Chapter III

Administrative and staff matters

The United Nations endured a grave setback on 11 December 2007 when terrorist attacks near the Supreme Court and UN offices in Algiers, Algeria, claimed the lives of 31 persons, including 17 UN staff members, and injured an additional 177 people. The Security Council strongly condemned the attacks and called for the perpetrators to be brought to justice.

During 2007, the General Assembly continued to review the administrative functioning of the Organization and matters related to United Nations staff, including new reform proposals. In March, the Secretary-General set out revised funding arrangements for the Office of Internal Oversight Services, and the Assembly, noting that the resources needed to strengthen the Office were related to the strength of the internal controls of the Organization, requested the Secretary-General to establish an effective internal control framework, including a mechanism of enterprise risk management. In October, the Secretary-General presented proposals for the implementation and deployment in the Secretariat of a new generation of systems replacing the Integrated Management Information System, building an integrated global information system based on streamlined processes and best practices, and enabling the most effective management of resources.

The Committee on Conferences examined requests for changes to the approved calendar of conferences and meetings for 2007 and reviewed the draft biennial calendar for 2008-2009. The Assembly reaffirmed the practice that priority in the use of conference rooms should be given to the meetings of States and requested the Secretary-General to improve the planning of resource allocations. In its action on the capital master plan, the Assembly authorized the Secretary-General to enter into an additional swing space arrangement needed for a single-phase renovation of the Secretariat building, and approved his proposed changes in the schedule of the renovation of the Secretariat, Conference and General Assembly buildings. As to security issues, the Assembly reaffirmed the importance of a system-wide policy on the safety and security of UN staff and requested the Secretary-General to ensure a common interpretation of policies and encourage the development of practical methods to implement arrangements for sharing the costs for safety and security across the UN system. It also emphasized the need to pay special attention to the safety and security of UN and associated personnel engaged in peacekeeping and peacebuilding operations, as well as of locally recruited humanitarian personnel.

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 on the strengthening of the international civil service and on the conditions of service of staff in the Professional and higher categories, including the base/floor salary scale and the evolution of the relationship between the net remuneration of staff in New York and of comparator civil service employees in Washington, D.C. The Assembly also took note of the Commission’s decisions on language incentive.

The Secretary-General also reported on: the conditions of service and compensation of members of the International Court of Justice and judges and ad litem judges of the International Tribunals; liabilities and proposed funding for after-service health insurance benefits; safety and security of humanitarian and UN personnel; contractual arrangements; reappointment of mission staff; harmonization of conditions of service; civilian career peacekeepers; recruitment and staffing; activities of the Ethics Office; amendments to the Staff Rules; staff mobility; staff composition of the Secretariat; protection from sexual exploitation and abuse; standards of travel; the United Nations Joint Staff Pension Fund; the review of the administration of justice in the UN system; and criminal behaviour and disciplinary action.

The General Assembly approved changes to the after-service health insurance provisions for new staff members recruited on or after 1 July; emphasized the importance of the equality of the six UN official languages, reaffirming the need to achieve full parity among them on UN websites; adopted the United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel; and called on UN system organizations and specialized agencies to engage in an active and coordinated manner in its implementation. The Assembly also decided to establish a new, independent, transparent, professionalized, adequately resourced and decentralized system of administration of justice, consistent with the relevant rules of international law and the principles of the rule of law and due process to ensure respect for the rights and obligations of all staff members and the accountability of managers and staff members alike. It
acknowledged the evolving nature of the new system and the need to monitor its implementation.

**Administrative matters**

**Managerial reform and oversight**

**Procurement**

In his November comprehensive report on UN procurement activities [A/62/525], submitted in response to General Assembly resolutions 61/246 [YUN 2006, p. 1645] and 61/276 (see p. 79), and taking into account resolution 61/279 (see p. 97), the Secretary-General outlined the Secretariat’s major procurement activities over the past 12 months, in particular efforts to implement the procurement reform agenda, proposed in 2006 [ibid., p. 1644]. He also described the measures designed to strengthen the system of internal control, optimize the acquisition process, and enhance strategic management over UN procurement activities. In that regard, the Secretariat’s Procurement Division established the Procurement Reform Implementation Team to coordinate the procurement reform agenda, and implement related initiatives and programmes from December 2006 to June 2008. A total of 74 actionable items were proposed in the Secretary-General’s 2006 report, with 27 of the deliverables listed as main actionable items and 47 as sub-actionable. As at 30 October, the rate of reform implementation was 47.3 per cent. With regard to the 27 main reform deliverables, the implementation rate was 37 per cent, while 63 per cent, or 17 deliverables, were in various phases of implementation.

The Secretary-General stated that implementation of the reform agenda could not be rushed due to the nature and complexity of some of the reform initiatives, such as the establishment of an independent vendor review mechanism and the simplification and streamlining of the vendor registration process. The full implementation of those activities depended to a large extent on the level of cooperation and support of other UN system organizations and the development of appropriate information technology systems.

The Secretariat was committed to establishing a robust system for implementing proactive procurement reform, which would result in a cost-effective, efficient, fair and transparent procurement process, with a proper evaluation and compliance monitoring system. The Procurement Division was focusing on other activities, including ensuring adequate procurement planning, training of “requisitioners” for quality input into the process, and having a collaborative chain of expertise, organization and staff from diverse cultures and backgrounds to execute the procurement function. The next phase of reform would require the continued cooperation and support of other UN departments and offices, the general public and Member States in order to assist the Secretariat in conducting activities in a fair and transparent manner.

**Best value for money principle**

**OIOS report.** In April [A/61/846], the Office of Internal Oversight Services (oios) reported on the audit of the application of the best value for money principle relating to UN procurement, conducted pursuant to General Assembly resolution 60/259 [YUN 2006, p. 1649], in order to identify any possible misuse of the principle. The Office analysed documentation available in the Secretariat pertaining to the principle, including the Financial Regulations and Rules, the Procurement Manual, and Assembly and other official documents. It surveyed procurement staff in the Procurement Division and the Chief Procurement Officers in all peacekeeping missions and offices away from Headquarters to determine their understanding of the principle and its application. The Office also reviewed a sample of 20 procurement cases handled by the Procurement Division.

The audit found that, although the principle was not clearly defined in the revised UN Financial Regulations and Rules [YUN 2002, p. 1390], the Procurement Manual did set out a weight-based methodology to achieve best value for money in evaluating bids. However, the Manual did not prescribe the use of the best value for money evaluation method for requests for quotation and invitations to bid. In all cases tested by oios where the best value for money evaluation methodology was used, the contracts were awarded to the lowest bidders, but the corresponding procurement files contained insufficient documentation to demonstrate that the concept was properly formulated and translated into specific vendor evaluation criteria. Additionally, the best value for money method was used selectively, presenting the risk that the vendor evaluation criteria might be inconsistent. The extent of supervision exercised by Procurement Division management to ensure the fullest application of the principle was not evident; there was no clear audit trail to demonstrate the transparency and integrity of the procurement process in general, and the use of the best value for money principle in particular. Management information on the application of the best value for money principle was not readily available in a comprehensive format, hindering efforts to monitor and assess its application. The lack of an agreed understanding of the principle by all UN procurement stakeholders, and insufficient documentation of the contracts awarded using the best value for money evaluation method, precluded oios from determining whether the principle
had been applied in the Secretariat while also ensuring adherence to the other three procurement principles of fairness, integrity and transparency, effective international competition and the interests of the United Nations.

The audit findings were discussed with the management of the Procurement Division, which informed oios of a comprehensive improvement plan focusing on complementing the current best value for money policy, clarifying and revising the Procurement Manual, developing documentation and collection templates, and implementing a comprehensive training curriculum. Taking that plan into consideration, oios issued three recommendations to clarify the principle and strengthen the management controls of the Procurement Division. The Secretary-General should prepare and submit to the Assembly for approval a detailed proposal for a clear definition of the principle, as part of the UN Financial Regulations and Rules, and a mechanism to monitor its use. The Procurement Division should strengthen its management controls to ensure that its personnel followed the prescribed procurement processes for the proper application of the principle. All necessary documentation should be prepared, reviewed and filed in order to maintain a clear audit trail for procurement actions. The Department of Management should identify reporting requirements that allowed the Procurement Division’s management to assess progress in the implementation of the principle.

Note of Secretary-General. In a September note [A/61/846/Add.1], the Secretary-General transmitted his comments on the oios report. He stated that the Administration agreed with the Office’s assessment that certain areas of application of the principle were in need of improvement and accepted its recommendations. However, it did not subscribe to some of the findings and conclusions and wished to provide further clarification for the Assembly’s consideration on the best value for money principle versus the best value evaluation method; effective international competition; and procurement from developing countries and countries with economies in transition.

**Procurement Task Force**

OIOS report. On 5 October [A/62/272], oios reported on the activities of the Procurement Task Force, established in 2006 [YUN 2006, p. 1644] to address fraud and corruption in the United Nations, including its peacekeeping missions. During the 18-month period ended 30 June, the Task Force had completed 63 investigations and issued 22 reports. It identified and reported on more than 10 significant fraud and corruption schemes, with an aggregate contract value in excess of $610 million, which had resulted in a mis-appropriation of resources in excess of $25 million. That figure did not include the intangible cost to the Organization of compromising the integrity of the contract selection and execution processes. At the initial stage, the Task Force focused on the investigation of eight staff members placed on paid special leave, following a decision by the Administration. It concluded its investigation of a case of an elaborate scheme involving some $100 million by one of the eight staff members, who was found guilty of bribery, as well as wire and mail fraud in the United States. Six of the eight staff members were charged with misconduct, and five cases remained under consideration. The report discussed the investigations of those cases in general terms to provide the Assembly with an overview of the Task Force’s work.

The Task Force also investigated numerous procurement exercises and the award and execution of a large number of valuable contracts concerning six of the seven peacekeeping missions examined, including those in the Democratic Republic of the Congo, Haiti and the Sudan. The Task Force highlighted significant findings of corruption, fraud, waste, abuse, negligence and mismanagement in a number of high-value contracts, which reflected a deficiency in the UN internal control systems. Oios urged the Organization to establish a robust internal control framework and referred a number of cases to national authorities for criminal prosecution or to the Organization for consideration of subsequent legal action. The Task Force also recommended civil recovery of monetary damages.

The Task Force faced a number of challenges related to difficulties in obtaining and reconstructing relevant data, the lack of compulsory process outside the UN system, limited cooperation from some parties, and the fact that several key witnesses could not be located or would not agree to an interview or produce relevant documents. Those challenges should be addressed to make the investigation more effective and to establish more rigorous control over the procurement process. Although the Task Force continued to examine cases at UN Headquarters and the remaining peacekeeping missions, since funding for the Task Force was scheduled to end on 31 December, it was unlikely that it would be able to finalize those cases before then. Oios would propose to the Assembly that the competence of the Task Force be incorporated into its overall capacity.

Note of Secretary-General. In a November note [A/62/272/Add.1], the Secretary-General provided his comments and clarifications on the oios report on the activities of the Procurement Task Force, and addressed the broader issues raised therein. It included overviews of procurement reform, and of the established procedures for addressing cases of fraud and presumptive fraud arising from investigations, as well as further information on the major investigations summarized.
in the report. With regard to cases of staff members under active consideration, the Secretary-General stressed that each of the staff members concerned was presumed innocent pending the conclusion of his or her case and that the findings of the Task Force were not a final determination by the Administration or the Organization. The Secretariat planned to submit to the Assembly, at its sixty-second session, a separate report detailing a plan for the completion of the work of the Task Force.

**Report of Secretary-General.** On 14 November [A/62/520], the Secretary-General proposed additional resource requirements in the amount of $4.9 million for the completion of procurement investigations by the Procurement Task Force. He stressed that it was an interim arrangement for 2008, pending the finalization and review of proposals to strengthen the oios Investigations Division.

**ACABQ report.** The Advisory Committee on Administrative and Budgetary Questions (ACABQ), in a 19 November report [A/62/7/Add.15], emphasized the interim character of the proposed funding arrangements for the Task Force and said that it would revert to the issue in its review of the forthcoming reports of the Secretary-General on the overall oios capacity, as well as other relevant reports. The Committee recommended that the Assembly take note of the Secretary-General’s proposed arrangements and his intention to accommodate the related requirements within the appropriations for the period concerned and to report thereon in the context of financial performance reports. It also expected that those requirements would be absorbed within the approved appropriations.

The Assembly took action with regard to those recommendations in resolution 62/234 of 22 December (see p. 1470).

**OIOS activities.** In August, the Under-Secretary-General for Internal Oversight Services, Inga-Britt Ahlenius, transmitted the oios annual report [A/62/281 (Part I)] covering its activities from 1 July 2006 to 30 June 2007, except for the results of oios peacekeeping oversight activities, which would be reported to the Assembly separately. The report covered initiatives aimed at improving oios operations and quality of work, including impediments to the Office’s activities; the principal oversight findings by risk category; mandated oversight activities concerning the United Nations Compensation Commission and the capital master plan; and highlights of management consulting activities. During the reporting period, oios issued 268 oversight reports, including 15 to the Assembly. The reports contained 1,792 recommendations for the improvement of internal controls, accountability mechanisms and organizational efficiency and effectiveness. Of those recommendations, 960 were classified as critical to the Organization. Through the recommendations, the Office identified some $27.8 million in cost savings. Actual savings and recoveries amounted to $12.8 million.

The Under-Secretary-General stressed that it was of utmost concern that the Organization did not yet have a formal and structured internal control framework that would provide reasonable assurance to management that financial resources were handled effectively and that objectives were being achieved. Oios audit and investigation reports, including 22 reports submitted by the oios Procurement Task Force (see p. 1468), indicated serious deficiencies in internal control that left the Organization susceptible to mismanagement and fraud. The adoption and adherence to a formal internal control framework would help foster an environment conducive to fulfilling the Organization’s mission, while strengthening accountability and transparency. While oios noted the Secretariat’s efforts regarding a formal internal control framework, the findings reported by oios continued to underscore the urgency of that initiative.

An addendum to the report [A/62/281 (Part I)/Add.1] provided an analysis of the implementation of oios recommendations and highlighted those of particular concern.

By an October note [A/62/281 (Part I)/Add.2], the Secretary-General submitted his comments on Part I of the oios annual report and the related addendum.

In addition to reports on its own activities, oios issued, in 2007, reports to the General Assembly on: peacekeeping operations [A/61/264 (Part II)]; the audit of the management structures of the Department of Peacekeeping Operations [A/61/743]; the horizontal audit of fuel management in peacekeeping missions [A/61/760 & Corr.1]; the triennial review of the implementation of recommendations made by the Committee for Programme and Coordination at its forty-fourth

REPORTS OF THE OFFICE OF INTERNAL OVERSIGHT SERVICES AND FINANCING OF THE PROCUREMENT TASK FORCE

Having considered the reports of the Office of Internal Oversight Services on its activities and the related notes by the Secretary-General, the report of the Office of Internal Oversight Services on the inspection of the programme and administrative management of the Economic and Social Commission for Western Asia and the related note by the Secretary-General, the report of the Office of Internal Oversight Services on the audit of the activities of the United Nations Thessaloniki Centre for Public Service Professionalism, the report of the Secretary-General on the Procurement Task Force, the report of the Office of Internal Oversight Services on the activities of the Procurement Task Force and the related note by the Secretary-General, and the report of the Secretary-General on the resource requirements for procurement investigations and the related report of the Advisory Committee on Administrative and Budgetary Questions,

1. Takes note of the reports of the Office of Internal Oversight Services on its activities and the related notes by the Secretary-General, the report of the Office of Internal Oversight Services on the inspection of the programme and administrative management of the Economic and Social Commission for Western Asia and the related note by the Secretary-General, the report of the Office of Internal Oversight Services on the audit of the activities of the United Nations Thessaloniki Centre for Public Service Professionalism, the report of the Secretary-General on the Procurement Task Force and the report of the Secretary-General on the resource requirements for procurement investigations;

2. Regrets the piecemeal manner in which the investigations-related issues contained in these reports have been presented to the General Assembly for its consideration;

3. 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;

4. Decides to conduct an overall review of the capacity of the Investigations Division of the Office of Internal Oversight Services of the Secretariat by 30 June 2008, and that the review will include, inter alia, the activities of the Procurement Task Force;

5. Notes the ad hoc nature of the Procurement Task Force and, in accordance with regulations 7.6 and 7.7 of the Financial Regulations and Rules of the United Nations, requests the Advisory Committee on Administrative and Budgetary Questions to request the Board of Auditors to conduct an audit of the activities of the Task Force for the period from 1 January 2006 to 30 June 2007, including its compliance with established transparency and accountability measures of the Organization and the Office of Internal Oversight Services, and to report thereon separately to the General Assembly at the main part of its sixty-third session;

6. Decides to revert to the consideration of the report of the Office of Internal Oversight Services on the activities of the Procurement Task Force and the related note by the Secretary-General at the first part of the resumed sixty-second session;

7. Recalls its resolutions 61/275 and 61/279 of 29 June 2007, and decides to revert to the consideration of the report on the overall review of the capacity of the Investigations Division of the Office of Internal Oversight Services at the first part of the resumed sixty-second session;

8. Requests the Secretary-General to bring the report referred to in paragraph 7 above to the attention of the Special Committee on Peacekeeping Operations.

On the same date, the Assembly decided that the item on the report on the activities of OIOS would remain for consideration during its resumed sixty-second (2008) session (decision 62/546).

STRENGTHENING OIOS

In a March report on strengthening OIOS [A/61/810], prepared pursuant to General Assembly resolution 61/245 [YUN 2006, p. 1573], the Secretary-General, in consultation with OIOS, set out revised funding arrangements for the Office. Under the arrangements, several sources of funding, including the regular budget, the peacekeeping support account, the budgets for the International Criminal Tribunal for Rwanda and the International Tribunal for the Former Yugoslavia, the capital master plan and centrally administered extrabudgetary programme support accounts, would be consolidated under a gross budget that would be apportioned to the respective funds on a net basis. However, other sources of extrabudgetary funding from the Office of the United Nations High Commissioner for Refu-
gees, the Office of the United Nations High Commissioner for Human Rights (OHCHR), the United Nations Environment Programme, the United Nations Office on Drugs and Crime, the United Nations Human Settlements Programme (UN-Habitat), the International Trade Centre United Nations Conference on Trade and Development/World Trade Organization (UNCTAD/WHO), the United Nations Framework Convention on Climate Change and the United Nations Joint Staff Pension Fund would be separately treated and presented within the budget document as extrabudgetary to the gross consolidated budget. It was also proposed that authority be provided to the Secretary-General to enter into commitments not to exceed $8 million in any one year of the biennium to meet unforeseen expenses for oversight services certified by the Under-Secretary-General for Internal Oversight Services as relating to emerging risks, in particular those related to audits and investigations.

The Assembly was asked to approve the revised funding arrangements for OIOS set out in annex I of the report, to be implemented with respect to the 2010-2011 budget, and to request the Secretary-General to report on the experience gained in implementing the revised funding arrangements at its sixty-sixth (2011) session.

In April [A/61/880], ACABQ disagreed with the proposal that the Secretary-General be excluded from the preparation of the OIOS draft budget, and stressed that he should continue to have that responsibility as the Organization’s chief administrative officer. ACABQ did not see the need for establishing the proposed OIOS funding mechanism for unforeseen expenses, and disagreed with the procedure outlined in the Secretary-General’s report for strengthening OIOS. It considered that the existing budgetary procedures, including utilization of the contingency fund, were sufficient for managing additional needs. ACABQ recommended that the proposals be reformulated for presentation to the Assembly with respect to the 2010-2011 budget, and that the Secretary-General be requested to report to the Assembly’s sixty-sixth (2011) session.

GENERAL ASSEMBLY ACTION

On 29 June [meeting 104], the General Assembly, on the recommendation of the Fifth Committee [A/61/980], adopted resolution 61/275 without vote [agenda items 116, 117, 127 & 132].

Terms of reference for the Independent Audit Advisory Committee and strengthening the Office of Internal Oversight Services

The General Assembly,


Having considered the report of the Secretary-General on the updated terms of reference for the Independent Audit Advisory Committee, the related report of the Advisory Committee on Administrative and Budgetary Questions, the reports of the Secretary-General on strengthening of the Office of Internal Oversight Services, the related report of the Advisory Committee on Administrative and Budgetary Questions and the report of the Office of Internal Oversight Services on proposals for strengthening the Office,

Reaffirming the separate and distinct roles of the internal and external oversight mechanisms,

1. Takes note of the reports of the Secretary-General on the updated terms of reference for the Independent Audit Advisory Committee and on strengthening of the Office of Internal Oversight Services;

2. Reaffirms its oversight role, as well as the role of the Fifth Committee in administrative and budgetary matters;

3. Endorses the conclusions and recommendations contained in the reports of the Advisory Committee on Administrative and Budgetary Questions on the updated terms of reference for the Independent Audit Advisory Committee and on strengthening of the Office of Internal Oversight Services, subject to the provisions of the present resolution;

4. Emphasizes the importance of establishing real, effective and efficient mechanisms for responsibility and accountability in the United Nations;

5. Recalls its resolution 48/218 B, in particular paragraph 5 (c) of that resolution, as well as paragraph 15 of its resolution 59/272, and in that regard emphasizes the role of the Independent Audit Advisory Committee in ensuring the operational independence of the Office of Internal Oversight Services;

6. Emphasizes that the approval, change and discontinuation of legislative mandates are the exclusive prerogative of intergovernmental legislative bodies;

7. Stresses that the Office of Internal Oversight Services shall not propose to the General Assembly any change in the legislative decisions and mandates approved by intergovernmental legislative bodies;

8. Emphasizes that the recruitment and promotion of staff of the Office of Internal Oversight Services shall be carried out in accordance with the provisions of the Charter of the United Nations, the relevant resolutions and decisions of the General Assembly and the Staff Regulations and Rules of the Organization, taking into account Article 101, paragraph 3, of the Charter;

I

Establishment of the Independent Audit Advisory Committee

1. Approves the terms of reference for the Independent Audit Advisory Committee, as well as the criteria for its membership, as contained in the annex to the present resolution;
II
Revised estimates relating to the programme budget for the biennium 2006-2007 for the Office of Internal Oversight Services

1. Endorses the recommendation of the Advisory Committee on Administrative and Budgetary Questions contained in paragraph 17 of its report to convert to established posts nine posts for the Audit Division of the Office of Internal Oversight Services and sixteen posts for the Investigations Division, and requests the Secretary-General to report to the General Assembly in the context of the programme budget for the biennium 2008-2009 on the functions, structure and work processes of the Investigations Division with a view to strengthening the investigation function;

2. Approves the transfer of management consulting posts, and notes that the incumbents carrying out the functions should not be disadvantaged by virtue of the transfer;

3. Decides to appropriate 601,400 dollars under section 28A, Office of the Under-Secretary-General for Management, to be offset by a corresponding reduction under section 29, Internal oversight, of the programme budget for the biennium 2006-2007;

III
Funding arrangements for the Office of Internal Oversight Services

1. Notes that the level of resources needed to strengthen the Office of Internal Oversight Services is related to the strength of the internal controls of the Organization;

2. Requests the Secretary-General to establish a robust and effective internal control framework, including a mechanism of enterprise risk management, and to include in his report on enterprise risk management and the internal control framework proposals to strengthen the Office of Internal Oversight Services, in close cooperation with the Office;

3. Also requests the Secretary-General, therefore, to submit to the General Assembly at its sixty-second session revised funding arrangements for the Office of Internal Oversight Services, bearing in mind the recommendation of the Advisory Committee on Administrative and Budgetary Questions in paragraphs 31 to 40 of its report;

4. Urges the governing bodies of the United Nations funds and programmes receiving services from the Office of Internal Oversight Services to address the issue of the funding arrangements of the Office in the light of the views of the Office and the funds and programmes.

ANNEX
Terms of reference for and criteria for membership in the Independent Audit Advisory Committee

I. Terms of reference

Role
1. The Independent Audit Advisory Committee, as a subsidiary body of the General Assembly, serves in an expert advisory capacity and assists the Assembly in fulfilling its oversight responsibilities.

Responsibilities
2. The responsibilities of the Committee are:

   - General

   (a) To advise the General Assembly on the scope, results and effectiveness of audit as well as other oversight functions;

   (b) To advise the Assembly on measures to ensure the compliance of management with audit and other oversight recommendations;

   Internal oversight

   (c) To examine the workplan of the Office of Internal Oversight Services, taking into account the workplans of the other oversight bodies, with the Under-Secretary-General for Internal Oversight Services and to advise the Assembly thereon;

   (d) To review the budget proposal of the Office of Internal Oversight Services, taking into account its workplan, and to make recommendations to the Assembly through the Advisory Committee on Administrative and Budgetary Questions; the formal report of the Independent Audit Advisory Committee should be made available to the Assembly and to the Advisory Committee on Administrative and Budgetary Questions prior to their consideration of the budget;

   (e) To advise the Assembly on the effectiveness, efficiency and impact of the audit activities and other oversight functions of the Office of Internal Oversight Services;

   Management of risk and internal controls

   (f) To advise the Assembly on the quality and overall effectiveness of risk management procedures;

   (g) To advise the Assembly on deficiencies in the internal control framework of the United Nations;

   Financial reporting

   (h) To advise the Assembly on the operational implications for the United Nations of the issues and trends apparent in the financial statements of the Organization and the reports of the Board of Auditors;

   (i) To advise the Assembly on the appropriateness of accounting policies and disclosure practices and to assess changes and risks in those policies;
Other

(j) To advise the Assembly on steps to increase and facilitate cooperation among United Nations oversight bodies.

Membership

3. The Committee shall comprise five members, no two of whom shall be nationals of the same State, appointed by the General Assembly on the basis of equitable geographical representation, personal qualifications and experience.

Meetings and reporting

4. The Committee may adopt its own rules of procedure, which shall be communicated to the General Assembly. The Committee shall meet up to four times a year, in coordination with the relevant activities of the United Nations and the Assembly and in accordance with Assembly resolutions on the pattern of conferences. The Committee shall work on the basis of consensus. Any three members of the Committee shall constitute a quorum.

5. The Committee shall submit an annual report to the General Assembly containing its advice. The Committee shall also report key findings and matters of importance to the Assembly at any time. The Chairperson of the Committee shall attend hearings to respond to questions on the activities and findings of the Committee.

Conditions of service

6. The members of the Committee shall receive a per diem and shall be reimbursed for travel expenses incurred to attend the sessions of the Committee.

7. The members of the Committee shall be appointed and shall serve for three years, and can be reappointed for a second and final term of three years, with the exception of two of the initial five members of the Committee, who shall be appointed by drawing of lots to serve for four years.

Review of the terms of reference

8. The terms of reference and mandate of the Committee shall be subject to review by the General Assembly.

Secretariat support

9. The Committee shall be supported by a dedicated secretariat that will operate with autonomy similar to that of the secretariats of the Advisory Committee on Administrative and Budgetary Questions and the International Civil Service Commission.

II. Criteria for membership

Experience, qualifications and independence

10. All members of the Committee shall reflect the highest level of integrity and shall serve in their personal capacity, and they shall not seek or receive instructions from any Government in performing their duties. They shall be independent of the Board of Auditors, the Joint Inspection Unit and the Secretariat and shall not hold any position or engage in any activity that could impair their independence from the Secretariat or from companies that maintain a business relationship with the United Nations, in fact or perception.

11. All members of the Committee must have recent and relevant senior-level financial, audit and/or other oversight-related experience. Such experience should reflect, to the extent possible:

(a) Experience in preparing, auditing, analysing or evaluating financial statements that present a breadth and level of complexity of accounting issues that are generally comparable to the breadth and complexity of issues faced by the United Nations, including an understanding of relevant accepted accounting principles;

(b) An understanding of and, if possible, relevant experience in the inspection, monitoring and evaluation and investigative processes;

(c) An understanding of internal control, risk management and procedures for financial reporting;

(d) A general understanding of the organization, structure and functioning of the United Nations.

12. Former senior United Nations Secretariat officials shall not be eligible for appointment to the Committee for five years following their separation from service. The members of the Committee shall not be eligible for appointment in the Secretariat for five years following the expiry of their terms.

Identification and selection

13. Members of the Committee shall be nominated by Member States and shall be appointed by the General Assembly, preferably from a compendium of at least ten suitably qualified candidates, with due regard being paid to equitable geographic representation. Before nominating candidates, Member States are recommended to evaluate their candidates and attest to their qualifications on the basis of paragraph 11 above on the criteria for membership in the Committee through consultation with an international organization with relevant expertise in the functions performed by audit and oversight organizations, such as the International Organization of Supreme Audit Institutions, and to make this information available to Member States.

Strengthening investigations

In response to General Assembly resolutions 61/275 (see p. 1471) and 61/279 (see p. 97), the Secretary-General submitted a December report on strengthening investigations [A/62/582 & Corr.1], to which the oios report on strengthening its investigation was annexed. The Under-Secretary-General for Internal Oversight Services had commissioned a review of the oios investigative function after the Steering Committee on Governance and Oversight, established to prepare a report on the subject, in response to the World Summit request in resolution 60/1 [YUN 2000, p. 48], did not provide recommendations acceptable to the Assembly [YUN 2006, p. 1648]. The review was conducted by an external expert. On the basis of the expert’s conclusions and recommendations, oios initiated actions in the areas of leadership and management, operating strategies and procedures, and optimal structure and location. The Secretary-General noted in his report that those
actions were practical and, in several instances, OIOS had already begun to implement them. With regard to leadership and management, the Deputy Director of the Investigations Division had been appointed and the recruitment of a Director was in progress. Standard operating procedures for key activities were well on their way to being fully drafted and put into action. The updating of the Manual of Investigations Practices and Procedures would follow. The most significant operating change related to the establishment of a Case Intake Committee and specific procedures for deciding which matters warranted investigation and for prioritizing the cases for investigation. However, the structuring of the Investigations Division remained a challenge, with the driving force being the distinction between cases investigated by OIOS, namely sexual exploitation and abuse cases, and financial, economic and administrative cases, and the need to create specialized teams to investigate the cases effectively. OIOS would realize further economies of scale and efficiency by repositioning the resident investigators from peacekeeping missions to one of the three regional centres in Nairobi, New York and Vienna. The Secretary-General recognized the financial implications associated with those actions, particularly the restructuring. However, he pointed out that the capacity of other areas of the Organization mandated to carry out investigations, such as programme managers, the Office of Human Resources Management and the Department of Safety and Security, was insufficient and needed to be reviewed. Such capacity should be developed and supported by training and governed by standards and guidelines that informed all concerned parties of their rights and obligations during investigations. Concerns were also raised regarding the lack of clearly defined due process rights in the various investigations.

The Secretary-General planned to conduct a broader review, which would provide a comprehensive approach to investigations across the United Nations. OIOS ongoing work would continue notwithstanding the comprehensive review. He urged the Assembly to take note of the OIOS report on strengthening its investigation function; to note that any changes that had financial implications were subject to the Assembly’s review and approval; and to request the Secretary-General to submit at its sixty-third (2008) session a report on the outcome of the comprehensive review of investigations in the United Nations.

**External oversight**

**Joint Inspection Unit**

At its resumed sixty-first session, the General Assembly had before it the annual report of the Joint Inspection Unit (JIU) for 2006 and its programme of work for 2007 [YUN 2006, p. 1652].

**GENERAL ASSEMBLY ACTION**

On 4 April [meeting 93], the General Assembly, on the recommendation of the Fifth Committee [A/61/654/Add.1], adopted resolution 61/260 without vote [agenda item 124].

**Programme of work of the Joint Inspection Unit for 2007**

The General Assembly,

Having considered the programme of work of the Joint Inspection Unit for 2007 contained in paragraphs 59 to 83 of its report,

1. Takes note with appreciation of the programme of work of the Joint Inspection Unit for 2007;

2. Decides to consider jointly the annual report and programme of work of the Joint Inspection Unit at the first part of its resumed sessions, starting from the sixty-second session.

During the year, JIU worked to achieve greater efficiency of its working tools and human resources. The introduction of an electronic mail registration system (e-Registry), the completion of the electronic Documentation and Information Centre and the reorganization of the Intranet and the shared drive resulted in less processing time and paperwork. A new organizational structure was adopted; a cluster approach for research staff was introduced to enhance the coaching of junior and assistant staff; and a number of support tasks were consolidated under a Quality Assurance and Documents Management Unit to increase the quality and flow of documentation. Training targets were established and different learning initiatives were developed for both inspectors and staff. JIU continued working on 13 projects carried over from previous work programmes, 11 of which were completed during the year. It also enhanced its dialogue with participating organizations. To strengthen its follow-up system, JIU developed and introduced a new database.

In September, JIU requested the 27 participating organizations to provide updated information on the status of the implementation of recommendations contained in reports issued in 2004, 2005 and 2006. It received information from all but eight organizations. At the end of the year, reports issued in 2005-2006 showed a 41 per cent acceptance rate of the 49 recommendations issued, while 4 per cent were not approved or accepted and 5 per cent were still under consideration. As to implementation of accepted/approved recommendations in system-wide or multi-agency reports, 38 per cent of recommendations were implemented and 33 per cent were in progress. In 5 per cent of the cases, implementation had not yet begun, and no information had been received for the remaining 24 per cent. Overall acceptance rates for recommendations contained in single-agency reports reached 63 per cent, with 15 per cent still under consideration. Only 4 per cent were not approved or accepted, and no information was available for 18 per cent of the recommendations.

Throughout the year, quarterly interim tripartite meetings between the Board of Auditors, OIOS and JIU were held, leading to a continuous dialogue between the three oversight bodies. JIU also had regular contacts with other internal oversight services. The annual report also contained the JIU work programme for 2008.

Appointment of JIU members. In June [A/61/962], the General Assembly President, having requested China, Cuba, Egypt, the Russian Federation and the United States to propose candidates, and having completed the required consultations, submitted to the Assembly the names of five candidates for appointment as JIU members. By decision 61/421 of 24 July, the Assembly appointed those members for a five-year term of office beginning on 1 January 2008.

In a 31 July note [A/62/174], the Secretary-General stated that, on 11 July, a JIU member had submitted his resignation, effective 30 September. To fill the vacancy for a full term, the Assembly President would determine the country that would be requested to propose candidates and, after consultations, would submit the name of the candidate to the Assembly. On 9 October, the Assembly decided to fill that vacancy for a term of office beginning on 1 January 2008 and expiring on 31 December 2012 (decision 62/402).

In November [A/62/549], the Assembly President transmitted to the Assembly the name of a candidate for appointment as JIU member for a five-year term beginning on 1 January 2008, to fill the vacancy occurring as a result of a member’s resignation. On 6 December (decision 62/402), the Assembly appointed that member.

GENERAL ASSEMBLY ACTION

On 22 December [meeting 79], the General Assembly, on the recommendation of the Fifth Committee [A/62/536], adopted resolution 62/226 without vote [agenda item 134].

Joint Inspection Unit

The General Assembly,
Having considered the annual report of the Joint Inspection Unit on its activities,
1. Recalls its resolution 61/260;
2. Takes note with appreciation of the annual report of the Joint Inspection Unit;
3. Welcomes the change in the Unit’s annual planning process, and notes with appreciation the positive impact that it has had on coordination with other United Nations oversight bodies;
4. Encourages the Unit, in the ongoing implementation of its mandate, to continue to coordinate with the Board of Auditors and the Office of Internal Oversight Services to maximize the use of resources and share experiences, knowledge, best practices and lessons learned;
5. Looks forward to considering the report of the Unit for 2007 and its programme of work for 2008 at the first part of its resumed sixty-second session;
6. Emphasizes the importance of the full and timely implementation of oversight recommendations, requests the executive heads of the participating organizations to take the steps necessary to improve the rate of the imple-
mulation of the Unit’s recommendations, and invites the legislative organs concerned to consider and take action in that regard;

7. **Urges** the Unit, as the only system-wide external oversight body, to continue to focus primarily on 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;

8. **Notes with appreciation** the information presented in the annual report concerning the expected savings as a result of the Unit’s recommendations.

On the same date, the Assembly decided that the item on JIU would remain for consideration at its resumed sixty-second (2008) session (**decision 62/546**).

**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 of that year [YUN 2006, p. 409]. From 1 January 2007, the Office was administered by the UN Department of Management for a two-year interim period, which could be extended by the Secretary-General. In December 2006 [ibid., p. 1654], the Secretary-General promulgated a procedure for the management of the IIC documents, which, at the conclusion of the interim period, would be transferred under the custody of the UN Archives and Records Management Section.

By **decision 61/568** of 17 September, the Assembly deferred consideration of the item entitled “Follow-up to the recommendations on administrative management and internal oversight of the Independent Inquiry Committee into the UN Oil-for-Food Programme” to its sixty-second (2007) session.

On 22 December (**decision 62/546**), the Assembly decided that the item would remain for consideration during its resumed sixty-second (2008) session.

**Other administrative matters**

**Conference management**

**Committee on Conferences**


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 and the results of the work of the task forces and follow-up to their recommendations; and matters related to translation and interpretation, and documentation and publication. (The Committee’s deliberations and recommendations on those matters are detailed on pp. 1480-83).

The Committee recommended that the General Assembly authorize its own subsidiary bodies, listed in letters of 13 September [A/62/338] and 4 October [A/62/338/Add.1] from the Committee Chairman, to meet in New York during the main part of the Assembly’s sixty-second session. It also approved requests for changes to the approved calendar for 2007.

The Assembly, by **decision 62/501** of 18 September and 5 October, authorized those organs to meet as recommended. On 22 December, it decided that the item “Pattern of conferences” would remain for consideration during its resumed sixty-second (2008) session (**decision 62/546**).

**GENERAL ASSEMBLY ACTION**

On 22 December [meeting 79], the General Assembly, on the recommendation of the Fifth Committee [A/62/353], adopted **resolution 62/225** without vote [agenda item 131].

**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,

Having considered the report of the Committee on Conferences for 2007 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 2007;

2. Approves the draft biennial calendar of conferences and meetings of the United Nations for 2008 and 2009, 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 2008 and 2009 that may become necessary as a result of actions and decisions taken by the General Assembly at its sixty-second session;

4. Notes with satisfaction that the Secretariat has taken into account the arrangements referred to in General Assembly resolutions 53/208A, 54/248, 55/222, 56/242, 57/283 B, 58/250, 59/265, 60/236 A and 61/236 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-servicing resources

1. Reaffirms the practice that, in the use of conference rooms, priority must be given to the meetings of Member States;

2. Notes that the overall utilization factor at the four main duty stations, while still above the established benchmark of 80 per cent, decreased from 85 per cent in 2005 to 83 per cent in 2006, although the planning accuracy factor improved by 5 per cent over the 2005 reporting period;

3. Welcomes the steps taken by those bodies that have adjusted their programmes of work in order to achieve the optimum utilization of conference-servicing resources, and requests the Committee on Conferences to continue consultations with the secretariats and bureaux of bodies that underutilize their conference-servicing resources;

4. Recognizes that late starts and unplanned early endings seriously affect the bodies’ utilization factor owing to the amount of time lost, and invites the secretariats and bureaux of bodies to pay adequate attention to avoiding late starts and unplanned early endings;

5. Also 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;

6. Notes that 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 2006 decreased to 76 per cent, as compared with 87 per cent in 2005, expresses its concern about 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, and requests the Secretary-General to continue to explore innovative ways to address this problem and to report thereon to the General Assembly through the Committee on Conferences;

7. Takes note with concern of the information provided in paragraph 38 of the report of the Secretary-General, and requests the Secretary-General to take measures to improve the planning of conference resource allocations with a view to ensuring that the bodies entitled to meet “as required” receive adequate conference services;

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-servicing 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 61/236, section II.A, paragraph 9, in conformity with the headquarters rule, all meetings of Nairobi-based United Nations bodies were held in Nairobi in 2006, but reiterates the need for vigilance in this respect, and requests the Secretary-General to report thereon to the General Assembly at its sixty-third session through the Committee on Conferences;

10. Welcomes the increased promotional activities undertaken by the management of the United Nations conference centre of the Economic Commission for Africa, which resulted in a utilization rate of 60.13 per cent in 2006, a marked increase over the 2005 rate of 42.23 per cent, which is an upward trend that is continuing, with a utilization rate of 75 per cent recorded as at 31 May 2007;

11. Also welcomes the cooperation agreement concluded by the Economic Commission for Africa with the Division of Conference Services at the United Nations Office at Nairobi with respect to the sharing of conference-servicing and information technology staff, as well as similar agreements reached with the International Criminal Tribunal for Rwanda, the United Nations Office at Geneva and United Nations Headquarters in New York;

12. 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-third session;

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

1. Requests bodies whose meetings are 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 all conference facilities at Headquarters throughout the construction phase of the capital master plan;

2. Requests the Secretary-General to ensure that the work of the Security Council during its night and weekend meetings is not affected by noise from construction taking place underneath the Council conference rooms during the second phase of the capital master plan;

3. 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;

4. 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;

5. Requests the Secretary-General to ensure that implementation of the capital master plan, including the temporary relocation of conference-servicing staff to a swing space, 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;

6. Also requests the Secretary-General to provide adequate information technology support for documentation services to ensure their seamless operation throughout the implementation of the capital master plan;

7. Notes that during the implementation of the capital master plan, a part of the conference-servicing staff and information technology resources of the Department for General Assembly and Conference Management will be temporarily relocated to a swing space, and requests the Secretary-General to provide adequate support to ensure continued maintenance of the information technology facilities of the Department, implementation of the global information technology initiative and delivery of quality conference services;

III

Integrated global management

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

2. Also notes with appreciation the initiatives undertaken in the context of integrated global management aimed at streamlining procedures, achieving economies of scale and improving the quality of conference services, and in this regard stresses the importance of ensuring equal treatment of conference-servicing staff as well as the principle of equal grade for equal work at the four main duty stations;

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 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 those services, with full respect for the specificities of the six official languages and taking into account their respective workloads;

5. Also 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;

6. Further 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;

7. Reiterates that the satisfaction of Member States is a key performance indicator in conference management and conference services;

8. Requests the Secretary-General to continue 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 evaluations 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;

9. Also requests the Secretary-General to continue to explore best practices and techniques in client satisfaction evaluations and to report on a regular basis to the General Assembly on the results achieved;

10. Welcomes the efforts made 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, and requests the Secretary-General to continue to explore innovative ways to systematically capture and analyse feedback from Member States and committee chairpersons and secretaries on the quality of conference services and to report thereon to
the General Assembly through the Committee on Conferences;

11. Requests the Secretary-General to keep the General Assembly apprised of progress made in integrated global management;

12. Takes note of the outcome of the work of the integrated global management task forces, and requests the Secretary-General to ensure that administrative policies, practices and procedures of conference services developed on the basis of recommendations of the task forces are in full compliance with relevant General Assembly resolutions;

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. 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;

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. 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;

7. Reiterates its request that all documents submitted to legislative organs by the Secretariat and intergovernmental and expert bodies for consideration and action have conclusions and recommendations in bold print;

8. 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;

9. Notes with concern the continued high level of late submission of documentation by author departments, which, in turn, has a negative impact on the functioning of intergovernmental bodies, and requests the Secretary-General to report to the General Assembly at its sixty-third 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;

10. Stresses the importance of the concordance principle in order to ensure equally valid texts of resolutions in all six official languages;

V

Translation and interpretation-related matters

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

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

3. Reaffirms section IV, paragraph 3, of its resolution 59/265, section IV, paragraph 4, of its resolution 60/236 B and section V, paragraph 5, of its resolution 61/236, and reiterates its request that the Secretary-General, when recruiting temporary assistance in the language services, 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 each of the six official languages and taking into account their respective workloads;

4. Requests the Office of Internal Oversight Services of the Secretariat to conduct a comprehensive review of the existing special arrangements governing the recruitment of temporary assistance staff in the language services at the four main duty stations, in particular as regards their compliance with relevant staff regulations and rules and General Assembly mandates in the field of human resources management, and to submit a report thereon to the General Assembly at its sixty-third session through the Committee on Conferences;

5. Expresses continued concern at the high vacancy rate 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 as a matter of priority through, inter alia, assistance from Member States in advertising and facilitating the conduct of competitive examinations to fill these language vacancies;

6. 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 the 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-third session of efforts in this regard;

7. Notes with appreciation the measures taken by the Secretariat to fill current and future vacancies at the United Nations Office at Nairobi, and requests the Secretary-General to consider further measures aimed at decreasing the vacancy rates in Nairobi as an exceptional case and to inform the General Assembly at its sixty-third session of efforts in this regard;

8. Requests the Secretary-General to continue to address the issue of succession planning by enhancing inter-
nal and external training programmes, developing staff exchange programmes among organizations and participating in outreach to institutions that train language staff for international organizations;

9. Takes note of the challenges presented by the demographic situation in the language services, as described in paragraphs 87 to 89 of the report of the Secretary-General, requests the Secretary-General to take the measures necessary to avoid any negative impact on the quality of translation and interpretation and to report thereon, as appropriate;

10. Requests the Secretary-General to continue 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 evaluations in the six official languages of the United Nations and are in full compliance with the relevant resolutions of the General Assembly;

11. Also 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;

12. Further requests the Secretary-General to take the steps necessary to enhance translation quality in all official languages, in particular for contractual translation, and to report thereon to the General Assembly at its sixty-third session;

13. Takes note of the information contained in paragraphs 90 to 92 of the report of the Secretary-General, and requests the Secretary-General to provide at all duty stations adequate staff at the appropriate grade level, with a view to ensuring appropriate quality control for external translation;

14. Notes the performance measurement matrix proposed by the Secretary-General in response to the request to develop a comprehensive methodology for performance measurement and management from a full-system perspective, and looks forward to receiving the indicators for all duty stations beginning in 2008;

15. Takes note of the information on the impact of freelance recruitment on the quality of interpretation at all duty stations, contained in paragraphs 99 and 100 of the report of the Secretary-General, welcomes the measures proposed in this regard, and requests the Secretary-General to report on the issue to the General Assembly at its sixty-third session through the Committee on Conferences;

16. Requests the Secretary-General to report to the General Assembly at its sixty-third session on the experience, lessons learned and best practices of the main duty stations in performing quality control of contractual translations, including on requirements relating to the number and appropriate level of the staff needed to carry out this function.

Use of conference services

In July [A/62/161 & Corr.1,2], the Secretary-General submitted a comprehensive report on issues related to the pattern of conferences, including the integrated global management of conference services, evaluation by Member States of the quality of conference services, meetings management, document management, matters related to publishing, and 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 2006 at the four duty stations—Geneva, Nairobi, New York and Vienna—was 83 per cent, 2 percentage points lower than in 2005 and the same as in 2004.

The Committee on Conferences, in September [A/62/32], noted that the overall utilization factor remained above the established benchmark of 80 per cent. The Chairperson reported on consultations held with five intergovernmental bodies that had underutilized their allocated conference resources, and suggested that the most effective way to improve the utilization of conference services was a three-pronged approach: the Committee should inform meetings chairpersons of the relevant guidelines and recommendations concerning the use of conference-servicing resources; the Department for General Assembly and Conference Management (DGACM) should continue its proactive approach with “underutilizers” at the planning stage; and intergovernmental bodies should improve their planning and organization of work by being more realistic in their requests for conference services. The view was expressed that a balanced approach should be taken, bearing in mind the prerogatives of intergovernmental bodies regarding methods of work, rules of procedure and scheduling of sessions, and that consultations between the Chairperson and the secretariats of “underutilizers” should continue.

In October [A/62/473], ACABQ noted that the methodology for calculating the utilization factor had not changed since 1993 and that raw statistics were potentially misleading and could obscure the understanding of actual efficiency gains. It reiterated the need to improve the methodology by including qualitative analysis and measurement of results. ACABQ was informed that DGACM had sought the assistance of the Statistics Division of the Department of Economic and Social Affairs in addressing the issue of a better utilization of conference services, and recommended that the results of those consultations be included in the next report.

Use of regional conference facilities

Nairobi and Addis Ababa

The United Nations Office at Nairobi (UNON) confirmed that, in 2006, all the meetings of the Nairobi-based bodies were held in Nairobi [A/62/161 & Corr.1,2]. In 2006-2007, the Economic Commission for Africa (ECA) in Addis Ababa, Ethiopia, increased utiliza-
tion of its facilities by implementing new marketing strategies. As a result, the utilization rate increased to 60.13 per cent in 2006 and to 75 per cent for the first five months of 2007. ECA implemented the cooperation agreement established with UNON with respect to sharing interpreters and information technology staff. It also established similar agreements with the International Criminal Tribunal for Rwanda, the United Nations Office at Geneva and Headquarters in New York with regard to the use of their interpreters and translators during its statutory meetings.

In September [A/62/32], the Committee on Conferences expressed satisfaction at the significant improvement in the utilization rate at ECA and the increased cooperation between ECA and UNON. It commended the efforts to improve the quality of conference services.

**Integrated global management**

In his July report on the pattern of conferences [A/62/161 & Corr.1,2], the Secretary-General stated that the integrated global management, introduced in 2006 [YUN 2006, p. 1658], should not be seen as a one-time project but as a framework for continuous collaboration. The trust, communication and cohesiveness generated in the context of the work of the integrated global management task forces facilitated the implementation of a number of initiatives, including enhancement of the Official Document System and global information technology projects, as well as the coordination of the calendar of conferences. In 2007, the Coordination Meeting of Conference Managers discussed issues relating to publishing, staff exchanges, equal grade for equal work, meetings held away from established headquarters, advance waiver management and a detailed road map for the implementation of a common roster for outside contractors, including a prototype to be tested for a six-month trial period. It approved the terms of reference of a working group on publishing composed of representatives from each of the four duty stations. Under the global information technology initiative launched by DGACM in 2006 [ibid.], considerable effort went into developing the initial phases of implementation of three projects: a centrally hosted reporting database; a more integrated meetings management system; and standardization of documents management systems. A workshop for programme and information technology staff from all four duty stations was held in March to build more systematic collaboration in the implementation of the three projects, and two widely used applications, customer relationship management and enterprise content management, were introduced by the Information Technology Services Division for use in the Secretariat. The Secretary-General said that DGACM should evaluate those products to determine their suitability for the meetings planning and servicing project and the documents planning and processing project, respectively.

The Committee on Conferences [A/62/32] noted the outcome of the work of the task forces and urged DGACM not to lose sight of the goal of integrated global management, which was to improve efficiency and quality and harmonize practices and procedures across the four duty stations. Any changes in working methods should take into account the uniqueness of the language services and respect the principles of equality of duty stations and official languages. The Committee underlined the importance of ensuring the principle of “equal grade for equal work” and equal treatment of conference-serving staff in the context of the implementation of the initiative. It stressed the importance of transparency and equal treatment of candidates at examinations for all official languages.

In October [A/62/473], ACABQ welcomed the effort towards integrated global management and commended DGACM for the progress achieved.

**Interpretation for regional and other groupings**

In July [A/62/161 & Corr.1,2], the Secretary-General reported that the number of meetings requested by regional and other major groupings of Member States in 2006 and held without interpretation increased by 11 per cent, compared to 2005. Meetings provided with interpretation decreased to 77 per cent, as compared with 87 per cent in the previous reporting period. To overcome the problem, the Secretariat had identified, in 2006 [YUN 2006, p. 1659], the option, put into effect in New York as at 1 January 2007, of “piggybacking” onto a plan, whereby DGACM in New York allocated specific services on a weekly basis for meetings of those bodies shown in the calendar with an entitlement to meet “as required”. The Secretary-General recognized that the “piggyback” option seemed to have a positive effect, but it remained to be seen whether it could be a permanent solution; that would depend on the volume of meetings requested by “as required” bodies, which had increased steadily over the previous two years. Nevertheless, without a mandate from the Assembly earmarking specific resources to service such meetings, DGACM could see no further innovative or cost-free options to satisfy the requests.

The Committee on Conferences [A/62/32] expressed concern that the increasing requests for meetings and more successful efforts to use conference services efficiently, would leave less and less capacity to reallocate to meetings of regional and other major groupings of States. It wondered whether all possible approaches had been explored and enough effort devoted to finding long-term rather than ad hoc solutions. The “piggyback” option only succeeded if financial resources kept pace with the increasing demand for conference serv-
ices. The Committee would have to decide if it wished to continue to rely on the “piggyback” approach, or to explore other methods for a long-term solution.

Documentation

In his July report [A/62/161 & Corr.1,2], the Secretary-General stated that, as at 30 June, 64 per cent of documents had been submitted on time and that the average delay was 20 days, up from 14 days in 2006. The late submission of documentation was explained by a lack of proper planning and timing of the document preparation process, and by the fact that some documents, mostly submissions from Member States, were beyond the control of author departments. In the case of some intergovernmental bodies, the finalization of Secretariat reports was sometimes preceded by rounds of informal consultations among States. DGACM continued to draw the attention of the secretariats servicing intergovernmental bodies to the drafting guidelines for reports not originating in the Secretariat, and stated that endorsement by the Assembly of those guidelines would help the Department to enforce them. The enforcement of page limits was also affected by lengthy submissions from States as input into reports of the Secretary-General.

The Secretary-General suggested that the Assembly might wish to urge intergovernmental bodies to respond to document service reports; affirm that documents prepared on the basis of submissions from Governments or UN agencies and programmes should not reproduce the full text of submissions; reiterate its request that the Secretary-General bring to the attention of intergovernmental bodies, at the time of adoption of decisions, any request for documentation that exceeded the Secretariat’s ability to produce such material within its approved resources and to give due explanations; and request States and intergovernmental bodies to submit their inputs to the Secretary-General’s reports in a timely manner and make efforts to keep them succinct. He also proposed that the Assembly endorse the following drafting guidelines for reports that were not totally within the Secretariat’s purview, including those of intergovernmental/expert bodies: reports should be action-oriented and limited to new developments and recommendations, primarily resolutions and decisions; and reports should avoid summarizing statements under each item, unless pertinent to the conclusions reached, as well as avoid reproducing in full information received from States, unless the Secretary-General was requested to do so.

As to publishing, DGACM established a publishing working group, composed of focal points from the publishing areas of each of the four duty stations, to share information and best practices, investigate the possibilities for technology and capacity-sharing among the operations and assess printing capacities throughout the Organization.

In September [A/62/32], the Committee on Conferences stated that updated figures for the timely submission of documentation, as at 31 August, showed that 66 per cent of documents had been submitted on time and that the average delay was 18 days, up from 15 days in 2006. Sixty per cent of documents had been issued in compliance with the six-week rule, compared to 53 per cent in 2006, and the percentage of documents issued within four weeks was 75 per cent, compared to 78 per cent in 2006. The Committee reaffirmed the importance of timely submission and issuance of documentation, while expressing appreciation for the Secretariat’s efforts to improve the situation. Appreciation was also expressed for the online course on writing reports, developed in Vienna, and for the timely publication of documents on the UN website.

In October [A/62/473], ACABQ welcomed the fact that DGACM had managed to negotiate a decrease of words, or single-spaced pages, from the level originally requested by author departments for the second half of 2007, and recommended approval of the measures set out in the Secretary-General’s report. ACABQ also welcomed the establishment of a publishing working group and urged it to expedite completion of the assessment of printing capabilities system-wide.

Translation and interpretation

In July [A/62/161 & Corr.1,2], the Secretary-General reported that all duty stations planned to expand the use of contractual translation as a cost-containment measure and to ensure adequate capacity to handle the translation workload. However, he noted the inadequacy of internal capacity to ensure quality control of external translations. The levels of the staffing tables in the language services were kept below those required during peak periods, and permanent staff services were supplemented with those of freelancers, in particular at the smaller duty stations, where recruitment proved difficult. However, complaints were received about the quality of freelance services. The Secretary-General noted that, with the expected retirement of nearly 20 per cent of language staff within five years, DGACM in 2006 had carried out a succession planning exercise covering the period 2007-2011 and shared the results with the Office of Human Resources Management (OHRM), with a view to scheduling competitive examinations in time to fill vacancies. Some examinations had to be advanced and additional examinations had been requested. A common platform for outreach to universities in the area of training of language staff was developed and training initiatives were undertaken by DGACM.
In September [A/62/32], the Committee on Conferences attached priority to improving the quality of translation and interpretation, and recognized that their quality depended, inter alia, on the provision to all the language services of equally favourable working conditions and human and financial resources. The Committee expressed concern about the practice of recruiting short-term language staff for certain services on a local basis to save costs, which represented unequal treatment and could compromise the quality of conference services. Concern was also expressed about the demographic change that would affect the language services, with the expected retirement of 20 per cent of language staff within five years. The Committee stressed the need for succession planning to ensure that the vacancies would be filled in a timely manner and for experienced senior revisers to be available to train new staff. It supported the Secretariat’s outreach activities targeting universities that trained language professionals. In terms of quality control, especially of contractual translation, satisfaction was expressed that regular meetings were held between the translation and interpretation services for the coordination of terminology and the development of electronic glossaries.

In October [A/62/473], ACABQ, noting that DGACM would be affected by retirements in the coming years, stressed that the Department’s ability to hold an adequate number of competitive examinations for language posts would be essential for effective succession planning. ACABQ was informed that 28 examinations would need to be held in the next five years. The Committee urged DGACM and OHRM to agree on measures to ensure the prompt organization and scheduling of the examinations in the coming biennium, and recommended that the Assembly request the Secretary-General to submit proposals for handling succession planning.

**Workload standards**

With regard to performance measurement and management, the Secretary-General reported in July [A/62/161 & Corr.1,2] that a new approach emphasizing more meaningful indicators of achievement and measures of full-system performance had been developed to supplement the individual workload standards traditionally applied in DGACM to limited categories of staff. Starting in 2008, new indicators would be provided for all four duty stations. In response to Assembly resolution 61/236 [YUN 2006, p. 1660], DGACM would report to the Committee on Conferences at its September 2007 session on the new indicators for Headquarters, and starting in 2008, the indicators would be provided for all four duty stations. Set out in the report was the proposed performance measurement matrix.

At its September session [A/62/32], the Committee on Conferences was informed that the new performance measurement methodology took into account a broad array of factors, including vacancy rates in key occupational groups.

In October [A/62/473], ACABQ noted that the proposed performance measurement matrix included indicators for financial performance, timeliness and meetings management, as well as quality, productivity and human resources measures.

**Impact of CMP on conference services**

In July [A/62/161 & Corr.1,2], the Secretary-General, reporting on the impact of the implementation of the capital master plan (CMP) (see p. 1486) on meetings held at Headquarters, stated that, since his previous report [YUN 2006, p. 1669], there had been no major change in the plan. However, with the expected appointment of a construction manager in 2007 and the resulting adjustments to, and refinements of, the original construction schedule, the plan’s implementation might start slightly later than originally scheduled. During the second phase of CMP, the work of the Security Council, especially meetings held late into the night or on weekends, might be affected. There would also be security and safety concerns if the Council met while construction was taking place directly underneath the Council chambers. The relevant part of CMP would need to be examined further to identify a solution, with a view to ensuring both the Council’s ability to conduct its business outside of regular hours and smooth, undisrupted construction during the second phase.

In September [A/62/32], the Committee on Conferences stressed the imperative that CMP should not compromise the quality of conference services and the equal treatment of the language services. It expressed satisfaction that the planning for the move of language staff to the swing space would not adversely impact the Council’s ability to conduct its business outside of regular hours and smooth, undisrupted construction during the second phase.

In October [A/62/473], ACABQ discussed with representatives of the Secretary-General the Department’s plans for minimizing the disruption to conference services that might be caused by CMP implementation. It noted that the fifth report of the Secretary-General on CMP implementation (see p. 1486) envisaged some adjustments to the schedule which, depending on the action thereon by the Assembly, might have an impact on the Department’s plans.

**UN information systems**

**Information and communication technology**

In February [A/61/765], the Secretary-General, in his interim report on investing in the United Nations,
submitted in response to General Assembly resolution 60/283 [YUN 2006, p. 1581], outlined a governance framework for information and communication technology (ICT) in the Secretariat that would ensure balance between centralized functions and those requiring delegated authority to be performed effectively. The new framework entailed the creation of an ICT Office, to be headed by the Chief Information Technology Officer, in the Department of Management. The Chief Information Technology Officer would also have a role at the highest level of policymaking by serving as a member of the Management Committee. In the meantime, the Secretariat had initiated an in-depth review and planning study and made progress in the development of a comprehensive implementation plan for the replacement of the Integrated Management Information System (IMIS) and several complementary and ancillary systems. The Secretary-General outlined the terms of reference and structure of the new Office and the functions and responsibilities of its head. He proposed that the resources currently under the ICT service component of section 28D, Office of Central Support Services, of the 2006-2007 programme budget, be transferred to the new Office. Among its responsibilities, the Office would define an Organization-wide strategic ICT vision; determine technological direction; set standards and ensure compliance; provide technical leadership in the selection and planning of enterprise systems; and oversee all major ICT initiatives. Also proposed was a distribution of functions and responsibilities to ensure cohesion, integrity and accountability on strategic, policy and norm-setting matters, while providing sufficient levels of delegated authority to the field. The proposed governance framework also addressed the relationship of other ICT units in the Secretariat and offices away from Headquarters with the new Office. Under that framework, all initiatives related to the development of application software packages would be subject to a review and approval by the Office. The Secretary-General concluded that the management and governance framework for ICT proposed in the report would enable the Organization to leverage the ICT potential as a critical reform instrument, and requested the Assembly to endorse it.

In March [A/61/804], ACABQ noted that the interim report did not respond to the requests contained in section II of Assembly resolution 60/283. It was informed that a comprehensive report was under preparation and trusted that it would respond to the Assembly’s requests. ACABQ did not find sufficient justification in the report for the Secretary-General’s proposal to reverse the Assembly’s decision, and recommended that decisions on structures, staffing requirements, roles and responsibilities be taken up in the context of the Assembly’s consideration of the comprehensive report requested in resolution 60/283. Furthermore, it recommended that the future Chief Information Technology Officer be given the opportunity to contribute to the formulation of the organizational structure of the Office, bearing in mind that the development of ICT in the United Nations also affected the wider UN system.

By decision 61/551 B of 4 April, the Assembly deferred until the second part of its resumed sixty-first (2007) session consideration of the Secretary-General’s report on investing in ICT and the related ACABQ report. On 29 June, the Assembly deferred consideration of those reports until its sixty-second (2007) session (decision 61/551 C).

In an October report on investing in ICT [A/62/502], submitted in response to section II of Assembly resolution 60/283, the Secretary-General reviewed the development of an ICT governance framework for the Secretariat worldwide, including a request for resources for a small support team to assist the Chief Information Technology Officer, who assumed his duties in late August, in developing an ICT vision, strategy, programme and governance framework. The report also provided the key principles that would serve as the foundation for effective ICT governance and a summary of the efforts to address outstanding ICT issues. The key principles were that: business strategy drove ICT investments for better outcomes; the Chief Information Technology Officer was responsible for the overall direction and performance of ICT activities in the Organization; the Office of Information and Communications Technology was provided with sufficient authority and resources to manage significant ICT activities affecting the entire Organization; a sensible balance between centralization and decentralization of ICT functions was maintained; and ICT units and staff were centres of excellence for innovation.

The General Assembly had approved the position of Chief Information Technology Officer, the Secretary-General said, but to fully achieve the Assembly’s goals the Officer needed sufficient central authority and resources and should head a separate office, the ICT Office, reporting directly to the Executive Office of the Secretary-General. The Chief Information Technology Officer would also have a role at the highest level of policymaking by serving as a member of the Management Committee, and would need more time and consultations to address outstanding ICT issues. A comprehensive exercise would enable the Organization to leverage the full potential of ICT as a critical instrument for modernizing the Organization and supporting management reform. Accordingly, the ICT vision, strategy, high-level programme and governance framework would be submitted to the Assembly at the second part of its resumed sixty-second (2008) session.

The Assembly was asked to note the proposed course of action, and appropriate $925,400 (before
recasting) under the proposed 2008-2009 programme budget, as a charge against the contingency fund.

In December [A/62/7/Add.31], ACABQ reaffirmed its recommendation for the creation of the post of Chief Information Technology Officer at the Assistant Secretary-General level through redeployment, integrating the Information Technology Services of the Department of Management and the Communication and Information Technology Service of the Department of Peacekeeping Operations, with clear authority over the resources of those two departments. It emphasized the importance of coordination among UN system organizations, within the framework of the UN System Chief Executives Board for Coordination (CEB), and encouraged the Secretary-General, as Chairman of CEB, to foster coordination and collaboration among UN organizations in ICT-related matters. Attention should be paid to maximizing exchanges and synergies regarding ongoing enterprise resource planning activities and exploring possibilities for convergence towards the adoption of common solutions, procedures and standards.

Pending the adoption of a new ICT governance structure, ACABQ recommended approval of the amount of $925,400 (before recasting), as a charge against the contingency fund.

The Assembly, in resolution 62/236 of 22 December (see p. 1441), stressed that the information and communication technology strategy should be implemented in a manner that would benefit all Headquarters departments, field missions, duty stations and regional commissions and their subregional offices, bearing in mind the different operational needs and environments within which they functioned.

Enterprise systems

In an October report on enterprise systems for the UN Secretariat worldwide [A/62/510], the Secretary-General noted that the absence of an integrated information system for managing resources hampered the Organization’s ability to deliver results effectively and efficiently. He presented proposals for the phased implementation and deployment in all offices of the UN Secretariat, including offices away from Headquarters, regional commissions, peacekeeping and political missions, and other field missions, of a new generation of systems to replace IMIS and other ancillary systems. The new system would be based on commercially available enterprise resource planning (ERP) software. The goal of implementing an ERP system was to build an integrated global information system based on streamlined processes and best practices that supported UN needs and enabled the management of resources. The report also proposed enterprise-wide systems for managing day-to-day services, through a customer relationship management (CRM) system, and for managing knowledge of the Organization, by way of an enterprise content management (ECM) system.

The Assembly was asked to approve the proposals for replacing the IMIS system; authorize the Secretary-General to establish a multi-year special account to record income and expenditures for the project; and approve resource requirements for the 2008-2009 biennium in the amount of $24,955,500 (before recasting). The amount would be additional to the resources in the 2008-2009 proposed programme budget, as a charge against the contingency fund, and would be incorporated in the initial appropriations at the time of the adoption of the budget in December. At the same time, it was noted that the initial requirements for ERP system implementation were appropriated for 2006-2007 without recourse to the contingency fund, and consideration should be given, in the context of the consolidated statement of charges to the contingency fund, to dealing with those requirements in a similar manner.

The Assembly was also requested to approve an amount of $6,742,700, to be financed from the approved budget for the support account for peacekeeping operations for the period from 1 July 2007 to 30 June 2008, comprising $2,523,400 for CRM system implementation and $4,219,300 for ECM system implementation.

In December [A/62/7/Add.31], ACABQ emphasized the need to ensure effective coordination and cooperation among the lead technology divisions, as well as between them and the client departments. It underscored the importance of the leadership and accountability of the Chief Information Technology Officer and the Secretary-General’s commitment to the project. The Committee recommended that the Assembly approve the proposed approach for the replacement of IMIS and related ancillary systems in all offices of the Secretariat. It also recommended that the resources requested for the implementation of the enterprise systems under the proposed 2008-2009 programme budget and the approved support account budget for 2007-2008 be adjusted to take into account its recommendations, and that the adjusted amount be provided to the Assembly.

The Assembly, in resolution 62/236 of 22 December (see p. 1441), affirmed the importance of compatibility of all information technology resources within and across duty stations, and stressed that the resources requested for that purpose in the current budget should be fully integrated in the future enterprise resource systems.
International cooperation in informatics

In response to Economic and Social Council resolution 2006/35 [YUN 2006, p. 1664], the Secretary-General submitted a May report [E/2007/59] on international cooperation in the field of informatics, which addressed cooperation between the Ad Hoc Open-ended Working Group on Informatics and the Secretariat; ICT infrastructure; information technology services; and training, support and awareness. The cooperation between the Working Group and the Secretariat had resulted in practical enhancements in the area of technology that facilitated the work of Member States and Observers, as well as of non-governmental organizations accredited to the United Nations. Both currently shared responsibility for the creation and maintenance of web pages and document updates in a new mode of collaboration that was direct, transparent and timely. With the guidance of the Working Group, the Secretariat intensified efforts to more fully develop CandiWeb, the prototype website in support of elections processes. Building on the success of CandiWeb, the Working Group extended its working-level coordination to similar information repositories of interest to Permanent missions. The Secretariat continued to maintain Internet connectivity for missions. It added more Wi-Fi access points to meet rising demand and improved and upgraded computer servers that supported services to missions. The Secretariat and the Working Group planned to address more comprehensively the information needs of delegations by exploring ways to integrate information resources. They planned to re-implement the top-level website for permanent missions to improve its usefulness to the diplomatic community as a portal for information and services.

ECONOMIC AND SOCIAL COUNCIL ACTION

On 26 July [meeting 45], the Economic and Social Council adopted resolution 2007/14 [draft: E/2007/L.24] without vote [agenda item 7 (c)].

The need to harmonize and improve United Nations informatics 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 communications 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 the 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 of the United Nations and Observers, 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 and the Secretariat; ICT infrastructure; information technology services; and training, support and awareness. The cooperation between the Working Group and the Secretariat had resulted in practical enhancements in the area of technology that facilitated the work of Member States and Observers, as well as of non-governmental organizations accredited to the United Nations. Both currently shared responsibility for the creation and maintenance of web pages and document updates in a new mode of collaboration that was direct, transparent and timely. With the guidance of the Working Group, the Secretariat intensified efforts to more fully develop CandiWeb, the prototype website in support of elections processes. Building on the success of CandiWeb, the Working Group extended its working-level coordination to similar information repositories of interest to Permanent missions. The Secretariat continued to maintain Internet connectivity for missions. It added more Wi-Fi access points to meet rising demand and improved and upgraded computer servers that supported services to missions. The Secretariat and the Working group planned to address more comprehensively the information needs of delegations by exploring ways to integrate information resources. They planned to re-implement the top-level website for permanent missions to improve its usefulness to the diplomatic community as a portal for information and services.

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UN premises and property

Capital master plan

Report of Secretary-General. In response to General Assembly resolution 57/292 [YUN 2002, p. 1375], the Secretary-General, in September [A/62/364 & Corr.1], submitted his fifth annual progress report on the capital master plan (CMP), which outlined activities undertaken since his previous report [YUN 2006, p. 1669]. The Assembly had approved the financing of the plan [ibid.], a construction manager was selected and a new Executive Director was appointed to lead the project. In addition, a lease for swing space was
signed and progress was achieved in the design of the project. Pursuant to Assembly resolution 61/251 [ibid.], ways to avoid budget increases were evaluated, as well as ways to minimize disruption to the Organization’s work, while ensuring adherence to the approved budget. The evaluation determined that there were significant benefits associated with expediting the phasing of renovation of both the Secretariat and Conference buildings. The CMP Office therefore developed a plan to accelerate the approved strategy IV, which would reduce the time required during renovation by reducing the number of phases for the renovation of the Secretariat and Conference buildings, and accelerate the construction of the temporary Conference building. The most appropriate way to execute the project would be to conduct the Secretariat renovation in one phase and the work in the Conference and General Assembly buildings in single sequential phases, as opposed to the three phases previously envisioned. The projected cost to complete the project was estimated at $2,096.3 million as at September 2007, representing an increase of $219.6 million above the $1,876.7 million approved by the Assembly in resolution 61/251. The total appropriation to date was $194 million, including $42 million for 2007. Actual expenditure as at 31 July amounted to $77.9 million.

The Secretary-General recommended that the Assembly endorse the accelerated strategy IV as proposed in the report; note that the Secretary-General would ensure that the overall project budget would remain at the authorized level of $1,876.7 million and that the projected cost increase would be eliminated through a combination of the accelerated strategy IV and the value engineering exercise; decide to appropriate $651,807,734 for 2008 and $340,964,085 for 2009 for the pre-construction phases, including swing-space requirements; note that, consistent with the provisions of Assembly resolution 61/251, assessments for multi-year payments in the period 2008-2011 would amount to $340,964,085 per year; and request the Secretary-General to continue reporting on the status of the project, the schedule, projected costs, the status of contributions, the working capital reserve, the status of the Advisory Board and the administrative and staff matters.

ACABQ report. In October [A/62/7/Add.4 & Corr.1], ACABQ stated that the planned value engineering exercise was worth pursuing, while recognizing that the extent of benefits and savings to be realized remained to be seen, and that the associated costs should be considered. It saw merit in the accelerated strategy IV and recommended that the Assembly approve it and authorize the appropriation of $992.8 million, comprising $651.8 million in 2008 (including $310.8 million carried over from 2007) and $341 million in 2009. ACABQ also recommended that the next progress report on the CMP status include detailed information on all aspects of the project.

Review of CMP

Report of Board of Auditors. A June report of the Board of Auditors on CMP for the year ended 31 December 2006 [A/62/5 (Vol.V)] reviewed the financial transactions and programme management for the period from 1 January to 31 December 2006, and the five recommendations it had made in its previous report [YUN 2006, p. 1668], three of which had been implemented, while two were under implementation.

As at 31 December 2006, total expenditures committed or incurred amounted to $69 million, of which $32.5 million had been expended by the end of the 2004-2005 biennium, while for 2006, $28.8 million in commitments and $7.7 million in disbursements had been made. The expenditure of $36.5 million for 2006 represented 65 per cent of the $55.8 million projected by the Secretary-General in his previous progress report on CMP [ibid., p. 1669]. The low level of expenditure could be attributed to the deferment of expenditures initially planned in 2006, notably the lease of the swing space ($12.5 million) and the construction manager fees ($2 million). Those expenditures were deferred pending the decision of the General Assembly on the overall financing of the project, taken in December 2006. As at 1 April 2007, project implementation was behind the schedule submitted in 2006 [ibid.]. The delay and changes resulted in projected cost overruns of at least $95 million to $105 million. Other cost increases amounted to $53.1 million, attributed to the cost of materials or trade costs, leading to an overall estimated overrun of $148 million to $158.1 million (between 7.9 and 8.4 per cent) of the overall budget approved by Assembly resolution 61/251 [ibid.].

The Administration agreed with the Board’s recommendation to bring the preparatory work forward to make up for delays, begin deferred technical studies, establish the security rules that would apply to the project and the worksite, adopt a procedure for deciding on staff movements, expedite the recruitment of an Executive Director, and give priority to filling the vacancies in the Office.

OIOS report. In August [A/62/281 (Part I)], OIOS, reporting on its activities for the period from 1 July 2006 to 30 June 2007, stated that it had participated in regular meetings with the Board of Auditors to share information on the status and results of ongoing audits, thereby contributing to oversight of CMP. In February, OIOS updated the status of its recommendations pertaining to audits of the draft preconstruction phase services agreement and the construction manager agreement, as well as the code consulting services bid and construction law counsel request for proposal.
The CMP Office accepted all 18 related recommendations, implemented 15 of them and advised that the remaining three would be implemented during 2007-2008. During the reporting period, otos also initiated two audits and responded to various requests for advice from the CMP Office and the Department of Management. Otos supported the Office’s initiative to have a specialized firm review payments made to CMP contractors, as it would enhance internal control systems, and provided advisory services related to a proposed award for the provision of construction management services.

**ACABQ report.** In its October report [A/62/7/ Add.4 & Corr.1], ACABQ underscored the need for strong commitment to the project from all departments and expected that the advisory board on CMP would be established without further delay. It noted that the recommendations of the Board of Auditors were pertinent and focused; welcomed the fact that the Administration had accepted all the recommendations, which should be implemented expeditiously; and requested the Board to validate their implementation in its forthcoming report.

**GENERAL ASSEMBLY ACTION**

On 10 December [meeting 65], the General Assembly, on the recommendation of the Fifth Committee [A/62/563], adopted resolution 62/87 without vote [agenda item 128].

**Capital master plan**

*The General Assembly,*


*Having considered* the fifth annual progress report of the Secretary-General on the implementation of the capital master plan, the related report of the Advisory Committee on Administrative and Budgetary Questions, the report of the Office of Internal Oversight Services on its activities for the period from 1 July 2006 to 30 June 2007 and the report of the Board of Auditors on the capital master plan for the year ended 31 December 2006,

*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 United Nations Headquarters Building in its current condition, 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. *Notes* the benefits, including economic ones, accruing to host countries from the presence of the United Nations, and the costs incurred;

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

5. *Reaffirms* its commitment to the safety, security, health and well-being of staff, delegations, visitors and tourists at the United Nations, and requests the Secretary-General to ensure that concrete safeguards are in place to achieve these objectives and are part of the standard operating procedures throughout the implementation of the capital master plan;

6. *Takes note* of the fifth annual progress report of the Secretary-General on the implementation of the capital master plan, the report of the Office of Internal Oversight Services on its activities for the period from 1 July 2006 to 30 June 2007 and the report of the Board of Auditors on the capital master plan for the year ended 31 December 2006;

7. *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;

8. *Regrets deeply* the procedural difficulties in United Nations departments, delays in decision-making by Secretariat leadership and insufficient responsiveness to the needs of the project by United Nations management, resulting in projected cost escalation, as reported in paragraph 23 of the report of the Secretary-General;

9. *Stresses* the centrality of the leadership and oversight of the Secretary-General and senior management, as well as a commitment to the project from all departments during the completion of the capital master plan to avoid a recurrence of the mistakes and delays in the implementation of the project to date and their negative implications for the Organization;

10. *Requests* the Secretary-General to ensure full accountability for the delays, lack of responsiveness of management to the needs of the capital master plan and other factors that have contributed to delays in the implementation of the capital master plan and the projected budget overrun, and to include this information in his sixth annual progress report;

11. *Accepts* the report of the Board of Auditors on the capital master plan for the year ended 31 December 2006;

12. *Endorses* the recommendations of the Board of Auditors contained in its report;

13. *Notes with concern* the findings of the Board of Auditors as contained in its report, and emphasizes the importance of the full implementation of its recommendations;

14. *Reaffirms* 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;
15. Requests the Secretary-General to entrust the Office of Internal Oversight Services with a comprehensive review focusing, inter alia, on the structure of the Office of the Capital Master Plan, compliance with United Nations regulations and rules on procurement and contracting, adherence to the terms of contracts, internal controls and processes in place to properly manage the project and other high-risk areas, and to report thereon to the General Assembly at its sixty-third session;
16. Requests the Office of Internal Oversight Services to ensure effective audit coverage of the capital master plan and to submit to the General Assembly all of its reports related to the implementation of the capital master plan;
17. Requests the Secretary-General to develop and implement a comprehensive internal control framework for the capital master plan to mitigate and effectively address all possible risks, to ensure full compliance and responsiveness on the part of management to the specific requirements of the project, to avoid any delays in the implementation of any aspect of the project and to ensure full compliance with United Nations rules and procedures and General Assembly resolutions governing procurement;
18. Reaffirms paragraphs 36 to 38 of its resolution 61/251 on the importance of transparency in the procurement process, and requests the Secretary-General to ensure that the construction manager takes them fully into account when subcontracting and to report, in the context of his sixth annual progress report, on the specific steps taken and progress achieved in the context of increasing procurement opportunities for vendors from developing countries and countries with economies in transition in the implementation of the capital master plan;
19. Reaffirms once again paragraph 38 of its resolution 61/251, and requests the Secretary-General to ensure that procurement activities conducted by the construction manager in the implementation of the capital master plan are in compliance with United Nations rules, regulations and procedures and General Assembly resolutions governing United Nations procurement activities as well as ethics policies, including post-employment restrictions, and that the relevant provisions are taken fully into account by the construction manager when subcontracting;
20. Requests the Secretary-General to ensure that all expression of interest notices issued by the construction manager and all related contract awards are posted on the capital master plan website;
21. Recalls that, in accordance with article 5 of the United Nations general conditions of contract, the terms of any subcontract shall be subject to and conform to the provisions of the general conditions of contract;
22. Requests the Secretary-General to exercise his authority to undertake, in respect of the subcontractors directly involved in the provision of goods and services to the Organization on behalf of the capital master plan construction manager, a thorough review of their qualifications and the identities of the principals involved, and also requests the Secretary-General to provide prior written approval and clearance for the use of such subcontractors, as required in article 5 of the general conditions of contract, so as to ensure the integrity, fairness and transparency of the procurement process;
23. Also requests the Secretary-General to post and regularly update the list of subcontractors approved by the United Nations on the capital master plan website and to include information on the implementation of article 5 of the general conditions of contract, including the procedure for review and approval of subcontractors by the United Nations, in future progress reports on the implementation of the capital master plan;
24. Reaffirms section XV of its resolution 61/244 of 22 December 2006;
25. Regrets the delay in the appointment of the advisory board requested in its resolutions 57/292 and 61/251, and urges the Secretary-General to expedite the setting up of the advisory board, reflecting wide geographical representation, so that it can begin its work as a matter of priority;
26. Requests the Secretary-General to ensure that the advisory board provides, inter alia, the necessary level of technical supervision;
27. Also requests the Secretary-General to explore the experience of various international organizations that have established ad hoc expert committees to provide advice on technical aspects of their construction and/or building maintenance projects and to report to the General Assembly thereon in the context of the forthcoming sixth annual progress report;
28. Affirms that the General Assembly has the sole prerogative of deciding on any changes to the capital master plan project, budget and implementation strategy as approved in its resolutions;
29. Takes note of the proposal of the Secretary-General on the accelerated strategy IV;
30. Authorizes the Secretary-General to enter into an additional swing space arrangement needed for a single-phase renovation of the Secretariat Building as a matter of urgency;
31. Approves the changes in the schedule of the renovation of the Secretariat Building proposed by the Secretary-General in paragraph 27 of his report, subject to the availability of the additional swing space arrangement referred to in paragraph 30 above, and, if such arrangement is not entered into within one hundred and twenty days of the adoption of the present resolution, requests the Secretary-General to proceed without further delay with the phased approach to the renovation of the Secretariat Building as approved by the General Assembly in its resolution 61/251;
32. Also approves the changes in the schedule of the renovation of the Conference Building and the General Assembly Building as proposed by the Secretary-General in paragraph 28 of his report;
33. Requests the Secretary-General to submit to the General Assembly comprehensive information on the availability and cost of and the movement of staff to the hired swing space and to ensure that such space will be available to the United Nations as long as it is required and will entail no additional cost or further staff dislocation, bearing in mind the unique nature of the capital master plan;
34. Reaffirms paragraph 39 of its resolution 61/251 and emphasizes to the Secretary-General the importance of effectively managing the multiple staff relocations and ensuring that the swing space meets the highest standards for the safety, security, health and well-being of the staff of
the United Nations and that any disruption in the work of the United Nations as a result of such temporary relocation is minimized at every stage;

35. Recalls paragraphs 51 to 56 of the report of the Board of Auditors, and requests the Secretary-General to expeditiously complete the geotechnical and other surveys and to provide updated information on the outstanding technical elements of the project that may have a considerable impact on the overall project, including design work for upgraded blast protection and geotechnical and other surveys, and to include this information in future progress reports;

36. Requests the Secretary-General to ensure that the changes approved in paragraphs 30 and 32 of the present resolution are implemented without prejudice to the objectives and quality of the project and to submit to the General Assembly a comprehensive report on the efficiency gains and cost absorption possible through the implementation of these changes;

37. Recalls paragraph 10 of its resolution 61/251, and decides that any scope options in addition to those already approved by the General Assembly shall be submitted by the Secretary-General to the General Assembly for its consideration and approval;

38. Requests the Secretary-General to ensure by all means that the project costs are brought back within the approved budget;

39. Reiterates its request to 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 budget as approved in its resolution 61/251;

40. 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 avoid budget increases through sound project management practices and to keep the capital master plan within the approved budget, schedule of assessments and time schedule;

41. Takes note of the proposal of the Secretary-General to utilize value engineering as a tool to recover the projected cost overruns in the capital master plan budget approved by the General Assembly in its resolution 61/251, directed at improving performance, reliability, quality, safety and life-cycle costs, and requests the Secretary-General to expeditiously and clearly identify the areas of work where efficiency gains and cost reductions are possible and to report thereon in the context of his sixth annual progress report;

42. Requests the Secretary-General to include in his sixth annual progress report specific information on the guaranteed maximum price contracts and the activities of the external consultant that the United Nations has hired;

43. Expresses its concern that no specific information has been shared with Member States concerning associated costs, and requests the Secretary-General to include such information in his sixth annual progress report and to make every effort to absorb such costs within the approved budget of the capital master plan;

44. Reaffirms its request to 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;

45. Requests the Secretary-General to ensure that measures and procedures are put in place by the Office of the Capital Master Plan to appropriately handle the works of art, masterpieces and other gifts during all the stages of the renovation unless otherwise indicated by the Member States concerned and to report thereon in the context of the forthcoming sixth annual progress report;

46. Decides to appropriate 992,771,819 United States dollars for the biennium 2008-2009;

47. Reaffirms the mixed one-time and multi-year assessment option based on the scale of assessments applicable to the regular budget for 2007, as stipulated in paragraphs 14 to 20 of its resolution 61/251, and decides that there will be no change in the payment schedule for contributions of Member States to the capital master plan;

48. Requests the Secretary-General to improve coordination of the capital master plan with the Department of Public Information of the Secretariat in the context of reporting on matters and progress relating to the capital master plan and to clarify the existing arrangements that are in place to avoid damage to the image of the United Nations with regard to all aspects of the capital master plan;

49. Also requests the Secretary-General to update the Member States through regular informal briefings, besides submitting annual progress reports, on all aspects of the implementation of the capital master plan, including the current status, significant activities carried out since the previous report and risk analysis information outlining any risks identified, action to be taken, status and trends, and to update the relevant information on its website on a regular basis;

50. Further requests the Secretary-General to include in his sixth annual progress report information on lessons learned in the implementation of the capital master plan and how they are being utilized to improve the current and future planning and implementation of the capital master plan.

By decision 62/546 of 22 December, the Assembly decided that the item entitled “Financial reports and audited financial statements and reports of the Board of Auditors on the capital master plan” would remain for consideration during its resumed sixty-second (2008) session.

Additional office/conference facilities

Addis Ababa. In accordance with Assembly resolution 60/248 [YUN 2005, p. 1495], the Secretary-General, in October [A/62/487], submitted his annual report on construction of additional office facilities at the headquarters of the Economic Commission for Africa (ECA) in Addis Ababa. The addendum to the host country agreement had been signed, and ECA continued to collaborate with local authorities on the construction of an alternate public access road. Revisions were made to the project design, some of which entailed cost escalation and amendment of the contract with the international architect. Those amendments were signed on 13 June and the final drawings were submitted in August.
The bidding exercise for a general contractor was initiated and final tender documents were completed. In view of the difficulty encountered by the international architect in coordinating the project from abroad, a decision was made to hire a local architect for the construction phase. In addition, to provide oversight by UN Headquarters, an independent quantity surveyor would be appointed. As a result of those developments, the original project schedule had to be revised, with a new completion date of August 2010, instead of October 2009. Security requirements were also identified, at a projected additional cost of $759,800. Owing to the delays in project design, the additional requirements relating to safety and security and the unforeseen construction components, the total revised cost of the project would amount to $14,333,100, compared to the original estimate of $11,383,300. The Assembly was requested to approve the revised total cost of $14,333,100 and to authorize the Secretary-General to enter into a commitment in the amount of $1,936,400 gross ($1,849,800 net) under the 2008-2009 proposed programme budget, to be reported in the context of the first performance report for the programme budget for that period.

In November [A/62/7/Add.11], ACABQ recommended that the Assembly approve the Secretary-General’s requests, and urged that cost containment measures be taken so as to avoid further cost escalation beyond the proposed budget. It also recommended that the Secretary-General conclude negotiations with the host country on the construction of an alternative public access road so as not to delay the construction project. The Assembly, in section IX of resolution 62/238 of 22 December (see p. 1454), noted Ethiopia’s efforts to facilitate the construction of additional office facilities at ECA. It also took note of the Secretary-General’s report and endorsed the ACABQ observations and recommendations.

Vienna. In accordance with section I of Assembly resolution 61/252 [YUN 2006, p. 1614], the Secretary-General, in September [A/62/358], provided information on progress made in the construction of additional conference facilities at the Vienna International Centre. Completion of construction of the new conference facility was scheduled for the end of 2007 and installation of technical equipment by mid-2008. The building would be operational once the details of network infrastructure, catering facilities and security installations were finalized. The four organizations based at the Vienna International Centre—the International Atomic Energy Agency (IAEA), the United Nations Industrial Development Organization (UNIDO), the Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO) and the United Nations Office at Vienna—would begin using the new M building in September and October 2008. Full use was tentatively planned for 1 January 2009.

The four organizations based at the Centre would collectively contribute €2.5 million for the construction of additional conference facilities. The UN share was set at 4 per cent, which would be covered by a provision of $117,700 (€100,000) included in the 2008-2009 proposed programme budget under section 32, Construction, alteration, improvement and major maintenance. No additional operational and maintenance costs were anticipated while the new facility was used as swing space during the removal of asbestos from and refurbishment of the existing Conference building (C building). The asbestos removal work, which had begun in 2004, would continue during 2008-2009 and beyond. All direct costs related to the asbestos removal were to be borne by Austria. The project was expected to be completed by mid-2011.

In November [A/62/7/Add.9], ACABQ welcomed the inclusion in the Secretary-General’s report of information on asbestos removal, and recommended that the Assembly take note of the report.

The Assembly, in section X of resolution 62/238 of 22 December (see p. 1454), noted Austria’s efforts to construct conference facilities at the Vienna International Centre. It also took note of the Secretary-General’s report and endorsed the ACABQ observations and recommendations thereon.

Transfer of buildings to UNLB

In a November note [A/62/548], the Secretary-General reported that, following the acceptance by the General Assembly, in decision 58/557 [YUN 2003, p. 1500], of the transfer of five additional buildings by the Government of Italy to accommodate the operations and the strategic deployment stocks of the United Nations Logistics Base (UNLB) at Brindisi, Italy, the Government had made a subsequent offer to transfer to UNLB six additional buildings and 12 open areas, bringing the total number of buildings transferred to 11, with a combined floor space of 8,565 square metres, as well as 70,739 square metres in open areas. The buildings would house the UNLB headquarters, the Air Operations unit and the staff cafeteria, while the open areas not adjacent to buildings would accommodate increased storage space requirements. Under the memorandum of understanding with the Government of Italy, the United Nations would renovate nine of the 11 buildings at an estimated cost of $3 million and $600,000 for the open areas. Thereafter, annual maintenance costs of $357,000 would be borne by the United Nations. The Secretary-General sought the Assembly’s approval for the acceptance of the buildings and the additional financial liability for the United Nations Logistics Base (UNLB) at Brindisi, Italy.
Nations in respect of the maintenance of the buildings and open areas. An amendment to the memorandum of understanding would be subsequently concluded.

In a related report [A/62/559], ACABQ noted that for the renovation work, which would commence during the 2007-2008 budget cycle, current and projected expenditures for 2007-2008 showed an unencumbered balance of $401,005, and that $400,000 from the approved resources for 2007-2008 could be utilized for that purpose, thereby reducing the 2008-2009 overall requirement of $3.6 million. Any further unutilized balance in the current period should be used to cover the renovation and maintenance costs and be reported in the 2007-2008 performance report. The 2008-2009 budget proposals should take into account all 2007-2008 expenditures and be reduced accordingly. ACABQ noted that the availability of additional premises would allow the closure of the San Pancrazio facility, generating savings of $700,000 in annual recurring costs, and recommended that the proposed 2008-2009 budget reflect those savings. It welcomed Italy’s contributions and recommended that the Assembly approve the Secretary-General’s request.

**GENERAL ASSEMBLY ACTION**

On 22 December [meeting 79], the General Assembly, on the recommendation of the Fifth Committee [A/62/600], adopted **resolution 62/231** without vote [agenda item 140].

**Transfer of buildings to the United Nations Logistics Base at Brindisi, Italy**

_The General Assembly,_

Recalling its decision 58/557 of 23 December 2003, in which it expressed its appreciation to the Government of Italy for offering five additional buildings to the United Nations Logistics Base at Brindisi, Italy, and approved their transfer,

Recalling also financial regulation 3.11 of the Financial Regulations and Rules of the United Nations,

Having considered the note by the Secretary-General on the transfer of buildings to the United Nations Logistics Base, and the related report of the Advisory Committee on Administrative and Budgetary Questions,

1. Notes with appreciation the offer by the Government of Italy of six additional buildings and twelve open areas to the United Nations Logistics Base at Brindisi, Italy;
2. Takes note of the note by the Secretary-General on the transfer of buildings to the United Nations Logistics Base;
3. Endorses the conclusions and recommendations contained in the report of the Advisory Committee on Administrative and Budgetary Questions;
4. Approves the transfer of the six additional buildings and twelve open areas pledged by the Government of Italy to the United Nations Logistics Base.

**Use of the Peace Palace at The Hague**

In October [A/62/496], the Secretary-General reported that, in accordance with article II of the draft Supplementary Agreement between the United Nations and the Carnegie Foundation for the use of the Peace Palace by the International Court of Justice at The Hague, Netherlands, approved in section VII of resolution 52/222 [YUN 1997, p. 1438], the annual contribution payable by the United Nations to the Foundation had been reviewed and agreement on the terms of a new Supplementary Agreement concluded in August. The amendment to article II of the Supplementary Agreement fixed the annual contribution at €1,152,218 net, a 13 per cent increase over 2005, reflecting an increase in security, cleaning and utility costs, which had increased faster than the inflation adjustments applied to the annual contribution since its revision in 1997. The base amount would be subject to annual increases relating only to inflation, and would be reviewed five years from the date of commencement. Provisions to be included in article IV, relating to the percentage of space from the Peace Palace allocated to the Court, had also been agreed upon and had been determined at 50.06 per cent. The new agreement would take effect from 1 July 2006, and would result in estimated additional requirements of $251,200 for 2006-2007 and $552,000 for 2008-2009. The Assembly was requested to approve the amendments to the Supplementary Agreement as contained in the annex to the report and to take note of the financial implications for 2006-2007 and 2008-2009.

In October [A/62/7/Add.8], ACABQ welcomed the agreement and recommended that the Assembly approve the action proposed by the Secretary-General.

The Assembly, in section XI of **resolution 62/238** of 22 December (see p. 1454), took note of the Secretary-General’s report, approved the amendments to the supplementary agreement contained in its annex and endorsed the ACABQ observations and recommendations.

**Security issues**

**Strengthened and unified security management system**

At its resumed sixty-first (2007) session, the General Assembly had before it the Secretary-General’s reports on: the coverage of staff by the malicious acts insurance policy and on security spending by the UN system organizations [YUN 2005, p. 1559]; a strengthened and unified security management system for the United Nations [YUN 2006, p. 1673] and standardized access control [ibid., pp. 1674 & 1675]; and measures
taken to improve the operational administration of existing cost-sharing arrangements for safety and security [ibid., p. 1674]. It also had before it ACABQ reports on: the coverage of staff by the malicious acts insurance policy and security spending by the UN system organizations [YUN 2005, p. 1526]; ICT security, business continuity and disaster recovery [YUN 2006, p. 1675]; a strengthened and unified security management system for the United Nations [ibid.]; and standardized access control [ibid.]. Also before the Assembly were: an oitos report on the global audit of field security management [YUN 2005, p. 126]; an oitos report on the utilization and management of funds approved by Assembly resolutions 58/295 and 59/276 for strengthening the safety and security of UN premises [ibid., p. 1556] and a note by the Secretary-General transmitting his comments thereon [ibid., p. 1557]; and a Secretariat note on ICT security, business continuity and disaster recovery [YUN 2006, p. 1675].

GENERAL ASSEMBLY ACTION

On 4 April [meeting 93], the General Assembly, on the recommendation of the Fifth Committee [A/61/592/Add.4], adopted resolution 61/263 without vote [agenda item 117].

Strengthened and unified security management system

The General Assembly,

Recalling section XI of its resolution 59/276 of 23 December 2004, by which it established the Department of Safety and Security of the Secretariat in order to ensure a strengthened and unified security management system for the United Nations,


Having considered the reports of the Secretary-General on a strengthened and unified security management system for the United Nations; measures taken to improve the operational administration of existing cost-sharing arrangements for safety and security; a strengthened and unified security management system for the United Nations: standardized access control; and the coverage of staff by the malicious acts insurance policy and security spending by organizations of the United Nations system; the report of the Office of Internal Oversight Services concerning the utilization and management of funds approved by the General Assembly for strengthening the safety and security of United Nations premises and the note by the Secretary-General transmitting his comments thereon; the report of the Office of Internal Oversight Services on the global audit of field security management; and the note by the Secretariat on information and communication technology security, business continuity and disaster recovery,

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

Emphasizing the importance of safety and security for all United Nations staff and premises,

Recognizing the important steps taken by the Department of Safety and Security in ensuring an effective and professional system-wide security management system,

Underlining the importance of achieving the highest levels of professionalism and expertise within the United Nations security management,

Reaffirming the critical importance of cooperation and coordination among all United Nations entities in the implementation of a unified and integrated system-wide policy for safety and security,

1. Takes note of the reports of the Secretary-General on a strengthened and unified security management system for the United Nations; measures taken to improve the operational administration of existing cost-sharing arrangements for safety and security; a strengthened and unified security management system for the United Nations; standardized access control; and the coverage of staff by the malicious acts insurance policy and security spending by organizations of the United Nations system; the report of the Office of Internal Oversight Services concerning the utilization and management of funds approved by the General Assembly for strengthening the safety and security of United Nations premises and the note by the Secretary-General transmitting his comments thereon; the report of the Office of Internal Oversight Services on the global audit of field security management; and the note by the Secretariat on information and communication technology security, business continuity and disaster recovery;

2. Endorses the conclusions and recommendations of the Advisory Committee on Administrative and Budgetary Questions, subject to the provisions of the present resolution;

3. Notes the intention of the Department of Safety and Security to gradually assume a leading role in crisis response and crisis management for the United Nations system, and, in this regard, requests the Secretary-General to provide detailed information on the project and its related costs in the proposed programme budget for the biennium 2008-2009;

4. Reaffirms the importance of a system-wide policy with regard to the safety and security of United Nations staff, and the unity of command in this regard;

5. Emphasizes the need for a comprehensive safety and security policy framework at the United Nations which provides the basis for the threat and risk assessment, cooperation with the host countries, cost-sharing arrangements and operations of the Department of Safety and Security, and requests the Secretary-General to present such a framework to the General Assembly at the first part of its resumed sixty-second session;

6. Stresses that safety is a vital aspect of the mandate of the Department of Safety and Security, and requests the Secretary-General to conduct a comprehensive review of the existing safety programmes at Headquarters and the duty stations and to report thereon to the General Assembly at the first part of its resumed sixty-second session;

7. Reiterates the principle that the United Nations Secretariat, organizations, funds and programmes share a common responsibility for the safety and security of their staff;
8. **Underlines** the principle that funding for safety and security, based on cost-sharing arrangements, should be clear, predictable and secure;
9. **Recalls** paragraphs 50 and 52 of section XI of its resolution 59/276, in which it called upon all entities participating in the cost-sharing arrangements to provide prompt and secure funding for such arrangements, and for those in arrears to ensure prompt payment of the outstanding sums;
10. **Notes** the process of consultations being undertaken between the Department of Safety and Security and the specialized agencies, funds and programmes, including on the strategic directions and operational requirements of security arrangements for the field to encourage ownership of the process and enhance their participation;
11. **Notes with concern** the situation outlined in paragraph 11 of the report of the Secretary-General regarding the disagreement leading to the non-participation of the World Bank in field-related security costs, and emphasizes that this could hinder the coordination of the security operations in the field;
12. **Requests**, in this regard, the Secretary-General, in his capacity as Chairman of the United Nations System Chief Executives Board for Coordination, to carry out consultations with the World Bank with the aim of resolving this issue, as a matter of urgency;
13. **Invites** the Secretary-General, in his capacity as Chairman of the United Nations System Chief Executives Board for Coordination and with the aim of achieving a workable cost-sharing arrangement:
   (a) To ensure a common interpretation and implementation of all policies related to safety and security;
   (b) To encourage the development of practical methods to ensure the effective implementation of the arrangements in place for the sharing of costs for safety and security across the United Nations system;
   (c) To continue discussions with the United Nations System Chief Executives Board for Coordination to achieve greater transparency in the different sources of security-related costs;
   (d) To submit a report on steps taken to implement subparagraphs (a), (b) and (c) above as well as on expenditures related to safety and security as compared to the total expenditures of specialized agencies, funds and programmes to the General Assembly at the first part of its resumed sixty-second session;
14. **Welcomes** the efforts of host countries in undertaking their responsibilities to ensure the safety and security of United Nations staff and premises;
15. **Emphasizes** that the primary responsibility for ensuring the safety and security of United Nations staff and premises rests with the host country, emphasizes also the role of the relevant host country agreements in defining this responsibility and, in this regard, reiterates its request to the Secretary-General contained in paragraph 27 of section XI of its resolution 59/276 to report on the updating and revision of host country agreements as well as on the different capacities of host countries to provide security to the United Nations;
16. **Notes** the efforts of the Department of Safety and Security in cooperating with the national authorities of respective host countries in undertaking security risk asessment and management, and urges the Department to ensure cooperation with host countries and to ensure also that they are kept fully informed;
17. **Recognizes** the expanded training initiatives that have been implemented by the Department of Safety and Security, and encourages the Department to maintain training as a high priority and, in this context, to continue the collaboration with the Department of Peacekeeping Operations, specialized agencies, funds and programmes, as well as the United Nations System Staff College at Turin, Italy;
18. **Requests** the Secretary-General to entrust the Office of Internal Oversight Services with a comprehensive management audit, inter alia, focusing on the structure of the Department of Safety and Security, recruitment procedures and the implementation of section XI of General Assembly resolution 59/276, and the interaction, cooperation and coordination of the Department with other Secretariat entities, including but not limited to the Department of Peacekeeping Operations, and to report thereon to the Assembly at the first part of its resumed sixty-second session;
19. **Reaffirms** paragraphs 17, 18 and 20 of section XI of its resolution 59/276;
20. **Takes note with appreciation** of the efforts of the Secretary-General to achieve as wide a geographical balance as possible in the Department of Safety and Security, without compromising the highest standards of efficiency, competence and integrity, and urges the Secretary-General to continue such efforts, taking into account the proposals to effectively increase the representation of developing countries in the Secretariat requested of the Secretary-General in paragraph 17 of section X of its resolution 61/244 of 22 December 2006;
21. **Recalls** paragraph 1 of section XI of its resolution 61/244, in which it reaffirmed 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 of the United Nations, and regrets that progress towards attaining this goal has been slow;
22. **Takes note**, in this context, of paragraph 42 of the report of the Secretary-General and urges him to continue his efforts to achieve greater gender parity in the Department of Safety and Security, and invites Member States to assist the Secretary-General in this regard;
23. **Requests** the Secretary-General to report on steps taken to implement paragraphs 20, 21 and 22 above to the General Assembly at the first part of its resumed sixty-second session;
24. **Emphasizes** the importance of gaining efficiency and effectiveness in the implementation of the approved projects through improved streamlining, setting benchmarks, meeting the timelines for different phases of the projects and administrative and managerial oversight and strengthening of accountability;
25. **Emphasizes also** the importance of taking full account of lessons learned and best practices at all duty stations with a view to facilitating the implementation of the first phase of the standardized access control system, and requests the Secretary-General to report thereon, including on any possible efficiency gains, to the General Assembly at its sixty-second session;
26. Takes note of the observation of the Advisory Committee on Administrative and Budgetary Questions contained in paragraph 16 of its report, and requests the Secretary-General to develop and implement effective measures to guarantee the highest level of protection of personal data available in the standardized access control system;

27. Decides that data related to representatives of Member States and officials other than Secretariat officials and experts on mission, as recorded in the standardized access control system, shall be subject to the full implementation of the following provisions:

(a) The data shall be recorded for the sole purpose of establishing the presence or absence of persons on the premises in case of emergency preparedness and recovery operations;

(b) Only staff members of the Department of Safety and Security, formally certified by the Under-Secretary-General for Safety and Security, and duly informed of the provisions of the present paragraph, shall have access to the above-mentioned data, which shall under no circumstances be made available to any other party either inside or outside the United Nations unless so required for the purposes of the emergency preparedness and recovery operations referred to in subparagraph (a) above;

(c) The data shall be automatically deleted from the standardized access control system after completion of the read-in/read-out cycle, which will be no later than twenty-four hours for access data and no later than thirty days for digital video storage data;

(d) Violation of any of the provisions stipulated in subparagraphs (a), (b) and (c) above shall constitute serious misconduct under staff regulation 10.2;

28. Takes note of the recommendation of the Advisory Committee on Administrative and Budgetary Questions in paragraph 7 of its report, and decides to revert to this issue in the context of the proposed programme budget for the biennium 2008-2009, also taking into account paragraph 27 of section XI of its resolution 59/276;

29. Decides to authorize the Secretary-General to enter into commitments up to 20,208,000 United States dollars under the programme budget for the biennium 2006-2007, 1,500,000 dollars under the budget for the International Tribunal for the Former Yugoslavia and 1,975,000 dollars under the budget for the International Criminal Tribunal for Rwanda, without prejudice to the implementation of projects previously approved for the biennium 2006-2007, to be reported in the context of the respective second performance reports, to implement the first phase of the standardized access control system;

30. Stresses the importance of fully implementing projects provided for under section 32, Construction, alteration, improvement and major maintenance, of the programme budget for the biennium 2006-2007, and requests the Secretary-General, in the event that the implementation of the first phase referred to in paragraph 29 above will impact previously approved projects, to report on such impact, for its consideration.

Note by Secretary-General. In a June note [A/62/91], the Secretary-General stated that, in accordance with paragraph 28 of resolution 61/263 (above), the General Assembly might wish to revert to the issue of reclassification of the post of deputy to the Under-Secretary-General for Safety and Security from the D-2 level to the Assistant Secretary-General level during its consideration of the proposed 2008-2009 programme budget.

CEB consideration. The CEB High-level Committee on Management, at its fourteenth regular session (Palisades, New York, 20-21 September) [CEB/2007/6], stated that it appreciated the effort by the Department of Safety and Security to increase accountability of its activities by providing detailed and timely information on the status of expenditure, programme performance of its operations and the vacancy status of its posts. It encouraged the Department to enhance overall transparency and stakeholders’ participation in the management of the UN Security Management System. To facilitate the resolution of issues relating to the System’s management and funding, the Committee appointed an Advisory Group to provide support to the Department of Safety and Security.

The Assembly, in part XII of resolution 62/236 of 22 December (see p. 1448), decided not to reclassify a D-2 post to the Assistant Secretary-General level for the deputy to the Under-Secretary-General for Safety and Security. On the same date, in section XXIII of resolution 62/238 (see p. 1454), the Assembly approved the gross jointly financed 2008-2009 budget of the Department of Safety and Security.

Information and communication technology security, business continuity and disaster recovery

In response to section XI of Assembly resolution 59/276 [YUN 2004, p. 1387] and section XV of resolution 60/266 [YUN 2006, p. 92], the Secretary-General submitted an October report on ICT security, disaster recovery and business continuity for the United Nations [A/62/477], in which he presented proposals for a global operational framework for ICT infrastructure and an analysis of infrastructure improvements linked to implementation of the enterprise resource planning system (see p. 1485). The framework would ensure ICT disaster recovery and business continuity for UN Headquarters, offices away from Headquarters and field missions through the establishment of a centralized data centre in the UN Logistics Base at Brindisi, Italy, and another at a proposed secondary site in Valencia, Spain. Implementation of those proposals would require additional resource requirements of $11,185,600. The three-year cost to UN peacekeeping operations for establishing the Valencia facility was estimated at $9,817,400.

The Secretary-General also made a proposal for a separate initiative, related to the cmp transitioning phase in New York, to move the UN Headquarters
complex data centre to a site in the new North Lawn facility and to Long Island City. Its implementation would give rise to resource requirements of $36,043,500 under the 2008-2009 regular budget.

In December [A/62/7/Add.31], ACABQ recommended that the Secretary-General be authorized to proceed with the implementation of the North Lawn facility data centre and that the resources requested be approved. He should conclude with the United Nations Children’s Fund (UNICEF), the United Nations Development Programme (UNDP), the United Nations Population Fund (UNFPA) and the United Nations Joint Staff Pension Fund an agreement on cooperative arrangements for a multi-agency joint operation at the Long Island City site, and report at the Assembly’s resumed sixty-second (2008) session. ACABQ recommended that the resources requested for business continuity and disaster recovery under the 2008-2009 proposed programme budget and the approved support account budget for 2007-2008 be adjusted to take into account its recommendations, and that the adjusted amount be provided to the Assembly.

Staff matters

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 1974, p. 875], continued in 2007 to regulate and coordinate the conditions of service and the salaries and allowances of the UN common system. ICSC held its sixty-fourth (New York, 19-30 March) and sixty-fifth (Geneva, 9-20 July) sessions [A/62/30 & Corr.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. An April addendum to the ICSC annual report for 2006 [A/61/30/Add.1] discussed consideration by ICSC, during its sixty-fourth session in March, of the Secretary-General’s proposals contained in section VI of Assembly resolution 61/244 [YUN 2006, p. 1694], and presented the ICSC findings and recommendations in response to section I of Assembly resolution 61/239 [ibid., p. 1678].

In a 12 September statement [A/62/336], the Secretary-General estimated the administrative and financial implications of ICSC decisions and recommendations for the 2008-2009 proposed programme budget and the proposed budgets of the International Criminal Tribunal for Rwanda (ICTR) and the International Tribunal for the Former Yugoslavia (ICTY) to be $307,700, $21,400 and $35,600, respectively, with regard to separation payments for staff in the Professional and higher categories. This was to be reflected in the recasting of the corresponding 2008-2009 proposed budget estimates prior to determining the appropriations to be adopted by the Assembly in December.

On 21 September [A/62/7/Add.1 & Corr.1], ACABQ stated that it had no objection to the Secretary-General’s approach.

The Assembly, in section XIII of resolution 62/238 of 22 December (see p. 1454), took note of the Secretary-General’s report and endorsed the ACABQ conclusions and recommendations. In section XIX of the same resolution, the Assembly approved the 2008-2009 gross budget for ICSC in the amount of $17,777,000.

GENERAL ASSEMBLY ACTION

On 22 December [meeting 79], the General Assembly, on the recommendation of the Fifth Committee [A/62/565], adopted resolution 62/227 without vote [agenda item 135].

United Nations common system: report of the International Civil Service Commission

The General Assembly,
Recalling also paragraph 8 of its resolution 61/274 of 29 June 2007,
Having considered the report of the International Civil Service Commission for the year 2007,
Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,
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 with appreciation of the work of the International Civil Service Commission;
2. Takes note of the report of the Commission for 2007 and decides to consider the recommendations contained in paragraph 21 of the report under the agenda items on the financing of the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Viola-
Recommendations of the International Civil Service Commission that call for decisions by the General Assembly

A. Conditions of service of staff in the Professional and higher categories

1. Evolution of the margin

Recalling section 1.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 from 1 January to 31 December 2007 is estimated at 114.0 and that the average margin level for the past five years (2003-2007) stands at 112.3;

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 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;

2. 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,

Approves, with effect from 1 January 2008, as recommended by the Commission in paragraph 30 of its report, the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories contained in annex III to the report;

B. Conditions of service applicable to both categories of staff: language incentive

Takes note of the recommendations of the Commission contained in paragraph 65 of its report;

II

Strengthening of the international civil service

1. Reaffirms that the staff of the United Nations is an invaluable asset of the Organization, and commends its contribution to furthering the purposes and principles of the United Nations;

2. Welcomes the steps taken by the Commission to strengthen its role and improve its functioning, as set out in paragraphs 68 to 72 of its report, and encourages the Commission to continue this process.

Functioning of ICSC

Strengthening ICSC

Prior to its sixty-fifth session [A/62/30 & Corr.1], ICSC members considered ways to strengthen ICSC and maximize its ability to support the General Assembly in guiding the common system. They also examined ways to improve its functioning by streamlining its working methods, using resources more effectively and making its reports to the Assembly more concise and easier to understand. They identified a number of goals, including streamlining and simplifying activities; developing an action plan for building a personnel database for analysis and decision-making through use of the enterprise resource planning systems; refocusing ICSC as both a regulatory and a coordinating body; and developing and strengthening its own strategic planning, policy development and guidance, coordination among stakeholders, monitoring/compliance and regulation.

ICSC developed an action plan, annexed to its report, to streamline and simplify activities and to achieve those goals. It agreed to make optimal use of its time by maintaining the existing commitment of 10 weeks over two years of Commissioners’ time in support of higher value-added activities; holding shorter formal meetings; and having more informal meetings.

Strengthening partnerships

To strengthen partnerships with its stakeholders, ICSC held a special meeting, prior to its sixty-fifth session [A/62/30 & Corr.1], with the Geneva-based organizations—the International Labour Organization, the International Telecommunication Union, the Joint United Nations Programme on HIV/AIDS, the Office of the United Nations High Commissioner for Refugees (UNHCR), the United Nations Office at Geneva, the World Health Organization, the World Intellectual Property Organization and the World Meteorologi-
lical Organization—to identify issues of strategic value where ICSC could have an important role to play. Ways of enhancing ICSC interaction with those organizations were discussed and participants considered it advisable to encourage ICSC presence at meetings of the Chief Executives Board for Coordination and its High-level Committee on Management, as well as at sessions of the governing bodies of individual organizations. The ICSC Chairman indicated the Commission’s commitment to continue improving and expanding communication channels with the organizations.

On 22 December, the General Assembly, in section II of resolution 62/227 (see p. 1496), welcomed the steps taken by ICSC to strengthen its role and improve its functioning, and encouraged it to continue that process.

Remuneration issues

In keeping with 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 2007 report to the Assembly [A/62/30 & Corr.1], ICSC noted that the net remuneration margin for the period from 1 January to 31 December 2007 was estimated at 113.9. It also drew the Assembly’s attention to the fact that the average margin level for the past five years (2003-2007) had been below the desirable midpoint of 115, and currently stood at 112.3.

ICSC further noted that, for 2007, no duty station was expected to have a post adjustment that would otherwise fall below the new base/floor salary scale; therefore no financial implications were projected under that item. As the newly introduced mobility and hardship scheme had been de-linked from the base/floor salary scale, the issue of the financial implications of the scheme would no longer arise. ICSC recommended to the Assembly for approval, with effect from 1 January 2008, the base/floor salary scale for the Professional and higher categories shown in annex III to its report. The scale reflected a 1.97 per cent adjustment, implemented through the standard consolidation method of increasing base salary and commensurately reducing post adjustment multiplier points.

On 22 December, the General Assembly, in section I of resolution 62/227 (see p. 1496), reaffirmed that the range of 110 to 120 for the margin should continue to apply, on the understanding that it would be maintained around the desirable midpoint of 115 over a period of time. The Assembly also approved, effective 1 January 2008, the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories.

Post adjustment

In 2007 [A/62/30 & Corr.1], 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 the Advisory Committee on Post Adjustment Questions (ACPAQ), which, at its twenty-ninth session in February, undertook a number of methodological studies pertaining to the 2010 round of place-to-place surveys, including simplifying the post adjustment index structure by reducing the number of basic headings and using hedonic regression techniques for some high-technology products. ACPAQ reviewed some simplifications of the methodology it had adopted, in particular the calculation of the two elements of the out-of-area component: the out-of-area weight and the out-of-area index. It also reviewed the methodology for estimating the cost-of-living differential between New York and Washington, D.C., as well as the formulas used to derive the financial implications of ICSC recommendations and decisions. It was expected that ACPAQ technical expertise would help ICSC make informed decisions about the issues at hand.

ICSC decided to endorse ACPAQ recommendations for simplifying the post adjustment index structure; request the ICSC secretariat to conduct an out-of-area survey to determine the out-of-area index and information on Internet purchases; authorize the secretariat to negotiate with the data provider proposals to improve the transparency and readability of its biennial report, but postpone any methodological modifications to 2010; approve the ACPAQ recommendation to use the models developed by the secretariat to estimate the financial implications of changes in the base scale for staff in the Professional and higher categories, and in the mobility and hardship scheme, as shown in annexes IV and V to its report; and request the secretariat to develop a model for estimating the financial implications of the education grant and present it in 2008.

Other remuneration issues

Conditions of service and compensation for non-Secretariat officials

Staff of international tribunals

On 29 June, the General Assembly considered the Secretary-General’s proposals for incentives for retaining staff of ICTR and ICTY and the related comments
and recommendations of ACABQ thereon (see p. 1349). In resolution 61/274 of the same date (ibid.), the Assembly, recognizing that the payment of a retention incentive was not provided for in the UN common system and could have implications for it, requested ICSC to advise it on the Secretary-General’s proposal at its 2007 session.

In July [A/62/30 & Corr.1], ICSC considered the Secretary-General’s proposal and concluded that granting financial retention incentives would set a precedent for the common system and should be avoided. The downsizing and operational closure of the Tribunals were not sufficiently unique to justify exceptional treatment. The Commission therefore advised the Assembly that the proposed special financial retention incentives for the two Tribunals should not be considered appropriate, as they were not provided for in the UN common system. The existing contractual framework should be used to grant contracts that would remove uncertainty about future employment, and other non-monetary incentives should be made available to all staff of the Tribunals. For those Tribunal staff who were offered appointments in another common system organization, their reporting date for the new assignment should be set to coincide with the completion of their work with the Tribunal.

On 22 December, the Assembly, in resolution 62/227 (see p. 1496), decided to consider the ICSC recommendations under the agenda items on the financing of ICTR and ICTY.

Members of ICJ and judges of international tribunals

Communications. On 6 March [A/C.5/61/19], the Secretary-General transmitted to the General Assembly President a 28 February request by the Registrar of the International Criminal Court by which the Court invited the Assembly to consider amending the pension scheme regulations for judges of the International Court of Justice (ICJ), ICTY and ICTR to ensure that no former judge of any of those courts or tribunals received a UN pension while serving as a judge of the International Criminal Court.

In a 3 April letter [A/61/837] to the Assembly President, the ICJ President expressed the Court’s concern that the proposed action regarding emoluments of the judges, as recommended by the Secretary-General in 2006 [YUN 2006, p. 1681], would create inequality among judges, and requested the Assembly to consider postponing action on the draft resolution contained in a document [A/61/592/Add.4] to a later date. It was likely that the proposed remuneration of newly elected judges, including those due to take effect on 5 February 2009, would be substantially lower (some $2,500 per month less) than the current remuneration.

The President pointed to the ACABQ recommendation [YUN 2006, p. 1682] that alternative methods be found for adjusting the remuneration in question for consideration by the Assembly in 2007.

GENERAL ASSEMBLY ACTION

On 4 April [meeting 93], the General Assembly, on the recommendation of the Fifth Committee [A/61/592/Add.4], adopted resolution 61/262 without vote [agenda item 117].

Conditions of service and compensation for officials other than Secretariat officials: members of the International Court of Justice and judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda

The General Assembly,
Recalling also Article 32 of the Statute of the International Court of Justice, as well as relevant General Assembly resolutions that govern the conditions of service and compensation for the members of the International Court of Justice and the judges of the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991 and the International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994,
Having considered the report of the Secretary-General and the related report of the Advisory Committee on Administrative and Budgetary Questions,

1. Reaffirms the principle that the conditions of service and compensation for non-Secretariat United Nations officials shall be separate and distinct from those for officials of the Secretariat;
2. Recalls that the International Court of Justice is the principal judicial organ of the United Nations;
3. Also recalls section III, paragraph 4, of its resolution 59/282, by which it decided to increase the annual salary of the members of the International Court of Justice and the judges and ad litem judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda by 6.3 per cent as an interim measure, and further recalls section III, paragraph 8, of the resolution;
4. Endorses the conclusions and recommendations of the Advisory Committee on Administrative and Budgetary Questions contained in its report, subject to the provisions of the present resolution;

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In response to As.

section I of its resolution 61/239 of 22 December 2006, and decides to extend its decision on the level of education grant for the members of the International Court of Justice and the judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda;


Report of Secretary-General. In response to Assembly resolution 61/262 (see p. 1499), the Secretary-General submitted a November report [A/62/538] on the conditions of service and compensation for non-Secretariat officials which reviewed the travel and subsistence regulations for ICJ, as well as the remuneration and retirement benefits of ICJ members and of ICTR and ICTY judges and ad litem judges, and dealt with their financial implications. It also looked at the next comprehensive review of those conditions of service and remuneration.

The Secretary-General reported that, according to the ICJ conclusion, resolution 61/262 was not compatible with the basic principles of the Statute of the Court, in particular the principle of equality of all judges, and might prove difficult to apply to ICJ members or to judges ad hoc without compromising the proper administration of justice. Noting that ICJ members performed their duties in the Netherlands and incurred their expenditure in euros, ICJ suggested that their salaries be fixed in euros at the current level of €174,708 per annum. That option would be simpler to administer and would ensure the stability of salaries. In future periodic reviews of the conditions of service and the annual salary of ICJ members and of ICTR and ICTY judges, adjustments to salary could take into account changes in the cost of living in the Netherlands. A second option would be to maintain the current system of salary approved in Assembly resolution 61/262, whereby the salary of judges consisted of a net base salary and a corresponding post adjustment amount per index point equal to 1 per cent of base salary. However, in order to maintain equality in the level of compensation paid to judges, an adjustment in the base salary would have to be made.

The starting point for establishing the net base salary of judges would be $170,080 per annum. The increase in the base/floor salary scale of 1.97 per cent,
as recommended by icsc (see p. 1498), would be implemented through the standard method of consolidating post adjustment multiplier points on a no-loss/no-gain basis. Under that approach, the application of the 1.97 per cent to the proposed base salary would yield a revised salary of $173,430, effective 1 January 2008. It was thus suggested that the annual base salary of icj members and judges and ad litem judges of the Tribunals be increased by 2 per cent and be set at $173,450 (rounded), as from 1 January 2008, with a corresponding post adjustment per index point amount of $1,734.50 (1 per cent of $173,450), to which would be applied the post adjustment multiplier in effect for the Netherlands or the United Republic of Tanzania. Based on applicable post adjustment multipliers as at October 2007 for each locality, and taking into account the consolidation of post adjustment multiplier points, such an approach would yield a total salary (base plus post adjustment) of $274,744 for judges serving in the Netherlands and $239,534 for ictbr judges in the United Republic of Tanzania.

The Secretary-General stated that, should the Assembly decide to set the salaries in euros, at €174,708 per annum, the annual retirement benefit of an icj member retiring in 2008 would be €87,354 ($123,906 at the official UN operational exchange rate applicable in October 2007), with effect from 1 January 2008. Should the Assembly decide to maintain the current system of salary and approve a revised annual net base salary of $173,450 per annum, the benefit would be $86,725. Total programme budget implications for the first option would be $1,998,402, and $1,914,861 for option two.

Leave entitlements

In July [A/62/30 & Corr.1], icsc decided that its coordinating and regulating role in leave entitlements should focus on ensuring a consistent common system policy with respect to those elements of leave which were essential to maintaining harmonized recruitment incentives, facilitating staff mobility and ensuring coherent conditions of employment among organizations with similarly situated staff. That would include annual, home and sick leave. Taking into account icsc guidelines on other leave entitlements, the organizations should have the flexibility to address those issues in the light of recent trends and best practices, in consultation with the icsc Chairman. Icsc urged the organizations to strengthen partnership with it in monitoring best practices and developments in leave entitlements and to share that information in a timely manner. For its part, icsc would keep organizations informed of practices within the common system.

Language incentive and allowance

In July [A/62/30 & Corr.1], icsc noted that, while all organizations supported and promoted multilingualism, they applied different approaches to achieve that goal. Those approaches ranged from sharing language training expenses with staff to operating language recognition schemes (allowances for the General Service staff and incentives for the Professional staff), with a number of organizations making proficiency in at least two languages a recruitment requirement. Icsc found the various approaches to be effective and concluded that the diversity of tools available to common system organizations for promoting multilingualism should be maintained. With reference to the language incentive for Professional staff, it recognized that some of the parameters of the scheme should be revisited, in particular if the step salary structure on which the scheme was based were to be revised as a result of the pay and benefits review.

Icsc recommended that the flexibility provided to organizations in applying the language recognition schemes be maintained, and that they be encouraged to promote the use of additional languages. When reviewing or developing programmes to improve effectiveness through multilingualism, organizations should consider the following guidelines: proficiency in more than one official language of the organization should be included in vacancy announcements as a requirement; the knowledge and use of additional languages should be taken into account in career development and staff promotions; where a language allowance or incentive was administered, verification of proficiency should be in place; where it could improve effectiveness, free training in languages could be considered for staff and family members; where proficiency was a requirement, training should be paid for by the organization; in other cases, cost-sharing could be considered; the language incentive or allowance should not be applicable to the use of the mother tongue or to language staff; free training or cost-sharing could be considered in lieu of providing a language incentive or allowance; where monetary language incentive schemes were to be administered, the practical use and application of languages should be encouraged.

Education grant

In July [A/62/30 & Corr.1], icsc decided to inform the General Assembly that it would continue its review of the education grant methodology and intended to report on the outcome of the review at the Assembly’s sixty-third (2008) session.
Performance recognition reward

Broad banding/reward for contribution pilot study

In July [A/62/30 & Corr.1], ICSC reported that difficulties confronting the five volunteer organizations—UNAIDS, UNDP, the World Food Programme, the International Fund for Agricultural Development, and the United Nations Educational, Scientific and Cultural Organization—participating in the pilot study of broad banding/reward for contribution had slowed down progress on the project. It asked its secretariat to conduct a comprehensive evaluation of the study in the five organizations, stressing the lessons learned, and to report at the 2008 ICSC session so that it might take an appropriate decision. The secretariat should also collect information on best practices in national civil services and other international organizations on performance recognition and reward.

Review of methodologies for surveys of best prevailing conditions of employment

In 2007, 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], ICSC conducted a survey for General Service staff in London, with a reference date of November 2006. The survey resulted in a recommended salary scale, reproduced in annex VI to the ICSC report [A/62/30 & Corr.1], which was 1.24 per cent higher than the current scale. In addition to the new salary scale, ICSC recommended revised rates for dependency allowances. The financial implications of the salary adjustment and the revision of the rates of dependency allowances were estimated at £69,000 per annum, or approximately $137,000.

After-service health insurance benefits

In response to section III of Assembly resolution 60/255 [YUN 2006, p. 1620], the Secretary-General, in February [A/61/730], provided additional information on liabilities and proposed funding for after-service health insurance benefits of the United Nations, ICTY, ICTR and the United Nations Compensation Commission, first proposed in his 2005 report [YUN 2005, p. 1511]. The updated valuation of after-service health insurance liabilities, as at 31 December 2005, was calculated as $2,072.8 million, compared to $1,484.9 million as at 31 December 2003. If actual experience aligned with actuarial assumptions, approximately $409 million would be chargeable as after-service health insurance expenses during the 2006–2007 biennium. On the pay-as-you-go basis, $102.7 million (after recosting) had been budgeted for the current biennium. The Secretary-General, in view of the expected continued growth of the programme and the rising level of associated liabilities, considered it prudent to adopt a funding policy to ensure that adequate funds were available to meet current and projected costs. In that regard, he proposed a funding strategy comprising a one-time initial infusion of $503.5 million, using existing reserves and other sources, including unencumbered balances from the peacekeeping support account, and systematic, predictable and flexible funding elements; an initial charge of 8 per cent of net base salary costs on all budget types, estimated to yield $206 million; the unspent balance of final appropriations; excess of actual miscellaneous income over budget estimates; and savings from liquidation of prior-periods obligations. Periodic review by the actuary would be required to ensure that the funding was actuarially sound and determine what additional funding might be required.

To help reduce future costs, the Secretary-General proposed aligning after-service health insurance eligibility and subsidy requirements to 10 years’ minimum participation; applying a theoretical pension of 25 years of service as a basis for assessing retiree contributions; and introducing a minimum participation requirement of five years for eligibility for dependents at the time of retirement, or two years where outside coverage was available.

In March [A/61/791], ACABQ encouraged the Secretary-General to develop his long-term investment strategy for after-service health insurance and provide the Assembly with further information on the issues associated with the revision to the programme aimed at reducing the future cost of benefits. As to accrued unfunded liabilities relating to retirees from the United Nations Compensation Commission, ACABQ recommended that the Assembly approve funding as a part of the Commission’s winding-up costs. It also recommended that measures for liabilities related to ICTY and ICTR be considered, recognizing the temporary nature of the Tribunals.

GENERAL ASSEMBLY ACTION

On 4 April [meeting 93], the General Assembly, on the recommendation of the Fifth Committee [A/61/592/Add.4], adopted resolution 61/264 without vote [agenda item 117].

Liabilities and proposed funding for after-service health insurance benefits

The General Assembly,
Recalling its resolution 58/249 A of 23 December 2003, section III of its resolution 60/255 of 8 May 2006 and its resolution 60/283 of 7 July 2006,
Having considered the report of the Secretary-General on liabilities and proposed funding for after-service health insurance benefits and the related report of the Advisory Committee on Administrative and Budgetary Questions,
1. Takes note of the report of the Secretary-General;
2. Takes note also of the report of the Advisory Committee on Administrative and Budgetary Questions;
3. Recalls section II of its resolution 52/220 of 22 December 1997, and notes with concern that the preparation of the first report on the accrued liabilities for after-service health insurance benefits took more than seven years after its endorsement of the initial recommendation of the Advisory Committee on Administrative and Budgetary Questions on the matter;
4. Notes, in this regard, that estimated after-service health insurance liabilities, in particular on the accrual and actuarial basis, increased significantly during the intervening period;
5. Notes also the growing costs of the after-service health insurance benefits programme;
6. Notes further that the International Public Sector Accounting Standards require that the accrued after-service health insurance liabilities and future accrued expenses be recognized on the face of the financial statements and that this requirement is irrespective of funding such liabilities;
7. Recalls section III, paragraph 3, of its resolution 60/255, whereby it recognized the end-of-service accrued benefit liabilities reported by the Secretary-General;
8. Recognizes that after-service health insurance benefit liabilities have been accrued from all sources of funding;
9. Recognizes also the need to specifically identify sources of the accrued after-service health insurance benefit liabilities;
10. Requests the Secretary-General to validate the accrued liabilities by using current data and to apply the actuarial methodology prescribed by the International Public Sector Accounting Standards, and to submit a detailed report, with figures audited by the Board of Auditors, on the outcome of the validation and status of the liabilities, as well as additional information on financing options, to the General Assembly no later than the main part of its sixty-third session;
11. Recognizes the complexity of the issue and the significant amount of the liabilities, and requests the Secretary-General to present long-term strategies taking into account the various options of financing and to report to it thereon no later than the main part of its sixty-third session;
12. Approves changes to the after-service health insurance provisions for new staff members recruited on or after 1 July 2007 as follows:
   (a) The alignment of after-service health insurance eligibility and subsidy requirements to ten years’ minimum participation in the United Nations health insurance plans, eliminating the buy-in provision after five years of participation;
   (b) The application of a theoretical pension of a minimum of twenty-five years of service as the basis of assessing retiree contributions as opposed to using the actual number of years of service when less than twenty-five;
   (c) The introduction of a minimum participation requirement for after-service health insurance eligibility of dependants of at least five years at the time of retirement of the United Nations employee, or two years if the spouse has coverage with an outside employer or a national Government, except where the dependant is newly acquired within this period and is enrolled within thirty days of the effective date of the dependent relationship;
13. Requests the Secretary-General to report on measures aimed at reducing the Organization’s costs related to health-care plans;
14. Decides to approve the establishment of an independent segregated special account to record after-service health insurance accrued liabilities and account for related transactions;
15. Requests more comprehensive information and analysis based, inter alia, on the results of the actuarial valuation of the after-service health insurance plan as at 31 December 2007, on the following:
   (a) The advantages and disadvantages for Member States of the “pay-as-you-go” option of after-service health insurance liabilities versus the option of funding those liabilities;
   (b) The projections regarding the proportion of staff in peacekeeping operations who will be entitled to after-service health insurance benefits, taking into account, to the extent possible, the career patterns of staff in peacekeeping missions;
16. Stresses the importance of addressing this matter and decides, pending the validation of the accrued after-service health insurance liabilities and auditing by the Board of Auditors, to revert to it, as a matter of priority, at its sixty-third session.

Staff safety and security

Report of Secretary-General. In response to General Assembly resolution 61/133 [YUN 2006, p. 1684], the Secretary-General, in September [A/62/324 & Corr.1], updated information on threats against the safety and security of humanitarian and UN personnel between 31 July 2006 and 30 June 2007. He noted that staff security remained precarious and personnel continued to be subjected to such threats as crimes, armed conflict, terrorism, harassment and detention. Hostage-taking, politically, economically or criminally motivated, was the most disturbing feature, particularly in conflict and post-conflict areas. Key factors contributing to challenges for UN security worldwide included expanded and sustained operations and rising criminality, owing to deteriorating public security and limited local authority. During the reporting period, 16 UN civilian staff members lost their lives, four in Africa, four in Asia and the Pacific, one in Latin America and seven in the Middle East. Locally recruited personnel remained particularly vulnerable to attacks and accounted for the majority of casualties and arrests, detentions or harassments, primarily in complex humanitarian situations and in peacekeeping and peacebuilding operations. Serious violent incidents also continued unabated: overall, there were 507 recorded cases of violent attacks, 442 incidents of harassment and intimidation, 534 robberies, 232 physical assaults, 126 cases of hijacking and 273 reported cases of arrest and detention by State and non-State actors. In addition, there were 68 cases of forced
entry and/or occupations of UN offices and 592 residential break-ins. The greatest number of security incidents and threats occurred in Africa and Asia and the Pacific.

In conflict and post-conflict areas, violent acts continued unabated. In the Darfur region of the Sudan, UN and humanitarian workers suffered from administrative obstruction and harassment. Attacks on aid convoys hampered humanitarian operations, and the situation of non-governmental organizations (NGOs) was of grave concern. In Haiti, there were 13 kidnappings and 14 attacks against the premises and convoys of UN and humanitarian organizations. In Afghanistan, there were 12 reported cases of intimidation and harassment and 10 attacks against personnel. The number of UN personnel arrested, under detention or missing, and regarding whom the Organization had been unable to exercise its right to protection, had slightly decreased to 22 cases, from 26 the previous year. Fourteen UN staff members remained under detention as at 30 June 2007 in Israel, the West Bank and Gaza, as well as three in Eritrea and one in the Sudan.

The Secretary-General also described measures taken by the Department of Safety and Security to enhance security consciousness and awareness of security procedures and policies, including comprehensive staff training, critical incident stress management, an electronic information strategy, threat and risk analyses and security management mainstreaming.

In his recommendations, the Secretary-General emphasized the need for the Organization to keep under review the policy, operational and administrative arrangements for providing locally recruited personnel with adequate security and to develop a culture of due diligence and accountability for protecting locally recruited staff and national humanitarian workers. Security challenges called for global collective responsibility and joint concrete steps to promote compliance with internationally agreed principles. Emphasizing the vital nature of host Government support in ensuring that the Organization’s security management mechanism could operate in a cost-effective and efficient manner, the Secretary-General underlined the importance of collaboration between the United Nations and the host country on contingency planning, information exchange, risk assessment and combating impunity. He also emphasized the importance of cooperation with civil society and humanitarian partners, and the need to develop a comprehensive and reliable strategy for incident reporting. He urged the donor community to increase its support, and called upon States to address three topical issues: unlawful arrests and detention of humanitarian and UN staff, obstruction of freedom of movement and impunity for crimes committed against UN personnel. The Secretary-General remained concerned about the difficulties encountered in a few countries in importing communication equip-

ment, and appealed to States that had imposed such restrictions to lift them immediately.

**Attack on UN offices in Algiers.** On 11 December, terrorist attacks near the Supreme Court and buildings housing UN offices in Algiers, Algeria, resulted in the death of 31 persons, 17 of them UN staff members, and the wounding of an additional 177 people (see p. 61). On the same day, the Security Council President made statement S/PRST/2007/45 on behalf of the Council, condemning the attacks and calling for the perpetrators, organizers, financiers and sponsors to be brought to justice (ibid.).

**GENERAL ASSEMBLY ACTION**

On 17 December [meeting 74], the General Assembly adopted resolution 62/95 [draft: A/62/L.38 & Add.1] without vote [agenda item 71].

**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 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 61/133 of 14 December 2006, 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-two, 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 laws 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 can 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,

Noting the importance of maintaining close collaboration between the United Nations and the host country on contingency planning, information exchange and risk assessment in the context of good mutual cooperation on issues relating to security of United Nations and associated personnel,

1. Welcomes the report of the Secretary-General;

2. 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;

3. 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;

4. 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;

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

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

7. Recalls with appreciation 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;

8. 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;

9. 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 national law and obligations under international law, and urges States to end impunity for such acts;

10. 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;

11. 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;

12. 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 fulfillment 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;

13. 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 respect and, where required, observe 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 in this regard recognizes the important 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, requests the Secretary-General to keep under review the relevant internal United Nations policy, operational and administrative arrangements that can contribute to providing locally recruited personnel with adequate safety and security, 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, and reaffirms the necessity for all other humanitarian organizations to provide their personnel with similar support;

21. 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;

22. 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 fulfil their humanitarian mandate;

23. 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;

24. 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;

25. 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;

26. 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, taking into account relevant national and local initiatives in this regard, encourages collaborative initiatives to address security training needs, invites Member States to consider increasing support to those initiatives, and requests the Secretary-General to report on steps taken in this regard;

27. 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 Department of Safety and Security for the safety and security of personnel working in emergency and humanitarian operations;

28. 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;

29. Requests the Secretary-General to submit to the General Assembly at its sixty-third 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-fifth session in July [A/62/30 & Corr.1], considered the development of a Senior Management Network (SMN) (formerly Senior Management Service), the Organization’s instrument for building managerial capacity throughout the common system in order to improve performance. It received a progress report on the subject, recalling that the United Nations System Staff College had developed a competency map to align the six SMN core competencies with existing organizational competency frameworks, and that the Rotterdam School of Management, Erasmus University, had been contracted to design the Leadership Development Programme.

ICSC took note of the information on the development of SMN, renewed its request for regular feedback on progress and called upon the CEB Human Resources Network to keep the ICSC secretariat involved. It asked to be provided with specifics on training programmes for new SMN members, including those provided by the United Nations System Staff College and the Rotterdam School of Management.

 Personnel policies

Human resources management

By decision 61/551 B of 4 April, the General Assembly deferred, until the second part of its resumed sixty-first (2007) session, consideration of the agenda item on human resources management. On 29 June, the Assembly deferred, until its sixty-second (2007) session, consideration of the Secretary-General’s reports on investing in people [YUN 2006, p. 1689] and on reforming the field service category: investing in meeting the human resources requirements of UN peace operations in the twenty-first century [ibid., p. 1691] (decision 61/551 C).

Contractual arrangements

ICSC consideration. In an April addendum to its 2006 report [A/61/30/Add.1], ICSC considered, as requested in General Assembly resolution 61/244 [YUN 2006, p. 1691], the Secretary-General’s proposals for modifying contractual arrangements contained in his report entitled “Investing in people” [ibid., p. 1689]. ICSC found that the Secretary-General’s proposals to introduce one UN staff contract, under one set of Staff Rules, with three types of appointment, were not aligned with its contractual framework, and would instead require five different contracts (continuing appointments, project or mission-specific continuing appointments, fixed-term appointments, project or mission fixed-term appointments, and temporary appointments) under one set of Staff Rules, with five types of appointment. While ICSC was in favour of one set of Staff Rules, the Secretary-General’s objectives could be achieved within the simple structure of three types of contract, as described in its framework for contractual arrangements. ICSC raised a number
of issues relating to continuing appointments, including conversion to continuing appointment and its coverage, and issues related to fixed-term (duration and mobility requirements) and temporary (duration and probationary period) appointments that would require further examination and consultation with staff representatives and the separately administered funds and programmes. ICS\textsc{c} concluded that the Secretary-General’s proposal should be revised to conform to its contractual framework.

\textbf{Reports of Secretary-General.} In response to the same Assembly resolution, the Secretary-General submitted an April report on streamlining UN contractual arrangements [A/61/857], which also addressed the ICS\textsc{c} observations. The Secretary-General noted that an essential component of the new human resources framework was the proposal to introduce a single staff contract providing for three types of appointment—temporary, fixed-term and continuing—in accordance with the ICS\textsc{c} framework. Those arrangements would provide the flexibility needed to respond to the Organization’s changing operational needs, promote equality of treatment for Secretariat staff and simplify the administration of contracts. However, a number of issues related to details of the fixed-term and continuing appointments would require further examination and consultations with staff representatives and UN funds and programmes. The Secretary-General would submit the results of those consultations, details of the three types of appointment, the cost implications beyond 2007, an analysis of the impact of the review of staff members with an acquired right to conversion to permanent appointments, and a road map for implementation of the proposed arrangements at the Assembly’s sixty-second (2007) session. The Secretary-General welcomed the ICS\textsc{c} endorsement of the proposal to use one set of Staff Rules, agreed with ICS\textsc{c} that the objectives of streamlining contractual arrangements could be achieved within the simple structure of three types of appointment, and recommended that the Assembly approve, in principle, the proposal.

Also in response to Assembly resolution 61/244, the Secretary-General, in August [A/62/274], submitted detailed proposals for streamlining UN contractual arrangements, which addressed the ICS\textsc{c} conclusions and recommendation. To facilitate a review of the issues, he incorporated the substance of his April report and included additional elements arising from consultations with staff representatives in the Staff-Management Coordination Committee. The Committee, which convened its twenty-eighth session from 25 June to 4 July, was the Secretariat-wide joint mechanism for advising the Secretary-General on issues of staff welfare, conditions of work and other personnel policies.

The Secretary-General proposed that, under the one set of Staff Rules, the three types of appointment would be used for all Secretariat functions, departments, duty stations and field missions. A temporary appointment would be for a maximum of one year for staff appointed to meet seasonal or peak workloads and specific short-term durations; a fixed-term appointment could be renewed or extended to cover a maximum period of five years; and a continuing appointment would be open-ended. Fixed-term appointments in UN peace missions should normally be extended for up to two years to meet operational needs, or as long as the services were needed. In other cases, fixed-term extensions beyond five years would not exceed one year. However, separately administered funds and programmes would continue to have flexibility in the implementation of new contractual arrangements in respect of their own staff, taking into account their respective operational needs. For continuing appointments, the eligibility criteria would be five years of continuous service, subject to the determination by programme managers and the Office of Human Resources Management that there was continuing need for the services of the staff member, who had demonstrated the highest standard of efficiency, competence and integrity. The new contractual framework would be introduced on 1 July 2008, and the amended Staff Regulations would come into effect on the same date. The new Staff Rules would enter into force on 1 January 2009. For staff holding appointments under the 100, 200 and 300 series, the appointments would be reviewed and converted to appointments under the new Staff Rules, effective 1 July 2008. All staff with five years of continuous service as at 1 July 2008 would be eligible for conversion to permanent appointments. The reappointment of staff under the new contract would result in additional estimated costs of $23.7 million per annum, comprising $3.8 million relating to nine special political missions and $19.9 million for 10 peacekeeping missions. The requirement for the political missions for the period from 1 July to 31 December 2008 would amount to $1.9 million. In his conclusions, the Secretary-General requested the Assembly to approve the new contractual arrangements and the amendments to the Staff Regulations; to note that the requirements arising from the change in contractual arrangements for staff from the 300 series to the 100 series would be reflected in the proposed 2008-2009 budgets for peacekeeping operations; and in regard to the programme budget, to approve the requirements arising from the change in contractual arrangements from the 300 series to the 100 series, amounting to $1.9 million for the period 1 July–31 December 2008, under the provisions for special political missions of section 3, Political affairs, of the 2008-2009 proposed programme budget.
ACABQ report. In November [A/62/7/Add.14], ACABQ recommended approval of the Secretary-General’s proposal regarding temporary and fixed-term appointments. As to continuing appointments, ACABQ recommended that the Secretary-General develop procedures for rigorous review of the performance of staff and the continuing need for functions, and that in order to be considered for such appointment, staff members should have a minimum of five years of continuous service. It noted that a prudent approach would be required with regard to the number of conversions and requested the Secretary-General to report on issues associated with the establishment of a ceiling for permanent appointments to the Assembly’s sixty-third (2008) session. It also recommended approval of the Secretary-General’s proposal that staff working on projects could be granted a continuing appointment, provided that there was a continuing need for their services. Regarding locally recruited mission staff, ACABQ was not convinced that termination payments should be linked to their type of appointment, and recommended that the Staff Management Committee analyse the matter and report to the Assembly’s sixty-third session.

As to the issue of termination of appointment of a staff member, ACABQ stressed that rigorous procedures should be in place to review staff performance and the continuing need for functions when determining termination. Of equal importance was the need to ensure that staff could contest an envisaged termination internally before such action was taken. It recommended that the Assembly request the Secretary-General to report to it in 2008 on the internal procedures developed.

Staffing of field missions

In response to Assembly resolution 61/244 [YUN 2006, p. 1691], the Secretary-General also submitted a February report [A/61/732] on the reappointment of mission staff who had reached the four-year limit under 300-series appointments of limited duration by 31 December 2006 and 30 June 2007, respectively. The report noted that the Secretary-General’s authority to reappoint staff under 100-series contracts after reaching four years on a 300-series appointment of limited duration would expire on 30 June 2007. To better enable the Organization to address staffing missions in the face of growing demand for peacekeeping, the Assembly was requested to consider the contractual arrangements for staff in UN peace operations in the context of the proposed new contractual arrangements.

Also in response to Assembly resolution 61/244, the Secretary-General submitted an April report on civilian career peacekeepers [A/61/850] that analysed the proposal contained in the addendum [YUN 2006, p. 1691] to his 2006 report on “Investing in people” for the creation of a standing capacity of 2,500 civilian peacekeepers dedicated to the support of UN peace operations. The report described the study undertaken by the Secretariat to identify the baseline capacity of 2,500, as well as the desirable mix of skills and grade levels, and proposed that staff members be selected for career peacekeeping positions through the same competitive process applied in the recruitment of Secretariat staff. Peacekeepers would be subject to rapid deployment at short notice to any UN peace operation and would be eligible to participate in the mobility programmes. The report indicated that when a peacekeeper left the cadre, a determination would be made as to whether the position should remain within the cadre. In addition, staff serving in peace operations who were not part of the cadre would be eligible to apply, together with other UN personnel and external candidates, when the numbers fell below 2,500. The composition of the cadre would be reviewed to ensure that it took into account changes in operational requirements. Staff recruited over and above that number would be appointed under fixed-term contracts. The report noted that there was no intention to add to existing staffing levels. The proposal was to finance the 2,500 peacekeepers through existing authorized positions in UN peace operations.

At its sixty-fourth session in March [A/61/30/Add.1], the Staff Management Committee had supported the Secretary-General’s proposal, in his new contractual arrangement for UN staff, that in the Department of Peacekeeping Operations individuals selected for the 2,500 core positions should be granted continuing appointments. Selection should be based on merit, geographic distribution and gender, and not solely on the completion of five years of service.

The Secretary-General, in his August report on streamlining UN contractual arrangements [A/62/274], recognized that, with respect to peacekeeping, beyond the identified need for 2,500 international career staff in peace operations, it was necessary to address the difficulties in recruiting and retaining staff in those operations. He therefore proposed that international staff who were not part of the 2,500 international career staff and who demonstrated the highest standard of efficiency, competence and integrity should be granted extensions of fixed-term appointments of up to two years, and not limited to any particular mission; and that they could remain on fixed-term appointments as long as their services were needed. He concurred with the Staff Management Committee’s recommendation that the Organization had the obligation to offer greater job security to locally recruited mission staff for the duration of a mission and to offer end-of-employment termination benefits. If their services continued to be needed beyond five years of service.
and they met the applicable standards, they would be eligible for a continuing appointment.

**ACABQ report.** In November [A/62/7/Add.14], ACABQ did not recommend the establishment of the proposed cadre of 2,500 career civilian peacekeepers, as many of the problems that the proposal was intended to address would be solved through the streamlining of contractual arrangements and other recommendations.

**Harmonization of conditions of service**

**ICSC consideration.** In an April addendum to its 2006 report [A/61/30/Add.1], ICSC considered, as requested in Assembly resolution 61/239 [YUN 2006, p. 1677], the entitlements of internationally recruited staff in non-family duty stations. In that regard, it examined the approaches used by UN peace operations and by non-Department of Peacekeeping Operations (Dpko) common system organizations. Dpko used two types of contracts at its non-family missions: appointments of limited duration (300 series) and mission-specific fixed-term contracts under the 100 series. The first comprised a base of salary, hazard pay, mission subsistence allowance and a lump sum service allowance intended to take into account such things as within-grade salary increments, dependency allowance and hardship allowance. However, that type of contract was not attractive for recruiting and retaining staff. Although the mission-specific contracts offered a higher base salary, dependency allowance, education grant, hazard pay and subsistence allowance, they were also not adequate to attract and retain staff. As a result, the average vacancy rate in peace operations was 25 per cent, and the turnover rate 30 per cent. Other common system organizations applied the special operations approach at their non-family duty stations, whereby a location near the non-family duty station, with adequate medical, educational and housing facilities, was designated an administrative place of assignment. The staff member received post adjustment, assignment grant, shipment of personal effects and mobility and hardship allowances. That approach offered a greater measure of job security and staff members were not isolated at a particular duty station due to the fixed-term rotational assignments between family and non-family duty stations. The substantial difference in compensation and benefits for staff at non-family duty stations had led to competition among organizations for staff, with UN peace operations being a recruiting ground for other organizations. ICSC agreed that harmonization of conditions of service at those duty stations was essential for the preservation of the UN common system. It recommended that all common system organizations harmonize the designation of duty stations in accordance with the security phase decided by the Department of Safety and Security; that appointments of limited duration be phased out in favour of fixed-term contracts; and that rest breaks be harmonized in the areas of payment of travel and daily subsistence allowance. It also recommended the application of the special operations approach model throughout the common system at non-family duty stations with regard to payment of post adjustment, mobility and hardship, hazard pay and special operations living allowance. Recommendations were also made for streamlining recruitment, retention and reassignment of staff to non-family duty stations, along with reviewing common system contractual arrangements and staff well-being at those stations.

**Report of Secretary-General.** In response to Assembly resolution 61/244 [ibid., p. 1691], the Secretary-General submitted an April report on harmonization of conditions of service [A/61/861]. The Secretary-General, in line with ICSC recommendations, made proposals on: the harmonization of the designation of duty stations as family or non-family in accordance with the security phase decided by the Department of Safety and Security and the approach applied by the Inter-Agency Committee on Field Duty Stations of the CEB Human Resources Network; the introduction of the special operations approach for non-family duty stations designated by the Department of Safety and Security as phase III or higher; the replacement of the occasional recuperation break with rest and recuperation travel; and the discontinuation of 300-series appointments in non-family duty stations. Harmonization would be implemented in two stages. In the first phase, missions in security phase II or lower would be designated as family duty stations, and rest and recuperation travel would be introduced in all eligible duty stations. In the second phase, the special operations approach would be introduced in all non-family duty stations in security phase III or higher.

The Secretary-General updated the financial implications to reflect the updated numbers of affected staff and current rates of salaries and allowances. The total requirements for peacekeeping operations for the period 1 July 2007 to 30 June 2008 were estimated at $72.5 million. The resource implications for the 2006-2007 programme budget arising from the replacement of the occasional recuperation break scheme with rest and recuperation travel, to be implemented from July, would amount to $1.5 million. The indicative resource requirements for 2008-2009 were estimated at $98.4 million. In addition, an estimated $793,000 per annum for staff funded under extrabudgetary resources would be required. Non-family missions averaged a 29 per cent vacancy rate and 26 per cent turnover of Professional staff, with the attendant negative impact on mission mandate delivery.
ACABQ report. In November [A/62/7/Add.14], ACABQ recommended approval of the proposals to harmonize the designation of duty stations as family or non-family in accordance with the security phase decided by the Department of Safety and Security, and to replace the occasional recuperation break with rest and recuperation travel. The projected financial implications of those changes should be updated for the Assembly's consideration, as the change in the designation of 12 peace operations from non-family to family duty stations would lead to additional security costs. ACABQ was not convinced that the special operations approach for non-family missions was required, given the administrative difficulties involved. It recommended that the Assembly defer consideration of the introduction of the special operations approach, in order to allow sufficient time for the improvements associated with the implementation of streamlined contractual arrangements to take effect.

Recruitment and staffing

In a March report on recruitment and staffing [A/61/822], submitted in response to General Assembly resolution 61/244 [YUN 2006, p. 1691], the Secretary-General provided an overview of progress made and steps planned regarding the development and implementation of an induction and training programme for the members of the central review bodies—joint staff-management bodies established in 2002 to approve evaluation criteria and review proposals for filling vacancies to ensure that candidates were evaluated on the basis of pre-approved evaluation criteria and that appropriate procedures had been followed. The Secretary-General also reviewed efforts to reduce the period required to fill vacancies, as well as proposals for the use of pre-screened rosters for recruitment.

The Secretary-General stated that new central review body members at all duty stations received a basic orientation and induction training conducted by the Office of Human Resources Management (OHRM) or the human resources office at the duty station. The sessions included a hands-on training module on the Galaxy e-staffing tool and an introduction to the relevant staff selection policies. In 2006, OHRM took steps to improve the work of central review bodies. It reviewed their rules of procedure in all duty stations for standardization and developed an information session for programme managers.

Regarding efforts to reduce the period required to fill vacancies, the staff selection system, supported by its Galaxy e-staffing tool, had reduced the average number of days to fill vacancies from 275 under the previous system to 174 days. The Secretary-General recognized that more progress should be made, and stressed the importance of simplifying policies and procedures, enhancing information technology support tools and training central review bodies and programme managers.

As to the use of rosters, experience had shown that their establishment expedited the recruitment process, and OHRM had taken steps to promote the full utilization of existing rosters. In addition, the introduction of a new technology platform would further promote their full use. The Secretary-General also envisaged the use of pre-screened rosters as the primary instrument for filling vacancies throughout the Secretariat, including in the field. Preparations for the establishment of a pre-screened roster system would comprise the use of generic vacancy announcements, the creation of expert groups, the expanded use of central review bodies throughout the Secretariat, the “upstreamed” clearance process and strategic workforce planning to identify the Organization's staffing needs, taking into account new mandates, retirements, skill gaps, new posts, upcoming post occupancy limits and the Organization’s geography and gender profile. The pre-screened roster system was an important initiative for strengthening the Secretariat’s ability to deploy qualified candidates in a timely manner. Proactive and strategic recruitment would enhance the Organization’s ability to attract and retain highly qualified staff, help to reduce the high vacancy rates in certain duty stations and in field operations, expedite and streamline the staff selection process, and enhance transparency, simplicity and flexibility to meet a variety of staffing needs.

ACABQ report. In November [A/62/7/Add.14], ACABQ, concerned that the technology supporting the Galaxy e-staffing system did not allow for the management of rosters, and that until the system was replaced the usefulness of pre-screened rosters would be limited, recommended that the Assembly request the Secretary-General to report to it at its sixty-third (2008) session on progress with regard to both the replacement of the e-staffing tool and the implementation of pre-screened rosters. ACABQ welcomed the emphasis placed on workforce planning to identify the Organization’s staffing needs, and recommended that the Secretary-General be requested to provide a report at its sixty-third session on progress achieved and problems encountered in the process. It believed that many of the Organization’s problems in expeditiously recruiting and retaining qualified individuals stemmed from its overly complex staff selection system, and emphasized the need to simplify it and make it more transparent, as well as to hold programme managers accountable. It reiterated that the experience of the United Nations Office at Vienna in reducing recruitment time should be applied elsewhere, and recommended that the Secretary-General be requested to report thereon in 2008.
Ethics Office

In response to General Assembly resolution 60/254 [YUN 2006, p. 1633], the Secretary-General submitted an August report [A/62/285] on the activities of the Ethics Office from 1 August 2006 to 31 July 2007. During that period, the Office, which was fully staffed with a regular team and a new Director, continued to develop and set ethical standards and standards of conduct; ensure annual training on ethics issues to raise awareness of ethics, integrity and accountability, in collaboration with OHRM; provide confidential advice and guidance to individual staff, staff groups and other departments and offices; administer the financial disclosure programme in order to maintain and enhance public trust in the integrity of the Organization; and develop procedures and methodologies associated with the policy on protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations, in collaboration with the Office of Internal Oversight Services (oios). Overall, the Office responded to 287 staff requests for its services: 57 per cent involved ethics advice; 18 per cent were related to protection against retaliation for reporting misconduct; 11 per cent to general information; and 12 per cent to training. New York accounted for 57 per cent of the requests, offices in Geneva, Vienna and Nairobi together, 12 per cent; peacekeeping operations and tribunals, 9 per cent; others, 8 per cent; UN bodies and agencies, 7 per cent; regional commissions, 6 per cent; and Member States, 1 per cent. Requests were received from staff at different levels across the Secretariat, with the Professional levels accounting for 51 per cent, and the General Service and related categories, 14 per cent. Concerning financial disclosure, of the 1,704 staff members required to file a financial disclosure or declaration of interest statement in the filing period from 1 January to 31 December 2005, 1,670, or 98 per cent of staff complied with their obligation. The remaining 2 per cent (34 staff members) were referred to OHRM for disciplinary action. The Ethics Office was reviewing whether financial disclosure statements should be required of officials other than Secretariat officials and experts on mission with a fiduciary role. Given the increased number of participants in the financial disclosure programme, additional resources would have to be allocated to cover associated costs for the external review of disclosure statements. In addition, as responsibility for the review and system hosting of the programme might revert to the Organization in the 2008-2009 biennium, planning associated with resource allocation and development of the requisite in-house expertise would have to occur.

The Secretary-General noted that the activities undertaken by the Office during the reporting period, the increased volume and the diversity of the requests it received, the varying professional levels of enquiring staff and the type and complexity of issues raised demonstrated the growing demand for the Office’s functions and services. A challenge for the Office was increasing the awareness and compliance of staff members with the financial disclosure programme and ensuring that conflicts of interest were prevented and managed at the outset. The programme represented a significant contribution to enhancing accountability efforts and the ethical mindset of the Organization. The Secretary-General concluded that the Ethics Office should continue to be a leading player in the ongoing UN management reform, with the ultimate goal of preserving the interests of the Organization and the highest ethical values and standards of integrity, while strengthening its independence and impartiality. Ethical standards should be scrupulously applied system-wide in a coherent manner and a code of ethics should be developed for all UN personnel. He recommended that the Assembly consider broadening the jurisdiction of the Office to cover all UN system entities and provide further guidance to ensure the coherent application and harmonization of ethical standards among all UN personnel.

ACABQ report. In November [A/62/7/Add.14], ACABQ recommended that the Assembly request the Secretary-General to conduct an in-depth analysis by the end of the 2008-2009 biennium of the relative advantages and disadvantages, including costs, of conducting the review and system hosting of the ethics programme in-house, as compared to the current outsourcing arrangement. To avoid duplication, the Secretary-General should expedite completion of the compilation of ethics-related activities of other departments/offices and report in 2008, including a plan for coordinating those activities. ACABQ highlighted the necessity for the Assembly to consider whether other UN entities, such as funds and programmes, should have common ethics policies and standards and, if so, whether they should be centrally or separately administered. Accordingly, it recommended against broadening the jurisdiction of the Ethics Office at that time.

Regulations on status, rights and duties

In an August report [A/61/1029], submitted in response to General Assembly resolutions 60/238 [YUN 2005, p. 1515] and 61/244 [YUN 2006, p. 1691], the Secretary-General provided information on the implementation of the Regulations Governing the Status, Basic Rights and Duties of Officials other than Secretariat Officials and Experts on Mission, adopted by Assembly resolution 56/280 [YUN 2002, p. 1462]. The report discussed two issues that had arisen since the adoption of the Regulations: privileges and immunities, and the ap-
In November, outlined consideration should be given to the need for an appropriate financial disclosure requirement to officials other than Secretariat officials and experts on mission. The Secretary-General noted that the scope of privileges and immunities of officials of the Organization were regulated by Article 105 of the UN Charter, articles V and VII of the 1946 Convention on the Privileges and Immunities of the United Nations [YUN 1946-47, p. 100], headquarters agreements with host States and, where applicable, the 1961 Vienna Convention on Diplomatic Relations [YUN 1961, p. 512]. Officials, other than Secretariat officials, who occupied certain positions or performed specific functions, were not in a separate category under the 1946 Convention and their names were submitted by the Secretary-General together with those of Secretariat officials to the host country. In accordance with the 1946 Convention, the Secretary-General alone decided whether privileges and immunities in a particular case applied, and whether they should be waived. In cases of waiver, the Secretary-General would follow the practice of waiving immunity when he determined, according to the merits of the particular case, that immunity would impede the course of justice and could be waived without prejudice to UN interests. Since 1973, two requests to waive the immunity of UN officials other than Secretariat officials had been received. Waivers of immunity from legal process were granted in 2005 to the Chairman of the Advisory Committee on Administrative and Budgetary Questions and a Joint Inspection Unit Inspector.

The Secretary-General remarked that a wide variety of functions were performed for the United Nations by persons retained as experts on mission, and he routinely waived their immunity to permit them to testify in court or other legal proceedings as witnesses. Their immunity had also been waived or deemed not to apply for other reasons, such as to permit civil or criminal proceedings to take place. However, there had been no cases where the immunity of a special rapporteur had been waived to permit civil or criminal proceedings, although on one occasion, it was determined that immunity did not apply.

As to the applicability of the financial disclosure requirement, officials and experts on mission should file financial disclosure statements if requested to do so by the Secretary-General. The Ethics Office, responsible for implementing the financial disclosure programmes, was conducting a review to determine whether such statements should be required of officials and experts on mission with a fiduciary role. Given the policy-setting or oversight roles, and the independence of the bodies and status of the members involved, consideration should be given to the need for an appropriate financial disclosure system for such individuals.

**ACABQ report.** In November [A/62/7/Add.14], ACABQ noted that the issue of criminal accountabil-

**Amendments to Staff Rules**

In accordance with staff regulation 12.3, the Secretary-General, in an August report [A/62/185], outlined amendments to the Staff Rules, together with the rationale for the changes to the 100 and 200 and 300 series of Staff Rules. Amendments to the 100 and 200 series related to payment of an education grant, providing for travel on home leave to a country other than that of a staff member's nationality, terminal expenses, updating the list of miscellaneous travel expenses, excess baggage and travel advances. Under the 300 series, amendments related to excess baggage and unaccompanied shipments. An amendment was also proposed to permit the United Nations Office at Vienna/United Nations Office on Drugs and Crime to establish a new appendix B to the 100 series of Staff Rules.

**ACABQ report.** In November [A/62/7/Add.14], ACABQ noted that two rules had been amended to provide that staff members be allowed to travel to a country other than that of their nationality for home leave if they had close family or personal ties in that country, and stated that the notion of "close family or personal ties" should be precisely defined. It recommended that the Assembly take note of the report.

**Mobility**

**JIU report.** By a March note [A/61/806], the Secretary-General transmitted to the General Assembly the report of the Joint Inspection Unit (JIU) on staff mobility in the United Nations. JIU stated that, while staff mobility was a crucial element in effective human resources management and the Organization needed an enhanced mobility system, other considerations should be taken into account, in particular the need for specialized staff, the preservation of institutional memory and the costs involved. The majority of the staff members interviewed and surveyed were not fully convinced about the effectiveness of the current mobility policy. However, the Inspectors saw that as an expression not of opposition to the policy per se, but rather of a general concern and uncertainty about its viability and implementation. The current policy did not contain enough incentives for staff to move, and more needed to be done to carry out the Assembly’s mandate in section V of resolution 55/258 [YUN 2001, p. 1337]. The Inspectors supported the principles of the Secretary-General’s mobility policy, but believed that its implementation needed to be further adjusted to fully comply with those principles and with Assembly mandates.
The Inspectors identified a number of challenges or obstacles for the further implementation of the mobility policy, including the lack of an organization-wide culture of mobility and of a comprehensive strategic plan with quantified objectives that identified, among other issues, the locations targeted, the type and volume of staff movement and associated indicators to measure progress. There was no forecast for the financial implications of the implementation of the policy, nor any mechanisms for knowledge management and sharing to prevent the potential loss of institutional memory due to increased mobility. The Organization’s needs regarding mobility had not been analysed to determine the type of skills, and when and where they were required, nor was a detailed inventory of current staff skills and competencies available by location. No coherent staff contractual arrangements were in place to implement the mobility policy, and the proposed harmonization of contracts had not yet happened. The possible legal implications regarding the further implementation of the mobility policy had not been identified, and not enough incentive mechanisms were in place to encourage staff to move, or effective measures taken to improve work/life conditions in some of the duty stations.

The Inspectors cautioned against the risks of further implementing the mobility policy before concrete measures were taken to map out a comprehensive strategic implementation plan. The Inspectors recommended that the Assembly request the Secretary-General to resolve the challenges and obstacles identified in the report before further implementing phase 4 of the mobility policy and to report to the Assembly, at its sixty-second (2007) session, on the progress made in that regard.

In an April addendum [A/61/806/Add.1], the Secretary-General, in his comments on the JIU report, agreed that mobility in the Organization had been inadequate and that the policy should be well planned. Its implementation was situated in the context of overall human resources planning, which covered 28 departments and offices, and a detailed strategy was put in place to implement the organizational policy. The first two phases of the strategy had been completed. The first phase introduced the concept, promoted organizational change and created the programmes and mechanisms to prepare and support staff. The second refined the policy and a strategic implementation plan, and developed the supporting information technology infrastructure. Further refinements to the policy and infrastructure and awareness-building were continuing during the third phase. The final phase of implementing managed mobility for staff other than those at the P-2 level would begin in 2007.

The Secretary-General believed that the numerous measures adopted would ensure that mobility did not negatively affect the continuity and quality of services or the Organization’s institutional memory and capacity, and stressed that those measures would be enhanced with the introduction of new information technology tools. Other initiatives included rotating staff through different assignments to expand the knowledge base and broaden the shared institutional memory. As the mobility policy had not been fully implemented, it was difficult to speculate on the number of staff who would move across duty stations, and the related financial costs, and to compare those costs to costs that would have been incurred to fill vacancies by new recruits or in the context of movements outside the mobility policy. Information on financial implications would be provided at the Assembly’s sixty-third (2008) session. The Secretary-General said that he would take the views expressed in the JIU report into account in further refining and implementing the mobility policy.

In an August report on implementation of the mobility policy [A/62/215], submitted pursuant to Assembly resolution 61/244 [YUN 2006, p. 1691], the Secretary-General reviewed the main aspects of programmes and mechanisms created to prepare and support staff. In 2007, targeted information-sharing campaigns were conducted for staff members who were reaching their post occupancy limits beginning in May. In order to prepare that staff for mobility, a number of initiatives were taken, including expanded staff development and career support programmes, the establishment of career resource centres, a revised electronic performance appraisal system (e-PAS), and the issuance online of generic job profiles. To ensure incentives for staff to move to duty stations with high vacancy rates, special provisions for faster career advancements and financial incentives were in place. The Organization continued to focus on work/life issues that impeded mobility and were a barrier to achieving gender parity, in particular concerns affecting staff with family responsibilities. The Secretary-General also reviewed indicators, benchmarks, number of staff, timelines and criteria for implementation, taking into account the Organization’s needs and ways to protect the rights of staff in the context of the system of administration of justice. He concluded that the overall aim of mobility was to contribute to the development of a versatile and multi-skilled workforce and stimulate learning and skill development. In that context, the mobility policy encouraged staff movement, including by applying for posts under the staff selection system, through the managed reassignment programmes, in the context of opportunities for mission detail and other temporary assignments and for service with common system organizations. Concerns raised regarding mobility would continue to be addressed through communication, training and counselling. The Organization would refine poli-
cies in the light of experience, and in the coming year would assess and analyse how the policy was working and whether elements of it needed to be adjusted to better meet intended goals.

**ACABQ report.** In November [A/62/7/Add.14], ACABQ concurred with JIU that a strategic plan for mobility was essential. It stated that the Organization should have a detailed mobility programme and an analysis should be made of its needs to determine what type of skills were required and where. Similarly, a detailed inventory, by location, should be drawn up of staff skills and competencies. The report to the Assembly’s sixty-third (2008) session should include such an analysis and a description of the resulting strategic plan.

**Staff composition**

In an August annual report on the UN Secretariat’s staff composition [A/62/315], the Secretary-General updated information on the demographic characteristics of the staff and on the system of desirable ranges for geographical distribution. The report, covering the period from 1 July 2006 to 30 June 2007, reviewed the global population of Secretariat staff, as well as staff with contracts of one year or more, staff appointed under the 100 series of Staff Rules and those in posts subject to geographical distribution. It also contained, for the first time, information about the staff of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda.

The report noted that the global number of Secretariat staff as at 30 June 2007 totalled 36,579, including 2,130 in the Tribunals. Of that number, 30,745 held contracts of one year or more. The increase in the global workforce of 19.7 per cent (6,031 staff) compared with 30 June 2006 was due mainly to the increase in local mission staff in peacekeeping missions (28.6 per cent increase) and staff at other field locations (9.8 per cent), as well as the inclusion of staff of the two Tribunals (5.8 per cent). The number of staff in the Professional and higher categories was 10,583 (28.9 per cent), and 25,996 (71.1 per cent) in the General Service and related categories. Staff in field missions administered by DPKO numbered 19,338 (52.9 per cent of the global Secretariat workforce). Up to 23,846 (65.2 per cent) of the global Secretariat staff were men, while women accounted for 12,733 (34.8 per cent). Of the local staff in field missions administered by DPKO, 80.8 per cent were men. Nationals of 183 Member States were represented in the Secretariat: 174 States were represented by staff in posts subject to geographical distribution, while 9 had no nationals among staff. In the Secretariat, 18 Member States were unrepresented, the same number as in June 2006, while 19 were underrepresented and 22 overrepresented, as against 11 and 21, respectively, the previous year. The remaining 133 States were within range. Appointments to posts subject to geographical distribution totalled 263.

The report also provided information on the demographic profile of Secretariat staff, including the breakdown of staff by department or office, gender, age, and length of service, and movements of staff; covering recruitment, promotion, transfer, separation, turnover and forecasts of anticipated retirements between 2007 and 2011. In addition, the report analysed the implementation status of the human resources action planning system and the level of underrepresentation in the composition of the Secretariat during the reporting period.

**Multilingualism**

The General Assembly, at its resumed sixty-first session on 16 May, had before it the Secretary-General’s report on the status of multilingualism in the Secretariat [YUN 2006, p. 1701], and a 7 March letter from the Secretary-General [A/61/780] transmitting to the Assembly a 26 February letter from the Director-General of the United Nations Educational, Scientific, and Cultural Organization (UNESCO) that reported on the support given by UNESCO member States to the proposal, submitted by Austria to the UNESCO General Conference in 2005, to proclaim the year 2008 International Year of Languages. The support was expressed in General Conference resolution 33/C/51, which had been incorporated into the 2006-2007 UNESCO Approved Programme and Budget. The Director-General requested the Assembly to proclaim 2008 International Year of Languages, and assured that UNESCO stood ready to take on the role and responsibility of lead agency for the initiative. He stressed that UNESCO considered languages and multilingualism cornerstones of the world’s cultural diversity and essential conditions for sustainable development in all domains, and that UNESCO focused on enhancing and preserving linguistic diversity worldwide and promoting the recognition of the importance of languages and linguistic diversity in all its policies and fields of action.

**GENERAL ASSEMBLY ACTION**

On 16 May [meeting 96], the General Assembly adopted resolution 61/266 [draft: A/61/L.56 & Add.1] without vote [agenda item 114].

**Multilingualism**

_The General Assembly, Recognizing that the United Nations pursues multilingualism as a means of promoting, protecting and preserving diversity of languages and cultures globally, _
Recognizing also that genuine multilingualism promotes unity in diversity and international understanding, and recognizing the importance of the capacity to communicate to the peoples of the world in their own languages, including in formats accessible to persons with disabilities,

Stressing the need for strict observance of the resolutions and rules establishing language arrangements for the different bodies and organs of the United Nations,

Recalling its resolution 47/135 of 18 December 1992, by which it adopted the Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities, and the International Covenant on Civil and Political Rights, in particular article 27 thereof, concerning the rights of persons belonging to ethnic, religious or linguistic minorities,


Having considered the report of the Secretary-General and the letter dated 26 February 2007 from the Director-General of the United Nations Educational, Scientific and Cultural Organization to the Secretary-General on the proclamation of 2008 as International Year of Languages,

1. Takes note of the report of the Secretary-General and the letter dated 26 February 2007 from the Director-General of the United Nations Educational, Scientific and Cultural Organization to the Secretary-General;

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

3. Underlines the need for full implementation of the resolutions establishing language arrangements for the official languages of the United Nations and the working languages of the Secretariat;

4. Requests the Secretary-General 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 those services, with full respect for the specificities of the six official languages and taking into account their respective workloads;

5. Reiterates its request to 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 those archives are also available to Member States through that medium;

6. Reiterates that all content-providing offices in the Secretariat should continue their efforts to translate into all official languages all English-language materials and databases posted on the United Nations website in the most practical, efficient and cost-effective manner;

7. Requests the Secretary-General to continue to ensure, through the provision of documentation services and meeting and publishing services under conference management, including high-quality translation and interpretation, effective multilingual communication among representatives of Member States in intergovernmental organs and members of expert bodies of the United Nations equally in all the official languages of the United Nations;

8. Stresses the importance of providing United Nations information, technical assistance and training materials, whenever possible, in the local languages of the beneficiary countries;

9. Recalls its resolution 61/236, in which it reaffirmed the provisions relating to conference services of its resolutions on multilingualism;

10. Also recalls its resolution 61/121 B, and emphasizes the importance of multilingualism in United Nations public relations and information activities;

11. Notes with satisfaction the willingness of the Secretariat to encourage staff members, in meetings with interpretation services, to use any of the six official languages of which they have a command;

12. Requests the Secretary-General to appoint a new Coordinator for Multilingualism, and takes note of the proposal contained in the report of the Secretary-General regarding the informal network of focal points to support the Coordinator;

13. Emphasizes the importance of:
   (a) Making appropriate use of all the official languages of the United Nations in all the activities of the Department of Public Information of the Secretariat, with the aim of eliminating the disparity between the use of English and the use of the five other official languages;

   (b) Ensuring the full and equitable treatment of all the official languages of the United Nations in all the activities of the Department of Public Information; and, in this regard, reaffirms its request to the Secretary-General to ensure that the Department has appropriate staffing capacity in all the official languages of the United Nations to undertake all its activities;

14. Reaffirms the need to achieve full parity among the six official languages on United Nations websites, and in this regard:

   (a) Encourages the Secretary-General to continue his efforts to develop multilingual United Nations websites;

   (b) Reaffirms that the United Nations website is an essential tool for the media, non-governmental organizations, educational institutions, Member States and the general public, and reiterates the continued need for efforts by the Department of Public Information to maintain and improve it;

   (c) Reaffirms its request to the Secretary-General to ensure, while maintaining an up-to-date and accurate website, the adequate distribution of financial and human resources within the Department of Public Information allocated to the United Nations website among all official languages, taking into consideration the specificity of each official language on a continuous basis;

   (d) Notes that the multilingual development and enrichment of the United Nations website has improved, although at a slower rate than expected owing to constraints that need to be addressed;

   (e) Requests the Department of Public Information, in coordination with content-providing offices, to improve the actions taken to achieve parity among the six official languages on the United Nations website, in particular by
expediting the filling of current vacant posts in some sections;

(f) Recognizes that some official languages use non-Latin and bidirectional scripts and that technological infrastructures and supportive applications in the United Nations are based on Latin script, which leads to difficulties in processing non-Latin and bidirectional scripts, and requests the Department of Public Information, in cooperation with the Information Technology Services Division of the Department of Management of the Secretariat, to continue its efforts to ensure that technological infrastructures and supportive applications in the United Nations fully support Latin, non-Latin and bidirectional scripts in order to enhance the equality of all official languages on the United Nations website;

15. Welcomes the cooperative arrangements undertaken by the Department of Public Information with academic institutions to increase the number of web pages available in some official languages, and requests the Secretary-General to explore additional cost-neutral ways to further extend these cooperative arrangements, in coordination with content-providing offices, so as to include all the official languages of the United Nations, bearing in mind the necessity of adherence to United Nations standards and guidelines;

16. Notes with satisfaction the official launch of iSeek in Geneva in the two working languages of the Secretariat, and encourages the Secretariat to continue its efforts to implement iSeek at all duty stations as well as to develop and implement cost-neutral measures to provide Member States with secure access to the information currently accessible only on the Intranet of the Secretariat;

17. Notes with appreciation the work carried out by the United Nations information centres, including the United Nations Regional Information Centre, in favour of the publication of United Nations information materials and the translation of important documents into languages other than the official languages of the United Nations, with a view to reaching the widest possible audience and extending the United Nations message to all corners of the world in order to strengthen international support for the activities of the Organization; and encourages United Nations information centres to continue their multilingual activities in the interactive and proactive aspects of their work, especially by arranging seminars and debates to further the spread of information and the understanding and exchange of views regarding United Nations activity at the local level;

18. Recalls its resolution 61/244, in which it reaffirmed the need to respect the equality of the two working languages of the Secretariat, reaffirmed the use of additional working languages in specific duty stations as mandated, and in that regard requested the Secretary-General to ensure that vacancy announcements specified the need for either of the working languages of the Secretariat, unless the functions of the post required a specific working language;

19. Also recalls paragraph 17 of section II of its resolution 61/244, in which it acknowledged that the interaction of the United Nations with the local population in the field was essential and that language skills constituted an important element of the selection and training processes, and therefore affirmed that a 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;

20. Stresses that the employment of staff shall continue to be carried out in strict accordance with Article 101 of the Charter of the United Nations and in line with the relevant provisions of General Assembly resolutions;

21. Also stresses that the promotion of staff in the Professional and higher categories should be carried out in strict accordance with Article 101 of the Charter and in line with the provisions of resolution 2480 B (XXIII) and the relevant provisions of resolution 55/258 of 14 June 2001;

22. Encourages United Nations staff members to continue to use actively existing training facilities to acquire and enhance their proficiency in one or more of the official languages of the United Nations;

23. Recalls that linguistic diversity is an important element of cultural diversity, and takes note of the entry into force on 18 March 2007 of the Convention on the Protection and Promotion of the Diversity of Cultural Expressions;

24. Welcomes the decision taken by the General Conference of the United Nations Educational, Scientific and Cultural Organization on 17 November 1999 that 21 February should be proclaimed International Mother Language Day, and calls upon Member States and the Secretariat to promote the preservation and protection of all languages used by peoples of the world;

25. Proclaims 2008 International Year of Languages, pursuant to the resolution adopted by the General Conference of the United Nations Educational, Scientific and Cultural Organization at its thirty-third session on 20 October 2005, invites the United Nations Educational, Scientific and Cultural Organization to serve as the lead agency for the Year, and in this context:

(a) Invites Member States, the United Nations system and all other relevant stakeholders to develop, support and intensify activities aimed at fostering respect for and the promotion and protection of all languages, in particular endangered languages, linguistic diversity and multilingualism;

(b) Invites the Director-General of the United Nations Educational, Scientific and Cultural Organization to report to the General Assembly at its sixty-third session on the impact of the activities carried out during the Year;

26. Reaffirms its resolution 61/185 of 20 December 2006 concerning the proclamation of international years, in which it stressed the need to take into account and apply the criteria and procedures contained in the annex to Economic and Social Council resolution 1980/67 of 25 July 1980 on international years and anniversaries in considering future proposals for international years;

27. Requests the Secretary-General to submit to the General Assembly at its sixty-third session a comprehensive report on the full implementation of its resolutions on multilingualism;

28. Decides to include in the provisional agenda of its sixty-third session the item entitled “Multilingualism”.

Administrative and staff matters
Protection from sexual exploitation and abuse

**ACABQ report.** The Advisory Committee on Administrative and Budgetary Questions (ACABQ), in its April comments [A/61/886] on the Secretary-General’s 2006 reports on sexual exploitation and abuse [YUN 2006, pp. 79 & 1702], stated that serious misconduct, especially sexual exploitation and abuse, should be highlighted within the context of the redesign of the internal system of justice to ensure that an effective Organization-wide framework was developed and implemented.

**Report of Secretary-General.** Pursuant to Assembly resolution 57/306 [YUN 2003, p. 1237], the Secretary-General submitted a June report on special measures for protection from sexual exploitation and abuse [A/61/957] that presented data on allegations of sexual exploitation and abuse in the UN system from January to December 2006 and described progress in the enforcement of UN standards of conduct. Information on allegations was received from 41 UN entities. Five entities reported receiving new allegations in 2006, whereas 36 entities received no cases of allegations. The number of alleged cases totalled 371, compared with 373 in 2005. Fourteen involved personnel of UN entities other than DPKO: UNHCR reported five cases, the UN Relief and Works Agency for Palestine Refugees in the Near East three, the UN Volunteers two and the World Food Programme four. The majority of the allegations, 357, were from DPKO, with the highest number (147) reported in the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC). That figure represented a 5 per cent increase from the 2005 figure; however, it should be noted that the number of peacekeeping personnel had also increased by approximately 14 per cent in 2006. The increased allegations related to DPKO personnel could be partly attributed to better reporting mechanisms. As DPKO prevention and enforcement efforts began to take root, reports of sexual exploitation and abuse began to decline towards the end of 2006, with only 12 allegations reported in December, compared with 97 reported in January.

Progress was made in implementing baseline measures to discourage the occurrence of sexual exploitation and abuse and 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 41 UN entities confirmed compliance with those standards. In addition, the United Nations changed the language in the Secretary-General’s bulletin and the United Nations General Conditions of Contract to require consultants and individual and corporate contractors to abide by standards of conduct relating to sexual exploitation and abuse and to adopt measures to prevent it.

The joint Task Force on Protection from Sexual Exploitation and Abuse continued to create a supportive environment to deal with sexual exploitation and abuse and develop policy recommendations for establishing common understanding regarding managerial responsibilities. In June 2006, non-governmental organizations (NGOs) were invited to join the Task Force, which was renamed the Executive Committees on Humanitarian Affairs and Peace and Security United Nations and Non-Governmental Organizations Task Force on Protection from Sexual Exploitation and Abuse. The creation of conduct and discipline teams within DPKO strengthened the capacity to address misconduct and led to focused and coordinated responses to prevention and enforcement. A High-level Conference on sexual exploitation and abuse by United Nations and non-governmental personnel was held in New York on 4 December 2006 to evaluate achievements and challenges. The Conference issued a Statement of Commitment on Eliminating Sexual Exploitation and Abuse by United Nations and Non–United Nations Personnel that contained 10 principles to facilitate implementation of standards relating to sexual exploitation and abuse. The Statement would form the basis of a UN-wide strategy to address the issue, and host agencies of the Conference would take the lead in developing a common, strategic institutional plan.

The Secretary-General concluded that, despite the progress made, the problem of sexual exploitation and abuse would continue to pose significant challenges for the United Nations. It would be necessary to establish more effective reporting mechanisms, improve investigation procedures and strengthen community outreach. The Secretariat remained committed to changing the organizational culture to deter acts of sexual exploitation and abuse. Member States were urged to assist the Organization and adopt policies to ensure that the Secretary-General’s zero-tolerance policy was equally applied to all troop contingents.

**ACABQ report.** ACABQ, in November [A/62/7/Add.14], noted that the number of allegations remained relatively constant and welcomed the Secretary-General’s progress on strengthening measures for protection from sexual exploitation and sexual abuse.

**Assistance and support to victims of sexual exploitation and abuse**

Pursuant to General Assembly resolution 61/291 (see p. 75), the Ad Hoc Open-ended Working Group on Assistance and Support to Victims of Sexual Exploitation and Abuse considered (3 August and 12...
September) [A/61/1044 & Add.1] the draft UN policy statement and draft comprehensive strategy on assistance and support to victims of sexual exploitation and abuse by UN staff or related personnel submitted by the Secretary-General in 2006 [YUN 2006, p. 80].

In accordance with Assembly decision 61/559 of 13 September, the Ad Hoc Open-ended Working Group met from 3 to 7 December [A/62/595] and recommended to the Assembly a draft resolution by which the Assembly would adopt the United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel.

GENERAL ASSEMBLY ACTION

On 21 December (meeting 79), the General Assembly, on the basis of the report of the Ad Hoc Open-ended Working Group on Assistance and Support to Victims of Sexual Exploitation and Abuse [A/62/595], adopted resolution 62/214 without vote [agenda item 116].

United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel

The General Assembly,

Reaffirming the purposes and principles of the Charter of the United Nations and international law, which are indispensable for a more peaceful, prosperous and just world, and for the promotion and protection of human rights and fundamental freedoms for all,

Deeply concerned by and strongly condemning all acts of sexual exploitation and abuse committed by United Nations staff and related personnel,

Reiterating its support to the Secretary-General’s zero-tolerance policy on sexual exploitation and abuse, and recalling all relevant United Nations standards of conduct and regulations, including the Secretary-General’s bulletin on the special measures for protection from sexual exploitation and sexual abuse,

Also reiterating its support for the implementation of a comprehensive approach throughout the United Nations system to assistance to victims of sexual exploitation and abuse by United Nations staff and related personnel, which should be provided in an appropriate and reliable manner,

Recalling the letter dated 24 March 2005 from the Secretary-General to the President of the General Assembly, which contains the report of the special adviser entitled “A comprehensive strategy to eliminate future sexual exploitation and abuse in United Nations peacekeeping operations”,

Recalling also that, in the 2005 World Summit Outcome, the Secretary-General was requested to submit proposals to the General Assembly leading to a comprehensive approach to victims’ assistance,


Taking note with appreciation of the letter dated 25 May 2006 from the Secretary-General to the President of the General Assembly, which contains a draft United Nations policy statement and a draft United Nations comprehensive strategy on assistance and support to victims of sexual exploitation and abuse by United Nations staff and related personnel,

Mindful of the importance of assisting victims of sexual exploitation and abuse committed by United Nations staff and related personnel,

1. Adopts the United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel (“the Strategy”), annexed to the present resolution;

2. Calls upon relevant organizations of the United Nations system, and invites specialized agencies, to engage in an active and coordinated manner in the implementation of the Strategy, with the support of civil society, as appropriate, working closely with Member States;

3. Decides to examine, in two years, progress made in the implementation of the Strategy under the agenda item entitled “Follow-up to the outcome of the Millennium Summit”;

4. Requests the Secretary-General to implement the Strategy and to submit a detailed report in this regard to the General Assembly at its sixty-fourth session, including lessons learned, best practices and recommendations.

ANNEX

United Nations Comprehensive Strategy on Assistance and Support to Victims of Sexual Exploitation and Abuse by United Nations Staff and Related Personnel

Purpose

1. The purpose of the Strategy is to ensure that victims of sexual exploitation and abuse by United Nations staff and related personnel receive appropriate assistance and support in a timely manner. It is imperative that the Organization respond quickly and effectively when sexual exploitation and abuse occur.

2. The Strategy also enables the United Nations system to facilitate, coordinate and provide, as appropriate, assistance and support to victims of sexual exploitation and abuse by United Nations staff and related personnel.

3. The Strategy shall in no way diminish or replace the individual responsibility for acts of sexual exploitation and abuse, which rests with the perpetrators. The Strategy is not intended as means for compensation.

Scope of application

4. The Strategy should be implemented to assist and support complainants, victims and children born as a result of sexual exploitation and abuse by United Nations staff and related personnel in a manner appropriate to the relevant circumstances of each location with due respect to host country legislation.
5. The following definitions are provided here to clarify the terms used in the Strategy:

(a) Sexual abuse: The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions;

(b) Sexual exploitation: The actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another;

(c) Complainants: Persons who allege, in accordance with established procedures, that they have been, or are alleged to have been, sexually exploited or abused by United Nations staff or related personnel, but whose claim has not yet been established through a United Nations administrative process or Member States’ processes, as appropriate;

(d) Victims: Persons whose claims that they have been sexually exploited or abused by United Nations staff or related personnel have been established through a United Nations administrative process or Member States’ processes, as appropriate;

(e) Children born as a result of sexual exploitation and abuse: Children who are found by a competent national authority to have been born as a result of acts of sexual exploitation and abuse by United Nations staff or related personnel;

(f) United Nations staff and related personnel: United Nations staff members, consultants, individual contractors, United Nations Volunteers, experts on mission and contingent members;

(g) Implementing partners: Entities or organizations that operate at country level, in accordance with established host country and United Nations procedures, to facilitate and provide the services outlined in the Strategy. Victim Support Facilitators are those selected implementing partners requested by the United Nations to facilitate the delivery of assistance and support to complainants, victims and children born as a result of sexual exploitation and abuse.

6. Complainants should receive basic assistance and support in accordance with their individual needs directly arising from the alleged sexual exploitation and abuse. This assistance and support will comprise medical care, legal services, support to deal with the psychological and social effects of the experience and immediate material care, such as food, clothing, emergency and safe shelter, as necessary.

7. Further to basic assistance, victims should receive additional assistance and support in accordance with their individual needs directly arising from sexual exploitation and abuse. This assistance and support will comprise medical care, legal services, support to deal with the psychological and social effects of the experience and immediate material care, as necessary.

8. Children born as a result of sexual exploitation and abuse should receive, in accordance with their individual needs, assistance and support addressing the medical, legal, psychological and social consequences directly arising from sexual exploitation and abuse, in the best interests of the child. The United Nations should also work with Member States to facilitate, within their competence, the pursuit of claims related to paternity and child support.

9. All assistance and support should be provided in a manner that does not increase the trauma suffered by the complainants, victims and children born as a result of sexual exploitation and abuse, cause further stigmatization or exclude or discriminate against other victims of sexual exploitation and abuse.

10. Assistance and support should be provided through existing services, programmes and their networks. However, where necessary, the United Nations should consider supporting the development of new services, while not developing duplicative structures.

11. A United Nations focal point will be identified to coordinate and monitor the implementation of the Strategy to ensure that the process of referring complainants, victims and children born as a result of sexual exploitation and abuse is simple, safe and respects the need for confidentiality, dignity and non-discrimination.

12. The United Nations should identify implementing partners to provide the services outlined in the present Strategy, and to act as Victim Support Facilitators, as necessary.

13. The duration of the provision of assistance and support should be set in accordance with individual needs directly arising from sexual exploitation and abuse.

14. The provision of any assistance and support by the United Nations in every case of complainants, victims and children born as a result of sexual exploitation and abuse is not an acknowledgement of the validity of the claims or an indication of acceptance of responsibility by the alleged perpetrator.

(For information on the issue of sexual exploitation and abuse in UN peace operations, see Part One, Chapter I.)

**Staff College**

Pursuant to Assembly resolution 60/214 [YUN 2005, p. 1527], the Secretary-General, by a May note [E/2007/60], transmitted to the Economic and Social Council the third report of the Director of the United Nations System Staff College, covering the period from 1 July 2005 to 30 June 2007. The report outlined the Staff College’s role and governance and described its activities, focusing on leadership and management, peace and security, development cooperation and learning and training services. It also discussed the human and financial resources available and outlined the College’s vision up to 2009. Following the arrival in May 2006 of a new Director, a business plan for the Staff College for 2006-2009 was drafted, with a short- and medium-term horizon. In 2006 and 2007, the College concentrated on the short-term goal of laying a solid foundation for the future by reorganizing the programme department and consolidating its staffing. The biennium 2008-2009 would feature...
the implementation of new services and training programmes.

During the reporting period, the College strengthened its internal management systems and procedures, and fostered an environment more conducive to learning. The resident coordinator system programme conducted 75 events, involving 3,951 participants, which enhanced the quality of UN country-level common programming processes and improved learning and training capacity within the UN system and of key partners. In 2005, the College delivered 74 training activities, with 2,867 participants; in 2006, activities increased to 79, with 3,425 participants. The College received funding from the ceb member organizations and Italy, the host country. Additional support was provided by voluntary contributions from the UN system organizations, Member States and foundations.

By decision 2007/271 of 27 July, the Economic and Social Council took note of the report of the Director of the United Nations System Staff College.

**UN Joint Staff Pension Fund**

As at 31 December 2007, the United Nations Joint Staff Pension Fund (unjspf) had 106,566 active participants, compared to 98,433 at the end of 2006 [YUN 2006, p. 1702]. The number of periodic payments in awards increased from 56,718 to 58,084: 19,482 retirement benefits; 13,074 early retirement benefits; 6,782 deferred retirement benefits; 9,597 widows’ and widowers’ benefits; 1,106 disability benefits; 8,001 child benefits; and 42 secondary dependants’ benefits. Benefit expenditure (excluding currency exchange adjustments) increased from $2,706 billion for the biennium ended 31 December 2005 to $3,179 billion for the biennium ended 31 December 2007 (approximately 17.5 per cent). The total expenditure for benefits, administration and investment costs of $3.289 billion exceeded by $153 million contribution income, which increased from $2.612 billion to $3.136 billion (approximately 20.1 per cent).

The Fund was administered by the 33-member United Nations Joint Staff Pension Board, which held its fifty-fourth session (New York, 9-13 July). During the year, the Fund carried out its first comprehensive asset liability management study, which provided independent confirmation of the Fund’s sound actuarial valuation process, favourable funded status and solid asset-allocation. It also conducted a study on the design and implementation planning of an integrated pension administration system, which would modernize the processing infrastructure and provide new and enhanced services. In 2007, the Audit Committee, established by the Pension Board in 2006, held its first meetings, and the Pension Board considered, for the first time, an internal audit report on the Fund’s governance mechanisms.

**Administrative and financial matters**

An August report by the United Nations Joint Staff Pension Board [A/62/175] contained the 2006-2007 revised budget for unjspf, which indicated a reduction in appropriations amounting to $6,127,800, or 5.5 per cent of the appropriation, comprising underexpenditures of administrative costs ($1,549,200) and investment costs ($4,578,600). It also contained proposed budget estimates for 2008-2009 that amounted to $142,271,300 (before recosting). The Board proposed that it be authorized by the Assembly to supplement contributions to the Emergency Fund for 2008-2009 by an amount not exceeding $200,000. It provided for a total of 189 continuing posts, 25 new established posts and reclassification of two posts.

In response to resolution 61/240 [YUN 2006, p. 1703], the Board also recommended an ad hoc measure to address the adverse consequences of dollarization in Ecuador, which would require a one-time payment of about $500,000 from the Fund’s assets. To implement that recommendation, it requested $46,900, which was included in the overall resource requirements for 2008-2009.

The Board recommended to the Assembly approval of the reduction in the revised appropriations, resulting in a revised estimate for 2006-2007 of $104,537,700 and $144,100 for extrabudgetary resources, and of the unjspf estimate for 2008-2009 amounting to $150,995,100 (after recosting) and $153,600 for extrabudgetary costs.

**ACABQ report.** In April [A/62/7/Add.3], ACABQ recommended approval of the 2006-2007 revised estimates and the proposed budget for 2008-2009. It did not object to the Pension Board recommendation that voluntary contributions to the Emergency Fund be supplemented by $200,000 for the 2008-2009 biennium. As to the proposal of the Pension Board to seek Assembly authorization for the payment of an ad hoc, one-time ex gratia payment of $500,000 to retirees affected by the dollarization policy adopted by Ecuador, the Committee said that such payments would create a precedent, and would not be in conformity with the Fund’s regulations. However, it was a policy decision to be taken by the Assembly.

**Report of Secretary-General.** In October [A/C.5/62/2], the Secretary-General submitted a report on administrative and financial implications arising from the report of the UN Joint Staff Pension Board (see above). He noted that approval by the Assembly of the Board’s proposals and recommendations would result in overall requirements for the United Nations of an estimated amount of $18,998,600 (at 2008-
2009 rates). Of the total requirements for 2008-2009, the cost under the regular budget would amount to $11,988,100, and the balance of $7,010,500 would be reimbursed to the United Nations by UNDP, UNFPA and UNICEF. Accordingly, an additional appropriation of $748,200 would be required under section 1, Overall policymaking, direction and coordination, of the 2008-2009 proposed programme budget. The provision would represent a charge against the contingency fund.

ACABQ report. In November [A/62/7/Add.13], Acabq, in its comments on the Secretary-General's report, noted the administrative and financial implications arising from the report of the UN Joint Staff Pension Board.

GENERAL ASSEMBLY ACTION

On 22 December [meeting 79], the General Assembly, on the recommendation of the Fifth Committee [A/62/563/Add.2], adopted resolution 62/241 by recorded vote (140-1-1) [agenda item 128].

Questions related to the United Nations Joint Staff Pension Fund

The General Assembly,

Recalling its resolutions 41/208 of 11 December 1986 and 48/225 of 23 December 1993 and sections II and IV of its resolution 61/240 of 22 December 2006,

Having considered the report of the United Nations Joint Staff Pension Board on the administrative expenses of the United Nations Joint Staff Pension Fund, the report of the Secretary-General on the administrative and financial implications arising from the report of the Board and the related reports of the Advisory Committee on Administrative and Budgetary Questions,

1. Concurs with the recommendations contained in the reports of the Advisory Committee on Administrative and Budgetary Questions on the administrative expenses of the United Nations Joint Staff Pension Fund and on the administrative and financial implications arising from the report of the United Nations Joint Staff Pension Board, subject to the provisions of the present resolution;

2. Requests the Secretary-General to undertake a comprehensive review of services provided by the Fund, funded through section 1, Overall policymaking, direction and coordination, of the programme budget, and to report thereon in the context of the programme budget for the biennium 2010-2011;

3. Encourages the Fund, when submitting performance reports, to consider the feasibility of an extension of the reporting period for actual expenditures and a shortening, accordingly, of the reporting period for projected estimates;

4. Takes note of the information set out in annex V to the report of the Board on the need for a more strategic approach to the human resources requirements of the Fund;

5. Concurs with the request made by the Board that the Chief Executive Officer of the Fund and the Representative of the Secretary-General for investments undertake an overall review of the staffing and organizational structure in their respective areas, including drawing on relevant industry benchmarks and best practice and report on the results of the review to the Board at its fifty-fifth session;

6. Notes that all requests by the Fund for the establishment of new information technology posts have been deferred by the Board until its fifty-fifth session, when a full enterprise resource planning project strategy, including a budget and project plan, will be presented to and considered by the Board;

7. Urges the Fund administration to make every possible effort to fill the existing vacancies in the staffing table as soon as feasible;

8. Authorizes the Board to supplement the voluntary contributions to the Emergency Fund for the biennium 2008-2009 by an amount not exceeding 200,000 United States dollars;

9. Stresses the importance of securing the income replacement principle that is embodied in the regulations of the Fund and which has been consistently upheld by the International Civil Service Commission in its decisions and by the General Assembly in its resolutions;

10. Approves the ad hoc measure recommended by the Board to address adverse, unprecedented consequences of dollarization in Ecuador as an ad hoc, one-time, ex gratia, exceptional payment;

11. Emphasizes that this arrangement would not set a precedent for any future action by the Board.

RECORDED VOTE ON RESOLUTION 62/241:

In favour: Afghanistan, Algeria, Andorra, Angola, Antigua and Barbuda, Argentina, Armenia, Australia, Austria, Bahamas, Bahrain, Bangladesh, Barbados, Belarus, Belgium, Benin, Bosnia and Herzegovina, Botswana, Brazil, Brunei Darussalam, Bulgaria, Burkina Faso, Cambodia, Chile, China, Colombia, Congo, Costa Rica, Croatia, Cuba, Cyprus, Czech Republic, Democratic People’s Republic of Korea, Denmark, Djibouti, Dominican Republic, Ecuador, Egypt, El Salvador, Eritrea, Estonia, Finland, France, Georgia, Germany, Ghana, Greece, Guatemala, Guinea, Guyana, Haiti, Honduras, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Italy, Jamaica, Japan, Jordan, Kazakhstan, Kenya, Kuwait, Kyrgyzstan, Lao People’s Democratic Republic, Latvia, Lebanon, Lesotho, Libyan Arab Jamahiriya, Liechtenstein, Lithuania, Luxembourg, Madagascar, Malawi, Malaysia, Maldives, Mali, Malta, Mauritania, Mauritius, Mexico, Moldova, Monaco, Mongolia, Montenegro, Morocco, Mozambique, Myanmar, Namibia, Nepal, Netherlands, New Zealand, Nicaragua, Niger, Nigeria, Norway, Oman, Pakistan, Panama, Peru, Philippines, Poland, Portugal, Qatar, Republic of Korea, Romania, Russian Federation, Rwanda, Saint Lucia, Saudi Arabia, Senegal, Singapore, Slovakia, Slovenia, South Africa, Spain, Sri Lanka, Sudan, Swaziland, Sweden, Switzerland, Syrian Arab Republic, Thailand, The former Yugoslav Republic of Macedonia, Trinidad and Tobago, Tunisia, Turkey, Uganda, United Arab Emirates, United Kingdom, United Republic of Tanzania, Uruguay, Venezuela, Viet Nam, Yemen, Zambia, Zimbabwe.

Against: United States.

Abstaining: Canada.

On the same date, the Assembly, in section II of resolution 62/238 (see p. 1451), approved expenses, chargeable directly to the Fund, totalling $131,996,500 net for the 2008-2009 biennium and a
revised estimate of $104,461,100 net for 2006-2007. It also approved an additional amount of $748,200 above the level of resources set out in section 1. Overall policymaking, direction and coordination, of the 2008-2009 proposed programme budget as the UN share of the cost of the administrative expenses of the Fund’s central secretariat.

Travel-related matters

Report of Secretary-General. In response to General Assembly resolution 60/255 [YUN 2006, p. 1618], the Secretary-General submitted a March report [A/61/801] on the review of the standards of travel and entitlements for staff members, members of organs and subsidiary organs of the United Nations and entities of the UN system, which outlined the results of a survey conducted by the Chief Executives Board for Coordination (CEB) secretariat on the standards of travel in place throughout the system. The survey, carried out in late 2006, focused on mission travel accommodations, non-mission travel and the travel of representatives of Member States. It concluded that very little had changed since the issuance of the 2004 Joint Inspection Unit (JIU) report [YUN 2005, p. 1528]. Travel policies continued to differ, sometimes substantially, across the system, particularly mission travel. For other categories of travel, the introduction of the lump sum payment options had lessened the differential somewhat, although the basis upon which those payments were made could vary from entity to entity.

ACABQ report. In September [A/62/351], ACABQ noted that the Secretary-General’s report only partially addressed the Assembly’s request in section IV of resolution 60/255. It presented a compilation of data but did not indicate any action taken or proposed, nor did it make proposals for adopting a common policy to better harmonize UN system travel conditions. ACABQ was informed that the issue of travel entitlements was not on the CEB agenda. It regretted that CEB did not fully respond to the mandate contained in the Assembly resolution and reiterated its recommendation that the Secretary-General be requested to submit a comprehensive report on harmonizing standards of travel, indicating the measures that could be implemented under his authority, as well as those that would require the Assembly’s approval. The report should take into account the ICSC study of the subject and the JIU recommendations, as well as the various recommendations made by ACABQ and the decisions taken by the Assembly in that regard.

On 22 December, the Assembly, in section XV of resolution 62/238 (see p. 1455), took note of the Secretary-General’s reports on standards of accommodation for air travel [YUN 2006, p. 1706], endorsed the conclusions and took note of the recommendations contained in the related ACABQ report [ibid.]. It also took note of the Secretary-General’s report on the review of the standards of travel and entitlements for staff members, members of organs and subsidiary organs of the United Nations and UN system entities, endorsed the conclusions and recommendations contained in the related ACABQ report, and took note of the JIU report on the harmonization of the conditions of travel [YUN 2005, p. 1528] and the Secretary-General’s note transmitting his comments and those of CEB [ibid., p. 1529]. The General Assembly requested the Secretary-General, in his capacity as CEB Chairman, to report on the feasibility of harmonizing standards of travel on the basis of a review and proposals by CEB, taking due consideration of the specificity of the work and mandates of the different entities of the system.

Administration of justice

New system of administration of justice

Redesign Panel on UN system of administration of justice

Report of Secretary-General. In response to Assembly resolution 59/283 [YUN 2005, p. 1529], the Secretary-General, in a February note [A/61/758], submitted his comments on the recommendations contained in the 2006 report of the Redesign Panel on the UN system of administration of justice [YUN 2006, p. 1708] established under the same resolution. The note, reflecting extensive consultations with the Staff-Management Coordination Committee, contained the estimate of time and resources needed for the implementation of the Panel’s recommendations. The Secretary-General agreed with the Redesign Panel that there were significant problems with the existing system of internal justice and that an entirely new, professional, independent and decentralized system was needed. He stressed that the Panel’s recommendations would provide the Organization with an effective internal justice system in which staff, management and Member States could have confidence.

The Secretary-General requested the Assembly to consider the proposals and to approve the resources for their full implementation, which would amount to $37,646,200 ($35,634,700 net of staff assessment) in the 2008-2009 proposed programme budget. Of that total, $10,625,500 was already included in the budget proposals and would be redeployed. Additional resources of $27,020,700 ($25,009,200 net of staff assessment) would be required to implement the proposals. The relevant appropriations under each budget section would be reflected in the context of the adoption of the 2008-2009 proposed programme
Institutional, administrative and budgetary questions

budget. With respect to peacekeeping missions, the Assembly should approve the amount of $257,400 for MONUC, $271,400 for the UN Mission in Liberia (UNMIL) and $245,400 for the UN Mission in the Sudan (UNMIS).

ACABQ report. In March [A/61/815], ACABQ considered the 2006 report of the Redesign Panel and the Secretary-General’s comments thereon. It noted that the proposals constituted an important step in the reform of the UN system of internal justice and recommended that the cost parameters underlying the related resource requirements be identified and quantified, and that more specific cost-sharing arrangements be developed and agreed upon by participating organizations before the proposed system was implemented. In its consideration of scope and jurisdiction of the new system, ACABQ noted that no compelling reasons or impact analysis were provided for widening the scope of coverage. It considered that the system of internal justice should continue to apply only to those individuals covered by the Staff Regulations and Rules, and if the Assembly decided to expand the scope of the system, a further in-depth analysis would be required. ACABQ had no objection to the establishment of the Office of Administration of Justice, and agreed with the Secretary-General’s proposal to rename the Office of Counsel as the Office of Staff Legal Assistance. Regarding the proposals for a new integrated Office of the Ombudsman and its proposed staffing, ACABQ recommended that a set of objective criteria, in addition to that of the number of civilian staff proposed by the Redesign Panel, be developed for determining which peacekeeping missions should have an ombudsman. It also emphasized the need to ensure that qualification requirements were met and to promote transparency in the nomination and selection processes. As to management evaluation, it stressed that the Secretary-General’s proposal to place the management evaluation unit in the Department of Management risked a perception of conflict of interest. It recommended that the Assembly place the unit elsewhere in the Organization, and that it be accorded operational independence so as to ensure its objectivity and efficiency. Moreover, the management evaluation function should be completed in a shorter time frame than the proposed 45 days. It asked the Secretary-General to transfer responsibility for formulating decisions on appeals from the Department of Management to the Office of the Secretary-General. ACABQ agreed with the Panel’s recommendations concerning the establishment of a two-tiered system of formal justice and made recommendations on compensation, selection and appointment of judges, and on disciplinary matters. The Committee was not clear on how the Internal Justice Council would be constituted, the role it would play and the process to be applied for the selection of its members. If the Assembly decided to establish the Council, the Secretary-General should be requested to submit the Council’s terms of reference and criteria for the selection of its members.

The General Assembly, by decision 61/511 B of 28 March, decided to continue at its sixty-second (2007) session consideration of the legal aspects, both institutional and procedural, of the report of the Redesign Panel on the UN system of administration of justice and the Secretary-General’s comments on the recommendations thereon, taking into account the outcome of the deliberations of the Fifth Committee at the Assembly’s resumed sixty-first (2007) session and the related ACABQ report. The Assembly requested the Secretary-General, in accordance with any further decisions taken by the Assembly on the recommendations of the Fifth Committee, to provide more details on a proposal to strengthen the functions of the Office of the Ombudsman, including mediation, and draft elements of statute(s) of the first instance and the appellate instance, taking into account the letter from the Vice-Chairman of the Sixth Committee to the President of the General Assembly.

Communication. In March [A/C.5/61/21], the Assembly’s Acting President transmitted to the Chairman of the Fifth Committee a 23 March letter from the Vice-Chairman of the Sixth Committee containing points of agreement resulting from the Committee’s consideration of the proposals of the Redesign Panel and the Secretary-General’s comments thereon that were appended to the letter, along with a draft decision for the Assembly’s adoption.

The Sixth Committee noted that the Redesign Panel’s proposals conformed to internationally recognized standards of justice and the rule of law, but noted that there might be other approaches to various aspects of the proposals that also would conform to such standards. The views expressed at that stage did not constitute, however, an endorsement of all the recommendations, and the Committee decided to continue to discuss the item in the light of further information.

of justice [ibid.]; the Secretary-General’s note on the report of the Redesign Panel [A/61/758] (see p. 1523); ACABQ reports on the administration of justice in the Secretariat [YUN 2006, p. 1707] and on the report of the Redesign Panel [A/61/815] (see p. 1524); and a 2005 letter from the Assembly President to the Chairman of the Fifth Committee [YUN 2006, p. 1707].

GENERAL ASSEMBLY ACTION

On 4 April [meeting 93], the General Assembly, on the recommendation of the Fifth Committee [A/61/832], adopted resolution 61/261 without vote [agenda item 128].

Administration of justice at the United Nations

The General Assembly,

Recalling its resolutions 57/307 of 15 April 2003, 59/266 of 23 December 2004 and 59/283 of 13 April 2005,

Reiterating that a transparent, impartial, independent and effective system of administration of justice is a necessary condition for ensuring fair and just treatment of United Nations staff and is important for the success of human resources reform in the Organization,

Affirming the importance of the United Nations as an exemplary employer,

Stressing the importance of measures to eliminate any conflicts of interest in the system of administration of justice,

Recognizing that the current system of administration of justice at the United Nations is slow, cumbersome, ineffective and lacking in professionalism, and that the current system of administrative review is flawed,

Noting with concern that an overwhelming majority of individuals serving in the system of administration of justice lack legal training or qualifications,

Noting that legal assistance to the management of the Organization is provided by a cadre of professional lawyers,

Emphasizing the importance for the United Nations to have an efficient and effective system of administration of justice so as to ensure that individuals and the Organization are held accountable for their actions in accordance with relevant resolutions and regulations,

Expressing its appreciation for the consensual outcome of the seventh special session of the Staff-Management Coordination Committee,

Having considered the report of the Secretary-General on the administration of justice in the Secretariat: implementation of resolution 59/283, the report of the Redesign Panel on the United Nations system of administration of justice, the note by the Secretary-General thereon and the related report of the Advisory Committee on Administrative and Budgetary Questions, the reports of the Secretary-General on the activities of the Ombudsman, the reports of the Secretary-General on the administration of justice in the Secretariat: outcome of the work of the Joint Appeals Board and statistics on the disposition of cases and the work of the Panel of Counsel, the report of the Secretary-General on the administration of justice in the Secretariat and the related report of the Advisory Committee, the reports of the Secretary-General concerning his practice in disciplinary matters and in cases of criminal behaviour, and the letter dated 14 October 2005 from the President of the General Assembly to the Chairman of the Fifth Committee

1. Welcomes the report of the Redesign Panel on the United Nations system of administration of justice and the note by the Secretary-General thereon;

2. Takes note of the reports of the Secretary-General on the administration of justice in the Secretariat: implementation of resolution 59/283, the activities of the Ombudsman, the administration of justice in the Secretariat: outcome of the work of the Joint Appeals Board and statistics on the disposition of cases and the work of the Panel of Counsel, the administration of justice in the Secretariat and the practice of the Secretary-General in disciplinary matters and in cases of criminal behaviour, and the reports of the Advisory Committee on Administrative and Budgetary Questions;

3. Recalls its decision 61/511 B of 28 March 2007;

New system of administration of justice

4. Decides to establish a new, independent, transparent, professionalized, adequately resourced and decentralized system of administration of justice consistent with the relevant rules of international law and the principles of the rule of law and due process to ensure respect for the rights and obligations of staff members and the accountability of managers and staff members alike;

5. Recognizes that the introduction of the new system of administration of justice should, inter alia, have a positive impact on staff-management relations and improve the performance of both staff and managers;

6. Stresses the importance of increased transparency in decision-making and increased accountability of managers for the system;

7. Also stresses the importance of the proper implementation of a sound performance appraisal system as a potential means of avoiding conflict and the need to provide training to improve the conflict-resolution skills of managers;

8. Reaffirms staff rule 112.3, which relates to the financial liability of managers;

9. Stresses the need for comprehensive training for all participants in the system of administration of justice as well as the dissemination of information among staff members about the system of administration of justice, the remedies available and the rights and obligations of staff members and managers;

10. Endorses the recommendation of the Redesign Panel to abolish the Panels on Discrimination and Other Grievances, whose functions relating to the informal system will be transferred to the Office of the Ombudsman and whose other functions will be transferred to the formal system of administration of justice;

Informal system

11. Recognizes that the informal resolution of conflict is a crucial element of the system of administration of justice, and emphasizes that all possible use should be made of the informal system in order to avoid unnecessary litigation;
12. **Decides** to create a single integrated and decentralized Office of the Ombudsman for the United Nations Secretariat, funds and programmes;

13. **Requests** the Secretary-General to identify three posts for the Office of the Ombudsman for Geneva, Vienna and Nairobi;

14. **Emphasizes** the need for the Ombudsman to encourage staff to seek resolution through the informal system;

15. **Affirms** mediation as an important component of an effective and efficient system of administration of justice that should be available to any party to the conflict at any time before a matter proceeds to final judgement;

16. **Decides** to formally establish a Mediation Division located at Headquarters within the Office of the United Nations Ombudsman to provide formal mediation services for the United Nations Secretariat, funds and programmes;

17. **Stresses** that once parties have reached an agreement through mediation they are precluded from litigating claims covered by the agreement and that parties should be able to bring an action in the formal system to enforce the implementation of that agreement;

18. **Emphasizes** the role of the Ombudsman to report on broad systemic issues that he or she identifies, as well as those that are brought to his or her attention;

**Formal system**

19. **Agrees** that the formal system of administration of justice should comprise two tiers, consisting of a first instance, the United Nations Dispute Tribunal, and an appellate instance, the United Nations Appeals Tribunal, rendering binding decisions and ordering appropriate remedies;

20. **Decides** that a decentralized United Nations Dispute Tribunal shall replace existing advisory bodies within the current system of administration of justice, including the Joint Appeals Boards, Joint Disciplinary Committees and other bodies as appropriate;

21. **Emphasizes** the importance of efficiency in the work practices of the United Nations Dispute Tribunal and the United Nations Appeals Tribunal;

22. **Stresses** that the effectiveness of the formal system will depend largely on the legal and judicial expertise, experience, independence and other qualifications of the judges;

23. **Agrees** that legal assistance for staff should continue to be provided, and supports the strengthening of a professional office of staff legal assistance;

24. **Reiterates** the invitation to staff representatives to further explore the possibility of establishing a staff-funded scheme in the Organization that would provide legal advice and support to the staff; staff representatives may consult with the Secretary-General as they deem appropriate;

**Management evaluation**

25. **Acknowledges** the need to have in place a process for management evaluation that is efficient, effective and impartial;

26. **Reaffirms** the importance of the general principle of exhausting administrative remedies before formal proceedings are instituted;

27. **Endorses** the measures to ensure managerial accountability contained in paragraph 31 of the note by the Secretary-General;

**Office of the Administration of Justice**

28. **Agrees** to establish the Office of the Administration of Justice, headed by a senior management-level official, which will have overall responsibility for the coordination of the United Nations system of administration of justice;

**Transitional measures**

29. **Requests** the Secretary-General to ensure that the Joint Appeals Boards, the Joint Disciplinary Committees, the United Nations Administrative Tribunal and other bodies, as appropriate, continue to function until the new system is operational with a view to clearing all cases that are before them;

30. **Urges** the Secretary-General to continue his efforts to ensure the proper functioning of the current system of administration of justice prior to the implementation of the new system, including through the implementation of General Assembly resolution 59/283;

31. **Also urges** the Secretary-General to continue the efforts needed to comply with the time limits of the appeals process and to clear the existing backlog of cases at all stages;

**Further reports**

32. **Requests** the Secretary-General to report on the following issues regarding the establishment of the new system of administration of justice:

(a) An in-depth analysis regarding the scope of persons who might be covered by the new system of administration of justice;

(b) Proposals on the nomination and selection process for the Ombudsmen and judges, taking into account the recommendations of the Advisory Committee on Administrative and Budgetary Questions as set out in paragraphs 30 and 48 of its report;

(c) Revised terms of reference for the Ombudsman, as appropriate, taking into account the proposed changes and suggested locations;

(d) Detailed proposals for the strengthening of an office of staff legal assistance, including information on practices in the governmental and intergovernmental sectors;

(e) Detailed and objective criteria for determining which peacekeeping operations and special political missions should have elements of the system of administration of justice within their post structures;

(f) The outcome of the Staff-Management Coordination Committee working group on disciplinary proceedings, including on the recommendations of the Redesign Panel on peacekeeping operations;

(g) Arrangements for the members of the United Nations Administrative Tribunal whose terms of office are affected by the implementation of the new system;

(h) Proposals for registries for the United Nations Dispute Tribunal and its interim rules;
In response to Assembly resolution 61/261 (see p. 1525) and related decision 61/511 B (see p. 1524), the Secretary-General submitted an August report [A/62/294] on the administration of justice, providing details and background information on the proposed new system of administration of justice for the United Nations to be implemented no later than January 2009. The report included detailed financial implications for the introduction of the new system and reflected the results of comparative research and analysis, as well as extensive consultations with staff, managers and representatives of the UN system funds and programmes.

Resource requirements

Report of Secretary-General. In response to Assembly resolution 61/261 (see p. 1525), the Secretary-General submitted a May report [A/61/891] containing his proposals for additional resources required for the 2006-2007 and 2008-2009 bienniums to ensure that the current system of administration of justice functioned properly and provided for clearance of the existing backlog at all stages of the system. The report reviewed three main areas: the clearing of the backlog and pending cases before January 2009; the immediate strengthening of the Office of the Ombudsman; and the preparatory work for the implementation of the new system of internal justice. It also considered the Office of Central Support Services and the revised estimates relating to the 2006-2007 and the 2008-2009 programme budgets.

The Secretary-General concluded that the overall resource requirements under the regular budget were estimated at $1,867,700 and $6,784,600 for 2006-2007 and 2008-2009, respectively. He requested the Assembly to approve the establishment, effective 1 July 2007, of six posts for the Office of the Ombudsman for Geneva, Nairobi and Vienna and five posts for the Mediation Division; and to authorize the Secretary-General to enter into commitments up to $1,867,700 under the 2006-2007 programme budget. The Assembly was also asked to request the Secretary-General to report on the actual expenditure in the context of the second performance report for 2006-2007; and note that the relevant resources for the continuation of the 2008-2009 proposals, estimated at $6,784,600, would be incorporated in the initial appropriation at the time of the adoption of the 2008-2009 programme budget in December.

ACABQ report. In June [A/61/936], ACABQ, in its comments and recommendations on the Secretary-General’s revised estimates for 2006-2007 and proposed 2008-2009 programme budget, recognized the need to clear backlogs and ensure that new cases did not lead to a further increase, while maintaining full due process standards. It recommended approval of the resources requested for 2007, which would be accommodated within the funds already appropriated for 2006-2007. Requests for 2008 would be considered in the context of the proposed programme budget. On strengthening the Office of the Ombudsman, ACABQ noted that the Secretary-General’s efforts to identify three posts for the regional Ombudsmen had not been successful, and recommended that the posts requested be established as temporary positions, funded through general temporary assistance for the period from 1 July to 31 December 2007.

Follow-up to resolution 61/261

Report of Secretary-General. In response to Assembly resolution 61/261 (see p. 1525) and related decision 61/511 B (see p. 1524), the Secretary-General submitted an August report [A/62/294] on the administration of justice, providing details and background information on the proposed new system of administration of justice for the United Nations to be implemented no later than January 2009. The report included detailed financial implications for the introduction of the new system and reflected the results of comparative research and analysis, as well as extensive consultations with staff, managers and representatives of the UN system funds and programmes. It built upon the Secretary-General’s February note (see p. 1523) to accept most of the Redesign Panel’s recommendations, as further elaborated upon at the special session of the Staff-Management Coordination Committee (Nairobi, 29 January–6 February) [SMCC/SS-VII/2007]. The Secretary-General set out the essential elements of the legal framework for the new justice system and provided additional detail on the nomination and selection of judges, proposed management...
evaluation function, disciplinary procedures, proposed draft elements of the statutes of the UN Dispute and the UN Appeals Tribunals and detailed proposals for the rules of the Tribunals and their Registries.

The Secretary-General hoped that the Sixth Committee’s review of the system’s legal aspects would provide the Assembly with a basis for agreeing on an adequate funding and staffing base for the new justice system. He requested the Assembly to consider the proposals and approve the resources for their full implementation. The additional requirements for the 2008-2009 proposed programme budget would amount to $16,644,000 (before recosting) in addition to the $6,784,600 requested in May (see p. 1527). Accordingly, the total requirements amounted to $23,428,600. Since the personnel to be outsourced to MONUC, UNMIL, UNMIS and the UN Integrated Mission in Timor-Leste for the implementation of the new system in peacekeeping operations should be operationally independent, and in consideration of the need to provide backstopping support to peacekeeping operations in the administration of justice, it was proposed that post and non-post requirements related to those personnel, estimated for the period from 1 January to 30 June 2009 at $811,100, be financed from the peacekeeping support account.

ACABQ report. In October [A/62/7/Add.7], ACABQ recommended approval of 33 new posts under the 2006-2007 budget, section 1, Overall policymaking, direction and coordination; and it requested that the Secretary-General’s proposals for post and non-post resources be adjusted to take into account its recommendations and that the adjusted resource requirements be provided separately to the Assembly.

ACABQ also addressed the resource requirements for 2008-2009 as a whole, as set out in the Secretary-General’s May report (see p. 1527) on the revised estimates relating to the 2008-2009 proposed programme budget; and it requested that information on additional expenditures incurred in 2007 related to clearing the backlog and other preparatory work related to the implementation of the new system of internal justice be provided in the second performance report for the 2006-2007 programme budget. ACABQ recommended approval of the Secretary-General’s requests for additional resources for the Panel of Counsel; the Joint Appeals Board and Joint Disciplinary Committee secretariat at Headquarters and in Geneva; the Administrative Law Unit; and the Executive Office of the Secretary-General. It also recommended that the Assembly request the Secretary-General to ensure that backlogs were eliminated during 2008 in anticipation of the implementation of the new system; urged the Secretariat to maximize utilization of existing resources for the processing of the additional UN Administrative Tribunal cases; and concurred with the Secretary-General’s request to hold an additional session of the UN Administrative Tribunal in 2008.

Communication. In a 20 November letter [A/C.5/62/11] to the Chairman of the Fifth Committee, the General Assembly President transmitted a letter from the Chairman of the Sixth Committee, dated 19 November, containing the Committee’s conclusions on the legal aspects of the administration of justice at the United Nations, pursuant to Assembly resolution 61/261. The Committee decided to continue to discuss the item in the light of further information.

The General Assembly, by decision 62/519 of 6 December, took note of the conclusions of the Sixth Committee on the administration of justice at the United Nations, following its consideration of the legal aspects of the Secretary-General’s August report on the administration of justice. It requested the Secretary-General to respond to the requests for information contained in the conclusions of the Sixth Committee, taking into account any further decisions taken by the Assembly during its sixty-second (2007) session prior to the Ad Hoc Committee’s meeting. It also decided to establish an Ad Hoc Committee on the Administration of Justice at the United Nations, to be open to all States members of the United Nations, the specialized agencies or the International Atomic Energy Agency (IAEA), to continue work on the legal aspects of the item, taking into account the deliberations of the Sixth Committee, previous Assembly decisions and any further decisions that the Assembly might take during its sixty-second (2007) session prior to the meeting of the Ad Hoc Committee. The Assembly also decided that the Ad Hoc Committee would meet from 10 to 18 April and on 21 and 24 April 2008, and would report on its work to the Assembly at its sixty-third (2008) session. It decided further to include the item on administration of justice at the United Nations in the provisional agenda of its sixty-third session.

GENERAL ASSEMBLY ACTION

On 22 December [meeting 79], the General Assembly, on the recommendation of the Fifth Committee [A/62/597], adopted resolution 62/228 without vote [agenda item 137].

Administration of justice at the United Nations

The General Assembly,


Emphasizing the importance for the United Nations to have an efficient and effective system of administration of justice so as to ensure that individuals and the Organization are held accountable for their actions in accordance with relevant resolutions and regulations,
Reaffirming its decision in paragraph 4 of resolution 61/261 to establish a new, independent, transparent, professionalized, adequately resourced and decentralized system of administration of justice consistent with the relevant rules of international law and the principles of the rule of law and due process to ensure respect for the rights and obligations of staff members and the accountability of managers and staff members alike,

Having considered the reports of the Secretary-General on revised estimates relating to the programme budget for the biennium 2006-2007 and the proposed programme budget for the biennium 2008-2009 pursuant to General Assembly resolution 61/261, on the administration of justice, on the outcome of the work of the Joint Appeals Board during 2005 and 2006 and statistics on the disposition of cases and work of the Panel of Counsel and on the activities of the Ombudsman, the related reports of the Advisory Committee on Administrative and Budgetary Questions, and the letter dated 20 November 2007 from the President of the General Assembly to the Chairman of the Fifth Committee,

1. Takes note of the reports of the Secretary-General on revised estimates relating to the programme budget for the biennium 2006-2007 and the proposed programme budget for the biennium 2008-2009 pursuant to General Assembly resolution 61/261, on the administration of justice, on the outcome of the work of the Joint Appeals Board during 2005 and 2006 and statistics on the disposition of cases and work of the Panel of Counsel and on the activities of the Ombudsman and the related reports of the Advisory Committee on Administrative and Budgetary Questions;
2. Recalls its decision 62/519 of 6 December 2007;
3. 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;

I

New system of administration of justice

4. Stresses the importance of allocating adequate resources to establish the new system of administration of justice;
5. Acknowledges the evolving nature of the new system of administration of justice and the need to carefully monitor its implementation;
6. Stresses the importance of ensuring access for all staff members to the system of administration of justice, regardless of their duty station;

A. Scope

7. Decides that individuals who have access to the current system of administration of justice shall have access to the new system;
8. Also decides to revert to the issue of the scope of the system of administration of justice at the second part of its resumed sixty-second session, and requests information in this regard from the Secretary-General;
9. Requests the Secretary-General to ensure that the daily paid workers in peacekeeping missions are made aware of their rights and obligations and that they have access to suitable recourse procedures within the framework of the United Nations;

B. Office of Administration of Justice

10. Decides to establish the Office of Administration of Justice, comprising the Office of the Executive Director and the Office of Staff Legal Assistance, as well as the Registries for the United Nations Dispute Tribunal and the United Nations Appeals Tribunal;
11. Also decides that the Office of the Executive Director is to consist of one Executive Director (D-2), one Special Assistant (P-4) and one Administrative Assistant (General Service (Other level)), and requests the Secretary-General to ensure that these positions are filled as a matter of priority but no later than 1 July 2008;

C. Office of Staff Legal Assistance

12. Stresses that professional legal assistance is critical for the effective and appropriate utilization of the available mechanisms within the system of administration of justice;
13. Recalls paragraph 23 of its resolution 61/261, reiterates its support for the strengthening of professional legal assistance for staff in order for staff to continue to receive legal assistance, and decides to establish the Office of Staff Legal Assistance to succeed the Panel of Counsel;
14. Decides that the Office of Staff Legal Assistance is to consist of one Chief of Unit (P-5), one Legal Officer (P-3), one Legal Officer (P-2) and three Legal Assistants (General Service (Other level)) in New York, and one Legal Officer (P-3) each in Addis Ababa, Beirut, Geneva and Nairobi;
15. Also decides that staff at all duty stations shall continue to have access to legal assistance;
16. Requests the Secretary-General to establish a code of conduct regulating the activity of internal and external individuals providing legal assistance to staff to ensure their independence and impartiality;
17. Reiterates paragraph 24 of its resolution 61/261, and requests the Secretary-General to report on the progress made to establish a staff-funded scheme in the Organization that would provide legal advice and support to staff;
18. Requests the Secretary-General to develop incentives for staff and management, including through training opportunities, to enable and encourage staff to continue to participate in the work of the Office of Staff Legal Assistance;
19. Decides to revert to the issue of the mandate of the Office of Staff Legal Assistance at its sixty-third session;
20. Requests the Secretary-General to report on possible measures to encourage responsible use of the system of administration of justice;
21. Recognizes that the Office of Staff Legal Assistance and the Ombudsman have two distinct functions;

II

Informal system

22. Recognizes that the informal resolution of conflict is a crucial element of the system of administration of justice, and emphasizes that all possible use should be made
of the informal system in order to avoid unnecessary litigation;

23. Also recognizes that the strengthening of the informal system may reduce recourse to the formal system, thereby avoiding unnecessary litigation;

24. Stresses the pivotal role of mediation in reconciling differences;

A. Office of the Ombudsman


26. Decides to establish branch offices for the Office of the Ombudsman in Bangkok, Geneva, Nairobi, Santiago and Vienna, each with one Regional Ombudsman (P-5) and one Administrative Assistant (General Service (Other level/Local level));

27. Takes note of paragraph 22 of the report of the Advisory Committee on Administrative and Budgetary Questions;

28. Requests the Secretary-General to ensure that staff at all duty stations have access to the Ombudsman;

29. Endorses the process of nomination and appointment of the Ombudsman, as set out in paragraphs 47 to 49 of the report of the Secretary-General and recommended by the Redesign Panel on the United Nations system of administration of justice in its report;

B. Mediation Division

30. Endorses paragraph 21 of the report of the Advisory Committee on Administrative and Budgetary Questions, and decides to establish the Mediation Division as from 1 January 2008;

C. Systemic issues

31. Notes section IV, on systemic issues, of the report of the Secretary-General on the activities of the Ombudsman, and emphasizes that the role of the Ombudsman is to report on broad systemic issues that he or she identifies, as well as those that are brought to his or her attention, in order to promote greater harmony in the workplace;

32. Requests the Secretary-General to report to the General Assembly at its sixty-third session, in the context of human resources management, on specific measures taken to address systemic issues;

III

Formal system

33. Reaffirms paragraphs 19 to 24 of its resolution 61/261;

34. Emphasizes the importance of ensuring access for all staff to the United Nations Dispute Tribunal, and requests the Secretary-General to make provisions for the travel and related costs of staff whose physical presence before the Tribunals is deemed necessary by the Tribunals and for judges to travel as necessary to hold sessions at duty stations other than New York, Geneva and Nairobi, in particular in Bangkok, Santiago and Vienna;

A. Internal Justice Council

35. Stresses that the establishment of an internal justice council can help to ensure independence, professionalism and accountability in the system of administration of justice;

36. Decides to establish by 1 March 2008 a five-member Internal Justice Council consisting of a staff representative, a management representative and two distinguished external jurists, one nominated by the staff and one by management, and chaired by a distinguished jurist chosen by consensus by the four other members;

37. Also decides that the Internal Justice Council shall perform the following tasks:

(a) Liaise with the Office of Human Resources Management on issues related to the search for suitable candidates for the positions of judges, including by conducting interviews as necessary;

(b) Provide its views and recommendations to the General Assembly on two or three candidates for each vacancy in the United Nations Dispute Tribunal and the United Nations Appeals Tribunal, with due regard to geographical distribution;

(c) Draft a code of conduct for the judges, for consideration by the General Assembly;

(d) Provide its views on the implementation of the system of administration of justice to the General Assembly;

38. Further decides that the Internal Justice Council shall be assisted, as appropriate, by the Office of Administration of Justice;

B. United Nations Dispute Tribunal and United Nations Appeals Tribunal

39. Decides to establish a two-tier formal system of administration of justice, comprising a first instance United Nations Dispute Tribunal and an appellate instance United Nations Appeals Tribunal as from 1 January 2009;

40. Also decides that judges of the United Nations Dispute Tribunal and the United Nations Appeals Tribunal shall be appointed by the General Assembly on the recommendation of the Internal Justice Council;

41. Further decides to endorse the qualifications of the judges as set out in paragraphs 58 and 67 of the report of the Secretary-General and as further described in its decision 62/519;

42. Decides that the United Nations Dispute Tribunal shall, initially, be composed of three full-time judges, to be located in New York, Geneva and Nairobi, and two half-time judges;

43. Also decides that further consideration should be given to cases before the United Nations Dispute Tribunal being decided by a panel of judges, depending on the nature of the cases, the workload of judges and the grounds for appeal, and requests the Secretary-General to present further proposals in this regard, including resource implications,
that the United Nations Appeals Tribunal shall be composed of seven members who will sit in panels of at least three;

45. *Decides* that judges shall serve only one non-renewable term of seven years on either the United Nations Dispute Tribunal or the United Nations Appeals Tribunal, with the exception of two of the initial judges of the United Nations Dispute Tribunal and three of the initial judges of the United Nations Appeals Tribunal, to be determined by drawing of lots, who shall serve three years and may consequently apply to the same Tribunal for a non-renewable term of seven years;

C. Registries


47. *Also decides* that the Registries will consist of one D-1 Registrar who will oversee the Registries and, for the United Nations Dispute Tribunal in New York, one P-5 Registrar, one P-2 Legal Officer and two General Service (Other level) Administrative Assistants; for the United Nations Dispute Tribunal in Geneva, one P-5 Registrar, one P-3 Legal Research Officer and two General Service (Other level) Administrative Assistants; for the United Nations Dispute Tribunal in Nairobi, one P-5 Registrar, one P-3 Legal Research Officer and two General Service (Local level) Administrative Assistants; and for the United Nations Appeals Tribunal in New York, one P-5 Registrar, one P-3 Legal Officer and two General Service (Other level) Administrative Assistants; and for the United Nations Appeals Tribunal in Geneva, the equivalent of one P-4 Information Technology Officer, one General Service (Other level) Information Technology Assistant and Legal Research Officer positions equivalent to P-4 in both Geneva and Nairobi;

48. *Requests* the Secretary-General to provide to the General Assembly at its sixty-third session terms of reference for the Registries, taking into account the current working methods of the United Nations Administrative Tribunal;

D. Disciplinary proceedings

49. *Decides* to endorse, in principle, the delegation of authority for disciplinary measures to heads of offices away from Headquarters and heads of missions/Representatives of the Secretary-General, and requests the Secretary-General to present a report containing a detailed proposal regarding possible options for delegation of authority for disciplinary measures, including full delegation, as well as an assessment of possible implications for due process rights of staff members;

E. Management evaluation

50. *Emphasizes* the need to have in place a process for management evaluation that is efficient, effective and impartial;

51. *Reaffirms* the importance of the general principle of exhausting administrative remedies before formal proceedings are instituted;

52. *Decides* to establish an independent Management Evaluation Unit in the Office of the Under-Secretary-General for Management, with one Chief of Unit (P-5), two Legal Officers (P-4) and three Administrative Assistants (General Service (Other level)) and general temporary assistance equivalent to one P-4 Legal Officer position;

53. *Takes note* of paragraph 35 of the report of the Advisory Committee on Administrative and Budgetary Questions;

54. *Emphasizes* the importance of prompt decisions and responses to formal requests for management evaluation, and decides that such evaluation should be completed in a timely manner, as soon as possible and within a limit of thirty calendar days for Headquarters and forty-five calendar days for offices away from Headquarters after the submission of such a request;

55. *Stresses* the importance of establishing adequate accountability measures for managers to ensure their timely response to management evaluation requests;

56. *Emphasizes* the importance for the United Nations to have an efficient and effective system of administration of justice so as to ensure that individuals and the Organization are held accountable for their actions in accordance with relevant resolutions and regulations;

IV Transitory measures

57. *Recalls* paragraph 31 of its resolution 61/261, and urges the Secretary-General to intensify the efforts needed to clear the existing backlog of cases before the Panel on Discrimination and Other Grievances, Joint Appeals Boards, Joint Disciplinary Committees, Disciplinary Boards, the Administrative Law Unit, the Executive Office of the Secretary-General and the United Nations Administrative Tribunal;

58. *Endorses* paragraphs 73, 74, 76 and 80 of the report of the Advisory Committee on Administrative and Budgetary Questions;

59. *Decides* to revert to the issue of transitional arrangements at the second part of its resumed sixty-second session;

60. *Requests* the Secretary-General to consult with the organizations which currently participate in the United Nations Administrative Tribunal with the aim of providing for an orderly transition to another system of their choosing, if they were not to join the new system of administration of justice;

V Financial implications and cost-sharing arrangements

61. *Underlines* that the funding for administration of justice, based on cost-sharing arrangements, should be clear, predictable and secure;

62. *Decides* to approve the cost-sharing arrangement as outlined by the Secretary-General in paragraphs 161 and 162 of his report;
63. **Urges** the Secretary-General to conclude cost-sharing arrangements with the relevant funds and programmes by July 2008;

64. **Requests** the Secretary-General to review the arrangements for the provision of services of the United Nations Administrative Tribunal to the United Nations Relief and Works Agency for Palestine Refugees in the Near East, the International Seabed Authority, the International Tribunal for the Law of the Sea, the International Court of Justice, the International Maritime Organization, the International Civil Aviation Organization and the United Nations Joint Staff Pension Fund;

**VI**

**Further information**

65. **Requests** the Secretary-General to report to the General Assembly at the second part of its resumed sixty-second session on the following:

(a) Draft statute for the United Nations Dispute Tribunal;

(b) Draft statute for the United Nations Appeals Tribunal that reflects the decisions contained in the present resolution and resolution 61/261;

(c) Jurisdiction of the United Nations Dispute Tribunal and the United Nations Appeals Tribunal;

(d) Grounds of appeal before the United Nations Appeals Tribunal;

(e) Conditions under which the United Nations Dispute Tribunal may refer cases pending before it to mediation, including the requirement of the consent of the parties and the issue of time frames;

(f) A detailed proposal regarding the allocation of cases to the United Nations Dispute Tribunal, taking into account geographical accessibility, the type of cases and the number of cases;

(g) Compensation awarded by the tribunals and alternatives;

(h) The role of staff associations vis-à-vis the formal system of justice;

66. **Also requests** the Secretary-General to provide further information and recommendations, as appropriate, to the General Assembly at the second part of its resumed sixty-second session, on the following:

(a) The different categories of non-staff personnel performing personal services for the Organization, including experts on mission, United Nations officials other than staff members of the Secretariat and daily workers;

(b) The types of dispute settlement mechanisms available to the different categories of non-staff personnel and their effectiveness;

(c) The types of grievances the different categories of non-staff personnel have raised in the past and what bodies of law are relevant to such claims;

(d) Any other mechanism that could be envisaged to provide effective and efficient dispute settlement to the different categories of non-staff personnel, taking into account the nature of their contractual relationship with the Organization;

67. **Further requests** the Secretary-General to report to the General Assembly at the main part of its sixty-third session on the following:

(a) The revised terms of reference for the Ombudsman, taking into account the changes in functions, presence and proposed locations;

(b) The results of the negotiations between the United Nations and other participating entities on cost-sharing arrangements for the system of administration of justice;

(c) Mechanisms for the formal removal of judges, definition of the ‘grounds of misconduct or incapacity’ and the means for the establishment of such grounds in a specific case;

(d) Viable options for programme support cost/trust funds to share the cost of the new internal justice system;

**VII**

**Other issues**

68. **Invites** the Sixth Committee to consider the legal aspects of the reports to be submitted by the Secretary-General, without prejudice to the role of the Fifth Committee as the Main Committee entrusted with responsibilities for administrative and budgetary matters;

69. **Requests** the Secretary-General to ensure that information concerning the details of the new system of administration of justice, in particular options for recourse, is readily accessible by all staff covered under the new system;

70. **Also requests** the Secretary-General to develop a comprehensive approach to address privacy rights of staff, including their right to confidentiality, and the responsibility of the Organization for ensuring the due process rights of its staff under investigation;

71. **Further requests** the Secretary-General to report to the General Assembly at its sixty-third session on how information and communications technology can improve the functioning of the system of administration of justice.

Also on 22 December, the Assembly, in section XX of resolution 62/238 (see p. 1455), approved a total amount of $17,010,200 for administration of justice under the 2008-2009 programme budget.

On the same date (decision 62/546), the Assembly decided that the item on the administration of justice at the United Nations would remain for consideration during its resumed sixty-second (2008) session.

**Joint Appeals Board**

In response to General Assembly resolution 55/258 [YUN 2001, p. 1337], the Secretary-General submitted an August report [A/62/179] on the outcome of the work of the Joint Appeals Board (JAB) in 2006. The report also compared 2006 and 2005 data and, in response to Assembly resolution 57/307 [YUN 2003, p. 1459], provided statistics on the disposition of cases and information on the work of the Panel of Counsel. The Secretary-General observed that 152 appeals and suspension-of-action cases were filed with JAB in New York, Geneva, Vienna and Nairobi in 2006, compared to 144 cases the previous year. Of that number,
JAB disposed of 140 cases, compared to 131 in 2005. Regarding disciplinary cases, which were accorded priority, 24 such cases were referred to the New York Joint Disciplinary Committee, which disposed of 18 of them; the Geneva Committee received eight new cases and disposed of 13; the Nairobi Committee considered one case; no cases were submitted to the Vienna Committee. The Secretary-General accepted fully or partially 83 (or 84 per cent) of unanimous JAB decisions, compared to 116 in 2005, and rejected 16 (16 per cent), compared to 12 in 2005. In 2006, 294 new cases were brought to the Panel of Counsel in New York, compared with 266 in 2005, an increase of 11 per cent. Of those cases, 194 (or 66 per cent) went through the formal appeals process and 100 (or 34.1 per cent) were dealt with informally.

Office of Ombudsman

Pursuant to General Assembly resolution 59/283 [YUN 2005, p. 1529], the Secretary-General submitted an August report [A/62/311] on the activities of the Ombudsman, covering the period from 1 September 2006 to 31 August 2007, which provided an overview of the first five years of the Office’s operations. The report coincided with the end of term of the first Ombudsman (July 2002 to July 2007). In May, an assessment of the Office’s experience, activities and operations over that period, carried out by an independent panel of alternative dispute resolution experts, emphasized that, while the credibility of the Office had been established, the resources provided were insufficient, particularly in view of the increasingly important position that it would occupy in the new UN justice system. The strengthening of the Office, as recommended by the Redesign Panel on the system of administration of justice, took on increased urgency. The monitoring of systemic dysfunctions was an important feature of the Office, requiring a continuing dialogue with staff and management. Much progress was made in mission readiness; enforcement of the zero-tolerance policy; review of the various types of contractual arrangements; expanded orientation for new staff members; and enhanced leadership and managerial training.

Since the Office’s inception in 2002, 2,664 cases had been opened and 2,316 cases closed. Almost 70 per cent of the cases came from staff in offices away from Headquarters and in peacekeeping missions, of which 47 per cent came from the Professional category and above, and 40 per cent from the Field Service, General Service and related categories. The remaining 13 per cent included national staff in peacekeeping missions, former staff and retirees. During the reporting period, 667 new cases were opened, which represented a 50 per cent increase over the 2002-2004 period. Women initiating cases outnumbered men 49 per cent to 48 per cent, while groups constituted 3 per cent. The most important issues raised by staff related to promotion or career considerations (29 per cent of all cases), followed by interpersonal conflicts, separation and termination issues, entitlement cases, standard of conduct-related issues and conditions of service.

In almost half of the cases, the assistance provided by the Office involved coaching and helping staff to explore options and solutions to work-related problems. Direct action by the Ombudsman to resolve problems was undertaken in 38 per cent of cases, while referral to other offices and direct mediation was provided in 6 and 2 per cent, respectively.

Criminal behaviour and disciplinary action

In response to General Assembly resolution 59/287 [YUN 2005, p. 1474], the Secretary-General transmitted an August report [A/62/186] on disciplinary matters and possible criminal behaviour, covering the period from 1 July 2006 to 30 June 2007. The report provided information on the disciplinary and legal action taken in cases of established misconduct and/or criminal behaviour, most of which related to abuse of authority/ harassment; fraud/misrepresentation; theft/misappropriation; sexual exploitation and abuse; computer-related misconduct; and conflict of interest. The report reviewed the administrative machinery in disciplinary matters and summarized cases for which a disciplinary measure was imposed by the Secretary-General. During the reporting period, 55 cases were completed, resulting in 4 summary dismissals, 15 disciplinary measures after waiver of referral to the Joint Disciplinary Committee, 8 disciplinary measures after a Joint Disciplinary Committee review and 13 administrative measures. In 15 cases, no disciplinary or administrative action was taken.

The General Assembly, by resolution 62/63 of 6 December on criminal accountability of UN officials and experts on mission (see p. 103), urged States to ensure that crimes by UN officials and experts on mission did not go unpunished and to establish jurisdiction over crimes committed by their nationals while serving as UN officials or experts on mission. It also encouraged States to cooperate with each other and with the United Nations in the exchange of information and in facilitating the conduct of investigations; and it urged the Secretary-General to strengthen existing training on UN standards of conduct.

UN Administrative Tribunal

In its annual note to the General Assembly [A/INF/62/6], the seven-member United Nations Administrative Tribunal (UNAT) reported, through the Secretary-General, that it had delivered 39 judgements
in 2007, 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 plenary in New York on 15 November and held two panel sessions (Geneva, 25 June–28 July; New York, 22 October–21 November).

**Appointment of UNAT members.** In a March note [A/62/105], the Secretary-General stated that the terms of office of two members would expire on 31 December. It would therefore be necessary for the General Assembly, at its sixty-second session, to appoint two persons to fill the resulting vacancy for a four-year term beginning on 1 January 2008.

In October [A/C.5/62/8], the Secretary-General transmitted to the Assembly the names of two persons nominated by their respective Governments for appointment or reappointment as UNAT members.

By decision 62/412 of 15 November, the Assembly appointed or reappointed those members.
Appendices