

States:⁷⁸ AUSTRIA,* CHILE,** CYPRUS,** EGYPT,** ETHIOPIA,** FIJI,* FRANCE,** GERMAN DEMOCRATIC REPUBLIC,** GHANA,** HONDURAS,** INDONESIA,** IRAN (ISLAMIC REPUBLIC OF),* JAMAICA,** JAPAN,** MEXICO,* MOZAMBIQUE,** SENEGAL,* TUNISIA,* UNION OF SOVIET SOCIALIST REPUBLICS,** UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND** and UNITED STATES OF AMERICA*

* Term of office expires on 31 December 1989.

** Term of office expires on 31 December 1990.

*** Term of office expires on 31 December 1991.

C

CONTROL AND LIMITATION OF DOCUMENTATION

The General Assembly,

Recalling its resolutions 2292 (XXII) of 8 December 1967, 2538 (XXIV) of 11 December 1969, 3415 (XXX) of 8 December 1975, 34/50 of 23 November 1979, 35/10 B of 3 November 1980, 36/117 of 10 December 1981, 37/14 C of 16 November 1982, 40/243, section III, of 18 December 1985, 41/177 D of 5 December 1986 and 42/207 of 11 December 1987,

1. *Renews its appeal* to Member States to exercise restraint in their requests for the circulation of communications as United Nations documents;

2. *Appeals* to Member States making such requests to endeavour to keep the length of the communications to a minimum;

3. *Requests* the Committee on Conferences to keep this matter under review and to report thereon to the General Assembly at its forty-fifth session;

4. *Requests* the Secretary-General to establish a standard format for final reports of special conferences of the United Nations and to provide guidelines for the preparation and editing of those reports;

5. *Again requests* that subsidiary organs should strive to keep their reports to the General Assembly within the desirable limit of thirty-two pages;

6. *Invites* the Committee on Conferences to remain seized of this matter on the basis of further reports from the Secretary-General.

*84th plenary meeting
21 December 1988*

D

PROGRAMME OF WORK OF THE COMMITTEE ON CONFERENCES

The General Assembly

Requests the Secretary-General to submit information to the Committee on Conferences at its organizational session in 1989 to assist the Committee in establishing its work programme on a biennial basis in line with the programme budget and the medium-term plan of the United Nations, taking into account the views expressed by delegations during the forty-third session of the General Assembly.

*84th plenary meeting
21 December 1988*

E

IMPLEMENTATION OF GENERAL ASSEMBLY RESOLUTION 42/207 C

The General Assembly,

Reaffirming its resolution 42/207 C of 11 December 1987,

Taking note of the report of the Secretary-General on the implementation of resolution 42/207 C,⁷⁹

1. *Requests* the Secretary-General to continue his valuable efforts to implement resolution 42/207 C;

2. *Also requests* the Secretary-General to report on this matter to the General Assembly at its forty-fourth session.

*84th plenary meeting
21 December 1988*

43/223. Scale of assessments for the apportionment of the expenses of the United Nations

A

The General Assembly,

Recognizing the obligation of Member States, under Article 17 of the Charter of the United Nations, to bear the expenses of the Organization as apportioned by the General Assembly,

Bearing in mind rule 160 of the rules of procedure of the General Assembly,

1. *Resolves* that the scale of assessments for the contributions of Member States to the regular budget of the United Nations for 1989 and 1990, and also 1991 unless a new scale is approved earlier by the General Assembly on the recommendation of the Committee on Contributions in response to resolution B below, shall be as follows:

<i>Member State</i>	<i>Per cent</i>
Afghanistan	0.01
Albania	0.01
Algeria	0.15
Angola	0.01
Antigua and Barbuda	0.01
Argentina	0.66
Australia	1.57
Austria	0.74
Bahamas	0.02
Bahrain	0.02
Bangladesh	0.01
Barbados	0.01
Belgium	1.17
Belize	0.01
Benin	0.01
Bhutan	0.01
Bolivia	0.01
Botswana	0.01
Brazil	1.45
Brunei Darussalam	0.04
Bulgaria	0.15
Burkina Faso	0.01
Burma	0.01
Burundi	0.01
Byelorussian Soviet Socialist Republic	0.33
Cameroon	0.01
Canada	3.09
Cape Verde	0.01
Central African Republic	0.01
Chad	0.01

⁷⁸ See A/43/991.

⁷⁹ A/43/628.

<i>Member State</i>	<i>Per cent</i>	<i>Member State</i>	<i>Per cent</i>
Chile	0.08	Pakistan	0.06
China	0.79	Panama	0.02
Colombia	0.14	Papua New Guinea	0.01
Comoros	0.01	Paraguay	0.03
Congo	0.01	Peru	0.06
Costa Rica	0.02	Philippines	0.09
Côte d'Ivoire	0.02	Poland	0.56
Cuba	0.09	Portugal	0.18
Cyprus	0.02	Qatar	0.05
Czechoslovakia	0.66	Romania	0.19
Democratic Kampuchea	0.01	Rwanda	0.01
Democratic Yemen	0.01	Saint Kitts and Nevis	0.01
Denmark	0.69	Saint Lucia	0.01
Djibouti	0.01	Saint Vincent and the Grenadines	0.01
Dominica	0.01	Samoa	0.01
Dominican Republic	0.03	Sao Tome and Principe	0.01
Ecuador	0.03	Saudi Arabia	1.02
Egypt	0.07	Senegal	0.01
El Salvador	0.01	Seychelles	0.01
Equatorial Guinea	0.01	Sierra Leone	0.01
Ethiopia	0.01	Singapore	0.11
Fiji	0.01	Solomon Islands	0.01
Finland	0.51	Somalia	0.01
France	6.25	South Africa	0.45
Gabon	0.03	Spain	1.95
Gambia	0.01	Sri Lanka	0.01
German Democratic Republic	1.28	Sudan	0.01
Germany, Federal Republic of	8.08	Suriname	0.01
Ghana	0.01	Swaziland	0.01
Greece	0.40	Sweden	1.21
Grenada	0.01	Syrian Arab Republic	0.04
Guatemala	0.02	Thailand	0.10
Guinea	0.01	Togo	0.01
Guinea-Bissau	0.01	Trinidad and Tobago	0.05
Guyana	0.01	Tunisia	0.03
Haiti	0.01	Turkey	0.32
Honduras	0.01	Uganda	0.01
Hungary	0.21	Ukrainian Soviet Socialist Republic	1.25
Iceland	0.03	Union of Soviet Socialist Republics	9.99
India	0.37	United Arab Emirates	0.19
Indonesia	0.15	United Kingdom of Great Britain and Northern Ireland	4.86
Iran (Islamic Republic of)	0.69	United Republic of Tanzania	0.01
Iraq	0.12	United States of America	25.00
Ireland	0.18	Uruguay	0.04
Israel	0.21	Vanuatu	0.01
Italy	3.99	Venezuela	0.57
Jamaica	0.01	Viet Nam	0.01
Japan	11.38	Yemen	0.01
Jordan	0.01	Yugoslavia	0.46
Kenya	0.01	Zaire	0.01
Kuwait	0.29	Zambia	0.01
Lao People's Democratic Republic	0.01	Zimbabwe	0.02
Lebanon	0.01		100.00
Lesotho	0.01		
Liberia	0.01		
Libyan Arab Jamahiriya	0.28		
Luxembourg	0.06		
Madagascar	0.01		
Malawi	0.01		
Malaysia	0.11		
Maldives	0.01		
Mali	0.01		
Malta	0.01		
Mauritania	0.01		
Mauritius	0.01		
Mexico	0.94		
Mongolia	0.01		
Morocco	0.04		
Mozambique	0.01		
Nepal	0.01		
Netherlands	1.65		
New Zealand	0.24		
Nicaragua	0.01		
Niger	0.01		
Nigeria	0.20		
Norway	0.55		
Oman	0.02		

2. *Requests* the Committee on Contributions, in accordance with its mandate and the rules of procedure of the General Assembly, to consider representations made by Member States during the forty-third session on their respective assessments and to advise the Assembly of its recommendations for possible adjustments to allow the Assembly to take a decision at its forty-fourth session;

3. *Resolves further* that:

(a) In accordance with rule 160 of the rules of procedure of the General Assembly, the scale of assessments given in paragraph 1 above shall be reviewed by the Committee on Contributions in 1991, or earlier as specified in paragraph 1 above, when a report shall be submitted to the Assembly for consideration at its forty-sixth session;

(b) Notwithstanding the terms of regulation 5.5 of the Financial Regulations of the United Nations, the Secretary-General shall be empowered to accept, at his discretion and after consultation with the Chairman of the Committee on Contributions, a portion of the contributions of

Member States for the calendar years 1989, 1990 and 1991 in currencies other than United States dollars;

(c) In accordance with rule 160 of the rules of procedure of the General Assembly, States which are not members of the United Nations but which participate in certain of its activities shall be called upon to contribute towards the 1989, 1990 and 1991 expenses of such activities on the basis of the following rates, unless modified as specified in paragraph 1 above:

<i>Non-member State</i>	<i>Per cent</i>
Democratic People's Republic of Korea	0.05
Holy See	0.01
Liechtenstein	0.01
Monaco	0.01
Nauru	0.01
Republic of Korea	0.22
San Marino	0.01
Switzerland	1.08
Tonga	0.01
Tuvalu	0.01

*84th plenary meeting
21 December 1988*

B

The General Assembly,

Recalling all its previous resolutions on the scale of assessments, in particular resolutions 39/247 B of 12 April 1985 and 42/208 of 11 December 1987,

Having considered the report of the Committee on Contributions⁸⁰ and noting with appreciation the efforts of the Committee,

Bearing in mind the evolution of the world economic situation and its impact on the capacity to pay of Member States,

Taking into account the views expressed in the Fifth Committee during the forty-third session,⁸¹ in particular on the need for a substantial improvement of the existing methodology and criteria for the determination of the scale of assessments, and the need for information on the steps taken in the preparation of the scale of assessments,

Also taking into account the views expressed in the Fifth Committee during the forty-third session on the ceiling and floor levels,⁸¹

1. Reconfirms that the capacity to pay of Member States is the fundamental criterion for determining the scale of assessments;

2. Requests the Committee on Contributions, in order to ensure fairness and equity in the scale and to make the methodology transparent, easily understandable, stable over time and as simple as possible, to undertake a comprehensive review of all aspects of the existing methodology, and to this end:

(a) To continue to monitor the improvements in the area of the availability and comparability of national income data, and to continue its work on the price-adjusted rates of exchange methodology;

(b) To seek more comprehensive and systematic information on external debt with a view to ensuring that this factor is adequately taken into account in the calculations for determining the capacity to pay;

(c) To undertake a comprehensive review of the upper limit of the low per capita income allowance formula and the application of the formula;

(d) To review, in the light of the proposals made in the Fifth Committee:

(i) The statistical base period and its application;

(ii) The scheme to avoid excessive variations of individual rates between successive scales;

(iii) The possibility of excluding allocation of any additional points as a result of the application of the scheme of limits to those Member States with a very low per capita income;

and to include in its report the implications of the various options considered;

(e) To limit the use of *ad hoc* adjustments in the preparation of the scale to the minimum possible, keeping in mind that in case such *ad hoc* adjustments are necessary, they should be made on the basis of objective, rational and transparent considerations, applied uniformly, and to include in its reports on the preparation of future scales of assessments explicit information on the basis of which such *ad hoc* adjustments were made;

3. Requests the Committee on Contributions to examine, as a means of improving the current methodology, the possible use of other factors, including the situation of those countries:

(a) Whose economies depend on one or a few products or income sources;

(b) Which suffered a real loss of income as a result of deteriorating terms of trade;

(c) Which experience serious balance-of-payments (trade) problems or a negative net flow of resources;

(d) Which have limited capacity to acquire convertible currencies;

4. Also requests the Committee on Contributions to continue its study on the concept of national income, as indicated in paragraph 47 of its report;⁸⁰

5. Further requests the Committee on Contributions, in conducting the studies and reviews indicated in paragraphs 2 and 3 above, to examine also the interrelationship of each of the elements as part of the overall methodology, bearing in mind the need to avoid duplication and negative impact of each individual element on the others in order to reflect capacity to pay;

6. Requests the Committee on Contributions to submit a report on the above-mentioned reviews and their implications for future scales of assessments, with illustrative examples, to the General Assembly at its forty-fourth session;

7. Requests the Secretary-General to provide the Committee on Contributions with the facilities it requires to carry out its work, including supplementary assistance if necessary.

*84th plenary meeting
21 December 1988*

C

The General Assembly

Takes note of the proposal contained in paragraph 64 of the report of the Committee on Contributions⁸⁰ concern-

⁸⁰ Official Records of the General Assembly, Forty-third Session, Supplement No. 11 and corrigendum (A/43/11 and Corr.1).

⁸¹ *Ibid.*, Forty-third Session, Fifth Committee, 9th to 12th, 14th to 18th, 21st and 51st meetings, and corrigendum.

ing the procedures for the collection of contributions from non-member States.

84th plenary meeting
21 December 1988

43/224. Personnel questions

A

COMPOSITION OF THE SECRETARIAT

The General Assembly,

Recalling Articles 100 and 101 of the Charter of the United Nations,

Reaffirming its resolutions 33/143 of 20 December 1978, 35/210 of 17 December 1980, 41/213 of 19 December 1986 and 42/220 A of 21 December 1987,

Emphasizing the independent international status of the staff of the Secretariat of the United Nations,

Taking note of the report of the Secretary-General on the composition of the Secretariat,⁸²

Noting that nationals of some Member States who served primarily on fixed-term contracts now accept long-term and permanent contracts for service with the Secretariat,

Concerned about a further deterioration in equitable geographical distribution of posts in the Secretariat, particularly at the higher echelons,

Bearing in mind the views on personnel questions expressed by Member States in the Fifth Committee during the forty-third session,⁸³

1. Reiterates its full support for the Secretary-General as chief administrative officer of the Organization and his prerogatives and responsibilities under the Charter of the United Nations;

2. Requests the Secretary-General to strengthen the role and emphasize the authority of the Office of Human Resources Management of the Secretariat in accordance with recommendation 41 of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations;⁶

3. Also requests the Secretary-General, in order to preserve the principles of equitable geographical distribution and of rotation in the upper echelons of the Secretariat, to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons, and not to extend, as a rule, the services of under-secretaries-general or assistant secretaries-general for a period exceeding ten years;

4. Urges the Secretary-General, whenever making appointments to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States and candidates successful in the national competitive examinations, taking into consideration also paragraph 4 of resolution 41/206 A of 11 December 1986, in order to ensure that all such countries come closer to the mid-point of their desirable ranges;

5. Reaffirms the principle of equal opportunity, in accordance with the Charter, and the principle that no post should be considered the exclusive preserve of any Member State or group of States, and requests the Secretary-General to apply these principles faithfully, with due regard to the principle of equitable geographical distribution, which applies to all Member States;

6. Urges the Secretary-General to take additional measures to ensure that the nationals of developing countries are duly represented at the senior levels in accordance with the relevant resolutions of the General Assembly;

7. Also urges the Secretary-General, in addition to the action taken under paragraph 6 above to ensure that the nationals of other countries are also duly represented at the senior levels, in accordance with the relevant resolutions of the General Assembly;

8. Requests the Secretary-General to monitor closely the effects of the reduction of posts on geographical distribution, particularly at the higher levels, and to take appropriate measures to redress any imbalances;

9. Also requests the Secretary-General to give special attention to the filling of posts in organizational units with high vacancy rates, particularly the regional commissions;

10. Further requests the Secretary-General to continue his efforts aimed at the improvement of the composition of the Secretariat by ensuring a wide geographical distribution of staff at the Professional and higher levels in all main departments and offices;

11. Urges the Secretary-General to intensify his efforts towards the development of a comprehensive career development plan, based, *inter alia*, on competitive selection, for all staff, including General Service staff, in accordance with section III of the annex to General Assembly resolution 35/210, Assembly resolution 37/126 of 17 December 1982 and section I, paragraph 4, of resolution 42/220 A and the relevant Staff Regulations and Rules;

12. Also urges the Secretary-General to intensify his efforts towards increasing the mobility of staff and strengthening the training and retraining capabilities of the Secretariat;

13. Requests the Secretary-General to complete the full realignment of internal and external examinations and to study their effect on geographical distribution and to submit proposals to the General Assembly as appropriate;

14. Also requests the Secretary-General to report on the progress achieved on personnel matters to the General Assembly at its forty-fifth session.

84th plenary meeting
21 December 1988

B

ADMINISTRATION OF JUSTICE IN THE SECRETARIAT

The General Assembly,

Noting the importance of a just and efficient internal justice system in the Secretariat,

Having considered the report of the Secretary-General on the administration of justice in the Secretariat⁸⁴ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁸⁵

⁸² A/43/659.

⁸³ See *Official Records of the General Assembly, Forty-third Session, Fifth Committee*, 16th, 18th, 20th, 22nd to 26th, 28th, 30th, 35th, 48th and 50th meetings, and corrigendum.

⁸⁴ A/C.5/43/25.

⁸⁵ *Official Records of the General Assembly, Forty-third Session, Supplement No. 7 (A/43/7 and Add.1-13)*, document A/43/7/Add.4, sect. I.