

GENERAL
ASSEMBLY

FORTIETH SESSION

Official Records*



FIFTH COMMITTEE
67th meeting
held on
Monday, 16 December 1985
at 3 p.m.
New York

SUMMARY RECORD OF THE 67th MEETING

Chairman: Mr. TOMMO MONTHE (Cameroon)

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

CONTENTS

AGENDA ITEM 17: APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER
APPOINTMENTS (continued)

(e) APPOINTMENT OF MEMBERS OF THE UNITED NATIONS ADMINISTRATIVE TRIBUNAL

(f) APPOINTMENT OF MEMBERS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

AGENDA ITEM 118: FINANCIAL EMERGENCY OF THE UNITED NATIONS (continued)

AGENDA ITEM 125: UNITED NATIONS PENSION SYSTEM: REPORT OF THE UNITED NATIONS
JOINT STAFF PENSION BOARD (continued)

AGENDA ITEM 117: PROGRAMME PLANNING (continued)

AGENDA ITEM 123: PERSONNEL QUESTIONS (continued)

(c) OTHER PERSONNEL QUESTIONS: REPORTS OF THE SECRETARY-GENERAL (continued)

AGENDA ITEM 116: PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1986-1987 (continued)

Improvement of the status of women in the Secretariat: resource requirements

*This record is subject to correction. Corrections should be sent under the signature of a member of the delegation concerned within one week of the date of publication to the Chief of the Official Records Editing Section, room IX.2.730, 2 United Nations Plaza, and incorporated in a copy of the record.

Corrections will be issued after the end of the session, in a separate fascicle for each Committee.

Distr. GENERAL
A/C.5/40/SR.67
23 December 1985

ORIGINAL: ENGLISH

The meeting was called to order at 3.35 p.m.

AGENDA ITEM 17: APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER APPOINTMENTS (continued)

(e) APPOINTMENT OF MEMBERS OF THE UNITED NATIONS ADMINISTRATIVE TRIBUNAL
(A/40/105; A/C.5/40/69)

1. The CHAIRMAN, after briefly recapitulating the voting procedure, said that the Committee had before it a note from the Secretary-General (A/40/105) indicating that, in accordance with paragraphs 1 and 2 of article 3 of the Statute of the United Nations Administrative Tribunal, the General Assembly was called upon to appoint three persons to fill vacancies that would arise on 31 December 1985. In another note (A/C.5/40/69), the Secretary-General had communicated to the Fifth Committee the names of four persons who had been nominated by their respective Governments for appointment or reappointment to the Administrative Tribunal, together with the candidates' curricula vitae.

2. The candidates who had been proposed were: Mr. Mutuale Tshikankie (Zaire), Mr. Osman (Egypt), Mr. Pinto (France) and Mr. Sen (India). As four candidates had been nominated for three vacancies, the Committee was required to vote by secret ballot.

3. At the invitation of the Chairman, Mrs. Deregibus (Argentina), Mr. Gitsov (Bulgaria) Mr. Monayair (Kuwait), and Ms. van Drunen-Littel (Netherlands) acted as tellers.

4. A vote was taken by secret ballot.

Number of ballot papers: 127

Invalid ballots: 7

Number of valid ballots: 120

Abstentions: 2

Number of members voting: 118

Required majority: 60

Number of votes obtained:

Mr. Mutuale Tshikankie	40
Mr. Osman	98
Mr. Pinto	99
Mr. Sen	98
Other candidates (3)	4

5. Mr. Osman (Egypt), Mr. Pinto (France) and Mr. Sen (India) having obtained the required majority, the Committee decided to recommend their appointment as members of the United Nations Administrative Tribunal for a three-year term beginning on 1 January 1986.
6. The CHAIRMAN thanked Mr. Mutuale Tshikankie for his contribution to the work of the United Nations Administrative Tribunal.
- (f) APPOINTMENT OF MEMBERS OF THE INTERNATIONAL CIVIL SERVICE COMMISSION (A/40/106 and Add.1 and 2; A/C.5/40/70)
7. The CHAIRMAN said that, in documents A/40/106/Add.1 and Add.2, the Secretary-General had informed the General Assembly that Mr. Moulaye El Hassen (Mauritania), Mr. Jirí Nosek (Czechoslovakia) and Mr. Dayton W. Hull (United States of America) had resigned as members of the International Civil Service Commission. Accordingly, the Assembly was required to appoint three persons to fill the unexpired portion of the terms of office of Mr. El Hassen, Mr. Nosek and Mr. Hull, that is, until 31 December 1986. As stated in document A/C.5/40/70, Mrs. Turkia Daddah (Mauritania), Mr. Karel Houska (Czechoslovakia) and Mr. André Xavier Pirson (Belgium) had been nominated to fill the three vacancies for a one-year term of office beginning 1 January 1986. If he heard no objection, he would take it that the Fifth Committee wished to recommend to the General Assembly that Mrs. Daddah, Mr. Houska and Mr. Pirson be appointed to the International Civil Service Commission for the period in question.
8. It was so decided.
9. The CHAIRMAN said that, as stated in document A/C.5/40/70, the General Assembly was required to appoint five persons to fill the vacancies that would arise in the membership of the International Civil Service Commission as a result of the expiration on 31 December 1985 of the terms of office of five of its members. The Asian Group had nominated Mr. Genichi Akatani (Japan) to fill its vacancy and the Latin American Group had nominated Mr. Antônio Fonseca Pimentel (Brazil) to fill its vacancy. If he heard no objection, he would take it that the Committee wished to recommend to the General Assembly that Mr. Akatani and Mr. Fonseca Pimentel be appointed to the International Civil Service Commission for a four-year term of office beginning on 1 January 1986.
10. It was so decided.
11. The CHAIRMAN said that, as stated in document A/C.5/40/70, individual members of the Group of Western European and Other States had nominated four candidates for the three vacancies in ICSC corresponding to their group: Mr. Michel Auchère (France), Ms. Claudia Cooley (United States of America), Mr. Helmut Kitschenberg (Federal Republic of Germany) and Mr. Alexis Stephanou (Greece). None of the candidates had received endorsement by the group as a whole. Following the necessary consultations, the Secretary-General, in his capacity as Chairman of the Administrative Committee on Co-ordination, was suggesting that the Fifth Committee recommend the appointment of Mr. Auchère, Ms. Cooley and Mr. Kitschenberg to fill the three vacancies.

12. Mr. RALLIS (Greece) said that his delegation could not support the Secretary-General's suggestions, which were tantamount to proposals to nominate incumbents to the three vacancies. While he did not wish to cast aspersions on the performance of outgoing ICSC members, it was his conviction that the principle of rotation should apply to appointments to ICSC. Membership of ICSC should be open to qualified candidates from all Member States, rather than remain the quasi-permanent preserve of the largest contributors to the United Nations budget. His delegation was therefore maintaining the candidacy of Mr. Stephanou. The Greek Government attached great importance to ICSC and had taken great care in selecting its candidate. Mr. Stephanou could bring to ICSC the benefits of a long career in both his country's government service and the United Nations. He was also the first Greek national to be nominated to ICSC. Since the Western European group had been unable to agree on a single list of candidates and had put forward the names of all of them, in the interests of fairness and democracy the Fifth Committee should choose from among all four candidates.

13. The CHAIRMAN suggested that, in view of the statement by the representative of Greece, the Fifth Committee should elect by secret ballot, from among the four candidates nominated by the Group of Western European and Other States, three candidates to fill the vacancies in ICSC corresponding to that group.

14. At the invitation of the Chairman, Mr. Spain (Guinea-Bissau), Mr. Valdez (Peru), Mr. Abdel-Wahab (Qatar) and Mr. Dashkevitch (Ukrainian SSR) acted as tellers.

15. A vote was taken by secret ballot.

Number of ballot papers: 134

Invalid ballots: 2

Number of valid ballots: 132

Abstentions: 0

Number of members voting: 132

Required majority: 67

Number of votes obtained:

Mr. Auchère: 88

Ms. Cooley: 94

Mr. Kitschenberg: 83

Mr. Stephanou: 97

16. Mr. Auchère (France), Ms. Cooley (United States of America) and Mr. Stephanou (Greece) having obtained the required majority, the Committee decided to recommend their appointment to the International Civil Service Commission for a four-year term beginning on 1 January 1986.

17. The CHAIRMAN thanked Mr. El Hassen, Mr. Hull, Mr. Kitschenberg and Mr. Nosek for their contributions to the work of ICSC. The Committee had thus completed its consideration of agenda item 17. He requested the Rapporteur to report directly to the General Assembly on the action taken by the Committee.

AGENDA ITEM 118: FINANCIAL EMERGENCY OF THE UNITED NATIONS (continued)

Draft resolution A/C.5/40/L.13

18. Mr. AMNEUS (Sweden), introducing draft resolution A/C.5/40/L.13 on behalf of the sponsors, who had been joined by Ghana, said that the same underlying causes of the financial emergency continued to defy the Fifth Committee's attempts at solution. Yet the solution to the crisis was a simple one: all Member States must honour their commitments fully and on time. Draft resolution A/C.5/40/L.13, which comprised two parts, A and B, was similar to previous resolutions on the subject, with part A almost identical to General Assembly resolution 39/239.

19. Under paragraph 1 of part B, the General Assembly would decide to accept the recommendation of the Advisory Committee that the provisions of regulations 4.3, 4.4 and 5.2 (d) of the Financial Regulations of the United Nations should be suspended in respect of regular budget surpluses arising at the end of the biennium 1984-1985. That measure was one of the options mentioned in the Secretary-General's report (A/C.5/40/16) as a means of alleviating the Organization's financial difficulties. However, it would have little impact on the overall financial situation so long as current trends in the withholding of contributions persisted. In fact, of the options suggested in that report, all but one - prompt and full payment of assessed contributions by all Member States - were short-term remedies at best.

20. Many delegations had suggested that more specific information regarding incentives should be included in paragraph 2 of part B. Such incentives might be positive, taking the form of discounts to Member States which paid on time, or negative, in the form of penalties imposed against those which paid late or withheld their contributions entirely. However, the sponsors of the draft resolution were not convinced that the time had come to discuss incentives in such detail.

21. Given that the financial problems of the United Nations were likely to increase in the near future, he urged the Committee to adopt draft resolution A/C.5/40/L.13, without a vote, if possible.

22. Mr. THORSTEINSSON (Iceland) said his delegation wished to become a sponsor of the draft resolution. At the same time, it would have been happier if the draft resolution had addressed the Secretary-General's concern that action should be taken to enable the Organization to avoid defaulting. By adopting the draft resolution in its current form, the Committee would be postponing any real action. His delegation would also have preferred the inclusion of a specific mention of negative financial incentives in the draft resolution. Provision for a strong incentive already existed in Article 19 of the Charter, by virtue of which a Member State in arrears might, under certain conditions, lose its vote in the General Assembly.

(Mr. Thorsteinsson, Iceland)

23. With regard to the wording of part B of the draft resolution, he proposed that the following text should be added to the end of paragraph 2: "taking into account the views expressed by Member States during the fortieth session of the General Assembly".

24. Mr. AMNEUS (Sweden) welcomed Iceland as a sponsor of the draft resolution and accepted the revision proposed orally by the representative of that country.

25. The CHAIRMAN said that a recorded vote had been requested on part B of the draft resolution; consequently, the Committee would deal with the two parts separately. If he heard no objection, he would take it that the Committee wished to adopt part A of draft resolution A/C.5/40/L.13 without a vote.

26. It was so decided.

27. The CHAIRMAN invited the Committee to take action on part B of draft resolution A/C.5/40/L.13.

28. Mr. KHALEVINSKIY (Union of Soviet Socialist Republics), speaking in explanation of vote before the vote, said that his delegation was opposed to the practice of suspending the Financial Regulations of the United Nations, and would therefore vote against part B of the draft resolution.

29. Mr. MUNCH (German Democratic Republic) said that the financial emergency of the United Nations could only be solved through an approach that was generally acceptable. During informal consultations, his delegation had asked that part B of the draft resolution should be deleted because it believed that the Committee should not take decisions that might prejudice future discussion of the subject. As that had not been done, his delegation would vote against part B.

30. At the request of the representative of the Soviet Union, a recorded vote was taken on part B of draft resolution A/C.5/40/L.13, as orally revised.

In favour: Algeria, Antigua and Barbuda, Australia, Austria, Bahamas, Bahrain, Bangladesh, Barbados, Belgium, Benin, Bolivia, Botswana, Brazil, Brunei Darussalam, Burkina Faso, Burma, Cameroon, Canada, Cape Verde, Chad, Chile, China, Colombia, Congo, Cyprus, Democratic Kampuchea, Democratic Yemen, Denmark, Dominican Republic, Ecuador, Egypt, El Salvador, Equatorial Guinea, Ethiopia, Fiji, Finland, France, Gabon, Germany, Federal Republic of, Ghana, Greece, Grenada, Guatemala, Guinea, Guinea-Bissau, Guyana, Honduras, Iceland, Indonesia, Iran (Islamic Republic of), Ireland, Israel, Italy, Ivory Coast (Côte d'Ivoire), Jamaica, Jordan, Kenya, Lesotho, Liberia, Libyan Arab Jamahiriya, Luxembourg, Madagascar, Malawi, Malaysia, Maldives, Mali, Mauritania, Mexico, Morocco, Mozambique, Nepal, Netherlands, New Zealand, Niger, Nigeria, Norway, Oman, Pakistan, Panama, Papua New Guinea, Peru, Philippines, Portugal, Qatar, Rwanda,

Saudi Arabia, Senegal, Sierra Leone, Singapore, Somalia, Spain, Sri Lanka, Swaziland, Sweden, Thailand, Togo, Trinidad and Tobago, Tunisia, United Arab Emirates, United Kingdom of Great Britain and Northern Ireland, United Republic of Tanzania, Venezuela, Yemen, Zaire, Zambia.

Against: Byelorussian Soviet Socialist Republic, Cuba, Czechoslovakia, German Democratic Republic, Hungary, Mongolia, Poland, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United States of America, Viet Nam.

Abstaining: Japan, Romania, Turkey.

31. Part B of draft resolution A/C.5/40/L.13, as orally revised, was adopted by 105 votes to 11, with 3 abstentions.

32. Mr. GREGG (Australia), speaking in explanation of vote, said that his delegation had voted in favour of resolution A/C.5/40/L.13, but with some reservations. In view of the deepening financial crisis of the United Nations, the solutions proposed in the resolution were no longer adequate and the resolution should have included some reference to the need for the Secretary-General to exercise greater budgetary restraint. Unless a carefully planned approach was adopted to spending, the situation might arise where spending cuts had to be made on an ad hoc basis affecting low and high priority activities alike.

33. Mrs. DEREGIBUS (Argentina) and Mr. MONAYAIR (Kuwait) said that, had they not been acting as tellers in the secret ballot for elections to the United Nations Administrative Tribunal, they would have voted in favour of part B of resolution A/C.5/40/L.13.

34. Mr. GITSOV (Bulgaria) said that, had he not been acting as teller in the secret ballot for elections to the United Nations Administrative Tribunal, he would have voted against part B of resolution A/C.5/40/L.13.

Draft resolution A/C.5/40/L.14

35. Mr. BOKHARI (Pakistan), introducing draft resolution A/C.5/40/L.14 on behalf of the sponsors, said that Barbados, Burkina Faso, Cape Verde, Mali, Panama, Philippines, Senegal, Sierra Leone and Yugoslavia had also become sponsors. The draft resolution was intended as a follow-up to General Assembly resolution 39/239 A, which had been adopted by consensus by the Fifth Committee in response to growing concern at the deepening financial crisis of the United Nations. In the absence of a comprehensive settlement of the differences which had given rise to the financial emergency, his delegation had proposed the issue of special postage stamps on the critical social and economic crisis in Africa in order to focus international attention on Africa and to help generate revenue for the Organization. The project was now well under way and the special postage stamps were to be issued on 31 January 1986 at Vienna, Geneva and New York. While such an

(Mr. Bokhari, Pakistan)

initiative was no substitute for a lasting solution to the financial emergency, it was a non-controversial and non-political expression of concern at the Organization's financial difficulties.

36. Draft resolution A/C.5/40/L.14 was adopted without a vote.

37. The CHAIRMAN said that the Committee had thus completed its consideration of agenda item 118. He requested the Rapporteur to report directly to the General Assembly on the action taken by the Committee.

AGENDA ITEM 125: UNITED NATIONS PENSION SYSTEM: REPORT OF THE UNITED NATIONS JOINT STAFF PENSION BOARD (continued) (A/40/9; A/C.5/40/24; A/C.5/40/L.15)

38. Mr. YONIS (Iraq), introducing draft resolution A/C.5/40/L.15 in his capacity as Vice-Chairman of the Committee, said that the draft had been prepared on the basis of extensive consultations, some of which had been attended by the Legal Counsel. In spite of the difficulties encountered, it had been possible to reach a compromise solution acceptable to all participants. That positive spirit of co-operation was reflected in the draft resolution and he therefore urged the Committee to adopt it by consensus.

39. The CHAIRMAN said that, if he heard no objection, he would take it that the Committee wished to adopt draft resolution A/C.5/40/L.15 without a vote.

40. It was so decided.

41. Mr. JAGUARIBE (Brazil) said that his delegation had joined in the consensus on the draft resolution just adopted, which had been reached only after extremely difficult informal negotiations. Nevertheless, it still had reservations about the imposition of a ceiling on retirement benefits payable to participants at the Under-Secretary-General, Assistant Secretary-General or equivalent levels, since that did not address the issue of the actuarial imbalance of the Pension Fund or provide a comprehensive solution regarding the scale of pensionable remuneration. Furthermore, his delegation was concerned about the implications of section II, paragraph 4, which might lead to modifications in the present cost-of-living adjustment procedure, a matter that should be approached with particular caution. Lastly, he felt that the deferral of a decision on the increase in the rate of contribution could worsen the actuarial situation of the Fund and that, as had been pointed out by ACABQ, a further increase might still be required at a future stage.

42. Mr. ROY (India) endorsed the views expressed by the representative of Brazil. His delegation had been reluctant to accept the draft resolution, especially section II, paragraph 5, which both deferred consideration of the rate of contribution and requested the Pension Board to submit recommendations on additional economy measures. In past years, a large number of measures had been taken to reduce the pension benefits of United Nations staff and, as a result, there had been some improvement in the actuarial situation of the Fund. That situation, however, was the responsibility of Member States as well as staff, and

(Mr. Roy, India)

the latter should not be alone in making sacrifices. Further economy measures could, in his view, lead to instability within the system, lower staff morale and jeopardize the high standards of efficiency, competence and integrity required under Article 101 of the Charter.

43. Mr. PIRSON (Belgium) welcomed the adoption of draft resolution A/C.5/40/L.15, whose implementation would help better to preserve the common system of the United Nations. He wished, in addition, to take issue with comments made at the conclusion of the Committee's discussion of pensions and staff remuneration by the Chairmen of ICSC and the Pension Board regarding the statistical tables which he had circulated after his statement, on behalf of the 10 members of the European Community, at the 37th meeting. In subsequent informal meetings, it had been possible to demonstrate the strict accuracy of those tables.

44. Mr. LADJOUI (Algeria) said that his delegation had joined in the consensus, but shared the concerns expressed by the representatives of Brazil and India. In particular, he had reservations about the postponement of a decision on an increase in the rate of contribution, which was likely to make the actuarial situation of the Pension Fund even worse and would be detrimental to the interests of new participants in the Fund.

45. Mr. ALI (Chairman of the United Nations Joint Staff Pension Board) said that in his introductory statement on agenda item 125 he had expressed the hope that, since the Board had met the Fifth Committee's principal concerns, the essential measures would be taken to remedy the actuarial imbalance of the Fund, leading to a period of stability and co-operative partnership. He could not pretend that those hopes had been met, and, not surprisingly, the Pension Board felt rebuffed. The resolution just adopted failed to address the question of the actuarial imbalance, which therefore must continue to worsen.

46. The resolution also requested the Board to submit recommendations on additional economy measures and to eliminate or reduce inequalities of benefits among past, present and future beneficiaries, while ensuring some relationship with the comparator civil service. The Board would, of course, undertake the most careful study in that regard, but might not be able to reconcile all those varying objectives. If that proved to be the case, he hoped that the Board would not, as a result, be accused once more of dragging its feet, and he trusted that its recommendations would be considered with the same sympathy and understanding that the Board would extend to the Assembly's requests. Otherwise, the future of the Board's relationship with the Committee and the future of the Fund itself would be seriously jeopardized.

47. Mr. RUEDAS (Under-Secretary-General for Administration and Management) said that he had two comments to make on the draft resolution just adopted. First, in the Secretary-General's statement to the Committee on behalf of the Administrative Committee on Co-ordination, in which all the executive heads of the common system were represented, the hope had been expressed that matters relating to pension issues would finally be decided and closed at the present session. A number of

(Mr. Ruedas)

issues had been deferred, however, and he regretted the uneasiness that would inevitably continue among staff in that regard. Secondly, in his own statement to the Fifth Committee, he had pointed out that an increase in the rate of contribution was required now and that it was justified on its own merits, regardless of any decision on the economy measures suggested by the Pension Board. Also, ACABQ had advised that it was not prudent to postpone consideration of the matter. He doubly regretted, therefore, that the decision in section II, paragraph 5, of the draft resolution to take no action would be likely to increase the actuarial imbalance that had for so long plagued the Pension Fund.

48. The CHAIRMAN said that, if he heard no objection, he would take it that the Committee wished to take note of the report of the Secretary-General on the investments of the United Nations Joint Staff Pension Fund (A/C.5/40/24).

49. It was so decided.

50. The CHAIRMAN said that the Committee had thus completed its consideration of agenda item 125. He requested the Rapporteur to report directly to the General Assembly on the action taken by the Committee.

AGENDA ITEM 117: PROGRAMME PLANNING (continued) (A/C.5/40/L.18)

51. Mr. YONIS (Iraq), introducing draft resolution A/C.5/40/L.18 in his capacity as Vice-Chairman of the Committee, said that the draft had been prepared on the basis of numerous consultations held with delegations. In its preambular part, it recalled earlier resolutions of the General Assembly on programme planning and, in operative paragraphs 1 and 2, approved the conclusions and recommendations of the Committee for Programme and Co-ordination at its twenty-fifth session and endorsed resolutions 1985/76, 1985/77 and 1985/78 of the Economic and Social Council. Since the draft was the result of lengthy negotiations and represented a compromise, he expressed the hope that, like similar resolutions adopted in previous years on the subject, it would be adopted by consensus.

52. The CHAIRMAN said that, if he heard no objection, he would take it that the Committee wished to adopt draft resolution A/C.5/40/L.18 without a vote.

53. It was so decided.

54. The CHAIRMAN said that the Committee had thus completed its consideration of agenda item 117 and requested the Rapporteur to report directly thereon to the General Assembly.

AGENDA ITEM 123: PERSONNEL QUESTIONS (continued)

(C) OTHER PERSONNEL QUESTIONS: REPORTS OF THE SECRETARY-GENERAL (continued)

AGENDA ITEM 116: PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1986-1987 (continued)

Improvement of the status of women in the Secretariat: resource requirements
(A/C.5/40/30)

55. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that paragraphs 44 and 45 of the Secretary-General's report on the improvement of the status of women in the Secretariat (A/C.5/40/30) indicated resource requirements in that regard for the biennium 1986-1987. Subject to approval by the General Assembly of the proposals contained therein, the Advisory Committee recommended an additional appropriation in the amount of \$114,000 under section 28C (Office of Personnel Services, Headquarters), and an amount of \$49,900 under section 31, Staff assessment, which would be offset by the same amount under income section 1 (Income from staff assessment).

56. Mr. BREEZE (United Kingdom) said that his delegation recognized the desirability of providing equal opportunities and increasing the representation of women in the Secretariat. However, it had to be asked whether it was realistic to expect that the continuation, at very substantial cost, of the functions of the Co-ordinator for the Improvement of the Status of Women in the Secretariat was likely to increase the number of qualified women candidates seconded by Member States from their national services or help to reconcile the conflict between the need to recruit more women and to reduce the number of unrepresented and underrepresented countries, while at the same time securing the highest standards of efficiency, competence and integrity in accordance with Article 101 of the Charter. His delegation was not convinced that the Office of the Co-ordinator would make a significant difference.

57. It was often said that the United Nations should set an example in the recruitment of women, as in other areas, and with women accounting for more than 23 per cent of Professional staff in the Secretariat, it was already in advance of most, if not all, national services. His delegation was satisfied with the work carried out by the Co-ordinator over the past year and in general supported the action programme presented in document A/C.5/40/30, but it felt that the tasks described in that programme could be carried out within the existing structures and resources of the Office of Personnel Services.

58. In conclusion, he was surprised, in view of the Secretariat's frequent claims that the estimates of expenditure in the budget document were fully programmed, that the Secretary-General had been able to find \$600,000 to finance the Office of the Co-ordinator even before the start of the biennium. He also wished to know why, if the Secretary-General could achieve such a high level of absorption in that case, it often proved so much more difficult to find adequate funds when Member States sought financing for new activities through redeployment.

59. Mrs. SHEAROUSE (United States of America) said that while her delegation supported the work of the Co-ordinator, it strongly believed that the resources required to finance her work in the biennium 1986-1987 should have been found through redeployment. She therefore requested a recorded vote on the additional appropriations. Her delegation's negative vote would be based solely on financial grounds.

60. Mr. FORAN (Controller), replying to the representative of the United Kingdom, said that the Secretary-General had hoped to absorb all the costs relating to the Office of the Co-ordinator. By reordering work programmes in the administrative and financial areas it had been possible to do that to a significant extent. The request before the Committee represented the costs which could not be absorbed. The representative of the United Kingdom had also asked how it was possible to absorb costs in some cases and not in others. A review of the statements of programme budget implications submitted at the thirty-ninth and fortieth sessions of the General Assembly showed that many of the costs arising from the adoption of draft resolutions had been absorbed by reordering work programmes in a number of areas.

61. Mr. LOZA (Egypt) said he would have liked all the costs to have been absorbed. He wondered why, at a time when the Secretary-General had called for maximum budgetary restraint, provision for the five posts in the Office of the Co-ordinator had been made for two years and also why the question of the "non-utilized posts" referred to in paragraph 44 of the Secretary-General's report (A/C.5/40/30) had not been raised before.

62. Mr. FORAN (Controller) said that during the past year it had been possible to meet the financial requirements of the posts in question on an ad hoc basis by utilizing vacancies occurring unexpectedly elsewhere. It was proposed to continue to meet those requirements in the same way during the biennium 1986-1987, to the extent possible. It might be necessary to make adjustments in the light of experience, but in any event there would be a specific shortfall of \$114,000 for the Co-ordinator's post for which the request for an additional appropriation was being made.

63. Mrs. EMERSON (Portugal) said that women had only been allowed to join the Portuguese foreign service 11 years ago but now filled 50 per cent of posts at the Portuguese mission and accounted for 27 per cent of the Portuguese nationals employed in the United Nations Secretariat. That was an example of what could happen when the time was ripe. However, the time was not yet ripe for many countries for which the representative target for women candidates was unrealistic and should not be insisted upon, if the principle of equitable geographical distribution was to be respected. It was important for Member States to present women candidates, but their main responsibility was to put forward qualified candidates. She was grateful to the Co-ordinator for the work of her Office and welcomed the establishment of a steering committee to monitor the performance of the different departments in implementing the action programme developed by the Co-ordinator. However, as the mandate of the Co-ordinator had now been accomplished in accordance with resolution 39/245, her delegation could not support the continuation of the Office in view of the high cost involved at a time of budgetary constraint.

64. Miss DURRANT (Jamaica) said that her delegation would vote in favour of the additional appropriations requested and hoped that the Secretary-General would make the necessary arrangements during the forthcoming biennium to provide the Office of the Co-ordinator with the staff it needed to continue its work.

65. A recorded vote was taken on the recommendations of the Advisory Committee.

In favour: Algeria, Argentina, Australia, Austria, Bahamas, Bahrain, Bangladesh, Barbados, Benin, Botswana, Brazil, Brunei Darussalam, Burkina Faso, Burma, Burundi, Cameroon, Canada, Chad, Chile, China, Colombia, Congo, Costa Rica, Cuba, Cyprus, Democratic Yemen, Denmark, Dominican Republic, Ecuador, Egypt, Equatorial Guinea, Ethiopia, Fiji, Finland, France, Gabon, Ghana, Greece, Guatemala, Guinea, Guinea-Bissau, Guyana, Honduras, Iceland, India, Indonesia, Iraq, Ireland, Israel, Italy, Ivory Coast (Côte d'Ivoire), Jamaica, Jordan, Kenya, Kuwait, Lesotho, Liberia, Libyan Arab Jamahiriya, Luxembourg, Madagascar, Malawi, Malaysia, Maldives, Mali, Mauritania, Mexico, Morocco, Mozambique, Nepal, Netherlands, New Zealand, Niger, Norway, Oman, Pakistan, Panama, Papua New Guinea, Peru, Philippines, Qatar, Rwanda, Saudi Arabia, Senegal, Sierra Leone, Singapore, Somalia, Spain, Sri Lanka, Swaziland, Sweden, Thailand, Togo, Tunisia, United Arab Emirates, United Republic of Tanzania, Uruguay, Venezuela, Yemen, Yugoslavia, Zambia.

Against: Bulgaria, Czechoslovakia, Hungary, Poland, Portugal, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Kingdom of Great Britain and Northern Ireland, United States of America.

Abstaining: Belgium, German Democratic Republic, Germany, Federal Republic of, Japan, Romania, Turkey.

66. The recommendations of the Advisory Committee for additional appropriations of \$114,000 under section 28 and \$49,900 under section 31 and for an increase of \$49,900 in the estimates under income section 1 for the biennium 1986-1987 were approved by 100 votes to 9, with 6 abstentions.

67. Mr. PIRSON (Belgium) said that his delegation had had reservations during the negotiations which had taken place with regard to the setting of a specific numerical target for the proportion of women employed in the Secretariat and a specific time-frame for the achievement of that target only because it felt that to impose too many restraints on the Secretariat would cause it to lose sight of the primary objective, which was to have competent and devoted staff.

68. Mr. HOLBORN (Federal Republic of Germany) said that his delegation had abstained in the vote because of doubts with regard to the financial implications, not because it was not in full agreement with the aim of the Secretary-General to improve the status of women in the Secretariat. His delegation considered that insufficient use had been made of the redeployment of existing resources and of available vacancies in established posts.

69. Mr. KHALEVINSKIY (Union of Soviet Socialist Republics) said that his delegation fully supported the expansion of the role of women in the Secretariat, but, at a time when the United Nations was effecting economies in its budget, his delegation considered that that aim could be achieved by redeployment.

70. Mr. ODUYEMI (Nigeria) said that if his delegation had been present during the vote, it would have voted in favour of the appropriations.

71. Mr. LADJOUZI (Algeria) said that his delegation had voted for the appropriations as an expression of its concern to see tangible progress in improving the status of women in the Secretariat and of its concern that the necessary means should be made available to the Office of Personnel Services for it to carry out the tasks it had been asked to accomplish.

Explanations of vote in connection with decisions taken at earlier meetings

72. Mr. DIALLO (Guinea) said that if his delegation had been present at the 65th meeting during the vote on the programme budget implications of draft resolution A/C.2/40/L.125, the emoluments, pension scheme and conditions of service for the members of the International Court of Justice (draft resolution A/C.5/40/L.9) and the consolidated statement of programme budget implications in respect of conference-servicing costs (document A/C.5/40/92), it would have voted in favour in each case.

73. Miss RAMOS (Honduras) said that if her delegation had been present at the 66th meeting, it would have voted in favour of the revised estimates (document A/C.5/40/91).

74. Mr. SPAIN (Guinea-Bissau) said that if his delegation had been present during the voting on draft resolution A/C.5/40/L.9, the financial implications of draft resolutions A/C.2/40/L.125 and the consolidated statement of conference-servicing requirements, it would have voted in favour in each case.

The meeting rose at 6 p.m.