

1. *Takes note with concern* of the reports submitted to the General Assembly by the Secretary-General on behalf of the Administrative Committee on Co-ordination,⁵⁷ which show a continuing neglect of the observance of the principles related to respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations;

2. *Expresses particular concern* at the detention of a great number of officials of the United Nations Relief and Works Agency for Palestine Refugees in the Near East and about the cases in which full exercise of the right of functional protection was impossible, as mentioned in the reports of the Secretary-General;⁵⁷

3. *Reaffirms* the above-mentioned resolutions;

4. *Welcomes* the measures already taken by the Secretary-General to enhance the safety and protection of international civil servants, as outlined in paragraph 7 of his report;⁵⁸

5. *Calls upon* the Secretary-General, as chief administrative officer of the Organization, to continue personally to act as the focal point in promoting and ensuring the observance of the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations by using such means as are available to him;

6. *Welcomes* the designation by the Secretary-General of officials to take on special responsibilities for the security and protection of the Organization's personnel and property;

7. *Urges* the Secretary-General to give priority through his designated officials, as mentioned in annex III to his report,⁵⁸ to the reporting and prompt follow-up of cases of arrest, detention and possible other matters relating to the security of officials of the United Nations and the specialized agencies and related organizations;

8. *Calls upon* the staff of the United Nations to comply with the obligations arising from the Staff Regulations of the United Nations, in particular regulation 1.8;

9. *Requests* the Secretary-General, as Chairman of the Administrative Committee on Co-ordination, to suggest in his annual report to be submitted to the General Assembly at its thirty-ninth session further measures to be taken with regard to the safety and protection of international civil servants.

*104th plenary meeting
20 December 1983*

38/231. Composition of the Secretariat

The General Assembly,

Reaffirming its previous resolutions on personnel policy and in particular resolutions 33/143 of 20 December 1978, 35/210 of 17 December 1980 and 37/235 of 21 December 1982,

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,

Concerned by the lack of progress, especially in the past year, towards increasing the proportion of women in the Secretariat and, in particular, the failure to reach the target set in section III of resolution 33/143,

Recognizing the central role of the Office of Personnel Services in the implementation of personnel policies,

1. *Takes note* of the report of the Secretary-General on the composition of the Secretariat;⁵⁹

2. *Calls upon* the Secretary-General to continue to make every effort to ensure the implementation of the provisions of the previous resolutions of the General Assembly, in particular of resolutions 33/143, 35/210 and 37/235;

3. *Requests* the Secretary-General to make special efforts to meet the goals and objectives established with respect to:

(a) The situation of unrepresented and underrepresented Member States;

(b) The recruitment, career development and promotion of women;

(c) The achievement of a balanced and equitable geographical distribution of staff throughout the Secretariat;

4. *Requests* the Secretary-General to strengthen the role of the Office of Personnel Services of the Department of Administration and Management in all personnel matters throughout the Secretariat;

5. *Reaffirms its request* to the Secretary-General in paragraph 8 of resolution 37/235 A to report to the General Assembly at its thirty-ninth session on progress made in the implementation of all aspects of personnel policy reform.

*104th plenary meeting
20 December 1983*

38/232. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Having considered with appreciation the report of the International Civil Service Commission for the year 1983,⁶⁰

Reaffirming the central role of the Commission within the United Nations common system in the development of a single unified international civil service through the application of common personnel standards and arrangements,

Reaffirming the importance of respect for these common standards and arrangements by all organizations members of the common system,

I

1. *Urges* all organizations concerned to implement the decisions of the International Civil Service Commission and to act positively on the recommendations of the Commission in accordance with its statute;

2. *Urges* the executive heads of organizations concerned, after consultation with the Commission, to report to their respective governing bodies such decisions or proposals as would modify the recommendations of the Commission;

3. *Calls upon* all organizations of the United Nations common system to bring to the attention of the Commission all matters relating to salaries, allowances, benefits and other conditions of employment so as to ensure their uniform application throughout the common system;

4. *Reaffirms* the principles embodied in the statute of the Commission as approved in General Assembly resolution 3357 (XXIX) of 18 December 1974, in particular arti-

⁵⁷ A/C.5/38/17 and Corr.1 and Add.1, A/C.5/38/18.

⁵⁸ A/C.5/38/17 and Corr.1.

⁵⁹ A/38/347 and Corr.1.

⁶⁰ *Official Records of the General Assembly, Thirty-eighth Session, Supplement No. 30 (A/38/30), and A/38/30 Add.1.*

cle 6 thereof, and requests Governments, secretariats and staff associations to co-operate in this regard;

5. *Approves* the development of the special index for pensioners as recommended by the Commission in paragraph 15 (a) of its report;⁶¹

6. *Takes note* of the current status of the margin between the remuneration of the United States federal civil service and that of the United Nations system;

7. *Requests* the Commission to complete, in close consultation with the United States authorities concerned, the study of the equivalency between the higher grade levels of the United Nations system and the Senior Executive Service of the United States federal civil service and to report thereon to the General Assembly at its thirty-ninth session;

8. *Notes* the progress made to date concerning the comparison of total compensation based on non-expatriate benefits applicable on both sides and requests the Commission to inform the General Assembly, on an annual basis, of the margin between the remuneration of United Nations employees and those of the United States federal civil service on this total compensation basis;

II

1. *Expresses concern* that the International Civil Service Commission was unable to make corrections in the current post adjustment classification at certain duty stations in spite of the fact that the post adjustments were found to be higher than those which the results of the new cost-of-living survey could justify;

2. *Notes* the efforts by the Commission to improve the post adjustment system and requests the Commission in this regard to expedite, in particular, the application of the revised methodology for cost-of-living measurement, called for in General Assembly resolution 34/165 of 17 December 1979, in order to improve the mechanism for adjusting United Nations remuneration to reflect more accurately the differences in cost of living at various duty stations;

3. *Calls upon* the executive heads and the staff of organizations of the United Nations common system to co-operate fully with the Commission in the application of the post adjustment system;

4. *Notes* the introduction by the Commission, with effect from 1 April 1983, of a rental subsidy scheme for staff in the Professional and higher categories at Headquarters and other duty stations not previously covered by a subsidy scheme;

5. *Requests* the Commission to monitor this rental subsidy scheme with a view to ensuring both its equity and its effectiveness;

III

1. *Recalls* its resolution 2480 B (XXIII) of 21 December 1968 concerning language incentives in the United Nations;

2. *Requests* the Secretary-General to submit to the General Assembly at its thirty-ninth session a report on the status of the linguistic skills of United Nations staff, including the effects of the language incentive programme, and to propose, if necessary, further measures to improve the present situation;

3. *Decides* that:

(a) The education grant for eligible staff members shall be set at a level of 75 per cent of the cost of attendance at

an educational institution in respect of expenses up to a maximum of \$6,000 per year, with a maximum reimbursement of \$4,500 per child per year;

(b) The reimbursement rate for disabled children shall be set at 100 per cent of a maximum of \$6,000 for expenses at an educational institution;

(c) The limit of allowable boarding costs within the overall maximum allowable expenditure of \$6,000 shall be raised to \$1,500 per year;

(d) Provision shall be made to use a currency floor for this grant, using exchange rates effective 1 March 1983, to ensure the maintenance of equitable reimbursement of education costs among duty stations;

4. *Requests* the International Civil Service Commission to conduct a study of the education grant, the purpose of which was to facilitate a child's re-assimilation in the staff member's home country, and to report on the results of the study to the General Assembly at its thirty-ninth session;

IV

1. *Takes note* of the decision of the International Civil Service Commission⁶² to modify, with effect from 1 September 1983, the non-resident's allowance provisions to make the allowance payable for a fixed duration of five years at designated duty stations and to make it non-pensionable, subject to the protection of acquired rights as set out in paragraph 63 of the report of the Commission;

2. *Requests* the United Nations Joint Staff Pension Board to review article 54 (a) of the Regulations of the United Nations Joint Staff Pension Fund in the light of the Commission's decision and to make appropriate recommendations to the General Assembly at its thirty-ninth session;

3. *Decides* that, in the meantime, the modified non-resident's allowance shall not be pensionable;

V

1. *Requests* the International Civil Service Commission to undertake a comprehensive review of after-service health-care coverage with particular attention to locally recruited field staff;

2. *Approves* the Commission's recommendation⁶³ that the present non-contributory system of death-grant benefits be continued inasmuch as it provides benefits in the most cost-effective manner;

VI

1. *Recalls* section IV of its resolution 37/126 of 17 December 1982 and reaffirms its support for the overall approach envisaged by the International Civil Service Commission, which aims at the development of policies for an integrated personnel management system, based on human resources planning, to assist organizations in achieving their programme objectives in an efficient manner, while providing improved conditions for career development;

2. *Welcomes* the decision taken by the Commission to establish job classification standards, under article 13 of its statute, for locally recruited staff in field offices where several of the organizations employ staff in common areas of work;

3. *Expresses its satisfaction* that job classification standards have been developed for the General Service and related categories in New York and requests the

⁶¹ *Ibid.*, Supplement No. 30 (A/38/30).

⁶² *Ibid.*, paras. 59, 60 and 62.

⁶³ *Ibid.*, para. 110.

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 Board⁶⁴

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,⁶⁵ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁶⁶

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,

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

⁶⁵ *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;

⁶⁶ A/38/547.