



## General Assembly

Distr.  
GENERAL

A/C.5/37/65/Add.2  
1 December 1982

ORIGINAL: ENGLISH

Thirty-seventh session  
FIFTH COMMITTEE  
Agenda item 103

### PROGRAMME BUDGET FOR THE BIENNIUM 1982-1983

#### First performance report

#### Job classification and career development of language staff

#### Report of the Secretary-General

1. At its thirty-fifth session, the General Assembly approved by its resolution 35/225 a plan for job classification and career development of language staff in the United Nations, in which the General Assembly recognized that "the career of staff in all the language occupational groups at the United Nations represent a functional continuum within which the range of grade levels should reflect the increasingly complex and specialized nature of the assignments performed by language groups".
2. The plan envisaged a progressive adjustment of the manning tables in respect of translators, interpreters, verbatim reporters, editors, copy-preparers and proof-readers providing for reclassifications of posts in those Professional categories. The adjustment, including reductions in the number of posts for translation services, was to be spread over three years - 1981, 1982 and 1983. The action by the General Assembly was reflected in the 1981 staffing provisions in the approved numbers, and the proposed programme budget for the biennium 1982-1983 reflected the completion of the implementation of the establishment adjustments for Headquarters and Geneva.
3. The Secretary-General, in document A/C.5/36/4, stated that the principles pertaining to job classification and career development of language staff and the concept of "self-revision" of translation also apply to the language staff and work

at other locations. He proposed in the same document to deal with each situation at other locations on an individual basis to assure that the staff involved would be dealt with in an equitable manner vis-à-vis their colleagues in the language professions. He also indicated that the situation in Vienna, involving as it does a larger number of staff, might call for a more global approach involving a study similar to those undertaken at Headquarters and Geneva.

4. In this connection, the Secretary-General wishes to report to the General Assembly that a review was undertaken in 1982 with respect to the United Nations Industrial Development Organization language staff, of which the results are summarized as follows:

(a) Interpreters

	<u>P-5</u>	<u>P-4</u>	<u>P-3</u>	<u>Total</u>
Current	1	1	2	4
Proposed	1	2	1	4

(b) Translators

	<u>P-5</u>	<u>P-4</u>	<u>P-3</u>	<u>P-2</u>	<u>Total</u>
Current	-	13	23	-	36
Proposed	5	14	14	1	34

(c) Copy-preparers and proof-readers

	<u>P-4</u>	<u>P-3</u>	<u>P-2</u>	<u>Total</u>
Current	1	2	3	6
Proposed	1	3	2	6

5. In summary, the following changes in the grade structure of the UNIDO language services are recommended:

	<u>P-5</u>	<u>P-4</u>	<u>P-3</u>	<u>P-2</u>	<u>Total</u>
Current	2	16	28	-	46
Proposed	<u>7</u>	<u>19</u>	<u>17</u>	<u>1</u>	<u>44</u>
Net increase (decrease)	<u>5</u>	<u>3</u>	<u>(11)</u>	<u>1</u>	<u>(2)</u>

6. The reclassification and abolition of posts recommended for Vienna in the foregoing paragraph entail additional costs under section 17 of \$20,800 for 1983. However, the Secretary-General is of the opinion that this amount could be offset by an equivalent reduction under temporary assistance for meetings taking into account the introduction of more institutionalized "self-revision" in the translation process. Consequently, the foregoing adjustment to the staffing table is proposed without the need for revised appropriations.

7. As regards the remaining duty stations, it remains the intention of the Secretary-General to deal with these on an individual basis, in so far as this can be done within existing appropriations for the biennium 1982-1983. Should additional resources be required for this purpose, these would be considered in the context of the preparation of the proposed programme budget for the biennium 1984-1985.

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