

2. *Approves* the range of 110 to 120, with a desirable mid-point of 115, for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and that of officials in comparable positions in the United States federal civil service, on the understanding that the margin would be maintained at a level around the desirable mid-point of 115 over a period of time;

3. *Requests* the Commission:

(a) To develop further the methodology for calculating the margin based on net remuneration,³² taking into account the views expressed at the current session,³³ and to study the possibility of calculating the margin as specified in paragraph 2 above based on a comparison of net remuneration for both services in New York and to report thereon to the General Assembly at its forty-first session;

(b) To further elaborate procedures for the operation of the post adjustment system within the approved range of the margin of net remuneration, which would enable the Commission to maintain the margin at a level around the desirable mid-point of 115 over a period of time, and to report thereon to the Assembly at its forty-first session;

4. *Also requests* the Commission to continue its studies of the post adjustment system as it relates to United Nations officials posted outside the base city of the system, the effects of exchange rate fluctuations and the possibility of eliminating post adjustment at the base city of the system, and to report thereon to the General Assembly no later than at its forty-second session;

II

Approves the recommendations of the International Civil Service Commission contained in paragraphs 180 and 181 of its report²⁹ concerning support by organizations of the United Nations common system for staff with dependent disabled children;

III

1. *Welcomes* the recommendations of the International Civil Service Commission contained in paragraph 245 of its report²⁹ concerning the introduction of special measures for the recruitment of women, is cognizant of the contents of paragraphs 246 and 247 of the same report and requests the Commission to report to the General Assembly at its forty-first session on the progress made in this regard;

2. *Welcomes further* the recommendations of the Commission contained in paragraph 252 of its report concerning the development of recruitment sources, including national recruitment services;

3. *Requests* the Commission:

(a) To undertake a study of the mobility of Professional staff in the United Nations common system, including the frequency and average length of their assignments at different duty stations;

(b) To re-examine the scope of the education grant in relation to the purpose for which it was originally approved;

4. *Also requests* the Commission to re-examine the question of the mandatory age of separation from service of staff of organizations of the common system and to report thereon to the General Assembly at its forty-first session;

³² *Ibid.*, Supplement No. 30 (A/40/30 and Corr.1), annex I.

³³ *Ibid.*, Fortieth Session, Fifth Committee, 29th, 30th, 37th, 38th, 42nd, 44th to 48th, 50th, 53rd and 63rd meetings; and *ibid.*, Fifth Committee, Sessional Fascicle, corrigendum.

IV

1. *Requests* the Secretary-General in his capacity as Chairman of the Administrative Committee on Co-ordination and, through him, the other executive heads of organizations participating in the United Nations common system, to promote endeavours to maintain and strengthen the common system for the regulation and co-ordination of the conditions of service;

2. *Also requests* the executive heads of participating organizations, through the Secretary-General, to inform their respective governing bodies of the present resolution;

3. *Urges* Member States to ensure that their representatives in organizations of the United Nations common system are informed about the positions taken by them in the General Assembly on matters relating to the conditions of service;

4. *Expresses its concern* over actions taken by some of the participating organizations which have led to disparities in the United Nations common system;

5. *Requests* the International Civil Service Commission to report in detail to the General Assembly at future sessions on the consideration and implementation of the decisions and recommendations of the Commission by organizations of the United Nations common system.

121st plenary meeting
18 December 1985

40/245. Report of the United Nations Joint Staff Pension Board

The General Assembly,

Recalling its resolution 39/246 of 18 December 1984,

Having considered the report of the United Nations Joint Staff Pension Board for 1985 to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund,³⁴ chapter II of the report of the International Civil Service Commission²⁹ and the related report of the Advisory Committee on Administrative and Budgetary Questions,³⁵

Welcoming the improvement in the actuarial situation of the Fund as revealed by the valuation as at 31 December 1984,

I

PENSIONABLE REMUNERATION FOR THE PROFESSIONAL AND HIGHER CATEGORIES

1. *Takes note* of chapter II of the report of the International Civil Service Commission²⁹ and section III.C.5 of the report of the United Nations Joint Staff Pension Board;³⁴

2. *Requests* the International Civil Service Commission, in co-operation with the United Nations Joint Staff Pension Board, to:

(a) Carry out a comparative study of the levels of pension benefits and the ratios of pensions to salaries under the United Nations pension scheme and that of the comparator country;

(b) Complete its review of the methodology for the determination of pensionable remuneration for the Professional and higher categories, for monitoring the level of pensionable remuneration and for adjustment of pension-

³⁴ *Ibid.*, Fortieth Session, Supplement No. 9 (A/40/9).

³⁵ A/40/848.

able remuneration in between comprehensive reviews, taking into account the margin range established for net remuneration, the views expressed at the current session,³⁶ including those concerning the evolution of the levels of pensionable remuneration and pensions in recent years and the different characteristics of the two services, and to submit its recommendations to the General Assembly at its forty-first session;

3. *Defers* until its forty-first session further consideration of the recommendation of the United Nations Joint Staff Pension Board regarding amendment of article 54 (b) of the Regulations of the United Nations Joint Staff Pension Fund contained in the Board's report for 1984³⁷ and in the meantime extends the suspension of the operation of the adjustment procedure in the said article;

II

AMENDMENTS TO THE REGULATIONS OF THE UNITED NATIONS JOINT STAFF PENSION FUND AND REVIEW OF THE PENSION ADJUSTMENT SYSTEM

1. *Decides* that the maximum retirement benefit payable to a participant at the Under-Secretary-General, Assistant Secretary-General or equivalent level separating on or after 1 April 1986 shall not exceed 60 per cent of the pensionable remuneration for his level applicable on the date of separation, provided, however, that the amount so calculated shall not be less than the maximum benefit payable at the standard annual rate to a participant at the D-2 level retiring on the same date and provided further that a participant who has accrued a higher benefit by 31 March 1986 by virtue of his participation up to that date shall retain his said higher benefit;

2. *Decides* that the benefit payable to a participant in the Professional or higher categories whose pensionable remuneration was lowered as at 1 January 1985 shall not be less than an amount calculated in accordance with supplementary article C of the Regulations of the United Nations Joint Staff Pension Fund, which appears in the annex to the present resolution;

3. *Requests* the United Nations Joint Staff Pension Board to study further the method of calculating the lump-sum commutation, bearing in mind the views expressed in the Fifth Committee, and to report thereon to the General Assembly at its forty-first session;

4. *Requests* the United Nations Joint Staff Pension Board, with a view to eliminating or reducing significantly inequalities of benefits payable to participants who have already separated or will separate in the near future, compared to benefits payable to those who will separate later on, to:

(a) Take steps to implement, if possible with effect from 1 July 1986, such measures as are within its competence;

(b) Recommend to the General Assembly at its forty-first session such additional measures as would require Assembly action;

5. *Defers* until its forty-first session further consideration of the question of the rate of contribution to the United Nations Joint Staff Pension Fund, and requests the United Nations Joint Staff Pension Board to submit to the General Assembly at that session its recommendations on additional economy measures, with a view to eliminating the need for any future increase in the liabilities of Member States;

6. *Requests* the United Nations Joint Staff Pension Board to review the pension adjustment system and, in particular, to consider lowering the extent by which the local currency equivalent of the United States dollar track could exceed the local track, and to report thereon to the General Assembly at its forty-first session;

7. *Amends*, with effect from 1 January 1986, the Regulations of the United Nations Joint Staff Pension Fund, as set forth in the annex to the present resolution, incorporating any consequential changes in the cross-references in the Regulations, without retroactive effect, except that supplementary article C of the said Regulations shall be applicable with effect from 1 January 1985, pursuant to General Assembly resolution 39/246, section II, paragraph 3, and article 28 (d) shall be applicable with effect from 1 April 1986;

8. *Requests* the United Nations Joint Staff Pension Board to examine the question of the rate of contributions that should be payable in respect of the contributory service from 1 April 1986 of the participants affected by the decision in paragraph 1 of the present section, and to make specific recommendations to the General Assembly at its forty-first session for the amendment, if necessary, with effect from 1 April 1986, of article 25 of the Regulations of the United Nations Joint Staff Pension Fund;

III

COMPOSITION OF THE UNITED NATIONS JOINT STAFF PENSION BOARD

Invites the competent organs of the member organizations of the United Nations Joint Staff Pension Fund to review the size and composition of the United Nations Joint Staff Pension Board, taking into account, where practicable, the views expressed at the current session,³⁸ and to submit their conclusions to the General Assembly, through the United Nations Joint Staff Pension Board, in time to enable the Assembly to take a decision on the matter no later than at its forty-second session;

IV

ADMISSION OF THE UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION TO MEMBERSHIP IN THE UNITED NATIONS JOINT STAFF PENSION FUND

Recalling its resolution 34/96 of 13 December 1979 on transitional arrangements relating to the establishment of the United Nations Industrial Development Organization as a specialized agency,

Decides that the United Nations Industrial Development Organization shall be admitted to membership in the Fund with effect from 1 January 1986, in accordance with article 3 (c) of the Regulations of the Fund;

V

EMERGENCY FUND

Authorizes the United Nations Joint Staff Pension Board to supplement the voluntary contributions to the Emergency Fund, for a further period of one year, by an amount not exceeding \$100,000;

³⁶ See *Official Records of the General Assembly, Fortieth Session, Fifth Committee*, 29th, 37th, 38th, 44th to 46th, 48th, 50th, 53rd and 67th meetings; and *ibid.*, *Fifth Committee, Sessional Fascicle*, corrigendum.

³⁷ *Ibid.*, *Thirty-ninth Session, Supplement No. 9 (A/39/9 and Corr.1)*.

³⁸ *Ibid.*, *Fortieth Session, Fifth Committee*, 29th, 44th and 50th meetings.

VI

ADMINISTRATIVE EXPENSES

Approves expenses, chargeable directly to the United Nations Joint Staff Pension Fund, totalling \$16,995,700 (net) for the biennium 1986-1987 and additional expenses of \$173,300 (net) for 1985 for the administration of the Fund.

121st plenary meeting
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ANNEX

Amendments to the Regulations of the United Nations
Joint Staff Pension Fund

Article 28

RETIREMENT BENEFIT

Insert the following text as paragraph (d) and reletter existing paragraphs (d) to (g) as (e) to (h):

“(d) (i) However, except as provided in (ii) below, the benefit otherwise payable at the standard annual rate in accordance with the applicable provisions of (b) or (c) above to a participant at the level of Under-Secretary-General, Assistant Secretary-General or their equivalent level who separates from service on or after 1 April 1986, shall not exceed, as at the time of the participant’s separation, the greater of:

“a. 60 per cent of his pensionable remuneration on the date of separation; or

“b. The maximum benefit payable under the same provisions of paragraphs (b) or (c) above to a participant at the level D-2 (top step for the preceding five years) with 35 years of contributory service, separating on the same date as the participant.

“(ii) However, the benefit payable to a participant to whom the provisions of (i) above are applicable shall not be less than the benefit that would have been payable to him at the standard annual rate if he had separated from service on 31 March 1986.”

Article 40

EFFECT OF RE-ENTRY INTO PARTICIPATION

Replace subparagraph (c) (ii) by the following text:

“(ii) Subject to (d) below, a retirement, early retirement or deferred retirement benefit, as the case may be, under article 28, 29 or 30, based on the length of such additional contributory service; provided, however, that such benefit may not be commuted into a lump sum, in whole or in part, and shall not be subject to any minimum provisions.”

Add the following article:

“Supplementary article C”

“TRANSITIONAL MEASURES

“(a) Effective 1 January 1985, notwithstanding the provisions of article 1 (h), the final average remuneration of a participant in the Professional or higher categories who was in contributory service on 31 December 1984, had at least 36 completed calendar months of such service as of that date and whose pensionable remuneration was lowered by the scale of pensionable remuneration effective 1 January 1985, shall be calculated under both article 1 (h) and paragraph (b) of this article, with the participant being entitled to that method of calculation which results in the higher benefit at the standard annual rate.

“(b) (i) The highest final average remuneration to which the participant would have been entitled in accordance with article 1 (h) if he had separated from service on 31 December 1984 or on any later date preceding his actual date of separation shall be applied to his contributory service up to and including the date on which that final average remuneration was first attained in his case; and

“(ii) The final average remuneration calculated in accordance with article 1 (h) shall be applied to his contributory service after such date;

“(iii) The benefit payable at the standard annual rate under the provisions of article 28 (b) or (c) shall be calculated by adding to the benefit based on the contributory service in (i) above the benefit based on the contributory service in (ii) above, subject to article 28 (d) where applicable.

“(c) Nevertheless, and notwithstanding the provisions of article 28 (d), the benefit payable to a participant at the standard annual rate in accordance with paragraph (b) above shall not be less than the benefit to which he would have been entitled if he had separated on the date the highest final average remuneration was first attained in his case.”

40/246. Financing of the United Nations Interim
Force in Lebanon

A

The General Assembly,

Having considered the report of the Secretary-General on the financing of the United Nations Interim Force in Lebanon³⁹ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁴⁰

Bearing in mind Security Council resolutions 425 (1978) and 426 (1978) of 19 March 1978, 427 (1978) of 3 May 1978, 434 (1978) of 18 September 1978, 444 (1979) of 19 January 1979, 450 (1979) of 14 June 1979, 459 (1979) of 19 December 1979, 474 (1980) of 17 June 1980, 483 (1980) of 17 December 1980, 488 (1981) of 19 June 1981, 498 (1981) of 18 December 1981, 501 (1982) of 25 February 1982, 511 (1982) of 18 June 1982, 519 (1982) of 17 August 1982, 523 (1982) of 18 October 1982, 529 (1983) of 18 January 1983, 536 (1983) of 18 July 1983, 538 (1983) of 18 October 1983, 549 (1984) of 19 April 1984, 555 (1984) of 12 October 1984, 561 (1985) of 17 April 1985 and 575 (1985) of 17 October 1985,

Recalling its resolutions S-8/2 of 21 April 1978, 33/14 of 3 November 1978, 34/9 B of 17 December 1979, 35/44 of 1 December 1980, 35/115 A of 10 December 1980, 36/138 A of 16 December 1981, 36/138 C of 19 March 1982, 37/127 A of 17 December 1982, 38/38 A of 5 December 1983 and 39/71 A of 13 December 1984,

Reaffirming its previous decisions regarding the fact that, in order to meet the expenditures caused by such operations, a different procedure from the one applied to meet expenditures of the regular budget of the United Nations is required,

Taking into account the fact that the economically more developed countries are in a position to make relatively larger contributions and that the economically less developed countries have a relatively limited capacity to contribute towards peace-keeping operations involving heavy expenditures,

Bearing in mind the special responsibilities of the States permanent members of the Security Council in the financing of peace-keeping operations decided upon in accordance with the Charter of the United Nations,

I

Decides to appropriate to the Special Account referred to in section I, paragraph 1, of General Assembly resolution S-8/2 an amount of \$70,446,000 gross (\$69,446,000 net), being the amount authorized with the prior concurrence of the Advisory Committee on Administrative and Budgetary Questions and apportioned under the provisions of section IV of Assembly resolution 39/71 A for the operation of the United Nations Interim Force in Lebanon from 19 April to 18 October 1985, inclusive;

³⁹ A/40/844.

⁴⁰ A/40/954.