

year ended 31 December 1975 and the audit opinion of the Board of Auditors;<sup>32</sup>

2. *Takes note* of the observations of the Advisory Committee on Administrative and Budgetary Questions as set forth in its report;<sup>33</sup>

3. *Requests* the Executive Director of the United Nations Fund for Population Activities to take such remedial action as may be required by the comments made by the Board of Auditors in its report.<sup>34</sup>

*81st plenary meeting  
29 November 1976*

**31/23. Appointments to fill vacancies in the membership of the Advisory Committee on Administrative and Budgetary Questions**

*The General Assembly*

*Appoints* the following persons as members of the Advisory Committee on Administrative and Budgetary Questions for a three-year term beginning on 1 January 1977:

Mr. Andrzej Abraszewski,  
Mr. C. S. M. Mselle,  
Mr. Tiéba Ouattara,  
Mr. Christopher R. Thomas.

*81st plenary meeting  
29 November 1976*

\* \* \*

*As a result of the above appointments, the Advisory Committee on Administrative and Budgetary Questions will be composed as follows:* Mr. Andrzej ABRASZEWSKI (Poland),\*\*\* Mr. Yasushi AKASHI (Japan),\* Mr. Lucio GARCÍA DEL SOLAR (Argentina),\*\* Mr. Anatoly V. GRODSKY (Union of Soviet Socialist Republics),\*\* Mr. Hou Tung (China),\* Mr. C. S. M. MSELLE (United Republic of Tanzania),\*\*\* Mr. André NAUDY (France),\* Mr. Tiéba OUATTARA (Ivory Coast),\*\*\* Mr. Rudolf SCHMIDT (Federal Republic of Germany),\*\* Mr. David L. STOTTLEMYER (United States of America),\*\* Mr. Michael F. H. STUART (United Kingdom of Great Britain and Northern Ireland),\* Mr. Morteza TALIEH (Iran)\* and Mr. Christopher R. THOMAS (Trinidad and Tobago).\*\*\*

\* Term of office expires on 31 December 1977.  
\*\* Term of office expires on 31 December 1978.  
\*\*\* Term of office expires on 31 December 1979.

**31/24. Appointment to fill a vacancy in the membership of the Board of Auditors**

*The General Assembly*

*Appoints* the Auditor-General of Canada as a member of the Board of Auditors for a three-year term beginning on 1 July 1977.

*81st plenary meeting  
29 November 1976*

\* \* \*

*As a result of the above appointment, the Board of Auditors will be composed as follows:* the Auditor-General of CAN-

<sup>32</sup> *Ibid.*, Supplement No. 7G (A/31/7/Add.7), chaps. I-III.  
<sup>33</sup> A/31/140, para. 32.  
<sup>34</sup> *Official Records of the General Assembly, Thirty-first Session, Supplement No. 7G (A/31/7/Add.7), chap. IV.*

ADA,\*\*\* the Controller-General of COLOMBIA\* and the Auditor-General of GHANA.\*\*

\* Term of office expires on 30 June 1978.  
\*\* Term of office expires on 30 June 1979.  
\*\*\* Term of office expires on 30 June 1980.

**31/25. Appointments to fill vacancies in the membership of the United Nations Administrative Tribunal**

*The General Assembly*

*Appoints* the following persons as members of the United Nations Administrative Tribunal for a three-year term beginning on 1 January 1977:

Mrs. Paul Bastid,  
Mr. Mutuale Tshikankie,  
Mr. R. Venkataraman.

*81st plenary meeting  
29 November 1976*

\* \* \*

*As a result of the above appointments, the United Nations Administrative Tribunal will be composed as follows:* Mrs. Paul BASTID (France),\*\*\* Mr. Francisco FORTEZA (Uruguay),\*\* Mr. MUTUALE TSHIKANKIE (Zaire),\*\*\* Mr. Francis T. P. PLIMPTON (United States of America),\* Sir Roger Benthams STEVENS (United Kingdom of Great Britain and Northern Ireland),\* Mr. Endre USTOR (Hungary)\*\* and Mr. R. VENKATARAMAN (India).\*\*\*

\* Term of office expires on 31 December 1977.  
\*\* Term of office expires on 31 December 1978.  
\*\*\* Term of office expires on 31 December 1979.

**31/26. Composition of the Secretariat**

*The General Assembly,*

*Recalling* its resolutions 1852 (XVII) of 19 December 1962, 2539 (XXIV) of 11 December 1969, 2736 (XXV) of 17 December 1970 and 3417 (XXX) of 8 December 1975 on the composition of the Secretariat and resolutions 3009 (XXVII) of 18 December 1972, 3352 (XXIX) of 18 December 1974 and 3416 (XXX) of 8 December 1975 on the employment of women in the Secretariat,

*Having considered* the report of the Secretary-General on the composition of the Secretariat,<sup>35</sup>

*Having examined* the report of the Secretary-General concerning the report of the Joint Inspection Unit on personnel problems in the United Nations and major recommendations of the Administrative Management Service<sup>36</sup> and the report of the Joint Inspection Unit on the implementation of the personnel policy reforms approved by the General Assembly in 1974,<sup>37</sup> and having heard the statements on these reports by the representative of the Secretary-General,<sup>38</sup>

*Noting* the efforts of the Secretary-General to achieve an equitable geographical distribution of the staff of the Secretariat in the Professional category and above,

*Noting with concern* that the progress achieved in the implementation of resolution 3417 (XXX) on the

<sup>35</sup> A/31/154 and Corr.2.  
<sup>36</sup> A/C.5/31/9.

<sup>37</sup> See A/31/264 and Corr.1.

<sup>38</sup> See *Official Records of the General Assembly, Thirty-first Session, Fifth Committee, 15th and 22nd meetings; and ibid., Fifth Committee, Sessional Fascicle, corrigendum.*

composition of the Secretariat and resolution 3416 (XXX) on the employment of women in the Secretariat has been limited,

*Reaffirming* that the considerations of efficiency, competence and integrity in the employment of staff, as laid down in Article 101, paragraph 3, of the Charter of the United Nations, do not conflict with the principle of an equitable geographical distribution in the composition of the Secretariat,

*Concerned* that the reforms of personnel policy approved by the General Assembly are proceeding too slowly,

*Recognizing* that the highest standards of efficiency, competence and integrity are not exclusively restricted to nationals of any particular Member State or group of Member States,

*Reaffirming* that the principle of equitable geographical distribution should be applied to the Secretariat as a whole and that, to this end, no post, individual department, division or unit in the Secretariat should be considered as the exclusive preserve of any individual Member State or any region,

*Desirous* of strengthening the role of the Office of Personnel Services of the Secretariat in the implementation of the numerous resolutions adopted on this subject,

*Convinced* that to achieve the objectives and goals of the United Nations, especially with regard to the new international economic order, the developing countries should be adequately represented at all levels in the Secretariat and, in particular, at the senior levels,

1. *Adopts:*

(a) The new method of establishing the desirable ranges of posts for Member States as described in paragraph 11 of the report of the Secretary-General on the composition of the Secretariat;<sup>35</sup>

(b) The new desirable range of 2 to 7, as proposed by the Secretary-General in paragraph 14 of his report, for Member States with the minimum assessment in the apportionment of United Nations expenses, thus providing for a wider distribution of posts in the Secretariat;

2. *Reaffirms* its resolution 3417 A (XXX) and requests the Secretary-General, in the implementation of that resolution, to take effective measures, either by recruitment or promotion, or both, to increase the number of staff from all developing countries in senior and policy-making posts in the Secretariat so as to ensure their appropriate representation at those levels;

3. *Requests* the Secretary-General to give priority to the recruitment of candidates from among nationals of unrepresented and under-represented Member States;

4. *Urges* the Secretary-General to increase his efforts to attract younger people to the service of the United Nations, thus increasing the proportion of youth and achieving a better age balance in the Secretariat;

5. *Urges* Member States to intensify their efforts to seek and to put forward for consideration qualified women candidates for Professional positions, particularly at the policy-making level, within the United Nations and specialized agencies, in order to improve the proportion of women in senior positions within the context of equitable geographical distribution;

6. *Requests* the Secretary-General to ensure, through all appropriate measures, equal opportunity

for the promotion of women in the Secretariat, without any discrimination based on sex;

7. *Also requests* the Secretary-General to appoint as soon as possible a panel to investigate allegations of discriminatory treatment and to recommend appropriate action;

8. *Further requests* the Secretary-General to provide the General Assembly at its thirty-third session with precise data showing the result of his efforts to realize the objectives of the present resolution.

81st plenary meeting  
29 November 1976

**31/27. Implementation of personnel policy reforms**

*The General Assembly,*

*Recalling* its decision at the twenty-ninth session authorizing the Secretary-General to proceed with the implementation of the proposals for the improvement of the personnel policies and practices of the United Nations contained in his report and requesting him to report to the General Assembly at its thirty-first session on the progress made in the implementation of those proposals,<sup>39</sup>

*Having considered* the report of the Secretary-General on the progress made up to 30 June 1976<sup>40</sup> and the report of the Joint Inspection Unit on the implementation of the personnel policy reforms approved by the General Assembly in 1974,<sup>41</sup>

*Concerned* about the slow pace of the implementation of those reforms,

*Taking note* of the statement that, in the opinion of the Secretary-General, the reforms should be substantially put into effect in 1977 and 1978,

1. *Requests* the Secretary-General to take all necessary steps to accelerate the implementation of the above-mentioned reforms;

2. *Invites* the Secretary-General to submit to the General Assembly at its thirty-third session a report on the application of his proposals, drawing attention in particular to any of those proposals that may not yet have been fully implemented.

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**31/93. Medium-term plan**

*The General Assembly,*

*Recalling* the relevant recommendations of the *Ad Hoc* Committee of Experts to Examine the Finances of the United Nations and the Specialized Agencies,<sup>42</sup>

*Recalling also* its resolutions 3199 (XXVIII) of 18 December 1973, 3392 (XXX) of 20 November 1975 and 3534 (XXX) of 17 December 1975,

*Bearing in mind* Economic and Social Council resolutions 2008 (LX) of 14 May 1976 and 2019 (LXI) of 3 August 1976,

<sup>39</sup> *Ibid.*, Twenty-ninth Session, Supplement No. 31 (A/9631), p. 139, item 81, para. (c) (i) and (ii).

<sup>40</sup> A/C.5/31/9.

<sup>41</sup> A/31/264 and Corr.1.

<sup>42</sup> *Official Records of the General Assembly, Twenty-first Session, Annexes*, agenda item 80, document A/6343.