



**SUMMARY RECORD OF THE 26th 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 10.20 a.m.

AGENDA ITEM 121: PERSONNEL QUESTIONS (continued) (A/43/659; A/C.5/43/6, 14, 25 and 27)

1. Mr. COTTON (New Zealand) said that, despite the financial stringency of the last few years, the Secretariat had been able to meet all demands put upon it. His delegation had been very impressed by the enormous reduction in the backlog of work of the Joint Appeals Boards, particularly in New York, as a consequence of more effective management and remarkable team-commitment. His delegation looked to the growth of team-commitment as a positive factor in many other areas of the Secretariat's work.
2. His delegation regretted that little had been said about the General Assembly's call, in resolution 42/220 B, for a review of the feasibility of establishing an independent office of Ombudsman in the Secretariat. He would welcome a progress report. The need for an independent Ombudsman was not obviated by the reform of the appeals procedures.
3. His delegation had noted that, while there had been a slight improvement since 1985 in the percentage of women in the United Nations Secretariat, the 30 per cent target had not yet been reached. Some geographical regions were severely underrepresented and the distribution of women throughout the United Nations system was uneven. In particular, the ratio of women in management positions continued to be disappointing. Of the 141 staff in posts at the D-2 level and above, only 8 were women. Of the 19 women appointed to posts subject to geographical distribution in the previous year, no women had been appointed above the level of P-5, compared to 11 of the 47 men appointed. Recruitment practices clearly must be re-examined to remedy the gender imbalance at the higher levels but it was just as important to ensure equality of opportunity to reach managerial levels for women already in the system. In that connection, his delegation was disappointed at the decision to terminate the post of the Co-ordinator for the Improvement of the Status of Women in the Secretariat but noted that a D-1 post had been identified to carry out the same functions within the Office of Human Resources Management. It was important that an appropriate senior-level official should be appointed to that position.
4. Mr. NYGARD (United States of America) said that his delegation continued to support United Nations efforts to achieve a leaner and more efficient Secretariat through the recruitment freeze, the vacancy management and staff redeployment programme and the current practice of strictly controlled recruitment. Attainment of the mandated 15 per cent reduction in staff was of critical importance to his Government. His delegation therefore strongly urged the Secretary-General to continue his efforts to that end.

(Mr. Nygard, United States)

5. Efforts must be continued to increase the mobility of staff and his delegation would encourage the Secretariat to proceed with its plan to develop a systematic rotation and mobility scheme. More must be done to assure the redeployment of staff to duty stations with high vacancy rates. Staff rotation must become an accepted practice within the United Nations.
6. A comprehensive training and retraining programme, planned and executed within the constraints of available resources, was the key to the successful implementation of a staff redeployment plan. Training in occupation-related skills, as well as the development of supervisory and management skills, were essential to ensure the optimum use of human and financial resources.
7. His delegation was encouraged by the increase in the percentage of women in posts subject to geographical distribution but feared that the goal of 30 per cent might not be achieved by 1990. It was also disappointed that the number of women at the senior and decision-making levels remained low, at only 7.6 per cent of those posts. Greater attention must be given to the placement of women in such posts. Since the mandate of the Co-ordinator for the Improvement of the Status of Women in the Secretariat had come to an end, it was important that a focal point be maintained to ensure the implementation of the action programme on the status of women.
8. On the issue of the independence of the international civil service, a constructive step had been taken during the past year by some Member States which had announced that they would, for the first time, permit their nationals to serve on long-term contracts and, in some cases, on permanent contracts. His delegation welcomed that decision, which was consistent with the concept of the Secretariat embodied in Article 100 of the Charter and with the recommendation of the Group of High-level Intergovernmental Experts to Review the Efficiency of the Administrative and Financial Functioning of the United Nations (Group of 18) that no more than half of the Secretariat employees from any one Member State should serve on fixed-term contracts.
9. If the paramount consideration in the selection of staff was indeed the necessity of securing the highest standards of efficiency, competence and integrity, the Secretary-General must be able to select from Member States other than those whose nationals currently encumbered specific posts. In that connection, the provisions of General Assembly resolution 35/210 that had permitted the inheritance of posts by countries whose nationals served primarily on fixed-term contracts seemed increasingly irrelevant as Member States moved to permit their staff to accept permanent appointments to the Secretariat.
10. The independence of the international civil service could also be undermined by practices such as that whereby nationals of certain Member States were required to turn over some or all of their United Nations remuneration to their missions. Not only did such practices violate the basic concept of equal pay for equal work, but they also called into question the commitment of both the Member States and the individuals concerned to the provisions of Chapter XV of the Charter. His delegation urged the Secretary-General to ensure that such practices were not permitted.

11. Mr. ZONGWE (Zaire) said that the consultations between the Secretary-General and the staff on the mandated 15 per cent reduction in staff must continue so that a coherent approach could be developed to the redeployment of staff whose posts were identified for abolition. The task of redeployment was not easy, bearing in mind the need to observe the principle of equitable geographical distribution and the balance between men and women.
12. His delegation approved of the steps begun in 1988 to recruit staff for duty stations and units with high vacancy rates, such as the Economic Commission for Africa. It was essential that the unrepresented or underrepresented States should identify suitable candidates and in that connection the Secretariat must organise more competitive examinations and give wider publicity to vacancy announcements in those countries. In the absence of such candidates, the Secretariat should seek to fill vacancies through the recruitment of women from regions, such as Africa, the Middle East and Eastern Europe, which were represented by few women in the Secretariat.
13. His delegation failed to understand the continued high level of recruitment from overrepresented States or States within their desirable range and considered that that practice must be avoided in the future, bearing in mind that 10 States continued to be unrepresented and 27 were underrepresented. The vacancy management programme must include the element of staff redeployment with a view to developing a systematic rotation and mobility scheme. Given the high vacancy rates at some duty stations, incentives such as special allowances and supplementary benefits should be introduced. The vacancy management programme would not be complete without an integrated system of career development. In that connection, his delegation supported the open selection process for appointments to vacancies.
14. His delegation was pleased that, although the post of Co-ordinator for the Improvement of the Status of Women in the Secretariat had been abolished, the same work would be continued in the Office of Human Resources Management through established programmes. His delegation welcomed the encouraging results in the recruitment of women between 1 July 1987 and 30 June 1988, but considered that greater attention should be paid to regions where women were underrepresented. In addition to offering training programmes in management skills, the Organisation should emphasize language training in the working languages of the Secretariat as a means of enhancing the versatility, and consequently the mobility, of staff members. In that connection it asked the Secretariat to provide information regarding the current linguistic balance of the staff.
15. Mr. RALLIS (Greece), speaking on behalf of the 12 States members of the European Community, recalled the reservations on the composition of the Secretariat expressed by Community members at the forty-second session. Collectively the Twelve were far below the mid-point of their desirable ranges and a number of them were underrepresented, in some cases considerably so. The Secretary-General should continue to make every effort to recruit candidates from unrepresented or underrepresented countries.

(Mr. Rallis, Greece)

16. The use of competitive examinations, for both external and internal candidates, could improve the quality of the Secretariat. The Twelve trusted that external examinations would once again be held in 1989 with a view to recruiting candidates from underrepresented or unrepresented countries. Recruitment to all posts should be open to nationals of all Member States and, in keeping with the Charter, no post should be considered the exclusive preserve of any Member State.
17. The Twelve appreciated the efforts of the Secretary-General to improve the status of women in the United Nations and noted his decision to transfer the functions of the former Co-ordinator for the Improvement of the Status of Women to a full-time senior staff member as a focal point in the Office of the Assistant Secretary-General for Human Resources Management. Notwithstanding the rise in the percentage of women in posts subject to geographical distribution, the active co-operation of Member States would be required if the target of 30 per cent by 1990 was to be met. The Twelve had noted the low number of women at senior and decision-making levels and looked to the Secretary-General to redress that situation.
18. The process of reform initiated by General Assembly resolution 41/213 had inevitably created certain difficulties of a practical and transitional nature, especially in duty stations with high vacancy rates. The Twelve believed that staff mobility and rotation especially with respect to duty stations which had higher vacancy rates, was a necessity. The system of vacancy announcements should be improved. Further work was required on a more coherent career development scheme related to the promotion system. In that connection, the Twelve welcomed the Assistant Secretary-General's assurance that staff training would be expanded significantly.
19. The Twelve were very concerned with the issue of the safety of United Nations staff and looked forward to a further report from the Assistant Secretary-General. They also awaited the Secretary-General's report on respect for the privileges and immunities of United Nations officials.
20. Mr. HAAS (Federal Republic of Germany) expressed appreciation that, between July 1987 and July 1988, six successful candidates from the competitive examinations held in his country in 1985 had been appointed. His delegation urged the Secretary-General to recruit as soon as possible the remaining successful candidates from both the 1985 and 1988 examinations and expressed the hope that competitive examinations would be held again in 1989 for nationals from his country.
21. His delegation noted that only 33.3 per cent of the appointments made during the latest reporting period were nationals of unrepresented or underrepresented Member States, while 56.1 per cent were nationals of Member States within their desirable ranges and 10.6 per cent were nationals of overrepresented Member States. It was concerned at the considerable number of new appointments which continued to be made from countries which were either within their ranges or overrepresented and called upon the Secretary-General to concentrate more on unrepresented and underrepresented Member States when appointing new staff members.

(Mr. Haas, Federal Republic of Germany)

22. His Government had been prepared to accommodate to the extent possible a growing number of requests from the Secretariat for the secondment and financing of junior professional officers or associate experts in the hope that the most qualified of those officers would be given a chance of becoming regular staff members after their two-year assignment. It appeared, however, that it was current policy to recruit new appointees at the P-2 level exclusively on the basis of competitive examinations. In his view, consideration should be given to modifying that policy, at least in the case of junior professional officers from unrepresented and underrepresented Member States.

23. At the higher levels, his country was represented by only one Under-Secretary-General and two staff members at the D-2 level. Those figures appeared to be inconsistent both with his country's position as the fourth largest contributor and with its continuing active involvement in United Nations activities. His delegation therefore hoped that its representation in the Secretariat would improve not only quantitatively but also qualitatively.

24. In conclusion, he wished to stress that much remained to be done in a number of other areas, including, in particular, the implementation of the comprehensive training plan, the components of which had been outlined in the Secretary-General's report.

25. Mrs. ARCHINI (Italy) said that the report of the Secretary-General on the composition of the Secretariat (A/43/659) once again showed her country to be underrepresented. She was aware of the difficulties the Secretary-General faced because of the financial crisis; she recognized that he had had to take stringent measures to deal with the situation; she had taken note of the gradual implementation of recommendation 15 of the Group of 18; and she knew that, following the adoption of General Assembly resolution 42/220, desirable ranges had been revised. Nevertheless, her country, whose support for the Organization had been increasing steadily, was still well below the lower limit of its desirable range. The recent national competitive examination would add only four or five appointments at the P-1 or P-2 level. Because no Italian had been appointed to any more senior post during the reporting period, her country's weighted average would not change at all.

26. The Assistant Secretary-General for Human Resources Management had called on Member States to co-operate with the Secretariat in recruiting good candidates. Her country would continue to put forward highly qualified candidates for vacant posts, and the authorities were constantly seeking to improve matters by, among other things, training staff specifically for service in international organizations. She hoped the Secretariat would also make a special effort to establish effective recruitment machinery due regard being had to both the requirements of the Organization and the qualifications of Italian candidates.

27. Mr. PASCAL (France) said that the renewal of the United Nations, which his delegation welcomed, did not mean that all problems had been overcome. Reform could not be pursued without taking into consideration the human problems that went with it. His delegation would give favourable consideration to proposals which, like those of ICSC, would help to compensate for the decline in the material circumstances of international civil servants.

28. Efforts by the Office of Human Resources Management to promote mobility were, in his delegation's view, highly important. Mobility would promote more consistent personnel management. The notion of mobility was inherent in an organization like the United Nations, where the great variety of tasks to be done meant that staff needed to alternate between Headquarters and field postings or move from one department to another within the central administration. That was the practice in most government services whose responsibilities included activities abroad. Mobility would, by definition, make for fairer assignments inasmuch as staff would move between posts that differed in nature and degrees of difficulty. If such a system was set up, both the Organization and the staff would benefit.

29. Competence - which was assuredly not incompatible with better geographical distribution - should be the decisive factor in the recruitment of staff, whether candidates were selected on the basis of their academic qualifications or through the competitive examinations which his delegation favoured. The criterion of professional merit should be systematically applied in awarding promotions. Unfortunately, some high-quality staff were being prevented from taking on responsible jobs by an apparent freeze at senior grades.

30. Progress had been made towards a better balance between men and women in the Secretariat, and that matter was still a central concern for the Office of Human Resources Management. If all discrimination were abolished, there could be no doubt that the requirement of competence would once again become paramount in the recruitment and promotion of women within the United Nations.

31. He welcomed the change whereby nationals of certain Member States could in future serve on long-term contracts. An extension of the practice of awarding long-term contracts would be decisive in the establishment of a genuine career-development policy.

32. Better balance was also needed in the use of the working languages of the Secretariat. The continuance of linguistic pluralism in both written and oral communications was, in his delegation's view, vital to the Organization. His delegation intended to press for the relevant regulations to be applied more effectively.

33. Training meant future security: security of employment and assured improvements in efficiency. His delegation was very pleased that a major training programme covering the latest technical developments had been set up within the Secretariat. Concern for security could only grow as the activities of the United Nations expanded in all fields. The Secretary-General could count on France's support in his efforts to ensure that the security of the staff for whom he was responsible was not threatened, and to restore it when it was.

34. Mr. TEIRLINCK (Belgium) said that his country was represented within the Secretariat at exactly the midpoint of its desirable range. General Assembly resolution 37/235 A, however, called for the largest possible number of Member States to be represented at the higher levels of the Secretariat. No Belgian national was serving in a post at the D-2 level or higher, and his country regarded that as a form of underrepresentation. The Secretariat should make an effort to ensure the equitable geographical distribution of posts at all levels.

35. Mrs. EMERSON (Portugal) said that before her country had begun to shed its colonial possessions, in 1974, it had been almost unrepresented in the Secretariat. Unfortunately, its position had changed little since. It had only six nationals employed in the Secretariat, against a desirable range of 5 to 15, and none serving at any United Nations information centre. It had, moreover, never had any national serving in a senior or policy-making position.

36. Despite the many resolutions affirming the need for rotation in the upper echelons of the Secretariat, her country had not benefited from the controlled recruitment permitted by the Secretary-General after the recruitment freeze had been lifted. It was unfair that a Member State which had always fulfilled its financial obligations should see its representation reduced because of the retrenchment process. The situation was made worse by the practice of allowing first choice among a reduced number of vacancies to internal candidates; the process obviously worked against countries represented at the lower end of their desirable ranges. She hoped the situation could be remedied by means of competitive examinations in Portugal or the vacancy management process. Her country was ready to work with the Office of Human Resources Management in the selection of Portuguese nationals who met the highest standards of competence, efficiency and integrity.

37. Mr. FORTIER (Canada) expressed disappointment at the late issuance of some of the documents on personnel questions.

38. His delegation continued to take a keen interest in the status of women in the Secretariat, and welcomed the priority accorded to women in the introduction to the programme budget for the biennium 1988-1989. It wished the action programme for the improvement of the status of women in the Secretariat to be implemented in a timely manner, with full provision for monitoring and review, and had thus been disappointed at the decision to discontinue the position of Co-ordinator for the Improvement of the Status of Women in the Secretariat when so much remained to be done. The decision was especially surprising when both the Commission on the Status of Women and the Economic and Social Council had, by consensus, recommended the extension of the Co-ordinator's mandate beyond June 1988.

39. His delegation shared the disappointment of the Steering Committee over the recruitment, assignment and promotion of women at senior levels. The Assistant Secretary-General for Human Resources Management had also expressed concern at the small number of women appointed to senior-level posts; concerted efforts were needed to exploit the limited opportunities available for increasing the number and proportion of women at decision-making levels. Since the vacancy management system had not favoured the advancement of women, he would like more information on the means being used to improve matters.



(Mr. Fortier, Canada)

40. Despite the steady but slow increase in the percentage of women holding posts subject to geographical distribution, the current figure was far from the agreed target of 30 per cent by 1990. There was no room for complacency. The Secretary-General should increase his efforts to attain that target, and Member States should assist him by nominating qualified women candidates. His delegation would like further, more detailed information on the action being taken to meet the target, particularly given the current recruitment level for women of 28.8 per cent.

41. For all the information provided by the Assistant Secretary-General for Human Resources Management and document A/C.5/43/14, he was still uncertain how the remaining parts of the action programme would be put into effect: whether, for example, the person designated to serve as a focal point for activities to promote the advancement of women in the Secretariat had been appointed; what mandate she or he had; and whether she or he would be supported by other Professional staff. He would also like some clarification of the role of the Steering Committee, and how it would interact with the person designated as the focal point. His delegation felt that the Steering Committee should be retained, and that its observations and recommendations should continue to be made available to Member States.

42. Being unconvinced that the priorities for 1989 and 1990 identified in the work programme could be accomplished under present arrangements, he called for information on the progress made since July 1988 and a detailed description of the machinery and work plans proposed for 1989 and 1990. His delegation endorsed the current priorities identified by the Steering Committee in its fourth report, and was pleased to note that the Secretary-General accepted them. The information which the Secretary-General provided should be made available to the Commission on the Status of Women at its thirty-third session for comment.

43. Women remained severely underrepresented in most of the regional commissions and in the United Nations Conference on Trade and Development. Special measures should be taken to redress the situation.

44. He was disappointed that the career development system for General Service staff was still not in place and no career development guidelines had yet been produced. He looked forward to evaluating the progress achieved in that area at the forty-fourth session of the General Assembly.

45. Although encouraged by the progress in supervisory training at all levels and categories of staff, he found progress in other areas, especially where General Service staff were concerned, to be insufficient. Training must form an integral part of a comprehensive and effective human resources management system. A renewed and strengthened commitment to training was needed.

AGENDA ITEM 115: PROGRAMME PLANNING (continued) (A/43/6 and Corr.1, A/43/16 (Part I) and Add.1 and (Part II) and Add.1, A/43/124 and Add.1, A/43/179, A/43/326 and Corr.1 and Add.1 and Add.1/Corr.1 and Corr.2, A/43/329 and Add.1, A/43/626, A/43/651 and Add.1; A/C.5/43/CRP.4)

46. Mr. OLDFELT (Sweden), speaking on behalf of the Nordic countries, said that programme planning was an integral part of policy making and management, and should permit periodic reflection on the work of the Organisation while promoting rationalisation. The system of programme planning, budgeting, performance monitoring and evaluation established by the General Assembly in its resolution 37/234, and the corresponding regulations and rules formulated by the Secretary-General, established a framework which was very much in line with the modern philosophy of financial management in public organisations and which, when fully implemented, would ensure maximum efficiency and effectiveness. Implementation of such an ambitious system was not easy and would require several years, although considerable progress had already been made.

47. A basic characteristic of the system was the close integration of various management instruments. The medium-term plan was the principal policy directive, serving as a framework for the formulation of biennial programme budgets covering the planning period. Monitoring and evaluation reports on budgets, prepared at the end of each period, constituted important inputs in the planning process. The financial management system was such that each instrument served as an input in the subsequent phase. The Nordic countries welcomed the Secretary-General's intention to continue to strive to refine integration of the system.

48. The medium-term plan for the period beginning in 1992 would have a vital influence on the Organisation. It should be simple, so as to offer a dynamic instrument that expressed the essential functions of the United Nations. Accordingly, the Nordic delegations welcomed the Secretary-General's proposal to regroup the 31 major programmes in the current plan into fewer major programmes. Such a consolidation would contribute to better identification of priorities, while the correlation between the Charter and major programmes was important. The grouping of activities into programmes should be based on substantive content rather than on organizational aspects. In particular, in the regrouping of programmes, programme objectives must be so defined that programme performance could be monitored and evaluated, resource requirements calculated and accounted for, and clear responsibilities for programme management assigned. Decentralization should be pursued in combination with adequate performance monitoring, accounting and audit systems.

49. The format of the plan should be such as to facilitate translation into successive biennial programme budgets and to provide maximum transparency in the transition from priority setting under the plan, which was necessarily general, to objectives under the programme budget. The Nordic delegations commended the Secretary-General for his proposal for a revised programme structure of the medium-term plan for the period beginning in 1992 (A/C.5/43/CRP.4), which would facilitate a better relationship between planning and budgeting. The Secretary-General should continue the elaboration of the plan in accordance with the proposed structure.

(Ms. Oldfelt, Sweden)

50. Flexibility was a key concept in attaining programme objectives. Methods should be refined so as to enable the system to concentrate available resources on a given objective and to phase out marginal activities. The Secretary-General should be encouraged to propose changes in priorities and resource allocation as the need arose.
51. The Nordic delegations agreed with the Advisory Committee that information on mandates and programmes and comments on priorities in the draft introduction to the medium-term plan should be appropriately combined so as to give a better overview of policy goals and a clear picture of future activities. The introduction should contain a thorough analysis and synthesis of mandates and programmes.
52. The Nordic delegations would prefer a medium-term plan covering four years, since it would then be synchronized with other plans within the system, a viewpoint shared by the Advisory Committee. The Nordic countries could, however, accept the CPC recommendation that the next medium-term plan should cover the period 1992 to 1997.
53. Programme planning involved the arduous exercise of setting priorities, which was fraught with conceptual, technical and political difficulties. The Nordic delegations welcomed the statement by the Secretary-General that, in priority setting, consideration should be given to whether the objective sought was such that multilateral action was demonstrably important to its attainment, and that an assessment should be made at the extent to which proposed activities would advance the Organization towards its goal of maintaining international peace and security.
54. In the current system priorities were designated on different programme levels, for example, at the subprogramme level with respect to the medium-term plan. The priority-setting system had become somewhat confusing, and efforts should be made to establish priorities as clearly as possible on the basis of evaluations of performance in previous periods. The Nordic delegations looked forward to the report on that question to be submitted to CPC at its next session.
55. As the Nordic countries had already stated in the Economic and Social Council and the Committee for Programme and Co-ordination, in the period beginning in 1992 the Organization's priorities should focus on disarmament, verification and peace-keeping; environmental degradation, the depletion of natural resources and the question of sustainable development; universal respect for human rights and fundamental freedoms; social progress, including the advancement of women and drug abuse control; and economic issues such as external indebtedness. In the economic and social sphere, in particular, there was a need for improved co-ordination, a concept not sufficiently stressed in the draft introduction to the medium-term plan.
56. The Nordic delegations concurred with the Advisory Committee's recommendation relating to published revisions to the plan (A/43/626, para. 6). The Secretariat should submit proposals to CPC and ACABQ on the best way of handling future revisions. Lastly, with respect to the JIU recommendation (A/43/124, para. 6) that the present programme performance report should be replaced by a report analysing

(Ms. Oldfelt, Sweden)

progress made and results achieved against established objectives for each subprogramme, and that such reports should be submitted concurrently with programme budgets in order to join "results" information with "intentions" information, the Nordic delegations realized the potential problems and accepted the Secretary-General's preference to test that format in the context of the self-evaluation exercise. Furthermore, the Nordic delegations supported the JIU recommendations concerning evaluation and monitoring.

57. Mr. CHEN Xu (China) said that in its report CPC had reflected the concerns of Member States, particularly that the rate of programme delivery for the biennium 1986-1987 had been 7.1 per cent lower than for the previous biennium, and that the financial crisis and high vacancy rates had affected implementation of certain programmes.

58. Commenting on the JIU report on the performance and results of United Nations programmes (A/43/124), he said that the current programme performance report had not helped Member States to fully understand the real status of programme performance, since it was largely concerned with counting outputs. His delegation agreed with JIU recommendation 1, that the current report should be replaced, although, as the Secretary-General had indicated, it would be difficult to implement and should thus first be tested in the context of the self-evaluation exercise. In the mean time the Secretariat should consider undertaking a pilot project in which units would report and evaluate programme performance with both quantitative output and qualitative analysis components.

59. Given that programme performance reporting was still in a preliminary phase problems were unavoidable. Improvement would come gradually - it would be unwise at the current stage to discard the present method and replace it by a totally different one. Greater attention should be paid to evaluation and monitoring, which had long been a weak area compared with programme planning and budgeting. His delegation agreed with the JIU recommendations that the Secretary-General should give high priority to training in programme design and evaluation for programme managers and to the establishment of a computerized data management and information system. It was gratifying that the number of Professional posts in the Central Evaluation Unit and the Central Monitoring Unit had already been increased.

60. Mr. ABRASZEWSKI (Poland) said that the medium-term plan was designed to constitute the principal policy directive of the Organization. It provided an important instrument for integrated management of all United Nations activities. Accordingly, his delegation welcomed the analysis of the medium-term plan offered in document A/C.5/43/CRP.4. In particular, paragraph 5 indicated various deficiencies and weaknesses hampering the usefulness of the medium-term plan, in the light of which there were grounds for hoping that it would be possible to make substantial improvements.

(Mr. Abramowski, Poland)

61. Under the proposed new simplified structure, there would be 10 major programmes and 42 programmes. With reference to major programme V, international co-operation for social development, his delegation wished to propose the inclusion of a new programme, entitled "Integration of social groups", so as to reflect the global involvement of the United Nations in activities relating to youth, aging and disabled persons.

The meeting rose at 12.20 p.m.