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*Chairman:* Mr. David SILVEIRA DA MOTA  
(Brazil).

**AGENDA ITEM 74**

**Budget estimates for the financial year 1970 (continued)**  
(A/7606, A/7608, A/7710, A/7726, A/C.5/1230, A/C.5/  
1231 and Corr.1 and 2, A/C.5/1233, A/C.5/1234, A/C.5/  
1245, A/C.5/1248, A/C.5/1249, A/C.5/1253, A/C.5/  
1254, A/C.5/L.990, A/C.5/L.993)

*First reading (continued) (A/C.5/L.990)*

**SECTION 3. SALARIES AND WAGES (concluded)**  
(A/7606, A/7608, A/7710, A/C.5/1231 AND CORR.1  
AND 2)

1. Mr. AL-FOUZAN (Kuwait) said that the activities of the Organization were expanding at an increasing rate while the level of its resources remained substantially the same. The Secretary-General therefore found it more and more difficult to carry out the tasks entrusted to him. The initial estimates for the financial year 1970 were modest and represented no more than the absolute minimum required to implement the programmes of the Organization. The Secretary-General had undertaken to keep expenditure within the limits recommended by the Advisory Committee on Administrative and Budgetary Questions, and his delegation wished to assure him of its whole-hearted support. If, however, existing staff resources should prove to be insufficient to implement all the programmes, the Secretary-General should of course be authorized to recruit additional staff. The Committee should see to it that the activities of the United Nations were not jeopardized for lack of funds and personnel. The delegations, which did not hesitate to burden the Organization with an ever-increasing number of tasks in a wide range of fields, should be prepared to provide the Secretary-General with all the resources he needed.

2. Mr. MAKONNEN (Ethiopia) said that he wished to draw attention to the special needs of ECA. In the light of the decisions taken by that Commission at its ninth session, in February 1969, it was clearly essential to strengthen its

staff in order to enable it to carry out the tasks entrusted to it with the approval of the Economic and Social Council.

3. From a study of the situation of ECA over the past ten years it was apparent that the progress achieved in the economic and social fields in Africa fell far below the targets set for the First United Nations Development Decade. That was due mainly to the insufficient resources allocated to those sectors. The economic and social situation in many African countries was very alarming, but it was not irremediable; many solutions had been suggested and it only remained to put them into practice. While each State should certainly do as much as it could the measures taken would be much more effective and would have more immediate impact if they were the result of a concerted effort at the regional or interregional level, or, better still, at both levels at once. It was indeed very difficult for the developing countries to free the enormous resources needed for their development. That aim could be achieved only within the context of the United Nations.

4. At the twenty-third session his delegation had supported the Advisory Committee's recommendation that a survey of staff utilization and deployment be undertaken, because it was confident that such a survey could not fail to reveal the urgent need of ECA for competent staff. In the budget estimates for the financial year 1970 (A/7606) the Secretary-General requested only 17 additional posts for ECA, which could hardly be regarded as excessive considering that ECA was much less well provided with staff than the other regional economic commissions. His delegation endorsed the comment made on that subject by the representative of the United Arab Republic (1321st meeting).

5. As a result of the various resolutions adopted at its ninth session, ECA would be called upon to play a very important role in the Second United Nations Development Decade. It was to be hoped that it would not be denied the human and financial resources needed to enable it to sustain that role. In that spirit, his delegation would support the initial estimates submitted by the Secretary-General, with the reductions recommended by the Advisory Committee.

6. Mr. SADRY (Iran) said that his delegation attached particular importance to sections 3 and 4 of the budget, because the achievement of the aims of the Organization was fundamentally dependent on joint action by the deliberative bodies and the Secretariat. In the last analysis, the success of the Organization depended on the devotion, efficiency and competence of the staff. The Secretariat staff could not be expected to continue to show whole-hearted devotion if the General Assembly gave the impression of wanting to effect savings at its expense. It should be

pointed out that although the delegations were inclined to regard the Secretariat as a single entity, from an administrative point of view it actually consisted of two distinct components, namely the Administration and the staff.

7. The General Assembly had made provision for staff participation in the formulation of decisions relating to appointments, promotions, disciplinary measures and appeals. In all the organs which dealt with those questions, staff representatives had always shown integrity, competence and a willingness to co-operate in upholding the aims of the United Nations. His delegation had therefore noted with interest the proposal made by the representative of Trinidad and Tobago at the preceding meeting that staff representatives should be heard by the Committee when questions directly affecting the staff were being considered. Far from encroaching on the prerogatives of the Secretary-General, that measure could only serve to strengthen the relationships which ought to exist between the deliberative bodies, the Administration and the staff. It should moreover be noted that the idea was not entirely new, since a tripartite procedure of that kind was already used by the United Nations Joint Staff Pension Committee and staff representatives had been invited to state their views before the deliberative organs of at least two specialized agencies.

8. His delegation was inclined to approve the Secretary-General's initial estimates under sections 3 and 4, with the reductions recommended by the Advisory Committee, but wished to say that it would be wrong, on the pretext perfectly justified though it was—of avoiding waste and increasing efficiency, to advocate a short-term policy of economy at any price. Such a policy was likely not only to be much more expensive from a purely financial point of view, but also to weaken the already diminished ability of the United Nations to compete with employers in the public and private sectors. It could only aggravate recruitment difficulties and in the long run lead to a deterioration in the quality of the staff.

9. Where staff members in the Professional category were concerned, it should be recognized that, although the system of automatic post adjustments linked to the rising cost of living offered a minimum safeguard, it by no means fully compensated for all the effects of inflation. In real terms, the salaries of those staff members had undergone a progressive decline, only partially offset by the 5 per cent increase in base salaries granted at the twenty-third session. It should not be forgotten, however, that that measure had been only of a provisional nature, pending the results of the study of the International Civil Service Advisory Board on the possibility of basing the salary scale for Professional staff on the concept of "world market rates". At its seventeenth session, in May and June 1969, ICSAB had considered (ICSAB/XVII/1, para. 11) that concept was not applicable in existing circumstances to international organizations. Although it did not approve the one-country principle as an alternative, ICSAB had concluded that it would not be advisable to abandon the current system. His delegation felt that until the General Assembly produced a new system, the Noblemaire principle should continue to be applied. Furthermore, to avoid even more serious recruitment problems and at the same time to give fair remuneration to the existing staff, the competent organs—namely the Advisory Committee and ICSAB—should be

invited to give priority consideration to the question of raising the base salaries of Professional staff in 1970.

10. The situation was even more critical in the case of General Service staff, who had no assurance of an automatic salary increase as the cost of living went up. Their salaries were reviewed annually, but the review did not automatically result in an increase commensurate with the real increase in prices. Thus, while the upward movement of the cost of living in New York between January 1969 and January 1970 had resulted in two automatic increases in post adjustment for Professional staff, General Service salaries would not be adjusted until January 1970. His delegation wondered whether the request for \$888,000 to cover the anticipated increase in General Service salaries would, if granted, maintain the purchasing power which those salaries had in 1969, not to speak of increasing real income. It was not actually enough for salary increases to offset the rising cost of living; in all fairness, staff members should be guaranteed a steady increase in real income.

11. According to established principles, the salary scale of General Service staff and manual workers was normally calculated on the basis of the best prevailing conditions of employment in the area of their duty station; there was no provision for salary increases to reflect rises in the cost of living. His delegation believed that "best prevailing conditions of employment" could and should be interpreted more liberally so as to guarantee to the staff members concerned not only that their salaries would have the same purchasing power but also that their real income would increase. Staff morale was a factor that could not be overlooked if the United Nations was to operate with maximum efficiency. In that connexion consideration should be given to the possibility of adjusting the salaries of all categories of staff at the same time in future.

12. On the same general subject, but with respect to section 4, he observed that most of the allowances had not been increased for a very long time. The dependency allowances, for example, had not been increased since 1962 for Professional staff, despite the considerable rise in cost of living and general salary levels since that time. Consequently, the allowance represented today, from the standpoint of purchasing power and in terms of percentage of total remuneration, only a fraction of what it had been originally. The dependency allowances for General Service staff also required adjustment in many of the duty stations. There was another anomaly relating to dependency allowances which an organization dedicated to the principles of social justice and equality was obliged to eliminate; it seemed quite unthinkable that dependency allowances for General Service staff should be lower than those for Professional staff. All discrimination in that respect should be speedily ended and all allowances increased as appropriate.

13. With respect to section 4, chapter VI, relating to staff training programmes, the report of the Committee on the Reorganization of the Secretariat contained some very constructive recommendations:<sup>1</sup> the Committee had noted

<sup>1</sup> See *Official Records of the General Assembly, Twenty-third Session, Annexes*, addendum to agenda item 74, document A/7359, annex, chap. VI, sect. D.

that the United Nations Secretariat had not kept pace with other organizations of comparable size, whether governmental or non-governmental, in the training of its staff members; it had gone on to state that training programmes carefully designed to improve a staff member's performance in his present duties as well as to develop his ability to handle increased responsibilities would be in the interest of the Organization and would improve the career prospects of the staff member concerned. Yet no new proposal relating to training programmes appeared in chapter VI; his delegation would welcome further information on the subject.

14. Lastly, on a question of direct concern to the Fifth Committee's work, he shared the view of the representative of the United States of America that the Advisory Committee should be strengthened. There could be no doubt that the Advisory Committee, which executed the very difficult tasks entrusted to it very competently, should receive all the necessary assistance.

15. Mr. FAJARDO (Uruguay) said that he was prepared to support the requests for established and provisional posts put forward by the Secretary-General, with the modifications recommended by the Advisory Committee. His delegation had full confidence in the Secretary-General and was certain that he would not allocate the provisional posts to a greater extent than was absolutely essential. It was to be hoped that the additional expenditure on new posts would not prejudice the salary increase for all staff members which was clearly necessitated by the rising cost of living in New York. It should be noted in that connexion that there had been no increase at all in the salaries of certain categories of Headquarters staff. The United Nations, which could not function without staff, should spare no effort to fulfil its staff's legitimate aspirations.

16. His delegation had noted the concern expressed by many Member States at the way in which the Organization was developing and the possible effects of its development on future efficiency. The activities of the United Nations were invaluable and all countries stood to gain by the continuation of those activities. However, the Organization's work was not the product of some anonymous administration, but of human beings whose needs should not be disregarded. He felt certain that delegations would show understanding and give due attention to the human aspect of the question. At the same time, he had no doubt that the Secretary-General, whose sense of justice was beyond question, would strive to correct any inequities in salaries and wages. For example, there were disparities between the dependency allowances paid to different categories of staff which could not be tolerated; the cost of maintaining a family did not vary with the grade of the staff member. There were other inequalities which should be eliminated: for instance, the Manual Worker category had 6 steps while the Security Service category had 12. Moreover, a staff member transferring into another category might suffer a loss in salary. His delegation hoped that steps would be taken to eliminate all such anomalies and it reserved its right to speak on the matter again should that prove necessary.

17. Mr. GINDEEL (Sudan) said that the importance which many Member States attached to section 3 of the budget was due in the main to two factors. First the United

Nations had to have the necessary personnel to operate efficiently and carry out its work programmes, and, secondly, section 3 was the largest single expenditure item, representing over 40 per cent of the total budget. Thus it was not surprising that there should be two principal schools of thought, one stressing the concern aroused by the steady increase in the budget in general and section 3 in particular, and the other maintaining that the budget was essentially an instrument serving the Organization and that its growth was justified to the extent that the activities of the United Nations increased in number and scope. His delegation subscribed to the latter point of view.

18. The Advisory Committee had recommended a total reduction of \$529,800 in the Secretary-General's requests under section 3 in the initial and revised estimates. The Secretary-General had indicated that the increase in the estimates over the appropriation for 1969 was primarily due to two factors—the increased cost of maintaining in 1970 the establishment authorized for 1969, and new requirements, estimated at a total of \$339,900. The new posts requested for 1970 were mainly designed to strengthen the Library at Headquarters and the Conference and General Services at Geneva. The Secretary-General was also asking for a credit of \$700,000 to meet provisional staffing needs, and he had stated that the credit would be used in accordance with the very strict criteria formulated in paragraph 13 of his foreword to the budget estimates for the financial year 1970 (A/7606).

19. While the Advisory Committee supported the Secretary-General's request for new established posts, it recommended a total reduction of \$120,000 in the estimate for provisional posts, since in its view all the posts were not likely to be filled and the results of the manpower utilization and deployment survey would make themselves felt by the end of 1970. Moreover, the Secretary-General had indicated that the number of vacancies had decreased considerably. By invoking that argument, the Advisory Committee seemed to be either prejudging the results of the survey or taking the view that the survey was intended not so much to ensure the efficient utilization of the staff establishment as to reduce it. There was no evidence at the current time to show that the survey's conclusions would make such a reduction feasible.

20. His delegation believed that the Secretary-General's estimates under section 3 had been prepared with very great care and that they represented the minimum requirements for the proper functioning of the various departments. The criteria laid down by the Secretary-General himself regarding the use of the provisional posts provided adequate safeguards. In addition, the Secretary-General was to submit two reports on the subject to the Advisory Committee in the course of the year.

21. For all those reasons, his delegation considered the Advisory Committee's recommendations unjustified. However, as it had been assured that the reductions recommended would not jeopardize programme implementation, it was reluctantly prepared to support them.

22. He wished to draw attention once again to the difficulties facing ECA. The resources requested by the Secretary-General for ECA under section 3 were, un-

fortunately, quite inadequate. As the new posts requested for ECA were to be provisional, the Secretary-General could not fill them until he knew the results of the manpower survey—in other words, not until late 1970. It could well be asked in that connexion why the conclusions of the Joint Inspection Unit concerning ECA<sup>2</sup> had not been taken into consideration, although the report of that Unit had been available for a whole year. From certain passages in the report, it was clear that the situation in ECA had several disturbing aspects. In paragraph 15, for example, the Joint Inspection Unit said it doubted whether the Commission's 137 Professional staff members (including translators and interpreters) were sufficient to enable it to fulfil all its tasks, considering the size and complexity of Africa. In paragraph 16, the Inspectors had pointed out that whereas in the other regional economic commissions the proportion of staff at the level of P-4 and above was between 45 and 50 per cent of the total Professional staff, it was only 40 per cent in ECA. Those few facts showed clearly that it was time to provide ECA with resources at least equivalent to those available to the other commissions.

23. Mr. REFSHAL (Norway) said that his delegation had some misgivings about the idea of approving a large number of provisional posts; such a practice was hardly compatible with sound budgetary management. He was not unmindful of the importance of the activities undertaken in the economic and social fields and fully appreciated the difficulties facing the Secretary-General who had to maintain staff levels at a minimum pending the outcome of the manpower survey, and at the same time ensure that the implementation of approved programmes was not jeopardized. There seemed therefore to be no alternative to approving the Advisory Committee's recommendations in the hope that the criteria laid down by the Secretary-General for the utilization of provisional posts would be strictly applied.

24. His delegation nevertheless hoped that the Secretary-General would, as far as possible, avoid making further requests for provisional posts at the twenty-fifth session.

25. Mr. MULONGO (Democratic Republic of the Congo) said it was understandable that many delegations should be concerned at the constant increase in expenditure under sections 3 and 4. However, in view of the expansion of the Organization, such increases could be regarded as reasonable. His delegation had noted with satisfaction that the new posts requested were mostly for economic and social activities. While it appreciated the need for a realistic expansion of staff resources, it did nevertheless advocate an improvement in working methods, a better utilization of staff and an increasing use of modern management and co-ordination techniques; and it had therefore supported the Secretary-General's proposal for the introduction of electronic data-processing methods.

26. His delegation also believed that the role and terms of reference of the supervisory and co-ordination bodies should be re-defined to avoid duplication. It was in favour of the creation of the 74 established posts requested by the Secretary-General, and hoped that the 234 provisional posts would be filled only to meet essential needs.

27. The countries of the third world were wrongly accused of being indifferent to increases in budgetary expenditure. On the contrary, as their resources were so limited, the contributions they were called upon to pay represented a relatively heavy burden for them.

28. Before concluding, he thanked the delegation of the Ukrainian Soviet Socialist Republic for withdrawing its proposal (see A/C.5/L.993) for the insertion of a paragraph in the Committee's report. His delegation would vote for the appropriations requested under sections 3 and 4, with the reductions recommended by the Advisory Committee.

29. Mr. TAITT (Barbados) said that he endorsed many of the comments made by the representative of Trinidad and Tobago at the preceding meeting. However, he would like to put one or two more questions to the Under-Secretary-General for Administration and Management.

30. With regard to the Administrative Management Service, he wished to know whether a clear-cut management policy had been formulated and, if so, whether it was applied in recruitment. Furthermore, he wondered whether the staff utilization survey might not duplicate the work of the internal review group, and thereby give rise to a certain rivalry between the Budget Division and the Administrative Management Service. Finally, he asked what steps would be taken if the manpower survey led to the conclusion that certain posts were redundant. Would there be recommendations to the effect that the staff members concerned should be re-trained, granted leave for further training or prematurely retired?

31. He also wished to draw attention to the difficulties of General Service staff, who were giving devoted service to the Organization. All staff members should be able to enjoy reasonable living conditions and, as the representative of Trinidad and Tobago had pointed out, it was difficult to understand why the dependency allowances paid to General Service staff members were lower than those received by Professional staff.

32. He hoped that the Secretary-General would make a special effort to solve recruitment problems on the basis of the recommendations of the Administrative Management Service and having due regard to the differences between the educational systems of different countries.

33. Mr. PAPADEMAS (Cyprus) said that he fully understood the Secretary-General's desire to increase the size of the Secretariat. The Organization could not be expected to undertake the increasingly numerous and varied tasks entrusted to it if it were denied the necessary resources. The United Nations, like any major organization, did of course have certain shortcomings which ought to be remedied; but that was precisely what the supervisory and co-ordination bodies established in recent years were trying to do.

34. The efficiency of the Organization depended on the availability of a large enough body of competent international civil servants. In that connexion, serious attention should be given to the question of salaries for Secretariat staff members. While his delegation was aware of the special need to meet the staffing requirements of the Department of Economic and Social Affairs, whose activities were of major importance to the developing countries, it hoped that

<sup>2</sup> See document E/4733, sect. I.

the staffing requirements of other departments—including the Division of Human Rights—would not be neglected; and, on that understanding, it would vote for the appropriations recommended by the Advisory Committee.

35. Mr. BAROODY (Saudi Arabia) drew the Committee's attention to the disturbing situation of the General Service staff. The financial situation of the Professional staff was indeed far from bright, but it was a less pressing problem. Several General Service staff members were resigning because they had been attracted by better-paid jobs in the private sector. That was not surprising, considering that the monthly salary of a receptionist with eight years' service was only \$480—an extremely small sum in view of the level of rents in central and even suburban New York.

36. As many Member States were reluctant to agree to any sizable increase in their contributions to the Organization's budget, additional resources should be provided—as he had already suggested during the general discussion (1302nd meeting)—by resorting to new methods. His suggestion was that each Member State should contribute a small proportion of its defence budget—for example, a maximum of one-eighth of 1 per cent.

37. While awaiting reactions to that suggestion, he proposed that a compulsory stamp duty should be levied on all international commercial transactions—a measure which would produce large sums of money immediately. Even quite a small duty—say, of the order of 2 cents in United States currency—would provide a considerable amount of revenue which the Organization could use, as a matter of priority, for increasing the salaries of the lower-paid staff.

38. In conclusion, he renewed his appeal to all States Members of the United Nations to redouble their efforts to solve the Organization's financial problems and thereby prevent it from having to face a critical situation in the near future.

39. Mr. HALL (Jamaica) associated himself with the proposal made by the representatives of Trinidad and Tobago, Barbados and Saudi Arabia for an increase in General Service salaries. His delegation was most concerned about the position of General Service staff and was particularly surprised at the discrimination against them in the matter of dependency allowances. It would like to know what essential measures the Secretary-General planned to take in that connexion. In his view, periodic surveys should be made in the private sector in New York, so that the salaries and wages of General Service and Security Service staff could at regular intervals—for example, every two or three years—be brought into line with those of their counterparts in the private sector.

40. Mr. STARK (Under-Secretary-General for Administration and Management) said he would like to answer a number of questions which had been asked in connexion with section 3.

41. In reply to the remarks made by the representative of Mali—and echoed by the representative of the Sudan—concerning staffing problems in ECA, he said that some steps had already been taken in pursuance of the resolutions adopted at the ninth session of ECA. In particular, the

Commission had been authorized to proceed immediately with recruitment to fill existing vacancies. Various recommendations considered by the Economic and Social Council at its summer session in 1969 were being studied in greater detail. In addition, it had been decided in the light of those recommendations that the manpower utilization and deployment survey should cover the ECA secretariat, so that it would be possible to determine what adjustments should be made in the manning table and manpower utilization. Lastly, the Secretary-General would before long be submitting his comments on the reports of the Joint Inspection Unit concerning ECA and ECAFE.

42. He wished to dispel the fears expressed by the representatives of Pakistan and Barbados about the risks of conflict or duplication between the budget review group and the teams set up by the Administrative Management Service to study manpower utilization and deployment. Their activities were complementary and would not conflict with one another. The budget review group was actively involved in the compilation of the budget estimates and was engaged in a dialogue, for that purpose, with the heads of the departments and units concerned. It had never been intended to undertake a detailed survey of existing manpower utilization. Its task would be much easier, however, when up-to-date information was available on the manning and functioning of a unit for which budget estimates were being considered. He assured the representative of Pakistan that Secretariat staff members had no reason to be afraid of the activities of the Administrative Management Service, whose constructive role had been described in detail in the circular dated 10 June 1969 and ST/ADM/SER.A/1336. It was quite natural to have a service of that kind in an organization as large as the United Nations, which had offices all over the world. Most national Governments, and particularly foreign services, had a similar service. With the advent of modern management techniques, such a service had become even more necessary. The aim was to make the best use of personnel resources to the best advantage of the work, and consequently to the best advantage of the staff and its morale.

43. The representatives of Trinidad and Tobago and Barbados had referred to the possibility of transferring or re-training staff members if the manpower utilization and deployment survey revealed that their posts were redundant. Without wishing to anticipate the comments to be made by the Secretary-General on the relevant recommendations in the report of the Committee on the Reorganization of the Secretariat, he said that the manpower survey and the activities of the Administrative Management Service should indeed be considered in the wider context of staff training. Some of the necessary measures might take time, but the Organization was so large that there was certainly scope for transfers.

44. Lastly, in reply to a remark made by the representative of Trinidad and Tobago, he said that General Service salaries had been increased by 7 per cent with effect from 1 January 1969 and that the annual increase was in no instance less than \$400. On the same date, the salaries of Security Service staff had been increased by a percentage ranging from 11 to 19 per cent. Guides' salaries had also been increased by about 10 per cent on 1 January 1969.

45. Mr. YUNUS (Pakistan) thanked the Under-Secretary-General for Administration and Management for

explaining the different functions of the budget review group and the Administrative Management Service. In the comments which he himself had made at the preceding meeting, he had not in any sense wished to question the intentions of the Administrative Management Service. He had simply felt and continued to feel that the Committee should ask itself whether attempts to reduce the cost of programmes might not involve additional administrative expenses. In that connexion, a number of delegations which had expressed concern about the proliferation of supervisory and co-ordination bodies were drafting a resolution, which would shortly be submitted to the Committee.

46. Mr. MSELLE (United Republic of Tanzania) noted that the Under-Secretary-General for Administration and Management had said that the Secretary-General would be before long submitting his comments on the Joint Inspection Unit's report on ECAFE. The Committee had not been able to consider the Unit's report on ECA, which had been ready for over a year, because it had been waiting for the report on ECAFE to be submitted to the Secretary-General. He wondered what was meant by "before long"; in any case, he hoped that the Secretary-General's comments would be before the Committee at the current session, or at the following session.

47. He would have liked to speak at greater length about ECA during the discussion on section 3, but was unable to do so because he had not been given an opportunity to raise certain questions he had wanted to put to the Under-Secretary-General for Economic and Social Affairs. He wished, however, to express his reservations about the way in which the decisions of ECA had so far been implemented. He hoped that the discussions held after the ninth session of ECA between the Secretariat and the Executive Secretary of ECA would help to remedy the situation, and that the first steps would now be taken to implement the decisions reached at Addis Ababa. He reserved the right to make further comments on the subject during the discussion of agenda item 81 of the implementation of the recommendations of the *Ad Hoc* Committee of Experts to Examine the Finances of the United Nations and the Specialized Agencies; his delegation would have certain questions to raise at that time.

48. Mr. MCGOUGH (Argentina) noted with concern that no staffing changes concerning the Resources and Transport Division were proposed in the budget estimates for 1970: that Division was responsible for about a hundred projects now in progress. He wondered whether the projects in question could be completed with the resources available to the Division. The projects were of major importance for many countries—one, for example, had led to the discovery of copper deposits in Argentina.

49. Mr. TURNER (Controller) said that it should be borne in mind that the Resources and Transport Division was supplemented by staff paid from extra-budgetary funds. Thus, UNDP bore the overhead costs connected with the various projects referred to by the Argentine representative. He wished to give the latter the assurance that the new Director of the Budget Division, Mr. Muller, would safeguard the interests of that Division, with which incidentally he was well acquainted.

50. Mr. TAITT (Barbados) said that one of the questions he had put had remained unanswered; he wished to know

what measures the Secretariat was contemplating with regard to the holders of posts found redundant by the staff utilization survey.

51. With regard to General Service salaries, he considered that the simple fact that the salaries of the Security Officers had had to be raised by 19 per cent after review of their case pointed to the need to overhaul at least the machinery employed to determine whether General Service salaries were adequate or not. He hoped the Secretary-General would ensure that the system used enabled him to carry out a timely review of General Service salaries.

52. Mr. STARK (Under-Secretary-General for Administration and Management) said that there had always been a risk of superfluous posts in the Secretariat and that there was nothing new about the problems which they created. However, if the staff utilization survey revealed the existence of unnecessary posts, it should not be too difficult for the Secretariat to absorb the resources which would be released by abolishing them. At all events, it was important to avoid prejudging the findings of the survey or making any predictions either way.

53. Mr. TAITT (Barbados) assured the Under-Secretary-General for Administration and Management that he was in no way prejudging the findings of the survey; he assumed that the Secretariat was not doing so either by too readily discounting the possibility of unnecessary posts. What his delegation hoped was that, should the survey conclude that redundant posts did exist, the Committee would be informed of the measures contemplated by the Secretariat to meet the situation, such as retraining, free time for advanced courses or early retirement of the persons concerned. Certain measures were liable to have financial implications and the Committee should not be caught unaware.

54. Mr. FAJARDO (Uruguay) said that he wished to make it clear to the Under-Secretary-General for Administration and Management that his delegation was not unaware that the salaries of General Service staff had been increased.

55. Mr. WILTSHIRE (Trinidad and Tobago) said, in connexion with chapter V, that the Controller had indicated that the credit requested under that head would make it possible to use provisional posts from September onwards; however, it had been amply demonstrated that a large number of them would be required in January. There were some tasks which could not wait until such time as staff were released as a result of the redundancies revealed by the survey. Obviously the time when necessary staff could be released could not be made to coincide perfectly with the time when needs had to be satisfied.

56. He had requested further details on the situation with regard to vacancies and had inquired in particular whether a solution could be found. He said that he would revert to the subject later.

57. Finally, he pointed out that he had asked at the previous meeting whether the staff representatives could be allowed to state their views on staff problems before the Committee. He had asked whether there were, for example, any legal obstacles to such a procedure, and if not, whether

it might eventually be possible to apply it. He was aware that it was a delicate matter, but he would be glad to have further particulars.

58. Mr. STARK (Under-Secretary-General for Administration and Management) said that the procedure to which the representative of Trinidad and Tobago had referred was liable to cause difficulties; the Secretary-General spoke on behalf of the staff of the Secretariat and acted as their spokesman to the General Assembly. Furthermore, the practice generally followed was that only the representatives of Governments, persons in particular capacities, such as the Chairman of the Advisory Committee, and the representatives of the Secretary-General, spoke in the Assembly and its Committees. It was uncertain whether staff representatives could in that context be described as representatives of the Secretary-General. In any event, it should be borne in mind that the Secretary-General took account of the views of the staff representatives in the recommendations he submitted to the Assembly.

59. Mr. BANNIER (Chairman of the Advisory Committee on Administrative and Budgetary Questions), replying to the question raised by the representative of Guyana and reiterated by the representative of the Sudan concerning the considerations serving as a basis for the reduction recommended by the Advisory Committee for chapter V, said that, as was clear from paragraph 155 of its report (A/7608), the Advisory Committee had taken particular account of the fact that the breakdown of provisional staffing requirements submitted by the Secretary-General was merely an indication of the maximum number of posts which he would be prepared to allocate to the units in question, on a provisional basis, after he had satisfied himself that additional manpower was in fact required. The Committee had therefore been of the opinion that not all the credits requested under chapter V would in fact be used. Furthermore, if the Secretary-General applied the strict criteria he had laid down for himself for the utilization of those posts, and if he administered his consolidated manning table as currently authorized in a flexible manner before drawing on the credit for provisional posts, there would undoubtedly be less need to resort to the credit envisaged. That presupposed of course that the Secretary-General would make due allowance for all known conclusions of the manpower survey in the event of its revealing possibilities of effecting a reorganization of work or a further redistribution of staff, as the Fifth Committee had recommended at the previous session. Should the survey fail to reveal any redundancies, the Secretary-General would be entitled to use the credit for provisional posts to recruit the necessary staff after establishing that the vacancies could not be filled with staff already available in the unit concerned or in other units.

60. Mr. STOBY (Guyana) said that although his delegation was not fully satisfied with the reply of the Chairman of the Advisory Committee, it would not press the matter.

61. With reference to the question raised by the representative of Trinidad and Tobago, on which the Under-Secretary-General for Administration and Management had just commented, he understood that the Advisory Committee's terms of reference permitted it to take cognizance of the representations of the Staff Council; if that was so,

perhaps the Advisory Committee could report to the Fifth Committee on those recommendations.

62. Mr. BANNIER (Chairman of the Advisory Committee on Administrative and Budgetary Questions) confirmed that the Advisory Committee's terms of reference empowered it to hear staff representatives and that the case had already arisen.

63. Mr. TAITT (Barbados) thought that if there was any obstacle preventing staff representatives from being heard by the Fifth Committee, one solution would be to make the Staff Council's annual report available to delegations.

64. Mr. STARK (Under-Secretary-General for Administration and Management) assured the Fifth Committee that the Secretariat would give due consideration to the various suggestions made during the debate on the question.

65. The CHAIRMAN invited the Committee to vote on the appropriation requested under section 3 of the budget estimates.

66. Miss FORCIGNANO (Italy) said that her delegation's reservations concerning the credits requested under chapter V for provisional staffing requirements had not been entirely dissipated despite the further details provided by the Under-Secretary-General for Administration and Management and the Controller; however, as it did not wish to increase the difficulties which the Secretary-General had to face to ensure the implementation of the many programmes already begun or still to be undertaken, it would vote in favour of the appropriation under section 3 recommended by the Advisory Committee, on the understanding that when the results of the manpower survey were known, the personnel problem would be re-examined in full.

67. However, since chapter V was to be voted on separately, her delegation would abstain in the vote on first reading on the appropriation recommended under that chapter in order to indicate its concern at the system of requests for provisional posts.

68. U TIN PE (Burma) said he had taken note of the criteria by which the Secretary-General had said he would be guided in allocating the provisional posts requested under chapter V. Moreover, in recommending the approval of some 83 per cent of the credits requested under that chapter, the Advisory Committee was bearing in mind the guarantees given in that regard by the Secretary-General. His delegation was confident that the Secretary-General would demonstrate the greatest flexibility in utilizing the existing authorized establishment and that, with the need for efficiency and economy uppermost in his mind, he would resort to the provisional posts only in order to meet demonstrated and proven needs. The Burmese delegation would support the appropriation recommended by the Advisory Committee under section 3 of the budget.

69. Mr. FERNANDEZ MAROTO (Spain) said that, in keeping with the views his delegation had expressed during the general discussion (1307th meeting), it would abstain in the vote on the credits requested under chapter V. Although his delegation understood why the Secretary-



General had requested such a provision, it could not gloss over the fact that the system adopted departed from normal budgetary practice and it might be better to avoid setting such a precedent.

70. However, his delegation would vote in favour of the appropriation recommended by the Advisory Committee for section 3 as a whole.

71. Mr. CABEZAS (Ecuador) said that his delegation would vote, on first reading, in favour of the appropriation recommended by the Advisory Committee under section 3; however, it reserved the right to return to the important question covered in that section during the second reading of the budget.

72. Mr. RHODES (United Kingdom) said that his delegation would vote in favour of the appropriation recommended by the Advisory Committee under section 3; however, it reserved its final decision until such time as the Committee knew the final budget total; that reservation applied to section 3 and to all other sections on which the Fifth Committee would have to vote.

73. He wished to associate himself with the views expressed by the representative of Canada at the 1322nd meeting and the representative of Norway at the current meeting concerning chapter V, which dealt with provisional staffing requirements. While his delegation was not entirely satisfied with the system of requests for provisional posts, it recognized that the Secretary-General had had to resort to that exceptional measure to meet a situation which was itself exceptional, and it would therefore approve the appropriation recommended by the Advisory Committee under that chapter. He was confident that the Secretary-General would apply strictly the criteria he had established.

74. The CHAIRMAN recalled that the representative of Canada, at the preceding meeting, had requested a separate vote on section 3, chapter V. He invited the Committee to vote on the recommendation of the Advisory Committee for an appropriation of \$580,000 under the chapter in question.

*At the request of the representative of Trinidad and Tobago, the vote was taken by roll-call.*

*Nicaragua, having been drawn by lot by the Chairman, was called upon to vote first.*

*In favour:* Niger, Nigeria, Norway, Pakistan, Philippines, Sudan, Syria, Togo, Trinidad and Tobago, Tunisia, Turkey, Uganda, United Arab Republic, United Kingdom of Great Britain and Northern Ireland, United Republic of Tanzania, United States of America, Uruguay, Yugoslavia, Zambia, Afghanistan, Algeria, Argentina, Australia, Austria, Barbados, Belgium, Brazil, Burma, Burundi, Cameroon, Chad, Chile, Colombia, Congo (Democratic Republic of the), Cyprus, Denmark, Ecuador, Ethiopia, Finland, Ghana, Greece, Guatemala, Guyana, India, Indonesia, Iran, Ireland, Jamaica, Japan, Jordan, Kuwait, Liberia, Libya, Malaysia, Mali, Malta, Mexico, Netherlands.

*Against:* Poland, Romania, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, Bulgaria, Byelorussian Soviet Socialist Republic, Cuba, Czechoslovakia, Hungary, Mongolia.

*Abstaining:* Spain, Upper Volta, Canada, China, Congo (Brazzaville), France, Israel, Italy, New Zealand.

*The recommendation of the Advisory Committee (A/7608, para. 157) for an appropriation of \$580,000 under section 3, chapter V, was approved on first reading by 58 votes to 10, with 9 abstentions.*

75. The CHAIRMAN invited the Committee to vote on the appropriation recommended by the Advisory Committee for section 3 as a whole.

*The recommendation of the Advisory Committee (A/7608, para. 158, and A/7710, para. 16) for an appropriation of \$73,545,000 under section 3 was approved on first reading by 66 votes to 9.*

*The meeting rose at 1.20 p.m.*