

**1998/11. Mid-term review of the system-wide medium-term plan for the advancement of women, 1996–2001, including the status of women in the Secretariat**

*The Economic and Social Council,*

Reaffirming the revised system-wide medium-term plan for the advancement of women, 1996–2001,<sup>32</sup> and the comments of the Commission on the Status of Women contained in Commission resolution 40/10 of 22 March 1996 and the annex thereto,<sup>33</sup>

Noting with concern that a number of obstacles have been encountered in the implementation of the plan,

1. Welcomes the report of the Secretary-General on the mid-term review of the implementation of the system-wide medium-term plan for the advancement of women, 1996–2001,<sup>34</sup> and endorses the recommendations contained therein;

2. Urges the Secretary-General to ensure that the obstacles encountered in the implementation of the plan are dealt with effectively, in particular through heightened accountability at all levels, especially that of senior manager, and by including the necessary training, where appropriate;

3. Emphasizes the need for continued efforts by all entities of the United Nations system to implement the plan fully;

4. Stresses in particular the importance of mainstreaming a gender perspective into the formulation and implementation of operational activities for development of the United Nations system and into the United Nations Development Assistance Framework,<sup>35</sup> notably at the country level;

5. Welcomes the work of the Inter-Agency Committee on Women and Gender Equality of the Administrative Committee on Coordination, in particular its coordination and catalytic role in the area of gender mainstreaming, policy analysis and operational activities in the programmes of work of the bodies of the United Nations system, and its work in compiling good practices, guidelines and indicators in the area of gender mainstreaming;

6. Urges Member States, when considering the triennial policy review of operational activities for development of the United Nations system, during the fifty-third session of the General Assembly, to integrate fully a gender perspective into those activities;

7. Requests the United Nations Development Group to institute guidelines and procedures for the implementation of relevant aspects of the Platform for Action adopted by the Fourth World Conference on Women<sup>2</sup> into the planning and preparation of the operational activities for development of United Nations funds and programmes;

8. Recommends that gender equality and women's empowerment goals be integrated into the continuing United Nations reform process, including in the work of the executive committees, and, in that regard, reaffirms the goal of 50/50 gender distribution by the year 2000 in all categories of posts within the United Nations system, especially at the D-1 level and above, with full respect for the principle of equitable geographical distribution, in conformity with Article 101 of the Charter of the United Nations, and also taking into account the lack of representation or under-representation of women from certain countries, in particular developing countries and countries with economies in transition.

*44th plenary meeting  
28 July 1998*

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<sup>31</sup> United Nations, *Treaty Series*, vol. 75, No. 973.

<sup>32</sup> See E/1996/16.

<sup>33</sup> See *Official Records of the Economic and Social Council, 1996, Supplement No. 6 (E/1996/26)*, chap. I, sect. C.2.

<sup>34</sup> E/CN.6/1998/3.

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<sup>35</sup> See A/53/226, paras. 72–77, and A/53/226/Add.1, paras. 88–98.