

5. *Requests* the Secretary-General, in seeking to achieve more tangible progress for women in the Secretariat, not to lose sight of equality of opportunity for all staff in the Secretariat;

6. *Also requests* the Secretary-General to report in the future on all aspects of the status of women in the Secretariat in one single document, taking into account the importance of comprehensiveness, transparency and analysis in the presentation;

7. *Further requests* the Secretary-General to include in his report to the General Assembly at its forty-fifth session information on, *inter alia*:

(a) The implementation of the action programme for the improvement of the status of women in the Secretariat;²⁹

(b) The implementation of the recommendations made by the Steering Committee for the Improvement of the Status of Women in the Secretariat,³⁰ as well as all relevant resolutions on that subject;

(c) The recruitment of women from developing countries to posts subject to geographical distribution;

(d) The appointment of women to posts at the senior and policy-formulating levels;

(e) The respective roles of the focal point in the office of the Assistant Secretary-General for Human Resources Management and of the Steering Committee;

(f) Recommendations for further action, including his approach to the setting of new targets for the period 1991-1995;

8. *Requests* the Secretary-General to make available the information referred to in paragraph 7 of the present resolution to all relevant bodies, as set out in General Assembly resolutions and paragraph 358 of the Nairobi Forward-looking Strategies for the Advancement of Women.²⁶

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MANDATORY AGE OF SEPARATION FOR NEW STAFF MEMBERS

The General Assembly,

Taking note of the recommendation of the International Civil Service Commission to the General Assembly and the legislative bodies of other organizations of the United Nations common system³¹ that the mandatory age of separation should be 62 for new staff members entering into service on or after 1 January 1990,

Taking note also of the recommendation of the United Nations Joint Staff Pension Board³² to increase the normal retirement age under the Regulations of the United Nations Joint Staff Pension Fund from 60 to 62 for participants entering or re-entering the Fund on or after 1 January 1990,

Recalling the recommendations of the Group of High-level Intergovernmental Experts to Review the Efficiency

of the Administrative and Financial Functioning of the United Nations,²⁷ particularly recommendation 52, on the application of the mandatory retirement age of 60,

Reaffirming that the personnel management of the Organization must be based upon clear, coherent and transparent rules,

1. *Approves* an amendment to regulation 9.5 of the Staff Regulations of the United Nations with effect from 1 January 1990, as set forth in the annex to the present resolution, to provide that the mandatory age of separation for staff members appointed on or after 1 January 1990 shall be 62, on the understanding that age 60 will continue to apply as the mandatory age of separation for those staff members who are currently in active service;

2. *Requests* the Secretary-General to report to the General Assembly at its forty-fifth session on the possible and real impact of implementation of paragraph 1 of the present resolution on staff recruitment, mobility, career development and promotion, staffing structure, representation of Member States in the Secretariat and long-term staff cost expenditures.

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ANNEX

Amendment to the Staff Regulations of the United Nations

Regulation 9.5

Replace the first sentence by the following text:

"Staff members shall not be retained in active service beyond the age of sixty years or, if appointed on or after 1 January 1990, beyond the age of sixty-two years."

44/186. Respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations

The General Assembly,

Recalling under Article 100 of the Charter of the United Nations, that each Member of the United Nations undertakes to respect the exclusively international character of the responsibilities of the Secretary-General and the staff and not to seek to influence them in the discharge of their responsibilities and that the Secretary-General and the staff shall refrain from any action which might reflect on their position as international officials responsible only to the Organization,

Recalling that, under Article 105 of the Charter, all 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,

Recalling the Convention on the Privileges and Immunities of the United Nations,³³ the Convention on the Privileges and Immunities of the Specialized Agencies,³⁴ the Agreement on the Privileges and Immunities of the International Atomic Energy Agency and the United Nations Development Programme Standard Basic Assistance Agreements,

Recalling also its resolution 76 (I) of 7 December 1946, in which it approved the granting of the privileges and immunities referred to in articles V and VII of the Conven-

²⁹ A/C.5/40/30, sect. III.B.

³⁰ See A/C.5/44/17, sect. II and annex.

³¹ See *Official Records of the General Assembly, Forty-fourth Session, Supplement No. 30 (A/44/30)*, vol. I, para. 58.

³² *Ibid.*, Supplement No. 9 (A/44/9), annex XIII, draft resolution, sect. I, para. (a).

³³ Resolution 27 A (I).

³⁴ Resolution 179 (II).

tion on the Privileges and Immunities of the United Nations to all members of the staff of the United Nations.

Recalling further its resolution 43/173 of 9 December 1988, the annex to which contains the Body of Principles for the Protection of All Persons under Any Form of Detention or Imprisonment, including the principle that all persons under arrest or detention shall be provided whenever necessary with medical care and treatment,

Reiterating the obligation of all officials of the Organization in the conduct of their duties to observe fully both the laws and regulations of Member States and their duties and responsibilities to the Organization,

Mindful of the responsibilities of the Secretary-General to safeguard the functional immunity of all United Nations officials,

Mindful also of the importance in this respect of the provision by Member States of adequate and timely information concerning the arrest and detention of staff members and, more particularly, their granting of access to them,

Bearing in mind the considerations of the Secretary-General to guarantee minimum standards of justice and due process to United Nations officials,

Reaffirming its previous resolutions, in particular resolutions 42/219 of 21 December 1987 and 43/225 of 21 December 1988,

1. *Takes note with grave concern* of the report submitted by the Secretary-General,³⁵ on behalf of the Administrative Committee on Co-ordination, and of the developments indicated therein, in particular the reported case of abduction and killing, as well as the, once again, very high number of new cases of arrest and detention and the very negative developments in respect of various previously reported cases under this category;

2. *Deplores* the increase in the number of cases in which the safety, functioning and well-being of officials have been placed in jeopardy;

3. *Also deplors* the substantially increased number of cases of arrest or detention of officials for which the organizations of the United Nations system have not been able fully to exercise their rights during the reporting period;

4. *Calls upon* all Member States scrupulously to respect the privileges and immunities of all officials of the United Nations and the specialized agencies and related organizations 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 organizations;

5. *Urges* those Member States holding under arrest or detention officials of the United Nations and the specialized agencies and related organizations to enable the Secretary-General or the executive head of the organization concerned fully to exercise the right of functional protection inherent in the relevant multilateral conventions and bilateral agreements, particularly with respect to immediate access to detained staff members,

6. *Calls upon* all Member States otherwise impeding officials of the United Nations and the specialized agencies and related organizations in the proper discharge of their duties to review the cases mentioned in the report of the Secretary-General and to co-ordinate efforts with the Secretary-General or the executive head of the organization concerned to resolve every case with all due speed;

7. *Calls upon* the Secretary-General to take the necessary measures in order to promote knowledge of and compliance with the Body of Principles for the Protection of All Persons under Any Form of Detention or Imprisonment, including the principle that all persons under arrest or detention shall be provided whenever necessary with medical care and treatment;

8. *Calls upon* the staff of the United Nations and the specialized agencies and related organizations fully to comply with the provisions of Article 100 of the Charter of the United Nations and 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;

9. *Welcomes* the efforts undertaken by the Secretary-General that have led to the release of many staff members who were previously reported as being under arrest or detention;

10. *Also welcomes* the Secretary-General's determination to continue to work together with the respective executive heads and with the authorities of Governments concerned to ensure strict implementation of the international agreements concerning privileges and immunities of international organizations and their officials;

11. *Calls upon* the Secretary-General to intensify his efforts to bring about an expeditious solution of the cases still pending, which were referred to in his report;

12. *Notes with concern* the restrictions on duty travel of officials as indicated in the report of the Secretary-General;

13. *Takes note with concern* of the information in the report of the Secretary-General³⁶ related to taxation on salaries and emoluments as well as the status, privileges and immunities of officials;

14. *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;

15. *Urges* the Secretary-General promptly to follow up all cases of arrest, detention and any matters relating to the security and proper functioning of officials of the United Nations and the specialized agencies and related organizations;

16. *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.

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44/187. Financing of the United Nations Disengagement Observer Force

The General Assembly,

Having considered the report of the Secretary-General on the financing of the United Nations Disengagement Observer Force,³⁷ as well as the related report of the Advisory Committee on Administrative and Budgetary Questions,³⁸

³⁵ A/C.5/44/11.

³⁶ *Ibid.*, sects. III and IV.

³⁷ A/44/630.

³⁸ A/44/867, sect. II.