



Chairman: Mr. Motoo OGISO (Japan).

AGENDA ITEM 81

Personnel questions (*continued*)* (for the earlier documentation, see 1541st meeting; A/C.5/XXVII/CRP.19):

(a) Composition of the Secretariat: report of the Secretary-General (*continued*)* (A/8826, A/8831 and Corr.1 and Add.1, A/8836, A/8897, A/C.5/1472, A/C.5/L.1079, A/C.5/XXVII/CRP.19)

1. Mr. STEENBERGER (Denmark) said that he supported the views expressed by the representative of Italy at the 1541st meeting concerning the representation of women in the Secretariat. Despite the fact that Article 101 of the Charter of the United Nations could not be interpreted to favour any specific group, it was evident that the problem of the representation of women in the United Nations Secretariat should be given greater consideration to the extent possible. The representative of Brazil had stated at the 1542nd meeting that the situation within the Secretariat in that respect was hardly more than a reflection of the state of affairs within Member States. However, the United Nations should set an example to guide Member States in their efforts to live up to the ideals of the Charter. He was aware that no discrimination was intended or had been practised; but more could be done to correct the obvious statistical imbalance without infringing Article 101 of the Charter.

2. Another difficulty had been outlined in paragraph 72 of the Secretary-General's report on long-term recruitment planning (A/8836). He wished to point out, however, that competitive examinations might be a means to redress the imbalance and that further results could be achieved by complying with operative paragraphs 3 and 4 of the draft resolution adopted by the Third Committee (see A/C.5/1472).

3. He hoped that it would be possible for the Rapporteur to include a statement in his report to the General Assembly on the item to the effect that the Fifth Committee took note with appreciation of the draft resolution of the Third Committee and invited the Secretary-General, while adhering to the principle enunciated in Article 101 of the Charter, to seek ways and means to promote the participation of qualified women at all levels of the work of the United Nations.

4. Mr. BARTUŠEK (Czechoslovakia) said that for many years there had been practical difficulties in implementing the provision in Article 101 of the Charter that due regard was to be paid to the importance of recruiting staff on as wide a geographical basis as possible. His delegation therefore welcomed the long-term plan of recruitment covering 1972-1977 described in document A/8836. If the plan was put into effect, it should be possible for the great majority of States and all geographical regions to be fairly represented by 1977 at the latest. It was to be hoped that the plan would be implemented because, among other reasons, Czechoslovakia was badly under-represented. It should be noted in that connexion that Czechoslovakia's inclusion, in annex IX, among Member States within range was attributable to the fact that the plan was based on statistics which had been relevant on 31 December 1971. Annex IX should therefore be corrected, in so far as Czechoslovakia was concerned, in the revised plan referred to in paragraph 4 of document A/8836.

5. If the plan was to be successful much more effective steps must be taken to ensure that individual countries and regions were fairly represented in the Secretariat. Despite the numerous General Assembly resolutions requesting the Secretary-General to give preference in the long-term recruitment plan to under-represented countries and regions, Eastern Europe, which was largely under-represented, had 9 posts fewer than it had had 10 months previously while Western Europe, which was largely over-represented, had 6 posts more. The reason for that was, according to paragraphs 12 and 13 of document A/8831 and Corr.1, that many more posts had been allocated to over-represented than to under-represented countries. If that practice was continued, there would never be a just geographical distribution of posts; indeed, the present unsatisfactory situation would be further aggravated.

6. Apparently some of the difficulties encountered in the recruitment of new staff stemmed from the provision in the Charter that in the employment of staff consideration should be given to the necessity of securing the highest standards of efficiency, competence and integrity. Surely, however, Eastern Europe, the most under-represented region, would have no difficulty in supplying highly skilled personnel? Where the difficulty undoubtedly lay was in the fact that two-thirds of the staff had permanent contracts and only one-third fixed-term contracts. Staff turnover was therefore very slow and the administrative machinery was becoming cumbersome, inefficient and bureau-

* Resumed from the 1542nd meeting.

cratic. Mr. Bertrand, member of the Joint Inspection Unit, had noted in his report (A/8454) that the staff of the United Nations was growing older each year. If the ratio of permanent to fixed-term contracts were in the order of one-third to two-thirds, staff turnover would be faster and the efficiency of the Secretariat would be enhanced by the services of young university graduates acquainted with the most recent developments in science and technology. After five to seven years' service in international organizations, such graduates could return to their own countries where they would be of great assistance.

7. Czechoslovakia had always offered highly professional staff for service in the secretariats of international organizations and would continue to do so. Since the best staff were also needed for national public service, it supplied staff mainly on fixed-term contracts. With a considerable increase in the number of fixed-term contracts, the long-term recruitment plan for the period 1972-1977 could be realized and the objectives of the Charter achieved.

8. Mr. DIPP-GÓMEZ (Dominican Republic) said that it was clear from the documents before the Committee that the Secretary-General was genuinely concerned, consistent with the need to maintain a high level of efficiency, to secure a better geographical representation of staff, establish a rational long-term recruitment plan and achieve an acceptable linguistic balance. Achievement of those goals would contribute towards greater harmony in the composition of the Secretariat. Successful implementation of the Secretary-General's long-term recruitment plan would be largely dependent on the human factor. It was fortunate, therefore, that the Secretary-General could count on the services of such able staff members as the Under-Secretary-General for Administration and Management and the Assistant Secretary-General, Personnel Services. The latter had, indeed, been commended by Mr. Bertrand for his concern to improve the efficiency of the Office of Personnel Services. The Dominican Republic delegation was confident, therefore, that the aims of the plan would be achieved.

9. In conclusion, he expressed the hope that in future the Latin American countries would be adequately represented at the higher levels of the Secretariat. Attention should also be paid to the fact that the Dominican Republic was seriously under-represented.

10. Mr. COGAN (Ireland) said that Article 8 of the Charter together with Articles 97 to 101 underlined the importance of the Secretariat in the structure of the United Nations. An efficient secretariat was a guarantee of a smooth-functioning organization. In the opinion of his delegation, the Secretariat had always performed its functions extremely well and could not be blamed for any flaws there might be in the United Nations system. He was pleased to note that the Charter obligations with regard to non-discrimination for reasons of sex or race would be fully implemented in the recruitment of staff in the future. He agreed with the representative of Ghana that greater emphasis should be placed upon youth in the Secretariat. He

also supported the views expressed by the representative of Italy concerning a more balanced distribution of employment according to sex. It was incongruous for an Organization which had laid down fundamental principles prohibiting discrimination in employment to show so little evidence that those principles were applied. His delegation endorsed the requests formulated in the draft resolution of the Third Committee and the suggestion of the representative of Italy that steps should be taken to rectify the situation with regard to the employment of women in the Secretariat.

11. Mr. BUTLER (Australia) pointed out the interdependence between the Secretariat and the representatives of Governments. The latter provided the policy input for the work of the Organization, but they were merely the skeleton which the Secretariat must fill out and transform into a complete body. The main difference between the input of Government representatives and Secretariat officials was that the former were posted to the United Nations and the specialized agencies for short periods, whereas Secretariat officials were employed for longer periods and were responsible for the conduct of the day-to-day work of the Organization. It was therefore of the utmost importance, as stated in the Charter, that the Secretariat staff should have the highest standard of efficiency, competence and integrity.

12. As his delegation had stated during the general discussion on the budget estimates for the financial year 1973, it was satisfied that the Secretary-General was applying Article 101 of the Charter in seeking to recruit the best staff with due regard for equitable geographical distribution. Since the Charter laid down the broad criteria for the recruitment of staff, it was for representatives of Member States to give their views on the more detailed issues relating to the nature and composition of the Secretariat. Under Article 101 of the Charter, and in accordance with contemporary conditions, the staff of the Secretariat must be properly qualified. There was undoubtedly sufficient scope throughout the world for the recruitment of officials with the requisite skills. The representative of Brazil had spoken of the need to increase the number of officials with satisfactory tertiary qualifications and the need for competitive examinations. In his delegation's view, those two concepts should be linked, and competitive examinations would be more effective if they were based on satisfactory tertiary qualifications.

13. There should be a balanced distribution within the Secretariat with regard to the age of staff members. As many previous speakers had already pointed out, the present age distribution was somewhat top heavy and his delegation endorsed the trend to increase the role of youth in the United Nations. However, in so doing, it did not mean to suggest that efficient officers who were no longer young should be dismissed, but merely that the possibilities for recruiting young people should be improved in the future. In order to attract more young people to the Organization, the Secretariat should provide longer-term professional careers for staff, which would also enhance the efficiency of the United Nations.

14. There should be a more balanced distribution of employment within the Secretariat according to sex. There was no doubt that there were a sufficient number of qualified women to fill required posts in the United Nations and that the present distribution was unbalanced. The situation should be rectified, not only in the interests of justice, but also because women had shown that they were capable of working as well, and sometimes better, than men. Indeed, in certain departments of the Secretariat women might well prove to be better suited to the work than men.

15. The Third Committee draft resolution contained in document A/C.5/1472 clearly explained the situation with regard to women. His delegation did not share the view of the representative of Brazil that the first preambular paragraph implied that the Secretary-General or the executive heads of the organizations in the United Nations system had been violating the declarations and instruments referred to in that paragraph. His delegation considered that the intention of the paragraph was merely to recall those declarations and instruments. The fourth and fifth preambular paragraphs explained the situation with regard to the employment of women in the Secretariat and provided full justification for the Fifth Committee to endorse the action recommended. He could, however, agree with the representative of Brazil that the basic solution to the question of the employment of women rested with Member States, which should facilitate the submission of candidatures by women for United Nations posts. The operative part of the draft resolution called upon the Secretary-General, the United Nations system and Member States to take steps to rectify the situation. He wished to point out that it was not his Government's policy to propose candidates officially for United Nations employment. Therefore operative paragraph 4 did not apply to Australia.

16. In conclusion, his country's views on the composition of the Secretariat were that it should be balanced in terms of age and sex and in accordance with Article 101 of the Charter.

17. Mr. VARGAS (Costa Rica) said that his delegation had studied the documents on personnel questions with interest and hoped that the recommendations contained in the report of the Joint Inspection Unit (see A/8826) would help to improve the situation with regard to United Nations personnel.

18. The information provided in document A/C.5/L.1079 gave pause for thought on the just application of the principle of equitable geographical distribution. There was a marked disparity between the number of staff members from South America, the Caribbean, Central America and Africa and those from European countries, the United States of America, Canada and the Soviet Union. Indeed, staff members from Austria, France, the United Kingdom, Switzerland, the United States, Canada and the Soviet Union accounted for 60 per cent of the total staff employed in the Secretariat. Furthermore, none of the responsible posts in the three important administrative departments of the United Nations was held by a Latin Ameri-

can and many Latin American countries, including his own, were not represented among the high-level technical and advisory staff (D-1 category and above). His delegation associated itself with those of Brazil, Colombia and the Dominican Republic in stating that the Latin American countries would welcome the employment of their nationals in administrative posts in the Secretariat. Such action was feasible since, according to the note of the Secretary-General on the subject (A/C.5/XXVII/CRP.9) there were many vacancies, some for important posts. Accordingly, his delegation requested the Secretary-General to give greater consideration to the recruitment of qualified personnel from the third world to fill Secretariat posts.

19. Finally, his delegation wished to propose (A/C.5/XXVII/CRP.19) that the Committee's report should include a paragraph to the effect that greater attention should be given at the time of recruitment of new staff, especially for senior administrative posts, to candidates from developing countries, recruitment being based on equitable geographical distribution in the composition of the Secretariat.

20. Mr. MALIK (Union of Soviet Socialist Republics) pointed out that it was extremely important to find a correct solution to personnel problems in order to increase the efficiency of the executive arm of the United Nations, which was required to service its principal and subsidiary organs and to supervise the implementation of its decisions. The Secretariat's efficiency depended to a large extent on its composition, its structure, its organization of work and its working methods. Every year when the item on the composition of the Secretariat was discussed by the Fifth Committee, demands were made that the Secretariat should be truly international and that the quotas established for Member States should be strictly enforced so that the Secretariat would objectively reflect in its activities and documentation the political, social and economic situation of the world. That was possible only if the political, social and economic systems of the whole world were represented without discrimination in the Secretariat.

21. It could not be denied that the Office of Personnel Services was making a real effort to improve the geographical balance in the various departments. In that connexion, his delegation supported the aims of the report of the Secretary-General on long-term recruitment planning (A/8836) which were to improve the geographical balance of the Secretariat and also to improve the quality and efficiency in the recruitment operation. He hoped that the long-awaited report would be approved by the General Assembly so that it could become the basic document on recruitment for the Office of Personnel Services. It was, above all, essential that the plan should be implemented with due regard for Article 101 of the Charter, which stressed that staff should be recruited on as wide a geographical basis as possible. The plan was intended to ensure that by 1977 the quotas established for the various Member States would be filled and, in that connexion, it gave specific figures for recruitment. He felt that the plan represented a step forward from words, to action, and

the figures it gave should be respected by the Office of Personnel Services and by every department in the Secretariat. That was the only possible way of ensuring that the long-term recruitment plan could be implemented within the given time.

22. He expressed concern, however, over the statement in paragraph 64 of the report that the recruitment targets could not realistically be expected to be achieved in their entirety; that attitude seemed to reflect a "long term plan for pessimism", rather than recruitment. It gave rise to grave doubts, particularly since, as was clear from document A/8831 and Corr.1, there had been serious violations of the principle of equitable geographical distribution in recruitment even during the past year. For example, according to table 12, between 1 September 1971 and 30 June 1972 over-represented countries had provided 75 of the 177 appointments, and 19 of the 35 appointments to posts in the P-5 category and above. That showed that the practice of the previous 10 years in which the number of over-represented countries had doubled from 17 to 32 and the number of under-represented countries had risen from 39 to 54 was continuing; that was a clearly unacceptable violation of numerous decisions taken by the General Assembly on recruitment. As a result, there was still no geographical balance in the Secretariat as a whole or in the separate units, such as the Department of Economic and Social Affairs, the Office of Public Information, and the Department of Political Affairs, Trusteeship and Decolonization, in which the overwhelming majority of posts were occupied by nationals of Western countries, primarily the United States of America, who, as a rule, occupied posts at the level of P-5 and above. There was therefore every reason to say that those departments were disregarding General Assembly decisions and directives from the Secretary-General to improve the geographical representation of the staff. Senior officials in those departments sought any pretext to avoid appointing specialists from under-represented countries. For example, some candidates had been rejected on the grounds that their specialization was too narrow, whereas others had been rejected because their field was too wide. He described a typical incident in which a Soviet specialist recommended by the Soviet Government for a post in an economic affairs unit had been shunted from department to department on the grounds that his acknowledged high qualifications would be better utilized in some other department; the outcome had been that his application had finally been rejected. That was clearly a case of sabotage by individual senior officials against the recruitment of Soviet specialists at a time when the Soviet Union was the most under-represented country in the Secretariat. Yet no one would deny that the Soviet Union had highly qualified specialists suited for work in the Secretariat; only a few individuals could support the opposite view, and not for objective reasons, but on class and political grounds.

23. In those circumstances, the conclusion contained in paragraph 9 (f) of the report on the composition of the Secretariat that "appreciable progress" had been made in ensuring equitable geographical distribution

of staff not only misrepresented the fact but was simply incorrect and wrong. It could only lead to self-delusion and smugness, which would affect implementation of the long-term recruitment plan, undermine its very basis and reduce it to just another piece of paper. It would hinder the appointment of Soviet specialists to posts in the Secretariat, thus disregarding the Secretary-General's directives, and it would also run counter to the interests of a large group of under-represented countries and undermine the authority of the Secretariat in its recruitment policy. It was the task of the Fifth Committee and the General Assembly to make practical suggestions on how the plan should be implemented and to give the Secretary-General every possible support in that area.

24. It was regrettable that document A/8831 and Corr.1 gave no explanation of why General Assembly decisions on improving the geographical balance within the Secretariat had been systematically disregarded. It stated in paragraph 16 that in 36 appointments to posts involving complex duties and responsibilities, preference had been given to candidates willing to accept permanent contracts or a fixed-term appointment of not less than five years; but that was hardly a valid explanation because the figure of 36 posts did not cover even half of the newly appointed staff members from over-represented States and also because no one could be expected to believe that it had not been possible to appoint candidates from under-represented States. Fantastic arguments had been put forward by the British and Americans for many years, but they were based, not on the facts of the situation, but on political considerations and were intended to prevent the appointment of specialists from the Soviet Union and from other socialist countries, even though they were no less competent and well-informed than specialists from the United States, the United Kingdom and other Western countries.

25. An attempt had been made to justify the violation of the principle of geographical distribution of staff in the regional economic commissions. Paragraph 15 of document A/8831 and Corr.1 stated that 75 per cent of the staff should be from countries of the region and 25 per cent from other regions. Yet General Assembly resolution 2736 A (XXV) stated clearly in paragraph 2 (a) that preference should be given to qualified candidates of under-represented countries, and, if they could not be found, preference should be given to qualified candidates of other countries of the same geographical region that were not fully represented. That was a clear guideline, but it too was being disregarded. The resolution clearly required that preference should be given to candidates from under-represented States of every region, which was understandable for neither the United Nations Secretariat nor the secretariats of the regional economic commissions could allow a preponderance of specialists from only one group of States. Over-representation of countries of the region in the secretariats of the regional economic commissions limited the opportunities open to those countries for seconding their specialists to the Secretariat at Headquarters; the purpose of that approach was obviously to continue to concentrate power over the

economic and social activities of the whole United Nations system in the hands of staff members from Western countries.

26. Turning to the report of the Joint Inspection Unit on personnel problems, he said it showed that non-compliance with the principle of equitable geographical distribution in recruitment over a long period of time, together with disregard for the international character of the Secretariat, had resulted in a flood of under-qualified people, primarily from Western Europe and North America, into the United Nations. The statistics cited in the report showed that over 35 per cent of the Professional category and above had less than three years of higher education, and over 25 per cent had never attended an establishment of higher education. They reflected the favourable treatment meted out to candidates from a specific group of countries for the purpose of preventing specialists with higher education from other countries, primarily socialist countries, from entering the Secretariat. That was not a business-like approach to the problem of recruitment; it reflected the class considerations of imperialist policy; there was no other way to explain such an abnormal situation.

27. The report of the Joint Inspection Unit also showed that the lower the level of education, the higher the number of permanent contracts among the staff. Permanent contracts provided a maximum guarantee against dismissal even in cases where the staff members did only the minimum that was required of them. Every dismissal of an unsatisfactory staff member who had received a permanent contract involved lengthy procedures and the payment by the United Nations of compensation equivalent to one year's salary. The United Nations was almost powerless to rescind the permanent contract of someone who was simply an average worker and who, after completing his probationary period, had lost all taste for work. It was perfectly legitimate to ask whether that system was in the interests of the United Nations or in the interests of the individual countries whose nationals were so well protected against dismissal; it was quite clearly in the interests of those few countries. There was no other way to explain the peculiar system whereby the work of a staff member with a permanent contract was reviewed once, five years after he had been given the contract, and was then not subject to any supervision whatsoever, with the result that he was almost invulnerable. Moreover, the five-year review, which was officially intended to determine whether the staff member had reached the level of efficiency, competence and integrity required of him, in practice simply meant confirming his permanent contract. The review could, of course, recommend dismissal, but since that involved lengthy procedures and appeals, the practical value of the review to the Organization was virtually nil. The invulnerability of staff members with permanent contracts had a negative effect on the rest of the staff and on the quality of work and led to a lack of dynamism which created the worst possible climate for the Secretariat of an Organization designed to represent, in a realistic way, the interests of all Member States. Even before the question of the desirability of the practice of awarding permanent contracts was decided,

there would be grounds for immediately changing the regulations pertaining to the review of the work of permanent employees. Reviews should be carried out regularly at least every two or three years, and the Administration should have the option of requesting dismissal or, if the staff member's work was unsatisfactory, lowering his grade and giving him a fixed-term contract. If with only average performance employees were given fixed-term contracts instead of permanent contracts, the Administration would be able to improve the level of work of the Secretariat, recruit more highly qualified specialists, and steadily recruit more skilled and more highly qualified candidates to replace those who did not meet the high standards required of employees of the United Nations.

28. Any State that was advancing and developing rapidly required highly qualified workers with initiative, and such States as a rule seconded their specialists to work in the Secretariat for a specific period agreed between the Government and the Secretary-General. If necessary the contracts of those specialists were extended by mutual agreement. Staff members working on fixed-term contracts had an opportunity to expand their knowledge, both in their own country and in the United Nations. After a few years at the United Nations they would return home to their work and later come back again to work for the United Nations. There was thus no danger that they would stagnate or narrow their outlook because they would constantly be expanding their knowledge and systematically acquiring new and varied experience.

29. His delegation therefore strongly supported the idea that fixed-term contracts should be used more widely as one way of increasing the efficiency of the executive arm of the United Nations, and that the system of permanent contracts should be discontinued. He hoped that his comments would be taken into account by the Secretariat, primarily in implementation of General Assembly decisions relating to an equitable geographical balance in all units of the Secretariat in order to increase the number of employees from under-represented countries, including the Soviet Union.

30. Mr. NAUDY (France) said that his delegation welcomed the fact that substantive personnel questions had been dealt with by the Secretariat very adequately during the current year. He congratulated the Assistant Secretary-General, Personnel Services, on the studies which had been carried out, particularly the report on long-term recruitment planning. His delegation hoped that the problems referred to in the report of the Joint Inspection Unit could be thoroughly examined by the competent organs and administrations and that the future international civil service commission would give them the attention they deserved.

31. He asked the Assistant Secretary-General, Personnel Services, to comment on the proposal contained in the last sentence of paragraph 11 of document A/8897 which his Government might well endorse.

32. Finally, he recalled the interrelationship between the level of salaries and allowances and the recruitment

of talented young people. Several speakers had referred to the need to recruit young people with university degrees. At the present time, however, it was almost impossible to recruit young people at the lower professional grades (P-1 or P-2 level) since it was impossible to live, at least in New York, on the salaries now being paid at those levels, particularly if the staff member was married and had children. In fact, it appeared that very few staff members were now recruited at those levels which were now largely used for general service staff promotion. It was essential that the international civil service commission, once established, should study such problems.

AGENDA ITEM 73

Budget estimates for the financial year 1973 (continued)* (for the documentation, see 1541st meeting)

Report of the Special Committee on the Financial Situation of the United Nations (continued)** (A/8729)

33. Mr. SILVEIRA DA MOTA (Brazil), observing that, according to paragraph 23 of its report (A/8729), the Special Committee on the Financial Situation of the United Nations had been unable to formulate a common position on the matter of resolving the financial situation of the United Nations and said that the outlook seemed grim. The Special Committee had decided that it could do no more unless it was given new elements to work on and had referred the matter back to the General Assembly. Thus, it was up to the General Assembly to decide what new elements could be added to bring about a solution.

34. The Special Committee had made it absolutely clear that all parts of the problem were interrelated and must be dealt with simultaneously as a total package in which all Member States would make concessions and which would include a solution applicable to the past as well as to the future. That had been the premise on which the Special Committee had worked. It had been on that basis, too, that 12 of the 15 members of the Committee had reached an understanding whereby a set of proposals would be subject to consultations with their respective regional groups at an appropriate time. It was reasonable to assume, therefore, that the overwhelming majority of the membership of the Organization adhered to the principle of the total package solution, under which even tentative agreement on a single point of the complex of problems was to be subject to, and dependent upon, a final over-all solution.

35. The Fifth Committee should therefore concentrate on trying to determine the type of action that might break the deadlock and lead to the desired over-all solution. Since the aim was to restore the financial health of the Organization, the appropriate medicine was obviously money. A bold move to wipe out the deficit of the past would be a decisive element in breaking the deadlock. His delegation therefore fully supported the views expressed by the Special Committee

in the last two sentences of paragraph 21 of its report. The moment large pledges materialized, everything else would fall into place. Until firm pledges were made, however, there would be no point in conducting consultations on any of the proposals discussed in the Special Committee concerning the future of the United Nations budget and financing structure, since the main element of the package would be missing. His delegation would not be in a position to accept an agreement on any individual point of those proposals in isolation from the other elements of the package. Brazil had been one of the countries which had participated in the understanding of 12 members of the Special Committee with the express proviso that the proposals would become part of a total package. For the reasons he had given in his statement at the 1495th meeting, his delegation could not, for instance, endorse any isolated decision whereby the expenses relating to the United Nations bond issue would be transferred to miscellaneous income. Nor could it agree to the removal of technical assistance programmes from the regular budget of the Organization. Assurances that the removal would be offset by additional voluntary contributions to UNDP were not enough to justify an attempt to bypass one of the fundamental principles of the Charter, namely, the collective responsibility of the Members of the Organization in the promotion of economic and social development. In his statement he had also stated his delegation's position with regard to the provisional suspension of financial rules 5.2, 4.3 and 4.4 in respect of the surplus of some \$4 million achieved in the administration of the 1972 budget appropriation. There again, his Government's stand on the final disposal of the surplus would depend on whether a decision on the matter was taken in the context of a global package solution. It should be clear therefore that in the matter of the bond issue, technical assistance and the final disposal of the 1972 surplus, his Government would view any decision departing from the positions he had just outlined as a substantial sacrifice of its interests. It would definitely not agree to any decisions affecting those positions if they were envisaged outside the context of a really global solution designed to wipe out the deficit once and for all.

36. In conclusion, he said that the Special Committee had done useful work. In the circumstances, however, there was no reason to keep it in existence since any further developments in the financial situation would be beyond its mandate or indeed its ability to cope with them. The General Assembly should request the Secretary-General to continue to explore all possible ways, including consultations with Member States, of wiping out the deficit and restoring the Organization to a sound financial footing.

AGENDA ITEM 83

United Nations salary system: report of the Special Committee for the Review of the United Nations Salary System (continued) (for the documentation, see 1541st meeting)

37. Mr. OHTAKA (Japan) said that due to the complexity of the problem, the members of the Special

* Resumed from the 1542nd meeting.

** Resumed from the 1541st meeting.

Committee for the Review of the United Nations Salary System had been unable to reach unanimous conclusions and their report (A/8728 and Corr.1) contained divergent views on a number of important issues. Obviously, the Fifth Committee would have to pay attention to all views, whether majority or minority, when it considered the Special Committee's report. Attention would also have to be paid to the opinions of the International Civil Service Advisory Board (ICSAB) and the staff associations of the secretariats of the organizations in the United Nations system which were not favourable to the recommendations of the Special Committee.

38. In the opinion of his Government, the United Nations common salary system should be so constituted as to maintain the essential features of the international organizations both in their internal administration and the composition of their staff, to establish a healthy international civil service and to promote efficiency and economy in the operation of the organizations and the administration of their personnel. Sound salary administration consisted in giving fair treatment to staff members, management and Member States. A stringent pay policy should not be adopted merely in order to curtail the budget nor a liberal one be adopted merely in order to appease the claims of the parties concerned.

39. The fact that salaries and related allowances for the staff of the United Nations, the specialized agencies and voluntary programmes accounted for well over half their administration budgets demonstrated the importance of the question of the salary system. Nevertheless, in the light of the divergent views of the parties concerned, undue haste should be avoided and a thorough study made before any decision was taken in the matter. Any conclusion reached should satisfy Member States, executive heads and staff associations that appropriate consideration had been given to their views. His delegation therefore endorsed the suggestion that a decision on the matter should be deferred until a later date.

40. The Special Committee, the Secretary-General and ICSAB all agreed that a civil service commission should be established, and the Advisory Committee had recommended that the General Assembly at its current session should establish an international civil

service commission of not more than 13 members. His Government endorsed that recommendation. It also considered that, from the point of view of full and fair geographical representation a membership of 13 would be most appropriate. The members of the commission should possess the requisite personal qualifications and experience and should be selected on the basis of broad geographical representation. As a body, the commission should be accountable to the General Assembly which, under Article 17 of the Charter, was mainly responsible for the effective financial and administrative management of the Organization.

41. In conclusion, he said that his Government was prepared to participate actively in the future work of salary review and thus contribute towards the formulation of a just and viable system.

AGENDA ITEM 78

Administrative and budgetary co-ordination of the United Nations with the specialized agencies and the International Atomic Energy Agency: reports of the Advisory Committee on Administrative and Budgetary Questions (*continued*)* (A/8874, A/C.5/1482)

*Study of the methods of financing by the International Atomic Energy Agency of certain meetings and conferences of the Agency held away from headquarters (*continued*) (A/C.5/1482)*

42. Mr. RHODES (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the Advisory Committee had considered the proposal made by the Secretary-General in paragraph 14 of his report (A/C.5/1482) and, on balance, considered it a reasonable one. He used the words "on balance" because it was arguable that the task was more for the Secretary-General than for the Joint Inspection Unit. Nevertheless, since the financing of meetings away from Headquarters was clearly related to the pattern of conferences, there was some advantage in studying the questions concurrently. Moreover, the Secretary-General would have an opportunity to study the report of the Joint Inspection Unit. For those reasons, the Advisory Committee endorsed the proposals made in paragraph 14 of document A/C.5/1482.

The meeting rose at 5.25 p.m.

* Resumed from the 1541st meeting.