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FIFTH COMMITTEE  
Agenda item 111

PERSONNEL QUESTIONS

Draft resolution recommended by the Vice-Chairman following  
informal consultations

The General Assembly,

Recalling its resolutions 33/143 of 20 December 1978 and 35/210  
of 17 December 1980 on personnel questions,

Recalling its decisions 36/456 and 36/457 of 18 December 1981 on the  
application of the principle of equitable geographical distribution and on the  
concept of career, types of appointment, career development and related questions,

Having examined the reports of the Secretary-General on the composition of  
the Secretariat (A/37/143), and on the implementation of personnel policy reforms  
(A/C.5/37/5),

Having considered the study by the International Civil Service Commission on  
the concepts of career, types of appointment, career development and related  
questions (A/37/30, Annex I),

Taking note of the reports of the Joint Inspection Unit and the related  
comments of the Administrative Committee on Co-ordination and of the Secretary-  
General, 1/

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1/ (a) Personnel policy options (A/36/432 and Add.1) and comments of the  
Secretary-General (A/36/432/Add.2);

(b) Second report on the career concept (A/37/528) and comments of the  
Administrative Committee on Co-ordination (A/37/528/Add.1);

Conscious paragraph 1 of Article 101 of the Charter, which states that "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly",

Bearing in mind paragraph 3 of Article 101 of the Charter, which states that "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible",

Convinced that the principle of equitable geographical distribution is fully compatible with the necessity of securing the highest standards of efficiency, competence and integrity,

Noting that some limited progress has been made with respect to the situation of unrepresented and under-represented Member States and towards a balanced and equitable geographical distribution of staff in the Secretariat,

1. Reaffirms the principles and procedures set forth in resolution 35/210, in particular in its section I, paragraphs 1 to 5, and section III;
2. Stresses the importance of having the largest possible number of Member States represented at the higher levels of the Secretariat (i.e., the D-2 level and above);
3. Reiterates the principle of wide geographical representation throughout the Secretariat and welcomes the intention of the Secretary-General to monitor progress towards that objective in departments and main offices;
4. Requests the Secretary-General to include in his annual reports on the composition of the Secretariat information on progress made in respect of improvement of geographical distribution in the Secretariat, particularly at the higher levels;
5. Welcomes the intention of the Secretary-General to develop and apply a medium-term plan of recruitment in order to bring the number of staff from

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(continued)

- (c) Application of the principle of equitable geographical distribution of the staff of the United Nations Secretariat (A/36/407 and A/37/378) and comments of the Secretary-General (A/36/407/Add.1); and
- (d) Status of women in the Professional category and above: second progress report (A/37/369) and comments of the Administrative Committee on Co-ordination (A/37/469/Add.1).

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unrepresented and under-represented countries within their desirable ranges by 1985 at the latest;

6. Also welcomes the intention of the Secretary-General to develop and apply a medium-term plan for career development;

7. Recommends that career planning be based upon clearly defined occupational groups for the Professional and General Service categories;

8. Requests the Secretary-General to report to the General Assembly at its thirty-ninth session on progress made in the implementation of all aspects of personnel policy reform.

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