

3. *Requests* the Secretary-General to standardize the format of his reports relating to the work and recommendations of the Joint Inspection Unit in order to include therein the recommendations of the Unit and any decisions of the General Assembly and other governing bodies before making his comments;

4. *Urges* the Secretary-General, in preparing his report on the implementation of the recommendations of the Joint Inspection Unit, and the Unit, in preparing its annual report, to co-ordinate their efforts in order to submit to the General Assembly the maximum possible information on the implementation of the recommendations of the Unit;

5. *Invites* the Joint Inspection Unit to continue to make every possible effort to issue its reports well in advance of meetings of the governing bodies of its participating organizations, in particular the General Assembly, and of the relevant subsidiary bodies, to ensure that the comments of the Secretary-General and those of the Administrative Committee on Co-ordination, where pertinent, are issued in accordance with existing regulations for the timely receipt of documentation;

6. *Requests* the Joint Inspection Unit to make every effort to shorten its reports, using comparative tables and graphics whenever appropriate, and to include therein an executive summary of its recommendations in order to facilitate the consideration of its reports;

7. *Also requests* the Joint Inspection Unit to take into account the guidelines outlined in the present resolution in finalizing its work programme for 1990-1991;

8. *Requests* the Secretary-General to bring the present resolution to the attention of the executive heads of the participating organizations of the Joint Inspection Unit.

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#### 44/185. Personnel questions

##### A

#### COMPOSITION OF THE SECRETARIAT

*The General Assembly,*

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

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

*Emphasizing* the independent international status of the staff of the Secretariat,

*Having considered* the report of the Secretary-General on the composition of the Secretariat,<sup>23</sup>

*Noting* the progress among nationals of some Member States who have served primarily on fixed-term contracts in accepting long-term and permanent contracts for service with the Secretariat,

*Noting with satisfaction* the positive results derived from holding national competitive examinations as a recruitment tool for nationals of unrepresented and underrepresented Member States,

*Noting* that there continues to be some unevenness between the number of appointments made to posts subject to geographical distribution of nationals of unrepresented and underrepresented Member States and those of Member States within range or overrepresented,

*Noting also* the efforts made and still required to fill posts in organizational units with high vacancy rates, particularly in the regional commissions,

*Bearing in mind* the views on personnel questions expressed by Member States in the Fifth Committee during the forty-fourth session.<sup>24</sup>

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

2. *Urges* the Secretary-General, whenever making appointments to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, including candidates successful in the national competitive examinations, taking also into consideration paragraph 4 of resolution 41/206 A of 11 December 1986, in order to ensure that all such countries come closer to the mid-point of their desirable ranges;

3. *Requests* the Secretary-General to take every available measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and other Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to report thereon to the Assembly at its forty-fifth session, bearing in mind that no post should be considered the exclusive preserve of any Member State or group of States and with due regard to the principle of equitable geographical distribution;

4. *Also requests* the Secretary-General to continue his efforts aimed at improving the composition of the Secretariat by ensuring a wide and equitable geographical distribution of staff in the Professional and higher categories in all main departments and offices, bearing in mind that paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity;

5. *Further requests* the Secretary-General to monitor closely the effects of the reduction of posts on geographical distribution, particularly at the senior levels, and to take appropriate measures to redress any imbalances;

6. *Requests* the Secretary-General to endeavour to complete the work on the development of a methodology for holding national competitive examinations for posts at the P-3 level in all Member States and to submit a progress report thereon to the General Assembly at its forty-fifth session;

7. *Also requests* the Secretary-General to complete his efforts towards the development of a comprehensive career development plan for all staff that allows for fair and transparent post-bidding throughout the Secretariat by integrating the vacancy management programme, ensures adequate, equitable and transparent promotion procedures and recognizes merit through a rational performance evaluation and reporting system;

<sup>24</sup> See *Official Records of the General Assembly, Forty-fourth Session, Fifth Committee*, 28th, 37th, 39th to 42nd, 44th, 55th and 56th meetings, and corrigendum

<sup>23</sup> A/44/604.

8. *Further requests* the Secretary-General to report to the General Assembly at its forty-fifth session on:

(a) The review of rules, regulations and criteria used for the promotion of staff;

(b) Efforts to ensure transparency in the work of the appointment and promotion bodies;

(c) The inclusion of effective and expeditious appeal and recourse mechanisms in the vacancy management programme;

9. *Requests* the Secretary-General to develop a personnel policy to increase the mobility of staff, keeping in view the functional requirements of the Organization, and to report to the General Assembly at its forty-fifth session on the measures proposed;

10. *Also requests* the Secretary-General to prepare proposals for groupings of Member States in presenting tables in his report to the General Assembly at its forty-fifth session on the composition of the Secretariat, taking into account the views expressed by Member States;

11. *Further requests* the Secretary-General to report to the General Assembly at its forty-fifth session on the implementation of the present resolution.

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## B

### ADMINISTRATION OF JUSTICE IN THE SECRETARIAT

*The General Assembly,*

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

*Having considered* the report of the Secretary-General on the administration of justice in the Secretariat,<sup>25</sup>

*Welcoming* the further improvements in the internal justice system and the progress achieved during the current year, including the reduction of the backlog of pending cases, largely due to the introduction of procedural improvements, and the completion of work on the revision of disciplinary rules to be promulgated effective January 1990,

1. *Endorses* the report of the Secretary-General on the administration of justice in the Secretariat;

2. *Requests* the Secretary-General to proceed without delay with the promulgation of the revised set of disciplinary rules effective 1 January 1990 and to report to the General Assembly at its forty-fifth session on the operation of the new system;

3. *Also requests* the Secretary-General to continue with the reforms in the administration of justice in the Secretariat, in particular with regard to improving the informal procedures for amicable settlements of staff grievances, and to report thereon to the General Assembly at its forty-fifth session.

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<sup>25</sup> A/C.5/44/9.

## C

### IMPROVEMENT OF THE STATUS OF WOMEN IN THE SECRETARIAT

*The General Assembly,*

*Recalling* Articles 8, 100 and 101 of the Charter of the United Nations.

*Recalling also* all relevant resolutions on the improvement of the status of women in the Secretariat, and the relevant paragraphs of the Nairobi Forward-looking Strategies for the Advancement of Women,<sup>26</sup> in particular paragraphs 315, 356 and 358,

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

*Reaffirming* the goal of increasing by 1990 the number of women in posts subject to geographical distribution to 30 per cent of the total,

*Noting, however,* the inadequate increase in the number of women in posts subject to geographical distribution and in the appointment of women to the senior and policy-formulating levels, particularly with regard to women from developing countries, keeping in view that recruitment overall has been affected by the implementation of recommendation 15 of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations<sup>27</sup> during the period 1987-1989,

*Taking note* of the report of the Secretary-General on the improvement of the status of women in the Secretariat,<sup>28</sup> and of section II.E of the report of the Secretary-General on the composition of the Secretariat,<sup>23</sup>

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

2. *Urges* the Secretary-General to strengthen his efforts to increase the number of women in posts subject to geographical distribution, in particular at the senior and policy-formulating levels, with a view to achieving to the extent possible an overall participation rate of 30 per cent of the total by 1990, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity and with full respect for the principle of equitable geographical distribution;

3. *Requests* the Secretary-General to increase the representation of women from developing countries, including at the senior and policy-formulating levels, in view of the small proportion of women from those countries;

4. *Reiterates its request* to all Member States to support the efforts of the Secretary-General referred to in paragraphs 2 and 3 of the present resolution by nominating more women candidates and encouraging more women to apply for posts subject to geographical distribution, in particular those at the senior and policy-formulating levels;

<sup>26</sup> *Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985* (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

<sup>27</sup> See *Official Records of the General Assembly, Forty-first Session, Supplement No. 49 (A/41/49)*.

<sup>28</sup> A/C.5/44/17.

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

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

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

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

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

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

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

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

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

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

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## D

### MANDATORY AGE OF SEPARATION FOR NEW STAFF MEMBERS

*The General Assembly,*

*Taking note* of the recommendation of the International Civil Service Commission to the General Assembly and the legislative bodies of other organizations of the United Nations common system<sup>31</sup> that the mandatory age of separation should be 62 for new staff members entering into service on or after 1 January 1990,

*Taking note also* of the recommendation of the United Nations Joint Staff Pension Board<sup>32</sup> to increase the normal retirement age under the Regulations of the United Nations Joint Staff Pension Fund from 60 to 62 for participants entering or re-entering the Fund on or after 1 January 1990,

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

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

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

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

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

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## ANNEX

### Amendment to the Staff Regulations of the United Nations

#### Regulation 9.5

Replace the first sentence by the following text:

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

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

*The General Assembly,*

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

*Recalling* that, under Article 105 of the Charter, all officials of the Organization shall enjoy in the territory of each of its Member States such privileges and immunities as are necessary for the independent exercise of their functions in connection with the Organization,

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

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

<sup>29</sup> A/C.5/40/30, sect. III.B.

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

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

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

<sup>33</sup> Resolution 22 A (I)

<sup>34</sup> Resolution 179 (II).