



SUMMARY RECORD OF THE 41st MEETING

Chairman: Mr. ABDALLA (Sudan)

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

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The meeting was called to order at 10.55 a.m.

AGENDA ITEM 100: PROPOSED PROGRAMME BUDGET FOR THE BIENNIUM 1982-1983 (continued)
(A/36/6, A/36/7, A/36/38)

First reading (continued)

Section 24. Regular programme of technical co-operation

1. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that, in accordance with past practice, the Secretary-General had not provided a breakdown of the resources requested under section 24, but had simply adjusted the appropriations for inflation so as to ensure the same level of programme delivery as during the current biennium. More detailed information on the regular programme of technical co-operation would be provided ex post facto in the report the Secretary-General would submit to the Governing Council of UNDP. The Advisory Committee was transmitting the Secretary-General's estimates to the Fifth Committee for appropriate action.
2. Mr. KAYYAL (Saudi Arabia) said he understood that the Advisory Committee normally recommended reductions in or acceptance of the Secretary-General's estimates. He wondered, however, whether it was empowered to recommend increases in appropriations, so as to strengthen the Organization's activities under the regular programme of technical assistance.
3. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the Advisory Committee had no such authority. The amounts requested under section 24 were the result of specific decisions taken by the General Assembly, appropriately adjusted by the Secretary-General for inflation. Any proposal to increase expenditure under the section in real terms would likewise have to be authorized by a specific decision of the Assembly.
4. Mr. GREN (Union of Soviet Socialist Republics) reiterated his delegation's position regarding the funding of technical co-operation activities from the regular budget, which was not, in its view, in keeping with Article 17 of the Charter. Technical co-operation should be funded exclusively through voluntary contributions, which his Government would provide in its national currency. He therefore requested a vote on the estimate under section 24 and stated that he would vote against their approval.
5. Mr. PAPENDORP (United States of America) said his Government's position was that technical assistance should be funded by voluntary contributions. Funding for assistance which was of benefit to only some countries must be provided in a way which would allow each country to determine for itself how much to contribute. Economic and technical assistance depended ultimately on the political support it received in each donor country, and it could not be made compulsory.
6. Mr. BROCHARD (France) said that his Government had always been rigorous in its interpretations of the Charter, and held that the regular budget could not be used to finance technical co-operation activities. He was not able to support the requested appropriations.

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7. Mr. GUBCSI (Hungary) said that the funding of technical co-operation activities from the regular budget was not compatible with the provisions of the Charter. His Government's willingness to support technical co-operation was not in doubt, as was evidenced by the recent 100 per cent increase in its pledge for development activities. He would vote against approval of the appropriations requested under section 24.

8. Mr. FALL OULD MAALOU (Mauritania) said he could not agree that technical assistance should not be funded from the regular budget. The Third United Nations Development Decade would make no sense unless the necessary resources were made available for training and advisory services, and that was what the appropriations requested under section 24 were for.

9. Mr. SOKOLOVSKY (Byelorussian Soviet Socialist Republic) said that the financing of technical assistance from the regular budget was inconsistent with Article 17 of the Charter. Expenditures under section 24 should be removed from the regular budget and transferred to the voluntary funds administered by UNDP. His delegation could not support the appropriations requested and would make its contribution to technical assistance activities as a voluntary one, in its national currency.

10. Mr. YOUNIS (Iraq) said that the appropriations called for under section 24 were very modest, especially in view of the needs of the developing countries. He believed that technical assistance should be funded from the regular budget, and would vote in favour of the appropriations.

11. An appropriation in the amount of \$32,258,500 under section 24 for the biennium 1982-1983 was approved in first reading by 60 votes to 10, with 5 abstentions.

12. Mr. HAND (United Kingdom) said that his delegation had voted against the appropriation in line with its consistent principle that it was wrong to use assessed contributions to finance technical assistance activities.

13. Mr. HICKEY (Australia) said that his delegation had abstained from voting, as it had not very strong feelings on the issue.

14. Mr. ZINIEL (Ghana), Mr. EL SAFTY (Egypt), Mr. SHARMA (Nepal) and Mr. BANGURA (Sierra Leone) said that, if they had been present when the vote was taken, they would have voted in favour of the Secretary-General's estimate.

Section 26. Legal activities

15. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the reductions recommended in the initial estimates under section 26 comprised \$12,000 in travel costs, as discussed in paragraph 26.10 of document A/36/7, and \$1,400 under the heading of communications for reasons explained by the Advisory Committee in chapter I, paragraph 17.

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(Mr. Mselle, ACABQ)

16. The Secretary-General's revised estimate under sections 26 and 29A (A/C.5/36/25) constituted a kind of progress report on the plan for the elimination of the backlog in the registration and publication of treaties proposed at the thirty-fifth session (see A/C.5/35/40 and Corr.1 and 2). Owing to the postponement by the Fifth Committee at the thirty-fourth session of consideration of the original report of the Secretary-General, it had not been possible for the Secretary-General to implement fully the portion of the plan falling in the 1980-1981 biennium. The Advisory Committee recognized the difficulties which the Secretary-General had encountered and, in view of the importance attached by Member States to the depositary functions of the Secretary-General, recommended acceptance of the entire additional amount requested, under the terms stipulated in paragraph 2 of its report (A/36/7/Add.5).

17. A sum of \$398,500 was already included in the proposed programme budget for the elimination of the backlog. As a result, additional appropriations totalling \$539,900 would be required: \$267,600 under section 26C; \$194,900 under section 29A; and \$77,400 under section 28D. Section 29 had yet to be taken up by the Fifth Committee, and delegations should therefore remember that, if they endorsed the revised estimates, \$194,900 would have to be added to the appropriations recommended by the Advisory Committee in that regard.

18. The recommendation of the Advisory Committee for an appropriation of \$12,851,200 under section 26 for the biennium 1982-1983 was approved in first reading without a vote.

19. Mr. SOKOLOVSKY (Byelorussian Soviet Socialist Republic) said that his delegation could not have supported the Advisory Committee's recommendation if it had been put to a vote. The over-all increase in the resources requested under the section amounted to 20.9 per cent, which he regarded as excessively high and unjustifiable, and the uses to which the increased resources were to be put included new posts and reclassifications of existing posts. The Secretariat should take steps to make more effective use of its funds. Another portion of the requested increase was to allow for inflation. His delegation's position on that matter was well known: for the Secretariat to make allowance for inflation on its own initiative was completely inconsistent with decisions taken by the General Assembly.

20. The CHAIRMAN suggested that, in accordance with the Advisory Committee's recommendation concerning the depositary functions of the Secretary-General and the registration and publication of treaties, the Committee should approve an additional appropriation of \$539,900 (\$267,600 under section 26C, \$194,900 under section 29A and \$77,400 under section 28D) for the biennium 1982-1983. Further appropriations totalling \$47,000 under section 31 (Staff assessment) would be offset by a similar amount under income section 1.

21. It was so decided.

22. Mr. PAPENDORP (United States of America) said that his delegation would have abstained if the additional appropriation had been put to a vote. It was not

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(Mr. Papendorp, United States)

opposed to the programme to eliminate the backlog in the publication of the Treaty Series, but strongly objected to the method used in presenting the estimates. It was inconceivable that delays in the plan for eliminating the backlog should not have been apparent when the original budget estimates were drawn up; even if the delays had been genuinely unforeseen at that stage, it would have been more appropriate to issue an addendum to the proposed programme budget as soon as possible, rather than submit revised estimates at the current stage. The procedure followed could only cast doubt on the rigour applied in the compilation of the original budget proposals.

23. Mr. GREN (Union of Soviet Socialist Republics) said that his delegation would also have abstained if a vote had been taken. It objected to any increase in appropriations to finance new posts.

24. Mr. EL SAFTY (Egypt) said that, while he had not objected to the adoption of the Advisory Committee's recommendation, he believed that the amounts just approved should properly have been included in the original estimates under section 26, especially in view of the Secretary-General's claim, on the basis of the original estimates, that the section showed a real growth rate of -1 per cent.

Section 27. Public information

25. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the Advisory Committee had deleted only \$697,800 from the Secretary-General's estimate, most of it provisionally. The Advisory Committee had recommended, in paragraph 27.11 of its report, that the Secretary-General should submit a report on the financing of Development Forum to the General Assembly at its thirty-sixth session. In the interim it had recommended a deletion of \$400,000 from the estimates for 1982-1983. It had also recommended the deletion of \$285,000 for the World Assembly on Aging, given the uncertainty as to when it would be held. The only real reduction related to long-distance telephone calls, which should be reduced by \$12,000 in accordance with the reasons given in chapter I, paragraph 17 of the report.

26. Mr. BOUZARBIA (Algeria) said that Development Forum was related to the new international economic order, and as such was an important source of information for developing countries. The Secretary-General's report should be issued forthwith so that the Committee could take a final decision on Development Forum.

AGENDA ITEM 107: PERSONNEL QUESTIONS

- (a) COMPOSITION OF THE SECRETARIAT: REPORT OF THE SECRETARY-GENERAL (A/36/495)
- (b) OTHER PERSONNEL QUESTIONS: REPORTS OF THE SECRETARY-GENERAL (A/36/407, A/36/432 and Add.1; A/C.5/36/9, 19, 31)

27. Mr. JONAH (Assistant Secretary-General for Personnel Services) said that he attached the greatest importance to the deliberations of the Committee on personnel matters. The Secretary-General had referred to the need to concentrate

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(Mr. Jonah)

on enhancing the efficiency, competence and integrity of the international civil service and to ensure respect for the exclusively international character of its responsibilities. There was an increasing awareness of the pivotal role to be played by sound personnel management and rational recruitment procedures in attaining that goal.

28. General Assembly resolution 35/210 and 35/211 had greatly facilitated the work of the Office of Personnel Services by clarifying and delineating its responsibilities and reducing the diffusion of authority on personnel matters. As a result, significant progress had been made in the implementation of personnel policy reforms.

29. There had been increased co-operation between OPS and substantive departments, particularly in recruitment procedures. The steps recommended in General Assembly resolution 35/210 had been scrupulously followed, and further efforts had been made to meet the targets set by the General Assembly. OPS was determined to develop a spirit of close co-operation with departments and offices, clearly recognizing that such co-operation was essential in the personnel management of the Secretariat. The Office was obliged not only to implement the directives of the General Assembly, but also to provide personnel services to the departments responsible for implementing the Organization's programmes. Every effort was being made to resolve remaining difficulties.

30. During 1981, substantial progress had been made in the three target areas of recruitment policy. OPS had embarked on a policy of earmarking vacant posts for nationals of unrepresented and under-represented Member States, as well as for women. Of the appointments to posts subject to geographical distribution recommended by the Appointment and Promotion Board in the first six months of 1981, 45 per cent had been of nationals of under-represented States. That was an indication that the Secretary-General's efforts to improve the geographical balance of the Secretariat had begun to bear fruit. It had been possible to make such progress without relaxing the high standard of qualifications required of candidates.

31. Nevertheless, there were still problems which complicated the Secretary-General's efforts to improve geographical balance. Despite widespread beliefs to the contrary, recruitment to the Secretariat was complex and difficult, and obviously depended on the availability of vacancies. The number of candidates did not necessarily correspond to the number of vacancies, and there was a tendency to overlook the fact that posts fell into various occupational categories and were at various levels. Many applicants sought senior posts when the vacancies were at junior levels or wanted to work only in New York, Geneva or Vienna, where there might be few vacancies. It was simply not true that the Secretariat had a large pool of ready vacancies. Some 80 per cent of the posts subject to geographical distribution filled through recruitment over the past three years had been at the P-1 to P-4 levels. Relatively few posts subject to geographical distribution were available at higher levels, which complicated the task of OPS in recruiting for such posts.

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32. The Office of Personnel Services was aware of the concern expressed by staff members that staff regulation 4.4, specifying that the fullest regard should be had, in filling vacancies, to the requisite qualifications and experience of persons already in the service of the United Nations, should be fully honoured. However, that regulation did not and should not exclude recruitment from outside the Secretariat. OPS had worked out a scheme by which 50 per cent of all available vacancies, other than those that were to be filled from inside the department or office concerned, should be earmarked for recruitment of nationals of unrepresented and under-represented Member States or of women. The remaining 50 per cent would be filled in accordance with the normal assignment and recruitment procedures, with regulation 4.4 being applied to give qualified staff already in the Secretariat preference over outside candidates.

33. Significant progress had been made in recruiting women into the Secretariat. Women now occupied 21.6 per cent of posts subject to geographical distribution, which, while falling short of the target of 25 per cent, represented a substantial improvement over the past three years. In OPS itself, some 43 per cent of professional posts were held by women. The Secretary-General was determined to continue his efforts to increase the proportion of posts held by women. That task was not made easier by distorted statements indicating that no progress had been made. It would be more helpful if the progress made were recognized and due account taken of the problems involved.

34. The Committee had already heard statements - unfortunately outside the context of its deliberations on personnel matters - by executive secretaries of regional commissions regarding their difficulties in filling vacancies. Apart from the preference of most candidates for employment at the three main duty stations, there were certain political and local constraints that decreased the attractiveness of employment with some regional commissions. OPS had co-operated with the executive secretaries of the commissions in tackling that problem, and would continue to do so. The problems differed from one commission to another. However, OPS could not ignore the targets set by the General Assembly. Considerable efforts should be made to avoid situations where one or two nationalities became preponderant in a regional commission, and special attention should be paid to the over-representation of specific nationalities in regional commissions. The Secretary-General did not bar the recruitment of nationals of over-represented States when such candidates were unquestionably the best of all the applicants. Efforts would also have to be made to recruit more women to the regional commissions, where on average only 16 per cent of the Professional staff were women, as compared with 31 per cent at Headquarters. In the case of posts subject to geographical distribution, only 13.8 per cent of the posts in duty stations other than Headquarters were held by women, as compared with 29 per cent at Headquarters. Consultations would be held with all executive secretaries of regional commissions in the spring of 1982 to determine how best to proceed in dealing with a matter which had been called to the attention of the Committee.

35. The Secretary-General had encountered certain problems with regard to bodies such as UNCTAD and UNIDO. The high-level meetings of those bodies continued to take positions or even adopt resolutions on personnel matters which were not

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(Mr. Jonah)

always compatible with General Assembly directives, and their executive heads were then placed in the uncomfortable position of trying to reconcile the two. It was perhaps time that such ministerial bodies were asked to take cognizance of the directives of the General Assembly before requesting the heads of the secretariat concerned to take any measures on personnel matters.

36. The report of the Secretary-General on respect for the privileges and immunities of officials of the United Nations and the specialized agencies (A/C.5/36/31) was submitted in pursuance of General Assembly resolution 35/212, which had requested the Secretary-General to report on any cases in which the international status of staff members had not been fully respected. The privileges and immunities recognized in Article 105 of the Charter must be accorded both to representatives of the States Members of the United Nations and to officials of the organizations in order to permit them to exercise their functions independently. In his annual report on the work of the Organization (A/36/1), the Secretary-General noted that the Secretariat had reason to be concerned that the commitments made under the Charter and the relevant conventions regarding the inviolability of international civil service were not being fully complied with. Concern over the security of international civil servants had also been reflected in statements made by FICSA and the staff representative bodies of the United Nations Secretariat. He trusted that the matter would receive most careful consideration so that appropriate action might be taken by the Assembly to resolve the outstanding cases as well as to reaffirm the principle governing the privileges and immunities of officials of the United Nations and the specialized agencies.

37. The overriding concern that had guided the work of the Office of Personnel Services was to assist the Secretary-General in ensuring the independence and impartiality of the international civil service. In addition, everyone was conscious of the need to work towards a unified Secretariat and constantly guard against its fragmentation. The Fifth Committee was uniquely placed to make a major contribution towards that goal, and he was confident that its deliberations would provide the Secretariat with the necessary help and guidance.

38. Mr. BERTRAND (Joint Inspection Unit) said that he was grateful for the opportunity to introduce the report of the Joint Inspection Unit on personnel policy options (A/36/432), especially since at recent meetings of the Committee the Chairman of the International Civil Service Commission, representatives of several specialized agencies and the spokesman for the Federation of International Civil Servants' Associations had expressed the view that the JIU report should not even be considered at the current session. That report, which had been prepared in response to the General Assembly's request in its resolution 35/210, was merely the latest in a long series of reports on personnel questions which JIU had been preparing for more than 10 years and which had led to the introduction of major personnel reforms since 1974. In that connexion, he noted with satisfaction that the pace at which reforms approved by the General Assembly were put into practice by the Secretariat was quickening. There was still much to be done, particularly with regard to career development, but it was important to give credit where credit was due, and he commended the Assistant Secretary-General for Personnel Services and his staff on the progress made with respect to, inter alia, the use of

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(Mr. Bertrand, JIU)

objective methods of recruitment, the improved use of the roster, and the development of a recruitment plan and of "occupational descriptions".

39. Although the JIU report on personnel policy options did not contain any specific recommendations - owing to the circumstances of collaboration with ICSC - he hoped that its contents would be discussed in detail. The co-operation between JIU and ICSC in the drafting of the two reports requested by the General Assembly was described in annex I to the report. The inspectors had twice attended meetings of ICSC in 1981, had met with representatives of the ICSC secretariat and had prepared working papers, which had been sent to all members of the Commission and to the directors of personnel of all organizations of the United Nations system in sufficient time to obtain comments on the substantive issues, and replies had been received from some of the specialized agencies. Despite all those efforts, JIU had not succeeded in obtaining comments from or having substantive discussions with any of the members of ICSC, either individually or collectively. The Inspectors had nevertheless made it clear to ICSC that, as far as they were concerned, there could be no question either of not reporting to the General Assembly at all or of refusing to comply with the General Assembly's request to study further the subjects referred to in resolution 35/210. The JIU report therefore contained a substantive discussion of the issues involved and concluded with a list of options on which it was essential to have the reaction of Member States, since the problems were primarily of a political nature. In those circumstances, he considered the surprise expressed by the Chairman of ICSC at the format of the report to be entirely unjustified.

40. What was at issue was the very conception of the international civil service. It was not absolutely imperative that the General Assembly should reach decisions on that matter at the current session, but it should break out of the vicious circle of reports, comments on those reports leading to further reports, and so on, which would be the inevitable result of the approach advocated by ICSC, CCAQ and FICSA. The procedures for consultation within ICSC took several years before conclusions - if any emerged - could be submitted to the General Assembly for a decision. Even more serious was the position taken by, namely, CCAQ that the Assembly could not begin to consider questions of principle affecting all the agencies of the United Nations system until ACC had had an opportunity to comment officially on the JIU reports. In accordance with article 11, paragraph 4 (e), of the statute of JIU (General Assembly resolution 31/192, annex), ACC was allowed up to six months to produce its comments on a report which concerned all the agencies. If that provision was strictly applied, the General Assembly's right to consider any further JIU report containing specific recommendations might be contested session after session, since there would never be time for JIU to prepare a new report and to draw up its own report and obtain the necessary comments from ACC. Thus, the procedural vicious circle would become even more dangerous.

41. With regard to the competence of the General Assembly to deal with the matter, objections of another kind had been raised by CCAQ, one of whose documents (ACC/1981/29/Add.1) even stated that the JIU report suggested in several places that the Assembly would establish policy for the other organizations of the system.

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(Mr. Bertrand, JIU)

What JIU actually suggested, in paragraph 86 of its report, was that the Assembly might, on the basis of the information available to it, provide precise directives and guidelines on the main features of the personnel system which it would like to see developed. That suggestion was not at variance with the legal rules governing the United Nations system. Article 58 of the Charter expressly provided that the United Nations should make recommendations for the co-ordination of the policies and activities of the specialized agencies. Other Articles of the Charter, in particular Articles 10 and 17, also supported that position. There was therefore no legal problem. The situation was, in fact, quite simple. On issues relating to the very conception of the international civil service - which were pre-eminently political issues - only the Member States, and not subsidiary bodies of the General Assembly, whether JIU or ICSC, were competent to take a decision. Such decisions were taken by the governing bodies of all the specialized agencies and by the General Assembly itself. However, in the case of issues relating to the general principles governing the international civil service as a whole, it was quite clear that it was primarily the General Assembly, and therefore the Fifth Committee, that could and should provide the necessary directives and guidelines in accordance with the provisions of the Charter, especially Articles 58, 10, 17 and 57. Of course, that did not mean that the specialized agencies, staff representatives or ICSC should not be consulted on such issues and be given an opportunity to express their views to the Assembly.

42. He had been pleased to note that the Chairman of ICSC, in his statement to the Committee, had expressly undertaken to present a substantive report on the question of personnel policy options to the General Assembly at its thirty-seventh session. Jiu, for its part, would undertake to do the same; it would include specific recommendations in that further report and would transmit it to the specialized agencies, ICSC and staff representatives by 15 February 1982 at the latest. Even if ACC availed itself of the full six months it was allowed under the statute of JIU to present comments, it would have until 15 August 1982 to do so and the Assembly would then be in a position to decide on the recommendations at its next session.

43. If the Fifth Committee had no objection, JIU would also consult the delegations of all Member States and prepare a document summarizing their replies for the information of the General Assembly. In the meantime, a discussion of the JIU report at the current session would provide useful indications of the thinking of delegations with regard to the issues dealt with in it and would help to advance the work that had been undertaken.

44. The main choice which Member States had to make involved deciding what kind of international civil service they wanted to have, and in particular what degree of objectivity, quality and efficiency they wanted it to possess. As indicated by the table in paragraph 85 of the report, those choices related to the career concept itself; to determining the respective proportions of the two categories of staff and the types of contracts to be used for each; to the definition of occupational groups; and to grade linking.

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(Mr. Bertrand, JIU)

45. The first choice was obviously the most important. JIU was of the opinion that the definition of the kind of international civil service which should exist in the future should include the ideas of job security and promotion, and should also specify the kind of recruitment methods to be used. That was the only way, irrespective of the kind of contract used, to ensure the objectivity and effectiveness of the international civil service and provide staff members with the necessary guarantees for the proper exercise of their occupation.

46. With regard to the second main choice, as indicated in the report, there was no technical method for determining the desirable proportion of the two categories of staff. That called for a political decision and, in view of the positions taken by various Member States on that matter, a political decision could only be reached through negotiation.

47. The third choice concerned the term "occupational group". That was an absolutely fundamental point, on which the serious divergence of views between JIU and ICSC subsisted. JIU believed that there should be a clear-cut line of demarcation between the various occupations and that in a normal career a staff member should not serve in widely differing kinds of posts. In order to strike a reasonable balance between the excessive rigidity which would result from regarding each post as virtually sui generis and the unacceptable laxity that would result from too flexible an approach to the concept of "occupation", it was essential to identify standard career paths and to interpose barriers between them that could be overcome only with effort.

48. The fourth choice concerned the problem of grade linking, on which serious divergences also existed between the ICSC and JIU. Yet the matter was quite simple: rejection of grade linking made it impossible to promote staff members without forcing them to change posts. The Fifth Committee was familiar with the practice of requesting the reclassification of posts on no other ground than the desire to promote the incumbent. That situation led in turn to grade creep, waste of funds and absurdity. Recent statements by the Chairman of ACABQ confirmed the Joint Inspection Unit's views on that matter.

49. In the course of the Fifth Committee's discussions so far, many delegations had referred to the relationship between the problem of priority setting and personnel problems. It was clear that the notion of redeployment of resources in particular meant, in practice, redeployment of staff. It was therefore essential to have an over-all picture of the problems facing the United Nations so as to be able to approach personnel problems in a way that would reconcile the interests of the Organization and those of the staff. JIU had a useful contribution to make to the solution of such problems, because of the variety of subjects it dealt with. It would therefore be both unfair and inappropriate to seek to exclude JIU from the discussion of personnel questions. He hoped that the Committee would conduct a sufficiently thorough debate on the main policy options presented in the JIU report to provide those exploring the difficult issues involved with the views of many delegations, and that it would take note of the time-table he had suggested for responding to the questions posed in General Assembly resolution 35/210.

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50. The CHAIRMAN noted that the report of the Joint Inspection Unit had been prepared pursuant to General Assembly resolution 35/210, which had also requested the International Civil Service Commission to study further the subjects of the concepts of career, types of appointment, career development and related questions. The ICSC report had already been introduced, and the comments of the Secretary-General on the JIU report (A/36/432/Add.1) would be available shortly. He therefore suggested that at subsequent meetings the Committee should discuss the three documents together.

51. Mr. AMNEUS (Sweden) recalled that the Committee had decided at a previous meeting, in accordance with General Assembly resolution 35/213, to invite a representative of FICSA to make an oral presentation of that organization's report on the recommendations of ICSC. It would also be helpful to the work of the Committee to allow a staff representative to introduce the staff report on personnel questions (A/C.5/36/19), and he therefore proposed that the Committee should extend an invitation to the staff and hear an oral presentation by a staff representative as soon as possible.

52. It was so decided.

The meeting rose at 1.20 p.m.