

3416 (XXX). Employment of women in the Secretariat*The General Assembly,*

Bearing in mind Articles 8 and 101 of the Charter of the United Nations and those declarations and instruments adopted by the United Nations acknowledging the equality of status of men and women, *inter alia*, the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights³⁵ and the Declaration on the Elimination of Discrimination against Women,³⁶

Recalling its resolution 3007 (XXVII) of 18 December 1972 expressing a desire to avoid any discrimination between staff members on the grounds of sex,

Further recalling its resolution 3009 (XXVII) of 18 December 1972, in paragraph 3 of which it urged the organizations in the United Nations system to take appropriate measures to ensure equal opportunities for the employment of qualified women at the senior and Professional levels and in policy-making positions,

Reaffirming the request made by the General Assembly in resolution 3352 (XXIX) of 18 December 1974 that the Secretary-General and the executive heads of all organizations in the United Nations system take all necessary measures in order to ensure that an equitable balance between men and women staff members at all levels in the United Nations system be achieved by the end of the Second United Nations Development Decade and that increased attention be given to the recruitment and promotion of women as well as to the assignments given to them,

Further reaffirming resolution 8 of the World Conference of the International Women's Year,³⁷ held at Mexico City from 19 June to 2 July 1975,

Noting the limited progress made to date in the recruitment and promotion of women in the senior and policy-making positions and the declining percentage of Professional women staff members in the Secretariat, as noted in the reports of the Secretary-General on the composition of the Secretariat,

1. *Reaffirms* that equitable distribution of the positions between men and women in the Secretariat is a major principle governing the recruitment policy of the United Nations;

2. *Urges* Member States to intensify their efforts to seek and recommend qualified women candidates for Professional posts in the Secretariat;

3. *Requests* the Secretary-General to make every effort during each of the next two biennia, 1976-1977 and 1978-1979, to fill a number of posts subject to geographical distribution equivalent to 5 per cent of the mid-point of the desirable range of each region for the appointment of qualified women, with priority being given to candidates from countries which are not represented or are under-represented in the Secretariat, while not adversely affecting opportunities for the recruitment of qualified men from the same unrepresented and under-represented countries;

4. *Also requests* the Secretary-General to intensify regular and publicized recruitment missions, in co-

operation with United Nations information centres and resident representatives throughout the world, in order to increase the number of women candidates for Professional posts;

5. *Recommends* that the Secretary-General should pay special attention in the Staff Development Programme to training which would assist women, particularly from developing countries, to increase their career opportunities;

6. *Further requests* the Secretary-General to include in his reports on personnel questions to the General Assembly at its thirty-first session information on steps taken to improve the status and conditions of service of women in the Secretariat and on other action taken pursuant to the present resolution.

2430th plenary meeting
8 December 1975

3417 (XXX). Composition of the Secretariat**A****RECRUITMENT OF NATIONALS OF DEVELOPING COUNTRIES***The General Assembly,*

Having considered the report of the Secretary-General on the composition of the Secretariat,³⁸

Noting that, according to the statistical information contained in the report, 64.5 per cent of the staff members who occupy senior posts in the Secretariat are nationals of developed countries,

Noting further that the developing countries constitute 73 per cent of the membership of the United Nations,

Believing that the principle of equitable geographical distribution of the staff requires the Secretariat to reflect adequately the diversity of cultures and attitudes of all the Member States,

Further believing that to achieve the objectives and goals of the United Nations, especially with respect to the developing countries, the latter should be appropriately represented at policy-making levels,

1. *Requests* the Secretary-General to take such steps as he considers appropriate to increase the number of staff members recruited from among nationals of developing countries for senior posts in the Secretariat;

2. *Requests* the Secretary-General to report to the General Assembly at its thirty-first session on the results of his efforts.

2430th plenary meeting
8 December 1975

B**RECRUITMENT OF NATIONALS OF UNDER-REPRESENTED COUNTRIES***The General Assembly,*

Taking note of the observations contained in paragraphs 7, 9, 10 and 11 of the report of the Secretary-General on the composition of the Secretariat,³⁹

Requests the Secretary-General to take all necessary measures to recruit the staff members subject to geographical distribution from the countries unrepresented and under-represented in the Secretariat, in particular from the developing countries, in accordance

³⁵ Resolution 2200 A (XXI).

³⁶ Resolution 2263 (XXII).

³⁷ See *Report of the World Conference of the International Women's Year* (United Nations publication, Sales No. E.76.IV.1), chap. III.

³⁸ A/10184.

³⁹ *Ibid.*

with Article 101, paragraph 3, of the Charter of the United Nations.

2430th plenary meeting
8 December 1975

3418 (XXX). United Nations salary system

A

REPORT OF THE INTERNATIONAL
CIVIL SERVICE COMMISSION

The General Assembly,

Recalling its resolution 3042 (XXVII) of 19 December 1972, in which the International Civil Service Commission was requested to submit recommendations for action at the earliest possible date on the report of the Special Committee for the Review of the United Nations Salary System,⁴⁰ and also its resolution 3357 (XXIX) of 18 December 1974, in which the Commission was requested to review, as a matter of priority, the United Nations salary system,

Convinced that a good foundation has been laid for the International Civil Service Commission to perform the important tasks entrusted to it by the General Assembly,

1. Takes note with appreciation of the first annual report of the International Civil Service Commission;⁴¹
2. Invites the International Civil Service Commission to complete its work on the United Nations salary system in 1976 and to submit its final recommendations to the General Assembly at its thirty-first session;
3. Notes the plans of the International Civil Service Commission for the progressive assumption of the full functions assigned to it by its statute;⁴²
4. Approves, having regard to the provisions of article 27 of the statute of the International Civil Service Commission and taking into account the recommendations of the Commission contained in paragraph 18 of its report,⁴¹ the establishment, taking into account equitable geographical distribution, of a subsidiary body to provide expert advice to the Commission concerning the operation of the post adjustment system.

2430th plenary meeting
8 December 1975

B

INTERIM CHANGES IN THE POST ADJUSTMENT SYSTEM

The General Assembly,

Having considered the recommendations made by the International Civil Service Commission in paragraphs 37 to 65 of its report,⁴³

Noting that the operation of the post adjustment system has resulted in an undue degree of differentiation in the total remuneration of staff members without dependants as compared with that of staff members with dependants, which, in the opinion of the International Civil Service Commission, constitutes a serious problem of inequity,

⁴⁰ Official Records of the General Assembly, Twenty-seventh Session, Supplement No. 28 (A/8728 and Corr.1).

⁴¹ Ibid., Thirtieth Session, Supplement No. 30 (A/10030).

⁴² Resolution 3357 (XXIX), annex.

⁴³ Official Records of the General Assembly, Thirtieth Session, Supplement No. 30 (A/10030).

Noting further that the International Civil Service Commission expects to include in the over-all report on its review of the United Nations salary system, which it will submit to the General Assembly at its thirty-first session, proposals to deal with this problem on a long-term basis,

Approves the recommendation of the International Civil Service Commission⁴⁴ that, as a temporary interim measure, with effect from 1 January 1976:

(a) At duty stations classified for the purposes of application of the post adjustment system at class 7 and below, there should be no change in the existing tables of rates of post adjustments for staff with and without dependants at the different grades and steps;

(b) At duty stations classified in class 8 and above, the present rates should continue to apply to staff members without dependants in respect of the first seven classes of post adjustment; for each class above class 7 (class 8 and above), additional payments should be made to staff members without dependants equal to the difference between the present rate (two thirds of the "with dependants" rate) and a rate of 85 per cent of the "with dependants" rate.

2430th plenary meeting
8 December 1975

3491 (XXX). Pattern of conferences

The General Assembly,

Recalling its resolutions 1202 (XII) of 13 December 1957, 1851 (XVII) of 19 December 1962, 1987 (XVIII) of 17 December 1963, 2116 (XX) of 21 December 1965, 2239 (XXI) of 20 December 1966, 2361 (XXII) of 19 December 1967, 2478 (XXIII) of 21 December 1968, 2609 (XXIV) of 16 December 1969, 2693 (XXV) of 11 December 1970, 2834 (XXVI) of 17 December 1971, 2960 (XXVII) of 13 December 1972 and 3351 (XXIX) of 18 December 1974,

1. Takes note of the report of the Committee on Conferences established by resolution 3351 (XXIX);⁴⁵

2. Approves the calendar of conferences and meetings for 1976 and the tentative calendar for 1977 set forth in annexes I and II to the report of the Committee on Conferences, amended as necessary to reflect the relevant decisions of the Fifth Committee as contained in its report;⁴⁶

3. Decides that the cycle of meetings and conferences shall henceforth coincide with the budgetary period and, to that end, it will approve in future a biennial programme of conferences at the same time as it approves the programme budget, subject to any changes to be made therein pursuant to decisions adopted by the General Assembly at the following session concerning the convening of additional conferences and meetings during the second half of the biennium;

4. Requests the Committee on Conferences, in the light of paragraph 11 of its report, to include in future reports the administrative and financial information on which its decisions and recommendations are based.

2440th plenary meeting
15 December 1975

⁴⁴ Ibid., para. 64.

⁴⁵ Ibid., Supplement No. 32 (A/10032 and Corr.1).

⁴⁶ A/10480, paras. 7 and 9.