

organizations concerned to co-ordinate their implementation of these standards in order to utilize fully the opportunities they provide for improved job design, recruitment, career planning and training;

4. *Welcomes* the Commission's efforts to develop a common approach to skills inventories on an inter-organizational basis;

5. *Recommends* that the organizations normally dispense with the requirement for a probationary appointment as a prerequisite for a career appointment following a period of five years' satisfactory service on fixed-term contracts;

6. *Again requests* the Commission to pursue its mandate under article 14 of its statute, in consultation with organizations and staff, with regard to the development of common training, recruitment and promotion policies for the organizations and to report thereon to the General Assembly as each phase of its studies is completed;

## VII

*Notes* the progress made to date by the International Civil Service Commission in its review of conditions of service in the field and requests the Commission to keep the General Assembly informed of further developments in its review;

## VIII

*Requests* the International Civil Service Commission to report to the General Assembly at its thirty-ninth session on the question of longevity and merit steps in the various grade levels.

*104th plenary meeting  
20 December 1983*

### 38/233. Report of the United Nations Joint Staff Pension Board<sup>64</sup>

*The General Assembly,*

*Having considered* the report of the United Nations Joint Staff Pension Board for 1983 to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund,<sup>65</sup> and the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>66</sup>

*Welcoming* the improvement in the actuarial situation of the Fund as a result of the economy measures applied with effect from 1 January 1983,

*Concerned* at the continuing actuarial imbalance of the Fund and the mounting cost of the pension system,

*Desirous* of bringing about a further improvement in the actuarial situation of the Fund,

*Concerned* at the different evolution over the years of the levels of pensionable remuneration for staff in the Professional and higher categories and those of the comparator civil service,

*Recalling* its resolutions 3526 (XXX) of 16 December 1975, 31/196 of 22 December 1976, 33/120 of 19 December 1978, 34/221 of 20 December 1979, 35/215 of 17 December 1980, 36/118 of 10 December 1981 and 37/131 of 17 December 1982,

<sup>64</sup> See also sect. X.B.6, decision 38/452.

<sup>65</sup> *Official Records of the General Assembly, Thirty-eighth Session, Supplement No. 9 (A/38/9 and Corr.2); and A/38/9/Add.1 and Corr.1 and 2.*

*Bearing in mind* earlier General Assembly resolutions which stated, *inter alia*, that changes in the pension adjustment system should not lead to increases in the liabilities of Member States.

*Conscious* that a number of factors have combined to make necessary the consideration and adoption of significant remedial actions on the problem of the actuarial imbalance, including the raising of the rate of contributions hereinafter referred to,

*Mindful* of the social aspects of the pension system,

*Aware* that a co-operative effort by member organizations, participants and beneficiaries is required if the actuarial imbalance is to be reduced or eliminated, thereby securing an adequate level of benefits under the Fund,

## I

### AMENDMENTS TO THE REGULATIONS OF THE UNITED NATIONS JOINT STAFF PENSION FUND

1. *Decides* that, with effect from 1 January 1984, the rate of contributions shall be raised from 21 to 21.75 per cent of pensionable remuneration, of which the employing member organization shall pay 14.5 per cent and the participant 7.25 per cent;

2. *Amends* the Regulations of the United Nations Joint Staff Pension Fund, without retroactive effect, as set forth in the annex to the present resolution;

## II

### MEASURES TO IMPROVE THE ACTUARIAL BALANCE OF THE FUND

*Requests* the United Nations Joint Staff Pension Board, with the assistance of the Committee of Actuaries, to consider, early in 1984, the various proposals discussed at the thirty-eighth session of the General Assembly with a view to reducing or eliminating the actuarial imbalance of the United Nations Joint Staff Pension Fund, including the following measures:

(a) Increasing to a realistic level the interest rate used to calculate the amount of the lump-sum commutation;

(b) Determination of the lump sum in net equivalent terms, subject to the reimbursement of any taxes payable thereon;

(c) Re-examination of the early retirement provisions, taking into account, *inter alia*, the observations made by the Committee of Actuaries;

(d) Imposition of a ceiling on the highest levels of pensions;

(e) Review of the two-track system followed to determine the initial amount of the pension and its subsequent adjustment;

(f) Re-examination of the survivor benefits under the Regulations of the Fund, together with alternative ways of financing them;

and to submit its findings and recommendations thereon and on such other measures as may be deemed appropriate, through the Advisory Committee on Administrative and Budgetary Questions, to the General Assembly at its thirty-ninth session;

<sup>66</sup> A/38/547.

## III

## PENSIONABLE REMUNERATION FOR THE PROFESSIONAL AND HIGHER CATEGORIES

1. *Decides* to review at its thirty-ninth session the pensionable remuneration for the Professional and higher categories;

2. *Requests* the International Civil Service Commission, in co-operation with the United Nations Joint Staff Pension Board, to submit to the General Assembly at its thirty-ninth session recommendations on the appropriate level of pensionable remuneration for the Professional and higher categories;

3. *Further requests* the International Civil Service Commission, in examining the comparative levels of pensionable remuneration in co-operation with the Board, to compare the levels of pension entitlements in the light of all the factors it brought to the attention of the General Assembly in its fifth annual report,<sup>67</sup> as part of the total compensation comparisons to be carried out within the framework of the Noblemaire principle, and to report thereon to the Assembly by the beginning of its thirty-ninth session on the basis of the latest data available in 1984;

4. *Decides* that the implementation of any adjustment which may become due in 1984 on the basis of article 54 (b) of the Regulations of the United Nations Joint Staff Pension Fund shall be deferred until the General Assembly, at its thirty-ninth session, has considered the recommendations of the International Civil Service Commission and the Board on the level of pensionable remuneration;

5. *Decides further* that, if the General Assembly is unable to take a decision on the level of pensionable remuneration at its thirty-ninth session, it will re-examine at that session the question of the deferment of implementation of adjustments which become due under article 54 (b) of the Regulations of the Fund;

6. *Requests* the Board, in the light of the recommendations on the level of pensionable remuneration, to recommend to the General Assembly, at its thirty-ninth session, consequential amendments to article 54 (b) of the Regulations of the Fund;

## IV

## COMPLEMENTARY PENSION SCHEME OF THE INTERNATIONAL LABOUR ORGANISATION

*Draws the attention* of the International Labour Organisation to the strong concern expressed during the thirty-eighth session of the General Assembly about the need to maintain the unity, cohesion and integrity of the United Nations Joint Staff Pension system and to avoid any action which may have an adverse effect on the said system;

## 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;

## VI

## ADMINISTRATIVE EXPENSES

*Approves* expenses, chargeable directly to the United Nations Joint Staff Pension Fund, totalling \$6,723,100 (net) for 1984 and additional expenses of \$17,700 (net) for 1983 for the administration of the Fund.

104th plenary meeting  
20 December 1983

## ANNEX

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

## Article 1

## DEFINITIONS

(n) "Own contributions" shall mean the contributions, not exceeding the percentage of his pensionable remuneration specified in column B in article 25 (a), made to the Fund by or on behalf of a participant in respect of contributory service under article 22, with interest, provided that, in respect of service in a member organization prior to its admission to membership in the Fund, which has been recognized as contributory, it shall mean:

Subparagraphs (i) and (ii) remain unchanged.

## Article 21

## PARTICIPATION

(b) Participation shall cease when the organization by which the participant is employed ceases to be a member organization, or when he dies or separates from such member organization, except that participation shall not be deemed to have ceased where a participant resumes his contributory service with a member organization within twelve months after separation, without a benefit having been paid to him.

## Article 22

## CONTRIBUTORY SERVICE

(a) Contributory service shall accrue to a participant in pay status from the date of commencement to the date of cessation of his participation. For purposes of each of the articles 28 (b), 28 (c) and 29 (b) separate periods of contributory service shall be aggregated except that in such aggregation no account shall be taken of periods of service in respect of which a withdrawal settlement was paid and which were not subsequently restored.

## Article 25

## CONTRIBUTIONS

(a) Contributions by the participant and by the employing member organization shall be payable to the Fund concurrently with the accrual of contributory service under article 22 (a), at the percentage rates of pensionable remuneration specified below:

	A	B	C
	For periods of contributory service	By participants (per cent)	By employing member organization (per cent)
Before 1984 . . . . .		7.00	14.00
As from 1984 . . . . .		7.25	14.50

(b) (i) Contributions for the purpose of article 22 (b) in respect of a period of leave without pay shall be at a percentage rate of the pensionable remuneration of the participant equal to the applicable rates specified in (a) above payable by the participant and by the employing member organization, combined. Such contributions shall be payable concurrently with such leave by the participant in full or by the organization in full, or in part by the participant and in part by the organization;

Subparagraph (ii) remains unchanged.

(c) Contributions for the purpose of validation under article 23 shall be payable, with interest, by the participant and the organization in the amounts which would have been payable respectively by each, had service during the period been contributory.

<sup>67</sup> Official Records of the General Assembly, Thirty-fourth Session, Supplement No. 30 (A/34/30 and Corr.1), chap. III.

## Article 28

## RETIREMENT BENEFIT

(b) The benefit shall, subject to (d) and (e) below, in respect of a period or periods of participation commencing on or after 1 January 1983, be payable at the standard rate obtained by multiplying:

Subparagraphs (i), (ii) and (iii) remain unchanged. However, in respect of a participant with a prior period of contributory service of five years or longer ending between 1 January 1978 and 31 December 1982, the standard annual rate specified above shall be calculated by taking into account as periods of contributory service for the purpose of subparagraphs (i), (ii) and (iii) above the period of contributory service before 1 January 1983.

(c) The benefit shall, subject to (d) and (e) below, in respect of any period of participation commencing prior to 1 January 1983, be payable at the standard annual rate obtained by multiplying:

- (i) The first thirty years of the participant's contributory service, by 2 per cent of his final average remuneration, and
- (ii) The years of his contributory service in excess of thirty, but not exceeding five, by 1 per cent of his final average remuneration.

## Article 32

## DEFERMENT OF PAYMENT OR CHOICE OF BENEFIT

(a) The payment to a participant of a withdrawal settlement, or the exercise by a participant of a choice available to him between one benefit and another, or between a form of benefit involving payment in a lump sum and another form, may be deferred at his request at the time of separation for a period of twelve months.

## Article 40

## EFFECT OF RE-ENTRY INTO PARTICIPATION

(b) Such a participant, who again becomes a participant and is again separated after at least five years of additional contributory service, shall also be entitled, at the time of such subsequent separation, in respect of such service and subject to (d) below, to a retirement, early retirement or deferred retirement benefit, or a withdrawal settlement under article 28, 29, 30 or 31, as the case may be.

(c) Such a participant, who again becomes a participant and is again separated after less than five years of additional contributory service, shall, in respect of such service, become entitled to:

- (i) A withdrawal settlement under article 31; or
- (ii) If he is at least age fifty-five at such separation, and 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; such benefit may not be commuted into a lump sum, in whole or in part, and shall not be subject to any minimum provisions.

(d) Payment of benefits under (b) or (c) (ii) above shall commence on the date of the resumption or commencement, as the case may be, of payment of benefits suspended under (a) above. In no event shall the total benefits payable to or on account of a former participant in respect of separate periods of contributory service exceed the benefits which would have been payable had his participation in the Fund been continuous.

### 38/234. Questions relating to the proposed programme budget for the biennium 1984-1985

*The General Assembly*

## I

#### UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION

*Invites the Advisory Committee on Administrative and Budgetary Questions to examine the financial aspects of*

<sup>68</sup> *Ibid.*, Thirty-eighth Session, Supplement No. 38 (A/38/38), part one.

<sup>69</sup> A/C.5/38/39.

<sup>70</sup> A/C.5/38/42.

<sup>71</sup> A/C.5/38/14.

<sup>72</sup> A/C.5/38/22.

<sup>73</sup> *Official Records of the General Assembly, Thirty-eighth Session, Supplement No. 7A (A/38/7/Add.1-23)*, document A/38/7/Add.6.

the recommendations of the Committee for Programme and Co-ordination contained in paragraphs 286 (c) and (d) of its report,<sup>68</sup> as well as the merger of programme elements 4.9 and 4.15, as recommended by that Committee in paragraph 286 (a) of its report, and to report thereon to the General Assembly;

## II

## INTERNATIONAL COMPUTING CENTRE

*Approves the budget estimates for the International Computing Centre for the year 1984;*<sup>69</sup>

## III

## ADVISORY COMMITTEE FOR THE CO-ORDINATION OF INFORMATION SYSTEMS

*Approves the programme of work and budget estimates for the Advisory Committee for the Co-ordination of Information Systems for the biennium 1984-1985;*<sup>70</sup>

## IV

## FIRST-CLASS TRAVEL AND ORGANIZATION AND METHODS FOR OFFICIAL TRAVEL

*Takes note of the reports of the Secretary-General on first-class travel<sup>71</sup> and on the organization and methods for official travel<sup>72</sup> and of the related report of the Advisory Committee on Administrative and Budgetary Questions;*<sup>73</sup>

## V

REVISED ESTIMATES UNDER SECTION 27 (PUBLIC INFORMATION): *Yearbook of the United Nations*

1. *Takes note of the report of the Secretary-General on the Yearbook of the United Nations<sup>74</sup> and of the related report of the Advisory Committee on Administrative and Budgetary Questions;*<sup>75</sup>

2. *Endorses the conclusions of the Advisory Committee as contained in its report;*

## VI

*Yearbook of the United Nations*

*Bearing in mind the desirability of making the Yearbook of the United Nations more widely used by the general public,*

*Recalling the problems which have been encountered in the timely issuance of the Yearbook of the United Nations,*

*Taking note of the paragraphs of the Secretary-General's report which relate to the measures to eliminate the backlog in publication of the Yearbook of the United Nations<sup>76</sup> and of the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>77</sup>*

1. *Requests the Secretary-General to undertake a comprehensive review of the current format of the Yearbook of the United Nations, with a view to developing a new format in order to make it more usable and accessible;*

<sup>74</sup> A/C.5/38/38.

<sup>75</sup> *Official Records of the General Assembly, Thirty-eighth Session, Supplement No. 7A (A/38/7/Add.1-23)*, document A/38/7/Add.8.

<sup>76</sup> A/C.5/38/38, paras. 10-15.

<sup>77</sup> *Official Records of the General Assembly, Thirty-eighth Session, Supplement No. 7A (A/38/7/Add.1-23)*, document A/38/7/Add.8, paras. 5-9.