

including the factors and criteria, with their related percentage distributions, which determined those desirable ranges;

(b) A series of alternative tables of desirable representation for all Member States on the basis of a redistribution of the percentages used at present for the criteria of contribution and membership so as to reflect a membership percentage of 50 per cent or a membership percentage equal to that of contribution while maintaining the existing percentage in respect of the population factor; these alternative tables, which shall take into account the new scale of assessment for 1980, 1981 and 1982, shall include:

- (i) A range of increases in the lower limit of the present minimum desirable range;
- (ii) An increase in the upper limit of the present minimum desirable range;
- (iii) Suggested formulae for the removal or relaxation of the upper limits of the desirable ranges of developing Member States;
- (iv) Formulae for relating the population criterion directly to regional populations, with suggestions for its utilization by individual Member States;

(c) An outline of any possible additional criteria which, in the Secretary-General's considered view, might also be utilized in determining a system of desirable ranges or representation with suggestions for their inclusion under subparagraphs (b) (i) to (iv) above;

(d) A study of the implications of the establishment of a ceiling on the percentage contribution for calculating the personnel entitlement of any Member State;

(e) A detailed description of the way the present weighted desirable ranges have been calculated, with information as to the basis of this calculation, as well as a study dealing with an indicative evaluation of posts so as to ensure that Member States will have a balanced quantitative and qualitative representation;

2. Also requests the Secretary-General to present the reports and submissions outlined above for the consideration of Member States at least six weeks before the opening of the thirty-fifth session of the General Assembly;

## II

Takes note of the report of the Secretary-General on amendments made to the Staff Rules during the period from 1 July 1978 to 30 June 1979;<sup>38</sup>

## III

Requests the Secretary-General to pursue the improvement of the computerized roster of candidates in accordance with section I, paragraph 1 (c), of General Assembly resolution 33/143 of 20 December 1978;

## IV

Takes note of the report of the Secretary-General on the implementation of the classification systems for posts in the Professional and General Service categories<sup>39</sup> and the oral report of the Chairman of the Advisory Committee on Administrative and Budgetary Questions,<sup>40</sup> and requests the Secretary-General to report on progress in the implementation of those systems to the General Assembly at its thirty-fifth session.

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<sup>38</sup> A/C.5/34/7.

<sup>39</sup> A/C.5/34/37.

<sup>40</sup> Official Records of the General Assembly, Thirty-fourth Session, Fifth Committee, 84th meeting, paras. 27-29.

## 34/220. Participation of United Nations staff in the consultative bodies within the United Nations system

### *The General Assembly*

1. Takes note of the requests by members of the staff set out in the notes by the Secretary-General on access by staff representatives to the Fifth Committee;<sup>41</sup>

2. Further takes note of the comments and suggestions of the Secretary-General on the requests by the staff as set out in his note dated 21 November 1979;<sup>42</sup>

3. Reaffirms the responsibility and authority of the Secretary-General as the Chief Administrative Officer of the United Nations under Article 97 of the Charter of the United Nations;

4. Expresses its readiness to receive and consider fully the views of the staff as set out by a single recognized representative of the staff of the United Nations Secretariat in a document to be submitted through the Secretary-General and issued under the item entitled "Personnel questions";

5. Expresses its readiness to receive and consider fully the views of the staff as set out by a designated representative of the Federation of International Civil Servants' Associations in a document to be submitted through the Secretary-General and issued under the item entitled "Report of the International Civil Service Commission";

6. Requests the Secretary-General to submit to the General Assembly at its thirty-fifth session a report on the various forms of participation of staff in the consultative bodies of the United Nations Secretariat and within the United Nations system which deal with matters of direct concern to personnel and on the extent to which those bodies have fulfilled the purpose of better staff involvement; in preparing the report, due account should be taken of the views of the United Nations staff on the subject;

7. Expresses further its disposition to consider, as appropriate, other forms of communication between the staff and the Fifth Committee.

*111th plenary meeting  
20 December 1979*

## 34/221. Report of the United Nations Joint Staff Pension Board

### *The General Assembly,*

Having considered the report of the United Nations Joint Staff Pension Board to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund for 1979,<sup>43</sup> chapter III of the report of the International Civil Service Commission<sup>44</sup> and the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>45</sup>

## I

### AMENDMENTS TO THE REGULATIONS OF THE UNITED NATIONS JOINT STAFF PENSION FUND

Decides that the Regulations of the United Nations Joint Staff Pension Fund shall be amended, without

<sup>41</sup> A/C.5/34/CRP.5 and 6.

<sup>42</sup> A/C.5/34/29.

<sup>43</sup> Official Records of the General Assembly, Thirty-fourth Session, Supplement No. 9 (A/34/9) and A/34/9/Add.1.

<sup>44</sup> Ibid., Supplement No. 30 (A/34/30 and Corr.1).

<sup>45</sup> A/34/721.

retroactive effect, from 1 January 1980, as set forth in annex VI to part one of the report of the United Nations Joint Staff Pension Board;

## II

### TRANSFER OF PENSION RIGHTS

*Concurs* in the agreements<sup>46</sup> approved by the United Nations Joint Staff Pension Board with the European Space Agency and the European Free Trade Association, and in the revised texts of the transfer agreements with the International Bank for Reconstruction and Development and the International Monetary Fund, concluded in 1960 under article 13 of the Regulations of the United Nations Joint Staff Pension Fund, with respect to continuity of pension rights between those agencies and the Fund;

## III

### EMERGENCY FUND

*Authorizes* the United Nations Joint Staff Pension Board to supplement the voluntary contributions to the Emergency Fund, for a further period of one year, by an amount not exceeding \$100,000;

## IV

### ADMINISTRATIVE EXPENSES

*Approves* expenses, chargeable directly to the United Nations Joint Staff Pension Fund, totalling \$3,881,500 (net) for 1980 and supplementary expenses of \$42,500 (net) for 1979 for the administration of the Fund;

## V

### INTERIM MEASURES

*Authorizes* the United Nations Joint Staff Pension Fund to implement in 1980 the interim measures recommended in paragraphs 34 and 39 of the report of the Advisory Committee on Administrative and Budgetary Questions,<sup>45</sup> this authorization being given on the clear understanding that it does not create any entitlement to those additional payments or their equivalent beyond 1980 and that, should any long-term scheme adopted in 1980 result in a pension payment which would eliminate some or all of the additional payments deriving from the interim measures, the lower payment would be the one applicable for 1981 and beyond;

## VI

### PENSIONABLE REMUNERATION

1. *Requests* the International Civil Service Commission and the United Nations Joint Staff Pension Board to conclude in 1980 their comprehensive examination of the functioning, methods of establishment and adjustment and appropriate level of pensionable remuneration with a view to submitting proposals to the General Assembly at its thirty-fifth session for correcting, no later than January 1981, anomalies in the United Nations pension system brought about by the current economic and monetary circumstances, giving due consideration in the elaboration of those proposals to the fact that the adverse effects of currency fluctuations and inflation can less readily be absorbed by those with smaller pensions than by those with higher pensions;

2. *Invites*, to that end, the International Civil Service Commission and the United Nations Joint Staff Pension Board to take full account of the views expressed on this and related matters in the Fifth Committee during the thirty-fourth session of the General Assembly.

*111th plenary meeting  
20 December 1979*

### 34/222. Investments of the United Nations Joint Staff Pension Fund

#### A

*The General Assembly,*

*Recalling* its resolutions 31/197 of 22 December 1976 and 32/73 A of 9 December 1977, in which it requested the Secretary-General to ensure that the resources which the United Nations Joint Staff Pension Fund holds invested in transnational corporations are invested on safe and profitable terms and, to the greatest extent practicable, in investments in developing countries,

*Recalling also* its resolution 33/121 of 19 December 1978, in which the provisions of the aforementioned resolutions were restated,

*Reaffirming* its belief that investments of the United Nations Joint Staff Pension Fund in shares of transnational corporations may contradict the objectives and purposes of the organizations of the United Nations system,

*Having considered* the report of the United Nations Joint Staff Pension Board<sup>47</sup> and the report of the Secretary-General on the investments of the United Nations Joint Staff Pension Fund,<sup>48</sup>

*Noting with concern* that investments of the United Nations Joint Staff Pension Fund in developing countries have shown little increase in the past year and investments of the Fund in shares of transnational corporations have been maintained at an appreciable level,

1. *Renews its request* to the Secretary-General that, in pursuance of General Assembly resolution 33/121, he should redouble his efforts, in consultation with the Investments Committee, to ensure that the resources which the United Nations Joint Staff Pension Fund holds invested in shares of transnational corporations are re-invested in developing countries to the greatest extent practicable, subject to careful observance of the requirements of safety, profitability, liquidity and convertibility and in conformity with the Regulations of the Fund;

2. *Requests* the Secretary-General to report to the General Assembly at its thirty-fifth session on the implementation of the present resolution.

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20 December 1979*

#### B

*The General Assembly,*

*Recalling* its resolution 33/121 B of 19 December 1978,

<sup>47</sup> Official Records of the General Assembly, Thirty-fourth Session, Supplement No. 9 (A/34/9) and A/34/9/Add.1.

<sup>48</sup> A/C.5/34/30.

<sup>46</sup> See A/34/9/Add.1, annexes I-IV.