



## General Assembly

Distr.  
LIMITED

A/C.5/44/L.10  
11 December 1989

ORIGINAL: ENGLISH

Forty-fourth session  
FIFTH COMMITTEE  
Agenda item 130

### PERSONNEL QUESTIONS

#### Draft resolutions and draft decision submitted by the Chairman following informal consultations

#### I. DRAFT RESOLUTIONS

##### A

#### COMPOSITION OF THE SECRETARIAT

The General Assembly,

Recalling Articles 100 and 101 of the Charter of the United Nations,

Reaffirming its resolutions 33/143 of 20 December 1978, 35/210 of 17 December 1980, 41/213 of 19 December 1986, 42/220 A of 21 December 1987 and 43/224 A of 21 December 1988,

Emphasizing the independent international status of the staff of the United Nations Secretariat,

Having considered the report of the Secretary-General on the composition of the Secretariat, 1/

Noting the progress among nationals of some Member States who have served primarily on fixed-term contracts in accepting long-term and permanent contracts for service with the United Nations Secretariat,

1/ A/44/604.

Noting with satisfaction the positive results derived from holding national competitive examinations as a recruitment tool for nationals of unrepresented and underrepresented Member States,

Noting that there continues to be some unevenness between the number of appointments made to posts subject to geographical distribution of nationals of unrepresented and underrepresented Member States and those of Member States within ranges or overrepresented,

Noting also the efforts made and still required to fill posts in organizational units with high vacancy rates, particularly in the regional commissions,

Bearing in mind the views on personnel questions expressed by Member States in the Fifth Committee during the forty-fourth session,

1. Reiterates its full support for the Secretary-General as Chief Administrative Officer of the Organization and his prerogatives and responsibilities under the Charter of the United Nations;

2. Urges the Secretary-General, whenever appointments are made to posts subject to geographical distribution, to make every effort to recruit nationals of unrepresented and underrepresented Member States, including candidates successful in the national competitive examinations, taking also into consideration paragraph 4 of resolution 41/206 A of 11 December 1986, in order to ensure that all such countries come closer to the mid-point of their desirable ranges;

3. Requests the Secretary-General to take every available measure to ensure equitable representation, at the senior and policy formulating levels, of Member States, in particular of developing countries and other Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly, and to report thereon to the General Assembly at its forty-fifth session, bearing in mind that no post should be considered the exclusive preserve of any Member State or group of States in conformity with the principle of equitable geographic distribution;

4. Also requests the Secretary-General to continue his efforts aimed at improving the composition of the Secretariat by ensuring a wide and equitable geographical distribution of staff in the Professional and higher categories in all main departments and offices, bearing in mind that paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity;

5. Further requests the Secretary-General to monitor closely the effects of the reduction of posts on geographical distribution, particularly at the senior levels, and to take appropriate measures to redress any imbalances;

6. Requests the Secretary-General to endeavour to complete the work on the development of a methodology for holding national competitive examinations for posts at the P-3 level in all Member States and to present a progress report thereon to the General Assembly at its forty-fifth session;

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7. Also requests the Secretary-General to complete his efforts towards the development of a comprehensive career development plan for all staff that allows for fair and transparent post-bidding throughout the Secretariat by integrating the vacancy management programme, ensures adequate, equitable and transparent promotion procedures and recognizes merit through a rational performance evaluation and reporting system;

8. Further requests the Secretary-General to report to the General Assembly at its forty-fifth session on:

(a) The review of rules, regulations and criteria used for the promotion of staff;

(b) Ensuring transparency in the work of the appointment and promotion bodies;

(c) Including in the vacancy management programme the availability of effective and expeditious appeal and recourse mechanisms;

9. Requests the Secretary-General to develop a personnel policy to increase the mobility of staff, keeping in view the functional requirements of the Organization, and to report on the measures proposed to the General Assembly at its forty-fifth session;

10. Also requests the Secretary-General to prepare alternative proposals for groupings of Member States in presenting tables in his report to the forty-fifth session of the General Assembly on the composition of the Secretariat, taking into account the views expressed by Member States;

11. Further requests the Secretary-General to report on the implementation of the present resolution to the General Assembly at its forty-fifth session.

## B

### ADMINISTRATION OF JUSTICE IN THE SECRETARIAT

#### The General Assembly,

Noting the importance of a just and efficient internal justice system in the Secretariat,

Having considered the report of the Secretary-General on the administration of justice in the Secretariat, 2/

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2/ A/C.5/44/9.

Welcoming the further improvements in the internal justice system and the progress achieved during the current year, including the reduction of the backlog of pending cases, largely due to the introduction of procedural improvements and the completion of work on the revision of disciplinary rules to be promulgated effective January 1990,

1. Endorses the report of the Secretary-General on the administration of justice;

2. Requests the Secretary-General to proceed without delay with the promulgation of the revised set of disciplinary rules effective 1 January 1990 and to report to the General Assembly at its forty-fifth session on the operation of the new system;

3. Also requests the Secretary-General to continue with the reforms in the administration of justice in the Secretariat, in particular with regard to improving the informal procedures for amicable settlements of staff grievances, and to report thereon to the General Assembly at its forty-fifth session.

C

IMPROVEMENT OF THE STATUS OF WOMEN IN THE SECRETARIAT

The General Assembly,

Recalling Articles 8, 100 and 101 of the Charter of the United Nations,

Recalling also all relevant resolutions on the improvement of the status of women in the Secretariat, and the relevant paragraphs of the Nairobi Forward-looking Strategies for the Advancement of Women, 3/ in particular paragraphs 315, 356 and 358,

Noting with satisfaction that the question of the improvement of the status of women in the Secretariat of the United Nations system continues to be a standing item on the agenda of the Administrative Committee on Co-ordination,

Reaffirming the goal of increasing the number of women in posts subject to geographical distribution to 30 per cent of the total by 1990,

Noting, however, the inadequate increase in the number of women in posts subject to geographical distribution and in the appointment of women to the senior and policy-formulating levels, particularly with regard to women from developing countries, keeping in view that recruitment overall has been affected by the

3/ Report of the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, Nairobi, 15-26 July 1985 (United Nations publication, Sales No. E.85.IV.10), chap. I, sect. A.

implementation of recommendation 15 of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations 4/ during 1987-1989,

Taking note of the report of the Secretary-General on the improvement of the status of women in the Secretariat, 5/ and of section E of the report of the Secretary-General on the composition of the Secretariat, 1/

1. Reiterates its full support for the Secretary-General as the Chief Administrative Officer of the Organization and his prerogatives and responsibilities under the Charter of the United Nations;
2. Urges the Secretary-General to strengthen his efforts to increase the number of women in posts subject to geographical distribution, in particular at the senior and policy-formulating levels, with a view to achieving to the extent possible an overall participation rate of 30 per cent of the total by 1990, taking into account the principle that the paramount consideration shall be the necessity of securing the highest standards of efficiency, competence and integrity and with full respect for the principle of equitable geographical distribution;
3. Requests the Secretary-General to increase the representation of women from developing countries including at the senior levels in view of the small proportion of women from these countries;
4. Reiterates its request to all Member States to support the efforts of the Secretary-General referred to in paragraph 2 and 3 above by nominating more women candidates and encouraging more women to apply for posts subject to geographical distribution, in particular those at the senior and policy-formulating levels;
5. Requests the Secretary-General, in seeking to achieve more tangible progress for women in the Secretariat, not to lose sight of equality of opportunity for all staff in the Secretariat;
6. Also requests the Secretary-General to report in the future on all aspects of the status of women in the Secretariat in one single document, taking into account the importance of comprehensiveness, transparency and analysis in the presentation;
7. Further requests the Secretary-General also to include in his report to the General Assembly at its forty-fifth session information on, inter alia,

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4/ Official Records of the General Assembly, Forty-first Session, Supplement No. 49 (A/41/49).

5/ A/C.5/44/17.

- (a) The implementation of the action programme for the improvement of the status of women in the Secretariat 6/
- (b) The implementation of the recommendations made by the Steering Committee for the Improvement of the Status of Women in the Secretariat, as well as all relevant resolutions on this subject;
- (c) The recruitment of women from developing countries to posts subject to geographical distribution;
- (d) The appointment of women to posts at the senior and policy-formulating levels;
- (e) The respective roles of the Focal Point in the Office of Human Resources Management and of the Steering Committee;
- (f) Recommendations for further action, including his approach to the setting of new targets for the period 1991-1995;

8. Requests the Secretary-General to make available the information referred to in paragraph 7 to all relevant bodies as set out in General Assembly resolutions and paragraph 358 of the Forward-looking Strategies.

D

MANDATORY AGE OF SEPARATION FOR NEW STAFF MEMBERS

The General Assembly,

Noting the recommendation of the International Civil Service Commission 7/ to the General Assembly and the legislative bodies of other organizations in the common system that the mandatory age of separation should be age 62 for new staff members entering into service on or after 1 January 1990;

Noting also the recommendation of the United Nations Joint Staff Pension Board 8/ to increase the normal retirement age under the Regulations of the United Nations Joint Staff Pension Fund from age 60 to 62 for new participants entering or re-entering in the Fund on or after 1 January 1990;

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6/ A/C.5/40/30.

7/ Official Records of the General Assembly, Forty-fourth Session, Supplement No. 32 (A/44/30).

8/ Ibid., Supplement No. 9 (A/44/9).

Recalling the recommendations of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations, 4/ particularly recommendation 52, on the application of the mandatory retirement age of 60,

Reaffirming that the personnel management of the Organization must be based upon clear, coherent and transparent rules,

1. Approves an amendment to United Nations staff regulation 9.5 with effect from 1 January 1990, as set forth in the annex to the present resolutions, to provide that the mandatory age of separation for staff members appointed on or after 1 January 1990 shall be age 62, on the understanding that age 60 will continue to apply as the mandatory age of separation for those staff members who are currently in active service;

2. Requests the Secretary-General to report to the General Assembly at its forty-fifth session on the possible and real impact of implementation of paragraph 1 above on staff recruitment, mobility, career development and promotion, staffing structure, representation of Member States in the United Nations Secretariat and long-term staff cost expenditures.

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ANNEX

Amendment to the Staff Regulations of the United Nations

Regulation 9.5

Replace the first sentence by the following text:

"Staff member shall not be retained in active service beyond the age of 60 years or, if appointed on or after 1 January 1990, beyond the age of 62 years."

II. DRAFT DECISION

Amendments to the Staff Rules

The General Assembly, noting the need periodically to review the Staff Rules and to report annually to the General Assembly the full text of provisional Staff Rules and amendments, decides to take note of the report of the Secretary-General on amendments to the Staff Rules. 1/

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1/ A/C.5/44/2.