

6. *Commends* the Joint Inspection Unit and the Secretary-General for their efforts in the area of evaluation and advice, both internal and external, and urges them to continue their efforts in that direction, with a view to improving the administrative and budgetary efficiency and effectiveness of the United Nations system.

*106th plenary meeting
17 December 1979*

34/165. Report of the International Civil Service Commission

The General Assembly,

Taking note with appreciation of the fifth annual report of the International Civil Service Commission,³⁴

Reaffirming the central role of the Commission in the development of a single unified international civil service,

Endorsing the efforts of the Commission to strengthen the United Nations common system by adjusting it to changing circumstances, especially those caused by currency fluctuations,

Recalling its resolution 33/119 of 19 December 1978, in sections I and II of which it set down important objectives for maintaining and reinforcing the common system and established guidelines for the future work of the Commission,

Suggesting that the Commission should consider ways of reducing the length of its annual report while still making clear in the report or the annexes thereto any recommendations to the General Assembly and the precise effect, impact and costs of any proposals,

I

1. *Expresses its satisfaction* with the action taken by the International Civil Service Commission under articles 13 and 14 of its statute and urges the Commission to continue its work under its long-term function;

2. *Requests* the Commission to begin urgently a fundamental and comprehensive review of the purposes and operation of the post adjustment system with a view to eliminating distortions and anomalies in the resulting levels of remuneration at the various duty stations and grade levels and thereby achieving an improved mechanism for adjusting United Nations remuneration to reflect more accurately the differences in the cost of living at the various duty stations and their evolution over time as a result of inflation and currency fluctuations, and to report thereon to the General Assembly at its thirty-fifth session;

II

1. *Approves* the grading equivalency recommended by the Commission in paragraph 119 of its report to be used in comparing United States civil service and United Nations remuneration;

2. *Requests* the Commission to examine the possibility of establishing a contributory system of death grant benefits;

3. *Decides* that effective 1 January 1980 no staff member shall be entitled to any part of the repatriation grant unless evidence of relocation away from the country of the last duty station is provided;

³⁴ *Official Records of the General Assembly, Thirty-fourth Session, Supplement No. 30 (A/34/30 and Corr.1).*

III

Decides that any staff member joining the United Nations Secretariat on or after 1 January 1980 shall not be entitled to receive reimbursement from the Tax Equalization Fund or otherwise for national income taxes paid on lump sum pension payments received from the United Nations Joint Staff Pension Fund; this decision will not affect staff members serving with the United Nations prior to 1 January 1980.

*106th plenary meeting
17 December 1979*

34/166. Review of the rates of reimbursement to the Governments of troop-contributing States

The General Assembly,

Recalling its decision of 29 November 1974, taken at its twenty-ninth session, by which it established, as from 25 October 1973, standard rates of reimbursement to troop-contributing countries for pay and allowances of their troops serving in the United Nations Emergency Force and the United Nations Disengagement Observer Force,³⁵ and its decision 32/416 of 2 December 1977, by which it revised those rates of reimbursement as from 25 October 1977,

Recalling also its decision of 15 December 1975, taken at its thirtieth session, by which it approved the principle of reimbursing the troop-contributing States for the usage factor for personal clothing, gear and equipment,³⁶ and the related report of the Secretary-General to the General Assembly at its thirty-first session establishing the rates therefor as from 25 October 1973,³⁷

Recalling further its resolution S-8/2 of 21 April 1978, by which it applied the same standard rates of reimbursement payable to those Governments contributing troops to the United Nations Interim Force in Lebanon,

Recognizing that inflation and escalating troop costs have adversely affected in real terms the existing standard rates of reimbursement,

Requests the Secretary-General to study, in consultation with the States contributing troops to the United Nations Disengagement Observer Force and the United Nations Interim Force in Lebanon, the existing standard rates of reimbursement, with a view to ensuring an equitable rate of reimbursement to the Governments of troop-contributing States, and to report on this matter to the General Assembly at its thirty-fifth session.

*106th plenary meeting
17 December 1979*

34/219. Personnel questions

The General Assembly

I

1. *Requests* the Secretary-General to submit to the General Assembly at its thirty-fifth session:

(a) A detailed report outlining the basis on which the desirable ranges in effect in 1979 (posts subject to equitable geographical distribution) were established,

³⁵ *Ibid.*, Twenty-ninth Session, Supplement No. 31 (A/9631 and Corr.2), p. 140, item 84.

³⁶ *Ibid.*, Thirtieth Session, Supplement No. 34 (A/10034), p. 148, item 107.

³⁷ A/31/288.

including the factors and criteria, with their related percentage distributions, which determined those desirable ranges;

(b) A series of alternative tables of desirable representation for all Member States on the basis of a redistribution of the percentages used at present for the criteria of contribution and membership so as to reflect a membership percentage of 50 per cent or a membership percentage equal to that of contribution while maintaining the existing percentage in respect of the population factor; these alternative tables, which shall take into account the new scale of assessment for 1980, 1981 and 1982, shall include:

- (i) A range of increases in the lower limit of the present minimum desirable range;
- (ii) An increase in the upper limit of the present minimum desirable range;
- (iii) Suggested formulae for the removal or relaxation of the upper limits of the desirable ranges of developing Member States;
- (iv) Formulae for relating the population criterion directly to regional populations, with suggestions for its utilization by individual Member States;

(c) An outline of any possible additional criteria which, in the Secretary-General's considered view, might also be utilized in determining a system of desirable ranges or representation with suggestions for their inclusion under subparagraphs (b) (i) to (iv) above;

(d) A study of the implications of the establishment of a ceiling on the percentage contribution for calculating the personnel entitlement of any Member State;

(e) A detailed description of the way the present weighted desirable ranges have been calculated, with information as to the basis of this calculation, as well as a study dealing with an indicative evaluation of posts so as to ensure that Member States will have a balanced quantitative and qualitative representation;

2. Also requests the Secretary-General to present the reports and submissions outlined above for the consideration of Member States at least six weeks before the opening of the thirty-fifth session of the General Assembly;

II

Takes note of the report of the Secretary-General on amendments made to the Staff Rules during the period from 1 July 1978 to 30 June 1979;³⁸

III

Requests the Secretary-General to pursue the improvement of the computerized roster of candidates in accordance with section I, paragraph 1 (c), of General Assembly resolution 33/143 of 20 December 1978;

IV

Takes note of the report of the Secretary-General on the implementation of the classification systems for posts in the Professional and General Service categories³⁹ and the oral report of the Chairman of the Advisory Committee on Administrative and Budgetary Questions,⁴⁰ and requests the Secretary-General to report on progress in the implementation of those systems to the General Assembly at its thirty-fifth session.

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³⁸ A/C.5/34/7.

³⁹ A/C.5/34/37.

⁴⁰ Official Records of the General Assembly, Thirty-fourth Session, Fifth Committee, 84th meeting, paras. 27-29.

34/220. Participation of United Nations staff in the consultative bodies within the United Nations system

The General Assembly

1. Takes note of the requests by members of the staff set out in the notes by the Secretary-General on access by staff representatives to the Fifth Committee;⁴¹

2. Further takes note of the comments and suggestions of the Secretary-General on the requests by the staff as set out in his note dated 21 November 1979;⁴²

3. Reaffirms the responsibility and authority of the Secretary-General as the Chief Administrative Officer of the United Nations under Article 97 of the Charter of the United Nations;

4. Expresses its readiness to receive and consider fully the views of the staff as set out by a single recognized representative of the staff of the United Nations Secretariat in a document to be submitted through the Secretary-General and issued under the item entitled "Personnel questions";

5. Expresses its readiness to receive and consider fully the views of the staff as set out by a designated representative of the Federation of International Civil Servants' Associations in a document to be submitted through the Secretary-General and issued under the item entitled "Report of the International Civil Service Commission";

6. Requests the Secretary-General to submit to the General Assembly at its thirty-fifth session a report on the various forms of participation of staff in the consultative bodies of the United Nations Secretariat and within the United Nations system which deal with matters of direct concern to personnel and on the extent to which those bodies have fulfilled the purpose of better staff involvement; in preparing the report, due account should be taken of the views of the United Nations staff on the subject;

7. Expresses further its disposition to consider, as appropriate, other forms of communication between the staff and the Fifth Committee.

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34/221. Report of the United Nations Joint Staff Pension Board

The General Assembly,

Having considered the report of the United Nations Joint Staff Pension Board to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund for 1979,⁴³ chapter III of the report of the International Civil Service Commission⁴⁴ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁴⁵

I

AMENDMENTS TO THE REGULATIONS OF THE UNITED NATIONS JOINT STAFF PENSION FUND

Decides that the Regulations of the United Nations Joint Staff Pension Fund shall be amended, without

⁴¹ A/C.5/34/CRP.5 and 6.

⁴² A/C.5/34/29.

⁴³ Official Records of the General Assembly, Thirty-fourth Session, Supplement No. 9 (A/34/9) and A/34/9/Add.1.

⁴⁴ Ibid., Supplement No. 30 (A/34/30 and Corr.1).

⁴⁵ A/34/721.