



**Administrative Committee
on Coordination**

ACC/1995/2/Add.2

1 December 1995

ENGLISH ONLY

**SUMMARY OF CONCLUSIONS OF THE ORGANIZATIONAL COMMITTEE
AT ITS SECOND REGULAR SESSION (PART I)**

(New York, 27-29 September 1995)

INTRODUCTION

1. The Organizational Committee (OC) of the Administrative Committee on Coordination (ACC) met at United Nations Headquarters, New York, from 27 to 29 September 1995. OC adopted an annotated agenda for the meeting, which is contained in annex I. The list of participants is contained in annex II. The outcome of a further meeting of OC, held immediately after the second regular session of 1995 of ACC is reflected in the second part of the present summary of conclusions. The list of participants in that further meeting is contained in annex III.

I. PREPARATIONS FOR THE SECOND REGULAR SESSION OF 1995 OF ACC**A. African economic recovery and development**

2. A representative of the secretariat of the ACC Steering Committee on the Special Initiative on Africa introduced the Steering Committee's report and drew attention to the main recommendations formulated by the Committee on the basis of its own work and the activities of its five working groups, for action by ACC.

3. Taking into account comments and suggestions made during its consideration of the item, the Organizational Committee prepared annotations to the ACC agenda, proposing issues around which ACC's discussions on the Steering Committee's recommendations might be structured, as well as the elements of a draft declaration which the ACC may wish to issue in support of the launching of the Initiative.

B. Coordinated follow-up to international conferences

4. The representative of the United Nations introduced a background paper for submission to ACC focusing on the implications for ACC of the Economic and Social Council's deliberations on the subject. The Committee was also informed of a subsequent letter dated 26 September 1995, addressed by the Secretary-General to members of ACC, which enclosed in an annex proposals for

ACC/1995/2/Add.2

English

Page 2

9538307

consideration by ACC on the strengthening of inter-agency support for country-level action in the follow-up to recent global conferences. Taking into account the background paper and comments and suggestions made during its discussion, the Committee prepared annotations to the ACC agenda.

C. Follow-up to the United Nations Conference on
Environment and Development

5. The Secretary of the Inter-Agency Committee on Sustainable Development (IACSD) briefed OC on the outcome of the sixth meeting of IACSD, held in Geneva from 12 to 14 July 1995, and drew attention to issues identified by IACSD in its report requiring consideration or action by ACC.

6. Members of OC noted that the outcome of the second phase of the IACSD's review of the implementation of Agenda 21 ¹/ was relevant to other issues in the agenda of the forthcoming session of ACC, including not only the item on the coordinated follow-up to global conferences but also issues relating to the functioning of ACC and its subsidiary machinery. Special reference was made within this context to the contribution that IACSD intended to make to the streamlining of the inter-agency coordinating machinery, and to the role of IACSD in the development of a framework for ensuring policy coherence and coordination in the United Nations system's approach to sustainable development.

7. OC also noted that, in accordance with the time-frame determined by ACC, the third phase of IACSD's review was expected to lead to a full assessment of the United Nations system's response to Agenda 21 for consideration by ACC, as part of the preparations for the 1997 review and appraisal by the General Assembly of progress achieved since the Rio Conference. In this connection, the view was expressed that the follow-up to the United Nations Conference on Environment and Development would need to continue to be featured in the agenda of ACC, at least until 1997.

8. The representative of the United Nations Environment Programme (UNEP) brought to the attention of OC the request made by the Governing Council of UNEP at its eighteenth session for the preparation of a system-wide strategy in the field of environment for consideration by the Governing Council in 1997. He indicated that UNEP would work closely with other agencies and organizations of the United Nations system in the preparation of the strategy.

9. OC agreed that the annotated agenda for the second regular session of 1995 of ACC would draw the attention of ACC to the paper on the second phase of the review of the functioning of IACSD prepared by the Committee, as contained in annex V to the report of its sixth meeting (ACC/1995/17).

10. OC, on behalf of ACC, took note of the proposed venue (United Nations Headquarters in New York) and date (5-7 February 1996) of the seventh meeting of IACSD.

D. Administrative questions

11. OC was briefed by a representative of the Department of Administration and Management of the United Nations Secretariat on the conclusions of the special high-level meeting of the Consultative Committee on Administrative Questions (CCAQ) which had been held in Geneva on 1 and 2 June 1995, as well as the outcome of the eighty-second session of the Consultative Committee on Administrative Questions (Personnel and General Administrative Questions) (CCAQ(PER)) held at International Civil Aviation Organization (ICAO) headquarters, from 24 to 28 April 1995, of the first part of the eighty-third session, held at United Nations Headquarters in New York on 20, 21 and 24 July 1995, and of the second part of the eighty-third session, held in Geneva on 20, 21 and 22 September 1995. He drew attention to six key issues addressed at these meetings:

- (a) The consultative process and functioning of the International Civil Service Commission (ICSC);
- (b) The application of the Noblemaire principle;
- (c) The work/family agenda;
- (d) The status of women in the secretariats of the United Nations;
- (e) Security and safety of United Nations system staff;
- (f) The functioning of the Joint Inspection Unit (JIU).

12. The Committee prepared, in the light of this presentation, annotations to the ACC agenda, submitting for approval of ACC, and eventual transmission to the General Assembly, draft ACC statements prepared within CCAQ on the consultative process of the International Civil Service Commission (ICSC), and on the application of the Noblemaire principle. Regarding the issue of the work/family agenda, OC, on the recommendation of CCAQ(PER), endorsed, on behalf of ACC, the policy framework (contained in annex IV of the report of the eighty-third session of CCAQ(PER) (ACC/1995/19), outlining the commitment of the organizations of the United Nations system to creating and maintaining a family-supportive work environment. OC also took note of the status of implementation of the ACC statement on the status of women within the organizations of the United Nations system, and requested CCAQ(PER) to continue to keep the matter under close consideration.

13. On the question of the security and safety of United Nations system staff, OC decided to include in the annotations to the ACC agenda a recommendation that ACC might wish to draw the attention of member States to the continuing concern that the provisions of the Convention on the Safety of United Nations and Associated Personnel (contained in the annex to General Assembly resolution 49/59) excluded from the purview of the Convention most regular or emergency activities of the United Nations programmes and specialized agencies that did not constitute a United Nations operation established by the Security Council or the General Assembly. Regarding the Joint Inspection Unit (JIU), some OC members reiterated their concerns about the cost-effectiveness of the Unit's work and noted that similar concerns were reflected in the report of the high-level meeting of CCAQ before ACC. Consideration of that report would thus provide an opportunity for ACC members to raise the matter, if they so wished.

14. OC endorsed, on behalf of ACC, the designation of Mr. J. P. Baré as the Chairman of the Committee.

E. Functioning of ACC: Follow-up to the Secretary-General's
letter of 27 March 1995

15. OC was informed of the responses of executive heads to the Secretary-General's letter of 27 March 1995 addressing certain aspects of ACC's future functioning. The discussions in OC served to identify a number of issues requiring special attention within this context, including:

(a) The utilization of the private meetings of the executive heads of agencies attending ACC sessions for broader exchange of views on major developments affecting the organizations of the system;

(b) The importance of ensuring that the programme of work of ACC and its subsidiary machinery was responsive not only to the agendas of the central intergovernmental bodies but also to the main concerns of each of the organizations making up the system;

(c) The need to infuse further flexibility into the functioning and methods of work of ACC and its subsidiary machinery, to find means less costly than meetings for the exchange of information, and to focus coordination efforts around specific substantive themes suitable for joint programming and implementation;

(d) The need to enhance feedback between global coordination arrangements and country-level action, so that such arrangements served to maximize support for country-level coordination, and their agenda and programme of work reflected needs and priorities, as perceived at the country level;

(e) The importance of developing new approaches to the scheduling of meetings of inter-agency bodies, avoiding to the extent possible automaticity;

(f) The desirability of greater delegation of authority to the consultative committees;

(g) The need to strengthen arrangements for monitoring the follow-up to ACC decisions.

16. The Committee agreed to bring the above issues to the attention of ACC and prepared on that basis annotations to the ACC agenda.

F. Other matters

17. ACC's agenda will recall, under this item, the invitation addressed to ACC to hold its next session in Nairobi.

18. OC was also informed under this item that the Committee for Programme and Coordination (CPC), during its

thirty-fifth session, held at United Nations Headquarters from 15 May to 9 June 1995, had agreed to propose that the theme for the twenty-ninth series of Joint Meetings of CPC and ACC should be "Coordination of the activities of the United Nations system for the eradication of poverty". 2/

19. The Committee concurred with the selection of this theme. OC was also informed that CPC had stressed that working arrangements for the meeting should be designed to promote a dialogue, and that written statements should be discouraged. 3/ It was further suggested by CPC that a list of questions to which representatives would be invited to respond should be identified in advance of the meeting by members of CPC. The next series of Joint Meetings was scheduled for 16 October 1995.

II. OUTSTANDING ISSUES RELATING TO THE FUNCTIONING OF THE ACC SUBSIDIARY MACHINERY

A. Brochure on the ACC machinery

B. Compilation of OC/ACC decisions on the operation of the ACC machinery

C. Follow-up to the ACC decision concerning the co-location in Geneva of inter-agency-financed secretariats of ACC subsidiary bodies

20. OC agreed that these issues would be considered at the second part of its current session.

III. REPORTS OF ACC CONSULTATIVE COMMITTEES AND OTHER INTER-AGENCY BODIES

A. Reports of ACC Consultative Committees

1. Reports of the eighty-second and eighty-third sessions of CCAQ(FB): International Maritime Organization (IMO) headquarters, London, 13-17 February 1995; and United Nations Headquarters, New York, 28 August-1 September 1995

21. OC was briefed by the representative of the Department of Administration and Management of the United Nations Secretariat on the outcome of the eighty-third session of the Consultative Committee on Administrative Questions (Financial and Budgetary Questions) (CCAQ(FB)), which was held at United Nations Headquarters in New York from 28 August to 1 September 1995.

22. OC noted that the report of the eighty-third session of CCAQ(FB) (ACC/1995/20) did not call for any specific

action by ACC at the current time. It considered, however, that the following issues arising from the Committee's work deserved to be especially highlighted:

- (a) The process of consideration of budgets of jointly financed bodies;
- (b) Accounting standards;
- (c) Arrangements concerning financial reporting.

23. OC considered it important that the calendar of meetings of the ACC machinery should make possible timely reviews of budgets of jointly financed bodies by the relevant subsidiary bodies of ACC prior to their consideration by CCAQ(FB).

24. OC noted that a review of common accounting standards would be undertaken next year and a report submitted to the General Assembly.

25. OC endorsed, on behalf of ACC, the extension of the term of office of Mr. D. Daly as the Chairman of CCAQ(FB).

26. OC considered that changes in the ACC standard classification should be introduced only when absolutely necessary and should be the subject of close consultation between CCAQ(FB) and the Consultative Committee on Programme and Operational Questions (CCPOQ).

27. OC, on behalf of ACC, also took note of the report of CCAQ(FB) on its eighty-second session (ACC/1995/6), which was held at International Maritime Organization (IMO) headquarters, London, from 13 to 17 February 1995.

2. Reports of the eighty-second session of CCAQ(PER), ICAO headquarters, Montreal, 24-28 April 1995; and of the first part of the eighty-third session: United Nations Headquarters, New York, 20-24 July 1995, and of the second part of the eighty-third session, United Nations Headquarters, Geneva, 20-22 September 1995

28. OC, on behalf of ACC, took note of the reports of CCAQ(PER) on its eighty-second session (ACC/1995/5) which was held at ICAO headquarters, Montreal, from 24 to 28 April 1995, and of the eighty-third session (ACC/1995/19), held at United Nations Headquarters, New York from 20 to 24 July 1995 (part I) and the United Nations Office at Geneva, from 20 to 22 September 1995 (part II).

3. Report of the seventh session of CCPOQ (ACC/1995/18):

United Nations Headquarters, New York,

19-22 September 1995

29. The Secretary of CCPOQ briefed OC on the work of the seventh session of CCPOQ. OC concurred with the Committee's recommendation regarding the venue and dates of its eighth session (United Nations Office at Geneva, Geneva, 4-8 March 1996).

30. OC noted with appreciation that CCPOQ was being kept closely informed of the work of the Inter-Agency Task Force on the International Conference on Population and Development and that the Task Force had completed four sets of draft guidelines to assist the resident coordinator system in the operationalization of the Programme of Action of the International Conference on Population and Development 4/ in the following areas: (a) common approach to national capacity-building in tracking child and maternal mortality; (b) women's empowerment; (c) basic education with special attention to gender disparities; and (d) reproductive health.

31. OC endorsed, on behalf of ACC, the common advocacy statement on population and development by the United Nations system prepared by the Inter-Agency Task Force on the International Conference on Population and Development (annex V).

32. OC endorsed, on behalf of ACC, revised terms of reference for the Subcommittees on Rural Development and on Drug Control. OC noted the arrangements proposed by CCPOQ for the review of the ACC standard classification programme and, in this connection, suggested that the composition of the working group include representatives from the Inter-Agency Committee on Sustainable Development (IACSD) and the Inter-Agency Task Force on the International Conference on Population and Development.

33. OC noted that the role of CCPOQ in the field of science and technology would be limited to specific science and technology issues, with particular reference to programme and operational matters at the country-level and that IACSD would have the primary responsibility for coordinating United Nations system activities in science and technology.

34. OC took note of the following appointments for the Subcommittees reporting to CCPOQ:

- (a) Subcommittee on Rural Development
Chairman: Mr. G. Gordillo de Anda (Food and Agriculture Organization of the United Nations (FAO))
Twenty-fourth session: Geneva, spring 1996
- (b) Subcommittee on Nutrition (SCN)
Chairman: Mr. R. Jolly (United Nations Children's Fund (UNICEF))
Twenty-third session: Accra, 26 February-1 March 1996
- (c) Subcommittee on Statistical Activities
Chairman: Mr. F. Mehran (International Labour Organization (ILO))

Thirtieth session: New York, 7-9 May 1996

- (d) Subcommittee on Drug Control
 Chairman: Mr. M. Ali (United Nations International Drug Control Programme (UNDCP))
 Fourth session: Vienna, 4-6 September 1996

35. With regard to appointments to posts of secretary of inter-agency-financed bodies, OC noted that the CCPOQ had postponed action on the question of the Technical Secretary of SCN and that the United Nations representative at SCN had undertaken to bring the matter to the attention of OC. OC noted that, meanwhile (pending the required decisions), the current SCN Technical Secretary had been granted a one-year extension by the World Health Organization (WHO) as the administering organization. The Chairman of OC was requested to consult further on the matter with WHO. OC would revert to it at its next session.

36. OC also noted that the Joint and Co-sponsored United Nations Programme on Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome (HIV/AIDS) and the United Nations Office for Project Services (UNOPS) would be invited to participate on an informal basis in meetings and activities of CCPOQ when such meetings and activities were considered relevant to their programmes.

4. Report of the sixth meeting of IACSD: WHO headquarters, Geneva, 12-14 July 1995

37. OC, on behalf of ACC, took note of the report of the sixth meeting of IACSD (ACC/1995/17), held at WHO headquarters, Geneva, from 12 to 14 July 1995.

B. Reports of bodies reporting to OC

1. Report of the third session of the Information Systems Coordination Committee (ISCC): United Nations Office at Geneva, Geneva, 19-21 April 1995

38. OC agreed that this item would be considered at the second part of its current session.

2. Report of the twenty-first session of the Joint United Nations Information Committee (JUNIC): United Nations Educational, Scientific and Cultural Organization (UNESCO) headquarters, Paris, 5-7 July 1995

39. The Secretary of the Committee introduced the report of the Joint United Nations Information Committee

(JUNIC) on its twenty-first session (ACC/1995/15). OC noted that the Non-Governmental Liaison Service (NGLS) was now in a more stable financial situation as a result of the allocation of funds in the United Nations regular budget to support its activities. In the same context, OC noted with appreciation that JUNIC was increasingly giving attention to the role and contribution of non-governmental organizations. OC also noted that JUNIC had not yet taken a decision regarding the start of a new system-wide publication on development issues, and considered that further consultations on this and other outstanding matters might be pursued by correspondence, and as necessary, at the next session of JUNIC.

40. OC's attention was drawn to the recommendation of JUNIC concerning arrangements for the participation of the United Nations system in the international exhibition, Lisbon Exposition 1998, entitled "The oceans, a heritage for the future". Bearing in mind the major involvement of both UNESCO and the United Nations in ocean issues, OC invited both organizations to consult further on the matter and to elaborate appropriate arrangements for joint coordination of United Nations system participation at the exhibition and to inform JUNIC thereon at its next session, while also providing full information on the scope of the exhibition, and on the role to be played by all concerned organizations and inter-agency bodies within the framework of the coordination arrangements that the United Nations and UNESCO would draw up in accordance with the agreed guidelines. JUNIC would report thereon to ACC/OC at the earliest opportunity.

41. OC endorsed, on behalf of ACC, the time and venue of the twenty-second session of JUNIC to be held at United Nations Environment Programme (UNEP) headquarters during the last week of June/first week of July 1996. The recommendation that the Chairman of JUNIC for the period 1996-1997 should be Mr. Samir Sanbar, Assistant-Secretary-General for Public Information, was likewise endorsed.

42. OC recommended that JUNIC should give consideration to the development of media guidelines for use by United Nations resident coordinators in the field. OC also suggested that the information exchange network being considered by JUNIC should be shared with the Information Systems Coordination Committee (ISCC).

3. Report of the nineteenth Ad Hoc Inter-Agency Meeting
on Women: United Nations Headquarters, New York,
13 and 14 March 1995

43. A representative of the United Nations Secretariat introduced the report of the nineteenth Ad Hoc Inter-Agency Meeting on Women (ACC/1995/8). OC endorsed the recommendation that a meeting of the Ad Hoc Inter-Agency Meeting on Women be held at United Nations Headquarters in November 1995, at the time of the General Assembly's consideration of the report of the Fourth World Conference on Women, to consider a draft of the framework for the revised system-wide medium-term plan for the advancement of women, taking into account the results of the Beijing Conference, and to decide on the next steps for preparing the revision of the system-wide plan. A decision on a further meeting of the Ad Hoc Inter-Agency Meeting on Women, proposed for March 1996 in connection with the fortieth session of the Commission on the Status of Women, would be taken up by OC at the second part of its current session following the second regular session of ACC.

4. Report of the Fifth Ad Hoc Inter-agency Meeting on International Year of the Family: Vienna, 22 and 23 May 1995

44. OC agreed that this item would be considered at the second part of its current session.

5. Report of the Ad Hoc Working Group on Consultations on Early Warning of New Flows of Refugees and Displaced Persons

45. A representative of the United Nations Secretariat from the Department of Humanitarian Affairs introduced the report of the Working Group (ACC/1995/24). OC took note of the report and agreed, on behalf of ACC, that the Working Group should continue to function within the framework of the Inter-Agency Standing Committee (IASC).

IV. OTHER MATTERS

A. International Decade of the World's Indigenous People

46. A representative of the Centre for Human Rights of the United Nations Secretariat introduced the background note prepared by the Centre. She referred to General Assembly resolution 49/214, in which the Assembly, *inter alia*, requested ACC, through its inter-agency process, to consult and coordinate on the International Decade of the World's Indigenous People, with a view to assisting the Coordinator of the Decade to fulfil his function, and to report on activities of the United Nations system in relation to the Decade to the Assembly in each year of the Decade.

47. It was agreed that the United Nations and its departments, programmes and organizations would identify existing activities relating to indigenous people, in light of the goals, objectives and programme of activities of the Decade, and endeavour to develop specific new activities, in consultation with the Coordinator of the Decade, as well as make suggestions to the Coordinator for activities to be incorporated into a programme of joint United Nations efforts.

48. OC noted that the Centre for Human Rights would contact agencies and organizations to provide more details on further action that might be taken in this regard.

B. Fiftieth Anniversary of the United Nations

49. A representative of the United Nations Secretariat briefed OC on the arrangements for the convening of the special commemorative meeting of the General Assembly on the occasion of the fiftieth anniversary of the United Nations, to be held at United Nations Headquarters from 22 to 24 October 1995. She highlighted those aspects of the programme in which executive heads of specialized agencies would be invited to participate.

SUMMARY OF CONCLUSIONS OF THE ORGANIZATIONAL COMMITTEE

AT ITS SECOND REGULAR SESSION (PART II)

(New York, 13 and 14 October 1995)

INTRODUCTION

50. The Organizational Committee (OC) of the Administrative Committee on Coordination (ACC) met on 13 and 14 October 1995 to consider the follow-up to the decisions taken and conclusions reached by ACC at its second regular session of 1995 on 12 and 13 October 1995 (see ACC/1995/23), and to conclude consideration of a number of issues included in the agenda of the first part of its session.

51. OC finalized, on behalf of ACC, the summary of conclusions reached by ACC at its second regular session of 1995. OC noted that a number of decisions adopted by ACC at its second regular session had significant implications for OC's future work programme, and particularly for its mandated role for the monitoring of the functioning of the ACC machinery. OC recalled that ACC, on the occasion of the 1993 reorganization of the ACC machinery, had agreed that the new arrangements would be reviewed in two years' time in the light of experience. It considered that the specific tasks concerning the functioning of the ACC machinery, assigned to it by ACC at the current session, would best be undertaken as an integral part of this broader review. The Chairman of OC indicated that he would correspond with members of the Committee to elaborate specific proposals and arrangements in this regard.

52. The list of participants (part II) is contained in annex III.

I. OUTSTANDING ISSUES RELATING TO THE FUNCTIONING OF
THE ACC SUBSIDIARY MACHINERY

A. Brochure on the ACC machinery

53. It was agreed that a draft on the subject would be circulated shortly to OC members for comments and clearance by correspondence.

B. Compilation of OC/ACC decisions on the operation
of the ACC machinery

54. It was agreed that a draft on the subject would be circulated shortly to OC members for comments and clearance by correspondence.

C. Follow-up to the ACC decision concerning the co-location in Geneva of inter-agency-financed secretariats of ACC subsidiary bodies

55. OC was informed by its Chairman that there was no new information available on the question, and agreed to retain the item in the agenda for its next meeting.

II. REPORTS OF ACC CONSULTATIVE COMMITTEES AND OTHER INTER-AGENCY BODIES

A. Reports of bodies reporting to OC

1. Report of the third session of the Information Systems Coordination Committee (ISCC): Palais des Nations, Geneva, 19-21 April 1995

56. OC took note of the report of the third session of the Information Systems Coordination Committee (Geneva, 19-21 April 1995) (ACC/1995/9) and endorsed the recommendations contained in paragraph 2 (a), (b) and (d) of that report. It agreed to bring to the attention of the other committees of ACC the work of ISCC on strategic planning and information technology, as set out in annex III of the report of ISCC. It decided to carry out at its next session a review and assessment of the work carried out so far by the Committee. It also invited ISCC to bear in mind the comments and recommendations of CCAQ(FB) contained in paragraph 24 of the report of the eighty-third session of CCAQ(FB) (ACC/1995/20) relating to the preparation of future programme budgets of ISCC.

2. Report of the nineteenth Ad Hoc Inter-Agency Meeting on Women: United Nations Headquarters, New York, 13 and 14 March 1995

57. OC agreed to give consideration, following the relevant decisions of the General Assembly on the report of the Beijing Conference, to future arrangements for inter-agency follow-up and collaboration on issues relating to the status of women, in the light of paragraph 21 of the ACC summary of conclusions at its second regular session of 1995. Without prejudice to the decisions to be taken in this respect, OC concurred with the proposal for the convening of a further Ad Hoc Inter-Agency Meeting on Women in March of 1996 to coincide with the session of the Commission on the Status of Women.

3. Report of the Fifth Ad Hoc Inter-Agency Meeting on the International Year of the Family, Vienna, 22 and 23 May 1995

58. OC took note of the report of the Fifth Ad Hoc Inter-Agency Meeting on the International Year of the Family (Vienna, 22 and 23 May 1995) (ACC/1995/10). OC considered that, with the end of the International Year of the Family in 1994, the Ad Hoc Inter-Agency Meeting had achieved its objectives and completed its tasks. OC decided to transmit the report of the Fifth Ad Hoc Inter-Agency Meeting to CCPOQ for follow-up action as appropriate, within the context of that Committee's ongoing programme of work.

III. OTHER MATTERS

A. Future sessions of OC and ACC

59. OC noted that the Secretary-General would undertake further consultations regarding the dates of the next session of ACC. The dates of the next session of OC would be established in that light, taking also into account the requirements deriving from the additional tasks assigned to the Committee, referred to in paragraph 51 above, and other relevant mandates entrusted to the Committee.

B. Twenty-fifth anniversary of the International Computing Centre (ICC)

60. A representative of the United Nations informed OC that the International Computing Centre (ICC), in celebration of its twenty-fifth anniversary during 1996, was proposing to convene an anniversary conference. In this connection, the ICC Management Committee had proposed the idea of scheduling the conference to coincide with the second regular session of ACC of 1996 in order to establish a video conference link between the two meetings for some segment of the conference agenda, and to make a presentation to ACC on the significance and impact of modern information technology on management issues. The presentation would be in the form of a keynote speech and interaction with a world-class specialist in the field. OC noted this invitation and agreed to reconsider the issue once the dates of the next session of ACC were determined.

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61. OC stressed that the decisions it had taken at its current session on the convening of the meetings of the subsidiary bodies of ACC were subject to its further review of the functioning of the ACC machinery, including consideration of the cost-effectiveness of meetings.

Notes

1/ Report of the United Nations Conference on Environment and Development, Rio de Janeiro, 3-14 June 1992, vol. I, Resolutions Adopted by the Conference (United Nations publication, Sales No. E.93.I.8 and corrigendum), resolution 1, annex II.

2/ A/50/16, para. 284.

3/ Ibid.

4/ Report of the International Conference on Population and Development, Cairo, 5-13 September 1994
(United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.

Annex I

ANNOTATED AGENDA

1. Adoption of the agenda
2. Preparation for the second regular session of 1995 of ACC
 - (a) African economic recovery and development

Following an in-depth discussion on this item at the second regular session of ACC in 1994, a steering committee, together with a number of ad hoc groups, were established to develop further initiatives and proposals, for consideration by ACC at its second regular session of 1995, aimed at enhancing the support of the United Nations system for African development. A report on the work of these bodies, including proposals for action by ACC, will be available in advance of the ACC discussions.

- (b) Coordinated follow-up to international conferences

At its first regular session in 1995, ACC emphasized the need to approach the follow-up to recent United Nations conferences in an integrated manner. Subsequently, in a letter to executive heads dated 21 June 1995, the Secretary-General addressed the question of the follow-up to the World Summit for Social Development in the larger context of the conference "continuum", and put forward, for the consideration of ACC members, some proposals on arrangements for pursuing the Summit recommendations at the inter-agency level. Since then, the Economic and Social Council, at its substantive session of 1995, also considered an item on the coordinated follow-up to United Nations global conferences and adopted agreed conclusions on the subject. ACC will have before it a note on this item, taking into account replies received from executive heads to the Secretary-General's letter of 21 June 1995.

- (c) Follow-up to the United Nations Conference on Environment and Development

The report of the sixth session of IACSD, held at WHO headquarters in Geneva from 12 to 14 July 1995, will be available. At that session, IACSD concluded the second phase of its review, including proposals on ways to enhance the Committee's role in support of ACC, and prepared a draft paper for adoption by ACC.

- (d) Administrative questions

ACC will have before it, for its consideration, a report on the conclusions reached at the special session of CCAQ held in Geneva, on 1 and 2 June 1995. These conclusions focus on the International Civil Service Commission (ICSC) study on the application of the Noblemaire principle, but they also deal with other broad issues relating to the functioning of ICSC and other inter-agency- financed bodies. The reports of CCAQ(FB) and CCAQ(PER) will also be available.

It is envisaged that, in accordance with established practice, arrangements will be made for ACC, in the context of its consideration of this agenda item, to hear statements from, and to have an exchange of views with, the Chairman of ICSC, and representatives of the Federation of International Civil Servants' Associations (FICSA) and the Coordinating Committee for Independent Staff Unions and Associations (CCISUA).

(e) Functioning of ACC: follow-up to the Secretary-General's letter of 27 March 1995

In his letter of 27 March 1995 to executive heads, the Secretary-General circulated a note containing proposals on the future functioning of ACC. ACC may wish to consider the follow-up to this proposal in light of the responses received.

(f) Other matters

Under this item, issues arising from the OC session, and from the reports of other subsidiary bodies requiring ACC's action or attention, will be identified and brought to the attention of ACC.

* * *

In line with present practice, it is suggested that arrangements be made during the session of OC for the preparation of a single paper for ACC, which would also serve as the annotated agenda, and incorporate all material requiring ACC's attention and/or action.

3. Outstanding issues relating to the functioning of the ACC subsidiary machinery

(a) Brochure on the ACC machinery

A draft of the public information brochure on the role of ACC and its subsidiary machinery requested by the Organizational Committee will be available in advance of the session.

(b) Compilation of OC/ACC decisions on the operation of the ACC machinery

A draft of a reference manual on the subject, prepared pursuant to a request by the Organizational Committee, will be available before the session.

(c) Follow-up to the ACC decision concerning the co-location in Geneva of inter-agency-financed secretariats of ACC subsidiary bodies

The Organizational Committee will receive an oral status report on the issue.

4. Reports of ACC consultative committees and other inter-agency bodies

(a) Reports of ACC consultative committees

Report of the eighty-second session (ACC/1995/6) and of the eighty-third session (ACC/1995/20) of CCAQ(FB): IMO headquarters, London, from 13 to 17 February 1995; and United Nations Headquarters, New York, from 28 August to 1 September 1995.

Report of the eighty-second session (ACC/1995/5) and of the eighty-third session (ACC/1995/19) of CCAQ(PER): ICAO headquarters, Montreal, from 24 to 28 April 1995; and United Nations Headquarters, New York, from 20 to 24 July 1995 (part I), and United Nations Office at Geneva, Geneva, from 20 to 22 September 1995 (part II).

Report of CCPOQ on its seventh session (ACC/1995/18): United Nations Headquarters, New York, from 19 to 22 September 1995.

Report of the sixth meeting of IACSD (ACC/1995/17): WHO headquarters, Geneva, from 12 to 14 July 1995.

(b) Reports of bodies reporting to OC

Report of ISCC on its third session (ACC/1995/9): United Nations Office at Geneva, Geneva, from 19 to 21 April 1995.

It will be recalled that the Organizational Committee had agreed at its last session to undertake a review of the functioning of ISCC at the second regular session for 1995.

Report of JUNIC on its twenty-first session (ACC/1995/15): UNESCO headquarters, Paris, from 5 to 7 July 1995.

Report of the nineteenth Ad Hoc Inter-Agency Meeting on Women (ACC/1995/8): United Nations Headquarters, New York, on 13 and 14 March 1995.

Report of the Fifth Ad Hoc Inter-Agency Meeting on the International Year of the Family (ACC/1995/10): Vienna, on 22 and 23 May 1995.

Report of the Ad Hoc Working Group on Consultations on Early Warning of New Flows of Refugees and Displaced Persons (ACC/1995/24).

Following the Organizational Committee's endorsement in October 1992 of the recommendation of the ACC Ad Hoc Working Group on Early Warning of New Flows of Refugees and Displaced

Persons, a consultation group was established and consultations started in 1993. The report of the Group before the Organizational Committee contains, inter alia, a recommendation that the ACC approve the continued functioning of this Group in order to consolidate humanitarian efforts within the inter-agency consultative mechanism. It is proposed that the Group continue to operate within the framework of the Inter-Agency Standing Committee (IASC).

5. Other matters

(a) International Decade of the World's Indigenous People

In paragraph 17 of its resolution 49/214 of 23 December 1994, the General Assembly requested the ACC, through its inter-agency process, to consult and coordinate on the Decade, with a view to assisting the Coordinator of the Decade to fulfil his function, and to report on activities of the United Nations system in relation to the Decade to the Assembly in each year of the Decade. A note by the Centre for Human Rights on the subject will be available for consideration by the Organizational Committee.

(b) Fiftieth anniversary of the United Nations

Under this sub-item, the Organizational Committee may wish to receive a status report on activities and events relating to the fiftieth anniversary of the United Nations of system-wide concern.

(c) ACC/CPC joint meetings

Under this sub-item, the Organizational Committee may wish to review arrangements for convening the 29th series of ACC/CPC Joint Meetings, including CPC's proposals and guidelines for the operation of these meetings. The Organizational Committee concurred, via correspondence on behalf of ACC, with the proposed theme "Coordination of activities of the United Nations system for the eradication of poverty". A background note on the subject will be prepared by the United Nations, drawing on material prepared on the subject within the framework of CCPOQ.

(d) Future sessions of OC and ACC

The Organizational Committee will need to make recommendations on dates, venues and agendas for future sessions of ACC, and to decide on arrangements for its own meetings in 1996.

* * *

Policy and programme developments in organizations of the United Nations System

In the context of discussions on its own functioning, the Organizational Committee, at its second regular session of 1994, agreed that one day of its first regular session each year should be devoted to a broad exchange of information and views on policy and programme developments in each organization of relevance to the system as a whole. Discussions at the last session were to focus on:

/ . . .

- (a) The reform processes under way in the various organizations of the system;
- (b) The main substantive themes/priorities emerging in the various organizations to guide their future work programmes.

The Organizational Committee did not complete consideration of this issue and agreed to pursue a further exchange of information on the topic at the second regular session of 1995.

It will be recalled that the Organizational Committee agreed that discussions at the first session of OC in 1996 could focus on the issue of the interaction of the organizations of the United Nations with civil society.

Annex II

LIST OF PARTICIPANTS

(Part I, New York, 27-29 September 1995)

Chairman: P. Civili (United Nations)

Secretary: C. Hackett (United Nations)

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United Nations Environment Programme

A. Z. Amin

United Nations Children's Fund

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D. Jones

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J. J. Graisse
E. Gutierrez
N. Chandavakar
E. Wilkens

United Nations Population Fund

S. Rao
E. Ranneberg -
Nilsen

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United Nations International Drug Control
Programme

S. Bryant

United Nations Relief and Works Agency
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W. Lee

World Food Programme

W. H. Schleiffer

Specialized agencies, IAEA and World Trade Organization

International Labour Organization

G. Minet
D. Freedman

Food and Agriculture Organization of the
United Nations

J. S. Camara

United Nations Educational, Scientific
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L. Schaudinn
A. Hamad
A. Husain

World Health Organization

Y. Kawaguchi
Maaza Bekele

World Bank N. Raphaeli

International Monetary Fund

J. B. Zulu
H. Shugarman

International Telecommunication Union

D. Maclean

World Meteorological Organization

S. Chacowry

International Fund for Agricultural
Development

U. Abhyankar

United Nations Industrial Development
Organization

H. Muegge

* * *

/ . . .

International Atomic Energy Agency

B. Andemicael

* * *

World Trade Organization

A. Frank

* * *

Consultative Committee on Programme
and Operational Questions

D. Deane

Annex III

LIST OF PARTICIPANTS

(Part II, New York, 13 and 14 October 1995)

Chairman: P. Civili (United Nations)

Secretary: C. Hackett (United Nations)

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/ . . .

Specialized agencies, IAEA and World Trade Organization

International Labour Organization	G. Minet
Food and Agriculture Organization of the United Nations	J. S. Camara
United Nations Educational, Scientific and Cultural Organization	L. Schaudinn A. Hamad
International Civil Aviation Organization	E. W. Faller
World Health Organization	Y. Kawaguchi
World Bank	J. Grayson
Universal Postal Union	G. Kalicki
International Telecommunication Union	J.-P. Baré
World Meteorological Organization	S. Chacowry
International Maritime Organization	F. Labastida
World Intellectual Property Organization	K. J. Suedi
International Fund for Agricultural Development	U. Abhyankar
United Nations Industrial Development Organization	H. Muegge
	* * *
International Atomic Energy Agency	B. Andemicael
	* * *
World Trade Organization	A. Frank

Annex IV

WORK/FAMILY AGENDA POLICY

As the organizations of the United Nations common system reform to meet the challenges of the twenty-first century, they are under obligation to create a supportive work environment that will promote productivity and enable staff members to respond to the conflicting pressures of work and family life.

The pointers in the workplace are clear: mandates are increasing in number and complexity; resources are finite; more has to be done with less; better "quality" services are expected; stress is omnipresent.

At the same time, changing demographics and societal trends have profoundly affected the workplace: a larger proportion of the workforce is female; there are more and more working mothers; couples increasingly pursue dual careers; more employees deal with the problems of elderly parents; family situations and structures are even more diverse.

To increase productivity, organizations must attract and retain top-quality staff; to attract and retain such staff, organizations must innovate personnel policies and practices which will facilitate the reconciliation of work and family responsibilities. Measures that allow employees to meet their family responsibilities alongside those arising out of their work are recognized to be all the more important in an expatriate setting if organizations are to maximize their utilization of human resources.

If they do not, they will be viewed as poor employers, lose competitiveness, efficiency and, in the long run, effectiveness. The ever-increasing body of evidence based on cost/benefit evaluations of organizations' programmes highlights the fundamental linkages between family-supportive policies and a number of quantitative and qualitative factors that are directly beneficial to employers: lower absenteeism, reduced incidence of stress-related illness, improved employee morale, additional output due to increased focus and motivation and a reduction in recruitment and retention problems. The benefits that will accrue can be expected to outweigh any costs that may be associated with the introduction of such measures.

Because it makes good business sense, many organizations have already instituted a number of measures in recognition of the need to provide a work environment that is supportive of an employee's personal and family life: flexi-time, part-time work, adoption leave, unpaid leave for dependant care are examples of such measures. There is, however, the need to address the issue in a more integrated fashion, as underscored by employers across the board.

In an era of downsizing, where staff and managers are looking for more productive ways to work, staff motivation and the reduction of stress are, more than ever, crucial ingredients to success. The institutionalization of the work/family agenda demands that managers be held accountable for the effective utilization of the human resources with which they are entrusted and that they understand and accept that work/family issues are legitimate within a business context.

The organizations of the United Nations common system are therefore committed to introducing - as best fits each organization's structure and mandate - a work/family agenda which may include:

Enhanced flexibility in the organization of working time and in the workplace;

Leave arrangements that will allow staff to attend to personal emergencies and family obligations;

Assistance with dependant care and other family support services.

Enhanced flexibility may include:

Alternative or reduced work schedules;

Flexi-place - home-based work or telecommuting.

Changed family-related leave arrangements may take account of:

Leave for maternity, paternity or adoption;

Leave for emergencies.

Other family support services may include advice and referral assistance with:

Spouse employment;

Child care;

Elder care.

Notes

Alternative work schedules are not intended to reduce the number of hours worked. They simply allow for the work schedule to be restructured so that work can be performed at times mutually convenient to the staff member and the organization without compromising orderly business processes. They include flexi-time arrangements and compressed work schedules. Flexi-time provides flexibility in choosing starting and quitting times (and length of lunch break) within limits. The flexible periods surround core periods when all staff must be present. Compressed work schedules compress a standard five-day work-week or two work-weeks (fortnight) into fewer than five or ten days. Such arrangements may entail four 10-hour days or three 12-hour days or - as is more common in government agencies - a fortnight of nine approximately 9-hour days with one free day in the second week.

Reduced work schedules may include:

Part-time, either on a regular or temporary basis;

Job-sharing;

Phased or partial retirements.

Regular part-time allows for less than full-time work. Compensation and benefits are prorated. Temporary part-time provides for less than full-time work to be undertaken on a temporary basis. Compensation and benefits are prorated. Job-sharing is a full time job shared by two staff members, each working on a part-time arrangement. Phased or partial retirement is an option for staff members near retirement who may reduce their hours for a period of time (say, over two years) or, alternatively, work a full schedule for only part of a year (say, six months).

Flexi-place refers to work done away from the main offices of the organizations either at home (home-based) or at some other "satellite" office. The work may be a particular task, hence temporary, or more regular and long-term in nature. Staff are usually connected to the main office by computer or other electronic means, hence the term "telecommuting".

Enhanced family-related leave provisions relate to leave to care for family members under defined circumstances and include the following:

Parental leave: paid or unpaid leave allowing parents to care for a child in the case of a birth or adoption;

Maternity leave: a form of paid parental leave for women related to pregnancy and childbirth;

Paternity leave: a form of paid parental leave available to men. Also known as attendance leave;

Adoption leave: a form of paid parental leave available to women and single men who legally adopt a child;

Family leave: paid or unpaid leave allowing any family member to care for another family member in the event of sickness or injury.

Short-term leave may also be granted in the event of emergencies such as:

Death of a spouse, domestic partner, child or parent;

Illness of a spouse or child requiring hospitalization;

Death or serious illness of a brother or sister;

Death of an in-law;

Serious illness of a spouse, child or parent away from the normal duty station.

Family support services provide expert assistance and supporting materials to help staff members (and their families) adjust to relocation or cope with other transitional difficulties and hence focus time and energy on their work. They may include:

Advice on child care, schooling and housing in a given location;

Counselling and practical support for the spouses of staff members and candidates for jobs in obtaining employment;

Provision of child-care facilities;

Counselling of retired staff.

Annex V

A COMMON ADVOCACY STATEMENT ON POPULATION AND DEVELOPMENT
BY THE UNITED NATIONS SYSTEM

The Working Group on Policy-Related Issues of the Inter-Agency Task Force on the International Conference on Population and Development developed this Statement with the objective of establishing a commonly shared language for the United Nations system as a whole towards the implementation of the Programme of Action of the International Conference on Population and Development. ^{a/} The statement was endorsed by the Organizational Committee of the Administrative Committee on Coordination (OC/ACC), on behalf of ACC. As the process of implementing the Programme of Action cannot be left to any one organization alone, the statement will help to foster an approach by which the entities of the United Nations system work together more closely and more coherently. The statement will serve as a reminder to the United Nations system of the commitment to the Programme of Action needed to ensure that population is considered an integral component of development strategies.

INTRODUCTION

1. The organizations and agencies of the United Nations system fully commit themselves to the implementation of the Programme of Action of the International Conference on Population and Development, in accordance with their respective mandates, building upon international agreements related to population and development reached at recent major conferences. Agencies/organizations involved in aspects of socio-economic development further commit themselves to promoting a wider understanding of how population and environmental factors and development strategies interact with each other and to take these concerns into account in the formulation of specific policies and programmes within their areas of competence.
2. Efforts to slow population growth, to reduce poverty, and to achieve economic progress are mutually reinforcing. Slower population growth has in many countries bought more time to adjust to the consequences of population increases. This has increased those countries' ability to attack poverty, protect and repair the environment, and build the base for future sustainable development.
3. In making this common advocacy statement, and in accordance with the full international support for establishing a people-centred framework for development, relevant agencies or organizations must focus on specific linkages between population and development. The United Nations system as a whole must actively promote those aspects of human development that the International Conference on Population and Development has underscored as crucial elements of any strategy for sustainable and equitable development. Among the areas highlighted in the Programme of Action of the International Conference on Population and Development, the socio-economic sectors presented below have clear and important linkages to population dynamics.

SECTORAL LINKAGES

Poverty eradication

4. There is general agreement that persistent widespread poverty has significant influence on, and is in turn influenced by, demographic parameters such as population growth, structure, movement and distribution. There is also general agreement that the eradication of poverty will contribute to achieving early population stabilization. Efforts to eradicate poverty have relevance for all the sectors dealt with in this statement.

5. The United Nations system commits itself to the goal of eradicating poverty in the world as an ethical, social, political and economic imperative of humankind. This commitment spans the gamut of elements necessary to eradicate poverty: access to productive resources and assets; empowerment of the poor; access to basic social services; food security; access to safe drinking water and sanitation; access to shelter; and promotion of the enabling environment necessary to achieve these goals. In particular, the United Nations system commits itself to assisting countries in formulating or strengthening, and implementing national poverty eradication plans to address the structural causes of poverty, including timebound goals and targets.

Environment

6. Meeting the basic human needs of growing populations is dependent on a healthy environment. The depletion of non-renewable resources, the degradation of land and environmental pollution are overriding concerns. Demographic factors, combined with poverty and lack of access to resources in some areas, and excessive consumption and wasteful production patterns in others, cause or exacerbate problems of environmental degradation and resource depletion, especially in ecologically vulnerable ecosystems. Policies that do not recognize the need for rural development induce additional movements of people to already crowded or marginal areas and thus create further environmental problems.

7. The United Nations system is committed to ensuring that population and environmental factors are integrated into sustainable development policies, plans and programmes, to contributing to the reduction of unsustainable consumption and production patterns, and to ensuring that the interrelationships between demographic factors and the environment are properly taken into account.

Food security

8. Growing human demands for food are, in many countries, approaching the limits at which it can be sustainably produced, and in a world where already a large number of people are already inadequately fed and lack water for basic consumption. As rural women are the main producers of food in many countries, their empowerment is of vital importance for development.

9. The United Nations system commits itself to taking appropriate measures to strengthen food, nutrition and agricultural policies and programmes, and fair trade practices, with special attention to the creation and strengthening of food security at all levels.

Empowerment of women

10. There can be no sustainable human development, nor any successful population policy or programme, without the full participation of women in all aspects of development. The need to empower women, in both rural and urban settings, notably through education of girls and women, is an important end in itself and a key to improving the quality of life of everyone.

11. The United Nations system commits itself to according special emphasis to gender equality and equity and to promoting the mainstreaming of gender equality and equity into the activities of all organizations.

Employment

12. World population growth is a challenge for employment generation and sustainable livelihood. Employment and labour-market policies should include population elements and a gender perspective so as to treat these developmental initiatives in a more holistic way.

13. The United Nations system commits itself to promoting the goal of full employment as a basic priority of economic and social policies, and to enabling men and women to attain secure and sustainable livelihoods through freely chosen productive employment and work, while safeguarding and respecting the basic rights of workers. In particular, the United Nations system commits itself to assisting countries in developing policies and programmes to expand work opportunities and productivity by achieving economic growth, investing in human resource development, promoting technologies that generate productive employment, and encouraging self-employment, entrepreneurship and small- and medium-sized enterprises.

Education

14. Education is a prerequisite of human development and of all facets of socio-economic progress, and hence indispensable for the improvement of quality of life of people. Education for all, with particular priority to primary and technical education and job training as well as to non-formal education for the young, so as to combat illiteracy and to eliminate gender disparities, should be a goal of high priority for any development agenda. The quality and relevance of both formal and non-formal education should be enhanced through attention to promoting awareness of the interrelationships between population and sustainable development, including health, environment and gender issues.

15. Population and development concerns should form an integral part of national education policy. The United Nations system commits itself to education for all and fully supports countries striving to achieve the goal of universal access to primary education, particularly of girls, as well as to attain the educational goals contained in the Programme of Action of the International Conference on Population and Development.

Health

16. The age at which women begin or stop child-bearing, the interval between each birth, the total number of lifetime pregnancies and the socio-cultural and economic circumstances in which women live all influence maternal morbidity and mortality. Early, late, numerous and closely spaced pregnancies are major contributors to high infant and child

mortality and morbidity rates, especially where health-care facilities are scarce or quality of care is inadequate. The low levels of health found in much of the world today constitute not only a tragedy at the individual level, but also a serious impediment to development through negative impacts on the development of human resources.

17. The United Nations system is committed to substantially narrowing the gap between the average mortality rates in the developed regions of the world and those in the developing regions, and to eliminating disparities within countries, and those between geographical regions, ethnic or cultural groups, and socio-economic groups. The United Nations system further commits itself to assisting countries to significantly reduce infant, child and maternal mortality and morbidity over the next 20 years, according to the goals set out in the Programme of Action of the International Conference on Population and Development. The provision of adequate health services, equal access to quality care and the integration of reproductive health into primary health-care services must be promoted by all. The promotion of the responsible exercise of reproductive rights for all people should be the basis for policies and programmes in the area of reproductive health, including family planning and sexual health.

CONCLUSION

18. The organizations and agencies of the United Nations system realize that the impact of the International Conference on Population and Development will be measured by the strength of the specific commitments made and the consequent actions to fulfil them, as part of a new global partnership among all the world's countries and peoples, based on their sense of a shared but differentiated responsibility for each other and for our planetary home. Along with national Governments, and in working closely with non-governmental organizations and the private sector, those organizations and agencies are fully committed to achieving this partnership.

Notes

a/ Report of the International Conference on Population and Development, Cairo, 5-13 September 1994 (United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.

Appendix

QUANTITATIVE GOALS OF THE INTERNATIONAL CONFERENCE ON POPULATION
AND DEVELOPMENT AS SET FORTH IN THE PROGRAMME OF ACTION OF THE
INTERNATIONAL CONFERENCE ON POPULATION AND DEVELOPMENT a/

Education goals:

(a) Beyond the achievement of the goal of universal primary education in all countries before the year 2015, all countries are urged to ensure the widest and earliest possible access by girls and women to secondary and higher levels of education, as well as vocational education and technical training, bearing in mind the need to improve the quality and relevance of that education (para. 4.18);

(b) The eradication of illiteracy is one of the prerequisites of human development. All countries should consolidate the progress made in the 1990s towards providing universal access to primary education, as agreed upon at the World Conference on Education for All, held at Jomtien, Thailand, in 1990, notably in ensuring universal access to primary education. All countries should further strive to ensure the complete access to primary school or an equivalent level of education by both girls and boys as quickly as possible, and in any case before the year 2015. Attention should also be given to the quality and type of education, including recognition of traditional values. Countries that will have achieved the goal of universal primary education are urged to extend education and training to, and facilitate access to and completion of education at, secondary and higher school levels (para. 11.6);

(c) Countries should take affirmative steps to keep girls and adolescents in school by building more community schools, by training teachers to be more gender-sensitive, providing scholarships and other appropriate incentives and by sensitizing parents to the value of educating girls, with a view to closing the gender gap in primary and secondary school education by the year 2005. Countries should also supplement those efforts by making full use of non-formal education opportunities. Pregnant adolescents should be enabled to continue their schooling (para. 11.8).

Mortality reduction goals:

Infant and child mortality

(a) The World Summit for Children, held in 1990, adopted a set of goals for children and development up to the year 2000, including a reduction in infant and under-5 child mortality rates by one third, or to 50 and 70 per 1,000 live births, respectively, whichever is less. These goals are based on the accomplishments of child-survival programmes during the 1980s, which demonstrate not only that effective low-cost technologies are available but also that they can be delivered efficiently to large populations. However, the morbidity and mortality reductions achieved through extraordinary measures in the 1980s are in danger of being eroded if the broad-based health-delivery systems established during the decade are not institutionalized and sustained (para. 8.13);

(b) Over the next 20 years, through international cooperation and national programmes, the gap between

average infant and child mortality rates in the developed and the developing regions of the world should be substantially narrowed, and disparities within countries, those between geographical regions, ethnic or cultural groups, and socio-economic groups should be eliminated. Countries with indigenous people should achieve infant and under-5 mortality levels among their indigenous people that are the same as those of the general population. Countries should strive to reduce their infant and under-5 mortality rates by one third, or to 50 and 70 per 1,000 live births, respectively, whichever is less, by the year 2000, with appropriate adaptation to the particular situation of each country. By 2005, countries with intermediate mortality levels should aim to achieve an infant mortality rate below 50 deaths per 1,000 and an under-5 mortality rate below 60 deaths per 1,000 births. By 2015, all countries should aim to achieve an infant mortality rate below 35 per 1,000 live births and an under-5 mortality rate below 45 per 1,000. Countries that achieve these levels earlier should strive to lower them further (para. 8.16);

Maternal mortality

(c) Countries should strive to effect significant reductions in maternal mortality by the year 2015: a reduction in maternal mortality by one half of the 1990 levels by the year 2000 and a further one half by 2015. The realization of these goals will have different implications for countries with different 1990 levels of maternal mortality. Countries with intermediate levels of mortality should aim to achieve by the year 2005 a maternal mortality rate below 100 per 100,000 live births and by the year 2015 a maternal mortality rate below 60 per 100,000 live births. Countries with the highest levels of mortality should aim to achieve by 2005 a maternal mortality rate below 125 per 100,000 live births and by 2015 a maternal mortality rate below 75 per 100,000 live births. However, all countries should reduce maternal morbidity and mortality to levels where they no longer constitute a public-health problem. Disparities in maternal mortality within countries and between geographical regions, socio-economic and ethnic groups should be narrowed (para. 8.21);

Life expectancy

(d) Countries should aim to achieve by 2005 a life expectancy at birth greater than 70 years and by 2015 a life expectancy at birth greater than 75 years. Efforts to ensure a longer and healthier life for all should emphasize the reduction of morbidity and mortality differentials between males and females as well as among geographical regions, social classes and indigenous and ethnic groups (para. 8.5).

Reproductive health, including family planning and sexual health:

(a) All countries should strive to make accessible through the primary health-care system, reproductive health to all individuals of appropriate ages as soon as possible and no later than the year 2015. Reproductive health care in the context of primary health care should, inter alia, include: family-planning counselling, information, education, communication and services; education and services for prenatal care, safe delivery and postnatal care, especially breast-feeding and infant and women's health care; prevention and appropriate treatment of infertility; abortion as specified in paragraph 8.25, including prevention of abortion and the management of the consequences of abortion; treatment of reproductive tract infections; sexually transmitted diseases and other reproductive health

conditions; and information, education and counselling, as appropriate, on human sexuality, reproductive health and responsible parenthood. b/ Referral for family-planning services and further diagnosis and treatment for complications of pregnancy, delivery and abortion, infertility, reproductive tract infections, breast cancer and cancers of the reproductive system, sexually transmitted diseases and human immunodeficiency virus/acquired immunodeficiency syndrome (HIV/AIDS) should always be available, as required. Active discouragement of harmful practices such as female genital mutilation should also be an integral component of primary health care including reproductive health-care programmes (para. 7.6);

(b) All countries should, over the next several years, assess the extent of national unmet need for good-quality family-planning services and its integration in the reproductive health context, paying particular attention to the most vulnerable and underserved groups in the population. All countries should take steps to meet the family-planning needs of their populations as soon as possible and should, in all cases by the year 2015, seek to provide universal access to a full range of safe and reliable family-planning methods and to related reproductive health services that are not against the law. The aim should be to assist couples and individuals to achieve their reproductive goals and give them the full opportunity to exercise the right to have children by choice (para. 7.16);

(c) As part of the effort to meet unmet needs, all countries should seek to identify and remove all the major remaining barriers to the utilization of family-planning services. Some of those barriers are related to the inadequacy, poor quality and cost of existing family-planning services. It should be the goal of public, private and non-governmental family-planning organizations to remove all programme-related barriers to family-planning use by the year 2005 through the redesign or expansion of information and services and other ways to increase the ability of couples and individuals to make free and informed decisions about the number, spacing and timing of births and protect themselves from sexually transmitted diseases (para. 7.19).

Notes

a/ Report of the International Conference on Population and Development, Cairo, 5-13 September 1994 (United Nations publication, Sales No. E.95.XIII.18), chap. I, resolution 1, annex.

b/ Paragraph 8.25: In no case should abortion be promoted as a method of family planning. All Governments and relevant intergovernmental and non-governmental organizations are urged to strengthen their commitment to women's health, to deal with the health impact of unsafe abortion as a major public-health concern and to reduce the recourse to abortion through expanded and improved family-planning services. Prevention of unwanted pregnancies must always be given the highest priority and every attempt should be made to eliminate the need for abortion. Women who have unwanted pregnancies should have ready access to reliable information and compassionate counselling. Any measures or changes related to abortion within the health system can only be determined at the national or local level according to the national legislative process. In circumstances where abortion is not against the law, such abortion should be safe. In all cases, women should have access to quality services for the management of complications arising from abortion. Post-abortion counselling, education and family-planning services should be offered promptly, which will also help to avoid repeat abortions.
