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### PROGRAMME BUDGET FOR THE BIENNIUM 1988-1989

Revised estimates including plans of the Secretary-General for the implementation of recommendation 15 on the reduction of personnel, as requested by the General Assembly in resolutions 41/213 and 42/211

#### Report of the Secretary-General

#### Introduction

1. The programme budget for the biennium 1988-1989 was presented by the Secretary-General and adopted by the General Assembly as a transitional programme budget. It was prepared and submitted to reviewing bodies at a time when the financial situation of the Organization was precarious and the reforms stemming from Assembly resolution 41/213 were just being initiated. In the introduction to the programme budget it was stated that "subsequently [after its adoption] revised estimates will need to be presented to the General Assembly in 1988, in order to reflect the continuing implementation of resolution 41/213, including possible changes in the structure of the intergovernmental machinery and consequent effects on support structures in the Secretariat". 1/ Prior to such revised estimates, the programmatic and budgetary aspects of the decisions taken by the Secretary-General during the first part of 1987 for the implementation of resolution 41/213 were presented to the Assembly at its forty-second session in the report of the Secretary-General on the implementation of General Assembly resolution 41/213: programmatic and budgetary aspects - update of the progress report of the Secretary-General (A/42/234). 2/

2. The need for revised estimates in 1988 was recognized by the Advisory Committee on Administrative and Budgetary Questions (ACABQ), by the Committee for Programme and Co-ordination (CPC) and by the General Assembly in resolution 42/211 on the implementation of resolution 41/213. In resolution 42/211, the Assembly stressed "the importance of the revised estimates for the biennium 1988-1989 that

the Secretary-General will submit to the General Assembly at its forty-third session through the Committee for Programme and Co-ordination and the Advisory Committee on Administrative and Budgetary Questions" and requested "the Secretary-General, in preparing those revised estimates, to reflect the state of implementation of the relevant provision of resolution 41/213". In addition, the Assembly requested the Secretary-General to take into account, when preparing revised estimates, a number of guidelines concerning the further implementation of recommendations 5, 15, 19, 25, 29 and 37 that it had adopted in resolution 41/213 upon its consideration 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. 3/ It will be recalled that these recommendations deal with the following subjects:

- (a) Recommendation 5: construction of United Nations conference facilities;
- (b) Recommendation 15: reduction in the number of staff members in the United Nations Secretariat;
- (c) Recommendation 19: activities relating to Namibia;
- (d) Recommendation 25: review of the Departments and Offices performing tasks in the economic and social domains; 4/
- (e) Recommendation 29: reassignment of the function of the Office of Secretariat Services for Economic and Social Matters;
- (f) Recommendation 37: review of the functions, working methods and policies of the Department of Public Information.

3. As requested by the General Assembly in resolution 42/211, the Secretary-General is submitting a progress report on all aspects of the status of implementation of resolution 41/213. In order to ensure complementarity in the contents of the progress report and the revised estimates, the above-mentioned recommendations are treated in the following manner: whereas recommendation 5 is analysed in the progress report, recommendations 15, 19, 25, 29 and 37 are primarily treated in the present document on revised estimates.

4. Another pertinent element for these revised estimates is the request made of the Secretary-General by the General Assembly in its resolution 42/225 on questions relating to the proposed programme budget for the biennium 1988-1989. In section V of that resolution, the Assembly requested the Secretary-General "to take the necessary measures to improve the situation in the regional commissions and in those units of the Secretariat which have the highest vacancy rates and to report thereon, in the context of the revised 1988-1989 budget estimates, in the light of paragraphs 27 and 28 of the report of the Advisory Committee on Administrative and Budgetary Questions".

5. Furthermore, a number of organizational changes with programmatic and budgetary aspects are included in the revised estimates in areas which were not singled out in resolution 42/211. Such changes should be brought to the attention

of the reviewing bodies. It should be noted in this connection that the results of the study by the Economic and Social Council of the structure and functioning of the intergovernmental machinery in the economic and social fields could not be reflected in these revised estimates. The organizational, programmatic and budgetary implications of the decisions of the Economic and Social Council will be considered by the General Assembly together with these revised estimates.

6. Lastly, the Secretary-General wishes to present a few requests for additional appropriations which have emerged since the General Assembly adopted the programme budget for 1988-1989.

7. Against this background, the present document on revised estimates is comprised of the following parts:

(a) Part one: plans of the Secretary-General for the implementation of recommendation 15 on the reduction of personnel, as requested by the General Assembly in resolutions 41/213 and 42/211;

(b) Part two: measures to improve the situation in the regional commissions and in those units of the Secretariat which have the highest vacancy rates;

(c) Part three: organizational changes in the Secretariat since the adoption of the programme budget for 1988-1989;

(d) Part four: implementation of recommendations 19, 29 and 37 concerning respectively activities relating to Namibia, the Office of Secretariat Services for Economic and Social Matters and the Department of Public Information;

(e) Part five: request of the Secretary-General for additional appropriations.

Parts two, three, four, five will be issued as addenda to the present document.

Part One

PLANS OF THE SECRETARY-GENERAL FOR THE IMPLEMENTATION OF  
RECOMMENDATION 15 ON THE REDUCTION OF PERSONNEL, AS  
REQUESTED BY THE GENERAL ASSEMBLY IN RESOLUTIONS 41/213  
AND 42/211

I. BACKGROUND

1. The Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations adopted recommendation 15 which reads as follows:

"(1) A substantial reduction in the number of staff members at all levels, but particularly in the higher echelons, is desirable. It should be possible to undertake such a reduction in a relatively short period of time without causing any negative impact on the current level of programme activities of the United Nations, as determined by the General Assembly and other legislative organs.

"(2) To this end:

"(a) The overall number of regular budget posts should be reduced by 15 per cent within a period of three years;

"(b) The number of regular budget posts at the level of Under-Secretary-General and Assistant Secretary-General should be reduced by 25 per cent within a period of three years or less, with a comparable reduction in posts at those levels funded from extrabudgetary sources.

"(3) The Secretary-General should submit to the General Assembly his plans for implementing the recommendations in paragraphs (1) and (2) above. When drawing up such plans, the Secretary-General should, inter alia, be guided by:

"(a) The necessity of securing the highest standards of efficiency, competence and integrity of the staff, with due regard to equitable geographical distribution;

"(b) An analysis of work-loads in the various departments and offices taking into account the efficiency that can be gained through the consolidation of functions and the elimination of duplication;

"(c) The need to avoid any negative effects on the implementation of programmes;

"(d) The continuing need to recruit new staff members, especially at the junior Professional levels, to ensure a vigorous Secretariat structure. The number of staff members recruited at the P-1, P-2 and P-3 levels should not fall below the average number of those recruited during the years 1982, 1983 and 1984. Such new recruitment should, however, be balanced with an equivalent reduction in staff, so that the aim of a net reduction of 15 per cent is achieved within a three-year period.

"(4) A further reduction in the overall number of posts could be undertaken as a result of restructuring of the intergovernmental machinery and the Secretariat."

2. This recommendation was examined by the General Assembly at its forty-first session, in the context of its consideration of the report of the Group of High-level Intergovernmental Experts. The Fifth Committee of the General Assembly made extensive comments on recommendation 15, on the basis of information provided by the Secretariat. <sup>5/</sup> The Assembly then decided, in resolution 41/213, section I, that the recommendations of the Group of High-level Intergovernmental Experts should be implemented, "in the light of the findings of the Fifth Committee" and, with regard to recommendation 15, subject to the following:

"The percentages referred to in recommendation 15, which were arrived at in a pragmatic manner, should be regarded as targets in the formulation of the Secretary-General's plans to be submitted to the General Assembly for implementation of the recommendation; further, the Secretary-General is requested to implement this recommendation with flexibility in order to avoid, inter alia, negative impact on programmes and on the structure and composition of the Secretariat, bearing in mind the necessity of securing the highest standards of efficiency, competence and integrity of the staff, with due regard to equitable geographical distribution."

3. At its forty-second session, the General Assembly, in its resolution 42/211 on the implementation of resolution 41/213, took the following relevant decision:

"Regarding recommendation 15 on the reduction of posts in the United Nations, the Assembly stresses the importance that it attaches to the submission by the Secretary-General to the Assembly of his plans for the implementation of this recommendation in accordance with the provisions of resolution 41/213 and reiterates its conclusion that the Secretary-General should implement this recommendation with flexibility in order to avoid, inter alia, negative impact on programmes and on the structure and composition of the Secretariat, bearing in mind the necessity of securing the highest standards of efficiency, competence and integrity of the staff, with due regard to equitable geographical distribution."

4. Also in resolution 42/211, the General Assembly concurred with the relevant observations and recommendations made by ACABQ. These observations and recommendations are contained in the first report of the Advisory Committee on the proposed programme budget for the biennium 1988-1989. The Committee recommended the following:

"The revised estimates should be accompanied by information on staffing (in tabular form) that would show the intended result of the application of recommendation 15 of the Group of High-level Intergovernmental Experts in comparison with the information included in the proposed programme budget. To the extent that these staffing tables would reflect redeployments among the sections of the budget (since some programmes will have lost more than 15 per cent of their posts, while others less), the estimates for each section should be adjusted accordingly." 6/

ACABQ also indicated that the possible budgetary implications of the results of the study on the intergovernmental machinery in the economic and social fields entrusted to the Economic and Social Council could be dealt with by the General Assembly in the context of its consideration of the revised estimates.

5. CPC, in considering the progress report of the Secretary-General on the implementation of resolution 41/213 at its twenty-seventh session, reiterated the provisions of this resolution regarding recommendation 15. The Committee inter alia "stressed the need to ensure that reforms do not have a negative impact on programmes". 7/

6. The Secretary-General established in mid-1987, through the Programme Planning and Budgeting Board, a Post Review Group. This Group had as its task to undertake, in consultation with the departments and offices, a detailed post-by-post review in all areas of the Secretariat for the implementation of recommendation 15. It reported to the Board in February 1988. The Board, after consultations with the programme managers, made recommendations to the Secretary-General who is presenting below to the General Assembly, through CPC and the Advisory Committee on Administrative and Budgetary Questions, his plans for the implementation of recommendation 15.

7. In elaborating his plans, the Secretary-General took into account the following factors:

(a) The notion of flexibility, stressed by the General Assembly for the implementation of recommendation 15, should first be applied to the overall reduction of posts. The Secretary-General was aware that the 15 per cent target was indicative and was not based on a scientific appraisal of the relationships between resources and activities of the United Nations of today or tomorrow. This was confirmed by the debate which led the Assembly to adopt resolution 41/213;

(b) Flexibility was also applied to the reduction of posts in the various programmes, departments and offices of the Organization. A flat across-the-board reduction of posts among the various programmes would not have been in the spirit of resolution 41/213, nor of the ongoing reform of the Organization. In this connection, the Secretary-General sought to identify the larger reductions in the administrative, public information and common services entities;

(c) Bearing in mind the parameters mentioned in recommendation 15, a profile of posts by grade for the Organization as a whole was developed in early 1987. This profile reflected the continuing need to recruit new staff members, especially

at the junior Professional levels. Indicative reductions of posts by grade based on this profile were elaborated for each entity, but no uniform profile was imposed on all offices. Rather, an attempt was made to determine if the programmatic consequences of the targeted reduction merited in each particular case a departure from the indicative profile;

(d) Certain programme managers were in a position to base their proposals on a clear assessment of their programmatic consequences. For most, however, a precise assessment was precluded by the nature of their activities. In addition, it is also a fact that in most cases the determination of the programmatic impact of staffing tables to be put in place for 1990-1991 was a somewhat theoretical exercise. While there is an important element of programme continuity in the Organization, the scope and content of programmes for the next biennium are yet to be determined;

(e) The plans for post reduction took into account the results of reviews and decisions that affected in 1987 the staffing tables and programmes of certain departments and offices. Notably, posts had been redeployed from the Department for Special Political Questions, Regional Co-operation, Decolonization and Trusteeship and Political and Security Council Affairs to the new Office for Research and the Collection of Information, and from the Department of International Economic and Social Affairs to the United Nations Office at Vienna, Centre for Social Development and Humanitarian Affairs, to the Department for Administration and Management and to the Office for Ocean Affairs and the Law of the Sea. For the economic and social sector as a whole however, the Special Commission of the Economic and Social Council on the In-depth Study of the United Nations Intergovernmental Structure and Functions in the Economic and Social Field requested that the Secretariat avoid pre-empting its conclusions. This request limited the possibility, at this point, to take into account the impact on staffing requirements of possible organizational and structural changes.

## II. TARGETS FOR POST REDUCTION BY 31 DECEMBER 1989

8. The Secretary-General proposes a target of 1,465 regular budget funded posts for possible abolition. Of these, 486 would be in the Professional category and above and 979 in the General Service and other levels category.

9. While the total number of posts approved under the regular budget for 1988-1989 is 11,422, this base should be adjusted downwards by 167 posts which were not considered during the post reduction exercise conducted by the Secretariat. These posts are the following: 52 in the secretariat of the International Civil Service Commission (ICSC); 19 in the secretariat of the Joint Inspection Unit (JIU); and 96 in the security service of the United Nations Office at Vienna. The reason why they were not considered in the exercise is that, while budgeted in the regular budget of the United Nations, they relate in fact to inter-agency joint services and are financed by all or several organizations of the United Nations system. The base to which the reduction should be applied is therefore 11,255 posts, and the target of 1,465 posts proposed for abolition by the Secretary-General represents 13.02 per cent of this adjusted base.

10. With such a reduction of 1,465 posts the staffing of the Secretariat on 31 December 1989 would compare with the current establishment as follows:

	<u>DG/USG/ ASG</u>	<u>D-2</u>	<u>D-1</u>	<u>P-5</u>	<u>P-4</u>	<u>P-3</u>	<u>P-2/1</u>	<u>Sub- total</u>	<u>GS/ other</u>	<u>Total</u>
<b>Establishment</b>										
Number	58	101	307	764	1 259	1 220	600	4 309	7 113	11 422
P & above %	1.3	2.3	7.1	17.7	29.3	28.3	14.0	100.0	-	-
Total staff %								37.8	62.2	100.0
<b>Target for reduction</b>										
	(14)	(18)	(43)	(111)	(149)	(131)	(20)	(486)	(979)	(1 465)
<b>Resulting profile</b>										
Number	44	83	264	653	1 110	1 089	580	3 823	6 134	9 957
P & above %	1.1	2.2	6.9	17.1	29.0	28.5	15.2	100.0	-	-
Total staff %								38.4	61.6	100.0

11. It may be noted that, besides a 25 per cent reduction of posts at the level of Under-Secretary-General and Assistant Secretary-General (excluding the post of Director-General), proportionately greater cuts are proposed for the levels P-5 to D-2 than for the P-1 to P-4 levels. The proportion of posts at the D-1, D-2, Assistant Secretary-General and Under-Secretary-General levels would decline from 10.7 per cent to 10.2 per cent of the total number of Professional and higher category posts. Only the proportion of posts at P-3 and P-2/1 levels would increase. It should also be noted that the proportion of General Service and other level posts would decrease slightly from 62.2 per cent to 61.6 per cent of the total number of posts.

12. Regarding posts at the level of Under-Secretary-General and Assistant Secretary-General, the Secretary-General had indicated in his first progress report on the implementation of resolution 41/213 that he intended to keep vacant nine of these posts falling under the regular budget, bearing in mind the recommended 25 per cent reduction over a period of three years (1987-1989). After a further review, the Secretary-General has decided to leave unfilled two more posts. During this past year, the Secretary-General received representations from various Member States regarding some of these decisions. It should be noted, in this respect, that the structure and the activities of the Secretariat in the economic and social fields are currently under review and cannot be completed until the Special Commission of the Economic and Social Council concludes its own work. Further possibilities for post reductions at these levels may then emerge. Besides an overall reduction of 14 regular budget posts at these levels before the end of 1989, detailed information on this question will be provided in the proposed



programme budget for 1990-1991, to be submitted in 1989. The budget outline for these two years, to be submitted to the General Assembly at its forty-third session, will make provision for the reductions.

13. Recommendation 15 specifies that there should be a comparable reduction in posts at those levels which are funded from extrabudgetary resources. At the beginning of 1987, the Secretary-General brought this recommendation to the attention of the heads of organizations concerned and reported on their replies. 8/ Heads of these organizations were subsequently requested to forward a note from the Secretary-General to their various governing bodies, highlighting the fact that the Member States which are represented on their boards had joined in the unanimous decisions of the General Assembly to adopt resolution 41/213, including recommendation 15. It since has been decided not to fill three posts at the Assistant Secretary-General level in the United Nations Development Programme (UNDP), the United Nations Population Fund (UNFPA) and the United Nations Environment Programme (UNEP).

14. The distribution of the posts targeted for abolition among the parts of the 1988-1989 programme budget would be as follows:

<u>Parts</u>	<u>Established and temporary posts</u>		<u>Target for reduction</u>	<u>Resulting distribution</u>	
	<u>No.</u>	<u>\$</u>		<u>No.</u>	<u>\$</u>
I. Overall policy-making direction and co-ordination	273	2.4	(13)	260	2.6
II. Political and Security Council Affairs	821	7.2	(110)	711	7.1
III. Political affairs, trusteeship and decolonization	171	1.5	(17)	154	1.5
IV. Economic, social and humanitarian activities	4 274	37.4	(487)	3 787	38.1
V. International justice and law	167	1.5	(17)	150	1.5
VI. Public information	769	6.7	(108)	661	6.7
VII. Common support services	4 693 <u>a/</u>	41.1	(669)	4 024 <u>a/</u>	40.4
Undistributed USG/ASG posts	58	0.5	(14)	44	0.4
Total expenditure sections	11 226	-	(1 435)	9 791	-
Income sections	196	1.7	(30)	166	1.7
Grand total	11 422	100	(1 465)	9 957	100

a/ Includes 19 posts in the secretariat of JIU, 52 in the secretariat of ICSC and 96 in the security services at the United Nations Office at Vienna. These 167 posts are not part of the base from which the 13.02 per cent reduction is derived.

This distribution shows that a larger percentage reduction is proposed for common services and public information. In percentages, the reductions range from 14.8 per cent in common support services - including conference services - to 4.6 per cent in overall policy-making, direction and co-ordination. The current allocation of posts between the parts of the programme budget would not, however, change drastically. Economic, social and humanitarian activities would represent 38.1 per cent, instead of 37.4 per cent of the posts in the regular budget, and common support services 40.4 instead of 41.1 per cent. It should be noted in this regard that 63 per cent of the established posts in common support services are in the General Service and other level category. In the economic, social and humanitarian part of the programme budget, the proportion is 56 per cent.

15. The proposed reduction by budget section for all posts in the Professional and General Service categories is given below. It should be noted that no reductions are proposed at this stage for liaison offices at Headquarters. This issue needs to be studied further and the results of the ongoing review will be brought to the attention of Member States as soon as they are available. Annex I to the present document contains a detailed breakdown of the proposed reduction, by budget section, category and grade of posts.

Proposed posts changes by section of the Budget

Budget section		Initial Jan. 1988 level	Adjustments	Target Dec. 1989 level
01	Overall policy-making and co-ordination	273	(13)	260
2A	Political and Security Council affairs; peace-keeping activities	765	(104)	661
2B	Disarmament affairs activities	56	(6)	50
03	Political affairs, trusteeship and decolonization	171	(17)	154
5A	Office of the Director-General for Development and International Economic Co-operation	28	(4)	24
5B	Regional Commissions Liaison Office	6	0	6
6A	Department of International Economic and Social Affairs	392	(45)	347
6B	Activities on global social development issues	89	(20)	69

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Budget section		Initial Jan. 1988 level	Adjustments	Target Dec. 1989 level
07	Department of Technical Co-operation for Development	205	(12) <u>a/</u>	193
09	Transnational corporations	82	(12)	70
10	Economic Commission for Europe	232	(27)	205
11	Economic and Social Commission for Asia and the Pacific	562	(66)	496
12	Economic Commission for Latin America and the Caribbean	590	(70)	520
13	Economic Commission for Africa	629	(42)	587
14	Economic and Social Commission for Western Asia	313	(27)	286
15	United Nations Conference on Trade and Development	451	(47)	404
17	Centre for Science and Technology for Development	31	(6)	25
18	United Nations Environment Programme	103	(19)	84
19	United Nations Centre for Human Settlements (Habitat)	99	(19)	80
20	International drug control	59	(13)	46
21	Office of the United Nations High Commissioner for Refugees	288	(46)	242
22	Office of the United Nations Disaster Relief Co-ordinator	35	(5)	30
23	Human rights	80	(7)	73
25	International Court of Justice	50	0	50
26	Legal activities	117	(17)	100

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Budget section		Initial Jan. 1988 level	Adjustments	Target Dec. 1989 level
27	Public information	769	(108)	661
28	Administration and management	2 165	(312)	1 853
29	Conference and library services	2 528	(357)	2 171
	Undistributed USG/ASG adjustments	58	(14)	44
	Subtotal, expenditure sections	11 226	(1 435)	9 791
	Income section 3	196	(30)	166
	GRAND TOTAL	11 422	(1 465)	9 957

a/ To be offset by compensating adjustments in posts funded from the Special Account for programme support of extrabudgetary technical co-operation activities.

### III. POSSIBLE IMPACT OF THE PROPOSED REDUCTION

16. Globally, a reduction of slightly above 13 per cent of the posts in the Secretariat will have an impact on the activities of the Organization during the next biennium. It is clear that the same volume of programmed activities will not be possible. Programmes for 1990-1991 will have to be determined in the context of the preparation of the programme budget for the next biennium, and of its outline, in relation with a smaller Secretariat. Since there is in the United Nations a strong element of programme continuity, clearer priorities will have to be established. Programmes may have to be in some cases reduced, in other cases modified and still in other instances strengthened or expanded.

17. The Secretary-General wishes to stress, however, that there is not necessarily an automatic link, in all cases, between a smaller Secretariat and a reduced role of the Organization. Efficiency and productivity can be further improved in various parts of the United Nations through technological innovations, improvement in management procedures, as well as through consolidation of programmes and units. In addition, gains in quality should result from the application of rigorous standards for recruitment. These various measures will be successful only if they are fully and actively supported by Member States.

18. In this connection, special mention must be made of the Department of Conference Services. Conference and Library Services represent 23 per cent of the total establishment under the regular budget for 1988-1989. The Secretary-General came to the conclusion that in order to achieve an overall target close to the reduction recommended by the General Assembly, post reductions at the two main

conference centres - i.e. New York and Geneva - would have to be as close as possible to 15 per cent. The targeted reduction is 14.1 per cent for section 29 of the programme budget as a whole. Given the provisions of Assembly resolution 42/207 C, particularly regarding the principle of equality of languages, to effect staff cuts of that magnitude without causing a grave disruption in the provision of conference services to Member States would require a substantial reduction in the number of conferences and meetings. Such a reduction would have to be reflected in the calendar of conferences and meetings for the biennium 1990-1991 and onwards.

19. On the other hand, an overall 10 per cent post reduction in the staffing of Conference Services in New York and at Geneva could be achieved without an excessive reduction in the conference-servicing capacity of the Organization. This is based on two considerations: firstly, the overall impact on the substantive programmes of post reductions in other sectors of the Secretariat, if accompanied by adequate adjustments in the volume of demands from Member States, should bring about a reduction in the volume of documentation which the Organization will be required to produce in the next biennium. Secondly, a fresh outside look into further technological innovations in conference services should, like in other departments, result in continued improvements in productivity. Failing an agreement at the forty-third session of the General Assembly on the basic elements of a streamlined calendar of conferences and meetings for 1990-1991, an alternative such as a 10 per cent post reduction in the Department of Conference Services (New York and Geneva) would have to be actively considered by Member States. This would mean an overall post reduction of 12.1 per cent, instead of the 13.02 per cent mentioned above in paragraph 9.

20. In the case of another service-providing Department - the Department for Administration and Management - the suggested reduction of 311 staff members (excluding the reduction in the income section), i.e. 14.3 per cent, will be possible without a negative impact on its capacity through the overall reduction in administrative requirements that would stem from the implementation of these proposals and through the development of a management information system which will need additional funding over the next few years.

21. The question of the impact of staff reduction on the programmes and overall activities of the Organization cannot be separated from issues pertaining to personnel. The reduction proposed in the present document concerns posts and not staff members. The situation of staff will be dealt with in the context of the retrenchment exercise and enhanced mobility. The overall reduction of posts, however, cannot but have a most serious effect on the morale of the staff and hence on the functioning of the Organization. This morale is already affected by the atmosphere surrounding the financial crisis including the impact of the 1986-1987 economy measures. The proposed post reductions are to be effected through a staff retrenchment plan to be implemented in the context of the current programme budget. Such a plan is being produced under the auspices of the Office of Human Resources Management, in consultation with both heads of departments and offices and with staff representatives. Specific posts to be reduced are being identified and implementation procedures indicated to staff members. The plan is based upon the premise that retrenchment can be largely achieved for Professional staff through attrition. This will require carefully controlled recruitment to maintain

vacancies close to the 15 per cent level which has been budgeted. It may however be necessary to recommend to the General Assembly the extension of the implementation period into the 1990-1991 biennium for the General Service category. Another main requirement of the plan is a stronger commitment to staff redeployment and staff mobility. However, effective implementation of these aspects would be greatly facilitated by a more innovative incentive programme which would require additional funding.

22. Programme managers have been asked to realize the new lower levels of staffing by the end of 1989 through a combination of attrition, redeployment and controlled recruitment. Programme managers, bearing in mind programmatic considerations, will be in a position to propose adjustments without altering the staffing profile recommended in this document by the Secretary-General, which, if approved by the General Assembly, will constitute a basic input to the forthcoming budget outline.

#### IV. FINANCIAL ASPECT FOR THE BIENNIUM 1988-1989

23. As noted in paragraph 4 above, ACABQ, in its first report on the proposed programme budget for the biennium 1988-1989, indicated that, "To the extent that these staffing tables would reflect redeployments among the sections of the budget ..., the estimates for each section should be adjusted accordingly." 6/ As the overall level of financial resources for posts in 1988-1989 has been based upon the assumption of a progressive transition from the existing staffing level to the target level, no change is proposed in total dollar provisions. Consequently, the existing budgeted provisions for salaries, common staff costs and staff assessment are recommended for redistribution between sections to reflect redeployments among sections which would be occasioned by continued movement towards the targeted December 1989 staffing levels. The revised estimates entailed are shown below. These revised estimates are provisional pending the precise determination of which Under-Secretary-General and Assistant Secretary-General posts will be proposed for abolition. At that time, the section-by-section distribution of resources would change, but the total expenditure provisions will remain at their current level.

Proposed redistribution of resources by section  
(In US dollars)

Budget section	Initial appropriation	Redistribution <u>a/</u>	Revised estimates
01 Overall policy-making and co-ordination	44 932 900	2 588 000	47 520 900
2A Political and Security Council affairs; peace-keeping activities	80 462 100	768 800	81 230 900
2B Disarmament affairs activities	9 430 600	159 000	9 589 600
03 Political affairs, trusteeship and decolonization	31 824 500	884 000	32 708 500
04 Policy-making organs (economic and social activities)	2 040 600	-	2 040 600
5A Office of the Director-General for Development and International Economic Co-operation	3 840 100	110 100	3 950 200
5B Regional Commissions Liaison Office	641 000	89 300	730 300
6A Department of International Economic and Social Affairs	40 280 500	852 600	41 133 100
6B Activities on global social development issues	12 007 100	(1 023 300)	10 983 800
07 Department of Technical Co-operation for Development	19 922 900	1 478 200	21 401 100
09 Transnational corporations	9 529 200	(85 200)	9 444 000
10 Economic Commission for Europe	35 797 400	458 500	36 255 900
11 Economic and Social Commission for Asia and the Pacific	33 483 000	749 100	34 232 100
12 Economic Commission for Latin America and the Caribbean	43 069 900	18 400	43 088 300



Budget section		Initial appropriation	Redistribution <u>a/</u>	Revised estimates
13	Economic Commission for Africa	44 234 600	2 784 400	47 019 000
14	Economic and Social Commission for Western Asia	32 599 900	1 387 500	33 987 400
15	United Nations Conference on Trade and Development	78 936 000	1 717 900	80 653 900
16	International Trade Centre	12 242 800	-	12 242 800
17	Centre for Science and Technology for Development	3 971 300	(249 300)	3 722 000
18	United Nations Environment Programme	10 651 100	(200 200)	10 450 900
19	United Nations Centre for Human Settlements (Habitat)	8 356 100	(179 500)	8 176 600
20	International drug control	8 750 200	(590 400)	8 159 800
21	Office of the United Nations High Commissioner for Refugees	39 444 400	(2 330 200)	37 114 200
22	Office of the United Nations Disaster Relief Co-ordinator	7 289 400	(37 100)	7 252 300
23	Human rights	17 008 800	773 000	17 781 800
24	Regular programme of technical co-operation	32 346 100	-	32 346 100
25	International Court of Justice	12 527 700	710 700	13 238 400
26	Legal activities	16 706 000	(29 200)	16 676 800
27	Public information	77 001 700	82 300	77 084 000
28	Administration and management	377 150 000 <u>b/</u>	(6 522 400)	370 627 600
29	Conference and library services	333 779 200	(4 365 000)	329 414 200
30	United Nations bond issue	3 520 800	-	3 520 800

Budget section	Initial appropriation	Redistribution <u>a/</u>	Revised estimates
31 Staff assessment	266 605 900	-	266 605 900
32 Construction, alteration, improvement and major maintenance of premises	19 202 500	-	19 202 500
Subtotal, expenditure sections	1 769 586 300	-	1 769 586 300
Income section 1	271 019 900	-	271 019 900
Income section 2	54 542 300	-	54 542 300
Income section 3	11 768 000	-	11 768 000
Subtotal, income sections	337 330 200	-	337 330 200
GRAND TOTAL	1 432 256 100	-	1 432 256 100

a/ Impact of redistribution of the resources pertaining to the targeted reduction of 14 USG/ASG posts is yet to be determined.

b/ Includes \$14,757,500 appropriated for the secretariats of JIU and ICSC.

Notes

- 1/ A/42/6 (Introduction), para. 3 (f).
- 2/ A/C.5/42/2/Rev.1.
- 3/ Official Records of the General Assembly, Forty-first Session, Supplement No. 49 (A/41/49).
- 4/ In its resolution 42/211 (para. 10 (d)), the General Assembly invited the Secretary-General to consider the location of functions related to liaison with non-governmental organizations in the context of the implementation of recommendation 25 and of decisions to be taken by the Economic and Social Council on the intergovernmental structure in the economic and social fields.
- 5/ A/41/795.
- 6/ Official Records of the General Assembly, Forty-second Session, Supplement No. 7 (A/42/7), para. 14.
- 7/ Ibid., Supplement No. 16 (A/42/16), para. 302.
- 8/ A/42/234, para. 53.

Annex

TABLE 1  
REGULAR BUDGET POST REQUIREMENTS  
1988-1989

Expenditure sections and income section 3 combined

Category	Established posts			Temporary posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Professional & above									
DG/USG/ASG	56	(14)	42	2	-	2	58	(14)	44
D-2	100	(18)	82	1	-	1	101	(18)	83
D-1	299	(42)	257	8	(1)	7	307	(43)	264
P-5	749	(111)	638	15	-	15	764	(111)	653
P-4	1 241	(148)	1 093	18	(1)	17	1 259	(149)	1 110
P-3	1 175	(127)	1 048	45	(4)	41	1 220	(131)	1 089
P-2	586	(19)	567	14	(1)	13	600	(20)	580
Total	4 206	(479)	3 727	103	(7)	96	4 309	(486)	3 823
General Service									
Principal Other	265 6 698	- (962)	265 5 736	11 139	(9) (8)	2 131	276 6 837	(9) (970)	267 5 867
Total	6 963	(962)	6 001	150	(17)	133	7 113	(979)	6 134
Grand Total	11 169	(1 441)	9 728	253	(24)	229	11 422	(1 465)	9 957



TABLE 3  
 REGULAR BUDGET POST REQUIREMENTS a/  
 1988-1989

Section 24. Political and Security Council affairs; peace-keeping activities

Category	Established posts			Temporal posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Professional & above									
USG	3		3				3		3
ASG	3		3				3		3
P-2	4	1	5				4	1	5
P-1	24	(1)	23	2	-	2	26	(1)	25
P-5	33	(2)	31	4	-	4	37	(2)	35
P-4	60	(3)	57	2	(1)	1	62	(4)	58
P-3	30	(1)	29	1	-	1	31	(1)	30
P-2	14	-	14	2	-	2	16	-	16
<b>Total</b>	<b>171</b>	<b>(6)</b>	<b>165</b>	<b>11</b>	<b>(1)</b>	<b>10</b>	<b>182</b>	<b>(7)</b>	<b>175</b>
General Service									
Principal	4		4	1	-	1	5	-	5
Other	564	(94)	470	20	(3)	17	584	(97)	487
<b>Total</b>	<b>568</b>	<b>(94)</b>	<b>474</b>	<b>21</b>	<b>(3)</b>	<b>18</b>	<b>589</b>	<b>(97)</b>	<b>492</b>
<b>Grand Total</b>	<b>739</b>	<b>(100)</b>	<b>639</b>	<b>32</b>	<b>(4)</b>	<b>28</b>	<b>771</b>	<b>(104)</b>	<b>667</b>

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

10/2/43/1  
 10/1/5  
 10/2

TABLE 4  
 REGULAR BUDGET POST REQUIREMENTS &  
 1988-1989

Section 28. Disarmament affairs activities

Category	Established posts			Temporary posts			Total posts	
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments
Professional & above								
USG	1		1				1	
ASG	-		-	1		1	1	
D-2	3	(1)	2				3	(1)
D-1	3	-	3				3	-
P-5	9	(1)	8				9	(1)
P-4	8	-	8				8	-
P-3	5	(1)	4				5	(1)
P-2	2	-	2				2	-
<b>Total</b>	<b>31</b>	<b>(3)</b>	<b>28</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>32</b>	<b>(3)</b>
General Service								
Principal	2		2				2	
Other	24	(3)	21				24	(3)
<b>Total</b>	<b>26</b>	<b>(3)</b>	<b>23</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>26</b>	<b>(3)</b>
<b>Grand Total</b>	<b>57</b>	<b>(6)</b>	<b>51</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>58</b>	<b>(6)</b>

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

TABLE 5  
REGULAR BUDGET POST REQUIREMENTS a/  
1988-1989

Section 03 Political affairs, trusteeship and decolonization

Category	Established posts			Temporary posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Professional & above									
USG	2		2				2		2
ASG	2		2				2		2
D-2	3		3				4		4
D-1	8	(1)	7	1		1	10	(1)	9
P-5	11	(1)	10	2		2	17	(1)	16
P-4	12	-	12	6		6	16	-	16
P-3	15	(3)	13	4	(1)	4	24	(4)	20
P-2	13	-	13	8	-	7	14	-	14
				1		1			
Total	67	(5)	62	22	(1)	21	89	(6)	83
General Service									
Principal Other	-		-						
	61	(11)	50	1	-	1	1	-	1
				24	-	24	85	(1)	74
Total	61	(11)	50	25	-	25	86	(1)	75
Grand Total	128	(16)	112	47	(1)	46	175	(17)	158

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.



TABLE 6  
REGULAR BUDGET POST REQUIREMENTS a/  
1988-1989

Section 5A. Office of the Director-General for Development and International Economic Co-operation

Category	Established posts			Temporary posts			Total posts	
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Proposed adjustments	Target December 1989 level
Professional & above								
DG	1		1					1
ASG	1		1					1
D-2	3		3					3
D-1	4	(1)	3	1	-	1	(1)	4
P-5	5		5					5
Total	14	(1)	13	1	-	1	(1)	14
General Service								
Other	14	(3)	11	1	-	1	(3)	12
Total	14	(3)	11	1	-	1	(3)	12
Grand Total	28	(4)	24	2	-	2	(4)	26

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

**TABLE 7**  
**REGULAR BUDGET POST REQUIREMENTS**  
**1988-1989**

**Section 5B. Regional Commissions Liaison Office**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Profes- sional & above			
D-1	1	-	1
P-5	1	-	1
P-4	1	-	1
Total	3	-	3
General Service			
Other	3		3
Total	3	-	3
Grand Total	6	-	6

**TABLE 8**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 6A. Department of International Economic and Social Affairs**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
USG	1	-	1
ASG	2	-	2
D-2	5	(1)	4
D-1	19	(2)	17
P-5	43	(5)	38
P-4	54	(7)	47
P-3	53	(6)	47
P-2	38	(2)	36
<b>Total</b>	<b>215</b>	<b>(23)</b>	<b>192</b>
<b>General Service</b>			
Principal	26	-	26
Other	154	(22)	132
<b>Total</b>	<b>180</b>	<b>(22)</b>	<b>158</b>
<b>Grand Total</b>	<b>395</b>	<b>(45)</b>	<b>350</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

/...

**TABLE 9**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 6B, Activities on global social development issues**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
ASG	1	-	1
D-2	2	-	2
D-1	4	(1)	3
P-5	9	(4)	5
P-4	18	(4)	14
P-3	7	(1)	6
P-2	11	1	12
<b>Total</b>	<b>52</b>	<b>(9)</b>	<b>43</b>
<b>General Service</b>			
Principal	6	(1)	5
Other	32	(10)	22
<b>Total</b>	<b>38</b>	<b>(11)</b>	<b>27</b>
<b>Grand Total</b>	<b>90</b>	<b>(20)</b>	<b>70</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

/...

**TABLE 10**  
**REGULAR BUDGET POST REQUIREMENTS a/**  
**1988-1989**

**Section 07. Department of Technical Co-operation for Development**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
USG	1		1
ASG	1		1
D-2	3		3
D-1	9	(1)	8
P-5	15	(1)	14
P-4	34	(3)	31
P-3	17	-	17
P-2	7	-	7
<b>Total</b>	<b>87</b>	<b>(5)</b>	<b>82</b>
<b>General Service</b>			
Principal	5	-	5
Other	115	(7)	108
<b>Total</b>	<b>120</b>	<b>(7)</b>	<b>113</b>
<b>Grand Total</b>	<b>207</b>	<b>(12) b/</b>	<b>195</b>

a/ Pending the determination of the section by section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

b/ To be offset by compensating adjustments in posts funded from the Special Account for programme support of extrabudgetary technical co-operation activities.

**TABLE 11**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 09. Transnational corporations**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
ASG	1	-	1
D-2	2	(1)	1
D-1	4	-	4
P-5	11	(1)	10
P-4	14	(2)	12
P-3	11	(3)	8
P-2	5	-	5
<b>Total</b>	<b>48</b>	<b>(7)</b>	<b>41</b>
<b>General Service</b>			
Principal	1	-	1
Other	34	(5)	29
<b>Total</b>	<b>35</b>	<b>(5)</b>	<b>30</b>
<b>Grand Total</b>	<b>83</b>	<b>(12)</b>	<b>71</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 ASG/ASG posts, no targeted adjustments are shown at the individual section level.

**TABLE 12**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 10. Economic Commission for Europe**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
USG	1		1
D-2	1		1
D-1	10	(2)	8
P-5	25	(5)	20
P-4	32	(2)	30
P-3	32	(1)	31
P-2	25	(2)	23
<b>Total</b>	<b>126</b>	<b>(12)</b>	<b>114</b>
<b>General Service</b>			
Principal	7	-	7
Other	100	(15)	85
<b>Total</b>	<b>107</b>	<b>(15)</b>	<b>92</b>
<b>Grand Total</b>	<b>233</b>	<b>(27)</b>	<b>206</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

/...

TABLE 13  
 REGULAR BUDGET POST REQUIREMENTS a/  
 1988-1989

Section 11 Economic and Social Commission for Asia and the Pacific

Category	Established posts			Temporary posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Professional & above									
USG	1	-	1				1		1
D-2	1	-	1				1		1
D-1	15	(3)	12				15	(3)	12
P-5	27	(3)	24				27	(3)	24
P-4	61	(5)	56	1		1	62	(5)	57
P-3	62	(8)	54	1		1	63	(8)	55
P-2	32	-	32				32	-	32
<b>Total</b>	<b>199</b>	<b>(19)</b>	<b>180</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>(201)</b>	<b>(19)</b>	<b>182</b>
General Service									
Other	361	(47)	314	1		1	362	(47)	315
<b>Total</b>	<b>361</b>	<b>(47)</b>	<b>314</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>362</b>	<b>(47)</b>	<b>315</b>
<b>Grand Total</b>	<b>560</b>	<b>(66)</b>	<b>494</b>	<b>3</b>	<b>-</b>	<b>3</b>	<b>563</b>	<b>(66)</b>	<b>497</b>

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.



**TABLE 14**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 12. Economic Commission for Latin America and the Caribbean**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
USG	1		1
D-2	1		1
D-1	14	(2)	12
P-5	36	(5)	31
P-4	58	(5)	53
P-3	51	(5)	46
P-2	32	-	32
<b>Total</b>	<b>193</b>	<b>(17)</b>	<b>176</b>
<b>General Service</b>			
<b>Other</b>	<b>398</b>	<b>(53)</b>	<b>345</b>
<b>Total</b>	<b>398</b>	<b>(53)</b>	<b>345</b>
<b>Grand Total</b>	<b>591</b>	<b>(70)</b>	<b>521</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

TABLE 15  
REGULAR BUDGET POST REQUIREMENTS a/  
1988-1989

Section 13. Economic Commission for Africa

Category	Established posts			Temporary posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Professional & above									
USG	1	-	1				1		1
D-2	1	-	1				1		1
D-1	18	(2)	16				18	(2)	16
P-5	39	(3)	36	1		1	40	(3)	37
P-4	58	(4)	54	-		-	58	(4)	54
P-3	76	(4)	72	1		1	77	(4)	73
P-2	30	(1)	29	-		-	30	(1)	29
<b>Total</b>	<b>223</b>	<b>(14)</b>	<b>209</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>225</b>	<b>(14)</b>	<b>211</b>
General Service									
Other	403	(28)	375	2		2	405	(28)	377
<b>Total</b>	<b>403</b>	<b>(28)</b>	<b>375</b>	<b>2</b>	<b>-</b>	<b>2</b>	<b>405</b>	<b>(28)</b>	<b>377</b>
<b>Grand Total</b>	<b>626</b>	<b>(42)</b>	<b>584</b>	<b>4</b>	<b>-</b>	<b>4</b>	<b>630</b>	<b>(42)</b>	<b>588</b>

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

TABLE 16  
REGULAR BUDGET POST REQUIREMENTS a/  
1988-1989

Section 14. Economic and Social Commission for Western Asia

Category	Established posts			Temporary posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Professional & above									
USG	1		1				1		1
D-2	1		1				1		1
D-1	8		8				8		8
P-5	20	(2)	18				20	(2)	18
P-4	36	(3)	33	1		1	37	(3)	34
P-3	29	(3)	26	-		-	29	(3)	26
P-2	11	-	11	-		-	11	-	9
<b>Total</b>	<b>106</b>	<b>(8)</b>	<b>98</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>107</b>	<b>(8)</b>	<b>99</b>
General Service									
Other	207	(19)	188				207	(19)	188
<b>Total</b>	<b>207</b>	<b>(19)</b>	<b>188</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>207</b>	<b>(19)</b>	<b>188</b>
<b>Grand Total</b>	<b>313</b>	<b>(27)</b>	<b>286</b>	<b>1</b>	<b>-</b>	<b>1</b>	<b>314</b>	<b>(27)</b>	<b>287</b>

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

**TABLE 17**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 15. United Nations Conference on Trade and Development**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
USG	1		1
ASG	2		2
D-2	9	(2)	7
D-1	24	(4)	20
P-5	53	(6)	47
P-4	59	(6)	53
P-3	71	(7)	64
P-2	39	(2)	37
<b>Total</b>	<b>258</b>	<b>(27)</b>	<b>231</b>
<b>General Service</b>			
Principal	10	-	10
Other	186	(20)	166
<b>Total</b>	<b>196</b>	<b>(20)</b>	<b>176</b>
<b>Grand Total</b>	<b>454</b>	<b>(47)</b>	<b>407</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

**TABLE 18**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 17. Centre for Science and Technology for Development**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
ASG	1		1
D-2	2	(1)	1
D-1	3	(1)	2
P-5	4	(1)	3
P-4	3		3
P-3	2	-	2
P-2	2	-	2
<b>Total</b>	<b>17</b>	<b>(3)</b>	<b>14</b>
<b>General Service</b>			
Principal	1	-	1
Other	14	(3)	11
<b>Total</b>	<b>15</b>	<b>(3)</b>	<b>12</b>
<b>Grand Total</b>	<b>32</b>	<b>(6)</b>	<b>26</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

**TABLE 19**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 18. United Nations Environment Programme**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
USG	1		1
ASG	2		2
D-2	4	(1)	3
D-1	4	(1)	3
P-5	13	(2)	11
P-4	14	(4)	10
P-3	5	-	5
P-2	3	-	3
<b>Total</b>	<b>46</b>	<b>(8)</b>	<b>38</b>
<b>General Service</b>			
Principal	1	-	1
Other	59	(11)	48
<b>Total</b>	<b>60</b>	<b>(11)</b>	<b>49</b>
<b>Grand Total</b>	<b>106</b>	<b>(19)</b>	<b>87</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

TABLE 20  
REGULAR BUDGET POST REQUIREMENTS a/  
1988-1989

Section 19. United Nations Centre for Human Settlements (Habitat)

Category	Established posts			Temporary posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Professional & above									
USG	1		1				1		1
D-2	1		1				1		1
D-1	3		3				4	(1)	3
P-5	7	(1)	6		(1)		7	(1)	6
P-4	18	(3)	15				18	(3)	15
P-3	16	(3)	13	4	(1)	3	20	(4)	16
P-2	5	-	5	-		-	5	-	5
Total	51	(7)	44	5	(2)	3	56	(9)	47
General Service									
Other	37	(6)	31	7	(4)	3	44	(10)	34
Total	37	(6)	31	7	(4)	3	44	(10)	34
Grand Total	88	(13)	75	12	(6)	6	100	(19)	81

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

**TABLE 21**  
**REGULAR BUDGET POST REQUIREMENTS**  
**1988-1989**

**Section 20. International drug control**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
D-2	1		1
D-1	3	( )	2
P-5	4	( )	3
P-4	9	(3)	6
P-3	7	-	7
P-2	8	-	8
<b>Total</b>	<b>32</b>	<b>(5)</b>	<b>27</b>
<b>General Service</b>			
Principal	4	(2)	2
Other	23	(6)	17
<b>Total</b>	<b>27</b>	<b>(8)</b>	<b>19</b>
<b>Grand Total</b>	<b>59</b>	<b>(13)</b>	<b>46</b>



**TABLE 22**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 21. Office of the United Nations High Commissioner for Refugees**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
USG	1		1
ASG	1		1
D-2	7	(3)	4
D-1	17	(5)	12
P-5	37	(5)	32
P-4	27	(5)	22
P-3	17	(3)	14
P-2	13	-	13
<b>Total</b>	<b>120</b>	<b>(21)</b>	<b>99</b>
<b>General Service</b>			
Principal	4	-	4
Other	166	(25)	141
<b>Total</b>	<b>170</b>	<b>(25)</b>	<b>145</b>
<b>Grand Total</b>	<b>290</b>	<b>(46)</b>	<b>244</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

**TABLE 23**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 22. Office of the United Nations Disaster Relief Co-ordinator**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
USG	1		1
D-2	1		1
D-1	3	(1)	2
P-5	5	(2)	3
P-4	6		6
P-3	3		3
P-2	3		3
<b>Total</b>	<b>22</b>	<b>(3)</b>	<b>19</b>
<b>General Service</b>			
Principal	3	-	3
Other	11	(2)	9
<b>Total</b>	<b>14</b>	<b>(2)</b>	<b>12</b>
<b>Grand Total</b>	<b>36</b>	<b>(5)</b>	<b>31</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

**TABLE 24**  
**REGULAR BUDGET POST REQUIREMENTS <sup>a/</sup>**  
**1988-1989**

**Section 23. Human rights**

Category	Established posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level
<b>Profes- sional &amp; above</b>			
ASG	1		1
D-1	2	1	3
P-5	8	(1)	7
P-4	14	(1)	13
P-3	14	(1)	13
P-2	9	-	9
<b>Total</b>	<b>48</b>	<b>(2)</b>	<b>46</b>
<b>General Service</b>			
Other	33	(5)	28
<b>Total</b>	<b>33</b>	<b>(5)</b>	<b>28</b>
<b>Grand Total</b>	<b>81</b>	<b>(7)</b>	<b>74</b>

<sup>a/</sup> Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

TABLE 25  
REGULAR BUDGET POST REQUIREMENTS a/  
1988-1989

Section 25. International Court of Justice

Category	Established posts			Temporary posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Professional & above									
ASG	1		1				1		1
D-2	1		1				1		1
D-1	1		1				1		1
P-5	3		3				3		3
P-4	3		3	2		2	5		5
P-3	2		2	2		2	4		4
P-2	5		5	-		-	5		5
Total	16		16	4	-	4	20	-	20
General Service									
Principal	6	-	6	-	-	-	6		6
Other	19	-	19	6	-	6	25		25
Total	25	-	25	6	-	6	31	-	31
Grand Total	41	-	41	10	-	10	51	-	51

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

TABLE 26  
REGULAR BUDGET POST REQUIREMENTS a/  
1988-1989

Section 25. Legal activities

Category	Established posts			Temporary posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Professional & above									
USG	1		1				1		1
D-2	2		2				2		2
D-1	6		6				6		6
P-5	12		12				12		12
P-4	17	(3)	14				17	(3)	14
P-3	12	(2)	10	1	(1)	-	13	(3)	10
P-2	8	-	8	1	(1)	-	9	(1)	8
Total	58	(5)	53	2	(2)	-	60	(7)	53
General Service									
Principal	6	-	6	8	(8)	-	14	(8)	6
Other	44	(2)	42	-	-	-	44	(2)	42
Total	50	(2)	48	8	(8)	-	58	(10)	48
Grand Total	108	(7)	101	10	(10)	-	118	(17)	101

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

TABLE 27  
REGULAR BUDGET POST REQUIREMENTS a/  
1988-1989

Section 27. Department of Public Information

Category	Established posts			Temporary posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Professional & above									
USG	1		1				1		1
D-2	5	(1)	4				5	(1)	4
D-1	20	(5)	15				20	(5)	15
F-1	47	(8)	39	1		1	48	(2)	46
P-4	63	(2)	61	-		-	63	(2)	61
P-3	67	(13)	54	9		9	76	(13)	63
P-2	41	(2)	39	7		7	48	(2)	46
Total	244	(31)	213	17	-	17	261	(31)	230
General Service									
Principal	9		9	-		-	9		9
Other	496	(77)	419	4		4	500	(77)	423
Total	505	(77)	428	4	-	4	509	(77)	432
Grand Total	749	(108)	641	21	-	21	770	(108)	662

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 UN/ASG posts, no targeted adjustments are shown at the individual section level.

TABLE 28  
REGULAR BUDGET POST REQUIREMENTS a/  
1988-1989

Section 28. Administration and Management

Category	Established posts			Temporary posts			Total posts	
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments
Professional & above								
USG	1	-	1	-	-	-	1	-
ASG	4	-	4	-	-	-	4	-
D-2	18	(4)	14	-	-	-	18	(4)
D-1	35	(8)	27	1	-	1	36	(8)
P-5	78	(15)	63	1	-	1	79	(15)
P-4	101	(9)	92	4	-	4	105	(9)
P-3	114	(24)	90	4	-	4	118	(24)
P-2	77	-	77	1	-	1	78	-
Total	428	(60)	368	11	-	11	439	(60)
General Service								
Principal	66	3	69	-	-	-	66	3
Other	1 612	(255)	1 357	53	-	53	1 665	(255)
Total	1 678	(252)	1 426	53	-	53	1 731	(252)
Grand Total	2 106	(312)	1 793	64	-	64	2 170	(312)

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.

TABLE 29  
REGULAR BUDGET POST REQUIREMENTS a/  
1988-1989

Section 29. Conference and library services

Category	Established posts			Temporary posts			Total posts		
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level
Profes- sional & above									
USG	1		1				1	-	1
D-2	6		6				6	-	6
D-1	20	(4)	16				20	(4)	16
P-5	164	(32)	132				164	(32)	132
P-4	430	(76)	354	2		2	432	(76)	356
P-3	422	(31)	391	6		6	428	(31)	397
P-2	133	(10)	123	2		2	135	(10)	125
Total	1 176	(153)	1 023	10	-	10	1 186	(153)	1 033
General Service									
Principal	84		84	1	(1)	-	85	(1)	84
Other	1 255	(203)	1 052	3	-	3	1 258	(203)	1 055
Total	1 339	(203)	1 136	4	(1)	3	1 343	(204)	1 139
Grand Total	2 515	(356)	2 159	14	(1)	13	2 529	(357)	2 172

a/ Pending the determination of the section-by-section distribution of the planned reduction of 14 USG/ASG posts, no targeted adjustments are shown at the individual section level.



TABLE 30  
REGULAR BUDGET POST REQUIREMENTS  
1988-1989

Income Section 3. Revenue-producing activities

Category	Established posts			Temporary posts			Total posts	
	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments	Target December 1989 level	Initial January 1988 level	Proposed adjustments
Professional & above								
D-1	1	-	1				1	-
P-5	4	(2)	2				4	(2)
P-4	6	1	7				6	1
P-3	14	(4)	10				14	(4)
P-2	9	(1)	8				9	(1)
Total	34	(6)	28	-	-	-	34	(6)
General Service								
Principal	7	-	7				7	-
Other	153	(24)	129	2	-	2	155	(24)
Total	160	(24)	136	2	-	2	162	(24)
Grand Total	194	(30)	164	2	-	2	196	(30)