

while the Committee had scheduled an evening meeting for that date. If the Security Council took a decision to extend the mandate, the Committee would be able to make an appropriate recommendation to the General Assembly. On the other hand, the Security Council might not be able to take a decision on 28 November and might meet on 29 or 30 November. In either case, unless the General Assembly held a plenary meeting on the morning of 29 November, and he had no information that it intended to do so, the Secretary-General would have no authority, after midnight on 30 November, to enter into commitments of any kind.

66. Mr. SCHMIDT (Federal Republic of Germany) suggested that the Committee should concentrate on the possibility of an interim extension of the Secretary-

General's authority to enter into commitments with regard to UNDOF. Perhaps the representative of the Secretary-General could submit a draft resolution to that effect.

67. Mr. GARRIDO (Philippines) introduced draft decision A/C.5/L.1265.

68. The CHAIRMAN said that if there were no objection, he would take it that the Committee adopted the draft decision.

*It was so decided.*

*The meeting rose at 1.25 p.m.*

## 1753rd meeting

Friday, 28 November 1975, at 11.20 a.m.

*Chairman:* Mr. Christopher R. THOMAS (Trinidad and Tobago).

A/C.5/SR.1753

*In the absence of the Chairman, Mr. Akashi (Japan), Vice-Chairman, took the Chair.*

### AGENDA ITEM 105

**United Nations salary system (continued):\***

(a) Report of the International Civil Service Commission (continued)\* (A/10008/Add.9, A/10030, A/C.5/1700, A/C.5/1703, A/C.5/L.1260);

(b) Report of the Secretary-General (continued)\*

1. Mr. PALAMARCHUK (Union of Soviet Socialist Republics) agreed with the International Civil Service Commission that a revision of the United Nations salary system had to be considered as a whole. That was why he was surprised to find that the Commission, although it had by no means examined all the aspects of the salary system, was recommending an increase as of 1 January 1976 in the post adjustment paid to staff members without dependants at certain duty stations (A/10030, para. 64 (b)). United Nations salaries were not so low in comparison with the remuneration of civil servants in the United States of America, the United Kingdom and France, for example, that that question deserved to be examined on a priority basis. His delegation opposed the interim measure recommended by the Commission and would vote against the relevant supplementary estimates. The Commission should complete its work before submitting a final recommendation to the General Assembly at its thirty-first session.

2. Furthermore, his delegation could not approve requests to increase the present staff of the Commission's secretariat by 13 posts. It could, however, approve with certain reservations the recommendation made by the Advisory Committee on Administrative and Budgetary Questions in paragraph 15 of its report (A/10008/Add.9) with respect to

the redeployment to that secretariat of existing posts from agencies in the common system.

3. Finally, his delegation could not approve the revised estimate for the Commission because, in accordance with its position of principle, it was opposed to estimates to cover expenses caused by inflation and the recruitment of additional staff.

*Mr. Thomas (Trinidad and Tobago) took the Chair.*

### AGENDA ITEM 96

**Proposed programme budget for the biennium 1976-1977 and medium-term plan for the period 1976-1979 (continued)\*\* (for the previous A/... and A/C.5/... documents, see the 1734th meeting; A/10008/Add.6 and 11, A/C.5/1682/Add.1 and Corr.1, A/C.5/1708, A/C.5/1709, A/C.5/1714, A/C.5/1722, A/C.5/1723, A/C.5/L.1231/Rev.1, A/C.5/L.1239, A/C.5/L.1240, A/C.5/L.1250, A/C.5/L.1266)**

**Consideration of the proposals before the Committee (concluded)\*\* (A/C.5/L.1231/Rev.1, A/C.5/L.1239, A/C.5/L.1250, A/C.5/L.1266)**

*Draft decision A/C.5/L.1250*

4. Mr. AKASHI (Japan), introducing on behalf of the sponsors a draft decision (A/C.5/L.1250), said that the sponsors were motivated by a concern to bring some order into the chaos which characterized the structure of the Secretariat, where departments, divisions, services, centres, offices and others, whose names did not necessarily correspond to their size, resources, functions and mutual relations, existed side by side. Already in 1968, the

\* Resumed from the 1751st meeting.

\*\* Resumed from the 1749th meeting.

Committee on the Reorganization of the Secretariat had, in its report,<sup>1</sup> emphasized the need to establish a standardized and uniform nomenclature in the Secretariat. The Advisory Committee on Administrative and Budgetary Questions took up that recommendation in its first report (A/10008 and Corr.2, para. 70) on the proposed programme budget for the biennium 1976-1977. That was why the sponsors of the draft decision recommended that the Secretary-General should make a maximum effort towards adopting standardized nomenclature and submit a progress report on the matter to the General Assembly at its thirty-first session. Furthermore, the fact that there was no authoritative organization manual for the Secretariat outlining the functions and responsibilities of the various units could give rise to incorrect practices, as the Advisory Committee had also emphasized in its report. That was why the sponsors of the draft decision requested that an up-to-date manual on the organization of the Secretariat be issued.

5. Mr. AL-NAKKASH (Iraq), supported by Mr. TALIEH (Iran), welcomed draft decision A/C.5/L.1250 and said it should help to increase the efficiency of the administration of the Secretariat and thereby make it possible to save money. He would like, however, to propose two amendments. The phrase "covering all organizational units financed in full or in part under the regular budget" should be added after the words "an organization manual" in subparagraph (c), and the words "the end of 1976" should be replaced by the words "the thirty-first session of the General Assembly". It would be better for the Fifth Committee to study the organization manual together with the progress report of the Secretary-General on that matter, scheduled to be submitted at the thirty-first session.

6. Mrs. DERRE (France), while in full agreement with the representative of Japan, wished to know exactly what he meant by "an organization manual". She also wondered whether that manual might not become outdated very quickly following decisions which might be taken by the *Ad Hoc* Committee on the Restructuring of the Economic and Social Sectors of the United Nations System. Finally, she wished to know how much it would cost to produce such a manual.

7. Mr. KEMAL (Pakistan) supported draft decision A/C.5/L.1250. Since that draft was not accompanied by a statement of financial implications, it might be assumed that the cost of producing the organization manual could be absorbed in the programme budget for 1976-1977, but he would like that to be confirmed.

8. Publication of an up-to-date organization manual could only help the *Ad Hoc* Committee on Restructuring in its efforts. It would certainly fill a need, since the only up-to-date manual at the current stage was the telephone directory.

9. He wished to know whether the sponsors of the draft decision thought that the manual should include a section on the structure of UNDP, which in his view would be very useful. The amendment proposed by the Iraqi delegation would be restrictive in that respect and he hoped that the

representative of Iraq and the sponsors would be able to agree on a wording under which UNDP would not be excluded.

10. Mr. LAVAU (Director of the Budget Division) said that an estimate of \$25,000 for the publication of a manual entitled *Organization of the Secretariat* had been included in the proposed programme budget for 1976-1977 and had been approved in first reading on the recommendation of the Advisory Committee (*ibid.*, para. 22.22). In so far as that manual would deal only with organizational units of the Secretariat to the exclusion of those of UNDP, neither the draft decision nor the amendments proposed by the Iraqi delegation would have additional financial implications.

11. Mr. SETHI (India) pointed out that by speaking of "additional financial implications", the Director of the Budget Division had confused two distinct concepts, that of "additional appropriations" and that of "financial implications"; the Committee, which seemed to be doing its best to make things more complicated than they were, had not succeeded in drawing a clear dividing line between the two concepts, although it had discussed the question many times.

12. Mr. AKASHI (Japan) said that the sponsors of the draft decision accepted the amendments proposed by the Iraqi delegation. For the benefit of the French delegation, he wished to make clear that the proposed organization manual would simply be an up-to-date version of the document entitled *Organization of the Secretariat*. If, as a result of the work of the *Ad Hoc* Committee on the Restructuring of the Economic and Social Sectors of the United Nations System, the structure of the Secretariat was again modified, a revised version of the manual would be issued. The sponsors wished to include in the organization manual only the structure of the United Nations Secretariat, and felt that if a similar manual had to be compiled for the departments of UNDP, it ought to be done separately.

13. Mr. DAVIDSON (Under-Secretary-General for Administration and Management) said that the Secretary-General welcomed draft decision A/C.5/L.1250. The Administrative Management Service had begun work on the re-issue of the document entitled *Organization of the Secretariat*, and had already completed 60 per cent of the work. The manual should be ready for the thirty-first session of the General Assembly, as the Iraqi representative had asked. It would be published in loose-leaf form to facilitate constant updating.

14. The Iraqi delegation had proposed an amendment suggesting that the organization manual should cover all organizational units financed in full or in part under the regular budget. Some units, such as the International Trade Centre or the Institute for Namibia, which had been established in accordance with General Assembly resolution 3296 (XXIX), were marginal cases. Such difficulties would be brought to the attention of Member States in the progress report of the Secretary-General at the thirty-first session.

15. He hoped that the Committee would not decide that the organization manual should also cover the structure of

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

UNDP. The Governing Council of UNDP would perhaps consider it useful to issue a manual on the departments of UNDP, but it would possibly be more appropriate if such a decision came from the Council.

16. The CHAIRMAN invited the Committee to vote on the draft decision (A/C.5/L.1250), as orally amended.

*The draft decision was adopted.*

17. Mr. SOKALSKI (Poland) said that the sponsors of revised draft resolution A/C.5/L.1231/Rev.1 had made every effort to take into account suggestions made by certain delegations, including those of the United Kingdom, Singapore and Pakistan. However, as they thought that no special treatment should be accorded to any particular subsidiary organ, they had been unable to accept the proposal made by the French delegation that CPC should be mentioned explicitly in operative paragraph 1. Furthermore, with reference to paragraph 3, the Indian delegation had said that a way should be found of avoiding any confusion about the meaning of the word "programmes" by establishing a suitable definition. While they appreciated the concern of the Indian delegation, the sponsors of the draft felt that the question would be better dealt with in a draft resolution on another subject.

18. Mrs. DERRE (France) felt that the intergovernmental bodies mentioned in operative paragraph 1 very rarely knew of all the decisions taken by their own subsidiary bodies during previous years. It was while they were studying the medium-term plan that they could decide on those programmes which were obsolete, of marginal usefulness or ineffective. She therefore proposed the inclusion of the words "in particular when they were examining the medium-term plan", after the words "appropriate intergovernmental bodies". That change was fully consistent with the first of the amendments submitted by Greece (A/C.5/L.1266).

19. Mr. STOFOROPOULOS (Greece) said that his delegation supported the amendment proposed by the French delegation.

20. Mr. SETHI (India) announced that India had become a sponsor of the Greek amendments (A/C.5/L.1266).

21. Mr. KEMAL (Pakistan) supported the amendments proposed by France and Greece.

22. Mr. SOKALSKI (Poland), speaking on behalf of the sponsors of the revised draft resolution (A/C.5/L.1231/Rev.1), accepted the oral amendment proposed by France and the amendments of Greece and India (A/C.5/L.1266).

*The revised draft resolution, as amended, was adopted.*

*Draft decision A/C.5/L.1239*

23. The CHAIRMAN announced that the Belgian delegation, sponsor of draft decision A/C.5/L.1239, had decided to delete paragraph 3 of that text, because operative paragraphs 2 and 4 of draft resolution A/C.5/L.1231/Rev.1, just adopted by the Committee, as amended, conveyed the same idea.

*The draft decision, as thus revised, was adopted.*

*Draft decisions A/C.5/L.1230/Rev.1 and A/C.5/L.1233 (concluded)\**

24. Mr. LELLKI (Sweden) said that his delegation had not opposed the adoption by consensus, at the 1749th meeting, of draft decisions A/C.5/L.1230/Rev.1 and A/C.5/L.1233. However, that did not mean that it agreed with all the views expressed at that meeting on the relations between expenses covered by the regular budget of the United Nations and those financed by voluntary contributions, including the cost of certain posts. The financial situation of the United Nations had for some years been so critical that certain activities considered urgent by the General Assembly had had to be financed from trust funds. In such cases the presumption was that the United Nations endeavoured to have most of the expenses transferred to the regular budget, which was the proper source for financing such activities. Furthermore, some activities started as pilot projects on the basis of voluntary contributions. If Member States subsequently felt that the activities met such an essential need that they ought to be included in the Organization's regular activities, such activities should naturally cease to be financed by voluntary contributions. Finally, while it was true that budgetary decisions should be taken after careful examination by the Advisory Committee, the Fifth Committee and the General Assembly, which should consider any proposal for an increase in the regular budget in the light of other essential needs and the budgetary situation, activities financed by voluntary contributions were incontestably an element to be reckoned with in the total assessment.

25. Mr. RHODIUS (Netherlands) endorsed the views expressed by the representative of Sweden.

#### AGENDA ITEM 104

**Personnel questions (continued)\*\* (A/10184, A/C.5/1672 and Corr.1, A/C.5/1716, A/C.5/L.1224, A/C.5/L.1257/Rev.1):**

**(a) Composition of the Secretariat: report of the Secretary-General (continued)\*\* (A/10184, A/C.5/L.1224, A/C.5/L.1257/Rev.1)**

26. Mr. KIVANÇ (Turkey) said he firmly believed that, in the light of the provisions of the Charter of the United Nations, the only principles which should govern United Nations recruitment policy were, first, the necessity of securing the highest standards of efficiency, competence and integrity, and, secondly, the importance of recruiting the staff on as wide a geographical basis as possible. The Assistant Secretary-General for Personnel Services was therefore to be congratulated for implementing the new methods described in the report of the Secretary-General on the composition of the Secretariat (A/10184), namely, the modified vacancy announcement system (para. 7), newspaper advertisements for especially hard-to-fill vacancies (para. 9), recruitment missions in selected locations (para. 10), competitive examinations for young professionals and translators (paras. 11 and 12) and enlargement

\* Resumed from the 1749th meeting.

\*\* Resumed from the 1751st meeting.

of the computerized roster, which now had more than 4,000 names (para. 14). The Secretary-General would undoubtedly continue to improve the recruitment policy of the Secretariat during the next biennium.

27. He also noted with satisfaction that the Secretary-General had already endorsed the recommendation, contained in the report of the Group of Experts on the Structure of the United Nations System,<sup>2</sup> that the Secretariat's search for talent should extend to academic and scientific communities, to State enterprises and private corporations.

28. With regard to the application of the principle of wide geographical representation, he favoured a broad distribution of posts among those who truly represented diverse nations and cultures. However, he favoured a gradual approach in the implementation of that principle because, bearing in mind that personnel expenditures accounted for nearly 75 per cent of the Organization's budget, he attached priority to the paramount consideration of the necessity of securing the highest standards of efficiency, competence and integrity.

29. On the question of employment of young people in the Secretariat, he shared the concern of several delegations, but noted that the composition of international organizations was in keeping with their special nature, which should not be compared with that of national organizations. In most cases, specialists were relatively old, and the establishment of an equitable and strict mathematical ratio of posts to age categories was meaningless from the point of view of staff efficiency. The Secretary-General should endeavour to establish gradually an appropriate balance between young professionals and others, taking the provisions of the Charter into account.

30. His delegation supported the recommendations of the Secretary-General contained in paragraphs 42 and 43 of his report.

31. He welcomed draft resolution A/C.5/L.1257/Rev.1 on the employment of women in the Secretariat and the amendment proposed orally at the 1751st meeting, by the Colombian delegation calling for the replacement of the word "*Regretting*" in the last preambular paragraph with the word "*Noting*". He also supported the amendment proposed, at the same meeting, by the Japanese delegation to the effect that the word "principle" in operative paragraph 1 should be replaced by the word "consideration".

32. The intention of the sponsors of the draft resolution was surely not to establish an exact mathematical relationship between men and women employed in the Secretariat, but rather to ensure, as far as possible, an appropriate and adequate distribution of posts between the two sexes, taking especially into consideration the situation of the developing countries. He therefore proposed that the word "equitable" in paragraph 1 should be replaced by the word "adequate". He also proposed that the words "and under-represented countries" at the end of paragraph 3 should be

amended to read "or are under-represented in the Secretariat".

33. Mr. MAKEEV (Union of Soviet Socialist Republics) said the systematic application of the provisions of Article 101 of the Charter and of many relevant General Assembly resolutions would give Member States the assurance that the staff of the Secretariat would show the vitality and efficiency expected of them. The staff were not citizens of the world but nationals of Member States, who, in making their contribution to the international civil service with the highest standards of efficiency, competence and integrity, also contributed their national qualities and peculiarities. The many resolutions adopted by the Assembly on staff recruitment required that it should not be restricted to one group of countries, as had unfortunately been the case for a long time. The Secretariat must be freed from the political and cultural domination which that group of countries had secured through preferential recruitment. Positive action had undoubtedly been taken to that end, thanks to the initiative of the Secretary-General, the Under-Secretary-General for Administration and Management and the Assistant Secretary-General for Personnel Services, who had endeavoured to recruit staff on a more equitable geographical basis.

34. However, the problem had not been solved and the relevant resolutions were still not being fully implemented. Thus, 30 years after the Organization had been established, the Soviet Union, which was after all one of its founders, still suffered as a result of biased recruitment in the past, and its nationals had not yet been granted all the Professional and higher posts to which they were entitled. Moreover, tables 8 and 10 in the annex to the report of the Secretary-General (A/10184) showed that, of the 298 posts subject to geographical distribution which had been filled between 1 July 1974 and 30 June 1975, 110 had gone to nationals of countries which were already over-represented in the Secretariat and only 91 to nationals of under-represented countries. There should be an end to such appointments benefiting the over-represented countries, especially as the excessive power of the Western countries in the United Nations was now a thing of the past, and a country like the Soviet Union, which had succeeded with considerable effort in overcoming all the after-effects of the Second World War, now had very many qualified persons capable of filling any position whatsoever in the Secretariat. The only indispensable element was the goodwill of those in charge of the services concerned.

35. At the twenty-ninth session, the Fifth Committee had been informed<sup>3</sup> that a reorganization of the Office of Personnel Services was envisaged, including in particular the transfer to the various departments of some of the functions performed by the Office in order to avoid undue centralization and duplication of work. The Secretary-General gave no further details on that question in his latest report on the composition of the Secretariat, and he (Mr. Makeev) hoped that the reorganization would be fully in keeping with the provisions of the Charter. It must be borne in mind that the Secretariat should form a unified whole and that, consequently, personnel policies should also be unified and any defect in that respect should be duly corrected.

<sup>2</sup> Document E/AC.62/9 of 28 May 1975 (United Nations publication, Sales No. E.75.II.A.7).

<sup>3</sup> See document A/C.5/1601 of 6 September 1974.

36. In 30 years, the volume and complexity of the work of the Organization had, of course, greatly increased. It was therefore no longer sufficient to have in the Secretariat perfectly qualified and conscientious staff members. Since the Secretariat must constantly adapt itself to changing attitudes and ways of thinking, the staff should be renewed frequently. The only effective procedure for achieving that purpose was to appoint staff members only for fixed terms. It was encouraging to note (*ibid.*, annex, table 9) that the proportion of fixed-term appointments to the total number of staff had risen from 37.2 to 38.4 per cent during the period covered by the report, but the proportion of permanent staff members remained much too high. It was therefore regrettable that permanent contracts were still being granted, particularly since nationals of countries already over-represented generally benefited from them, especially in the Professional category, where it was more important than in any other category to renew the staff frequently. Such a practice was very detrimental to the Secretariat itself, because it prevented the Organization from terminating the services of persons who eventually proved to be incompetent.

37. Moreover, he noted that more than 100 staff members who had reached retirement age were still in service, thus preventing the infusion of new blood and blocking the promotion of younger staff members, even when such promotion was merited. Such a policy was incompatible with staff regulation 9.5, under which the Secretary-General might retain staff members in active service beyond the age of 60 years only "in exceptional cases". Unfortunately, the exception had almost become the rule. In future, the Secretary-General should regularly indicate in his report the number of staff members who had reached the age limit and had actually retired and the number who had reached the age limit but had been granted an extension.

38. As requested by the General Assembly in its resolution 3352 (XXIX), the Secretary-General had sought means of ensuring an equitable balance between the number of men and women in the Secretariat, particularly in senior and policy-making posts. The Soviet Union, a consistent supporter of equality between the sexes, had duly supported that resolution. However, he could not agree with the Secretary-General that "no real breakthrough in the employment of women in Professional posts... will be possible so long as the recruitment of women is subject to the guidelines of geographical distribution" (*ibid.*, para. 35). To believe that was tantamount to attempting to evade the principle of the equitable geographical distribution of Secretariat posts, a principle which was contained in the Charter. He objected to any such approach, which would favour those countries that were already over-represented and would undermine all attempts to achieve a genuinely equitable geographical distribution of posts.

39. The revised text (A/C.5/L.1257/Rev.1) of the draft resolution on the employment of women in the Secretariat was an improvement on the original text. However, it should be made even clearer that the procedure used in recruiting women must not only remain compatible with the principle of equitable geographical distribution, but must in all cases also allow the necessary appointments to

be made within the limits of the "desirable range" established for each Member State.

40. Mr. MINCHEV (Bulgaria) noted that some progress had been made in recruitment policy during the period under discussion, but felt that there was a possibility for better and more flexible implementation of the main principles. In particular, the practice of recruiting nationals of the over-represented countries was continuing. Yet it was difficult to imagine that there were not enough qualified candidates from such industrial countries as the Soviet Union, Japan and others whose representation in the Secretariat was far below the minimum desirable figure.

41. He agreed with other delegations that the number of permanent appointments was too high. Reducing the percentage of such appointments would enable under-represented countries to obtain additional posts subject to geographical distribution. He wished to ask the Assistant Secretary-General for Personnel Services whether some permanent contracts could not be replaced by fixed-term contracts of longer duration than at present. That would make it possible both to maintain the high qualifications required of permanent staff members and to recruit nationals of more countries; it would also ensure maximum efficiency on the basis of equitable and non-discriminatory geographical representation. Another means of improving the situation would be to comply strictly with the General Assembly's decision not to retain in service staff members who had reached the age of 60 years.

42. The Secretary-General should continue his efforts with regard to the employment and mobility of young people in the Secretariat, and it was to be hoped that the conclusions reached at the thirty-first session would be more satisfactory in that respect. He welcomed the approaches towards a greater participation of higher qualified women in the work of the Secretariat.

43. Mr. NYAMA (Mongolia) said that the degree of efficiency of the Secretariat was closely linked with recruitment policy. The main requirement was to ensure equitable and non-discriminatory representation of all countries and regions in the Secretariat. That requirement in no way conflicted with the need to secure the highest standards of efficiency, competence and integrity.

44. In reading the report of the Secretary-General, he noted with appreciation the improvements achieved in some areas of recruitment policy. He had in mind the recruitment missions used as a means of interviewing groups of candidates in selected locations and evaluating their qualifications for particular posts, and the progress made in recruiting more and better-qualified young men and women.

45. However, the current geographical distribution of posts still needed much improvement. The Secretary-General's report confirmed that the imbalance in geographical distribution continued to exist, and sustained measures had not been taken to set right the situation. Quite a number of countries and regions, especially the region of Asia and the Far East and that of Eastern Europe, remained under-represented, while certain countries and regions still occupied a disproportionately high quota of

posts. As was shown by table 10 in the annex to the Secretary-General's report, of 298 Professional posts which were apportioned in terms of geographical distribution during the period from 1 July 1974 to 30 June 1975, the major part had been filled by nationals of over-represented countries. That clearly demonstrated that the principle of equitable geographical distribution expressed in the Charter, and the numerous General Assembly decisions adopted in reaffirmation of that principle, were not being fully observed; more attention should be paid to the implementation of those decisions, and in particular of resolution 2736 A (XXV), which had requested the Secretary-General to continue his efforts to achieve a better geographical distribution of the staff at all levels, particularly at the senior level.

46. Furthermore, effective measures should be taken expeditiously to secure the implementation of the long-term recruitment plan covering the period 1972-1977,<sup>4</sup> which was designed to eliminate the long-standing under-representation in the Secretariat of a number of States, to take measures against the excessive over-representation of other States and to improve recruitment procedures. The practice of employing staff members on permanent contracts was one of the real obstacles to the achievement of equitable geographical distribution, since it limited the

number of posts available to candidates from under-represented countries. As indicated by table 9 in the annex to the Secretary-General's report, only 38.4 per cent of the 2,469 posts subject to geographical distribution were filled by candidates with fixed-term contracts, while the remainder had been occupied by persons with permanent contracts. Thus, access to more than 60 per cent of the posts in the Secretariat was closed to nationals of under-represented countries. The interest of the United Nations would be better served by establishing the ratio of permanent contracts to fixed-term contracts in such a manner that more younger people, better equipped for contemporary international life and possessing scientific and technical knowledge which would enhance the effectiveness of the Secretariat, could be recruited. Candidates from over-represented countries should not be appointed on permanent contracts, and the posts vacated by staff members holding permanent appointments should in future be filled by fixed-term employees, preferably recruited from under-represented countries.

47. With respect to the question of the employment of women in the Secretariat, his delegation supported the proposed measures to eliminate any discrimination between men and women in recruitment, again, with due regard to the principle of equitable geographical distribution.

<sup>4</sup> See document A/8836 of 13 October 1972.

*The meeting rose at 1.30 p.m.*

## 1754th meeting

Monday, 1 December 1975, at 11 a.m.

*Chairman:* Mr. Christopher R. THOMAS (Trinidad and Tobago).

A/C.5/SR.1754

### ADMINISTRATIVE AND FINANCIAL IMPLICATIONS OF THE DRAFT RESOLUTION SUBMITTED BY THE FOURTH COMMITTEE IN DOCUMENT A/10406 CONCERNING AGENDA ITEM 92\* (A/C.5/1717)

1. The CHAIRMAN drew the attention of the Committee to the statement by the Secretary-General (A/C.5/1717) concerning the administrative and financial implications of the draft resolution submitted by the Fourth Committee in its report (A/10406, para. 9). The statement indicated that the adoption of the draft resolution would give rise to an additional appropriation in the amount of \$100,000 under section 3D of the proposed programme budget for the biennium 1976-1977.

2. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that he had nothing to add to the comments by the Chairman. The amount of \$100,000 had been specifically mentioned in the draft resolution in question. The adoption of the draft resolution by the General Assembly would accordingly lead to additional expenditure in the amount of \$100,000.

3. The CHAIRMAN said that, if he heard no objection, he would take it that the Committee decided to request the Rapporteur to report directly to the General Assembly that, should it adopt the draft resolution of the Fourth Committee, an additional appropriation of \$100,000 would be required under section 3D of the proposed programme budget for the biennium 1976-1977.

*It was so decided.*

### AGENDA ITEM 107

**Financing of the United Nations Emergency Force and of the United Nations Disengagement Observer Force: report of the Secretary-General (continued)\*\* (A/10350 and Corr.1 and Add.1, A/10378, A/C.5/L.1267/Rev.1, A/C.5/L.1268)**

*Draft resolution A/C.5/L.1268*

4. The CHAIRMAN reminded the members of the Committee that resolution 381 (1975) extending the mandate

\* United Nations Educational and Training Programme for Southern Africa: report of the Secretary-General.

\*\* Resumed from the 1752nd meeting.