

1. *Takes note with concern* of the reports submitted to the General Assembly by the Secretary-General on behalf of the Administrative Committee on Co-ordination,<sup>57</sup> which show a continuing neglect of the observance of the principles related to respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations;

2. *Expresses particular concern* at the detention of a great number of officials of the United Nations Relief and Works Agency for Palestine Refugees in the Near East and about the cases in which full exercise of the right of functional protection was impossible, as mentioned in the reports of the Secretary-General;<sup>57</sup>

3. *Reaffirms* the above-mentioned resolutions;

4. *Welcomes* the measures already taken by the Secretary-General to enhance the safety and protection of international civil servants, as outlined in paragraph 7 of his report;<sup>58</sup>

5. *Calls upon* the Secretary-General, as chief administrative officer of the Organization, to continue personally to act as the focal point in promoting and ensuring the observance of the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations by using such means as are available to him;

6. *Welcomes* the designation by the Secretary-General of officials to take on special responsibilities for the security and protection of the Organization's personnel and property;

7. *Urges* the Secretary-General to give priority through his designated officials, as mentioned in annex III to his report,<sup>58</sup> to the reporting and prompt follow-up of cases of arrest, detention and possible other matters relating to the security of officials of the United Nations and the specialized agencies and related organizations;

8. *Calls upon* the staff of the United Nations to comply with the obligations arising from the Staff Regulations of the United Nations, in particular regulation 1.8;

9. *Requests* the Secretary-General, as Chairman of the Administrative Committee on Co-ordination, to suggest in his annual report to be submitted to the General Assembly at its thirty-ninth session further measures to be taken with regard to the safety and protection of international civil servants.

*104th plenary meeting  
20 December 1983*

### **38/231. Composition of the Secretariat**

*The General Assembly,*

*Reaffirming* its previous resolutions on personnel policy and in particular resolutions 33/143 of 20 December 1978, 35/210 of 17 December 1980 and 37/235 of 21 December 1982,

*Noting* that some limited progress has been made with respect to the situation of unrepresented and underrepresented Member States and towards a balanced and equitable geographical distribution of staff in the Secretariat,

*Concerned* by the lack of progress, especially in the past year, towards increasing the proportion of women in the Secretariat and, in particular, the failure to reach the target set in section III of resolution 33/143,

*Recognizing* the central role of the Office of Personnel Services in the implementation of personnel policies,

1. *Takes note* of the report of the Secretary-General on the composition of the Secretariat;<sup>59</sup>

2. *Calls upon* the Secretary-General to continue to make every effort to ensure the implementation of the provisions of the previous resolutions of the General Assembly, in particular of resolutions 33/143, 35/210 and 37/235;

3. *Requests* the Secretary-General to make special efforts to meet the goals and objectives established with respect to:

(a) The situation of unrepresented and underrepresented Member States;

(b) The recruitment, career development and promotion of women;

(c) The achievement of a balanced and equitable geographical distribution of staff throughout the Secretariat;

4. *Requests* the Secretary-General to strengthen the role of the Office of Personnel Services of the Department of Administration and Management in all personnel matters throughout the Secretariat;

5. *Reaffirms its request* to the Secretary-General in paragraph 8 of resolution 37/235 A to report to the General Assembly at its thirty-ninth session on progress made in the implementation of all aspects of personnel policy reform.

*104th plenary meeting  
20 December 1983*

### **38/232. United Nations common system: report of the International Civil Service Commission**

*The General Assembly,*

*Having considered with appreciation* the report of the International Civil Service Commission for the year 1983,<sup>60</sup>

*Reaffirming* the central role of the Commission within the United Nations common system in the development of a single unified international civil service through the application of common personnel standards and arrangements,

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

#### **I**

1. *Urges* all organizations concerned to implement the decisions of the International Civil Service Commission and to act positively on the recommendations of the Commission in accordance with its statute;

2. *Urges* the executive heads of organizations concerned, after consultation with the Commission, to report to their respective governing bodies such decisions or proposals as would modify the recommendations of the Commission;

3. *Calls upon* all organizations of the United Nations common system to bring to the attention of the Commission all matters relating to salaries, allowances, benefits and other conditions of employment so as to ensure their uniform application throughout the common system;

4. *Reaffirms* the principles embodied in the statute of the Commission as approved in General Assembly resolution 3357 (XXIX) of 18 December 1974, in particular arti-

<sup>57</sup> A/C.5/38/17 and Corr.1 and Add.1, A/C.5/38/18.

<sup>58</sup> A/C.5/38/17 and Corr.1.

<sup>59</sup> A/38/347 and Corr.1.

<sup>60</sup> Official Records of the General Assembly, Thirty-eighth Session, Supplement No. 30 (A/38/30), and A/38/30/Add.1.