

## 40/258. Personnel questions

## A

## COMPOSITION OF THE SECRETARIAT

*The General Assembly.*

*Reaffirming* its previous resolutions on personnel questions, in particular resolution 39/245 of 18 December 1984,

*Concerned* that the targets set in the 1983-1985 medium-term plan of recruitment were not achieved,

*Recalling* Article 101, paragraph 3, of the Charter of the United Nations, which states:

“The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible”;

1. *Reiterates its request* to the Secretary-General to strengthen the role and emphasize the authority of the Office of Personnel Services of the Department of Administration and Management in recruitment and other personnel matters throughout the Secretariat and to report thereon to the General Assembly at its forty-first session;

2. *Requests* the Secretary-General to develop and apply a second medium-term plan of recruitment for the period 1986-1987 with specific targets for recruitment from unrepresented and underrepresented countries with a view to bringing all Member States within their desirable ranges and to make special efforts to increase the number of staff recruited from Member States below the mid-point of their desirable ranges in order to bring them towards their mid-point;

3. *Further requests* the Secretary-General to continue to ensure the representation of developing countries and other countries in senior and policy-formulating posts, with due regard to equitable geographical distribution and in accordance with the relevant resolutions of the General Assembly;

4. *Requests* the Secretary-General to submit to the General Assembly at its forty-first session proposals for the review of the system of desirable ranges with a view to achieving a balanced application of all factors relevant to the calculation of the desirable ranges, including the population factor, taking into account the views of Member States expressed at the current session;<sup>69</sup>

5. *Requests* the Secretary-General to speed up the recruitment process by setting strict time-limits for the departments and offices concerned to complete the recruitment procedures;

6. *Takes note* of the proposal of the Secretary-General<sup>70</sup> to introduce, on an experimental basis, a competitive examination at the P-3 level for candidates with the required qualifications and experience and requests him to submit a report thereon to the General Assembly at its forty-first session, taking into account the comments of the Advisory Committee on Administrative and Budgetary Questions<sup>71</sup> and the views of Member States expressed at the current session;<sup>69</sup>

<sup>69</sup> *Ibid.*, Fortieth Session, Fifth Committee, 46th, 47th, 49th to 51st, 53rd to 55th, 57th, 59th, 62nd and 69th meetings; and *ibid.*, Fifth Committee, *Sessional Fascicle*, corrigendum.

<sup>70</sup> See A/C.5/40/39, para. 29.

<sup>71</sup> See *Official Records of the General Assembly, Fortieth Session, Supplement No. 7A (A/40/7/Add.1-18)*, document A/40/7/Add.13.

7. *Further requests* the Secretary-General, in his efforts to guarantee to staff members a just and expeditious resolution of disputes and grievances, to streamline the appeals procedures and continue the study on the feasibility of establishing an office of Ombudsman, and to report thereon to the General Assembly at its forty-first session;

8. *Approves* the introduction, in accordance with the recommendation of the International Civil Service Commission,<sup>72</sup> of after-service health insurance coverage for former locally recruited staff who participated in the medical expense assistance plan in appendix E to the Staff Rules of the United Nations, on the understanding that the Secretary-General will present to the General Assembly at its forty-first session the financial implications of reformulating the scheme to make it comparable to other health insurance schemes of the common system.

*122nd plenary meeting  
18 December 1985*

## B

IMPROVEMENT OF THE STATUS OF WOMEN  
IN THE SECRETARIAT*The General Assembly.*

*Recalling* Article 8 of the Charter of the United Nations, which states:

“The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs”;

*Further recalling* Article 101, paragraph 3, of the Charter of the United Nations, which states:

“The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible”;

*Recalling* article 8 of the Convention on the Elimination of All Forms of Discrimination against Women,<sup>73</sup> which calls upon States Parties to “take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations”;

*Reaffirming* its relevant resolutions on the need to increase both the overall number of women in posts subject to geographical distribution and the proportion of women at the senior and policy-making levels of the Organization,

*Noting* the recommendations contained in paragraph 358 of the Nairobi Forward-looking Strategies for the Advancement of Women<sup>74</sup> with respect to the recruitment, promotion and career development of women by all bodies and organizations of the United Nations system,

*Convinced* that women should have equal opportunity to serve the international community at all levels of responsibility and that progress in this regard can only be achieved through commitment at the highest levels of the

<sup>72</sup> *Ibid.*, Supplement No. 30 (A/40/30 and Corr.1), para. 162.

<sup>73</sup> Resolution 34/180, annex.

<sup>74</sup> *Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985* (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

organizations demonstrated through accountable management practices,

1. *Welcomes* the continuing efforts of the Secretary-General to improve the status of women in the Secretariat and, in particular, the action programme and work plans set out in the report of the Secretary-General on the improvement of the status of women in the Secretariat,<sup>75</sup> and his providing all necessary assistance for the effective carrying out of all these tasks;

2. *Takes note* of the Secretary-General's decision to reappoint during the biennium 1986-1987, on a temporary basis, a Co-ordinator for the Improvement of the Status of Women in the Secretariat of the United Nations;

3. *Requests* the Secretary-General to take the necessary measures to increase the number of women in posts subject to geographical distribution with a view to achieving, to the extent possible, an overall participation rate of 30 per cent of the total by 1990, without prejudice to the principle of equitable geographical distribution of posts;

4. *Reiterates* that the functions of the Co-ordinator should not duplicate those of the Office of Personnel Services and stresses that the latter Office shall continue to exercise overall responsibility and implement all directives of the General Assembly and policies of the Secretary-General on personnel matters, including the implementation of all policies on the improvement of the status of women in the Secretariat, in particular the action programme and work plans set out in the report of the Secretary-General;<sup>75</sup>

5. *Requests* the Secretary-General to report to the General Assembly at its forty-first session on the progress made in implementing the action programme and relevant resolutions of the General Assembly;

6. *Reiterates its request* to Member States to continue to support the efforts of the United Nations and the specialized agencies and related organizations to increase the proportion of women in the Professional category and above by, *inter alia*, nominating more women candidates.

122nd plenary meeting  
18 December 1985

## C

### RESPECT FOR THE PRIVILEGES AND IMMUNITIES OF OFFICIALS OF THE UNITED NATIONS AND THE SPECIALIZED AGENCIES AND RELATED ORGANIZATIONS

*The General Assembly,*

*Recalling* Articles 100 and 105 of the Charter of the United Nations,

*Reaffirming* its previous resolutions, in particular resolution 39/244 of 18 December 1984,

*Reiterating* the obligation of the staff in the conduct of their duties to observe fully the laws and regulations of Member States,

1. *Takes note with concern* of the report submitted to the General Assembly by the Secretary-General on behalf of the Administrative Committee on Co-ordination;<sup>76</sup>

2. *Deplores* the increasing number of cases involving the abduction and detention of United Nations officials,

<sup>75</sup> A/C.5/40/30, sects. III.B and IV.

<sup>76</sup> A/C.5/40/25.

<sup>77</sup> *Official Records of the General Assembly, Fortieth Session, Supplement No. 34 (A/40/34).*

experts and military personnel by armed groups and individuals;

3. *Calls upon* all Member States that currently have United Nations officials under arrest or detention to review these cases and to co-ordinate efforts with the Secretary-General to resolve each case with all due speed;

4. *Calls upon* the staff of the United Nations and the specialized agencies and related organizations to comply with the obligations resulting from the Staff Regulations and Rules of the United Nations, in particular regulation 1.8, and from the equivalent provisions governing the staff of the other agencies;

5. *Calls upon* the Secretary-General, as chief administrative officer of the United Nations, 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, and to take all necessary measures to implement the mandates of the General Assembly as reflected in paragraphs 7 and 8 of resolution 39/244.

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### 40/259. Joint Inspection Unit

*The General Assembly,*

*Taking note* of the report of the Joint Inspection Unit on its activities during the period 1 July 1984 to 30 June 1985,<sup>77</sup> the work programme of the Unit for 1985<sup>78</sup> and the report of the Secretary-General on the implementation of the recommendations of the Unit,<sup>79</sup>

*Recalling* its resolution 39/242 of 18 December 1984,

*Convinced* that the reports presented by the Joint Inspection Unit should receive adequate attention,

*Recalling further* the role of the Joint Inspection Unit as contained in article 5 of its statute,<sup>80</sup>

1. *Emphasizes* that, in carrying out its function, the Joint Inspection Unit shall fully respect the mandates, resolutions and decisions of the General Assembly and of the legislative organs of the other participating organizations;

2. *Requests* the Joint Inspection Unit, in accordance with its statute, to include in its reports on organizations, whenever appropriate, an evaluation of the programmes and activities of the organizations;

3. *Requests* the Joint Inspection Unit, in presenting its reports, to observe the established procedures as provided for in article 11, paragraph 2, of its statute;

4. *Decides* that each report submitted by the Joint Inspection Unit during the year, along with the comments of the Secretary-General, will be considered under the appropriate agenda item of the General Assembly;

5. *Invites* United Nations organs, after considering reports of the Joint Inspection Unit and the related comments of the Secretary-General, to submit to the General Assembly the results of their review;

6. *Invites* the Joint Inspection Unit to evaluate the results of its activities and to report thereon to the General Assembly at its forty-second session.

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<sup>78</sup> A/40/137.

<sup>79</sup> A/40/655 and Corr.1.

<sup>80</sup> Resolution 31/192, annex.