



SUMMARY RECORD OF THE 32nd MEETING

Chairman: Mr. BUJ-FLORES (Mexico)

Chairman of the Advisory Committee on Administrative and  
Budgetary Questions: Mr. MSELLE

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ORGANIZATION OF WORK

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The meeting was called to order at 10.35 a.m.

AGENDA ITEM 95: JOINT INSPECTION UNIT: REPORTS OF THE JOINT INSPECTION UNIT

Annual report of the Joint Inspection Unit (A/35/34)

1. Mr. ALLEN (Chairman of the Joint Inspection Unit) said that the annual report of JIU covering the period from 1 July 1979 to 30 June 1980 contained a summary of 15 reports of the Joint Inspection Unit, three of which were before the current session of the General Assembly. In addition, the Assembly had before it two further JIU reports, one of which had been issued prior to the period covered by the annual report. He drew the Committee's attention to paragraph 3 of document A/35/34, which mentioned two organizations which had not yet accepted the JIU statute. The Unit attached great importance to the views of the General Assembly and to those of the governing bodies of all the organizations which had accepted its statute, with respect both to activities it had already undertaken and to its future work programme. The Joint Inspection Unit, which had just been requested by the General Assembly to undertake two major studies, would follow with close attention the discussion on the subject of its annual report.
2. Mr. KEMAL (Pakistan) asked when the Committee would have before it the JIU report on the Office of the United Nations Disaster Relief Co-ordinator. He understood that the report was ready, but had not yet been submitted to any committee.
3. The CHAIRMAN said that it was his understanding that the report in question had been completed but that the Secretary-General had not yet made known his comments on it.
4. Mr. ALLEN (Chairman of the Joint Inspection Unit) said that the JIU report had not yet been translated into all the official languages of the Organization and that, in any case, it had been prepared too late to be considered during the current session. It would be taken up the following year by the Economic and Social Council and by the General Assembly at its thirty-sixth session, but would first be submitted to the Committee for Programme and Co-ordination.

AGENDA ITEM 91: PROGRAMME BUDGET FOR THE BIENNIUM 1980-1981 (continued)

Administrative and financial implications of draft resolution A/35/L.12 concerning agenda item 116 (A/C.5/35/57)

5. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that document A/C.5/35/57 described the possible administrative and financial implications of draft resolution A/35/L.12 and more particularly of paragraph 6, in which the General Assembly would express its appreciation of the efforts of the Secretary-General in the search for a solution to the situation in Afghanistan and hope that he would continue to extend assistance, including the appointment of a special representative.

6. In paragraph 3 of document A/C.5/35/57, the Secretary-General dealt with the question of the appointment of the special representative, whose supporting staff would comprise three Secretariat members (one official at the D-2/D-1 level, one at the P-4 level and one at the G-4 level). The special representative might be chosen either from among the high-level officials of the Secretariat or from outside the Organization. The Secretary-General estimated that an additional appropriation of \$17,000 would be required for the travel costs and subsistence of the special representative and the supporting staff. Having considered the statement submitted by the Secretary-General from a strictly technical viewpoint, the Advisory Committee had noted that, if the special representative was chosen from outside the Organization, honoraria not exceeding \$10,000 would be payable; however, it was stated in paragraph 5 of document A/C.5/35/57 that the Secretariat would endeavour to provide that amount from the existing appropriations under section 1 of the programme budget for 1980-1981.

7. The Advisory Committee recommended that the Fifth Committee inform the General Assembly that, should draft resolution A/35/L.12 be adopted, an additional appropriation of \$17,000 would be required under section 1 of the programme budget for 1980-1981.

8. Mr. KEMAL (Pakistan) observed that draft resolution A/35/L.12, which was currently under consideration by the General Assembly in plenary meeting, had been introduced by the Minister for Foreign Affairs of his country and was sponsored by more than 40 delegations. His delegation would be grateful if the Advisory Committee would recommend to the General Assembly the approval of an additional appropriation of \$17,000 for the travel and subsistence of the special representative and his supporting staff. It hoped that the Fifth Committee would follow the advice of the Advisory Committee by considering the matter from a purely technical viewpoint.

9. Mr. BAHAR (Afghanistan) said that his delegation had already expressed in a plenary meeting of the General Assembly its opposition to draft resolution A/35/L.12. The measures called for in that draft resolution constituted unacceptable interference in the internal affairs of his country, and could not but harm the efforts of his Government to find a political solution to the situation in the region. The Fifth Committee should oppose the approval of appropriations to implement a decision which contravened the provisions of the Charter of the United Nations.

10. Mr. PALAMARCHUK (Union of Soviet Socialist Republics) said that in the document on the administrative and financial implications of draft resolution A/35/L.12 a proposal was made to approve additional appropriations to finance measures which were contrary to the major provisions of the Charter of the United Nations, since they would constitute direct interference in the internal affairs of a sovereign State Member of the United Nations. His delegation, which had already expressed its opposition to draft resolution A/35/L.12 in a plenary meeting of the General Assembly, could obviously not approve additional appropriations for the purpose of implementing that resolution.

11. Mr. GUBCSI (Hungary) said that his delegation could not approve appropriations for draft resolution A/35/L.12. The inclusion in the agenda of the thirty-fifth session of the General Assembly of an item on "The situation in Afghanistan" ran counter to the provisions of the Charter of the United Nations. Draft resolution A/35/L.12 constituted interference in the internal affairs of the Democratic Republic of Afghanistan and, if it were adopted, it would make the solution of the so-called "Afghan problem" even more difficult. His delegation rejected the draft resolution and any appropriations in that connexion.
12. Mr. RICHTER (German Democratic Republic) said that his delegation categorically rejected draft resolution A/35/L.12 together with any financial appropriation connected with it. It considered that the draft resolution constituted a fresh attempt by certain circles to interfere in the internal affairs of a sovereign State. His Government refused to participate in financing any measures which might be taken pursuant to that draft resolution.
13. Mr. WANG Chengwei (China) said that the situation in Afghanistan merited the attention of the whole international community. His delegation had already had the opportunity to explain its position on that question in a plenary meeting of the General Assembly. It welcomed the efforts made by Pakistan and about 40 other countries which had sponsored draft resolution A/35/L.12, the aim of which was to safeguard the principles of the Charter and to maintain peace and security in the region. In order to ensure rapid implementation of that resolution, his delegation had no quarrel with the statement of administrative and financial implications contained in document A/C.5/35/57 and could support the oral statement made by the Chairman of the Advisory Committee.
14. Mr. SLABY (Czechoslovakia) said that draft resolution A/35/L.12 constituted interference in the internal affairs of a sovereign State and a violation of the principles set forth in the Charter of the United Nations. His delegation was opposed to the draft resolution and to any appropriation in that connexion.
15. Mr. GARRIDO (Philippines) observed that his delegation was one of the sponsors of draft resolution A/35/L.12, the aim of which was to find a solution to the situation in Afghanistan. His delegation approved the financial implications of the draft resolution.
16. Mr. BELYAEV (Byelorussian Soviet Socialist Republic) said that his delegation had consistently opposed the consideration by the United Nations of the so-called "question of Afghanistan", because it constituted interference in the internal affairs of a sovereign State and a violation of the provisions of the Charter of the United Nations. It was obvious that imperialist forces, supported by some delegations, were trying to wage an anti-Soviet campaign. The current situation tended to confirm the observations of the Secretary-General in his report on the work of the Organization (A/35/1) to the effect that "it /the Organization/ is frequently used as a parliamentary forum for actually waging a conflict in public" and that "desirable long-term international policies are all too often the victim of short-term domestic politics". His delegation could not agree to the Fifth Committee deciding to finance from the United Nations regular budget activities which were contrary to the provisions of the Charter and constituted a kind of provocation to a sovereign State.

17. Mr. TOUGOU (Mongolia) said that his delegation had always opposed the inclusion in the agenda of the General Assembly of an item on the situation in Afghanistan. Imperialist forces were attempting to use the United Nations to exploit events in Afghanistan, thereby interfering unacceptably in the internal affairs of a sovereign State. In accordance with its Government's position of principle, his delegation could not agree to draft resolution A/35/L.12 or the approval of additional appropriations resulting from it. His delegation considered the draft resolution to be at variance with the provisions of the Charter, especially since the resources needed to implement it were to be provided from the regular budget of the Organization.

18. The CHAIRMAN, drawing attention to the Advisory Committee's recommendation, suggested that the Committee should inform the General Assembly that, should it adopt draft resolution A/35/L.12, an additional appropriation of \$17,000 would be needed for travel and subsistence under section 1 of the budget. In the event that the Secretary-General should select someone from outside the Secretariat as his special representative, every effort should be made to meet the additional cost from existing resources.

19. It was so decided.

Administrative and financial implications of the draft resolution submitted by the Third Committee in document A/C.3/35/L.34 concerning agenda item 79 (A/C.5/35/50)

20. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that, in the statement of the administrative and financial implications of the draft resolution issued under the symbol A/C.3/35/L.34 (document A/C.5/35/50), the Secretary-General was requesting an additional appropriation of \$37,000. In paragraph 2, the Secretary-General indicated that the preparation of a report on the full participation of disabled persons in all aspects of life, in pursuance of paragraph 2 of the draft resolution, would require \$15,000 in consultancy funds. The Advisory Committee recommended approval of an additional appropriation of \$15,000 for that purpose.

21. The Secretary-General was also requesting, in paragraph 6, an additional appropriation of \$20,000, in pursuance of the provision of paragraph 8 of the draft resolution, which dealt with the question of access to United Nations documents and information of disabled persons. The Advisory Committee accepted that request.

22. The Secretary-General was also requesting an additional appropriation of \$2,000 for the travel and subsistence of a Secretariat official who would go to Vienna to attend the third session of the Advisory Committee for the International Year of Disabled Persons, which had previously been scheduled for 1982 but had been brought forward to 1981. The Secretary-General indicated also that the conference servicing costs for the third session would total \$136,000 and would be considered within the context of the consolidated statement of total conference servicing costs to be submitted towards the end of the current session of the General Assembly.

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23. He therefore informed the Fifth Committee that, should the General Assembly adopt the draft resolution in document A/C.3/35/L.34, an additional appropriation of \$37,000 would be required and conference servicing costs amounting to \$136,000 would be considered within the context of the consolidated statement to be submitted towards the end of the current session of the Assembly.

24. The CHAIRMAN, referring to the Advisory Committee's recommendations, suggested that the Committee should request the Rapporteur to report directly to the General Assembly that, should draft resolution A/C.3/35/L.34 be adopted, an additional appropriation of \$35,000 would be required under section 6 of the programme budget for the biennium 1980-1981 and an additional appropriation of \$2,000 would be required under section 8. Conference servicing costs for the proposed third session of the Advisory Committee for the International Year of Disabled Persons, not to exceed \$136,000, would be considered in the context of the consolidated statement of conference servicing costs to be submitted towards the end of the current session of the General Assembly.

25. It was so decided.

26. Mr. MAL'KO (Ukrainian Soviet Socialist Republic), explaining his position, said that he had not opposed the approval without a vote of the administrative and financial implications of draft resolution A/C.3/35/L.34, but he believed that the amount of \$37,000 for which the Secretary-General had requested an additional appropriation could be met from the appropriations already approved for the biennium. Consequently, if the statement of administrative and financial implications had been put to a vote, his delegation would not have voted in favour of it.

27. Mr. PAPENDORP (United States of America) said that, if the statement of administrative and financial implications of the draft resolution had been put to a vote, he would have abstained, since his delegation was opposed to any increase in the budget.

28. Mr. LÖSCHNER (Federal Republic of Germany) said that the concern of the General Assembly to promote the full participation of disabled persons in all aspects of life was fully justified and he therefore approved of the decision which the Committee had just taken. However, it would have been reasonable to expect that the additional requirements would be met by redeploying existing resources, since there should be no budgetary growth.

Revised estimates under section 19 (United Nations Centre for Human Settlements)  
(A/35/7/Add.6, A/C.5/35/31)

29. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) recalled that, in its resolution 34/229, the General Assembly had requested the Secretary-General to ensure the immediate availability of additional resources necessary to implement at the regional level the work programme of the United Nations Centre for Human Settlements (Habitat) for 1980-1981. Consequently, at the thirty-fourth session of the General Assembly,

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the Secretary-General had requested eight temporary Professional posts and four temporary General Service posts. Owing to lack of time, the Advisory Committee had not considered the Secretary-General's request in detail and had recommended the provision of a total of \$140,000 under section 19 for 1980, corresponding to the creation of the temporary posts needed to implement in 1980 the work programme at the regional level.

30. In paragraph 4 of document A/C.5/35/31, the Secretary-General stated that, after again reviewing the staffing required for implementation of the regional component of the work programme of the Centre, he had reached the conclusion that the posts previously financed from general temporary assistance should be converted to established posts. The Advisory Committee had difficulty in accepting the Secretary-General's request. It had been informed that, as at 1 September 1980, none of the temporary staff had been appointed, but that the candidates had been selected by the regional commissions in consultation with the Centre. It was envisaged that the incumbents of those posts would all be on board by the end of December 1980.

31. The Advisory Committee was also of the view (A/35/7/Add.6, para. 4) that the information provided by the Secretary-General did not permit a clear identification of the interrelationship between the functions to be performed by the proposed established posts, the staff currently available to the regional commissions and the Centre's staff. Nor had it been established that the proposed activities were distinct from, but complementary to, the work programmes of the regional commissions and therefore required resources which were additional to those available to the regional commissions. The Advisory Committee had requested additional explanations on that point but the additional oral information which it had received was not fully convincing.

32. The Advisory Committee believed that, until all the authorized temporary posts had been filled, it would not be possible to undertake a proper review of the staffing required for implementation of the regional component of the work programme of the Centre. That review could be made within the context of the proposed programme budget for the biennium 1982-1983, which would be examined by the Advisory Committee in the spring of 1981 and by the General Assembly in the autumn of the same year.

33. The Advisory Committee therefore recommended the continuation on a temporary assistance basis of the Professional and local-level posts deployed to the regional commissions for implementing the Centre's work programme at the regional level. Since the future incumbents of those posts had not yet been appointed in September 1980, part of the appropriation under section 19 for 1980 should be available to meet 1981 expenses. The Advisory Committee was therefore recommending that the Fifth Committee approve an appropriation of \$330,000 for 1981 (instead of the \$386,500 requested) under section 19.

34. The Advisory Committee further recommended that those temporary staffing resources be reflected in the staffing tables of the regional commissions with appropriate notation of their deployment from the Centre for Human Settlements;

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since the posts had been requested for the implementation of the work programme at the regional level, it was normal that they should be deployed to the regional commissions, and not to the Centre.

35. Mr. GARRIDO (Philippines) said he had taken note of the Advisory Committee's observations on the revised estimates under section 19 and agreed with the recommendations set out in paragraph 6 of its report. He wished to know, however, whether the amount of \$330,000 that was requested for 1981 also covered travel of officials of the regional commissions or of the Centre.

36. Mr. KUYAMA (Japan) endorsed the Advisory Committee's recommendation to maintain the temporary status of the staff engaged in implementing the Centre's work programme at the regional level. He hoped that the Centre would take due note of the observations contained in the Advisory Committee's report.

37. Mr. OKEYO (Kenya) said that he attached great importance to the activities of the Centre, which represented an important contribution of the United Nations to the efforts of the international community relating to human settlements. He endorsed the recommendations contained in paragraph 6 of the Advisory Committee's report and would be interested to hear the reply from the Chairman of the Advisory Committee to the question asked by the representative of the Philippines.

38. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions), replying to the question by the representative of the Philippines, said that the appropriation being requested under section 19 covered only salaries and common staff costs, and not travel. Travel of the staff of the Centre and of the regional commissions was financed by the appropriations under the relevant budget sections. As a general rule, the Secretary-General did not submit individual requests for funds for the travel of the various staff members; a global request was made for appropriations for that purpose in each section of the budget. If staff members from the Centre or the regional commissions were required to travel in connexion with the implementation of the work programme at the regional level, their travel expenses would be covered by the appropriations under the relevant sections of the budget.

39. The CHAIRMAN, drawing attention to the Advisory Committee's recommendations, suggested that the Committee should approve an appropriation of \$330,000 for 1981 under section 19 of the programme budget for the biennium 1980-1981 and an appropriation of \$74,500 under section 31 (Staff assessment), to be offset by an equivalent amount under income section 1 (Income from staff assessment). He also suggested that the Committee should adopt the recommendations contained in paragraph 6 of the Advisory Committee's report (A/35/7/Add.6).

40. It was so decided.

41. Mr. GRODSKY (Union of Soviet Socialist Republics) said that his delegation had not opposed the decision which the Committee had just taken, but that did not mean that it agreed with it. His delegation was opposed on principle to the approval of additional appropriations. It believed that new requirements should be met from savings or through the redeployment of existing resources. If the proposal had been put to a vote, his delegation would have voted against it.



42. Mr. PAPENDORP (United States of America) said that his delegation would have abstained if the decision which the Committee had just taken had been put to a vote, for the reasons he had stated in connexion with the Committee's earlier decision.

AGENDA ITEM 99: REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION (A/35/30 and Corr.1: A/C.5/35/37)

43. Mr. AKWEI (Acting Chairman of the International Civil Service Commission) said that, in spite of the inevitable strains on the common system owing to the economic situation and monetary instability, the International Civil Service Commission had made substantial progress in its role as an impartial and independent body for harmonizing the structures of the system. While there were grounds for optimism, he did not underestimate the difficulties which the Commission faced: the positions of its members diverged on virtually every issue under review. It had received, however, valuable assistance from CCAQ and the Federation of International Civil Servants Associations, and guidance from Member States, as reflected in the deliberations of the Fifth Committee and the decisions of the General Assembly.

44. After referring to the various issues which called for decisions by the General Assembly, he said that the comprehensive examination of pensionable remuneration had been given priority attention, but that that issue would not be discussed until the Fifth Committee took up the report of the United Nations Joint Staff Pension Board.

45. Turning to the question of the post adjustment system, to which the General Assembly attached the highest importance, as evidenced by section I, paragraph 2, of resolution 34/165, he recalled that the system served to ensure that base pay was equalized for Professional staff members in all duty stations. The Commission had taken up that issue during the past year, at its eleventh and twelfth sessions, and was proceeding in a phased approach towards identifying the problems and finding solutions for them. It should be noted that in annex VI to its report (A/35/30 and Corr.1) the Commission had provided a description of the principles, purposes and operation of the post adjustment system. Central to the Commission's work was the question of the methodology employed for cost-of-living surveys in various duty stations, the results of which were used to establish comparisons in time and in space between duty stations and the base city, namely, New York. The Commission had decided that a working group of the Advisory Committee on Post Adjustment Questions should be established to study the question of methodology. It should be possible at the Assembly's next session to propose specific improvements in the post adjustment system. It was for that reason that the Commission had decided to draw attention in its report to the need to provide additional resources for the section of its secretariat responsible for monitoring the cost of living in the various duty stations.

46. The classification of duty stations according to conditions of life and work was an issue that touched the very nature of the common system of the *international civil service*. For while the post adjustment system took into account world-wide economic realities and differences and attempted to maintain

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equality of purchasing power from one duty station to another, the classification of duty stations was concerned with another reality. It reflected the variety of needs and problems peculiar to the 150 countries and 600 duty stations to which international civil servants were assigned. The Commission considered that conditions at some duty stations impaired the effectiveness of the staff serving there and created difficulties for the organizations of the common system in recruiting and retaining staff at all levels. After a lengthy study and extensive testing, the Commission had developed an objective means of identifying field duty stations where remedial action was required in order to attract and retain staff. It had proposed the application of specific measures to compensate for differences in living conditions, and it had recommended amending the Staff Regulations as of 1 January 1981 to increase the frequency of home leave travel and the travel of dependent children between their parents' duty station and place of schooling in the case of duty stations where circumstances were deemed by the Commission to warrant remedial action. The Commission would determine at its next session which duty stations would be eligible and thereafter would continually update its classification. He emphasized the importance of such measures for a sizeable yet often distant and silent, segment of the staff of the United Nations system.

47. With regard to job classification, he was pleased to draw the Committee's attention to the Commission's work and decisions on the Master Standard. The Master Standard involved a point-factor evaluation system as the first tier of a three-tiered system of common system grading standards. It enjoyed the broad support of the organizations and staff of the common system, and would be used to grade all non-project posts in the Professional category and above. The Commission had decided that the Master Standard should be applied on a progressive basis beginning on 1 January 1981. It had made specific recommendations to organizations to assist in the implementation of the Master Standard, relating, inter alia, to the format for job descriptions, the criteria for classification reviews, the development of official appeals or review procedures and the participation of staff representatives.

48. The Commission had been able to reach agreement on specific recommendations concerning career development, recruitment and training. It had considered whether special career development programmes should be established for women, young people or nationals of under-represented countries, and had concluded that it would be better not to adopt such an approach, since the development of a career should be determined by the merits and performance of each staff member. It was essential for organizations to ensure that the same career development opportunities were available to all staff. The Commission's recommendations included a series of measures designed to eliminate all discrimination. Its attitude towards special career development measures did not in any way prejudice the development at a later stage of a recruitment policy of preferential hiring quotas for persons belonging to currently disadvantaged groups.

49. Another recommendation of the Commission was the consolidation of a portion of post adjustment into the base salary of the Professional and higher categories. Base salary had become a relatively small portion of total remuneration - sometimes

as little as 40 per cent - and pensionable remuneration and gross salary had moved increasingly far apart. The Commission had therefore recommended the consolidation, as of 1 January 1981, of 30 points of post adjustment into base salary. The figures were shown in a corrigendum (A/35/30/Corr.1) to annex V of the report because at the time the report had been prepared the weighted average of post adjustments on which the scale of pensionable remuneration was based had not been known. The proposed consolidation would have a negligible effect on total remuneration.

50. The over-all level of total remuneration of the Professional and higher categories was a statutory concern of the Commission, as it monitored the application of the Noblemaire principle. To do that, it was taking a three-pronged approach. First, it measured and reported to the General Assembly the margin between United Nations remuneration and that of the comparator civil service (that margin had risen to 16 per cent in the past 12 months). Secondly, it made a comparison on the basis of total compensation, not salaries alone. Further progress had been made in the last two sessions and it was expected that the results would be reported to the General Assembly at its thirty-sixth session. Thirdly, it had to determine whether the present comparator was indeed the highest-paid civil service. For that purpose, a study was currently under way of the civil service of the Federal Republic of Germany. It hoped to be able to report the findings at the thirty-sixth session of the General Assembly.

51. On the subject of supplementary payments made to international civil servants of certain nationalities by their Governments, the Commission had come to the conclusion that such supplementary payments were inconsistent with the Charter of the United Nations and the staff regulations of the organizations. It was therefore recommending to the General Assembly that all Member States should be reminded that such a practice was unnecessary, inappropriate and undesirable.

52. Having reviewed at its twelfth session the problem of the gradual erosion of the education grant as a result of inflation, the Commission had concluded that the percentage level of reimbursement of educational expenses should be restored to that of 1 January 1977, as approved by the General Assembly. In that connexion, it recommended a reimbursement ratio of approximately 72 per cent, while maintaining the 1977 floor.

53. Concerning the death grant, he reminded the Committee that the General Assembly had requested the Commission to study the possibility of establishing a contributory system. On studying the matter, ICSC had concluded that no change should be made in the present death grant scheme.

54. He then proceeded to draw attention to certain additional matters, on which the Commission was not making any recommendations in its report. For example, it had devoted considerable time to the study of salaries of the General Service and related categories. Surveys of best prevailing local conditions had been conducted at New York, Rome and Geneva, and recommendations had been made to the executive heads of the organizations concerned. The first round of salary surveys at headquarters duty stations had been completed, with the exception of Vienna,

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where completion was scheduled for the spring of 1981. The second survey at Geneva had been completed in 1980 and the results revealed a high degree of consistency with those obtained in 1977. The Commission would tackle next the very important issue of the general methodology for salary surveys at headquarters duty stations.

55. It was also working on the second tier of the three-tiered classification standards, which was intended to supplement the Master Standard by providing detailed classification standards. The Commission had also reviewed and approved a methodology for determining professional-level work, which would be used by the various organizations to determine which jobs fell within the Professional category and which within the General Service category. It had also continued its study of performance appraisal policy, but further study was required of the criteria by which to judge performance and the forms to be used.

56. With regard to management training programmes and interorganization exchange programmes, the Commission had concluded that such programmes were desirable, and had therefore made appropriate recommendations to the organizations concerned.

57. Finally, the Commission had analysed extensively the question of local or national Professionals, a complex issue on which there had been a frank exchange of views. It had decided to accept the practice, and had requested organizations to submit detailed statistics to permit careful monitoring in that area.

58. ICSC was now discharging its responsibilities under all the articles of its statute. Its work was proceeding in a balanced and systematic fashion, based on a step-by-step, logical and thorough analysis. He wished to stress the importance the Commission attached to the integration of its work and its recommendations, whereby the principles and methods developed under one article of its statute were being utilized to benefit the work carried out under other articles. For example, the levels of Professional remuneration were based on the determination of grade equivalencies between the United Nations and the comparator civil service; the principle of equal pay for equal work could only be observed by the simultaneous and correct application of both the post adjustment system and the common job classification standards; finally, levels of remuneration to attract and retain the highest calibre of staff were only meaningful when coupled with sound recruitment and career development policies. Whether the Commission was eventually successful would depend on its ability to discharge all its responsibilities and to direct all its activities towards a common goal. For that purpose it required the co-operation of the representatives of the organizations and the staff - co-operation which it had so far received and which had enabled it to proceed in a spirit of consensus on practically every issue.

#### ORGANIZATION OF WORK

59. The CHAIRMAN invited delegations to study the report of the International Civil Service Commission carefully, and to refrain from referring to matters in chapter III on pensionable remuneration and pension entitlements as elements of total remuneration, which the Committee would take up when it discussed the report of the United Nations Joint Staff Pension Board (agenda item 100).

60. Mr. GRODSKY (Union of Soviet Socialist Republics) commented that personnel matters (post reclassification, recruitment, etc.) were covered both in the reports of the Secretary-General submitted under agenda item 98 (Personnel questions) and in the report of the International Civil Service Commission submitted under agenda item 99. Out of a concern to avoid any duplication, he inquired under which agenda item those matters would be considered.

61. The CHAIRMAN reminded the Committee that the reports of the Secretary-General on personnel questions had been considered in the Open-Ended Formal Working Group on Personnel Questions, and that the Committee would, at a later stage, have before it draft resolutions and decisions on the subject. Delegations would therefore be free to decide under which agenda item they wished to voice their opinions.

The meeting rose at 1 p.m.