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PROGRAMME BUDGET FOR THE BIENNIUM 1982-1983

Proposed changes in the top echelon: revised estimates
under sections 1, 2, 3, 23, 27 and 28

Report of the Secretary-General

INTRODUCTION

1. During the course of 1982, the Secretary-General introduced a number of changes in the top echelon of the Secretariat. Each of the changes was based upon a careful assessment of the needs of the Organization in the areas concerned, and each was made on a temporary basis pending appropriate action by the General Assembly at its current session. Those changes which involved transfers between sections of the budget were submitted to the Advisory Committee on Administrative and Budgetary Questions (ACABQ) at its spring session and met with the approval of the Committee. Of the remaining changes, those which could be made in the first instance within available resources were also reported to the Advisory Committee, while the implementation of others was deferred pending the approval of the General Assembly.
2. The present report describes all of the changes which the Secretary-General considers to be desirable and proposes a number of measures, including the establishment of additional posts and the appropriation of additional funds, for which the approval of the General Assembly is requested.
3. The changes involve the upgrading of the United Nations Office at Vienna through establishment of a post of Director-General, the strengthening of the Office of the Under-Secretaries-General for Special Political Affairs, the

creation of an Office of Field Operational and External Support Activities, the upgrading of the posts at the head of the United Nations Relief and Works Agency for Palestine Refugees in the Near East and the Centre against Apartheid, and the redesignation of the Division of Human Rights as the Centre for Human Rights and the upgrading of its Directorship. Details of these proposals appear below.

PROPOSED CHANGES

A. United Nations Office at Vienna

4. The United Nations Office at Vienna is being called upon to play an increasingly important role, particularly in the light of the forthcoming assumption by the United Nations Industrial Development Organization (UNIDO) of specialized agency status. It is proposed to reflect this expanded executive and political role by opening a new subsection 15 under section 1B of the budget (Executive direction and management) to be entitled "Office of the Director-General, United Nations Office at Vienna". In 1982, this Office has been headed at the Assistant Secretary-General level with a post formerly utilized for the Deputy Director-General of the United Nations Office at Geneva, which has been transferred to Vienna while remaining within section 1. Supporting staff has been provided through the redeployments of a D-1 post from the Executive Office of the Secretary-General to Vienna in exchange for a D-2 post now in section 28M. One P-5 post and one General Service post have been transferred to section 1 from resources available under section 28M in Vienna.

5. The foregoing transfers were submitted to the ACABQ in February 1982 and the associated transfers between sections were approved by the Committee. In addition, the Advisory Committee was informed that two General Service posts (one at the principal level) will be sought under section 1 at the earliest opportunity. In the months following the arrival of the Director-General, the Secretary-General has concluded that certain further strengthening of the Office and of the administrative services in Vienna is required. Details of these proposals are described in the following paragraphs.

(a) Office of the Director-General

6. The responsibilities entrusted to the Director-General include representing the Secretary-General in relations with permanent missions and with the Austrian authorities; dealing with the Austrian authorities in matters relating to the United Nations presence in Vienna and the related privileges and immunities of the United Nations staff; the overall management of the United Nations Office at Vienna; and liaison with intergovernmental and non-governmental organizations that are headquartered in Vienna. These responsibilities are especially important, given the foreseen assumption by UNIDO of specialized agency status. Therefore, in order to permit the adequate discharge by the United Nations of its responsibilities, the Secretary-General believes that the staffing of the Office should comprise a Director-General at the Under-Secretary-General level, a special assistant (D-1), an executive assistant (P-5), a legal officer (P-5) and five General Service, including one at the principal level. In addition, the Director-General would require \$3,000 in respect of overtime and an amount

of \$12,000 in respect of travel in order to maintain contact with Headquarters and attend meetings of an inter-agency nature in Europe. Funds in the amount of \$4,400 would also be necessary for official functions to be hosted in respect of United Nations Day and visits of the Secretary-General. An official vehicle would also be required (\$18,000), together with an additional Manual Worker post for a chauffeur.

7. As regards the staff resources enumerated above, one ASG, one D-1, one P-5 and one General Service have been made available through redeployments (as noted in para. 4 above). There is, therefore, a need to reclassify one ASG post to the USG level and to establish one P-5, one General Service (principal level), three General Service (other level) and one Manual Worker, as of 1 January 1983, at a cost of \$135,600 in respect of salaries and common staff costs. As regards travel, an amount of \$4,400 could be met by transfer from section 28M, leaving an amount of \$7,600 for which an additional appropriation would be required.

8. The total cost in respect of the Office of the Director-General under section 1B, subsection 15, would amount to \$697,600, of which \$168,600 relates to new requirements for which an appropriation is requested, namely:

	\$
Reclassification (ASG to USG)	19,800
Established posts (1 P-5, 4 General Service and 1 Manual Worker)	115,800
Overtime	3,000
Travel	7,600
Hospitality	4,400
Car	<u>18,000</u>
Total	<u>168,600</u>

The remaining \$529,000 may be met from redeployment, both within section 1 and from section 28M, as follows:

<u>Section</u>	<u>From</u> (Thousands of US dollars)	<u>To</u>	<u>Net</u>
1B.2 Executive Office of Secretary-General (provides D-1 in exchange for D-2)	(141.1)	154.1	13.0
1B.6 Office of the Director-General, United Nations Office at Geneva (provides Assistant Secretary-General)	(221.6)	-	(221.6)
1B.15 United Nations Office at Vienna (gains Assistant Secretary-General, D-1, P-5, 1 General Service)	-	<u>529.0</u>	<u>529.0</u>
	(362.7)	683.1	320.4
28M Administrative Service, Vienna (provides D-2, P-5, 1 General Service)	(351.8)	-	(351.8)
Total	<u>(714.5)</u>	<u>683.1</u>	<u>(31.4)</u> a/

a/ The net saving from redeployment reflects variations in staff costs in Vienna, Geneva and New York.

In addition, an amount of \$44,800 would be required under section 31 for staff assessment, to be offset by the same amount under income section 1.

(b) Administrative Service, Vienna

9. Following the creation of the Office of the Director-General in Vienna under section 1 of the programme budget, the administrative services under section 28M which the United Nations Office at Vienna would provide to the United Nations units located there would consist of one P-4, one P-3 and two General Service, including one at the principal level. The Secretary-General believes that this core central administrative unit needs to be strengthened in order that, on the one hand, the necessary administrative services to the United Nations units in Vienna can be adequately provided and, on the other, the necessary planning can be initiated for the United Nations Office at Vienna to eventually assume responsibility for those financial, personnel and other administrative services currently provided to the United Nations units by UNIDO, which will come under the responsibility of the United Nations Office at Geneva. This would require the establishment of four posts - one at the D-1 level and three at the General Service level, at a cost of \$82,100 for 1983 in respect of salaries and common staff costs.

10. The appropriation in respect of section 28M would need to be reduced by \$269,700, representing the resources proposed for redeployment to section 1 (\$351,800) offset by the costs associated with the projected establishment of the new posts (\$82,100). In respect of the proposed new posts, an appropriation of \$23,100 would also be required under section 31 for staff assessment, to be offset by an equivalent amount under income section 1.

B. Office of the Under-Secretaries-General for
Special Political Affairs

11. The function of the Office of the Under-Secretaries-General for Special Political Affairs is to advise and assist the Secretary-General in carrying out special tasks relating to the maintenance of international peace and security, in pursuance of Security Council or General Assembly decisions or in fulfillment of his responsibilities under the Charter. These tasks involve activities aimed at the peaceful settlement of disputes, good offices missions and the direction of peace-keeping operations.

12. The number of assignments has increased substantially in the past few years, adding to demanding duties in areas of continuing involvement. These assignments now concern international conflicts and potential conflict situations on four continents. These are among the most complex and sensitive issues before the Organization, involving as they do the vital interests of Member States. The nature and scope of these tasks have resulted in a much heavier work-load. They require close monitoring of political developments, including wide-ranging contacts with representatives of Member States, careful preparation and conduct of negotiations and missions as well as systematic follow-up. Although an effort has been made, in trying to cope with the additional responsibilities and increased work-load, to rely on the assistance of staff from other units of the Secretariat for specific tasks and certain missions on an ad hoc basis, this obviously does not fully meet the requirements of the Office. By their very nature the assignments of the Office usually require a capacity for immediate response as well as systematic and sustained action. For these reasons a strengthening of its staff, which represents the core of the support available to the Secretary-General in this important area, has become an urgent necessity.

13. Two additional Professional posts, one at the D-1 level and one at the P-5 level, are requested in order to assist the Under-Secretaries-General in the performance of their duties. The incumbents of the posts would be expected to participate in or conduct negotiations, recommend policies and draft confidential proposals and communications to Governments. They would also carry out research and prepare analytical papers on the subjects of negotiations, and undertake missions, especially in the framework of good offices, peace-keeping and related missions.

14. In the early part of 1982, a D-1 post from the United Nations Truce Supervision Organization (UNTSO) was loaned to the Office. At the time, it appeared that the main political tasks in the area would be carried out through the United Nations Interim Force in Lebanon (UNIFIL). As a result of the developments in the Middle East this summer, however, UNTSO has been given additional responsibilities, which make it necessary to return the post to UNTSO and to replace it with a new post, in accordance with requirements at Headquarters.

15. The level of the posts requested has been determined in the light of the assignments, which involve delicate negotiations both at Headquarters and in capitals, and a multitude of contacts with various parties, members of the Security Council and troop-contributing countries on highly sensitive and complex matters. For this reason it has also been decided to request the establishment of a new post at the P-3 level to replace two P-2 posts, which could not be sufficiently utilized in this Office for those purposes.

16. It is also requested that two additional General Services posts be established to provide secretarial assistance to the additional Professionals, resulting in an overall staffing table which compares with the present one as follows:

	<u>Present staffing table</u>		<u>Proposed staffing table</u>	
	<u>No. of posts</u>	<u>Total</u>	<u>No. of posts</u>	<u>Total</u>
USG	2		2	
D-2	4		4	
D-1	1		3	
P-5	2		3	
P-4	1		1	
P-3	1		2	
P-2/1	<u>2</u>	13	-	15
G-5	3		3	
G-4/1	<u>9</u>	<u>12</u>	<u>11</u>	<u>14</u>
Grand total		<u>25</u>		<u>29</u>

17. The cost of the foregoing proposals, applying the standard turnover deduction for new posts, amounts to \$195,200, of which \$128,000 relate to staff costs under section 1 and \$67,200 to common services costs under section 28. In addition \$38,000 would be required for staff assessment under section 31, to be offset by an equivalent amount under income section 1.

C. Office for Field Operational and External Support Activities

18. In his bulletin ST/SGB/185 of 20 January 1982, the Secretary-General announced his intention to establish, effective 15 January 1982, the Office for Field Operational and External Support Activities as one of the offices of the Secretary-General. The Office will be responsible for the administrative

and logistic support of special missions, peace-keeping operations, relief operation missions and such other field missions as the Secretary-General may decide and, in co-operation with the Department of Public Information, for providing briefing on current developments, especially in political matters, to information centres.

19. The Secretary-General's bulletin listed organizational units of the Field Operations Division which were to be transferred to the new Office from the Office of General Services. The approval of ACABQ was obtained for this transfer between sections of the budget. The Advisory Committee was further informed that the additional resources necessary for the initial establishment of the Office, i.e., posts for an Assistant Secretary-General, a special adviser at the P-5 level, a personal assistant at the G-5 level and a General Service staff member, would be found within existing appropriations, "until such time as a proposal is put forward to the General Assembly for its establishment". Further, the Committee was informed that efforts would be made to seek permanent resources through redeployment for the on-going activities of the Office.

20. The work-load associated with the responsibilities of the Office, particularly the information aspects, necessitates the establishment of two political reports officers at the P-4 and P-2 levels, respectively, and a General Service staff member to assist those officers in the preparation of political reports. Travel funds are also requested to enable the Assistant Secretary-General and senior Professional officers to undertake travel to some of the offices under their jurisdiction, including information centres. The total costs associated with these proposals would amount to \$587,000 for the biennium 1982-1983 as follows:

	<u>1982-1983</u>	
	\$	\$
<u>Section 1</u>		
Established posts (ASG, P-5, P-4, P-2, G-5 and 2 G-4/3)	288,500	
Common staff costs	92,300	
Long-distance telephone	3,000	
Travel	<u>25,000</u>	408,800
<u>Section 28</u>		
Common services requirements (office space, furniture, pouch services etc.)		<u>178,200</u>
Total		<u><u>587,000</u></u>

21. It has not proved possible to redeploy funds to this activity in 1982, owing to the heightened political activity throughout 1982, which has placed pressure on the available resources in section 1. It is, therefore, necessary to request an appropriation of \$587,000 for the biennium 1982-1983 as detailed above, together with associated staff assessment amounting to \$118,700.

22. In addition to the foregoing, the creation of the Office requires the transfer of the Field Operations Division, Office of General Services, from section 28 to section 1. The amount involved, representing the costs of 10 Professional posts (1 D-2, 2 P-5, 2 P-4, 1 P-3 and 4 P-2) and 14 General Service posts (2 principal and 12 other level), together with \$24,200 of operating costs, is \$1,704,300 for the biennium 1982-83. As mentioned earlier, the Advisory Committee has concurred in the transfer between sections for this purpose for the year 1982.

23. In a matter related to the creation of the Office for Field Operational and External Support Activities, the Secretary-General considered that the time had come to transfer the Information Centres Administrative Unit of the Field Operations Division to the Department of Public Information. It may be recalled that in its report on the United Nations information centres (A/34/379), the Joint Inspection Unit (JIU) had expressed the view that the arrangement whereby the information centres depended administratively on support from the Office of General Services removed the Department of Public Information from being at the core of decision-making on matters that concern the daily running and morale of the centres. JIU also recommended that the Field Operations Division should not be involved in the administrative and personnel questions of United Nations information centres. In his related comments (A/34/379/Add.1), the Secretary-General pointed out that the existing arrangements had also led to removal of the Department of Public Information from the problems of planning of operational resources allocated to the centres and indicated his intention of looking further into the question. The transfer of credit (for which concurrence of the ACABQ was obtained for the year 1982), would involve an amount of \$598,000 from section 28 to section 27 for the biennium 1982-83, representing the costs of the posts concerned, namely, 1 P-4 and 9 General Service (5 principal and 4 other level) posts.

D. United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA)

24. The Commissioner-General of UNRWA is responsible for one of the largest United Nations programmes, with an annual expenditure of close to \$200 million and a staff of over 17,000. It provides education to 340,000 refugee children as well as extensive health and relief services to the 1.9 million refugees registered with the Agency.

25. The Commissioner-General is appointed by the Secretary-General but is directly responsible to the General Assembly for the proper functioning of the Agency. UNRWA has no governing body.

26. UNRWA, although a humanitarian agency, operates in a highly sensitive environment, in which the Commissioner-General is called upon to deal with five host Governments, some of which are still technically at war with each other, in order to ensure the proper conditions within which the Agency can carry out its functions.
27. The Commissioner-General solicits most of the funds required by the Agency. This involves personal contact with Governments, often at the foreign minister level.
28. On the basis of the foregoing reasons, it is believed that the post of the Commissioner-General should be upgraded to the Under-Secretary-General level.
29. The upgrading of the post of Commissioner-General of UNRWA would require, in 1983, an additional appropriation of \$10,500 for salaries, common staff costs and representation allowance under section 2E of the programme budget for the biennium 1982-1983. In addition, an amount of \$6,400 would be required under section 31 for staff assessment, to be offset by an equivalent amount under income section 1.

E. The Centre against Apartheid

30. The proposal to upgrade the post of the head of the Centre against Apartheid to the Assistant Secretary-General level is being submitted in response to General Assembly resolution 33/183 J of 26 January 1979, paragraph 6 of which contains the decision to this effect, as well as pursuant to subsequent resolutions of the General Assembly on the question of the policies of apartheid of the Government of South Africa calling for the strengthening of the Centre against Apartheid, in consultation with the Special Committee against Apartheid. In line with the latter requests the reclassification of a General Service post to the principal level is also requested.
31. Additional requirements of the above-mentioned proposals in respect of salaries, common staff costs, representation allowance and common services costs would amount, in 1983, to \$97,000, of which \$24,400 would be needed under section 3D and \$72,600 under section 28D of the programme budget for the biennium 1982-1983. In addition, an amount of \$12,200 would be required under section 31 for staff assessment, to be offset by an equivalent amount under income section 1.

F. Redesignating the Division of Human Rights as the Centre for Human Rights

32. In document ST/SGB/194 dated 28 July 1982, the Secretary-General announced that, effective on that date, the Division of Human Rights was redesignated as the Centre for Human Rights.
33. In keeping with the high priority which the Charter of the United Nations assigned to the promotion and protection of human rights, and as recognition of this importance has spread among Member States, the scope of activities concerning

human rights has expanded progressively. The Centre, whose work in the early years was concentrated almost exclusively on the human rights activities of the Commission on Human Rights, the Economic and Social Council and the Third Committee of the General Assembly, now provides secretariat support for a large number of bodies, including not only the Commission but its Sub-Commission and numerous working groups, the Human Rights Committee, the Committee on the Elimination of Racial Discrimination, the meetings of the States parties to the human rights covenants and the sessional working groups of the Third Committee and the Economic and Social Council. Moreover, the number and level of direct contacts with Governments, both as mandated by the Commission on Human Rights and in carrying out the good offices function of the Secretary-General, have increased markedly in recent years.

34. Because the Centre for Human Rights is physically located away from Headquarters, the official in charge of the Centre bears an extra heavy responsibility in representing the Secretary-General in the meetings of human rights bodies in Geneva and in dealing with ranking dignitaries in that major diplomatic community.

35. The senior United Nations official with substantive day-to-day responsibility for carrying out these important and sometimes sensitive contacts, as well as supervising and managing the Organization's human rights programme as a whole on behalf of the Secretary-General, should have a rank commensurate with such important responsibilities. It may be noted that other major organizational units of the Secretariat, with programmes of comparable magnitude, are directed at the Assistant Secretary-General level.

36. Accordingly, the Secretary-General seeks the approval of the General Assembly to upgrade the directorship of the Centre for Human Rights to the Assistant Secretary-General level. Should the General Assembly approve this proposal an additional appropriation of \$17,900 under section 23 of the programme budget would be required. In addition, the sum of \$8,000 would be required under section 31 for staff assessment, to be offset by an equivalent amount under income section 1.

SUMMARY

37. In summary, the proposals outlined above would require an additional appropriation of \$1,126,900 for the biennium 1982-1983, as follows:

	<u>Section 1</u>	<u>Sections 2, 3 and 23</u> (Thousands	<u>Section 27</u> of US	<u>Section 28</u> dollars)	<u>Total</u>
A. United Nations Office at Vienna					
(a) Office of the Director-General					
Additional resources (para.8)	168.6	-	-	-	168.6
Redeployments (para.8)	320.4	-	-	-	320.4
(b) Administrative Service					
Additional resources (para.9)	-	-	-	82.1	82.1
Redeployments (paras. 8 and 10)	-	-	-	(351.8)	(351.8)
B. Under-Secretaries-General for Special Political Affairs					
Additional resources (para. 17)	128.0	-	-	67.2	195.2
C. Office for Field Operational and External Support Activities					
Additional resources (para. 21)	408.8	-	-	178.2	587.0
Redeployments:					
Field operations (para. 22)	1 704.3	-	-	(1 704.3)	-
Information centres (para. 23)	-	-	598.0	(598.0)	-
D. UNRWA (para. 29)					
Reclassification	-	10.5 a/	-	-	10.5
E. Centre against <u>Apartheid</u> (para. 31)					
Reclassification	-	24.4 b/	-	72.6	97.0
F. Centre for Human Rights (para. 36)					
Reclassification	-	17.9 c/	-	-	17.9
Total	<u>2 730.1</u>	<u>52.8</u>	<u>598.0</u>	<u>(2 254.0)</u>	<u>1 126.9</u>

a/ Section 2.
 b/ Section 3.
 c/ Section 23.

/...

38. In addition, the amount of \$251,200 would be required for staff assessment under section 31, to be offset by a equivalent amount under income section 1, as indicated in paragraphs 8, 10, 17, 21, 29, 31 and 36.
