



UNITED NATIONS

GENERAL ASSEMBLY



Distr.
GENERAL

A/7001
15 December 1967

ORIGINAL: ENGLISH

Twenty-second session
Agenda item 82

PERSONNEL QUESTIONS

Report of the Fifth Committee

Rapporteur: Mr. Brian J. LYNCH (New Zealand)

(a) Composition of the Secretariat

1. The Fifth Committee considered sub-item 82 (a) on the composition of the Secretariat, at its 1200th, 1203rd to 1206th, 1208th to 1214th, 1216th, 1217th and 1227th meetings, held between 16 November and 15 December 1967.
2. The Committee had before it the report (A/6860 and Corr.1) of the Secretary-General on the composition of the Secretariat, as well as the customary annual report (A/C.5/L.900) listing all staff members by organizational unit, title, nationality and level.

Report of the Secretary-General

3. In his report the Secretary-General reviewed the developments that had taken place in the composition of the Secretariat under the policy guidelines laid down by the General Assembly in its resolution 1852 (XVII) of 19 December 1962. The report outlined proposals for possible changes in the present system for determining the desirable range of the number of nationals of each Member State in the Secretariat. It also examined the issues relating to the use of working languages in the Secretariat and those relating to the linguistic requirements in staff recruitment, as requested by the General Assembly in resolution 2241 B (XXI) of 20 December 1966. Finally, the report set out the conclusions drawn by the Secretary-General from this examination together with his recommendations for future action.
4. As a result of the efforts of the Secretary-General to recruit staff on as wide a geographical basis as possible, the number of Member States whose nationals

were members of the Secretariat had increased from 94 out of 104 Member States in 1962 to 112 out of 122 in 1967. All the regions except Eastern Europe approximated closely to their desirable range and Eastern Europe had advanced in terms of numbers of staff members, from 114 in 1962 to 221 in 1967. The situation among senior staff had also improved and forty-nine countries were represented at the Principal Officer and higher levels in 1967, an increase of fourteen over the five-year period.

5. The figure of 1,500 adopted in 1962 as the base for the calculation of the desirable range for each Member State had lost its validity with the increase in the number of professional posts subject to geographical distribution, to 1,789. The Secretary-General therefore recommended that the figure of 2,000 should be adopted as the new basis and that the membership factor should be adjusted at the same time from a minimum entitlement for each Member State of 1 to 5 posts in the Secretariat to a minimum of 1 to 6 posts. The population factor should also be adjusted from 100 to 130 posts. After the application of these two factors, the number of posts remaining to be divided on the basis of the size of each Member State's contribution under the new scale of assessments recommended by the Committee on Contributions (A/6710) would change from 1,278-790 to 1,748-1,138.

6. As requested by the General Assembly in resolution 2241 A (XXI), the report examined the possibility of introducing a factor based on the importance or weight of posts into the calculation of the desirable ranges for Member States. The report demonstrated various systems of weighting which might be adopted but concluded that only marginal refinements would result from the introduction of any of the systems described. This would scarcely warrant the effort and time involved in the application of such a factor.

7. In response to the General Assembly's request in resolution 2241 B (XXI) that a study be made of the methods which should be used to ensure a more equitable use of the working languages of the Organization and a better balance among those languages in the recruitment of staff at all levels, the report pointed out that, while English, French and Spanish were working languages of the General Assembly and of the Economic and Social Council, the working languages of the Security Council and of the Trusteeship Council, as well as of the Secretariat, were English and French. The difference between working and official languages in the first four

principal organs mentioned above had steadily diminished but the distinction in the Secretariat had broad practical implications. The factors controlling the use of languages in the Secretariat were chiefly external to it. The language of communications with Member States, for example, was most important. Where the contact was with non-governmental bodies and individuals, the controlling factor in the use of languages was the practice of the source or recipient of the supplies or services. The linguistic composition of the staff was also relevant: only 38.8 per cent of present staff in the Secretariat had one of its working languages as their mother tongue and the majority of the remaining staff worked in English.

8. The report noted that, while a large number of staff did work in two or more official languages, the nature of the assignment dictated the language used. If the option of the staff member, rather than the assignment, was to determine the language used, present working arrangements and schedules would be affected. If all French-speaking personnel were to work largely or entirely in French and if Spanish were to become a working language of the Secretariat and Spanish-speaking staff were to work in Spanish, additional professional and general service staff would be needed for supervisory, interpretation, translation, secretarial and clerical services. The production of documents would be impeded and more general service staff might have to be recruited internationally rather than locally.

9. The report recognized the need to enrich the linguistic skills required of the Secretariat. It had been suggested, for example, that senior staff should be encouraged to acquire at least one additional working language of the Organization. However, serious administrative considerations would have to be taken into account if a linguistic criterion was to be incorporated into recruitment procedures, or if the principle of linguistic balance was to be built into the system of desirable ranges. The Secretary-General believed that the objective of a more equitable use of the working languages of the Organization and a better balance in the recruitment of staff would be brought nearer by expanding the language instruction programme within the Secretariat.

10. The Secretary-General concluded that, under the principles endorsed by the General Assembly in 1962 concerning staff recruitment, considerable advances had been made towards the goal of an effective Secretariat enjoying the confidence of all Member States. While no mathematical indicators were a substitute for the exercise of sound judgement by the Secretary-General in the selection and management

of his staff, the system of desirable ranges had provided helpful guidelines which required only limited modifications in the light of the changed circumstances in 1967. The system of desirable ranges was not susceptible, however, of easy or useful refinement by the application of weights for each level of posts or by the introduction of a linguistic factor. Equity in the use of working languages by the Secretariat and a better balance among them in the recruitment of staff was best served by the continuing efforts of the Secretary-General to meet the desirable ranges at all levels.

11. The Secretary-General therefore recommended the following measures, set out in paragraph 70 of his report, for the consideration of the General Assembly:

"(a) The base for calculating the desirable ranges of posts for each country and geographical region should be revised from 1,500 to 2,000, subject to review in the light of experience;

"(b) The minimum range of posts attributable to membership in the Organization should be established at 1-6 for each Member State;

"(c) The population reserve to be used regionally should be revised from 100 to 130, on the assumption that the scale of assessments recommended by the Committee on Contributions in its report (A/6710), on the basis of which the population factor was calculated, would be adopted;

"(d) The contribution factor should similarly be revised on the basis of the new scale of assessments;

"(e) Administrative attention should continue to be directed to the relative importance of posts at all levels in the application of the desirable ranges;

"(f) In order to bring about a better balance among the working languages of the organs of the United Nations, every effort should continue to be made to improve the linguistic composition of the staff, particularly at the senior levels, and to expand the language instruction programme within the Secretariat."

Discussion

12. During the debate in the Committee, many delegations expressed appreciation for the efforts made by the Secretary-General and the considerable progress he had achieved towards the objectives set out in General Assembly resolution 1852 (XVII).

/...

It was recognized by all delegations, however, that much remained to be done and that further efforts would be required. The discussion focused upon the proposed revision of the basis for the establishment of the desirable range for the number of nationals of each Member State in the Secretariat in the light of developments since 1962, the introduction into the system of desirable ranges of a factor to take into account the relative importance or "weight" of each post and measures to improve the linguistic balance in the recruitment of staff and more equitable use of the working languages of the Organization in the Secretariat. A number of representatives also noted that the proportion of staff serving on fixed-term appointments had risen to 30.6 per cent. Both the benefits and the disadvantages which might result from this increase were emphasized. Some representatives stressed that fixed-term appointments maintained the influx of new blood to the Secretariat and permitted use to be made of the talents of persons who would otherwise not be able to serve with the Secretariat. Other representatives attached importance to the maintenance of a high proportion of staff on permanent appointments in order to ensure the continuity and efficiency of the Secretariat. These representatives acknowledged that more frequent use of fixed-term appointments of a longer duration also contributed to this end.

The revised base for the desirable ranges of Member States

13. The Secretary-General's proposals for basing the computation of the desirable range of posts for each Member State on the figure of 2,000 instead of 1,500 were generally accepted. Though they were modest, the proposals provided a reasonable margin for future increases in staff and recognized, by the increase in the number of posts distributed according to the membership factor, the importance of the fact of membership, irrespective of other factors. One representative, emphasizing the importance of the membership factor, urged that the principles on which the desirable ranges were based should be re-examined. The scale of assessments should take into account the sacrifice which this contribution entailed for Member States: a Member State whose contribution was not high might have to make a proportionately greater sacrifice than a Member State whose contribution was more substantial.

/...

Introduction of a weighting factor

14. A major object of discussion under this item was the question of whether the desirable ranges of posts for individual countries should be determined taking into account the level of appointment together with the number of posts. As recalled above, the General Assembly by its resolution 2241 (XXI) had requested the Secretary-General to study this question. Much concern was expressed by many of the representatives who spoke on this issue at the absence of an equitable distribution of staff in the higher policy-making posts of the Secretariat. Many of these delegations favoured the introduction of a weighting factor in the desirable range as a means of accomplishing a better geographical representation at the higher levels. Various representatives expressed preference for the starting salary to be used as the main element if any weighting factor was to be adopted. They asked for a table to be prepared on this basis for information purposes in the next report of the Secretary-General on the item. On the other hand, several other representatives were opposed to the introduction of a weighting factor. They considered that it would be cumbersome and complex to operate and might hamper progress rather than assist towards a more equitable distribution of posts.

Equitable linguistic balance

15. The question given the greatest prominence in the discussion in the Committee was that of the equitable use within the Secretariat of the working languages of the Organization. In its request to the Secretary-General to study this issue (resolution 2241 B (XXI)), the General Assembly expressly recognized the limitations in regard to the recruitment of staff which result from language considerations. Many delegations deplored the linguistic imbalance of the Secretariat, particularly at the senior levels, and the over-representation which occurred among English-speaking countries. They insisted that there should be no inequity between the working languages of the Organization. Other representatives stated that the predominant use of English in the Secretariat at the expense of French and Spanish was contrary to the spirit of the Charter and the universality of the Organization. It was claimed that the increased use of working languages other than English would

/...

enhance the efficiency of the Secretariat. One representative urged that each staff member should be able under all circumstances to work in his mother tongue if it was a working language. The same representative pointed out that the international character of the Organization meant that its staff must be able to fulfil their duties by using the working languages, which were the means of communication common to the people represented in the Organization. Another representative proposed that a knowledge of both English and French should be a requirement for appointment and promotion.

16. The question of the status of Spanish as a working language of the Secretariat was raised by the representative of Mexico. The representative of the Union of Soviet Socialist Republics proposed that Russian become a working language of the principal organs of the Organization. The proposal was supported by the representatives of Bulgaria, the Byelorussian Soviet Socialist Republic, Mongolia and the Ukrainian Soviet Socialist Republic. The designation of Chinese as a working language was linked by the representative of China to the suggested introduction of Russian as a working language. The Committee was informed that the Secretary-General interpreted General Assembly resolution 2 (I) of 1 February 1946 to mean that the working languages of the Secretariat were English and French. While several countries did not accept this interpretation, the Spanish-speaking delegations had decided for purely practical reasons not to discuss for the moment the question whether Spanish was a working language of the Secretariat.

17. Specific recommendations were made in a draft resolution sponsored by thirty-eight representatives inviting the Secretary-General, in order to achieve a better balance among the working languages in the recruitment of staff at all levels of the Secretariat and particularly at the higher level, to ensure the presence of staff using different working languages of the United Nations in senior positions of the Office of Personnel and in the services responsible for the recruitment of Secretariat staff. The draft resolution also invited the Secretary-General to introduce an accelerated language instruction programme and language bonuses for staff in the Professional category subject to geographical distribution and using two working languages.

/...

18. A number of delegations expressed strong reservations concerning the competence of the General Assembly under the Charter to issue directives to the Secretary-General in the manner proposed in the draft resolution. They took particular exception to the reference to the staffing of an individual department. It was pointed out that, under Article 97 of the Charter, the responsibility for the organization of the Secretariat lay with the Secretary-General alone as the chief administrative officer of the United Nations.

19. These representatives opposed the introduction of language bonuses because of the difficulty of administering such bonuses and because of their budgetary implications. These delegations pointed out that the financial implications were estimated by the Secretary-General at \$858,600 in the initial year 1968 for the United Nations alone. There was concern that the financial consequences would not be limited to costs related to the Secretariat alone but would involve heavy expense in the specialized agencies and other organizations applying the United Nations common system. It was argued that this would entail an undue burden for Member States and was difficult to reconcile with the appeal for economy in other fields of expenditure. The sponsors of the thirty-eight-Power draft resolution strongly challenged these preliminary estimates, which they considered to be without sufficient foundation. One representative proposed that the extra estimated costs should be covered by those countries whose mother tongue was one of the working languages. One representative considered that \$300 was sufficient for the amount of the bonus while others doubted whether even as much as \$500 would be effective. Other means of achieving the objective of an equitable linguistic balance were proposed as alternatives, including appointments for a period of one year subject to prolongation if the linguistic proficiency of the staff member was adequate. The Secretary-General's proposal to introduce accelerated language courses was generally welcomed, even though considerable additional expenditure would result.

20. In connexion with the report to be submitted by the Secretary-General at the twenty-third session on the practical implementation of a system of language bonuses (see para. 41 below), the representative of Japan suggested six points which should be considered: a high standard should be set to qualify for the bonus; it should not be awarded annually and should not be included in pensionable remuneration; the amount of bonus should differ between staff who had one of the

/...

working languages as their mother tongue and those who did not; staff who acquired a second working language should be promoted; language classes should not be held during working hours; the amount to be paid to staff whose mother tongue was not one of the working languages should be \$1,000 and to others \$500.

Proposals and amendments

21. At the 1203rd meeting, Ceylon, Japan, Kenya, Nepal, Pakistan, Spain, Sudan, Syria and Turkey submitted a draft resolution (A/C.5/L.913), which read as follows:

"The General Assembly,

"Recalling all its resolutions emphasizing the need of improving geographical distribution of staff in the Secretariat at all levels,

"Reaffirming that the principle of an equitable geographical distribution in the composition of the Secretariat does not conflict with the paramount consideration of employment of staff, namely, the necessity of securing the highest standards of efficiency, competence and integrity as laid down in Article 101, paragraph 3, of the Charter of the United Nations,

"Reaffirming further that, in view of its international character and in order to avoid undue predominance of national practices, the policies and administrative methods of the Secretariat should reflect, and profit to the highest degree from, assets of the various cultures and the technical competence of all Member nations,

"Reiterating its invitation to the Secretary-General to give preference to candidates from inadequately represented countries,

"Emphasizing once again the need for a more equitable distribution of staff among the Member States within the various regions, in particular at the levels of senior posts,

"Noting with appreciation the efforts made by the Secretary-General to improve the geographical distribution of staff in the Secretariat,

"Concerned, however, that significant imbalances in the geographical distribution of the staff of the Secretariat still continue to exist,

"Having considered the Secretary-General's report on the composition of the Secretariat, in particular the measures recommended for the consideration of the General Assembly in paragraph 70 thereof,

"1. Approves the measures outlined in paragraph 70 of the Secretary-General's report;

/...

"2. Renews its request to the Secretary-General to continue his efforts to achieve a better geographical distribution of the staff of the United Nations Secretariat at all levels;

"3. Requests the Secretary-General to include in his future reports on the composition of the Secretariat a table, prepared on the basis of a suitable system, in his view, out of the four systems outlined in table 11 in annex II of his report (A/6860), showing the geographical distribution of posts by nationality and level;

"4. Further requests the Secretary-General to report to the twenty-third session of the General Assembly on the progress achieved in the implementation of this resolution."

22. At the 1204th meeting, Italy submitted the following amendments (A/C.5/L.916) to the draft resolution A/C.5/L.913:

"1. In the sixth preambular paragraph, first line, delete the words 'with appreciation'.

"2. In the seventh preambular paragraph, delete the word 'however'.

"3. In the first operative paragraph, add after 'paragraph 70' the letters (a), (b), (c) and (d)."

23. At the 1205th meeting, Argentina, Belgium, Burundi, Cambodia, Cameroon, Canada, Chad, Chile, Colombia, Congo (Brazzaville), Congo (Democratic Republic), Dahomey, Dominican Republic, Ecuador, El Salvador, France, Gabon, Guatemala, Haiti, Ivory Coast, Mali, Mauritania, Mexico, Niger, Panama, Paraguay, Rwanda, Senegal, Spain, Togo, Tunisia, Uruguay and Venezuela submitted a draft resolution (A/C.5/L.914) which read as follows:

"The General Assembly,

"Recalling its resolution 2241 B (XXI) of 20 December 1966 on the use of working languages,

"Having examined the relevant part of the report (A/6860) submitted by the Secretary-General in conformity with General Assembly resolution 2241 B (XXI),

"Noting that inadequate progress has been made in implementing the above-mentioned resolution,

/...

"Considering that the use of several languages by the United Nations could not constitute a hindrance, but rather an enrichment and a means of attaining the objectives of the Charter,

"1. Reaffirms its interest in the question of the use of the working languages and in the related problems of staff at all levels of the Secretariat,

"2. Invites the Secretary-General to take the necessary steps so that real progress may be achieved in the implementation of resolution 2241 B (XXI), with a view to a better utilization of the linguistic abilities of the staff and a better balance among the working languages in the recruitment of Secretariat staff at all levels, and in particular at the higher level;

"3. Invites the Secretary-General, to this end, to take in particular the necessary steps to ensure:

"(a) a linguistic balance within the Secretariat and in particular the presence of staff using the different working languages of the United Nations in senior posts in the Office of Personnel and in the services responsible for the recruitment of Secretariat staff;

"(b) the early introduction of an accelerated language instruction programme and of language bonuses for staff in the Professional category subject to geographical distribution and using two working languages;

"4. Requests the Secretary-General to state in his report to the General Assembly at its twenty-third session what steps have been taken to give effect to the provisions of this resolution."

24. On 20 November 1967, the Central African Republic and Nicaragua (A/C.5/L.914/Add.1), and on 21 November 1967, Madagascar and Romania (A/C.5/L.914/Add.2) requested that they be included in the list of sponsors of draft resolution A/C.5/L.914. On 21 November 1967, India and Nigeria (A/C.5/L.913/Add.1) requested that they be included in the list of sponsors of draft resolution A/C.5/L.913.

25. At the 1209th meeting, Iran submitted the following amendment (A/C.5/L.918) to draft resolution A/C.5/L.914:

"At the end of operative paragraph 2, add the words, 'without prejudice to the principle of equitable geographical distribution'."

/...

26. At the same meeting, the representative of the Secretary-General announced that a statement of the administrative and financial implications of draft resolution A/C.5/L.914 would be submitted by the Secretary-General in accordance with rule 154 of the rules of procedure. The statement was later issued as document A/C.5/L.1140.

27. At the 1210th meeting, Tunisia introduced a revised text of draft resolution A/C.5/L.914 which took into account some of the changes that had been proposed by representatives with respect to operative paragraphs 2 and 3. The changes in operative paragraph 2 consisted of the insertion of words implying recognition of the efforts already taken in the implementation of resolution 2241 B (XXI) and of the addition of the Iranian amendment A/C.5/L.918 at the end of the paragraph. Sub-paragraph (a) of operative paragraph 3 was amended by the deletion of the reference to the Office of Personnel. The text of these two paragraphs then read as follows:

"2. Invites the Secretary-General to continue to take steps, and to strengthen those taken, so that real progress may be achieved in the implementation of resolution 2241 B (XXI), with a view to a better utilization of the linguistic abilities of the staff and a better balance among the working languages in the recruitment of Secretariat staff at all levels, and in particular at the higher level without prejudice to the principle of equitable geographical representation;

"3. Invites the Secretary-General, to this end, to take in particular the necessary steps to ensure:

"(a) a linguistic balance within the Secretariat and in particular the presence of staff using the different working languages of the United Nations in the services responsible for the recruitment of Secretariat staff at all levels;

"(b) the early introduction of an accelerated language instruction programme and of a language bonus for staff in the Professional category subject to geographical distribution who use two working languages;"

28. At the same meeting, the United Arab Republic, noting that some regions were still below their desirable range while others were above it, proposed, in order to correct that imbalance, an amendment (A/C.5/L.919) to the fifth preambular paragraph of draft resolution A/C.5/L.913 to read as follows:

"Recognizing once again the need for a more equitable distribution of staff among the Member States as between regions and within each region, in particular at the levels of senior posts,"

/...

29. At the same meeting, the Union of Soviet Socialist Republics proposed that a recommendation should be included in the report of the Committee requesting the Secretary-General to study all questions relating to the inclusion of Russian among the working languages of the principal organs of the United Nations and to present a report on the subject to the General Assembly at its twenty-third session. The representative of Mexico suggested that the wording of the Soviet recommendation should be amended to request the Secretary-General to study the questions relating to the elimination of the distinction between the working languages and the other official languages of the organs of the United Nations.

30. At the 1211th meeting, the representative of China stated that it could not agree to a reference in the report to the recommendation that Russian should become a working language unless there was a similar recommendation with regard to the Chinese language.

31. At the 1212th meeting, the Union of Soviet Socialist Republics amended the proposal made at the 1210th meeting to request the Secretary-General to study the questions connected with inclusion of the Russian language among the working languages of the United Nations organs, without touching upon the question of using the Russian language at the present stage in the Secretariat and in the International Court of Justice.

32. At the same meeting, Ceylon, on behalf of the sponsors of draft resolution A/C.5/L.913, accepted, with a minor change to delete the words "once again", the amendment (A/C.5/L.919) proposed by the United Arab Republic.

33. At the 1213th meeting, the Chairman of the Advisory Committee on Administrative and Budgetary Questions presented the general conclusions the Advisory Committee had reached with regard to draft resolution A/C.5/L.914 and its financial implications (A/C.5/1140). The Advisory Committee, on the basis of the information contained in those documents, had been unable to find any indication of the possible amount of a language bonus which the sponsors considered adequate to encourage staff members to learn other languages. The only general recommendation the Advisory Committee could make was that the bonus should be large enough to provide a real incentive. With respect to

the accelerated language programme that was envisaged, the Advisory Committee thought that the estimate in document A/C.5/1140 was perhaps too high but in the absence of adequate data could make no specific recommendation. A number of points, including the sum proposed by the sponsors for the bonus, the number of potential recipients, the estimated cost of increasing the personnel of the administrative unit responsible for the language training programme and the cost of the necessary equipment and installations would have to be clarified before the Advisory Committee could reach a conclusion on the financial implications of the draft resolution.

34. At the same meeting, Australia, Japan, Malta, the Netherlands and the United States of America introduced an amendment (A/C.5/L.921) to draft resolution A/C.5/L.914/Rev.1 which would omit the third preambular paragraph and replace the text of the third operative paragraph by the following text:

"3. Invites the Secretary-General to study and report:

"(a) on the steps being taken to ensure a reasonable linguistic balance within the Secretariat and in particular the presence of staff at all levels using the different working languages of the United Nations and

"(b) on the implications of an accelerated language instruction programme and of other suggestions made during the twenty-second session of the General Assembly with regard to the problem of achieving improved linguistic balance together with the possible introduction of a language incentive system for staff in the professional category subject to geographical distribution and using two working languages."

35. At the same meeting, Denmark, Finland, Norway and Sweden (A/C.5/L.921/Add.1) requested to be included in the list of sponsors of that amendment.

36. At the 1214th meeting, Iran proposed the following amendment (A/C.5/L.923) to paragraph 3 (b) of draft resolution A/C.5/L.914/Rev.1 with the aim of reconciling the position of the sponsors of that draft resolution and those of the amendments (A/C.5/L.921) to it:

"Replace operative paragraph 3 with the following text:

"13. Requests the Secretary-General, to this end, to take in particular the necessary steps to ensure a linguistic balance within the Secretariat at all levels by the early introduction of an accelerated language instruction programme and of such incentives as he considers appropriate to encourage broader linguistic proficiencies among professional staff members and to report thereon to the next session of the General Assembly;"

37. At the same meeting, Bolivia requested (A/C.5/L.914/Rev.1/Add.1) that it be included in the list of sponsors of draft resolution A/C.5/L.914/Rev.1.

38. At the close of the meeting the Rapporteur read a text relating to the proposal that the Secretary-General should study the questions connected with the inclusion of Russian among the working languages of the Organization. This text was suggested by the Union of Soviet Socialist Republics, after consultation with the representative of Mexico. The text was subsequently issued in document A/C.5/L.926 and read as follows:

"Taking note that in practice the distinction between working and other official languages in the organs of the United Nations has been steadily diminishing, the Fifth Committee requests the Secretary-General to study the questions connected with the inclusion of the Russian language into the number of working languages of the United Nations organs with the exception, at the present stage, of the Secretariat and the International Court of Justice, and report to the General Assembly at its twenty-third session."

Voting

39. Before the Committee, at the 1214th meeting, proceeded to vote on draft resolution A/C.5/L.913/Rev.1 and on the Italian amendments (A/C.5/L.916) to it, the representative of Italy requested that a separate vote be taken on his first amendment.

(a) The first amendment in document A/C.5/L.916 - to delete the words "with appreciation" in the first line of the sixth preambular paragraph - was rejected by 45 votes to 24, with 28 abstentions.

(b) The representative of Italy then withdrew his second and third amendments but requested that a separate vote be taken on the sixth preambular paragraph and on the first operative paragraph. The third amendment was then reintroduced, and shortly afterwards withdrawn, by Senegal.

/...

(c) The sixth preambular paragraph of document A/C.5/L.913/Rev.1 was adopted by 59 votes to 7, with 33 abstentions.

(d) The first operative paragraph of document A/C.5/L.913/Rev.1 was adopted by 76 votes to none, with 24 abstentions.

(e) Draft resolution A/C.5/L.913/Rev.1 was adopted by 104 votes to none, with 1 abstention (see para. 46 below, draft resolution A).

40. At the 1216th meeting, the representative of Italy proposed that the voting on draft resolution A/C.5/L.914/Rev.1 should be postponed until the twenty-third session of the General Assembly.

41. The representative of France, on behalf of the thirty-eight sponsors of draft resolution A/C.5/L.914/Rev.1, introduced an oral amendment at the end of sub-paragraph (b) of operative paragraph 3, as follows:

"..., with the understanding that the institution of a language bonus system will not be implemented before 1969, so that the Assembly at its twenty-third session shall consider a full report to be submitted to it by the Secretary-General on practical measures for the implementation of this system as well as such other incentives as he considers feasible to encourage broader linguistic proficiencies."

42. The representative of Iran then withdrew his amendment (A/C.5/L.923) on the understanding that the oral amendment submitted by France would be adopted and, after hearing a number of statements on points of order, the Committee voted as follows:

(a) The Italian proposal to postpone voting on the thirty-eight-Power draft resolution was rejected by a roll-call vote of 62 votes to 17, with 27 abstentions. The voting was as follows:

In favour: Australia, Austria, Barbados, Denmark, Finland, Iceland, Ireland, Israel, Italy, Japan, Malta, Netherlands, New Zealand, Norway, Sweden, United Kingdom of Great Britain and Northern Ireland, United States of America.

/...

Against: Algeria, Argentina, Belgium, Bolivia, Bulgaria, Burundi, Byelorussian Soviet Socialist Republic, Cambodia, Cameroon, Canada, Central African Republic, Chad, Chile, Colombia, Congo (Brazzaville), Congo (Democratic Republic of), Czechoslovakia, Dahomey, Dominican Republic, Ecuador, El Salvador, France, Greece, Guatemala, Haiti, Honduras, Hungary, Iran, Ivory Coast, Jordan, Kuwait, Lebanon, Liberia, Libya, Luxembourg, Madagascar, Mali, Mauritania, Mexico, Mongolia, Morocco, Nicaragua, Niger, Panama, Paraguay, Poland, Romania, Rwanda, Senegal, Spain, Sudan, Syria, Togo, Trinidad and Tobago, Tunisia, Turkey, Ukrainian Soviet Socialist Republic, United Arab Republic, Upper Volta, Uruguay, Venezuela, Yugoslavia.

Abstaining: Afghanistan, Brazil, Burma, Ceylon, China, Ethiopia, Ghana, Guinea, Guyana, India, Indonesia, Iraq, Jamaica, Kenya, Laos, Malaysia, Maldives Islands, Nigeria, Pakistan, Philippines, Sierra Leone, South Africa, Thailand, Uganda, Union of Soviet Socialist Republics, United Republic of Tanzania, Zambia.

(b) The representative of Italy requested a separate vote on each of the amendments in document A/C.5/L.921.

(c) The first amendment in document A/C.5/L.921 - to delete the third preambular paragraph of draft resolution A/C.5/L.914/Rev.1, as amended orally - was rejected by 57 votes to 23, with 20 abstentions.

(d) The second amendment in document A/C.5/L.921 - to delete operative paragraph 3 in draft resolution A/C.5/L.914/Rev.1, as amended orally - was rejected by 56 votes to 24, with 21 abstentions.

(e) The third amendment in document A/C.5/L.921 - to replace operative paragraph 3 in draft resolution A/C.5/L.914/Rev.1, as amended orally, by a new text - was rejected by a roll-call vote of 58 votes to 26, with 23 abstentions.

In favour: Australia, Austria, Barbados, Brazil, Burma, Denmark, Ethiopia, Finland, Iceland, Indonesia, Ireland, Israel, Italy, Japan, Malaysia, Maldives Islands, Malta, Netherlands, New Zealand, Norway, Philippines, South Africa, Sweden, Thailand, United Kingdom of Great Britain and Northern Ireland, United States of America.

Against: Algeria, Argentina, Belgium, Bolivia, Bulgaria, Burundi, Byelorussian Soviet Socialist Republic, Cambodia, Cameroon, Canada, Central African Republic, Chad, Chile, Colombia, Congo (Brazzaville), Congo (Democratic Republic of), Czechoslovakia, Dahomey, Dominican Republic, Ecuador, El Salvador, France, Guatemala, Guinea, Haiti, Honduras, Hungary, Iraq, Ivory Coast, Kuwait, Lebanon, Luxembourg, Madagascar, Mali, Mauritania, Mexico, Mongolia, Morocco, Nicaragua, Niger, Panama, Paraguay, Peru, Poland, Romania, Rwanda, Senegal, Spain, Syria, Togo, Tunisia, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Republic, Upper Volta, Uruguay, Venezuela, Yugoslavia.

Abstaining: Afghanistan, Ceylon, China, Ghana, Greece, Guyana, India, Iran, Jamaica, Jordan, Kenya, Laos, Liberia, Libya, Nigeria, Pakistan, Sierra Leone, Sudan, Trinidad and Tobago, Turkey, Uganda, United Republic of Tanzania, Zambia.

(f) The representative of Japan requested a separate vote on the fourth preambular paragraph of draft resolution A/C.5/L.914/Rev.1, as amended orally, and of that part of sub-paragraph 3 (b) which began with the words "and of a language bonus".

(g) The fourth preambular paragraph of draft resolution A/C.5/L.914/Rev.1, as amended orally, was adopted by 77 votes to 2, with 27 abstentions.

(h) The part of sub-paragraph 3 (b) of draft resolution A/C.5/L.914/Rev.1, as amended orally, beginning with the words "and of a language bonus" was adopted by a roll-call vote of 63 votes to 18, with 27 abstentions. The voting was as follows:

In favour: Algeria, Argentina, Belgium, Bolivia, Bulgaria, Burundi, Byelorussian Soviet Socialist Republic, Cambodia, Cameroon, Canada, Central African Republic, Chad, Chile, Colombia, Congo (Brazzaville), Congo (Democratic Republic of), Czechoslovakia, Dahomey, Dominican Republic, Ecuador, El Salvador, France, Greece, Guatemala, Guinea, Haiti, Honduras, Hungary, Iran, Iraq, Ivory Coast, Jordan, Lebanon, Libya, Luxembourg, Madagascar, Mali, Mauritania, Mexico, Mongolia, Morocco, Nicaragua, Niger, Panama, Paraguay, Peru, Poland, Romania, Rwanda, Senegal, Spain, Sudan, Syria, Togo, Tunisia, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Republic, United Republic of Tanzania, Upper Volta, Uruguay, Venezuela, Yugoslavia.

/...

Against: Australia, Burma, Denmark, Finland, Iceland, Indonesia, Ireland, Israel, Italy, Japan, Malaysia, Malta, Netherlands, New Zealand, Norway, Sweden, Thailand, United States of America.

Abstaining: Afghanistan, Albania, Austria, Barbados, Brazil, Ceylon, China, Ethiopia, Ghana, Guyana, India, Jamaica, Kenya, Kuwait, Laos, Liberia, Maldives Islands, Nigeria, Pakistan, Philippines, Sierra Leone, South Africa, Trinidad and Tobago, Turkey, Uganda, United Kingdom of Great Britain and Northern Ireland, Zambia.

(i) The thirty-eight-Power draft resolution (A/C.5/L.914/Rev.1), as orally amended, was adopted by a roll-call vote of 73 votes to 9, with 26 abstentions (see para. 46 below, draft resolution B). The voting was as follows:

In favour: Afghanistan, Albania, Algeria, Argentina, Belgium, Bolivia, Brazil, Bulgaria, Burundi, Byelorussian Soviet Socialist Republic, Cambodia, Cameroon, Canada, Central African Republic, Chad, Chile, China, Colombia, Congo (Brazzaville), Congo Democratic Republic of), Czechoslovakia, Dahomey, Dominican Republic, Ecuador, El Salvador, France, Greece, Guatemala, Guinea, Haiti, Honduras, Hungary, Iran, Iraq, Ivory Coast, Jordan, Kuwait, Lebanon, Libya, Luxembourg, Madagascar, Mali, Mauritania, Mexico, Mongolia, Morocco, Nicaragua, Niger, Nigeria, Pakistan, Panama, Paraguay, Peru, Poland, Romania, Rwanda, Senegal, South Africa, Spain, Sudan, Syria, Togo, Trinidad and Tobago, Tunisia, Turkey, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Republic, United Republic of Tanzania, Upper Volta, Uruguay, Venezuela, Yugoslavia.

Against: Australia, Denmark, Finland, Malta, Netherlands, New Zealand, Norway, Sweden, United States of America.

Abstaining: Austria, Barbados, Burma, Ceylon, Ethiopia, Ghana, Guyana, Iceland, India, Indonesia, Ireland, Israel, Italy, Jamaica, Japan, Kenya, Laos, Liberia, Malaysia, Maldives Islands, Philippines, Sierra Leone, Thailand, Uganda, United Kingdom of Great Britain and Northern Ireland, Zambia.

43. On 14 December 1967, the representative of China proposed (A/C.5/L.936) that the words "the Chinese language and" should be inserted before the words "the Russian language" in the proposal of the Union of Soviet Socialist Republics contained in document A/C.5/L.926. At the 1227th meeting, the representative of the United States of America proposed orally that the words "several delegations requested that the Secretary-General study" replace the words "the Fifth Committee

/...

requested the Secretary-General to study" in the USSR proposal. This amendment was rejected by 28 votes to 24, with 12 abstentions. The representative of China then withdrew his amendment, reserving the right to raise the matter again in the General Assembly or at another appropriate occasion. The USSR proposal in document A/C.5/L.926 was then adopted by a roll-call vote of 37 votes to 13, with 16 abstentions. The voting was as follows:

In favour: Afghanistan, Algeria, Bulgaria, Byelorussian Soviet Socialist Republic, Congo (Democratic Republic of), Cuba, Czechoslovakia, France, Hungary, India, Iran, Ivory Coast, Jordan, Kenya, Malaysia, Mali, Mauritania, Mexico, Mongolia, Morocco, Niger, Poland, Romania, Rwanda, Senegal, Sudan, Syria, Togo, Tunisia, Turkey, Uganda, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Republic, Venezuela, Yugoslavia, Zambia.

Against: Australia, Belgium, China, Denmark, Italy, Malta, Netherlands, New Zealand, Norway, Philippines, Spain, United Kingdom of Great Britain and Northern Ireland, United States of America.

Abstaining: Argentina, Austria, Brazil, Burma, Canada, Ceylon, Chile, Ethiopia, Finland, Ghana, Ireland, Israel, Japan, Liberia, Nigeria, Sweden.

(b) Other personnel questions

44. The Secretary-General, in pursuance of regulation 12.2 of the Staff Regulations of the United Nations which provides that he shall report annually to the General Assembly such staff rules and amendments thereto as he may make to implement the Staff Regulations, submitted a note (A/6877) on the amendments made during the year ending 31 August 1967.

DECISION OF THE FIFTH COMMITTEE

45. At the 1216th meeting, the Committee, without objection, decided to recommend that the General Assembly take note of the Secretary-General's note on this sub-item (A/6877).

RECOMMENDATIONS OF THE FIFTH COMMITTEE

46. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolutions:

/...

Composition of the Secretariat

A

The General Assembly,

Recalling all its resolutions emphasizing the need of improving the geographical distribution of the staff of the United Nations Secretariat at all levels.

Reaffirming that the principle of an equitable geographical distribution in the composition of the Secretariat does not conflict with the paramount consideration in the employment of staff, namely, the necessity of securing the highest standards of efficiency, competence and integrity as laid down in Article 101, paragraph 3, of the Charter of the United Nations,

Reaffirming further that, in view of its international character and in order to avoid an undue predominance of national practices, the policies and administrative methods of the Secretariat should reflect, and profit to the highest degree from, assets of the various cultures and the technical competence of all Member nations,

Reiterating its invitation to the Secretary General to give preference to candidates from inadequately represented countries;

Recognizing the need for a more equitable distribution of staff among the Member States as between regions, and within each region, in particular at the level of senior posts,

Noting with appreciation the efforts made by the Secretary General to improve the geographical distribution of the staff of the Secretariat,

Concerned, however, that significant imbalances in the geographical distribution of the staff of the Secretariat still continue to exist,

Having considered the Secretary-General's report on the composition of the Secretariat^{1/} in particular the measures recommended for the consideration of the General Assembly in paragraph 70 thereof,

1. Approves the measures outlined in paragraph 70 of the Secretary-General's report;

^{1/} A/6860 and Corr.1.

2. Renews its request to the Secretary-General to continue his efforts to achieve a better geographical distribution of the staff of the Secretariat at all levels;

3. Requests the Secretary-General to include in his future reports on the composition of the Secretariat a table to be prepared on the basis of a suitable system, in his view, out of the four systems outlined in annex II, table 11, of his report, showing the geographical distribution of posts by nationality and level;

4. Further requests the Secretary-General to report to the General Assembly at its twenty-third session on the progress achieved in the implementation of the present resolution.

B

The General Assembly,

Recalling its resolution 2241 B (XXI) of 20 December 1966 on the use of the working languages,

Having examined the relevant part of the report submitted by the Secretary-General in conformity with General Assembly resolution 2241 B (XXI),^{1/}

Noting that inadequate progress has been made in implementing the above-mentioned resolution,

Considering that the use of several languages by the United Nations could not constitute a hindrance, but rather an enrichment and a means of attaining the objectives of the Charter of the United Nations,

1. Reaffirms its interest in the question of the use of the working languages and in related problems of staff at all levels of the Secretariat;

2. Invites the Secretary-General to continue to take steps, and to strengthen those taken, so that real progress may be achieved in the implementation of resolution 2241 B (XXI), with a view to a better utilization of the linguistic abilities of the staff and a better balance among the working languages in the recruitment of Secretariat staff at all levels, and in particular at the higher level, without prejudice to the principle of equitable geographical representation;

3. Invites the Secretary-General, to this end, to take in particular the necessary steps to ensure:

^{1/} A/6860 and Corr.1.

(a) A linguistic balance within the Secretariat and in particular the presence of staff using the different working languages of the United Nations in the services responsible for the recruitment of Secretariat staff, at all levels;

(b) The early introduction of an accelerated language instruction programme and of a language bonus for staff in the professional category subject to geographical distribution who use two working languages, with the understanding that the institution of a language bonus system will not be implemented before 1969, so that the General Assembly at its twenty-third session may consider a full report to be submitted to it by the Secretary-General on practical measures for the implementation of this system, and of such other incentives as he considers feasible to encourage broader linguistic proficiencies;

4. Requests the Secretary-General to state in his report to the General Assembly at its twentythird session what steps have been taken to give effect to the provisions of the present resolution.
