

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>39</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.*

*Having considered* the medium-term plan for the period 1978-1981,<sup>43</sup> chapter III, section H, and chapter VII, section A, of the report of the Economic and Social Council,<sup>44</sup> the report of the Committee for Programme and Co-ordination on the work of its sixteenth session,<sup>45</sup> the report of the Advisory Committee on Administrative and Budgetary Questions on the medium-term plan,<sup>46</sup> the report of the Secretary-General on the implementation of the major recommendations of the Joint Inspection Unit on medium-term planning in the United Nations system,<sup>47</sup> the report of the Secretary-General on the implementation of General Assembly resolution 3534 (XXX)<sup>48</sup> and the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>49</sup>

*Conscious* of the need for further harmonization of programmes throughout the United Nations system,

*Aware* of the usefulness of the medium-term plan as an instrument for effective co-ordination of the activities of the United Nations system,

*Aware also* of the respective roles of the General Assembly and the Economic and Social Council in co-ordinating decisions taken by sectoral and regional bodies, while providing over-all guidance, determining policy lines and indicating areas of priority,

*Recalling* that the need to improve and strengthen the evaluation process as part of planning, programming and budgeting has been recognized since the issue of the report of the *Ad Hoc* Committee of Experts to Examine the Finances of the United Nations and the Specialized Agencies,

1. *Takes note with appreciation* of the medium-term plan for the period 1978-1981 and accepts it in the light of the recommendations and conclusions contained in the reports of the Committee for Programme and Co-ordination and the Advisory Committee on Administrative and Budgetary Questions as the framework for the preparation of the programme budget for the biennium 1978-1979;

2. *Urges* each organization within the United Nations system to plan its activities, bearing in mind the related programmes planned or being carried out in other parts of the system;

3. *Decides* that the future medium-term plans of the United Nations should be prepared according to the following procedure:

(a) The draft medium-term plans proposed by the Secretary-General should embody:

- (i) A short statement on directions that United Nations activities should take in the medium term;
- (ii) A set of documents in which each major programme, developed in accordance with legislative decisions, is presented in a consolidated manner;
- (iii) The following financial information:
  - a. Any approved allocations in the current regular budget;

- b. The actual extrabudgetary expenditure for the preceding year or biennium;
- c. Estimates, in percentage terms only, of the proportion of each programme's allocations during the planning period that the Secretary-General intends to devote to each subprogramme;
- d. Indications of the time-phasing of planned activities as far as practicable, by programme, subprogramme and programme element;
- e. As appropriate and in so far as possible, approximate amounts allocated or expended (as in a. and b. above) on related activities by other organs of the United Nations system;

(iv) Preliminary and approximate indications of future costs under the regular budget and from extrabudgetary resources for the plan as a whole and by major programmes which would neither constitute ceilings nor be binding upon Member States;

(v) Appropriate information on how proposed United Nations programmes would relate to activities of other organizations of the United Nations system;

(b) The medium-term plan will be considered by the General Assembly in the light of the comments and recommendations of the Economic and Social Council, the Committee for Programme and Co-ordination and the Advisory Committee on Administrative and Budgetary Questions following the procedures adopted by the Economic and Social Council in its decision 139 (ORG-76) of 15 January 1976;

(c) After approval by the General Assembly, the medium-term plan will constitute the principal policy directive of the United Nations which:

- (i) States the medium-term objectives to be attained in a four-year period;
- (ii) Describes the strategy to be followed to that effect and the means of action to be used;
- (iii) Gives an indicative estimate of the necessary resources in over-all terms and by major programme;

4. *Endorses* the remaining recommendations of the Committee for Programme and Co-ordination not covered in paragraph 3 above and expresses appreciation for the comments thereon of the Advisory Committee on Administrative and Budgetary Questions;

5. *Requests* the Secretary-General to take measures to involve more closely the sectoral, functional and regional programme-formulating organs in the planning and programming process;

6. *Urges* those organs to refrain from undertaking new activities not programmed in the medium-term plan and the subsequent programme budget unless a pressing need of an unforeseeable nature arises as determined by the General Assembly;

7. *Requests* the Secretary-General to ensure compliance with the planning and programme-budgeting procedure referred to above;

8. *Reaffirms* that supplementary estimates for expansion of existing activities or initiation of new

<sup>43</sup> *Ibid.*, Thirty-first Session, Supplement No. 6A (A/31/6/Add.1 and Corr.2-5).

<sup>44</sup> *Ibid.*, Supplement No. 3 (A/31/3).

<sup>45</sup> *Ibid.*, Supplement No. 38 (A/31/38).

<sup>46</sup> A/31/139.

<sup>47</sup> A/C.5/31/15.

<sup>48</sup> A/C.5/31/27.

<sup>49</sup> A/31/326.

programmes will be considered only after specific approval of the General Assembly;

9. *Reaffirms* its resolution 3534 (XXX) and stresses the responsibility of the Secretary-General to draw to the attention of the competent intergovernmental bodies activities that are obsolete, of marginal usefulness or ineffective, indicating the resources which could be released so that the bodies concerned may take the necessary action;

10. *Decides* that the Committee for Programme and Co-ordination shall function as the main subsidiary organ of the Economic and Social Council and the General Assembly for planning, programming and co-ordination and approves the consolidated terms of reference as set out in Economic and Social Council resolution 2008 (LX);

11. *Instructs* the Committee for Programme and Co-ordination in particular:

(a) To review in depth, on a selective basis, the major programmes of the plan and to recommend any necessary amendments to the Economic and Social Council and the General Assembly;

(b) To determine which programmes, subprogrammes or programme elements are obsolete, of marginal usefulness or ineffective and to recommend, as appropriate, their curtailment or termination;

(c) To assess the degree of substantive co-ordination of selected programmes within the United Nations system and to recommend the appropriate action thereon;

12. *Further decides* that, in order to encourage Member States to be represented at a high level of expertise and to ensure the continuity of their representation in the body whose central role and over-all responsibilities are recognized, the Organization shall bear from 1978 onwards, for an experimental period and subject to review by the General Assembly at its thirty-fourth session, as a special exception to the basic principles set out in paragraph 2 of Assembly resolution 1798 (XVII) of 11 December 1962 concerning the payment out of United Nations funds of travel and subsistence expenses to members of organs and subsidiary organs of the United Nations, the travel (on the basis of economy class) and subsistence expenses (at standard rates applicable to officials of the Secretariat plus 15 per cent) of one representative of each Member State on the Committee for Programme and Co-ordination.

*98th plenary meeting  
14 December 1976*

**31/94. Administrative and budgetary co-ordination of the United Nations with the specialized agencies and the International Atomic Energy Agency**

A

*The General Assembly,*

*Having considered with appreciation the reports of the Advisory Committee on Administrative and Budgetary Questions relating to administrative and budgetary co-ordination of the United Nations with the specialized agencies and the International Atomic Energy*

*Agency<sup>50</sup> and to co-ordination questions in the activities of the United Nations Environment Programme,<sup>51</sup>*

*Concerned* with the growing need for effective administrative and budgetary co-ordination within the framework of the United Nations system,

1. *Concurs* with the observations and comments of the Advisory Committee on Administrative and Budgetary Questions contained in the above-mentioned reports;

2. *Refers* to the organizations concerned the observations of the Advisory Committee on Administrative and Budgetary Questions contained in its reports and brings the report on co-ordination questions in the activities of the United Nations Environment Programme<sup>51</sup> specifically to the attention of the Governing Council of the Programme;

3. *Refers* the report of the Advisory Committee on Administrative and Budgetary Questions on co-ordination questions<sup>51</sup> to the Committee on Programme and Co-ordination in connexion with the decision of that Committee to consider in depth environment programmes at its seventeenth session in 1977;

4. *Requests* the Secretary-General to refer to the executive heads of the organizations of the United Nations system, through the Administrative Committee on Co-ordination, matters arising out of the above-mentioned reports and the related discussion in the Fifth Committee which call for their attention and necessary action, in particular the question of rotation of staff;

5. *Transmits* those reports to the Board of Auditors, to the members of the Panel of External Auditors and to the Joint Inspection Unit for their information;

6. *Requests* the Advisory Committee on Administrative and Budgetary Questions to continue to supplement, as appropriate, the annual reports on administrative and budgetary co-ordination with reports on specific problems, taking into account the suggestions made in this respect during the discussions in the Fifth Committee.

*98th plenary meeting  
14 December 1976*

B

*The General Assembly,*

*Considering* the rapidly expanding applications of electronic data processing techniques to information systems and data banks throughout the United Nations system, their potential value in accelerating the implementation and co-ordination of important programmes, particularly in the field of economic and social development, and the importance of ensuring efficient use of available resources,

1. *Requests* the Advisory Committee on Administrative and Budgetary Questions to provide policy advice and recommendations on the administrative co-ordination of electronic data processing and information systems in the United Nations organizations; in carrying out this task, the Advisory Committee should identify and focus on major issues that will help to increase the benefit from the expanding applications of elec-

<sup>50</sup> A/31/233 and Add.1.

<sup>51</sup> A/31/227.