

gency of the Organization, partial or interim steps could enhance the liquidity of the Organization and alleviate its financial difficulties to some extent,

Noting with satisfaction that the project on the issue of special postage stamps on the social and economic crisis in Africa is well under way,

1. *Recalls* that it decided, by its resolution 39/239 A of 18 December 1984, to place one half of the revenue earned therefrom at the disposal of the Secretary-General for the implementation of objectives as detailed in the Declaration on the Critical Economic Situation in Africa,³⁶ adopted by the General Assembly on 3 December 1984, and to place the remaining half in a special account;

2. *Requests* the Secretary-General to take all necessary steps to economize on the operational expenses of the project on the issue of special postage stamps with a view to increasing the net revenue and to submit a financial report to the General Assembly at its forty-second session.

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41/205. Respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations

The General Assembly,

Recalling Article 100 of the Charter of the United Nations,

Recalling that, under Article 105 of the Charter of the United Nations, officials of the Organization shall enjoy in the territory of each of its Member States such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Organization, which is indispensable for the proper discharge of their duties,

Reaffirming its previous resolutions, in particular resolutions 39/244 of 18 December 1984 and 40/258 C of 18 December 1985,

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,³⁷ on behalf of the Administrative Committee on Co-ordination, and of a number of negative developments reported therein, which together represent a deterioration of the situation with regard to the observance of the principles related to the respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations;

2. *Takes note with particular concern* of the views expressed by the Secretary-General in paragraph 3 of his report;

3. *Deplores* the growing number of cases where the functioning, safety and well-being of officials have been adversely affected, including cases of detention in Member States and abduction by armed groups and individuals;

4. *Also deplores* the increasing number of cases in which the lives and well-being of officials have been placed in jeopardy during the exercise of their official functions;

5. *Calls upon* all Member States scrupulously to respect the privileges and immunities of all United Nations

officials and to refrain from any acts that would impede such officials in the performance of their functions, thereby seriously affecting the proper functioning of the Organization;

6. *Calls upon* all Member States currently holding United Nations officials under arrest or detention, or otherwise impeding them in the proper discharge of their duties, to review these cases and to co-ordinate efforts with the Secretary-General to resolve each case with all due speed;

7. *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;

8. *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 by using all such means as are available to him;

9. *Urges* the Secretary-General to give priority, through the United Nations Security Co-ordinator and his other special representatives, to the reporting and prompt follow-up of cases of arrest, detention and other possible matters relating to the security and proper functioning of officials of the United Nations and the specialized agencies and related organizations;

10. *Requests* the Secretary-General, as Chairman of the Administrative Committee on Co-ordination, to review and appraise the measures already taken to enhance the proper functioning, safety and protection of international civil servants and to modify them where necessary.

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41/206. Personnel questions

A

COMPOSITION OF THE SECRETARIAT

The General Assembly,

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 its previous resolutions on personnel questions, in particular resolutions 33/143 of 20 December 1978, 34/219 of 20 December 1979, 35/210 of 17 December 1980, 37/235 of 21 December 1982, 39/245 of 18 December 1984 and 40/258 A of 18 December 1985,

Noting that, despite the suspension of recruitment activities owing to the financial difficulties of the Organization, vacant posts are being filled by internal candidates through promotion,

Concerned that the targets set in the first phase of the 1986-1987 medium-term plan of recruitment were not achieved because, *inter alia*, of the suspension of recruitment

³⁶ Resolution 39/29, annex.

³⁷ A/C.5/41/12 and Corr.1

1. *Once again requests* 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 to the General Assembly at its forty-second session on the steps he has taken to that end;

2. *Requests* the Secretary-General, in all questions relating to the composition of the Secretariat, to continue his efforts to implement both the letter and the spirit of Article 101, paragraph 3, of the Charter of the United Nations;

3. *Also requests* the Secretary-General to apply, to the extent possible, the 1986-1987 medium-term plan of recruitment, with specific recruitment targets for unrepresented and underrepresented Member States and to continue to conduct appropriate consultations with Member States, particularly those seriously affected by the recruitment freeze, to ensure that the targets are met as soon as possible;

4. *Further requests* the Secretary-General to make every effort to increase the number of staff recruited from Member States below the mid-point of their desirable ranges in order to bring them closer to their mid-point;

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

6. *Regrets* the increase in the number of unrepresented or underrepresented Member States resulting from the suspension of recruitment of external candidates, including most of the successful candidates in the 1985 national competitive examinations, and requests the Secretary-General to recruit these successful candidates as soon as possible and further to make every effort to achieve, to the extent possible, an improvement in recruitment from unrepresented and underrepresented Member States;

7. *Requests* the Secretary-General to lift the freeze on recruitment activities for external candidates at the earliest possible date, and at the same time requests the Secretary-General to explore alternatives to the recruitment freeze policy and to issue a report thereon no later than 21 March 1987;

8. *Requests* the Secretary-General to continue his efforts aimed at the improvement of the composition of the Secretariat by ensuring a wide geographical distribution of staff at the Professional and higher levels in all departments and main offices;

9. *Requests* the Secretary-General to continue his efforts aimed at the improvement of the status of women in the Secretariat without prejudice to the principle of equitable geographical distribution;

10. *Notes* that the introduction, in 1986, of a national competitive examination at the P-3 level, which was proposed on an experimental basis by the Secretary-General³⁸ and of which note was taken by the General Assembly in 1985,³⁹ was postponed;

11. *Requests* the Secretary-General to examine ways and means of conducting the internal and external competitive examinations according to a comparable set of

standards and criteria and to report thereon to the General Assembly at its forty-second session.

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B

COMPOSITION OF THE UPPER ECHELONS OF THE SECRETARIAT

The General Assembly,

Recalling its previous resolutions on personnel questions, in particular resolution 35/210 of 17 December 1980, in which it, *inter alia*:

“*Reaffirms* that no post should be considered the exclusive preserve of any Member State, or group of States, and requests the Secretary-General to ensure that this principle is applied faithfully in accordance with the principle of equitable geographical distribution”;

Having examined the report of the Secretary-General on the composition of the Secretariat,⁴⁰

Noting the suggestions made by Member States at the current session, in the course of the deliberations of the Fifth Committee on personnel questions,⁴¹ as well as in plenary meeting⁴² during the analysis of the report of the Group of High-Level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations,⁴³

Expressing its satisfaction with the work that the Secretary-General is carrying out to improve the efficiency of the Organization,

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. *Requests* the Secretary-General, in order to preserve the principle of equitable geographical distribution and the need for rotation in the composition of the upper echelons of the Secretariat, to ensure that equal opportunity is given to nationals of all Member States when making appointments to all posts at the levels of Under-Secretary-General and Assistant Secretary-General;

2. *Calls upon* the Secretary-General in making appointments at the levels of Under-Secretary-General and Assistant Secretary-General to strive to appoint only a national of a country other than that of the incumbent to be replaced in order to reinforce the principle of rotation in the upper echelons of the Secretariat, unless the Secretary-General considers that there are exceptional circumstances, in the light of Article 101, paragraph 3, of the Charter of the United Nations;

⁴⁰ A/41/627.

⁴¹ See *Official Records of the General Assembly, Forty-first Session, Fifth Committee*, 29th, 30th, 32nd, 33rd, 37th, 45th and 46th meetings and corrigendum.

⁴² *Ibid.*, *Forty-first Session, Plenary Meetings*, 33rd to 39th and 102nd meetings.

⁴³ *Ibid.*, *Forty-first Session, Supplement No. 49 (A/41/49)*

³⁸ See A/C.5/40/39, para. 29.

³⁹ See resolution 40/258 A, para. 6

3. *Further requests* the Secretary-General to report on the implementation of the present resolution to the General Assembly at its forty-second session.

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C

DESIRABLE RANGES FOR THE GEOGRAPHICAL DISTRIBUTION OF STAFF IN THE PROFESSIONAL CATEGORY AND ABOVE

The General Assembly,

Reaffirming its resolution 34/219 of 20 December 1979,

Reaffirming paragraph 3 of section II of its resolution 35/210 of 17 December 1980 by which it decided to review at its forty-first session the question of desirable ranges for the geographical distribution of staff in the Professional category and above, taking into account the concept of parity between the membership and contribution factors and discussions on this concept at the thirty-fifth session,

Also reaffirming its resolution 40/258 A of 18 December 1985 in which it requested the Secretary-General, *inter alia*, 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 note of the report of the Secretary-General on the system of desirable ranges for the geographical distribution of staff in the Professional category and above,⁴⁴

1. *Requests* the Secretary-General to submit updated calculations on desirable ranges for all Member States, taking into account the views expressed by Member States at the current session⁴¹ and, in particular, the following criteria:

(a) The desirability of the base figure for the calculations being related to the actual number of posts subject to geographical distribution;

(b) The movement towards the establishment of parity between the membership and contribution factors;

(c) The direct allocation of posts subject to the population factor of 7.2 per cent to Member States in proportion to their population;

(d) The need for flexibility upwards and downwards from the mid-point of the desirable ranges;

2. *Requests* the Secretary-General to present proposals thereon to the General Assembly with a view to reaching a decision at its forty-second session.

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D

IMPROVEMENT OF THE STATUS OF WOMEN IN THE SECRETARIAT

The General Assembly,

Recalling Articles 8 and 101 of the Charter of the United Nations,

Recalling also article 8 of the Convention on the Elimination of All Forms of Discrimination against Women,⁴⁵

Recalling further its previous resolutions on the improvement of the status of women in the Secretariat, in particular its resolution 40/258 B of 18 December 1985,

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,

Concerned at the low proportion of women in senior and policy-making posts,

1. *Welcomes* the continuing efforts of the Secretary-General to improve the status of women in the Secretariat and notes his appointment of two women at the Under-Secretary-General level;

2. *Takes note* of the first progress report of the Secretary-General on the implementation of the action programme for the improvement of the status of women in the Secretariat,⁴⁶ in particular section I of the report, which contains the measures accepted by the Secretary-General, on the recommendation of the Steering Committee for the Improvement of the Status of Women in the Secretariat, to overcome the current constraints;

3. *Endorses* the development of monitoring and accountability systems covering all aspects of the employment of women in the Organization and takes note of the special priority given to these matters by the Secretary-General in section III of his report;

4. *Stresses* the importance of the recommendations of the Steering Committee, accepted by the Secretary-General, which are aimed at enhancing the career development prospects of staff at all levels, in particular at the General Service level, and looks forward to a report on the effects of their implementation;

5. *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;

6. *Urges* the Secretary-General to make every effort to appoint more women to senior decision-making positions throughout the Organization on as wide a geographical basis as possible and from all groups of Member States;

7. *Requests* the Secretary-General to report to the General Assembly at its forty-second session on progress made in meeting the objectives of each of the five workplans set out in the report of the Secretary-General to the General Assembly at its fortieth session⁴⁷ and to make recommendations thereon for further appropriate action;

8. *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 as candidates.

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⁴⁴ A/C.5/41/6.

⁴⁵ Resolution 34/180, annex.

⁴⁶ A/C.5/41/18.

⁴⁷ A/C.5/40/30, sect. IV.