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SUMMARY RECORD OF THE 21st MEETING

Chairman: Mr. MAYCOCK (Barbados)

Chairman of the Advisory Committee on Administrative and
Budgetary Questions: Mr. MSELLE

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The meeting was called to order at 10.55 a.m.

AGENDA ITEM 117: UNITED NATIONS COMMON SYSTEM

(a) REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION (continued) (A/39/30 and Corr.1)

1. Mr. OHMARA (Japan), after briefly outlining how the post adjustment system worked, said that place-to-place surveys conducted in 1982 and 1983 had shown that existing post adjustment indices at some major duty stations in Europe were too high. However, far from reducing the post adjustment index applied in those cities, ICSC had raised the post adjustment index for New York, the base city of the system, from 155.89 to 170.86, with the result that the post adjustment indices for other duty stations had automatically been raised. According to ICSC that measure was justified as a means of correcting the understatement of the post adjustment index for New York, which had apparently been artificially maintained at too low a level for many years.
2. The post adjustment index for the base city was established in the context of a comparison between the net remuneration of United Nations staff members and that of employees of the federal civil service of the United States, on the basis of the Noblemaire principle. Subsequently, under the terms of General Assembly resolution 31/141, ICSC had been authorized to keep under review the relationship between the levels of remuneration of the two systems and, in particular, to take measures within the operation of the post adjustment system to prevent an undue widening of the margin between them.
3. Although it conflicted with results from other sources, that margin, according to ICSC calculations, had remained relatively constant from 1976 to 1984, at an average of 114.9 per cent. The Special Committee for the Review of the United Nations Salary System had concluded in 1971-1972 that a ratio of approximately 115:100 would be sufficient to attract to the United Nations international staff with the necessary qualification. For its part, the General Assembly had reached the conclusion, in 1982, that the existing margin level, which was based not only on basic salary but also on post adjustment, was adequate. Therefore, if the increase in the post adjustment index decided by ICSC was reflected in the comparison for the full year, in 1985 the margin might, for the first time since 1976, exceed 120:100.
4. It was difficult to see why, since the post adjustment system had been in operation for 30 years, ICSC had chosen the current time to raise the question of the understatement of the post adjustment index for New York and why it had decided to increase the post adjustment in August 1984 without giving the General Assembly time to make an in-depth study of the problem. The ICSC report failed to answer those questions satisfactorily.
5. His delegation was therefore unable to support the 9.6 per cent increase in post adjustment for New York, because that measure would have considerable

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(Mr. Ohmura, Japan)

implications for the common system and would amount to endorsing overpayments in some duty stations. However, in view of the practical difficulty of cancelling the increase that had gone into force August 1984, his delegation was of the opinion that a further unwarranted increase could at least be avoided by provisionally "freezing" the New York post adjustment class.

6. With respect to margin calculations based on a comparison of total compensation and a comparison of net remuneration, the difference between the ICSC calculations and data from other sources was, in the current year, in excess of 10 per cent, which led his delegation to question the validity of the margin presented by ICSC. The Commission could, therefore, be requested to make a further study of those discrepancies and provide a clear justification of its own figures. It should also provide a breakdown of the weight of each element taken into account in the total compensation comparison. In any case, it was the opinion of his delegation that the net remuneration comparison on a non-expatriate basis should continue to be the basic index for application of the Noblemaire principle. For that reason, the results of that comparison, together with the results of the total compensation comparison, should be presented to the General Assembly every year.

7. In conclusion, his delegation wished to emphasize that in view of the difficulties confronting many Member States as a result of the world recession, it might be difficult for them to meet demands for substantial salary increases for United Nations staff in the name of post adjustment.

AGENDA ITEM 116: PERSONNEL QUESTIONS (continued)

(a) COMPOSITION OF THE SECRETARIAT: REPORT OF THE SECRETARY-GENERAL (continued) (A/39/453)

(b) RESPECT FOR THE PRIVILEGES AND IMMUNITIES OF OFFICIALS OF THE UNITED NATIONS AND THE SPECIALIZED AGENCIES AND RELATED ORGANIZATIONS: REPORT OF THE SECRETARY-GENERAL (continued) (A/C.5/39/17)

(c) OTHER PERSONNEL QUESTIONS: REPORTS OF THE SECRETARY-GENERAL (continued) (A/39/483, A/C.5/39/6, 9, 11 and 23)

8. Mr. YACOUBOU (Togo), speaking on the question of the composition of the Secretariat, noted that the results obtained with respect to geographical distribution were still unsatisfactory. Fifteen Member States were not represented and 24 were underrepresented, while the list of overrepresented countries continued to grow. It would, however, suffice to recruit two or three nationals from each of the unrepresented and underrepresented States for them to reach the lower limit of their desirable range. A total of fewer than 100 posts would therefore be necessary, whereas there were 200 to 300 vacant posts to be filled each year in the Secretariat.

9. The proportion of women, which had been only 22.6 per cent in June 1984, whereas a target of 25 per cent had been fixed for 1982, was even less satisfactory when it was considered that the Decade for Women would end in 1985. Improvement of the situation required, in particular, better distribution of responsible posts, in particular at the D-2 and higher levels.

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10. Mr. WHITEFORD (Australia) congratulated all parties concerned on the side of both the Administration and the staff, for their efforts during the past year to improve working relations in the Organization. It was all the more distressing to note that those efforts were not making any headway in certain specific areas, such as the status of women in the United Nations system. Six years had passed since the General Assembly had fixed the target of 25 per cent, which ought to have been reached in 1982 and had not yet been reached in 1984. It was that which had led his delegation to submit a draft resolution deploring the lack of progress, which the Economic and Social Council had adopted in May 1984 (resolution 1984/11). The Organization had failed lamentably each time it had endeavoured to meet the wishes of Member States in the matter of progress in the status of women. Representatives of the Administration and of the staff had referred to various measures already taken or which could be taken to improve the situation. In the opinion of his delegation, the starting-point should be frank recognition of the fact that the "progress" of 0.6 per cent was insignificant and that women were still massively concentrated in junior posts. Moreover, the target of 25 per cent ought perhaps to be raised.

11. Most delegations were aware of the complex factors that came into play when it came to remedying the discrimination women had suffered for so long: deep-rooted myths must be questioned and the established order overthrown. That could only be done by taking stringent measures in favour of the victims of discrimination. That was what his Government had done when it had promulgated a series of laws against discrimination in both the public and the private sectors. That example could be followed.

12. On the question of geographical distribution, he said that it was necessary not to lose sight of the fact that the efficiency that candidates should be the main criterion governing recruitment, as desired by the Charter.

13. Turning to the question of disputes between the Administration and the staff, he said that his Government had developed recourse machinery for its civil service which his delegation would be happy to bring to the attention of the Secretariat in order to help it to develop a similar system if necessary.

14. Lastly, with respect to the question of staff privileges and immunities, it was important that every Member State should assume responsibility for ensuring the protection of international civil servants.

15. Mr. KABEYA MILAMBU (Zaire) said that the Secretary-General should adapt the structure of the Secretariat and the conditions of employment of its staff so that they would be better able to respond rapidly to the various requests of Member States. The restructuring of the Secretariat must therefore be carried out parallel to the principal programme cycles and in accordance with the objectives defined by Member States.

16. The current recruitment plan designed to ensure that underrepresented and unrepresented States attained their desirable ranges in 1985 had begun to yield some positive results, but the Office of Personnel Services must seek to

(Mr. Kabeya Milambu, Zaire)

consolidate the progress achieved. In that respect, his delegation wondered whether it would not be possible for the Office of Personnel Services to be directly attached to the Executive Office of the Secretary-General. It was unacceptable, for example, that nationals of a single Member State should occupy seven Under-Secretary-General posts and several other senior posts while nationals of other countries, such as Zaire, occupied no senior posts (D-2 and above). Since the very notion of a desirable range was relative, good judgement must be used in its interpretation. That was why the General Assembly, in its resolution 35/210, had requested the Secretary-General to submit at its forty-first session a report on progress in the revision of that formula.

17. With regard to the organization of competitive examinations at the P-3 level, that method of recruitment could not be viable unless the Secretariat ensured a geographical distribution by region of all posts in that category before thinking of organizing competitive examinations at that level.

18. Career development should not be like a horoscope; it should be an objective system offering all staff members equitable prospects of advancement. A career plan must be part of an integrated human resources plan and must solve the problems of vertical and horizontal mobility mentioned by the staff representatives.

19. The views expressed by the staff on the question of respect for the immunities and privileges of international civil servants confirmed Zaire's conviction that each State had the duty to ensure the safety and to safeguard the privileges and independence of international civil servants. In return, the latter must maintain an attitude of reserve, display moral and intellectual probity and be distinguished by their exemplary conduct. With regard to conditions of employment, particularly salaries and allowances, his delegation was prepared to consider sympathetically any proposal which took into account existing possibilities and the recommendations of the Advisory Committee on Administrative and Budgetary Questions and of the Secretary-General.

20. Mr. GISTOV (Bulgaria) said that the report of the Secretary-General on the composition of the Secretariat (A/39/453) should not only provide the very comprehensive information which it already contained, but should also explain the system of calculating desirable ranges, mid-points and the weighted coefficients of the following factors: membership, level of contribution and national population. The report could also indicate the degree of representation of each Member State and the ratio between that actual representation and the mid-point of desirable representation.

21. It appeared that during the reporting year, 225 appointments had been made. Only 46 per cent of those posts, however, had gone to unrepresented or underrepresented countries. On the other hand, 40 new appointments had gone to nationals of countries that were already overrepresented.

22. The report of the Secretary-General on personnel policies (A/C.5/39/9) showed that the problems of geographical distribution were attributable to the decline in

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(Mr. Gistov, Bulgaria)

the number of P-1 and P-2 vacancies. The measures proposed to solve them, namely extending the competitive examinations to the P-3 level and temporarily earmarking the majority of available posts at that and higher levels for unrepresented and underrepresented countries, offered no long-term solution.

23. Moreover, the Joint Inspection Unit had pointed out in its report on competitive examinations at the United Nations (A/39/483) that there was a tendency among heads of service to arrogate to themselves the right to recruit as they saw fit. The developing countries and socialist countries which were still below their ranges knew what that meant. In order to rectify that situation, it was essential, as a matter of urgency, to strengthen the authority of the Office of Personnel Services, in the spirit of General Assembly resolution 38/231.

24. The problem of geographical distribution was further complicated by the fact that candidates from unrepresented and underrepresented countries competed for posts at the P-1 and P-2 levels, with General Service candidates. As the aforementioned Joint Inspection Unit report showed, most of the candidates who sat and were successful in the competitive examinations for promotion from one category to another were nationals of a few already overrepresented countries. General Assembly resolution 35/210 did indeed guarantee access of General Service staff to Professional posts, but it must be clearly understood that that privilege should not affect the achievement of equitable geographical distribution. It was also necessary to ensure that the qualifications required for promotion from the General Service category to the Professional category were equal to those required of outside candidates.

25. Another impediment to equitable geographical distribution was the use of permanent contracts. That practice was harmful from all points of view, since not only did it diminish the number of posts available for underrepresented or unrepresented countries, but it also reduced the efficiency of the Secretariat.

26. His delegation did not object to the six-month suspension of recruitment, on the understanding that that measure would not adversely affect the achievement of equitable geographical distribution.

27. Mr. MARRON (Spain) observed that in order to fulfil the lofty mission entrusted to it by the Charter, the United Nations must rely on human resources, namely, its staff; on financial resources, namely the contributions of Member States; and finally on an administrative instrument, namely the Secretariat. With regard to staff, Article 101, paragraph 3, of the Charter established a permanent principle which in his delegation's view, could not be violated. United Nations policy on that matter currently faced three problems: the staff recruitment plan, subject to the need for equitable geographical distribution; the progressive establishment of a career development system; and the improvement of relations between the Administration and the staff.

28. With regard to the first of those points, namely recruitment, he wished to make a few comments on the Secretary-General's report on the composition of the

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(Mr. Marron, Spain)

Secretariat (A/39/453). First of all, table A, in paragraph 3, seemed inadequate to the extent that, contrary to table B which followed, it did not indicate the trend over a period of time in the figures it contained. Further, table A showed the large number of posts financed from extrabudgetary sources (14,526 as against 11,757 posts financed under the regular budget), and in view of the importance of those posts and the uncertainty of the resources which financed them, special attention should be paid to that category of staff in order to prevent the Organization from undertaking commitments for which it might subsequently not have the necessary means. Lastly, the number of posts subject to geographical distribution remained modest, since it represented only 11 per cent of total staff and 25 per cent of the staff covered by the regular budget.

29. More specifically with regard to the geographical distribution of staff, the documentation before the Committee showed that since the previous session there had been little progress; indeed, the situation might have become worse. Table B of the report showed that there was one more unrepresented State and one more underrepresented State than in 1983, while a single State had left the ranks of the underrepresented countries. During the reporting year, there had been 225 opportunities to improve the balance, but 80 per cent of the new appointments had gone to nationals of countries that were already adequately represented or overrepresented. There were undoubtedly reasons for that anomaly which the report did not mention and which explained the slowness of progress. In that regard, the competitive examination system was a good way of ensuring equitable geographical representation. His delegation was, nevertheless, pleased to note in table 3 (a) that the distribution of United Nations staff by major regions remained within the established limits and that balance had therefore been achieved at the regional level.

30. With regard to the situation of Spanish nationals in the international civil service, he noted that Spain was, for the first time, no longer underrepresented. It now had 41 staff (including seven women) in posts subject to geographical distribution, its desirable range being 38-51. That was undeniably progress, since it had had only 32 staff during the previous biennium and 25 in 1981. However, it had not yet reached the mid-point of its desirable range.

31. Still in the area of recruitment policy, it was discouraging to note that the implementation of the provisions of General Assembly resolution 33/143 concerning the situation of women in the Secretariat seemed to be in abeyance. The 1982 goal of 25 per cent of the total had not yet been reached: in 1983, only 22.3 per cent of Secretariat staff had been women and, at present, the proportion was 22.9 per cent. Progress was therefore exceedingly slow owing, no doubt, to the fact that in 1983 only 16 per cent of appointments had been granted to women, fewer, in fact, than in 1982 (20.5 per cent). With regard to promotions, however, table F (b) in the report of the Secretary-General revealed a more positive situation since, among eligible staff, 10.1 per cent of women had been promoted as against 8.1 per cent of men.

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32. With regard to the second problem of personnel policy, namely, the establishment of a coherent career development system, he advocated a complete overhaul of present arrangements. An outline of the new system appeared in document A/C.5/39/11. It had been endorsed by the staff representatives, as was evident from paragraph 20 of document A/C.5/39/23. The objectives of the initiative, set out in paragraph 6 of the first-mentioned document, were entirely acceptable, although the direct or immediate advantages to be derived by the staff were not apparent. Thus, the information that would be provided to the staff did not seem to be enough to constitute a genuine career development system. The components suggested in paragraph 9 seemed to be more closely linked with information than with promotion itself. There was also the matter of the legal or statutory basis of any future decisions in that area, which ought, in all cases, to guarantee objectivity in appointments and the effective recognition of past service while avoiding unjustified promotions, post reclassifications and the proliferation of steps within each grade.

33. That scheme had financial implications, with regard to which his delegation had a number of observations. First, provision was made in paragraph 23 for an appropriation of \$31,400 for a new P-4 post which was not mentioned in the relevant part of the report. That was no doubt a mistake. Secondly, the estimates referred only to 1985 and it was desirable to know what would be the recurrent expenditures in subsequent years. Finally, some of the financial implications of the measures listed in paragraph 11 had not been taken into account in the cost estimates which appeared in paragraph 23. He wondered whether there were other expenditure items and to what degree they would entail an increase in future programme budgets.

34. The establishment of new staff-management relations, whereby the staff representatives would be consulted periodically on all questions of mutual interest, was a very positive idea, and one which had not been developed at all in the relevant section of the Secretary-General's report (A/C.5/39/9), where no mention was made of the institutionalization of the new machinery. It seemed, on the contrary, that the Staff-Management Co-ordination Committee would meet only once a year, instead of twice as previously (para. 60).

35. The views of the staff representatives of the United Nations Secretariat, contained in document A/C.5/39/23, seemed to be relevant and constructive with regard to all the questions they addressed, particularly those of the integrity of the international civil service, policy with respect to assignments, improved efficiency and productivity and human resources planning. The staff representatives had also dealt with the administration of justice from the point of view of appeals procedures, the proposal for an office of ombudsman and the question of a unified personnel structure. All of those problems should be carefully considered since they could entail significant financial burdens for Member States.

36. With particular reference to the administration of justice and recourse procedures, it seemed to him that the existing machinery did not function either in a satisfactory manner or with the necessary dispatch. That was perhaps due to the

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fact that the material means provided were insufficient or that the procedures used were slow and inadequate. The situation should therefore be rectified before an attempt was made to establish new bodies. In general, staff-management disagreements did not seem to justify the creation of anything resembling a judicial authority or an ombudsman, particularly since there already existed numerous bodies responsible for dispensing justice and ensuring the consistency of decisions.

37. As for the suggested unified personnel structure, it raised so many problems from the point of view of efficiency, cost-effectiveness, geographical distribution and, more indirectly, the various allowances (education grant, housing allowance, etc.), that it could only be approached with the greatest caution.

38. The report of the Joint Inspection Unit on competitive examinations in the United Nations (A/39/483) was full, painstaking and systematic. It would be most advantageous for the Secretariat to make the competitive examinations the normal means of filling new posts. Admittedly, they had the drawback of being complex, slow and costly and of not being justified when the number of vacant posts was small. Despite the advantages that they nevertheless presented, and despite the decisions of the General Assembly, it was to be noted that bureaucratic resistance obstructed general use of the competitive examinations, as indicated in several paragraphs of the report (paras. 13 et seq.). It was disturbing to note that the number of officials recruited through competitive examinations was five times less than that requested by the General Assembly, namely 10 per cent of appointments rather than 70 per cent. Accordingly, from 1974 to 1983, only 118 officials had been recruited as a result of the 22 competitive examinations held. According to the Inspector, the reasons for the bureaucratic resistance were: routine; the fear of loss of personal power; and the intrinsic drawbacks of that method of selection. There were probably still other causes, both objective and theoretical, of which the report made no mention.

39. In any event, the general application of the competitive examination system required that such still implicit resistance should be studied in depth and that the difficulties pointed out should be smoothed away. Thus, the JIU recommendations should make it possible to solve the problems identified by the Inspector. His delegation was prepared to endorse them if such was also the intention of the Committee and of the Secretariat. It particularly supported recommendation No. 7, which was indirectly linked with the question of the G to P examination. It was essential to know in detail the situation of General Service staff in order to avoid the adoption of suggestions detrimental to one group in order to advance another. The report requested in that recommendation would make it possible for delegations to reach an informed decision.

40. The question of respect for the privileges and immunities of officials of the United Nations had arisen once more while his delegation had been fervently hoping that it would disappear for ever. It was of prime importance to safeguard the security and independence of the international civil service. His country unreservedly supported the policy of the Secretariat aimed at warding off all

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outside interference, securing the observance of the privileges and immunities of United Nations officials and restoring the security of staff members and their families at a time when arrests, detentions and imprisonment unfortunately continued, in direct violation of the provisions of the United Nations Charter and of the Convention on the Privileges and Immunities of the United Nations, even if the number of incidents had declined slightly. It was, incidentally, regrettable that the report of the Secretary-General on the subject (A/C.5/39/17) made no mention of the cases which had been resolved in a satisfactory manner.

41. The best means of combating the inadmissible abuse of authority which infringed the most fundamental principles of human rights and the spirit of independence of the Organization was still to visit detained staff members and to issue reports by the Secretary-General on the question. The Secretary-General had concluded in the latest of those reports that there had been signs of improvement of respect for the right of the international organizations to protect their staff. In practically all cases, except the 10 mentioned in paragraph 3, the competent organizations had been able to make effective use of that right of protection. Lastly, it would be useful for the Secretariat to explain to all its staff members the exact nature and scope of their privileges and immunities.

42. The Secretary-General's report on the status of the linguistic skills of United Nations staff (A/C.5/39/6) was of great interest, especially since it presented the different alternatives available for developing the language programme. His delegation agreed with the Secretary-General (para. 44) that there seemed to be no real justification at the present time for changing the current system of language incentives.

43. Mr. SOUDANI (Tunisia) noted with satisfaction that between 1980 and 1984 the number of staff members from the developing countries in posts subject to geographical distribution had increased by approximately 20 per cent and that the number of nationals of African countries in such posts had increased by more than 30 per cent. As for women from those countries, a jump of 50 per cent had been noted. His delegation therefore encouraged the Secretariat to pursue its efforts. In that regard, he felt that the extension to P-3 posts of the procedure for recruitment by competitive examination would improve geographical distribution and enhance the efficiency of the international civil service. He welcomed the fact that the Secretariat had intensified contacts with the Governments of unrepresented or underrepresented Member States to involve them actively in identifying qualified and available candidates. He pointed out that national examinations had the merit of avoiding unfair competition between the potentially large number of candidates from the developed countries and the smaller number of candidates from the developing countries. Concerning the languages used, the developing countries need not feel at a disadvantage because, for reasons of efficiency, only two working languages would be permitted in future competitive examinations, on the understanding that due allowance would be made when neither was the candidate's main language. The principle of equitable geographical distribution should not jeopardize the efficiency of the Organization, a priority which the Secretary-General had shown that he recognized in suspending recruitment for six months in order to be able to estimate actual personnel requirements.

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(Mr. Soudani, Tunisia)

44. With regard to the report submitted earlier by the Joint Inspection Unit on staff costs and some aspects of utilization of human and financial resources in the United Nations Secretariat (A/39/522), he could not share the satisfaction shown by the authors of the report when they stated that the Economic Commission for Africa had "the largest number of terminations in the United Nations" and spoke of "significant savings" at a time when the economic situation in the African continent warranted greater solidarity from the international community and an increase of activities in favour of its development.

45. The career development system proposed by the Secretariat was in keeping with the principles set forth in the Charter, and it was therefore the duty of Member States to provide the Office of Personnel Services with the means of instituting it as soon as possible. Support should also be given to efforts aimed at establishing a new relationship between management and staff, based on confidence and dialogue. The establishment of an office of ombudsman was a valuable initiative in that respect, which would prevent unnecessary litigation. Similarly, the proposal of the staff representatives to establish an office for the administration of justice merited further study.

46. Despite the justified criticism addressed to it, the Secretariat had made commendable efforts; so as not to jeopardize them now, firmness should be shown towards those of its members who rejected change. The Secretary-General had the complete confidence of his delegation, which encouraged him to pursue the course that he had chosen.

47. Mr. FRASER (Guyana), recalling the hopes raised by the various measures proposed in 1983, said that he was very disappointed by the lack of results. The target set for the recruitment of nationals from unrepresented and underrepresented countries had not been achieved. That continuing failure to respect a principle set forth in the Charter was very worrying, and there was also a disturbing and intolerable tendency among some Member States or groups of Member States to regard certain major posts as their particular domain. With reference to the difficulties mentioned in paragraph 15 (c) of document A/C.5/39/9, he believed that a good way of removing the obstacles would be to offer more short-term contracts so that, having gained in experience, staff could return to their countries and contribute usefully to development efforts. He urged the Secretariat to pursue its systematic contacts with Governments and to organize new recruitment missions.

48. Recalling that his delegation had supported the establishment of a system of competitive examinations for promotion from the General Service to the Professional category, he emphasized that the number of posts set aside for such promotions should remain within the limits of the set target. Indeed, it was clear from the report of the Joint Inspection Unit (A/39/483) that the proportion of recruitments by means of external examination was five times less than it should be according to the rules. JIU had also uncovered strenuous bureaucratic resistance to the implementation of the reforms decided by the General Assembly. Lastly, the principle of equitable geographical distribution was not being applied in the General Service category, and there was a risk that the imbalance would be

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(Mr. Fraser, Guyana)

accentuated in the Professional category as a result of internal competitive examinations. Every effort must therefore be made to ensure that that combination of factors did not have negative effects.

49. While recognizing the validity of internal competitive examinations, he cautioned against the wastage which they could generate. To eliminate that risk, the number of available posts in each occupational group must be clearly identified and candidates should be screened beforehand with a view to ensuring that competitive examinations were taken only by qualified candidates for whose occupational grouping there were vacancies. That would curtail expenditure by limiting the number of candidates whose travel costs had to be reimbursed and reducing the requirement for examiners. Moreover, as in the case of external candidates, a roster of candidates who had demonstrated their competence in the examination should be drawn up to avoid the practice of candidates repeating the competitive examination several times, with the adverse effects that such an exercise entailed.

50. The suspension of recruitment for six months was a prudent step designed to improve the efficiency of the Secretariat, but it should be applied with sufficient flexibility so as not to hamper efforts aimed at achieving a balanced geographical distribution and adequate representation of women. In that regard, the lack of tangible results and the apparent reluctance to appoint women to senior posts were unacceptable. His delegation therefore urged that the provisions of resolution 37/235 should be applied and that the modest target of 25 per cent set by the Assembly should be achieved in 1985, when the United Nations Decade for Women came to an end. The appointment of a special adviser on women seemed to be a good idea. His delegation renewed its support to the Secretariat and believed that the difficulties facing the Office of Personnel Services should be tackled by means of an integrated and co-operative approach.

The meeting rose at 1 p.m.