

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 was no change in either the application or the interpretation of Article 8. Such changes as were made in the Staff Regulations of the United Nations governing the selection of staff and conditions of work of the United Nations Secretariat, and in the Staff Rules implementing these Regulations, did not affect the implementation or interpretation of Article 8. New material noted in this Supplement is to be found in the General Survey, and in the Analytical Summary of Practice under the heading, "Discussions concerning appointment and promotion of women and conditions of equality".

I. GENERAL SURVEY

2. The Commission on the Status of Women, at its eleventh, twelfth and thirteenth sessions, discussed the question of the participation of women in the work of the United Nations and the specialized agencies. At its eleventh session it adopted a resolution on this question and at its thirteenth session agreed that the question of the participation of women should be included in the Commission's agenda each year.

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. At its eleventh session the Commission on the Status of Women unanimously adopted 1/ a resolution which, in the light of Article 8 of the Charter and General Assembly resolution 1095 (XI), expressed the hope that the Secretary-General would bear in mind the necessity of avoiding discrimination against women staff members in respect of dependency allowances and trusted that there would be an increase in the number of women and the proportion of women appointed and promoted to senior and policy-making positions in the United Nations Secretariat and the secretariats of the specialized agencies. In the discussion, 2/ members of the Commission expressed disappointment at the delays encountered in the full implementation of Article 8 of the Charter. The representative of the Secretary-General reiterated 3/ the assurance previously given by the Secretary-General that there was no discrimination against women in the United Nations Secretariat.

4. At the twelfth 4/ and the thirteenth 5/ sessions of the Commission, members expressed the view that the question of the participation of women in the work of the United Nations and the specialized agencies was a matter of particular interest to the Commission, which was concerned with the implementation of Article 8, and agreed that this question should appear on the agenda of the Commission each year. Several members noted 6/ that although the number of women at lower levels in the United Nations and the specialized agencies had increased, there were fewer women in senior positions; they considered this situation far from satisfactory. The Commission on the Status of Women, in its report on the work of its thirteenth session, noted 7/ that the Commission felt that both the International Labour Organisation (the ILO) and the United Nations Educational, Scientific and Cultural Organization (UNESCO) should include women specialists among their staff to work in fields of interest to women. Several members expressed the hope 8/ that more Governments would appoint women to responsible positions in their delegations to the United Nations.

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

1/ E S C (XXIV), Suppl. No. 3 (E/2968-E/CN.6/313), para. 249.

2/ E S C (XXIV), Suppl. No. 3 (E/2968-E/CN.6/313), para. 232.

3/ Ibid., para. 237.

4/ E S C (XXVI), Suppl. No. 7 (E/3096-E/CN.6/334), paras. 162-166.

5/ E S C (XXVIII), Suppl. No. 7 (E/3228-E/CN.6/350), paras. 125-130.

6/ Ibid., para. 127.

7/ Ibid., para. 130.

8/ Ibid., para. 127.