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### PROGRAMME BUDGET FOR THE BIENNIUM 1988-1989

#### REVISED ESTIMATES

#### Addendum

#### PART III

#### Organizational changes in the Secretariat since the adoption of the programme budget for 1988-1989

#### Report of the Secretary-General

1. It will be recalled that at the forty-second session of the General Assembly the Secretary-General, in response to a recommendation made by the Advisory Committee on Administrative and Budgetary Questions (ACABQ) in its first report on the programme budget for 1988-1989, provided an update of the progress report 1/ which he had submitted in the spring of 1987 on the implementation of General Assembly resolution 41/213. That report gave fuller and more detailed programmatic and budgetary information on the reforms and organizational changes which had already been implemented, as they related to the programme budget for the biennium 1988-1989. It was indicated at that time that further changes were anticipated as a result of the work of 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 Fields and of internal reviews and that the results thereof would be reflected in the revised estimates to be submitted in 1988. The Secretary-General is not in a position at the time of writing his revised estimates to report on the results of both the Special Commission and the

\* A/43/50.

related internal review of the economic and social sectors. A number of internal reviews, however, in the political area, in the Department of Administration and Management and in the Department of Public Information have now been completed, resulting in new, streamlined, organizational structures. These organizational changes and their impact on the staffing table under the regular budget are outlined below.

2. Part I.I covers four subsections of section 1 of the programme budget, Overall policy-making, direction and co-ordination; section 2A.D on special missions; subsections 3B, 3C and 3E of section 3, Political affairs, trusteeship and decolonization; section 6B, Centre for Social Development and Humanitarian Affairs; section 20, International drug control; section 23, Human rights; and sections 28A, 28B, 28C, 28D, 28J and 28K. Reference is also made to section 2B, Disarmament affairs and to section 27, Public information. It should be noted that, as in the other parts of these revised estimates, extrabudgetary resources are not considered in this document.

#### SECTION 1: OVERALL POLICY-MAKING, DIRECTION AND CO-ORDINATION

##### Subsection 1B.3: Office of the Under-Secretary-General for Political and General Assembly Affairs and Secretariat Services

1B.1 In accordance with paragraph 10 (e) of General Assembly resolution 42/211, the Secretary-General has reviewed his decision to assign to the above Office responsibility for the technical secretariat servicing of meetings previously covered by the Office of Secretariat Services for Economic and Social Matters. The results of this review are reflected in part IV of this report. No revision is proposed in the arrangements reported upon in paragraphs 6 and 40 of the update report. 1/

1B.2 Arrangements for liaison with non-governmental organizations (NGOs) referred to in paragraph 10 (d) of General Assembly resolution 42/211 are currently the subject of a management review which will be reported upon during the twenty-eighth session of the Committee for Programme and Co-ordination (CPC).

##### Subsection 1B.9: Office of the Director-General of the United Nations Office at Geneva

1B.3 The streamlining of this Office involves the redeployment of the D-2 post of Deputy Director-General to section 2A.D, Special missions (see para. 2A.1 below). Furthermore, it is proposed to redeploy to section 23, Human rights, one D-1 post, the functions of which relate to the supervisory responsibility of the Director-General for human rights activities.

Table 1B.1Subsection 1B.9: Office of the Director-General  
of the United Nations Office at Geneva

	<u>USG</u>	<u>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>Total</u>	<u>GS</u>
Authorized staffing table	1	-	1	1	3	1	1	2	10	11
Reorganization/ Redeployment (1)	-	-	(1)	(1)	-	-	-	-	(2)	-
Proposed post reduction (2)	-	-	-	-	-	-	-	-	-	(2)
Proposed adjustment (1)+(2)	-	-	(1)	(1)	-	-	-	-	(2)	(2)
Target Dec. 1989 staffing level	1	-	-	-	3	1	1	2	8	9

Subsection 1B.10: Office of the Director-General  
of the United Nations Office at Vienna

1B.4 As indicated in the progress report of the Secretary-General on implementation of General Assembly resolution 41/213, 2/ the responsibilities of the Director-General have been substantially increased to include the functions previously carried out by the Assistant Secretary-General for Social Development and Humanitarian Affairs and the related management responsibilities that devolved upon the Under-Secretary-General of the Department of International Economic and Social Affairs of which the Centre formerly constituted an integral part, as well as the co-ordination role of the Under-Secretary-General for Political and General Assembly Affairs with respect to all United Nations drug-related programmes. As a consequence of these added responsibilities, the immediate office of the Director-General has been strengthened through the addition of two P-5s and four General Service posts redeployed from section 6B (Activities on global social development issues). Following the post reduction exercise, the net increase under this subsection would be one P-5 and three General Service posts.

Table 1B.2

**Subsection 1B.10: Office of the Director-General  
of the United Nations Office at Vienna**

	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total	GS
Authorized staffing table	1	-	-	1	2	-	-	-	4	5
Reorganization/ Redeployment (1)	-	-	-	-	2	-	-	-	2	4
Proposed post reduction (2)	-	-	-	-	(1)	-	-	-	(1)	(1)
Proposed adjustments (1)+(2)	-	-	-	-	1	-	-	-	1	3
Target Dec. 1989 staffing level	1	-	-	1	3	-	-	-	5	8

**Subsection 1B.12: Office for Research  
and the Collection of Information**

1B.5 It will be recalled that in the update report, 1/ paragraph 16, the Secretary-General had indicated that of the 21 Professional and higher-level posts required for this Office, only 15 Professional and higher-level posts had been identified for redeployment. This was reflected in the staffing table authorized by the General Assembly for the biennium 1988-1989. It is now proposed that the six remaining posts, three D-1 and three P-4, be added to the current staffing table of the Office as posts at the required levels which have been proposed for deletion become available through implementation of the retrenchment plan in the course of the biennium.

Table 1B.3

Subsection 1B.12: Office for Research  
and the Collection of Information

	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total	GS
Authorized staffing table	-	1	1	1	3	5	2	2	15	21
Reorganization/ Redeployment (1)	-	-	-	3	-	3	-	-	6	-
Proposed post reduction (2)	-	-	-	-	-	-	-	-	-	-
Proposed adjustment (1)+(2)	-	-	-	3	-	3	-	-	6	-
Target Dec. 1989 staffing level	-	1	1	4	3	8	2	2	21	21

**SECTION 2A.D: SPECIAL MISSIONS**

2A.1 It is proposed to provide for a Special Military Adviser to the Secretary-General at the D-2 level through redeployment of an existing post under subsection 1B.9 (Office of the Director-General of the United Nations Office at Geneva) (see para. 1B.3 above). In connection with the Secretary-General's wide range of responsibilities concerning the maintenance of international peace and security, the Military Adviser provides advice to the Secretary-General and the Under-Secretaries-General for Special Political Affairs on military matters pertaining to peace-keeping operations of the United Nations and on conflict situations, actual or potential, brought before the United Nations. He monitors the military operational and logistic aspects of all the current United Nations peace-keeping operations and military observer missions and maintains liaison with the Permanent Missions of troop-contributing countries on matters relating to their contingents.

## SECTION 2B: DEPARTMENT FOR DISARMAMENT AFFAIRS

2B.1 The development of a new organizational structure for the Department in response to recommendation 20 of the report of the High-level Group of Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations 3/ is still the subject of a management review expected to be completed shortly.

## SECTION 3: POLITICAL AFFAIRS, TRUSTEESHIP AND DECOLONIZATION

3.1 Further to the consolidation and redistribution of functions reported in paragraphs 25 and 26 of the update report 1/ a number of organizational changes have been implemented under this section. In summary they involve:

(a) The establishment within the Department for Special Political Questions, Regional Co-operation, Decolonization and Trusteeship of two Divisions, namely, the Division of Special Political Questions and Regional Co-operation, and the Division of Decolonization and Trusteeship, and a consolidated Executive Office. In addition, in response to mandates given by the General Assembly the Department has been assigned the responsibility of serving as a focal point at Headquarters for all African emergency-related questions and emergency situations of a political nature (subsect. 3B);

(b) The identification and reallocation of the resources for the Office of the Special Representative of the Secretary-General for Humanitarian Affairs in South-East Asia (subsect. 3E);

(c) The transfer to the Office of the Commissioner for Namibia of the secretariat of the Council for Namibia in response to recommendation 19 of the High-level Group (subsect. 3C). In accordance with paragraph 10 (c) of General Assembly resolution 42/211, the Secretary-General has implemented recommendation 19 on activities relating to Namibia in consultation with the United Nations Council for Namibia. Detailed revised estimates for subsection 3C, Namibia, appear in part IV of the present document.

### Subsection 3B: Department for Special Political Questions, Regional Co-operation, Decolonization and Trusteeship

3.2 On the basis of the findings of a management review undertaken in response to recommendations 19, 21 and 22 of the Group of High-level Intergovernmental Experts and bearing in mind the additional responsibilities assigned to the Department, the new approved structure of the Department is as follows:

(a) Office of the Under-Secretary-General (including the Unit for African Emergencies);

(b) Division of Special Political Questions and Regional Co operation;

(c) Division of Decolonization and Trusteeship;

(d) Programme Support Services (comprising the Executive Office and the Editorial Unit).

Table 3B.1

Subsection 3B: Department for Special Political Questions, Regional Co-operation, Decolonization and Trusteeship (excluding the Office of the Commissioner for Namibia)

	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total	GS
Authorized staffing table	2	-	2	5	9	8	11	5	42	30
Reorganization/ Redeployment a/ (1)	(1) b/	-	-	(1)	(1)	(1)	(6)	(1)	(11)	(3)
Proposed post reduction (2)	-	-	-	(1)	(1)	-	(1)	-	(3)	(2)
Proposed adjustment (1)+(2)	(1)	-	-	(2)	(2)	(1)	(7)	(1)	(14)	(5)
Target Dec. 1989 staffing level	1 b/	-	2	3	7	7	4	4	28	25

a/ Net effect of redeployments is as follows:

- (i) To subsection 3C (Office of the Commissioner for Namibia): one D-1, one P-5, two P-4, six P-3, one P-2 and six General Service (Other level) posts representing the staffing of the secretariat of the Council for Namibia;
- (ii) From subsection 3C: one P-4 and three General Service posts for administrative support of activities relating to Namibia.

b/ Vacant post frozen pending decision on post reduction at the USG/ASG levels.

1. Office of the Under-Secretary-General (including  
the Unit for African Emergencies)

3.3 The principal function of this Office is to provide overall direction and co-ordination to the consolidated Department for Special Political Questions, Regional Co-operation, Decolonization and Trusteeship, to manage its staff and to oversee its work.

3.4 In conformity with recommendation 22 of the High-level Group concerning the special economic assistance programmes and the Secretary-General's decision to transfer the administration of special economic assistance programmes to the United Nations Development Programme, "except in cases of political sensitivity where other arrangements might be appropriate", 4/ the Unit for Special Economic Assistance Programmes is being replaced by a unit for emergencies and special relief programmes reporting directly to the Under-Secretary-General. This reflects a reduced role in the implementation of special economic assistance programmes and increased responsibilities with regard to African emergency situations, after the closing of the United Nations Office for Emergency Operations in Africa on 31 October 1986. In that connection it was decided that the African Emergency Task Force, composed of organizations of the system most concerned with emergency situations, should continue to function. This Task Force has played an important role in the recent past, and maintaining its activities at the working level was judged essential. The Under-Secretary-General for Special Political Questions serves as Chairman of the Task Force at the executive-head level.

3.5 Within the staffing table, one D-1, two P-5 and two General Service (Other level) posts constitute the staffing of the Unit for African Emergencies.

2. Division of Special Political Questions and Regional  
Co-operation

Special political questions

3.6 With regard to special political questions, the Division through the Under-Secretary-General assists the Secretary-General in the discharge of his political responsibilities under the Charter of the United Nations and of those responsibilities entrusted to him by the General Assembly, including the fulfilment of mandates of good offices and promoting the resolution of special questions of a political nature with particular emphasis on the political aspects of specific social, economic and humanitarian questions relating to Africa.

Regional co-operation

3.7 Functions relating to regional co-operation include assisting the Secretary-General in the implementation of General Assembly resolutions requesting him to take appropriate measures to promote co-operation between the organs, organizations and bodies of the United Nations system and specialized regional, interregional and subregional organizations, associations and conferences having an observer or other recognized status with the United Nations.



### 3. Division of Decolonization and Trusteeship

3.8 The functions of this Division are those that were assigned to the former Department of Political Affairs, Trusteeship and Decolonization except those relating to Namibia. The Division, therefore, is responsible for assisting the Secretary-General through the Under-Secretary-General in the discharge of his political responsibilities regarding self-determination of peoples under the Charter and decolonization in pursuance of resolutions of United Nations organs, in particular the Declaration on the Granting of Independence to Colonial Countries and Peoples, General Assembly resolution 1514 (XIV). It further advises and assists the Secretary-General on policy issues concerning decolonization matters and related developments of political significance for international peace and security.

3.9 The Division also provides secretariat and substantive services for the Trusteeship Council, the Fourth Committee of the General Assembly and the Special Committee on the Situation with Regard to the Implementation of the Declaration on the Granting of Independence to Colonial Countries and Peoples, their respective ad hoc and subsidiary bodies, including missions, set up to deal with matters relating to Trust and Non-Self-Governing Territories.

### 4. Programme Support Services

3.10 These services are provided by a joint Executive Office and the Editorial Unit.

3.11 The Executive Office replaces the two administrative offices previously established within the Department and the Office of the Commissioner for Namibia respectively. The Executive Office provides administrative support to the activities of the Department and to the activities of the Council for Namibia and the Commissioner for Namibia. It reports to the Under-Secretary-General for Special Political Questions, Regional Co-operation, Decolonization and Trusteeship and to the Commissioner on those items respectively.

3.12 The Editorial Unit is responsible for editing the documents prepared in the Department for use by the intergovernmental bodies serviced by the Department.

### Subsection 3C: Namibia

3.13 As indicated in paragraph 3.1 above, detailed revised estimates and a description of the organizational and programmatic elements of the Office of the Commissioner for Namibia as restructured appear under section 3C, in part IV of the present document.

Subsection 3E. South-East Asia: Political  
and humanitarian affairs

3.14 As indicated in paragraph 3.116 of the proposed programme budget 5/ the staffing table of the Office of the Special Representative of the Secretary-General for Humanitarian Affairs in South-East Asia has been subsumed for the initial part of the 1988-1989 biennium in the overall staffing table under section 3B.

3.15 The posts required for that Office, along with other related resource requirements were subsequently identified. They are one D-1, one P-3 and three General Service posts.

3.16 A further review of the level of responsibilities carried out by the staff of the Office of the Special Representative of the Secretary-General for Humanitarian Affairs in South-East Asia has also indicated the need to adjust the grade structure in that Office. It has been decided accordingly to exchange the P-3 post previously redeployed to that Office from section 3B for a P-4 post in section 6A, Department of International Economic and Social Affairs.

3.17 Furthermore, with a view to improving the efficiency of the New York liaison office of the Special Representative of the Secretary-General for the Co-ordination of Humanitarian Assistance Programmes to Kampuchea, whose office is located at Bangkok, it has been decided to assign its functions, which include maintaining liaison with some 45 donor countries, substantive servicing for periodic donors' meetings, fund and cash management and record-keeping, to the Office of the Special Representative of the Secretary-General for Humanitarian Affairs in South-East Asia. As a result, one P-5 and one related General Service post have been redeployed to subsection 3E.2.

3.18 As a result of the reorganization described in paragraphs 3.19 to 3.21 above, the staffing table of the Office of the Special Representative for Humanitarian Affairs in South-East Asia under subsection 3E.2 is as follows:

Table 3E.1

Subsection 3E.2: Office of the Special Representative of the  
Secretary-General for Humanitarian Affairs in South-East Asia

	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total	GS
Authorized staffing table	-	-	-	1	-	-	1	-	2	3
Reorganization/ Redeployment (1)	-	-	-	-	1	1	(1)	-	1	1
Proposed post reduction (2)	-	-	-	-	-	-	-	-	-	(1)
Proposed adjustment (1)+(2)	-	-	-	-	1	1	(1)	-	1	-
Target Dec. 1989 staffing level	-	-	-	1	1	1	-	-	3	3

**SECTION 6B: CENTRE FOR SOCIAL DEVELOPMENT  
AND HUMANITARIAN AFFAIRS**

6B.1 As described in paragraph 37 of the update report, 1/ the activities on global social development issues which were formerly part of the Department of International Economic and Social Affairs have been transferred to a new section 6B in part IV (Economic, social and humanitarian activities) of the programme budget and are carried out under the direct authority of the Director-General of the United Nations Office at Vienna, who was also designated as Head of the Centre of Social Development and Humanitarian Affairs, with effect from 1 March 1987.

6B.2 In recognition of the additional responsibilities thus devolving upon the Director-General, two P-5s and four General Service posts from this section will be redeployed to the Office of the Director-General of the United Nations Office at Vienna as indicated under subsection 1B.10, Office of the Director-General at Vienna. Furthermore, in order to take maximum advantage of the possibilities for administrative rationalization and economies provided by the consolidation of the direction of the Centre as well as the co-ordination of all drug-related programmes

under the Director-General, one P-5 and five General Service posts will be redeployed to the Division of Support Services, Vienna, which will provide such services centrally to all substantive offices at Vienna, as indicated under section 28J.

Table 6B.1

Section 6B: Centre for Social Development  
and Humanitarian Affairs

	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total	GS
Authorized staffing table	-	1	2	4	9	18	7	11	52	38
Reorganization/ redeployment (1)	-	(1) a/	-	-	(3)	-	-	-	(4)	(9)
Proposed post reduction (2)	-	-	-	(1)	(1)	(4)	(1)	1	(6)	(2)
Proposed adjustment (1)+(2)	-	(1)	-	(1)	(4)	(4)	(1)	1	(10)	(11)
Target Dec. 1989 staffing level	-	-	2	3	5	14	6	12	42	27

a/ Vacant post frozen pending decision on reductions at the USG/ASG levels.

SECTION 20: INTERNATIONAL DRUG CONTROL

20.1 In order to take maximum advantage of the possibilities for administrative rationalization and the economies provided by the consolidation of the direction of the Centre for Social Development and Humanitarian Affairs as well as the co-ordination of all drug control-related activities under the Director-General of the United Nations Office at Vienna. It has been decided to establish a Division of Support Services which will provide administrative services to all substantive offices of the United Nations at Vienna, as indicated under section 28J.

20.2 Accordingly, one P-4 and four local-level posts should be redeployed from section 20 to section 28J in order to transfer to the Division of Support Services those administrative functions that hitherto were performed within the Division of Narcotic Drugs and the secretariat of the International Narcotics Control Board.

Table 20.1

Section 20: International drug control

	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total	GS
Authorized staffing table	-	-	1	2	4	9	7	8	32	27
Reorganization/ Redeployment (1)	-	-	-	-	-	(1)	-	-	(1)	(4)
Proposed post reduction (2)	-	-	-	(1)	(1)	(2)	-	-	(4)	(4)
Proposed adjustment (1)+(2)	-	-	-	(1)	(1)	(3)	-	-	(5)	(8)
Target Dec. 1989 staffing table	-	-	1	2	3	6	7	8	27	19

SECTION 23: HUMAN RIGHTS

23.1 It is proposed to redeploy to this section one D-1 post from the Office of the Director-General of the United Nations Office at Geneva in connection with the supervisory responsibility of the Director-General for human rights activities.

Table 23.1

Section 23: Human rights

	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total	GS
Authorized staffing table	- a/	1	-	2	8	14	14	9	48	33
Reorganization/ Redeployment (1)	-	(1) b/	-	1	-	-	-	-	1	-
Proposed post reduction (2)	-	-	-	-	(1)	(1)	(1)	-	(3)	(5)
Proposed adjustment (1)+(2)	-	(1)	-	1	(1)	(1)	(1)	-	(2)	(5)
Target Dec. 1989 staffing table	- a/	-	-	3	7	13	13	9	46	28

a/ The Director-General of the United Nations Office at Geneva, whose Under-Secretary-General post is funded under section 1B.9, has overall responsibility for the Centre for Human Rights.

b/ Vacant post frozen pending decision on reduction of posts at the USG/ASG level.

**SECTION 27: DEPARTMENT OF PUBLIC INFORMATION**

27.1 On the basis of a management review, the Secretary-General has approved a new organizational structure of the Department effective 2 November 1987. In summary, the restructuring involved abolition of the Planning, Programming and Evaluation Unit, the Radio Services Division, the Visual Services Division, the Press and Publications Division, the External Relations Division and the Division for Economic and Social Information. In their place, the Secretary-General has established an Executive Media Service reporting directly to the Under-Secretary-General; a Communications and Project Management Service, an Information Products Division and a Dissemination Division which operate within a Bureau of Programme Operations; a United Nations Information Centres Division; and

a Division for Committee Liaison and Administrative Services (incorporating the Executive Office). Detailed revised estimates and a description of the organizational and programmatic elements of the new structure appear under section 27, Public information, in part IV of this document.

**SECTION 28A: OFFICE OF THE UNDER-SECRETARY-GENERAL  
FOR ADMINISTRATION AND MANAGEMENT**

28A.1 In response to recommendation 40 of the High-level Group, the Executive Office functions which previously were carried out by separate units under section 28B, Office of Programme Planning, Budget and Finance, section 28C, Office of Human Resources Management and section 28D, Office of General Services, have been consolidated in a single Executive Office in the Office of the Under-Secretary-General. This entails the redeployment of the following resources:

	D-2	D-1	P-5	P-4	P-3	P-2/1	Sub- total	GS	Sub- total	Total
From 28C	-	-	1	1	-	-	2	3	3	5
From 28B	-	-	1	-	-	1	2	3	3	5
From 28D	-	1	1	1	1	-	4	10	10	14
<b>Total, Executive Office</b>	-	1	3	2	1	1	8	16	16	24

Table 28A.1

Section 28A: Office of the Under-Secretary-General for

Administration and Management

	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total	GS
Authorized staffing table	1	-	1	1	2	-	-	1	6	6
Reorganization/ Redeployment (1)	-	-	-	1	3	2	1	1	8	16
Proposed post reduction (2)	-	-	-	-	(2)	-	-	-	(2)	(2)
Proposed adjustment (1)+(2)	-	-	-	1	1	2	1	1	6	14
Target Dec. 1989 staffing level	1	-	1	2	3	2	1	2	12	20

SECTION 28B: OFFICE OF PROGRAMME PLANNING, BUDGET AND FINANCE

28B.1 In line with the consolidation within this Office of functions relating to programme planning, budgeting, monitoring and evaluation as reported in paragraph 43 of the update report 1/ a new structure has been approved for the Office as follows:

- (a) Office of the Assistant Secretary-General (Controller);
- (b) Office of the Deputy Controller (including Financial Management and Control Systems Unit; Contributions Section; Unit for Peace-keeping Matters and Special Assignments; Insurance Section);
- (c) Programme Planning and Budget Division;
- (d) Evaluation and Management Advisory Services Division;
- (e) Accounts Division;
- (f) Treasury.

The Investment Management Section, formerly part of this Office, has been transferred out of the Office of Programme Planning, Budget and Finance.



Table 28B.1

Section 28B: Office of Programme Planning, Budget and Finance

	<u>USG</u>	<u>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>Total</u>	<u>GS</u>
Authorized staffing table a/	-	2	5	11	19	20	22	13	92	108
Reorganization/ Redeployment (1)	-	(1) b/	-	-	1 c/	3 c/	-	-	3 c/	7 c/
STA before post reduction	-	1	5	11	20	23	22	13	95	115
Proposed post reduction (2)	-	-	(2)	(3)	(6)	(1)	(2)	-	(14)	(19)
Proposed adjustment (1)+(2)	-	(1)	(2)	(3)	(5)	2	(2)	-	(11)	(12)
Target Dec. 1989 staffing level	-	1	3	8	14	22	20	13	81	96

a/ See A/42/6 and A/C.5/42/2/Rev.1.

b/ Vacant post frozen pending decision on post reductions at the USG/ASG levels.

c/ Net effect of a number of redeployments within section 28 and from Income section 3:

	<u>D-1</u>	<u>P-5</u>	<u>P-4</u>	<u>P-3</u>	<u>P-2/1</u>	<u>GS</u>
To sect. 28A	-	(1)	-	-	(1)	(3)
To sect. 28C	(1)	(1)	(1)	(2)	-	(4)
From sect. 28E	1	3	4	1	-	7
From Income sect. 3	-	-	-	1	1	7
Total	-	1	3	-	-	7

1. Office of the Assistant Secretary-General (Controller)

28B.2 The principal function of this Office, namely, providing central direction, management and co-ordination of the staff and work of the Office of Programme Planning, Budget and Finance, remains unchanged.

2. Office of the Deputy Controller

28B.3 This Office, which was responsible only for the Financial Management and Control Systems Unit, now has the following new structure:

- (a) Financial Management and Control Systems Unit;
- (b) Contributions Section;
- (c) Unit for Peace-keeping Matters and Special Assignments;
- (d) Insurance Section.

3. Programme Planning and Budget Division

28B.4 As a result of the restructuring with regard to the consolidation of the functions relating to programme planning, budgeting, monitoring and evaluation reported in A/C.5/42/2/Rev.1, the Programme Planning and Budget Division (formerly the Budget Division) now consists of the following units:

- (a) Office of the Director;
- (b) Economic, Social and Human Rights Service;
- (c) Political, Legal and Common Services Service;
- (d) Central Monitoring Unit;
- (e) Data Analysis and Systems Control Unit;
- (f) Programme Analysis Unit.

4. Evaluation and Management Advisory Services Division

28B.5 This office, which is responsible for the formulation of overall evaluation policies, guidelines and procedures and for examining and making recommendations on the reorganization proposals of departments, consists of the following units:

- (a) Central Evaluation Unit;
- (b) Management Advisory Services.

## **5. Accounts Division**

28B.6 No change is reported with respect to the organizational structure of this office.

## **6. Treasury**

28B.7 This office has been listed as "Contributions and treasury services" in document A/42/6 under the Office of Financial Services. While the Contributions Section has now been moved to the Office of the Deputy Controller, the remaining functions of the Treasury have remained unchanged.

## **SECTION 28C: OFFICE OF HUMAN RESOURCES MANAGEMENT**

28C.1 The Office of Human Resources Management, formerly the Office of Personnel Services, has been restructured to rationalize its supervisory functions and increase its efficiency. Apart from the Office of the Assistant Secretary-General and its Planning and Information Unit responsible for the development and maintenance of a human resources information system, it now consists of (a) a Recruitment and Placement Division where all recruitment and placement functions are consolidated, including administration of competitive examinations; (b) a Staff Administration and Training Division responsible for the optimal utilization of human resources including compensation and classification functions; and (c) a Medical and Employee Assistance Division which consolidates staff welfare functions including medical, staff activities, housing and counselling functions; and (d) a Planning and Information Unit.

Table 28C.1Section 28C: Office of Human Resources Management

	<u>USG</u>	<u>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>Total</u>	<u>GS</u>
Authorized staffing table	-	1	4	6	14	26	24	12	87	133
Reorganization/ Redeployment <u>a/</u> (1)	-	-	-	1	-	-	2	-	3	1
Proposed post reduction (2)	-	-	(1)	(2)	(2)	(4)	(4)	-	(13)	(22)
Proposed adjustment (1)+(2)	-	-	(1)	(1)	(2)	(4)	(2)	-	10	(21)
Target Dec. 1989 staffing level	-	1	3	5	12	22	22	12	77	112

a/ Net effect of a number of redeployments from section 28B and to section 28A:

	<u>USG</u>	<u>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>Total</u>	<u>GS</u>
Redeployments:										
From sect. 28B	-	-	-	1	1	1	2	-	5	4
To sect. 28A	-	-	-	-	(1)	(1)	-	-	(2)	(3)
Total	-	-	-	1	-	-	2	-	3	1

1. Office of the Assistant Secretary-General

28C.2 The principal functions of the Office, namely the development and consistent application of a coherent personnel policy throughout the Secretariat in accordance with actions taken by legislative bodies and in response to administrative decisions, remain unchanged.

28C.3 Following an internal reorganization, the staffing structure of the office of the Assistant Secretary-General is as summarized in table 28C.2

**2. Planning and information unit**

28C.4 This unit, reporting directly to the Assistant Secretary-General, manages the human resources information system which encompasses all personnel data elements within the Organization.

**3. Recruitment and Placement Division**

28C.5 As a result of an internal reorganization of the Office, the Recruitment and Placement Division comprises:

- (a) Office of the Director;
- (b) Professional Staffing Section;
- (c) General Service Staffing Section;
- (d) Examinations Section.

**4. Staff Administration and Training Division**

28C.6 This new Division, responsible for the administration of staff regulations and training services, comprises the following units:

- (a) Office of the Director;
- (b) Staff Administration and Monitoring Service;
- (c) Administrative Review Unit;
- (d) Human Resources Manual Unit;
- (e) Compensation and Classification Service;
- (f) Training Service.

**5. Medical and Employee Assistance Division**

28C.7 The newly restructured Division consists of the following functional units:

- (a) Office of the Director;
- (b) Medical Service;

- (c) Staff Activities and Housing Unit;
- (d) Staff Counsellor's Office;
- (e) United Nations International School Liaison Unit.

#### SECTION 28D: OFFICE OF GENERAL SERVICES

28D.1 In line with the changes outlined in the update report, 1/ a separate Division for Field Operational and External Support Activities has now been established. Another new Division within the Office of General Services is the Electronic Services Division which took over the functions and resources of the former New York Computing Service, Information Management Service and Office Automation Service previously shown under section 28E, as well as communications functions previously carried out within the Communications, Archives and Records Services Division now renamed Mail, Archives and Records Services Division. This consolidation reflects the confluence of technologies in the field of telecommunications and electronic data processing.

28D.2 With the creation of a consolidated Executive Office for the Department of Administration and Management, 14 posts (1 D-1, 1 P-5, 1 P-4, 1 P-3 and 10 General Service posts) have been redeployed from the Executive Office of the Office of General Services to section 28A.

Table 28D.1Section 28D: Office of General Services

	<u>USG</u>	<u>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>Total</u>	<u>GS/Others</u>
Authorized staffing table <u>a/</u>	-	1	3	5	15	14	23	14	75	752
Reorganization/ redeployment (1)	-	-	1	2	2	9	7	4	25 <u>b/</u>	16 <u>b/</u>
STA before post reduction	-	1	4	7	17	23	30	18	100	768
Proposed post reduction (2)	-	-	(1)	(2)	(3)	(2)	(11)	2	(17)	(142)
Proposed adjustment (1)+(2)	-	-	-	-	(1)	7	(4)	6	8	(126)
Target Dec. 1989 staffing table	-	1	3	5	14	21	19	20	83	626

a/ See A/42/6 and A/C.5/42/2/Rev.1.

b/ Net effect of a number of redeployments within section 28:

	<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>GS</u>
To sect. 28A	-	(1)	(1)	(1)	(1)	-	(10)
From sect. 28E	1	3	3	10	8	4	26
Total	1	2	2	9	7	4	16

## SECTION 28J: ADMINISTRATIVE AND COMMON SERVICES, VIENNA

28J.1 In order to take maximum advantage of the possibilities for greater rationalization and economies of scale provided by the consolidation in the United Nations Office at Vienna under the Director-General of programmes and activities that hitherto were administered separately, the Director-General of the United Nations Office at Vienna has proposed that a Division of Support Services should be set up to replace the former Division of Administrative Services. The precise functions of that Division, its staffing structure and its relations with agencies located at Vienna have now been established on the basis of a management review. This new central Division comprises financial, personnel, general, security and safety and conference services which are provided to all substantive offices located at Vienna.

Table 28J.1

Section 28J: Administrative and common services, Vienna

	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total	GS
Authorized staffing table	-	-	-	1	3	2	5	-	11	145
Reorganization/ Redeployment <u>a/</u> (1)	-	-	-	-	1	1	-	-	2	9
Proposed post reduction (2)	-	-	-	-	-	(1)	(2)	-	(3)	(9)
Proposed adjustment (1)+(2)	-	-	-	-	1	-	(2)	-	(1)	-
Target Dec. 1989 staffing level	-	-	-	1	4	2	3	-	10	145

a/ Redeployments from sect. 6B, Activities on global social development issues, and sect. 20, International drug control.



## SECTION 28K: COMMON SERVICES AT NAIROBI

28K.1. Towards the end of 1987, an administrative review of the organization, functions and staffing of all administrative and common service units at Nairobi was carried out. The conclusion of that review was that the United Nations Environment Programme (UNEP) and Habitat should retain their current separate personnel, budget and registry functions but that all electronic data processing, finance and general services, which are duplicated in the two offices, should be consolidated and provided as joint services. Those joint services, together with communications and mail operations which are currently operated by UNEP but provided as de facto common services to all organizations in the headquarters complex at Gigiri, should be administered by the existing Common Support Service (sect. 28K) without any increase in resources under that section. On the other hand, two Professional posts (one D-1 in sect. 18 and one D-1 in sect. 19) and a number of local-level posts would be saved under those sections. The Secretary-General intends to reflect in detail the new arrangements in his proposed programme budget for the biennium 1990-1991.

Notes

- 1/ A/C.5/42/2/Rev.1.
- 2/ A/42/234 and Corr.1.
- 3/ Official Records of the General Assembly, Forty-first Session, Supplement No. 49 (A/41/49).
- 4/ A/42/234 and Corr.1, para. 30 (h) (vi).
- 5/ Official Records of the General Assembly, Forty-second Session, Supplement No. 6 (A/42/6), sect. 3.

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