

programmes. The Committee for Programme and Co-ordination, when making recommendations, and the Secretary-General, when making proposals on programme priorities, shall take into account the views of the above-mentioned bodies.

*Regulation 3.17.* On the basis of the Secretary-General's proposals and of the recommendations of the Committee for Programme and Co-ordination, the General Assembly shall designate, among the subprogrammes it accepts, those which are of the highest and lowest priority.

*Regulation 3.18.* Priorities as determined by the General Assembly in the medium-term plan shall guide the allocation of budgetary and extrabudgetary resources in the subsequent programme budgets. After the medium-term plan has been adopted by the Assembly, the Secretary-General shall bring the decisions on priorities to the attention of Member States and the governing boards of the voluntary funds.

#### Article 4

##### PROGRAMME ASPECTS OF THE BUDGET

*Regulation 4.1.* The medium-term plan as adopted and revised by the General Assembly shall serve as the framework for the formulation of the biennial programme budget. In order to facilitate this relationship, the programme budget shall have financial information corresponding to at least one of the three programming levels in the medium-term plan.

*Regulation 4.2.* The programme proposals in the budget shall aim at implementing the strategy in the plan and, therefore, shall be derived from its strategy statements. Programme proposals that are not derived from the plan strategies shall be submitted only as a result of legislation passed subsequent to the adoption of the plan or its last revision.

*Regulation 4.3.* In the proposed programme budget, requested resources shall be justified in terms of the requirements of output delivery. The highest-priority subprogrammes, as decided by the General Assembly, shall have first claim on resources, if budgetary needs are demonstrated, and, if possible, through redeployment in the event that low-priority activities are curtailed or terminated by intergovernmental decision.

*Regulation 4.4.* The proposed programme budget shall be divided into parts, sections and programmes. Programme narratives shall set out subprogrammes, programme elements, output and users. The proposed programme budget shall be preceded by a statement explaining the main changes made in the content of the programme and the volume of resources allocated to them in relation to the previous biennium and indicating the progress envisaged for all activities with time-limited objectives in implementing the plan. The proposed programme budget shall be accompanied by such information annexes and explanatory statements as may be requested by or on behalf of the General Assembly and such further annexes or statements as the Secretary-General may deem necessary and useful.

*Regulation 4.5.* All activities for which resources are requested in the proposed programme budget shall be programmed.

*Regulation 4.6.* Within the proposed programme budget the Secretary-General shall provide the General Assembly with:

(a) A list of programme elements and output included in the previous budgetary period which, in his judgement, can be discontinued and, as a consequence, have not been included in the proposed programme budget;

(b) An identification within each programme of programme elements of high and low priority, each category representing approximately 10 per cent of the resources requested.

*Regulation 4.7.* The Secretary-General shall provide the Committee for Programme and Co-ordination and the Advisory Committee on Administrative and Budgetary Questions with advance copies of the proposed programme budget by the end of April of the year preceding the budgetary period.

*Regulation 4.8.* The Committee for Programme and Co-ordination shall prepare a report on the proposed programme budget, containing its programme recommendations and its general assessment of the related resource proposals. It shall receive a statement by the Secretary-General on the programme budget implications of its recommendations. The report of the Committee for Programme and Co-ordination shall be communicated simultaneously to the Economic and Social Council and to the Advisory Committee on Administrative and Budgetary Questions. The Advisory Committee shall receive the report of the Committee for Programme and Co-ordination and study the statement by the Secretary-General. The reports of the Committee for Programme and Co-ordination and the Advisory Committee on each section of the proposed programme budget shall be considered simultaneously by the General Assembly.

*Regulation 4.9.* No Council, Commission or other competent body shall take a decision involving either a change in the programme budget approved by the General Assembly or the possible requirement of expenditure unless it has received and taken account of a report from the Secretary-General on the programme budget implications of the proposal.

#### Article 5

##### MONITORING OF PROGRAMME IMPLEMENTATION

*Regulation 5.1.* The Secretary-General shall monitor the delivery of output scheduled in the approved programme budget through a central unit in the Secretariat. After the completion of the biennial budget period, the Secretary-General shall report to the General Assembly, through the Committee for Programme and Co-ordination, on programme performance during that period.

*Regulation 5.2.* An entire subprogramme shall not be reformulated nor a new programme introduced in the programme budget without the prior approval of an intergovernmental body and the General Assembly. The Secretary-General may make such proposals for review by the relevant intergovernmental body if he considers that circumstances so warrant.

*Regulation 5.3.* The Secretary-General shall transmit the biennial programme performance report to all Member States by the end of the first quarter following the completion of the biennial budget period.

#### Article 6

##### EVALUATION

*Regulation 6.1.* The objective of evaluation is:

(a) To determine as systematically and objectively as possible the relevance, efficiency, effectiveness and impact of the Organization's activities in relation to their objectives;

(b) To enable the Secretariat and Member States to engage in systematic reflections, with a view to increasing the effectiveness of the main programmes of the Organization by altering their content and, if necessary, reviewing their objectives.

*Regulation 6.2.* All activities programmed shall be evaluated over a fixed time period. An evaluation programme as well as a timetable for intergovernmental review of evaluation studies shall be proposed by the Secretary-General and approved by the General Assembly at the same time as the proposed medium-term plan.

*Regulation 6.3.* Evaluation shall be internal and/or external. The Secretary-General shall develop internal evaluation systems and seek the co-operation of Member States in the evaluation process, as appropriate. Evaluation methods shall be adapted to the nature of the programme being evaluated. The General Assembly shall invite such bodies as it sees fit, including the Joint Inspection Unit, to perform *ad hoc* external evaluations and to report on them.

*Regulation 6.4.* The findings of intergovernmental review of evaluations shall be reflected in subsequent programme design, delivery and policy directives. To this end, a brief report summarizing the conclusions of the Secretary-General on all evaluation studies conducted in the established evaluation programme shall be submitted to the General Assembly at the same time as the text of the proposed medium-term plan.

## 37/235. Personnel questions

### A

*The General Assembly,*

*Recalling* its resolutions 33/143 of 20 December 1978 and 35/210 of 17 December 1980 on personnel questions,

*Recalling* its decisions 36/456 and 36/457 of 18 December 1981 on the application of the principle of equitable geographical distribution and on the concept of career, types of appointment, career development and related questions,

*Having examined* the reports of the Secretary-General on the composition of the Secretariat<sup>78</sup> and on the implementation of personnel policy reforms,<sup>79</sup>

<sup>78</sup> A/37/143.

<sup>79</sup> A/C.5/37/5.

Having considered the study by the International Civil Service Commission on the concept of career, types of appointment, career development and related questions,<sup>80</sup>

Taking note of the following reports of the Joint Inspection Unit and the related comments of the Administrative Committee on Co-ordination and of the Secretary-General:

(a) Personnel policy options<sup>81</sup> and comments of the Secretary-General;<sup>82</sup>

(b) Second report on the career concept<sup>83</sup> and comments of the Administrative Committee on Co-ordination;<sup>84</sup>

(c) Application of the principle of equitable geographical distribution of the staff of the United Nations Secretariat<sup>85</sup> and comments of the Secretary-General;<sup>86</sup>

(d) Second progress report on the status of women in the Professional category and above<sup>87</sup> and comments of the Administrative Committee on Co-ordination;<sup>88</sup>

Conscious of paragraph 1 of Article 101 of the Charter of the United Nations which states that "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly",

Bearing in mind paragraph 3 of Article 101 of the Charter, 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 importance of recruiting the staff on as wide a geographical basis as possible",

Convinced that the principle of equitable geographical distribution is fully compatible with the necessity of securing the highest standards of efficiency, competence and integrity,

Noting that some limited progress has been made with respect to the situation of unrepresented and underrepresented Member States and towards a balanced and equitable geographical distribution of staff in the Secretariat,

1. Reaffirms the principles and procedures set forth in General Assembly resolution 35/210, in particular in its section I, paragraphs 1 to 5, and section III;

2. Stresses the importance of having the largest possible number of Member States represented at the higher levels of the Secretariat, that is, the D-2 level and above;

3. Reiterates the principle of wide geographical representation throughout the Secretariat and welcomes the intention of the Secretary-General to monitor progress towards that objective in departments and main offices;

4. Requests the Secretary-General to include in his annual reports on the composition of the Secretariat information on progress made in respect of improvement of geographical distribution in the Secretariat, particularly at the higher levels;

5. Welcomes the intention of the Secretary-General to develop and apply a medium-term plan of recruitment in order to bring the number of staff from unrepresented and underrepresented countries within their desirable ranges by 1985 at the latest;

6. Also welcomes the intention of the Secretary-General to develop and apply a medium-term plan for career development;

<sup>80</sup> Official Records of the General Assembly, Thirty-seventh Session, Supplement No. 30 (A/37/30), annex I.

<sup>81</sup> See A/36/432 and Add. 1.

<sup>82</sup> A/36/432/Add. 2, annex.

<sup>83</sup> See A/37/528.

<sup>84</sup> A/37/528/Add. 1.

<sup>85</sup> See A/36/407 and A/37/378.

<sup>86</sup> A/36/407/Add. 1 and A/37/378/Add. 1 and Add. 1/Corr. 1.

<sup>87</sup> See A/37/469.

<sup>88</sup> A/37/469/Add. 1, annex.

7. Recommends that career planning be based upon clearly defined occupational groups for the Professional and General Service categories;

8. Requests the Secretary-General to report to the General Assembly at its thirty-ninth session on progress made in the implementation of all aspects of personnel policy reform.

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## B

### The General Assembly,

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

Recalling resolution 24 adopted by the World Conference of the United Nations Decade for Women,<sup>89</sup>

Noting the progress made towards the target set in section III of General Assembly resolution 33/143 of 20 December 1978 that the number of women in posts subject to geographical distribution should be increased to 25 per cent of the total by 1982,

Reaffirming section III of General Assembly resolution 33/143 and section V of Assembly resolution 35/210 of 17 December 1980,

Having considered the second progress report of the Joint Inspection Unit on the status of women in the Professional category and above,<sup>87</sup>

Recalling that the forthcoming medium-term recruitment plan is intended, *inter alia*, to improve the representation of women in the Secretariat,

1. Requests the Secretary-General to intensify his efforts to implement fully section III of General Assembly resolution 33/143 and section V of Assembly resolution 35/210, keeping in mind that the 25 per cent target set should not be viewed as a limit on the number of women employed and paying particular attention to those areas of the United Nations where compliance with the resolution has lagged behind;

2. Calls upon the Secretary-General to include in his annual report on the composition of the Secretariat statistical analyses on the number and percentage of women by nationality on all promotion registers and appointment lists, identifying both *ad hoc* and accelerated promotions as well as normal promotions and specifying what percentage of those eligible for promotion, actually promoted and appointed from outside, within each grade, are women with a view to ensuring that women have equal opportunity for advancement and appointment, particularly at the higher levels;

3. Requests the Secretary-General, in his capacity as Chairman of the Administrative Committee on Co-ordination, to invite organizations to continue to provide updated information on the recruitment, promotion and assignment of women in each organization, for submission to the General Assembly at its thirty-ninth session;

4. Requests Member States to continue to support the efforts of the United Nations and the specialized agencies to increase the proportion of women in the Professional category and above by nominating more women candidates and by assisting in recruitment efforts by the Secretary-General and the executive heads of the agencies;

<sup>89</sup> See Report of the World Conference of the United Nations Decade for Women: Equality, Development and Peace, Copenhagen, 14-30 July 1980 (United Nations publication, Sales No. E.80.IV.3 and corrigendum), chap. I, sect. B.

5. Urges the Secretary-General to take concrete steps to ensure compliance throughout the United Nations with policy directives concerning the recruitment, promotion, career development and training of women as well as other aspects of the employment of women;

6. Requests the Secretary-General to invite, through the Administrative Committee on Co-ordination, the executive heads of the other organizations of the United Nations system that have not already done so similarly to take concrete steps to guarantee compliance;

7. Requests the Secretary-General and the executive heads of all the other organizations in the United Nations system to examine additional measures that will advance the attainment of the policy directives of the appropriate legislative bodies concerning the appointment, promotion and assignment of women in the organizations in the United Nations system, bearing in mind paragraph 3 of Article 101 of the Charter of the United Nations and the principle of equitable geographical distribution;

8. Requests the International Civil Service Commission, in its ongoing work programme, to keep these questions under continuing review and to report thereon as appropriate to the General Assembly.

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## C

The General Assembly,

### I

Bearing in mind that Article 101 of the Charter of the United Nations provides that the staff shall be appointed by the Secretary-General under regulations established by the General Assembly,

Mindful of Judgement No. 273 of the United Nations Administrative Tribunal and the advisory opinion of 20 July 1982 of the International Court of Justice reviewing that judgement,<sup>90</sup>

1. Takes note of the note by the Secretary-General on the repatriation grant<sup>91</sup> and the related report of the Advisory Committee on Administrative and Budgetary Questions;<sup>92</sup>

2. Endorses the comments and recommendations of the Advisory Committee as contained in its report;

3. Decides that, with effect from 1 January 1983, article XII of the Staff Regulations of the United Nations and the introductory paragraph of annex IV to the Staff Regulations shall be amended as shown in paragraphs 1 and 2 of the annex to the present resolution;

### II

Having considered the note of the Secretary-General on an amendment to the Staff Regulations of the United Nations;<sup>93</sup>

Decides that article VIII of the Staff Regulations of the United Nations shall be amended as shown in paragraph 3 of the annex to the present resolution.

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## ANNEX

### Amendments to the Staff Regulations of the United Nations

1. Article XII (General provisions) of the Staff Regulations shall read as follows:

“Regulation 12.1: These regulations may be supplemented or amended by the General Assembly, without prejudice to the acquired rights of staff members.

“Regulation 12.2: Such staff rules and amendments as the Secretary-General may make to implement these regulations shall be provisional until the requirements of regulations 12.3 and 12.4 below have been met.

“Regulation 12.3: The full text of provisional staff rules and amendments shall be reported annually to the General Assembly by the Secretary-General. Should the Assembly find that a provisional rule and/or amendment is inconsistent with the intent and purpose of the Regulations, it may direct that the rule and/or amendment be withdrawn or modified.

“Regulation 12.4: The provisional rules and amendments reported by the Secretary-General, taking into account such modifications and/or deletions which may be directed by the General Assembly, shall enter into full force and effect on 1 January following the year in which the report is made to the Assembly.

“Regulation 12.5: Staff rules shall not give rise to acquired rights within the meaning of regulation 12.1 while they are provisional.”

2. The introductory paragraph of annex IV (Repatriation grant) of the Staff Regulations shall be amended to read:

“In principle, the repatriation grant shall be payable to staff members whom the Organization is obligated to repatriate. The repatriation grant shall not, however, be paid to a staff member who is summarily dismissed. Staff members shall be entitled to a repatriation grant only upon relocation outside the country of the duty station. Detailed conditions and definitions relating to eligibility and requisite evidence of relocation shall be determined by the Secretary-General. The amount of the grant shall be proportional to the length of service with the United Nations, as follows:”

3. Article VIII (Staff relations) of the Staff Regulations shall read as follows:

“Regulation 8.1: (a) The Secretary-General shall establish and maintain continuous contact and communication with the staff in order to ensure the effective participation of the staff in identifying, examining and resolving issues relating to staff welfare, including conditions of work, general conditions of life and other personnel policies.

“(b) Staff representative bodies shall be established and shall be entitled to initiate proposals to the Secretary-General for the purpose set forth in (a) above. They shall be organized in such a way as to afford equitable representation to all staff members, by means of elections that shall take place at least biennially under electoral regulations drawn up by the respective staff representative body and agreed to by the Secretary-General.

“Regulation 8.2: The Secretary-General shall establish joint staff/management machinery at both local and Secretariat-wide levels to advise him regarding personnel policies and general questions of staff welfare as provided in regulation 8.1.”

## D

The General Assembly,

Recalling its resolutions 33/143 of 20 December 1978 and 35/210 of 17 December 1980 on personnel questions,

Requests the Secretary-General to permit candidates participating in competitive examinations for passage from the General Service category to the P-1 and P-2 levels of the Professional category to take the examination in any of the working languages of the regional commissions, with due regard to the proficiency requisite of the working languages of the Secretariat.

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<sup>90</sup> Application for Review of Judgement No. 273 of the United Nations Administrative Tribunal, Advisory Opinion, I. C. J. Reports 1982, p. 325.

<sup>91</sup> A/C.5/37/26.

<sup>92</sup> A/37/675.

<sup>93</sup> A/C.5/37/54.