

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.

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#### 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.

8. *Requests* the Secretary-General, in his annual report on personnel questions, to include an account of the work of the panel, including the number and categories of cases dealt with, whether they were satisfactorily resolved and the main problems encountered.

*66th plenary meeting  
11 November 1977*

**32/39. Scale of assessments for the apportionment of the expenses of the United Nations**

*The General Assembly*

*Resolves that:*

(a) The scale of assessments for the contributions of Member States to the United Nations budget for the financial years 1978 and 1979 shall be as follows:

<i>Member State</i>	<i>Per cent</i>	<i>Member State</i>	<i>Per cent</i>
Afghanistan	0.01	German Democratic Republic	1.33
Albania	0.01	Germany, Federal Republic of	7.70
Algeria	0.10	Ghana	0.02
Angola	0.02	Greece	0.35
Argentina	0.84	Grenada	0.01
Australia	1.54	Guatemala	0.02
Austria	0.64	Guinea	0.01
Bahamas	0.01	Guinea-Bissau	0.01
Bahrain	0.01	Guyana	0.01
Bangladesh	0.04	Haiti	0.01
Barbados	0.01	Honduras	0.01
Belgium	1.08	Hungary	0.33
Benin	0.01	Iceland	0.02
Bhutan	0.01	India	0.68
Bolivia	0.01	Indonesia	0.14
Botswana	0.01	Iran	0.40
Brazil	1.04	Iraq	0.08
Bulgaria	0.14	Ireland	0.15
Burma	0.01	Israel	0.23
Burundi	0.01	Italy	3.38
Byelorussian Soviet Socialist Republic	0.41	Ivory Coast	0.02
Canada	3.04	Jamaica	0.02
Cape Verde	0.01	Japan	8.64
Central African Empire	0.01	Jordan	0.01
Chad	0.01	Kenya	0.01
Chile	0.09	Kuwait	0.15
China	5.50	Lao People's Democratic Republic	0.01
Colombia	0.11	Lebanon	0.03
Comoros	0.01	Lesotho	0.01
Congo	0.01	Liberia	0.01
Costa Rica	0.02	Libyan Arab Jamahiriya	0.16
Cuba	0.11	Luxembourg	0.04
Cyprus	0.01	Madagascar	0.01
Czechoslovakia	0.84	Malawi	0.01
Democratic Kampuchea	0.01	Malaysia	0.09
Democratic Yemen	0.01	Maldives	0.01
Denmark	0.64	Mali	0.01
Dominican Republic	0.02	Malta	0.01
Ecuador	0.02	Mauritania	0.01
Egypt	0.08	Mauritius	0.01
El Salvador	0.01	Mexico	0.79
Equatorial Guinea	0.01	Mongolia	0.01
Ethiopia	0.01	Morocco	0.05
Fiji	0.01	Mozambique	0.02
Finland	0.44	Nepal	0.01
France	5.82	Netherlands	1.42
Gabon	0.01	New Zealand	0.26
Gambia	0.01	Nicaragua	0.01
		Niger	0.01
		Nigeria	0.13
		Norway	0.45
		Oman	0.01
		Pakistan	0.07
		Panama	0.02
		Papua New Guinea	0.01
		Paraguay	0.01
		Peru	0.06
		Philippines	0.10
		Poland	1.39
		Portugal	0.19
		Qatar	0.02
		Romania	0.24
		Rwanda	0.01
		Samoa	0.01
		Sao Tome and Principe	0.01
		Saudi Arabia	0.23
		Senegal	0.01
		Seychelles	0.01