

- (c) *To the Economic and Social Commission for Asia and the Pacific:*  
Republic of Korea;
- (d) *To the Economic Commission for Europe:*  
Switzerland;
- (e) *To the United Nations Conference on Trade and Development:*  
Democratic People's Republic of Korea,  
Holy See,  
Liechtenstein,  
Monaco,  
Republic of Korea,  
San Marino,  
Switzerland,  
Tonga;
- (f) *To the United Nations Industrial Development Organization:*  
Holy See,  
Liechtenstein,  
Monaco,  
Republic of Korea,  
Switzerland;
- (g) *To the United Nations Environment Programme:*  
Switzerland.

109th plenary meeting  
17 December 1982

## B

*The General Assembly,*

Recalling its resolutions 14 (I) of 13 February 1946, 1927 (XVIII) of 11 December 1963, 2118 (XX) of 21 December 1965, 2961 C and D (XXVII) of 13 December 1972, 31/95 A and B of 14 December 1976 and 34/6 B of 25 October 1979,

Recalling also its resolution 36/231 A of 18 December 1981,

Having examined the report of the Committee on Contributions<sup>31</sup> and the addendum thereto,<sup>32</sup>

Recognizing once again the need for an improved methodology to assess the real capacity to pay of Member States, in order to increase the fairness and equity of the scale of assessments,

Taking into account the difficult economic and financial situation of Member States, in particular developing countries,

Mindful of the obligation of Member States to bear the expenses of the Organization as apportioned by the General Assembly according to the capacity to pay,

Noting the views expressed by Member States on the new scale as well as on the integrity of the Committee on Contributions,

1. *Reconfirms* that the real capacity to pay of Member States is the fundamental criterion on which the scale of assessments is based;

2. *Decides* that the Committee on Contributions may extend its sessions, as necessary, in order to:

(a) Submit to the General Assembly at its thirty-ninth session the study called for in paragraph 3 of Assembly resolution 36/231 A, together with its proposals for methods which it should use in determining future scales of assessments;

<sup>31</sup> Official Records of the General Assembly, Thirty-seventh Session, Supplement No. 11 (A/37/11).

<sup>32</sup> A/37/11/Add.1 and Add.1/Corr.1

(b) Submit to the General Assembly not later than at its thirty-ninth session a set of guidelines for the collection and presentation of data as requested in paragraph 2 of resolution 36/231 A, taking into account the views expressed by a number of delegations concerning in particular the comparability of national income data;

3. *Invites* the Secretary-General to provide the Committee on Contributions with the facilities it requires to carry out its work and, if requested by the Committee, necessary supplementary assistance;

4. *Requests* the Committee on Contributions, in carrying out its mandate pursuant to resolution 36/231 A, to pay attention, *inter alia*, to the following:

(a) The need to ensure that the Statistical Office of the Secretariat receives or obtains standardized data and statistics in respect of methodology and technical bases, including those on exchange rates and national income expressed in current prices;

(b) The need to study ways and means of avoiding excessive variations by utilizing objective criteria when finalizing the scale of assessments;

5. *Requests* the Committee on Contributions to report to the General Assembly at its thirty-eighth session on the progress made in carrying out the work called for in the present resolution.

109th plenary meeting  
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## 37/126. Report of the International Civil Service Commission

*The General Assembly,*

Taking note with appreciation of the eighth annual report of the International Civil Service Commission,<sup>33</sup>

Reaffirming the importance of the acknowledged role of the Commission in the development of a single, unified, international civil service through the application of common personnel standards, methods and arrangements as stated in article 9 of its statute,

Reaffirming the importance of respect for these common standards, methods and arrangements by all member organizations of the common system,

Noting the difficulties in reaching a consensus in the Commission on the interpretation and application of the Noblemaire Principle,

Aware of the difficult global economic situation affecting Member States, in particular developing countries,

Desirous of ensuring adequate financial support for programme delivery,

### I

1. *Approves* the procedure for adjusting cost-of-living differential factors applicable to retirees from the Professional and higher categories where those factors are applied and where the rates of taxation are zero or lower than those implicit in the amounts of base pensions provided under the United Nations staff pension scheme;<sup>34</sup>

2. *Approves* the recommendation of the International Civil Service Commission<sup>35</sup> and of the United Nations Joint Staff Pension Board<sup>36</sup> that no reduction factor be applied to the retirees from the General Service and related categories;

<sup>33</sup> Official Records of the General Assembly, Thirty-seventh Session, Supplement No. 30 (A/37/30).

<sup>34</sup> *Ibid.*, Supplement No. 9 (A/37/9 and Corr.1-4), annex X.

<sup>35</sup> *Ibid.*, Supplement No. 30 (A/37/30), para. 42.

<sup>36</sup> *Ibid.*, Supplement No. 9 (A/37/9 and Corr.1-4), annex X, sect. B.

## II

1. *Takes note* of the current status of the comparison between the total compensation in the comparator civil service and that in the United Nations common system;<sup>37</sup>

2. *Calls the attention* of Member States to the fact that the practice of supplementary payments or deductions is inconsistent with the provisions of the Staff Regulations of the United Nations and, therefore, inappropriate;

3. *Notes* the results of the review by the International Civil Service Commission of the purposes and operation of the post adjustment system and the need to continue to improve the system, and in particular invites the Commission to continue to improve the methodology for cost-of-living measurements;

4. *Requests* the Commission to review further the basis for the determination and level of remuneration of the Professional and higher categories, with a view to making recommendations thereon to the General Assembly at its thirty-ninth session, and thereafter periodically on the level of remuneration;

## III

1. *Takes note* of the general methodology for surveys of best prevailing conditions of service of the staff in the General Service and related categories<sup>38</sup> approved by the International Civil Service Commission for application to headquarters duty stations;

2. *Notes* that the Commission has started a comprehensive review of conditions of service in the field;

3. *Decides* that the children's allowance for the Professional and higher categories shall be increased to \$700 as from 1 January 1983,<sup>39</sup> and that the currency floor measures designed to ensure an equitable level of the allowance everywhere be maintained, based on the twelve-month average exchange rate ending 30 June 1982, for all duty stations;

4. *Decides* that the education grant shall remain an expatriate benefit to be granted to all United Nations expatriate officials but that nationals returning to duty stations in their home country following an assignment elsewhere may receive the grant for the balance of a school year, not exceeding one full school year after their return from expatriate service;<sup>40</sup>

5. *Requests* the Commission to keep the question of the education grant under review, particularly in regard to the situation of officials subject to rotation between headquarters and other duty stations and taking account of the views expressed by delegations during the debate;

6. *Notes* the Commission's decision to increase the provisions of the assignment allowance by 50 per cent and to double the lump sum portion of the installation grant received by field staff;<sup>41</sup>

7. *Requests* the Commission to complete on an urgent basis its study of the need for a rental subsidy arrangement in headquarters duty stations of organizations of the United Nations common system, particularly with regard to newcomers and staff transfers, and to report to the General Assembly, at its thirty-eighth session, on action taken;

8. *Requests* the Commission to examine the need for raising the ratio of contributions by organizations of the

United Nations common system for health insurance of staff members and the question of applying appropriate retroactivity;

## IV

1. *Welcomes* the study on the concept of career, types of appointment, career development and related questions submitted by the International Civil Service Commission;<sup>42</sup>

2. *Considers* that the overall concept of integrated personnel management based on human resources planning as envisaged by the Commission will assist organizations in achieving their programme objectives in an efficient manner, while providing improved conditions for career development to all categories of staff in the common system, whether they serve on career or fixed-term appointments;

3. *Recommends* that the three-tiered job classification system developed by the Commission, based on a Master Standard of common system job classification standards, be applied to ensure optimal equity in remuneration as well as a sound basis for human resources planning and career development, and that personnel policies of organizations of the common system be harmonized with the job classification system promulgated by the Commission;

4. *Recommends further* that organizations should establish their needs for permanent and fixed-term staff on a continuing basis in conjunction with the human resources planning process, taking into account the criteria considered by the Commission for this purpose;

5. *Decides* that staff members on fixed-term appointments upon completion of five years of continuing good service shall be given every reasonable consideration for a career appointment;

6. *Notes* the Commission's intention to undertake an evaluation of competitive examinations and other elements of recruitment policy;

7. *Requests* the Commission to pursue its programme under articles 13 and 14 of its statute as scheduled;

## V

*Requests* all bodies making proposals for action on personnel matters affecting the United Nations common system to co-ordinate those proposals closely with the International Civil Service Commission, which shall give its recommendations thereon to the General Assembly and other legislative organs in the common system and thereby avoid duplication of efforts.

*109th plenary meeting  
17 December 1982*

### 37/127. Financing of the United Nations Interim Force in Lebanon

## A

#### *The General Assembly,*

*Having considered* the report of the Secretary-General on the financing of the United Nations Interim Force in Lebanon<sup>43</sup> and the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>44</sup>

*Bearing in mind* Security Council resolutions 425 (1978) and 426 (1978) of 19 March 1978, 427 (1978) of 3 May 1978, 434 (1978) of 18 September 1978, 444 (1979) of

<sup>37</sup> *Ibid.*, Supplement No. 30 (A/37/30), paras. 65-85.

<sup>38</sup> *Ibid.*, Supplement No. 30 (A/37/30), annex II.

<sup>39</sup> Staff regulation 3.4 (a) (i) was amended accordingly.

<sup>40</sup> Staff rules 103.20 and 203.8 were amended accordingly.

<sup>41</sup> Staff rules 103.22, 107.20, 203.10 and 203.11 were amended accordingly.

<sup>42</sup> *Official Records of the General Assembly, Thirty-seventh Session, Supplement No. 30 (A/37/30), annex I.*

<sup>43</sup> A/37/535.

<sup>44</sup> A/37/63.