



Chairman: Mr. E. Olu SANU (Nigeria).

**ADMINISTRATIVE AND FINANCIAL IMPLICATIONS
OF THE DRAFT RESOLUTION SUBMITTED BY THE
SIXTH COMMITTEE IN DOCUMENT A/8525 CON-
CERNING AGENDA ITEM 89* (A/C.5/1401)**

1. The CHAIRMAN said that the Secretary-General, in his statement on the administrative and financial implications (A/C.5/1401) of the draft resolution submitted by the Sixth Committee (A/8525, para. 42), estimated that if the draft was adopted by the General Assembly, its implementation would necessitate an additional appropriation of \$31,000 under a new chapter of section 2 for 1972.

2. Mr. RHODES (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the Advisory Committee had concluded, after examining the statement by the Secretary-General, that an additional appropriation of \$20,000 would suffice. The conclusion was based on the fact that the provisions in respect of internal reproduction and printing could be absorbed within the amounts already requested and that up to \$3,000 could be saved on the provisions for contractual translation by a slight reduction in the amount of documentation.

3. The CHAIRMAN proposed that the Committee should request the Rapporteur to report directly to the General Assembly that, should it approve the draft resolution of the Sixth Committee, an additional appropriation of \$20,000 would be required under section 2 for 1972. If he heard no objection, he would assume that it was so decided.

It was so decided.

AGENDA ITEM 76

Budget estimates for the financial year 1972 (continued)
(for the documentation, see the 1459th meeting)

**Salary and retirement allowance of the Secretary-General
(continued)** (A/8408/Add.9, A/C.5/L.1062/Rev.1)**

4. Mr. RHODES (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the Advisory Committee had concurred with the Controller's estimate of the financial implications of the two proposals in draft resolution A/C.5/L.1062/Rev.1. The proposal concerning the Secretary-General's salary would have no

adverse administrative implications for the United Nations or the United Nations system and the proposal concerning his retirement allowance would have no administrative implications at all, given the special position of the Secretary-General. The Committee had found, however, that past legislation governing the entitlement of the Secretary-General to a retirement allowance was not sufficiently well defined and it had suggested in paragraph 12 of its related report (A/8408/Add.9) that the draft resolution should be expanded in order to rectify the situation and remove any possible ambiguity.

5. Mr. FAURA (Peru) said that, before preparing the draft resolution under consideration, his delegation had consulted extensively with the competent authorities, particularly the Office of the Controller, in order to ensure that nothing was omitted. The provisions just referred to by the Chairman of the Advisory Committee were implicit in the draft resolution. He therefore suggested that, in order to simplify matters, the Fifth Committee should take a decision on the principle. Then, if the draft resolution was adopted, the Rapporteur, when preparing his report to the General Assembly, could take into account the comments in paragraph 12 of the Advisory Committee's report, which were intended to remove any ambiguity in the existing legislation on the subject.

6. Mr. MAJOLI (Italy) said that, although his delegation, as a matter of principle, supported the most rigorous budgetary discipline, it had sponsored the draft resolution in order to bring the Secretary-General's salary into line with the increased cost of living and to make it more commensurate with the heavy responsibilities the post involved. Furthermore, passage of the draft resolution, by assuring him a decent retirement allowance, would constitute a token of appreciation for a man who had devoted 10 years of his life to the maintenance of peace and to the social and economic progress of the world. He hoped that the draft resolution would receive unanimous support.

7. Mr. SILVEIRA DA MOTA (Brazil) said that since the Fifth Committee's report was supposed to be a factual account of what had happened, it would be more appropriate if the qualifications given in the Advisory Committee's report were included in the draft resolution.

8. Mr. DERWINSKI (United States Of America) said that, since one of the purposes of the Advisory Committee's comments was to establish the procedure for determining the Secretary-General's retirement allowance on a more formal basis, he assumed that that would be a key point in the Rapporteur's report.

9. After a brief procedural discussion in which Mr. ARBOLEDA (Colombia), Mr. FAURA (Peru),

* Report of the Special Committee on the Question of Defining Aggression.

** Resumed from the 1446th meeting.

Mr. GARRIDO (Philippines), Mr. VAN DER GOOT (Netherlands), Mr. SILVEIRA DA MOTA (Brazil), Mr. WOSCHNAGG (Austria), Mr. MARRON (Spain), Mr. GUPTA (India) and Mr. RAMBISOON (Trinidad and Tobago, Rapporteur) took part, the CHAIRMAN suggested that the Advisory Committee's comments should be included in the draft resolution rather than merely referred to or reproduced *in extenso* in the report of the Fifth Committee to the General Assembly.

It was so decided.

10. Mr. FAURA (Peru) said that Algeria, Barbados, Cyprus, Denmark, Ecuador, Indonesia, Ireland, Lebanon, Nigeria, Tunisia and Yugoslavia had joined the list of sponsors of the draft resolution. He had no objection to including the Advisory Committee's comments in operative paragraph 2 of the draft if the Chairman of that Committee really considered it to be indispensable.

11. Mr. RHODES (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that he would need legal advice before venturing to say that it was indispensable to expand operative paragraph 2 of the draft resolution. It was, however, highly desirable to do so, for it was important to be explicit in a question of that kind. The addition to paragraph 2 did not constitute an amendment, since it would not change the substance of the draft resolution. In so far as any ambiguity did exist, it derived from the state of the existing legislation; it could be removed by expanding operative paragraph 2.

12. The CHAIRMAN said he would put to the vote draft resolution A/C.5/L.1062/Rev.1, which would also include an expanded operative paragraph 2, as recommended by the Advisory Committee in paragraph 12 of its report (A/8408/Add.9).

The draft resolution was adopted by 68 votes to none, with 7 abstentions.

AGENDA ITEM 84

Personnel questions (*continued*) (A/8454, A/8483, A/C.5/1371, A/C.5/1398, A/C.5/L.1061 and Add.1, A/C.5/XXVI/CRP.26):

(a) Composition of the Secretariat: report of the Secretary-General (*continued*) (A/8483, A/C.5/L.1061 and Add.1, A/C.5/XXVI/CRP.26)

13. Mr. YEREMENKO (Ukrainian Soviet Socialist Republic) said that the attention given by the General Assembly to the question of geographical distribution of United Nations Secretariat staff was very appropriate in view of the importance of that question in the light of the Charter requirements.

14. Certain countries, including his own, had had the opportunity to fill only an insignificant part of their quota of staff members. Despite the fact that important provisions concerning the principle of geographical distribution were contained in General Assembly resolutions 2539 (XXIV) and 2736 (XXV), and that, at the twenty-fourth and twenty-fifth sessions, the Fifth Committee had adopted recommendations requesting the Secretary-General to re-

solve the problem of under-representation as quickly as possible, the situation remained unsatisfactory. The Secretary-General's report on the composition of the Secretariat (A/8483), which should have provided a clear picture of the specific measures taken to implement the relevant General Assembly resolutions, was not satisfactory to his delegation. In paragraph 3 of the report, it was stated that no recommendations on recruitment policy had been included, pending the outcome of the review entrusted to the Special Committee for the Review of the United Nations Salary System and the follow-up action proposed in the Joint Inspection Unit report on personnel problems (A/8454). That argument was not convincing, since both the work of the Special Committee and the Joint Inspection Unit report would be considered at a later stage under specific agenda items.

15. His delegation felt entitled to expect the Secretary-General's report to focus on the measures taken to implement the relevant General Assembly decisions and recommendations. Chapter III (Application of the guidelines) did refer to a number of measures, but the report gave no information on really decisive measures to correct the imbalance in the geographical distribution of staff.

16. Resolution 2539 (XXIV) welcomed the Secretary-General's intention to prepare a long-term plan of recruitment as a means of accelerating the achievement of equitable geographical distribution. Furthermore, in paragraph 12 of his report on the composition of the Secretariat¹ submitted at the twenty-fifth session, the Secretary-General had stated that arrangements had been made to draw up such a recruitment plan. Unfortunately the report under consideration gave no indication as to the fate of the plan. His delegation strongly urged that the preparation of such a plan, as a means of solving the problem of under-representation, should receive the fullest attention of the Secretariat.

17. Reference was made in the report before the Committee to continuing effort by the Secretariat to recruit staff from under-represented countries. Yet that effort had to be judged on the basis of its results. Paragraph 14 indicated that, while 63 appointments had been made from under-represented countries, 81 candidates had been appointed from over-represented countries. Could efforts of that magnitude help to solve the problem? He fully supported the view of the representative of Japan at the previous meeting that the proportion of 34 per cent for nationals of over-represented countries was too high to be explained on the basis of exceptional circumstances. Such a recruitment policy was not consistent with the guidelines laid down in General Assembly resolution 2736 A (XXV). Indeed, as a result of the failure to observe those guidelines, the situation in two under-represented regions—Asia and the Far East and Eastern Europe—had even deteriorated. The situation was very different in the case of the third under-represented region referred to in the report, namely, North America and the Caribbean: although the number of staff was already above the minimum quota, appointments from that region continued to increase steadily, the candidates coming mainly from North America.

¹ See *Official Records of the General Assembly Twenty-fifth Session, Annexes*, agenda item 82, document A/8156.

18. It was also impossible to disregard the negative consequences of the practice of recruiting predominantly career staff. In that connexion, his delegation shared the views expressed by the representatives of the USSR and Poland at the previous meeting. Table 4 of the report indicated that during the past year, the proportion of permanent contracts had risen from 64.8 per cent to 65.2 per cent. That trend in no way contributed to an equitable geographical distribution of staff. It was clear from table 10 that the situation with regard to the under-represented countries was as critical as it had been several years earlier. The situation of the most acutely under-represented countries remained unchanged; the Ukrainian SSR, for example, was represented by 14 staff members as compared with a quota of 30-36. His delegation urgently appealed to the Secretariat to take radical measures to rectify that unacceptable situation. A solution to the problem of under-representation would improve the functioning of all United Nations bodies and assist considerably in achieving the objectives embodied in the Charter.

19. The Committee's report to the General Assembly should include a paragraph indicating the measures required to implement Assembly decisions. To that end, he wished to introduce, on behalf of the delegations of Poland and the Ukrainian SSR, the following draft text:

"The Fifth Committee, concerned at the lack of progress in achieving equitable geographical distribution within the United Nations Secretariat, requests the Secretary-General of the United Nations to take effective measures to ensure the speedy implementation of resolutions 2539 (XXIV) and 2736 (XXV) and other General Assembly decisions relating to this question. In this connexion, particular attention should be given to the application of the guidelines for the recruitment of staff set out in resolution 2736 (XXV), and, in particular, to the principle that, in the recruitment of staff for posts at all levels which are subject to geographical distribution, particularly posts at the senior level, preference should be given to qualified candidates of under-represented countries. The Committee also requests the Secretary-General to prepare, for consideration at the twenty-seventh session of the General Assembly, a special report on the situation with regard to the implementation of the above-mentioned General Assembly decisions and a long-term plan of recruitment to serve as a means of expediting the achievement of equitable geographical distribution of staff."²

20. He hoped that the draft, which reflected the discussion in the Committee and which had been favourably received by a number of delegations, would meet with the unanimous support of the Committee.

Mr. Woschnagg (Austria), Vice-Chairman, took the Chair.

21. Mr. FAURA (Peru) said that every year reports were produced on the composition of the Secretariat yet the situation had still not improved after 26 years. On the one hand, there was a quota system to ensure equitable geographical distribution, while on the other it was stipulated that, in the employment of the staff, account must be

taken of the efficiency of candidates. The problem of applying those two different criteria required clarification.

22. The representative of USSR had been quite right in drawing attention to the imbalance in the composition of staff of so important a section of the Secretariat as the Office of Public Information, where 50 per cent of the staff were nationals of Western countries. The situation was similar in the United Nations Office at Geneva.

23. It was clear from the Secretary-General's report that yet another year would now elapse without any improvement in the situation. In fact, it had been difficult in the past to elicit clear replies from the Secretariat. However, since his delegation had the greatest confidence in the Secretary-General and the Director of Personnel, it trusted that the following year the situation would be rectified.

24. Mr. SANTAMARIA (Colombia) recalled that, at the eighteenth and twenty-fifth sessions of the General Assembly, his delegation had stressed the fact that in applying the principle of equitable geographical distribution, account should be taken not only of the number of nationals of Member States in the Secretariat but also of the need to ensure that all regions, and particularly Latin America, were equitably represented in senior Secretariat posts. Members would recall, too, that at the twenty-fifth session (1407th meeting, para. 40), Colombia had welcomed the Secretary-General's statement of intention¹ to recruit young men and women from all parts of the world to permanent posts on the Secretariat. His delegation had also indicated that the number of women on the staff in general and in senior posts in particular should be increased. His delegation had also said that it supported the new countries' legitimate desire that their nationals should form a permanent part of the Secretariat and thus share in the work being done by nationals of the older countries.

25. If the composition of the Secretariat was to be so balanced as to reflect the diversity of the international community, the participation of nationals of the developing countries must be increased. Those countries could not accept a situation which prevented them from occupying senior administrative posts, for it was the incumbents of those posts who were responsible for implementing the decisions adopted by Governments in the Organization's policy-making bodies. In other words, the responsibility exercised by Governments in policy-making bodies should be reflected in the composition of the senior staff responsible for implementing United Nations programmes. All States Members should participate on an equal footing not only in the Organization's legislative organs but also in the executing machinery, namely, the Secretariat.

26. During the many years in which the question had been discussed by the General Assembly, measures had been taken to improve the geographical distribution of members of the Secretariat. Those measures had been aimed, however, solely at solving the quantitative problem; no attempt had been made to deal with the qualitative aspect of the question. It was not sufficient to achieve apparent equilibrium by allocating posts in the lower grades to the developing countries. For the equilibrium to be real, it must also be achieved in senior posts, for it was only by a more equitable distribution of those posts that the Secretariat would become truly representative of Member States.

² Subsequently issued as document A/C.5/XXVI/CRP.29.

27. His arguments were borne out by the statistics provided in the Secretary-General's report under consideration. Thus, reference to table 7 of the report showed that only 20 of the 270 staff in senior posts were Latin Americans. Moreover, it was possible that the situation was even worse than it appeared, because the figures to which he had referred did not include the staff of such organizations as UNCTAD, UNDP, UNICEF, UNITAR and UNIDO, where the imbalance in senior staff was even more acute than in the Secretariat. Barely one third of the 270 posts to which he had referred were occupied by nationals of developing countries despite the fact that those countries accounted for more than two thirds of the world's population. In other words, the principle of equitable geographical distribution laid down in the Charter was not being respected.

28. The General Assembly had expressed its concern at the situation in various resolutions, including resolution 1852 (XVII) which, in paragraph 1, and particularly subparagraphs (a), (c) and (d) thereof, had established guidelines to be followed by the Secretary-General in his efforts to achieve a more equitable geographical distribution. Moreover, in the second preambular paragraph of that resolution, the Assembly had recognized that the principle of equitable geographical distribution did not conflict with the paramount considerations of employment of staff laid down in Article 101 of the Charter. It was surprising that the Secretariat had not paid more attention to the provisions of that resolution, particularly in so far as the less developed regions were concerned. Indeed, that was why, at its twenty-fifth session, the General Assembly had adopted resolution 2736 A (XXV) which, in paragraph 1, requested the Secretary-General to continue his efforts to achieve a better geographical distribution of the staff at all levels, particularly at the senior level in all fields, and, in preambular paragraph 3, recognized the need for a more equitable geographical distribution of the staff among regions and within each region.

29. In conclusion, he said that he hoped that his comments would be borne in mind by all those responsible for ensuring that the principle of equality laid down in the Charter was respected.

30. Miss WHALLEY (United Kingdom) said that in view of the importance her delegation attached to the issue, she wished to restate for the record the views of her delegation on the question of the composition of the Secretariat.

31. Any assessment of the Secretary-General's report must start from the fundamental principles laid down in the Charter which, in Article 101 (3) provided that the paramount consideration in the employment of the staff and in the determination of the conditions of service should be the necessity of securing the highest standards of efficiency, competence and integrity and that due regard should be paid to the importance of recruiting the staff on as wide a geographical basis as possible. There was no ambiguity there. The emphasis was placed squarely on the importance of efficiency, competence and integrity, and staff recruitment was to be on as wide a geographical basis as possible consistent with those requirements.

32. Nearly every speaker in both the general discussion of agenda item 76 and in the discussion on section 3 of the

budget estimates for 1972 had mentioned the importance of securing higher productivity in the Secretariat. It was vital to recognize, however, that higher productivity could not be achieved unless the priorities laid down in Article 101 (3) of the Charter were observed. The United Kingdom fully supported efforts to secure better geographical and linguistic balance in the Secretariat, but the Charter required that they should be sought within the framework of greater efficiency. It would not be to the advantage of the United Nations to complement the Secretariat on a basis which would promote the second objective of Article 101 (3) at the expense of the first if, to do so would reduce capacity to secure maximum productivity and effectiveness.

33. In that connexion, she referred members to paragraphs 17-20 of the report on the ninth session of the Committee for Programme and Co-ordination (E/5038) which recorded the Committee's discussion on the Secretary-General's report on work programme performance in the economic, social and human rights fields in 1970.³ In paragraph 5, page 15, of the latter report, it was stated that in certain areas within the Department of Economic and Social Affairs there was a serious problem of staff because a high proportion of vacancies at the Professional level could not be filled because of present constraints regarding internationally recruited staff. In effect, a rigid interpretation of the principle of equitable geographical distribution resulted in a large number of vacancies, a situation which was having an adverse effect on important programmes in the economic and social fields. It was unfortunate that programme priorities were being established simply by reference to the recruitment situation rather than the content of the programme and that projects were being postponed simply because staff was not available. Clearly, a more flexible approach to the question of recruitment should be adopted.

34. Her delegation recognized that the number of United Kingdom nationals employed in 1971 had exceeded the desirable range. In that respect, however, the United Kingdom's position was comparable to that of many other countries for over-representation existed in respect of countries in all regional groups. Moreover, successive reports on the composition of the Secretariat had shown clearly that the number of United Kingdom nationals had declined significantly over the past few years and it was likely that the decline would continue at an accelerated rate in the next few years. This decline flowed from the age structure which reflected the build-up of staff during the early years of the Organization. Her delegation, which endorsed the provisions of Article 101 (3) of the Charter, was concerned that recruitment on as wide a geographical basis as possible should result in long-term equilibrium. Only a comprehensive personnel policy, based on career recruitment, encompassing effective training, would enable the staff to achieve their full potential—to the benefit of the Organization and Member States. It was essential, therefore, to take account of separations and forthcoming separations and rejuvenate the Secretariat by recruitment of youth on a wide geographical basis. In that respect, she reminded the Committee that in resolution 2736 (XXV), the General Assembly had called for special efforts to recruit young men and women and said that her delegation supported the call for involving youth in the work of the

³ Document E/AC.51/52 of 15 April 1971.

United Nations made by the representative of Ghana at the previous meeting.

35. Mr. REFSHAL (Norway) said his delegation understood that, in the view of the Secretariat, no major alteration of the recruitment guidelines was needed for the coming year. For that reason, he hoped that no draft resolution would be necessary; in fact, so many attempts had been made over the years to improve the guidelines that it was probable that no further resolutions could improve the situation. Only a persistent effort by the Secretariat to implement the existing guidelines over a longer period could correct the more obvious imbalances in the composition of staff.

36. He had several comments to make regarding the Secretary-General's report. First, he noted that in paragraph 16, in order to ensure a better linguistic balance in the secretariat of ECA, three more staff members had been appointed from French-speaking countries of the region, even though those countries were already over-represented in the Secretariat as a whole. In that connexion, he considered that the concept of linguistic balance sometimes ran counter to the principle of geographical distribution. While that might be unavoidable in certain cases, it should not be allowed to become the rule. Second, table 4 indicated that the proportion of fixed-term contracts had declined in the year under review from 35.2 per cent to 34.8 per cent. While that was a step in the right direction, there was a long way to go to achieve the ratio suggested by the Secretary-General and approved by the General Assembly, namely, a ratio of 25 per cent of fixed-term contracts.

37. He had used the phrase "more obvious imbalances" advisedly: he wished to remind the Committee that what was often termed a quota system, namely, the use of desirable ranges, had never been intended to be applied as a precise, mathematical formula; it was meant to be used merely as a yardstick in efforts to achieve a more balanced composition of staff. His delegation did not believe that it would ever be possible to achieve a precise, mathematically ideal situation.

38. Finally, he wished to recall a point made by his delegation at the previous session: whereas the Secretary-General's annual report on the composition of the Secretariat gave a clear picture of the current situation as compared with the previous year, it did not indicate the trend over a period of, say, 10 years. In fact, his delegation believed that an improvement in the situation had taken place over that period. He wished to submit the following proposal for consideration by the Fifth Committee:

"In order to enable the Committee to acquire a clear picture of the long-term trends in the movements of the composition of the Secretariat, the Fifth Committee requests the Secretary-General to include in his annual report on the composition of the Secretariat a table showing each country's position in relation to the desirable ranges over the last 10 years."⁴

39. Without wishing to dictate to the Secretariat how it should carry out the proposed task, he suggested that it

would probably be sufficient if the table gave figures for alternate years rather than for each year. He also suggested that it would be unnecessary to include the desirable ranges, which were already contained in a table in the present format; it would probably be sufficient to indicate the actual position in relation to the desirable range. For example, if the number of staff of a country was within the desirable range, a zero could be inserted in the appropriate column; if the number of staff of that country was five over the upper figure of the range, that could be indicated by "+5"; and if the number was five below the minimum figure, that could be indicated by "-5". In that way, the essential information could be given most concisely.

40. Mr. GONTHA (Indonesia) said that, in general, his delegation supported the views expressed by the representatives of Peru and Colombia on the subject of the equitable geographical distribution of staff. It hoped that recruitment of Professional and higher-level staff in the Secretariat would be carried out in accordance with the guidelines established in General Assembly resolution 2736 A (XXV).

41. The Secretary-General's report on the composition of the Secretariat did not define sufficiently clearly the criteria governing recruitment to posts in the regional economic commissions. There had, for instance, been a case in which, although the executive secretary of a regional economic commission had approved the appointment of an Indonesian to a senior post, his approval had been overruled and an official from another area sent to fill the vacancy. To avoid such cases in future, he hoped that the principle of equitable geographical distribution would be objectively observed in the matter of recruitment to the regional economic commissions.

42. It was well known that the executive secretaries of the regional economic commissions held the rank of Assistant Secretary-General. It was also well known that, as a result of an Administrative Management Service recommendation, four more Assistant Secretaries-General had been appointed to the Department of Economic and Social Affairs and that, following the reorganization of UNDP, four more Assistant Secretaries-General had been appointed to that organization as well. In the circumstances, it would seem appropriate to consider the possibility of reclassifying from Assistant Secretary-General to Under-Secretary-General, the executive secretaries of the regional economic commissions, which promoted the economic and social development programmes of the United Nations in such fields as population, industrialization, agriculture, science and technology and international trade. Despite the financial implications of the measure, reclassification did seem to be called for.

43. Turning to the subject of General Assembly resolution 2480 B (XXIII), he said that, like the delegation of Ghana (1459th meeting), his delegation would be interested to learn what steps had been taken to safeguard the interests of those staff members whose mother tongue was not one of the working languages of the Organization. His delegation was aware that courses in the working languages were being conducted at Headquarters. It appeared, however, that they were becoming increasingly difficult and complicated and it had even been suggested that the intention was to discourage students from taking them. While his delega-

⁴ Subsequently issued as document A/C.5/XXVI/CRP.28.

tion tended to discount such rumours, there was never smoke without a fire.

44. Mr. FAROOQ (Pakistan) said that it was clear from the Secretary-General's report that efforts had been made to improve the composition of the Secretariat in accordance with the provisions of General Assembly resolution 2736 (XXV). In the 10 months since the adoption of that resolution, progress had been made in improving the geographical distribution of the staff without lowering the standards of the Organization. In such a complex organization as the United Nations, steps to rectify the under-representation of certain countries had to be taken gradually and in keeping with the requirements of Article 101 (3) of the Charter. The objective of an equitable distribution of staff must be attained, but not in a way that would adversely affect the implementation of approved programmes. It would appear from document E/AC.51/52³ that some programmes had indeed been adversely affected by the non-availability of staff. Subject to those comments, his delegation viewed with sympathy the proposal submitted to the Committee by the delegation of the Ukrainian SSR. At the same time, it wished to emphasize the part that the under-represented countries themselves could play in providing qualified candidates for the Secretariat. It might be useful if special recruitment missions such as those sent to Japan and the Soviet Union could be sent to other under-represented countries.

45. The Fifth Committee could not put the Secretary-General in a straitjacket and at the same time expect him to produce an efficient Secretariat. The guidelines concerning the composition of the staff laid down in various General Assembly resolutions were intended to facilitate the Secretary-General's task and it was to be hoped that if he encountered difficulty in abiding by them, the Secretary-General would so inform the Committee. In that connexion, his delegation agreed with the Secretary-General that there was no need for the Committee to issue further guidelines at the current session and that it would be preferable to await the reports of the Special Committee for the Review of the United Nations Salary System and of the follow-up action proposed by Mr. Bertrand in his report on personnel problems (A/8454).

46. The proposal put forward by the delegations of Ghana and Japan (A/C.5/XXVI/CRP.26) deserved sympathetic consideration because the nationals of countries whose language was not a working language of the Organization were at a disadvantage in so far as the provisions of General Assembly resolution 2480 B (XXIII) were concerned. It was for that reason that, in paragraph 2 (d) of resolution 2736 A (XXV), the General Assembly had suggested that special allowance should be made, in recruitment policies, for candidates whose mother tongue was not one of the working languages of the Secretariat.

47. According to paragraph 25 of the Secretary-General's report, the proportion of staff from Asia and the Far East had declined from 15.8 to 15.1 per cent as compared with the target of 17 per cent which represented the desirable range for the region. That was disappointing, and his delegation urged that suitable action be taken to improve the situation. It also hoped that, in dealing with the question of the appointment to the staff of nationals of the People's Republic of China, a procedure acceptable to the Government of that country would be worked out.

48. Referring to table 19 of the Secretary-General's report, he said that in resolution 2736 C (XXV) the General Assembly had requested the Secretary-General to continue to supply information of the same nature as he had supplied in the report he had submitted to the General Assembly at its twenty-fifth session. In previous reports, the contributions made by various countries had been indicated along with the number of posts held by nationals of those countries. In the report under consideration, however, there was no column indicating Member States' contributions. Such information was very useful and should be supplied in pursuance of the provisions of General Assembly resolution 2736 C (XXV).

49. His delegation supported the proposal put forward by the Indonesian delegation concerning the reclassification of the executive secretaries of the regional economic commissions. It also supported the proposal put forward by the Norwegian delegation; a table showing trends in the composition of the Secretariat over the past 10 years would help the Committee to reach a judicious decision in the matter.

50. Mr. CLELAND (Ghana) said that the sponsors of the proposal contained in document A/C.5/XXVI/CRP.26 were not opposed to the provisions of General Assembly resolution 2480 (XXIII); acquisition by staff members of a second language would certainly make for a more efficient Secretariat. Their purpose was merely to emphasize that those whose mother tongue was not one of the working languages of the Secretariat should not be made to suffer through application of the provisions of resolution 2480 (XXIII). General Assembly resolution 2736 (XXV) called for special efforts to recruit young men and women through the development of objective selection methods and stressed that special allowances should be made for those whose mother tongue was not one of the working languages of the Secretariat. The Japanese and Ghanaian delegations were merely requesting that that provision be applied in implementing resolution 2480 (XXIII).

51. Mr. KOEFLER (Austria) said that according to established procedure, the deadline for the collection of data for inclusion in the Secretary-General's reports on the staff of the United Nations Secretariat and on the composition of the Secretariat was 31 August and the reports were not issued until the beginning of November. That did not allow delegations sufficient time to study the reports properly. His delegation proposed therefore that in its report, the Fifth Committee should include a paragraph⁵ indicating that it had decided that the deadlines applied to the reports of the Secretary-General concerning the staff of the United Nations Secretariat and the composition of the Secretariat should be advanced from 31 August to 30 June, beginning with 1972, and requested that those reports should be circulated to Member States each year not later than 1 September.

52. The CHAIRMAN said that texts of the Austrian, Norwegian and Ukrainian SSR proposals would be circulated by the following meeting.

The meeting rose at 1.20 p.m.

⁵ Subsequently issued as document A/C.5/XXVI/CRP.27.