Chapter III

Administrative and staff matters

In 2006, the General Assembly continued to review the administrative functioning of the Organization and matters related to UN staff, including new reform proposals recommended by the outgoing Secretary-General. Those proposals, contained in a report entitled “Investing in the United Nations: for a stronger Organization worldwide”, outlined reform measures dealing with, among others, leadership, service delivery, information and communication technology (ICT), governance and staff issues. The Secretary-General elaborated on those proposals in subsequent detailed reports. The General Assembly took action on them in resolutions of 8 May and 7 July. Regarding ICT, the Assembly established the post of Chief Information Technology Officer at the level of Assistant Secretary-General and decided to replace the Integrated Management Information System with a next-generation enterprise resource planning system. The Assembly also took action on the recommendations of the Steering Committee on the Comprehensive Review of Governance and Oversight within the United Nations and its Funds, Programmes and Specialized Agencies for improving UN oversight practices, including those of the Office of Internal Oversight Services (OIOS).

The Committee on Conferences examined requests for changes to the approved calendar of conferences for 2006 and 2007. The Department of General Assembly and Conference Management launched an information technology global initiative to identify a strategy that would lead to a standardized approach to decision-making and real-time access to data. In July, the Assembly approved the strategy for a phased approach to the capital master plan for the refurbishment of the UN Headquarters complex in New York. In December, it approved the plan, to be carried out from 2006 to 2014. It also approved a renovation of the Secretary-General’s residence in New York.

The Assembly requested the Secretary-General to further develop and implement a strengthened and unified security management system for the United Nations.

In December, the Assembly appointed Ban Ki-moon of the Republic of Korea as Secretary-General of the United Nations, effective 1 January 2007, to succeed the outgoing Secretary-General, Kofi Annan.

During the year, the Assembly, through the International Civil Service Commission, continued to review the conditions of service of staff of the UN common system and adopted the Commission’s recommendations relating to mobility and hardship allowance; education grant; conditions of service of staff in the Professional and higher categories, and of internationally-recruited staff in non-family duty stations; the base/floor salary scale; the Senior Management Network; and the level of children’s and secondary dependant’s allowance. The Assembly took note of the Commission’s decisions on the framework for contractual arrangements, and requested the Commission to consider the effectiveness of measures to promote recruitment and retention, especially in difficult duty stations, and to report thereon in 2007. Other Commission recommendations addressed by the Assembly related to gender balance, the level of hazard pay, identification of the highest paid national civil service, and the common scale of staff assessment.

The outgoing Secretary-General’s latest reform proposal (see above) also addressed human resources management. In his report entitled “Investing in People”, the Secretary-General outlined proposals for streamlining contractual arrangements and conditions of service. Other proposals addressed the recruitment system, staff mobility, career development, building leadership and the staff buyout scheme.

The Secretary-General also reported on: the conditions of service and compensation of members of the International Court of Justice, judges of the International Tribunals; safety and security of UN personnel; strengthening accountability at the United Nations; the Management Performance Board; the United Nations Ethics Office; staff composition; the status of women in common system organizations; gratis personnel; the employment of retirees; consultants and individual contractors; a common payroll for UN system organizations; multilingualism; protection from sexual exploitation and abuse; the United Nations Joint Staff Pension Fund; travel and related matters; the review of the UN system administration of justice, including the management review of the Appeals process; the Office of the Ombudsman; and criminal behaviour and disciplinary action.
During the year, the Redesign Panel on the United Nations system of administration of justice, appointed by the Secretary-General to review and redesign the Organization’s system of administration of justice, found the current system outmoded, dysfunctional and ineffective and recommended that it be replaced.

Administrative matters

Managerial reform and oversight

Management reform

The Secretary-General, in his March report entitled “Investing in the United Nations: for a stronger Organization worldwide” [A/60/692 & Corr.1], outlined measures for improving leadership, service delivery, information and communication technology (ICT), and governance (see below).

In the area of leadership, the Secretary-General said that the top management structure of the Secretariat was not well equipped to manage large, complex operations, and that too many people were reporting directly to him. To address those issues, he proposed to redefine the role of the Deputy Secretary-General and delegate to that person formal authority and accountability for the management and overall direction of Secretariat functions. The 25 departments and other entities reporting directly to the Secretary-General should be reorganized to significantly reduce the reporting span. A new leadership development plan covering recruitment, training and career development was needed to build middle and senior management capacity.

Despite improvements to the UN ICT infrastructure, the system remained fragmented, outdated and underfunded compared to similar large and complex organizations. The lack of an integrated system to store, search and retrieve information held back progress in other areas. The Secretary-General proposed the creation of the post of Chief Information Technology Officer at the level of Assistant Secretary-General to oversee the creation and implementation of an effective information management strategy. A sustained effort to align ICT priorities with Secretariat performance efforts should begin immediately. The Secretary-General also proposed the replacement of the Integrated Management Information System (IMIS), the Galaxy staff recruitment system and other ICT management support systems with a fully integrated global system, to be introduced by 2009. (For further information on the Secretary-General’s ICT proposals, see p. 1664.)

Regarding service delivery, the Secretary-General proposed that the General Assembly modify its guidance on the issue to allow the Secretariat to consider all alternative options, including relocation and outsourcing. Systematic cost-benefit analyses of the potential for applying such options for select administrative services should be completed within 12 months. Measures would be implemented also to improve and tighten procurement procedures (see p. 1664).

As to governance, the Secretary-General said that the budget and its decision-making process often lacked clarity and transparency, and the interaction between the Secretariat and the General Assembly Committees was, at times, dysfunctional. He proposed improving Secretariat reporting mechanisms, including through the development of a single, comprehensive annual report. The 30 reports on management should be consolidated into six reports. New principles to guide the interaction between the Secretariat and the Assembly on management and budgetary issues should be introduced to make it more focused, strategic and results-oriented, and the Assembly should consider ways to reform its interaction with the Secretariat on those issues.

In a March report [A/60/735 & Corr.1], the Advisory Committee on Administrative and Budgetary Questions (ACABQ) provided its observations and recommendations on the Secretary-General’s reform proposals.

The Assembly took action with regard to those proposals and the related ACABQ report in resolution 60/260 of 8 May (see p. 1576).

In response to resolution 60/260, the Secretary-General submitted, in May, a detailed report on investing in the United Nations [A/60/846], with addenda on specific proposals put forth in his March report. In the addendum on improving reporting mechanisms, including public access to UN documentation [A/60/846/Add.4], the Secretary-General requested the Assembly to note his intention to submit a single, comprehensive annual report to the Assembly on both financial and programme issues. The Assembly was also asked to welcome the Secretary-General’s efforts to consolidate reports on related subjects and endorse that consolidation; take note of the policy on public access to UN documentation; and appropriate a total of $1,820,900 under the programme budget for the 2006-2007 biennium for the implementation of those proposals.
Other May addenda to the detailed report dealt with investing in ICT [A/60/846/Add.1] (see p. 1664), budget implementation [A/60/846/Add.2] and financial management practices [A/60/846/Add.3] (see p. 1610).

In June [A/60/870], ACABQ recommended that the Secretary-General develop a comprehensive financial and programme report to complement the Secretary-General’s report on the work of the Organization. ACABQ welcomed efforts to consolidate reports and noted that the bulk of those reports were dependent on an Assembly decision on consolidating the financial performance reports and budgets of peacekeeping operations (see p. 1583). It also welcomed efforts to elaborate a policy for public access to UN documentation. In implementing that policy, the possibility of a fee structure and financing mechanisms should be explored and measures taken to ensure multilingualism.

In resolution 60/283 of 7 July (see p. 1580), the Assembly took action with regard to the Secretary-General’s detailed report on investing in the United Nations for a stronger Organization worldwide, the addenda to the report and the related ACABQ report.

Procurement

The Secretary-General, in his March report on investing in the United Nations [A/60/692 & Corr. 1], said that UN procurement rules and regulations were too complex and cumbersome for the quick action often required by field missions, and the limited steps taken to deal with the problem had not been accompanied by sufficient support and controls to prevent mismanagement and abuse. To address those problems, he proposed that ongoing investigations into procurement problems be concluded quickly, and swift action be taken against any UN staff members found to have acted inappropriately. The Secretary-General also proposed that an ongoing comprehensive review of procurement rules, regulations and policies be continued, and a more comprehensive report, including more detailed corrective actions, be issued by June.

In response to resolution 60/260, the Secretary-General issued a June addendum on procurement reform [A/60/846/Add.5 & Corr. 1] to his detailed report on investing in the United Nations. He said that, due to an unprecedented surge in peacekeeping operations, the value of procurement had increased from $1.1 billion to $1.8 billion over the two previous years, placing severe pressure on the Procurement Service and its staff in peacekeeping missions. The Secretary-General presented strategic procurement reform actions focusing on strengthening internal control measures, optimizing acquisition management and reducing costs, and developing strategic procurement management. The Secretariat intended to complete action within 18 months, subject to resource availability.

The Secretariat, having reviewed the findings and recommendations of the report of an external consultant on internal controls in procurement and the Office of Internal Oversight Services (OIOS) report on the comprehensive management audit of the Department of Peacekeeping Operations (DPKO) [A/60/717] (see p. 105), had taken swift action to strengthen internal controls. However, with the current and anticipated workload, the allocated resources were not sufficient to meet the medium- to long-term requirements. The Secretary-General recommended that the Assembly, under the support account for peacekeeping operations for the period from 1 July 2006 to 30 June 2007, approve resources for post and non-post costs in the Procurement Service, the Office of Mission Support/DPKO, the Office of the Under-Secretary-General for Management and the General Legal Division/Office of Legal Affairs. He also recommended, under the 2006–2007 programme budget, the reclassification of the D-1 post of Chief of Procurement to the D-2 level.

In its related report [A/60/904], ACABQ welcomed the measures taken to separate procurement duties and processes, avoid conflict of interest and increase transparency. It recognized the importance of training for procurement staff, and requested that information on the required professional qualifications for procurement staff, including certification, be provided in the upcoming report on human resources management reform. While ACABQ recognized the merit of using business seminars to increase awareness among vendors in developing countries and countries with economies in transition, it encouraged the Secretariat to explore additional ways to promote procurement from such countries. ACABQ recommended that the Assembly approve the resources requested by the Secretary-General, totalling $5,151,100.

Procurement Task Force

In December [A/61/603], the Secretary-General reported on the terms of reference, outputs and status of the OIOS Procurement Task Force, established in January to investigate the Procurement Service and resolve critical questions related to procurement activities. Planned Task Force outputs included a strategic plan that would provide a list of priority cases to the Under-Secretary-General for Internal Oversight Services; monthly interim reports to the
Under-Secretary-General updating each of those cases; additional interim reports on significant developments in individual cases; a draft final case report; and a corruption assessment report. The Task Force became fully operational in mid-2006 and focused on matters related to staff members placed on administrative leave with pay. The Task Force had several significant complex matters in its inventory of cases, including more than 20 cases that justified continued examination. The work of the Task Force was expected to be concluded on 31 December 2007, with any residual cases to be handled by the oios Investigation Division.

GENERAL ASSEMBLY ACTION

On 22 December [meeting 84], the General Assembly, on the recommendation of the Fifth (Administrative and Budgetary) Committee [A/61/658], adopted resolution 61/246 without vote [agenda items 47, 113, 116, 117, 122, 123, 132 and 149].

Procurement reform

The General Assembly,
Having considered the addendum to the detailed report of the Secretary-General on investing in the United Nations for a stronger Organization worldwide entitled “Procurement reform”, the report of the Joint Inspection Unit on procurement practices within the United Nations system and the note by the Secretary-General transmitting his comments and those of the United Nations System Chief Executives Board for Coordination thereon and the related report of the Advisory Committee on Administrative and Budgetary Questions,
1. Takes note of the report of the Secretary-General, the report of the Joint Inspection Unit on procurement practices within the United Nations system and the note by the Secretary-General transmitting his comments and those of the United Nations System Chief Executives Board for Coordination thereon;
2. Endorses the conclusions and recommendations contained in the report of the Advisory Committee on Administrative and Budgetary Questions, subject to the provisions of the present resolution;
3. Stresses the importance of strengthened accountability in the Organization and of ensuring greater accountability of the Secretary-General to Member States, inter alia, for the effective and efficient implementation of legislative mandates on procurement and the related use of financial and human resources, as well as the provision of necessary information on procurement-related matters to enable Member States to make well-informed decisions;
4. Recognizes that procurement reform is an ongoing process and should focus, inter alia, on ensuring the efficiency, transparency and cost-effectiveness of United Nations procurement as well as strengthened internal controls, greater accountability to Member States and full implementation of General Assembly resolutions on procurement reform;
5. Recalls its resolutions on procurement reform, and notes that the report of the Secretary-General focused mainly on strengthening of internal controls and optimization of acquisition and procurement management, with emphasis on urgent internal control issues, and that other procurement reform measures will be presented in forthcoming reports;
6. Reiterates its request to the Secretary-General to submit proposals to effectively increase procurement opportunities for and the participation of vendors from developing countries;
7. Requests the Secretary-General to submit to the General Assembly at its sixty-second session a comprehensive report on all aspects of procurement reform, including the outstanding reports referred to in paragraph 4 of the report of the Advisory Committee on Administrative and Budgetary Questions, as well as measures taken to implement its resolutions on procurement reform and the status of implementation of recommendations of the oversight bodies;
Staff

8. Also requests the Secretary-General to ensure that all staff in the Secretariat involved in procurement activities, including at the senior levels, file financial disclosure statements annually;
9. Regrets that the Secretary-General has not submitted proposals related to the issue of conflict of interest requested by the General Assembly in section V, paragraph 9, of its resolution 60/266 at the main part of its sixty-first session, and requests him to do so no later than at the second part of its resumed sixty-first session;
10. Stresses the importance of developing and implementing an ethics and integrity programme for the procurement staff, and requests the Secretary-General to complete and issue ethics guidelines no later than June 2007 for all staff involved in the procurement process;
11. Welcomes the initiatives of the Secretary-General in undertaking training programmes for United Nations procurement staff, including in the field, and requests the Secretary-General to evaluate their impact and monitor their implementation and to submit proposals on making any further improvements necessary in the training of staff in procurement processes;
Internal controls

12. Requests the Secretary-General to further enhance transparency in the procurement decision-making process through, inter alia, the establishment of an independent bid protest system outside of the reporting hierarchy of the Procurement Division of the Department of Management of the Secretariat in order to furnish vendors participating in tenders with a means of disputing procurement-related decisions;
13. Also requests the Secretary-General to report to the General Assembly on the specific modalities of the bid protest system and related procedures, including possible legal and financial implications;

14. Further requests the Secretary-General to include information, as appropriate, on the bid protest system on the website of the Procurement Division;

15. Notes the promotion by the Procurement Division of the voluntary principles of the corporate social responsibility initiative, the Global Compact, within the United Nations procurement framework, and requests the Secretary-General, as appropriate, to report to the General Assembly for further consideration;

16. Notes with appreciation that the Supplier Code of Conduct has been promulgated and posted on the website of the Procurement Division with a view to achieving the goal of safeguarding the integrity of the United Nations in procurement activities;

17. Requests the Secretary-General to continue to simplify and streamline the vendor registration process, to share responsibilities among the various United Nations organizations and to take into account the different circumstances and varying levels of Internet access in countries and to report to the General Assembly at its sixty-second session, in the context of the comprehensive report, on the results achieved;

**Governance**

18. Notes with concern the possible weaknesses in the control environment with regard to procurement activities owing, inter alia, to the splitting of responsibilities between the Department of Management and the Department of Peacekeeping Operations of the Secretariat, as referred to in paragraph 14 of the report of the Advisory Committee on Administrative and Budgetary Questions;

19. Requests the Secretary-General to submit to it at the second part of its resumed sixty-first session a comprehensive report on the following elements:

   (a) The management arrangements for procurement, including clear lines of accountability and delegation of authority;

   (b) The findings of the working group established to examine ways in which the organizational structure could be changed to better align responsibility with authority and to improve the overall control environment for procurement for peacekeeping operations;

   (c) The respective responsibilities of the Department of Management and the Department of Peacekeeping Operations;

   (d) Streamlined procurement procedures for peacekeeping operations in the field, including specific information on mechanisms for strengthened monitoring, oversight and accountability;

   (e) The functioning of the Headquarters Contracts Committee and the local committees on contracts;

**Procurement opportunities for vendors from developing countries and countries with economies in transition**

20. Also requests the Secretary-General to explore additional ways to improve procurement opportunities for vendors from developing countries and countries with economies in transition both at Headquarters and in the field and to report thereon to the General Assembly at the second part of its resumed sixty-first session;

21. Recalls section VII, paragraph 2, of its resolution 60/266, and requests the Secretary-General to ensure that information on procurement opportunities at Headquarters and in peacekeeping operations is made available to business communities in developing countries and countries with economies in transition, through, inter alia, continued cooperation between the Department of Public Information and the Procurement Division of the Department of Management, utilizing the United Nations information centres and offices;

22. Recognizes the efforts by the Procurement Division to increase the number of business seminars in developing countries, and requests the Secretary-General, in his capacity as Chairman of the United Nations System Chief Executives Board for Coordination, to encourage the organizations of the United Nations system to facilitate, in cooperation with Member States, the organization of business seminars in developing countries and countries with economies in transition;

23. Requests the Secretary-General to invite the Inter-Agency Procurement Working Group to continue to study ways and means and recommend concrete proposals to diversify the sourcing of goods and services, in particular from developing countries and countries with economies in transition;

24. Also requests the Secretary-General to encourage the organizations of the United Nations system, consistent with their respective mandates, to take further steps to increase procurement opportunities for vendors from developing countries and countries with economies in transition;

**Procurement management**

25. Recalls that the General Assembly has not yet taken a decision on the lead agency concept, and reiterates its request to the Secretary-General to include in his report an assessment of the internal controls of the United Nations organizations and how they differ from those of the Procurement Division;

26. Recognizes that the lead agency concept is being developed and that extensive consultations are under way within the United Nations system, and requests the Secretary-General to report to the General Assembly for consideration at its sixty-second session on proposals for the lead agency concept and the status of consultations, including on clear lines of accountability, the applicability of resolutions and decisions of the Assembly, the impact on efforts to improve the diversification of the origin of vendors, possible efficiency gains and cost savings and distribution of resources within the United Nations system, enabling proposed designated buyers to manage larger procurement activities;

27. Requests the Secretary-General to continue to encourage all the organizations of the United Nations system, consistent with their respective mandates, to further improve their procurement practices, inter alia, by participating in the United Nations Global Marketplace.
with a view to creating one common United Nations global procurement website;

28. **Stresses** the need to ensure transparency in procurement throughout the United Nations system, and requests the Secretary-General to ensure that the United Nations Global Marketplace website is fully accessible to Member States no later than 1 June 2007;

29. **Requests** the Secretary-General to ensure that the United Nations Global Marketplace website, inter alia, features lists of companies that register through the Global Marketplace as vendors of United Nations system entities, as well as statistics on contract awards, acquisition plans and procurement notices;

30. **Encourages** the Secretary-General to extend participation and improve the level of collaboration, coordination and information-sharing among the organizations of the United Nations system with respect to procurement activities in order to achieve economies of scale and eliminate duplication of work;

31. **Notes** the activities of the Inter-Agency Procurement Working Group and of the Common Services Procurement Working Group on enhancing the transparency and increasing the harmonization of procurement practices, and requests the Secretary-General, in consultation with the executive heads of the United Nations funds and programmes, to continue work in this regard;

32. **Recalls** section A, paragraph 10, of its resolution 59/288, and, noting paragraphs 65 and 66 of the report of the Secretary-General requests the Secretary-General to report comprehensively to the General Assembly at its sixty-second session on the principle of best value for money and its implementation in United Nations procurement, including, inter alia, its possible effect on the diversification of vendors and suppliers and on efforts to improve procurement for vendors from developing countries and countries with economies in transition;

33. **Requests** the Secretary-General to continue to develop clear guidelines for the implementation of the best value for money methodology in United Nations procurement and to report thereon to the General Assembly at its sixty-second session;

**Other issues**

34. **Also requests** the Secretary-General to implement measures to reduce the timeline associated with the payment of invoices;

35. **Further requests** the Secretary-General to ensure that a monthly update of contract award statistics is posted on the website of the Procurement Division;

36. **Requests** the Secretary-General to continue to improve the website of the Procurement Division and make it more user-friendly;

37. **Also requests** the Secretary-General to report to the General Assembly, in the context of the comprehensive report, on the implementation of the provisions of the present resolution;

**Resources**

38. **Decides** to approve the conversion of twenty positions funded under general temporary assistance to established posts under the support account for peacekeeping operations for the period ending 30 June 2007, as follows:

(a) Procurement Division, Department of Management: eleven posts (one P-5, three P-4, four P-3, one General Service (Principal level) and two General Service (Other level));

(b) Office of Mission Support, Department of Peacekeeping Operations: two posts (one P-5 and one P-4);

(c) Headquarters Committee on Contracts, Department of Management: three posts (one D-1, one P-4 and one General Service (Other level));

(d) General Legal Division, Office of Legal Affairs: four posts (two P-5, one P-4 and one General Service (Other level));

39. **Also decides** to approve the conversion of the six positions (one D-1, four P-4 and one P-3) for the Procurement Division funded under general temporary assistance to established posts and an amount of 706,500 United States dollars, representing the balance of the resource requirements for the six posts under the support account for peacekeeping operations for the period ending 30 June 2007;

40. **Further decides** that three of the posts established above (one P-4, one P-3 and one General Service (Other level)) will be designated to the Vendor Registration and Management Team with a view to, inter alia, promoting the diversification of the origin of vendors among all Member States, including developing countries and countries with economies in transition, simplifying vendor registration, managing the vendor database and liaising with vendors;

41. **Approves** the resource requirements of 1,050,000 dollars proposed in the report of the Secretary-General for the Procurement Division under the support account for peacekeeping operations for the rest of the fiscal year ending 30 June 2007, as follows:

(a) 200,000 dollars for consultants to review industry practices and procurement models in specific industries relevant to United Nations requirements;

(b) 800,000 dollars for training of both Headquarters and peacekeeping mission procurement staff (640,000 dollars for consultants to organize training, 150,000 dollars for travel of staff for procurement training and 10,000 dollars for training-related supplies and materials);

(c) 50,000 dollars for travel in relation to business seminars;

42. **Also approves** the reclassification of the Chief of Procurement post from the D-1 to the D-2 level;

43. **Requests** the Secretary-General to comprehensively review the post and non-post requirements of the Procurement Division, taking into account General Assembly resolutions on procurement reform, including the present one, and to submit proposals based on identified requirements in the context of the budget for the support account for the period from 1 July 2007 to 30 June 2008 and the proposed programme budget for the biennium 2008-2009.
Institutional, administrative and budgetary questions

Oversight

Report of JIU. In May [A/60/860], the Secretary-General transmitted a report of the Joint Inspection Unit (JIU) on oversight lacunae in the UN system, which examined the oversight role of Member States, the oversight structure, including the deficiencies in both internal and external oversight and in coordination. The Inspectors found that the system of external (United Nations Board of Auditors, ACABQ, the Committee for Programme and Coordination and the International Civil Service Commission (ICSC)) and internal (the Office of Internal Oversight Services (OIOS)) oversight was not intrinsically deficient in terms of either design or mandates. Moreover, effective mechanisms had been put in place to ensure synergies and avoid duplication. However, some issues remained to be addressed, particularly the level and type of resources provided, working practices and the independence of those bodies. Member States were encouraged to take stock of the oversight system as a whole, identify problems and opportunities and act in a coordinated manner to address them.

The Inspectors recommended, among other measures, that the legislative bodies of each UN system organization should establish an independent external oversight board; ACABQ, JIU, and ICSC should be subject to a peer review every five years; the budget proposals of the external oversight bodies should not be reviewed by entities which were the object of their oversight, but by ACABQ or the external board concerned; audit, inspection and evaluation functions should be consolidated in a single unit, and other internal oversight functions positioned elsewhere in the various secretariats; those organizations that managed biennial resources of at least $250 million should have an internal oversight body, while those managing less than that amount should seek oversight services from any competent UN system organization; each organization should establish an ethics function and a post of ethics officer, and implement mandatory integrity and ethics training; executive heads should establish confidential financial disclosure requirements for all elected officials, staff at the D-1 level and above and other senior managers and procurement officials, and enforce the annual filing of disclosure statements; and the respective oversight boards should establish an effective mechanism for system-wide coordination and cooperation among external and internal oversight bodies.

The Secretary-General and the United Nations System Chief Executives Board for Coordination (CEB), in their comments on the JIU report, transmitted in May [A/60/860/Add.1], said in that JIU placed too much emphasis on its own suggested standards, without a clear description of how those standards were developed or what prior best practice analysis supported them. They expressed concern as to how a uniform standard would function in the UN system, with its diverse range of structures and mandates. However, they generally welcomed the recommendations, some of which were already being implemented, and sought clarification on others.

Report of Steering Committee on Governance and Oversight. The report of the Steering Committee on the Comprehensive Review of Governance and Oversight within the United Nations and its Funds, Programmes and Specialized Agencies, transmitted by the Secretary-General in August [A/60/883], examined governance and oversight principles and practices, UN oversight practices, gap analysis and recommendations and reviewed OIOS (see p. 1651) [A/60/883/Add.2].

The Steering Committee found that the practice of establishing audit committees was not widespread throughout the UN system and their effectiveness varied widely in those organizations that had established them. There were also differences in the level of authority with regard to reporting, budgeting and selection or dismissal of the head of internal audit, as well as variations between UN entities in the degree of internal audit independence. Clear executive responsibility for risk management and internal controls was lacking and the oversight of inter-agency programmes was frequently ineffective. The Steering Committee recommended implementation of a systematic enterprise risk management framework; assigning responsibility for internal controls and reporting on their effectiveness to executive management; implementing the General Assembly decision to establish an independent audit advisory committee [YUN 2005, p. 1496]; the setting up of audit committees at the International Civil Aviation Organization, UNHCR, the United Nations Development Programme and the United Nations Children’s Fund and clarification of the responsibilities of the UNHCR Oversight Committee responsible for internal audit, investigations and evaluation. The Committee also recommended the discontinuation of JIU and the setting of new standards for oversight of inter-agency programmes.

JIU [A/60/1004] (see p. 1653) and OIOS [A/60/901] (see p. 1651) submitted their comments on the Steering Committee’s report.

ACABQ comments and observations on the report of the Steering Committee were submitted in its December report [A/61/605]. It recommended that the General Assembly request the Secretary-General to make proposals on how to address the
issue of new oversight standards for inter-agency programmes, and noted the absence of concrete proposals for improving coordination and cooperation among UN system oversight bodies. It also made recommendations concerning the establishment of an Independent Audit Advisory Committee and oios.

The General Assembly, in resolution 61/245 of 22 December (see p. 1573), endorsed the recommendations of ACABQ on the report of the Steering Committee.

Internal oversight

On 8 May [meeting 79], the General Assembly, having considered the oios annual report for the period from 1 July 2004 to 30 June 2005 [YUN 2005, p. 1473], and on the recommendation of the Fifth Committee [A/60/604/Add.1], adopted resolution 60/259 without vote [agenda item 132].

Report of the Secretary-General on the activities of the Office of Internal Oversight Services

The General Assembly,
Recalling its resolutions 48/218 B of 29 July 1994, 54/244 of 23 December 1999 and 59/272 of 23 December 2004,
Recalling also its resolutions 56/246 of 24 December 2001, 58/101 B of 9 December 2003 and 59/270 of 23 December 2004,
Having considered the annual report of the Office of Internal Oversight Services for the period from 1 July 2004 to 30 June 2005,
1. Reaffirms its primary role in the consideration of and action taken on reports submitted to it;
2. Also reaffirms its oversight role and the role of the Fifth Committee in administrative and budgetary matters;
3. Further reaffirms the independence and the separate and distinct roles of the internal and external oversight mechanisms;
4. Looks forward to the results of the independent external evaluation of the audit and oversight system of the United Nations, and stresses that the evaluation should include proposals on:
   (a) Ensuring the full operational independence of the Office of Internal Oversight Services;
   (b) Strengthening the evaluation capacity of the Office at the programme and subprogramme levels;
   (c) Ensuring adequate funding arrangements for timely reimbursement by funds and programmes for services of the Office;
5. Notes with concern the description of the mission of the Office of Internal Oversight Services, as outlined in paragraph 1 of its annual report, and in this regard reiterates that, in accordance with paragraph 5 of General Assembly resolution 59/270, the mission of the Office should be in full conformity with its mandate, as approved by the Assembly in its resolution 48/218 B;
6. Notes with appreciation the work of the Office of Internal Oversight Services;
7. Takes note of the annual report of the Office of Internal Oversight Services;
8. Stresses the importance of full implementation of legislative decisions, and requests the Secretary-General to ensure that programme managers provide information to the Office of Internal Oversight Services to be reflected in the programme performance report on the rate of implementation of legislative mandates and decisions and, where applicable, in cases where full implementation has not been achieved, the reasons therefor;
9. Requests the Secretary-General to ensure that all relevant resolutions, in particular cross-cutting resolutions, are brought to the attention of relevant managers, and further requests that the Office of Internal Oversight Services also take those resolutions into account in the conduct of its activities;
10. Also requests the Secretary-General to ensure that all relevant resolutions pertaining to the work of the Office of Internal Oversight Services are brought to the attention of the relevant managers;
11. Notes that not all programme managers have reported the results of investigations to the Office of Internal Oversight Services, as required in paragraph 11 of its resolution 59/287 of 13 April 2005, and requests the Secretary-General to comply with this requirement as a measure of accountability;
12. Requests the Secretary-General to entrust the Office of Internal Oversight Services to submit a report on the use of the best-value concept in the evaluation and awarding of procurement contracts in order to identify any possible misuse;
13. Recalls its request, as contained in section IV, paragraph 4, of its resolution 59/296 of 22 June 2005, notes with concern paragraph 25 of the annual report of the Office of Internal Oversight Services concerning the management of fuel in peacekeeping missions, and welcomes the intention of the Office to report to the General Assembly on the oversight of fuel management in peacekeeping missions;
14. Welcomes the comprehensive tsunami risk assessments undertaken by the Office of Internal Oversight Services jointly with United Nations funds and programmes and the specialized agencies, and requests the Secretary-General to ensure that United Nations funds and programmes and the specialized agencies cooperate with the Office in the preparation of a consolidated report on audits and investigative reviews undertaken of the tsunami relief operation and to entrust the Office to report thereon to the General Assembly at its sixty-first session;
15. Also welcomes the intention of the Office of Internal Oversight Services to conduct a risk assessment of the activities of the United Nations Joint Staff Pension Fund, and invites the United Nations Joint Staff Pension Board to request the Office, in this context, to conduct an audit of the quality, efficiency and effectiveness of services provided to beneficiaries;
16. Notes with concern the numerous allegations of fraud and irregularities in the United Nations Interim Administration Mission in Kosovo, and requests the Office of Internal Oversight Services to submit to the General Assembly at its resumed sixtieth session an overview report on its investigations and follow-up;

17. Decides to modify the title of the relevant agenda item to read “Report on the activities of the Office of Internal Oversight Services” in accordance with paragraph 3 of its resolution 59/272.

OIOS activities. In August, the Secretary-General transmitted the twelfth annual OIOS report [A/61/264 (Part I)] covering its activities from 1 July 2005 to 30 June 2006, except for the results of OIOS peacekeeping oversight activities, which would be reported separately. An addendum to the report [A/61/264 (Part I)/Add.1] provided an overall assessment of the implementation of OIOS recommendations and an analysis of those not fully implemented. During the period, OIOS issued 234 oversight reports, including 18 to the General Assembly. In addition to the report on its activities, OIOS issued, in 2006, reports on: the audit of standard costs applied to headquarters overheads [A/60/682]; the global review of discipline in field missions led by DPKO [A/60/713]; the comprehensive management audit of DPKO [A/60/717]; the inspection of the programme and administrative management of the Economic and Social Commission for Western Asia [A/61/61]; programme performance of the United Nations for the 2004-2005 biennium [A/61/64]; strengthening the role of ICT; the capital master plan; and integrity violations. OIOS continued audits of security procedures at various duty stations and initiated a quick-impact audit of the Organization’s preparedness for the avian influenza pandemic. Programme planning and management activities included performance monitoring and reporting, inspections and evaluations. ICT issues addressed by the Office included those related to information technology governance, strategic planning access security, and contingency and business continuity planning. OIOS provided continuous audit coverage of the capital master plan project for the refurbishment of the Secretariat complex in New York (see p. 1666). It investigated violations of UN regulations, rules and administrative issuances, as well as allegations of fraud, corruption and sexual misconduct. In January, OIOS established the Procurement Task Force to address weaknesses in internal control and potential fraud in UN procurement activities (see p. 1645).

Some of the more than 60 UN entities for which OIOS provided oversight services required extensive and continuous OIOS coverage due to their high financial exposure and/or their complexity. The report provided a synopsis of work in five such entities: the Department of Management; the Office for the Coordination of Humanitarian Affairs; the Office of the United Nations High Commissioner for Refugees; the United Nations Joint Staff Pension Fund; and the United Nations Compensation Commission.

By a September note [A/61/264 (Part I)/Add.2], the Secretary-General submitted his comments on Part I of the OIOS annual report.

By decisions 61/551 and 61/552 of 22 December, the General Assembly decided to consider the OIOS annual report at its resumed sixty-first (2007) session.
Strengthening OIOS

The Secretary-General transmitted the report of the Steering Committee on the Comprehensive Review of Governance and Oversight within the United Nations and its Funds, Programmes and Specialized Agencies (see p. 1572) on the review of oios [A/60/883/Add.2].

The Steering Committee found that oios did not function effectively due to the mixed roles of internal and external oversight. Significant change was needed therefore to strengthen its structure, operation and reporting within the broader UN oversight framework. The Committee recommended, among other measures, that the responsibilities and management of oios should be redefined and its management should acknowledge responsibility for setting risk tolerance, implementing controls and managing risks. Oios should transfer evaluations and management consulting activities to line management; focus on internal auditing; transfer investigations to the UN Office of Legal Affairs; and separate activities related to security from forensic accounting. The Assembly should define those UN organizations for which oios was responsible, and there should be no barrier to oios access to people or documents in the performance of its work. The oios budget should be based on a risk assessment and a strategy for the Office, and the term limit for the head of oios should be revisited. Oios should report administratively to the Secretary-General or Deputy Secretary-General, and functionally to the Independent Audit Advisory Committee. The Steering Committee also recommended measures to strengthen oios working practices and improve the reporting process.

Oios, having considered the report of the Steering Committee, issued a July report [A/60/901] containing proposals for strengthening the Office, which involved institutional changes to support its independence and creation of a proper oversight structure to facilitate professionalism and draw on the synergies of the different disciplines in the oversight function. Under the proposals, internal audit functions would be consolidated into one division headed by a director based in New York, and inspection and evaluation functions would be organized as a separate division. Inspection would be reinforced with regard to its approach, methodology and staffing; the evaluation function would be similarly strengthened. Oios would continue its monitoring function, but the responsibility for the preparation of the biennial reports of the Secretary-General on programme performance should be transferred to the Department of Management. Oios would be responsible for assessing the methodology, integrity and discipline of programme performance reporting. The internal management consulting function would be transferred to an appropriate office within the Secretariat. The Office would be restructured by redeploying authorized posts and using the funding allocated for general temporary assistance in lieu of established posts. Oios proposed additional non-post resources for implementing its risk assessment framework, eliminating the backlog of investigations and enhancing information technology tools and staff training. It also proposed changes to its funding arrangements that would secure its financial independence and the use of risk assessments as a basis for determining the level of resources for internal audit, inspections and evaluations. Oios strongly disagreed with the recommendation that the Investigations Division should be a part of the Office of Legal Affairs, as that measure would weaken oversight.

In December [A/61/605], ACABQ commented on the report of the Steering Committee, including the review of oios, and the oios report on strengthening the Office.

The Secretary-General, in a December report [A/61/610], provided revised estimates to the approved 2006–2007 budget, taking into account the proposals made by oios in its report. He requested the Assembly to approve an additional appropriation of $1,308,800.

Strengthening investigation functions

In response to resolution 59/287 [YUN 2005, p. 1474], the Secretary-General, in February [A/60/674], reported on progress made in the implementation of measures to strengthen the investigation functions in the United Nations. A full report would be submitted to the sixty-first (2006) session of the General Assembly.

External oversight

Joint Inspection Unit

At its resumed sixtieth session, the General Assembly had before it the annual report of the Joint Inspection Unit (JIU) for 2004 [YUN 2004, p.1372]; a January note by the Assembly President on procedures for the appointment of JIU inspectors [A/60/659]; and a February note by the Unit Chairperson on the JIU work programme for 2006 [A/C.5/60/CRP.1].

In an April note [A/61/109], the Secretary-General indicated that it would be necessary for the Assembly
to appoint five persons to fill the JIU vacancies that would arise on 31 December 2007.

GENERAL ASSEMBLY ACTION

On 8 May [meeting 79], the General Assembly, on the recommendation of the Fifth Committee [A/60/748], adopted resolution 60/258 without vote [agenda item 130].

Joint Inspection Unit

The General Assembly,

I


Having considered the report of the Joint Inspection Unit for 2004 and its programme of work for 2005 and the note by the Chairperson of the Unit on the programme of work of the Unit for 2006,

Noting the ongoing internal reform process of the Joint Inspection Unit aimed at further improving its effectiveness,

1. Notes the thematic reports mentioned in the programme of work of the Joint Inspection Unit for 2005, and in this regard reaffirms paragraph 4 of its resolution 50/233;

2. Reaffirms the unique role of the Unit as the only system-wide external oversight body;

3. Welcomes the efforts made by the Unit to improve the quality of the reports issued in 2004 and also the improvements made in the implementation of its reform process, as indicated in paragraphs 1 to 5 of its report;

4. Takes note with appreciation of the single consolidated format of the report of the Unit on its activities for 2004 and its programme of work for 2005;

5. Notes paragraphs 28 and 29 of the report of the Unit for 2004, and urges all host countries to facilitate prompt access for inspectors to all offices of participating organizations;

6. Takes note of the programme of work for 2006, and requests the Unit to continue to submit an advance version of its programme of work to the General Assembly at the first part of its resumed sessions;

7. Requests the Unit to continue to enhance dialogue with participating organizations and thereby to strengthen the follow-up of the implementation of its recommendations, in particular on managing for results;

8. Reaffirms the importance of effective coordination, in the implementation of their respective mandates, between the Unit, the Board of Auditors and the Office of Internal Oversight Services, in order to maximize the use of resources and share experiences, knowledge, best practices and lessons learned;

9. Requests the Unit to include in future annual reports more information on the impact of full implementation of recommendations, including any cost savings, productivity and efficiency gains achieved;

II

Having considered the note by the President of the General Assembly on the procedures for the appointment of inspectors of the Joint Inspection Unit,

Decides to revert to the consideration of this subject at its sixty-first session.

JIU activities. In its annual report to the General Assembly [A/62/34], JIU gave an overview of its activities in 2006, during which it issued reports on: evaluation of results-based budgeting in peacekeeping operations [JIU/REP/2006/1]; oversight lacunae in the UN system [JIU/REP/2006/2]; follow-up to the management review of the Office of the United Nations High Commissioner for Human Rights [JIU/REP/2006/3]; a second review of the implementation of headquarters agreements concluded by UN system organizations: provision of headquarters premises and other facilities by host countries [JIU/REP/2006/4]; a United Nations humanitarian assistance programme for disaster response and reduction: lessons learned from the Indian Ocean tsunami disaster [JIU/REP/2006/5]; results-based management in the United Nations in the context of the reform process [JIU/REP/2006/6]; and staff mobility in the United Nations [JIU/REP/2006/7]. It also issued a note on Goodwill Ambassadors in the UN system [JIU/NOTE/2006/1].

JIU strengthened its follow-up system by disclosing the intended impact of each of its recommendations in the text of its reports, based on agreed categories and definitions of such impacts. Each report contained an overview table on action to be taken by participating organizations, indicating the relevance of each recommendation to the organization in question. In October, JIU requested all 24 participating organizations to provide updated information on the status of the implementation of recommendations contained in reports issued by the Unit in 2004 and 2005; it received information from 20 organizations. At the end of 2006, 30 per cent of the recommendations issued in 2004 and 2005 were accepted, with some 45 per cent still under consideration. Overall acceptance rates for recommendations contained in single-agency reports reached 72 per cent, with 20 per cent still under consideration. The report indicated that 22 per cent of accepted/approved system-wide or multi-agency recommendations were implemented, and 32 per cent were in progress. In 13 per cent of cases implementation had not yet begun, and no information had been received on the remaining 33 per cent.
During 2006, six management assessments of participating organizations were completed, bringing the total number of completed assessments to 20. It was envisaged that remaining assessments would be completed in 2007.

The annual report also contained the JIU work programme for 2007.

In August [A/60/1004], JIU commented on the report of the Steering Committee on the Comprehensive Review of Governance and Oversight within the United Nations, its Funds, Programmes and Specialized Agencies, which, among other things, had recommended that the Unit be discontinued. JIU re-emphasized that oversight was ultimately the function of Member States and underlined its unique position as the only system-wide external oversight body.

The General Assembly expressed continued support for JIU and its reform efforts in resolution 61/238 of 22 December (see below).

Appointment of JIU members. In September [A/60/659], the General Assembly President submitted a note on procedures for the appointment of JIU inspectors, which he had been asked to review in resolution 59/267 [YUN 2004, 1372], with a view to enhancing the application of article 3, paragraph 2, of the JIU statute. He proposed a simplified procedure, similar to that followed by other governmental bodies.

By decision 61/552 of 22 December, the Assembly decided that the agenda items on the Unit and on the appointment of its members would remain for consideration during its resumed sixty-first (2007) session.

GENERAL ASSEMBLY ACTION

On 22 December [meeting 84], the General Assembly, on the recommendation of the Fifth Committee [A/61/654], adopted resolution 61/238 without vote [agenda item 124].

Joint Inspection Unit

The General Assembly,

I


Having considered the report of the Unit on its activities for 2005 and its programme of work for 2006,

Noting the ongoing internal reform process of the Unit aimed at further improving its effectiveness,

1. Takes note with appreciation of the report of the Joint Inspection Unit for 2005 and its programme of work for 2006;

2. Welcomes the ongoing efforts made by the Unit to improve the implementation of its reform process, as indicated in paragraphs 1 to 6 of its report;

3. Reaffirms section I, paragraph 6, of its resolution 60/258, and requests the Unit to continue to submit an advance version of its programme of work to the General Assembly at the first part of its resumed sessions;

4. Welcomes the increasing focus of the programme of work of the Unit on issues of system-wide relevance, and urges the Unit, as the only system-wide external oversight body, to continue to focus its work and reports, whenever possible, on issues of system-wide interest, value and relevance to the efficient and effective functioning of all organizations to which the Unit provides services;

5. Encourages the Unit to increase its efforts to help improve the efficiency and effectiveness of the respective secretariats in achieving the legislative mandates and to ensure that the mission objectives established for the organizations are carried out in the most economical manner and that optimum use is made of resources available for carrying out those activities;

6. Welcomes the information presented in paragraphs 27 to 30 of the report of the Unit, bearing in mind that the methodology is still at the early stage of implementation, and requests that future reports, to the extent possible, also include information on estimated savings, actual savings achieved, acceptance rate of recommendations and implementation status by impact category, particularly regarding system-wide or multi-agency recommendations;

7. Looks forward to receiving an analysis of the eight categories of impact as described in paragraphs 29 to 31 of the report, as applied to the actual impact of its recommendations;

8. Notes the ongoing efforts of the Unit to improve its working methods, and invites the Unit to undergo external peer reviews as necessary;

II

Having considered the note by the President of the General Assembly on the procedures for the appointment of inspectors of the Joint Inspection Unit,

Bearing in mind paragraphs 8 and 9 of General Assembly resolution 59/267 and article 3, paragraph 2, of the statute of the Unit,

1. Takes note of the note by the President of the General Assembly on the procedures for the appointment of inspectors of the Joint Inspection Unit;

2. Confirms the existing procedure for the appointment of the inspectors in accordance with article 3 of the statute of the Unit;

3. Decides that, beginning on 1 January 2008, the President of the General Assembly, when drawing up a list of countries that will be requested to propose candidates, in accordance with article 3, paragraph 1, of the statute of the Unit, will invite Member States to submit the names of the countries and their respective candidates simultaneously, on the understanding that the can-
candidates submitted are the candidates that the respective Member States intend to propose, to the extent possible, for appointment by the General Assembly, in accordance with article 3, paragraph 2, of the statute;

4. Invites the President of the General Assembly to submit to the Assembly, for consideration at its sixty-fourth session, a report on the effective application of the above-mentioned selection procedures in enhancing efficiency in implementing article 3, paragraph 2, of the statute.

Oil-for-food programme

The oil-for-food programme, established by Security Council resolution 986(1995) [YUN 1995, p. 475] authorizing the sale of Iraqi petroleum and petroleum products as a temporary measure to finance humanitarian assistance, thereby alleviating the adverse consequences of the sanctions regime imposed by the Council, was phased out on 21 November 2003 [YUN 2003, p. 362]. In April 2004, the Secretary-General established the Independent Inquiry Committee (IIC) to investigate the administration and management of the programme, including allegations of fraud and corruption [YUN 2004, p. 364]. IIC, headed by Paul A. Volcker (United States), issued its reports and recommendations in 2005 [YUN 2005, p. 1476]. In December 2005, the Secretary-General decided to maintain the Committee’s operation until the end of March 2006 [ibid., p. 436] through a follow-up entity known as the Office of the Independent Inquiry Committee. On 24 March 2006, the Secretary-General extended the Office until 31 December (see p. 409). From 1 January 2007, the Office would be administered by the UN Department of Management for a two-year interim period, which could be extended by the Secretary-General.

In a December bulletin [ST/SGB/2006/16], the Secretary-General promulgated a procedure for the management, preservation and storage of, and access to, the documents, records and other materials that came into the possession of, or were generated by IIC during its operation. During the two-year period, IIC documents would remain unsealed to enable the United Nations to respond to requests for information and assistance by Member States. Documents could be made available to Member States on written request to the Secretary-General. The Office would determine which documents were responsive to the request and make a recommendation to the Secretary-General on their disclosure. Restricted documents under seal would only be released under conditions stipulated in the bulletin. At the conclusion of the interim period, the Office would transfer custody of all IIC documents to the UN Archives and Records Management Section, which would put them in permanent storage in the archives of the United Nations. Restricted documents would remain under seal for 50 years; there would be no declassification of such documents.

By decision 61/552 of 22 December, the Assembly decided that the follow-up to the recommendations on administrative management and internal oversight of IIC into the oil-for-food programme would remain for consideration during its resumed sixty-first (2007) session.

Other administrative matters

Conference management

Committee on Conferences

At its resumed sixtieth (2006) session, the General Assembly had before it the report of the Committee on Conferences for 2005 [YUN 2005, p. 1545]. It also considered the Secretary-General’s 2005 reports on the reform of the UN Department for General Assembly and Conference Management (DGACM) [ibid., p. 1546], and on the pattern of conferences and the related ACABQ report [ibid., p. 1547].

GENERAL ASSEMBLY ACTION

On 8 May [meeting 79], the General Assembly, on the recommendation of the Fifth Committee [A/60/601/Add.1], adopted resolution 60/236 B without vote [agenda item 127].

Pattern of conferences

B

The General Assembly,
Reaffirming its resolution 42/207 C of 11 December 1987, in which it requested the Secretary-General to ensure the equal treatment of the official languages of the United Nations,
Having considered the report of the Committee on Conferences for 2005, the relevant reports of the Secretary-General and the report of the Advisory Committee on Administrative and Budgetary Questions,
Reaffirming the provisions relevant to conference services of its resolutions on multilingualism,

I

Takes note of the report of the Committee on Conferences for 2005;

II

A. Utilization of conference-serving resources

1. Reaffirms the practice that, in the use of conference rooms, priority must be given to the meetings of Member States;
2. Requests the Secretary-General, when preparing budget proposals for conference services, to ensure that the level of resources proposed for temporary assistance is commensurate with the full demand of services, estimated on the basis of current experience;
3. Notes with satisfaction that the overall utilization factor at the four main duty stations increased to 83 per cent in 2004 from 77 per cent in 2003, exceeding the benchmark for the first time since 2000;
4. Recognizes the importance of the meetings of regional and other major groupings of Member States for the smooth functioning of the sessions of intergovernmental bodies, and requests the Secretary-General to ensure that, as far as possible, all requests for conference services for the meetings of regional and other major groupings of Member States are met;
5. Notes with concern the continued decrease in the percentage of meetings held by regional and other major groupings of Member States that were provided with interpretation services, at the four main duty stations, from 98 per cent during the period from May 2001 to April 2002, to 92 per cent during the period from May 2002 to April 2003, to 90 per cent during the period from May 2003 to April 2004, to 85 per cent during the period from May 2004 to April 2005, despite the fact that the number of meetings requesting the provision of interpretation noticeably decreased, by 15 per cent, during the period from May 2004 to April 2005;
6. Recalls that meetings held by regional and other major groupings of Member States are provided with interpretation services on an ad hoc basis, in accordance with established practice;
7. Once again urges intergovernmental bodies to spare no effort at the planning stage to take into account the meetings of regional and other major groupings of Member States, to make provision for such meetings in their programmes of work and to notify conference services, well in advance, of any cancellations so that unutilized conference-serving resources may, to the extent possible, be reassigned to meetings of regional and other major groupings of Member States;
8. Notes that improvements in the utilization factor might entail a reduction in the availability of conference services for meetings of regional groups, and requests the Secretary-General to explore innovative ways to address this problem and to report to the General Assembly through the Committee on Conferences;
9. Welcomes the steps taken by those bodies that have adjusted their programmes of work in order to achieve the optimum utilization of conference-serving resources, and requests the Committee on Conferences to continue consultations with the secretariats and bureaux of bodies that underutilize their conference-serving resources, in line with what was requested by paragraph 2 of section II.A of its resolution 59/265;
10. Recalls its several resolutions, including resolution 59/265, section II.A, paragraph 8, reaffirms that, in conformity with the headquarters rule, all meetings of Nairobi-based United Nations bodies shall take place in Nairobi, except as otherwise authorized by the General Assembly or the Committee on Conferences acting on its behalf, and requests the Secretary-General to report on the subject to the Assembly at its sixty-first session through the Committee on Conferences;
11. Strongly discourages any invitation to host meetings that would violate the headquarters rule at the United Nations Office at Nairobi and at other United Nations centres with low utilization levels;
12. Welcomes the efforts undertaken so far to increase utilization of the conference facilities at the Economic Commission for Africa, in particular the introduction by the Commission of an integrated system for the management of its conferences and the conducting of a fact-finding mission to identify best practices at similar conference centres within the United Nations system;
13. Requests the Secretary-General to continue his efforts to ensure that the conference centre at the Economic Commission for Africa establishes and develops linkages with other centres and bodies and to report thereon to the General Assembly at its sixty-first session through the Committee on Conferences;
14. Notes that the strict implementation of the headquarters minimum operating security standards has compelled the Economic Commission for Africa to restrict the utilization of its conference centre to organizations of the United Nations family, foreign representatives accredited to Addis Ababa, the African Union, recognized international non-governmental organizations and the Government of Ethiopia;
15. Invites the Secretary-General to explore means to increase the utilization of the conference centre of the Economic Commission for Africa, bearing in mind the headquarters minimum operating security standards, and to report thereon to the General Assembly at its sixty-first session, through the Committee on Conferences;

B. Reform of the Department for General Assembly and Conference Management

1. Reaffirms that the Fifth Committee is the appropriate Main Committee of the General Assembly entrusted with responsibilities for administrative and budgetary matters;
2. Also reaffirms that the major goals of the reform of the Department for General Assembly and Conference Management of the Secretariat are to provide high-quality documents in a timely manner in all official languages, as well as high-quality conference services to Member States at all duty stations, and to achieve those aims as efficiently and cost-effectively as possible, in ac-
cordance with the relevant resolutions of the General Assembly;

3. Notes the ongoing efforts towards the attainment of integrated global management, recognizes the upgrading of the information technology capacity at the United Nations Office at Nairobi, which is essential for the successful achievement of integrated global management, and requests the Secretary-General to keep the General Assembly apprised of progress made in this regard;

4. Also notes the initial measures taken so far by the Department to seek the evaluation by Member States of the quality of the conference services provided to them as a key performance indicator of the Department, including through language-specific informational meetings twice a year, and requests the Secretary-General to ensure that such measures provide equal opportunities to Member States to present their evaluation in the six official languages of the United Nations and are in full compliance with relevant resolutions of the General Assembly;

5. Welcomes the progress achieved in the implementation of the Electronic Meetings Planning and Resource Allocation System (e-Meets) and the electronic documentation management concept (e-Doc);

6. Notes the ongoing efforts towards the establishment of the integrated global management system, and requests the Secretary-General to report to the General Assembly at its sixty-first session on the outcome of the work of the task forces through the Committee on Conferences;

7. Takes note of the conclusions of the departmental task force on workload standards, and requests the Secretary-General, while reviewing the issue of workload standards, which date from 1976, and performance measurement tools in the context of the introduction of applicable information technologies, to take fully into account the unique nature of the functions of the language services of the Department;

8. Requests the Secretary-General to further explore the issue of offering information technology-related training (including keyboarding) and building basic information technology skills requirements into vacancy announcements;

9. Recalls section II.B, paragraph 10, of its resolution 59/265, and in this regard looks forward to the submission of the proposal referred to in that paragraph;

10. Reaffirms section II.B, paragraph 10, of its resolution 57/283 B, and in that context stresses the importance of maintaining the official records editing function, as well as the importance of retaining the concordance principle in order to ensure equally valid texts of resolutions in all six official languages;

III

Documentation and publication-related matters

1. Emphasizes the paramount importance of the equality of the six official languages of the United Nations;

2. Notes with concern the continued high level of late submissions of documentation by author departments, which, in turn, negatively impact the functioning of intergovernmental bodies, and requests the Secretary-General to report to the General Assembly, at its sixty-first session, through the Committee on Conferences, on impediments, if any, to achieving full compliance with the ten-week and six-week rules for the issuance of pre-session documents, including, where appropriate, proposed measures to address such impediments;

3. Reiterates its request to the Secretary-General to ensure that the rules concerning the simultaneous distribution of documents in all official languages are followed with respect to both the distribution of printed copies and the posting of parliamentary documentation on the Official Document System and the United Nations website, in keeping with section III, paragraph 5, of its resolution 55/222;

4. Notes with concern the non-compliance with rule 59 of the rules of procedure of the General Assembly, and requests the Secretary-General to ensure the communication of resolutions adopted by the Assembly to Member States within fifteen days of the closure of the session;

5. Reaffirms its decision in section III, paragraph 9, of its resolution 59/265, that the issuance of documents on planning, budgetary and administrative matters requiring urgent consideration by the General Assembly shall be accorded priority;

6. Welcomes the efforts of the interdepartmental task force on documentation in addressing the problem of late issuance of documentation, and requests the Secretary-General to develop a clear accountability mechanism within the Secretariat for the submission, processing and issuance of documentation and to submit a detailed report thereon to the Committee on Conferences for its further consideration and analysis, in order to provide concrete recommendations to the General Assembly at its sixty-first session;

7. Reiterates its request to the Secretary-General to direct all departments of the Secretariat to include the following elements in their reports:
   (a) Summary of the report;
   (b) Consolidated conclusions, recommendations and other proposed actions;
   (c) Relevant background information;

8. Encourages intergovernmental and expert bodies to include the above-mentioned elements, where appropriate, in their reports to the General Assembly;

9. Requests that all documents submitted to legislative organs by the Secretariat, intergovernmental and expert bodies for consideration and action have conclusions and recommendations in bold print;

10. Requests the Secretary-General to continue to take steps to improve the quality and accuracy of meeting records in all six official languages through full reliance in the preparation and translation of those records on sound recordings and written texts of statements as they were delivered in the original languages;

11. Notes some improvement in the issuance of verbatim and summary records, while recognizing that delay in their issuance still exists;
12. Requests the Secretary-General to continue to take appropriate measures to ameliorate the delay in the issuance of verbatim and summary records, with a view to issuing them in a timely manner;

13. Recalls section II.B, paragraph 14, of its resolution 59/265, and reiterates its request to the Secretary-General to further elaborate on all options, including those set out in paragraphs 59 to 63 of his report on the reform of the Department for General Assembly and Conference Management, in accordance with legislative mandates, and to report on their practical and financial implications to the General Assembly at its sixty-first session through the Committee on Conferences;

14. Recalls section II.B, paragraph 13, of its resolution 59/265, and takes note of paragraphs 57 to 59 of the report of the Secretary-General, and decides to revert to this issue in the context of its consideration of the report referred to in the paragraph above;

IV

Translation and interpretation-related matters

1. Requests the Secretary-General to ensure the highest quality of interpretation and translation services in all official languages;

2. Reiterates its request to the Secretary-General to make sure that terminology used in translation and interpretation services reflects the latest linguistic norms and terminology of the official languages in order to ensure the highest quality;

3. Requests the Secretary-General to continue to improve the accuracy of translation of documents into the official languages, giving particular significance to the quality of translation;

4. Reiterates its request to the Secretary-General, when recruiting temporary assistance in the language services, to ensure that all language services are given equal treatment and are provided with equally favourable working conditions and resources, with a view to achieving maximum quality of their services, with full respect for the specificities of the six official languages and taking into account their respective workloads;

5. Also reiterates its request to the Secretary-General to address the question of the appropriate level of self-revision that is consistent with quality in all official languages and to report thereon to the General Assembly at its sixty-first session;

6. Notes with concern the disparities in interpretation and translation vacancy rates between the United Nations Office at Nairobi and other duty stations;

7. Expresses deep concern at the high vacancy rates in the interpretation and translation services at the United Nations Office at Nairobi, especially the chronic difficulty in staffing the Arabic Interpretation Unit, and requests the Secretary-General to address this through, inter alia, assistance from Member States in advertising and facilitating the conduct of competitive examinations to fill these language vacancies;

8. Requests the Secretary-General to address the problem of succession planning in order to fill emerging vacancies in language services in a timely manner through outreach to eligible applicants;

9. Reiterates its request that the Secretary-General continue efforts to explore the use of new technologies, such as computer-assisted translation, remote and off-site translation and speech recognition, in the six official languages, in order to further enhance the quality and productivity of conference services, and to keep the General Assembly informed of the introduction of any other new technology;

V

Information technology

1. Notes with appreciation the progress achieved across duty stations in integrating information technology into meetings management and documentation-processing systems and the global approach to sharing standards, good practices and technological achievements among conference services at all duty stations;

2. Requests the Secretary-General to ensure the compatibility of technologies used in all duty stations and to ensure that they are user-friendly in all official languages;

3. Also requests the Secretary-General to complete the task of uploading all important older United Nations documents onto the United Nations website in all six official languages on a priority basis, so that these archives are also available to Member States through that medium;

4. Welcomes the strengthening of the Information Technology Unit at the United Nations Office at Nairobi, and requests the Secretary-General to continue to address the issue of maintaining parity among duty stations in terms of information technology capacity.

2006 Committee session. The Committee on Conferences held an organizational meeting on 11 May and its substantive session from 11 to 15 September [A/61/32]. It examined requests for changes to the approved calendar of conferences for 2006 and 2007 [A/AC.172/2006/2] and reviewed the draft revised calendar of conferences and meetings for 2007 [A/61/129/Add.1], reflecting the changes for the second year of the biennium since the adoption of the biennial calendar. The Committee recommended a draft resolution for adoption by the Assembly.

The Committee also considered meetings management and improved utilization of conference-serving resources and facilities; the impact of the capital master plan on meetings held at Headquarters; integrated global management of conference services; and matters related to documentation, publication, translation and interpretation. (The Committee’s deliberations and recommendations on those matters are detailed in the sections below.)
The Committee recommended that the Assembly authorize nine of its subsidiary organs, listed in letters from the Committee Chairman of 6 September [A/61/320] and 19 October [A/61/320/Add.1] to meet in New York during the main part of the Assembly’s sixty-first (2006) session. The Assembly, by decision 61/501 of 12 September and 26 October, authorized those organs to meet as recommended.

The Committee approved requests from several bodies for changes to the approved calendar for 2006.

**Use of conference services**

The Secretary-General, in July [A/61/129], submitted a comprehensive report on issues related to the pattern of conferences, including the integrated global management of conference services, meetings management, document management, and matters related to translation and interpretation (see sections below).

The report also provided information on the utilization of conference servicing resources and facilities. The overall utilization factor in 2005 at the four duty stations—Geneva, Nairobi, New York and Vienna—was 85 per cent, 2 percentage points higher than in 2004.

The Committee on Conferences, in September [A/61/32], welcomed the increase in overall utilization and stressed that, while it was worthwhile to ensure the best use of conference-servicing resources, the needs of the intergovernmental bodies should not be overlooked.

In October [A/61/499], ACABQ stated that a precise identification of what constituted time lost for conference servicing was important for proper calculation of the utilization factor and a detailed explanation should be provided of all factors contributing to the loss of time for conference servicing.

**Use of regional conference facilities**

Nairobi and Addis Ababa

At the United Nations Office in Nairobi (UNON), including the United Nations Environment Programme and the United Nations Human Settlements Programme, the utilization factor remained high at 96.2 per cent in 2005 and 100 per cent as at 31 May 2006. During the 2004-2005 biennium, the utilization rate for UNON interpreters increased by 40 per cent, as compared with the 2002-2003 biennium. The utilization rate at the Economic Commission for Africa (ECA) (Addis Ababa, Ethiopia) was reduced due to the cancellation of a number of events in 2005. ECA continued to explore innovative ways to further develop its clientele and operations.

In September [A/61/32], the Committee on Conferences was informed that UNON had met all requests by regional groups for meetings with interpretation. However, problems in filling vacant interpretation posts, particularly Arabic posts, continued. The use of the conference centre at ECA, which had a strong information technology team and a well-established printing and publishing facility, had improved considerably since 2005.

In October [A/61/499], ACABQ was informed that, despite various efforts to fill vacant language posts at UNON, the vacancy rate for Arabic interpretation stood at 50 per cent as at August. The Committee reiterated its recommendation that DGACM intensify efforts to improve the vacancy situation in conference services at UNON, including consideration of all possible approaches.

**Integrated global management**

In his July report on the pattern of conferences [A/61/129], the Secretary-General said that further progress had been made under the DGACM project on integrated global management of conference services. Common approaches to administrative policies, practices and procedures were identified and harmonized/standardized across the four duty stations. At the Seventh Coordination Meeting of Conference Managers (Vienna, June), the four duty stations agreed to pursue proactive document management in order to implement fully General Assembly mandates on the timely issuance of documentation and their control and limitation. They also agreed on standardized formulas to estimate translation, interpretation and editing capacity. The coordination of terminology would be achieved through the establishment of a central terminology database and a terminology coordination board. The duty stations would encourage the use of computer-assisted translation and increase the percentage of documents translated with such technology.

DGACM launched an information technology initiative to identify an information technology strategy that would lead to a global, standardized approach to support decision-making and real-time global access to data, satisfy client needs and align more effectively with the information technology standards and strategies of the Secretariat. As a first step, an information Technology Governance Board was established under the Assistant Secretary-General for General Assembly and Conference Management. The Board, comprised of senior managers and information technology professionals from all duty sta-
tions, would provide guidance on an information technology strategy, avoid duplication of information technology development efforts and standardize business processes and technological architecture and applications. Three project teams were established to: set up a centrally-hosted reporting database; further integrate, re-engineer and migrate the meetings management system to an updated, standard, open platform; and conduct a technical evaluation of internal and enterprise document systems.

The Committee on Conferences [A/61/32] welcomed the progress made on integrated global management of conference services and looked forward to receiving information on the work of the task forces established under the DGACM project.

In October [A/61/499], ACABQ encouraged further efforts aimed at enhancing the coordinated approach to conference servicing, while emphasizing the need for quality and consistency in all official languages.

**Interpretation for regional and other groupings**

In July [A/61/129], the Secretary-General reported that the number of meetings requested by regional and other major groupings of Member States for the January-December 2005 period and held without interpretation increased by 34 per cent, compared with the corresponding period in 2004. Meetings provided with interpretation services also increased from 85 per cent during the previous period to 87 per cent. However, interpretation services continued to be provided to such groupings on an “as available” basis, and depended largely on the cancellation of other meetings. In response to General Assembly resolution 60/236 B of 8 May (see p. 1654), the Secretary-General identified two options to address the problem. The first would allocate interpretation services on a weekly basis for meetings of bodies with an entitlement to meet “as required”, offering those services to regional groups when entitled bodies did not require them. The second would earmark specific resources to enhance the predictability for servicing meetings of regional and other major groupings. The first option would not require additional budgetary appropriations, but could not guarantee additional services for regional groups. The second option would guarantee such services, since dedicated resources would be allocated.

The Committee on Conferences [A/61/32] expressed concern that, although the percentage of meetings of regional and other major groups was higher than in 2004, it was below the level attained in previous reporting periods. It welcomed the suggestions contained in the report, but requested clarification as to whether the first option would require additional resources. A Secretariat representative explained that no additional budgetary resources were required under the first option.

**Documentation**

The Secretary-General, in his July report on the pattern of conferences [A/61/129], said that, after years of strict enforcement, the timeliness of submission of documentation had improved steadily but more could be done. Since delays were often caused by factors beyond the Secretariat’s control, the General Assembly might wish to encourage Member States to make their submissions before the deadlines, and allow DGACM to give priority to minimizing very late issuances, especially in cases where overwhelming workload, insufficient processing capacity and late submissions combined to make the issuance of documents six weeks before meetings impracticable.

In September [A/61/32], the Committee on Conferences stressed that much more needed to be done to improve distribution of documents in accordance with the six-week rule, although it was acknowledged that failure to comply with the rule was sometimes due to factors beyond DGACM control. The Committee also stressed the importance of simultaneous distribution of documents in the official UN languages and requested greater vigilance in ensuring that documents were posted on the UN website in all six languages.

In October [A/61/499], ACABQ said that the timely submission of documents should be included in the proposed programme budget as a performance indicator for author departments. It requested that an analysis of the UN printing capacity be included in future conference servicing and document management reports.

**Translation and interpretation matters**

In July [A/61/129], Secretary-General reported that efforts to enhance the quality of language services and staff training and replenish the ranks of the language services would be a DGACM priority. The Secretariat would participate in outreach activities targeting universities that trained language professionals, in order to make them aware of the staffing needs of international organizations and to help them develop curricula to ensure that graduates could function effectively in those organizations.

In September [A/61/32], the Committee on Conferences expressed concern about the shortage of qualified language staff that could result from the
demographic changes in language services, combined with the decline in the number of applicants for UN language examinations, and stressed the need for a plan to deal with the problem.

In October [A/61/499], A/CABQ said that it saw merit in the Secretariat’s intention to participate in outreach activities targeting universities that trained language professionals. At the same time, the United Nations should try to expedite the replacement of retired language staff, expand the recruitment base of linguists and enhance staff training programmes.

**Workload standards**

The Secretary-General, in his July report on the pattern of conferences [A/61/129], said that the review of workload standards for specific categories of conference servicing staff, conducted by a DGACM task force in 2004 [YUN 2004, p. 1467] and 2005 [YUN 2005, p. 1549], led to the conclusion that such standards were crude, one-dimensional measures of performance, focusing only on the quantity of output at the individual level. There was a clear need to supplement the standards with more meaningful and multidimensional measures of performance, including timeliness of delivery and quality of services. Responding to the request made by the General Assembly in resolution 58/250 [YUN 2003, p. 1486] that DGACM develop a comprehensive methodology for performance measurement and management from a full-system perspective, the Department proposed to report to the Assembly on a regular basis, beginning in 2007, on additional indicators on timeliness, quality, financial performance and client satisfaction. The proposed “balanced scorecard” approach would shift emphasis to full-system performance and allow more timely and targeted action to address detected weaknesses.

In October [A/61/499], A/CABQ said that it remained concerned that the Secretary-General had not yet implemented the Assembly’s request with regard to the development of quantitative methods and indicators to assess productivity, efficiency and cost-effectiveness, and welcomed the Secretary-General’s intention to report, beginning in 2007, on additional performance indicators.

**Impact of CMP on conference services**

In August [A/61/300], the Secretary-General reported on the impact of the capital master plan for the refurbishment of the United Nations Headquarters complex on meetings held at Headquarters during implementation, which was expected to take place from 2008 to 2013. The report provided a review of the proposal [YUN 2005, p. 1555] to build a temporary conference facility, or swing space, on the North Lawn of the complex to accommodate part of the meeting space requirements. Construction of the swing space was expected to start in July 2007 and finish in June 2008. Headquarters activities would be largely retained during the renovation and core activities would not be affected if planned ahead and scheduled carefully. However, there would not be sufficient conference facilities to accommodate non-core activities. Parallel consultations and events involving large numbers of participants should be avoided, reduced or held off-site.

The Secretary-General recommended that the Assembly inform calendar bodies to take into consideration the limitations and inflexibility of the conference facilities during the renovation period when planning their meetings; instruct all meeting organizers to consult closely with DGACM to allow maximum predictability in coordinating Headquarters activities and construction work; note that all meetings, with the exception of those of the Security Council, the Assembly and the high-level segment of the Economic and Social Council, should be held strictly within regular meeting hours on working days to ensure that nights and weekends were available for construction work, thus reducing inconvenience and additional costs. The Secretariat should report periodically on the impact of CMP on meetings held at Headquarters during its implementation.

**GENERAL ASSEMBLY ACTION**

On 22 December [meeting 84], the General Assembly, on the recommendation of the Fifth Committee [A/61/597], adopted resolution 61/236 without vote [agenda item 121].

**Pattern of conferences**

The General Assembly,


Reaffirming its resolution 42/207 C of 11 December 1987, in which it requested the Secretary-General to ensure the equal treatment of the official languages of the United Nations,
**Administrative and staff matters**

Having considered the report of the Committee on Conferences for 2006 and the relevant reports of the Secretary-General,

Having also considered the report of the Advisory Committee on Administrative and Budgetary Questions,

Reaffirming the provisions relevant to conference services of its resolutions on multilingualism,

I

**Calendar of conferences and meetings**

1. Welcomes the report of the Committee on Conferences for 2006;
2. Approves the draft revised calendar of conferences and meetings of the United Nations for 2007, as submitted by the Committee on Conferences, taking into account the observations of the Committee and subject to the provisions of the present resolution;
3. Authorizes the Committee on Conferences to make any adjustments to the calendar of conferences and meetings for 2007 that may become necessary as a result of actions and decisions taken by the General Assembly at its sixty-first session;
4. Notes with satisfaction that the Secretariat has taken into account the arrangements referred to in General Assembly resolutions 53/208 A, 54/248, 55/222, 56/242, 57/283 B, 58/250, 59/265 and 60/236 A concerning Orthodox Good Friday and the official holidays of Eid al-Fitr and Eid al-Adha, and requests all intergovernmental bodies to observe those decisions when planning their meetings;
5. Requests the Secretary-General to ensure that any modification to the calendar of conferences and meetings is implemented strictly in accordance with the mandate of the Committee on Conferences and other relevant resolutions of the General Assembly;

II

A. **Utilization of conference-serving resources**

1. Reaffirms the practice that, in the use of conference rooms, priority must be given to the meetings of Member States;
2. Notes with satisfaction that the overall utilization factor at the four main duty stations increased to 85 per cent in 2005 from 83 per cent in 2004;
3. Welcomes the steps taken by those bodies that have adjusted their programmes of work in order to achieve the optimum utilization of conference-serving resources, and requests the Committee on Conferences to continue consultations with the secretariats and bureaux of bodies that underutilize their conference-serving resources;
4. Recognizes the importance of meetings of regional and other major groupings of Member States for the smooth functioning of the sessions of intergovernmental bodies, and requests the Secretary-General to ensure that, as far as possible, all requests for conference services for the meetings of regional and other major groupings of Member States are met;
5. Notes with concern the difficulties experienced by Member States owing to the lack of conference services for some meetings of regional and other major groupings of Member States;
6. Also notes with concern that, although the percentage of meetings held by regional and other major groupings of Member States that were provided with interpretation services in the four main duty stations in 2005 increased to 87 per cent, as compared with 85 per cent in 2004, the figure is still below the 98 per cent provided with services from May 2001 to April 2002, 92 per cent from May 2002 to April 2003 and 90 per cent from May 2003 to April 2004;
7. Recalls that meetings held by regional and other major groupings of Member States have so far been provided with interpretation services on an ad hoc basis, in accordance with established practice, and requests the Secretary-General to continue to explore innovative ways to address this problem and to report to the General Assembly through the Committee on Conferences;
8. Once again urges intergovernmental bodies to spare no effort at the planning stage to take into account the meetings of regional and other major groupings of Member States, to make provision for such meetings in their programmes of work and to notify conference services, well in advance, of any cancellations so that unutilized conference-serving resources may, to the extent possible, be reassigned to meetings of regional and other major groupings of Member States;
9. Notes with satisfaction that, in accordance with several General Assembly resolutions, including resolution 60/236 B, section II A, paragraph 10, in conformity with the headquarters rule, all meetings of Nairobi-based United Nations bodies took place in Nairobi in 2005, but reiterates the need for vigilance in this respect, and requests the Secretary-General to report thereon to the Assembly at its sixty-second session through the Committee on Conferences;
10. Welcomes the fact that international and local corporations and academic institutions are being allowed to host events at the conference centre of the Economic Commission for Africa after screening, on a case-by-case basis, by the United Nations Security and Safety Service to ensure compliance with the headquarters minimum operating security standards, which is likely to contribute to increasing the utilization of the centre;
11. Also welcomes the efforts undertaken to increase utilization of the conference facilities at the Economic Commission for Africa and to align the methodology used to compile utilization statistics with that of Conference Services at the four main duty stations, including building on the cooperative agreement the Commission established with the Division of Conference Services at the United Nations Office at Nairobi;
12. Requests the Secretary-General to continue efforts to ensure that the Economic Commission for Africa strengthens linkages with other centres and bodies;
13. Also requests the Secretary-General to continue to explore means to increase the utilization of the conference centre of the Economic Commission for Africa, bearing in mind the headquarters minimum operating security standards, and to report thereon to the General
Assembly at its sixty-second session through the Committee on Conferences;

B. Impact of the capital master plan (strategy IV (phased approach)) on meetings held at Headquarters during its implementation

1. Takes note of the report of the Secretary-General on the impact of the capital master plan on meetings to be held at Headquarters during its implementation;
2. Requests bodies having their meetings listed in the calendar of conferences and meetings, when planning their meetings, especially major or high-level conferences, summits and special meetings, organs created under the Charter of the United Nations, their subsidiary bodies and other intergovernmental organizations and treaty bodies that normally meet at Headquarters to take into consideration the limitations and inflexibility of the entire conference facilities at Headquarters throughout the renovation period;
3. Notes in particular that there will be noise during the construction, which will be carried out in the evenings and at weekends;
4. Requests all meeting requesters and organizers to liaise closely with the Department for General Assembly and Conference Management of the Secretariat on all matters related to the scheduling of meetings to allow maximum predictability in coordinating activities at Headquarters during the construction period;
5. Requests the Committee on Conferences to keep the matter under constant review, and requests the Secretary-General to report regularly to the Committee on matters pertaining to the calendar of conferences and meetings of the United Nations during the construction period;
6. Requests the Secretary-General to ensure that implementation of the capital master plan will not compromise the quality of conference services provided to Member States and the equal treatment of the language services, which should be provided with equally favourable working conditions and resources, with a view to receiving maximum quality of services;

III

Integrated global management

1. Notes with appreciation the progress achieved across duty stations in integrating information technology into meetings management and documentation-processing systems and the global approach to sharing standards, good practices and technological achievements among conference services at all duty stations;
2. Welcomes the establishment of a regular budget technology post at the United Nations Office at Nairobi and other efforts there to share best practices, which are essential for the successful achievement of integrated global management;
3. Reaffirms that the major goals of the reform of the Department for General Assembly and Conference Management are to provide high-quality documents in a timely manner in all official languages, as well as high-quality conference services to Member States at all duty stations, and to achieve those aims as efficiently and cost-effectively as possible, in accordance with the relevant resolutions of the General Assembly;
4. Requests the Secretary-General to ensure the compatibility of technologies used in all duty stations and to ensure that they are user-friendly in all official languages;
5. Also requests the Secretary-General to complete the task of uploading all important older United Nations documents onto the United Nations website in all six official languages on a priority basis, so that these archives are also available to Member States through that medium;
6. Recalls section II.B, paragraph 4, of its resolution 60/236 B, in which it requested the Secretary-General to ensure that measures taken by the Department for General Assembly and Conference Management to seek the evaluation by Member States of the quality of the conference services provided to them as a key performance indicator of the Department provide equal opportunities to Member States to present their evaluation in the six official languages of the United Nations and are in full compliance with relevant resolutions of the General Assembly, and requests the Secretary-General to report to the Assembly, through the Committee on Conferences, on progress made in this regard;
7. Also recalls section II.B, paragraph 6, of its resolution 60/236 B, and requests the Secretary-General to report to the General Assembly at its sixty-second session, through the Committee on Conferences, on both the results of the work of the task forces and the outcome of the ongoing consultations among duty stations on a follow-up to the recommendations of the task forces;
8. Requests the Secretary-General to keep the General Assembly apprised of progress made in integrated global management;

IV

Documentation and publication-related matters

1. Emphasizes the paramount importance of the equality of the six official languages of the United Nations;
2. Reaffirms that the Fifth Committee is the appropriate Main Committee of the General Assembly entrusted with responsibilities for administrative and budgetary matters;
3. Stresses that matters related to conference management, including documentation, fall within the purview of the Fifth Committee;
4. Notes with concern the continued high level of late submissions of documentation by author departments, which, in turn, have a negative impact on the functioning of intergovernmental bodies, and requests the Secretary-General to report to the General Assembly, at its sixty-second session, through the Committee on Conferences, on impediments, if any, to achieving full compliance with the ten-week and six-week rules for the issuance of pre-session documents, including, where appropriate, proposed measures to address such impediments;
5. Welcomes the new accountability mechanism set up in the Secretariat for the submission, processing and issuance of documentation, and requests the Secretary-
General to report thereon to the Committee on Conferences for its further consideration and analysis, in order to provide concrete recommendations to the General Assembly at its sixty-second session;

6. **Reiterates its request** to the Secretary-General to ensure that the rules concerning the simultaneous distribution of documents in all official languages are followed with respect to both the distribution of printed copies and the posting of parliamentary documentation on the Official Document System and the United Nations website, in keeping with section III, paragraph 5, of its resolution 55/222;

7. **Reaffirms** its decision in section III, paragraph 9, of its resolution 59/265, that the issuance of documents following elements in their reports:
   - **Summary of the report;**
   - **Consolidated conclusions, recommendations and other proposed actions;**
   - **Relevant background information;**
8. **Encourages** intergovernmental and expert bodies to include the above-mentioned elements, where appropriate, in their reports to the General Assembly;

9. **Requests** the Secretary-General to continue his efforts to ensure the highest quality of interpretation and translation services in all official languages through full reliance in the preparation and translation of those records on sound recordings and written texts of statements as they were delivered in the original languages;

10. **Requests** the Secretary-General to continue to take steps to improve the quality and accuracy of meeting records in all six official languages through full reliance on the high reliance on freelance interpretation at the United Nations Office at Nairobi, especially the chronic difficulty in staffing the Arabic Interpretation Unit, and requests the Secretary-General to report to the General Assembly periodically, starting at its sixty-second session, on the specific indicators proposed under the headings of timeliness, quality, financial performance and organizational learning and growth;

11. **Requests** the Secretary-General to continue to address the question of the appropriate level of self-revision that is consistent with quality in all official languages and to report thereon to the General Assembly at its sixty-second session;

7. **Also requests** the Secretary-General to seek evaluation by Member States of the quality of the conference services provided to them, including through the language-specific informational meetings held twice a year, and to ensure that such measures provide equal opportunities to Member States to present their evaluation in the six official languages of the United Nations and are in full compliance with relevant resolutions of the General Assembly;

8. **Requests** the Secretary-General to continue to improve the rates of self-revision, and requests the Secretary-General to continue to address the question of the appropriate level of self-revision that is consistent with quality in all official languages and to report thereon to the General Assembly at its sixty-second session;

9. **Reaffirms** its decision in section III, paragraph 9, of its resolution 59/265, that the issuance of documents following elements in their reports:
   - **Summary of the report;**
   - **Consolidated conclusions, recommendations and other proposed actions;**
   - **Relevant background information;**

10. **Notes** the efforts made so far to improve the rates of self-revision, and requests the Secretary-General to continue to address the question of the appropriate level of self-revision that is consistent with quality in all official languages and to report thereon to the General Assembly at its sixty-second session;

11. **Notes** the high reliance on freelance interpretation at the United Nations Office at Vienna, and requests the Secretary-General to report on any inconsistency in quality of interpretation services related thereto, including at other duty stations, and on measures to address that issue, if needed, to the General Assembly at its sixty-second session through the Committee on Conferences;

12. **Requests** the Secretary-General to provide at all duty stations the adequate staff and grade level with a view to ensuring appropriate quality control for external translations;

11. **Notes** the Secretary-General’s plans to address the issue of succession planning by enhancing internal and external training programmes, developing staff exchange programmes between organizations and participating in outreach activities to institutions that train language staff for international organizations;

12. **Requests** the Secretary-General to hold competitive examinations for the recruitment of language staff sufficiently in advance so as to fill current and future vacancies in language services in a timely manner, bearing in mind the persistent situation at the United Nations
Office at Nairobi, and to inform the General Assembly at its sixty-second session of efforts in this regard.

On the same date, the Assembly decided that the agenda item on the pattern of conferences would remain for consideration during its resumed sixty-first (2007) session (decision 61/552).

UN Information systems

Information and communication technology

In response to General Assembly resolution 60/260 of 8 May (see p. 1576), the Secretary-General, in May, submitted a detailed report on investing in the United Nations [A/60/846], with an addendum on investing in information and communication technology (ict) [A/60/846/Add.1]. The Secretary-General requested the Assembly to approve the establishment of the post of Chief Information Technology Officer to oversee the creation and implementation of an effective information management strategy for the Secretariat and replace the Integrated Management Information System (IMIS) with a next-generation enterprise resource planning system to ensure a high level of transparency and accountability with respect to global resource management. The Assembly was also asked to appropriate $2,550,700 under the 2006-2007 programme budget for implementation of the ICT cost study and implementation plan. The Secretary-General would submit a comprehensive report outlining the scope, timetable, strategy and detailed resource requirements for replacing IMIS no later than 2009.

In June [A/60/870], ACABQ recommended the creation of the post of Chief Information Technology Officer at the Assistant Secretary-General level through redeployment. Regarding the proposals for replacing IMIS, ACABQ would make its recommendation on the basis of the detailed report and costing plan to be submitted by the Secretary-General. It recommended acceptance of the request for $2,215,200 in additional resources to carry out the ICT cost study and implementation plan.

The Assembly, in section II of resolution 60/283 of 7 July (see p. 1581), established the post of Chief Information Technology Officer at the level of Assistant Secretary-General in the Executive Office of the Secretary-General, decided to replace IMIS with a next-generation enterprise resource planning system or other comparable system, and took other action on the Secretary-General’s ICT proposals and the related ACABQ recommendations.

International cooperation in informatics

In response to Economic and Social Council resolution 2005/12 [YUN 2005, p. 1551], the Secretary-General submitted a May report [E/2006/79] on international cooperation in the field of informatics. The continuing cooperation between the Secretariat and the Ad Hoc Open-ended Working Group on Informatics resulted in practical technology enhancements that facilitated the work of Member States, observers, and non-governmental organizations (NGOs). The Secretariat and the Working Group shared responsibility for creating and maintaining web pages and document updates. Wi-Fi technology, which allowed wireless Internet access, was deployed throughout the public areas and conference rooms at Headquarters, and electronic panels displaying official meeting information were installed at meeting room entrances. Member States submitted more than 1,500 online requests for bilateral meetings using the e-Meets system. The Secretariat and the Working Group were working on a prototype QuickPlace website called CandiWeb to support the process of elections to UN organs. The Secretariat continued to provide electronic mail and website services to permanent missions and maintained the computer servers that supported Mission services.

ECONOMIC AND SOCIAL COUNCIL ACTION

On 27 July [meeting 41], the Economic and Social Council adopted resolution 2006/35 [E/2006/L.22] without vote [agenda item 7 (c)].

The need to harmonize and improve United Nations information systems for optimal utilization and accessibility by all States

The Economic and Social Council, Welcoming the report of the Secretary-General on international cooperation in the field of informatics and the initiatives of the Ad Hoc Open-ended Working Group on Informatics, Recognizing the interest of Member States in taking full advantage of information and communication technologies for the acceleration of economic and social development, Recalling its previous resolutions on the need to harmonize and improve United Nations information systems for optimal utilization and access by all States, with due regard to all official languages, Welcoming the intensification of efforts by the Information Technology Services Division of the Department of Management of the Secretariat to provide interconnectivity and unhindered Internet access to all Permanent and Observer Missions at the United Nations, 1. Reiterates once again the high priority that it attaches to easy, economical, uncomplicated and unhindered access for States Members and Observers of the United Nations, as well as non-governmental organizations accredited to the United Nations, to the computerized databases and information systems and services of the United Nations, provided that the unhindered access of non-governmental...
organizations to such databases, systems and services will not prejudice the access of Member States nor impose an additional financial burden for their use;

2. Requests the President of the Economic and Social Council to convene the Ad Hoc Open-ended Working Group on Informatics for one more year to enable it to carry out, from within existing resources, the due fulfillment of the provisions of the Council resolutions on this item, to facilitate the successful implementation of the initiatives being taken by the Secretary-General with regard to the use of information technology and to continue the implementation of measures required to achieve its objectives, and, in this regard, requests the Working Group to continue its efforts to act as a bridge between the evolving needs of Member States and the actions of the Secretariat;

3. Expresses its appreciation to the Information Technology Services Division for the continuing cooperation it is extending to the Working Group in the endeavour to further improve the information technology services available to all Permanent and Observer Missions at the United Nations and, in particular, for its continuing work in the implementation of wireless Internet (WiFi) in United Nations Headquarters conference rooms and public areas;

4. Requests the Secretary-General to extend full cooperation to the Working Group and to give priority to implementing its recommendations;

5. Also requests the Secretary-General to report to the Economic and Social Council at its substantive session of 2007 on action taken to follow up on the present resolution, including the findings of the Working Group and an assessment of its work and mandate.

Open source software policy

Use of open source software

By a 3 February note [A/60/665], the Secretary-General transmitted to the General Assembly the 2005 jiu report on the policies of UN system organizations towards the use of open source software for development. Jiu recommended that the Assembly invite Member States to emphasize the role of ict in achieving the Millennium Development Goals (mdgs) [YUN 2000, p. 51]; call upon the Secretary-General and other executive heads to support Member States opting to use open-source software to achieve the mdgs; and encourage Member States to adopt pro-poor policies to foster digital inclusion. The Assembly should also call on the donor community to include or maintain in official development assistance programmes adequate funding for open-source software-based poverty-reduction projects, and request the Secretary-General to consider steps that ceb could take to allow UN system organizations to serve as catalysts for multi-stakeholder partnerships involving open source software role players.

On 27 September [A/61/94/Add.1], the Secretary-General transmitted his comments and those of ceb on the jiu report. Ceb members broadly acknowledged the usefulness of open source software and the opportunities it presented. However, ceb noted that the report addressed issues outside the scope of a study of open source software and did not devote sufficient attention to the issues surrounding the implementation of such software. Further in-depth analysis would be required to properly develop a system-wide direction on the topic.

In section II of resolution 60/283 of 7 July (see p. 1582), the Assembly decided to revert to consideration of the jiu report.

Use of open source software for development

By a June note [A/61/94], the Secretary-General transmitted to the General Assembly the 2005 jiu report on the policies of UN system organizations towards the use of open source software for development. Jiu recommended that the Assembly invite Member States to emphasize the role of ict in achieving the Millennium Development Goals (mdgs) [YUN 2000, p. 51]; call upon the Secretary-General and other executive heads to support Member States opting to use open-source software to achieve the mdgs; and encourage Member States to adopt pro-poor policies to foster digital inclusion. The Assembly should also call on the donor community to include or maintain in official development assistance programmes adequate funding for open-source software-based poverty-reduction projects, and request the Secretary-General to consider steps that ceb could take to allow UN system organizations to serve as catalysts for multi-stakeholder partnerships involving open source software role players.

On 27 September [A/61/94/Add.1], the Secretary-General transmitted his comments and those of ceb on the jiu report. In general, ceb concurred with the recommendations put forth in the report, but noted that the report did not provide a comprehensive analysis of the benefits and drawbacks of free and open source software use.

UN premises and property

Capital master plan

Implementation of CMP

At its resumed sixtieth (2006) session, the General Assembly had before it the Secretary-General’s
third annual (2005) progress report on the implementa-
tion of the capital master plan (CMP) for the refurbishment of the United Nations Headquarters complex [YUN 2005, p. 1555] and the related ACABQ report [ibid., p. 1556].

GENERAL ASSEMBLY ACTION

On 8 May [meeting 79], the General Assembly, on the recommendation of the Fifth Committee [A/60/608/Add.2], adopted resolution 60/256 without vote [agenda item 124].

Capital master plan

The General Assembly,


1. Takes note of the third annual progress report of the Secretary-General on the implementation of the capital master plan and the related report of the Advisory Committee on Administrative and Budgetary Questions;
2. Decides to appropriate an amount of 23.5 million United States dollars for financing the design and pre-construction phases of the capital master plan, including swing space requirements;
3. Also decides that the appropriation of 23.5 million dollars shall be financed in accordance with regulation 3.1 of the Financial Regulations and Rules of the United Nations through assessment on Member States in 2006 on the basis of the regular budget scale of assessments in effect for the year;
4. Authorizes the Secretary-General to enter into commitments of up to 77 million dollars for the biennium 2006-2007 to provide for the construction, fit-out and related requirements of a conference swing space building on the North Lawn and for the leasing, design, pre-construction services, fit-out and related requirements of library and office swing space for the capital master plan;
5. Also authorizes the Secretary-General to enter into the lease commitments necessary for the implementation of the capital master plan;
6. Reaffirms paragraph 28 of its resolution 57/292, and calls upon the Secretary-General to explore the possibility of private donor funding for the capital master plan;
7. Recalls paragraph 12 of the report of the Advisory Committee, and requests the Secretary-General to present a more detailed business analysis on the possibility of constructing a new permanent building on the North Lawn by the second part of its resumed sixtieth session;
8. Decides to revert, as a matter of priority, to the consideration of the reports on the capital master plan during the second part of its resumed sixtieth session.


Report of Secretary-General. In response to resolution 60/256 (above), the Secretary-General, in June [A/60/874], presented a business analysis on the possibility of constructing a new permanent building on the North Lawn of the Headquarters complex, prepared with the assistance of an outside consultant and the consulting firm retained by the CMP project as the programme manager. The consultants were requested to estimate the costs of construction, based on estimated occupancy in 2015 and 2023, which was the expiry date of the long-term lease agreements between the United Nations and the United Nations Development Corporation (UNDC) for the UNDC-1 and UNDC-2 buildings. The consultants were to identify savings in terms of rent that would not have to be paid for the UNDC buildings or other commercially leased office space occupied by the UN system.

Regarding the first scenario, the total projected cost of constructing a permanent building on the North Lawn for occupancy in 2015 was $626.8 million, with avoided lease cost for the 2015-2023 period projected at $255 million. Under the option for occupancy in 2023, the cost of the project would amount to $939 million, with average annual avoided lease cost for the 2023-2037 period projected at $67 million.

The analysis of the potential benefits of a proposed permanent building on the North Lawn indicated that there would be commercial advantages for the United Nations derived from constructing and owning a building, as compared to long-term leasing. However, the analysis did not take into account other factors, including security, architectural, and host city and community issues. Any decision by the General Assembly to proceed with a comprehensive feasibility study of the proposal should be made independently of the decision on the CMP strategy.

The Secretary-General recommended that the matter be considered independently of the renovation of the Headquarters buildings, given the ur-
gency of that renovation. He also recommended that the Assembly decide to continue with CMP for the Headquarters buildings and approve the phased approach (strategy IV) recommended in 2005 [YUN 2005, p. 1555].

ACABQ report. In its June report on the business analysis [A/60/7/Add.38], ACABQ said that the feasibility study was not merited, as it would lead to unwarranted costs and detract from the focus required for the renovation project. It recommended that the Assembly approve the Secretary-General’s recommendations.

GENERAL ASSEMBLY ACTION

On 30 June [meeting 92], the General Assembly, on the recommendation of the Fifth Committee [A/60/608/Add.6], adopted resolution 60/282 without vote [agenda item 124].

Capital master plan

The General Assembly,
Having considered the second and third annual progress reports of the Secretary-General on the implementation of the capital master plan, the reports of the Secretary-General on viable options for ensuring sufficient parking space at United Nations Headquarters, on plans for three additional conference rooms and viable solutions for allowing natural light into the rooms, on cooperation with the City and State of New York related to the capital master plan, on the status of possible funding arrangements for the capital master plan, on a business analysis of the possibility of constructing a new permanent building on the North Lawn, the note by the Secretary-General transmitting the report of the Board of Auditors on the capital master plan for the biennium ended 31 December 2003, the report of the Board of Auditors for the year ended 31 December 2004 and the reports of the Office of Internal Oversight Services on the capital master plan for the period from August 2003 through July 2004 and the period from August 2004 through July 2005;
4. Notes the benefits, including economic ones, accruing to host countries from the presence of the United Nations, and the costs incurred;
5. Stresses the special role of the host country Government with regard to support for United Nations Headquarters in New York;
6. Recalls the current practices of host Governments with regard to support for United Nations headquarters and United Nations bodies located in their territories;
7. Requests the Secretary-General to ensure that no action is taken that would preclude any decision that the General Assembly might take on the construction of a new permanent building on the North Lawn at some future date;
8. Approves, effective 1 July 2006, the recommended strategy for the implementation of the capital master plan, strategy IV (phased approach), contained in the third annual progress report of the Secretary-General, including the phasing, swing space and cost, and decides to review the updated projected costs at the main part of its sixty-first session;
9. Requests the Secretary-General to submit proposals to the General Assembly at its sixty-first session, through the Committee on Conferences, on the possible adjustment of meeting schedules, including a change in venue of meetings for the United Nations intergovernmental organs that normally meet at Headquarters for the period of the implementation of the capital master plan;
10. Stresses the need for a long-term strategy for office accommodation at Headquarters;
11. Requests that a comprehensive study on the feasibility of the proposed construction of a building on the North Lawn, including a number of other factors that have not been included in the business analysis contained in the report of the Secretary-General, on security, architectural, and host city and community issues, be included in the context of the proposed programme budget for the biennium 2008-2009;
12. Requests the Secretary-General, considering the need to continue to explore ways to increase procurement opportunities for vendors from developing countries and countries with economies in transition, to take the provisions of its resolutions 54/14 of 29 October 1999, 55/247 of 12 April 2001 and 59/288 of 13 April 2005 on procurement reform into consideration in the implementation of the master plan;  
13. Notes that the Office of the Capital Master Plan will provide resources to the Office of Internal Oversight Services in order to ensure an appropriate construction audit for the capital master plan, and requests the Secretary-General to report on the findings thereon in the context of the relevant reports, including the annual report of the Office of Internal Oversight Services throughout the phases of the project;  
14. Requests the Secretary-General to ensure that procurement processes related to the capital master plan are conducted in a transparent manner and in full compliance with relevant General Assembly resolutions;  
15. Welcomes the establishment of the capital master plan website;  
16. Requests the Secretary-General ensure that financial disclosure statements are filed by staff involved with the capital master plan in accordance with relevant General Assembly resolutions;  
17. Recognizes that the cash payment option, based on a one-time assessment or multi-year special assessments, would be the simplest and the most cost-effective approach for meeting the cost of the capital master plan;  
18. Decides to revert, at the main part of its sixty-first session, to the issue of the funding plan for the capital master plan, including the credit facilities or instruments referred to in paragraph 35 of the third annual progress report of the Secretary-General on the implementation of the capital master plan as well as the feasibility of a one-time upfront payment option, and in this context requests the Secretary-General to propose, inter alia, to the General Assembly, also at the main part of its sixty-first session, a mechanism that would ensure that Member States that pay their assessed contributions for the capital master plan in full and on time will not bear any financial liabilities and/or other obligations derived from the possible utilization of those credit facilities or instruments;  
19. Also decides to convert the existing commitment authority of 77 million United States dollars into an appropriation, with assessment on Member States in 2006 on the basis of the regular budget scale of assessments in effect for the year;  
20. Requests the Secretary-General to report to the General Assembly at its sixty-first session on the implementation of the provisions of the present resolution, in his fourth annual progress report on the implementation of the capital master plan.  

Review of CMP  

Report of Board of Auditors. The report of the Board of Auditors [A/61/5 (Vol.V)] on the CMP for the year ended 31 December 2005, as well as related UN financial statements were submitted to the General Assembly in July. The Board reviewed the financial and programme management operations of the CMP project, as well as the actions taken by CMP to implement the two recommendations it had made in its previous report [YUN 2005, p. 1554]. It found that both recommendations had been partially implemented, but that the implementation of the project had been delayed owing to the unavailability of the swing space building (UND–S) envisioned in the original approach, and because the Assembly had yet to consider the option for project strategy, scope and budget, and the funding plan for implementation. It was concerned about the cost implications of the delay. Some of the amendments to contracts for the design development phase contained ambiguous clauses, such as the covenant clause, which did not impose the maximum amount that the United Nations was obligated to pay, and others that did not conform to the United Nations Procurement Manual, since the name of the contracting parties and the dates the amendments should take effect were not indicated. Submission of deliverables for design development was behind schedule, as well as the provision of minutes of meetings conducted with the CMP team. Weekly meetings were changed to bi-weekly meetings and some were cancelled for no apparent reason, heightening the Board's concern that issues regarding the progress of work, compliance with schedules and architectural and engineering designs might not be addressed immediately.  
The Board recommended that the Administration urge the General Assembly to decide on the renovation strategy and the financing scheme for CMP implementation; ensure that amendments to contracts were in line with the United Nations Procurement Manual; strengthen the monitoring of submission of deliverables; review the propriety of the decision by the United Nations to reduce the frequency of meetings with the programme management firm; and assess the impact of the cancellation of some meetings.  

OIOS report. In its August report [A/61/264 (Part I) & Add.1], OIOS said that it had provided continuous audit coverage of the CMP project through direct interaction with all departments and offices involved and its findings and recommendations were communicated for corrective action where appropriate. Oios continued to follow up on those issues and was finalizing a report to CMP management summarizing its findings  

Reports of Secretary-General. In September [A/61/264 Part I/Add.2], the Secretary-General, in his comments on the August 0ios report, said that,
based on the advice of outside counsel engaged to advise the United Nations on the preconstruction phase service agreement and related issues and intensive consultations and meetings among relevant offices, it was determined that some OIOS recommendations regarding the agreement would not be in the interest of the Organization.

In response to Assembly resolution 57/292 [YUN 2002, p. 1375], the Secretary-General, in October [A/61/549], submitted his fourth annual progress report on CMP. The report discussed the status of design and preconstruction work; the project schedule; the strategy for providing swing space; the projected implementation cost; financing options; the status of appropriations and expenditures; the Secretary-General’s efforts to create a CMP advisory board; and issues related to procurement and financial disclosure. The total projected costs for implementation had increased from $1,587.8 million to $1,646.3 million, as at August 2006. In addition, it was recommended that options for additional security, redundancy and contingency, estimated at $230.4 million, be added to the base project.

The Secretary-General recommended that the Assembly approve the plan, including the recommended scope options, to be completed during the period from 2006 to 2014, at a revised budget not to exceed $1,876.7 million, exclusive of any credit facility charges. The Assembly should approve CMP funding based on either a one-time cash assessment, multi-year cash assessments, or a mix of the two, and the establishment of a letter of credit facility. The Assembly should appropriate $45 million to establish a working capital reserve under the CMP account, to be financed through an assessment on Member States in 2007, based on the regular budget scale of assessment in effect for that year. It should also appropriate another $42 million for the design and construction phases and decide that CMP assessments should be considered due and payable in full within 30 days of the date on which the assessment notices were issued. Charges resulting from any drawdown from a credit facility should be apportioned among Member States that had not paid their CMP assessments on time and in full.

**ACABQ report.** In November [A/61/595], ACABQ recommended approval of the revised CMP budget of $1,876.6 million and appropriation of $42 million for 2007.

**General Assembly Action**

On 22 December [meeting 84], the General Assembly, on the recommendation of the Fifth Committee [A/61/592/Add.1], adopted resolution 61/251 without vote [agenda item 117].

**Capital Master Plan**

The General Assembly,


Having considered the fourth annual progress report of the Secretary-General on the implementation of the capital master plan, the related reports of the Advisory Committee on Administrative and Budgetary Questions, the reports of the Secretary-General on the viable options for ensuring sufficient parking space at United Nations Headquarters and the plans for three additional conference rooms and viable solutions for allowing natural light into the rooms, the reports of the Office of Internal Oversight Services on the United Nations capital master plan for the periods from August 2003 through July 2004 and from August 2004 to July 2005, the report of the Office of Internal Oversight Services on its activities for the period from 1 July 2005 to 30 June 2006 and the comments of the Secretary-General thereon and the reports of the Board of Auditors on the capital master plan for the biennium ended 31 December 2003 and for the years ended 31 December 2004 and 31 December 2005,

Reaffirming that the costs of the capital master plan are expenses of the Organization to be borne by Member States in accordance with Article 17, paragraph 2, of the Charter of the United Nations,

1. Reiterates its serious concern at the hazards, risks and deficiencies of the current condition of the United Nations Headquarters Building, which endanger the safety, health and well-being of staff, delegations, visitors and tourists;

2. Stresses the special role of the host country Government with regard to support for United Nations Headquarters in New York;

3. Recalls the current practices of host Governments with regard to support for United Nations headquarters and United Nations bodies located in their territories;

4. Takes note of the fourth annual progress report of the Secretary-General on the implementation of the capital master plan, the related reports of the Advisory Committee on Administrative and Budgetary Questions, the reports of the Secretary-General on the viable options for ensuring sufficient parking space at United Nations Headquarters and the plans for three additional conference rooms and viable solutions for allowing natural light into the rooms, the reports of the Office of Internal Oversight Services on the United Nations capital master plan for the periods from August 2003 through July 2004 and from August 2004 to July 2005, the report of the Office of Internal Oversight Services on its activities for the period from 1 July 2005 to 30 June 2006 and the comments of the Secretary-General thereon and the
reports of the Board of Auditors on the capital master plan for the biennium ended 31 December 2003 and for the years ended 31 December 2004 and 31 December 2005;

5. Also takes note of the conclusions and recommendations contained in the reports of the Advisory Committee on Administrative and Budgetary Questions;

6. Reaffirms section VI of its resolution 55/222 of 23 December 2000;

7. Also renews paragraph 6 of its resolution 60/256, and calls upon the Secretary-General to explore the possibility of private donor funding for the capital master plan and to continue efforts to secure financial resources from the public and private sectors for upgrading facilities and equipment, including the participation of private companies in infrastructural improvements where such participation has no financial implications for the Organization;

8. Recalls that the acceptance of any donation should conform to the international and intergovernmental character of the Organization and should be in full compliance with the Financial Regulations and Rules of the United Nations;

9. Stresses the need for establishing sufficient cash flow for the purpose of the capital master plan, based on a practical and predictable assessment plan;

10. Decides to approve the capital master plan, including the recommended scope options, to be completed from 2006 to 2014, at a total revised project budget not to exceed 1,876.7 million United States dollars (exclusive of any credit facility fees);

11. Notes that forward pricing escalation is already included in the approved budget contained in the fourth annual progress report of the Secretary-General, and requests the Secretary-General to make every effort to avoid budget increases through sound project management practices and to ensure that the capital master plan is completed within the approved budget and the envisaged time schedule;

12. Requests the Secretary-General to submit to the General Assembly for its consideration possible options on how to remain within the approved budget of 1,876.7 million dollars in the unlikely event that it becomes evident that the costs will exceed the approved budget;

13. Decides that in the unlikely event of cost escalations beyond the approved budget of 1,876.7 million dollars, all Member States will be subject to a further assessment to meet the revised financial requirements as approved by the General Assembly;

14. Approves the funding of the capital master plan, based on a mix of one-time and equal multi-year assessments;

15. Decides that under the mixed assessment option of one-time and multi-year assessment, all assessments will be based on the regular budget scale of assessments applicable for 2007;

16. Also decides that, notwithstanding financial regulation 3.4, assessments for the capital master plan shall be issued on the same day of the first working week of January and shall be considered due and payable in full within one hundred and twenty days of that date;

17. Agrees, in this context, that in 2007 Member States will be allowed a period of sixty days, beginning on 5 January, within the period of one hundred and twenty days referred to in paragraph 16 above, to select the option of one-time or multi-year payment of their assessment on a fixed scale, as referred to in paragraph 15 above;

18. Decides, on an exceptional and ad hoc basis, unless notified otherwise by a Member State within sixty days of the issuance of the notification by the Secretary-General, to place Member States on the multi-year assessment plan for the full period of the capital master plan;

19. Also decides that once a Member State selects the option of one-time payment, that selection shall be irrevocable, unless otherwise notified to the Secretary-General by the end of the period of one hundred and twenty days referred to in paragraph 16 above;

20. Further decides to apportion, on the same day of the first working week of January for the period from 2007 to 2011, the amounts applicable, based on each Member State’s assessment option of either a one-time payment, based on its share of 1,716.7 million dollars, or equal multi-year payments over five years, in accordance with the regular budget rates of assessment applicable for 2007 for all assessments for the capital master plan, using the scale of assessments for the period 2007-2009;

21. Decides to appropriate 42 million dollars for 2007 for the design and pre-construction phases of the capital master plan, including swing-space requirements;

22. Approves the establishment of a working capital reserve of 45 million dollars under the capital master plan account, to be operated under the terms of financial regulations 3.5, 4.2 and 4.3;

23. Resolves that Member States shall make advances to the working capital reserve in accordance with the regular budget rates of assessment applicable for 2007 in the scale of assessments for the period 2007-2009;

24. Approves the establishment of a letter of credit facility as outlined in paragraphs 35 to 38 of the fourth annual progress report of the Secretary-General, pursuant to a bidding process conducted in accordance with the Financial Regulations and Rules of the United Nations;

25. Stresses that any drawdown on the letter of credit should be a last resort and solely for the purpose of funding the capital master plan;

26. Requests the Secretary-General, in this regard, to ensure that the best possible terms and conditions that preserve the interests of the Organization are negotiated with the construction manager in respect of the internationally syndicated letter of credit;

27. Also requests the Secretary-General to enter into consultations with the host country Government regarding the possibility of facilitating the establishment of the letter of credit without the imposition of fees or charges to the United Nations;

28. Further requests the Secretary-General to report to the General Assembly on the results of the negotia-
tions and consultations and the status of the establishment of the letter of credit, in the context of his annual report on the capital master plan;

29. **Notes** that the establishment of the letter of credit could incur a fee of between 0.05 and 0.5 per cent of the value of the credit facility at the start of each year, and agrees that Member States will be assessed their share of the fees at the beginning of each calendar year on the basis of the regular budget scale of assessments for 2007;

30. **Approves** any necessary drawdown on the letter of credit, and requests the Secretary-General to advise Member States, as a matter of urgency, if a drawdown on the letter of credit is likely, preferably ninety days in advance;

31. **Recalls** paragraph 18 of its resolution 60/282, and decides that, notwithstanding financial regulation 3.1, any charges arising from a drawdown on the letter of credit would not be a charge on Member States that have paid in full their capital master plan assessments for the applicable period within the one hundred and twenty days of the issuance of the letters of assessment;

32. **Authorizes** the Secretary-General to apportion annually those charges arising from a drawdown on the letter of credit among Member States that did not pay their assessed contributions to the capital master plan in full, within the period of one hundred and twenty days specified in paragraph 16 above, based on a monthly calculation using the total charges levied during each month and the prorated share of each Member State concerned of the average total assessed contributions that are outstanding for the capital master plan during that month;

33. **Requests** the Secretary-General to report to the General Assembly annually on the financial aspects of the capital master plan, in particular on any outstanding contributions and on the amount of the charges specified in paragraph 32 above and the apportionment among Member States;

34. **Reaffirms** that the charges to be apportioned in accordance with the provisions of paragraph 32 above are expenses of the Organization to be borne by Member States in accordance with Article 17, paragraph 2, of the Charter of the United Nations;

35. **Stresses** the importance of oversight with respect to the implementation of the capital master plan, and requests the Board of Auditors and all other relevant oversight bodies to continue to report to the General Assembly annually on the capital master plan;

36. **Requests** the Secretary-General to ensure that amendments to contracts are in line with the *United Nations Procurement Manual*, and emphasizes that contracts should stipulate that the United Nations will not be responsible for any delays, damage or loss on the part of the contractor;

37. **Reiterates its request** to the Secretary-General to continue to explore ways to increase procurement opportunities for vendors from developing countries and countries with economies in transition and to take the provisions of its resolutions 54/14 of 29 October 1999, 55/247 of 12 April 2001, 57/279 of 20 December 2002, 59/288 of 13 April 2005 and 60/1 of 16 September 2005 on procurement reform fully into consideration in the implementation of the capital master plan;

38. **Also reiterates its request** to the Secretary-General to ensure that procurement processes are conducted in a transparent manner and in full compliance with relevant General Assembly resolutions;

39. **Emphasizes** to the Secretary-General the importance of effectively managing the multiple staff relocations under the approved phasing plan in order to keep the project on schedule;

40. **Urges** the Secretary-General to expedite the process of setting up the advisory board, reflecting wide geographical representation, so that it can begin its work as soon as possible, as provided for in section II of General Assembly resolution 57/292;

41. **Requests** the Secretary-General to ensure that works of art, masterpieces and other gifts are appropriately handled during all the stages of the renovation work and that all associated costs are foreseen;

42. **Also requests** the Secretary-General to cooperate with those Member States that wish to take care of their gifts of works of art, masterpieces and other items during the renovation period;

43. **Decides** that, owing to the unique and exceptional circumstances arising from the capital master plan, the decisions set out in the present resolution shall under no circumstances constitute a precedent or imply any changes to the Financial Regulations and Rules of the United Nations.

**Additional office/conference facilities**

**Addis Ababa.** In response to General Assembly resolution 56/270 [YUN 2002, p. 1459], the Secretary-General, in July [A/61/158], submitted his annual report on construction of additional office facilities at the Economic Commission for Africa (eca) in Addis Ababa. The title deed to additional land allocated by Ethiopia to eca for the project was signed and an addendum to the host country agreement reflecting the allocation was cleared by the UN Office of Legal Affairs and submitted to Ethiopia for approval. At the same time, action was taken to coordinate with local authorities on the design and construction of an alternative public access road. The project schedule was updated following the Assembly’s endorsement of the expansion of the original project to include the construction of two additional floors, which were to be completed simultaneously with the originally approved four floors. The total estimated cost of the project remained unchanged at $11,383,300.

**Acabq** provided its comments on the Secretary-General’s report in September [A/61/362].

The Assembly, in section II of **resolution 61/252** of 22 December (see p. 1614), took note of the Secretary-General’s report and endorsed **Acabq** observations and recommendations. It also noted...
Ethiopia's efforts in facilitating the construction of additional office facilities.

**Geneva.** In a June report [A/60/899], the Secretary-General proposed arrangements and related resource requirements for office accommodation for the Office of the United Nations High Commissioner for Human Rights (OHCHR) in Geneva. The expanded office accommodation would give rise to a total additional requirement of $10,451,400, of which $4,975,900, net of staff assessment, would be financed under the 2006-2007 programme budget. The Secretary-General recommended that the Assembly appropriate that additional amount and note the intention of the host Government (Switzerland) to contribute $1,540,300 towards the total requirement.

ACABQ, in a related June report [A/60/7/Add.42], recognized the immediate needs of OHCHR for additional office space and recommended acceptance of the Secretary-General's proposals.

On 30 June, the Assembly, by decision 60/562, authorized the Secretary-General to enter into commitments of up to $4,975,900 to meet resource requirements. It welcomed the intention of the host Government to contribute financial resources towards meeting the initial rental obligations until full occupancy was achieved, as well as the cost of exterior perimeter security protection for compliance with Headquarters Minimum Operating Security Standards.

**Vienna.** Pursuant to section VI of General Assembly resolution 59/276 [YUN 2004, p. 1384], the Secretary-General, in July [A/61/166], reported on the construction of additional conference facilities at the Vienna International Conference Centre, providing an update on cost-sharing arrangements between the United Nations and the three other organizations located at the Centre: the International Atomic Energy Agency, the Preparatory Commission for the Comprehensive Nuclear-Test-Ban Treaty Organization, and the United Nations Industrial Development Organization (UNIDO).

The agreement with Austria to provide a new conference facility set a ceiling for the project at €52.5 million, of which the United Nations and the three other organizations would collectively contribute €2.5 million, payable in the 2008-2009 biennium. An agreement on cost sharing had been reached with those organizations. The United Nations share of the costs amounted to €100,000, which would be payable in 2008 and presented to the Assembly in the context of the proposed programme budget for 2008-2009. Maintenance and operation costs would be shared using the current cost-sharing principle, based on actual usage. The related financial requirements would be dealt with, along with other common support costs, in the 2008-2009 proposed programme budget.

In September [A/61/361], ACABQ noted that the new conference facility would serve as a swing space from 2008 to 2010, while asbestos was being removed from the conference building. The Committee was informed that costs related to asbestos removal were not included as part of the total project cost, as the removal was already being undertaken by the host country Government. ACABQ would welcome updates on the asbestos removal in future reports of the Secretary-General.

The Assembly, in section I of resolution 61/252 of 22 December, took note of the Secretary-General's report and endorsed ACABQ related observations and recommendations. It also noted the efforts of the host country to construct conference facilities at the Vienna International Centre.

**Renovation of residence of Secretary-General**

In September [A/61/377], the Secretary-General submitted a report on the proposed renovation to the residence of the Secretary-General in the context of revised estimates for the 2007-2007 programme budget. The residence, a neo-Georgian attached townhouse providing 14,000 square feet of space, was built in 1921 and acquired by the United Nations through a donation in 1972. The Secretary-General proposed a major structural renovation, requiring additional resources estimated at $4,490,400 under the 2006-2007 programme budget.

In October [A/61/523], ACABQ said that the proposal should have been submitted as part of the proposed budget for 2006-2007, rather than as revised estimates in the middle of the biennium, and suggested that the full amount of the estimated cost be absorbed within the appropriations already approved. As the Headquarters Agreement between the United Nations and the United States did not include the Secretary-General’s residence, the Secretariat should make every effort to provide for the inclusion of a proposed clause dealing with the residence in the fourth supplement to the Agreement.

ACABQ recommended that the Assembly approve the proposed renovation and authorize the Secretary-General to enter into commitments up to $4,490,400 under the 2006-2007 budget.

**GENERAL ASSEMBLY ACTION**

On 28 November [meeting 59], the General Assembly, on the recommendation of the Fifth
Committee [A/61/592], adopted resolution 61/21 without vote [agenda item 117].

Renovation of the residence of the Secretary-General

The General Assembly,
Having considered the report of the Secretary-General entitled “Renovation of the residence of the Secretary-General: revised estimates to the programme budget for the biennium 2006-2007” and the related report of the Advisory Committee on Administrative and Budgetary Questions,
1. Takes note of the report of the Secretary-General;
2. Endorses the observations and recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in its report;
3. Regrets that the proposal to renovate the residence of the Secretary-General was not submitted as part of the proposed programme budget for the biennium 2006-2007;
4. Approves the renovation of the residence of the Secretary-General;
5. Authorizes the Secretary-General to enter into commitments up to an amount of 4,490,400 United States dollars under the programme budget for the biennium 2006-2007, comprising 202,500 dollars under section 1, Overall policymaking, direction and coordination, and 4,287,900 dollars under section 32, Construction, alteration, improvement and major maintenance, and to report on expenditures in the context of the second performance report for the biennium 2006-2007;
6. Requests the Secretary-General to ensure, to the extent possible, that activities approved under section 32 of the programme budget for the biennium 2006-2007 are completed within the envisaged time schedule;
7. Also requests the Secretary-General to ensure that procurement processes related to the project are conducted in a transparent manner and in full compliance with its relevant resolutions on procurement reform;
8. Further requests the Secretary-General to ensure that targeted mitigation measures are put in place pursuant to established minimum operating security standards;
9. Requests the Secretary-General to expedite the action referred to in paragraph 2 of the report of the Advisory Committee.

Security issues

Strengthened and unified security management system

The General Assembly, by decision 60/551 B of 8 May, deferred consideration of the 2005 oios report on the utilization and management of funds approved by the Assembly for strengthening the security and safety of UN premises [YUN 2005, p. 1556] and the note by the Secretary-General transmitting his comments thereon [ibid., p. 1557].

The Secretary-General submitted, in October [A/61/531], a report on a strengthened and unified security management system for the United Nations, which provided information on progress achieved in establishing such a system at Headquarters and in the field. The report identified areas in which additional work was needed to ensure that the Department of Safety and Security was in a position to manage requirements and respond to unforeseen emergencies. The Department worked to support and enable the effective conduct of UN activities by ensuring a coherent, effective and timely response to all security-related threats and other emergencies; risk mitigation, through the establishment of a coordinated security threat and risk assessment mechanism; and the cost-effective provision and employment of security personnel. It was also working to develop and monitor compliance with security policies, standards and operational procedures across the UN system.

The Field Security Handbook and a number of specialized security directives were updated and produced in the six official UN languages and several expanded training initiatives were implemented. Software improvements were made to provide reliable and secure communications and business continuity in the field. Eighty-four per cent of the Department’s 1,830 posts had been filled worldwide.

Experience had revealed practical problems with implementing cost-sharing arrangements for the safety and security of UN system staff. The World Bank disagreed with the cost-sharing formula and was withholding its $11 million contribution. The other agencies, funds and programmes had no additional funds to absorb potential shortfalls.

The Secretary-General concluded that the Department had made significant achievements over the previous 18 months and major remaining challenges should be addressed through systematic action. He recommended that the Assembly approve the reclassification of the Department’s D-2-level post of Deputy to the Under-Secretary-General to the Assistant Secretary-General-level; approve the maintenance and continuation of the D-2 position of Director of Headquarters Security and Safety Service; authorize the conversion of 134 temporary posts to established posts in the Security and Safety Services; and endorse the establishment of a United Nations crisis management capability and revert to the ongoing requirements in the context of the proposed programme budget for the 2008-2009 biennium.

The Assembly, in resolution 61/133 of 14 December (see p. 1684), took note of the Secretary-
General’s report and requested him to further develop and implement the unified security management system. The UN system and Member States were asked to take all appropriate measures to achieve that goal, both at the headquarters and in the field.

An August report [A/61/223] submitted by the Secretary-General summarized the actions taken by the CEB High-Level Committee on Management (HLCM) to improve the operational administration of cost-sharing arrangements and outlined the revised modalities agreed on by the organizations participating in those arrangements. In February 2005, the Committee convened a technical meeting to discuss the budget requirements subject to cost-sharing and options for future cost-sharing arrangements. A consensus emerged that a new minimum level of participation to field-level security budgets subject to cost-sharing would be appropriate, owing to the significant increase of such budgets. In April 2005, the Committee agreed that field-related security costs should be apportioned on the basis of the actual percentage of an organization’s staff based in the field with a minimum amount of $75,000 per biennium.

Discussions continued with the World Bank on the cost-sharing formula. Consultations among organizations participating in the cost-sharing arrangements were also under way, addressing not only the cost-sharing modalities but the strategic direction of the security management system and the scope of operational requirements for field-related activities.

Further CEB consideration. The CEB High-level Committee on Management, at its twelfth regular session (Rome, 30 September–1 October) [CEB/2006/5] established a technical working group to consider options for reprioritizing the activities of the Department of Safety and Security and corresponding funding mechanisms in order to best meet the objectives of the Department’s strategic framework for 2008-2009 within the 2006-2007 cost-shared budget ceiling; and develop an effective surge capacity, should resources become available.

ACABQ report. In December [A/61/642], ACABQ said that the reclassification of the D-2 post should be considered in the context of the proposed programme budget for the 2008-2009 biennium. It had no objection to the proposed continuation for the D-2 position of Director and recommended approval of the proposed conversion of the 134 temporary posts to established posts in the Security and Safety Service.

ACABQ said that it supported and encouraged HLCM to expeditiously resolve the issue of the World Bank’s participation in the cost-sharing arrangements for safety and security. It reiterated its view that the Secretariat and UN organizations, funds and programmes shared a common responsibility for the security and safety of their staff and it was in their interest to provide adequate and assured funding for security.

Standardized access control

In response to General Assembly resolution 59/294 [YUN 2005, p. 1488], the Secretary-General submitted, in February [A/60/695], an interim report on standardized access control, outlining the proposed scope, concept and revised course of action for standardized access control at all main UN locations. The improvements would bring all main duty stations to a baseline security level with regard to control of access to UN premises, except for the Secretariat complex in New York, whose security requirements were being implemented as part of the capital master plan for the renovation of the Headquarters complex.

During 2005, the Department of Safety and Security undertook a comprehensive assessment of the security posture at each of the eight main Secretariat locations and at the International Tribunal for the Former Yugoslavia (ICTY) and the International Criminal Tribunal for Rwanda (ICTR). It proposed that the various sets of minimum operating security standards in use be consolidated by the Department into a single set of operational instructions, while adding flexibility by setting out mandatory, as well as advisory, requirements. The essential features for standardized access control were perimeter fencing and intrusion detection, personnel and vehicle barriers at access points, a reliable pass and identification card system, an operational command and control centre and closed-circuit television coverage at main points. A number of specific additional requirements were also identified, including enhanced or additional vehicle barriers, upgraded perimeter coverage, reinforced security command posts and the introduction or extension of internal zoning.

The Secretary-General proposed a two-phased approach for implementing the standardized global access control system. In the first phase, security shortcomings and gaps at all main locations would be rectified. The related estimated requirements of $23,683,000 would be met through the temporary reprioritization of construction and maintenance projects approved for the current biennium. The Secretariat would prepare a detailed plan for implementing the second phase of the project to be submitted to the Assembly at the main part of its sixty-first session.
Acabq, in a related report [A/60/7/Add.35], stated that it had no objection to the proposed two-phase approach and it intended to submit comprehensive recommendations on access control when the Secretary-General submitted the project proposals to the Assembly. As to meeting the estimated requirements for the first phase by temporarily setting new priorities in the current biennium budget, Acabq noted that the Secretary-General would have to request such resources separately.

By decision 60/551 B of 8 May, the Assembly deferred until its sixty-first (2006) session consideration of the Secretary-General’s 2005 report on the strengthened and unified UN security management system [YUN 2005, p. 1558], his February 2006 report on standardized access control and the related Acabq reports.

In a November report [A/61/566], the Secretary-General elaborated further on standardized access control measures and proposed additional improvements. In the project’s first phase, all main duty stations would be brought into compliance with the headquarters minimum operating security standards for perimeter protection and electronic access control. The second phase would achieve full compliance with those standards by providing a full package of protection measures beyond the perimeter and into the multiple internal layers of protection. Access control devices would include closed-circuit television, optical portals, revolving doors, door alarms, intrusion detection, emergency intercoms and panic alarms. All devices would be fully integrated into the central monitoring control centres. The Secretary-General requested the Assembly to approve the course of action described in the report and authorize him to enter into commitments of $23,683,000 under the 2006-2007 programme budget and the budgets for icty and ICTR, to be reported in the context of the respective second performance reports.

In December [A/61/642], Acabq said that it had no objection to the Secretary-General’s proposals.

Information and communication technology

security, business continuity and disaster recovery

In response to section XI of General Assembly resolution 59/276 [YUN 2004, p. 1387], the Secretariat submitted a February note [A/60/677] on ICT security, business continuity and disaster recovery. To address the Assembly’s request for a detailed proposal on that matter, the Secretariat initiated a comprehensive review of the issues associated with the establishment of the global business continuity and disaster recovery capability, including risk assessment and a business impact analysis survey. The infrastructure, systems and applications and other critical business instruments for each duty station were reviewed and verified. The operational framework requirements for the project were based on the ability of the principal organs to conduct crucial meetings and maintain ICT services; ensure the continuity of key financial transactions; and sustain communications with the staff and the permanent missions to the United Nations. The study indicated that the objectives could be met by building on the Secretary’s ICT infrastructure. Further analysis of possible “value-engineering” alternatives would be required to identify potential cost-saving measures. The Secretary-General proposed to submit to the Assembly at its sixty-first (2006) session his comprehensive report on the project, including the results of the full scope of work involved in the cost-benefit analysis and identification of possible cost-saving approaches. The finalization of the project, its timetable and cost estimates would be undertaken largely from within the resources approved for the current biennium for the UN Office of Central Support Services. The capacity of the Office would be supplemented by independent external specialized expertise, at an estimated cost of $250,000, which would be accommodated within the resources approved for the 2006-2007 biennium.

In a related report [A/60/7/Add.33], Acabq urged the Secretariat to seek out lessons learned on ICT security, business continuity and disaster recovery from inside and outside the UN system. It expected that the comprehensive report proposed by the Secretary-General would be submitted no later than September 2007, taking into account the capital master plan.

The Assembly, by decision 60/551 B of 8 May, deferred until its sixty-first (2006) session consideration of the Secretariat note.

In an August note [A/61/290], the Secretary-General recommended that the preparation of a technical study, with detailed costing and a timetable, be re-examined and coordinated with proposals under preparation for the resumed sixty-first (2007) Assembly session, when a comprehensive proposal on investing in ICT would be submitted. The replacement of IMIS, as proposed in the Secretary-General’s report on investing in the United Nations (see p. 1643) represented an opportunity to integrate business continuity and disaster recovery capability into prospective mission-critical systems, including enterprise resource planning. A dedicated examination of approaches and efforts to study costing alternatives, including potential consolidations, outsourcing, offshoring and financial considerations would continue concurrently.
with the preparation of the comprehensive report, thereby reflecting a cohesive strategy.

In September [A/61/478], ACABQ commented on the Secretary-General’s note.

**Staff matters**

**Appointment of Secretary-General**

Mr. Ban Ki-moon of the Republic of Korea was appointed Secretary-General of the United Nations on 13 October for a five-year term beginning on 1 January 2007. He was to succeed Kofi Annan of Ghana, who completed his second five-year term on 31 December.

Mr. Ban, at the time of his appointment, was Minister for Foreign Affairs and Trade of the Republic of Korea. His previous assignments included Foreign Policy Advisor to the President (2003); Chef de Cabinet to the President of the fifty-sixth session of the General Assembly (2001-2002); Vice-Minister (2000); National Security Advisor to the President of the Republic of Korea (1996-2000); Deputy Minister for Policy Planning and International Organizations (1995-1996); Deputy Ambassador to the United States (1993-1994); and Director-General of American Affairs at the Ministry for Foreign Affairs and Trade (1990-1992). Other diplomatic postings were in Vienna, New York and New Delhi.

The Republic of Korea, in a 13 July letter [A/61/155-S/2006/524 & Corr. 1] to the Security Council and the General Assembly nominating Mr. Ban, noted that his vision for the world was rooted in the extraordinary experience of his country, where the United Nations and the international community had been instrumental in maintaining peace and security and promoting democratization and rapid economic development. He had worked hard to put that vision into practice, bringing about greater reconciliation and cooperation on the Korean Peninsula through diplomatic efforts. He had also nurtured longstanding ties with the United Nations, contributing to its work throughout his career, and was eminently qualified to provide able leadership in pursuit of the Organization’s reforms.

**Nominations**

The candidates nominated by their Governments for the post of Secretary-General were: Ashraf Ghani (Afghanistan), Shashi Tharoor (India), Prince Zeid Ra'ad Zeid Al-Hussein (Jordan), Ban Ki-Moon (Republic of Korea), Vaira Viķe-Freiberga (Latvia), Jayantha Dhanapala (Sri Lanka) and Surakiart Sathirathai (Thailand) [S/2006/369, A/61/128-S/2006/480, S/2006/492, S/2006/708, S/2006/744, S/2006/751].

Following informal Security Council ballots to consider those nominations on 24 July, 14 September, 28 September and 2 October, the nominees of the Republic of Korea, India and Thailand emerged as the top three candidates. India withdrew its nominee on 5 October [A/61/496], followed by Thailand the next day [A/61/497].

**SECURITY COUNCIL ACTION**

At a meeting held in private on 9 October [meeting 5547], the Security Council adopted by acclamation resolution 1715(2006).

The Security Council,
Having considered the question of the recommendation for the appointment of the Secretary-General of the United Nations,

Recommends to the General Assembly that Mr. Ban Ki-moon be appointed Secretary-General of the United Nations for a term of office from 1 January 2007 to 31 December 2011.

**GENERAL ASSEMBLY ACTION**

On 13 October [meeting 31], the General Assembly adopted resolution 61/3 [draft: A/61/L.3] without vote [agenda item 104].

**Appointment of the Secretary-General of the United Nations**

The General Assembly,
Having considered the recommendation contained in Security Council resolution 1715(2006) of 9 October 2006,

Appoints Mr. Ban Ki-moon Secretary-General of the United Nations for a term of office beginning on 1 January 2007 and ending on 31 December 2011.

**Tributes to Kofi Annan**

**SECURITY COUNCIL ACTION**


The Security Council,
Recognizing the central role that Secretary-General Kofi Annan has played in guiding the Organization in the discharge of his responsibilities under the Charter of the United Nations,

Further recognizing his sustained efforts towards finding just and lasting solutions to various disputes and conflicts around the globe,
Commending the reforms that he has initiated and the many proposals that he has made on the restructuring and strengthening of the role and functioning of the United Nations system,
1. Acknowledges the contribution of Secretary-General Kofi Annan to international peace, security and development, his exceptional efforts to solve international problems in economic, social and cultural fields, as well as his endeavours to meet humanitarian needs and to promote and encourage respect for human rights and fundamental freedoms for all;
2. Expresses its deep appreciation to Secretary-General Kofi Annan for his dedication to the purposes and principles enshrined in the Charter and to the development of friendly relations among nations.

GENERAL ASSEMBLY ACTION
On 14 December [meeting 78], the General Assembly adopted resolution 61/107 [draft: A/61/L.48/Rev.1] without vote [agenda item 104].

Tribute to Mr. Kofi Annan, Secretary-General of the United Nations
The General Assembly,
Welcoming Security Council resolution 1715(2006) of 9 October 2006,
Recalling its resolution 61/3 of 13 October 2006 by which it appointed the Secretary-General,
Acknowledging with deep gratitude the indefatigable efforts and dedicated service provided to the Organization during the past ten years by Secretary-General Kofi Annan,
Recognizing the high professional and personal qualities he brought to the performance of his duties and responsibilities,
Placing on special record his many bold initiatives—political, diplomatic and organizational—and his important achievements, in particular with respect to the Millennium Development Goals, peace and security issues, environmental issues and United Nations reform,
1. Pays warm tribute to Secretary-General Kofi Annan for his exceptional contribution to international peace and security, as well as his outstanding efforts to strengthen the United Nations system and to promote and protect human rights and fundamental freedoms for all, in the interest of a better world;
2. Expresses its deep gratitude to Secretary-General Kofi Annan for having undertaken reforms and advanced numerous proposals with a view to enhancing the Organization's capacity to meet the major challenges of our time.

Conditions of service
International Civil Service Commission
The International Civil Service Commission (icsc), a 15-member body established in 1974 by General Assembly resolution 3357 (XXIX) [YUN 1975, p. 875], continued in 2006 to regulate and coordinate the conditions of service and the salaries and allowances of the United Nations common system. Icsc held its sixty-second (Vienna, Austria, 13-31 March) and sixty-third (New York, 10-28 July) sessions [A/61/30 & Add.1], at which it adopted recommendations and decisions relating to organizational matters and the conditions of service applicable to Professional and General Service categories of staff and for locally recruited staff.

On 8 May, the Assembly deferred to its sixty-first (2006) session consideration of the item on the United Nations common system (decision 60/551 B).

In a 25 September statement [A/61/381], the Secretary-General estimated the administrative and financial implications of icsc decisions and recommendations for the 2006-2007 programme budget at $9,562,100, net of staff assessment, which would be taken into consideration in the first performance report for the 2006-2007 biennium.

On 2 October [A/61/484], ACABQ stated that it had no objection to the Secretary-General’s statement.

The Assembly, in resolution 61/252 (section VI) of 22 December (see p. 1615), took note of the Secretary-General's statement and the related ACABQ report.

GENERAL ASSEMBLY ACTION
On 22 December [meeting 84], the General Assembly, on the recommendation of the Fifth Committee [A/61/663], adopted resolution 61/239 without vote [agenda item 125].

United Nations common system: report of the International Civil Service Commission
The General Assembly,
Having considered the reports of the International Civil Service Commission for the years 2004, 2005 and 2006, the note by the Secretariat transmitting the report of the Panel on the Strengthening of the International Civil Service and the note by the Secretary-General on the findings and recommendations of the Panel,
Having also considered the notes by the Secretary-General on the Senior Management Network and the mobility and hardship allowance,
Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regu-
lation and coordination of the conditions of service of the United Nations common system,

Convinced that the common system constitutes the best instrument through which to secure staff with the highest standards of efficiency, competence and integrity for the international civil service, as stipulated in the Charter of the United Nations,

Reaffirming the statute of the Commission and the central role of the Commission and the General Assembly in the regulation and coordination of the conditions of service of the United Nations common system,

1. Takes note of the reports of the International Civil Service Commission for 2005 and 2006;
2. Invites the Secretary-General, in his capacity as Chairman of the United Nations System Chief Executives Board for Coordination, to urge the heads of the organizations of the United Nations common system to fully support the work of the Commission, including by providing the latter with relevant information in a timely manner for studies that it conducts under its statutory responsibilities for the common system;

I

Conditions of service applicable to both categories of staff

A. Review of the pay and benefits system

Recalling section I.E, paragraph 1, of its resolution 44/198, section VI of its resolution 51/216, section I.C of its resolution 55/223, section II.A, paragraph 7, of its resolution 57/285, section I.C of its resolution 59/268 and section XVII of its resolution 60/248,

A1 Pilot study of broad-banding/pay-for-performance

1. Takes note of the decisions of the Commission contained in paragraph 42 of its 2005 report and paragraph 43 of its 2006 report;
2. Notes with concern that a project manager has yet to be selected in accordance with the terms of reference of the pilot project as outlined in paragraph 86 (a) of the 2003 report of the Commission and of which note was taken by the General Assembly in section I.A, paragraph 2, of its resolution 58/251;
3. Requests the Commission to ensure the dedicated project leadership required for the successful completion of the pilot study;

A2 Spouse benefits

Takes note of the decision of the Commission contained in paragraph 63 of its 2005 report;

A3 Mobility and hardship allowance

1. Commends the Working Group for developing the proposed changes in the mobility and hardship scheme;
2. Approves the definitions of hardship and mobility as outlined in paragraphs 76 and 77 of the 2005 report of the Commission;
3. Also approves the proposed arrangements for mobility, hardship, non-removal and assignment grants as set out in annex II to the 2005 report of the Commission;
4. Decides to implement the new system with effect from 1 January 2007;

A4 Education grant: review of the methodology for determining the level of the grant

1. Takes note of the decision of the Commission contained in paragraph 110 of its 2005 report;
2. Approves, with effect from the school year in progress on 1 January 2007, the recommendation of the Commission in paragraph 63 of its 2006 report modifying the eligibility period for the education grant;

A5 Education grant: review of the level

Approves, with effect from the school year in progress on 1 January 2007, the recommendations of the Commission contained in paragraph 62 of its 2006 report and annex II thereto;

B. Contractual arrangements

Recalling section I.A, paragraph 4, of its resolution 57/285, section IX of its resolution 59/266 of 23 December 2004 and section I.B of its resolution 59/268,

1. Notes the decisions of the Commission contained in paragraph 129 of its 2005 report;
2. Notes with appreciation the work of the Commission on the framework for contractual arrangements contained in annex IV to its 2005 report;

C. Hazard pay: review of the level

Recalling sections I.D of its resolutions 57/285, 58/251, and 59/268,

Notes the decisions of the Commission contained in paragraph 147 of its 2005 report and annex III thereto for implementation as of 1 January 2007;

D. Entitlements of internationally recruited staff serving in non-family duty stations

Recalling section X, paragraphs 5 and 6, of its resolution 59/266,

Decides to revert to consideration of the entitlements of internationally recruited staff serving in non-family duty stations at the second part of its resumed sixty-first session following receipt of the report of the Commission on this issue;

E. Other

Requests the Commission to consider the effectiveness and impact of measures designed to promote recruitment and retention, especially in difficult duty stations, and to report thereon to it at its sixty-third session;

II

Conditions of service in the Professional and higher categories

A. Evolution of the margin

Recalling section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the
relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as “the margin”),

1. Notes that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period 1 January to 31 December 2006, is 114.3;

2. Reaffirms that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and the officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

B. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2007, as recommended by the Commission in paragraph 94(a) of its 2006 report, the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories contained in annex IV to the report;

C. Senior Management Network

1. Takes note of the note by the Secretary-General on the Senior Management Network;

2. Endorses the decision of the Commission contained in paragraph 211 of its 2006 report;

3. Requests the Commission to continue to monitor the project regarding the improvement of management capacity and performance among senior staff by the United Nations System Chief Executives Board for Coordination and to advise and make recommendations to the General Assembly as appropriate;

D. Gender balance

1. Takes note of the findings of the Commission contained in its 2006 report;

2. Notes with disappointment the insufficient progress made with regard to the representation of women in the organizations of the United Nations common system, and in particular their significant under-representation at senior levels;

3. Notes with concern the findings of the Commission in paragraph 108 of its 2006 report;

4. Urges the Commission to continue to make recommendations on practical steps that should be taken to improve the representation of women in the organizations of the United Nations common system;

E. Children’s and secondary dependants’ allowances: review of the level

Approves the revised amounts of children’s and secondary dependants’ allowances as outlined in paragraph 126 of the 2006 report of the Commission and annex V thereto;

F. Identification of the highest paid national civil service

Takes note of the decision of the Commission to conclude its current total compensation study and to retain the current comparator;

G. Common scale of staff assessment

Takes note of the decisions of the Commission in paragraph 70 of its 2006 report;

III Strengthening of the international civil service

Reaffirming that the staff of the United Nations is an invaluable asset of the Organization, and commending its contribution to furthering the purposes and principles of the United Nations,

1. Emphasizes that the capacity of the Commission as a source of technical expertise and policy advice should be further strengthened;

2. Stresses that the work of the Commission shall be given the importance and attention it deserves by the governing bodies of the organizations of the common system;

3. Decides to institute a limit of two full terms for the positions of Chair and Vice-Chair of the Commission;

4. Also decides that the provision of paragraph 3 directly above shall apply to Chairs and Vice-Chairs of the Commission appointed after 1 January 2008;

5. Encourages Member States to achieve a greater gender balance in the selection of members for the Commission;

6. Urges Member States when proposing candidates for membership in the Commission to take into account the qualifications and experience outlined in article 3 of its statute;

7. Stresses the importance of ensuring that candidates have managerial, leadership or executive experience, which should include knowledge of at least one of the following fields:

(a) Human resources management principles and practices;

(b) Organizational design and change management concepts and practices;

(c) Leadership and strategic planning concepts and practices;

(d) International and global issues: political, social and economic;

8. Encourages the Commission to continue to consider its working methods in consultation, where appropriate, with representatives of the staff and the organizations of the common system.

Also on 22 December, the Assembly decided that the item on the United Nations common system
would remain for consideration during its resumed sixty-first (2007) session (decision 61/552).

**Functioning of ICSC**

**Strengthening of ICSC**

In 2006, the General Assembly, in continuing efforts to strengthen ICSC, encouraged the Commission to continue to consider its working methods, in consultation with representatives of the staff and organizations of the common system. The Assembly decided to limit to two full terms the positions of Chair and Vice Chair of the Commission appointed after 1 January 2008. It urged Member States to take into account the requisite qualifications and experience when proposing candidates, particularly regarding managerial, leadership and executive experience.

**Remuneration issues**

In keeping with General Assembly resolutions 47/216 [YUN 1992, p. 1055] and 55/223 [YUN 2000, p. 1331], ICSC reviewed the relationship between the net remuneration of UN staff in the Professional and higher categories (grades P-1 to D-2) in New York and that of the current comparator, the United States federal civil service employees in comparable positions in Washington, D.C. (referred to as the margin). In its 2006 report to the Assembly [A/61/30 & Add.1], ICSC noted that a net remuneration margin of 114 was forecast for 2006, based on grade equivalences between the United Nations and United States officials in comparable positions, as shown in annex III to its report. The Commission drew the Assembly's attention to the fact that the margin had not reached the desirable midpoint since 1997 and that its average level for the past five years stood at 111.3.

ICSC further noted that, in view of the movement of the federal civil service salaries in the United States since 1 January 2005, a 4.57 per cent adjustment was required in January 2007 for the UN common system’s scale, in order to maintain the base/floor scale in line with the comparator’s General Schedule base scale. ICSC recommended that the base/floor salary scale for the Professional and higher categories be increased by 4.57 per cent through the standard consolidation procedures of reducing post adjustment multiplier points and increasing base salary, on a no loss/no gain basis, effective 1 January 2007. The proposed adjustment would result in annual financial implications of $808,800 for the scale of separation payments. ICSC also recommended the concurrent introduction of the new arrangements for the mobility and hardship scheme, which it had proposed in 2005 [YUN 2005, p. 1510]. It did not envisage any financial implications as it had recommended that the scheme be de-linked from the base/floor salary scale.

**Statement by Secretary-General.** The Secretary-General, in his September report [A/61/381] on the administrative and financial implications of ICSC decisions for the 2006-2007 programme budget, noted that the amount of $808,800 in programme budget implications arising from the 4.75 percentage adjustment of the base/floor salary scale related only to the scale of separation payments and that for 2007, the financial implication was estimated at $355,600.

**ACABQ report.** In October [A/61/484], ACABQ, in its comments and recommendations on the Secretary-General’s statement, noted the financial implications for 2007.

On 22 December, the General Assembly, in section II of resolution 61/239 (see p. 1677), approved, effective 1 January 2007, the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories, as recommended by ICSC and contained in annex IV of its report [A/61/30].

**Post adjustment**

ICSC reviewed the operation of the post adjustment system, designed to measure cost-of-living movements through periodic place-to-place surveys at all duty stations. In that regard, ICSC considered the report of its Advisory Committee on Post Adjustment Questions, which, at its twenty-eighth session in February, examined the results of the 2005 survey [YUN 2005, p. 1507], involving eight duty stations (Geneva, London, Madrid, Montreal, Paris, Rome, Vienna, Washington D.C.). ICSC found that the estimated financial implications for implementing the survey results, effective 1 April 2006, totalled approximately $19 million yearly, which could vary significantly, depending on the exchange rate movement of the United States dollar. In line with the recommendations of the Advisory Committee, ICSC, at its sixty-second session [A/61/30], approved the 2005 survey results, noting that it should be taken into account when determining the respective post adjustment classification of those duty stations as from 1 April. It requested the Committee to advise it on the validity of using the cost-of-living differential between New York and Washington D.C., established for purposes of post adjustment in the margin calculations. It decided to maintain the item on the agenda of its next session.
The Secretary-General, in a September report [A/61/381], estimated the financial implications of the ICSC decision regarding post adjustment at $3,096,000 for the 2006-2007 biennium.

Noblemaire principle

ICSC reviewed total compensation comparisons under the Noblemaire principle, intended to determine the highest paid civil service. Of the four countries (Belgium, Germany, Singapore, Switzerland) considered during the first phase of the review in 2005 [YUN 2005, p. 1507], ICSC had chosen the Belgian civil service for further study, as none of the others could replace the current comparator, the United States. Based on its study conducted between March and July 2006, ICSC noted that the current comparator had significantly higher salary levels, while the Belgian civil service had more favourable provisions for leave/holidays/work hours and a more costly pension plan. Health benefits between them were assumed to be approximately equal. ICSC observed, however, that the study took into account only compensation and not the design of human resources management systems. Furthermore, the Belgian civil service was making significant strides towards reform, aspects of which would be difficult to reflect in the UN common system, which was moving in a different direction with its own reform efforts. In the light of the results of the study, the Commission determined that it was unlikely that the Belgian civil service could supplant the current comparator. It decided, therefore, to conclude its current Noblemaire study, noting that the current comparator would be retained. Following a further consideration of data relating to the remuneration levels of the World Bank and the Organization for Economic Cooperation and Development (OECD), which it had included in the 2005 Noblemaire study as a reference check [ibid], ICSC decided to report to the General Assembly that those organizations were approximately 29 per cent ahead of the UN common system.

Common staff assessment scale

Consistent with its biennial update of the common scale of staff assessment, ICSC examined tax changes at the eight headquarters duty stations concerned and found that taxes had increased or decreased minimally since the last update [YUN 2004, p. 1412]. Taking into account such minimal changes over the years, it reported that the current common scale of staff assessment continued to apply and that it would review the scale in five years' time or at the next comprehensive review of pensionable remuneration, whichever was first.

The Assembly, in section II G of resolution 61/239 (see p. 1677), took note of the ICSC decision.

Other remuneration issues

Conditions of service and compensation for non-Secretariat officials

Judges of ICJ and international tribunals

Reports of Secretary-General. In response to General Assembly resolution 59/282 [YUN 2005, p. 1486], the Secretary-General submitted a September report [A/61/554], which reviewed the conditions of service and compensation of members of the International Court of Justice (ICJ), judges of the International Tribunal for the Former Yugoslavia (ICTY) and the International Criminal Tribunal for Rwanda (ICTR), and ad litem judges of both Tribunals. The review was conducted against the backdrop of the Assembly's upward revision of the annual salaries of members of ICJ and the judges and ad litem judges of the Tribunals from $160,000 to $170,080, with effect from 1 January 2005. The Secretary-General noted that, under the applicable floor/ceiling mechanism, the revised salary in euros was equivalent to a floor amount of €14,559 per month, or €174,706 per annum and a currency ceiling of €15,722 per month. While that mechanism provided some protection against the weakening/strengthening of the United States dollar vis-à-vis the euro, it did not allow for proper adjustment as a result of fluctuations of the dollar against the euro. As such, Member States might wish to introduce a mechanism similar to the one pertaining to the salaries of staff in the Professional and higher categories, namely, a net base salary with a corresponding post adjustment amount per index point that was equal to 1 per cent of the net base salary at each level and step of the salary scale. Thus, based on a post adjustment multiplier of 50.2 as at September 2006 for judges serving in The Hague, and of 38.6 for those serving in the United Republic of Tanzania, the Secretary-General recommended an annual remuneration (base salary plus post adjustment) of $255,460 for those serving in The Hague and $235,731 for their counterparts in Arusha. The Secretary-General also proposed that the annual base salaries of members of ICJ and the judges and ad litem judges of the Tribunals be further increased to $177,900 as from 1 January 2007, in order to reflect the 4.57 per cent increase...
in the base/floor salary scale recommended by ICSC (see p. 1680). With a corresponding increase in post adjustment, that would set the total salary of judges serving in the Netherlands at $225,464, and those serving in the United Republic of Tanzania at $225,716. The annual base salary of the judges as a whole should be adjusted by the same percentage and at the same time as any future revisions of the base scale applicable to staff in the Professional and higher categories.

The Secretary-General also recommended an increase in the special allowance of the ICJ President and the Vice-President when acting as President, and increases in education grant for ICJ members and judges of the Tribunals, additional pension payments in respect of former judges and widows of ICJ members and judges of both Tribunals, and a revision of travel and subsistence regulations to reflect UN practice and the establishment of an instrument to protect pensions payment. He estimated the programme budget implications of his recommendations at $2,186,500 for the 2006-2007 biennium.

**Report of ACABQ** On 6 December [A/61/612 & Corr.1], ACABQ, having considered the Secretary-General’s report (see above), noted that his proposal to increase the remuneration levels of the judges and ad litem judges of ICTY and ICTR by 14.9 per cent and 38.6 per cent, respectively, using the current net remuneration as the base salary, unduly inflated the remuneration calculated under a post adjustment system, as the current net remuneration already included a cost-of-living component. ACABQ recommended the elaboration of alternative methods for adjusting remuneration according to market exchange rates and movement of the local cost-of-living index, with a view towards protecting the level of the remuneration as requested by the Assembly. It determined nonetheless that the new proposals should be presented to the Assembly at its sixty-second (2007) session.

ACABQ agreed with the proposed revision of the travel and subsistence regulations applicable to ICJ members and the recommendations regarding the protection of pensions. However, it recommended against the proposed increase in the level of the special allowance for the ICJ President and Vice-President, and decided retirement and pension benefits for members of the Court and judges of the Tribunals should be decided by the Assembly.

**Dependency allowances**

During its biennial review of dependency allowances for the Professional and higher categories [A/61/30], ICSC was informed that the methodology of adjusting the levels of dependency allowances did not reflect fully and accurately overall trends in national tax and social security child-related relief, which it was supposed to gauge. The application of the methodology would, however, require an overall negative adjustment of the dependent child allowance because the final adjustment percentage reflected only relative changes in national child benefit levels over time, without any reference to the absolute levels of those benefits. ICSC proposed that staff who became eligible to receive dependency allowances on or after 1 January 2007 be paid, per annum, children’s allowance in the amount of $1,780, disabled child allowance of $3,560 and secondary dependant’s allowance of $637. At duty stations where dependency allowances were expressed in local currency, the revised amounts payable as children’s and secondary dependant’s allowances would be as shown in table 1 of annex V of the ICSC 2006 report [A/61/30]. Staff who were eligible to receive the dependency allowances would continue to receive a children’s allowance of $1,936, disabled child allowance of $3,872, and secondary dependant’s allowance of $693. At duty stations where the dependency allowances were expressed in local currency, the current amounts of the allowances would continue to be paid, as indicated in table 2 of annex V of the ICSC 2006 report. ICSC also decided to review the methodology for determining dependency allowances at its next session and requested its secretariat to develop proposals aimed at simplifying and improving the fairness of the system.

The Assembly, in section II of resolution 61/239 of 22 December (see p. 1677), approved ICSC revised amounts of children’s and secondary dependants’ allowances.

**Education grant**

Based on the revised methodology endorsed by the General Assembly in resolution 52/216 [YUN 1997, p. 1454], ICSC reviewed the operation of the education grant, based on a related study by the Human Resources Network, which analysed 13,053 claims for the academic year 2004-2005 in the 17 individual countries/currency areas in which the grant was applied. ICSC recommended that, as from 1 January 2007, maximum admissible expenses and maximum education grant for six zones (Denmark, Ireland, Italy, Sweden, the United States, the US dollar area beyond the United States) be adjusted, as indicated in table 1 of annex II to the Commission’s 2006 report [A/61/30]. The maximum amount of admissible expenses and the maximum grant should remain at the current level for Austria, Belgium, Finland, France, Germany, Japan, the Netherlands, Spain,
Switzerland and the United Kingdom. The separate zone of Norway should be discontinued and the education claims for that country included in the US dollar area outside the United States. Also, a separate maximum admissible expense level equal to that applicable to the United States should be established for the six English Curriculum schools in France. The amount of the special education grant for each disabled child should be equal to 100 per cent of the revised amounts of the maximum allowable expenses for the regular grant, while special measures would be maintained for China, Indonesia and the Russian Federation. The foregoing measures would apply as from the school year in progress by 1 January 2007. The Commission also recommended that the eligibility period for the education grant should continue up to the end of the school year in which a child completed four years of post-secondary education, even if a degree had been attained after three years. Students would continue to be subject to the age limit of 25 years.

In a September statement [A/61/381], the Secretary-General estimated the annual financial implication of ICSOC recommendations relating to the education grant at $2,200,000 and $830,500 for the 2006-2007 programme budget.

The General Assembly, in section I of resolution 61/239 of 22 December (see p. 1677), approved, with effect from the school year in progress by 1 January 2007, ICSOC recommendations relating to the education grant.

Hazard pay

The Commission, in 2005 [YUN 2005, p. 1510], had revised the level of hazard pay—payment for employment under conditions where war or hostilities prevailed or where medical staff was exposed to life-threatening diseases, and the evacuation of families and non-essential staff had taken place, from $1,000 to $1,300 for internationally recruited staff.

The Secretary-General, in a September report [A/61/381], estimated the financial implications of the revision at $3,322,800 for the 2006-2007 programme budget, based on the Secretariat’s most recent statistics, which highlighted a significant expansion of personnel deployed in high-risk areas, involving up to 923 posts in special political missions.

Review of methodologies for surveys of best prevailing conditions of employment

On the basis of the 1997 revised methodology for surveys of best prevailing conditions of employment at Headquarters and non-Headquarters duty stations [YUN 1997, p. 1453], ICSOC conducted a survey of best prevailing conditions of service for General Service staff in Rome, with a reference date of November 2005. The Commission also undertook a similar survey for the General Service and other locally recruited categories in New York, also with a reference date of November 2005. Both surveys resulted in new salary scales, reproduced in annexes VI and VII of the 2006 report of ICSOC [A/61/30], which were recommended to Rome-based and New York-based common system organizations. ICSOC also recommended lowering dependency allowance rates, which would be applicable only to the dependents of staff recruited after the revision of that benefit. It envisaged that the reduction would result in estimated savings of $45,000 per annum for the common system.

In September [A/61/381], the Secretary-General estimated the annual financial implications of the results of those surveys at $3,590,000. For the UN programme budget, the financial implications were estimated at $1,957,200, which would be taken into account in adjusting the inflation provisions in the budget within the context of the first performance report for the 2006-2007 biennium.

Staff safety and security

Report of Secretary-General. In response to General Assembly resolution 60/123 [YUN 2005, p. 1523], the Secretary-General, in September [A/61/463], updated information on threats to the safety and security of UN personnel between 1 July 2005 and 30 June 2006 and described progress in efforts to improve the situation. He noted that staff security remained unassured, particularly in Afghanistan, Eritrea, Ethiopia, Israel, Somalia and the Sudan. Some countries continued to detain UN personnel and to refuse the Organization’s right of protection, in violation of agreed conventions. Personnel serving in field operations globally continued to face such threats as hostage-taking, physical assault, robbery, harassment and detention. During the reporting period, 15 UN civilian staff members lost their lives, compared to 11 in the previous reporting period, and 19 uniformed peacekeepers were killed in the line of duty. Overall, there were 215 violent incidents, including five cases of rape, nine sexual assaults, 93 armed robberies of significant UN assets, and kidnapings in the Democratic Republic of the Congo, Haiti and Somalia. The number of those arrested, under detention or missing, and regarding whom the Organization had been unable to exercise its right to protection, increased to 26, from 23 cases in
2005. Attacks on humanitarian convoys increased, resulting in 15 cases of injury or death, compared to nine in the previous reporting period. Such incidents undermined the operational efficiency and effectiveness of the United Nations, degraded the personal safety and well-being of staff, and compromised the security of field installations. Other international, non-governmental and intergovernmental organizations also lost many of their staff as a result of malicious acts.

The Secretary-General described measures taken by the Organization, mostly through the Department of Safety and Security, to strengthen staff safety.

In his conclusions and recommendations, the Secretary-General maintained that the primary responsibility for the safety and security of staff remained with host Governments. Despite the strong commitment of several Member States in that regard, he continued to be dismayed by the ongoing difficulties encountered in a few countries to obtain permission to import security-related communications equipment, the unwillingness of some host Governments to provide timely information on the arrest or detention of locally recruited UN personnel and the fact that only few countries had fully investigated attacks against staff or held perpetrators accountable under international law. The Secretary-General appealed to those countries that had imposed restrictions on the Organization’s importation of relevant equipment to lift them promptly and urged Member States as a whole to work with the Department of Safety and Security in fulfilling their Charter obligations to ensure the safety of United Nations and humanitarian personnel.

**GENERAL ASSEMBLY ACTION**

On 14 December [meeting 79], the General Assembly adopted resolution 61/133 [draft: A/61/L.45 & Add.1] without vote [agenda item 69].

**Safety and security of humanitarian personnel and protection of United Nations personnel**

The General Assembly,

Reaffirming its resolution 46/182 of 19 December 1991 on strengthening of the coordination of humanitarian emergency assistance of the United Nations,

Recalling all relevant resolutions on safety and security of humanitarian personnel and protection of United Nations personnel, including its resolution 60/123 of 15 December 2005, as well as Security Council resolution 1502(2003) of 26 August 2003 and relevant statements by the President of the Council,

Recalling also all Security Council resolutions and presidential statements and reports of the Secretary-General to the Council on the protection of civilians in armed conflict,

Recalling further all relevant provisions of international law, including international humanitarian law and human rights law, as well as all relevant treaties,

Reaffirming the need to promote and ensure respect for the principles and rules of international law, including international humanitarian law,

Recalling that primary responsibility under international law for the security and protection of humanitarian personnel and United Nations and associated personnel lies with the Government hosting a United Nations operation conducted under the Charter of the United Nations or its agreements with relevant organizations,

Urging all parties involved in armed conflicts, in compliance with international humanitarian law, in particular their obligations under the Geneva Conventions of 12 August 1949 and the obligations applicable to them under the Additional Protocols thereto, of 8 June 1977, to ensure the security and protection of all humanitarian personnel and United Nations and associated personnel,

Welcoming the fact that the number of States parties to the Convention on the Safety of United Nations and Associated Personnel, which entered into force on 15 January 1999, has continued to rise, the number now having reached eighty-one, and mindful of the need to promote universality of the Convention,

Deeply concerned by the dangers and security risks faced by humanitarian personnel and United Nations and associated personnel at the field level, as they operate in increasingly complex contexts, as well as the continuous erosion, in many cases, of respect for the principles and rules of international law, in particular international humanitarian law,

Commending the courage and commitment of those who take part in humanitarian operations, often at great personal risk, especially locally recruited staff,

Expressing profound regret at the deaths of and violent acts against international and national humanitarian personnel and United Nations and associated personnel involved in the provision of humanitarian assistance, and strongly deploring the rising toll of casualties among such personnel in complex humanitarian emergencies, in particular in armed conflicts and in post-conflict situations,

Strongly condemning acts of murder and other forms of violence, rape and sexual assault and all forms of violence committed in particular against women and children, and intimidation, armed robbery, abduction, hostage-taking, kidnapping, harassment and illegal arrest and detention to which those participating in humanitarian operations are increasingly exposed, as well as attacks on humanitarian convoys and acts of destruction and looting of property,

Expressing deep concern that the occurrence of attacks and threats against humanitarian personnel and United Nations and associated personnel is a factor that increasingly restricts the provision of assistance and protection to populations in need,
Affirming the need for States to ensure that perpetrators of attacks committed on their territory against humanitarian personnel and United Nations and associated personnel do not operate with impunity, and that the perpetrators of such acts are brought to justice as provided for by national law and obligations under international law,

Recalling the inclusion of attacks intentionally directed against personnel involved in a humanitarian assistance or peacekeeping mission in accordance with the Charter as a war crime in the Rome Statute of the International Criminal Court, and noting the role that the Court could play in appropriate cases in bringing to justice those responsible for serious violations of international humanitarian law,

Reaffirming the need to ensure adequate levels of safety and security for United Nations personnel and associated humanitarian personnel, which constitutes an underlying duty of the Organization, and mindful of the need to promote and enhance the security consciousness within the organizational culture of the United Nations and a culture of accountability at all levels,

Welcomes the report of the Secretary-General;

Urges all States to take the necessary measures to ensure the full and effective implementation of the relevant principles and rules of international law, including international humanitarian law, human rights law and refugee law related to the safety and security of humanitarian personnel and United Nations personnel;

Strongly urges all States to take the necessary measures to ensure the safety and security of humanitarian personnel and United Nations and associated personnel and to respect and ensure respect for the inviolability of United Nations premises, which are essential to the continuation and successful implementation of United Nations operations;

Calls upon all Governments and parties in complex humanitarian emergencies, in particular in armed conflicts and in post-conflict situations, in countries in which humanitarian personnel are operating, in conformity with the relevant provisions of international law and national laws, to cooperate fully with the United Nations and other humanitarian agencies and organizations and to ensure the safe and unhindered access of humanitarian personnel and delivery of supplies and equipment in order to allow those personnel to perform efficiently their task of assisting the affected civilian population, including refugees and internally displaced persons;

Calls upon all States to consider becoming parties to and to respect fully their obligations under the relevant international instruments;

Also calls upon all States to consider becoming parties to the Rome Statute of the International Criminal Court;

Takes note with appreciation of the adoption of the Optional Protocol to the Convention on the Safety of United Nations and Associated Personnel, which expands the scope of legal protection under the Convention, and calls upon all States to consider signing and ratifying the Optional Protocol as soon as possible so as to ensure its rapid entry into force, and urges States parties to put in place appropriate national legislation, as necessary, to enable its effective implementation;

Expresses deep concern that, over the past decade, threats and attacks against the safety and security of humanitarian personnel and United Nations and associated personnel have escalated dramatically and that perpetrators of acts of violence seemingly operate with impunity;

Strongly condemns all threats and acts of violence against humanitarian personnel and United Nations and associated personnel, reaffirms the need to hold accountable those responsible for such acts, strongly urges all States to take stronger action to ensure that any such acts committed on their territory are investigated fully and to ensure that the perpetrators of such acts are brought to justice in accordance with international law and national law, and urges States to end impunity for such acts;

Calls upon all States to provide adequate and prompt information in the event of the arrest or detention of humanitarian personnel or United Nations and associated personnel, so as to afford them the necessary medical assistance and to allow independent medical teams to visit and examine the health of those detained, and urges them to take the necessary measures to ensure the speedy release of those who have been arrested or detained in violation of the relevant conventions referred to in the present resolution and applicable international humanitarian law;

Calls upon all other parties involved in armed conflicts to refrain from abducting humanitarian personnel or United Nations and associated personnel or detaining them in violation of the relevant conventions referred to in the present resolution and applicable international humanitarian law, and speedily to release, without harm or requirement of concession, any abductee or detainee;

Requests the Secretary-General to take the necessary measures to ensure full respect for the human rights, privileges and immunities of United Nations and other personnel carrying out activities in fulfilment of the mandate of a United Nations operation, and also requests the Secretary-General to seek the inclusion, in negotiations of headquarters and other mission agreements concerning United Nations and associated personnel, of the applicable conditions contained in the Convention on the Privileges and Immunities of the United Nations, the Convention on the Privileges and Immunities of the Specialized Agencies and the Convention on the Safety of United Nations and Associated Personnel;

Recommends that the Secretary-General continue to seek the inclusion of, and that host countries include, key provisions of the Convention on the Safety of United Nations and Associated Personnel, among others, those regarding the prevention of attacks against members of the operation, the establishment of such attacks as crimes punishable by law and the prosecution or extradition of offenders, in future as well as, if necessary, in existing status-of-forces, status-of-mission, host country agreements and other related agreements negotiated between the United Nations and those countries, mindful of the...
importance of the timely conclusion of such agreements, and encourages further efforts in this regard;

14. **Reaffirms** the obligation of all humanitarian personnel and United Nations and associated personnel to observe and respect the national laws of the country in which they are operating, in accordance with international law and the Charter of the United Nations;

15. **Stresses** the importance of ensuring that humanitarian personnel and United Nations and associated personnel remain sensitive to national and local customs and traditions in their countries of assignment and communicate clearly their purpose and objectives to local populations;

16. **Welcomes** ongoing efforts to promote and enhance the security consciousness within the organizational culture of the United Nations system, and requests the Secretary-General to continue to take the necessary measures in this regard, including by further developing and implementing a unified security management system, as well as by disseminating and ensuring the implementation of the security procedures and regulations and by ensuring accountability at all levels, and also welcomes the creation and the work of the Department of Safety and Security of the Secretariat;

17. **Emphasizes** the importance of paying special attention to the safety and security of United Nations and associated personnel engaged in United Nations peacekeeping and peacebuilding operations;

18. **Also emphasizes** the need to pay particular attention to the safety and security of locally recruited humanitarian personnel, who are particularly vulnerable to attacks and who account for the majority of casualties, and calls upon humanitarian organizations to ensure that their staff are adequately informed about and trained in their respective organization’s relevant security measures, plans and initiatives, which should be in line with applicable national law and international law;

19. **Requests** the Secretary-General to continue to take the necessary measures to ensure that United Nations and other personnel carrying out activities in fulfillment of the mandate of a United Nations operation are properly informed about and operate in conformity with the minimum operating security standards and relevant codes of conduct and are properly informed about the conditions under which they are called upon to operate and the standards that they are required to meet, including those contained in relevant national and international law, and that adequate training in security, human rights law and international humanitarian law is provided so as to enhance their security and effectiveness in accomplishing their functions, and reaffirms the necessity for all other humanitarian organizations to provide their personnel with similar support;

20. **Welcomes** the ongoing efforts of the Secretary-General and stresses the need to ensure that all United Nations staff members receive adequate security training, including training to enhance cultural awareness, prior to their deployment to the field, as well as the need to attach a high priority to stress management training and related counselling services for United Nations staff throughout the system;

21. **Takes note** of the report of the Secretary-General on a strengthened and unified security management system for the United Nations;

22. **Emphasizes** the importance of information on the range and scope of security incidents involving humanitarian personnel and United Nations and associated personnel, including attacks against them, to clarify their operating environment;

23. **Welcomes** the ongoing efforts of the Secretary-General to further enhance the security management system of the United Nations, and in this regard invites the United Nations and, as appropriate, other humanitarian organizations, working closely with host States, to further strengthen the analysis of threats to their safety and security in order to manage security risks by facilitating informed decisions on the maintenance of an effective presence in the field, inter alia, to fulfill their humanitarian mandate;

24. **Stresses** that the effective functioning at the country level of security operations requires a unified capacity for policy, standards, coordination, communication, compliance and threat and risk assessment, and notes the benefits thereof to United Nations and associated personnel, including those achieved by the Department of Safety and Security since its establishment;

25. **Recognizes** the need to continue efforts to achieve a strengthened and unified security management system for the United Nations, both at the headquarters and the field levels, and requests the United Nations system, as well as Member States, to take all appropriate measures to that end;

26. **Requests** the Secretary-General, inter alia, through the Inter-Agency Security Management Network, to continue to promote increased cooperation and collaboration among United Nations departments, organizations, funds and programmes and affiliated international organizations, including between their headquarters and field offices, in the planning and implementation of measures aimed at improving staff security, training and awareness, and calls upon all relevant United Nations departments, organizations, funds and programmes and affiliated international organizations to support those efforts;

27. **Recognizes** the steps taken by the Secretary-General thus far, as well as the need for continued efforts to enhance coordination and cooperation, both at the headquarters and the field levels, between the United Nations and other humanitarian and non-governmental organizations on matters relating to the safety and security of humanitarian personnel and United Nations and associated personnel, with a view to addressing mutual security concerns in the field, and encourages collaborative initiatives to address security training needs;

28. **Underlines** the need to allocate adequate and predictable resources to the safety and security of United Nations personnel, including through the consolidated appeals process, and encourages all States to contribute to the Trust Fund for Security of Staff Members of
the United Nations System, inter alia, with a view to reinforcing the efforts of the United Nations Department of Safety and Security for the safety and security of personnel working in emergency and humanitarian operations;

29. Recalls the essential role of telecommunication resources in facilitating the safety of humanitarian personnel and United Nations and associated personnel, calls upon States to consider acceding to or ratifying the Tampere Convention on the Provision of Telecommunication Resources for Disaster Mitigation and Relief Operations of 18 June 1998, which entered into force on 8 January 2005, and urges them to facilitate and expedite, consistent with their national laws and international obligations applicable to them, the use of communications equipment in such operations, inter alia, through limiting and, whenever possible, expeditiously lifting the restrictions placed on the use of communications equipment by United Nations and associated personnel;

30. Requests the Secretary-General to submit to the General Assembly at its sixty-second session a comprehensive and updated report on the safety and security of humanitarian personnel and protection of United Nations personnel and on the implementation of the present resolution.

Other staff matters

Managerial efficiency and accountability

Senior Management Network

In accordance with General Assembly resolution 59/268 [YUN 2004, p. 1408], ICSC, at its sixty-second session [A/61/30], considered the status of the Senior Management Network (formerly Senior Management Service), the Organization’s instrument for building managerial capacity throughout the common system, in order to improve performance. It had before it a progress report on the subject submitted by the Human Resources Network of CEB [CEB/2006/HLCM/12]. The report, which underlined the relevance of the Senior Management Network, in the light of the reform efforts in many common system organizations, noted that a leadership development programme remained its core. However, further work was needed to develop the broader aspects beyond a leadership programme. ICSC observed that the information provided in the report afforded some clarity on the development and direction of the Senior Management Network, as well as the opportunity to raise concerns and identify challenges in its implementation. It decided to request similar updates at regular intervals.

On 22 December, the Assembly, in section II of resolution 61/239 (see p. 1677), endorsed the ICSC decision and requested it to continue monitoring the project.

Strengthening accountability

In response to General Assembly resolution 60/260 (see p. 1576), the Secretary-General submitted a June report [A/60/846/Add.6] on accountability, which highlighted the need for a definition of accountability, clarified the elements of an effective accountability system and described the situation regarding United Nations accountability mechanisms for results, the management of financial and human resources and procurement.

The Secretary-General proposed two working definitions of accountability: institutional accountability and personal accountability, with the former pertaining to the responsibility of the Secretary-General to explain and justify to the Assembly and other intergovernmental bodies, the performance of the Organization in using resources to achieve results. Personal accountability related to the duty of an individual staff member to exercise defined responsibilities appropriately and explain and justify the results achieved and the manner in which the authority had been exercised. The Secretary-General observed that accountability should be viewed, not only from the perspective of possible malfeasance, but also of competencies for programme performance. Insufficient attention had been given to holding the UN Secretariat or intergovernmental bodies accountable for the achievement of results. While accountability measures had been established for the management of programmes and financial and human resources over the past 10 years their implementation had not been comprehensive. There was limited understanding of the consequences of underperformance, poor performance or non-performance and no sanctions were in place for the non-achievement of results. Moreover, the oversight of performance within the Secretariat was an assignment undertaken by staff appointed to sit on boards, panels and committees, in addition to their regular functions. Consequently, such oversight functions were given low priority. A transparent and effective accountability system required the continuing promotion of a management culture that encouraged improved performance, higher levels of productivity and better quality of work, as well as ethical behaviour and compliance with the standards of conduct in the international civil service.

The Secretary-General recommended that the Assembly endorse his proposed definitions of accountability and note that the UN accountability
The framework had been strengthened through the implementation of various mechanisms in 2005 and 2006. Further enhancements could be anticipated in the light of recommendations expected from the review of UN governance and oversight and of the internal justice system.

ACABQ, in a June report [A/60/909], stated that forthcoming reports on accountability should link performance to both incentives and disincentives and place greater emphasis on the practical application of an accountability framework. In that connection, particular attention should be paid to the accountability of senior managers. In addition, results-based budgeting and management required further development, as existing instruments for informing Member States about performance were weak. ACABQ recommended that the Assembly take note of enhancements to the accountability framework, such as the establishment of the Independent Audit Advisory Committee, the Management Performance Board and the Oversight Committee. However, it pointed out that only the Management Performance Board had been constituted. It also recommended that the Assembly request the Secretary-General to further develop the definition of accountability.

In October [A/61/546], the Secretary-General submitted a further report summarizing measures undertaken to strengthen accountability, including specific reforms arising from decisions made at the 2005 World Summit [YUN 2005, p. 47], and other ongoing reform measures.

The Assembly, in resolution 61/245 of 22 December (see p. 1573), took note of the reports of the Secretary-General and ACABQ relating to accountability and requested the Secretary-General to submit a report on the accountability framework by the end of its resumed sixty-first (2007) session.

**Personnel policies**

**Human resources management**

On 8 May, the General Assembly decided to defer to its sixty-first (2006) session consideration of the agenda item on human resources management (decision 60/551 B).

For its deliberations on the item at that session, the Assembly had before it reports and notes of the Secretary-General, consideration of which had been deferred from previous sessions, on: availability in local labour markets of the skills for which international recruitment for the General Service category took place; [YUN 2004, p. 1430; YUN 2005, p. 1518]; gratis personnel provided by Governments and other entities [ibid., p. 1517]; comprehensive assessment of the system of geographical distribution and assessment of the issues relating to possible changes in the number of posts subject to the system [ibid.]; the JIU report on the review of the Headquarters agreements concluded by UN system organizations: human resources issues affecting staff [YUN 2004, p. 1433]; comments of the Secretary-General and those of the CEB on the JIU report [YUN 2005, p. 1522]; the composition of the Secretariat [ibid., p. 1516]; and list of staff of the Secretariat [ibid., p. 1514].


**Reform initiatives**

In response to General Assembly resolutions 59/266 [YUN 2004, p.1418] and 60/238 [YUN 2005, p. 1515], the Secretary-General submitted an August report [A/61/228 & Corr. 1], which provided an overview of actions taken to advance reform initiatives contained in his 1997 [YUN 1997, p. 1389], 2002 [YUN 2002, p.1352] and 2005 [YUN 2005, p. 67] reports and described some of the challenges facing the Organization’s reform process. The report noted that significant progress had been made in bringing about the change envisioned in the integrated reform programme. Major achievements included the establishment of a system of human resources planning that provided the Organization with workforce profiles and trends at Secretariat and departmental levels; the streamlining of policies and rules in a new electronic human resources handbook; the introduction of a new staff selection system for speeding up the selection process and improving efficiency and transparency; the establishment of the policy of organizational mobility in order to develop a more versatile, multi-skilled and experienced international civil service; the development of competencies and core values aimed at promoting shared values and common standards throughout the Secretariat; the introduction of a
policy of continuous learning; and the establishment of an enhanced performance appraisal system, which promoted feedback and communication between staff and supervisors. In that process, OHRM role had expanded, from its traditional functions of staff administration and the custodian of regulations and rules to one that was proactive and strategic, as it served as a change agent, introducing and sharing new ideas and good practices on human resources management.

The next steps would be to address the remaining challenges, including further aligning human resources management policies and practices with operational needs and worldwide standards of good practice, and having the resources and tools necessary to implement and manage change. The report outlined the goals of the reform process, further elaborated on the achievements made and detailed future activities and proposals. It underlined the need to further develop the Organization’s human resource planning system to enable it carry out a strategic global workforce planning, based on a systematic analyses of supply and demand requirements and the elaboration of solutions to address the gaps between the current workforce and future needs. That need underpinned a new set of reform measures set out in a separate report of the Secretary-General advocating investment in people (see below).

The Secretary-General also examined, as requested in Assembly resolution 60/238 [ibid., p.1515], the policy requirement for UN staff to renounce permanent resident status in a country outside the country of their nationality, highlighting the concerns behind that policy in terms of the need for geographical distribution, and the financial implications. The Secretary-General determined that the circumstances recommending that policy were no longer compelling, and invited the Assembly to reconsider it, taking into account the individual hardship that might result from its continuing application, the changes in the Organization’s needs and the profile of its staff.

Investing in people

Pursuant to General Assembly resolutions 60/260 (see p. 1576) and 60/283 (see p. 1580), the Secretary-General, in an August report [A/61/255] entitled “Investing in people”, provided details on the new human resources management reform proposals and framework contained in his March report on investing in the United Nations (see p. 1643). In making the case for new reforms, the Secretary-General reviewed previous human resource management reform initiatives, particularly those contained in his 1997 [YUN 1997, p. 1389] and 2000 [YUN 2000, p.1337] reports, highlighting the major progress made. However, the human resources management framework, which was designed for a stable, largely Headquarter-based environment, had been only partially adapted to accommodate more dynamic field-based operations. The Organization’s increasingly complex mandates required a new skill profile to respond in an integrated way to needs in areas as diverse as humanitarian assistance, peacekeeping, human rights, electoral assistance, counter-terrorism and drugs and crime. Issues of concern underpinning the need for further human resources reform included the existence of several different contractual arrangements with different benefits and conditions of service for staff members currently serving at the Secretariat; complex, outmoded and fragmented systems and processes hampering the Organization’s ability to respond to changing requirements; multiple, restrictive and often contradictory legislative mandates that limited the Secretary-General’s ability and authority to effectively manage the Organization; a slow and reactive approach to recruitment, which undermined the Organization’s ability to recruit staff to respond promptly to requirements as they arose; limited staff mobility, undercutting the Organization’s ability to function with flexibility, responsiveness and effectiveness; insufficient investment in developing and managing talent; and the selection of managers based primarily on substantive expertise or political acumen rather than the requisite expertise for managing people, resources and change.

The Secretary-General outlined proposals to improve human resources management in six core areas—recruitment, staff mobility, career development, contractual arrangements and conditions of service, building leadership and management capacity, and staff buyout. To strengthen the recruitment system, the Secretary-General proposed that the Assembly reduce the advertising time for vacancy announcements from 60 to 30 days for specific vacancies; eliminate eligibility requirements to increase promotion opportunities for General Service staff; and authorize the continuing use of the special roster for pre-screened candidates to P-4 and P-5 posts, in order to improve the geographical representation of unrepresented and underrepresented Member States. In addition, the Secretary-General advocated more extensive outreach in the recruitment process, based on strategic workforce planning; the establishment of a dedicated recruitment service to support managers in staff selection; expedited recruitment processes for surge needs; a revision of examinations and job profiles to match
current needs; and strict compliance with geographical and gender targets.

For a more integrated approach to staff mobility, the Secretary-General proposed that the Assembly eliminate the restrictions on staff on assignment to UN peace missions, except missions in a start-up phase or other exceptional circumstances, and review host country agreements and the issuance of work permits in order to support the employment of spouses of UN staff. He should be authorized to move staff to wherever they were needed, enforce strictly post-occupancy limits, designate international professional posts as rotational, integrate Headquarters and field operations into an Organization-wide mobility programme, expand training and improve work-life conditions and ensure greater opportunity for General Service staff mobility.

To nurture talent and foster career development, the Secretary-General proposed doubling the biennial training budget. Related proposals included a systematic development of entry level Professionals and mandatory requirements for advancement to successive levels of responsibility, development of career models, and mandatory induction and training requirements for managers.

Concerning contractual arrangements, the Secretary-General recommended that the Assembly introduce, among other measures, one UN staff contract, under one set of Staff Rules, with three types of appointment status (temporary, fixed-term and continuing) and conditions of service equivalent to those under the 100 series type of appointment, and replace permanent contracts with continuing appointments, for which staff could be considered if they had completed five years of continuous service.

To build and strengthen the cadre of senior and middle managers, the Secretary-General proposed strengthening leadership recruitment and enhancing management training and development.

The Secretary-General proposed a two-phase staff buyout programme, comprising an initial and voluntary phase, followed by a targeted buyout aligned with the Organization’s managerial and strategic priorities. Towards that end, he asked the Assembly to appropriate $12,750,000 to cover the costs of the voluntary phase and to revert to the issue of the targeted phase at its sixty-second (2007) session. Other proposals addressed measures to strengthen accountability among staff and to enhance OHRM information technology resources.

Under each of the core themes underpinning the proposed reform measures, the Secretary-General highlighted expected impact, required changes to staff rules and regulations, specific accountability measures and a timeline for implementation, as well as resource implications. The proposals were to be implemented over a three-year period (2007-2009). The financial implications for 2007 were estimated at $79,432,700 ($36,215,200 under the regular budget, $42,424,500 under the support account for peacekeeping operations and $793,000 from extrabudgetary funding). The resource requirements also included provision for 11 temporary posts for the new OHRM recruitment and staffing center, which would facilitate the implementation of the measures for improving recruitment.

ACABQ report. In its October report [A/61/537], ACABQ acknowledged that the Secretary-General’s report (see above) contained innovative ideas, and although some of them required further development, their general thrust and direction were welcome. It also welcomed his intention to ensure that OHRM played a more proactive role in managing human resources, as well as the emphasis on strategic workforce planning. Nonetheless, the Committee did not fully endorse all the proposals, a number of which it cautioned would be affected by major reports to be issued later, including that of ICSIC and the redesign panel on the UN internal justice system (see p. 1708). Accordingly, ACABQ advised that action on related proposals await the issuance of those reports, which would also afford an opportunity to obtain the input of the new Secretary-General. The views of ICSIC needed to be taken into account in determining action to be taken on the proposals on staff contracts and the related harmonization of the conditions of service.

On the issues of accountability and responsibilities, the Committee encouraged the urgent establishment of a system of incentives and sanctions as an integral part of the personnel management system, but was not convinced that adequate thought had been given to the administrative and planning work required for the successful management of the proposed continuation of the special roster for pre-screened candidates. ACABQ also recommended the utilization of existing resources rather than the suggested appropriation and commitment authority for the establishment of a recruitment and staff centre under OHRM to facilitate the implementation of recommended recruitment and staffing measures. Although it was supported in principle the promotion of staff mobility, ACABQ was concerned about the financial, administrative and management implications of the mandatory managed reallocation mobility programme. It requested the Secretary-General to report to the Assembly in 2007 on the implementation of the first phase of the managed
mobility programme, along with productivity and financial projections for the remaining phases and an assessment of the relevant administrative and management issues.

Observing the financial implications of the suggestion to eliminate restrictions on staff on assignment to UN missions, ACABQ recommended against approval of the proposal to grant the Secretary-General commitment authority for the establishment of more resources, as peacekeeping was not currently involved in the mobility programme. Concerning the recommendation for doubling training resources, ACABQ asked that information be provided in the context of the 2008-2009 programme budget on staff development policy and strategy, outlining priorities, the results and timetables envisaged for the various initiatives proposed, the balance between centrally provided programmes and support for staff members to use other learning vehicles, as well as the means for assessing effectiveness and impact. Pending consideration of that programme budget, ACABQ recommended that the Assembly defer a decision on the matter. In the interim, it approved additional training resources of $3 million under the 2006-2007 programme budget, as against the Secretary-General’s proposal to appropriate $10 million. Addressing the staff buyout programme, ACABQ stressed that the mechanism should not be used to address non-performance or underperformance, as provision for action in those cases existed in the staff regulations. It therefore recommended against approval of the resources requested for the voluntary phase of the programme and encouraged the Secretary-General to make proposals for the targeted phase.

Human resources requirements of peace operations

Pursuant to General Assembly resolution 58/257 [YUN 2003, p. 98] regarding the JIU recommendations on reforming the field service category of United Nations peace operations, the Secretary-General submitted an August report [A/61/255/Add.1 & Corr.1] entitled “Reforming the field service category: investing in meeting the human resources requirements of United Nations peace operations in the twenty-first century”. Building on work begun by the UN Department of Peacekeeping Operations (DPKO), based on the recommendations of the Panel on United Nations Peace Operations [YUN 2000, p. 83], the Secretary-General examined the baseline human resources requirements of current and future peace operations and analysed issues relating to the management of career civilian staff in those missions.

He concluded that, while peacekeeping had evolved to become a core activity of the Secretariat, the role and composition of field service staff had not kept pace with the dramatic changes to the role and mandates of peace operations. The baseline requirements for expert and experienced staff to serve in those operations had not been met by the human resources strategies developed and applied since the mid-1990s. Despite active programmes that had yielded some 2,000 recruitments yearly in the past two years, high turnover rates and persistently high vacancy rates demonstrated the failure to recruit and retain sufficient numbers of staff with the requisite experience and expertise, thus placing the Organization at operational, managerial and financial risk. As such, investing in building an integrated, versatile, mobile, experienced and expert workforce capable of working both at Headquarters and in the field was indispensable to meeting the complex mandates entrusted to the Organization. The Secretary-General proposed the creation of a standing capacity of 2,500 established positions in key occupational support groups and asked the Assembly to approve that number of career civilian posts, funded against the approved budgets of peacekeeping operations and special political missions.

Report of ACABQ. In October [A/61/537], ACABQ noted that it was up to the General Assembly to decide whether the proposed framework of 2,500 career civilian positions in UN peace operations was a necessary and desirable capacity. It queried the basis for determining that number of posts. While ACABQ saw merit in the proposal, it held that a number of elements needed to be worked out and/or clarified. A more complete analysis was required before a determination could be made. A comprehensive analysis of the financial implications also needed to be carried out.

GENERAL ASSEMBLY ACTION

On 22 December [meeting 84], the General Assembly, on the recommendation of the Fifth Committee [A/61/659], adopted resolution 61/244 without vote [agenda items 47, 113, 116, 122, 123, 132, 147 & 149].

Human resources management

The General Assembly,
Recalling Articles 8, 97, 100 and 101 of the Charter of the United Nations,
and promotion of staff shall be made without distinc-

tion 53/221, which states that recruitment, appointment

Nations;

Article 101, paragraph 3, of the Charter of the United

equitable geographical distribution, in accordance with

employment of staff, with due regard to the principle of

standards of efficiency, competence and integrity as the

paramount consideration in the employment of staff,

with due regard to the recruitment of staff on as wide

a geographical basis as possible, in accordance with the

provisions of Article 101, paragraph 3, of the Charter,

and to report thereon to the General Assembly at its

sixty-third session;

4. Also requests the Secretary-General to ensure the

proper functioning and membership of the central review

bodies in order to ensure their effective role in the staff

selection system and, to that end, to develop an induction

and training programme for the members, and to report
to it thereon at the second part of its resumed sixty-first

session;

5. Further requests the Secretary-General to under-
take a review of the staff selection system with a par-

icular emphasis on enhancing the performance of the

United Nations Secretariat, which would include a sur-

vey of opinions of managers relating, inter alia, to the

possibilities offered by that system to choose the best-

qualified candidate for the job and to improve geographi-
cal representation and gender balance, and to report
thereon to it at its sixty-third session, in the context of
his regular human resources report;

6. Reaffirms the provisions of regulation 4.4 of the
Staff Regulations and Rules of the United Nations, and
decides to retain the criterion of geographical status in
the staff selection system as one of the key elements to
ensure geographical balance at each level for posts subject
to geographical distribution;

7. Recognizes the importance of speeding up the re-
cruitment and staffing process, in accordance with Ar-
ticle 101, paragraph 3, of the Charter, which will ensure
that staff are diverse, multi-skilled and versatile;

8. Requests the Secretary-General, in cooperation
with Member States, to explore ways to further increase
awareness of job opportunities in the United Nations
system, including through more extensive outreach, the
Department of Public Information of the Secretariat, the
United Nations information centres and United Nations
country offices, with a view to achieving more balanced
geographical and gender representation in the Organiza-
tion;

9. Recognizes that pre-screened rosters can consid-
erably expedite the recruitment process in the United

I

Human resources management reform

1. Expresses concern over the fact that staff rep-
resentatives from New York did not participate in the
consultation process, stresses the importance of a mean-
ingful dialogue on human resources management issues
between staff and management, and calls upon both
parties to intensify efforts to overcome differences and to
resume the consultative process;

2. Notes the Secretary-General’s proposals on the
new human resources framework, and emphasizes that
it shall be based on clear ethical standards, simplicity,
clarity and transparency, recruitment based on the high-
est standards of efficiency, integrity and professionalism,
career development, compliance with geographical dis-

and gender balance mandates, accountability of
managers and staff, and operational needs at Headquar-
ters and in the field;

3. Emphasizes the importance of the participation
of staff representatives in the work of the central review
bodies, and reiterates its request to the Secretary-General
and its invitation to staff representatives to engage in the
consultative process;

4. Notes that minimizing the occurrence of high rates
of job turnover in Professional categories in the United
Nations is essential to its smooth functioning;

5. Requests the Secretary-General to report to it in
the context of the biennial human resources management
report on the yearly rate of turnover in Professional cat-
egories, classified by grade level, in the United Nations
Secretariat and in field missions;

II

Recruitment and staffing

1. Reiterates that the Secretary-General has to en-
sure that the highest standards of efficiency, competence
and integrity serve as the paramount consideration in the
employment of staff, with due regard to the principle of
equitable geographical distribution, in accordance with
Article 101, paragraph 3, of the Charter of the United
Nations;

2. Also reiterates section V, paragraph 2, of its resolu-
tion 53/221, which states that recruitment, appointment
and promotion of staff shall be made without distinc-
tion as to race, sex or religion, in accordance with the
principles of the Charter and the provisions of the Staff
Regulations and Rules of the United Nations;

3. Requests the Secretary-General to report on meas-
bings used to verify the application of the highest
standards of efficiency, competence and integrity as the
paramount consideration in the employment of staff,
with due regard to the recruitment of staff on as wide

a geographical basis as possible, in accordance with the
provisions of Article 101, paragraph 3, of the Charter,
and to report thereon to the General Assembly at its
sixty-third session;

4. Also requests the Secretary-General to ensure the
proper functioning and membership of the central review
bodies in order to ensure their effective role in the staff
selection system and, to that end, to develop an induction
and training programme for the members, and to report
to it thereon at the second part of its resumed sixty-first
session;

5. Further requests the Secretary-General to under-
take a review of the staff selection system with a par-

icular emphasis on enhancing the performance of the
United Nations Secretariat, which would include a sur-

vey of opinions of managers relating, inter alia, to the
possibilities offered by that system to choose the best-

qualified candidate for the job and to improve geographi-
cal representation and gender balance, and to report
thereon to it at its sixty-third session, in the context of
his regular human resources report;

6. Reaffirms the provisions of regulation 4.4 of the
Staff Regulations and Rules of the United Nations, and
decides to retain the criterion of geographical status in
the staff selection system as one of the key elements to
ensure geographical balance at each level for posts subject
to geographical distribution;

7. Recognizes the importance of speeding up the re-
cruitment and staffing process, in accordance with Ar-
ticle 101, paragraph 3, of the Charter, which will ensure
that staff are diverse, multi-skilled and versatile;

8. Requests the Secretary-General, in cooperation
with Member States, to explore ways to further increase
awareness of job opportunities in the United Nations
system, including through more extensive outreach, the
Department of Public Information of the Secretariat, the
United Nations information centres and United Nations
country offices, with a view to achieving more balanced
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I

recruitment questions

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with due regard to the recruitment of staff on as wide

a geographical basis as possible, in accordance with the
provisions of Article 101, paragraph 3, of the Charter,
and to report thereon to the General Assembly at its
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4. Also requests the Secretary-General to ensure the
proper functioning and membership of the central review
bodies in order to ensure their effective role in the staff
selection system and, to that end, to develop an induction
and training programme for the members, and to report
to it thereon at the second part of its resumed sixty-first
session;

5. Further requests the Secretary-General to under-
take a review of the staff selection system with a par-

icular emphasis on enhancing the performance of the
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vey of opinions of managers relating, inter alia, to the
possibilities offered by that system to choose the best-

qualified candidate for the job and to improve geographi-
cal representation and gender balance, and to report
thereon to it at its sixty-third session, in the context of
his regular human resources report;

6. Reaffirms the provisions of regulation 4.4 of the
Staff Regulations and Rules of the United Nations, and
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the staff selection system as one of the key elements to
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2. Also reiterates section V, paragraph 2, of its resolu-
tion 53/221, which states that recruitment, appointment
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paramount consideration in the employment of staff,
with due regard to the recruitment of staff on as wide

a geographical basis as possible, in accordance with the
provisions of Article 101, paragraph 3, of the Charter,
and to report thereon to the General Assembly at its
sixty-third session;

4. Also requests the Secretary-General to ensure the
proper functioning and membership of the central review
bodies in order to ensure their effective role in the staff
selection system and, to that end, to develop an induction
and training programme for the members, and to report
to it thereon at the second part of its resumed sixty-first
session;
to report to it thereon at the second part of its resumed sixty-first session;

11. Notes the intention of the Secretary-General to establish a recruitment and staffing centre to support managers in the selection of staff and to enhance the consistency of recruitment across the Secretariat, and invites the Secretary-General to submit proposals in the context of the proposed programme budget for the biennium 2008-2009;

12. Requests the Secretary-General to ensure that use of the envisaged expedited recruitment process is confined to surge needs, with established procedures for recruitment being waived only in exceptional cases, and also requests the Secretary-General to report to it on the use of this mechanism, including the criteria for defining such exceptions, in the context of its consideration of human resources management;

13. Reiterates its request to the Secretary-General to continue his efforts to reduce the period required to fill vacancies by addressing the factors contributing to delays in the process of selection, recruitment and placement and to report to it thereon at the second part of its resumed sixty-first session;

14. Decides to maintain the limitations established by the General Assembly for the assignment of General Service staff to field missions;

15. Requests the Secretary-General to continue in future years the innovation set out in his report on the composition of the Secretariat to provide information on all staff under contract with the Secretariat, thus providing a more comprehensive picture of staff by nationality, category and gender;

16. Reaffirms the need to respect the equality of each of the two working languages of the Secretariat, also reaffirms the use of additional working languages in specific duty stations as mandated, and in this regard requests the Secretary-General to ensure that vacancy announcements specify the need for either of the working languages of the Secretariat unless the functions of the post require a specific working language;

17. Acknowledges that the interaction of the United Nations with the local population in the field is essential and that language skills constitute an important element of the selection and training processes, and therefore affirms that good command of the official language(s) spoken in the country of residence should be taken into account as an additional asset during those processes;

III
National competitive examinations

1. Reaffirms that national competitive examinations are the source of recruitment for P-2 posts subject to geographical distribution in order to reduce non-representation and underrepresentation of Member States in the Secretariat, and in this connection requests the Secretary-General to fully use this opportunity and, in particular, to accelerate the recruitment of candidates who have passed national competitive examinations;

2. Notes with concern that a large number of candidates who have passed national competitive examinations remain on the roster for years;

3. Requests the Secretary-General to ensure the expeditious placement of successful candidates from national competitive examinations;

4. Welcomes the enhanced efforts of the Secretary-General to centrally manage the placement of successful candidates from national competitive examinations, and requests the Secretary-General to report on the outcome of those efforts to it at its sixty-third session;

IV
Mobility

1. Reaffirms section VIII of its resolution 59/266;

2. Stresses that the purpose of enhancing mobility is to improve the effectiveness of the Organization and to foster the skills and capacity of staff;

3. Notes the current work of the Secretary-General on mobility policies, and encourages him to continue to make progress in this field in accordance with relevant General Assembly resolutions;

4. Reaffirms that the implementation of mobility policies, while recognizing their anticipated positive effects, may also give rise to problems and challenges that should be addressed;

5. Requests the Secretary-General, in this regard, to report to it at the main part of its sixty-second session on clear indicators, benchmarks, number of staff, timelines and criteria for the implementation of mobility policies, taking into account the needs of the Organization and ways to protect the rights of staff in the context of the system of administration of justice;

6. Also requests the Secretary-General to report to it at its sixty-third session on the implemented phases of the mobility policy, along with projections for the envisaged remaining phases and an assessment of the relevant administrative and management issues;

7. Further requests the Secretary-General to provide an analysis of the managed mobility programme, including information on financial implications and on its usefulness in improving organizational efficiency and addressing, inter alia, high vacancy rates, and to report to it thereon at its sixty-third session;

8. Decides, in the light of the experience of managed mobility, to review the enforcement of post-occupancy limits at its sixty-third session;

9. Also decides to approve the establishment of three new temporary positions—two P-4 and one General Service—to provide support for the work of the Secretary-General in this area;

10. Further decides to approve an additional appropriation under the regular budget in the amount of 331,000 United States dollars;

11. Decides to approve an additional appropriation in the amount of 35,400 dollars under section 35, Staff assessment, to be offset by an equivalent amount of income under income section 1, Income from staff assessment, of the programme budget for the biennium 2006-2007;
12. Notes that the Secretary-General will submit a request for resources in the context of the support account budget for 2007-2008;
13. Requests the Secretary-General to continue to consult with staff, including staff representatives, in the development of mobility policies;
14. Requests the International Civil Service Commission, within its mandate, to continue to keep under review the question of mobility in the United Nations common system, including its implications for career development, and to make recommendations to the General Assembly, as appropriate, in the context of its annual reports;
15. Requests the Secretary-General to take the steps necessary to ensure that mobility is not used as an instrument of coercion against staff and to ensure that appropriate monitoring and accountability measures are in place;
16. Also requests the Secretary-General to report to it at its sixty-third session on specific measures taken to facilitate mobility between the United Nations Secretariat and the United Nations funds, programmes and specialized agencies, and on results achieved;
17. Further requests the Secretary-General to continue to consider the use of incentives with a view to encouraging staff to move to duty stations with chronically high vacancy rates;
18. Acknowledges that mobility needs to be supported through greater efforts to improve conditions of life and work at the various duty stations;
19. Invites host countries, as appropriate, to review their policies for granting work permits to spouses of United Nations staff;
20. Invites the Secretary-General to continue to explore ways of assisting spouses to find employment opportunities, in consultation with host Governments where necessary, including by taking measures to expedite the issuance of work permits;
21. Requests the Secretary-General to continue to provide career counseling and job-search assistance; to explore telecommuting options for spouses; to give spouses priority consideration for consulting opportunities, where appropriate; to give priority to the relocation of spouses within the managed mobility programme, subject to the availability of suitable posts and satisfactory performance; and to support the creation of inter-agency spouse support networks at all duty stations;
22. Welcomes the intention of the Secretary-General to provide staff with more specific training opportunities, with a view to preparing staff for diverse responsibilities, working in different departments, offices, duty stations or peacekeeping missions and moving across occupational groups;

V

Career development and support

1. Encourages the Secretary-General to enhance career progress within the Secretariat by facilitating career development;
2. Emphasizes the importance of defining the target and strategy of training and career development;
3. Requests the Secretary-General to report to it at its sixty-third session on staff development policy and the priority of staff development, taking into account the impact of the retirement of many senior staff in the near future;
4. Notes that training is important for the staff and the Organization, also notes, recalling section II, paragraph 57, of its resolution 57/305, that the Secretariat should fully use existing resources, and decides to appropriate an additional 3 million dollars specifically devoted to leadership and management development, information technology training, upgrading of substantive skills and expansion of languages and communication;
5. Decides to revert to the subject of appropriation for training resources in the context of the proposed programme budget for the biennium 2008-2009;
6. Requests the Secretary-General to allocate the resources for training on the basis of needs and in an equitable manner, throughout the Secretariat, including for duty stations and regional commissions, and in this context stresses that equal training opportunities should be available for all staff, in accordance with their functions and categories;
7. Also requests the Secretary-General to ensure that programme managers prepare calendars of training of staff working under their supervision on a periodic basis;
8. Stresses that workshops, seminars and training courses should take advantage of the diverse sources of training opportunities available throughout the regions of the world;

VI

Contractual arrangements

1. Notes that the existing system of contractual arrangements does not fully comply with the proposed International Civil Service Commission framework;
2. Requests the International Civil Service Commission to consider the proposals of the Secretary-General, in particular the proposal to introduce one United Nations staff contract under one set of staff rules, and to report to it thereon at the second part of its resumed sixty-first session;
3. Stresses the need for rationalization of the current United Nations system of contractual arrangements, which lacks transparency and is complex to administer;
4. Requests the Secretary-General to address the conclusions and recommendations contained in paragraphs 49 to 56 of the report of the Advisory Committee on Administrative and Budgetary Questions;
5. Also requests the Secretary-General to present a detailed road map on the implementation of the proposed contractual arrangements, including on eligibility criteria, at the second part of its resumed sixty-first session;
6. Decides to continue to suspend until 30 June 2007 the application of the four-year limit for appointments of limited duration under the 300 series of the Staff Rules in peacekeeping operations;
7. Authorizes the Secretary-General, bearing in mind paragraph 6 above, to reappoint under the 100 series of
the Staff Rules those mission staff whose service under 300–series contracts has reached the four-year limit by 30 June 2007, provided that their functions have been reviewed and found necessary and their performance has been confirmed as fully satisfactory, and requests the Secretary-General to report to it thereon at the second part of its resumed sixty-first session;

VII

Harmonization of conditions of service

1. Recalls section X, paragraph 5, of its resolution 59/266, in which it requested the International Civil Service Commission to present to it an analysis of the desirability and feasibility of harmonizing conditions of service in the field;

2. Notes that the International Civil Service Commission has established a working group to review conditions of service of internationally recruited staff serving in non-family duty stations, and requests the Commission to submit a report thereon to it at the second part of its resumed sixty-first session;

3. Requests the Secretary-General in his capacity as Chairman of the United Nations System Chief Executives Board for Coordination to invite the executive heads to support the work of the International Civil Service Commission by ensuring full and timely compliance with the requests of the Commission for information;

4. Takes note of the proposals of the Secretary-General on harmonization of conditions of service for non-family duty stations, and decides to revert to the issue at the second part of its resumed sixty-first session, following issuance of the report of the International Civil Service Commission;

5. Requests the Secretary-General to submit a comprehensive report to it on the issue, including possible financial implications, if any, at the second part of its resumed sixty-first session;

VIII

Reform of the field service

Notes the proposal of the Secretary-General to provide for peacekeeping staffing on an ongoing basis and to enhance professionalism and the ability of the United Nations to respond quickly to peacekeeping needs by designating a cadre of continuing civilian positions from within existing capacity, and requests him to submit to it at the second part of its resumed sixty-first session proposals for the operation of the proposed cadre, taking into account the views and observations of the Advisory Committee on Administrative and Budgetary Questions in paragraphs 70 to 77 of its report;

IX

Building leadership and management capacity

1. Encourages a more rigorous and systematic approach to selection at the Under-Secretary-General, Assistant Secretary-General and Director levels, in order to incorporate skilful leadership and management, with due regard to geographical representation and gender balance in the selection of candidates for those positions;

2. Requests the Secretary-General to report to it at its sixty-third session on the findings and outcomes of this rigorous and systematic approach, as well as on concrete measures to recruit and appoint nationals from underrepresented and underrepresented States, in particular developing countries, including at such senior levels as Under-Secretary-General and Assistant Secretary-General;

3. Emphasizes that training should not only improve the managerial skills of senior officers but should also serve to update and complement their substantive knowledge on various United Nations core mandates;

X

Measures to improve equitable geographical distribution

1. Notes the progress made since 1994 in reducing the number of countries that are unrepresented and underrepresented;

2. Also notes that the number of unrepresented and underrepresented Member States has increased since 2002;

3. Welcomes the continuing efforts of the Secretary-General to improve the situation of unrepresented and underrepresented Member States and of those in danger of becoming underrepresented under the system of desirable ranges;

4. Notes with concern that the total number of staff from underrepresented Member States and their proportion to the total number of staff in posts subject to geographical distribution decreased in the period between 2002 and 2006, as reflected in the report of the Secretary-General on the composition of the Secretariat;

5. Welcomes the analysis of the level of underrepresentation in the report of the Secretary-General on the composition of the Secretariat;

6. Regrets the current insufficient accountability of heads of departments in achieving equitable geographical distribution in the Secretariat;

7. Requests the Secretary-General to continue his ongoing efforts to attain equitable geographical distribution in the Secretariat and to ensure as wide a geographical distribution of staff as possible in all departments and offices of the Secretariat;

8. Also requests the Secretary-General to post information regarding the human resources action plans on the United Nations website and to report to it thereon in the context of the Management Performance Board report;

9. Recalls section II, paragraph 38, of its resolution 57/305 and section IV, paragraph 5, of its resolution 59/266, takes note of the information contained in table 5 of the report of the Secretary-General, and expresses concern over the decline in the number of nationals from developing countries at the senior and policymaking levels, as well as the imbalance in different departments of the Secretariat;

10. Notes that the system of geographic ranges was designed to apply to countries rather than to regions or groups;

11. Requests the Secretary-General to ensure, through the Management Performance Board, the moni-
toring of the implementation of human resources action plans, including the principle of equitable geographical distribution in the Secretariat at all levels as set out in relevant General Assembly resolutions, and the verification of the effective application of measures of transparency and accountability, including in the selection, recruitment and placement processes;

12. **Reiterates its request** to the Secretary-General to intensify his efforts to increase recruitment from unrepresented and underrepresented Member States and to undertake outreach efforts designed to prevent countries from falling under those categories, urges the Secretary-General, to the extent possible, to take the necessary steps to reduce the number of unrepresented and underrepresented Member States in the Secretariat by 20 per cent by 2008 and by 30 per cent by 2010, compared to the level in 2006, and requests the Secretary-General to report to it thereon on a regular basis beginning with its sixty-third session, as appropriate;

13. **Recalls** section IV, paragraph 9, of its resolution 59/266, decides to continue the fast-track roster for an additional two-year period, and requests the Secretary-General to report to it at its sixty-third session on the effectiveness of the roster;

14. **Requests** the Secretary-General to take all necessary measures to ensure, at the senior and policymaking levels of the Secretariat, equitable representation of Member States, especially those with inadequate representation at those levels, and to continue to include relevant information thereon in all future reports on the composition of the Secretariat;

15. **Regrets** that the Secretary-General has not succeeded in complying with the provisions of its resolutions 41/206 B of 11 December 1986, 53/221, 55/258, 57/305 and 59/266, in which it declared that no post should be considered the exclusive preserve of any Member State or group of States, including at the highest levels, reiterates its request that the Secretary-General ensure that, as a general rule, no national of a Member State succeeds a national of that State in a senior post and that there is no monopoly on senior posts by nationals of any State or group of States, and requests the Secretary-General to report to it at its sixty-third session thereon;

16. **Takes note** of the report of the Secretary General on a comprehensive assessment of the system of geographical distribution and assessment of the issues relating to possible changes in the number of posts subject to that system;

17. **Reiterates its requests** to the Secretary-General to present proposals to effectively increase the representation of developing countries in the Secretariat, and decides to revert to this issue at its sixty-third session;

18. **Reaffirms** that the system of desirable ranges is the mechanism for recruitment of staff in posts subject to geographical distribution, in accordance with Article 101, paragraph 3, of the Charter of the United Nations;

19. **Considers** that encouragement of recruitment from unrepresented and underrepresented Member States shall not disallow other qualified candidates from competing;

20. **Affirms** that measures on meeting organizational mandates, accountability targets and indicators of achievement, with respect to geographical distribution of staff, contained in human resources action plans and recruitment procedures, including selection decisions, shall fully correspond to the provisions contained in Article 101, paragraph 3, of the Charter as well as in relevant General Assembly mandates;

21. **Requests** the Secretary-General to review the designation of posts in the radio and website management sections of the Department of Public Information to consider whether they should be treated as language posts and to report thereon to the General Assembly at its sixty-second session for its consideration, including on the possible human resources, administrative and financial implications;

**XI**

**Gender representation**

1. **Reaffirms** the goal of 50/50 gender distribution in all categories of posts within the United Nations system, especially at the senior and policymaking levels, with full respect for the principle of equitable geographical distribution, in conformity with Article 101 of the Charter, and regrets that progress towards attaining this goal has been slow;

2. **Expresses concern** at the continuing low proportion of women in the Secretariat, in particular the low proportion among them of women from developing countries, especially at the senior levels, and stresses that the continuing lack of representation or underrepresentation of women from certain countries, in particular from developing countries, should be taken into account and that those women should be accorded equal opportunities in the recruitment process, in full conformity with relevant resolutions;

3. **Notes with concern** that, in posts subject to the system of desirable ranges, only 25 women from developing countries were recruited between 1 July 2005 and 30 June 2006 among the 83 women appointed during that period;

4. **Requests** the Secretary-General to increase his efforts to attain and monitor the goal of gender parity in the Secretariat, in particular at senior levels, and in this context to ensure that women, especially those from developing countries and countries with economies in transition, are appropriately represented within the Secretariat, and to report thereon to the General Assembly at its sixty-third session;

5. **Also requests** the Secretary-General, in the context of attaining this goal, to develop and implement recruitment targets, time frames for meeting those targets and accountability measures;

6. **Further requests** the Secretary-General to clarify the role of departmental focal points, including in the context of the staff selection system, and their participation in the development and monitoring of the departmental human resource action plans;

7. **Encourages** Member States to support the efforts of the Secretary-General by identifying more women can-
didates and encouraging them to apply for appointment
to positions in the Secretariat and by creating awareness
among their nationals, in particular women, of vacancies
in the Secretariat;

XII

Accountability

1. Takes note of the report of the Secretary-General
on the activities of the Ethics Office;
2. Also takes note of the report of the Secretary-
General on the Management Performance Board;
3. Reiterates the importance of strengthened ac-
countability in the Organization and of ensuring greater
accountability of the Secretary-General to Member
States, inter alia, for the effective and efficient implemen-
tation of legislative mandates and the use of human and
financial resources;
4. Requests the Secretary-General to strengthen his
efforts to achieve greater transparency at all levels;
5. Recognizes the role of the Office of Human Re-
sources Management in supporting the Secretary-
General in holding programme managers accountable,
and requests the continuing strengthening of that role;
6. Requests the Secretary-General to present propos-
als for enforcing the implementation of human resources
policies and action plan objectives and to report to it
thereon at its sixty-third session;
7. Also requests the Secretary-General to submit to it
for consideration at its sixty-third session a proposal for
the use of incentives and sanctions as an integral part of
the personnel management system, bearing in mind the
relevant work of the International Civil Service Com-
mission;
8. Welcomes the establishment of the Management
Performance Board to strengthen the accountability
framework of senior managers so as to ensure that they
are properly undertaking the responsibilities that have
been entrusted to them, including their performance in
achieving the objectives contained in human resources
action plans;
9. stresses that a fair, transparent and effective ad-
ministration of justice system is an essential feature of
proper accountability;
10. Requests the Secretary-General to improve ac-
countability and responsibility in the reform of human
resources management as well as the monitoring and
control mechanisms and procedures and to report to it at
its sixty-third session on action taken in this regard;

XIII

Human resources information technology

1. Notes the proposals of the Secretary-General on in-
vesting in information and communication technology;
2. Endorses paragraph 68 of the report of the Ad-
visory Committee on Administrative and Budgetary
Questions, and requests the Secretary-General to en-
sure that the new information technology infrastructure
is compatible with the new system approved in sec-
tion II of General Assembly resolution 60/283 of 7 July
2006;
3. Notes the efforts made by the Secretary-General
to make the human resources information technology
system available in both working languages of the Sec-
retariat, and invites the Secretary-General to continue
those efforts;
4. Requests the Secretary-General to report to it at its
sixty-third session on the implementation of the human
resources information technology system;

XIV

Staff buyout

Takes note of paragraph 64 of the report of the Ad-
visory Committee on Administrative and Budgetary
Questions, and decides not to pursue the proposal of the
Secretary-General on the staff buyout;

XV

Consultants and individual contractors

1. Reaffirms section XI of its resolution 59/266;
2. Takes note of the report of the Secretary-General
on consultants and individual contractors;
3. Endorses the recommendations of the Advisory
Committee on Administrative and Budgetary Questions
contained in paragraphs 88 to 90 of its report;
4. Takes note of the report of the Secretary-General
on comprehensive policy guidelines for consultants in
the Office of the United Nations High Commissioner
for Refugees;

XVI

Employment of retired former staff

1. Notes with concern the continuous trend of hiring
staff retirees for extended periods of time;
2. Endorses paragraph 84 of the report of the Ad-
visory Committee on Administrative and Budgetary
Questions;

XVII

Other matters

1. Reiterates its request to the Secretary-General,
contained in its resolution 60/238 of 23 December 2005,
to report to it at its sixty-first session on the implementa-
tion of the regulations governing the status, basic rights
and duties of officials other than Secretariat officials and
experts on mission;
2. Requests the Secretary-General to present to it at
the first part of its resumed sixty-first session, in consul-
tation with the Office of the United Nations High Com-
missoner for Human Rights, proposals to address the
imbalance in the geographical distribution of the staff
in that Office;
3. Decides to revert to this issue at the first part of its
resumed sixty-first session.

Also on 22 December, the Assembly decided that
the item on human resources management would
remain for consideration during its resumed sixty-
**Management Performance Board**

In response to General Assembly resolution 60/238 [YUN 2005, p.1515], the Secretary-General submitted a September report [A/61/319] covering the activities of the Management Performance Board, established in 2005 to replace the Accountability Panel [ibid., p. 1513], in order to strengthen the accountability framework of senior managers. The Board met in July to review the results achieved by programme managers, against the targets contained in human resources action plans for 2005, and assess the 2006 senior management compacts, an accord between the Secretary-General and senior managers designed to further improve accountability and foster a culture of transparency. The Board examined departmental performance for the first half of the 2005-2006 planning cycle, measuring 25 departments and offices against predefined targets and indicators in nine areas of human resources management and reflecting mostly legislative mandates. It found that several departments experienced difficulty in achieving gender balance targets, especially at the senior level, while others had trouble in meeting geographic targets. Poor performance in that regard suggested insufficient awareness among heads of department that achieving equitable geographical distribution in the Secretariat was part of their responsibility. On the Board’s advice, the summary of their performance and reminders were transmitted to those managers who were not meeting their obligations, including warnings that consistent non-achievement could result in the loss of their delegated authority for recruitment and placement decisions. In December, the Board approved a revised framework for the senior management compacts, bringing together a comprehensive set of indicators covering programmatic and managerial objectives for which departmental heads would be held accountable.

The report concluded that the Board’s activities in its first year represented a significant step forward towards holding programme managers accountable for their performance in achieving programme objectives. The assessments to be carried out in 2007 would allow the new Secretary-General to examine the performance of the senior management team and identify systematic weaknesses that needed to be addressed.

**Ethics Office**

The General Assembly, in resolution 60/254 of 8 May (see p. 1633), welcomed the establishment of the Ethics office and endorsed its main responsibilities as outlined by the Secretary-General in 2005 [YUN 2005, p. 1477]. It urged him to finalize a system-wide code of ethics for all UN personnel, administer and monitor more extensive disclosure of financial and other interests by UN officials, ensure enhanced protection for those who revealed wrongdoing and report on the activities of the Office at its sixty-first (2006) session.

In response to that request, the Secretary-General submitted an August report [A/61/274] on the activities of the Ethics Office from 1 January to 31 July 2006. The Office focused on developing and setting standards of conduct and facilitating annual training on ethical issues, in collaboration with ohrm; working with oios to devise a change management plan for raising staff awareness and ensuring compliance with UN standards of conduct and values; providing confidential advice and guidance to both individuals and groups; administering the Organization’s financial disclosure programme; and ensuring the protection of staff against retaliation for reporting misconduct. Overall, the Office responded to 153 staff requests for its services, 41 per cent of which involved ethics advice, with 29 per cent relating to protection against retaliation for reporting misconduct. The Office also coordinated the expanded annual financial disclosure exercise, which covered more than 1,800 staff and generated hundreds of inquiries about filing instructions.

**Staff composition**

In an August annual report on the United Nations Secretariat’s staff composition [A/61/257 & Corr.1], the Secretary-General updated information on the demographic characteristics of the staff and on the system of desirable ranges for geographical distribution. The data reviewed the global population of Secretariat staff, staff with contracts of one year or more, staff appointed under the 100 series of contracts of one year or more, staff appointed under the 100 series of staff rules and those in posts subject to geographical distribution. As distinct from previous reports, which only considered contracts of one year or more, the current report, covering the period from 1 July 2005 to 30 June 2006, included information on all staff with valid contracts irrespective of the funding source, type of engagement, duration of contract, level or duty station.

The report noted that the global number of Secretariat staff as at 30 June 2006 totalled 30,548. Of that number, up to 25,543 (83.6 per cent) held contracts of one year or more. Some 9,355 (30.6 per cent) staff were in the Professional and higher categories and 21,193 (69.4 per cent) in the General Service and related categories. Staff in field missions administered by dpko numbered 15,839 (52 per cent). Up to 19,451 of the global Secretariat staff
(63.7 per cent) were men, while women accounted for 11,097 (36.3 per cent). More than 61.9 per cent of all staff came from 20 Member States, each of which had over 400 nationals. Overall, 18 Member States were unrepresented, compared with 17 in 2005, while 11 were underrepresented and 21 overrepresented, as against nine and 20, respectively, the previous year. Appointments to posts subject to regional balance were 21 per cent in 2003 compared to 23.7 per cent in 2004. Across the board, however, gender balance in UN system organizations was only achieved at the P-1 and P-2 levels.

In the UN Secretariat, the percentage of women in the Professional category (P-5 and below) barely moved up from 38.3 per cent to 38.6 per cent (2,226 out of 5,761). That was attributable largely to an increase of 1.8 per cent at the P-4 level. Comparatively, the P-5, P-3 and P-2 levels witnessed declines of 0.3 per cent, 0.5 per cent and 1.8 per cent, respectively. At the senior positions of D-1 and above, the proportion of women (145 out of 573) actually fell by 3.7 per cent, with the largest drop of 6.9 per cent occurring at the D-1 level, where women held 93 positions out of 367. A similar decrease was recorded at the Under-Secretary-General level, where the proportion of women (6 out of 39) fell from 16.7 per cent to 15.4 per cent. On the positive side, increases of 4.1 per cent and 2.8 per cent, respectively, were registered at the Assistant Secretary-General and D-2 levels. For the professional and higher categories combined, the overall proportion of women (2,371 out of 6,334) increased negligibly from 37.3 percent as at 30 June 2004, to 37.4 per cent by 30 June 2006. In the field service officer category, women constituted 25.1 per cent (573 out of 2,283) as at 30 June 2006, compared with 23.4 per cent in 2004, while in the General Service and related category, women continued to constitute the majority of staff, accounting for 60.6 per cent (3,852 out of 6,348), compared to 62 per cent in 2004.

The report identified the factors responsible for the slow advancement of women in the UN system. Also highlighted were recent activities undertaken to achieve gender balance in the Secretariat, focusing on the staff selection system, human resources action plans and work/life policies, as well as the role of the Office of the Special Adviser on Gender Issues and the Advancement of Women.

The Secretary-General concluded that the lack of progress required a re-thinking of policies. The staffing system was neither proactive nor sufficiently
targeted, and relied heavily on web-based vacancy announcements. The objective of introducing work/life policies to attract and retain quality staff, especially women, was yet to have a positive impact on the managerial culture. Where policies were in place, they needed to be better and more rigorously implemented and monitored, including through the insertion of a gender-sensitive variable into the performance appraisal of managers, and where they did not exist, they should be promulgated.

**Gratis personnel**

Pursuant to General Assembly resolution 57/281 B [YUN 2003, 1448], the Secretary-General submitted his biennial report [A/61/257/Add.1 & Corr.1] on the use of gratis personnel between 1 January 2004 and 31 December 2005. The number of type I gratis personnel (associate experts, technical cooperation experts on non-reimbursable loan and interns) decreased from 1,395 in 2004 to 1,332 in 2005. A total of 109 nationalities were represented, compared to 112 in 2004. Women constituted 61 per cent and 70 per cent in 2004 and 2005, respectively, while interns continued to represent the majority for both years. The number of associate experts decreased by 13 per cent in 2005, compared to 2004, while the number of technical cooperation experts on non-reimbursable loan doubled in 2005.

A total of 85 type II gratis personnel (provided by Governments or other entities) representing 33 nationalities were employed in 2005, which was a significant drop from 2004 figures. The average duration of service for type II gratis personnel increased from 1.8 months to 4.3 months yearly, a 59 per cent rise. Female representation in that category of personnel rose markedly from 26 per cent in 2004 to 41 per cent in 2005.

**Employment of retirees**

In response to General Assembly resolutions 57/305 [YUN 2003, p. 1440] and 59/266 [YUN 2004, p. 1418], the Secretary-General, in August, submitted an August report [A/61/257/Add.2] on the employment of retired staff in the UN Secretariat during the 2004-2005 biennium. Some 491 UN retirees, representing 74 nationalities, were employed, which reflected reductions of 12.8 per cent and 16.9 per cent in the number hired and in national representation, respectively. The four departments/offices accounting for most of the retirees engaged included the Department for General Assembly and Conference Management, which hired 41.2 per cent of the total; the United Nations Office at Geneva (17.4 per cent); the United Nations Office at Vienna (9.6 per cent) and field missions administered by dpko (8.5 per cent). Retired staff were used mainly in three groups of functions: language services, particularly revisers and interpreters (59 per cent of all engagements); administrative functions (24.2 per cent); and political, economic, social, environmental, humanitarian, advisory and technical assistance functions (11 per cent). Other functions accounted for 5 per cent. The total expenditure on retirees in the 2004-2005 biennium amounted to $33.5 million, of which language services and administrative functions accounted for $20.8 million and $6.5 million, respectively. The report also provided information regarding the employment of former staff 60 years or older who had opted for a withdrawal settlement and were re-employed for six months or more, those rehired in decision-making positions and for an accrued service period exceeding two years, as well as staff extensions beyond the mandatory age of separation.

The report concluded that retired staff possessed the requisite specialized skills and institutional knowledge that enabled them to perform immediately and fully without a learning curve. In many instances, the use of retirees was considered to be the most cost effective way to support operational needs, particularly in peacekeeping and humanitarian field operations, and their use did not hamper long-term recruitment plans.

**Consultants and individual contractors**

In response to General Assembly resolutions 57/305 [YUN 2003, p. 1440] and 59/266 [YUN 2004, p. 1418], the Secretary-General, in August, submitted a biennial report [A/61/257/Add.3] on the use of consultants and individual contractors within the Secretariat and the regional Commissions during the 2004-2005 biennium. The report indicated that, in 2004, 1,833 consultants and 544 individual contractors were engaged for 2,061 and 748 contracts, respectively, while in 2005, the number rose to 2,152 consultants and 772 individual contractors for 2,455 and 1,122 contracts, respectively. Those figures represented a 35 per cent drop compared to the numbers registered for 2002-2003 biennium. The total expenditure for consultants, which amounted to $19.7 million in 2004 and $22.9 million in 2005, reflected a reduction of $40.3 million as compared to 2002-2003. For individual contractors, the total expenditure of $3.3 million and $6.7 million in 2004 and 2005, respectively, corresponded to a reduction of $11.7 million (53.8 per cent) compared with the previous biennium. For both cycles, consultants were used mainly for pro-
programme implementation and advisory services, while individual contractors were mostly engaged for lectures, training courses and the preparation of meetings, in addition to programme implementation. The main United Nations entities hiring consultants and individual contractors included the Economic Commission for Latin America and the Caribbean, the United Nations Department of Economic and Social Affairs, the United Nations Conference on Trade and Development, the United Nations Office at Geneva, the United Nations Environment Programme, the Economic Commission for Africa, the Economic and Social Commission for Asia and the Pacific and the Office of the United Nations High Commissioner for Human Rights.

The Secretary-General also reported [A/61/201] on the implementation of comprehensive policy guidelines for consultants at the Office of the United Nations High Commissioner for Refugees (see p. 1303).

**Common payroll**

The Secretary-General, in an April report [A/60/582/Add.1], transmitted his comments and those of CEB on the 2005 JIU report on a common payroll for UN system organizations [YUN 2005, p. 1520], in which it had advocated the consolidation of the payroll processing function across all the organizations, with potential saving up to $100 million over 10 years. CEB believed that, while such savings might be possible through the consolidation of administrative systems, it would be necessary to address many issues not thoroughly explored in the JIU report, which did not provide adequate financial analysis, thereby making its case for a common payroll unclear. One major obstacle to moving towards a common enterprise resource planning software stemmed from the fact that many organizations had already invested heavily in existing systems and were unlikely to consider alternatives until the costs of those investments were fully amortized. Numerous organizations also felt that, as a precondition for any system consolidation, the more difficult problem of the complicated manner in which human resources and payroll rules had evolved across the system would have to be resolved. Despite their misgivings about the analysis contained in the JIU report, particularly regarding the idea of moving towards a common payroll, common system organizations generally supported the overall recommendations.

The Secretary-General and CEB recommended that the General Assembly endorse the development of a common payroll system as the first step towards a common system-wide enterprise resource planning, and request the Secretary-General to seek the commitment of UN system organizations by setting up a governance structure to speed up, coordinate and oversee the development and implementation of a common payroll system and a common enterprise resource planning system. He should invite CEB to establish lead organizations or common service entities that could provide payroll services to agencies with old and antiquated systems; harmonize, simplify and standardize the application across the common system of staff rules and regulations relating to payroll and allowances; and report thereon to the Assembly at its sixty-second (2007) session.

**Multilingualism**

Pursuant to General Assembly resolution 59/309 [YUN 2005, p. 1521], the Secretary-General submitted a September report [A/61/317] on the status of multilingualism in the Secretariat, which reviewed the Organization’s working and official languages, the place of multilingualism in UN communications, focusing on the role of the Coordinator for multilingualism, issues relating to internal and external communications and the related question of human resources. The Secretary-General observed that multilingualism had been approached by most Departments in a pragmatic way, focusing on ensuring the greatest efficiency and professional quality of work. Nonetheless, the greatest obstacle to multilingualism in outputs was the shortage of resources, for while consistent funding was available for translating parliamentary documents into the six official languages, the same was not true for publications. The maintenance of websites in various languages ought to be largely accomplished within existing resources, and Departments should prepare their sites in the official languages selectively, both with regard to the materials and the languages covered. The report advocated other measures, including the establishment of a network of focal points for multilingualism; the establishment of partnerships with external institutions and bodies; the adoption of a pragmatic approach to internal communications; the development of a common language base in DPKO to facilitate and accelerate communications and avoid the complication of potentially difficult procedures; the introduction of a proactive policy for planning replacements in relation to staff retirements; safeguarding institutional memory through the establishment of a programme/system for sharing and pooling staff members’ knowledge prior to their retirement; and implementing a proactive human resources policy to enable the immediate replacement of departing staff.
By decision 61/552 of 22 December, the Assembly decided that the item on multilingualism would remain for consideration during its resumed sixty-first (2007) session.

Protection from sexual exploitation and abuse

Report of Secretary-General. Pursuant to General Assembly resolution 57/306 [YUN 2003, p. 1237], the Secretary-General submitted a May report on special measures for protection from sexual exploitation and abuse [A/60/861]. Between January and December 2005, information on allegations was received from 41 UN entities. The number of alleged cases totalled 373, compared with 121 in 2004, and possibly reflected greater awareness and use of reporting mechanisms. Thirty-three allegations were reported by all UN entities other than DPKO, 14 of which related to the distribution of pornography through e-mail, while seven involved sex with minors. None related to sexual assault or rape. The majority of all allegations (340) were from DPKO (see p. 80).

Progress was made in implementing baseline measures to discourage the occurrence of sexual exploitation and abuse and to facilitate response to and reporting on such incidents. In that regard, all UN entities were to uphold specific minimum standards set out in the Secretary-General’s bulletin on sexual exploitation and abuse [YUN 2004, p.107]. All UN entities had taken steps to comply with those standards, and OHCHR continued to monitor compliance with them. The Organization had also established a joint Task Force on Protection from Sexual Exploitation and Abuse, chaired by DPKO and the United Nations Office for the Coordination of Humanitarian Affairs, which developed mechanisms for accountability, including clear guidance and support to managers for dealing with the problem. Despite the progress made, preventive measures needed to be strengthened. The Secretariat anticipated that increased public awareness about the availability of such measures might lead to increased reports of allegations. By strengthening community outreach and reporting mechanisms, it hoped to gain a better understanding of the extent of the problem and improve its own vigilance and response. It remained committed to changing the organizational culture that permitted such acts and urged Member States to assist the Organization by adopting policies to ensure the application of the Secretary-General’s zero-tolerance policy to all troop contingents.

UN Joint Staff Pension Fund

As at 31 December 2006, the United Nations Joint Staff Pension Fund (UNJSPF) had 98,433 active participants as compared to 93,683 at the end of 2005 [YUN 2005, p. 1527]; the number of periodic payments in awards increased from 55,140 to 56,718. The breakdown of those awards was 18,732 retirement benefits; 12,772 early retirement benefits; 6,687 deferred retirement benefits; 9,265 widows' and widowers’ benefits; 1,057 disability benefits; 8,158 child benefits; and 47 secondary dependants’ benefits. During the year, 6,047 lump-sum withdrawal and other settlements were paid.

The Fund was administered by the 33-member United Nations Joint Staff Pension Board (UNJSPB), which held its fifty-third session (Nairobi, Kenya, 13-21 July) [A/61/9] to consider actuarial matters, including the twenty-eighth actuarial valuation of the Fund as at 31 December 2005; the management of the Fund’s investments and reports on the investment strategy, policies, practices and performance for the biennium ending on 31 March 2006; the final report of the Working Group established to review the size and composition of the Board and its Standing Committee; revised budget estimates for the 2006-2007 biennium; and the Board’s 2002 recommendations relating to the benefit provisions of the Fund. The Board also examined and approved financial statements and schedules for the 2004-2005 biennium and considered the report of the Board of Auditors on the accounts and operations of the Fund. In addition, the Board considered the proposed transfer agreement between the Fund and the World Bank Group and with Coordinated Organizations; applications for membership in the Fund by the International Organization for Migration (IOM) and the International Commission for the Conservation of Atlantic Tuna; as well as membership in its subsidiary bodies.

ACABQ report. ACABQ, in October [A/61/545], having considered the UNJSPB report (see above), agreed with the Board’s recommendation that the current contribution rate of 23.7 per cent should be retained. The Committee recommended that significant changes in the Fund’s investment policy be deferred, pending the provision of clear and convincing information on the interaction between the indexation of the Fund’s North American stock portfolio, financial risks and asset allocation; the consideration of serious internal investment management issues; a comprehensive asset-liability management study; and the filling of all vacant Professional posts in the Investment Management Service. ACABQ also recommended General Assembly approval of the Board’s recommendations that, as from 1 April
2007, the current reduction in the consumer price index adjustment be reduced from 1 per cent to 0.5 per cent, and that a 0.5 per cent increase be applied during the next adjustment to benefits in payment to retirees and beneficiaries who had already had the 1 per cent reduction applied to their benefits. In addition, ACABQ agreed with the Board’s decision to eliminate, as from 1 April, the limitation on the right to restoration for existing and future contributing participants based on the length of prior service. The Committee also recommended Assembly approval of the revised budget estimates for the Fund’s operation for the 2006-2007 biennium, covering additional resources of $493,800 for the Fund’s administrative costs relating to general temporary assistance, travel and external audit expenses, and the reclassification of several posts, as well as the amount of $964,200 relating to investment costs. ACABQ also concurred with the Board’s recommendation that, effective 1 January 2007, IOM be admitted as a new member. It also recommended approval of the revised transfer agreement between the Fund and the World Bank, and the new transfer agreement it had with six other organizations, with effect from 1 January 2007.

Report of Secretary-General. In a November report [A/61/577], the Secretary-General noted that approval by the General Assembly of the recommendations of the Board and those of ACABQ would result in additional requirements for the United Nations of an estimated amount of $111,500. The cost to the regular budget for the 2006-2007 biennium would amount to $69,400, while a balance of $42,100 would be reimbursed to the Organization by the United Nations Development Programme, the United Nations Population Fund and the United Nations Children’s Fund.

The General Assembly, in section X of resolution 61/252 of 22 December (see p. 1616), took note of the Secretary-General’s report and requested him to report on any additional requirements arising from the Board’s recommendations in the context of the second performance report on the programme budget for the 2006-2007 biennium.

GENERAL ASSEMBLY ACTION

On 22 December [meeting 84], the General Assembly, on the recommendation of the Fifth Committee [A/61/664], adopted resolution 61/240 without vote [agenda item 126].

United Nations pension system

The General Assembly,

Recalling its resolutions 55/224 of 23 December 2000, 57/286 of 20 December 2002 and 59/269 of 23 December 2004 and section III of its resolution 60/248 of 23 December 2005,

Having considered the report of the United Nations Joint Staff Pension Board on its fifty-third session to the General Assembly and to the member organizations of the United Nations Joint Staff Pension Fund, the report of the Secretary-General on the investments of the Fund and with the related report of the Advisory Committee on Administrative and Budgetary Questions,

I

Actuarial matters

Recalling its resolutions 57/286, section I, and 59/269, section I,

Having considered the results of the valuation of the United Nations Joint Staff Pension Fund, which revealed a fifth consecutive actuarial surplus as at 31 December 2005, and the observations thereon by the consulting actuary of the Fund, the Committee of Actuaries and the United Nations Joint Staff Pension Board,

1. Takes note of the results of the actuarial valuation of the United Nations Joint Staff Pension Fund, which went from an actuarial surplus of 0.36 per cent of pensionable remuneration as at 31 December 1997 to an actuarial surplus of 4.25 per cent of pensionable remuneration as at 31 December 1999, to an actuarial surplus of 2.92 per cent of pensionable remuneration as at 31 December 2001, to an actuarial surplus of 1.29 per cent of pensionable remuneration as at 31 December 2003 and to an actuarial surplus of 1.29 per cent of pensionable remuneration as at 31 December 2005 and, in particular, of the opinions provided by the consulting actuary and the Committee of Actuaries, as reproduced in annexes VII and VIII, respectively, to the report of the United Nations Joint Staff Pension Board;

2. Notes that the Committee of Actuaries expressed the view that, based on the continuation of the surplus, a portion of the surplus disclosed in 2005 could be made available at the present time to improve benefits, but that prudence would dictate that most of the surplus should be retained;

3. Recalls that the Assembly had already approved in 2002, in principle, the change in the benefit provisions of the Regulations of the Fund that would eliminate the limitation on the right to restoration based on the length of prior service;

4. Approves the change in the benefit provisions of the Regulations of the Fund, as set out in annex XVII to the report of the Board, to eliminate the limitation on the right to restoration for existing and future participants based on the length of prior contributory service;

5. Takes note of the decision of the Board to amend the rules of procedure of the Fund to provide for the appointment of ad hoc members to the Committee of Actuaries as well as to the Investments Committee;

6. Concurs, in accordance with article 13 of the Regulations of the Fund and with a view to securing continuity of pension rights, with the following:

(a) The revised Agreement on the transfer of pension rights of participants in the United Nations Joint Staff
Pension Fund and of participants in the World Bank Group Staff Retirement Plan, as approved by the Board and set out in section A of annex IX to the report of the Board, which will take effect from 1 January 2007;

(b) The new Agreement on the transfer of pension rights of participants in the United Nations Joint Staff Pension Fund and of participants in the Coordinated Organizations, as set out in section B of annex IX to the report of the Board, which will take effect from 1 January 2007;

7. Decides, upon the affirmative recommendation of the Board, that the International Organization for Migration shall be admitted as a new member organization of the Fund, effective 1 January 2007;

II

Pension adjustment system

Recalling its resolutions 57/286, section II, and 59/269, section II,

Having considered the reviews carried out by the consulting actuary, the Committee of Actuaries and the United Nations Joint Staff Pension Board, as set out in the report of the Board, of various aspects of the pension adjustment system,

1. Takes note of the recommendation of the United Nations Joint Staff Pension Board that as from 1 April 2007, the current reduction in the consumer price index adjustments due under the pension adjustment system of the United Nations Joint Staff Pension Fund to benefits in award should be lowered from 1.0 per cent to 0.5 per cent and that a 0.5 per cent increase should be applied on the occasion of the next adjustment to benefits being paid to existing retirees and beneficiaries who have already had the 1.0 per cent reduction applied to their benefits;

2. Approves, accordingly, with effect from 1 April 2007, the changes in the pension adjustment system, as set out in annex XVIII to the report of the Board;

3. Recalls its decision in section II of its resolution 59/269 to invite the Board to provide information on the special situation of pensioners living in countries having undergone dollarization and on possible proposals to attenuate the adverse consequences arising therefrom, and notes that the Board did not agree on a recommendation to attenuate the adverse consequences of pensioners living in countries having undergone dollarization;

4. Takes into account that the Board reached consensus on the fact that dollarization has had adverse effects on the purchasing power of some retirees and beneficiaries living in Ecuador, and requested the Secretary/Chief Executive Officer to visit the Fund’s retirees living there;

5. Invites the Board to present in 2007 a viable ad hoc measure to adequately attenuate the adverse consequences arising from dollarization in Ecuador after consulting with the Committee of Actuaries;

III

Financial statements of the United Nations Joint Staff Pension Fund and report of the Board of Auditors

Having considered the financial statements of the United Nations Joint Staff Pension Fund for the biennium ended 31 December 2005, the audit opinion and report of the Board of Auditors thereon, the information provided on the internal audits of the Fund and the observations of the United Nations Joint Staff Pension Board,

Notes that the report of the Board of Auditors on the accounts of the United Nations Joint Staff Pension Fund for the biennium ended 31 December 2005 indicated that the financial statements were in compliance with accepted standard accounting principles and that the transactions of the Pension Fund were, in all significant respects, in accordance with the Financial Regulations and legislative authority;

IV

Administrative arrangements and revised budget of the United Nations Joint Staff Pension Fund

Recalling section IV of its resolution 57/286, section X of its resolution 58/272 of 23 December 2003, section IV of its resolution 59/269 and section III of its resolution 60/248 concerning the administrative arrangements and expenses of the United Nations Joint Staff Pension Fund,

Having considered chapter VII of the report of the United Nations Joint Staff Pension Board on the administrative arrangements of the Fund,

1. Takes note of the information set out in paragraphs 132 and 133 of the report of the United Nations Joint Staff Pension Board on the revised budget estimates for the biennium 2006-2007;

2. Approves the increase in total additional resources for the biennium 2006-2007 from 108,262,500 United States dollars to 110,665,500 dollars for the following:
   (a) Reclassification of two information technology posts in the Fund secretariat;
   (b) Travel expenses related to the newly established Audit Committee;
   (c) Enhancement of the Investment Management Service through the addition of five new posts, indexed management costs, including the costs of transition management services, and consultant costs;
   (d) Enhancement of the external audit functions of the Fund and expansion of the Fund’s internal audit coverage;
   (e) Administrative costs to implement the approved modifications in the benefit provisions;

3. Notes that the Board requested the Fund to continue its efforts to consolidate the information technology services of the secretariat of the Fund and those of the Investment Management Service;

4. Also notes that the Board agreed that its expenses would continue to be shared and charged to the member organizations of the Fund under the current methodology until 1 January 2008, at which time all Board...
expenses would be included in the Fund’s budget and charged as administrative expenses;

V

Survivors’ benefits

Recalling its resolutions 55/224, section V, 57/286, section V, and 59/269, section VI,

1. Notes that the Board requested the Secretary/Chief Executive Officer to present to the Board in 2007 a comprehensive study on the benefit provisions related to family members of the United Nations Joint Staff Pension Fund participants and retirees;

2. Also notes that the Board agreed that the Fund would record, for the purposes of eventually determining entitlements to pension benefits under articles 34 and 35 of the Regulations of the Fund, the personal status of a participant as recognized and reported to the Fund by the participant’s employing organization;

VI

Size and composition of the United Nations Joint Staff Pension Board and its Standing Committee

Stressing the importance of fair representation of participating organizations in the United Nations Joint Staff Pension Board and its Standing Committee,

1. Takes note of the information set out in the report of the United Nations Joint Staff Pension Board on the review of the size and composition of the Board and its Standing Committee, in particular the decision of the Board not to recommend any change in its size and composition;

2. Notes in this regard, that the Board recognized that its decision to retain its current size, and its composition and allocation of seats did not fully respond to General Assembly resolution 57/286 regarding the size and composition of the Board to achieve fairer representation;

3. Also notes that the Board agreed to review its size and composition after it had had adequate time to assess the results of its other decisions under this item, which focused primarily on improving efficiency;

4. Notes with satisfaction the recommendations adopted by the Board with a view to improving the efficiency of its work and its intention to consider a policy paper in 2007 on membership and attendance at meetings of the Board and its Standing Committee;

5. Takes note of the decision of the Board to amend the rules of procedure of the Fund in order to make formal provision for the additional alternate representative of the General Assembly to attend the meetings of the Standing Committee, as approved provisionally by the Board in 2004;

6. Also takes note of the decision of the Board that the costs related to two retiree representatives attending the sessions of the Board and one retiree representative attending the sessions of the Standing Committee would be shared as an expense of the Board on a provisional basis until its session in 2008, at which time the Board would consider means for duly electing the representatives for the retirees;

7. Notes that the Board also decided to revert to annual sessions as from 2007 with the aim of completing its work within five working days; the focus of the Board during the odd-numbered years will be on the budget of the Fund;

VII

Other matters

1. Takes note of the decision of the Board to establish an Audit Committee to provide an enhanced communications channel for the internal auditors, the external auditors and the Pension Board, with the consequent revision in the rules of procedure of the Fund and, in this regard, endorses the recommendation of the Advisory Committee on Administrative and Budgetary Questions that the Audit Committee be composed of members with relevant expertise in accounting, financial management, including risk management, and audit;

2. Notes that the Board endorsed the Fund’s enterprise-wide risk management policy;

3. Takes note of the observations of the Board, as set out in its report, on the review and conclusions reached by the International Civil Service Commission on the changes in average tax rates at the headquarters duty stations, which formed the basis for the development of the current common scale of staff assessment for pensionable remuneration;

4. Notes that the Board considered a detailed report of the medical consultant covering the period from 1 January 2004 to 31 December 2005;

5. Also notes that the Board intends to review the current provisions for special adjustments for small pensions and the current arrangements regarding the periodicity of cost-of-living adjustments at its sessions in 2007 and 2008, respectively;

6. Requests the Pension Board to consider, during its review of small pensions, the negative impact of administrative expenses, transaction fees or bank commissions regarding the benefits in order to remedy such impact and to report to it thereon at its sixty-third session as part of the review by the Board, and invites the Board to explore the possibility of further diversifying banking transactions;

7. Notes that the Board intends to keep the possible provision for the purchase of additional years of contributory service under periodic review;

8. Also notes that the Board decided to maintain both the current system for establishing benefits in respect of locally recruited staff in the Professional category and the methodology currently used in the determination of final average remuneration for staff in the General Service category; both issues will continue to be monitored by the Fund secretariat;

9. Takes note of the other matters dealt with in the report of the Board;

10. Calls upon the Investment Management Service to expeditiously implement the recommendations of the Board of Auditors with regard to the determination of
the level of tolerance for risk, improvement in internal review of performance and the trade order management system;

11. Requests that all vacant Professional posts, including the five new posts in the Investment Management Service endorsed by the present resolution, be expeditiously filled;

VIII
Investments of the United Nations
Joint Staff Pension Fund

1. Takes note of the report of the Secretary-General on the investments of the United Nations Joint Staff Pension Fund and the observations of the United Nations Joint Staff Pension Board, as set out in its report;

2. Notes the increase in the market value of the assets of the Fund and the positive returns achieved during the biennium and, in particular, the 4.3 per cent annualized real rate of return over the 46-year period ending on 31 March 2006;

3. Stresses the need for a comprehensive asset-liability management study, including assessment of financial risks and recommendations on asset allocation, and a study of the Fund’s governance, with special regard to the relationship between the Fund secretariat and the Investment Management Service, the results thereof to be provided to the Board for consideration;

4. Notes that the Board endorsed the intention of the representative of the Secretary-General for the investments of the fund to manage the North American equities portfolio in the passive mode using the current benchmark indices;

5. Requests the Secretary-General to fully adhere to the Financial Rules and Regulations of the United Nations and General Assembly resolutions on procurement when procuring services for the passive management and report to the Board thereon at its next session;

6. Notes that the Board encouraged the Investment Management Service of the Fund to adhere to the principles of the Global Compact to the extent possible without compromising the four established investment criteria of safety, profitability, liquidity and convertibility, and urged the Investment Management Service to continue its efforts to collect tax refunds from several Member States;

IX
Diversification

Recalling its resolutions 36/119 A to C of 10 December 1981 and 59/269,

1. Takes note with concern of the modest increases in investments of the United Nations Joint Staff Pension Fund in developing countries, and requests the Secretary-General to report to the General Assembly at its sixty-third session on further steps and efforts undertaken to increase, to the maximum extent possible, investments in developing countries;

2. Reaffirms the policy of diversification of the investments of the Fund across geographical areas, wherever this serves the interests of the participants and beneficiaries of the Fund, in accordance with the four criteria of safety, profitability, liquidity and convertibility.

Also on 22 December, the Assembly decided that the item on the United Nations pension system would remain for consideration during its sixty-first (2007) session (decision 61/552).

Pension fund investment

The market value of UNJSPF assets as at 31 December was $36.7 billion, an increase of $85,169 million over the previous year. The Fund had a one-year annualized rate of return of 15.9 per cent compared to 16.0 per cent for the benchmark. After adjustment for a 2.6 per cent rise in the consumer price index, the Fund’s real rate of return was 13 per cent. Over periods of three and five years, however, it had a total return of 12.3 per cent and 11.4 per cent, while the benchmark had returns of 10.2 per cent and 9.9 per cent, respectively. As at 31 December 2006, the Fund’s investment assets were distributed in equities (62.4 per cent), bonds (29.7 per cent), real-estate related instruments (4.3 per cent) and short-term investments (3.6 per cent).

In October [A/C.5/61/2], the Secretary-General described the economic and investment conditions prevailing in the reporting period ended 31 March 2006 and provided statistical information on the Fund’s investment returns and diversification, including development-related investments.

Travel-related matters


ACABQ report. On 21 December [A/61/661], ACABQ recommended that the General Assembly request an audit by oios of all categories of exceptions authorized within the framework of standards of accommodation for air travel. The Committee asked the Assembly to consider a revision of the policy on first class travel. Upon enquiry, ACABQ was informed that a review was being conducted of the standards of travel and the related entitlements of staff members, members of United Nations organs and subsidiary organs and of common system organizations, as requested by the Assembly in resolution 60/255 (see p. 1620), with a view to adopting a common UN system policy for the Assembly’s consideration at its resumed sixty-first (2007) session.
Administration of justice

The General Assembly, by decision 60/551 B of 8 May, deferred to its sixty-first (2006) session consideration of the Secretary-General’s reports on the activities of the Ombudsman [YUN 2005, p. 1534], the administration of justice in the Secretariat: outcome of the work of the Joint Appeals Board during 2003 and 2004; and statistics on the disposition of cases and the work of the Panel of Counsel [ibid., p. 1533], the practice of the Secretary-General in disciplinary matters and cases of criminal behaviour, 1 January 2004–30 June 2005 [ibid., 1534], the administration of justice in the Secretariat [ibid., p. 1533], as well as the letter dated 14 October 2005 from the President of the General Assembly addressed to the Chairman of the Fifth Committee [A/C.5/60/10] and the ACABQ report on the administration of justice in the Secretariat [A/60/7/Add.1].

At that session, the Assembly had before it reports of the Secretary-General on the administration of justice in the Secretariat: implementation of resolution 59/283 [A/61/342] (see below); activities of the Ombudsman [A/61/524] (see p. 1709); outcome of the work of the Joint Appeals Board and statistics on the disposition of cases and the work of the Panel of Counsel [A/61/71] (see below); and on the practice in disciplinary matters and possible criminal behaviour [A/61/206] (see p. 1709). It also had before it the report of the Redesign Panel on the United Nations system of administration of justice [A/61/205] (see below).

By decision 61/552 of 22 December, the Assembly decided that the item on administration of justice at the United Nations would remain for consideration at its resumed sixty-first (2007) session.

Joint Appeals Board

In response to General Assembly resolution 55/258 [YUN 2001, p. 1337], the Secretary-General submitted an April report [A/ 61/71] on the outcome of the work of the Joint Appeals Board (JAB) in New York, Geneva, Vienna and Nairobi for 2005. The report also provided information on the disposition of cases and on the work of the Panel of Counsel. The Secretary-General observed that 144 appeals and suspension-of-action cases were filed with JAB in those duty stations in 2005, as compared to 84 the previous year. Of that number, JAB disposed of 131 cases, compared to 143 in 2004. Regarding disciplinary cases, which were accorded priority, 41 such cases were referred to the Joint Disciplinary Committee, of which 19 were considered, compared to 11 the previous year. The Secretary-General accepted fully or partially 116 (or 92 per cent) of unanimous JAB decisions, compared to 73 (or 87 per cent) in 2004, and rejected 22 (17 per cent), compared to 10 (12 per cent) in 2004.

Follow-up to resolution 59/283

In September [A/61/342], the Secretary-General reported on efforts to implement the decisions and requests contained in General Assembly resolution 59/283 [YUN 2005, p. 1529] and the related recommendations of OIOS on the management review of the United Nations appeals process [YUN 2004, p. 1442], with a view to improving the administration of justice in the Organization. The report focused on general guidelines, formal and informal justice mechanisms and the review of the internal justice system. Cross-cutting issues included mandatory time limits for the appeals process, the appearance of a conflict of interest in formulating decisions on appeals; the training of all staff involved in the justice system; increasing staff participation in JAB (jury system); and the financial liability of managers. The report outlined progress made with respect to each of those issues and the challenges remaining, especially the approach for eliminating the appearance of a conflict of interest in making decisions on appeals. The recommendation of the Assembly and OIOS that the responsibility for such decisions be transferred from the Department of Management to the Secretary-General’s Office could not be implemented because it was determined that the current composition, structure and work exigencies of the Secretary-General’s Office would make it impossible for it to undertake that task. As such, there was no alternative but for the Under-Secretary-General for Management to continue approve or reject JAB recommendations regarding appeals. On the issue of formal mechanisms of administration of justice, the report detailed measures being taken to improve the various components of that mechanism, including the Panel of Counsel, the Administrative Law Unit and JAB. Among other initiatives were the approval of additional resources for the Panel of Counsel and its growing capacity to undertake outreach activities; the amendment of the staff rules to ensure that those wishing to appeal an administrative decision followed the appropriate procedure; amendments to JAB rules of procedure and the provision of additional resources to its four secretariats to strengthening their capacity to clear the backlog of cases; the efforts of those secretariats to enhance their electronic tracking systems to improve the accessibility of information for the regular monitoring of trends in the appeal process; and provisions for annual meetings of JAB members in New York and their counterparts on the Joint Disciplinary
Committee. The report also highlighted measures designed to implement 010s and Assembly recommendations for strengthening the United Nations Administrative Tribunal. The Secretary-General informed the Assembly that the measures taken to strengthen the system might be subject to further change resulting from any Assembly decisions regarding the report of the Redesign Panel (see below).

Redesign Panel

Pursuant to General Assembly resolution 59/283 [YUN 2005, p. 1529], the Secretary-General established a Redesign Panel on the United Nations system of administration of justice, comprising independent experts, to review and possibly redesign that system. The Panel, which submitted its report in July [A/61/205], examined the idea of a unified justice system and its scope and jurisdiction, the situation in offices away from Headquarters; the Organization's system of informal justice; the role of the Ombudsman and how it might be strengthened; and the legal basis of the formal justice system. It also considered issues relating to legal representation.

After extensive consultations with UN system staff and managers and with numerous other stakeholders within and beyond the Organization, the Panel concluded that the UN system of administration of justice was outmoded, dysfunctional and ineffective, lacked independence and entailed enormous financial and other costs to the Organization. The Panel pointed out that a new and redesigned system would be far more effective than any attempt to improve the current one. Furthermore, effective reform of the United Nations could not be achieved without an efficient and well resourced internal justice system that would safeguard the rights of staff members and ensure the accountability of managers and staff alike.

The Panel recommended the establishment of a completely new system of administration of justice, which should be professional, independent, decentralized and fully consistent with international human rights standards, which could reduce conflicts through more effective informal dispute resolution and ensure the expeditious disposal of cases in the formal justice system. The new structure would be a two-tiered system of formal justice comprising a first instance decentralized Tribunal—the United Nations Dispute Tribunal—composed of professional judges with the power to make binding decisions. The Tribunal would replace advisory bodies, including JAB and the Joint Disciplinary Committees, but not the rebuttal panels and Classification Appeals and Review Committees. The United Nations Administrative Tribunal should be renamed the United Nations Appeals Tribunal and its structure amended to include a new appellate jurisdiction. The Office of the Ombudsman should be strengthened and decentralized, with a merger of the Ombudsman Offices in the Secretariat and those of UN funds and programmes. The Panels on Discrimination and Other Grievances should be abolished, with their informal functions transferred to the new Office of the Ombudsman, and their other functions reassigned to the formal justice system. The Panel recommended the establishment, effective 1 January 2008, of the proposed system, and the early establishment of an Office of Administration of Justice.

On 4 December, the General Assembly took note of the decision of the Sixth (Legal) Committee to hold a resumed session in March 2007 to consider the legal aspects of the Redesign Panel's report (decision 61/511).

Office of Ombudsman

Pursuant to General Assembly resolution 59/283 [YUN 2005, p. 1529], the Secretary-General submitted an October report [A/61/524] on the activities of the Ombudsman, covering the period from 1 September 2005 to 31 August 2006. Since its inception in 2002 [YUN 2002, p. 30], nearly 2,000 staff members had sought the assistance of the Office, and over the reporting period, its activities had expanded, including through increased recourse to mediation and a better understanding of its role by both management and staff. Some 50 new cases were opened monthly, while the total number of new cases during the reporting period stood at 611, of which 316 were closed. The Office expanded its outreach to peacekeeping missions; the percentage of cases initiated by staff in those missions increased from 23 per cent in 2002 to 44 per cent of the total number of cases opened between January and August 2006. The most important issues raised by staff related to promotion or career considerations (24 per cent of all cases, followed by interpersonal issues (23 per cent), conditions of service (11 per cent), standard of conduct-related issues (10 per cent) and entitlement cases (9 per cent). Compared to other UN staff, field mission staff had more issues relating to separation/termination (17 per cent) and entitlements (14 per cent). In 48 per cent of all cases opened, the assistance provided by the Office of the Ombudsman involved helping staff to explore options and solutions to work-related problems. Direct action by the Ombudsman to resolve problems was undertaken in 37 per cent of the cases, while referral to other
offices and direct mediation were provided in 8 per cent and 1 per cent of the cases, respectively.

**Criminal behaviour and disciplinary action**

In response to General Assembly resolution 59/287 [YUN 2005, p. 1475], the Secretary-General transmitted a July report [A/61/206] on disciplinary matters and cases of criminal behaviour, covering the period from 1 July 2005 to 30 June 2006. The report provided information on the disciplinary and/or legal action taken in cases of established misconduct and/or criminal behaviour. It reviewed the administrative machinery in disciplinary matters and summarized cases for which a disciplinary measure was imposed by the Secretary-General, which mostly related to abuse of authority/harassment; fraud/misrepresentation; theft/misappropriation; and sexual exploitation and abuse. Some 42 cases were completed, resulting in 10 summary dismissals, two disciplinary measures after waiver of referral to the Joint Disciplinary Committee, five disciplinary measures after a Joint Disciplinary Committee review and 10 administrative measures. In 15 cases, no disciplinary or administrative action was taken.

The General Assembly, by **resolution 61/29** of 4 December (see p. 109) on criminal accountability of UN officials and experts on mission, established an Ad Hoc Committee to consider the report [A/60/980] of the Group of Legal Experts on ensuring the accountability of UN staff and experts on mission with respect to criminal acts committed in peacekeeping operations.

**UN Administrative Tribunal**

In its annual note to the General Assembly [A/INF/61/6], the seven-member United Nations Administrative Tribunal (UNAT) reported, through the Secretary-General, that it had delivered 35 judgements in 2006, relating to cases brought by staff against the Secretary-General or the executive heads of other UN bodies concerning disputes involving terms of appointment and other issues. The Tribunal met in New York on 21 November and held two panel sessions (Geneva, 26 June–28 July; New York, 23 October–22 November).