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Agenda item 12

ASSESSMENT OF DEVELOPMENTS AND TRENDS, INCLUDING QUALITATIVE
AND QUANTITATIVE ASPECTS, RELEVANT TO THE DISARMAMENT PROCESS,
WITH A VIEW TO THE ELABORATION OF APPROPRIATE CONCRETE AND
PRACTICAL MEASURES AND, IF NECESSARY, ADDITIONAL PRINCIPLES,
TAKING DULY INTO ACCOUNT THE PRINCIPLES AND PRIORITIES
ESTABLISHED IN THE FINAL DOCUMENT OF THE TENTH SPECIAL
SESSION OF THE GENERAL ASSEMBLY, THE FIRST SPECIAL SESSION
DEVOTED TO DISARMAMENT

Working paper submitted by Australia, Canada and New Zealand

Advancement of women in the disarmament process

1. The participation of women in the activities of the United Nations, including in the Professional category of the Secretariat, has been a matter of concern to Member States for many years. Article 101, paragraph 3, of the Charter of the United Nations stipulates as the "paramount consideration" in the employment of staff the "highest standards of efficiency, competence, and integrity". Due regard is also to be paid to the importance of recruiting staff on as wide a geographical basis as possible. No discrimination is made in the employment provisions of the Charter between men and women. Article 1, paragraph 3, of the Charter, however, identifies as one of the purposes of the United Nations the promotion of human rights and fundamental freedoms for all without distinction as to race, sex, language, or religion.
2. The objective of increasing the participation of women in the process of peace and disarmament has been affirmed by Member States a number of times in recent years. The 1982 Declaration on the Participation of Women in Promoting International Peace and Co-operation stated as follows (resolution 37/63, annex, part I, article 5):