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**GENERAL
ASSEMBLY**

TWENTY-SEVENTH SESSION

Official Records



**FIFTH COMMITTEE, 1550th
MEETING**

Wednesday, 13 December 1972,
at 10.50 a.m.

NEW YORK

Chairman: Mr. Motoo OGISO (Japan).

AGENDA ITEM 73

Budget estimates for the financial year 1973 (continued)*
(for the earlier documentation, see 1541st meeting; A/
8708/Add.17 and 22, A/C.5/1490 and Corr.1, A/C.5/
L.1100)

**Report of the Special Committee on the Financial Situation
of the United Nations (continued)* (A/8729, A/C.5/
L.1100)**

1. Mr. KARHILO (Finland) said that, while it was disappointing that the Special Committee on the Financial Situation of the United Nations had been unable to make unanimous recommendations, its report (A/8729) contained the necessary elements for resolving the financial problem. In particular, his delegation fully endorsed the recommendations for overcoming the present difficulties through voluntary contributions.

2. It was somewhat ironic that in the current financial year the Secretary-General had had to ask the General Assembly to release the imaginary funds he had saved in order to halt the increase in the short-term deficit. Although that had been formally necessary, it was unreasonable, as the deficit originated not with the executive but with the legislative branch of the Organization. Indeed, the financial plight of the United Nations was incongruous when seen against the lofty goals embodied in the Charter and spelt out in national policy statements. States looked to the United Nations for the maintenance of international peace and security, for the freeing of peoples still under colonial rule, for economic advancement, for the elimination of racial and other discrimination and for the development of international law. Against that background, world public opinion was at a loss to understand why States could not agree to remove the deficit once for all, particularly as the amounts involved were minute by any yardstick. However, as the international community was only too well aware, agreement was being held up because of reasons of principle.

3. Fortunately, there were now some grounds for optimism; firstly, there was a strong and widespread desire for a solution and, secondly, the proposals of the Special Committee went quite far in removing earlier obstacles of principle. Another encouraging note was the promise of progress in the field of peace-keeping operations. The rights and wrongs of past operations had not prevented serious negotiations on the

* Resumed from the 1548th meeting.

future conduct of peace-keeping operations. Why, then, could not a line be drawn over past differences also in the matter of voluntary financial contributions for ending the long-standing deficit? The United Nations had recently witnessed one example of deliberate action for the benefit of the Organization in the area under discussion. France, which continued to have objections of principle to the financing of certain United Nations activities under the regular budget, had as a pragmatic measure made a significant cash contribution without conditions and had also begun paying its current assessment in full without deducting its share of expenditure it opposed. Without compromising its principles, France had shown the way, and it was to be hoped that others would follow its lead.

4. Mr. PALAMARCHUK (Union of Soviet Socialist Republics) said that the present financial situation of the United Nations was the result of expenditure on illegal military operations carried out in violation of the Charter, in the Congo, the Middle East and Korea, and that some States, including his own, had refused to contribute to that illegal expenditure. Another point that was relevant in the context of the Special Committee's report was that some States also refused to pay their contributions to that part of the regular budget which covered technical assistance programmes in convertible currency on the ground that, according to the Charter, the regular budget of the United Nations should make provision only for expenditure to meet the administrative needs of the Organization.

5. In connexion with the present deficit, it was quite legitimate to ask what the United States of America, the party mainly responsible for that deficit, had done to offset it; the answer was that the United States had done nothing. At meetings of the Special Committee on the Financial Situation of the United Nations, the United States representative had never suggested the possibility of his country's making a voluntary contribution to cover the financial deficit. And now the United States was reducing its contribution to the budget from 31.5 per cent to 25 per cent, thus aggravating the already difficult situation.

6. It had been suggested that expenditure relating to the United Nations bond issue, the United Nations Commission for the Unification and Rehabilitation of Korea and the United Nations Memorial Cemetery in Korea should be financed out of "other income" under the regular budget. But that would directly affect the level of contributions of Member States and would thus mean that all Member States would have to continue to finance the illegal expenditure in question.

That suggestion was therefore unacceptable to his delegation. The Soviet Union could never agree to help to pay for the illegal military operations carried out under the United Nations flag in Korea, the Congo and the Middle East, or to pay off the debts left by the Chiang Kai-shek régime. The United States and its allies, which had involved the United Nations in those operations in violation of the Charter, should bear full international political and financial responsibility for them. His delegation had frequently stated its position on that point and declared that the costs incurred in those operations did not impose any financial obligations on States Members of the United Nations.

7. With regard to technical assistance, his delegation considered that it was illegal to finance technical assistance programmes from the regular budget, not because it denied the importance of technical assistance—the Soviet Union provided a considerable amount of such assistance—but because it proceeded from a position of principle with respect to observance of the Charter of the United Nations, which provided that the regular budget should make provision only for expenditure to meet the administrative needs of the Organization. Accordingly, technical assistance programmes should be financed on a voluntary basis, and all expenditure on such programmes should be excluded from the regular budget and transferred to UNDP. His delegation welcomed the position taken by the Special Committee on that issue.

8. Thus, his delegation supported the Special Committee's proposed solution to the financial problems facing the United Nations. Expenditure relating to the bond issue, the United Nations Commission for the Unification and Rehabilitation of Korea and the United Nations Memorial Cemetery in Korea should be excluded from the regular budget and financed exclusively by voluntary contributions. The Western Powers and their allies should not ask to be repaid for the bonds they had purchased, since the proceeds of the bond issue had been used to finance military operations imposed on the United Nations by those very Powers; bonds purchased by developing countries should, however, be redeemed from voluntary contributions. Technical assistance should no longer be financed from the regular budget and Member States should undertake to increase their contributions to UNDP so that they would be contributing the same amount for technical assistance as they had previously contributed to the regular budget for that purpose; States making voluntary contributions should decide in which currency those contributions should be made.

9. He would stress once again the point that the Soviet Union accepted no responsibility for the present difficult situation of the United Nations, which was the result of arbitrary actions undertaken, in violation of the Charter, by a small group of States headed by the United States.

10. Mr. YOGASUNDRAM (Sri Lanka), introducing a draft resolution (A/C.5/L.1100), said that the main objective of the text was to set up a special fund financed through voluntary contributions.

11. His delegation realized that there was considerable opposition to the procedure suggested in the draft resolution, on the ground that any solution should be based on a total package along the lines recommended by the Special Committee in its report and that recourse to financial appeals to bodies and individuals outside the United Nations would be demeaning. His delegation's answer to the first objection was to be found in its statement at the 1548th meeting of the Committee. As to the second objection, while it might be degrading to appeal for funds, it was surely even more degrading to have to default on the Organization's financial obligations. His delegation's proposal might not solve all problems, but it would go at least part of the way. He hoped that the entire membership of the United Nations would consider the situation abnormal enough to justify abnormal solutions.

12. Mr. RODRÍGUEZ (Cuba) noted that many speakers had urged Member States which had, for reasons of principle withheld their contributions for controversial items of the regular budget to reconsider their position with a view to solving the financial crisis of the United Nations. Yet the items in question—namely, the United Nations Memorial Cemetery in Korea, the United Nations Commission for the Unification and Rehabilitation of Korea and the repayment of the United Nations bond issue for financing operations in the Middle East and the Congo—were the sole responsibility of the United States, which sought to impose colonial domination on the peoples of the countries concerned, as part of a global United States strategy.

13. Under no circumstances should the debt left by the Chiang Kai-shek régime be shouldered by the People's Republic of China. Since the United States Government had sought to prevent the seating of representatives of the People's Republic of China in the United Nations and since the Chiang Kai-shek clique represented the interests of the United States Government, its debt should be borne by that Government.

14. Mr. SCHAUFLE (United States of America), speaking in exercise of the right of reply, said that he had listened to the statement of the representative of the Union of Soviet Socialist Republics more in sorrow than in anger. Rather than rehashing old arguments, his delegation preferred to get on with solving the problem, especially as the Special Committee had made progress. His delegation was aware of the principle cited by the Soviet Union as a reason for not paying its full assessment; it was also aware of, and endorsed, the contrary principle, namely, that Member States should pay their assessments. The Soviet delegation must realize that, if all Member States were to deduct from their assessments their share of expenditure on items with which they did not agree, chaos would ensue. He assured the Soviet representative that he was not asking that his Government should abandon its principle; he was merely asking that it should make a contribution towards eliminating the deficit. Indeed, his delegation would be prepared to forgo its right of reply if the Soviet delegation would accompany its next attack on the United States with a substantial cheque.

The United States would play its part in liquidating the deficit, but it expected a generous gesture from those whose failure to pay was a principal cause of that deficit.

AGENDA ITEM 76

Appointments to fill vacancies in the membership of subsidiary organs of the General Assembly (concluded):*

(d) Investments Committee: confirmation of the appointments made by the Secretary-General (A/8764)

15. The CHAIRMAN drew attention to the note by the Secretary-General (A/8764), in which he submitted, for the Assembly's confirmation, the appointments of Mr. R. Manning Brown and Mr. Jean Guyot to the Investments Committee. The Secretary-General also reported an arrangement to permit Mr. Roger de Candolle to act as a member on an *ad hoc* basis for the year 1973.

16. Mr. RHODES (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the Advisory Committee supported the Secretary-General's recommendation.

17. The CHAIRMAN proposed that the Committee should request the Rapporteur to report directly to the General Assembly that the Fifth Committee recommended that the Assembly should confirm the appointments of Mr. R. Manning Brown and Mr. Jean Guyot to the Investments Committee for a three year term beginning on 1 January 1973, and that it should take note of the *ad hoc* arrangements proposed by the Secretary-General with respect to Mr. Roger de Candolle for the year 1973.

It was so decided.

AGENDA ITEM 83

United Nations salary system: report of the Special Committee for the Review of the United Nations Salary System (continued) (A/8728 and Corr.1 and Add.1 A/8839 and Corr.1 and Add.1, A/8914, A/C.5/1466 A/C.5/L.1099)**

18. Mr. GONTHA (Indonesia), introducing draft resolution A/C.5/L.1099 on behalf of the sponsors, said that the decision referred to in operative paragraph 1 was to be taken "in principle" because certain consultations would have to be entered into before the proposed international civil service commission could be brought into being. It was important, however, that the decision to establish the commission should not be postponed until after the consultations had taken place. In paragraph 1, therefore, the Secretary-General was given a definite deadline for the establishment of the commission as well as a general indication of the type of commission that was envisaged. The procedure laid down in paragraph 3 was intended to ensure that

the other organizations in the common system would be able to participate fully in the discussions leading up to the formulation of the detailed proposals for the commission. The requirement that the proposals were to be submitted to the General Assembly at its twenty-eighth session established the time-table within which the consultations were to be completed. Paragraph 4 dealt with the method of appointing the commissioners. In that connexion, the sponsors had not sought to circumscribe the consultations to be held; various methods of selection had been suggested by the Secretary-General and the Advisory Committee on Administrative and Budgetary Questions, and the final decision would be taken by the General Assembly at its twenty-eighth session. Paragraph 5 dealt with the further action to be taken on the report of the Special Committee for the Review of the United Nations Salary System (A/8728 and Corr.1), of which the Assembly would already have taken note in the third preambular paragraph. The range of topics covered by the report was so extensive and varied that it would be unrealistic to prescribe in detail at the current stage how the commission should proceed after it had considered it, but the sponsors had used language to indicate the expectation of the Fifth Committee that there would be no unnecessary delay and that, so far as recommendations for action could be formulated, that would be done at the earliest possible date. With regard to paragraph 6, he said that the International Civil Service Advisory Board for many years rendered very valuable service to the common system. On behalf of the sponsors, his delegation wished to pay tribute to the members of ICSAB and to express satisfaction at the fact that the organizations of the United Nations system would continue to enjoy the benefit of their advice until such time as the new commission came into being.

19. Mr. CLELAND (Ghana) commended the Special Committee for its efforts and said that many of the recommendations it had made were useful, in particular those on staff training, on increased productivity, on the education grant, and on retirement, pensions and the United Nations Staff Pension Fund. He welcomed the majority recommendation that the retirement age of 60 should be maintained for all organizations within the United Nations system; that recommendation largely reflected his delegation's position on the need to rejuvenate the Secretariat without sacrificing age and experience.

20. The Special Committee had not been able to reach a consensus on whether United Nations salaries were too generous. In addition, although there had been unanimity on the establishment of a civil service commission to regulate and co-ordinate conditions of service within the United Nations system, there had been no consensus on whether that commission should be an intergovernmental body or merely one that was international and independent in nature. Both developing and developed countries had been divided over those two issues. In that connexion, he referred to his delegation's statement at the 1495th meeting during the general discussion on the budget estimates for 1973, in which it had referred to the lack of agreement in the Special Committee as detracting from the validity

* Resumed from the 1534th meeting.

** Resumed from the 1545th meeting.

of the report. His delegation would formulate its position on the basis of what it considered essentially fair both to Member States and to the staff, but would not at the present time enter into the substance of the matter because, as the Special Committee itself had recommended, some of the items dealt with in the report required fuller treatment and further study. The Advisory Committee and ICSAB had agreed that controversial issues and matters requiring further study should be referred to the proposed international civil service commission, once it had been established.

21. He agreed with the Secretary-General, in his capacity as Chairman of the Administrative Committee on Co-ordination, and with the Advisory Committee that, if the proposed commission was to enjoy the confidence and support of Member States, the specialized agencies and the staff associations, it should be truly independent, except in so far as its members were appointed by, and answerable as a body to, the General Assembly. The attraction of the proposed commission was that, although its members would be made available for international service by Member States, they would take instructions from no one; they would in the last analysis be responsible to their own individual consciences.

22. With regard to the size and composition of the commission, his delegation agreed that the membership should not exceed 13, since it should be compact enough to allow speedy decisions while at the same time there should be broad geographical representation. In that connexion, he recalled his delegation's view that although expertise might vary in availability from region to region it was universal, and the United Nations should therefore profit from the rich experience of all the varying cultural traditions in determining the membership of the proposed commission. His delegation would not accept any preponderance of numbers from one group on the ground that experts could be obtained only from that area. From that standpoint, his delegation welcomed the fact that draft resolution A/C.5/L.1099, of which Ghana was becoming a co-sponsor, sought to reconcile the need for qualifications and experience with the need for geographical balance. It would also be desirable to rotate the membership to enable all Member States, in the fullness of time, to benefit from the enriched experience which membership in the commission would imply. Specifying the term of office would belie any misconception that the General Assembly was appointing members on a permanent basis, and he was glad to note that operative paragraph 3 of the draft resolution implied a rotation of membership.

23. To ensure the independence of the members of the commission, it would be necessary to fix their emoluments at a level that would minimize the chances of their becoming susceptible to undue pressure. There should also be some arrangement similar to the one provided for the inspectors of the Joint Inspection Unit, whereby members would be barred from appointment to any of the secretariats of the United Nations system for at least five years after their resignation or retirement from the commission. That would reinforce the independence of the commissioners.

24. He urged that the commission, immediately it was established, should take up the controversial issue of an equitable salary scale and report to the General Assembly as soon as possible, so that there would not be an indefinite freeze on salaries. It was not enough to expect the United Nations staff to be competent and efficient, to have the expected integrity and to be committed to the purposes of the Charter; those ideals would have meaning only if, as a matter of policy, the staff were compensated in a manner considered essentially fair to the Member States who paid the bills and to the staff who rendered the services.

25. Mr. JAIN (India) said that the vastly expanded tasks of the United Nations system made it of paramount importance to put the salaries of the international civil service on a realistic and equitable basis. The Special Committee had been right to criticize many aspects of the present salary system and to call for remedial action. Its recommendations had provoked strong reactions in different quarters, owing to the complex nature of the problem. At the same time, the Advisory Committee was right to point out that: "The diversity of views expressed in the report of the Special Committee and the mixed reaction generated should not be allowed to obscure the value of the extensive information which that Committee has placed at the disposal of Member States" (A/8914, para. 3). The members of the Special Committee themselves had felt that, given the short time at their disposal, the constraints and the inevitable dissension, they could not undertake a total review but must limit themselves to making marginal suggestions and examining general salary levels. In the circumstances, it was clear that further expert study was required and that there was a need for a central regulatory commission of experts to govern conditions of service in the common system.

26. Such a commission should be established with broad terms of reference. It should carry on the work of the Special Committee and have extensive authority over the entire United Nations system for the purpose of reviewing the structure of categories and grades in the international civil service, the base of the system, the principles and levels of the salary scale and other conditions of service. The terms of reference and the procedures of the commission should be carefully formulated by the Secretary-General in consultation with ACC, the Advisory Committee and others concerned, and should be presented to the General Assembly for approval at its twenty-eighth session. Once the commission had become operational, it should co-ordinate its work with other bodies engaged in related activities and seek ways of avoiding duplication.

27. With regard to the composition of the commission, his delegation had no difficulty in accepting that it should be an independent expert body. To ensure its independence and impartiality, the procedure for selecting the members of the commission would have to be spelt out carefully. His delegation shared the view that the Secretary-General should be asked to nominate the commissioners on the basis of their expertise, standing and experience and that his recommendations should be transmitted directly to the General

Assembly for approval. That procedure would meet the criterion of independence for the commission and would give Member States full opportunity to make their views known on its composition. Routing through other bodies would not be necessary if the Secretary-General proposed the names of experts after informal consultations not only with Member States but also with specialized agencies and such other bodies of the United Nations system as he might deem appropriate.

28. With regard to the selection of the commissioners, the Advisory Committee had rightly emphasized the need to have a suitable blend of qualifications, outlook and geographical distribution in order to give the proposed commission a truly international character. His delegation also agreed with the Advisory Committee that 13 should be regarded as the maximum membership and that a smaller number should not be ruled out if it could be reconciled with the principle of geographical distribution. Every effort should be made to ensure that the commissioners were appointed in time to be able to start work at the beginning of 1974.

29. To enable the General Assembly to take final decisions at its twenty-eighth session, it would be helpful if the Secretary-General could submit a detailed report on all aspects well before the session opened. The proposed commission should complete its first comprehensive report within a definite time frame before settling down to routine annual reports to the General Assembly. In addition to collecting its own data and material, it should be asked to give due consideration to the recommendations and data submitted by the Special Committee.

30. His delegation would have been willing to participate in a wide-ranging debate on the substantive recommendations of the Special Committee; however, it had taken note of the view of the Secretary-General and the Advisory Committee that at the present stage only the major recommendation of that body, namely, the appointment of an international civil service commission, should be implemented and that in-depth consideration of other aspects should be undertaken at a later stage.

31. In conclusion, he expressed confidence that the contribution of the Special Committee would help the proposed commission, and through it the United Nations system, to establish an equitable and efficient international civil service. Review of the salary system should be looked upon not as an end in itself but as something vitally affecting the ability of the United Nations to contribute to the establishment of a just world order based on peace and meaningful standards of living for all mankind.

32. With regard to draft resolution A/C.5/L.1099, he said that his delegation wished to make certain suggestions for the consideration of the sponsors. In the first place, it suggested that they should insert either a preambular or an operative paragraph confirming the view expressed by the Secretary-General and ICSAB that the ruling principle in drawing up the statute for the commission must be that the commission should

be so constituted and appointed as to command the confidence of Member Governments, of the executive heads and of the staffs and to ensure its independence. Secondly, it seemed important that the draft resolution should reflect the need for the Secretary-General to enter into consultations with Member States, the specialized agencies and other interested bodies of the United Nations system. It might be advisable, therefore, to make the language of operative paragraph 4 more precise by inserting, after the words "appropriate consultations", the words "with the Member States, the Advisory Committee on Administrative and Budgetary Questions, the specialized agencies and other concerned bodies of the United Nations". Lastly, it might be appropriate, in operative paragraph 3, to replace the words "through the Advisory Committee on Administrative and Budgetary Questions" by the words "together with the Advisory Committee on Administrative and Budgetary Questions". In that way the Secretary-General would submit his comments directly to the Fifth Committee. The intention of his delegation in making those suggestions was to strengthen the draft resolution.

33. Mr. OSMAN (Egypt) said that the divergence of opinions among the members of the Special Committee was a cause of concern to his delegation. The efforts of the sponsors of draft resolution A/C.5/L.1099 to solve some of the problems were therefore commendable. The substantial reservations expressed by the Secretary-General, ICSAB and the Federation of International Civil Service Associations (FICSA) with regard to the recommendations of the Special Committee indicated that further study of the question was required. It was necessary to determine how such a study could best be carried out. His delegation recalled, in that connexion, that in its resolution 2743 (XXV) the General Assembly had requested the Special Committee to undertake a thorough review of the long-term principles and criteria which should govern the whole United Nations common system of salaries, allowances, grants, superannuation and other benefits. Yet, two years after the adoption of that resolution, no tangible results had been achieved. Obviously, therefore, the subject cried out for continuous attention by an expert body. His delegation had full confidence in the expertise of ICSAB and therefore fully concurred with its comments on the matter.

34. So far as the establishment of a new commission was concerned, his delegation agreed with the Secretary-General, ICSAB and the Advisory Committee that an international civil service commission composed of experts accountable to the General Assembly should be established. It commended the constructive manner in which the Advisory Committee had dealt with the question in paragraphs 13, 14, 15 and 17 of its report (A/8914).

35. Since provision was made in draft resolution A/C.5/L.1099 for the establishment of an international civil service commission, his delegation would vote in favour of it. It would comment later on any amendments that might be incorporated in the text.

36. Mr. YEREMENKO (Ukrainian Soviet Socialist Republic) said that, in the view of his delegation, the Special Committee had done important and useful work. Its recommendations pointed to effective ways of regulating the whole United Nations salary system, and his delegation particularly supported the recommendation that an intergovernmental civil service commission should be established. It felt that the proposed international civil service commission should be an intergovernmental body responsible for drawing up recommendations for the General Assembly on matters relating to the United Nations salary system, and that its members should be appointed on as wide a geographical basis as possible. Many other recommendations, such as the proposal that the ratio between United Nations Professional salaries and United States civil service salaries should be 115:100, also merited support.

37. The report of the Special Committee should be dealt with in accordance with established procedure, i.e. the General Assembly should consider the substance of the report and also the comments on it made by the Secretary-General, ICSAB and FICSA. The General Assembly should then express its views on the recommendations of the Special Committee. If it proved difficult to do so at the current session because of lack of time, the item could be postponed until the next session, so that representatives would have time to study all the relevant documentation. It should be possible to extend the mandate of the Special Committee and request it to prepare proposals concerning the international civil service commission. He regretted that the Advisory Committee had not considered the substance of the Special Committee's report or its recommendations. He could not agree with the recommendation the Advisory Committee had made relating to the composition of the proposed international civil service commission, for he felt that only a commission composed of representatives of Member States would have enough authority and objectivity to find solutions to the complex problems with which it would be faced. It had been pointed out that some aspects of the problem required further study; he had no objection to that, but he pointed out that further study of the problem would be more beneficial if the General Assembly took a position on the recommendations that had already been made.

38. Mr. JALIL (Ecuador) said he hoped that his comments would not be interpreted as criticism of the members of the Special Committee. However, his delegation was reluctant to accept certain aspects of the report they had prepared. In the first place, the working procedures adopted by the Special Committee were a source of concern. In that connexion, his delegation agreed with the views set forth in paragraph 2 of annex I to the Special Committee's report (A/8728 and Corr.1) concerning the failure of the Special Committee to hold detailed consultations with the agency heads and their representatives or with the staff. Reference to paragraph 39 of the statement made by the Secretary-General at the 1494th meeting of the Fifth Committee (A/C.5/1442) showed that the Secretary-General, too, was of the opinion that the lack of meaningful consulta-

tion with all interested parties at the various stages of its deliberations could only detract seriously from the authority to be attached to the Special Committee's conclusions. In the opinion of his delegation, it would have been natural for the Special Committee to enter into detailed conversations with the representatives of the 35,000 international civil servants who would be affected by its recommendations. Yet it seemed that, contrary to the basic principles of modern administration and personnel management, there had been no real process of consultation with staff representatives. The many loyal and dedicated staff members of the international organizations deserved better treatment. The lack of consultation between the parties must have had an adverse effect on the morale of the staff and, in consequence, on its efficiency. Quite obviously, that was not the goal Member States were pursuing. The question should therefore be studied further by an international commission of experts. As the Advisory Committee had suggested in paragraph 14 of its report, the commission should assume its functions at the beginning of January 1974. The sponsors of draft resolution A/C.5/L.1099 had also decided that the commission should be established as of 1 January 1974. His delegation would therefore be glad to become a sponsor of the draft resolution.

39. In any further study of the question, various fundamental points would have to be taken into consideration. It was very important, for example, that the provisions of Article 101, paragraph 3, of the Charter should be borne in mind, for the Organization needed an efficient, dynamic and loyal staff with a high morale. Maximum efficiency and real savings were achieved when modern methods of administration were used. Such methods, however, called for frank consultations with staff representatives in order that the employer might secure his objective, namely, the complete and enthusiastic co-operation and participation of the staff as a whole. The international commission of experts should bear that principle in mind, for it was only with the participation of the staff that efficiency would be achieved.

40. So far as personnel were concerned, the United Nations would effect real savings not by reducing salaries but by reducing staff. He was not suggesting a purge of the Secretariat, but it should be possible to reduce the staff in future years by not filling certain vacancies that might arise and by imposing a selective limitation on the recruitment of new staff. Diligently and intelligently applied, such a policy would eventually result in the formation of a professional body of civil servants aware of their obligations; it would also result in work and opportunities for all. If salaries were reduced without prior consultations with the staff there would be a decline in staff morale and efficiency. Conversely, if the problem was dealt with intelligently and the co-operation of the Secretary-General and his staff secured, the resulting high rate of efficiency would lead to financial savings for the United Nations and greater staff productivity.

41. Mr. TARDOS (Hungary) said that the report of the Special Committee had given rise to an acrimonious

debate and provoked largely unfair comments, namely from those considered to be representatives of objective international civil servants. It was not true that the recommendations of the Special Committee represented a block to staff welfare. Those who found United Nations salaries and working conditions bad should find a better employer in their country of origin or elsewhere. It was, indeed, ironical that the first of the recommendations allegedly representing a block to staff welfare was that education grants should be increased. That recommendation showed clearly that the Special Committee had not wanted to be an enemy of the staff.

42. The Secretary-General and his colleagues in ACC had expressed concern over the fact that they had not been given time to comment on the Special Committee's conclusions and recommendations. Their feelings were understandable, but the situation could have been avoided if all those dealing with salaries and related matters in the United Nations system had been allowed to work for the Special Committee. If the Special Committee had been assisted by the personnel referred to in the annex to the Advisory Committee's report, its task would have been facilitated and co-operation between the Special Committee and the secretariats would have been better.

43. It was true that there was not time during the current session to hold a substantial discussion on the report of the Special Committee. Nevertheless, there was need for a general debate on the report. It would be a mistake for the General Assembly to transmit the report to the proposed civil service commission without having discussed it, for in that case the commission would have before it only the rather biased views of the staff and no views of Governments. Such a procedure might ultimately be damaging to staff interests. His delegation therefore considered that the report of the Special Committee, together with the other reports on the subject, should be placed on the agenda of the twenty-eighth session of the General Assembly.

44. The proposed civil service commission should be an intergovernmental body whose members would be selected by and responsible to the General Assembly. Its members should also be recognized experts in matters falling within the commission's terms of reference. The method suggested by the Advisory Committee for selecting the members of the commission was too cumbersome and suggested the existence of prejudice and a lack of trust on the part of the administration and the staff. Indeed, it was reasonable to ask whether the suggested screening of candidates by ACC did not justify a suspicion on the part of Governments that the commissioners would be stooges of the administrations. A suitable compromise might consist in electing the members of the commission in the same way as members of the Advisory Committee and the Committee on Contributions were elected and giving them the

same independent status enjoyed by the members of those Committees. In the opinion of his delegation, there was no need to nominate two or three commissioners on a full-time basis; the existence of a second-class membership would impede the commission in its work.

45. Turning to draft resolution A/C.5/L.1099, he said that, in order to indicate that ICSAB had not been the only body to deal with salary matters prior to the establishment of the Special Committee, there should be a preambular paragraph recalling that in 1956 there had been a Salary Review Committee which had reported to the General Assembly. It would also be advisable to include, in the operative part of the draft resolution, the idea that the Special Committee's report should be discussed by the General Assembly at its twenty-eighth session before it was transmitted to the civil service commission.

46. Mr. THOMAS (Sierra Leone) said his delegation recognized that the pay and conditions of service of the members of the secretariats of the United Nations, the specialized agencies and other organizations in the common system should be sufficient to enable the organizations to recruit staff of the highest standards of efficiency, competence and integrity. The United Nations should be able to offer terms of employment sufficiently attractive to recruit and retain staff of the required calibre. What his delegation could not accept was that the United Nations should be the highest bidder.

47. It was clear from the reports before the Committee that there was a divergence of views on some important aspects of the question. The salaries and allowances of the staff of the United Nations, specialized agencies and voluntary programmes accounted for well over half of the organizations' administrative budgets. The level of salaries and allowances was therefore a matter of major importance to Member States, which financed the organizations' activities. At the same time, the level of remuneration was a major factor determining the calibre of the staff the organizations could attract and retain. It seemed clear, therefore, that before decisions could be taken on the merits of a question which directly affected the efficiency of the organizations of the United Nations system a further expert study must be made.

48. The Special Committee had recommended the establishment of an intergovernmental civil service commission, while ICSAB and the Secretary-General favoured an international civil service commission. His delegation was in favour of the establishment of a commission which would be international in character and at the same time an intergovernmental organ accountable as a body to the General Assembly.

The meeting rose at 1.05 p.m.