

Nations, the contributions to the United Nations Interim Force in Lebanon until 18 December 1980 of the Member State referred to in paragraph 1 of the present section shall be treated as miscellaneous income to be set off against the apportionments authorized in section III above.

*89th plenary meeting
10 December 1980*

B

The General Assembly,

Having regard to the financial position of the Special Account for the United Nations Interim Force in Lebanon, as set forth in the report of the Secretary-General,¹⁹ and referring to paragraph 7 of the report of the Advisory Committee on Administrative and Budgetary Questions,²⁰

Mindful of the fact that it is essential to provide the United Nations Interim Force in Lebanon with the necessary financial resources to enable it to fulfil its responsibilities under the relevant resolutions of the Security Council,

Concerned that the Secretary-General is continuing to face growing difficulties in meeting the obligations of the United Nations Interim Force in Lebanon on a current basis, particularly those due to the Governments of troop-contributing States,

Recalling its resolution 34/9 E of 17 December 1979,

Recognizing that, in consequence of the withholding of contributions by certain Member States, the surplus balances in the Special Account for the United Nations Interim Force in Lebanon have, in effect, been drawn upon to the full extent to supplement the income received from contributions for meeting expenses of the Force,

Concerned that the application of the provisions of regulations 5.2 (b), 5.2 (d), 4.3 and 4.4 of the Financial Regulations of the United Nations would aggravate the already difficult financial situation of the United Nations Interim Force in Lebanon,

Decides that the provisions of regulations 5.2 (b), 5.2 (d), 4.3 and 4.4 of the Financial Regulations of the United Nations shall be suspended in respect of the amount of \$2,173,113, which otherwise would have to be surrendered pursuant to those provisions, this amount to be entered in the account referred to in the operative part of General Assembly resolution 34/9 E and held in suspense until a further decision is taken by the Assembly.

*89th plenary meeting
10 December 1980*

35/208. Financial reports and accounts, and reports of the Board of Auditors

The General Assembly,

Having considered the financial reports and accounts for the financial period ended 31 December 1979 of the United Nations,²¹ the United Nations Development

²¹ *Official Records of the General Assembly, Thirty-fifth Session, Supplement No. 5 (A/35/5)*, vol. I, sects. I and IV; vol. II; vol. III, sects. I and IV; and vol. IV, sects. I and IV.

Programme,²² the United Nations Children's Fund,²³ the United Nations Relief and Works Agency for Palestine Refugees in the Near East,²⁴ the United Nations Institute for Training and Research,²⁵ the voluntary funds administered by the United Nations High Commissioner for Refugees,²⁶ the Fund of the United Nations Environment Programme,²⁷ the United Nations Fund for Population Activities²⁸ and the United Nations Habitat and Human Settlements Foundation,²⁹ the audit opinions of the Board of Auditors³⁰ and the report of the Advisory Committee on Administrative and Budgetary Questions,³¹

1. *Accepts* the financial reports and accounts and the audit opinions of the Board of Auditors;

2. *Expresses its appreciation* for the observations and comments made by the Advisory Committee on Administrative and Budgetary Questions in its report;

3. *Requests* the Board of Auditors and the Advisory Committee on Administrative and Budgetary Questions to continue to give greater attention to those areas on which they have made observations and comments;

4. *Requests* the executive heads of the organizations and programmes concerned to take such remedial action as may be required by the comments and observations made by the Board of Auditors in its reports.³²

*99th plenary meeting
17 December 1980*

35/209. Identification of activities that have been completed or are obsolete, of marginal usefulness or ineffective

The General Assembly,

Recalling its resolutions 3534 (XXX) of 17 December 1975, 31/93 of 14 December 1976, 32/201 of 21 December 1977, 33/204 of 29 January 1979 and 34/225 of 20 December 1979,

Reaffirming the importance of identifying activities that have been completed or are obsolete, of marginal usefulness or ineffective in order to redeploy resources to finance new United Nations activities,

1. *Takes note* of the report of the Secretary-General³³ submitted to the General Assembly at the

²² *Ibid.*, Supplement No. 5A (A/35/5/Add.1), sects. I and IV.

²³ *Ibid.*, Supplement No. 5B (A/35/5/Add.2), part one, sects. I and V; and part two, sect. II.

²⁴ *Ibid.*, Supplement No. 5C (A/35/5/Add.3), sects. III-V.

²⁵ *Ibid.*, Supplement No. 5D (A/35/5/Add.4), sects. I and IV.

²⁶ *Ibid.*, Supplement No. 5E (A/35/5/Add.5), sect. III.

²⁷ *Ibid.*, Supplement No. 5F (A/35/5/Add.6), sects. I and IV.

²⁸ *Ibid.*, Supplement No. 5G (A/35/5/Add.7), sects. I and IV.

²⁹ *Ibid.*, Supplement No. 5H (A/35/5/Add.8), sects. I and IV.

³⁰ *Ibid.*, Supplement No. 5 (A/35/5), vol. I, sect. III; vol. III, sect. III; and vol. IV, sect. III; *ibid.*, Supplement No. 5A (A/35/5/Add.1), sect. III; *ibid.*, Supplement No. 5B (A/35/5/Add.2), part one, sect. III; *ibid.*, Supplement No. 5C (A/35/5/Add.3), sect. II; *ibid.*, Supplement No. 5D (A/35/5/Add.4), sect. III; *ibid.*, Supplement No. 5E (A/35/5/Add.5), sect. II; *ibid.*, Supplement No. 5F (A/35/5/Add.6), sect. III; *ibid.*, Supplement No. 5G (A/35/5/Add.7), sect. III; and *ibid.*, Supplement No. 5H (A/35/5/Add.8), sect. III.

³¹ A/35/437.

³² *Official Records of the General Assembly, Thirty-fifth Session, Supplement No. 5 (A/35/5)*, vol. I, sect. II; vol. III, sect. II; and vol. IV, sect. II; *ibid.*, Supplement No. 5A (A/35/5/Add.1), sect. II; *ibid.*, Supplement No. 5B (A/35/5/Add.2), part one, sect. II; *ibid.*, Supplement No. 5C (A/35/5/Add.3), sect. I; *ibid.*, Supplement No. 5D (A/35/5/Add.4), sect. II; *ibid.*, Supplement No. 5E (A/35/5/Add.5), sect. I; *ibid.*, Supplement No. 5F (A/35/5/Add.6), sect. II; *ibid.*, Supplement No. 5G (A/35/5/Add.7), sect. II; and *ibid.*, Supplement No. 5H (A/35/5/Add.8), sect. II.

³³ A/C.5/35/40 and Add.1.

request of the Economic and Social Council, and the related report of the Advisory Committee on Administrative and Budgetary Questions;³⁴

2. *Decides* to terminate the activities identified in the Secretary-General's report as obsolete, ineffective or of marginal usefulness, taking into consideration the opinions of competent bodies;

3. *Approves* the proposals of the Secretary-General that an integrated and comprehensive procedure for the identification of completed, obsolete, ineffective and marginally useful activities should be established within the framework of the planning, programming and budgeting cycles of the United Nations;

4. *Requests*, to this end, the Committee for Programme and Co-ordination at its twenty-first session to undertake, in the context of its consideration of programme priority setting, a comprehensive study of this subject and to submit its conclusions to the Economic and Social Council at its second regular session of 1981 and to the General Assembly at its thirty-sixth session;

5. *Transmits* the report of the Secretary-General to the Committee for Programme and Co-ordination for further consideration at its twenty-first session;

6. *Requests* the Secretary-General in the meantime to identify obsolete, marginally useful and ineffective activities, in the preparation of the programme budget for the biennium 1982-1983, for the consideration of the Committee for Programme and Co-ordination and the Advisory Committee on Administrative and Budgetary Questions in their examinations of the programme budget proposals;

7. *Endorses* the recommendation of the Advisory Committee on Administrative and Budgetary Questions that the submission of a full and comprehensive report on the implementation of General Assembly resolution 3534 (XXX) and subsequent resolutions affirming it, requested by the Assembly in its resolution 34/225, be deferred until the thirty-seventh session.

*99th plenary meeting
17 December 1980*

35/210. Personnel questions

The General Assembly.

Conscious of the importance that Member States attach to the personnel questions of the Organization.

Recalling the personnel policy and policy reform measures set out in its resolutions 1436 (XIV) of 5 December 1959, 31/26 of 29 November 1976, 32/17 of 11 November 1977, 33/143 of 20 December 1978 and 34/219 of 20 December 1979,

Having examined the reports of the Secretary-General on the composition of the Secretariat³⁵ and on the implementation of personnel policy reforms,³⁶

Taking note of the reports of the Joint Inspection Unit on the implementation of the personnel policy reforms approved by the General Assembly in 1974³⁷ and on the status of women in the Professional category and above in the United Nations system,³⁸

Concerned about the limited progress achieved in the establishment of a coherent personnel policy, as well as

in the implementation of the measures set out in the above-mentioned resolutions,

Noting the suggestions made by Member States during the deliberations of the Fifth Committee on this question at the thirty-fifth session,

Convinced that the effective and consistent implementation of the personnel policy and policy reform measures adopted by the General Assembly calls for an integrated approach to the personnel management requirements of the Organization,

Reaffirming that, as set out in Article 101, paragraph 3, of the Charter of the United Nations, the paramount consideration in the employment of staff at every level is the need for the highest standards of efficiency, competence and integrity, and convinced that this is compatible with the principle of equitable geographical distribution,

Recalling Article 8 of the Charter on the equality of opportunity for men and women to participate in the work of the Organization,

I

1. *Requests* the Secretary-General to continue to establish a target of 40 per cent of all vacancies arising in Professional posts subject to geographical distribution during the period 1981-1982 for the appointment of nationals of unrepresented and under-represented countries, in order to ensure that all such countries achieve their desirable ranges during that biennium, while ensuring that the representation of countries which are within desirable ranges does not decrease;

2. *Requests* the Secretary-General to establish and pursue an active recruitment policy in order to raise the levels of personnel recruited from unrepresented and under-represented countries and countries below the midpoint of their desirable ranges to the extent possible towards this midpoint;

3. *Reaffirms* that no post should be considered the exclusive preserve of any Member State, or group of States, and requests the Secretary-General to ensure that this principle is applied faithfully in accordance with the principle of equitable geographical distribution;

4. *Requests* the Secretary-General to continue to permit replacement by candidates of the same nationality within a reasonable time-frame in respect of posts held by staff members on fixed-term contracts, whenever this is necessary to ensure that the representation of Member States whose nationals serve primarily on fixed-term contracts is not adversely affected;

5. *Reaffirms* the need 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;

6. *Reaffirms* the need to apply the regulations regarding the age of retirement and not to grant exceptions beyond six months after the established age of retirement;

II

Having considered the report of the Secretary-General on the geographical distribution of Professional staff in the Secretariat,³⁹

1. *Requests* the Secretary-General to calculate new desirable ranges for all Member States, to apply from

³⁴ A/35/709.

³⁵ A/35/528.

³⁶ A/C.5/35/10.

³⁷ See A/35/418.

³⁸ See A/35/182.

³⁹ A/C.5/35/36.