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**SUMMARY RECORD OF THE 23rd MEETING**

**Chairman: Mr. OKEYO (Kenya)**

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

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The meeting was called to order at 10.25 a.m.

AGENDA ITEMS 49 AND 114: REVIEW OF THE EFFICIENCY OF THE ADMINISTRATIVE AND FINANCIAL FUNCTIONING OF THE UNITED NATIONS, AND PROGRAMME BUDGET FOR THE BIENNIUM 1988-1989 (continued) (A/43/16 and Corr.1 (Part I) and Add.1 and A/43/16 (Part II) and Add.1, A/43/286 and Corr.1, A/43/651 and Add.1; A/C.5/43/1/Rev.1 and Rev.1/Add.1)

Revised estimates - chapters II, III, V and VI

1. Mr. MSELLE (Chairman of Advisory Committee on Administrative and Budgetary Questions) pointed out that the Advisory Committee's observations on chapter II of the revised estimates were contained in paragraphs 22 to 26 of document A/43/651 and that the observations of CPC were set forth in paragraph 38 of document A/43/16 (Part I). The Advisory Committee had noted some improvements following the steps taken by the Secretary-General to reduce the high vacancy rates in the regional economic commissions and certain Secretariat units, in particular through internal redeployment and exceptions to the recruitment freeze (A/C.5/43/1/Rev.1, chap. II, paras. 8 and 9). In table 2 in that chapter, the Secretariat provided information on the disposition of vacancies in Secretariat units with high vacancy rates as at 31 March 1988. The Advisory Committee had requested the Secretariat to provide updated information on that subject to the General Assembly when the latter took up the revised estimates.

2. The Advisory Committee's observations on chapter III of the revised estimates were contained in paragraphs 27 to 33 of document A/43/651 and the observations of CPC in paragraph 39 of document A/43/16 (Part I). Specifically with regard to the location of the functions related to liaison with non-governmental organizations in the context of the implementation of recommendation 25 of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations (A/C.5/43/1/Rev.1, chap. III, annex), the Advisory Committee considered that closer consideration should be given to that matter, in particular with regard to the roles of the Office of the Under-Secretary-General for Political and General Assembly Affairs and Secretariat Services and the Department of International Economic and Social Affairs. CPC, likewise took the view that the matter should be studied further, having regard to the in-depth study that was under way on the structure and functioning of the United Nations intergovernmental machinery in the economic and social fields.

3. Turning to chapter V of the revised estimates, he laid that the Advisory Committee had no objection to the additional amount of \$476,500 requested for the General Assembly, the Board of Auditors and the Office for Research and the Collection of Information (A/43/651, paras. 61-72).

4. In chapter VI of the revised estimates, the Secretary-General proposed that temporary posts authorized on a recurrent basis should be converted to established posts. The Advisory Committee had pointed out in that connection that the number of such posts was 229, and not 253, as indicated in chapter VI. The Advisory

(Mr. Maella)

Committee found it difficult to take a position on the proposal in the absence of specific information on the functions related to the posts in question and believed that the proposal should be reformulated and submitted, with justification, in the context of the proposed programme budget for biennium 1990-1991. CPC, for its part, had taken note of the Secretary-General's report and the assurances given by the Secretariat to the effect that the proposals contained in that report would have no programmatic implications (A/43/16 (Part I), paras. 54 and 55). However, it did not emerge clearly from the conclusions of CPC that that Committee endorsed the Secretariat's proposals. The Advisory Committee, for its part, believed that the proposals should be dealt with in the context of the consideration of the programme budget for 1988-1989 and maintained that the matter was one which fell within its own sphere of competence.

5. Mr. MURRAY (Chairman of the Committee for Programme and Co-ordination) indicated that CPC had considered the question of the conversion of posts from the point of view of possible programme implications and had concluded that there would be none.

6. Mr. KINCHEN (United Kingdom) supported the recommendations of CPC and ACABQ. He was still perturbed, however, by the Secretariat's request for an additional appropriation for the Office for Research and the Collection of Information to cover overtime and staff travel. That proposal was contrary to recommendation 38 of the Group of 18. Furthermore, he was not wholly convinced that the additional amount would enable the Office to carry out its work better. He would like to hear the views of other delegations on the matter and asked whether the Secretariat had any comments to make on the subject.

7. In the case of the Board of Auditors, he supported the ACABQ's recommendations and shared the view that an analysis of the distribution of external costs between the regular budget and extrabudgetary sources should be undertaken. Care must be taken to see that external audit costs were not themselves too high.

8. He also supported the ACABQ recommendation concerning the conversion of temporary to established posts. It emerged from the CPC's conclusion on the subject that the conversion would have neither negative nor positive programmatic implications. It would appear, therefore, that the proposal should be considered from a purely technical point of view, which came within the ACABQ's terms of reference.

9. Mr. LADJOUZI (Algeria) said that the Secretariat's revised estimates should be gone into more thoroughly during the informal consultations. His delegation accordingly reserved the right to revert to the matter.

10. Regarding the data in table 2 of chapter II, the Secretariat should indicate the specific steps taken on behalf of the regional commissions. In particular, the table indicated that, as at 31 March 1988, there were still 20 vacant posts in the Economic Commission for Africa. It would be useful to know whether the situation

(Mr. Ladjouai, Algeria)

had developed since then. As for the reorganization of the Department of Public Information (chapter IV of the revised estimates), the Secretariat should indicate whether it was prepared to implement the recommendations of CPC, which he had no doubt would shortly be adopted. There should also be more time available to consider the matter of the additional funds requested for the Office for Research and the Collection of Information. At the current stage, his delegation would be somewhat inclined to accept the Secretariat's request so long as ACABQ had no objection but still believed that it would be better to consider it further. Lastly, it would be useful if the Secretariat were to provide details on the restructuring of the United Nations machinery in the economic and social sectors, as part of the implementation of recommendation 25.

11. Mr. KINCHEN (United Kingdom), speaking on a point of order, pointed out that consideration of chapter IV was not on the agenda of the meeting.

12. Mr. GUPTA (India), speaking on chapter III, said that there was a proposal in paragraph 28K.1, on the common services of UNEP and Habitat at Nairobi, to consolidate electronic data processing, finance and general services. Since those were services with a direct impact on the activities and programmes of those two bodies, it seemed essential that, before making arrangements for the consolidation, a detailed discussion should be held with the UNEP and Habitat authorities so that their views and needs could be taken duly into account. The Advisory Committee indicated, moreover, in paragraph 33 of its report, that it reserved its position and intended to revert to the matter when it considered the proposed programme budget for the biennium 1990-1991. His delegation fully endorsed that attitude; no hasty decision should be taken in the matter.

13. Mr. MUDHO (Kenya) said that his delegation had no objection in principle to post reductions at Nairobi. In the case in point, however, it appeared that the question of establishing joint services had not been the subject of sufficiently far-reaching discussions among the various parties concerned. Before reaching a decision, it would be advisable to wait for the Secretary-General to put forward proposals likely to secure the full backing of the Advisory Committee. His delegation therefore endorsed the Advisory Committee's position on the matter.

14. Mr. BAUDOT (Director, Programme Planning and Budget Division), responding to the questions of the representatives of the United Kingdom and Algeria, said that, in the case of the additional amount requested for travel costs for the Office for Research and Collection of Information, it should be explained that, when the revised estimates had been established, the Secretariat had not yet been in a position to provide exact figures for the Office's requirements in that respect. After a detailed analysis, and bearing in mind that the head of the Office was frequently called upon to represent the Secretary-General, it appeared that the additional amount requested was the minimum needed to allow the Office to function.

15. Referring to the situation in the regional commissions, the representative of the Office of Human Resources Management had indicated at a previous meeting that

(Mr. Baudot)

the vacancy rate at the Economic Commission for Africa was about 19 per cent, which was a marked improvement. The policies followed in that field were essentially those that had been explained at the May session of CPC, namely, ending the recruitment freeze and taking steps to increase staff mobility. The Office of Human Resources Management would very shortly supply up-to-date information on vacancy rates in the regional commissions.

16. With regard to the reductions proposed in the economic and social sector, the table in paragraph 21 of chapter I of the revised estimates showed that, when the reductions proposed by the Secretary-General were made, the percentage of posts in part IV of the budget (Economic, social and humanitarian activities) would rise from 37.4 per cent to 38.1 per cent. The table at the end of paragraph 22 showed the number of posts it was proposed to eliminate for each section of the budget. On that basis, it was clear that, as a percentage, the proposed reductions for the regional commissions were small, ranging from 6.7 per cent for ECA to 11.7 per cent and 11.9 per cent for the other commissions. In the case of the Department of International Economic and Social Affairs, the reduction was 11.5 per cent. The Secretariat was, however, ready to provide a table for the informal consultations that would show the percentage reductions explicitly and would indicate the respective rates in the political and in the economic and social sectors.

17. With regard to implementation of the reform in the economic and social sectors, he had nothing to add to the information given by the Under-Secretary-General for Administration and Management when he had introduced the Secretary-General's report on that question. In keeping with the wishes of Member States, no reform would be undertaken in that area until a decision had been taken on restructuring. Should the Fifth Committee wish to be informed on the work in progress, the Secretariat would request the competent departments to provide the Committee with detailed information on that point. Finally, with regard to the common services at Nairobi, the Secretariat, in accordance with the recommendation of ACABQ, would formulate well-defined proposals on that subject as part of the programme budget for the biennium 1990-1991. However, that issue was currently the subject of intensive consultations among all parties concerned.

#### Revised estimates - chapter IV

18. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions), speaking with reference to chapter IV, which was rather complex, said that it referred to the implementation of recommendation 19 concerning activities relating to Namibia (sect. A), the implementation of recommendation 29 concerning the functions of the Office of Secretariat Services for Economic and Social Matters (sect. B), and the implementation of recommendation 37 concerning public information activities (sects. C and D).

19. With respect to activities relating to Namibia, the implementation of recommendation 19 was described in detail in paragraphs 1 to 18 of chapter IV. In addition to the reorganization measures described, there had been a proposal to merge the posts of Director of the Office of the Commissioner for Namibia and the

(Mr. Mselle)

Secretary of the United Nations Council for Namibia (para. 6). The observations of ACABQ on section A of the revised estimates were contained in paragraphs 34 to 37 of its report (A/43/651); the views and recommendations of CPC appeared in paragraphs 44 and 45 of its report (A/43/16). As was stated in paragraph 45, CPC recommended that a decision on the implementation of recommendation 19 regarding the consolidation and strengthening of support activities relating to Namibia should be made by the Assembly at its forty-third session. As was indicated in document A/C.5/43/1/Rev.1/Add.1, the United Nations Council for Namibia had considered the question at its 516th meeting on 23 June 1988. As was apparent from paragraphs 3 and 4 of that addendum, the proposal to consolidate the functions of Director of the Office of the Commissioner and Secretary of the Council for Namibia had not been endorsed by the Council. It therefore seemed that those two functions would continue to be separate.

20. The addendum also contained a proposal which had not been before ACABQ at its spring session, namely, the reclassification of the post of Secretary of the Council from the D-1 to the D-2 level and the establishment of a D-2 post for that purpose. ACABQ had, however, considered a similar proposal in the context of the programme budget for the biennium 1986-1987, and its observations at that time were summarized in paragraph 5 of the addendum. Unfortunately, no detailed substantiation of the reclassification proposal had been provided to ACABQ in response to its request. In the circumstances, ACABQ was unable to endorse the proposed reclassification. It would, moreover, point out to the Fifth Committee that proposals designed to reduce the number of posts at the levels of Under-Secretary-General, Assistant Secretary-General and D-2 were under study. If the two functions mentioned earlier had been consolidated, they could indeed have been entrusted to a D-2 official; but, since the Council had rejected the proposed consolidation, the reclassification sought appeared to be unjustified in the present circumstances. ACABQ had no objection to the other changes proposed by the Secretary-General in section A of chapter IV.

21. Section B, which related to the implementation of recommendation 29 concerning the functions of the Office of Secretariat Services for Economic and Social Matters, was contained in paragraphs 19 to 30 of chapter IV. ACABQ dealt briefly with it in paragraphs 38 and 39 of its report (A/43/651), and the recommendation of CPC was in paragraph 40 of its report (A/43/16). The issue had been discussed at length at the forty-second session. As was apparent from the revised estimates, the Secretary-General maintained the position which he had formulated at that time, namely, that the functions of the Office relating to the technical secretariat servicing of intergovernmental meetings should be assigned to the Office of the Under-Secretary-General for Political and General Assembly Affairs and Secretariat Services.

22. Section C of chapter IV dealt with the implementation of recommendation 37 concerning public information activities. That issue had been discussed in depth by CPC and ACABQ, and the latter's comments were contained in paragraphs 40 to 60 of its report (A/43/651). Following the deliberations of CPC, additional information had been provided by the Secretariat, and it was reproduced in

(Mr. Mselle)

section D of chapter IV. ACABQ had taken that information into account in formulating its recommendations, especially in relation to the restoration of five D-1 posts (A/43/651, paras. 42-45). In the light of the observations of ACABQ, the Secretariat had issued document A/43/16 (Part II)/Add.1, which ACABQ had not yet discussed in detail. He nevertheless advised the Fifth Committee not to await the outcome of that discussion for the purposes of its own deliberations on chapter IV, since the substance of that addendum was in no way inconsistent with the recommendations which ACABQ had formulated in paragraphs 42 to 45 of its report. The Secretary-General stated in the addendum that the restoration of five D-1 posts would entail the elimination of the following posts: one P-4, three P-2 and one P-3. The units in which the posts were to be abolished were given in paragraph 6.

23. In his opinion, the best method of tackling chapter IV was to take up one by one section A, section B and then sections C and D.

Programme budget implications of draft resolution A/43/L.12 concerning agenda item 23 (The situation in Kampuchea) (A/C.5/43/23)

24. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that document A/C.5/43/23 followed the old format for statements of programme budget implications. ACABQ noted also that the Secretary-General said in it that no additional appropriation was required at present, a statement with which ACABQ agreed. Should the International Conference on Kampuchea be reconvened, any requirements would be dealt with in the manner indicated in paragraph 9 of the statement of programme budget implications. The Fifth Committee would then inform the General Assembly that, if it adopted the draft resolution in document A/43/L.12, there would be no need for additional appropriations in the programme budget for the biennium 1988-1989 at the present stage.

25. Mrs. DVITIXANANDA (Thailand), speaking on behalf of the countries members of the Association of South-East Asian Nations (ASEAN), (Brunei Darussalam, Indonesia, Malaysia, the Philippines, Singapore and Thailand), said that, in support of the Secretary-General's efforts to find a solution to the problem of Kampuchea in keeping with the principles of the Charter, the countries members of ASEAN were resolutely in favour of the inclusion, in the programme budget for the biennium 1988-1989, of the resources required for the activities of the Ad Hoc Committee of the International Conference on Kampuchea, for the good offices of the Secretary-General and for the co-ordination of programmes of humanitarian assistance to the Kampuchean. The countries of ASEAN hoped that the recommendations of ACABQ would have the support of all Member States.

26. Mr. MUDHO (Kenya) asked for an explanation of the exact meaning of the words "it is estimated that no additional appropriations or programmatic changes would be required under the programme budget ...".

27. Mr. MSELLE (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that if the General Assembly decided to adopt draft resolution A/43/L.12, there would be no need at the present stage for additional appropriations or for any significant change in the related programme of work,

(Mr. Mselle)

which was already under way. However, depending on developments, there might be an international conference on Kampuchea, in which case there would be additional activities and expenditures, which would be dealt with in the manner indicated in paragraph 9 of document A/C.5/43/23. That was the interpretation to be given to the words quoted by the representative of Kenya.

28. The CHAIRMAN proposed, on the basis of the Advisory Committee's recommendations, that the Fifth Committee should inform the General Assembly that, should it adopt draft resolution A/43/L.12, no additional appropriations would be required under the programme budget for the biennium 1988-1989.

29. It was so decided.

30. Mrs. TON Nu thi Ninh (Viet Nam) said that her delegation, as in previous years, wished to state its reservations concerning the adoption by the Committee of the Chairman's proposal relating to the statement of programme budget implications of the draft resolution contained in document A/43/L.12. Given that Viet Nam, for the reasons stated by its Minister for Foreign Affairs before the Assembly, intended to vote against the draft resolution, her delegation could not accept its programme budget implications and objected, in particular, to the appropriations for the activities of the "International Conference on Kampuchea" (A/C.5/43/23, part II) and the Ad Hoc Committee of the Conference (A/C.5/43/23, part I). Since the Ad Hoc Committee's activities had proved to be completely futile in terms of reaching a settlement in the Kampuchean conflict, funding those activities would be a waste of resources at a time when the financial crisis compelled the Organization to economize wherever possible. Accordingly, if the Chairman's proposal relating to document A/C.5/43/23 had been put to a vote, her delegation would have been obliged to vote against its adoption.

31. Mr. VISLYKH (Union of Soviet Socialist Republics) said that his delegation wished to reiterate once again its serious reservations concerning certain types of activities provided for under draft resolution A/43/L.12 and the inclusion of those activities in the regular budget of the Organization. Accordingly, had there been a vote on the Chairman's proposal relating to document A/C.5/43/23, his delegation would not have been able to support its adoption.

32. Mr. CHEA Bun Ny (Democratic Kampuchea) said that, as indicated in document A/C.5/43/23, paragraph 3, the mandate of the Ad Hoc Committee had been extended annually by the resolutions of the General Assembly that constituted the legislative framework for its activities. Those activities, given their "perennial character", had been included in the programme budget for the biennium 1988-1989. Further, since, as ACABQ had noted, adoption by the General Assembly of draft resolution A/43/L.12 would not require any additional appropriations or any change in the programme budget, the objections raised by the Vietnamese delegation could be explained only by a desire to sow confusion as to the reality of the situation in Kampuchea and by the wish to continue the vietnamization of Kampuchea. The International Conference on Kampuchea remained the essential framework for a negotiated settlement of the situation caused by Viet Nam's aggression and



(Mr. Chea Bun Ny, Democratic Kampuchea)

occupation. Since Hanoi refused to accept that framework and defied the Organization's resolutions, the international community should continue to consider the question.

33. The United Nations must continue to seek a solution and maintain its humanitarian assistance to the Kampuchean people. The objective of the International Conference must thus be supported and strengthened. His delegation requested the Secretary-General to continue to consult the Ad Hoc Committee and to assist it by providing it with all necessary services to enable it to discharge its responsibilities.

AGENDA ITEM 121: PERSONNEL QUESTIONS (continued) (A/43/659; A/C.5/43/6 and 14)

34. Mr. BARNETT (Jamaica) said that proper staffing was essential if the United Nations system was to be fully responsive to the needs of its members. It was thus imperative for Member States to keep in mind the absolute necessity of securing for the Secretariat the "highest standards of efficiency, competence and integrity". The Assistant Secretary-General for Human Resources Management had, with sincere dedication and a clear understanding of the problems, embarked on the difficult task of reconciling the maintenance of a high level of programme output, while making drastic staff cuts, suspending recruitment and redeploying personnel. His delegation welcomed the formulation of a comprehensive plan for retrenchment through attrition, which was all to the good in view of the erosion of staff morale by the uncertainties of the past year.

35. The efficient management of the Organization required a staff rotation system. His delegation noted that staff mobility was now covered under a vacancy management and staff redeployment programme. Staff members should understand that it was vital for their own well-being and career advancement to go where they could best serve the Organization. Although there were certain "hardship posts", mobility was still necessary. Accordingly there was a need to have not only an effective promotion policy but also incentives to encourage staff to make what they might consider to be a sacrifice.

36. His delegation was disappointed to note that only 19 women had been appointed to posts subject to geographical distribution, representing 28.8 per cent of the 66 such appointments made, of which 14 had been at the P-2 level, with the most senior appointment having been at the P-5 level. His delegation was aware that the existing structure of the Secretariat remained top-heavy and that efforts were being made to increase the number of young Professionals at entry levels, but that should not prevent the appointment of more women at senior levels. It was to be hoped that the Steering Committee for the Improvement of the Status of Women in the Secretariat and the Office of Human Resources Management would continue to ensure that women were not disproportionately affected by retrenchment.

37. His delegation was disturbed to note the decision by the Federation of International Civil Servants' Associations (FICSA) and the Co-ordinating Committee for Independent Staff Unions and Associations of the United Nations System (CCISUA)

(Mr. Barnett, Jamaica)

to suspend participation in the activities of the International Civil Service Commission. He trusted that it would be possible to negotiate agreement on most of the issues which had led to that decision. The continued maintenance of a competent and independent international civil service was of particular importance. Yet the ongoing financial crisis had meant that the United Nations was no longer a competitive employer. Moreover, practices that were detrimental to the independence of the international civil service had evolved: supplementary payments, short-term contracts, the use of outside consultants, and insidious indirect influence by certain Governments on the working of the Secretariat. The Secretary-General should make a much stronger effort to see that the practice of supplementary payments was ended. A situation in which members of the Secretariat, particularly at senior levels, seemed more ready to answer to the concerns of their own Governments than to those of the international community as a whole could no longer be tolerated. His delegation was firm in its belief that there should be no departure from the three essential and non-negotiable principles of impartiality, integrity and competence. His delegation noted that efforts were under way to make less use of fixed-term contracts and secondments of staff, and hoped that they would continue. His delegation was also pleased by the new emphasis being placed on the training and re-training of staff, since the Organization must rapidly bring itself into line with new technologies.

38. On the effects of reforms in the economic and social sector, his delegation believed that, despite the acceptance of recommendation 15 of the Group of 18, there was clearly a limit to what the Secretary-General could do before agreement was reached on the reform of the intergovernmental machinery. Since no serious justification had yet been offered for the chosen target of 15 per cent set for the overall reduction in regular-budget posts, the fact that the Secretary-General had managed a 13.2 per cent reduction should have earned him much more appreciation, instead of repeated carping that he had not managed 15 per cent. In his delegation's view, further reductions should await the final outcome of the review process, not anticipate it, and the process should not be forced merely to reach an arbitrary deadline. The staff of the Secretariat could not carry out the tasks Member States had given them unless Member States accepted their own proper role.

39. Mr. OGURA (Japan) said that one of the biggest problems his delegation had with personnel questions was the geographical distribution of posts. According to the report on the composition of the Secretariat, roughly a quarter of Member States had been either unrepresented or underrepresented in 1984, and the situation was still basically the same. His country was underrepresented by approximately 50 posts below the lower limit of its desirable range, and some 80 posts below its mid-point: that was unacceptable. Action of three kinds should be taken to improve the situation. First, competitive recruitment examinations for P-1, P-2 and P-3 level posts should be held, in accordance with recommendation 43 of the Group of 18, for unrepresented and underrepresented countries. Second, recruitment from over-represented countries should be frozen until those countries were back within their desirable ranges. Third, the General Assembly should be told the nationality of candidates selected for promotion to the Professional level, and the number of recruitments made following internal and external examinations.

(Mr. Ogura, Japan)

40. Posts in organizations such as UNEP and UNICEF were not considered in the calculation of desirable ranges; his delegation believed that article 101, paragraph 3, of the Charter of the United Nations should also apply to such posts, and a desirable range should be established for each of those organizations.

41. In recommendation 42, the Group of 18 had said that the personnel management of the Organization must be based upon clear, coherent and transparent rules. Recommendation 51 said that strict and clear criteria should be developed for the promotion of staff at all levels. His delegation considered the expression "controlled recruitment" much too vague, and called for the basic documents on recruitment and promotions to be circulated to Member States.

42. The Secretary-General had made laudable attempts to improve the representation of women in the Secretariat. Table E in document A/43/659, annex I, showed that the percentage of women in posts subject to geographical distribution had increased steadily since 1984. Moreover, the percentage of women appointed to P-2 and P-3 posts subject to geographical distribution was now equivalent to that of men (table G). Care must be taken, nevertheless, to ensure that men were not discriminated against in the promotion process.

43. His delegation would like the Secretary-General to submit a report on the current status of the life insurance programme referred to in his introductory statement by the Assistant Secretary-General for Human Resources Management, especially as it related to the staff of peace-keeping operations.

44. Finally, on the implementation of recommendation 15 of the Group of 18, a rigorous and comprehensive redeployment plan, coupled with a comprehensive training plan, must be established. If it was found, for example, that a post was truly necessary, it must be kept, even if vacant, while less important posts should be abolished even if they were currently staffed.

45. Mr. HAMIDA (Libyan Arab Jamahiriya) said that, given the growing importance which the international community attached to it, the United Nations should have a Secretariat with more competence, efficiency and integrity. The reform process initiated by resolution 41/213 should be carried through to completion, giving priority to the improvement of administrative structures and the financial management of the Secretariat.

46. The administrative aspect of the reform process was necessary for a variety of reasons, including the marked growth in the size and complexity of the Secretariat over the years and the overlapping of activities between services, leading to an increased financial burden of Member States, especially because of the proliferation of senior-level posts. That situation had led the Group of 18 to recommend a reduction of 15 per cent in the overall number of posts, and 25 per cent in higher-echelon posts. In resolution 41/213, endorsing the recommendations of the Group of 18, the General Assembly had called for the criterion of competence and the principle of the equitable geographical distribution of posts to be rigorously respected.

(Mr. Hamida, Libyan Arab Jamahiriya)

47. His delegation noted with regret, from the Secretary-General's report on the composition of the Secretariat (A/43/659, para. 15), that there had been little change in the upper echelon during the reporting period. Senior-level posts continued to be the fiefdom of certain States which thus enjoyed a form of hegemony. His country called once again for a system which would enable nationals of other Member States to occupy such posts, through, for example, a system of rotation. In any event, the current situation was unacceptable, and the process of administrative reform within the United Nations should provide an opportunity to rectify it by applying strictly the relevant resolutions of the General Assembly, notably resolutions 35/210 and 41/206.

48. Appointments of nationals of over-represented countries during the period under consideration had increased by 10.6 per cent, a situation which his delegation regarded as unacceptable, contrary to article 101 of the Charter and the relevant resolutions of the General Assembly, and requiring explanations from the Secretariat. Furthermore, the number of underrepresented States had grown, and the number of unrepresented States had remained constant, showing that the recruitment policy was inconsistent and could only make the structural defects of the Secretariat worse. The only way to resolve the problem was to apply the principle of equitable geographical distribution properly.

49. His country was very concerned that none of its nationals had ever held a senior-level post in the Secretariat, and the total number of Libyan staff members was below the mid-point of its desirable range. Despite repeated appeals for the principle of equitable geographical distribution to be respected, and notwithstanding the many competent and qualified people whom his country had nominated, appointments, especially at senior grades, continued to be made not on the basis of objective criteria but in response to the hegemonistic desiderata of certain States. His delegation insisted that the administrative reforms should be turned to advantage, using them to review the criteria applied to appointments so that recruitment was no longer any party's exclusive preserve. It would like the Secretariat to explain what it was that hindered the enforcement of strict recruitment standards, of the kind referred to in paragraph 24 of document A/C.5/43/1/Rev.1.

50. Mr. KHIZHNIAK (Ukrainian Soviet Socialist Republic) said that the consideration of personnel questions demonstrated that Member States were increasingly interested in recruitment. The development of the United Nations role in international affairs had implications for the Secretariat, which must not only implement the decisions of the decision-making bodies but also provide conference services, and on which the attainment of the goals and objectives of the Charter in effect depended. To provide the Secretariat with the means necessary for its task, the Ukrainian SSR was in favour in principle of the long-term programme of measures aimed at enhancing the efficiency of the Organization, making economies and reorganizing the staffing profile of the Secretariat in order to avoid duplication. It was essential to avoid the bureaucratization which increased staffing levels and expenditures, since the cost of Secretariat personnel exceeded 80 per cent of the regular budget. In addition to the political and moral support

(Mr. Khizhniak, Ukrainian SSR)

which it had always extended to the United Nations, the Ukrainian SSR had for years paid its full contribution to the regular budget and substantial amounts for peace-keeping forces. The Ukrainian SSR had always advocated the strict implementation of Article 101, paragraph 3, of the Charter, which emphasised both standards of efficiency, competence and integrity and the importance of an equitable geographical distribution. Those two principles were closely linked, and in the consideration of specific or practical questions, neither should overshadow the other or be given greater weight owing to the interests of a particular group of States. As international developments caused the authority and role of the Secretariat personnel and, to that end, to establish conditions in which staff who met the highest standards of efficiency, competence and integrity could be recruited. Nationals of the Ukrainian SSR were employed in the Secretariat on long-term contracts and, in the case of those best qualified and most experienced, permanent contracts. His country continued to maintain that at least 50 per cent of the contracts should be fixed-term. The predominance of permanent contracts was not conducive to efficiency, prevented the Secretariat from improving quality and hampered the replacement of those whose work was unsatisfactory with competent Professional staff. The practice of offering permanent contracts to the nationals of over-represented countries prevented the candidates of unrepresented or underrepresented countries from entering the Secretariat. Document A/43/659 showed that, out of 66 candidates appointed between 1 July 1987 and 30 June 1988, only 22 were nationals of unrepresented or underrepresented countries, whereas 7 were nationals of over-represented countries. In order to permit improved recruitment and the arrival of fresh blood, it was essential to have a judicious combination of permanent and fixed-term contracts, the former awarded for the most part to the nationals of unrepresented or underrepresented countries and the latter awarded on the basis of, for example, secondment. Seconded officials would be guaranteed a post when they returned to their countries at the end of their contracts. It was extremely important that Member States should retain the possibility of replacing those seconded with other nationals, since otherwise the principle of equitable geographical distribution might suffer. It was apparent from document A/43/659 that the Ukrainian SSR was now represented within its desirable range. It thanked the Under-Secretary-General for Administration and Management and the Assistant Secretary-General for Human Resources Management for taking steps which had enabled the Ukraine to improve its representation in the Secretariat. Since the freeze on recruitment, eight Ukrainian nationals had left the Secretariat for various reasons without being replaced, and two had been recruited. The Secretariat had adopted new methods for considering and reviewing personnel questions, including, in particular, consultations between its representatives and the groups of countries. In March 1988, issues of joint interest had been discussed openly in the course of consultations with the group of socialist countries. Such consultations should be held on a more regular and specific basis.

51. Document A/C.5/43/14 discussed the measures taken to promote the recruitment of women to Professional posts, in accordance with the relevant resolutions of the General Assembly. His delegation was in favour of the equitable representation of women in the Secretariat and noted some progress. A large number of its nationals,

(Mr. Khishniak, Ukrainian SSR)

including many women, possessed qualifications which they could put to good use in the Secretariat, and his country was willing to submit their names as candidates for vacancies. Recruitment by competitive examination for P-1 or P-2 posts was an important Secretariat practice. Member States supported the principle for recruiting Professional staff and promoting General Service staff to the Professional category. His delegation welcomed the measures adopted by the Secretary-General to realign the two types of competitive examination, internal and external, chiefly through the adoption of an identical format. The same criteria should govern all aspects of the organization and conduct of the examinations, especially the determination of the level of instruction of the candidates in the two examinations. There should be strict implementation of General Assembly resolution 35/210, which established at 70/30 the ratio of posts to be filled by external and internal examinations, to the benefit of the external candidates. Unfortunately, between 1 July 1987 and 30 June 1988, 21 General Service candidates had been selected by competitive examination for promotion to the Professional category, whereas only 23 of the external candidates selected by competitive examination had received offers of appointment. The programme of competitive examinations should pay due heed also to the cultural and linguistic diversity of Member States. The Ukraine was willing to participate in the organization of competitive examinations in 1989.

52. Mr. ZACHMANN (German Democratic Republic) said, with respect to personnel questions, that his country's position basically remained unchanged and was similar to that of the group of socialist countries. As the Deputy Minister for Foreign Affairs of the USSR had stated, the principle of equitable geographical representation must be strictly observed in order to ensure the truly international character of the Secretariat. Still very much underrepresented in the Secretariat, his country had followed very closely the personnel policies pursued by the Secretariat. Reconciling attrition, redeployment and controlled recruitment was indeed a complex task, but it was precisely for that reason that all the personnel policy measures must be applied in accordance with Article 101 of the Charter and the decisions of the General Assembly.

53. It was disappointing to find changes in the Secretariat's composition which were not in line with Article 101. In that respect, the trend appeared to be a worsening of the existing quantitative and qualitative disproportions in the distribution of posts.

54. Staff members with fixed-term contracts were affected by the staff cuts, so that the number of personnel from underrepresented socialist countries like his own had decreased. From the middle of 1986 to the middle of 1987, almost 75 per cent of the exceptional recruitments had been nationals of over-represented or within-range States. As could be seen from the report on the composition of the Secretariat (A/43/659, para. 27), two thirds of the 66 staff members recruited between 1 July 1987 and 30 June 1988 had been from over-represented or within-range countries. His delegation very much wished that trend to be reversed. To that end, it would like external examinations to be held soon in the German Democratic Republic, which had only 13 nationals in the Secretariat, whereas the desirable

(Mr. Zachmann, German  
Democratic Republic)

range was from 22 to 32 posts. It was important that his country's representation in the Secretariat should reflect its constructive role in the United Nations system. Moreover, its nationals should have the right to choose between fixed-term contracts and permanent contracts, and the provisions of resolution 35/210 regarding the replacement by candidates of the same nationality in the case of posts held by staff members on fixed-term contracts should be applied.

The meeting rose at 1 p.m.