
SUMMARY RECORD OF THE 62nd MEETING

Chairman: Mr. BUJ-FLORES (Mexico)

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

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The meeting was called to order at 2.05 p.m.

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

Consolidated statement of administrative and financial implications in respect of conference servicing costs (A/C.5/35/119)

1. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that for the reasons explained in document A/C.5/35/119, it had not been possible to submit a final consolidated statement of conference servicing costs to the General Assembly at its current session. Several uncertainties remained about the number of meetings to be held at Headquarters. The Secretary-General noted in paragraph 7 of document A/C.5/35/119 that final decisions on global negotiations might have major consequences for the meeting programmes at the three major locations. The Secretary-General therefore proposed that he be granted interim authority to spend exactly the same amount as had been appropriated by the General Assembly at its thirty-fourth session; he would provide the Advisory Committee at its spring session in 1981 with a final statement about the meetings to be held at Headquarters. If there were additional requirements the Advisory Committee would be able to authorize him to enter into the necessary commitments.

2. The Advisory Committee believed that that procedure was pragmatic and would solve the problem faced by the Secretary-General in preparing the consolidated statement. It therefore recommended that an amount of \$3,745,000 be appropriated at the current session, consisting of \$1.2 million under section 29A, \$2.5 million under section 29B and \$45,000 under section 28D of the budget. It would also be necessary to appropriate an amount of \$900,000 under section 31 of the budget, which would be offset by an equal amount under income section 1. That appropriation would be made on the understanding that the Secretary-General would be able to return to the Advisory Committee at its spring session in 1981 to seek authority for further commitments of funds.

3. Mr. CHOWDHURY (Bangladesh) requested clarification about the appropriation for development and international economic co-operation shown in part B of the annex to document A/C.5/35/119. He recalled that at its 49th meeting the Committee had decided that the full cost of conference services for the United Nations Conference on the Least Developed Countries, including the subregional review meetings, would be met from the regular budget of the United Nations. The estimate in document A/C.5/35/74, was approximately \$2.11 million. Yet, in the consolidated statement, the total cost was shown as about \$1.62 million. He understood that the consolidated statement was a recapitulation of all estimates of conference servicing costs in statements of financial implications submitted during the thirty-fifth session of the General Assembly, and he therefore requested clarification about the discrepancy. Moreover, in part B of the annex to document A/C.5/35/119 the subject-matter of document A/C.5/35/74 was described as development and international economic co-operation instead of the United Nations Conference on the Least Developed Countries.

4. Mr. BEGIN (Director, Budget Division) said that if the representative of Bangladesh wished, a corrigendum would be issued to document A/C.5/35/119 referring to the United Nations Conference on the Least Developed Countries.

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(Mr. Begin)

5. The reason for the discrepancy in the figures was that the amount of \$2,114,200 shown in document A/C.5/35/74 included other costs in addition to conference costs. Document A/C.5/35/119, on the other hand, omitted all estimates not strictly relating to conferences and, in particular, excluded estimates of travel and general operating expenses.
6. Mr. CHOWDHURY (Bangladesh) said that he understood that some elements shown as conference costs in document A/C.5/35/74 were not included in the consolidated statement. He asked for an assurance that the full amount shown in document A/C.5/35/74 would be available for the purpose indicated in that document.
7. Mr. BEGIN (Director, Budget Division) said that table 3 of the annex to document A/C.5/35/74 provided an estimate of the over-all cost of the four subregional review meetings and included several items, the most important of which was conference servicing. The practice followed by the Secretariat was to provide an indicative estimate of conference servicing costs in the statements of financial implications and then to submit revised figures in the consolidated statement. The amounts for general operating expenses shown in document A/C.5/35/74 were also indicative. The meetings in question were subregional and would be held at the regional commissions so that there would be no additional expenditure for the use of premises.
8. Mr. RUEDAS (Assistant Secretary-General for Financial Services) said that his understanding was the same as that of the representative of Bangladesh.
9. Mr. CHOWDHURY (Bangladesh) said that his delegation wished to be assured that the funds which had been appropriated for the United Nations Conference on the Least Developed Countries would be available in their totality.
10. Mr. MSALLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the Advisory Committee was recommending an appropriation of \$3,745,000 at the present stage. Nothing contained in document A/C.5/35/119 was in any way intended to diminish any services planned for the United Nations Conference on the Least Developed Countries. The Fifth Committee, when considering the statement of financial implications for the Conference, had not recommended the appropriation of any funds for conference services for that Conference. He assured the representative of Bangladesh that the United Nations Conference on the Least Developed Countries would receive the necessary conference servicing allocation and that, if any problem arose, the Secretary-General would contact the Advisory Committee, as indicated in paragraph 9 of document A/C.5/35/119.
11. Mr. CHOWDHURY (Bangladesh) said that the Chairman of the Advisory Committee had made matters very clear. He wished to point out, however, that none of the subregional review meetings would be held at regional commissions.
12. Mr. BAMBA (Upper Volta) said that in part B of the annex to document A/C.5/35/119, there were two references to development and international economic co-operation. The entry relating to document A/C.5/35/74 should be made more precise.

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13. The CHAIRMAN said that a corrigendum to document A/C.5/35/119 would be issued and that, in future consolidated statements, care would be taken to include subitems and names of conferences.

14. Mr. PALAMARCHUK (Union of Soviet Socialist Republics) said his delegation regretted that because of the lack of time and a full agenda, the Advisory Committee had been unable to present written reports on a number of important questions, including the consolidated statement of administrative and financial implications in respect of conference servicing costs (A/C.5/35/119). While acknowledging the effort made by the Chairman of the Advisory Committee to report orally on what should have been presented in written form in a more comprehensive and more carefully argued fashion, his delegation was not satisfied with the recommendation of the Advisory Committee regarding additional expenditures proposed by the Secretary-General in the amount of \$3,745,000. His delegation would not be able to support those additional appropriations. Its position was one of principle: it objected to the appropriation of additional sums after the budget had been adopted.

15. The CHAIRMAN suggested that, on the basis of the recommendations of the Advisory Committee, the Fifth Committee should approve additional appropriations in a total amount of \$3,745,000, consisting of \$1,200,000 under section 29A, \$2,500,000 under section 29E and \$45,000 under section 28D of the programme budget for the biennium 1980-1981. An additional appropriation of \$900,000 would also be required under section 31 (Staff assessment), to be offset by an increase in the same amount under income section 1 (Income from staff assessment).

16. A recorded vote was taken.

In favour: Algeria, Argentina, Austria, Bahamas, Bahrain, Bangladesh, Barbados, Benin, Brazil, Burundi, Central African Republic, China, Colombia, Congo, Cuba, Democratic Yemen, Denmark, Egypt, Ethiopia, Finland, Ghana, Greece, Guatemala, Guyana, India, Indonesia, Iran, Ireland, Ivory Coast, Jamaica, Kenya, Kuwait, Liberia, Madagascar, Malawi, Malaysia, Mali, Mauritania, Mexico, Morocco, Mozambique, Netherlands, New Zealand, Niger, Nigeria, Norway, Oman, Pakistan, Panama, Peru, Philippines, Romania, Rwanda, Saudi Arabia, Senegal, Sierra Leone, Somalia, Spain, Sudan, Swaziland, Sweden, Syrian Arab Republic, Thailand, Togo, Trinidad and Tobago, Tunisia, Turkey, United Republic of Cameroon, United Republic of Tanzania, Upper Volta, Uruguay, Venezuela, Yugoslavia, Zaire, Zambia.

Against: Afghanistan, Belgium, Byelorussian Soviet Socialist Republic, Canada, Czechoslovakia, France, German Democratic Republic, Germany, Federal Republic of, Hungary, Israel, Italy, Japan, Mongolia, Poland, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Kingdom of Great Britain and Northern Ireland, United States of America.

Abstaining: Australia, Portugal.

17. The Chairman's suggestion was adopted by 75 votes to 18, with 2 abstentions.

18. Mr. STUART (United Kingdom) said that his delegation had voted against the appropriations requested in document A/C.5/35/119. It had done so, not only because certain meetings would be authorized which should not have been charged to the administrative budget, but also to protest the practice of not allowing for a vote on conference-servicing costs in first reading, on the grounds that additional costs would not be known until the end of the session. That practice had led to the undermining of General Assembly control over conference-servicing expenditures. The Fifth Committee should be able to say whether meetings would be held or not and then to pronounce itself with regard to the relevant expenditures. It should therefore have an opportunity to examine those questions in first reading. The arguments adduced to deny the Fifth Committee that right were merely a technicality aimed at freeing the Secretariat from the control of Member States. His delegation had voted against the appropriations in order to draw attention to that issue and hoped that delegations that had voted in favour of the appropriations would reflect carefully on what he had just said.

19. Mr. PAPENDORP (United States of America) said that his delegation assumed that the consolidated statement of administrative and financial implications in respect of conference-servicing costs (A/C.5/35/119) was as unsatisfactory to the Secretariat and to the other delegations in the Fifth Committee as it was to his delegation. The Fifth Committee was, in effect, asked to make a decision on a "take it or leave it" basis, without a clear indication of what was at stake, and without an adequate period to study and raise questions on the document. He understood, of course, that the Department of Conference Services and the Office of Financial Services had had little time to prepare the document. In that connexion, his delegation hoped that the General Committee at the thirty-sixth session would be more successful than at the current one in obtaining compliance with the 1 December deadline for the adoption by the other Main Committees of resolutions which entailed financial obligations, including conference servicing costs. To the extent that late action by Main Committees was attributable to delays by subsidiary organs, he trusted that more regard would be paid to the requirements of paragraph 24 of General Assembly decision 34/401.

20. His delegation wished to associate itself most strongly with the comments just made by the United Kingdom delegation, and the remarks in earlier debates of the Chairman of the Advisory Committee, concerning conference-servicing costs and their submission. He hoped that those criticisms would be taken to heart and the system revised, so that the Fifth Committee, with the advice of ACABQ, could, in first reading, carry out its responsibilities to provide objective advice on the funding requests of the Secretary-General. The fact that the so-called "full-cost" estimates submitted to the Main Committees were grossly inflated made them meaningless as any objective guide, and the Main Committees could not therefore judge whether the resolutions they passed were worth while in terms of costs; nor could they establish an internal order of priorities for the activities involved.

21. The United States had voted against the additional appropriations proposed by the Secretary-General. It had done so for the reasons just stated and because included in the amount requested were estimates for activities which the United States considered unjustified and objectionable - for example, the meetings covered by Trade and Development Board resolution 216 (XX), which went against the important principle of universality of Member States in their participation in the work of the United Nations.

(Mr. Papendorp, United States)

22. Lastly, his delegation had voted against the additional appropriation out of disappointment that the Secretariat had apparently been unable adequately to balance new conference-servicing requirements against savings or resources released from completed, obsolete, marginal or ineffective activities.

23. Mr. MAGARA (Uganda) said that, had he been present during the vote, he would have voted in favour of the appropriations requested in document A/C.5/35/119.

24. Mr. GOH (Singapore) said that his delegation had voted in favour of the appropriations, but its vote had not been recorded.

25. Mr. ALLAFI (Libyan Arab Jamahiriya) said that, had he been in the Committee room at the time of the vote, he would have voted in favour of the appropriations.

First performance report (A/35/7/Add.31; A/C.5/35/100)

26. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions), introducing the thirty-second report of the Advisory Committee on Administrative and Budgetary Questions (A/35/7/Add.31), said that the revised appropriations requested for the biennium 1980-1981 reflected changes caused by a number of factors, including the effect of changes in rates of exchange, the effect of changes in rates of inflation, the effect of the implementation of decisions of various policy-making organs, and certain other changes, primarily resulting from the vacancy situations in various locations. The net additional requirement would be \$46,796,800. A further revision would be required as a result of the relationship between the United States dollar and the Austrian schilling, bringing the total requested by the Secretary-General to \$47,822,800 net.

27. The comments and observations of the Advisory Committee appeared in its report, paragraph 6 of which provided additional information on the vacancy situation. In paragraph 8, the Advisory Committee examined the request by the Secretary-General for an appropriation of \$108,000 as a contribution to jointly financed administrative activities under section 28. That represented the United Nations share of an interagency fund to provide for measures to be taken in the event of security emergencies in countries other than those in which United Nations organizations had their headquarters. The Advisory Committee had been surprised to find that item brought to the General Assembly in the context of the first performance report. It would have been preferable to report on that matter by means of a separate Fifth Committee document, in order that the General Assembly, on the advice of the Advisory Committee, might take a policy decision on the establishment of such a fund. The Advisory Committee therefore recommended that the appropriation of \$108,000 should not be included in the performance report and that the Secretary-General should submit his request in the context of the proposed programme budget for 1982-1983.

28. In paragraph 9 of its report, the Advisory Committee pointed out that its recommendations with regard to the Vienna International Centre would lead to a reduction under section 28M and section 29 in the amounts shown in that paragraph.

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Accordingly, in paragraph 10, the Advisory Committee recommended that the additional revised expenditure proposed by the Secretary-General should be reduced by \$252,700. On that basis, the net revised additional requirements would amount to \$47,570,100.

29. Mr. BRODODININGRAT (Indonesia) said that his delegation's attention had been drawn particularly to three essential features contained in the report of the Secretary-General (A/C.5/35/100). The first one was that the overwhelming portion, if not almost all, of the budgetary increase during the period covered by the report had been due to inflation and exchange rate fluctuations, which constituted forces beyond the control of the Secretary-General. Secondly, the increase resulting from the decisions of policy-making organs represented only a very modest, if not insignificant, portion of 0.1 per cent. That meant that, contrary to what was alleged in some quarters, the policy-making organs had not been "unreasonable" and had not given rise to an exaggerated growth of the United Nations budget, at least during the period covered by the report. Thirdly, as was indicated in paragraph 8 of the Secretary-General's report, substantial gross savings had resulted primarily from the vacancy rate in established posts, which had been altogether higher than originally assumed and yet did not appear to have impaired the work of the Secretariat.

30. In consequence, it was evident that the illness that had swollen the budget of the United Nations was caused not so much by the internal metabolism within the body of the Organization itself as by external viruses against which unfortunately no remedy had yet proved effective, namely, inflation and exchange rate fluctuations. With a little more determination on the part of the Secretary-General, "better mileage" could be achieved by the Secretariat, as could be seen from the fact that the vacancy situation apparently had not seriously affected the smooth running of the Organization.

31. All things considered, his delegation was therefore prepared to accept the recommendations of the Advisory Committee in document A/35/7/Add.31.

32. Mr. PALAMARCHUK (Union of Soviet Socialist Republics) said his delegation noted with regret that the Secretary-General was seeking \$47.8 million in additional appropriations and that the reductions recommended by the Advisory Committee were trifling. It was clear from the reports of the Secretary-General and the Advisory Committee that additional appropriations were required primarily to meet expenditures due to inflation and fluctuations in rates of exchange. His delegation had repeatedly said that such expenditures should not give rise to additional contributions from Member States. The Western countries where the United Nations offices were situated and where additional expenses resulting from inflation and currency instability arose should assume responsibility for offsetting the effects of those negative phenomena on the budget of the United Nations. Wherever possible, the Secretary-General should absorb additional costs by drawing on savings, redeploying approved resources and utilizing funds released as a result of the completion of activities.

33. On the basis of those considerations, his delegation would be unable to support the request of the Secretary-General and the recommendations of the Advisory Committee. It would vote against the supplementary appropriations.

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34. Mr. TOMMO MONTHE (United Republic of Cameroon) said that the additional appropriations requested by the Secretary-General were required because of inflation and exchange rate fluctuations. It was therefore obvious that the concept of full budgeting did not work properly at a time of widespread inflation and monetary confusion. That did not mean that his delegation was against the practice of full budgeting. It was also clear that the increase in the budget was not attributable to the excessive demands of the deliberative bodies, which, in fact, had behaved very moderately. He asked what was the reason for the 14-per-cent vacancy rate in the United Nations, noting that the standard vacancy rate was 5 per cent.

35. Drawing attention to paragraph 7 of the Advisory Committee's report, he asked for a clarification of the statement that the rates of inflation assumed for 1981 were lower than the actual rates in 1980 and that the Secretary-General's approach was conservative and might understate the additional requirements.

36. Finally, he said that his delegation would vote in favour of the recommendations contained in paragraph 10 of the Advisory Committee's report (A/35/7/Add.31).

37. Mr. RUEDAS (Assistant Secretary-General for Financial Services) said that the Secretary-General had full confidence in the fiscal policies of Member States and hoped that rates of inflation could be lowered in 1981; that was the basis for the projected inflation rate. With regard to the question of the vacancy situation he said that without a more detailed analysis it was hard to answer the question. The vacancy rate varied according to duty station: in 1980 at Headquarters it had averaged approximately 14 per cent, whereas in organizational units away from Headquarters, it had ranged from 5 per cent to over 30 per cent. It was beyond the Secretariat's abilities to analyse in detail the reasons for the different rates of vacancies at the various duty stations.

38. The CHAIRMAN suggested that, in the light of the recommendations of the Advisory Committee, the Fifth Committee should approve additional appropriations totalling \$53,948,200 under the expenditure sections of the programme budget for the biennium 1980-1981, together with an increase of \$6,378,100 in the estimates of income, to be apportioned in the manner indicated in the annex to the report of the Secretary-General (A/C.5/35/100), as amended by the recommendations of the Advisory Committee in its report (A/35/7/Add.31).

39. Mr. GUBCSI (Hungary) said that his delegation felt that the effects of inflation should have been offset by greater economy and that every effort should have been made to stem the increase in the regular budget. Accordingly, his delegation would vote against the proposal before the Committee.

40. A recorded vote was taken.

In favour: Algeria, Argentina, Austria, Bahamas, Bahrain, Bangladesh, Benin, Brazil, Burundi, Central African Republic, Colombia, Congo, Democratic Yemen, Denmark, Ecuador, Egypt, Ethiopia, Finland, Ghana, Greece, Guinea, Guyana, India, Indonesia, Iran, Ireland, Ivory Coast, Jamaica, Kenya, Kuwait, Liberia, Libyan Arab

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Jamahiriya, Madagascar, Malawi, Malaysia, Mali, Mauritania, Mexico, Morocco, Mozambique, Netherlands, Niger, Nigeria, Norway, Oman, Pakistan, Panama, Peru, Philippines, Rwanda, Saudi Arabia, Senegal, Sierra Leone, Singapore, Somalia, Spain, Swaziland, Sweden, Syrian Arab Republic, Thailand, Togo, Trinidad and Tobago, Tunisia, Turkey, Uganda, United Republic of Cameroon, United Republic of Tanzania, Upper Volta, Uruguay, Venezuela, Yugoslavia, Zaire, Zambia.

Against: Afghanistan, Belgium, Byelorussian Soviet Socialist Republic, Canada, Czechoslovakia, France, German Democratic Republic, Germany, Federal Republic of, Hungary, Italy, Japan, Mongolia, Poland, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Kingdom of Great Britain and Northern Ireland, United States of America.

Abstaining: Australia, China, Israel, New Zealand, Portugal, Romania.

41. The Chairman's suggestion was adopted by 73 votes to 17, with 6 abstentions.

42. Mr. KUYAMA (Japan) said that he had voted against the additional appropriations; however, that vote should be interpreted, not as a sign of disregard for the genuine efforts made by the Secretary-General, the Under-Secretary-General for Administration, Finance and Management and the Assistant Secretary-General for Financial Services to restrain budgetary growth, but as an expression of extreme displeasure at the enormous extra burden resulting from the supplementary appropriations. His delegation was aware that the bulk of the additional requirements resulted from inflation and exchange rate fluctuations and from decisions and resolutions adopted by Main Committees, including the Fifth Committee. None the less, greater efforts should have been made to achieve economy and increased productivity, to absorb additional costs and to redeploy existing resources.

43. His delegation fully appreciated the steps which the Secretariat had taken to implement General Assembly resolution 34/225 on activities that were obsolete, of marginal usefulness or ineffective. However, it was convinced that more systematic efforts could be made by the Secretariat, whose co-operation in that area was essential.

44. Japan's assessed contributions to the United Nations and other organizations of the system were becoming increasingly burdensome. Owing to their magnitude, those contributions - which went basically to cover administrative expenses - were becoming a major obstacle to its efforts to devise a flexible policy vis-à-vis its voluntary contributions, which related directly to assistance to the developing countries.

45. Ms. GILLES (Australia) said that, while a number of increases in the budget were due to circumstances beyond the Secretary-General's control, his response to the appeal by Member States to do away with obsolete activities had been inadequate. It was true that identifying such activities was no easy task; however greater

(Ms. Giles, Australia)

efforts should be made in that regard. The United Kingdom delegation had made some very practical suggestions and her delegation commended them to the Secretariat.

46. Because there had been no significant redeployment of resources, the General Assembly was again faced with a request for supplementary appropriations of considerable magnitude which, but for fortuitous factors, such as the high vacancy rate, would have been even larger. Her delegation had abstained from voting in order to demonstrate its concern at the increase in the budget and because it believed that a concerted effort must be made to minimize budgetary growth and redeploy resources.

47. Mr. GODFREY (New Zealand) said that his delegation had abstained for a number of reasons. First, it believed that the increase in the budget was too high in absolute terms. Secondly, it considered that the redeployment of resources called for by the General Assembly had not yet been achieved to any worth-while extent. Thirdly, the New Zealand Government, in common with other Governments, was compelled to make unpleasant decisions concerning budget cuts and it expected the United Nations to do likewise. That related back to his first point, namely that, although much of the increase was due to inflation and exchange rate fluctuations, more could have been done to absorb some of the effects of those factors. Fourthly, the Secretary-General should take the lead in suggesting more efficient and economic ways of implementing programmes.

48. Concerning the redeployment of resources, his delegation welcomed the proposal contained in draft resolution A/C.5/35/L.36 to refer the matter to the Committee for Programme and Co-ordination, so that the United Nations might have an established procedure, integrated in the planning, programming and budgetary cycle, whereby it could identify activities that were obsolete, of marginal usefulness or ineffective. In the interim, the Secretary-General should continue his efforts to identify low-priority activities.

49. Finally, he expressed the hope that his delegation's concerns would be borne in mind when the budget estimates for the 1982-1983 biennium were prepared.

50. Mr. KELLEHER (Ireland) said that his delegation had voted in favour of the supplementary appropriations. However, it felt that, since most Member States were applying a policy of stringency, it was very important that the United Nations budget should reflect a similar policy. His delegation appreciated the restraint demonstrated in the present budgetary proposals; nevertheless, it believed that the Secretary-General should take fuller advantage of opportunities to redeploy resources.

51. Finally, although his delegation was conscious of the difficulties involved in estimating the scope of the additional appropriations earlier in the session, it would have liked to receive the relevant documents earlier to facilitate its consideration of the question.

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AGENDA ITEM 90: FINANCIAL REPORTS AND ACCOUNTS, AND REPORTS OF THE BOARD OF AUDITORS (A/C.5/35/L.3/Rev.1 and A/C.5/35/L.35)

52. Mr. SADDLER (United States of America), introducing draft resolution A/C.5/35/L.35 on behalf of the delegations of Canada, Spain, the Upper Volta and his own country, said that the subject dealt with in the draft resolution, namely, strengthening financial management at the United Nations through the reinstatement of the use of the term "Controller" was of great importance to a large number of delegations. The sponsors were convinced that it was not necessary to refer the matter to the expert committee to be established pursuant to draft resolution A/C.5/35/L.37/Add.1 because the central issue did not relate to the administrative structure of the Secretariat. Moreover, immediate action was required. He therefore urged delegations to vote against draft decision A/C.5/35/L.3/Rev.1, which would mean delaying restoration of the use of the term, and in favour of draft resolution A/C.5/35/L.35.

53. Mr. SCHMIDT (Federal Republic of Germany) said that his delegation had been under the impression that in the consensus agreement on the establishment of the committee of experts it had been decided to request the committee of experts to look into the question of the use of the term "Controller". It regretted that the matter was being put to a vote again, and it hoped that the consensus would be honoured and that the draft decision submitted by his delegation (A/C.5/35/L.3/Rev.1) would be adopted.

54. Mr. PAL (India) suggested that the two texts should be combined. Paragraph 2 of document A/C.5/35/L.35, which requested the Secretary-General to maintain the use of the title "Controller", would become the first paragraph of the new text, while the second paragraph would contain the wording of draft decision A/C.5/35/L.3/Rev.1.

55. Mr. SCHMIDT (Federal Republic of Germany) said that the suggestion made by the representative of India would be tantamount to prejudging the outcome of the review by the committee of experts.

56. Mr. SADDLER (United States of America) said that his delegation would have had no difficulty with the suggestion; however, since the representative of the Federal Republic of Germany had rejected it, there seemed no possibility of reaching accommodation.

57. Mrs. IVARS (Colombia) said that she failed to understand how delegations which had voted in favour of draft resolution A/C.5/35/L.37/Add.1, paragraph 1 of which dealt with the question of establishing a committee of experts to evaluate the administrative, financial and personnel structure of the United Nations, could now approve a draft resolution which went against that decision. The Committee should wait for the report of the committee of experts before taking any decision on reinstating the use of the term "Controller". Accordingly, her delegation intended to vote in favour of draft decision A/C.5/35/L.3/Rev.1.

58. Mr. PAL (India), in response to a question put by the representative of Morocco, said that his suggestion was not a formal proposal.

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59. The CHAIRMAN said that the two texts were mutually exclusive and that if draft decision A/C.5/35/L.3/Rev.1 was adopted there would be no need to put draft resolution A/C.5/35/L.35 to a vote.

60. He announced that the voting had now started and that, in accordance with rule 128 of the rules of procedure, the debate on the matter could not be reopened.

61. Mr. BRODODININGRAT (Indonesia) regretted that the Indian suggestion was not a formal proposal, as his delegation would have supported it if it were. As matters stood, his delegation would abstain on both the draft decision and the draft resolution.

62. Mr. RAMZY (Egypt) said it was a pity that the sponsors of the draft decision and the draft resolution had not been able to agree on a common text. His delegation was basically in sympathy with the intent of draft resolution A/C.5/35/L.35 but agreed that the mandate of the committee of experts established under draft resolution A/C.5/35/L.37/Add.1 to study the structure of the Secretariat could cover the question of the Controller. His delegation would therefore abstain on both the draft decision and the draft resolution.

63. Mr. TOMMO MONTHÉ (United Republic of Cameroon) said that his delegation could support both the draft decision and the draft resolution, although it would have preferred the Indian suggestion over both of them.

64. Mr. JASABÉ (Sierra Leone) said that he was extremely troubled by the statement in paragraph 27 of document A/C.5/35/CRP.2 to the effect that the decision to redesignate the Controller as the Assistant Secretary-General for Financial Services had been promulgated by the Secretary-General's bulletin of 12 September 1972 and yet the necessary amendments to the Financial Rules had only been issued with effect from 1 January 1980 by the Secretary-General's bulletin of 31 December 1979. He requested an explanation of that long delay. His delegation favoured draft resolution A/C.5/35/L.35 and believed that, although the new committee of experts had been established to study the structure of the Secretariat, there was still no need to eliminate existing functions and titles before the committee had considered the matter.

65. Mr. BUNC (Yugoslavia) regretted that the Indian suggestion had not been accepted by the sponsor of draft decision A/C.5/35/L.3/Rev.1. His delegation's views on the title of the Controller had already been presented. His delegation sympathized with the thrust of draft resolution A/C.5/35/L.35 and would abstain on draft decision A/C.5/35/L.3/Rev.1.

66. Mr. ALLAFI (Libyan Arab Jamahiriya) said that his delegation would support draft resolution A/C.5/35/L.35 and abstain on draft decision A/C.5/35/L.3/Rev.1, although it would have preferred the Committee to adopt the Indian compromise suggestion by consensus.

67. Mr. WILLIAMS (Panama) regretted that the Indian compromise suggestion had not been accepted, since he felt that it best reflected the majority feeling of the Committee. His delegation believed that an international organization handling hundreds of millions of dollars needed a Controller, and it would therefore vote for draft resolution A/C.5/35/L.35 and against draft decision A/C.5/35/L.3/Rev.1.

68. Mr. MARTORELL (Peru) said that his delegation would support draft decision A/C.5/35/L.3/Rev.1, since to support draft resolution A/C.5/35/L.35 would be illogical in the light of the decision taken by the Committee in draft resolution A/C.5/35/L.37/Add.1 to establish a committee of experts to evaluate the structure of the Secretariat.
69. Miss ZONICLE (Bahamas) said that her delegation would abstain on draft resolution A/C.5/35/L.35 and vote for draft decision A/C.5/35/L.3/Rev.1. It agreed on the need for control but did not feel that that control should be restricted to financial matters. At present the Under-Secretary-General for Administration, Finance and Management presided over crucial financial and personnel decisions. The rationale of the existing structure and the desirability of changes in it should be evaluated by the committee of experts established under draft resolution A/C.5/35/L.37/Add.1.
70. Mr. FALL (Senegal) said that his delegation would vote for draft decision A/C.5/35/L.3/Rev.1 and would abstain on draft resolution A/C.5/35/L.35. Since the Committee had decided to establish a committee of experts to study the existing structure of the Secretariat, it would not be consistent to oppose draft decision A/C.5/35/L.3/Rev.1. Furthermore, he shared the concerns of the delegation of Sierra Leone with respect to the delay referred to in paragraph 27 of document A/C.5/35/CRP.2.
71. Mr. KEMAL (Pakistan) said that in the view of his delegation the General Assembly should avoid giving the Secretary-General overly precise instructions on how to administer the Secretariat. The matter seemed to have been settled now by the adoption of draft resolution A/C.5/35/L.37/Add.1 and the committee of experts established thereby would have to evaluate the present structure of the Secretariat, including the possible need for a controller, and report to the General Assembly at the thirty-sixth session. His statement was without prejudice to any position that his delegation might take at the thirty-sixth session when the views of the committee of experts were available.
72. Mr. SUEDI (United Republic of Tanzania) found much merit in the Indian compromise suggestion and hoped that it would still be possible to arrive at some consensus on the matter. His delegation shared the concern expressed by the delegation of Sierra Leone with regard to the delay referred to in paragraph 27 of document A/C.5/35/CRP.2. It would oppose draft decision A/C.5/35/L.3/Rev.1 and, if the draft decision was rejected, would make a new proposal along the lines of the Indian suggestion.
73. Mr. RUGWIZANCOGA (Rwanda) favoured strengthening the financial management of the United Nations and therefore agreed with the thrust of draft resolution A/C.5/35/L.35. On the other hand, the Committee had established a committee of experts to study the structure of the Secretariat. His delegation would therefore abstain on both the draft decision and the draft resolution.
74. Mr. BOUZARBIA (Algeria) said that his delegation, like others, wished that the two positions could have been reconciled and regretted that the Indian compromise had not been accepted. His delegation would abstain on both texts, as it did not

(Mr. Bouzarbia, Algeria)

wish to prejudice the work of the committee of experts established under draft resolution A/C.5/35/L.37/Add.1 to study the present structure of the Secretariat. He hoped that a final decision on the matter could be taken when the committee of experts had completed its work.

75. Mr. AWOKOYA (Nigeria) said that his delegation would abstain on both the draft decision and the draft resolution. It seemed senseless to take sides on the issue. On the one hand, no one seemed to object to the title of Controller and, on the other hand, it would be better if the Committee awaited the findings of the committee of experts established under draft resolution A/C.5/35/L.37/Add.1.

76. Mr. PEDERSEN (Canada) said that his delegation would vote against draft decision A/C.5/35/L.3/Rev.1 and, if that draft decision was defeated, it would introduce a new proposal along the lines of the Indian suggestion.

77. Mr. FALL (Mauritania) said that his delegation would vote for draft decision A/C.5/35/L.3/Rev.1, in view of the fact that the Committee had already decided to establish a committee of experts to study the structure of the Secretariat.

78. Mr. GHARIANI (Tunisia) regretted that the Indian suggestion had not been accepted. His delegation would abstain on draft resolution A/C.5/35/L.35, since the title of Controller had been eliminated and to restore it might prejudice the work of the committee of experts established to study the structure of the Secretariat. His delegation would also abstain on draft decision A/C.5/35/L.3/Rev.1. Draft resolution A/C.5/35/L.37/Add.1 set out the terms of reference of the committee of experts and there was no need to assign further tasks to that committee.

79. Mr. SAMAKE (Mali) regretted that there was division in the Committee on the subject. In the light of the adoption of draft resolution A/C.5/35/L.37/Add.1, his delegation felt that it was only logical to support draft decision A/C.5/35/L.3/Rev.1.

80. A recorded vote was taken on draft decision A/C.5/35/L.3/Rev.1.

In favour: Afghanistan, Argentina, Australia, Austria, Bahamas, Belgium, Brazil, Byelorussian Soviet Socialist Republic, Colombia, Cuba, Czechoslovakia, Denmark, Ecuador, Finland, France, German Democratic Republic, Germany, Federal Republic of, Greece, Guyana, Hungary, Ireland, Israel, Italy, Mali, Mauritania, Mexico, Mongolia, Netherlands, New Zealand, Norway, Pakistan, Peru, Poland, Romania, Senegal, Somalia, Swaziland, Sweden, Turkey, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Kingdom of Great Britain and Northern Ireland, United Republic of Cameroon, Uruguay, Venezuela.

Against: Canada, Panama, Portugal, Spain, United Republic of Tanzania, United States of America, Upper Volta.

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Abstaining: Algeria, Bahrain, Bangladesh, Benin, Burundi, Central African Republic, China, Congo, Egypt, Ethiopia, Ghana, Guinea, India, Indonesia, Ivory Coast, Japan, Kenya, Liberia, Libyan Arab Jamahiriya, Madagascar, Malawi, Malaysia, Morocco, Mozambique, Niger, Nigeria, Oman, Rwanda, Saudi Arabia, Sierra Leone, Singapore, Sudan, Syrian Arab Republic, Thailand, Togo, Trinidad and Tobago, Tunisia, Uganda, Yugoslavia, Zaire, Zambia.

81. Draft decision A/C.5/35/L.3/Rev.1 was adopted by 45 votes to 7, with 41 abstentions.

AGENDA ITEM 98: PERSONNEL QUESTIONS (continued) (A/C.5/35/L.37 and Add.1)

(a) COMPOSITION OF THE SECRETARIAT: REPORT OF THE SECRETARY-GENERAL

(b) OTHER PERSONNEL QUESTIONS: REPORTS OF THE SECRETARY-GENERAL

Draft resolutions A/C.5/35/L.37 and Add.1

82. Mr. AVOKOYA (Nigeria) said that his delegation had been happy to join in the adoption by consensus of draft resolutions A/C.5/35/L.37 and Add.1, because it considered that the efficiency and responsiveness of United Nations organizations depended on the quality of their staff.

83. Referring to section I of draft resolution A/C.5/35/L.37, he said it was his delegation's clear understanding that the Secretary-General would continue to pursue a recruitment policy that would ensure an early implementation of the request made to him in paragraph 2 of that section. The unrepresented and under-represented countries referred to were mostly in Africa; the time had come to correct that anomaly. His delegation also clearly understood that due consideration would be given to increasing the share of the African region in the allocation of D-1 and D-2 posts. The question of age of retirement should also be actively pursued. His delegation wished to reaffirm its commitment to the principle enunciated in section I, paragraph 3.

84. Although not entirely satisfied with section II, his delegation welcomed the establishment of transitional machinery to ensure parity between the membership factor and the contribution factor in the computation of desirable ranges, and also welcomed the fact that the matter would be reviewed in six years' time. The Committee's decision was a clear recognition of the unjust nature of the current system of post distribution.

85. Referring to section V of the draft resolution, he said that his delegation shared the concern at the lack of progress made in increasing the proportion of women in the Secretariat. In addition to progress in that regard, there should also be equality of opportunity, and any form of discrimination based on sex should be ended in accordance with Article 8 of the Charter. The conditions of employment, recruitment, promotion and training of women in the Secretariat should be equal to those of men. Because of cultural and other factors, Africa had been unable to evolve an adequate system of education for its women. It would be unfortunate if

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(Mr. Awokoya, Nigeria)

the developed countries, which already appeared to have more than their fair share of male recruits, were to take advantage of the provisions for increased recruitment of women to increase the total recruitment of their nationals.

86. Referring to draft resolution A/C.5/35/L.37/Add.1, he said that it was his delegation's clear understanding that the committee of governmental experts would study, evaluate and submit a comprehensive report on the administrative structure of the Secretariat. He therefore hoped that the members of the Secretariat would not only co-operate fully with that committee but would also ensure that all relevant information and records were placed at its disposal.

87. With regard to the interim measures, his delegation clearly understood that the Secretary-General would take such measures, within the existing administrative structure, as to ensure that the Office of Personnel Services had the authority necessary to implement the personnel policies outlined in the relevant General Assembly resolutions.

88. Mrs. SANDIFER (Portugal) said that her delegation had been happy to join in the consensus reached on personnel questions. Her Government believed strongly in the United Nations and in the maintenance of a truly dedicated international Secretariat composed of men and women recruited in strict accordance with the highest standards of efficiency, competence and integrity, as stipulated in Article 101 of the Charter, and exercising strict independence in the fulfilment of their duties. Her delegation also recognized the need for wide geographical distribution, as laid down in that article. The Secretary-General must, however, be given a reasonable degree of flexibility to ensure that the first-mentioned principle was paramount. Her delegation's approach to draft resolution A/C.5/35/L.37 was based on those principles.

89. While it was satisfied with the compromise reached on the calculation of desirable ranges for Member States, her delegation regretted that the period of duration of the system concerned could not have been for more than six years. It agreed in principle, however, that there could be a gradual movement towards parity, and it accordingly accepted the implications.

90. Her delegation fully accepted the 40 per cent target for distribution of vacancies to nationals of unrepresented and under-represented countries, but such recruitment should be carried out in conformity with Article 101, paragraph 3, of the Charter. Replacement of candidates by others of the same nationality in the same posts must not be made beyond the bounds necessary to redress imbalances in representation.

91. Her delegation supported the administrative and other measures provided for in the draft resolution with regard to recruitment and promotion policies in general and those affecting women in particular, and also supported the eventual development of a coherent career development policy for all Secretariat staff. The recruitment procedures described in the annex to the draft resolution had the full support of her delegation, which expected them to be carried out promptly and efficiently.

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(Mrs. Sandifer, Portugal)

92. Referring to draft resolution A/C.5/35/L.37/Add.1, she expressed regret that it had been found necessary to review the administrative structure of the Secretariat and to establish a Committee of governmental experts to that end. Such problems should preferably have been settled by the existing authorities. Her delegation had nevertheless joined in the consensus on that draft resolution and hoped that the committee of experts would elaborate a balanced and lasting solution to the organizational problems it was to study.

93. Mr. JASABE (Sierra Leone) said that new policies were required in order to cope in particular with political developments since 1960. Discussions on the issues, particularly in the area of administration, should not be falsely presented as a choice between realism and idealism. The trend towards democratization of United Nations institutions would depend on support from the advanced countries, particularly the original signatories to the Charter, for the aspirations of the less privileged Member States. The events of the past few weeks had amply demonstrated the need for fundamental reform of the relevant articles of the Charter, and particularly of Articles 97, 100 and 101.

94. In his delegation's view, the Assistant Secretary-General for Personnel Services should be more than an instrument of top management in procuring and maintaining an effective staff. He must understand the need for ascertaining and accommodating staff requirements by seeking programmes that would both support the Organization's objectives and take into consideration the objectives of Member States and of individual staff members. The work of the Office of Personnel Services became more difficult as staff members became more organized in their demands for the kind of system to which they wished to belong. The more nationals of Member States were qualified or available for employment, the greater the size and complexity of the Organization and the insistence of the demands of the less privileged Member States. The Office must therefore act as the Organization's social conscience and as an informed specialist. It should acquire the capacity to realize what was illogical and to see the position of others without losing a proper perspective. The most difficult function was that of integration: the effort to reconcile individual interests with national interests and with that of the Organization.

95. In his delegation's view, responsibility for personnel work could not and should not be centred entirely on a personnel department; all executive or departmental heads should be personnel-oriented. The Office of Personnel Services should function in accordance with principles of management, followed without ambiguity. The Office had a considerable responsibility for helping the Secretary-General to define and execute his proper role. The Secretary-General must comply with the constant flow of resolutions designed to protect and promote the Organization's interests. He must also propose programmes and policies to meet obligations not yet defined by law while recognizing the necessity of operating within the framework of General Assembly resolutions. His delegation hoped that the Secretary-General could continue to take timely action to alleviate personnel problems.

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(Mr. Jasabe, Sierra Leone)

96. His delegation did not expect the proposals of the committee of governmental experts to infringe on the Secretary-General's responsibilities as defined in Article 100 of the Charter. It recognized that the exercise would be not only administrative but also highly political. A harmony of views could not be expected; the idea was to have an objective appraisal of the administrative management of the Organization so as to place it on a better footing. Despite the difficulties it would face, the committee of experts owed it to posterity to make an objective evaluation.

97. In commenting on the report of the expert group established in 1961, the Secretary-General had observed that it would be contrary to the Charter to assume that staff members were representatives of their Governments or spokesmen for ideologies or policies. If such were the case, a fundamental change would be needed in the character of the Organization, even entailing a revision of the Charter. The committee of experts should take those observations into account.

98. The next two decades would bring many challenges, and much would depend on how the United Nations reacted to them. The proper policies had to be identified and the institutions and policies originally designed for the world of the 1950s must be replaced. Such changes could not come smoothly. The choices were not easy and there would be high costs of adjustment, but the cost of failure to act could be higher.

99. Mr. ABDEL RAHMAN (Sudan) said that his delegation supported draft resolution A/C.5/35/L.37/Add.1, which, while failing to reflect a total harmony of views, nevertheless constituted a minimum balanced formula on which it had been possible to reach agreement, and reflected respect for international principles and a spirit of co-operation.

100. His delegation supported the establishment of a target of 40 per cent of all vacancies arising in Professional posts subject to geographical distribution during the period 1981-1982 for the appointment of nationals of unrepresented and under-represented countries. It supported the view that no post should be considered as belonging to a particular State and that the principle of equitable geographical distribution should be respected. The idea of competition was acceptable provided that it was in keeping with the principle of equitable geographical distribution and of distribution among the official languages. The final objective should be to recruit officials with the highest capacity, competence and integrity in accordance with Article 101 of the Charter. His delegation supported the idea of increasing the proportion of women while respecting the principle of equitable geographical distribution. It was opposed to the application of a six-months' extension of the retirement age.

101. It supported the establishment of a committee of governmental experts, whose members should be persons at the highest level and with long practical experience in public administration, finance and management. It hoped that the Secretary-General would provide all the necessary facilities to enable the committee of experts to complete its task as quickly as possible. That committee should not confine its activities to the study of personnel questions but should also study administrative, financial and structural problems.

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102. Mr. ALLAFI (Libyan Arab Jamahiriya) said that his delegation welcomed the frank and democratic way in which the debate had been conducted. Because of the complexity of personnel questions and because of the structural imbalances that existed in the Secretariat, the subject had been of particular interest to Member States in recent years. The structure had been weakened by the pursuit of selfish interests and the exercise of political pressures by certain Member States in disregard of General Assembly resolutions. He hoped the Secretary-General would pay special attention to the question and give it the highest priority.

103. His delegation would like to see a sound structure with clear and specific relationships between the various departments. It supported the establishment of a committee of governmental experts to evaluate the structure of the Secretariat, although it had reservations on certain administrative aspects. He hoped that the members of that committee would be chosen for their integrity and objectivity.

104. His delegation had joined in the consensus on draft resolution A/C.5/35/L.37, although that compromise text, which was largely a repetition of earlier General Assembly resolutions, did not meet the aspirations of all Member States.

105. His delegation respected all articles of the Charter, particularly Articles 100 and 101, which, regrettably, were not fully respected either by the Secretariat or by some Member States. In the application of Article 101, paragraph 3, due regard had not been paid to the principle of equitable geographical distribution: some States had used the other provisions of that paragraph to serve their own selfish interests and to become over-represented in the Secretariat. Steps must be taken to halt that insidious trend, which was in flagrant contravention of the Charter. It could hardly be believed that all the persons with the highest standards of efficiency, competence and integrity were nationals of one particular group of States. If the candidates from other States had failed to be selected because they did not possess those qualities, the Secretary-General should have informed the States concerned that that was the reason.

106. In the case of Libyan applicants, the Secretary-General had agreed that they had the necessary efficiency, competence and integrity, yet they had been applying unsuccessfully for more than four years. Those facts could be verified from the Secretariat's files. His delegation was strongly opposed to the idea that posts should be reserved for certain countries, and it therefore hoped that section I, paragraph 3, of draft resolution A/C.5/35/L.37 would be scrupulously observed. Paragraph 6 of the same section should also be fully applied.

107. Mrs. DORSET (Trinidad and Tobago) said that her delegation welcomed the consensus reached on personnel questions. Although draft resolutions A/C.5/35/L.37 and Add.1 represented a compromise, they provided a basis for much needed reforms. Her delegation hoped that the Secretary-General would proceed with courage and that the balance of interests reflected in the draft resolutions would be assured. It believed that the draft resolutions represented a new approach to personnel questions and a turning-point in the relationship between developed and developing countries. It hoped that that would ultimately result in full equality of representation in the Secretariat.

(Mrs. Dorset, Trinidad and Tobago)

108. With regard to resolution A/C.5/35/L.37/Add.1 it believed that a general evaluation of the existing administrative structure of the Secretariat was necessary. It looked forward to the report and recommendations of the committee of governmental experts which must be constituted on the basis of equitable geographical distribution. Her delegation also hoped that an objective and thorough examination of the role of the Office of Personnel Services would be undertaken, bearing in mind the balance of interests between that Office and heads of departments and taking into consideration the central authority of the Office in recruitment and policy matters.

109. In connexion with section I of draft resolution A/C.5/35/L.37, her delegation believed that the provisions of paragraphs 1 and 2 should not be interpreted in such a way as to stop recruitment from over-represented countries. Paragraph 2 recognized the entitlement of unrepresented and under-represented countries, but the principles set forth in Article 101, paragraph 3, of the Charter were paramount. Her delegation believed that the principle stated in paragraph 3 must stand, and that paragraph 4 was intended to provide a practical solution to a short-term situation and was not in any way a contradiction or violation of the basic principle.

110. With regard to new desirable ranges, dealt with in section II, her delegation reiterated its view that contributions, when based on capacity to pay, should not be the overriding criterion: it believed that the membership factor and the contribution factor should be at least equal. Paragraph 2 provided for recognition of the more populous regions; it should not be applied to any particular country of a region but should be applied proportionately in regions on the basis of population.

111. The detailed recruitment procedures laid down in the annex to the draft resolution would serve as essential guidelines for the Office of Personnel Services and the Secretariat as a whole. Her delegation also looked forward to the reports of the International Civil Service Commission and the Joint Inspection Unit on career development and related questions, as requested in section IV of the draft resolution.

112. The situation of women in the Organization, dealt with in section V, had been well articulated; her delegation merely wished to remind all concerned that, by improving the status of women in the Organization and achieving their integration into the system, they would be making a sound investment in the emancipation of all mankind. Discrimination was sometimes so subtle that it was not easily proven and the Panel to Investigate Allegations of Discriminatory Treatment in the United Nations Secretariat therefore had a delicate and responsible duty and should be given every facility by the Secretary-General in its task. Moreover, complainants must be safeguarded against victimization. Her delegation looked forward to a continued spirit of co-operation in future negotiations on personnel questions.

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113. Mr. HOUNGAVOU (Benin) said that no document before the Committee, including draft resolutions A/C.5/35/L.37 and Add.1, adequately reflected the serious problems and contradictions in the personnel sector that had been revealed during the long discussions in the Working Group on Personnel Questions. It appeared that the Office of Personnel Services had lost control of personnel matters, including recruitment, which were now being handled by the substantive departments and services themselves. Under the circumstances it seemed illusory to hope that democratically decided reforms in the interests of all Member States could be effectively instituted. The many irregularities relating to recruitment and the renewal and extension of contracts showed clearly that the personnel administration structure of the United Nations needed to be carefully reviewed. Far-reaching reforms were urgently needed in order to establish a personnel administration that would have all the necessary powers to administer a strong, efficient and impartial international civil service.

114. His delegation felt that draft resolutions A/C.5/35/L.37 and Add.1 were not far-reaching enough. It had accepted their wording only on condition that the Secretary-General deal vigorously with the problem concerning the Office of Personnel Services and confirm in a bulletin the authority and responsibility of that Office for the effective implementation of personnel policies. Adequate African representation on the committee of experts established under draft resolution A/C.5/35/L.37/Add.1 must be assured, and all the information furnished to the Working Group on Personnel Questions as well as the results of its discussions should be transmitted to that Committee.

The meeting was suspended at 6 p.m. and resumed at 6.30 p.m.

115. Mr. GUBCSI (Hungary) said that his delegation had been able to join the consensus on draft resolutions A/C.5/35/L.37 and Add.1, believing that they were compatible with the Charter, especially Article 101, paragraph 3. Only personnel recruited and managed in accordance with the Charter and relevant General Assembly resolution could work effectively.

116. With regard to draft resolution A/C.5/35/L.37, he pointed out that the Eastern European States were among those which were under-represented in the Professional posts subject to geographical distribution and expressed satisfaction at the adoption of section I, paragraph 4, which requested the Secretary-General to continue to permit replacement by candidates of the same nationality within a reasonable time-frame in respect of posts held by staff members on fixed-term contracts. His delegation supported the use of fixed-term contracts, which was in conformity with the principle of non-inheritance of posts and generally increased work effectiveness.

117. The measure contained in section II to calculate new desirable ranges for all Member States in the geographical distribution of Professional staff was compatible with the Charter and responded to the legitimate demands of unrepresented and under-represented countries. His Government supported efforts to increase the proportion of women in the Secretariat and felt that Article 101, paragraph 3, of the Charter should be given due consideration in the implementation of section V of the draft resolution.

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118. Mr. RUGWIZANGOGA (Rwanda) said that during the debate a number of delegations had sought to over-emphasize the Secretary-General's responsibility for personnel matters under Article 97 of the Charter. Member States were obliged to ensure the proper functioning of the Organization by co-operating with the Secretary-General in that regard. They must respect the exclusively international nature of the office of the Secretary-General and the Secretariat staff, but must not ignore situations which might be detrimental to the Organization. The Secretary-General and the Member States must co-operate with one another and make constructive suggestions in good faith in compliance with their Charter responsibilities.

119. His delegation expressed satisfaction at the consensus reached on draft resolution A/C.5/35/L.37. It was to be hoped that its adoption would bring about a new, dynamic recruitment policy which would take into account the interests of unrepresented and under-represented countries. Steps should be taken to help such States reach their minimum lower range within the proper period of time. Member States must refrain from exerting pressure in order to influence appointments to posts. The relevant Secretariat bodies should be the sole judges in recruitment and promotion matters and should make their decisions on the basis of objective criteria. Furthermore, no post should be considered the exclusive preserve of any Member State or group of States. His delegation expressed concern at the geographical imbalance in D-1 and higher posts and urged the Secretary-General to give serious consideration to that matter.

120. His delegation accepted the recommendations on the new desirable ranges for all Member States inasmuch as they represented the result of lengthy negotiations and a spirit of compromise. Nevertheless, he stressed that the contribution factor should be replaced by another factor that took into account the principle of equality, which must prevail in the Organization. No excessive emphasis should be placed on the concept of parity between the membership factor and the contribution factor. States which contributed more should not feel that they had greater power in the Organization.

121. He supported the need to increase the proportion of women in the Professional category and above, due account being taken of equitable geographical distribution. Women, like all staff members, must, of course, have all the necessary qualifications. His delegation had reservations concerning the possibility of designating a senior official to co-ordinate the functions outlined in section V, paragraph 5, and felt that a special post was not necessary for that purpose. With respect to section VI, paragraph 1, his delegation would have preferred the strict implementation of the mandatory retirement limit, but would accept the exemptions provided for in that paragraph in a spirit of compromise.

122. With respect to draft resolution A/C.5/35/L.37/Add.1, he welcomed the idea of establishing a committee of governmental experts to evaluate the structure of the Secretariat in the administrative, finance and personnel areas. Due account should be taken of African countries in the composition of the committee. It was to be hoped that the committee would be able to work objectively without being subjected to external pressures, and would be able to submit a precise report enabling the General Assembly to take an appropriate decision at its next session. Lastly, his delegation emphasized the need to take interim measures within the existing administrative structure, as mentioned in paragraph 4 of the draft resolution.

123. Mr. FALL (Senegal) expressed his delegation's satisfaction at the compromise achieved in section II of draft resolution A/C.5/35/L.37 on the question of the geographical distribution of Professional staff and the need to calculate new desirable ranges for all Member States. Nevertheless, he would have preferred to see the concept of parity between the membership factor and the contribution factor clearly established. It was to be hoped that progress in that direction would not be slow.

124. With respect to the question of senior and policy-formulating posts, he stressed the need to increase the representation of developing countries, particularly those in Africa, and of French-speaking countries in general. That in no way conflicted with either the spirit or letter of Article 101 of the Charter. In that regard, certain delegations sought to over-emphasize the concept of competence to the detriment of the principle of equitable geographical distribution.

125. Draft resolution A/C.5/35/L.37/Add.1 affirmed the views expressed by many delegations on the need to strengthen the authority of the Office of Personnel Services in the implementation of relevant General Assembly resolutions. It took due account of the Secretary-General's comments in document A/C.5/35/48 on the establishment of a committee of experts to evaluate the structure of the Secretariat. His delegation felt that the members of that committee should not be allowed to accept any Secretariat post for a period of two to three years in order to guarantee their independence and objectivity.

126. With respect to access by staff representatives to the Fifth Committee, his delegation expressed satisfaction that the Committee had finally assumed its responsibility to consider the views of the staff as set out by a recognized representative of the staff of the United Nations Secretariat and a designated representative of FICSA. His delegation agreed with the Secretary-General that there were psychological and practical advantages to extending the principle of consultation with the staff and according the latter the right to submit its views to the Fifth Committee. That was especially urgent in view of the fact that the Committee's decisions often affected working conditions in the Secretariat and other United Nations organizations. For those reasons, his delegation had co-sponsored draft resolution A/C.5/35/L.44.

127. Mr. TOUGOU (Mongolia) said that the Organization must respect the interests of all Member States in order to achieve its goals and promote peace, international co-operation and economic and social development. The Secretariat, being composed of people from diverse cultures and social systems, represented the best guarantee of universality and objectivity in carrying out the work of the Organization. Ensurance of the highest standards of efficiency, competence and integrity and observance of the principle of equitable geographical distribution constituted the basic elements of recruitment policy.

128. The report of the Secretary-General in document A/35/528 showed that certain regions and States, including Mongolia, were still unrepresented or under-represented in the Secretariat. The statistics provided showed that the Charter was not being satisfactorily implemented and that progress in redressing

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(Mr. Tougou, Mongolia)

the imbalance was too slow. His delegation agreed with the Assistant Secretary-General for Personnel Services on the need for long-term planning in filling Secretariat posts to promote broader recruitment of candidates on fixed-term contracts. His Government favoured a considerable reduction in the number of permanent contracts and greater use of fixed-term contracts. The large number of permanent contracts impeded efforts to improve the standards of efficiency and recruitment by bringing in younger personnel, hampered the training of highly qualified staff members to replace those who retired, and impeded efforts to bring about the necessary geographical distribution of posts. In the future a large number of appointments should therefore be made on the basis of fixed-term contracts, even in filling vacancies previously occupied by staff members with permanent contracts. In view of those considerations, his delegation supported sections I and IV of draft resolution A/C.5/35/L.37.

129. His Government attached great importance to the need to increase the proportion of women in the Professional category and above. Although certain progress had been made in that area, the results were still unsatisfactory. Concrete measures should therefore be taken to ensure implementation of the relevant provisions of General Assembly resolution 33/143 within the required period.

130. His delegation expressed concern that the competitive examinations for recruiting personnel were not being conducted in accordance with General Assembly resolution 33/143. Section I, paragraph 1 (g) of that resolution provided that the movement of staff from the General Service category to the Professional category should be limited to the P-1 and P-2 levels and should be permitted up to 30 per cent of the total posts available for appointment at those levels. The JIU report (A/35/418) showed that, in 1979, 71.6 per cent of all P-1 and P-2 posts had been filled by promotion of General Service staff. That conflicted with the principle of geographical distribution of posts in the Secretariat and impeded the recruitment of qualified young Professional staff from Member States. His Government supported the view expressed by many delegations that P-1 and P-2 posts should be reserved for qualified young Professional staff recruited in accordance with the principle of geographical distribution from unrepresented or under-represented countries. Lastly, he expressed the hope that draft resolution A/C.5/35/L.37 would be fully implemented.

131. Mr. TOBON (Colombia) said that his delegation had joined the consensus reached on draft resolution A/C.5/35/L.37 and it agreed that greater efforts should be made to appoint staff members from the unrepresented and under-represented countries.

132. However, he noted that there had recently been established a system of doing justice to some regions at the expense of others. For example, his delegation was particularly concerned about the fact that the system for calculating new desirable ranges (A/C.5/35/L.37, sect. II) might make it seem as though a large group of developing countries was over-represented. It was therefore important, in accordance with Article 101 of the Charter, to ensure that the desirable ranges were not implemented at the expense of duly qualified candidates from other developing countries. Accordingly, countries such as Colombia should not be expected to support the new system.

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133. Miss ZONICLE (Bahamas) said that, while draft resolutions A/C.5/35/L.37 and Add.1 might not exactly meet the desires of individual countries, the desired result of a sound Secretariat could be achieved. In order to do so, however, it was necessary to bear in mind the basis for such a Secretariat, as set forth in the Charter, and to continue to devise ways of protecting the still-emerging Secretariat structure from political interests.

134. She drew attention to rules 46, 47, 48, 49 and 70 of the rules of procedure of the General Assembly and to Article 101, paragraph 3, of the Charter, which described the role and nature of the Secretariat. In the light of those provisions, the concept of "desirable ranges" could be seen as a means to an end, and not as an end in itself. Accordingly, sections I and II of draft resolution A/C.5/35/L.37 were short- and medium-term measures designed eventually to lead to the widest geographical distribution of all Secretariat posts.

135. It was also essential for the functioning of a sound and effective Secretariat that it should be isolated to the utmost extent possible from the competing political interests in the General Assembly. Mention was implicitly made of that matter in draft resolution A/C.5/35/L.37/Add.1, paragraphs 1 and 4, but her delegation felt that the implications thereof should be clarified further. In that connexion, the committee of governmental experts referred to in paragraph 1 - and ultimately the Fifth Committee itself - must take up the question of the accountability of the Secretary-General under Article 97 of the Charter and his relationship to the General Assembly as a collective, legislative, democratic entity.

136. Consequently, with a view to fulfilling the purposes of Article 1, paragraph 4, of the Charter, the committee of governmental experts must also deal with the establishment of effective machinery to prevent the democratic will of the General Assembly from being replaced by, or confused with, the will of any other minority, whatever its political content, and to ensure that the Secretary-General was not subjected to the competing political interests inherent in the General Assembly. The Fifth Committee must therefore try to ensure that the Secretary-General could at all times depend on the General Assembly as the sole source of directives for which he was accountable. Only then would the checks and balances necessary for an independent and efficient Secretariat have any lasting impact.

137. Mr. BUNC (Yugoslavia) supported the new scale of desirable ranges contained in draft resolution A/C.5/35/L.37, but he pointed out that they must be implemented in a flexible manner so as to ensure the necessary parity at all times. As to the employment of women in the Secretariat, he strongly supported the recommendations of the Joint Inspection Unit and section V of draft resolution A/C.5/35/L.37; in that connexion, he suggested that Governments should provide rosters of qualified women.

138. His delegation had joined the consensus on recruitment procedures (A/C.5/35/L.37, annex), on the understanding that competitive examinations would be held in all the capitals of Member States in order to rule out any discrimination because of language and that they would be under the direction of resident *co-ordinators*.

(Mr. Bunc, Yugoslavia)

139. With regard to the committee of governmental experts referred to in draft resolution A/C.5/35/L.37/Add.1, it was very important to select experts on professional, as well as geographical, bases so that the committee would be composed of people who were knowledgeable in the relevant fields. He expressed the hope that the role of the Secretary-General, as an institution and in terms of the authority embodied therein, would be strengthened by the work of that committee.

140. Mr. LAHLOU (Morocco) noted that what had been said in the Committee seemed to have no effect on the policy pursued by the Secretariat or on the confrontation of interests occurring elsewhere. His Government had always expressed its confidence in the Secretary-General and in his moral authority, which was essential in order to protect the integrity of the United Nations and to ensure the necessary balance. In that spirit, his delegation had participated in the drafting of General Assembly resolution 33/143 and resolution A/C.5/35/L.37. His delegation merely regretted that, in accordance with draft resolution A/C.5/35/L.37, the desirable ranges for equitable geographical distribution would be reviewed only after six years. His delegation had joined the consensus on draft resolutions but because of their provisional nature, those documents might not provide an adequate framework in which to solve the Secretariat's chronic personnel problems.

141. With regard to section I of draft resolution A/C.5/35/L.37, his delegation agreed that measures must be taken to protect the interests of the unrepresented and underrepresented countries and to eliminate the regrettable practice of considering certain posts to be the exclusive preserve of certain States; that practice hampered the functioning of the Secretariat and blocked career prospects. Section I, paragraph 5, represented the fundamental element of the principle of equitable geographical distribution. The application of the provisions of that paragraph would surely lead the Secretariat to review the unjust, discriminatory treatment to which his country had been subjected. For many years, Morocco had presented competent candidates, but they had never received the attention they deserved. Moreover, Morocco was the only North African country that did not have any nationals in senior posts. Accordingly, his delegation appealed to the Secretary-General to take steps to rectify that situation.

142. Mr. GODFREY (New Zealand) said that his delegation believed in the concept of an independent, professional, career-structured international civil service, established in accordance with Article 101 of the Charter, and it was thus concerned about the fact that an increasing number of Member States did not seem willing to observe, in practice, the obligations they had assumed under the Charter. Accordingly, it was important to put an end to political lobbying by representatives of Member States, who thereby interfered in career matters which were under the jurisdiction of the Secretary-General.

143. However, all delegations surely agreed on the desirability of an independent international civil service and on the principles on which it was based. His delegation always tried to play an active part in the consideration of personnel questions with a view to putting those principles into practice.

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(Mr. Godfrey, New Zealand)

144. In general, his delegation was pleased with draft resolutions A/C.5/35/L.37 and Add.1, particularly with the solution adopted in connexion with the desirable ranges for geographical distribution. His delegation wished to stress that the primary factors for recruitment and promotion of staff should remain their efficiency, competence and integrity, as set forth in Article 101 of the Charter. However, it understood many countries' desire to see more of their nationals employed in the Secretariat and, accordingly, it welcomed the changes made in the basic system for calculating the desirable ranges. The desirable ranges should, however, be considered as a guide and should be administered flexibly.

145. Obviously, the new system would not, of itself, increase the number of nationals recruited from any particular country and, therefore, the recruitment procedures annexed to draft resolution A/C.5/35/L.47 were particularly important. He expressed the hope that the Secretary-General would implement the procedures without delay. In that connexion, he drew attention to section III, paragraph (c) of the annex, which indicated that a given number of vacancies should be defined and offered to each country in advance, taking into account the geographical representation of each Member State. That procedure was very important, and his delegation would even suggest that a provision should be made for recruitment of extra trainees from unrepresented or underrepresented countries or from those at the bottom of their desirable range.

146. A similar procedure could be adopted to help to increase the proportion of women employed in the Secretariat, a question to which his delegation also attached considerable importance. While it was generally satisfied with section V of draft resolution A/C.5/35/L.37, his delegation would have preferred a stronger formulation on the question of designating a co-ordinator to oversee the interests of women.

147. With regard to the question of staff access to the Fifth Committee, as he had indicated previously, his delegation favoured a less conservative approach and would welcome oral presentations by representatives of the staff when the relevant agenda items were considered each year. In fact, his delegation found it difficult to understand the extreme reluctance some delegations showed in accepting what it considered to be little more than common courtesy towards the staff. The procedure it favoured was already normal practice in a number of other United Nations bodies and, as the representative of India had pointed out, the Fifth Committee was increasingly taking administrative decisions that affected the staff. Accordingly, in order both to ensure that the Committee was aware of the relevant viewpoints when it took such decisions and to reinforce the morale of staff members, it seemed only reasonable that their views should be heard in an orderly manner.

148. For the time being, his delegation would merely request that draft resolution A/C.5/35/L.44, adopted at the Committee's 60th meeting, should be implemented. He expressed the hope that, at the next session, the Committee might agree to hear oral presentations by the representatives of the Secretariat staff and of FICSA so that it could then judge the usefulness of such a procedure for itself.

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149. Mr. JONAH (Assistant Secretary-General for Personnel Services) expressed his sincere thanks to all who had worked so hard to make the omnibus resolution possible, and especially to Miss Doris Muck, who had so ably guided the discussions in the Working Group.

150. When the debate on personnel questions had started, it had been his intention to discuss frankly with Member States the circumstances that had made it difficult for the Secretary-General to fulfil the targets set in 1978. At one point in the Working Group he had stated that it was sometimes necessary to open wounds in order that they might be healed. He could now say that the omnibus resolution went a long way towards a compromise which would make it somewhat easier for the Office of Personnel Services (OPS) to try to meet the targets set. In addition, that resolution should help to ensure better co-operation between OPS and the substantive departments. He was confident that his colleagues in the Secretariat would co-operate with OPS in that regard.

151. Some of the provisions of the resolution would not easily bear fruit before the end of the reporting period (i.e., 1 July 1980 to 30 June 1981) covered by the next annual report to the General Assembly. However, the Secretariat would do its best to show at least some appreciable progress. The Committee had endeavoured to meet the Secretariat's concerns and the Secretariat, in turn, had an obligation to meet the Committee's concerns.

152. Two aspects of the omnibus resolution called for comments. The first related to the retirement age. In its new formulation, the decision of the Committee on the age of retirement would, in his judgement, make it less of a problem for the Secretariat to implement the policy concerned. However, he wanted to put on record something he had already stated in the Working Group, namely: it was the view of the Secretary-General that he would continue to exempt Assistant Secretaries-General and Under-Secretaries-General from the provisions relating to retirement. Under regulation 4.5 of the Staff Regulations there was a clear distinction between staff at those levels and the rest of the staff. Furthermore, Under-Secretaries-General and Assistant Secretaries-General were obligated to resign at the time the Secretary-General's mandate came to an end. The Secretary-General therefore felt that he should be able to appoint to his Cabinet people of his own choice. He (Mr. Jonah) took it that the omnibus resolution did not affect the position taken by the Committee at the thirty-fourth session with regard to language staff and staff in the General Service and related categories with special technical skills. The Secretariat would, nevertheless, continue to exercise care and restraint in applying the measure of flexibility in respect of those staff.

153. With regard to examinations, the Committee had decided that the Secretariat should use one of the official languages of the United Nations. The Secretariat would do its best to comply with that decision. However, it should be realized that under General Assembly resolution 2480 (XXIII), of 21 December 1968, it would be necessary to test the linguistic abilities of the candidates in English or French; that requirement the Secretary-General would have to maintain.

154. Questions had been raised during the discussion as to the intention of the Secretary-General regarding interim measures. He had been asked by the Secretary-General to give members full assurances that the Secretary-General intended to take prompt action in formulating the interim measures which the Committee had called for in its decision.

The meeting rose at 8 p.m.