

Advisory Committee on Administrative and Budgetary Questions,<sup>93</sup>

1. *Concurs* with the recommendations and observations of the Advisory Committee on Administrative and Budgetary Questions contained in its report;

2. *Requests* the Secretary-General to submit to the General Assembly at its fortieth session a further report setting out his proposals to give effect to those recommendations.

*105th plenary meeting  
18 December 1984*

**39/243. Staff and administrative questions of the Economic Commission for Western Asia**

*The General Assembly,*

*Recalling* Economic and Social Council resolution 1984/81 of 27 July 1984,

*Deeply concerned* about the high vacancy rate and difficulties in recruitment which have prevailed for a number of years in the regional commissions, particularly in the Economic Commission for Western Asia,

*Convinced* that the high vacancy rate has had a serious impact on the work programme of the Economic Commission for Western Asia,

*Recognizing* that repeated efforts have been made by the secretariat of the Economic Commission for Western Asia to find qualified staff from unrepresented or underrepresented States in the region covered by the Commission, but that the difficulties still persist in the recruitment of such staff,

*Recognizing also* the importance of knowledge of the Arabic language by the staff of the Economic Commission for Western Asia for the effective performance of their work,

1. *Urges* unrepresented and underrepresented States to endeavour to encourage competent personnel to work in the secretariat of the Economic Commission for Western Asia as staff members on a regular or fixed-term basis;

2. *Authorizes* the Secretary-General to take all necessary measures to enable the Economic Commission for Western Asia to recruit staff from any State member of the Commission to meet its personnel requirements;

3. *Decides* that all members of the Economic Commission for Western Asia should be treated in a manner consistent with their full membership in the Commission in regard to employment in the secretariat of the Commission.

*105th plenary meeting  
18 December 1984*

**39/244. Respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations**

*The General Assembly,*

*Recalling* its resolutions 35/212 of 17 December 1980, 36/232 of 18 December 1981, 37/236 of 21 December 1982 and 38/230 of 20 December 1983,

*Recalling* that, under Article 105 of the Charter of the United Nations, officials of the Organization shall enjoy in the territory of each of its Member States such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Organization,

which is indispensable for the proper discharge of their duties,

*Recalling* the obligation of the staff in the conduct of their duty to observe fully the laws and regulations of Member States,

1. *Takes note with concern* of the report submitted to the General Assembly by the Secretary-General on behalf of the Administrative Committee on Co-ordination,<sup>94</sup> which shows 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. *Reaffirms* the above-mentioned resolutions;

3. *Welcomes* the measures already taken by the Secretary-General in furtherance of the safety and security of international civil servants, as outlined in paragraph 7 of his report;<sup>94</sup>

4. *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 all such means as are available to him;

5. *Urges* the Secretary-General to give priority, through the United Nations Security Co-ordinator and the other special representatives, to the reporting and prompt follow-up of cases of arrest, detention and other possible matters relating to the security of officials of the United Nations and the specialized agencies and related organizations;

6. *Calls upon* the staff of the United Nations and of the specialized agencies and related organizations to comply with the obligations arising from the Staff Regulations of the United Nations, in particular regulation 1.8, and from the equivalent provisions governing the staff of the other agencies;

7. *Requests* the Secretary-General, as Chairman of the Administrative Committee on Co-ordination, to review and appraise the measures already taken to enhance the safety and protection of international civil servants and to modify them where necessary;

8. *Invites* the Secretary-General, as Chairman of the Administrative Committee on Co-ordination, to suggest in his next annual report to the General Assembly further steps designed to alleviate the present situation.

*105th plenary meeting  
18 December 1984*

**39/245. Composition of the Secretariat**

*The General Assembly,*

**I**

*Recalling* its previous resolutions on personnel policy and in particular resolutions 33/143 of 20 December 1978, 35/210 of 17 December 1980, 37/235 of 21 December 1982 and 38/231 of 20 December 1983,

*Bearing in mind* Article 101, paragraph 3, of the Charter of the United Nations which states that "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the

<sup>93</sup> A/39/733.

<sup>94</sup> A/C.5/39/17.

importance of recruiting the staff on as wide a geographical basis as possible",

*Taking note* of the reports of the Secretary-General on the composition of the Secretariat,<sup>95</sup> on personnel policies<sup>96</sup> and on the status of the linguistic skills of United Nations staff,<sup>97</sup>

*Having considered* the report of the Joint Inspection Unit on competitive examinations in the United Nations<sup>98</sup> and the related comments of the Secretary-General,<sup>99</sup>

*Concerned* by the lack of progress towards meeting the goals and objectives established with respect to:

(a) The situation of unrepresented and under-represented 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,

1. *Reaffirms* the principles embodied in its resolutions 33/143, 35/210, 37/235 and 38/231;

2. *Requests* the Secretary-General to make special efforts to pursue an active recruitment policy in order to accelerate recruitment from unrepresented Member States and to increase the number of staff recruited from under-represented Member States and from Member States below the mid-point of their desirable ranges, to the extent possible towards their mid-point, and further to report to the General Assembly at its fortieth session on the results of these efforts to achieve a balanced and equitable geographical distribution of staff throughout the Secretariat;

3. *Requests* the Secretary-General to take all necessary measures in order to ensure that the recruitment procedures are completed with all due speed within a reasonable time frame, bearing in mind the need for the co-operation of the substantive departments and offices with the Office of Personnel Services of the Secretariat, and that all candidates are duly notified of the result of their applications;

4. *Further requests* the Secretary-General to continue to increase the representation of developing countries in senior and policy-formulating posts, while safeguarding the principle of equitable geographical distribution in accordance with the relevant resolutions of the General Assembly;

5. *Takes note* of the decision of the Secretary-General to designate, on a temporary basis, a senior official with the title of Co-ordinator for the Improvement of the Status of Women in the Secretariat of the United Nations, to review the situation of women in the Secretariat and to make proposals for its improvement, in the framework of the report of the Secretary-General to be submitted to the General Assembly at its fortieth session, requests that the Co-ordinator function within the Office of Personnel Services, requests further that the Office of Personnel Services ensure that the Co-ordinator is provided with all necessary assistance for the effective carrying out of all tasks assigned to the Co-ordinator and notes that the Office of Personnel Services will continue to be responsible for the implementation of General Assembly directives and the Secretary-General's policies in personnel matters, for the formulation and application of personnel policy and for the recruitment and administration of all staff;

6. *Requests* the Secretary-General:

(a) To implement recommendations 1, 2 and 3 of the report of the Joint Inspection Unit<sup>98</sup> to the extent possible

and in such a manner that implementation will not adversely affect the flexibility of personnel policy;

(b) To ensure to the extent possible that the creation of new posts in budgets include a reasonable proportion of P-1 and P-2 posts;

(c) To conduct an overall review of the system of competitive examinations in the United Nations, including the consequences of the proposed expansion of the competitive examinations to the P-3 level and, taking into account the recommendations of the report of the Joint Inspection Unit on the subject,<sup>98</sup> to submit his views in this regard to the General Assembly at its fortieth session;

(d) To pursue his work programme on the design and implementation of a career development system, taking into account staff serving on different types of contracts and to report thereon to the General Assembly at its fortieth session;

(e) To strengthen the various appeals machinery, with a view to eliminating the backlog of cases;

(f) To report to the General Assembly at its fortieth session on the feasibility of establishing an office of Ombudsman;

(g) To implement recommendation 7 of the Joint Inspection Unit<sup>98</sup> with a view to facilitating an in-depth consideration of the matter of appointment of staff in the General Service category by the General Assembly at its fortieth session;

(h) To study ways and means of applying the population factor and to report to the General Assembly at its fortieth session, taking into account the views expressed by Member States at its thirty-ninth session;

7. *Reiterates its request* to the Secretary-General to strengthen the role and emphasize the authority of the Office of Personnel Services in recruitment and other personnel matters throughout the Secretariat and to report to the General Assembly at its fortieth session on measures taken to this effect;

8. *Invites* legislative bodies of all organizations of the United Nations system to examine as soon as possible the situation with regard to the implementation of the principle of equitable geographical distribution in their respective secretariats and to take measures, where appropriate, with the aim of securing its implementation throughout the system, within the framework of Article 101, paragraph 3, of the Charter of the United Nations and the relevant provisions of the constitutional instruments of the other organizations;

## II

*Recalling* its decision with respect to the education grant referred to in section III, paragraph 3 (a), of its resolution 38/232 of 20 December 1983.

*Taking note* of the report of the Secretary-General on amendments to the Staff Regulations of the United Nations,<sup>100</sup>

*Approves* the amendments to the Staff Regulations of the United Nations with effect from 1 January 1984, as set forth in the annex to the present resolution, to give effect to its decision with respect to the education grant.

*105th plenary meeting  
18 December 1984*

<sup>95</sup> A/39/453.

<sup>96</sup> A/C.5/39/9.

<sup>97</sup> A/C.5/39/6 and Corr.1.

<sup>98</sup> See A. 39/483.

<sup>99</sup> A. 39/483/Add.1 and Corr.1, annex.

<sup>100</sup> A/C.5/39/2.

## ANNEX

## Amendments to the Staff Regulations of the United Nations

## Regulation 3.2

In the first paragraph, replace the third sentence by the following text:

"The amount of the grant per scholastic year for each child shall be 75 per cent of the first \$6,000 of admissible educational expenses, up to a maximum grant of \$4,500."

In the third paragraph, replace the second sentence by the following text:

"The amount of this grant per year for each disabled child shall be equal to 100 per cent of the educational expenses actually incurred, up to a maximum of \$6,000."

**39/246. Report of the United Nations Joint Staff Pension Board**

*The General Assembly,*

*Recalling* its resolution 38/233 of 20 December 1983,

*Having considered* the report of the United Nations Joint Staff Pension Board for 1984 to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund,<sup>101</sup> chapter II of the report of the International Civil Service Commission<sup>102</sup> and the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>103</sup>

## I

## ACTUARIAL SITUATION OF THE UNITED NATIONS JOINT STAFF PENSION FUND

*Recalling* that in resolution 38/233 it indicated that a co-operative effort by member organizations, participants and beneficiaries is required if the actuarial imbalance is to be reduced or eliminated, thereby securing an adequate level of benefits under the United Nations Joint Staff Pension Fund,

*Noting* the proposals made by the United Nations Joint Staff Pension Board in response to the request addressed to it in section II of General Assembly resolution 38/233,

1. *Approves* the following measures which will result in an improvement of the actuarial balance of the United Nations Joint Staff Pension Fund:

(a) For participants taking early retirement between the ages of 55 and 60 after 25 years or more but less than 30 years of contributory service, the reduction factor shall be increased from 2 per cent for every year below age 60 to 3 per cent for service performed as from 1 January 1985;

(b) The periodicity of adjustment of benefits in payment for changes in the cost of living shall be reduced from twice a year to once a year, subject to the modalities set out in annex X to the report of the United Nations Joint Staff Pension Board;

(c) On the first occasion after 1 January 1985 when a benefit in payment is to be adjusted for a change in the cost of living, the adjustment shall be reduced by 1.5 percentage points, except as specified in paragraph 4 of the present section;

(d) In the case of participants to whom the two-track adjustment system is applicable, the adjusted amount of the United States dollar benefit, when converted into local currency, shall be limited to 120 per cent of the adjusted local currency benefit, subject to the transitional measures described in annex X to the report of the Pension Board;

(e) The periodic benefits of participants who separate from service on or after 31 December 1984 shall be paid at the end of the month to which they relate;

(f) Organizations' monthly contributions to the Fund should be remitted during the first two working days of the month following the month to which they relate;

(g) The interest rate used for the purpose of lump-sum commutation shall be raised from 4.5 to 6.5 per cent as stated in paragraph 20 of the report of the Pension Board;

2. *Defers* action on the question of changing the statutory age of separation;

3. *Amends*, with effect from 1 January 1985 and without retroactive effect, article 29 (b) (ii) of the Regulations of the United Nations Joint Staff Pension Fund, as set out in the annex to the present resolution;

4. *Approves*, with effect from 1 January 1985 and without retroactive effect, the changes in the system of adjusting benefits in payment, set out in annex X to the report of the United Nations Joint Staff Pension Board, except that the one-time reduction of the cost-of-living adjustment by 1.5 percentage points shall not apply to the minimum benefits under the Regulations of the Fund and the benefits under sections E and F of the pension adjustment system;

5. *Requests* the United Nations Joint Staff Pension Board, with the assistance of the Committee of Actuaries, to review the method of calculating the lump-sum commutation of benefits using a uniform discount rate and to make recommendations thereon to the General Assembly at its fortieth session;

6. *Requests* the Pension Board to keep under review the question of the determination of the lump sum in net equivalent terms;

7. *Further requests* the Pension Board to re-examine the question of the imposition of a ceiling on the highest levels of pensions and to make recommendations thereon, and also on the imposition of a ceiling on the amount that may be paid to a participant by way of lump-sum commutation of part of his periodic benefit, to the General Assembly at its fortieth session;

8. *Requests* the Pension Board to re-examine the operation of the two-track pension adjustment system in countries where the adjusted United States dollar amount, when converted into local currency, yields a larger benefit in local currency units than the adjusted local currency amount and to report to the General Assembly at its fortieth session on further limiting the resultant excess benefits;

9. *Requests* the Pension Board, in the light of the results of the actuarial valuation of the Fund as at 31 December 1984, to consider additional measures, with a view to avoiding, if possible, further increases in the rate of contribution of member organizations and participants to the Fund, and to report thereon to the General Assembly at its fortieth session;

10. *Requests* the Pension Board to consider measures for the fair and equitable treatment of all participants, whatever their dates of entry into contributory service or of separation, and to submit such consequential amendments to the Regulations of the Fund and to the pension adjustment system as may be required;

## II

## PENSIONABLE REMUNERATION FOR THE PROFESSIONAL AND HIGHER CATEGORIES

*Recalling* section III of its resolution 38/233,

*Having considered* chapter II, section B, of the report of the International Civil Service Commission<sup>102</sup> and section

<sup>101</sup> Official Records of the General Assembly, Thirty-ninth Session, Supplement No. 9 (A/39/9 and Corr.1).

<sup>102</sup> Ibid., Supplement No. 30 (A/39/30 and Corr.1 and 2).  
<sup>103</sup> A/39/608.