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## Fifth Committee

### Summary record of the 42nd meeting

Held at Headquarters, New York, on Wednesday, 12 May 2004, at 10 a.m.

*Chairman:* Mr. Kmoníček. . . . . (Czech Republic)  
*Chairman of the Advisory Committee on Administrative  
and Budgetary Questions:* Mr. Kuznetsov

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*The meeting was called to order at 10.10 a.m.*

**Organization of work (A/C.5/58/1/Add.3)**

1. **The Chairman** drew the attention of the Committee to a letter dated 6 May 2004 from the President of the General Assembly addressed to the Chairman of the Fifth Committee, contained in document A/C.5/58/1/Add.3, allocating agenda item 168, entitled "Financing of the United Nations Stabilization Mission in Haiti", to the Fifth Committee.

**Agenda item 121: Programme budget for the biennium 2004-2005 (continued) (A/58/756 and A/58/758)**

*Strengthening the security and safety of United Nations operations, staff and premises*

2. **Ms. Bertini** (Under-Secretary-General for Management), introducing the report of the Secretary-General on strengthening the security and safety of United Nations operations, staff and premises (A/58/756), said that the attack on the United Nations facilities in Baghdad on 19 August 2003 had radically changed the security environment in which the Organization operated. Although the Secretary-General had sought additional resources for security following the events of 11 September 2001, at that time, the United Nations was not a target of choice for terrorists and personnel working under its flag were still reasonably safe.

3. The Secretary-General's report provided information on crucial measures to strengthen security worldwide which would enable the United Nations to continue its work while allowing for better risk management. The bulk of the \$57 million approved for security enhancements in 2002 had been requested in order to bring forward security projects from the capital master plan defined prior to the events of 11 September 2001. Those events, and the subsequent attack in Baghdad, had made it apparent that those projects were inadequate and that security, both physical and staff-related, must be enhanced.

4. A study undertaken in August 2003 by an independent group of experts had given rise to a number of recommendations for strengthening and unifying United Nations security arrangements. One key recommendation that had arisen from a preliminary review of that study was that resources should be made

available for change management of security arrangements.

5. The United Nations security experts and the independent panel commissioned by the Secretary-General to conduct an investigation into the bombing in Baghdad had arrived at a consistent set of findings. The Secretary-General had yet to take action, however, on the report of the panel to establish individual personal accountability with respect to the attack in Baghdad.

6. The steering group on security had identified a number of follow-up actions to the various studies, including the appointment of a "change manager" to advise on steps and resources required to strengthen the United Nations security system; the development of an enhanced procedure for threat and risk assessment; the upgrading and validation of the Minimum Operating Security Standards (MOSS) to counter new threats; and evaluation of systems and procedures for compliance, accountability, and the training and career development of security personnel.

7. In addition, the Department of Peacekeeping Operations had carried out a survey of MOSS in all of its field missions and the Department of Management, in collaboration with the regional commissions and the United Nations Offices at Geneva, Vienna and Nairobi, had developed MOSS for large headquarters facilities (H-MOSS) and identified shortcomings at all eight main duty stations. The new H-MOSS, which had been validated by external security experts, had been used as a basis for most of the requirements sought for physical security enhancements. The office of the United Nations Security Coordinator (UNSECOORD) had visited 19 countries of particular concern to review threats and risks using the enhanced MOSS system and had provided relevant advice. Training for designated officials and their security management teams had also been conducted.

8. United Nations security arrangements must now cope with an intense and changeable threat of deliberate, direct attacks that could appear with little or no warning. Systematic monitoring of the security environment, anticipation of potential security incidents and advance planning to deal with such incidents were therefore required. Increased readiness and protection through the use of state-of-the-art training equipment and physical security were critical and urgent action must be taken to incorporate an

enhanced culture of security awareness and compliance and a strengthened inspection capacity into the structure and procedures of United Nations security arrangements. The change manager was currently examining all the relevant issues and was expected to make recommendations in July 2004.

9. The current report proposed a first phase of urgently required new measures, namely, construction upgrades, an immediate increase in UNSECOORD personnel at higher-risk duty stations, a package of measures at special political missions, peacekeeping operations and the International Tribunal for Rwanda (ICTR), and a limited enhancement of Headquarters capacity in core functions. The total sum sought for those measures was \$92.4, of which \$71.2 million would be one-time costs. None of the requirements for 2004 would prejudice the new security management structure to be proposed in September.

10. It was imperative to take immediate action on phase one proposals in order to ensure a minimally acceptable level of security for United Nations personnel and facilities worldwide. UNSECOORD was overstretched and required a regular, predictable source of funding. The current arrangements were inadequate and far too cumbersome to meet the dynamic challenges now facing United Nations security. Adequate security at Headquarters and in the field had become a prerequisite for effective service delivery and was therefore a shared core responsibility of all Member States that should be funded directly from the regular budget. Moreover, implementation of a lower number of posts than the total of 116 proposed for UNSECOORD would present the Secretary-General with almost impossible choices as to which high-risk field offices should not receive the required level of coverage. She appealed to Member States to take steps to avoid such a situation.

11. General temporary assistance for urgent and unavoidable staffing requirements had been proposed at moderate levels in order to avoid prejudicing the outcome of staffing reviews. In addition, a number of new and expanded construction requirements had been proposed, which would be implemented, wherever possible, under H-MOSS with a view to improving perimeter security, hardening structures against bomb threats and upgrading electronic surveillance. Given the lead times involved in all construction projects, those proposals should be initiated immediately to minimize the window of vulnerability.

12. Phase two, which would be presented in the autumn following the completion of the various technical reviews currently under way, would include specific and detailed proposals on unified security management, long-term staffing needs, training, an integrated global access control system, security for information and communications technology, and business continuity needs.

13. While the information contained in the report was limited on account of its sensitive nature, the Advisory Committee on Administrative and Budgetary Questions (ACABQ) had been provided with many of the relevant details. The current report was not an ordinary budget request and should not, therefore, be approached in a traditional manner with a view to cutting costs. United Nations staff working around the world routinely gave their all to help people in dire need. They should not have to give their lives.

14. **Mr. Kuznetsov** (Chairman of the Advisory Committee on Administrative and Budgetary Questions), introducing the related report of ACABQ (A/58/758), said that, even though United Nations Blue Helmets and staff had become targets for malicious attacks long before the events of 11 September 2001 and the bombing of the Canal Hotel in Baghdad, the past few years had seen a rather piecemeal approach to the security and safety of United Nations staff and operations, with emergency resources being requested for short-term measures. Proper consideration of security requirements was extremely difficult in the absence of a thorough analysis of threats and risks and a coherent plan. A comprehensive strategy aimed at enhancing the safety of United Nations operations, staff and premises was therefore long overdue and should be treated with the utmost seriousness.

15. Resource requirements for the strengthening of safety and security should be based on and preceded by a comprehensive review and the development of a plan of action. The Secretary-General's report, however, lacked analysis of the critical issues related to security and safety, including responsibility and accountability for United Nations security, clarification of the relationship between the Department of Peacekeeping Operations and UNSECOORD, the role and responsibility of the United Nations vis-à-vis host countries in providing security to United Nations system premises and field operations, cooperation with national authorities and organizations on threat assessment and preventive measures, agreed plans for

an integrated and coordinated approach to all United Nations system organizations, and definitive time frames for the completion of all future security projects. Those issues should be addressed in detail in the forthcoming phase two report.

16. Under the circumstances, ACABQ had recommended approving the continued financing of ongoing projects but deferring requests for resources relating to new projects pending the submission of an overall plan and strategy. It had also recommended approving additional posts in a number of key areas as well as additional resources for peacekeeping missions where urgent need had been demonstrated and for the United Nations Office at Vienna.

17. With regard to construction requirements, ACABQ had noted that the unencumbered balance as at 31 December 2003 was \$28.5 million and that additional requirements for ongoing projects totalled \$21.9 million. Its recommendation to defer the request of \$16.1 million for new projects pending consideration by the General Assembly of a comprehensive plan should therefore not cause any delay. Given the pace of implementation of projects approved almost two years previously and the related pattern of expenditures, the amount still available for construction projects would be quite sufficient to cover needs arising in the interim.

18. With regard to post requirements, ACABQ recommended the approval of all requests except those relating to UNSECOORD. It recommended the conversion to regular budget financing of the 58 posts currently funded from extrabudgetary resources. Any deficiencies in the current funding arrangement should be addressed in the context of inter-agency mechanisms for coordination and cooperation. In the meantime, it had also recommended that requirements for UNSECOORD should be adjusted to reflect the application of previously agreed cost-sharing mechanisms. ACABQ had recommended deferring action on the request for the remaining 58 posts pending the comprehensive report on security to be submitted by the Secretary-General to the General Assembly at its fifty-ninth session and the review of the structure and procedures for security arrangements for the Organization as a whole.

19. With regard to general temporary assistance, the report had provided very little information in support of the requested level and, in the absence of a

comprehensive and coherent plan, it was very difficult to analyse the real requirements in that respect. Therefore, and bearing in mind the fact that the General Assembly would address that issue in four months' time, ACABQ recommended the approval of \$3 million as a lump sum to be used flexibly by the Secretary-General to meet urgent requirements.

20. As far as the requirements for a number of peacekeeping operations and ICTR were concerned, ACABQ took the view that, with the exception of the requirements for the United Nations Mission in Ethiopia and Eritrea (UNMEE), where additional resources of \$7 million had been requested in connection with the relocation of the headquarters to a more secure location, and the United Nations Peacekeeping Force in Cyprus (UNFICYP), they should be accommodated within their overall budgets and included in the relevant performance reports. However, the information relating to UNFICYP in the report of the Advisory Committee might have been overtaken by events.

21. In conclusion, he drew attention to the recapitulation of the Advisory Committee's recommendations in paragraph 39 of its report. Compared with the request for \$85 million gross submitted by the Secretary-General, a total of \$63 million would be made available pending receipt of the Secretary-General's "phase two" report. Withholding a portion of the requested funds was not evidence of a failure to appreciate the significance of the problem. On the contrary, the seriousness of the matter compelled the withholding of funds in order to impose the rigorous discipline needed to produce a sustainable and effective approach that Member States could understand and have confidence in. The expenditure of large sums of money without an effective and coordinated plan of action and cooperation among all players could result in false security and disastrous consequences.

22. **Mr. Al-Ansari** (Qatar), speaking on behalf of the Group of 77 and China, said that the important issue of safety and security could not be addressed in a vacuum. A comprehensive approach, including a clear framework of security and safety standards, was vital.

23. While the General Assembly had repeatedly stated that United Nations staff were an invaluable asset to the Organization, much more remained to be done to ensure their safety. Developments around the

globe continued to demonstrate that United Nations premises were vulnerable to attack. The physical security and protection of all United Nations premises therefore needed to be further enhanced and that required a long-term strategy rather than a piecemeal approach.

24. A properly functioning security system required coordinated efforts and sound leadership from those entrusted with the task of security management. A well-defined hierarchical structure and clearly identified lines of responsibility and accountability were also essential. In addition, United Nations system organizations must further harmonize their efforts on safety and security matters in order to ensure unity of purpose. The cost-sharing arrangement adopted by the General Assembly in resolution 56/255 was a step in the right direction and should be pursued.

25. The report of ACABQ had drawn attention to a number of persistent deficiencies that had not yet been conclusively addressed. The Group of 77 and China was particularly concerned that the implementation of some projects, previously approved on an urgent basis had been delayed and that the Secretariat had proposed some of those projects for deferral. The Group also stressed that host countries must fully discharge their responsibilities in accordance with the host country agreements.

26. **Ms. Stanley** (Ireland), speaking on behalf of the European Union, the associated countries (Bulgaria, Romania and Turkey), the stabilization and association process countries (Albania, Bosnia and Herzegovina, Croatia, Serbia and Montenegro and the former Yugoslav Republic of Macedonia), and, in addition, Iceland, said that the events of 11 September 2001 and the attack of 19 August 2003 on the United Nations headquarters in Baghdad had shattered the perception of the Organization's neutrality and the relative safety of its personnel. In those circumstances, Member States must cooperate closely in order to create a security architecture that was both effective and sustainable. The European Union was committed to ensuring the protection of all United Nations staff and stood ready to discuss measures to cope with new threats, including security coordination between the Organization and host countries, in a comprehensive and effective manner. In that connection, it urged the Secretary-General to take adequate steps to ensure that the necessary security improvements could be implemented in all duty stations without further delay

and expressed disappointment that there had been so many delays in the implementation of pertinent measures for which financing had already been approved.

27. Adopting a global and coherent approach to security within the United Nations system was a complex task, given that threat levels and assessments differed from one duty station to the next and that different bodies had different mandates. However, it was clear that the current, largely ad hoc, system no longer served the best interests of the Organization.

28. In his report, the Secretary-General clearly acknowledged that his proposals were merely a first phase of efforts to establish a unified, system-wide security plan. However, those proposals lacked a comprehensive overview of the security situation and it was therefore difficult to assess real priorities for enhancing security arrangements. In that connection, the European Union looked forward to the presentation of the phase two report in the autumn, following the completion of the change management study.

29. It was important to ensure adequate staffing levels within UNSECOORD, both at Headquarters and in the field, in order to develop a more effective threat analysis capability and to ensure compliance with MOSS. To that end, additional information on the new parameters for MOSS upgrades at United Nations facilities in high-risk areas was required. The security culture must also be changed through an effective system of accountability and authority and greater emphasis on training.

30. While the European Union shared many of the concerns expressed by ACABQ, given the increased security threat and the consequent workload, there was a clear need to look positively at the staffing levels in UNSECOORD with a view to increasing the number of qualified security personnel in the field. The Union would be seeking clarification of the position of UNSECOORD within the security framework of the United Nations and the planned arrangements for the training of security staff and other personnel. It would also seek clarification of the justification for general temporary assistance and for the request for additional resources for ongoing and new security construction projects and equipment. A fuller debate was necessary on the Secretary-General's proposal to change the existing system of cost-sharing. That debate should

take place within the context of the Committee's consideration of the change management report.

31. The Committee must decide which decisions should be taken at the current session to ensure that immediate needs were met and which issues could be deferred to the Assembly's fifty-ninth session without jeopardizing the safety and security of all United Nations staff.

32. **Mr. Renault** (Brazil), speaking on behalf of the Rio Group, said that the recent attacks on United Nations premises and facilities had signaled a radical change in the security situation of the Organization, which had now become a target of choice. The new scenario demanded a comprehensive review of the security procedures employed to date, and emphasis must now be placed on the prevention of new threats, as well as on the crisis management and damage limitation measures already in effect. A new proactive approach must replace the traditionally reactive one and all Member States and United Nations bodies must work together in order to create a safer environment for staff.

33. Pending a comprehensive analysis of the proposals for a new security system, a number of immediate measures were required. In that regard, the Secretary-General's report contained various proposals that could be implemented rapidly and which did not appear to be exclusively dependent on the findings of the phase two report.

34. With regard to longer-term measures, the Rio Group attached great importance to the establishment of a system of responsibility and accountability and to improved interaction between UNSECOORD and the Department of Peacekeeping Operations. The phase two report should address those issues as priority areas of the new security plan, thereby enabling the General Assembly to review the proposed framework from both the organizational and budgetary angles.

35. **Mr. Dutton** (Australia), speaking also on behalf of Canada and New Zealand, said that the appalling threats made against the United Nations the previous week had underscored that the Organization could no longer assume immunity from security threats. Faster action was needed. The United Nations must fully assess the threats which affected its ability to carry out its work and conduct a long-overdue review of its arrangements for managing security.

36. The report of the Secretary-General on strengthening the security and safety of United Nations operations, staff and premises (A/58/756) had recognized that safety measures must be radically altered, and the Advisory Committee had pointed out the need for a comprehensive policy approach instead of piecemeal measures. The Secretary-General should provide a comprehensive report to the fifty-ninth session of the General Assembly, including proposals to ensure coherent and integrated management of security among the United Nations and its agencies, to determine and implement appropriate security standards, and to establish well-defined arrangements for accountability. The current fragmented structure and messy lines of accountability were not an effective way to provide security. The information which the Under-Secretary-General for Management had just provided on the action taken thus far had been very encouraging.

37. The use of enhanced MOSS and H-MOSS provided a clear policy basis for the request for resources to meet urgent needs. Further details should be provided during the informal consultations on how those standards were defined, validated and applied.

38. The slow progress on some construction projects which the General Assembly had agreed to fund two years previously was disappointing. Because of the delays, the sum which the Advisory Committee had recommended for approval could be sufficient for the time being, provided that the Secretary-General was given the ability to undertake urgent projects, whether old or new. The Committee must consider the issue again at the Assembly's fifty-ninth session, by which time it should have a clearer idea of the responsibilities of host Governments at the perimeter of United Nations facilities.

39. The delegations on whose behalf he spoke agreed with the Advisory Committee that no additional appropriations were currently needed for ICTR or for peacekeeping missions other than UNMEE and UNFICYP, provided that any additional requirements could be obtained through the performance reports for the missions.

40. The full number of additional field personnel requested for UNSECOORD, which was understaffed, should be approved immediately. Greater capability for professional security advice in the field was essential, irrespective of the Committee's decisions during the

Assembly's fifty-ninth session. Decisions on cost-sharing to cover additional needs could be taken at the fifty-ninth session, as part of the broader reform of the security management system. While additional resources to strengthen security were needed immediately, resources were only part of the solution. The most arduous challenges were managerial and those must be met in order for the Organization to continue to do its work with appropriate regard for safety.

41. **Mr. Kennedy** (United States of America) agreed that the attacks on the United Nations in 2003 had shattered the perception that the Organization was not a target of opportunity for terrorism and had changed the security paradigm. Now that the Organization was a target of choice, security measures must be radically altered. His delegation therefore looked forward to the phase two report, which would provide the opportunity to assess the functioning and management of the entire United Nations security mechanism.

42. The United States had long advocated a robust security system for the United Nations, but despite the incremental increase in recent years, current numbers of security staff left little room for manoeuvre in field functions and their management at Headquarters. Most of the approximately 80 high-risk duty stations had only one or two field security officers for basic functions. The current structure had no capacity to meet increasingly complex security needs.

43. His delegation had noted the Advisory Committee's recommendation for 58 existing field security officer posts to be funded from the regular budget, but was concerned that if the Committee endorsed that recommendation, UNSECOORD would be left with no net gain in posts and with no flexibility to respond quickly and effectively to crises in the field. His delegation believed that the posts were fully justified and would welcome clarification of the recommendation from the Chairman of the Advisory Committee. It would also welcome additional information on the functions of the posts requested as general temporary assistance for UNSECOORD at Headquarters.

44. Another issue of concern was the financing of the United Nations security coordination mechanism. His delegation thought it premature to change the current mechanism in the absence of further information on the roles and responsibilities of each entity. That

information was expected to be provided in the report of the Secretary-General due in the autumn. In the meantime, however, the implications of not taking a decision at the current session on the most appropriate mechanism for financing ongoing security requirements must be fully understood.

45. At the fifty-sixth session of the General Assembly, his delegation had supported the full request of the Secretary-General for security improvements at major duty stations because of the extreme urgency of the situation. It was therefore disappointed that the Secretariat had not treated implementation of the programme with similar urgency, that, two years later, many of the projects had been only partially implemented or completely deferred, and that the revised cost estimates for some Headquarters measures were almost six times higher than the original estimates. His delegation's confidence in the Secretariat's ability to manage security activities efficiently and effectively had been shaken. The Secretariat should provide a clear outline of managerial responsibility and a time-line for implementing existing and new projects.

46. His delegation wished to reiterate its support for the Secretary-General's security enhancement initiatives. As the oversight body for security, the Committee owed it to United Nations staff deployed throughout the world to provide the necessary security support.

47. **Mr. Helg** (Switzerland) said that, as host to the largest United Nations office outside of New York and to many United Nations system organizations, Switzerland was directly affected by matters of security in general and security of United Nations personnel and installations in particular. It therefore welcomed the Secretary-General's efforts to promote stronger and more integrated security. The current challenges made individual or sectoral approaches inadequate.

48. Member States should not wait for acts of violence to occur before taking action. His delegation therefore regretted that the Advisory Committee had recommended waiting until the fifty-ninth session of the General Assembly to confirm the measures proposed by the Secretariat. There was need for immediate action and planning of an overall security strategy.

49. The report of the Secretary-General had stated that implementation of several previously approved

security-related projects had been delayed by the need to obtain construction permits from the host-country authorities. With only one exception, permits for the proposed work on the entrance and perimeter of the Palais des Nations site had in fact been given priority and granted within a reasonable time. It could not therefore be said that delays in the granting of permits had hindered the implementation of the security measures adopted by the General Assembly. The report stated further that the position of the host country authorities seemed to have changed in that they were no longer willing to bear the cost of upgrading the physical infrastructure along the security perimeter. The report of the Advisory Committee had also given the impression that the cost of strengthening the perimeter was to be met by the Government of Switzerland.

50. Switzerland fully assumed its obligation under international law to ensure the security of international organizations on its territory, but that obligation applied to the outside of buildings or to the outside of their security perimeter, as the Advisory Committee had clearly confirmed in its report. According to established international practice, internal security measures, such as those for buildings, fences and gates, were the responsibility of organizations themselves and costs were borne by their budgets and States members. No host country assumed such costs and Switzerland was no exception. It had not changed its position on that matter.

51. Given the current international security situation, Switzerland strongly supported the Secretary-General's additional requests for the United Nations Office at Geneva, with which its Government was cooperating closely regarding security for buildings outside the Palais des Nations site.

52. **Mr. Sun Xudong** (China) said that the security and safety of United Nations operations, staff and premises were of critical importance and warranted the necessary financial support. Once consensus had been reached on the supplementary budget proposals, the amount concerned should be included in the assessed contributions of Member States for 2005 and not treated as a separate payment for the current year. The supplementary amount was, moreover, dedicated to security and safety and should not be used for any other purpose.

53. While budget supplements for major and unforeseen events were sometimes unavoidable, the case made for them must be strong, their conditions reasonable and their timing appropriate. Some of the construction requirements indicated in the annex to the Secretary-General's report were too contrived, since many of the requirements could be combined with the capital master plan currently being discussed and their consideration postponed. More convincing reasons should be provided for including such requirements at the current stage.

54. The security and safety of all United Nations premises was primarily the responsibility of their host countries, which should provide all the required protection outside the perimeter of United Nations districts. The Secretary-General should enhance cooperation with host countries and request them to provide more support and protection.

55. Following the General Assembly's adoption of the programme budget for 2004-2005, the Chinese delegation hoped that the Secretary-General would remain within existing budgetary limits, while strengthening management, improving resource utilization and leveraging limited resources for optimum benefit so as to ensure that the Organization remained active and robust in the face of the new challenges.

56. **Mr. Iosifov** (Russian Federation) said that the security of United Nations staff and premises was a matter of real resonance and significance in the current political circumstances. The Russian Federation was itself a target. A terrorist attack on 9 May, the anniversary of the victory against fascism, had claimed the life of Akhmad Kadyrov, the legitimately elected President of the Chechen Republic, and had killed and injured many others, including children. The only way to overcome the evil of terrorism was to counter it through joint effort and the implementation without delay of security-related projects. The Russian Federation was concerned that over half of the \$5.8 million which the General Assembly had already made available had remained uncommitted and that projects were therefore progressing slowly. The Secretariat should explain the reasons for that situation.

57. His delegation questioned the use of pre-encumbrances in connection with the construction-in-progress account and observed that the pace of commitments and actual construction had been very



slow. It supported the Advisory Committee's recommendation that requests from the Secretariat for additional resources, particularly those for security improvements, must be part of a properly justified strategy and programme of action, and that there must be accountability for the implementation of measures. It agreed in general with the allocation of \$63 million recommended by the Advisory Committee.

58. There must be a unified, coordinated and system-wide approach to improving security that included the development of security standards for each duty station, apportioning responsibility and authority among those in charge of security on the ground, and cost-sharing for UNSECOORD within the United Nations system. Unfortunately, no such unified strategy existed. Security issues could be successfully addressed, moreover, only if the resources allocated to them were used effectively and if projects were monitored for quality, on-time delivery and achievement of practical results.

59. **Mr. Ozawa** (Japan) said that in order for the United Nations to fulfil the role entrusted to it by the international community, the security and safety of its operations, staff and premises must be ensured. In that connection, the recommendations of the Advisory Committee deserved careful consideration and could be the basis for consensus among Member States. The delegation of Japan would give serious consideration to the report which the Secretary-General would submit to the General Assembly in the autumn.

60. **Ms. Skåre** (Norway) said that the blue flag of the United Nations was a symbol of peaceful cooperation. Norway admired the dedication, courage and tireless efforts of the staff of the Organization in helping those in need and in the maintenance of international order.

61. The bombing of the United Nations facilities in Baghdad had made it clear that the Organization was no longer a random victim but, for some groups, a target for terrorist attacks. The change in the security paradigm had created an urgent need to review existing security and safety arrangements. Her delegation was concerned at the apparent lack of implementation of improvements already scheduled, with a large part of the extra funding approved by the General Assembly in 2001 remaining uncommitted or unspent.

62. While the primary responsibility for protection of United Nations staff lay with host countries, some circumstances would affect the ability of host countries

to fulfil that responsibility. Many duty stations were defined as potentially hazardous and, as a responsible employer, the Organization must ensure the security of its staff.

63. In examining the Secretary-General's proposals for a first phase of urgently required measures to strengthen security and safety, her delegation understood the sensitivity surrounding full disclosure of security-related information, but felt that the Committee could have been given more details of current threats and of how the Secretary-General had arrived at the estimated financial requirements.

64. The Committee should have had before it a budget proposal reflecting a full review of the security management system and the changes in organizational structures that were needed. The existing security arrangements within the United Nations family seemed fragmented, however, and a unified security system with a clear chain of command and a clear mandate were needed. The solution of having common premises for United Nations entities at duty stations deserved consideration.

65. Her delegation accepted the need for more time to conclude the study of security management and was convinced that a number of measures to strengthen security were urgently needed. Financial considerations should never dominate in decisions regarding security and Norway had been surprised at the Advisory Committee's recommendation for a reduction of over 25 per cent in the Secretary-General's budget proposal.

66. Norway disagreed with the recommendation of the Advisory Committee regarding the proposal for 116 new UNSECOORD posts. Capacities in the field and the procedures for risk and threat assessments must be increased. It could see no justification for deferring the Secretary-General's request for 58 new security coordinators. Because recruitment times in the United Nations system were lengthy, Member States must take action and appropriate the necessary funding immediately.

67. Her delegation agreed with the Secretary-General that the magnitude and gravity of security threats required a change in approaches to funding. Security arrangements should not depend on voluntary contributions. Nor should security personnel spend valuable time raising funds or United Nations funds and programmes be forced to develop separate security arrangements for their staff. It was unfortunate that

funds provided for development assistance were increasingly spent on security measures.

68. As a shared responsibility of all Member States, security should rely on predictable funding from the regular budget. In that connection, Norway welcomed the Secretary-General's proposal to phase out the current cost-sharing arrangements between United Nations organizations, funds and programmes.

69. It was outraged that some terrorist groups had identified the United Nations as a target. While the perpetrators of terrorist acts must not be treated lightly, the issue of security must not be limited to providing physical security for United Nations premises and staff. Member States must engage in a broader political dialogue to strengthen the legitimacy, integrity and security of United Nations operations and thereby restore the blue flag as a symbol of peaceful cooperation.

70. **Mr. Chun Yung Woo** (Republic of Korea) said that ensuring the safety and security of United Nations personnel and premises was a prerequisite for the efficient delivery of services. The attack against United Nations headquarters in Baghdad had given that task a new urgency and he therefore welcomed the report of the Secretary-General on strengthening the security and safety of the United Nations operations, staff and premises (A/58/756) and supported the upgrading of the Organization's security structures, in particular at high-risk duty stations, and the establishment of a culture of security and safety within the Organization.

71. He, however, agreed with the Advisory Committee that a piecemeal approach would not suffice and shared its concern at the absence of an overall programme of security enhancement, which made it difficult to identify and justify priorities. He wondered, for example, whether the capital master plan had been taken fully into account when considering the refurbishment of the Headquarters building. The high level of pre-encumbrances was also indicative of slow progress in the implementation of already approved projects. The sharp increases in costs for the upgrading of United Nations facilities, including in New York and Geneva, gave further cause for concern.

72. His delegation supported the current cost-sharing agreement between organizations participating in the security management system, which assigned responsibilities according to the size of the various organizations. It nevertheless remained open to

discussion of any ideas to remedy the deficiencies in the current arrangement. Lastly, he wished to stress the responsibility of host countries for ensuring the safety and security of United Nations staff and premises and the need for a clearer definition of the responsibilities of the host country and the Organization itself.

73. **Mr. Ng'ongolo** (United Republic of Tanzania), said that attacks on United Nations premises in 2003 had shattered the perception that the Organization's image of neutrality guaranteed reasonable safety for United Nations personnel. In fact, the Organization had become a target of choice for deliberate attack and United Nations security measures must therefore be radically altered to meet the new challenges facing the Organization. He commended the Secretary-General for implementing the work programme approved by the General Assembly in its resolution 56/286 on strengthening the security and safety of United Nations premises. In addition to countering the traditional threats of criminal activity and the effects of social disorder, violence and conflict, the Organization must cope with the threat of direct attack anywhere and at any time. Sophisticated, robust and unified security management systems alone would not suffice to meet the security challenge, however, and in any case might be neither sufficient nor sustainable, whatever the resources allocated to them.

74. The root cause of the new threat to the Organization might be the perception by some of the Organization's stakeholders of the independence, neutrality, credibility and relevance of the Organization as an effective multilateral institution for the management of global governance. The latter attributes depended to a large extent on the will of Member States to adhere fully to the fundamental principles of the Charter of the United Nations. Although he endorsed the Secretary-General's budget proposal, he would welcome assurances that the additional resources would truly serve to enhance the security of the staff and premises of the Organization.

75. **Ms. Bertini** (Under-Secretary-General for Management) thanked Committee members for the concern they had shown for the safety and security of United Nations staff and operations. She was confident that her colleagues from the Secretariat would be able to provide satisfactory answers to the questions raised during the informal consultations and she looked forward to continued cooperation between Member States and the Secretariat with a view to meeting their

responsibility for ensuring adequate protection for all United Nations staff and operations.

**Agenda item 123: Improving the financial situation of the United Nations** (*continued*) (A/58/531/Add.1)

76. **Mr. Al-Ansari** (Qatar), speaking on behalf of the Group of 77 and China, welcomed the improved financial situation of the Organization, but noted with concern that large amounts were still owed to troop-contributing countries, in particular for reimbursement of contingent-owned equipment. All outstanding amounts, including those dating back many years and owed to developing countries, should be paid as a matter of priority.

77. It was regrettable that the International Tribunals had once again ended the year in a negative cash position as a result of the failure of some 111 Member States to pay their contributions in full. The cash levels of the Tribunals were slipping each year and it might become necessary by the end of 2004 to cross-borrow up to \$100 million from the accounts of closed peacekeeping missions. The Tribunals could not complete their work without predictable and adequate financial resources and Member States must therefore fulfil their financial obligations.

78. The financial situation of the United Nations Interim Administration Mission in Kosovo (UNMIK) and the United Nations Mission for the Referendum in Western Sahara (MINURSO), which had been forced to cross-borrow from closed peacekeeping missions due to non-payment of assessed contributions, was also a source of great concern. That situation should not be allowed to continue indefinitely, since it placed undue financial stress on troop-contributing countries awaiting reimbursement. His delegation therefore welcomed the Secretariat's stated intention to make significant payments in 2004 towards reducing the debt owed to Member States and to improve the timeliness of the reimbursement process.

79. In order to ensure the financial stability of the Organization, Member States must pay their assessed contributions in full, on time and without conditions. Although greater emphasis had been given to peace and security missions recently, resulting in a substantial increase in the peacekeeping budget, development activities were of equal importance and equal, if not greater, emphasis should therefore be placed on funding for the development activities mandated by the

General Assembly. The Group of 77 and China would continue to participate constructively in collective efforts to resolve the persistent financial difficulties facing the Organization.

80. **Ms. Stanley** (Ireland), speaking on behalf of the European Union, the associated countries (Bulgaria, Romania and Turkey), the stabilization and association process countries (Albania, Bosnia and Herzegovina, Croatia, Serbia and Montenegro and the former Yugoslav Republic of Macedonia), and, in addition, Iceland and Norway, said that the European Union did not take lightly its responsibility for 38 per cent of all contributions to the United Nations regular budget and a somewhat larger share of the peacekeeping budget. It welcomed the positive trend in the cash balance and the decrease in unpaid assessments, but remained concerned at the effect on United Nations finances of late payments and the continuing high level of unpaid assessments. It welcomed in particular the steps that had been taken by the United States to reduce its arrears and hoped that that trend would continue and be emulated by other Member States with high arrears.

81. In order to operate efficiently, the Organization required adequate and, above all, predictable funding for the tasks assigned to it by Member States. Peacekeeping operations, a core function which delivered enormous benefits, was a significant growth area and should receive full support from Member States. Such operations, however, imposed a heavy financial burden because of the urgent need for rapid start-up in missions and delays in payment could not therefore be tolerated. Although overall cash balances for peacekeeping had improved somewhat, some missions were facing bleak financial prospects. UNMIK and MINURSO, for example, continued to face serious cash flow problems because of the high level of outstanding contributions.

82. The provision of international justice was a key priority of the United Nations and the precarious financial situation of the International Tribunals raised serious concerns. Although their budgets were high, the Tribunals had been approved by all Member States and it was unacceptable that their very functioning should be jeopardized by refusal to pay or delays in payment. The option of cross-borrowing against the accounts of closed peacekeeping missions would be limited after June 2004 and it was imperative that outstanding contributions be paid in order to avoid a collapse of the international justice system. Member States must

consider alternatives to cross-borrowing from closed peacekeeping missions, including the consolidation of peacekeeping accounts or institutionalization of a system whereby outstanding assessments for peacekeeping operations were offset against debts to troop-contributing countries. Perhaps measures to encourage prompt payment or further penalties to discourage continued late payments could be considered. The European Union was open to any suggestions for remedying the problem.

83. The current cycle of arrears could not be allowed to continue if the United Nations was to function at maximum capacity. Although it was understandable that some Member States, including Member States of the European Union, might experience difficulties in paying their assessments through different payment cycles, those States, in particular the main contributors, should be aware that the unprecedented demand for peacekeeping offered a timely opportunity to seriously consider adjusting payment dates in a way that offered greater financial security to the Secretariat.

84. **Ms. Lock** (South Africa), speaking on behalf of the African Group, welcomed the improvement in the financial situation in the United Nations, but noted that 86 per cent of total unpaid regular budget assessments was owed by four countries and 70 per cent of unpaid peacekeeping assessments by the major contributors.

85. The situation of the two International Tribunals continued to deteriorate alarmingly and they would probably once again be required to borrow in 2004, although there would be little possibility of cross-borrowing in the future, once the Organization returned the credits from closed peacekeeping missions. The African Group was concerned at the prospect of a freeze on recruitment and the scaling down of operations. Any delays in recruitment would have a negative impact on the efforts of ICTR to meet the objectives set out in its completion strategy. It was imperative that the International Tribunals be provided with adequate and predictable resources and for all Member States to meet their obligations in that regard. Although measures to improve the financial situation of the Organization were welcome, she was concerned at the trend towards using lower-level staff than budgeted for or failing to fill posts at approved higher levels, especially in Africa. The practice of recycling obsolete equipment from other areas to missions in Africa should also be discontinued.

86. Despite the marked improvement in reimbursements to troop- and equipment-contributing countries, large sums were still owed, including to many African and other developing countries, for both active and closed peacekeeping missions. The continued support of such countries for peacekeeping operations would be enhanced if they received timely reimbursements. In that connection, the Secretary-General's stated commitment to increasing payments to troop-contributing countries in 2004 was therefore welcome.

87. In order to improve the financial situation of the Organization, all Member States must pay their assessed contributions in full, on time and without any conditions, although it was understandable that special situations might arise in which some Member States were unable to meet their obligations due to genuine economic difficulties. Member States entrusted the Organization with the task of improving the daily lives of their peoples and restoring peace and security where needed and they must therefore provide the Organization with the resources it needed to carry out its noble mission, whose successful outcome would benefit all.

88. **Mr. Kramer** (Canada), speaking also on behalf of the delegations of Australia and New Zealand, said that it was encouraging that the regular budget had not had to resort to cross-borrowing in 2003 and that the level of unpaid assessments had fallen, even though it was still unacceptably high. The reduction in overall arrears was due to progress in peacekeeping accounts, but unpaid assessments for the regular budget and the Tribunals had in fact increased. The delegations on whose behalf he spoke continued to be struck by the failure of a large part of the Organization's Members to comply with their obligations to pay their assessed contributions in full, on time and without conditions.

89. The situation of the International Tribunals was very bleak. Unpaid assessments by 111 countries had led to serious cash deficits and substantial cross-borrowing and the operations of the Tribunals were being affected. He wondered whether there was a real political commitment to justice when a significant majority of Member States did not pay their share. He requested more information on the steps being taken to freeze recruitment and scale down operations and on the effect such measures would have on the work of the Tribunals. He wondered further whether the Secretary-

General intended to draw that situation to the attention of the Security Council.

90. The delegations on whose behalf he spoke noted with appreciation the progress made by the Secretariat in reducing peacekeeping liabilities to Member States and the projected reduction in peacekeeping cash balances by the end of 2004. They further noted the concern that had been expressed about depleting the cash in the accounts of closed missions and looked forward to a discussion of that issue under agenda item 134.

91. **Mr. Ozawa** (Japan) welcomed the overall improvement in the financial situation of the Organization, although serious problems remained. Japan shouldered a significant part of the Organization's financial obligations and, despite its own serious economic difficulties, had made every effort to pay its assessed contributions in full, which had resulted in some reductions in its voluntary contributions to international organizations. It had paid its assessments for 2003 in full and in 2004 had already paid \$17.7 million for the regular budget, \$4.5 million for the two International Tribunals, and \$243.9 million for the peacekeeping budget. Those payments had not been reflected in the figures provided by the Under-Secretary-General and the information should therefore be updated accordingly and on a continuing basis. He wished to reiterate the growing importance of accountability in order to satisfy the demands of Japanese tax payers and to urge the Secretariat to further enhance its efforts to ensure the most efficient use of assessed contributions.

92. He regretted the need to freeze recruitment and scale down the operations of the International Tribunals, but believed that rationalization of the budgets of the two Tribunals was essential, regardless of their cash situation. His delegation was still not satisfied with the management of the Tribunals, which should be asking why 116 Member States had not paid their assessments for 2003 and a similar number had not paid theirs for 2004. The continuation of that situation could endanger Japan's own payment of its assessed contributions.

93. Although he welcomed the decrease in unpaid peacekeeping assessments, new peacekeeping missions were expected to be established and the peacekeeping budget would rise to an unprecedented level, posing a serious challenge for Member States, whose resources

were not unlimited. Moreover, the national budgetary cycles of some Member States, Japan included, made it difficult for them to make immediate payment upon receipt of the assessment letter from the Secretariat. Payment of assessments for closed peacekeeping missions, however, did not pose such difficulties and more serious efforts should therefore be made to resolve the problem of unpaid assessments for closed missions.

94. The information provided to the Committee the previous week indicated that Japan's outstanding regular budget assessment at the end of 2003 was \$19 million, or 4 per cent of total outstanding assessments. In fact, however, Japan had by that time already paid 93 per cent of its total assessment for the 2003 regular budget. The fact that Japan had been paying its assessed contributions faithfully should be recognized and the Secretariat should take account of the payment records of Member States when evaluating the current payment situation.

95. **Mr. Sun Xudong** (China) said that while the financial situation of the United Nations had improved overall, it remained unsatisfactory. At the end of 2003, for example, unpaid assessments had amounted to \$1.6 billion. Those arrears had put the Organization in a financial straitjacket, forcing it to rely on the unhealthy practice of cross-borrowing. If it was to play a strong role, the United Nations must be placed on a more stable financial footing. He therefore urged all Member States to pay their assessed contributions in full, on time and without conditions. The solution to the problem of arrears lay in their hands.

96. Although still a developing country with a limited capacity to pay, China recognized its responsibilities to the United Nations. It paid its assessed contributions to the two International Tribunals in full and on time each year and had arrears in only one peacekeeping mission which his Government had undertaken to pay off over a three-year period beginning in 2004. China supported the continuous strengthening of the role of the United Nations and would continue to contribute to the building of a solid financial base for the Organization.

97. **Mr. Shcherbak** (Russian Federation) expressed satisfaction that the financial situation of the United Nations had stabilized somewhat. Unpaid assessments had fallen and there had been no need for cross-borrowing to meet requirements under the regular budget in 2003. He was particularly pleased to note

that the amount owed to Member States for troop and equipment costs had almost halved. The Secretariat was to be commended for signalling in good time the potential risks connected with the pace of payments by Member States in 2003-2004 and making the necessary adjustments to its forecasts. The Russian Federation, for its part, was making considerable efforts to ensure the timely payment of its assessed contributions. It had paid its regular budget assessment for 2004 in full in the first month of the year and was up to date with its current assessments for peacekeeping operations and the two Tribunals.

98. The burden on Member States was expected to increase as a result of the establishment of new peacekeeping missions. Consequently, rational financial planning was crucial. The Organization's requirements in terms of human, material and financial resources must be evaluated realistically, taking into account the financial capacities of Member States. There was also a need for greater efficiency in the conduct of the Organization's work. His delegation stood ready to work with its partners in the Committee to achieve those goals.

99. **Mr. Chun** Yung-woo (Republic of Korea) said that, while there had been some positive developments in the financial situation of the United Nations, his delegation was deeply concerned about the financial crisis facing the two Tribunals, which were projected to end the year with a net cash deficit of \$100 million. The Organization's chronic financial problems were thus far from over, and there was no room for complacency.

100. The anticipated sharp increase in the level of the peacekeeping budget as a result of the establishment of new large-scale peacekeeping operations in 2004 would make it more difficult for many Member States to pay their assessments in full and on time. Some of the major financial contributors, particularly those that took no part in Security Council decisions to create new missions or expand existing ones, might find it even more problematic to secure the domestic political support necessary to pay their contributions. It was therefore important for the Council to consult with major contributors before adopting decisions with significant financial implications. The Secretariat, for its part, should pursue its efforts to improve the management of peacekeeping operations through enhanced planning, oversight and operational efficiency.

101. With regard to the two Tribunals, his delegation supported the freezing of recruitment and the scaling down of operations. The Secretariat should take further steps to bring the Tribunals' operational costs into line with the level of payments received. While the importance of bringing to justice the perpetrators of abominable crimes against humanity could not be overstated, the opportunity costs involved and the issue of practicality should also be borne in mind. It was time to consider how long the United Nations could continue to commit to the International Criminal Tribunal for Rwanda a sum equivalent to 7 per cent of that country's gross domestic product when resources were limited and there were other more pressing priorities.

102. The Republic of Korea had always paid its regular budget contributions in full, on time and without conditions. Unfortunately, it was one of the eight major contributors that together had owed 25 per cent of peacekeeping assessments outstanding at the end of 2003. That situation was mainly attributable to the five-fold increase in the share of the Republic of Korea in the peacekeeping budget in the four-year period from 2001 to 2005, which had coincided with an 80 per cent increase in its share of the regular budget. The Republic of Korea took its responsibilities to the United Nations very seriously, and, once the transitional period was over, it would endeavour to pay its peacekeeping assessments in full and on time.

103. **Mr. Abbas** (Pakistan) noted that, while the financial situation of the United Nations had improved in 2003, some problems remained. The high level of debt to Member States continued to place a heavy burden on troop-contributing countries like Pakistan, which was owed \$53.1 million, the highest amount due any Member State. The Secretariat must expedite the reimbursement to Member States of troop and equipment costs. That would build confidence in the system and encourage troop-contributors to continue to support current and future peacekeeping operations. In that connection, he urged the Secretariat not to resort to cross-borrowing from the balances of closed missions.

104. Pakistan had played its part in the maintenance of international peace and security having participated in several major United Nations peacekeeping operations. It also paid its assessed contributions in full and on time. He hoped that all Member States would demonstrate their commitment to the Organization by meeting their financial obligations under the Charter,

thus ensuring its financial stability. Lastly, while the Committee considered the financial situation of the United Nations every year, no draft decision or resolution on the matter was adopted. His delegation wished to propose that some form of follow-up to the Committee's important discussions should be instituted.

105. **Mr. Mazumdar** (India) said that while there had been an improvement in two of the three key indicators of the financial health of the United Nations, namely, the level of unpaid assessments and the amount of debt to Member States, there were a number of factors that might adversely affect the Organization's finances in 2004. Total assessments were expected to be substantially higher than in 2003 because of the increase in the level of the peacekeeping budget. Cash flows could thus be disrupted if Member States did not pay on time. Peacekeeping assessments outstanding at the end of 2003 had been over \$1 billion. With new missions already approved or in the offing, that figure could increase substantially. The Secretariat also anticipated that the regular budget would end the year with a net cash deficit and that the two Tribunals and two peacekeeping missions, UNMIK and MINURSO, would have to be sustained through cross-borrowing. Yet, with the return of cash balances from closed peacekeeping missions to Member States, the principal source of cash for cross-borrowing would no longer be available. He noted with regret that 9 of the 15 major contributors, including several permanent members of the Security Council, had had peacekeeping arrears in 2003.

106. Debt to Member States providing troops and equipment was expected to increase significantly in 2004, with amounts owed for troop costs almost doubling. In that connection, he recalled that the Organization owed more than \$100 million to Member States for troop and equipment costs in six closed missions that were in net cash deficit. The time had come to address that long-standing problem, which was caused by the refusal of some Member States to pay their assessments for those missions.

107. The problems to which he had referred could prove critical in 2004 and underlined the need for Member States to pay their assessed contributions in full, on time and without conditions.

108. **Mr. Bouheddou** (Algeria) noted that the large number of letters of assessment made it difficult for

Governments to keep track of their payments to the United Nations and asked whether the Secretariat had considered sending reminders to Member States that did not pay their assessed contributions within a reasonable period of time, perhaps six months. He emphasized that the purpose of such a measure would not be to target Member States that were unable to meet their obligations owing to economic difficulties or that were obliged to delay their payments because of their national budget cycles.

109. **Ms. Udo** (Nigeria) said that she felt compelled to respond to certain comments she had heard concerning the International Criminal Tribunal for Rwanda. The genocide in that country had taken place before the eyes of the world and had rightly been condemned. Subsequently, the Security Council had established a Tribunal to bring the perpetrators to justice. Like the International Tribunal for the Former Yugoslavia, the Rwanda Tribunal had made significant progress in the implementation of its mandate and had reached a critical stage in its work. The General Assembly would send a very regrettable message if it failed to provide the Tribunals with the necessary resources to complete their important work. While Security Council resolutions were binding on Member States, Governments also had a moral responsibility to ensure that the Tribunals were adequately funded.

110. **Mr. Elji** (Syrian Arab Republic) said that even though the information circulated informally to delegations had stated otherwise, the Syrian Arab Republic had paid its assessed contributions for the regular budget, the peacekeeping missions and the Tribunals in full and on time.

111. **Ms. Afifi** (Morocco) recalled that, in 2003, payment of Morocco's assessed contribution to MINURSO had been delayed because her Government had not been informed in a timely fashion of the modalities for paying in national currency. She proposed that, in future, the Secretariat should provide such information at the beginning of the year.

112. **Ms. Bertini** (Under-Secretary-General for Management) said with regard to the two Tribunals that, in the autumn of 2003, the Secretary-General had written to all Member States with contributions outstanding. Nevertheless, at year-end, 111 Member States had been in arrears. That figure had since been reduced to 93. In that connection, she was pleased to note that Japan, which had owed almost half of the

amount outstanding, had now paid its assessments for 2003 in full. Regrettably, only 37 Member States were fully paid up for 2004, and unpaid assessments currently stood at \$174 million. Since opportunities for cross-borrowing were now limited, the Secretariat had been forced to freeze recruitment and request the Registrars to submit plans for the reduction of expenditures at the two Tribunals. Clearly, those measures could not but affect the Tribunals' work.

113. The solution to the financial crisis facing the Tribunals lay in the hands of Member States. One delegation had asked why so many Member States failed to pay their assessed contributions to the Tribunals. It might be more helpful to consider why Member States, having voted to approve budgets, then failed to pay their share of those budgets. The Secretary-General could, of course, alert the Security Council to the situation. However, the financing of the Tribunals was the responsibility of the General Assembly. She wished to assure the Committee that the Administrative Officers of the two Tribunals were highly skilled managers who were working diligently to address the management issues raised by delegations.

114. Since she had addressed the Committee at its 41st meeting, held on 4 May 2004, three Member States — Guatemala, the Marshall Islands and Senegal — had paid their assessments for 2004 in full. Another 10 Member States — Angola, Cuba, Dominica, Indonesia, Japan, Kenya, Kiribati, Lithuania, Swaziland and Uganda — had paid their regular budget contributions for 2003 in full, bringing the number of Member States that had done so to 141. In response to the proposal made by the representative of Algeria, she said that the Secretariat could perhaps send quarterly reminders to Member States in arrears.

115. **Ms. Lock** (South Africa) asked whether the freeze on recruitment at the two Tribunals applied across the board or only in specific areas. She recalled that, in December 2003, the Committee had approved a number of new posts in the Rwanda Tribunal in connection with the establishment of the Office of the Prosecutor. The revised completion strategy was based on the assumption that the Tribunal would be able to work at a faster pace with those new staff and with the recruitment of additional judges.

116. **Ms. Bertini** (Under-Secretary-General for Management) said that, since all areas of the Tribunals'

work were critical, the freeze on recruitment would not be applied selectively.

*The meeting rose at 1.05 p.m.*