

\$3,576,871, pertaining on a *pro rata* basis to the period from 25 October to 31 December 1977 inclusive, among Member States in the proportions determined by the scale of assessments for 1977 and the amount of \$8,035,000, pertaining on a *pro rata* basis to the period from 1 January to 31 May 1978 inclusive, among Member States in the proportions determined by the scale of assessments for 1978 and, notwithstanding the provisions of paragraph 2 of Assembly resolution 32/4 A of 25 October 1977:

(a) To apportion an amount of \$7,116,563 for the period from 25 October 1977 to 31 May 1978 inclusive among the Member States referred to in paragraph 2 (a) of General Assembly resolution 3101 (XXVIII), of which \$2,195,126 shall be apportioned in the proportions determined by the scale of assessments for 1977 and \$4,921,437 in the proportions determined by the scale of assessments for 1978;

(b) To apportion an amount of \$4,240,645 for the period from 25 October 1977 to 31 May 1978 inclusive among the Member States referred to in paragraph 2 (b) of resolution 3101 (XXVIII) and section II, paragraph 2 (b), of resolution 3374 C (XXX), of which \$1,299,835 shall be apportioned in the proportions determined by the scale of assessments for 1977 and \$2,940,810 in the proportions determined by the scale of assessments for 1978;

(c) To apportion an amount of \$248,588 for the period from 25 October 1977 to 31 May 1978 inclusive among the Member States referred to in paragraph 2 (c) of resolution 3101 (XXVIII) and section II, paragraph 2 (c), of resolution 3374 C (XXX), of which \$79,049 shall be apportioned in the proportions determined by the scale of assessments for 1977 and \$169,539 in the proportions determined by the scale of assessments for 1978;

(d) To apportion an amount of \$6,075 for the period from 25 October 1977 to 31 May 1978 inclusive among the Member States referred to in paragraph 2 (d) of resolution 3101 (XXVIII), section V, paragraph 1, of resolution 3374 C (XXX) and section V, paragraph 1, of resolution 31/5 D, of which \$2,861 shall be apportioned in the proportions determined by the scale of assessments for 1977 and \$3,214 in the proportions determined by the scale of assessments for 1978;

### III

*Authorizes* the Secretary-General to enter into commitments for the United Nations Disengagement Observer Force at a rate not to exceed \$1,607,000 per month for the period from 1 June to 24 October 1978 inclusive, should the Security Council decide to continue the Force beyond the period of six months authorized under its resolution 420 (1977) of 30 November 1977, the said amount to be apportioned among Member States in accordance with the scheme set out in the present resolution;

### IV

1. *Stresses* the need for voluntary contributions to the United Nations Disengagement Observer Force both in cash and in the form of services and supplies acceptable to the Secretary-General;

2. *Requests* the Secretary-General to take all necessary action to ensure that the United Nations Disengagement Observer Force is conducted with a maximum of efficiency and economy;

### V

1. *Decides* that Angola, Samoa and Seychelles shall be included in the group of Member States mentioned in paragraph 2 (d) of General Assembly resolution 3101 (XXVIII) and that their contributions for the United Nations Disengagement Observer Force shall be calculated in accordance with the provisions of paragraph (f) of Assembly resolution 32/39 of 2 December 1977;

2. *Decides further* that, in accordance with regulation 5.2 (c) of the Financial Regulations of the United Nations, the contributions to the United Nations Disengagement Observer Force until 24 October 1977 of the Member States listed in paragraph 1 of the present section shall be treated as miscellaneous income to be set off against the appropriations apportioned in section II above.

90th plenary meeting  
2 December 1977

## 32/16. Financial reports and accounts, and reports of the Board of Auditors

### *The General Assembly,*

*Having considered* the financial reports and accounts for the year ended 31 December 1976 of the United Nations Development Programme,<sup>7</sup> of the United Nations Children's Fund,<sup>8</sup> of the United Nations Relief and Works Agency for Palestine Refugees in the Near East,<sup>9</sup> of the United Nations Institute for Training and Research,<sup>10</sup> of the voluntary funds administered by the United Nations High Commissioner for Refugees<sup>11</sup> and of the United Nations Fund for Population Activities,<sup>12</sup> the audit opinions of the Board of Auditors<sup>13</sup> and the report of the Advisory Committee on Administrative and Budgetary Questions,<sup>14</sup>

1. *Accepts* the financial reports and accounts and the audit opinions of the Board of Auditors;

2. *Takes note* of the observations and comments of the Advisory Committee on Administrative and Budgetary Questions as set forth in its report;

3. *Requests* the executive heads of the organizations and programmes concerned to take such remedial action as may be required by the comments and observations made by the Board of Auditors in its reports;<sup>15</sup>

<sup>7</sup> *Official Records of the General Assembly, Thirty-second Session, Supplement No. 7A (A/32/7/Add.1)*, chaps. I and III.

<sup>8</sup> *Ibid.*, *Supplement No. 7B (A/32/7/Add.2)*, part one, chaps. I and III, and part two, chaps. I and III.

<sup>9</sup> *Ibid.*, *Supplement No. 7C (A/32/7/Add.3)*, chap. II.

<sup>10</sup> *Ibid.*, *Supplement No. 7D (A/32/7/Add.4)*, chaps. I and III.

<sup>11</sup> *Ibid.*, *Supplement No. 7E (A/32/7/Add.5)*, chap. II.

<sup>12</sup> *Ibid.*, *Supplement No. 7G (A/32/7/Add.7)*, chaps. I and III.

<sup>13</sup> *Ibid.*, *Supplement No. 7A (A/32/7/Add.1)*, chap. II; *ibid.*, *Supplement No. 7B (A/32/7/Add.2)*, part one, chap. II, and part two, chap. II; *ibid.*, *Supplement No. 7C (A/32/7/Add.3)*, chap. I; *ibid.*, *Supplement No. 7D (A/32/7/Add.4)*, chap. II; *ibid.*, *Supplement No. 7E (A/32/7/Add.5)*, chap. I; and *ibid.*, *Supplement No. 7G (A/32/7/Add.7)*, chap. II, respectively.

<sup>14</sup> A/32/145.

<sup>15</sup> *Official Records of the General Assembly, Thirty-second Session, Supplement No. 7A (A/32/7/Add.1)*, chap. IV; *ibid.*, *Supplement No. 7B (A/32/7/Add.2)*, part one, chap. IV, and part two, chap. IV; *ibid.*, *Supplement No. 7C (A/32/7/Add.3)*, chap. III; *ibid.*, *Supplement No. 7D (A/32/7/Add.4)*, chap. IV; *ibid.*, *Supplement No. 7E (A/32/7/Add.5)*, chap. III; and *ibid.*, *Supplement No. 7G (A/32/7/Add.7)*, chap. IV.

4. *Requests* the Board of Auditors to include in all its future audit reports to the General Assembly a chapter drawing attention to any failures by the organizations concerned to take the necessary measures to rectify inadequate financial management practices already commented on by the Board of Auditors to the extent that the comments have been endorsed by the Assembly.

66th plenary meeting  
11 November 1977

### 32/17. Composition of the Secretariat

#### A

*The General Assembly,*

*Recalling* its earlier resolutions on the composition of the Secretariat, in particular resolution 31/26 of 29 November 1976,

*Having considered* the report of the Secretary-General on the composition of the Secretariat,<sup>16</sup>

1. *Takes note* of the report of the Secretary-General;

2. *Further takes note* of the assurances of the Secretary-General that he will provide to the General Assembly at its thirty-third session a full report on the implementation of the directives and provisions contained in resolutions 31/26 and 31/27 of 29 November 1976;

3. *Expresses the view* that the report of the Secretary-General does not entirely meet the requirements of resolution 31/26 and those of other relevant resolutions;

4. *Urges* the Secretary-General to intensify his efforts for the effective implementation of General Assembly resolutions 3416 (XXX) and 3417 A and B (XXX) of 8 December 1975, 31/26 and 31/27, in all their parts, and other relevant resolutions, within the framework of Article 101, paragraph 3, of the Charter of the United Nations;

5. *Requests* the Secretary-General, in the submission of his report to the General Assembly at its thirty-third session, to provide full data, including comparative numerical data, on the implementation of the relevant resolutions, particularly resolution 31/26, taking fully into account the views and suggestions expressed during the discussion on this item at the thirty-second session.

66th plenary meeting  
11 November 1977

#### B

*The General Assembly,*

*Recalling* its earlier resolutions on the composition of the Secretariat, in particular resolution 31/26 of 29 November 1976,

*Having considered* the report of the Secretary-General on the composition of the Secretariat,<sup>17</sup>

*Noting* that little progress has so far been achieved in respect of the implementation of resolution 31/26,

*Reaffirming* that the paramount consideration in the

employment of staff at every level is the necessity for the highest standards of efficiency, competence and integrity, and convinced that this is compatible with the principles of equitable geographical distribution,

*Noting with satisfaction* the indication in the Secretary-General's bulletin of 8 March 1977 that particular attention will be paid, in the annual promotion review, to the selection of female staff members who are qualified for promotion or for assignment to positions of greater responsibility,<sup>18</sup>

*Believing* that greater efforts can be made to recruit younger persons to the Secretariat in order to reduce the average age of appointment at the base Professional grade, in a manner compatible with the requirements of geographical distribution,

*Welcoming* the establishment of the panel to investigate allegations of discriminatory treatment and to recommend appropriate action in accordance with paragraph 7 of General Assembly resolution 31/26,<sup>19</sup>

1. *Requests* the Secretary-General to report separately on the recruitment of young people below twenty-seven years of age in future reports on the composition of the Secretariat;

2. *Urges* the Secretary-General to make greater efforts, in the context of General Assembly resolution 31/26, to appoint to senior posts, both through recruitment and promotion, younger people of outstanding ability and demonstrable potential;

3. *Requests* the Secretary-General to report on all recruiting missions undertaken from now until the thirty-third session of the General Assembly, giving details of each mission, including publicity, groups contacted, meetings held, the number interviewed by age and sex, the number of candidates added to the roster and the number of candidates appointed, and thereafter to report on this matter annually;

4. *Requests* the Secretary-General to submit to the General Assembly at its thirty-third session an analysis of the ages of staff on appointment and on promotion in each of the Professional grades and above over the past twenty years, separately for each of the ten-year periods 1959-1968 and 1969-1978, in order to evaluate and to formulate such policy guidelines as may be necessary in this area;

5. *Requests* the Secretary-General to submit a breakdown of staff composition by grade and sex at the divisional level within departments and to include information on efforts made within each department to establish conditions of equality and an equitable balance between men and women staff members;

6. *Recommends* that the Secretary-General should draw the attention of the appointment and promotion bodies to the special need to appoint, in the context of equitable geographical distribution, and promote qualified women, particularly at the more senior levels;

7. *Urges* the Secretary-General, in order to enable the members of the panel established to investigate allegations of discriminatory treatment to discharge their duties with the utmost confidentiality and expedition, to make the maximum time necessary available to them without prejudice to their other functions and to make the necessary facilities available, including direct access to files necessary to the execution of their task, with the proper safeguards;

<sup>16</sup> A/32/146.

<sup>17</sup> *Ibid.*

<sup>18</sup> ST/SGB/154, para. 8 (c).

<sup>19</sup> See ST/AI/246.