



UNITED NATIONS  
GENERAL  
ASSEMBLY



Distr.  
LIMITED

A/C.5/32/L.9  
12 October 1977

ORIGINAL: ENGLISH

Thirty-second session  
FIFTH COMMITTEE  
Agenda item 108 (a)

PERSONNEL QUESTIONS

COMPOSITION OF THE SECRETARIAT

Barbados: draft resolution

The General Assembly,

Recalling its earlier resolutions on the composition of the Secretariat and, in particular, resolution 31/26, which requested the Secretary-General to take effective measures to implement the provisions of those earlier resolutions,

Having examined the report of the Secretary-General in document A/32/146,

Noting with regret that no substantial progress has been achieved in respect of the implementation of resolution 31/26,

Convinced of the need to have the provisions of resolution 31/26 implemented effectively, fully and with the shortest delay,

Noting with satisfaction the indication in the Secretary-General's bulletin (ST/SGB/154) that particular attention will be paid in the annual review of promotion to the selection of female staff members who are qualified for promotion or for assignment to positions of greater responsibility,

Concerned about the continued failure to recruit young persons to the Secretariat and convinced that adequately qualified candidates below the age of 25 years can be found for recruitment,

1. Requests the Secretary-General to prepare a separate report on all recruiting missions undertaken from now until the thirty-third session of the Assembly, giving details of each mission, including publicity, groups contacted, meetings held, number interviewed by sex and age and number recruited by sex, and also requests the Secretary-General to improve the process of recruitment by setting minimum targets for new staff, by nationality, age and sex, to be met by recruitment officers and recruitment missions annually;

/...

2. Reiterates its concern expressed in resolution 31/26 that a greater number of younger people should be attracted to the service of the United Nations and to that end requests the Secretary-General to report separately on the recruitment of young people below the age of 25 years in future reports on the composition of the Secretariat;

3. Urges the Secretary-General to make greater efforts to secure the recruitment to senior posts of younger people of outstanding ability and demonstrable potential;

4. Requests the Secretary-General to present to the General Assembly at its thirty-third session an analysis of the ages of staff, on appointment and on promotion, in each of the Professional grades and above over the past 20 years, separately for the 10-year periods 1959-1968 and 1969-1978, to serve as the basis for policy decisions on the question of the age-grade ratios;

5. Further requests the Secretary-General to ensure that in drawing up his new policy guidelines with respect to the exercise of his authority for extending staff beyond the age of retirement under staff regulation 9.5, he restricts the instances where extensions are allowed to a few, truly exceptional cases and to include information on such extensions in future reports on the composition of the Secretariat;

6. Welcomes the Secretary-General's proposal, in his bulletin of 8 March 1977 (ST/SGB/154), to adopt administrative measures to produce a breakdown of staff composition by grade and sex annually for each department to be included in his regular reports on the composition of the Secretariat to the General Assembly and requests him to present this breakdown at divisional level within departments and to include information on efforts made within each department to establish conditions of equality and an equitable balance between men and women staff members;

7. Recommends that the Secretary-General draw the attention of the appointment and promotion bodies to the special need to promote qualified women staff members so as to ensure the redress of the present imbalance in their representation, particularly at the more senior levels;

8. Requests the Secretary-General in recruiting General Service staff to ensure that the most qualified candidates are selected, regardless of their nationality and of their visa status, prior to appointment, in the country of the duty station;

9. Welcomes the establishment of the panel to investigate allegations of discriminatory treatment and to recommend appropriate action in accordance with paragraph 7 of General Assembly resolution 31/26 and urges the Secretary-General, in order to enable the members of the panel to discharge their duties with the utmost confidentiality and expedition, to make the maximum time necessary available to them without prejudice to their other functions, to make the necessary facilities available, including direct access to all files deemed necessary by them,

and requests the Secretary-General to ensure the protection of panel members from all types of pressure;

10. Requests the Secretary-General, in his next annual report on the composition of the Secretariat, to include a full report on the work of the panel, including the number and category of cases dealt with, whether they were satisfactorily resolved and the main problems encountered.

-----