

the International Civil Service Commission when it is established. It must be realized that staff members whose mother tongue was not an official language had to know two foreign languages to gain the same advantage as those whose mother tongue was an official language; that was why the Salary Review Committee and the International Civil Service Advisory Board had found punitive and discriminatory elements in the language bonus system and the former had recommended that a staff member's mother tongue should in no case be counted in deciding his qualifications for language benefit, a concept with which the sponsors agreed. The inequalities might be reduced if training facilities were available to all staff members but that was not the case. It would be seen from table M in paragraph 91 of the Secretary-General's report to the twenty-eighth session on the composition of the Secretariat (A/9120 and Corr.1 and 2) that language requirements had been waived in the promotion of 28.3 per cent of staff having an official language as their mother tongue; that suggested that the regulations were difficult to apply

rigidly, and, indeed, the Secretary-General had specifically referred to the difficulties in paragraph 27 of his report to the twenty-ninth session (A/9724) and had asked for flexibility in the application of General Assembly resolution 2480 B (XXIII). The sponsors thought that the Fifth Committee should support that request and had therefore accepted the suggestion of the representative of the Upper Volta at the 1682nd meeting, to amend the last sentence of the draft decision to read: "Accordingly, the Committee endorses the policy of flexibility followed by the Secretary-General in the implementation of the aforementioned resolution in respect of the promotion of staff members". He hoped that that formulation would also cover the oral amendment proposed by the representative of Canada.

51. He thanked the delegations, and particularly the representative of France, for their co-operation in devising the amendments to paragraph 4 of the draft decision.

*The meeting rose at 11.15 p.m.*

## 1687th meeting

Tuesday, 10 December 1974, at 10.30 a.m.

Chairman: Mr. Costa P. CARANICAS (Greece).

A/C.5/SR.1687

### AGENDA ITEM 81

#### Personnel questions (*continued*) (A/C.5/L.1172):

(a) Composition of the Secretariat: report of the Secretary-General (*continued*) (A/9120 and Corr.1 and 2, A/9603 (chap. V, sect. D, paras. 479-486), A/9724, A/C.5/L.1170 and Corr.1, A/C.5/L.1192, A/C.5/L.1200/Rev.1, A/C.5/L.1203, A/C.5/L.1204; Economic and Social Council resolution 1857 (LVI))

1. Mr. KELLER (United States of America), referring to the amendments (A/C.5/L.1192) to the draft resolution contained in Economic and Social Council resolution 1857 (LVI), said that he wished to delete the last part of the third amendment in the hope that a consensus could be reached on those amendments.

2. Mr. SAFRONCHUK (Union of Soviet Socialist Republics) pointed out that the word "equitable" had been translated incorrectly in the fourth preambular paragraph and in paragraph 1 of the Russian text of Council resolution 1857 (LVI).

3. He was pleased that the sponsors of the draft decision under consideration by the Committee (A/C.5/L.1200/Rev.1) had included the second of the amendments (A/C.5/L.1203) to that draft decision submitted by his delegation. He regretted that they had been unable to accept the other two amendments, which would have facilitated the application of the principle of equitable geographical distribution. His delegation would not press for a vote on its amendments, but it requested that a

separate vote should be taken on each of the subparagraphs of paragraph 2 of the draft decision.

4. Mr. POSSO (Ecuador), introducing on behalf of Colombia and Ecuador, amendments (A/C.5/L.1204) to the draft decision, emphasized that the views of the Latin American countries had not been taken into account by the sponsors of the draft decision. In a spirit of compromise, the sponsors of the amendments would not insist on their first amendment, since the question could be resolved by accepting the proposal of the representative of Trinidad and Tobago at the 1683rd meeting. However, they considered that their second amendment was of great importance: the developing countries were inadequately represented in the senior categories of the Secretariat, which were currently reserved for candidates of the great Powers. That vestige of colonialism was unacceptable, and his delegation would therefore insist on the second amendment. The third amendment was based on the principles set forth in General Assembly resolution 2480 B (XXIII). The sponsors considered that it was of great importance to maintain the rule concerning knowledge of a second language, since there was currently a danger of one language becoming excessively predominant. The rule should be applied flexibly only in truly exceptional cases.

5. Mr. VARGAS (Costa Rica) said that, with the agreement of the sponsors of the amendments in document A/C.5/L.1204, his delegation proposed the deletion of the word "individual" in the text of the third amendment, which would then be more flexible and more widely acceptable.

6. Mr. HAHN (Canada) said that, in view of the statement of the representative of Japan at the preceding meeting, his delegation withdrew its amendment, put forward at the 1683rd meeting, to paragraph 4 of the draft decision.

7. Mr. AL-ZEID (Kuwait) reiterated his delegation's position that there should not be an increase in the minimum range of posts, since that would further aggravate the imbalance in representation. The draft decision did not specify where the increase in the minimum range of posts ought to be applied. There were currently three categories: countries which were not represented; countries which were under-represented; and countries which were over-represented. If an increase were applied equally to all three, the only result would be that the third category would become still larger. His delegation therefore abided by the amendment it had proposed at the 1683rd meeting, that the expression "including an increase in the minimum range of posts" in the last sentence of paragraph 1 of the draft decision should be deleted.

8. Mr. THOMAS (Trinidad and Tobago) observed that the amendments in document A/C.5/L.1204 might alter the thrust and substance of the draft decision, which had his delegation's full support; if they were retained, his delegation would have to reconsider its position.

9. Mr. BOUAYAD-AGHA (Algeria), referring to the United States amendments (A/C.5/L.1192) to the draft resolution contained in Economic and Social Council resolution 1857 (LVI), pointed out that the purpose of the first of those amendments was to replace the words "bearing in mind the principle of equitable geographical distribution". He recalled, however, that the United States had submitted a draft resolution in the Second Committee (A/C.2/L.1378/Rev.1)<sup>1</sup> in which the principle of equitable geographical distribution was reaffirmed: its position therefore seemed to be contradictory.

10. Mr. KELLER (United States of America) pointed out that his delegation's proposal to replace the expression "bearing in mind the principle of equitable geographical distribution" by "bearing in mind in particular Article 101, paragraph 3, of the Charter" was not in conflict with his country's position on the question in other committees. Article 101, paragraph 3, of the Charter specifically mentioned the need to recruit staff on as wide a geographical basis as possible.

11. Mr. AL-SHARAFI (Yemen) observed that, in the last sentence of paragraph 1 of the draft decision, the Secretary-General was requested to study further possible formulae for assigning posts to Member States based on geographical considerations, including an increase in the minimum range of posts. It was the understanding of his delegation that the Secretary-General would undertake a comparative study which would suggest a number of possibilities.

12. Mr. AKASHI (Japan) said that the draft decision represented a compromise which had been reached as a result of extensive consultations; any change in it would disrupt that compromise and create dissatisfaction. He

therefore asked delegations not to insist on their amendments, but rather to have their dissatisfaction reflected in the summary record.

13. Mr. KELLER (United States of America) pointed out that the decision of the Fifth Committee, adopted at the twenty-seventh session,<sup>2</sup> referred to the need to give greater attention to recruiting senior staff from countries which were inadequately represented in general, whereas the second amendment in document A/C.5/L.1204 specifically referred to the need to recruit from countries which were inadequately represented in the senior categories.

14. Mr. VARGAS (Costa Rica) said that the interpretation given by the representative of the United States misunderstood the context of the decision adopted at the twenty-seventh session. The second of the amendments proposed by Colombia and Ecuador in document A/C.5/L.1204 was a faithful interpretation of that decision.

15. Mr. SAFRONCHUK (Union of Soviet Socialist Republics) suggested that the difficulty might be overcome if the sponsors of the amendments agreed to use, for their second amendment, the text appearing in the report of the Fifth Committee at the twenty-seventh session.<sup>2</sup>

16. Mr. POSSO (Ecuador) said that the point was that the Secretary-General had had difficulty in implementing the decision taken at the twenty-seventh session because it had not been made clear which were the under-represented countries. The amendment in question made the meaning of the recommendation perfectly clear and would help the Secretary-General. He could not accept the suggestion made by the representative of the Soviet Union.

17. Mr. LAHLOU (Morocco) said that the sponsors of the draft decision had not answered the question which he had raised at the 1682nd meeting on the meaning of the term "professional competence" in the context of promotion; he had thought that professional competence was something to be assessed at the recruitment stage.

18. Mr. SOKALSKI (Poland), speaking in explanation of vote before the vote, observed that Article 101, paragraph 3, of the Charter was frequently invoked as a filibustering technique: it was asserted that the principle of equitable geographical distribution was second only to that of the highest standards of efficiency, competence and integrity; and yet one third of the staff currently occupying responsible posts had no university education, while 44 per cent had not reached degree level, and 53 per cent of that group originated from Western Europe and North America. It had never been claimed that equitable geographical distribution should be achieved at the expense of the highest standards of efficiency, competence and integrity. However, his delegation could not agree that those qualifications should be judged exclusively in Western terms, especially since no single Member State or group of States had a monopoly on talent.

19. The principle of equitable geographical distribution should be viewed as one of the great accomplishments of

<sup>1</sup> Official Records of the General Assembly, Twenty-ninth Session, Annexes, agenda item 12, document A/9886/Add.1, para. 14.

<sup>2</sup> Ibid., Twenty-seventh Session, Annexes, agenda item 81, document A/8980, para. 65.

the United Nations. It was a natural but hard-won consequence of the Organization's universality. It applied to the principal organs of the United Nations, and the Secretariat could no longer be excluded from that unavoidable and just trend. It had been reaffirmed, in relation to the Secretariat, in at least 18 General Assembly resolutions on aspects of recruitment policy, and his delegation could see no reason why it should not be more directly referred to in the Committee's decisions.

20. The question of fixed-term contracts was also of great importance. The Secretariat's personnel policies had been immobilized partly through its inflexible practice of recruiting by means of permanent contracts. His delegation believed that in order to avoid the erosion of certain important values, to bring into the Secretariat more new blood and more imaginative thinking, based on sound competition, and to promote what had been called "creative interaction", the use of fixed-term contracts must be extended. The system of fixed-term contracts would also be beneficial for the developing countries, which were not always able to send their best and most competent people to spend their entire careers in the United Nations, and it would permit a much fairer sex and age balance.

21. Mr. STOBY (Guyana) said that the Assistant Secretary-General for Personnel Services had not replied to three of the questions he had put to him: first, whether the Secretary-General was adhering to established practice in the distribution of to-echelon posts; secondly, with reference to the proposal that General Service staff should be recruited from outside New York, whether it might be possible to recruit them not only from the United States but also from nearby English-speaking countries; thirdly, whether the Secretary-General endorsed the recommendation of the Administrative Management Service that promotions from the General Service to the Professional category should be discontinued.

22. Mr. GHERAB (Assistant Secretary-General for Personnel Services) said that the Secretary-General decided personally on any appointments at the level of Under-Secretary-General and Assistant Secretary-General and that the principles on which he based his choice were those enunciated in the Charter and in resolutions of the General Assembly; the Secretary-General always took account of equitable geographical distribution in making such appointments. The question of the recruitment of the General Service staff from outside New York would be studied more closely within the framework of the review of recruitment procedures. He had already replied fully at the 1671st meeting, to the question about promotion to the Professional category and had explained the Secretary-General's position on the recommendations of the Administrative Management Service.

23. Mr. TALIEH (Iran), supported by Mr. VARGAS (Costa Rica), suggested that the Japanese delegation might accept the second of the amendments proposed by Ecuador and Colombia if those delegations in turn did not insist on their third amendment.

24. The CHAIRMAN observed that the representative of Japan had already explained that he could not accept any amendments to the draft decision (A/C.5/L.1200/Rev.1).

25. He invited the Committee to vote on the proposals before it. First of all he put to the vote the second and third amendments submitted by Colombia and Ecuador (A/C.5/L.1204) to the draft decision, the first amendment having been withdrawn.

*The second amendment was adopted by 50 votes to 15, with 19 abstentions.*

*The third amendment, as revised, was adopted by 33 votes to 23, with 28 abstentions.*

26. The CHAIRMAN invited the Committee to vote on the draft decision (A/C.5/L.1200/Rev.1), as revised. Recalling the request of the representative of the Union of Soviet Socialist Republics, he put to a separate vote each of the subparagraphs of paragraph 2 of that text.

*Paragraph 2 (a) was adopted by 80 votes to none, with 5 abstentions.*

*Paragraph 2 (b) was adopted by 76 votes to none, with 11 abstentions.*

*Paragraph 2 (c), as amended, was adopted unanimously.*

*Paragraph 2 (d) was adopted unanimously.*

*The draft decision as a whole, as amended, was adopted by 79 votes to none, with 13 abstentions.*

27. The CHAIRMAN put to the vote the amendments submitted by the United States of America (A/C.5/L.1192), as orally revised, to the draft resolution recommended by the Economic and Social Council in its resolution 1857 (LVI).

*The amendments were adopted by 34 votes to 18, with 30 abstentions.*

28. The CHAIRMAN said that he would take it that the Committee adopted the draft resolution recommended by the Economic and Social Council in its resolution 1857 (LVI), as amended, without a vote.

*It was so decided.*

29. Miss FORCIGNANÒ (Italy) said that her delegation had voted for the draft decision and hoped that it would achieve the desired result of changing the composition of the Secretariat to reflect the current membership of the United Nations. It was not fully satisfied with the fourth preambular paragraph of the draft resolution of the Economic and Social Council because it could not understand how the important posts were to be determined; the Secretary-General's task would be made harder rather than easier. Nevertheless, the draft resolution reflected the strong feeling expressed by almost all delegations in the Committee that the recruitment of suitably qualified women should be increased. It was an encouraging development, and she hoped that words would soon be translated into reality.

30. Mr. SAFRONCHUK (Union of Soviet Socialist Republics) said that the draft decision contained many useful



provisions concerning the principle of equitable geographical distribution with regard to recruitment of Secretariat staff, but made no concrete proposal for practical implementation of that principle which would prohibit or curtail the recruitment of nationals of over-represented countries and prevent the recruitment of staff from any but the under-represented countries. His delegation had proposed that measures should be taken to limit the number of permanent contracts offered to staff; such measures would have helped to eliminate the under-representation of many countries in the Secretariat and it was regrettable that they had been put aside by the Committee. Accordingly, his delegation had abstained in the vote on the draft decision.

(b) Other personnel questions: reports of the Secretary-General (continued)\* (A/8454, A/8826, A/9608/Add.5, A/9841 and Corr.1, A/C.5/1600, A/C.5/1601 and Add.1, A/C.5/1603, A/C.5/1639, A/C.5/L.1195)

*Differential treatment based upon sex under the Staff Regulations and Staff Rules of the United Nations (A/9608/Add.5, A/C.5/1603, A/C.5/L.1195)*

31. Mr. DAVIDSON (Under-Secretary-General for Administration and Management) said that his remarks applied only to draft decision A/C.5/L.1195. He had been authorized to say that the Secretary-General subscribed to the aims set forth in the first and last sentences of the draft decision and that he undertook to initiate the recommended action. The Secretary-General was not sure that it was appropriate for the Fifth Committee to recommend that he encourage the establishment of a sub-committee within the Joint Advisory Committee to assist in ending any discriminatory employment practices and ensure equality of opportunity for all. The Joint Advisory Committee was composed in equal parts of representatives of the Secretary-General and of the staff. Its purpose was to enable the Administration and the staff to discuss common problems and try to reach agreed solutions. The Secretary-General thought that the process should be as free as possible and should not be subject to binding directions. Thus, the Secretary-General was happy to give an assurance that he would initiate action in the Joint Advisory Committee and in the Advisory Committee on Co-ordination but he suggested that it might meet the purposes of the sponsors of the draft decision if its content was reflected in the summary record, without the decision itself being included in the Committee's report to the General Assembly.

32. Mr. KELLER (United States of America) said that his delegation did not necessarily subscribe to the view that it was inappropriate for the Committee to make such a recommendation to the Secretary-General. However, the sponsors of the draft decision had agreed to withdraw it on the understanding that the summary record and the report of the Committee would reflect its content and the comments made by the Under-Secretary-General, in particular his assurance that the Secretary-General would initiate action in the Joint Advisory Committee and the Administrative Committee on Co-ordination along the lines of the draft decision.

33. Mr. AKASHI (Japan) said that his delegation shared the view expressed by the Under-Secretary-General and would have submitted an amendment to the draft decision if it had not been withdrawn.

34. Mr. TALIEH (Iran) said that his delegation had been ready to support the draft decision but was happy to accept the compromise solution.

35. The CHAIRMAN suggested that the Committee should recommend that the General Assembly endorse the conclusions and recommendations of the Advisory Committee on Administrative and Budgetary Questions set forth in paragraphs 24 to 26 of its report (A/9608/Add.5).

*It was so decided.*

*Amendments to the Staff Rules of the United Nations (A/C.5/1600)*

36. The CHAIRMAN said that, in the absence of any objection, he would take it that the Committee wished to recommend to the General Assembly that it should take note of the amendments to the Staff Rules during the year ending 30 June 1974, reported by the Secretary-General in document A/C.5/1600.

*It was so decided.*

\* \* \*

37. The CHAIRMAN indicated that a draft resolution formulating the recommendations just approved by the Committee would be submitted in the Committee's draft report on the question.

38. He said that the discussion of part (b) of agenda item 81, concerning "Other personnel questions", must be left open pending receipt of the report of the Advisory Committee.

**ADMINISTRATIVE AND FINANCIAL IMPLICATIONS OF THE DRAFT RESOLUTION CONTAINED IN DOCUMENT A/L.746/REV.1 CONCERNING AGENDA ITEM 21\* (A/C.5/1651)**

39. Mr. RHODES (Chairman, Advisory Committee on Administrative and Budgetary Questions) said that the Advisory Committee accepted that a supplementary appropriation of \$25,000 would be needed for the purposes referred to in the first sentence of paragraph 2 of the statement submitted by the Secretary-General (A/C.5/1651) concerning the administrative and financial implications of draft resolution A/L.746/Rev.1. However, the Committee should note that the matter referred to in the second sentence of the paragraph might involve large concealed costs. The Secretary-General had undertaken to try to absorb such costs; they would nevertheless be incurred.

40. The CHAIRMAN suggested that the Committee should request the Rapporteur to report to the General Assembly that, if draft resolution A/L.746/Rev.1 was

\* Resumed from the 1679th meeting.

\* Co-operation between the United Nations and the Organization of African Unity: report of the Secretary-General.

adopted, a supplementary appropriation of \$25,000 would be required under section 1 of the programme budget for the biennium 1974-1975.

*It was so decided.*

*Mr. Garrido (Philippines), Vice-Chairman, took the Chair.*

#### AGENDA ITEM 73

Programme budget for the biennium 1974-1975 (*continued*)\* (for the previous documentation see the 1670th meeting; A/9606, A/9608/Add. 11 and 12, A/9854)

*Extension of the Palais des Nations, Geneva  
(A/9608/Add.12, A/C.5/1619 and Corr.1)*

41. Mr. RHODES (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the Advisory Committee's report (A/9608/Add.12) should be read in conjunction with the Secretary-General's report (A/C.5/1619 and Corr.1). It showed that, with a few exceptions, the work on the extension of the Palais des Nations had been completed in accordance with specifications. Even taking into account the proposed addition to the original specification of a small conference room for meetings of groups of delegations and *ad hoc* committees, which had been approved by the Advisory Committee during its visit to Geneva in spring 1974, the total cost in local currency would still be 2.4 million Swiss francs less than the estimates approved at the twenty-eighth session. However, in view of currency fluctuations, the cost in dollars would be substantially increased. At present the Secretary-General did not intend to submit revised estimates to cover all those fluctuations for the reasons given in the corrigendum (A/C.5/1619/Corr.1) to his report. As could be seen in paragraph 6 of its report, the Advisory Committee agreed with the Secretary-General's approach because there were still a number of uncertainties which would depend on future exchange rates.

42. Mr. PALAMARCHUK (Union of Soviet Socialist Republics) pointed out that, as supplementary funds were being requested, the matter should be put to the vote.

43. The CHAIRMAN replied that the Secretary-General was not asking for the funds immediately. He therefore proposed that the Committee should recommend to the General Assembly that it take note of the report of the Secretary-General (A/C.5/1619 and Corr.1) and concur with the observations and recommendations of the Advisory Committee in paragraphs 3 and 6 of its report (A/9608/Add.12).

*It was so decided.*

#### AGENDA ITEM 75

Administrative and budgetary co-ordination of the United Nations with the specialized agencies and the International Atomic Energy Agency: report of the Advisory Committee on Administrative and Budgetary Questions (A/9578, A/9603 (chap. VI, sect. A.3, 5 and 6), A/9813, A/9852, A/9857, A/C.5/1625)

\* Resumed from the 1679th meeting.

44. Mr. RHODES (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the Committee had before it two Advisory Committee reports (A/9578 and A/9857), consideration of the previous year's report (A/9578) having been deferred for consideration at the current session. He regretted that the current year's report (A/9857) had been circulated only comparatively recently but doubted whether it would ever be possible to issue the report early in the session. The ability to collect the necessary information depended not only on the dates of the meetings of the governing bodies of the various agencies and the adoption of their budgets. It was also essential to produce as accurate a report as possible. The report collected statistics relating to the whole United Nations system and attempted to highlight significant features. The latest report had also revived the practice of including general remarks on matters such as overhead costs, co-ordination of activities relating to the environment and methods of dealing with inflation and currency problems.

45. Much work had been done on overhead costs in the United Nations system in recent years and a cost measurement system had been introduced by the larger agencies. The average overhead costs were shown to account for over 23 per cent of project costs. There was no suggestion that UNDP and other bodies in a similar position should meet the whole of those costs, but a choice must soon be made between the formulas worked out by the Consultative Committee on Administrative Questions with regard to allocation of those costs. The Advisory Committee would be submitting a report on the matter to the Governing Council of UNDP for consideration in 1975.

46. The number of queries received from capitals about the date of publication of the report seemed to show that it was useful to Governments, possibly because it was the only document which collected together information about the whole United Nations system and enabled comparisons to be made at a glance.

47. Mr. ABRASZEWSKI (Poland) said that his delegation was aware both of the need for a thorough examination and discussion by the General Assembly of the co-ordination problem and for the elaboration of measures which could improve the present situation as well as deal with new needs, and of the fact that there was not enough time so late in the session for an exhaustive discussion of that highly specialized item. The same situation had arisen the previous year and a way must be found of preventing its recurrence, perhaps by determining priorities for the thirtieth session.

48. The documents before the Committee would in normal circumstances deserve separate examination and comment by the General Assembly before any action was taken. However, in order to accelerate the work of the Committee, his delegation was willing, as in the past, to take note of the reports of the Advisory Committee relating to the budgets of the specialized agencies without any substantial discussion.

49. On the other hand, the draft relationship agreement between the United Nations and the World Intellectual

Property Organization (WIPO) called for comment, because the creation of a new specialized agency was an event of considerable importance. The draft agreement (A/9603, annex IV) followed the pattern of the majority of those previously concluded. The Polish delegation had been a sponsor of the draft text subsequently adopted as Economic and Social Council resolution 1890 (LVII), which recommended to the General Assembly that it adopt the draft agreement, and was therefore in favour of that adoption, but it wished to make some comments.

50. Article 1 on the delimitation of competence of the United Nations and WIPO should not be taken as encroaching upon the competence of other United Nations agencies because it gave certain emphasis to some aspects of the objectives and activities of WIPO. That was especially important in order to avoid any duplication of activities already carried out by other United Nations bodies such as UNESCO and UNCTAD. He hoped that the organizations concerned would take the necessary measures to co-ordinate their activities in ways referred to in the relationship agreement and in accordance with inter-organizational practice.

51. His delegation wondered whether the full exchange of documents, referred to in article 6 of the draft agreement, was necessary to fulfil the legitimate interests of each organization in the other's activities and hoped that the secretariats of both organizations would evolve a more realistic approach to the matter.

52. Rather than approving the relationship agreement before the end of the current session, it might be preferable to wait for the outcome of the review of the existing agreements between the United Nations and the specialized agencies which was to be carried out at the intersessional meeting of the Policy and Programme Co-ordination Committee to be convened not later than February 1975, and to draft the new relationship agreement between the United Nations and WIPO on the basis of its findings. However, if

it was the wish of the Committee and the General Assembly to approve the draft agreement at the current session, his delegation would not object.

53. Mr. WHITLAM (Australia) said that effective administrative and budgetary co-ordination between the parts of the United Nations system was more important than ever. Duplication, although inevitable to a certain extent, must be reduced to the minimum. One way was to ensure that each organization undertook only those activities allowed by its constitution and within its field of expertise. Fortunately, the areas of expertise of the various agencies were different enough to avoid the worst type of duplication. Even though the membership of most of the organizations approached universality, the contributions of any given country could vary considerably from organization to organization. Since the organizations were so different, when one carried out work for another, it was important that the full cost should be borne by the organization requesting the work. It was disconcerting to note in document A/9857 that the average cost of technical and non-technical support to UNDP-financed projects totalled 23.3 per cent of project costs and that the reimbursement of overhead costs was only 14 per cent. It therefore seemed that the organizations were paying the 9 per cent difference, a situation that his delegation hoped would be remedied.

54. His delegation welcomed the Advisory Committee's recommendation that the Fifth Committee should approve the administrative and budgetary provisions of the draft agreement between WIPO and the United Nations. It was satisfying to note that, whereas the United Nations staff growth rate for 1973 to 1975 was 5.1 per cent, the average for the specialized agencies and IAEA was 4.1 per cent. It was to be hoped that WIPO would tend towards the latter figure.

*The meeting rose at 1 p.m.*

## 1688th meeting

Tuesday, 10 December 1974, at 8.05 p.m.

Chairman: Mr. Costa P. CARANICAS (Greece).

A/C.5/SR.1688

### AGENDA ITEM 82

#### United Nations salary system:

- (a) Report of the Secretary-General (A/9738 and Add.1 and Add.1/Corr.1, A/9891);
- (b) Report of the International Civil Service Advisory Board (A/9630, A/9709, A/9919, A/C.5/1652)

1. The CHAIRMAN announced that, as in the case of the item concerning pensions, he had received a number of cabled communications from staff associations indicating their concern.

2. Mr. RHODES (Chairman of the Advisory Committee on Administrative and Budgetary Questions), introducing the report of the Advisory Committee (A/9891) on the draft statute of the International Civil Service Commission, said that the draft statute had its origins in General Assembly resolution 3042 (XXVII), which provided for the establishment in principle of an International Civil Service Commission as of 1 January 1974. That resolution had further stipulated that the Commission should consist of no more than 13 independent experts having the requisite qualifications and experience and had requested the Secretary-General to submit a draft statute to the Fifth Committee through the Advisory Committee.