

6. *Reaffirms* its instruction to all its subsidiary organs to complete their reports for the following session of the General Assembly no later than 1 September and, where necessary, to report to the Assembly in addenda to the reports of the organs concerned any activity undertaken after the adoption of such reports;

7. *Decides* that no subsidiary organ of the General Assembly may meet at United Nations Headquarters during a regular session of the Assembly unless explicitly authorized by the Assembly;

8. *Requests* the Secretary-General to continue to provide interpretation services for informal meetings on an *ad hoc* basis in accordance with established practice;

9. *Authorizes* the Secretary-General to apply maximum overprogramming of meetings whenever possible to achieve better utilization of conference resources;

10. *Requests* the Committee on Conferences and the Secretary-General to take account of the following principles in drawing up the draft calendar of conferences and meetings:

(a) The biennial calendar of conferences and meetings approved by the General Assembly shall govern the meetings programme during the period concerned;

(b) All United Nations meetings shall be conducted within the resources allocated by the General Assembly for that purpose;

(c) Between sessions of the General Assembly, departures from the calendar may, in special or unusual circumstances, be approved by the Committee on Conferences provided that changes affecting the subsequent year of the biennium shall be approved by the Assembly;

(d) Subsidiary organs of the General Assembly shall not, without the approval of the Assembly, create new standing bodies or *ad hoc* sessional or inter-sessional bodies that require additional resources, and other principal organs of the United Nations should make similar decisions with regard to their respective subsidiary bodies, if they have not already done so;

(e) An adequate interval of time, to be determined by the body concerned, shall be allowed between sessions of a body to permit Member States to derive maximum benefit from the activities and to provide sufficient time for the preparation of future activities;

(f) United Nations bodies shall meet at their respective established headquarters, subject to the exceptions to this principle approved by the General Assembly;

(g) The capacity of the documentation services of the Secretariat to process and issue in time the documentation required for the sessions of all scheduled organs should be taken into account;

(h) No more than one special conference of the United Nations shall be convened at the same time;

(i) In any given year, no more than five special conferences should be convened, unless the General Assembly specifically decides otherwise;

11. *Requests* the Secretary-General to ensure the most rational and effective use of all United Nations conference centres and facilities;

12. *Requests* the Committee on Conferences to continue its periodic examination of the rules governing conference planning;

## II

1. *Urges* all United Nations bodies to increase their efforts to ensure that their requests for conference-servicing resources correspond accurately to their requirements;

2. *Further urges* those bodies to plan their work well in advance in order to make full use of the conference-servicing resources allocated to them and so that any unused conference-servicing resources can be reassigned to ensure their most effective utilization;

3. *Requests* subsidiary organs of the General Assembly to include in their reports to the Assembly a statement on the progress made in response to the relevant provisions of Assembly resolution 39/68 B of 13 December 1984 on the rational and efficient utilization of conference-servicing resources;

4. *Urges* intergovernmental bodies reporting to the Second Committee of the General Assembly that have not yet adjusted their meeting cycles to conform to that Committee's biennial programme of work to do so as soon as possible;

5. *Requests* the Secretary-General to review the composition and frequency of planning missions for meetings and conferences held away from Headquarters, in particular those sent to cities where United Nations conference facilities already exist;

6. *Also requests* the Secretary-General to report to the Committee on Conferences at its substantive session of 1986 on the results of that review concerning planning missions sent in 1985 and, as far as possible, in 1986;

## III

1. *Decides* that the Committee on Conferences should review the question of the provision of summary records at its substantive session in 1986;

2. *Also decides* that the present experimental arrangements for summary records, established by the General Assembly in its resolution 37/14 C of 16 November 1982, should remain in effect until the Assembly, upon the recommendation of the Committee on Conferences, takes further action.

*121st plenary meeting  
18 December 1985*

#### 40/244. United Nations common system: report of the International Civil Service Commission

*The General Assembly,*

*Having considered* the eleventh annual report of the International Civil Service Commission<sup>29</sup> and other reports related thereto,<sup>30</sup>

*Reaffirming* the importance of maintaining and developing further a single unified international civil service through the application of common personnel standards, methods and arrangements,

## I

1. *Takes note* of the action taken by the International Civil Service Commission in response to General Assembly resolutions 39/27 of 30 November 1984 and 39/69 of 13 December 1984;<sup>31</sup>

<sup>29</sup> *Ibid.*, Supplement No. 30 (A/40/30 and Corr.1).

<sup>30</sup> *Ibid.*, Supplement No. 7A (A/40/7/Add.1-18), document A/40/7/Add.12; A/40/653 and Add.1; A/C.5/40/26; A/C.5/40/41; A/C.5/40/44; A/C.5/40/45 and Corr.1.

<sup>31</sup> *Ibid.*, Supplement No. 30 (A/40/30 and Corr.1), para. 7.

2. *Approves* the range of 110 to 120, with a desirable mid-point of 115, for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and that of officials in comparable positions in the United States federal civil service, on the understanding that the margin would be maintained at a level around the desirable mid-point of 115 over a period of time;

3. *Requests* the Commission:

(a) To develop further the methodology for calculating the margin based on net remuneration,<sup>32</sup> taking into account the views expressed at the current session,<sup>33</sup> and to study the possibility of calculating the margin as specified in paragraph 2 above based on a comparison of net remuneration for both services in New York and to report thereon to the General Assembly at its forty-first session;

(b) To further elaborate procedures for the operation of the post adjustment system within the approved range of the margin of net remuneration, which would enable the Commission to maintain the margin at a level around the desirable mid-point of 115 over a period of time, and to report thereon to the Assembly at its forty-first session;

4. *Also requests* the Commission to continue its studies of the post adjustment system as it relates to United Nations officials posted outside the base city of the system, the effects of exchange rate fluctuations and the possibility of eliminating post adjustment at the base city of the system, and to report thereon to the General Assembly no later than at its forty-second session;

## II

*Approves* the recommendations of the International Civil Service Commission contained in paragraphs 180 and 181 of its report<sup>29</sup> concerning support by organizations of the United Nations common system for staff with dependent disabled children;

## III

1. *Welcomes* the recommendations of the International Civil Service Commission contained in paragraph 245 of its report<sup>29</sup> concerning the introduction of special measures for the recruitment of women, is cognizant of the contents of paragraphs 246 and 247 of the same report and requests the Commission to report to the General Assembly at its forty-first session on the progress made in this regard;

2. *Welcomes further* the recommendations of the Commission contained in paragraph 252 of its report concerning the development of recruitment sources, including national recruitment services;

3. *Requests* the Commission:

(a) To undertake a study of the mobility of Professional staff in the United Nations common system, including the frequency and average length of their assignments at different duty stations;

(b) To re-examine the scope of the education grant in relation to the purpose for which it was originally approved;

4. *Also requests* the Commission to re-examine the question of the mandatory age of separation from service of staff of organizations of the common system and to report thereon to the General Assembly at its forty-first session;

<sup>32</sup> *Ibid.*, Supplement No. 30 (A/40/30 and Corr.1), annex I.

<sup>33</sup> *Ibid.*, Fortieth Session, Fifth Committee, 29th, 30th, 37th, 38th, 42nd, 44th to 48th, 50th, 53rd and 63rd meetings; and *ibid.*, Fifth Committee, Sessional Fascicle, corrigendum.

## IV

1. *Requests* the Secretary-General in his capacity as Chairman of the Administrative Committee on Co-ordination and, through him, the other executive heads of organizations participating in the United Nations common system, to promote endeavours to maintain and strengthen the common system for the regulation and co-ordination of the conditions of service;

2. *Also requests* the executive heads of participating organizations, through the Secretary-General, to inform their respective governing bodies of the present resolution;

3. *Urges* Member States to ensure that their representatives in organizations of the United Nations common system are informed about the positions taken by them in the General Assembly on matters relating to the conditions of service;

4. *Expresses its concern* over actions taken by some of the participating organizations which have led to disparities in the United Nations common system;

5. *Requests* the International Civil Service Commission to report in detail to the General Assembly at future sessions on the consideration and implementation of the decisions and recommendations of the Commission by organizations of the United Nations common system.

121st plenary meeting  
18 December 1985

## 40/245. Report of the United Nations Joint Staff Pension Board

*The General Assembly,*

*Recalling* its resolution 39/246 of 18 December 1984,

*Having considered* the report of the United Nations Joint Staff Pension Board for 1985 to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund,<sup>34</sup> chapter II of the report of the International Civil Service Commission<sup>29</sup> and the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>35</sup>

*Welcoming* the improvement in the actuarial situation of the Fund as revealed by the valuation as at 31 December 1984,

## I

### PENSIONABLE REMUNERATION FOR THE PROFESSIONAL AND HIGHER CATEGORIES

1. *Takes note* of chapter II of the report of the International Civil Service Commission<sup>29</sup> and section III.C.5 of the report of the United Nations Joint Staff Pension Board;<sup>34</sup>

2. *Requests* the International Civil Service Commission, in co-operation with the United Nations Joint Staff Pension Board, to:

(a) Carry out a comparative study of the levels of pension benefits and the ratios of pensions to salaries under the United Nations pension scheme and that of the comparator country;

(b) Complete its review of the methodology for the determination of pensionable remuneration for the Professional and higher categories, for monitoring the level of pensionable remuneration and for adjustment of pension-

<sup>34</sup> *Ibid.*, Fortieth Session, Supplement No. 9 (A/40/9).

<sup>35</sup> A/40/848.