

ARTICLE 8

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TEXT OF ARTICLE 8

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.

INTRODUCTORY NOTE

1. During the period under review, there has been no significant change in either the application or the interpretation of Article 8. Such changes as have been made in the Staff Regulations of the United Nations governing the selection of staff and conditions of work of the United Nations Secretariat have not affected the implementation or interpretation of Article 8; the same applies to changes in the Staff Rules implementing these Regulations. 1/ Consequently, while the headings established in the corresponding study in volume I of the Repertory have been maintained, the

1/ The Commission on the Status of Women at its eighth, ninth and tenth sessions did not request the Secretary-General to continue his reports concerning both the relative numbers of men and women participating in the various organs of the United Nations and the description of the regulations relating to equal conditions of work in the United Nations Secretariat; the earlier reports prepared at the Commission's request are referred to in the Repertory, vol. I, under Article 8, para. 5.

supplementary material which requires treatment in the present study is to be found only under "General Survey" and under "Discussions concerning appointment and promotion of women and conditions of equality."

I. GENERAL SURVEY

2. The Commission on the Status of Women at its ninth and tenth sessions in 1955 and 1956 discussed Article 8 in relation to the proportion of women holding senior or policy-making positions in the United Nations Secretariat, and adopted a resolution on this subject at its ninth session addressed directly to the Secretary-General.

II. ANALYTICAL SUMMARY OF PRACTICE

A. Participation of men and women in the United Nations Secretariat

*** 1. Provisions concerning participation in any capacity*

*** 2. Provisions concerning participation under conditions of equality*

*3. Discussions concerning appointment and promotion of women
and conditions of equality*

3. The Commission on the Status of Women made reference to Article 8 in a resolution adopted at its ninth session, 2/ which was addressed directly to the Secretary-General, and was incorporated in the report of the Commission to the Economic and Social Council. The resolution adopted at the ninth session suggested that, in seeking recommendations from Governments for candidates for senior and policy-making posts, attention be called to the principle of the United Nations as to the eligibility of both men and women for such positions. This resolution was similar in content to earlier resolutions 3/ adopted by the Commission at its previous sessions.

4. The Commission again discussed participation of women in the work of the United Nations and the specialized agencies at its tenth session, 4/ and in this connexion members of the Commission raised the question of implementation of Article 8. No resolution on this subject was adopted at the tenth session.

5. The Secretary-General reiterated 5/ at the Commission's ninth session the assurance given at the eighth session of the Commission 6/ that under his administration there was and would be no discrimination on the ground of sex. He also stated that the United Nations Secretariat recruited new staff most heavily from national administrations, and he thought that the success of the Commission in ensuring that women would be given increased responsibilities in their national administrations would be reflected in the appointment of more women to senior posts in the Secretariat as a natural sequence of events.

2/ E S C (XX), Suppl. No. 2 (E/2727-E/CN.6/271), para. 149.

3/ See also in the Repertory, vol. I, under Article 8, paras. 21 and 24.

4/ E S C (XXII), Suppl. No. 4 (E/2850-E/CN.6/286), paras. 160-166.

5/ E S C (XX), Suppl. No. 2 (E/2727-E/CN.6/271), paras. 141 and 142.

6/ See also in the Repertory, vol. I, under Article 8, para. 23.

6. A similar statement was made at the tenth session of the Commission on the Status of Women by the representative of the Secretary-General, ^{7/} who also drew the Commission's attention to the statement made by the Secretary-General at the eighth session of the Commission, ^{8/} to the effect that future representations on the subject be channelled through the Fifth Committee of the General Assembly as the appropriate body to which the Secretary-General reports on all matters of personnel administration.

7. The Economic and Social Council itself did not make any recommendations to the Secretary-General concerning the appointment of women to Secretariat posts. The Council at its twentieth (1955) and twenty-second (1956) sessions took note of the reports of the Commission on the Status of Women. ^{9/}

**** B. Participation in other United Nations Organs**

^{7/} E S C (XXII), Suppl. No. 4 (E/2850-E/CN.6/286), paras. 164 and 165.

^{8/} See also in the Repertory, vol. I, under Article 8, para. 23.

^{9/} E S C resolutions 587 A (XX) and 625 A (XXII).