the developing countries that women participate fully and equally in the tasks and benefits of development.

ACTIVITIES CONCERNING WOMEN IN DEVELOPMENT

In keeping with the foregoing concerns regarding the integration of women in development, the following are some examples of U.S. activities concerning women in development vis-a-vis the international assistance organizations.

The 18th General Conference of UNESCO in November 1974 included an agenda item on efforts to improve the status of women. The U.S. Delegation initiated, and played a key role in the adoption by the Conference of, a resolution calling on UNESCO's 135 Member-States to submit requests to the organization for projects aimed at advancing the participation of women in both urban and rural development, to propose more women for training abroad, and to ensure equitable participation of women in UNESCO's staff and in its decision-making. It also called for activities to advance the status of women and to improve their educational and employment opportunities (Attachment A). As follow up to this action at the General Conference, the U.S. inscribed an analysis of UNESCO's past efforts to improve the status of women for the May (1975) UNESCO Executive Board and was assigned the task of doing the in-depth study for the Executive Board. The AID member at the U.S. Permanent Delegation to UNESCO prepared this analysis together with recommendations to strengthen and reinforce future UNESCO efforts in this area. Concrete results will include greater numbers of fellowships for women in all areas of UNESCO's substantive competency as well as stepped up research and other project activities.

The 19th Session of the United Nations Development Program (UNDP) in New York in January, 1975 included an agenda item on "The Integration of Women in Development." The U.S. Delegation to this Council session urged the UNDP by virtue of its developmental mandate and worldwide operational base to exercise a strong leadership role in this regard, including scrutiny of all UNDP funded projects on a continuing basis vis-a-vis their impact on women, more women in UNDP decision-making positions and in expert positions in UNDP-funded projects and concerted inputs to the activities of the International Women's Year, particularly regarding the integration of women in development. The U.S. Delegation subsequently worked in cooperation with other delegations to draft the far-reaching decision, incorporating these points, which was approved by the Governing Council and which states that "the integration of women in development should be a continuing consideration in the formulation, design and implementation of UNDP projects and programs" (Attachment B). This decision also calls for greater participation by women in planning and implementing UNDP country programs, and requests the UNDP Administrator to report to the Council on all UNDP actions on the integration of women in development, including response to all relevant ECOSOC and GA resolutions on this subject.

The UNDP already has made progress in this regard. Instructions have been sent to UNDP Resident Representatives, and a number of new UNDP projects are under study or already approved. The UNDP also has prepared an information booklet Integration of Women in Development: Why-When-How as a UNDP document for the IWY Conference, and is co-sponsoring with UNITAR the international seminar on Women in Development being organized by the American Association for the Advancement of Science (AAAS) to be held in Mexico City immediately preceding the Conference. (AID also is contributing \$45,000 to help fund this seminar).

At the 9th Session of the Board of the UN Industrial Development Organization (UNIDO) in April of this year, the U.S. co-sponsored the draft resolution on the integration of women in development which was adopted by the Board (Attachment C). The resolution, noting the decision of the 19th UNDP Governing Council on the integration of women in development, calls for scrutiny of the programs and priorities of UNIDO with a view to fostering the integration of women into the process of industrialization, particularly with respect to equal opportunities for training and for gainful employment, equal pay for equal work, and the promotion in rural areas of the processing of agricultural products and manufacturing industries, particularly small-scale industries, which will provide regular employment for women in such areas. The resolution also recommends that an equitable balance between men and women within the staff of UNIDO be achieved by the end of the Second UN Development Decade, and requests the Executive Director of UNIDO to report annually to the UNIDO Board on progress achieved in the implementation of this resolution.

At the 28th World Health Assembly in Geneva in May 1975 the U.S. Delegation co-sponsored a resolution on the subject of improving the status of women which stresses not only the importance of improving the health of women but also of supporting and enhancing the opportunities for women to assume an ever increasing role of importance in medicine, in the work of public health bodies and institutions of Member States, and in WHO (Attachment D).

Also, the U.S. Department of the Treasury, which has the responsibility within the U.S. Government for U.S. policy toward the IBRD, the Inter-American Development Bank, the Asian Development Bank and the International Monetary Fund, requested the U.S. Directors of these institutions to indicate the U.S. concern that the institutions administer their programs to better integrate women into the economies of the developing member countries, and that they improve their own recruitment of women and their training and promotion to policy-making positions. The Directors subsequently transmitted statements in this regard.

In addition, the UNICEF Executive Board in April of this year adopted without vote a resolution which calls for women to be hired at all levels of UNICEF and requests the Executive Director to report on progress in this area at the 1976 Board session (Attachment E). UNICEF programs impact on women in areas of health, nutrition and child welfare, and the U.S. for several years, has urged UNICEF to employ women throughout the organization and particularly in senior positions. The U.S. Delegation worked in cooperation with others to draft the resolution adopted by the Executive Board.

The foregoing examples are illustrative of the activities which the U.S. has pursued in support of actions by multilateral assistance organizations in seeking the integration of women as equal partners with men in the total development effort.

Attachments:

- A. UNESCO Resolution
- B. UNDP Decision
- C. UNIDO Resolution
- D. WHA Resolution
- E. UNICEF Resolution

Drafted:AID:PPC/IA/UNR:MLBecker
June 6, 1975

Clearances:PPC/IA:CSGulick
PPC/IA/UNR:GWEvans
PPC/IA/UNR:MLSchuweiler
PPC/IA/IFI:NMosher
A/AID:NHLong
IO/UCS:BGood
PPC/IA/UNR:LLaufer
IO/CMD:GGaston
Treasury:MGonzalez

14 Participation of Unesco in the celebration of the thirtieth anniversary of the end of the Second World War

14.1 *The General Conference,¹*

Considering that 1975 will be the thirtieth anniversary of the end of the Second World War, which was the most devastating and bloody war in the history of mankind;

Being aware that the victory of the anti-Hitlerite coalition over the forces of fascism and militarism marked a turning point in the history of the world;

Recognizing that the creation of Unesco was a direct result and consequence of this historic victory;

Reaffirming its determination to make every effort to save succeeding generations from the scourge of war;

Deeming it essential to pay tribute to the memory of those who gave their lives for freedom, independence and world peace;

Considering also that the enormous sacrifices made by the peoples fighting against Hitlerism, colonialism and militarism should not be forgotten;

Recognizing that the end of the war marked the beginning of the triumphant upsurge of the long struggle of the peoples to throw off the colonial yoke;

1. *Calls upon* Member States to commemorate solemnly and on a wide scale the thirtieth anniversary of the victory of the freedom-loving peoples in the Second World War;
2. *Recommends* that the Director-General should undertake appropriate measures to ensure Unesco's participation in the celebration of the anniversary of this historic event by means of specific events and activities.

15 Return of Portugal to the Organization

15.1 *The General Conference,²*

Warmly welcomes the return of Portugal to the Organization and its support for the ideals and aims of the Constitution;

Notes with satisfaction the initial results achieved on the path towards decolonization;

Hopes that this decolonization will be carried through to its conclusion;

Expresses its firm conviction that Portugal will whole-heartedly assist the Organization and will co-operate fully in the implementation of its programme.

16 Unesco's efforts concerning the improvement of the status of women

16.1 *The General Conference,³*

Reaffirming the Declaration on the Elimination of Discrimination against Women, and related international instruments concerning human rights,

Recalling resolution 1.142 adopted by the General Conference of Unesco at its seventeenth session,

Recalling resolutions 3010 (XXVII) and 3009 (XXVII) of the General Assembly of the United Nations which respectively proclaimed 1975 International Women's Year and decided to devote the year to intensified action:

- (a) to promote equality between men and women;
- (b) to ensure the full integration of women in the total development effort, especially by emphasizing women's responsibility and important role in economic, social and cultural development at the national, regional and international levels, particularly during the Second United Nations Development Decade;
- (c) to recognize the importance of women's increasing contribution to the development of friendly relations and co-operation among States and to the strengthening of world peace;

1. Resolution adopted at the forty-seventh plenary meeting on 21 November 1974.

2. Resolution adopted at the thirtieth plenary meeting on 15 November 1974.

3. Resolution adopted at the thirty-fifth plenary session on 18 November 1974.

Bearing in mind resolution 1855 (LVI) of the Economic and Social Council,

Expressing satisfaction with the preparatory work done in regard to the contribution to International Women's Year provided for in Unesco's programme,

Taking note of the World Population Plan of Action adopted by the United Nations World Population Conference in Bucharest (Romania),

Believing that the establishment and implementation of International Women's Year is the prelude within Unesco to the building of significant long-term programmes for the future,

Noting that recent research conducted by international organizations reveals varying degrees of success in incorporating women into development programmes according to the social context in which these programmes of modernization take place,

Believing that no effort to integrate women into development can succeed by isolating women's concerns from other programmes and convinced that the integration of women into the development process, like the planning and implementation of the development process itself, requires a unified interdisciplinary approach to development,

1. Invites Member States:

- (a) to prepare programmes designed to promote the participation of women on an equal basis with men into social and economic development, drawing, if they wish, in the design of such programmes, upon Unesco's consultative services in its fields of competence;
- (b) to increase the participation of women in National Commissions for Unesco, in permanent and national delegations to Unesco and Unesco meetings;
- (c) to increase candidatures of qualified women for service in the Unesco Secretariat, field posts and in consultancies;
- (d) to submit requests under Unesco's Participation Programme which will advance the participation of women in both urban and rural development, with particular reference to Unesco's fields of competence;
- (e) to widen the range of opportunities for women to participate in training abroad, and to increase women's participation so that fellowships are shared more equally;
- (f) to assist the activities undertaken by international non-governmental organizations with a view to promoting the integration of women in the life and development of their countries and to achieving the objectives of International Women's Year;

2. Invites the Director-General:

- (a) to take measures to increase the effectiveness of Unesco policies and programmes in realizing the fundamental rights of women and their participation on an equal basis with men;
- (b) to intensify this contribution to promote the condition of women and to ensure that Unesco's participation in International Women's Year is extended, with a view to enabling women to achieve full access to all Unesco's fields of competence, helping them in particular to play their role in international co-operation and the maintenance of peace;
- (c) to report the results of Unesco's participation in International Women's Year to the nineteenth session of the General Conference and to accompany that report with new programme proposals for subsequent biennia;
- (d) to call on the governments of those Member States which have not yet done so, to signify their accession to the Convention against Discrimination in Education, so that 1975 may be a turning point in the struggle to put an end to the inequality of women in this field;
- (e) to establish standards in collaboration with other United Nations organizations for the collection and reporting of data on the role and status of women in Unesco's fields of competence and to make provision in Unesco's long-term programme for the collection of such information;
- (f) to assist Member States, upon request, in preparing national strategies, programmes and projects in Unesco's fields of competence for the participation of women in the economic, social and cultural life of their countries directed toward the achievement of maximum human potential;
- (g) to provide moral support for the efforts of Member States to improve the socio-economic conditions of women and to establish appropriate public institutions which will enable women to exercise their rights and assume their family responsibilities;
- (h) to extend the pilot projects in equality of education for women and girls, and where appropriate,

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- employment opportunities which Unesco has already undertaken in co-operation with certain Member States and the International Labour Organisation, and to prepare plans for parallel action in Unesco's other fields of competence during subsequent biennia.
- (i) to broaden the range of opportunities for women to participate in training abroad, and to increase women's participation so that such fellowships are shared equally;
 - (j) to provide in future programmes for studies on the complex problems of the family, and focusing primarily on the family's educational functions and the changing roles of both women and men and on the place of the family in the community and in the system of other educational institutions;
 - (k) to make available during the International Women's Year, substantial portions of Participation Programme funds for requests which advance the status of women;
 - (l) to systematically acknowledge and commend those countries, governmental subdivisions, and non-governmental organizations who show initiative, progress, or outstanding achievement toward accomplishment of the goals of International Women's Year in Unesco's fields of competence, to encourage the utilization of mass media in achieving the objectives of the International Women's Year with regard to the contribution of women to the cause of peace and human rights;
 - (m) to heighten public awareness of women's rights, achievements and responsibilities in Unesco's fields of competence through special commendatory events, publications, and audio-visual materials, as well as through Unesco periodicals;
 - (n) to seek substantial support from National Commissions and appropriate non-governmental organizations in giving effect to this resolution;
 - (o) to organize regional meetings within budgetary limits during and following the International Women's Year for the purpose of exchanging experiences in the implementation of such activities;
 - (p) to provide, in the comprehensive Unesco personnel plan including the specification of goals, strategies and time-tables, for the equitable participation of women in the programme staff, decision-making and administrative functions of the Unesco Secretariat, taking into account Unesco's requirement for highly qualified personnel and appropriate geographical distribution;
 - (q) to take note of all major decisions taken by relevant international conferences and congresses convened during International Women's Year, including the United Nations International Women's Year Conference and the International Conference of Women;
 - (r) to make all the necessary arrangements to animate and to co-ordinate the various divisions of Unesco in their support for International Women's Year.

UNITED NATIONS
DEVELOPMENT
PROGRAMME



Distr. ATTACHMENT B
LIMITED

DP/L.298/Add.2/Corr.1
28 January 1975

ORIGINAL: ENGLISH

GOVERNING COUNCIL
Nineteenth session
15-31 January 1975
Agenda item 19

DRAFT REPORT OF THE NINETEENTH SESSION
OF THE GOVERNING COUNCIL TO THE FIFTY-NINTH SESSION
OF THE ECONOMIC AND SOCIAL COUNCIL

ACTION BY UNDP IN RESPONSE TO GENERAL ASSEMBLY
RESOLUTION 3202 (S-VI) ON THE PROGRAMME OF ACTION
ON THE ESTABLISHMENT OF A NEW INTERNATIONAL
ECONOMIC ORDER

Corrigendum

Insert the following on page 15, after paragraph 46:

/THE INTEGRATION OF WOMEN IN DEVELOPMENT/

Decision of the Governing Council

47. At its 462nd meeting, the Governing Council adopted the following decision:
The Governing Council,

Recalling that in its resolutions 3010 (XVII) and 3275 (XXIX), the General Assembly proclaimed the goals of International Women's Year 1975 (a) to promote equality between men and women; (b) to ensure the full integration of women in the total development effort, especially by emphasizing women's responsibility and their important role in economic, social and cultural development at the national, regional and international levels, particularly during the Second United Nations Development Decade; (c) to recognize the importance of women's increasing contribution to the development of friendly relations and co-operation among States and to the strengthening of world peace;

Noting that in its resolution 3342 (XXIX), the General Assembly called upon the United Nations system to provide increased assistance to those programmes, projects and activities which will encourage and promote the further integration of women into national, regional and inter-regional economic development activities;

Recalling the World Population Plan of Action by which the World Population Conference recognized as a development goal the full integration of women into the development process, and the removal of obstacles to their greater participation in opportunities for productive employment;

Recalling further the universal declaration on the eradication of hunger and malnutrition by which the World Food Conference solemnly proclaimed that it is necessary to recognize the key role of women in agricultural production and rural economy in many countries, and to ensure that appropriate education, extension programmes and financial facilities are made available on equal terms with men;

Bearing in mind resolution 3352 (XXIX) by which the General Assembly requested the United Nations system, inter alia, to take all necessary measures to ensure that an equitable balance between men and women staff members be achieved before the end of the Second United Nations Development Decade;

Considering that the concept of development inspiring the action of Governments and of relevant international organisations should in general give more importance to the needs, competence and aspirations of women;

Bearing in mind the comments made by members of the Governing Council during the discussion;

Endorsing the actions so far undertaken by the Administrator in this field, emphasizing the importance of the integration of women as equal partners with men;

(a) Requests that the integration of women in development should be a continuing consideration in the formulation, design and implementation of UNDP projects and programmes;

(b) Invites Governments to take the appropriate decisions in order to ensure the participation of women in the planning process, in decision making, and in the implementation of development projects;

(c) Requests the UNDP Administrator to instruct Resident Representatives to communicate the present decision of the Governing Council to the Governments of the respective host countries as well as to Executing Agencies, requesting them to support the objectives of International Women's Year by duly taking into account the Governing Council's decision;

(d) Further requests the UNDP Administrator to assist Governments to achieve the above-mentioned objectives;

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(e) Stresses the importance of women's participation in planning and implementing UNDP country programmes as well as regional, interregional and global projects so that the above considerations can be properly applied;

(f) Requests the Administrator to report on all UNDP actions on the integration of women in development, taking into consideration the experience of countries with different social and economic systems, including:

(i) Planning, formulation, implementation and evaluation of UNDP projects and programmes,

(ii) Response to relevant Economic and Social Council and General Assembly resolutions on this subject; and

(g) Invites the Administrator to continue the action he has undertaken to increase the number of women in decision-making posts within the UNDP Administration.

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United Nations Industrial Development Organization

Industrial Development Board

Ninth Session

Vienna, 21 April - 2 May 1975

RESOLUTION ADOPTED BY THE INDUSTRIAL DEVELOPMENT BOARD AT ITS NINTH SESSION

44(IX). Integration of women in development

The Industrial Development Board,

Bearing in mind General Assembly resolution 2626 (XXV) of 24 October 1970, setting forth the International Development Strategy for the Second United Nations Development Decade, which included among its objectives the full integration of women in the total development effort,

Recalling that, in resolutions 3010 (XXVII) of 18 December 1972 and 3275 (XXIX) of 19 December 1974, the General Assembly proclaimed that International Women's Year 1975 should be devoted to intensified action, inter alia, to ensure the full integration of women in the total development effort,

Recalling also General Assembly resolution 3352 (XXIX) of 18 December 1974, on the employment of women by the secretariats of organizations within the United Nations system,

Recalling further the provisions of the Lima Declaration and Plan of Action on Industrial Development and Co-operation concerning the full integration of women in social and economic activities and, in particular, in the industrialization process, on the basis of equal rights,

Acting the request of the Governing Council of the United Nations Development Programme at its nineteenth session that the integration of women in development should be a continuing consideration in the formulation, design and implementation of the projects and programmes of the United Nations Development Programme,

Bearing in mind Conventions 100 (1951) and 111 (1958) of the International Labour Organisation, on equal remuneration and on discrimination in employment and occupation;

Bearing in mind further the determination of several organs of the United Nations system to strive for the appropriate use of human potential and the improvement of the quality of life for all and to increase the participation of women in the economic, social and cultural life of their countries, particularly by ensuring equality of opportunity for women in education, training and employment,

1. Invites the Executive Director of the United Nations Industrial Development Organization to seize every opportunity to join in the efforts referred to in the preambular paragraphs in respect of the Organization's particular field of competence;

2. Requests the Executive Director of the United Nations Industrial Development Organization, in co-operation with the International Labour Organisation and the other relevant organizations of the United Nations system, to keep under review the programs and priorities of the Organization with a view to giving necessary attention to the integration of women into the process of industrialization and particularly with respect to:

(a) The importance of securing for women, regardless of their marital status, the same opportunities as are available to men for gainful employment, and the importance of the economic independence derived from such employment for the promotion of the status of women in society;

(b) Ensuring the fullest possible use of available human resources by incorporating women into training activities linked to industrial development at all levels and for all professional specializations from management to shop floor;

(c) Equal remuneration with men and equality of treatment, in respect of work of equal value, for women in industry;

(d) The promotion in rural areas of the processing of agricultural products and manufacturing industries, particularly small-scale industries, which will provide regular employment for women in such areas;

3. Recommends that an equitable balance between men and women within the staff of the United Nations Industrial Development Organization, particularly in senior and policy-making positions, should be achieved by the end of the Second United Nations Development Decade, bearing in mind Article 101, paragraph 3 of the Charter of the United Nations;

4. Further requests the Executive Director of the United Nations Industrial Development Organization to report annually to the Industrial Development Board on the progress achieved in the implementation of the present resolution.

174th plenary meeting
25 April 1975

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28 May 1975

COORDINATION WITH THE UNITED NATIONS SYSTEM
GENERAL MATTERS

Tasks of WHO in connexion with
International Women's Year

The Twenty-eighth World Health Assembly,

Considering that the present year has been proclaimed International Women's Year by the Twenty-seventh Session of the United Nations General Assembly and is being observed as such under the slogan "Attainment of equal rights for women and full integration of women into political, economic, social and cultural life so that they can make an active contribution to the further development of friendship between the peoples of all countries and to the strengthening of peace";

Noting that the goals established by International Women's Year, including the granting to women of equal rights, opportunities and responsibilities with men, are closely bound up with the protection and improvement of women's health and with the development of social and medical services and maternal and child care;

Recalling resolutions WHA1.43 and EB55.R56 and other WHO decisions aimed at the active implementation of projects concerning medical care for women and children and also the participation of WHO in International Women's Year;

Emphasizing the supreme importance of protecting the health of women and children, who embody the future of every country and of all mankind, as is noted in resolution WHA23.61;

Emphasizing the ever more important role of women in medicine, in the work of the public health bodies and institutions of the Member States of WHO,

1. COMMENDS the Director-General and the Secretariat for the preparation and distribution of the January 1975 issue of World Health;

2. URGES governments:

(a) to widen the range of opportunities for women in all facets of social and economic life as they relate to health and including training opportunities so that women may have the potential to participate fully as partners for progress;

(b) to assure the further integration of women in health activities, by undertaking short-term and long-term measures, based on national reviews of the major obstacles and constraints in the employment and participation of women;

(c) to nominate women at an increasing rate for WHO fellowships for training abroad so that fellowships are shared more equally;

3. REQUESTS the Director-General:

(a) to arrange for active participation by WHO representatives in the International Conference and the main activities conducted by the United Nations under the programme for International Women's Year;

(b) to draw up recommendations for consequent action by WHO and its Member States in the interests of the development of medical and social programmes and adequate maternal and child health, population and other services;

(c) to consider women on an equal basis with men for positions in WHO at headquarters and in the regions, and to make a concerted effort to increase the number of women in professional positions and especially in positions of policy determination;

(d) to assist Member States, upon request, in preparing national strategies, programmes and projects in WHO's field of competence for the participation of women in the economic, social and cultural life of their countries directed toward the achievement of maximum human potential;

4. RECOMMENDS that in WHO's current activities and in the establishment of the Organization's sixth general programme of work particular attention be paid to the problem of protecting the health of mothers and children and of working women;

5. REQUESTS the Director-General to report to the fifty-seventh session of the Executive Board and Twenty-ninth World Health Assembly, the results of WHO's participation in International Women's Year and its planned activities as well as progress in implementing this resolution as well as the decisions of the Conference and their implications for WHO.

Twelfth plenary meeting, 28 May 1975
A28/VR/12

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E/ICEF/CRP/75-32
28 May 1974

ORIGINAL: ENGLISH

UNITED NATIONS CHILDREN'S FUND

Improving the situation of women in UNICEF

Resolution proposed by the representative of Nigeria

Recalling General Assembly resolutions 2715 (XXV) of 15 December 1970, 3009 (XXVII) of 18 December 1972 and 3352 (XXIX) of 18 December 1974,

Noting with concern that the proportion of women on the professional staff of UNICEF is low and does not compare favourably with that of the other United Nations bodies and that women are not represented at the higher policy making levels, 1/

Also noting that the proportion of professional women in the UNICEF secretariat has not improved over the period 1971 to 1974, 2/

Recognizing that greater participation of qualified women from both developed and developing countries could make a valuable contribution to all aspects of UNICEF's activities, both in the headquarters and in the field,

Also recognizing that the increase (in all regions) in the number of qualified women and the consequent increase in their participation in all aspects of national life provides a greater personnel resource from which UNICEF might draw,

1. Requests the Executive Director to submit in the context of his progress report on the implementation of his proposals in E/ICEF/AR/L.1248, a report on the employment of men and women in UNICEF including inter alia information by type on positions occupied, qualifications, rates of advancements, opportunities for field service and recruitment policies for all professional positions and to present this report to the Board at its 1976 session;

1/ Table 19, A/9724, 27 September 1974.

2/ 1971, A/8483, 1 November 1971
1972, A/8831, 6 October 1972
1973, A/9170, 21 September 1973
1974, A/9724, 27 September 1974.

2. Further requests the Executive Director to include in the report to the Board proposals to bring about the increased participation of qualified women, especially from developing countries, in UNICEF in professional positions in both headquarters and in the field;

3. Urges Governments to bear in mind the need to make a special effort to include a greater number of women in their presentations of candidates for UNICEF positions.
