



SUMMARY RECORD OF THE 42nd MEETING

Chairman: Mr. TOMMO MONTHE (Cameroon)

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

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The meeting was called to order at 11 a.m.

AGENDA ITEM 123: PERSONNEL QUESTIONS (A/40/652 and A/40/673 and Corr.1 and Add.1; A/C.5/40/5 and Add.1, A/C.5/40/6 and Corr.1, A/C.5/40/25, 27, 30, 38 and 39)

1. Mr. NEGRE (Assistant Secretary-General for Personnel Services), introducing agenda item 123, said that the report on respect for the privileges and immunities of officials of the United Nations and the specialized agencies and related organizations would be introduced by the Under-Secretary-General for Legal Affairs, the Legal Counsel, with whom the Office of Personnel Services continued to co-operate within the framework of its responsibilities in ensuring the safety and protection of officials.

2. He would like to elucidate three of the topics considered under the item on personnel questions, namely geographical distribution and distribution by sex, the enhancement of the competence of the Secretariat staff and the improvement of the system governing staff-management relations.

3. The report on the application of the population factor in the system of desirable ranges (A/C.5/40/6) led to the more or less obvious conclusion that the rational use of the reserve of posts for the population factor could not be seen in isolation without calling into question the spirit, internal logic and operation of the system of desirable ranges, which was, moreover, to be the subject of an in-depth review at the forty-first session of the General Assembly.

4. The new format of the report on the composition of the Secretariat (A/40/652) had the goal of improving the informational value of the document and of highlighting the recruitment activities that were largely responsible for bringing about changes in the geographical distribution and composition of the Secretariat. The progress made in the period covered by the report (1 July 1984 to 30 June 1985) should be stressed; the proportion of appointments from unrepresented and underrepresented Member States had reached 54.6 per cent of total appointments to posts subject to geographical distribution and, for the first time, 100 Member States were within range in the Secretariat.

5. Such progress clearly indicated the positive results of the medium-term plan of recruitment 1983-1985, which had been in operation for only two years because of start-up delays and the suspension of recruitment for six months. At the end of the plan period, in December 1985, the number of unrepresented and underrepresented States respectively would have fallen from 17 to 11 (or a reduction of 36 per cent) and from 26 to 13 (or a reduction of 50 per cent). Those encouraging results should not obscure the difficulties that continued to impede the achievement of a better geographical balance, particularly the scattered resistance to the principle of human resources planning that could still be seen in the Secretariat.

6. There were three objective elements that might have serious implications for the composition of the Secretariat over the coming years and that might, consequently, weaken the effect of the measures taken under the recruitment plan.

(Mr. Negre)

The first such element was the conversion of the United Nations Industrial Development Organization into a specialized agency completely independent of the Secretariat as of 1 January 1986. Under the agreement between the Secretary-General of the United Nations and the Executive Director of UNIDO, all staff members currently serving with UNIDO who joined the new organization on 1 January 1986 would retain their right, under certain conditions and during a certain period, to be considered for posts in the Secretariat. Ultimately, the separation of UNIDO would undoubtedly lead to changes in the composition of the Secretariat, including the loss of about 350 posts subject to geographical distribution. The Committee should take account of that fact in its review of the system of desirable ranges.

7. The second such element was the probable permanent stabilization of the number of posts available for recruitment. In that context, the considerable reduction in the number of P-1 and P-2 posts available might have a serious impact both on the competitive examinations system and on the prospects for promotion to the Professional category of the most deserving General Service staff members. The anomalies of the grading structure of the staff, which less and less resembled a pyramid, would be further accentuated and it would therefore be desirable to reverse that trend.

8. The third element was the difficulty there would be because of the gradual reduction in the number of unrepresented or underrepresented Member States, in filling the 40 per cent of posts subject to geographical distribution earmarked for the appointment of nationals of those countries.

9. The results of the medium-term plan had been hardly significant for the representation of women. Despite a slight improvement over the previous year, the percentage of women having risen from 22.6 per cent to 23.1 per cent, there were still objective constraints that, while they should not be used as an excuse, should not be passed over in silence out of concern not to appear conservative and in order to avoid giving an impression of going against a legitimate and irreversible trend. In that context, the Co-ordinator for the Improvement of the Status of Women in the Secretariat, in introducing the report on the improvement of the status of women in the Secretariat (A/C.5/40/30), would submit comments and recommendations that would gradually bring about important changes.

10. Analysis of the composition of the Secretariat on the basis of geographical distribution and distribution by sex led to the conclusion that, at its fortieth anniversary, the United Nations had reached maturity and that, consequently, the staff would grow at a much reduced rate. There should henceforth be greater movement towards a more methodical and more rational form of personnel management within the framework of genuine human resources planning based on the two important criteria of competence and "professionalism".

11. The reports on the design and implementation of the career development system (A/C.5/40/27) and the competitive examinations system in the Secretariat (A/C.5/40/39) were introduced in the spirit of the statement recently made to the

(Mr. Negre)

Committee by the Secretary-General (A/C.5/40/SR.11). In that statement he had reiterated his belief that the decisions taken by the Committee might have a direct impact on improving the competence of the Secretariat staff and had, more particularly, dwelt on the more systematic use of competitive examinations as a means of selection and on career development.

12. Obviously, a coherent career development system giving each staff member the opportunity to advance solely by virtue of competence and merit through regular promotions and to develop his aptitudes and expertise through an ongoing training scheme and other incentives would help to bring about a considerable improvement in the efficiency of the Organization. The purpose was not, of course, to lay down the career path, in time and space, of every staff member on joining the Organization, but rather to introduce a more objective system offering more equitable career prospects to all categories of staff, not within the rigid framework of an organizational structure but within broad occupational groups.

13. The report submitted to the Committee described the progress of that complex project, which in principle should be in operation in 1987, the various phases of the project and the action being taken to bring them to fruition. The constraints inherent in effecting a change of that scope - the definition of a reliable overall methodology for identifying problems accurately and resolving them, the collection and interpretation of heterogeneous statistical data, and holding regular consultations throughout the Secretariat, at Headquarters and in other duty stations - could not be overemphasized.

14. However, since a career development system would be inoperative if it only succeeded in managing mediocrity, its effectiveness depended to a large extent on the reliability of the selection and recruitment methods available to the Organization to secure the services of competent and highly-qualified men and women. One of the principal selection methods was the competitive examination system for entry-level posts (P-1/P-2), which had been introduced some 10 years earlier and which, as shown in document A/C.5/40/39, had ultimately achieved improvements particularly in the quality of staff and geographical distribution. Moreover, in the light of those 10 years' experience, it would be tempting to envisage more systematic use of competitive examinations, on the express condition that the method was further refined so as to respond better to the diversity and growing complexity of the tasks facing the Organization.

15. The proposed extension of the competitive examinations method to posts at the P-3 level should therefore be considered in a long-term perspective. At the thirty-ninth session of the General Assembly, he had explained that all candidates for P-1/P-2 posts should be treated on an equal footing, and that it was therefore abnormal that a growing number of P-3 posts should be filled by junior Professionals recruited at the P-2 level without passing the competitive examination and, moreover, receiving a "promotion bonus", thus having a career edge over their P-2 colleagues. That situation had now been remedied.

(Mr. Negre)

16. In addition to equity, another important consideration of principle should be taken into account: whereas posts at the P-4 level and above involved qualitative elements that were difficult to evaluate by competitive examination, intermediate P-3 posts could be differentiated from P-1/P-2 posts only in that they called for some professional experience. The P-1 to P-3 levels also attracted the largest number of candidates, but the number of such posts was clearly declining. All candidates should therefore be given the same recruitment opportunities by sitting for similar competitive examinations enabling the boards of examiners to evaluate with maximum objectivity the overall qualifications required for staff at that level upon their entry on duty: analytical skill, ability to summarize, oral and written communication skills, general knowledge, and basic technical knowledge in their respective disciplines. For those levels of recruitment, the method of competitive selection offered the advantage of reducing considerably the element of subjectivity that was inevitably involved in the evaluation of candidates by traditional methods (study of files, interviews) used to recruit at the P-4 level and above.

17. He nevertheless reminded the Committee that, should it adopt the recommendation to extend competitive examinations to posts at the P-3 level, the Office of Personnel Services would be unable to follow up that decision with resources that were virtually unchanged since 1980, despite the increasing number of competitive examinations.

18. Taking up the third topic of his intervention, namely the development of staff-management relations he pointed out that document A/C.5/40/5 and Add.1 simply contained information concerning amendments to the Staff Regulations and Rules, whereas document A/C.5/40/38, entitled "Feasibility of establishing an office of Ombudsman in the United Nations", dealt with a fundamental question. The good proper administration of justice was indispensable to the ordering and maintenance of straightforward and constructive relations between staff and management, and the importance of such relations for the functioning of any modern dynamic enterprise could not be over-emphasized.

19. However, many factors such as the considerable increase in the number of staff since the founding of the Organization, the cultural and linguistic diversity of the Secretariat and the existence of ever more complex rules and regulations had contributed in large measure to the growing number of grievances, appeals and cases resulting from administrative decisions. Contrary to what might be supposed, however, the report showed that the number of grievances and appeals was proportionately low in comparison with other smaller and less widespread international institutions. That comparison, although favourable to the Secretariat, still did not justify the backlog of cases under adjudication or pending. Those delays were costly to the Organization and some of the existing procedures no longer responded to the requirements of an administration of justice which should be effective and speedy - yet not over-hasty. Nevertheless, the Office of Personnel Services had made special efforts which had brought about a noticeable reduction in the number of cases pending.

(Mr. Negre)

20. In view of the foregoing, it appeared that, as document A/C.5/40/38 indicated, the Secretariat would gain by establishing the office of Ombudsman, a singular institution that had proved itself in several modern countries and in a number of organizations of the United Nations system. That was only a recommendation in principle, however, and the modalities of its organization and functioning deserved closer study, taking into account the specific nature of the Secretariat and the views of all staff representative bodies. The results of that study would be submitted to the Committee at the forty-first session.

21. In conclusion, he recalled that the main thrust of the basic reforms which the Office of Personnel Services had intended to undertake was to replace a strictly operational type of management, which tended to handle problems case-by-case by the planned management of human resources incorporating all the aspects of a genuine personnel policy. That programme of action had two major components: on the one hand, the definition and implementation of a medium-term plan of recruitment; and, on the other hand, the gradual establishment of a genuine career development system. The first recruitment plan, for 1983-1985, was nearing completion and would provide guidance for the preparation of a second plan for the biennium 1986-1987. One of the mechanisms foreseen by the plan, the competitive examination system, had reached cruising speed, while the career development system had finally emerged from a state of limbo.

22. Nevertheless, no policy reform could produce the expected results without an appropriate organizational framework. Thus the need had become apparent, as those reforms fell into place for a restructuring of the Office of Personnel Services, so as to make it a modern, dynamic administration tailored to meet the requirements of an administration centred on human resources planning. The reorganization was under way and should be completed by the end of 1986.

AGENDA ITEMS 116 AND 117: PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1986-1987 AND PROGRAMME PLANNING (continued) (A/40/3, 6, 7, A/40/38 and Add.1 and A/40/262; A/C.5/40/11 and A/40/7/Add.4; A/C.5/40/18 and A/40/7/Add.6; A/C.5/40/4 and Corr.1 and A/40/7/Add.2; A/C.5/40/21 and A/40/7/Add.7; A/C.5/40/19 and A/40/7/Add.8)

23. Mr. MURRAY (United Kingdom) said that his delegation was very anxious to maintain the principle laid down in rule 153 of the rules of procedure of the General Assembly. The First Committee had recently considered draft resolution A/C.1/40/L.39 without, however, receiving from the Secretary-General any statement of programme budget implications of a draft resolution which certainly had such implications, at least in so far as the programme was concerned. His delegation hoped that the Secretariat would provide an explanation for that irregularity at the appropriate time.

First reading (continued)

Section 28. Administration and management (continued)

24. The CHAIRMAN reviewed the Committee's consideration of section 28 of the proposed programme budget for the biennium 1986-1987 and recalled that it was to take a decision on the revised estimates under section 28L relating to the International Civil Service Commission (A/C.5/40/21 and A/40/7/Add.7).
25. Mr. ANNAN (Director, Budget Division) explained that the estimates for the two annual sessions of the International Civil Service Commission had been based on the assumption that approximately 50 persons would participate. He recalled that ICSC comprised 14 organizations, of which 12 were based in Europe and only 2 in New York. If it were to hold its sessions in New York, the cost to the United Nations would certainly be less but there would be additional expenses for the Geneva-based agencies. As a consequence of the decision taken by the Committee on Conferences, the revised estimates for 1986 should be reduced by \$US 62,900. As for 1987, if ICSC decided to meet at a location other than New York, the Secretariat would submit new revised estimates.
26. Mr. PARSHIKOV (Union of Soviet Socialist Republics) recalled that his delegation had, at a previous meeting, requested that subsection 28L be put to the vote but stated that, following the explanations provided by the Director of the Budget Division, that procedure no longer seemed useful to him.
27. The CHAIRMAN recalled that the Fifth Committee had, at its 41st meeting, decided to take a vote on section 28 as a whole, with the exception of subsections 28E, 28F, 28G and 28M, since the subjects to which they referred would be dealt with in an additional report, to be submitted shortly.
28. Mr. ANNAN (Director, Budget Division) said he hoped that the Committee would reconsider its decision not to take a decision in first reading on subsection 28M, which related to administrative services in Vienna. UNIDO had in fact drawn up its budget on the basis of the recommendations of the Advisory Committee. The preparation of the budget proposals for UNIDO had been carried out in close co-operation with the United Nations units in New York. It would be convenient, for procedural reasons and in order not to delay work, for the Fifth Committee to accept provisionally the Advisory Committee's recommendation. It would of course be provided at a later stage with a consolidated statement outlining the budgetary situation between the United Nations and UNIDO, in view of the fact that the latter was in the process of conversion into a specialized agency.
29. The CHAIRMAN said that, if he heard no objection, he would take it that the Committee approved the request of the Director of the Budget Division and that its decision on section 28 of the proposed programme budget would exclude only subsections 28E, 28F and 28G.
30. It was so decided.

31. The CHAIRMAN proposed that the Committee should, on the basis of the recommendations of the Advisory Committee, which he summarized, approve in first reading an appropriation of \$310,087,000 under section 28 of the proposed programme budget and revised estimates of \$1,289,700, as well as an additional amount of \$29,600 under section 31 - to be offset by the same amount under income section 1 - and an increase of \$711,100 in the amount provided for in income section 2.

32. Mr. MICHALSKI (United States of America) said that his delegation would vote against the approval in first reading of the appropriations requested. It of course appreciated the efforts of the budget authorities to keep expenses within reasonable limits, but stated that their efforts had not prevented the cost of activities included in section 28 from increasing at a higher rate than the rate of increase for the budget as a whole. Furthermore, the submission of a large number of revised estimates made it difficult to obtain a clear and immediate impression of the growth rate of the resources requested and complicated consideration of the budget.

33. In the circumstances, the Fifth Committee would have to defer a decision on subsections 28E, 28F and 28G. It was to be hoped that such a procedure was being followed for the last time and that in future the Committee would be able to take a decision on the estimates of expenditure for each section as a whole.

34. His delegation considered it most regrettable that the Fifth Committee should not have approved the Advisory Committee's recommendation concerning the staffing of the Office of Personnel Services. The decision was quite out of keeping with its tradition, and it was to be hoped that it did not constitute a precedent vis-à-vis ACABQ.

35. At the request of the representative of the United States of America, a recorded vote was taken on the recommendations of the Advisory Committee.

In favour: Algeria, Argentina, Austria, Bahrain, Bangladesh, Barbados, Benin, Botswana, Brazil, Brunei Darussalam, Burkina Faso, Burma, Burundi, Cameroon, Chad, Chile, China, Congo, Cuba, Democratic Yemen, Denmark, Ecuador, Egypt, Ethiopia, Finland, Gabon, Ghana, Greece, Guinea, Guinea-Bissau, Guyana, India, Indonesia, Iran (Islamic Republic of), Iraq, Ivory Coast (Côte d'Ivoire), Jamaica, Jordan, Kuwait, Liberia, Libyan Arab Jamahiriya, Madagascar, Malaysia, Maldives, Mali, Mauritania, Mexico, Morocco, Mozambique, Niger, Norway, Oman, Pakistan, Panama, Peru, Philippines, Qatar, Rwanda, Saudi Arabia, Senegal, Singapore, Somalia, Sri Lanka, Sudan, Swaziland, Sweden, Thailand, Togo, Trinidad and Tobago, Tunisia, Uganda, United Arab Emirates, United Republic of Tanzania, Venezuela, Yemen, Yugoslavia, Zaire, Zambia, Zimbabwe.

Against: Bulgaria, Byelorussian Soviet Socialist Republic, Czechoslovakia, German Democratic Republic, Hungary, Romania, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United States of America.

Abstaining: Australia, Belgium, Canada, Fiji, France, Germany, Federal Republic of, Ireland, Israel, Italy, Japan, Mongolia, Netherlands, New Zealand, Portugal, Spain, Turkey, United Kingdom of Great Britain and Northern Ireland.

36. The recommendations of the Advisory Committee for an appropriation of \$310,087,000 under section 28 revised estimates in the amount of \$1,289,700, and an additional amount of \$29,600 under section 31 - to be offset by an increase in the same amount under income section 1 - together with an increase of \$711,100 in the estimate under income section 2, were approved in first reading by 79 votes to 9, with 17 abstentions.

37. Mr. DOLJINTSEREN (Mongolia) said that his delegation's abstention did not mean that it supported the increase in the regular budget of the Organization.

38. Mr. REFSHAL (Norway), referring to the decision taken at the 41st meeting on paragraphs 28C.18, 28C.28 and 28C.38 of the proposed programme budget, strongly regretted the insistence of certain delegations that a decision should be taken on the spot despite the fact that, in the opinion of his delegation, the Committee had not yet been provided with sufficient information. It was for that reason that Norway had abstained in the voting although it would, in other circumstances, have approved the paragraphs under consideration.

39. Mr. BESTMAN (Liberia), referring to the same vote, stated that his delegation had abstained in the voting on a decision which, to him, amounted to the overturning of a recommendation by the Advisory Committee. That the decision constituted a regrettable precedent which might undermine the future effectiveness of ACABQ. If certain Member States had interests at stake in the areas which were considered by ACABQ and upon which it made recommendations, they should take the matter up with ACABQ itself rather than allow it to be repudiated by the Fifth Committee.

40. Mr. ABOLY-BI (Ivory Coast) said that although his delegation had abstained in the vote in question, he himself would have voted in favour had he been present.

41. Mr. MAYCOCK (Barbados) said that his delegation had not participated in the vote in question because it felt that it was best not to act too hastily. It was also concerned over the fact that the Advisory Committee's recommendation had been overturned.

42. Mr. VAHER (Canada), referring to the vote which had just been taken on section 28, said that the growth rate for that section was higher than the rate of increase for the budget as a whole. Moreover, many revised estimates had been submitted for that section, and the fact that the Advisory Committee's recommendation had been overturned, which was particularly unfortunate, would result in a net increase of \$430,000. For all those reasons his delegation had abstained in the vote.

43. Mrs. KNEZEVIC (Yugoslavia), speaking on behalf of the Group of 77, said she wished to make some additional comments further to the statement she had made on 1 November on programme budget and programme planning (A/C.5/40/SR.28) to explain what should be understood by programme concentration. For the Group of 77, a clear distinction should be made between financial and programmatic aspects, giving priority to the latter. The very concept of a programme budget presupposed not the establishment of an a priori financial target but a redeployment of resources according to the programmes to be carried out.

44. The setting of priorities was an important part of the programme budget exercise. While programmes given highest priority by the General Assembly had first claim on resources, that did not mean that other programmes in the medium-term plan should be curtailed or terminated, which could be done only by the competent intergovernmental bodies. Furthermore, all resolutions relating to programmes had the same importance, no matter how they had been adopted. On the other hand, it was unreasonable to insist that resources needed for financing new activities or high-priority programmes must have a counterpart in those released from the termination of low-priority activities. The redeployment of resources was therefore of relative usefulness in improving financial management but it could still help to rationalize the activity of the system. Monitoring and evaluation functions should be geared primarily towards improving the effectiveness and quality of outputs while allowing the necessary adjustments to be made in the Organization's programme of work.

45. The Group of 77 felt that the concept of the "financial envelope" was tantamount to an artificial limit on the Organization's resources, reduced necessary flexibility and, above all, was detrimental to the interests of developing countries.

46. The Group of 77 welcomed the Secretary-General's determination to improve co-ordination among the various entities within the United Nations system and within the Organization itself.

AGENDA ITEM 124: UNITED NATIONS COMMON SYSTEM: REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION (continued) (A/40/30 and A/40/653 and Add.1; A/C.5/40/26, 41, 44 and A/C.5/40/45 and Corr.1)

47. Mr. KASTOFT (Denmark), speaking on behalf of the five Nordic countries, noted with satisfaction that, in accordance with General Assembly resolution 39/27, the International Civil Service Commission (ICSC) had taken steps to ensure that the decision relating to the New York post adjustment "worked through" to other duty stations. It should also be noted that the Commission had recommended that ACPAQ should continue to study the means whereby a separation could be established between the effects of inflation and currency fluctuation within the post adjustment system.

48. As for the margin between the net remuneration of United Nations staff and that of United States civil servants, it was obvious that the methodology for calculation could be refined until doomsday. The Commission had therefore proposed in its report six methods of calculation, which gave figures varying between

(Mr. Kastoft, Denmark)

117.6 and 123.2 for the period October 1984 to September 1985, the method currently used yielding a margin of 121.3. In paragraphs 52 and 58 of the report, the Commission seemed to evince a preference for using average remuneration in each grade as the basis for the comparison. However, until more information was available, the current method as described in annex I should continue to be applied.

49. The Nordic countries welcomed the Commission's decision to continue to study the comparability of the United Nations remuneration system and the United States General Schedule, particularly in the light of the introduction of new systems of remuneration by the United States federal Government, and that it intended to apply a cost-of-living differential factor between Washington and New York

50. As for the establishment of a desirable margin, the Nordic countries agreed with the Commission that it would be realistic to adopt a margin range with a midpoint of around 115, but according to paragraph 123 of the report, all members of the Commission did not seem to agree on the modalities for the operation of the adjustment system within the margin range. Until further information was available, the freezing of the post adjustment classification in New York should be maintained until the margin, currently 121.3, was below the upper limit of the margin range.

51. The Nordic countries felt that the Joint Inspection Unit should have submitted its report to ICSC and ACC before submitting it to the General Assembly; they did not, however, agree with paragraph 93 (d) of the ICSC report and felt that JIU should feel free to present its observations at any time on matters within its mandate.

52. Lastly, the Nordic countries endorsed the Commission's recommendations concerning health insurance, a common approach to the long-service step for all organizations and support of staff with dependent disabled children.

53. Mr. GOUDIMA (Ukrainian Soviet Socialist Republic) gave a negative appraisal of the work of ICSC after its 10 years of existence. In his view, the Commission was now defending the interests of the international bureaucracy and advocating regular salary increases, while staff costs already accounted for 80 per cent of the budget. Moreover, despite criticisms and admonitions, it still failed to apply General Assembly resolutions, particularly resolution 36/233, which stipulated that the comparison between the United States civil service and the international civil service should relate to total compensation and exclude the expatriate benefits applicable to United States civil servants. That was a basic problem which had to be solved before the Fifth Committee could decide on the ICSC recommendations on other issues, such as long-service steps or support of staff with dependent disabled children.

54. The implementation of General Assembly resolution 39/27 was another cause of concern. Specifically with respect to the establishment of a desirable margin and range, the Commission seemed to believe that the adoption of a range with a midpoint of around 115 might be provisional, which would authorize the Commission

(Mr. Goudima, Ukrainian SSR)

subsequently to recommend a higher margin. His delegation would like clarification of that point. On the whole it felt that a margin of 15 per cent met the basic requirements of the Noblemaire principle. It nevertheless believed that the range was too wide and that it should be reduced from 10 to 5, with variation from the midpoint kept to 2.5 or 3 points. Also, the fluctuations of the margin over the long term should be reduced so that the deviation from the midpoint remained insignificant - 1 or 1.5 points over 10 years, for example.

55. His delegation warned the Commission against any revision of the current method for calculating the margin which tried to minimize the differences between the remuneration of United States federal civil servants and that of United Nations staff. Reaffirming the need to improve the methods for comparing the cost of living at the various duty stations, it felt that ICSC should develop a voluntary internal monitoring system under the joint surveillance of the Cost-of-Living Division (ICSC secretariat) and the Advisory Committee on Post Adjustment Questions, which would make it possible to improve the operation of the adjustment system.

56. ICSC should be prepared to examine all of those questions impartially. Only then could it hope to re-establish its authority and regain the confidence of Member States.

The meeting rose at 1.05 p.m.