



SUMMARY RECORD OF THE 50th MEETING

Chairman: Mr. OKEYO (Kenya)

Chairman of the Advisory Committee on Administrative and  
Budgetary Questions: Mr. MSELLE

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The meeting was called to order at 3.55 p.m.

AGENDA ITEM 17: APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS (continued)

(b) APPOINTMENT OF MEMBERS OF THE COMMITTEE ON CONTRIBUTIONS (A/43/102/Add.1)

1. The CHAIRMAN said that, in document A/43/102/Add.1, the Secretary-General informed the General Assembly that Mr. Mauro Sergio da Fonseca Costa Couto had resigned from the Committee on Contributions and a person must be appointed to serve for the remainder of Mr. Costa Couto's term of office, i.e. until 31 December 1990. Item 17 (b), which the Committee had concluded, must therefore be reopened.

2. The Government of Brazil had nominated Mr. Carlos Moreira Garcia to fill the vacancy. If he heard no objection, he would take it that the Committee wished to recommend by acclamation the appointment of Mr. Carlos Moreira Garcia (Brazil) as a member of the Committee on Contributions for a term to expire on 31 December 1990.

3. It was so decided.

AGENDA ITEM 121: PERSONNEL QUESTIONS (continued)

(b) RESPECT FOR THE PRIVILEGES AND IMMUNITIES OF OFFICIALS OF THE UNITED NATIONS AND THE SPECIALIZED AGENCIES AND RELATED ORGANIZATIONS (A/C.5/43/L.13)

4. The CHAIRMAN introduced draft resolution A/C.5/43/L.13. He said he had consulted the Legal Counsel about the expression "take note" appearing in paragraph 1 of the draft, and understood that the use of the term did not imply that the Committee endorsed or approved the report of the Secretary-General (A/C.5/43/18) or the specific recommendations it contained.

5. If he heard no objection, he would take it that the Committee wished to adopt draft resolution A/C.5/43/L.13 without a vote.

6. Draft resolution A/C.5/43/L.13 was adopted without a vote.

7. Mr. FLEISCHHAUER (Under-Secretary-General for Legal Affairs, Legal Counsel) said that, as a number of delegations had pointed out, violations of the status of staff members had unfortunately become more frequent over the past three years despite considerable efforts by the Secretary-General and the executive heads of the specialized agencies and related organizations to take up all such cases promptly and effectively. The support of the General Assembly, expressed through its yearly consideration of the topic and its adoption of resolutions on the subject, was indispensable to the Secretary-General's constant efforts to ensure that the privileges and immunities of staff members were fully respected.

8. He reaffirmed the Secretary-General's view that if Member States granted access to detainees and provided an official explanation of the reasons for their detention very soon after the detention, potential misunderstandings about

(Mr. Fleischhauer)

functional immunity would be reduced and there would undoubtedly also be an enormous decline in the number of cases which had to be brought to the attention of the General Assembly.

9. Some delegations had asked questions about individual cases cited in the reports submitted by the representatives of the staff of the Secretariat and by FICSA. Without going into detail on those reports, he repeated that all members of the staff of the United Nations were covered by the definition given in the Convention on the Privileges and Immunities of the United Nations, regardless of their nationality, place of recruitment, level or category. Locally recruited, hourly paid staff were the only exception.

10. Mr. MA Longde (China) asked the Chairman to request the Legal Counsel to provide his statement in writing, since he believed that some of his interpretations needed study.

11. Mr. MUDHO (Kenya) said that his delegation had specifically asked, in reference to decision 1987/20 of the Administrative Committee on Co-ordination (ACC) which authorized the Secretary-General to request the heads of agencies operating programmes in a country where the privileges and immunities of a United Nations official had been violated to suspend all but purely humanitarian operations until the situation was resolved, what the effect of that decision would be, whether such a decision would require the approval of the General Assembly and whether, in fact, ACC was empowered to suspend operations mandated by the General Assembly.

12. Mr. FLEISCHHAUER (Under-Secretary-General for Legal Affairs, Legal Counsel) said that the decision of ACC had been brought to the attention of the Economic and Social Council, which had taken note of it in decision 1988/167 of 27 July 1988. In the Secretary-General's view the ACC decision did not conflict with the authority of the General Assembly and other bodies, since the matter fell within the competence of the members of ACC as chief administrative officers of their respective organizations.

13. Mr. MUDHO (Kenya) thanked the Legal Counsel for his reply and asked for it to be provided in writing.

14. Mr. LADJOUZI (Algeria) also asked for the Legal Counsel's reply to be provided in writing, since it needed to be studied more thoroughly.

AGENDA ITEM 122: UNITED NATIONS COMMON SYSTEM (continued) (A/C.5/43/L.14)

15. Mr. van den HOUT (Netherlands), speaking as the Vice-Chairman of the Committee, introduced draft resolution A/C.5/43/L.14, the fruit of a total of 17 sessions of informal consultations on the recommendations and decisions in the report of the International Civil Service Commission (ICSC) (A/43/30) and the guidelines and other aspects of the comprehensive review of the conditions of service of staff in the Professional and higher categories which the Commission had been asked to undertake by resolution 42/221, together with questions relating to

(Mr. van den Hout, Netherlands)

the functioning of ICSC itself, including the decision of the staff representatives to suspend participation in the Commission's work. It must be borne in mind that, in the view of most delegations participating in the consultations, the three sections into which the draft resolution fell were interrelated and the resolution should be considered as a whole.

16. The comprehensive review of the conditions of service of staff in the Professional and higher categories came first in view of its importance in the development of a sound remuneration system. ICSC must give the matter the very highest priority.

17. Although the text of the draft reflected a consensus on the Commission's programme of work and schedule of meetings, a number of delegations would have preferred to go into more detail on the subject. They believed that the Commission should meet as soon as possible in 1989 to review the decisions of the General Assembly on the comprehensive review and to organize its 1989 work programme accordingly; some also believed that it would be appropriate for the Commission to create at an early stage one or two working groups comprising representatives of the ICSC secretariat, the organizations and staff, and possibly some members of the Commission, to report to the Commission. The working groups might be a means of bringing about the early resumption of staff participation in the work of the Commission. Ultimately, however, it had been decided not to interfere in the Commission's internal arrangements in the hope that the dispositions it made would enable all concerned to participate fruitfully in all aspects and at all stages of the comprehensive review. It was important that the Commission should take note of the comments made on that matter.

18. On the subject of participation by the organizations and staff representatives in the comprehensive review, it must be pointed out that various delegations had held that it was equally important for the parties which were statutory consultative partners in the Commission to assist in the preparation of documentation for ICSC sessions. As for operative paragraph 3, some delegations had favoured allowing the Commission more time, but it had been decided that ICSC should be asked to submit its comprehensive report to the General Assembly at the forty-fourth session.

19. Paragraph 4 set out the guidelines which the Assembly wished the Commission to follow. The introduction dealt with overall costs, and the text represented a delicate balance between extreme views. The part dealing with the comparator revolved around the retention of the Noblemaire principle and its practical application. The key to the part on the remuneration system was simplification, whether through the introduction of a new system or through a complete overhaul of the existing one, combined with a review of all elements of remuneration. The third part of paragraph 4 requested the Commission to study the possibility and consequences of introducing monetary and non-monetary awards in order to enhance staff productivity and motivation. In the fourth and final part, the Commission was asked to analyse how best to offer the staff adequate incentives for mobility and service in hardship duty stations.

(Mr. van den Kout, Netherlands)

20. Section II of the resolution related to the General Assembly's request that ICSC should study its own functioning with a view to enhancing its work. In the view of the delegations attending the informal consultations, that question needed to be studied in much greater depth than was apparent from the report of ICSC. At information sessions, which had also been attended by staff representatives, the nature of the interrelationships between the parties which were consultative partners in the work of the Commission had been clearly defined. The Commission must carefully consider those interrelationships, including its own relationship to the General Assembly in the context of the determination of conditions of service for staff. As a first step, ICSC should review its rules of procedure in order to allow organisations and staff representatives to be present during its deliberations to the greatest extent possible. Paragraphs 3 and 4 asked for changes in the procedures for nominating candidates to serve on ICSC.

21. Paragraph 5 urged the representatives of the staff to resume their participation in the work of the Commission at the earliest opportunity. Such participation was fundamental to the success of the comprehensive review.

22. The section of the resolution dealing with the functioning of the post adjustment within the margin range dealt with both procedural and substantive issues. As far as procedural matters were concerned, it had been felt that it was up to the General Assembly to decide what was meant by the maintenance of the margin at a level around the desirable mid-point of 115 over a period of time, as was reflected in the fourth preambular paragraph and operative paragraph 1 of the resolution. By operative paragraph 2, the General Assembly would decide as an interim measure that the application of the guidelines should not result in the granting of successive classes of post adjustment in New York at less than four-month intervals. In practice that would mean that, on the basis of information from the ICSC secretariat, one additional class of post adjustment would become payable in New York in January 1989, and another probably in May 1989. Since, during the discussions, attention had been drawn to some legal aspects of that part of the draft, he had contacted a representative of the Office of the Legal Counsel, and was confident that the decisions contained in the draft were within the prerogatives of the General Assembly.

23. Section III.B of the draft endorsed the Commission's recommendations for increases in the education grant and the children's allowance, but not in the secondary dependants' allowance. Although some delegations would have preferred no increase in the allowances before the completion of the comprehensive review, a compromise solution had been reached, under which the increases would be approved as an interim measure pending the adoption of a revised system based on the comprehensive review.

24. Section III.C of the draft resolution dealt with two matters of continuing interest: special measures for the recruitment of women and the Commission's review of the practices of supplementary payments and deductions.

25. Mr. BOUR (France) pointed out an error or omission in part II, paragraph 2 of the French text of the draft resolution, which needed to be corrected.

26. The CHAIRMAN said that, if he heard no objection, he would take it that the Committee wished to adopt draft resolution A/C.5/43/L.14 by consensus.

27. Draft resolution A/C.5/43/L.14 was adopted by consensus.

28. Mrs. MAGA (Norway), speaking on behalf of the Nordic countries, said that although those countries had joined the consensus, the text of the resolution presented them with some difficulties. The situation which had prompted the staff to break off relations with ICSC was a source of great concern, and it was regrettable that it had not been possible to resolve the problem altogether, either in the informal consultations or in the draft resolution.

29. The Nordic countries had joined the consensus on the understanding that section I, paragraph 4, of the draft, stating that "overall costs should, as far as possible, be comparable to the costs of the current remuneration system", was not to be interpreted so as to prejudge the outcome of the comprehensive review. Similarly, in reference to section III, paragraph 1, they wished to state that they did not agree with the manner in which the margin was calculated. Finally, referring to section III, paragraph 2, which specified that as an interim measure and until the forty-fifth session, the application of the guidelines should not result in the granting of successive classes of post adjustment in New York at less than four-month intervals, the Nordic countries wished to state that they had accepted the paragraph reluctantly, on the understanding that it was an interim measure and that in future a feature as arbitrary as the four-month interval should be avoided.

30. Ms. KINGSMILL (Australia) said that her delegation had joined in the consensus reluctantly and wished to make its opinions clear. The comprehensive review should be exhaustive and include all aspects of the current remuneration system: the base salary; the margin; the New York/Washington cost-of-living differential factor; post adjustment, and whether or not it should remain at the base of the system; the consequences of the negative post adjustment for the Tax Equalization Fund and pensionable remuneration; the current methodology for inter-city studies; the components of the current post adjustment, for example, the housing component; the rental subsidy and all subsidies in effect; allowances; financial incentives; dependency allowances; the education grant and, in particular, whether post-secondary studies should continue to be subsidized; the installation grant; payments for separation from service, and in particular, whether the repatriation grant should be paid to staff members who did not reside in their country; and vacation days and travel days as expatriation benefits.

31. After it considered all the elements of the current system, ICSC must draw up bold, imaginative proposals for the establishment of a new system. It should not merely elaborate a parallel to the current system, nor should it regard its task as one of solving unspecified problems of staff recruitment and retention. The real problem it must resolve was the lack of simplicity in the current system.

(Ms. Kingsmill, Australia)

32. Staff costs accounted for approximately 80 per cent of the United Nations regular budget. It was possible that, in the near future, United Nations peace-keeping operations would require Member States to double their financial commitments to the Organization. Therefore, the possibility of real growth could not be considered for the time being. A general increase in staff costs would entail a substantial reduction in the number of staff members or the number of programmes. Not many delegations wished to contemplate such a possibility. ICSC must take financial implications into account when formulating its proposals. It was important for the staff, the organizations and ICSC to present proposals whose costs would be acceptable to Member States.

33. Since Australia had accepted the text of the draft resolution, it would also have to accept its implications for the programme budget, but it would do so unwillingly, as it was not convinced that increases in benefits were justified when a comprehensive review was being prepared.

34. Mrs. SHEAROUSE (United States of America) said her delegation trusted that the comprehensive review would provide an opportunity to improve the system of remuneration, which did not necessarily mean increasing the level of benefits, but rather signified elaborating a system which could attract and retain competent staff.

35. ICSC must establish a clear, comprehensive system, whose costs were comparable to those of the remuneration system in effect. The United States could not support unjustified increases in staff costs. Member States could not be asked to sacrifice programmes in order to support an excessively generous remuneration system. The remuneration system must be just for all and, in particular, must clearly define the nature of the expatriate and non-expatriate staff member for remuneration purposes. No benefit whatsoever should be excluded from the review and the value of each should be determined.

36. Mr. DE CLERCK (Belgium) observed that international civil servants were the backbone of the Organization. ICSC must be creative and realistic in its approach. It must propose a practical remuneration system which would enable the Secretary-General to recruit the most competent staff members and offer them an attractive level of remuneration, whatever their duty station and their conditions of service. At the same time, the cost of the system must be acceptable to Member States. In recent years, the General Assembly had taken various decisions on salary adjustments and at times had made difficult choices regarding their application, which had left the staff with a feeling of insecurity. It was necessary to establish a method of calculation which would eliminate the system's drawbacks and restore its stability and predictability. His delegation hoped that the staff associations would resume participation in the work of ICSC.

37. Mr. UPTON (United Kingdom) said that his delegation had been pleased to join in the consensus. ICSC must present a report based on the guidelines established in section I, paragraph 4, of the draft resolution. Many delegations expected ICSC to present options that were not inflationary and were cost-neutral. Moreover, the review must include all the components of remuneration.

(Mr. Upton, United Kingdom)

38. With respect to staff participation, in accordance with the draft resolution just adopted, the initiative rested with the staff representatives.

39. Mr. VAHER (Canada) said that, in order to join in the consensus on the draft resolution, his delegation had had to make several concessions and abandon its well-known position of principle. The facts which had prompted staff representatives to withdraw from the ICSC deliberations were cause for concern. It was to be hoped that the draft resolution, particularly section II, would make it possible to improve the functioning of ICSC so that the staff representatives would agree to resume their participation.

40. It was disappointing that the General Assembly had been unable to accept all the ICSC recommendations as proposed. The retention of the mid-point of 115 and the refusal to grant successive classes of post adjustment in New York at less than four-month intervals were interim measures subject to revision at the forty-fifth session of the General Assembly. His delegation hoped that the comprehensive review would lead to a satisfactory system of remuneration and benefits. The remuneration system must make it possible to attract and retain competent staff members at all duty stations, in particular the hardship duty stations.

41. In accordance with section I, paragraph 4, the overall costs should be comparable to the costs of the current remuneration system. ICSC must take into account that it was responsible only for overall costs (costs per employee), while other factors (number of employees at each organisation and in the system) were the responsibility of the governing bodies and executive heads. The objectives outlined in resolution 42/221 must continue to steer the work of ICSC.

42. Mr. MAJOLI (Italy), drawing particular attention to section II, paragraph 5, of the draft resolution, expressed the hope that the appeal made in the draft resolution would not go unanswered and that ICSC would find a way to achieve the fullest participation by staff members and thereby satisfy their legitimate aspirations.

43. Mr. LADJOUZI (Algeria), supported by Mr. NHLEKO (Swaziland), said that the comprehensive review must be based on technical considerations. It was to be hoped that an agreement would be reached between ICSC and staff representatives in order to improve the process of consultation on the conditions of service.

44. Miss AHUMADA (Argentina) supported the statements made by the previous speakers and expressed the hope that, as a result of the comprehensive review of the conditions of service, the common system would be strengthened in such a way that the interests of all parties were balanced.

45. Mr. AKWEI (Chairman of the International Civil Service Commission) said that the draft resolution just adopted contained positive elements, especially with regard to the relations between ICSC and the staff representative bodies, and that ICSC would do whatever was necessary in order for those bodies to resume participation.



(Mr. Akwei)

46. However, section III, part A, of the draft resolution, concerning the functioning of the post adjustment within the margin range, could cause difficulties for the common system. Pursuant to article 10 of the statute of the Commission, it was the General Assembly's prerogative to establish the general principles for the determination of the conditions of service, on the basis of the ICSC recommendations, while pursuant to article 11 of the statute, it was the Commission's task to establish the operational methodology for the application of the general principles. The fourth preambular paragraph of section III, part A, could not be regarded as an appropriate interpretation of the statute, and part A, paragraph 1, was contrary to the powers conferred on ICSC. Moreover, paragraph 2 could further complicate the post adjustment system, already much criticized for its complexity, and could mean that the post adjustment margin occasionally fell below the desirable limits laid down by General Assembly resolution 40/244.

47. ICSC would discuss those aspects of the resolution at its next session, but he felt that it was necessary to place his reservations on record.

48. Mr. BARABANOV (Union of Soviet Socialist Republics) said that his delegation took exception to the critical comments which the Chairman of ICSC had just made with regard to the draft resolution, particularly those referring to section III, since they called into question the General Assembly's exclusive prerogatives to establish the remuneration system for the United Nations. The Assembly's decision to undertake a full review of the functioning of ICSC was justified. He requested that the full text of the statement by the representative of the Netherlands in his capacity as Vice-Chairman of the Committee should be distributed to the members of the Committee and to the members of ICSC.

AGENDA ITEM 115: PROGRAMME PLANNING (continued) (A/C.5/43/L.18)

49. Mr. FONTAINE ORTIZ (Cuba), introducing draft resolution A/C.5/43/L.18, said that it was the product of intensive negotiations. He read out the draft in detail, particularly section II concerning programme planning, which was the most important part, and referred to the revisions to the medium-term plan for the period 1984-1989 (extended to 1991) and, in greater detail, to the proposed medium-term plan for the period beginning in 1992. He placed special emphasis on the need to take into account the opinions expressed by Member States and the relevant provisions of the Regulations and Rules Governing Programme Planning, the Programme Aspects of the Budget, the Monitoring of Implementation and the Methods of Evaluation.

50. He briefly referred to section III of the draft resolution, concerning the monitoring, evaluation and reports of the Joint Inspection Unit. Lastly, he read out sections IV and V of the draft.

51. Mr. MAUS (Mexico) said that, with a view to facilitating the Committee's work, his delegation had reluctantly supported the decision to adopt draft resolution A/C.5/43/L.18 without a vote, although it had serious doubts regarding certain paragraphs of the document. The guidelines to be given to the Secretary-General with regard to the revision of the draft introduction and the preparation of the

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(Mr. Maus, Mexico)

proposed medium-term plan should be much more illuminating and substantive than those contained in section II, paragraph 7, of the draft resolution.

52. His delegation did not agree that section II, paragraph 1, should be singled out for emphasis if no serious consideration was given to the directives to which it, like many other Member States, had drawn attention and which, regrettably, were not included in the draft resolution. Section II, paragraph 7, stated that the drafts should be prepared in full accordance with the pertinent Regulations and Rules, and that the views expressed by Member States should be taken into account. In view of the assurances which his delegation had received from the Secretariat during the informal meetings, it had agreed to the adoption of the draft resolution without a vote.

53. Mr. INOMATA (Japan) requested a clarification from the representative of Cuba concerning section II, paragraph 9, of the draft resolution. According to his recollection, the phrase "approved by the General Assembly" had not been part of the agreement reached during the informal consultations, and he felt that it should be deleted. Otherwise, the General Assembly would have to approve the various evaluation studies before they could be submitted to the pertinent intergovernmental bodies, in which case the value of the studies would be considerably diminished and serious delays would occur.

54. Mr. FONTAINE ORTIZ (Cuba) said that the phrase referred to by the previous speaker was an amendment which had been proposed and agreed to during the informal consultations. In his opinion, if the evaluation studies were approved by the General Assembly, they would have greater force. With regard to the question of possible delays, perhaps the Secretariat could clarify whether the approval of the studies by the General Assembly could slow down the process of consideration of those studies and the process of approval by the intergovernmental bodies of the various portions of the proposed medium-term plan.

55. Mr. GOMEZ (Assistant Secretary-General for Programme Planning, Budget and Finance, Controller) said that if the draft resolution was adopted in the form submitted, the Secretary-General would interpret the paragraph concerned in a literal sense, i.e., as referring to the intergovernmental bodies which would examine the various chapters of the plan in accordance with the calendar of consultations which the General Assembly would endorse in section II, paragraph 6, of the draft resolution. The first meetings were scheduled for January. At that time, the Secretary-General would provide intergovernmental bodies with the relevant evaluation studies which would already have been conducted and considered by the Committee for Programme and Co-ordination (CPC) or the Advisory Committee on Administrative and Budgetary Questions, as appropriate, and with which the Assembly would already have concerned itself in taking note of the CPC reports. That would be the only possible interpretation, bearing in mind the provisions of the Regulations and Rules Governing Programme Planning which referred to the relation between the evaluations and the planning cycle.

56. Mr. INOMATA (Japan) said that, in a spirit of co-operation and in the light of the explanation supplied by the Controller, he would not insist on deletion of the phrase in question. However, in section III, paragraph 6, of the draft resolution, the General Assembly endorsed the conclusions and recommendations of the Committee for Programme and Co-ordination contained in paragraphs 86 and 87 of its report; he took it that in programme design, delivery and policy directives, the Secretary-General would in all cases apply the evaluation findings. That meant that the Secretariat would automatically take the evaluation studies as its basis, and that the intergovernmental bodies which were preparing the various portions of the medium-term plan would have to take as their basis the information which they received from the Secretariat. He requested the Secretariat to confirm that such was the correct interpretation, and referred to the provisions of paragraphs 6.1 to 6.4 of the Regulations and Rules.

57. Mr. GOMEZ (Assistant Secretary-General for Programme Planning, Budget and Finance, Controller) confirmed that, in the drafting and presentation of the plans, the Secretariat would, to the extent possible, apply the provisions of the Regulations and Rules, as well as the pertinent resolutions, including the one which was under consideration.

58. The CHAIRMAN said that, if he heard no objections, he would take it that the Committee decided to adopt draft resolution A/C.5/43/L.18 without a vote.

59. Draft resolution A/C.5/43/L.18 was adopted without a vote.

60. Mr. LADJOUZI (Algeria), referring to section II, paragraphs 7 to 11, of the draft resolution, said that his delegation felt that any restructuring of the major programmes and the future medium-term plan should include major programmes and programmes relating to the question of Palestine, the economic situation in Africa, the promotion of regional co-operation and the debt problem. In addition, any possible reduction of activities which took place on the basis of the restructuring of the medium-term plan should be submitted to the prior approval of the General Assembly.

61. With regard to the draft introduction to the medium-term plan for the period 1992-1997, he hoped that in the drafting of the final version of those documents and in the content of the plan itself the Secretariat would fully take into consideration the opinions expressed by the Group of 77 in the Second Committee, by the spokesman for the Movement of Non-Aligned Countries, the Zimbabwean delegation, in the Fifth Committee, and by the Chairman of the Group of African States for the month of November, the Zairian delegation.

62. Mr. HOH (United States of America) said that in its resolution 42/215 the General Assembly had endorsed the ideas put forward by the Secretary-General with the intention of improving the format, content and presentation of the next medium-term plan. The draft resolution which the Committee had just adopted, particularly the provisions of section II, paragraphs 4 to 11, would contribute to that process.

(Mr. Hon. United States)

63. His delegation had joined the consensus with some reluctance since it would have preferred the draft to have been more comprehensive. It was appropriate for the next medium-term plan to be prepared in full accordance with the relevant provisions of the Regulations and Rules Governing Programme Planning, but that had already been pointed out in resolution 41/213 and in various statements by the Secretary-General. The work of the Secretariat would have been facilitated if agreement had been reached on additional guidelines for the preparation of the next plan, at least in respect of the technical aspects of programme planning. It was completely appropriate for the General Assembly to emphasize and interpret the relevant provisions of the Regulations and Rules, without that implying necessarily any amendment of their wording or meaning.

64. In section II, paragraph 3, the Secretary-General was called upon to take into account the views expressed by Member States concerning the preparation of the medium-term plan. His delegation wished to point out once again that the action-oriented resolutions of the General Assembly constituted a parallel planning process. While the medium-term plan was the principal policy directive of the United Nations, it should focus on the planning of Secretariat activities and not on an analysis of international issues.

65. With regard to the preliminary results of self-evaluation, he drew the Committee's attention to an article published in the second issue of the United Nations Evaluation Newsletter, according to which many programme managers had reached the conclusion that the medium-term plan did not accurately reflect their activities. Many of the objectives were not clearly formulated and were not linked to the problems they related to or to the strategies evolved to tackle those problems. Further, objectives were frequently defined in terms of activities rather than the results that those activities should produce, while the work carried out in recent years by programme managers did not appear to correspond fully to the activities planned. The medium-term plan must, first and foremost, translate legislative mandates into practical objectives. Accordingly, it was important for the Secretariat to conform to the Regulations and Rules and, in particular, to rules 103.2, 103.3 and 103.6. The resolution just adopted would contribute to the implementation of those provisions.

66. With regard to section III, paragraph 6, his delegation noted that the General Assembly endorsed, in principle, the improvements sought by the Joint Inspection Unit in the monitoring and evaluation process. The question was essentially a technical one on which it had not been difficult to reach a consensus. With regard to the time scale proposed for the introduction of the improvements recommended by the Joint Inspection Unit, his delegation had been inclined to support the original recommendations, but the Secretariat had indicated that it would have been difficult to have implemented them fully over the following year, in view of which his delegation had joined the consensus. The United States awaited with interest the report requested in section III, paragraph 7, as well as the introduction of the improvements needed as quickly as possible.

67. The CHAIRMAN said that the Committee had concluded its consideration of agenda item 115.

**AGENDA ITEM 49: REVIEW OF THE EFFICIENCY OF THE ADMINISTRATIVE AND FINANCIAL FUNCTIONING OF THE UNITED NATIONS (continued) (A/C.5/43/L.19)**

68. The CHAIRMAN drew the Committee's attention to various errors in document A/C.5/43/L.19. In the first line of the last subtitle of the document, the reference to resolution 42/213 should be to resolution 41/213. In the fourth line of paragraph 17, footnote indicator 2/ should read 8/, and in the sixth line of the same paragraph, footnote indicator 8/ should read 6/. Lastly, footnote 8/ should refer to document A/43/16 (Part II) and not document A/43/651.

69. Mr. van den HOÛT (Netherlands), speaking as Vice-Chairman of the Committee and introducing draft resolution A/C.5/43/L.19, said that the informal consultations on the draft resolution had been extensive and arduous.

70. Paragraph 5 of the draft resolution stressed that the implementation of resolution 41/213 must not have a negative impact on mandated programmes and activities. That paragraph, which was valid for the draft resolution as a whole, as were paragraphs 6 and 7, was intended to provide Member States with greater control over the implementation of resolution 41/213. Paragraph 8 added a new condition with regard to the implementation of the resolution, which also applied to the draft resolution as a whole. Paragraph 9 referred to the implementation of recommendation 15 of the Group of 18 in the context of the 1988-1989 biennium.

71. Paragraph 10 established a link with the draft programme budget outline for 1990-1991. It should be noted that agreement had been reached on that paragraph on the understanding that the outline would include funding for 50 of the 100 posts referred to in paragraph 9.

72. With regard to paragraph 17, there was an understanding that resolution 43/50 H and its administrative and financial implications (A/43/901 and Corr.1) took priority over the CPC recommendation contained in paragraph 84 of its report (A/43/16 (Part II)).

73. In conclusion, he trusted that the Committee would adopt the draft resolution by consensus.

74. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) requested the Fifth Committee to include in its report on the item a sentence to reflect the observation he had made in the informal consultations, to read: "The Chairman of the Advisory Committee, recalling the provisions of paragraph 11 of General Assembly resolution 42/211, stated that the Advisory Committee would be submitting its observations and recommendations on the reports of the Secretary-General called for in paragraphs 18 and 19 of document A/C.5/43/L.19." Paragraph 11 of resolution 42/211 called upon the Secretary-General to submit to the General Assembly at its forty-third session, through the Committee for Programme and Co-ordination and the Advisory Committee, a progress report on the state of implementation of resolution 41/213.

75. The CHAIRMAN said that the statement by the Chairman of the Advisory Committee would be included in the Fifth Committee's report. If there was no objection, he would take it that the Committee wished to adopt draft resolution A/C.5/43/L.19.

76. Draft resolution A/C.5/43/L.19 was adopted without a vote.

77. Mr. LADJOUZI (Algeria) said that his Delegation trusted that resolution 41/213 would be implemented in a balanced way and with flexibility, as recommended in paragraph 8 of the draft resolution just adopted. With regard to paragraph 9, it was his understanding that the overall post reduction in the Secretariat would be 12.1 per cent and that that reduction would not have a negative impact on United Nations activities. He understood further that paragraph 13 referred to the modalities and guidelines to be applied in attaining the percentage reduction referred to in paragraph 9.

78. Mr. UPTON (United Kingdom) said that his delegation had joined the consensus reluctantly. The item dealt with the implementation of resolution 41/213 as a whole, whereas draft resolution A/C.5/43/L.19 related only to specific aspects of that resolution. The Secretary-General should continue to pursue the objective of achieving staff reductions established under resolution 41/213, and it was to be hoped that the restructuring exercise would be continued in the interest of the Organization as a whole. His delegation interpreted paragraph 15 solely in terms of the prerogatives of the Secretary-General as the chief administrative officer of the Organization.

79. Mr. MUDHO (Kenya) said that paragraphs 5 and 8 stressed the need to avoid any negative impact on programmes and, to that end, to implement resolution 41/213 in a balanced way and with flexibility. The substance of paragraphs 11 and 12 was gratifying, since it was essential to the sound administrative and financial functioning of the United Nations for various units not to be adversely affected. With regard to the report requested in paragraphs 18 and 19, his delegation trusted it would clarify whether the implementation of resolution 41/213 would continue to improve the efficiency of financial administration in general and of that of small units, such as Nairobi, in particular.

AGENDA ITEM 147: FINANCING OF THE UNITED NATIONS IRAN-IRAQ MILITARY OBSERVER GROUP (continued) (A/C.5/43/L.16)

80. The CHAIRMAN said that in the fourth preambular paragraph of the French text of draft resolution A/C.5/43/L.16, the word "Considérant" should be replaced by the word "Reconnaissant".

81. Mrs. MUSTONEN (Finland), introducing draft resolution A/C.5/43/L.16, said that it represented the agreement and consensus attained in informal consultations. United Nations peace-keeping operations were an essential instrument in the discharge of the responsibilities conferred on the Organization by the Charter.

82. Draft resolution A/C.5/43/L.16 comprised three parts, in addition to the preamble: part I was general in nature, part II dealt with voluntary contributions and part III with the need to undertake various studies.

(Mrs. Mustonen, Finland)

83. Section II, paragraph 4, requested the Secretary-General to submit, through the Advisory Committee, a report containing guidelines relating to the treatment and valuation of voluntary contributions to UNIIMOG. Account had been taken during the informal consultations of the Secretary-General's prerogatives with respect to the management of peace-keeping operations.

84. Section III of the draft resolution requested the Secretary-General to undertake various studies on the management of peace-keeping operations in general, and also requested information to identify any possible anomalies in the composition of the existing groups of Member States on the basis of the criteria set out in resolution 3101 (XXVIII) of the General Assembly.

85. Lastly, to enable Member States to review the financial aspects of peace-keeping operations, a draft decision had been annexed whereby the General Assembly would decide to include in the provisional agenda for its forty-fourth session an item entitled "Administrative and budgetary aspects of the financing of the United Nations peace-keeping operations".

86. The CHAIRMAN said that, if he heard no objection, he would take it that the Committee wished to adopt the draft resolution and draft decision contained in document A/C.5/43/L.16 without a vote.

87. The draft resolution and draft decision contained in document A/C.5/43/L.16 were adopted without a vote.

88. Mr. STASZEWSKI (Poland) said that his delegation had joined the consensus since it supported peace-keeping operations. Nevertheless, he wished to make known his delegation's disappointment at the failure to resolve what it viewed as an anomaly, namely, the continued inclusion of Poland in Group B of Member States for the purpose of apportioning contributions for the financing of peace-keeping operations, despite the arguments it had put forward in support of a reclassification in Group C and although precedents existed for such a step. His delegation had supported the draft resolution on the understanding that irregularities in the composition of the groups of Member States would be corrected.

AGENDA ITEM 114: PROGRAMME BUDGET FOR THE BIENNIUM 1988-1989 (continued)  
(A/43/7/Add.3 and Add.13, A/43/651 and Add.1; A/C.5/43/1/Rev.1 and Rev.1/Add.1 and Add.2, A/C.5/43/19, A/C.5/43/61 and A/C.5/43/62; A/C.5/43/CRP.3)

Administrative and financial implications of the recommendations and decisions contained in the report of the International Civil Service Commission (A/43/30) concerning agenda item 122 (A/43/7/Add.3; A/C.5/43/19)

89. The CHAIRMAN proposed that, on the basis of the statement of administrative and financial implications submitted by the Secretary-General (A/C.5/43/19) and the Advisory Committee's recommendations (A/43/7/Add.3), the Fifth Committee should inform the General Assembly that, should it approve the recommendations and decisions of the International Civil Service Commission contained in its report, the Secretary-General, in accordance with past practice, would deal with the

(The Chairman)

increased costs in the context of the programme budget performance reports for the biennium 1988-1989.

90. It was so decided.

Programme budget implications of draft decision A/C.2/43/L.84 concerning agenda item 82 (A/C.5/43/61)

91. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) presented the Advisory Committee's recommendations on draft decision A/C.2/43/L.84, adopted by the Second Committee, in accordance with which the Assembly would decide to convene a resumed forty-third session not later than the end of February 1989, so that the Second Committee could consider further and take a final decision on the convening of a special session of the General Assembly in 1990 devoted to international economic co-operation, in particular to the revitalization of economic growth and development in developing countries.

92. The Advisory Committee informed the Fifth Committee that, should the draft decision be adopted no additional costs would be incurred under section 29 of the programme budget for the biennium 1988-1989 in respect of the meetings to be held in 1989.

93. The CHAIRMAN proposed that on the basis of the statement of programme budget implications submitted by the Secretary-General (A/C.5/43/61) and the Advisory Committee's recommendations, the Fifth Committee should inform the General Assembly that, should it adopt draft decision A/C.2/43/L.84, no additional cost would be incurred under section 29 of the programme budget for the biennium 1988-1989 in respect of meetings to be held in 1989.

94. It was so decided.

Programme budget implications of draft resolution A/C.2/43/L.40/Rev.1 concerning agenda item 82 (a) (A/C.5/43/62)

95. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that draft resolution A/C.2/43/L.40/Rev.1 would have the General Assembly decide to establish an ad hoc committee of the whole for the preparation of a new international development strategy and would request the committee to submit a report to the Assembly at its forty-fourth session. The strategy was to be adopted in 1990. The activities envisaged in the draft resolution would be carried out in 1989-1990. Paragraph 9 of document A/C.5/43/62 gave an indication of the meetings to be held by the committee. Paragraph 14 contained information on the costs involved.

96. Should the draft resolution be adopted, no additional appropriation would be required for 1988-1989, since the costs would be accommodated under section 29 of the programme budget.



97. Mr. UPTON (United Kingdom) said that his delegation had already expressed its reservations in the Second Committee concerning the series of meetings referred to in document A/C.5/43/62, paragraph 9. His delegation did not consider it necessary to hold all those meetings; the Secretariat should endeavour to reduce their number as much as possible.

98. His delegation asked the Secretariat to clarify the meaning of the final sentence of paragraph 16.

99. Mr. BAUDOT (Programme Planning and Budget Division) said that the same procedure would be followed in the next biennium as in the biennium 1988-1989, provided that the number and distribution of meetings and conferences did not exceed the level provided for in the budget.

100. The CHAIRMAN proposed that, on the basis of the statement of programme budget implications submitted by the Secretary General (A/C.5/43/62) and the Advisory Committee's recommendations, the Fifth Committee should inform the General Assembly that, should it adopt draft resolution A/C.2/43/L.40/Rev.1, no additional cost would be incurred under section 29 of the programme budget for the biennium 1988-1989 in respect of meetings to be held in 1989, and that, with regard to meetings to be held in 1990, due provision would be made in the programme budget for the biennium 1990-1991.

101. It was so decided.

Separation payments for the Director-General for Development and International Economic Co-operation and the Administrator of the United Nations Development Programme (A/43/7/Add.13)

102. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that, in paragraphs 1 and 2 of its report in document A/43/7/Add.13, the Advisory Committee explained the decisions taken by the General Assembly in 1981 and 1984 with regard to the separation payments of staff in the Professional and higher categories. Unfortunately, no decision had been taken at that time with regard to the Director-General for Development and International Economic Co-operation and the Administrator of the United Nations Development Programme.

103. As indicated in paragraph 3 of the report, no proposal had ever been submitted to the General Assembly on that matter; consequently, in order to rectify that omission, the Advisory Committee was making recommendations as explained in paragraphs 4, 5 and 6 of its report. The recommendations themselves were contained in paragraph 7. A number of corrections should be made in that paragraph. In the first line, after the words "therefore recommends that" the words "the basis for calculating" should be added; in the third line, the word "basic" should be added after the word "net"; in the fourth line the word "basic" should be added after the word "without"; in the fifth line the word "rate" should be replaced by the words "basic rates"; in the sixth line the word "rate" should be replaced by the word "rates". A corrigendum to the report would be issued.

(Mr. Mselle)

104. The Advisory Committee had included in its report a draft decision for the Fifth Committee to recommend to the General Assembly. The draft decision would not give rise to any additional appropriations for 1988-1989. Should the need arise, separation payments would be charged to common staff costs.

105. Mr. NASSER (Egypt) asked why the financial implications had not been submitted to the Committee earlier.

106. Mr. GOMEZ (Controller) said that the Secretariat had only become aware of the omission the week before.

107. The CHAIRMAN proposed that the Fifth Committee should adopt the draft decision recommended by the Advisory Committee in the annex to its report (A/43/7/Add.13).

108. The draft decision contained in the annex to document A/43/7/Add.13 was adopted.

Revised estimates for the biennium 1988-1989 (continued) (A/43/651 and Add.1; A/C.5/43/1/Rev.1 and Rev.1/Add.2; A/C.5/43/CRP.3)

109. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that, in approving draft resolution A/C.5/43/L.19, the Fifth Committee had also approved the revised estimates contained in document A/C.5/43/1/Rev.1 and related documents, subject, of course, to the provisions of the draft resolution.

110. Document A/C.5/43/1/Rev.1/Add.2 contained updated information on the redistribution of resources described in document A/C.5/43/1/Rev.1. The updating had been carried out using the most recent figures for inflation and rates of exchange. Consequently, the only action required of the Fifth Committee at the current stage was to approve that redistribution. Then, in the report of the Fifth Committee, the figure appearing in the performance report (A/C.5/43/30 and Rev.1 and Add.1), which was slightly lower than the figure in document A/C.5/43/1/Rev.1/Add.2, would be updated by adding additional appropriations recommended by the Fifth Committee at the current session. The final figure would then constitute the revised estimates to be approved by the General Assembly for the biennium 1988-1989. A further redistribution would be made in the second performance report to reflect the action taken to restore 100 posts in the Department of Conference Services. That would be reported on in the context of the performance report.

111. The CHAIRMAN proposed, on the basis of the Secretary-General's reports and the Advisory Committee's recommendations, and pursuant to General Assembly resolutions 41/213 and 42/211, as well as the draft resolution contained in document A/C.5/43/L.19, that the Committee should approve the redistribution of resources between sections of the programme budget for the biennium 1988-1989 outlined in document A/C.5/43/1/Rev.1/Add.2, to be achieved by 31 December 1989. The redistribution would entail no change in the overall level of resources appropriated.

(The Chairman)

112. If he heard no objection, he would take it that the Committee wished to approve the redistribution of resources without a vote.

113. It was so decided.

114. Mr. MUDHO (Kenya) said that his delegation had not opposed the decision, but had taken that position without prejudice to its remarks, in respect of the adoption of draft resolution A/C.5/43/L.19, concerning post reductions in small units. He noted that there seemed to have been a reduction in resources under sections 18 and 19 of the budget and trusted that in the report requested in paragraph 19 of document A/C.5/43/L.19 assurances would be given that there would be no adverse impact on the functioning of the units concerned.

The meeting rose at 7.10 p.m.