

to ensure the most efficient and effective use of conference services allocated to those organs;

10. *Requests* the Chairmen of United Nations organs to bring the concerns about the utilization of conference-servicing resources to the attention of the organs concerned;

11. *Requests* the Committee on Conferences, in implementing the new methodology on conference-servicing utilization rates, to consider additional elements proposed in the discussions in the Fifth Committee and to report thereon to the General Assembly;

12. *Also requests* the Committee on Conferences to remain seized of the matter of the improved utilization of conference-servicing resources on the basis of further reports from the Secretary-General;

13. *Welcomes* the efforts of the Secretary-General in the area of system-wide co-ordination of conference services and invites him in this regard to use more extensively the co-ordinating potential of the Consultative Committee on Administrative Questions;

14. *Also welcomes* the revised work-load standards for conference-servicing staff, which, as noted in section II, paragraph 2, of General Assembly resolution 45/248 A of 21 December 1990, reflect a further step towards enhanced productivity of conference-servicing staff;

15. *Requests* the Secretary-General, in view of continuing investments in technologies, to continue to explore ways to achieve optimum use of all resources in the area of conference-servicing.

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B

CONTROL AND LIMITATION OF DOCUMENTATION

The General Assembly,

Recalling its resolution 44/196 B of 21 December 1989,

Recalling also its resolution 41/213 of 19 December 1986,

Taking into account the continuing financial crisis and the need to improve efficiency and effectiveness,

1. *Requests* the Committee on Conferences to continue to review the question of the provision of summary records on a regular basis and to report thereon to the General Assembly as appropriate;

2. *Decides* that, pending a further decision of the General Assembly on the recommendations of the Committee on Conferences, no subsidiary organ of the Assembly shall be entitled to summary records, with the exception of the following:

- (a) *Ad Hoc* Committee on the Indian Ocean;
- (b) Committee on the Exercise of the Inalienable Rights of the Palestinian People;
- (c) International Law Commission;
- (d) Legal Sub-Committee of the Committee on the Peaceful Uses of Outer Space;
- (e) Special Committee against *Apartheid*;

(f) United Nations Commission on International Trade Law;

3. *Decides* that summary records shall continue to be provided to regular and special sessions of the following governing bodies: the Executive Board of the United Nations Children's Fund, the Executive Committee of the Programme of the United Nations High Commissioner for Refugees, and the Governing Council of the United Nations Development Programme;

4. *Renews its appeal* to Member States to exercise restraint in their requests for the circulation of communications as United Nations documents and to keep their submissions as brief as possible;

5. *Also renews its appeal* to Member States and organizations of the United Nations system to respond in a timely manner to requests for information for inclusion in documents;

6. *Requests* the Secretary-General to take all appropriate measures to ensure that pre-session documents for meetings are distributed not less than six weeks before the meetings, simultaneously in all official languages of the organs of the United Nations, in accordance with General Assembly resolutions 33/56 of 14 December 1978 and 36/117 B of 10 December 1981, and to circulate eight weeks before the opening of a session of an intergovernmental body, with the annotated agenda of the session, a report on the state of preparation at that time of all the documents in all languages required for the session;

7. *Requests* the secretariats of subsidiary organs to bring the recommendations of the General Assembly on the desirable thirty-two-page limit for their reports to the Assembly to the attention of the subsidiary organs at the start of substantive sessions;

8. *Requests* that intergovernmental organs exercise restraint in their authorization of recurrent publications;

9. *Requests* the Secretary-General to maximize the use of internal printing facilities, revising the format of United Nations documents for which external printing is now required, as appropriate;

10. *Requests* the Committee on Conferences to keep the matter under review and to report to the General Assembly at its forty-seventh session.

*72nd plenary meeting
21 December 1990*

45/239. Personnel questions

A

COMPOSITION OF THE SECRETARIAT

The General Assembly,

I

Recalling Articles 97, 100 and 101 of the Charter of the United Nations,

Reaffirming its resolutions 33/143 of 20 December 1978, 35/210 of 17 December 1980, 41/213 of 19 December 1986, 42/220 A of 21 December 1987, 43/224 A of 21 December 1988 and 44/185 A of 19 December 1989,

Recognizing the importance of maintaining a qualified, independent and geographically balanced international civil service,

Having considered the report of the Secretary-General on the composition of the Secretariat²⁹ and the relevant sections of the analytical report of the Secretary-General on the implementation of General Assembly resolution 41/213,³⁰

Noting with appreciation the progress made in reducing the number of Member States that are unrepresented or underrepresented in the Secretariat,

Recognizing that matters related to the representation of Member States in the Secretariat are dealt with on a country basis,

Noting the positive results of national competitive examinations for posts at the P-1 and P-2 levels and the intention of the Secretary-General to introduce national competitive examinations for posts at the P-3 level in two occupational groups,

Noting also the continued efforts made to fill posts in organizational units with high vacancy rates, particularly in the regional commissions,

Noting further that there are limited opportunities for promotion in some occupational groups in the Secretariat,

Bearing in mind the views on personnel questions expressed by Member States in the Fifth Committee during the forty-fifth session,³¹

1. *Reiterates* its full support for the Secretary-General as the chief administrative officer of the Organization, and underlines its full respect for his prerogatives and responsibilities under the Charter of the United Nations;

2. *Requests* the Secretary-General to strengthen the role and emphasize the authority of the Office of Human Resources Management of the Secretariat in accordance with recommendation 41 of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations;²⁸

3. *Reaffirms*, in accordance with the Charter, that the paramount consideration in the appointment, promotion, granting or reviewing of permanent contracts and career development 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, and that this consideration is fully compatible with the principle of equitable geographical distribution;

4. *Urges* the Secretary-General, whenever making appointments at all levels to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, bearing in mind also the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges;

5. *Notes* that the existing practice of holding national competitive examinations is a useful tool for recruitment, *inter alia*, from unrepresented and underrepresented Member States, and requests the Secretary-General to expedite the recruitment of candidates successful in national competitive examinations with a view to filling all posts committed to each examination with the shortest possible delay;

6. *Requests* the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to include relevant information in future reports on the composition of the Secretariat;

7. *Also requests* the Secretary-General, in order to preserve the principles of equitable geographical distribution and rotation in the upper echelons of the Secretariat, to ensure that equal opportunity is given to candidates of all Member States when making appointments to all posts in the upper echelons, and not to extend, as a rule, the service of under-secretaries-general and assistant secretaries-general for a period exceeding ten years, in accordance with recommendation 54 of the Group of High-level Intergovernmental Experts;²⁸

8. *Reaffirms* that no post should be considered the exclusive preserve of any Member State or group of States, and accordingly requests the Secretary-General, when making appointments to high-level and policy-formulating posts, to give equal opportunity to all Member States through the announcement of such posts to the extent possible, with due regard to the principles of the highest standards of efficiency, competence and integrity and of equitable geographical distribution, bearing in mind that appointments are to be made at the discretion of the Secretary-General against specific selection criteria in accordance with Article 101 of the Charter;

9. *Requests* the Secretary-General to continue his efforts aimed at improving the composition of the Secretariat by ensuring a broad and equitable geographical distribution of staff in the Professional and higher categories in all main departments and offices, bearing in mind that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity, and to report thereon to the General Assembly at its forty-seventh session;

10. *Also requests* the Secretary-General to consider measures in order to ensure, to the extent possible, the representation of the main legal systems in the Secretariat, where appropriate;

11. *Further requests* the Secretary-General, in order to ensure that equal opportunity is given to internal and external candidates, to take appropriate measures for the timely distribution of vacancy announcements to all Member States;

12. *Requests* the Secretary-General, with respect to the recruitment, transfer and promotion of staff for placement in the regional commissions, to make every effort to encourage equitable representation of all

²⁹ A/45/541.

³⁰ A/45/226.

³¹ See *Official Records of the General Assembly, Forty-fifth Session, Fifth Committee*, 15th, 16th, 19th, 22nd, 24th to 28th and 51st meetings, and corrigendum.

Member States in the regional commissions, in order to reduce the high vacancy rates;

13. *Also requests* the Secretary-General to include in the report on the composition of the Secretariat to be submitted to the General Assembly at its forty-seventh session statistical tables indicating the nationality of staff serving in posts financed from extrabudgetary resources in the Secretariat;*

14. *Further requests* the Secretary-General to include in future reports on the composition of the Secretariat statistical tables broken down by the current groupings of Member States as well as tables in alphabetical order and to continue to produce tables showing the representation of developing and other countries in posts subject to geographical distribution;

15. *Requests* the Secretary-General to submit to the General Assembly at its forty-sixth session a report on the implementation of a competitive examination for posts at the P-3 level in two occupational groups;

16. *Also requests* the Secretary-General to pursue efforts towards the establishment of a comprehensive career development system for all categories of staff, bearing in mind the need to secure the highest standards of competence, efficiency and integrity and to promote mobility, and to report on this system to the General Assembly at its forty-seventh session;

17. *Further requests* the Secretary-General to continue efforts to develop further and refine classification and evaluation systems and promotion procedures as an integral part of the vacancy management system, taking into account, *inter alia*, concepts of career ladders and linked grades, in consultation with the International Civil Service Commission, as appropriate, and to report thereon to the General Assembly at its forty-seventh session;

18. *Reiterates its request* to the Secretary-General to submit to the General Assembly, at its forty-sixth session, a report on the issues mentioned in paragraph 8 of its resolution 44/185 A;

19. *Urges* the Secretary-General to strengthen the training and retraining capabilities of the Secretariat at all duty stations, and requests him to submit a report to the General Assembly at its forty-seventh session on efforts to implement training programmes in the areas of language training, electronic data processing training, basic supervisory training and the upgrading of the professional knowledge of staff in substantive areas in conformity with recommendation 58 of the Group of High-level Intergovernmental Experts;²⁸

20. *Requests* the Secretary-General to continue the review of staff-management activities and of the cost of staff representation in order to establish a more coherent, transparent and cost-effective framework for staff-management activities and to report thereon to the General Assembly at its forty-sixth session;

21. *Also requests* the Secretary-General to submit, in the context of all future programme budgets, specific information concerning expenditures relating to staff union activities, including staffing costs;

22. *Further requests* the Secretary-General, within the framework of staff-management consultations, to stress the need to solve outstanding issues through regular channels so as to ensure the functioning of the Organization;

II

Having considered the report of the Secretary-General on secondment from government service,³²

Recalling Articles 100 and 101 of the Charter of the United Nations,

Recognizing that there are differences inherent in the secondment of staff from government service to the United Nations and secondment between agencies of the United Nations common system,

Noting the uncertain status of many staff members made available to the United Nations by their respective Governments under current secondment procedures *vis-à-vis* their re-employment rights as government civil servants,

Taking into account the views expressed by Member States during the debate concerning secondment from government service at its forty-fifth session,

1. *Affirms* that secondment is not in conflict with Articles 100 and 101 of the Charter of the United Nations;

2. *Reaffirms* that secondment of staff from government service to the Secretariat can be beneficial to both the United Nations and Member States;

3. *Endorses* the basic approach of the Secretary-General regarding secondment as set out in his report, and requests him to review the procedures for future secondment from government service, taking into account the legitimate interests of the Organization and of the government service and the individual concerned, and to submit appropriate amendments to the Staff Regulations to the General Assembly at its forty-sixth session;

4. *Meanwhile requests* the Secretary-General to deal with individual contracts on the basis of the approach described in paragraph 15 of his report, without prejudice to the rights of individuals as staff members of the Organization;

5. *Invites* Member States to continue to honour their obligations *vis-à-vis* their nationals made available to the United Nations under the current secondment procedures until their status is ascertained;

III

1. *Requests* the Secretary-General to exercise flexibility in the application of the desirable ranges in individual recruitment cases keeping in view all parts of the present resolution;

2. *Also requests* the Secretary-General to submit a report to the General Assembly at its forty-sixth session in the light of section III, paragraph 2, of General Assembly resolution 42/220 A on alternative options for desirable ranges, which was to have been considered at the forty-fifth session, and therefore resolves to decide

* This is understood not to include United Nations organs that have delegated authority in matters of appointment of the staff.

³² A/C.5/45/12.

this matter on a priority basis at the forty-sixth session of the Assembly;

3. *Further requests* the Secretary-General to include in the report referred to in paragraph 2 above other possible methodological ways for the distribution of posts subject to geographical distribution among Member States.

*72nd plenary meeting
21 December 1990*

B

ADMINISTRATION OF JUSTICE IN THE SECRETARIAT

The General Assembly,

Reaffirming the importance of a just and efficient internal justice system in the Secretariat,

Recalling its resolutions 42/220 B of 21 December 1987, 43/224 B of 21 December 1988 and 44/185 B of 19 December 1989,

Having considered the report of the Secretary-General on the administration of justice in the Secretariat³³ and the related report of the Advisory Committee on Administrative and Budgetary Questions,³⁴

1. *Recognizes* the considerable progress achieved in the area of the administration of justice in the Secretariat, in particular the efficient functioning of the Headquarters Joint Appeals Board and the promulgation of a fully revised set of disciplinary rules;

2. *Requests* the Secretary-General to continue with reforms in the administration of justice in the Secretariat in accordance with resolution 44/185 B and to establish by 1991 an effective system for informal settlements of staff grievances as well as a well-functioning disciplinary system;

3. *Also requests* the Secretary-General to undertake a study of the overall system of administration of justice taking into account the concrete suggestions for improvement of the system, *inter alia*, those regarding the establishment of an office of ombudsman and the functioning of the United Nations Administrative Tribunal, the Committee on Applications for Review of Administrative Tribunal Judgements and the Panel on Discrimination and Other Grievances made by Member States during the forty-fifth session of the General Assembly and to report thereon to the Assembly at its forty-seventh session.

*72nd plenary meeting
21 December 1990*

C

IMPROVEMENT OF THE STATUS OF WOMEN IN THE SECRETARIAT

The General Assembly,

Reaffirming that 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,

Recalling Articles 97, 100 and 101 of the Charter of the United Nations,

Recalling its resolution 2715 (XXV) of 15 December 1970, in which it first addressed the question of the employment of women in the Professional category, and all relevant resolutions that have continued to focus on this area since then, particularly its resolution 40/258 B of 18 December 1985, in which it welcomed the action programme to improve the status of women in the Secretariat for 1985-1990,

Noting with satisfaction that the question of the improvement of the status of women in the secretariats of the United Nations system continues to be a standing item on the agenda of the Administrative Committee on Co-ordination,

Taking account of the relevant part of the report of the International Civil Service Commission,³⁵

Taking note of the report of the Secretary-General on the improvement of the status of women in the Secretariat³⁶ and section II.G of the report of the Secretary-General on the composition of the Secretariat,²⁹

Noting with concern that, although there has been a slight increase in the percentage of women in the Secretariat, women fill only 7.1 per cent of posts at the D-1 level and above,

Reaffirming that the Fifth Committee is the appropriate Main Committee of the General Assembly entrusted with responsibility for administrative, budgetary and personnel matters, including, *inter alia*, the issue of representation of women in the Secretariat,

1. *Reiterates* its full support for the Secretary-General as the chief administrative officer of the Organization and his prerogatives and responsibilities under the Charter of the United Nations;

2. *Urges* the Secretary-General to continue his efforts to increase the number of women in posts subject to geographical distribution, particularly in senior policy-level and decision-making posts, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and, to the extent possible to 35 per cent by 1995, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity with full respect for the principle of equitable geographical distribution;

3. *Also urges* the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above with a view to increasing the participation rate of women in posts at the D-1 level and above to 25 per cent of the total within the overall participation rate of women in 35 per cent of posts subject to geographical distribution by 1995;

4. *Reiterates its request* that the Secretary-General make every effort to increase the representation of women from developing countries, in particular at the D-1 level and above;

³³ A/C.5/45/11.

³⁴ A/45/806.

³⁵ *Official Records of the General Assembly, Forty-fifth Session, Supplement No. 30 and addendum (A/45/30 and Add.1), chap. VIII.*

³⁶ A/45/548.

5. *Requests* the Secretary-General to make every effort to increase the representation of women from those countries with a low representation of women;

6. *Also requests* the Secretary-General, in accordance with General Assembly resolution 44/185 C of 19 December 1989, to develop an action programme for the advancement of women in the Secretariat for the period 1991-1995, incorporating as necessary the unfulfilled points of the 1985-1990 action programme and to report thereon to the Assembly at its forty-sixth session;

7. *Further requests* the Secretary-General to include in the action programme for the advancement of women in the Secretariat for the period 1991-1995: (a) a comprehensive evaluation and analysis by the Secretariat of the main obstacles to the improvement of the status of women in the Organization; (b) proposed measures to overcome the underrepresentation of women from certain Member States; and (c) a detailed programme of activities, including monitoring procedures and a timetable for their completion;

8. *Requests* the Secretary-General to maintain the existing Secretariat machinery and to consider the adequacy of the existing machinery to implement the action programme, taking account of the work-loads in the relevant offices, and to report thereon when submitting the action programme for the period 1991-1995;

9. *Requests* Member States to continue to support the efforts of the United Nations, the specialized agencies and related organizations to increase the participation of women in the Professional category and above by, *inter alia*, nominating more women candidates, especially for senior policy-level and decision-making posts, by encouraging women to apply for vacant posts and by creating national rosters of women candidates to be shared with the Secretariat, specialized agencies and related organizations.

*72nd plenary meeting
21 December 1990*

45/240. Respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations

The General Assembly,

Recalling that, under Article 100 of the Charter of the United Nations, 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,

Also 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,

Further recalling the Convention on the Privileges and Immunities of the United Nations,³⁷ the Convention on the Privileges and Immunities of the Specialized Agen-

cies,³⁸ the Agreement on the Privileges and Immunities of the International Atomic Energy Agency and the United Nations Development Programme Standard Basic Assistance Agreements,

Stressing that respect for the privileges and immunities of officials of the United Nations and the specialized agencies is becoming even more imperative owing to the growing number of assignments entrusted to the organizations of the United Nations system by the member States,

Recalling 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 Convention on the Privileges and Immunities of the United Nations to all members of the staff of the United Nations, with the exception of those who are recruited locally and are assigned to hourly rates,

Also recalling its resolution 43/173 of 9 December 1988, to which is annexed 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,

Affirming that persistent obstruction of the exercise of the duties of United Nations officials constitutes an obstacle to the implementation of the mission entrusted by the member States to the organizations of the United Nations system and may affect programme delivery,

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 immediate 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 appropriate standards of justice and due process to United Nations officials,

Reaffirming its previous resolutions on this subject,

1. *Takes note with grave concern* of the report of the Secretary-General,³⁹ submitted on behalf of the Administrative Committee on Co-ordination, and of the developments indicated therein, in particular the significant number of new cases of arrest and detention;

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

3. *Also deplores* the disregard for Article 105 of the Charter of the United Nations displayed by some Member States;

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

³⁷ Resolution 22 A (I).

³⁸ Resolution 179 (II).

³⁹ A/C.5/45/10 and Corr. 1.