

General and of the Advisory Committee on Administrative and Budgetary Questions thereon;

2. *Approves* the calendar of conferences and meetings for 1975 as set forth in the report of the Secretary-General;

3. *Decides* that no conferences or meetings other than those covered by the calendar of conferences for 1975 shall be convened, except under special or unusual circumstances;

4. *Reaffirms* for application in 1975, as appropriate, the provisions of paragraphs 9 and 10 of its resolution 2609 (XXIV);

5. *Decides* that subsidiary bodies of the General Assembly should not under ordinary circumstances create new standing bodies or *ad hoc* sessional or intersessional bodies which require additional resources without the approval of the Assembly and requests the other principal organs of the United Nations to take a similar decision with regard to their respective subsidiary bodies;

6. *Endorses* the recommendations regarding interpretation services contained in chapter VII, section 4, of the report of the Joint Inspection Unit, subject to the related comments of the Advisory Committee on Administrative and Budgetary Questions;

## II

1. *Decides* to establish, on an experimental basis and subject to review at its thirty-second session, a Committee on Conferences composed of twenty-two Member States;

2. *Requests* the President of the General Assembly, after consultations with the Chairmen of the regional groups, to designate Member States, on the basis of an equitable geographical balance, to serve on the Committee for three-year terms;

3. *Decides* that the terms of reference of the Committee on Conferences shall be:

(a) To submit for the approval of the General Assembly the pattern of conferences and changes to be made in that pattern as required, bearing in mind the provisions of paragraph 12 of resolution 2609 (XXIV);

(b) To propose for adoption by the General Assembly, in accordance with the pattern of conferences, the annual calendar of conferences;

(c) To act after appropriate consultations on behalf of the General Assembly in dealing between sessions with requested departures from the calendar of conferences;

(d) To recommend to the General Assembly means to ensure the optimum apportionment of conference resources, facilities and services, in order to maximize their efficient and effective use and, in this respect, to consider the feasibility of a quota system to allocate resources among various fields of activity;

(e) To advise the General Assembly on the current and future requirements of the Organization for conference services and facilities;

(f) To advise the General Assembly on means to ensure improved co-ordination of conferences within the United Nations system, including conference services and facilities, and to conduct appropriate consultations to that end;

4. *Requests* the Committee on Conferences to take into account, as appropriate, the report of the Joint

Inspection Unit, as well as the comments of the Secretary-General and of the Advisory Committee on Administrative and Budgetary Questions thereon, and relevant statements made by Member States in the Fifth Committee.

*2324th plenary meeting  
18 December 1974*

### **3352 (XXIX). Employment of women by the secretariats of organizations within the United Nations system**

*The General Assembly,*

*Recalling* Article 8 of the Charter of the United Nations as well as its resolution 2716 (XXV) of 15 December 1970 on the programme of concerted international action for the advancement of women and the objectives and minimum targets to be achieved during the Second United Nations Development Decade set forth in the annex to that resolution, particularly those concerned with the increase in the number of women participating in public life at the international level,

*Noting with appreciation* that the reports of the Secretary-General on the composition of the Secretariat submitted to the General Assembly at its twenty-sixth<sup>38</sup> and twenty-eighth<sup>39</sup> sessions included some information on the employment of women in senior and other Professional positions in the secretariats of organizations within the United Nations system,

*Noting also* that the report of the United Nations Institute for Training and Research entitled *The Situation of Women in the United Nations*<sup>40</sup> confirms the imbalance in the proportion of women at the higher levels and gives statistics showing the unequal progress of women and men staff members in terms of promotion in the Secretariat,

*Concerned* that these reports reveal an unsatisfactory situation which calls for specific measures and programmes in order to achieve an equitable balance between the number of men and women, particularly in senior and policy-making positions, including those of Under-Secretary-General and Assistant Secretary-General,

1. *Requests* the Secretary-General as well as the executive heads of all organizations within the United Nations system to take all necessary measures in order to ensure, in accordance with the Charter of the United Nations, bearing in mind in particular Article 101, paragraph 3, of the Charter, that an equitable balance between men and women staff members, particularly in the positions described above, be achieved before the end of the Second United Nations Development Decade at all levels in the United Nations system;

2. *Urges* the Secretary-General as well as the executive heads of all organizations within the United Nations system, in order to obtain this objective, to give increased attention to the recruitment and promotion of women as well as to the assignments given to them;

3. *Further requests* the Secretary-General as well as the executive heads of all organizations within the United Nations system to report to the General Assem-

<sup>38</sup> A/8483.

<sup>39</sup> A/9120 and Corr.1 and 2.

<sup>40</sup> UNITAR publication, RR No. 18 (1973).

bly at its thirtieth session on steps that have been taken to give effect to paragraphs 1 and 2 above;

4. *Also requests* the Secretary-General to continue to include in his reports on the composition of the Secretariat submitted to the General Assembly comprehensive data on the employment of women in the secretariats of organizations within the United Nations system so as to indicate clearly the nature of posts and types of duties performed by women at Professional and policy-making levels and their nationality composition, bearing in mind the principle of equitable geographical distribution;

5. *Further requests* the Secretary-General to report on the status of women employees in the General Service category in the secretariats.

2324th plenary meeting  
18 December 1974

### 3353 (XXIX). Amendments to the Staff Regulations and Staff Rules of the United Nations

*The General Assembly,*

*Recalling* its resolution 3007 (XXVII) of 18 December 1972 relating to the desire to ensure that, in accordance with Article 8 of the Charter of the United Nations, no restrictions are placed on the eligibility of men and women to participate in any capacity and under conditions of equality in the work of the Secretariat and the further desire to avoid any discrimination between staff members on grounds of sex,

*Having considered* the report of the Secretary-General on differential treatment based upon sex under the Staff Regulations and Staff Rules of the United Nations<sup>41</sup> and the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>42</sup>

1. *Decides* that, with effect from 1 January 1975, regulations 7.1 and 9.4 of the Staff Regulations of the United Nations shall be amended to read as follows:

#### *“Regulation 7.1*

“Subject to conditions and definitions prescribed by the Secretary-General, the United Nations shall in appropriate cases pay the travel expenses of staff members, their spouses and dependent children.”

#### *“Regulation 9.4*

“The Secretary-General shall establish a scheme for the payment of repatriation grants within the maximum rates and under the conditions specified in annex IV to the present Regulations.”;

2. *Decides* that, with effect from 1 January 1975, annex IV to the Staff Regulations of the United Nations shall be amended by the substitution of the word “spouse” for the words “wife, dependent husband” where they occur;

3. *Takes note* of the changes made by the Secretary-General in the Staff Rules of the United Nations for the year ending 30 June 1974, as set forth in his report.<sup>43</sup>

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18 December 1974

<sup>41</sup> A/C.5/1603.

<sup>42</sup> *Official Records of the General Assembly, Twenty-ninth Session, Supplement No. 8 (A/9608 and Add.1-23), document A/9608/Add.5.*

<sup>43</sup> A/C.5/1600.

### 3354 (XXIX). 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 1974,<sup>44</sup> and the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>45</sup>

#### I

#### ADJUSTMENT OF BENEFITS IN RESPECT OF COST-OF-LIVING CHANGES

*Decides* to revise the system of adjustment of benefits in payment contained in section I of General Assembly resolution 3100 (XXVIII) of 11 December 1973 and previous resolutions on the same subject, with effect from 1 January 1975, in accordance with the recommendations of the United Nations Joint Staff Pension Board contained in annex V to the Board's report to the Assembly for 1974, provided that no beneficiary who opts for the consumer price index system and whose benefit commenced before 1 January 1975 shall receive more as a result than if the benefit had commenced on 1 January 1975;

#### II

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

1. *Decides* that the Regulations of the United Nations Joint Staff Pension Fund shall be amended, without retroactive effect, as set forth in annex VII to the report of the United Nations Joint Staff Pension Board, it being understood that the amendment to article 36 shall become effective from 1 January 1975, and that supplementary article A shall become operative when pensionable part-time service has been defined in the manner suggested by the Advisory Committee on Administrative and Budgetary Questions in paragraph 29 of its related report;

2. *Further decides* that, in accordance with paragraph 55 of the report of the United Nations Joint Staff Pension Board and paragraph 28 of the report of the Advisory Committee on Administrative and Budgetary Questions, article 9 of the Regulations of the United Nations Joint Staff Pension Fund shall be amended, so that representatives of the five geographical regions may work in the Committee of Actuaries at the same time, with effect from 1 January 1975, in such manner that the Committee shall be increased to five members;

#### III

#### ADMINISTRATIVE EXPENSES

*Approves* expenses, chargeable directly to the United Nations Joint Staff Pension Fund, totalling \$2,112,400 (net) for 1975 and supplementary expenses totalling \$96,800 (net) for 1974 for the administration of the Fund, as estimated in annex III to the report of the United Nations Joint Staff Pension Board;

<sup>44</sup> *Official Records of the General Assembly, Twenty-ninth Session, Supplement No. 9 (A/9609).*

<sup>45</sup> A/9879.