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PERSONNEL QUESTIONS

Draft resolution presented by the Chairman of the  
Working Group on Personnel Questions

The following text, substantially agreed at the 18th meeting of the Working Group on Personnel Questions, is being issued as a Conference Room Paper to allow delegations the time for its review:

The General Assembly,

Having examined the reports of the Secretary-General contained in A/33/176 and A/C.5/33/2 on the composition of the Secretariat and personnel policy reforms respectively,

Concerned that the reforms of personnel policy as well as the implementation of the various resolutions on the composition of the Secretariat are proceeding too slowly and a coherent personnel policy has not yet been realized,

Concerned with the urgent need to secure an improved representation of developing countries at senior and policy-making levels and reiterating the objective of achieving adequate representation of hitherto unrepresented and under-represented countries,

Reaffirming that the paramount consideration in the employment of staff at every level is the necessity for the highest standards of efficiency, competence and integrity and convinced that this is compatible with the principles of equitable geographical distribution,

Taking note with appreciation the reports of the Joint Inspection Unit contained in A/33/228 and A/33/105,

Welcoming the intention of the Secretary-General to launch a plan of action to improve the geographical distribution of the Secretariat during 1979-1980,

Concerned about the need to improve the proportion of women in the Secretariat within the context of equitable geographical distribution,

Calling upon the Secretary-General and all the United Nations organizations to put an end to any form of discrimination based on sex, as laid down in Article 8 of the Charter of the United Nations, in conditions of employment, recruitment, promotion and training and to ensure that the opportunities for employment and promotion of women in the United Nations system are equal to those of men,

I

1. Requests the Secretary-General to adopt the following measures and guidelines regarding recruitment of Professional staff:

(a) Bulletins containing a statement of all existing vacancies as well as all those expected to arise in the course of the following year be issued every six months, in order to facilitate the submission of candidates by Member States for recruitment;

(b) Publicity be given regarding recruitment of personnel in co-operation with Member States, including through United Nations offices, universities, professional organizations including women's organizations whenever appropriate to fulfil the recruitment policies outlined in this resolution;

(c) Composition of the roster of candidates be improved in order to make it more geographically representative and make it better reflect the recruitment needs of the Secretariat among various occupational groups as well as to increase the number of women in the roster; prior to filling a vacancy a thorough search be made of the roster for suitable candidates and a list of candidates considered be supplied to Member States on request;

(d) Professional staff of the United Nations be encouraged to work in more than one duty station and performance during such tours of duty be considered an additional positive factor in evaluating them for promotion;

(e) Information on the over-all results of the staff performance review be made available to the General Assembly;

(f) Regulations concerning definition of occupational groups together with criteria for new definition of such groups be established and a list of occupational groups for General Service and Professional categories along with standards for entry, promotion and rotation of staff be drawn up;

(g) Movement of staff from General Service category to P-1 and P-2 levels be permitted up to 25 per cent of the total posts available for appointment at those levels and such recruitment be conducted exclusively through competitive methods of selection from General Service staff with at least five years' experience;

(h) Competitive methods of recruitment be used in consultation with the Governments concerned, organized on national, subregional or regional basis, for selection of staff at P-1 and P-2 levels with a view to making the geographical distribution of posts in the Secretariat more equitable;

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(i) Necessary measures to be devised to protect the confidentiality and objectivity of the methods of selection described above and to ensure that the methods of testing take into account the cultural and linguistic diversity of the membership of the United Nations;

2. Requests the Secretary-General to report on the implementation of the above measures with detailed numerical data wherever appropriate to the thirty-fourth session of the General Assembly.

## II

1. Requests the Secretary-General to establish a target of 40 per cent of all vacancies arising in Professional posts subject to geographical distribution during the period 1979-80 for appointment of nationals of unrepresented and under-represented countries in order to ensure that all such countries achieve their desirable ranges during that biennium /in the appointment of nationals to other vacancies, the priority should be given to countries which have not yet reached the upper levels of their desirable ranges, without prejudice to the principles of efficiency, competence and integrity/;

2. Reaffirms that no post be considered the exclusive preserve of any Member State, or group of States, and requests the Secretary-General to ensure that this principle is applied faithfully in accordance with the principle of equitable geographical distribution;

3. Requests the Secretary-General to apply the regulations regarding the age of retirement and not grant extensions beyond the established age of retirement except for the minimum time required to find a suitable replacement and to implement this request initially before the end of 1979;

4. Requests the Secretary-General to take further steps to increase the representation of developing countries at senior and policy-making levels during 1979-80 in implementing the relevant resolutions of the General Assembly;

5. Requests the Secretary-General to reduce the average age of staff at P-1 and P-2 levels to 35 by taking necessary measures for recruitment of young Professionals and the enhancement of their career opportunities within the United Nations;

6. Requests the Secretary-General to submit a progress report to the thirty-fourth session and a final report to the thirty-fifth session of the General Assembly on the implementation of the steps described above.

7. Expresses appreciation for the work of the Panel to Investigate Allegations of Discriminatory Treatment in the United Nations Secretariat and requests the Secretary-General to continue to provide the Panel with the necessary facilities for its activities.

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III

1. Requests the Secretary-General to take necessary measures to increase the number of women in posts subject to geographical distribution to 25 per cent of the total over a four year period in accordance with this principle of equitable geographical distribution and requests other United Nations organizations similarly to establish targets for this purpose;

2. Requests the Secretary-General and other United Nations organizations to issue, in accordance with the principle of equitable geographical distribution, policy statements and directives necessary to foster equal employment and career development opportunities for women;

3. Requests the Secretary-General and other United Nations organizations, in pursuit of these objectives, to:

(a) Assure that women are henceforth fairly represented in personnel advisory and administrative boards;

(b) Review existing recruitment literature, publicity and promotion procedures, internal training programmes, staff rules, to ensure that women and men enjoy equal opportunity for promotion and career development;

(c) Review and revise, as necessary, staff rules and procedures covering assignments of married couples to the same duty station, maternity leave, part-time employment and flexible working hours;

4. Invites the ACC to review the situation regarding recruitment of and career development opportunities for women in the secretariats of the organizations and to submit periodic reports to the General Assembly incorporating specific proposals to achieve this objective from the thirty-fourth session of the General Assembly onwards;

5. Calls upon Member States to assist the United Nations and the specialized agencies to increase the proportion of women in the Professional category and above by nominating more women candidates and co-operating with the Secretary-General in the recruitment measures outlined in this resolution;

6. Requests the Joint Inspection Unit to submit reports on the implementation of the provisions of this resolution to the thirty-fourth session.

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