

the proper functioning, safety and protection of international civil servants and to modify them where necessary.

99th plenary meeting  
21 December 1987

#### 42/220. Personnel questions

##### A

#### COMPOSITION OF THE SECRETARIAT

*The General Assembly,*

##### I

*Recalling* Articles 100 and 101 of the Charter of the United Nations,

*Recalling* its resolutions 35/210 of 17 December 1980, 41/206 A of 11 December 1986 and 41/213 of 19 December 1986,

*Taking note* of the report of the Secretary-General on the composition of the Secretariat,<sup>53</sup>

*Recognizing* the importance of maintaining a qualified, independent and geographically balanced international civil service,

*Concerned* about the negative effect of the reduction of posts and of the recruitment freeze on the geographical distribution of the Secretariat,

1. *Urges* the Secretary-General to keep under review the freeze on the recruitment of external candidates with a view to lifting the freeze at the earliest possible date and to report to the General Assembly on possible alternatives to the policy of suspending such recruitment;

2. *Requests* the Secretary-General, whenever making appointments to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States and candidates successful in the national competitive examinations, taking into consideration also paragraph 4 of resolution 41/206 A;

3. *Also requests* the Secretary-General, as part of the elaboration of the career development policies and practices in the Secretariat and bearing in mind Article 101 of the Charter and resolution 41/213, to give urgent consideration to the necessity of increasing the mobility of staff in the Professional category and, in particular, the movement of such staff between Headquarters offices and offices in the field;

4. *Further requests* the Secretary-General, bearing in mind resolution 41/213, to conduct a comprehensive review of the career development policies and practices for all staff, in particular staff in the General Service category;

##### II

*Recalling* its resolution 41/206 B of 11 December 1986 on the composition of the upper echelons of the Secretariat and its resolution 41/213 by which it, *inter alia*, approved the recommendations of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations,<sup>22</sup> in particular those concerning the up-

per echelons of the Secretariat, that is, the Under-Secretary-General and Assistant Secretary-General levels,

*Reaffirming* that no post should be considered the exclusive preserve of any Member State or group of States and that the Secretary-General should ensure that this principle is applied faithfully in accordance with the principle of equitable geographical distribution,

*Taking note* of the negative effect of the reduction of posts on the representation of Member States in the upper echelons of the Secretariat,

1. *Requests* the Secretary-General, in order to preserve the principles of equitable geographical distribution and of rotation in the upper echelons of the Secretariat, to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons;

2. *Reaffirms* that the Secretary-General, in making appointments to the upper echelons, should strive to appoint only a candidate from a Member State other than that of the incumbent to be replaced in order to reinforce the principle of rotation in the upper echelons of the Secretariat, unless there are exceptional circumstances, in the light of Article 101, paragraph 3, of the Charter;

3. *Requests* the Secretary-General to review the composition of the upper echelons of the Secretariat in the context of the relevant recommendations of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations, with particular reference to length of service in the upper echelons;

##### III

*Recalling* its resolutions 35/210, 40/258 A of 18 December 1985 and 41/206 C of 11 December 1986 and other relevant resolutions,

*Having examined* the report of the Secretary-General on the system of desirable ranges for the geographical distribution of staff in the Professional category and above,<sup>54</sup>

1. *Requests* the Secretary-General to base the desirable ranges for all Member States, with effect from 1 January 1988, on the following criteria:

(a) The base figure for the calculations will initially be 2,700;

(b) The weight of the membership factor will be 40 per cent of the base figure;

(c) The population factor, which will be allotted a weight of 5 per cent, will be directly related to the population of Member States and posts subject to this factor will be distributed among Member States in proportion to their population;

(d) The contribution factor will be based on the distribution of the remaining posts among Member States in proportion to the scale of assessments;

(e) The upper and lower limits of each range will be based on a flexibility of 15 per cent upwards and downwards from the mid-point of the desirable range, but not less than 4.8 posts up and down, the upper limit of the range being not less than 14 posts;

(f) The base figure will be adjusted whenever the actual number of posts subject to geographical distribution increases or decreases by 100, the weights of the three factors being maintained;

<sup>53</sup> A/42/636.

<sup>54</sup> A/C.5/42/7 and Corr.1.

2. *Decides* to review the desirable ranges at its forty-fifth session, taking into account the concept of parity between the membership and contribution factors and the views of Member States on this concept and also giving due consideration to the requirement of raising the percentage weight of the population factor;

## IV

*Requests* the Secretary-General to review the content and presentation of the annual report on the composition of the Secretariat, taking into account the views expressed by Member States at the forty-second session, and to include in the next report the action taken to implement the present resolution.

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## B

## ADMINISTRATION OF JUSTICE IN THE SECRETARIAT

*The General Assembly,*

*Noting* the importance of a just and efficient system for the administration of justice in the Secretariat,

*Having considered* the report of the Joint Inspection Unit on the administration of justice in the United Nations,<sup>55</sup> the comments of the Secretary-General thereon<sup>56</sup> and the report of the Secretary-General on the establishment of an office of Ombudsman in the Secretariat and the streamlining of the appeals procedures,<sup>57</sup>

*Recognizing* the efforts made by the Secretary-General in that area,

1. *Requests* the Secretary-General to continue to improve the procedures for resolving disputes and appeals by taking steps which would ensure their objective and expeditious resolution;

2. *Calls upon* the Secretary-General to continue to review the feasibility of the establishment of an independent office of Ombudsman in the Secretariat;

3. *Further requests* the Secretary-General to present his recommendations thereon to the General Assembly at its forty-third session.

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21 December 1988

## C

IMPROVEMENT OF THE STATUS OF WOMEN  
IN THE SECRETARIAT

*The General Assembly,*

*Recalling* Articles 8, 100 and 101 of the Charter of the United Nations,

*Recalling* its previous resolutions on the improvement of the status of women in the Secretariat,

*Recalling* the relevant paragraphs of the Nairobi Forward-looking Strategies for the Advancement of Women,<sup>58</sup> in particular paragraphs 315, 356 and 358,

*Recalling* article 8 of the Convention on the Elimination of All Forms of Discrimination against Women,<sup>59</sup>

*Recalling* its resolution 41/213 of 19 December 1986, by which it, *inter alia*, approved recommendation 46 of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations<sup>60</sup> that additional measures should be taken to increase the proportion of posts filled by women in the Professional category, particularly at the higher levels, in accordance with the relevant resolutions of the General Assembly,

*Welcoming* the fact that the advancement of women is one of two subjects receiving priority in the proposed programme budget for the biennium 1988-1989,<sup>60</sup>

1. *Takes note* of the report of the Secretary-General<sup>61</sup> and of his continuing efforts to improve the status of women in the Secretariat, including his decision to extend the office of the Co-ordinator for the Improvement of the Status of Women in the Secretariat of the United Nations for a period of six months;

2. *Invites* the Secretary-General, taking into account the views expressed by Member States at the forty-second session of the General Assembly and in other relevant intergovernmental bodies, to review the situation at the end of the six-month period and to take the necessary measures to ensure the continued implementation of the action programme for the improvement of the status of women in the Secretariat;<sup>62</sup>

3. *Endorses* the work programme set out in section III.A of the report of the Secretary-General,<sup>61</sup> covering the implementation of measures approved by the Secretary-General, in particular the monitoring of the impact of the restructuring and retrenchment on women in the Secretariat;

4. *Stresses* the importance of the measures accepted by the Secretary-General on the recommendation of the Steering Committee for the Improvement of the Status of Women in the Secretariat, regarding the introduction of a monitoring process;

5. *Requests* the Secretary-General to continue his efforts and to consider the introduction of additional measures, if necessary, in order to increase the number of women in posts subject to geographical distribution with a view to achieving, to the extent possible, an overall participation rate of 30 per cent of the total by 1990, without prejudice to the principle of equitable geographical distribution of posts, as was requested in paragraph 3 of resolution 40/258 B of 18 December 1985;

6. *Urges* the Secretary-General to increase his efforts to ensure an equitable representation of women from developing countries in posts subject to geographical distribution, and particularly in posts at senior and policy-formulating levels;

7. *Reiterates its request* to Member States to continue to support the efforts of the United Nations and the specialized agencies and related organizations to increase the proportion of women in the Professional category and above by, *inter alia*, nominating more women candidates;

8. *Notes with satisfaction* that the question of the improvement of the status of women in the secretariats of the

<sup>55</sup> See A/41/640.

<sup>56</sup> A/C.5/41/14, sect. V.

<sup>57</sup> A/C.5/42/28.

<sup>58</sup> *Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985* (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

<sup>59</sup> Resolution 34/180, annex.

<sup>60</sup> See A/42/6 (Introduction), para. 7, and A/42/6/Corr.1.

<sup>61</sup> A/C.5/42/24.

<sup>62</sup> A/C.5/40/30, sect. III.B.

United Nations system continues to be a standing item on the agenda of the Administrative Committee on Co-ordination;

9. *Requests* the Secretary-General to report to the General Assembly at its forty-third session on:

(a) Progress made in evaluating the implementation of the recommendations of the Steering Committee as outlined in its first three reports;

(b) Progress made in meeting the objectives of the work programme set out in his report,<sup>61</sup> as well as those objectives of the original action programme which are still to be implemented;

(c) The outcome of his decision to extend the office of the Co-ordinator for the Improvement of the Status of Women in the Secretariat of the United Nations for a period of six months and of the action called for in paragraph 2 of the present resolution;

and to transmit his report on the improvement of the status of women in the Secretariat<sup>61</sup> to the Commission on the Status of Women at its thirty-second session.

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#### 42/221. United Nations common system: report of the International Civil Service Commission

*The General Assembly,*

*Having considered* the thirteenth annual report of the International Civil Service Commission<sup>63</sup> and other related reports,<sup>64</sup>

*Reiterating* the importance of maintaining and strengthening the United Nations common system of salaries, allowances and personnel standards,

*Concerned* by the lack of transparency and simplicity in the present remuneration system and by the growing number of *ad hoc* measures that further add to its complexity and weaken its internal consistency, and stressing the need to improve this situation,

*Stressing* the need for the Commission to continue to improve its reporting so that in future its recommendations and decisions are presented with comprehensive background information and statistical evidence, with a view to facilitating comprehension by the general reader,

*Recalling* its resolution 41/213 of 19 December 1986, and taking note of the views of the Commission as reflected in paragraphs 44 to 46 of its thirteenth annual report,<sup>63</sup>

### I

*Recalling* that in its resolution 40/244 of 18 December 1985 it approved the range of 110 to 120, with a desirable mid-point of 115, for the net remuneration margin, on the understanding that the margin would be maintained at a level around the desirable mid-point of 115 over a period of time, and considering that the margin range should be maintained for some time,

*Recalling also* that the recommendation of the International Civil Service Commission which led to the adoption

of the margin range of 110 to 120 related to the methodology used then for margin calculations,

1. *Decides* to maintain the methodology described in annex I to the report of the International Civil Service Commission submitted to the General Assembly at its fortieth session<sup>65</sup> for the calculation of the margin between the net remuneration of staff in the Professional and higher categories of the United Nations and that of the comparator civil service, which should continue to be applied for the time being;

2. *Requests* the Commission to continue its examination of the methodology for calculating the net remuneration margin and to report thereon to the General Assembly at its forty-fifth session;

3. *Further requests* the Commission to continue reporting annually to the General Assembly on the net remuneration margin calculated in accordance with the methodology referred to in paragraph 1 above and to ensure that the margin is maintained at a level around the desirable mid-point of 115 over a period of time;

4. *Takes note* of the discussion referred to in paragraphs 97 to 104 of the report of the Commission<sup>63</sup> and requests the Commission to develop a methodology regarding total entitlements and to present its recommendations thereon to the General Assembly at its forty-fourth session;

### II

*Noting* the projected deficit in the Tax Equalization Fund by the end of 1987,

*Approves*, with effect from 1 April 1988, the revised rates of staff assessment for staff in the Professional and higher categories to be used in conjunction with gross base salaries and gross amounts of separation payments; also approves the maintenance of the current rates of staff assessment for staff members with a dependent spouse or dependent child for purposes of pensionable remuneration and pensions; and consequently approves, with effect from 1 April 1988, the amendments to the Staff Regulations of the United Nations, as set forth in the annex to the present resolution, to replace, for staff in the Professional and higher categories, the present scale of staff assessment and the scale of net and gross salaries;

### III

*Noting* that the post adjustment system is based on the concept of parity of purchasing power,

*Mindful* of the effects of currency fluctuations on the level of take-home pay of staff in the Professional and higher categories at different duty stations,

*Noting* the decision of the International Civil Service Commission in paragraph 174 of its report<sup>63</sup> to establish a working group to study the problems connected with the separation of the effects of inflation and currency fluctuations in the post adjustment system,

*Noting further* the recommendation of the Commission in paragraph 178 of its report<sup>63</sup> that for the time being post adjustment should be maintained at the base of the system,

*Stressing* the need to improve the response by the organizations of the United Nations common system to requests from Member States for assistance, through the continued

<sup>63</sup> *Official Records of the General Assembly, Forty-second Session, Supplement No. 30 (A/42/30 and Corr.1).*

<sup>64</sup> *Ibid.*, Supplement No. 7A (A/42/7/Add.1-10), document A/42/7/Add.7; A/C.5/42/19, A/C.5/42/20, A/C.5/42/23 and A/C.5/42/38.

<sup>65</sup> *Ibid.*, Fortieth Session, Supplement No. 30 (A/40/30 and Corr.1)