

composition of the Secretariat and resolution 3416 (XXX) on the employment of women in the Secretariat has been limited,

*Reaffirming* that the considerations of efficiency, competence and integrity in the employment of staff, as laid down in Article 101, paragraph 3, of the Charter of the United Nations, do not conflict with the principle of an equitable geographical distribution in the composition of the Secretariat,

*Concerned* that the reforms of personnel policy approved by the General Assembly are proceeding too slowly,

*Recognizing* that the highest standards of efficiency, competence and integrity are not exclusively restricted to nationals of any particular Member State or group of Member States,

*Reaffirming* that the principle of equitable geographical distribution should be applied to the Secretariat as a whole and that, to this end, no post, individual department, division or unit in the Secretariat should be considered as the exclusive preserve of any individual Member State or any region,

*Desirous* of strengthening the role of the Office of Personnel Services of the Secretariat in the implementation of the numerous resolutions adopted on this subject,

*Convinced* that to achieve the objectives and goals of the United Nations, especially with regard to the new international economic order, the developing countries should be adequately represented at all levels in the Secretariat and, in particular, at the senior levels,

**1. Adopts:**

(a) The new method of establishing the desirable ranges of posts for Member States as described in paragraph 11 of the report of the Secretary-General on the composition of the Secretariat;<sup>35</sup>

(b) The new desirable range of 2 to 7, as proposed by the Secretary-General in paragraph 14 of his report, for Member States with the minimum assessment in the apportionment of United Nations expenses, thus providing for a wider distribution of posts in the Secretariat;

2. *Reaffirms* its resolution 3417 A (XXX) and requests the Secretary-General, in the implementation of that resolution, to take effective measures, either by recruitment or promotion, or both, to increase the number of staff from all developing countries in senior and policy-making posts in the Secretariat so as to ensure their appropriate representation at those levels;

3. *Requests* the Secretary-General to give priority to the recruitment of candidates from among nationals of unrepresented and under-represented Member States;

4. *Urges* the Secretary-General to increase his efforts to attract younger people to the service of the United Nations, thus increasing the proportion of youth and achieving a better age balance in the Secretariat;

5. *Urges* Member States to intensify their efforts to seek and to put forward for consideration qualified women candidates for Professional positions, particularly at the policy-making level, within the United Nations and specialized agencies, in order to improve the proportion of women in senior positions within the context of equitable geographical distribution;

6. *Requests* the Secretary-General to ensure, through all appropriate measures, equal opportunity

for the promotion of women in the Secretariat, without any discrimination based on sex;

7. *Also requests* the Secretary-General to appoint as soon as possible a panel to investigate allegations of discriminatory treatment and to recommend appropriate action;

8. *Further requests* the Secretary-General to provide the General Assembly at its thirty-third session with precise data showing the result of his efforts to realize the objectives of the present resolution.

*81st plenary meeting  
29 November 1976*

**31/27. Implementation of personnel policy reforms**

*The General Assembly,*

*Recalling* its decision at the twenty-ninth session authorizing the Secretary-General to proceed with the implementation of the proposals for the improvement of the personnel policies and practices of the United Nations contained in his report and requesting him to report to the General Assembly at its thirty-first session on the progress made in the implementation of those proposals,<sup>39</sup>

*Having considered* the report of the Secretary-General on the progress made up to 30 June 1976<sup>40</sup> and the report of the Joint Inspection Unit on the implementation of the personnel policy reforms approved by the General Assembly in 1974,<sup>41</sup>

*Concerned* about the slow pace of the implementation of those reforms,

*Taking note* of the statement that, in the opinion of the Secretary-General, the reforms should be substantially put into effect in 1977 and 1978,

1. *Requests* the Secretary-General to take all necessary steps to accelerate the implementation of the above-mentioned reforms;

2. *Invites* the Secretary-General to submit to the General Assembly at its thirty-third session a report on the application of his proposals, drawing attention in particular to any of those proposals that may not yet have been fully implemented.

*81st plenary meeting  
29 November 1976*

**31/93. Medium-term plan**

*The General Assembly,*

*Recalling* the relevant recommendations of the *Ad Hoc* Committee of Experts to Examine the Finances of the United Nations and the Specialized Agencies,<sup>42</sup>

*Recalling also* its resolutions 3199 (XXVIII) of 18 December 1973, 3392 (XXX) of 20 November 1975 and 3534 (XXX) of 17 December 1975,

*Bearing in mind* Economic and Social Council resolutions 2008 (LX) of 14 May 1976 and 2019 (LXI) of 3 August 1976,

<sup>39</sup> *Ibid.*, *Twenty-ninth Session, Supplement No. 31 (A/9631)*, p. 139, item 81, para. (c) (i) and (ii).

<sup>40</sup> A/C.5/31/9.

<sup>41</sup> A/31/264 and Corr.1.

<sup>42</sup> *Official Records of the General Assembly, Twenty-first Session, Annexes*, agenda item 80, document A/6343.