



SUMMARY RECORD OF THE 23rd MEETING

Chairman: Mr. SEKYI (Ghana)

later: Miss MUCK (Austria)

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

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The meeting was called to order at 10.30 a.m.

AGENDA ITEM 113: FINANCING OF THE UNITED NATIONS PEACE-KEEPING FORCES IN THE MIDDLE EAST (continued)

(b) UNITED NATIONS INTERIM FORCE IN LEBANON: REPORT OF THE SECRETARY-GENERAL (continued) (A/33/292, A/33/328; A/C.5/33/L.10)

1. Mr. TOUGOU (Mongolia) recalled that the purpose of establishing the United Nations peace-keeping forces in the Middle East had been to bring about a just and lasting peace in the area. Mongolia, which had supported the Security Council resolution establishing those forces, had also participated in their financing. However, recent events showed that instead of improving, the situation in the Middle East had considerably deteriorated and become even more explosive as a result of various attempts to arrive at a separate settlement. The hard fact was that a lasting peace in the Middle East could only be achieved provided the consequences of Israeli aggression were reversed. As the head of the Mongolian delegation had stated in the general debate at the current Assembly session, the Government of Mongolia believed that only through the collective efforts of all the parties concerned could there be a just solution to the Middle East problem; it would require the withdrawal of Israeli troops from all the territories occupied in 1967, the realization of the legitimate rights of the Palestine Arabs, including their right to establish their own State, and measures to guarantee the security of all States in the region. The essential method of reaching a settlement was by resuming the work of the Geneva Conference with the participation of all the parties concerned, including the Palestine Liberation Organization.

2. The Camp David summit meeting and the talks now going on concerning a peace treaty between Egypt and Israel ran counter to the legitimate interests of the Arab peoples and were really aimed at blocking a just and general settlement of the Middle East situation and at substituting for such a settlement a series of partial, separate agreements.

3. With regard to the additional peace-keeping costs resulting from the Agreement signed on 4 September 1975 between Egypt and Israel relating to the Sinai, his delegation wished to reaffirm that his Government would not participate in the financing of those expenses. Nor would Mongolia contribute to the financing of the United Nations Interim Force in Lebanon. Its position on that subject had been set forth both in the Fifth Committee and at the eighth special session of the General Assembly. At that session, the Permanent Representative of Mongolia had stressed that responsibility for the dangerous situation in the Middle East lay entirely with Israel, which had committed an act of armed aggression against Lebanon. Consequently, Israel should assume material responsibility for the consequences of that situation.

4. Mr. McMAHON (Ireland) said that Ireland had consistently supported the peace-keeping role of the United Nations. His delegation therefore held the view that the General Assembly should make sufficient financial provision to ensure

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the effective functioning of the peace-keeping operations. In that connexion, it was disturbing to learn from paragraph 5 of the Secretary-General's report (A/33/292) that a number of States had indicated that they did not intend to pay their assessed share of the costs of UNIFIL, which meant that 26 per cent of the Force's assessed budget would be uncollectable. That would place a very heavy burden on the troop-contributing States and particularly, on the developing countries. His delegation would therefore appeal to Member States which had refused to contribute to the financing of UNIFIL to reconsider their position.

5. His delegation could generally accept the various cuts recommended by the Advisory Committee in the UNIFIL budget. However, it had profound reservations concerning the procedure which the ACABQ proposed in paragraph 28 of its report (A/33/328). As a co-sponsor of draft resolution A/C.5/33/L.10, it had agreed to the procedure which would be outlined later by the representative of Norway, under which the Secretary-General would be requested, should the Security Council decide to renew the mandate of UNIFIL beyond 19 January 1979, to submit the cost estimates for the Force to ACABQ, which would examine them with a view to making recommendations on the actual level of resources to be committed. His delegation could accept that procedure, on the present occasion, as an exceptional measure taken because the UNIFIL operation, in financial terms, was still at an early stage. It would like to point out, however, that its acceptance should not be viewed in any sense as constituting a precedent for the future.

6. Mr. SIGUT (Czechoslovakia) said that all peace-loving countries were concerned about the tragic situation which had engulfed the Lebanese people and which was the direct result of Israeli aggression and continued interference in Lebanon's internal affairs. The facts reviewed in the Secretary-General's report (S/12845) amply demonstrated that the United Nations Interim Force in Lebanon had failed thus far to secure peace in southern Lebanon because the Israeli authorities had not complied with the provisions of Security Council resolution 425 (1978).

7. His delegation had read with interest the Secretary-General's report on the financing of UNIFIL (A/33/292) and the Advisory Committee's comments (A/33/328). In his report, the Secretary-General recalled that by its resolution 434 (1978), the Security Council had renewed the mandate of UNIFIL for a period of four months, that is, until 19 January 1979. Czechoslovakia, which had been a member of the Council during the debate on that important question, had abstained in the vote on the resolution for the reasons given in detail in the statement made by its representative on the Council. He had pointed out that Czechoslovakia maintained the reservations it had expressed concerning UNIFIL at the Council's meetings of 19 March and 3 May 1978. He had emphasized that it was incumbent on Israel to assume material responsibility for the implementation of the measures adopted by decision of the Security Council in accordance with the United Nations Charter. The Czechoslovak delegation had not opposed renewal of UNIFIL's mandate because the Lebanese Government had agreed to the presence of UNIFIL contingents on its territory. However, the Czechoslovak delegation remained firmly convinced that all the expenses involved in the maintenance of UNIFIL should be borne by the aggressor.

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8. Mr. CUNNINGHAM (United States of America) said that in its discussion, the Committee should not lose sight of the importance to Lebanon of the effective fulfilment by UNIFIL of the mandate entrusted to it by the Security Council. UNIFIL had already managed to restore a measure of stability to southern Lebanon; that represented a significant contribution to the maintenance of stability in the Middle East. However, the task assigned to the Force by the Security Council in March 1978 had not yet been completed. The Security Council had therefore deemed it necessary to extend UNIFIL's mandate for another four months. It was essential that UNIFIL be provided with the means for carrying out its assigned responsibility with minimum delay.

9. His delegation supported the Advisory Committee's recommendation that the General Assembly should approve expenditure in the amount of \$51.5 million to cover the costs of UNIFIL. Of that amount, \$6.9 million should cover commitments made by the Secretary-General under General Assembly resolution 32/214 to implement the decision to increase the size of the Force from 4,000 to 6,000 in pursuance of Security Council resolution 427 (1978). The sum of \$44.6 million recommended by the Advisory Committee for continued operation of UNIFIL from 19 September 1978 to 19 January 1979 had his delegation's full approval.

10. In the light of those considerations, his delegation would vote for draft resolution A/C.5/33/L.10, which would authorize the Secretary-General to commit the above-mentioned amounts for UNIFIL and would apportion those sums among Member States. It also supported the procedure proposed by the Advisory Committee in paragraph 28 of its report (A/33/328). That procedure would permit the Secretary-General, subject to approval by the Advisory Committee, to enter into commitments for UNIFIL not to exceed \$11 million per month, should the mandate of the Force be renewed beyond 18 January 1979.

11. The United States associated itself in the concern expressed by many delegations regarding the failure of certain Member States to fulfil their Charter obligations to support United Nations peace-keeping operations. The report submitted to the Security Council by the Secretary-General pursuant to resolution 424 (1978) unequivocally stated that the costs of those operations should be considered expenses of the Organization under the terms of paragraph 2 of Article 17 of the Charter. Arguments to the contrary were merely a cover for political stands and were legally untenable.

12. The United States delegation joined with others in paying tribute to those serving under the United Nations colours in Lebanon without whose devotion to duty UNIFIL could not fulfil its mission. By comparison with the sacrifices of those men, the contribution asked of each of the Member States was a mere pittance.

13. Mr. HERNANDEZ (Cuba) said that the costs of maintaining UNIFIL should be borne by the aggressor, in the present case, the Zionist State of Israel. Moreover, only the withdrawal of Israeli forces from all the occupied areas and the establishment by Palestine of its own State could lead to a genuine solution of the Middle East problem and a lasting peace in the region. Consequently, Cuba would not participate in the financing of UNIFIL.

14. Mr. AL-ANDARI (Iraq) said that his delegation had carefully studied the reports of the Secretary-General and of the Advisory Committee on the financing of the United Nations Interim Force in Lebanon (A/33/292 and A/33/328). His delegation hoped the question would be examined with all the attention it deserved because beyond the financial implications, the issues involved were of paramount importance to the entire Arab region and to the developments in Lebanon.

15. In paragraphs 7 and 8 of his report (A/33/292), the Secretary-General had estimated at \$60.9 million the total expenses of UNIFIL for the period from 19 March to 18 September 1978 inclusive and at \$46,858,000 the costs for the four months following that period. Unfortunately, despite that substantial expenditure, the main objective of Security Council resolution 425 (1978) of 19 March 1978 had not been achieved. The Zionists were continuing their aggression against Lebanon, justifying it with the same fallacious arguments invoked by the Nazis to invade Poland, Czechoslovakia and neighbouring countries. As several delegations had pointed out, the Zionist entity was mainly responsible for the deterioration of the situation in Lebanon and constituted the main obstacle to a Lebanese and Arab solution of the crisis. Furthermore, as the Secretary-General had correctly stated in his report to the Security Council of 13 September 1978 (S/12845, para. 61), the fact that Israel had handed over control of the border area to de facto armed groups, rather than to UNIFIL, had continued to make impossible the full deployment of UNIFIL and the restoration of the authority of the Lebanese Government in the whole area of operations. Despite that, the Member States of the United Nations were being asked to bear the financial implications of a situation for which Israel was mainly responsible. A large number of States, representing more than half the population of the world, had justly demanded that the aggressor should be made to bear the financial consequences of its acts. To contribute towards the expenses of UNIFIL would be tantamount to legitimizing Israeli aggression and encouraging the Zionist régime to interfere in the internal affairs of Lebanon. His Government would therefore refuse to contribute to the cost of UNIFIL.

16. In paragraph 10 (c) of his report (A/33/292), the Secretary-General indicated that the General Assembly would need to provide authority for UNIFIL to enter into commitments for the period beyond 18 January 1979, should the Security Council decide to renew the mandate of the Force beyond that date. The Secretary-General was requesting those amounts because he obviously expected the mandate of UNIFIL to be extended beyond 19 January 1979. The Republic of Iraq would prefer to see efforts made instead to put an end to the Zionist interference in the internal affairs of Lebanon, thus making the presence of UNIFIL unnecessary. That would also make such large expenditures unnecessary. His delegation therefore did not agree with the view expressed by the Advisory Committee in paragraph 28 of its report (A/33/328) with regard to paragraph 10 of the report of the Secretary-General.

17. Mr. VRAALSEN (Norway), introducing draft resolution A/C.5/33/L.10, said that in drafting the text, the sponsors had attached particular importance to the following principles: in the first place, financing of peace-keeping operations, which were decided upon by the Security Council in accordance with the United

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Nations Charter, was the collective responsibility of the entire membership of the Organization. That principle should be reflected in practice by a meaningful participation of all Member States in the financing of UNIFIL. In the second place, over the years certain principles and guidelines had been established as to how the expenditures relating to peace-keeping operations were to be apportioned among the Member States. The special responsibility of the permanent members of the Security Council for the maintenance of international peace and security should be taken into consideration in assessing the contribution of those countries. Furthermore, it should also be taken into account that the economically more developed countries were in a position to make relatively larger contributions than the economically less developed countries, which had a limited capacity to contribute towards peace-keeping operations involving heavy expenditures. Those principles and guidelines were reflected in the preamble of the draft resolution.

18. The operative paragraph under section III of the draft resolution authorized the Secretary-General to enter into commitments for UNIFIL and decided the apportionment of such amounts for the period beyond 18 January 1979, should the Security Council decide to renew the Force's mandate. In relation to that paragraph, if the Committee so agreed, his delegation requested that the following paragraph should be included in the report of the Committee to the General Assembly: "The Fifth Committee requests the Secretary-General to submit - should the Security Council decide to renew the mandate beyond 19 January 1979 - the cost estimates for the Force to the ACABQ, which will examine them with a view to making recommendations to him on the actual level of resources to be committed."

19. Miss Muck (Austria) took the Chair.

20. Mr. SCALABRE (France) said that the provisions for the financing of UNIFIL, contained in documents A/33/292 and A/33/328, seemed reasonable. The necessary resources must be available for UNIFIL to perform the task entrusted to it by the Security Council. The regular financing of its operations must be guaranteed for the future, having regard to the decisions which the Security Council would be required to make on the expiry of the current mandate of the Force. The fact that the French delegation was among the sponsors of draft resolution A/C.5/33/L.10 was evidence of the interest of the French Government in the peace-keeping operation in southern Lebanon, in which it had participated actively from the beginning.

21. The basic problem was to ensure that appropriate financial recommendations were made to implement the decisions which the Security Council had adopted in order to guarantee peace in Lebanon. The very purpose of the Organization, as defined by Article 1 of the Charter, was to "maintain international peace and security". Contributing to the costs of UNIFIL was therefore a duty not to be neglected by any Member. It was also an opportunity for each to contribute, within its means, to the restoration of peace in that tormented country.

22. Mr. RICHTER (German Democratic Republic) said that his delegation was categorically opposed to territorial expansion by violent means. The German Democratic Republic refused to sanction any act of aggression whatsoever and that was why his Government would not contribute to the financing of UNIFIL, and his delegation would vote against draft resolution A/C.5/33/L.10.
23. Mr. SADELER (Benin) said that in his view, the establishment of the various United Nations peace-keeping forces was part of the global evasion strategy of international imperialism. It was for the imperialist Powers to bear the costs arising from situations for which they were responsible, and to establish conditions which would make it possible in future to avoid resorting to United Nations intervention. Benin would not contribute to the financing of UNIFIL, nor would it participate in the vote on the question.
- (a) UNITED NATIONS EMERGENCY FORCE AND UNITED NATIONS DISENGAGEMENT OBSERVER FORCE: REPORT OF THE SECRETARY-GENERAL (A/C.5/33/L.8)
24. Mr. PALAMARCHUK (Union of Soviet Socialist Republics) said that he wished to confirm his Government's position of principle with regard to the financing of United Nations forces in the Middle East; namely, that it did not intend to bear the costs entailed by operations arising from the second Sinai Agreement, signed on 4 September 1975. The Soviet Union was not a party to that agreement, which had been concluded separately and essentially circumvented the Geneva Conference. It therefore refused to assume responsibility for its consequences. The presence of United Nations forces in the Middle East must be considered to be strictly temporary, and must not result in the postponement of a general settlement of the situation in that region.
25. Mr. HAMZAH (Syrian Arab Republic) said that he wished to reaffirm the attitude of his delegation on the question of the financing of UNEF and UNDOF. He would vote against draft resolution A/C.5/33/L.8, while reserving the right to revert to the question.
26. Mr. RIZO (Albania) said that his Government had always opposed the establishment and financing of United Nations emergency forces on the grounds that they did not serve the cause of peace and international security. Consequently, Albania would not contribute to the financing of UNEF and UNDOF, and the Albanian delegation would vote against draft resolution A/C.5/33/L.8.
27. Draft resolution A/C.5/33/L.8 was adopted by 81 votes to 3, with 8 abstentions.
28. Mr. KE Fu-tsun (China) recalled that his Government disapproved of the inclusion in the regular budget of the United Nations of expenditure relating to UNEF and UNDOF and therefore did not consider itself bound to contribute to the financing of those forces. For that reason, the Chinese delegation had not taken part in the vote.
29. Mr. Sekyi (Ghana) resumed the Chair.

AGENDA ITEM 110: PERSONNEL QUESTIONS (continued)

(a) COMPOSITION OF THE SECRETARIAT: REPORT OF THE SECRETARY-GENERAL (continued)
(A/33/176; A/C.5/33/CRP.1 and 2)

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

Implementation of personnel policy reforms (continued) (A/33/228; A/C.5/33/2)

AGENDA ITEM 106: JOINT INSPECTION UNIT: REPORTS OF THE JOINT INSPECTION UNIT
(continued)

Women in the Professional category and above in the United Nations system: report of the Joint Inspection Unit (continued) (A/33/105 and Add.1)

30. Mr. GHERAB (Assistant Secretary-General for Personnel Services) said that he was glad to note that many speakers had reaffirmed the Secretary-General's views on what Member States considered important about the composition of the Secretariat - the standards of the Charter with respect to efficiency, competence and integrity and recruitment on as wide a geographical basis as possible. It followed that all Member States must be properly represented, that developing countries should be better represented at the senior level to be able to influence properly steps taken by the United Nations to achieve the new international economic order, that there should be more women in the Secretariat, particularly at the senior level, and finally, that younger people should be appointed.

31. Replying to a comment by the representative of Trinidad and Tobago to the effect that some posts were the preserve of a Member State or group of Member States, he said that the interest of Member States in senior posts resulted in mounting pressures from all sides. Historically those posts had been held by nationals of the major contributing States and of a few other countries. The Secretary-General would deal with the matter and seek to ensure a wider distribution of those posts.

32. With regard to the question of equitable geographical distribution, he informed the Committee that there were 23 Member States not represented in the Secretariat in any post subject to geographical distribution. There were various reasons for that situation, one of which was the fact that certain countries preferred to retain their competent staff for the purposes of their own development. The Secretary-General considered it important that all Member States should be represented by their nationals in such posts, and would continue his efforts to that end. Among the 20 underrepresented Member States, there were eight Member States which were only one post away from the lower limit of their desirable range and four others which were only two away. Another four Member States were less than five away from that limit. On the other hand, there were four Member States which were more than 10 posts below the lower limit, namely, the German Democratic Republic (16 below), China (38 below), the Federal Republic of Germany (48 below) and Japan (62 below). That problem would be settled over the longer term and, as indicated in document A/C.5/33/CRP.1, recruitment missions

had been sent to three of those countries. The Secretary-General would take advantage of the retirement of nationals of over-represented Member States in order to improve the geographical distribution of posts, the proportion of men and women and the age distribution of staff members.

33. The appointment by the Secretary-General of 96 nationals of Member States that were above their desirable range had been the subject of comment. Sixty-nine of them were nationals of developing countries: 55 from Africa and Asia (including nine women), 14 from Latin America (including two women); and 27 from developed countries (including five women). The proportion of women among those appointments was higher than the over-all percentage. Thus, only 22 of the appointments did not come within a group for which the General Assembly had established a specific priority. In any case, the candidates had been subject to careful selection procedures.

34. Turning to the question of women, he recalled that the representative of Austria had suggested that the target of equality between men and women in the Secretariat would not, at the current rate of change, be achieved for centuries. However, all societies were constantly evolving, as was the context in which the Secretariat operated. The changes which had already occurred would, it could be assumed, continue and accelerate. But it was necessary to be realistic: while the whole world agreed on the need to give women equal opportunity, it could be observed that they were very sparsely represented within the delegations of Member States themselves. Furthermore, the only woman member of the Advisory Committee had just been replaced by a man.

35. He was pleased that the proportion of women in the Secretariat was as high as it was, but that was not sufficient. The proportion in many fields in many countries was not even as high. The Secretary-General himself had said that an example should be set by hiring qualified women candidates and by giving them equal opportunity within the Secretariat. He had recently announced the appointment of a second woman at the Assistant Secretary-General level. For many Member States, particularly in the developing world, the problem was like that of unrepresented States. That was why the co-operation of Member States, especially among the unrepresented and under-represented States, was essential in order to achieve the objectives laid down by the Assembly, even if that meant some sacrifice on their part.

36. The representative of the United States had complained of the disappointing results obtained thus far and of the fact that all too often loopholes were found in order to avoid having to take action. Some qualified women candidates had been rejected. More than a quarter of United States nationals in posts subject to geographical distribution were women and a quarter of United States nationals recruited in 1977 had been women.

37. Replying to a comment by the representative of Trinidad and Tobago concerning the recent appointment of a woman from a developing country at a particular level with no good reason being given for her not being appointed at a higher level, he said that in each case every candidate's total

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qualifications and experience were carefully weighed by the Office of Personnel Services and the Appointment and Promotion Board against established criteria which fully took into account the interests of the Organization and the staff in terms of equity and career development prospects. The African woman candidate in question had, moreover, been given the opportunity to move up rapidly to the higher level as a result of her demonstrated ability. He assured the representatives of Caribbean countries that he looked forward to finding posts for their qualified candidates because he shared their interest in having all the Caribbean Member States properly represented.

38. The representative of the United States had recalled the changes which were taking place in many societies, and the Organization might count itself among the leaders in the employment of women, as Mr. Sohm, of the Joint Inspection Unit, had emphasized in his report (A/33/105). The Secretary-General had already taken many of the steps recommended in that report. He had issued a policy statement making it clear that he abided by Article 8 of the Charter establishing some very specific procedures concerning the recruitment of women which had already been implemented. The situation among the Professional staff reflected a better proportion of women to men than that of any other large organization in the United Nations family, better than most of its smaller organizations, and much better than any civil service or diplomatic service of a Member State. For many years there had been women staff members on the Appointment and Promotion Board and its subsidiary bodies, on the Joint Appeals Board, on the Joint Disciplinary Committee and the Joint Advisory Committee, as well as on the Panel to Investigate Allegations of Discriminatory Treatment.

39. The panel had been established for the reason suggested by Mr. Sohm in his report as a result of initiatives undertaken within the Secretariat that had been welcomed by the staff and encouraged by the Assembly. The task of the members of the panel was delicate and specially burdensome, since they were not relieved of their normal functions in any way. They needed administrative assistance and he hoped that the Committee would support that when requested. The panel was a new body which, in the first year of its existence, had acted judiciously, with sensitivity and understanding, courage and discretion. It will be well to allow that body to work without interference, since it could be even more effective. The Secretary-General would continue to discuss with the representatives of the staff possible improvements in its terms of reference and procedures.

40. The Minister for Foreign Affairs of Barbados, in his address to the General Assembly, and the Permanent Representative of the United States, speaking in the Fifth Committee, had alleged that discrimination continued to exist in the Secretariat. The Secretary-General regretted that in neither of their statements had there been any reference to his actions to ensure that all such allegations were investigated; he had spoken in forthright terms and had taken the necessary action with the express approval of the Assembly, which had adopted a resolution on that subject, submitted in the Fifth Committee by

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Barbados. A procedure for investigation existed and if allegations of discrimination were brought to the attention of the representative of a Member State, he hoped that the representative would first ask the staff member making the allegation to seek the assistance of the panel or would inform the Secretary-General of the reasons for believing that the staff member was afraid to seek such assistance. The matter would have to be given the most serious consideration, involving as it would a clear violation of the principles of the Charter. The Secretary-General would not tolerate any reprisals or other action in cases where there was proof of discrimination.

41. Since 30 June 1978, a further seven cases had been resolved by means of the panel, making a total of 66 resolved cases with 29 still pending. Since that date, 15 new cases had been raised with the panel, of which four had already been resolved. The panel had not yet submitted a formal report to the Secretary-General, but the latter would no doubt be able the following year to report on changes in policy or procedures that might be appropriate in the light of recommendations that the panel might make in its report, after the Secretary-General had discussed them with the staff representatives.

42. The Secretary-General agreed with the recommendation of the Joint Inspection Unit that it would be useful to study the data on women annually, and to discuss them regularly in the Administrative Committee on Co-ordination through its Consultative Committee on Administrative Questions. The relevant information had already been collected and some of it was reported to the Assembly each year in the statistical annex to the report on the composition of the Secretariat. He assured the Committee that, as Assistant Secretary-General for Personnel Services, he was responsible for the interests and concerns of all staff and was determined to do his utmost to ensure that the objectives set by the Assembly in its resolutions on women would be achieved.

43. Turning to the question of personnel policy reforms and replying to the representative of the Philippines, who had inquired why the establishment of occupational groups and the related classification exercise would not bring economies over the short run, he said that a staff member's salary could not be reduced merely because the post was classified at a lower grade. The Secretary-General had first to redeploy the staff member to another post at the proper level and fill the post at the lower level.

44. Paragraphs 309 to 314 of the report of the International Civil Service Commission (ICSC) (A/33/30) also dealt with the subject of occupational groups. At its eighth session, ICSC had given preliminary approval to a general schema for a common classification of occupational groups embracing all the organizations of the common system. The Fifth Committee would no doubt wish to take the position of ICSC into account. The Secretary-General, however, intended to proceed immediately with the distribution of staff into occupations and occupational groups for the purpose of establishing career development committees on a provisional basis without prejudice to the related work of ICSC.

45. Delegations which had been concerned about the publication date of the

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further document on the results of the classification of posts would be happy to learn that the document has just been issued. The implementation of the classification system was, however, a continuing process. To classify all the posts once and then forget about the idea would be a waste of the whole exercise. Proposals would therefore be put forward - for inclusion in the next biennium budget of the Office of Personnel Services for established posts - to review requests for reclassifications, a problem constantly referred to in recent years by the Advisory Committee, to establish the level of new posts and to ensure that the standards set were being adhered to. Only in that way could any appreciable economy be achieved in the long run, by avoiding grade creep and by paying the proper rate for each job.

46. The representative of Austria, in reference to document A/C.5/33/CRP.1, had asked why certain information had not been given on recruitment missions, such as how many persons had gone on them and what the total cost had been. Normally, recruitment missions consisted of a staff member of the Office of Personnel Services and a senior economist. The conference room paper highlighted the length of the appointment procedures, which were related to the need to recruit the best candidates, to seek the best mix of nationalities and to heed the other directives of the General Assembly. The Office of Personnel Services also had to be careful when recruiting on a career basis, especially as the selection could have long-term consequences. The Office would be concentrating in the next months on the placement of the candidates identified on the recruitment missions, but it might also be proper to consider increasing the number of such missions. The missions undertaken in 1978 had cost \$25,000. Approximately \$10,000 of the 1978-1979 allocations for travel remained for use during 1979. To double the number of missions in 1979 might cost \$50,000, of which only \$10,000 had been authorized so far. Such missions would be mainly in the Caribbean and Africa. In Africa, they would be made in connexion with the planned competitive examination. Missions would also be made to under-represented Member States.

47. As indicated in paragraph 16 of document A/33/176, if resources were available, the Secretary-General was considering sending "reconnaissance missions" to the regional preparatory meetings for the 1980 World Conference of the United Nations Decade for Women. Four such meetings were scheduled for 1979 - in Lusaka for Africa, Damascus for Western Asia, New Delhi for Asia and the Pacific, and Geneva for Eastern Europe - but no funds had been authorized for the purpose.

48. As indicated in paragraph 19 of document A/C.5/33/2, a competitive examination for African States was planned for 1979. It was to be held in unrepresented and under-represented countries of Africa in order to find candidates for posts at the P-1 and P-2 levels and would be combined with a recruitment mission. The number of posts to be earmarked would depend both on the availability of posts and on the number of countries agreeing to participate in the examination. The Government of Japan had requested the organization of another competitive examination for Japanese candidates. The Office of Personnel Services would include that project in its work programme in so far as resources permitted. The reason why a competitive examination for two posts had taken place in a Member State which was already over-represented and a competitive examination was planned in France was in order

to ensure that replacement of the nationals of the States in question who were retiring at senior levels occurred at junior levels.

49. The representative of Japan had suggested the organization of an examination for participants in the summer internship programme of the Office of Public Information, who were selected in consultation with the Office of Personnel Services. As part of its regular procedure, the latter already reviewed the qualifications and performance of the interns, particularly from under-represented and unrepresented countries, in terms of the Organization's future needs. He was not sure whether an examination was necessary.

50. The big question was that of funds and other resources. Because of its limited resources, the Office of Personnel Services had constantly to arrange for travel on recruitment missions to be combined with travel to meetings of interorganization bodies, with visits to major offices and even with home leave. The co-operation of UNDP resident representatives and United Nations Information Centres was especially valuable. It was possible to suggest a number of Member States to which the Secretariat would like to send missions or to propose further competitive examinations, but such activities were costly and their organization complex. Similarly, to engage in more publicity would require more funds.

51. He intended to implement Mr. Bertrand's recommendation 3 (A/33/228) that use of the roster should be made compulsory whenever recruitment was made from outside the Secretariat and that every candidate whose application was considered seriously should be entered in the roster. It would then be possible to follow the directives of the General Assembly by selecting, on the basis of merit, from among candidates of different nationality, sex or age.

52. According to recommendation 9 of the JIU report (A/33/105), when a woman was recommended by the Office of Personnel Services and was rejected by the head of a department, a justification of the rejection should be required. In future, a written justification would be annexed when the case went before the Appointment and Promotion Board.

53. As to the earmarking of posts, which was one of the aspects of the recruitment problem, the Office of Personnel Services always started from the principle established by the General Assembly that no post could be earmarked for all time. Nevertheless, it was often appropriate to earmark a post for the period of a recruitment mission if the post could not be filled immediately according to accepted procedures, and it might also be appropriate to earmark posts which were to be filled through a competitive examination or by qualified candidates who were nationals of under-represented or unrepresented Member States.

54. The Secretary-General intended to hold examinations for entry into the Professional category from the General Service category initially in New York and Geneva and at UNIDO. The first examination was tentatively planned for early in 1979; the dates for the others had yet to be set. The results of those

(Mr. Gherab)

examinations would enable the Office of Personnel Services to determine whether it could require all staff to pass some such examination before entering the Professional category.

55. With respect to career development and rotation of staff, the first Career Development Committee for the information group had not yet begun its work; it should, however, meet shortly. Information on that Committee was to be found in the Secretary-General's bulletin ST/SGB/166, distributed in May.

56. Several delegations had suggested that the designation "Asia and the Far East" was inappropriate for the region of Asia and the Pacific. The Secretary-General would be quite prepared to use the designation "Asia and the Pacific" if there were no objections.

57. The extent of the debate, in which more than 60 Member States had participated, made it a delicate task to devise programmes to improve the current policies and practices of the Organization while satisfying the varying interests of Member States. However, the Secretary-General proposed to the Committee a programme of action based on the following considerations. To improve the geographical distribution within the Secretariat, particularly at the senior level, the Secretary-General intended not to consider any post as the exclusive preserve of any Member State and to review the distribution of those posts to ensure a better balance. It was impossible, in order to avoid over-representation, to halt all recruitment of nationals of over-represented countries, for that would bar the recruitment of any national of 55 Member States. To improve representation of unrepresented or under-represented Member States, the Secretary-General would seek to improve the current proportion of 15 per cent of all appointments now granted to the States in question. To improve the proportion of women in the Secretariat, a problem which merged with that of geographical distribution, no recruitment missions would be sent to seek women candidates in any country which was already over-represented. All Member States would have to help, for no one wished all the women to come from a few particular countries or a single region. Assuming that the immediate objective was to fill 25 per cent of all posts subject to geographical distribution with women, ideally a quarter of the staff members of each Member State should be women. Only 22 States Members currently had 25 per cent or more women among their nationals in posts subject to geographical distribution. If the aim was 25 per cent, at least one in four of all appointments should be of women.

58. To fulfil the objectives established by the Assembly, the Secretary-General would ensure that, when the Office of Personnel Services proposed a candidate having the necessary qualifications, the Department concerned could not unreasonably object to that candidate's appointment. Moreover, the Secretary-General would retain staff beyond the retirement age of 60 only in the interest of the Organization in exceptional cases.

59. If the necessary resources were made available, the Secretary-General felt that he would be able to achieve the following objectives in 1979 and 1980. All occupational groups and occupations would be defined with standards for appointment,

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promotion and rotation of staff. All Professional category and D-1 posts would be classified throughout the Secretariat, as would all the General Service posts at Headquarters, the United Nations Office at Geneva, and Vienna. At least one competitive examination per year would be held for candidates from unrepresented or under-represented States, in order to fill posts at the entrance levels which were or would soon become vacant and were specified at the time the examination was announced. Successful candidates in the examination who were not appointed to one of the posts in question would later be given priority. The Secretary-General wondered whether it would not be useful to devise some form of test for all outside candidates at the P-1 and P-2 levels. General Service staff would be promoted to the Professional category only if successful in an examination. The percentage of P-1 and P-2 posts filled each year by promotion would not exceed 30 to 35 per cent. Twenty-five per cent of all expected vacancies at the P-1 to P-5 level in each department would be reserved for nationals of unrepresented and under-represented countries, for women and young people, until the composition of the Secretariat as a whole was satisfactory. Career development committees would be established for each occupational group.

60. Mr. SCHMIDT (Federal Republic of Germany) said that, on the whole, he was satisfied with the statement by the Assistant Secretary-General for Personnel Services, who showed a concern for applying two fundamental principles of the Charter, namely, the recruitment of staff with the highest standards of efficiency, competence and integrity, and recruitment on as wide a geographical basis as possible. Nevertheless, he regretted the current tendency to distinguish between developed and developing countries in that connexion. The developing countries' wish to be better represented at senior level in the Secretariat was understandable, but it must be recognized that recruitment directives and the principle of equitable geographical distribution applied to Member States individually, not to groups of them.

61. His delegation noted with interest that the Secretary-General intended to take advantage of the retirement of staff to improve geographical distribution. He also welcomed the fact that a recruitment mission had been sent to the Federal Republic of Germany and thanked the Office of Personnel Services for its efforts in that regard. The Assistant Secretary-General had stated that the previous year nationals of unrepresented or under-represented Member States had accounted for 15 per cent of total appointments. He had added that that percentage was to be increased, but had not said by how much. According to his delegation's calculations, the desirable average number of posts for unrepresented and under-represented countries would be more than 20 per cent of all posts subject to geographical distribution. Yet nationals of those countries now occupied only 10 per cent of posts subject to geographical distribution. Therefore, the 15 per cent mentioned was clearly insufficient, for even if it was decided to earmark for unrepresented and under-represented countries 50 per cent of the posts expected to become vacant, several years would elapse before those countries reached their due proportion. The Assistant Secretary-General had also proposed filling 25 per cent of all P-1 to P-5 posts which became vacant with women, young people and nationals of unrepresented and under-represented countries. His delegation also found that percentage too low. The Assistant Secretary-General

(Mr. Schmidt, Federal Republic of Germany)

had stressed that, in future, departments could not unreasonably oppose the appointment of women but that policy should also apply to nationals of unrepresented and under-represented countries. He had also said that the percentage of P-1 and P-2 posts filled each year by promotion of General Service staff would not exceed 30 to 35 per cent, but that percentage was still much too high because it was necessary to recruit more staff members from outside.

62. His delegation welcomed the fact that certain posts could be reserved and hoped that his Government would benefit from them. As to the question raised by the Assistant Secretary-General regarding the lack of funds, he did not see why the Secretary-General could not submit estimates for the Committee's consideration.

63. Mr. THOMAS (Trinidad and Tobago) welcomed the statement by the Assistant Secretary-General for Personnel Services, and the plan of action he had proposed. The working group on personnel questions would examine the Assistant Secretary-General's proposals and try to set goals consonant with them. With regard to the appointment of women to senior posts, he was pleased that justice had triumphed in the case to which he had drawn attention and hoped that competent women from developing countries would be recruited in greater numbers. With regard to competitive examinations for the promotion of General Service staff to the Professional category, his delegation could not express a view without further details on the conditions for such examinations and hoped that the Assistant Secretary-General would submit a document on that subject to the Committee. The Panel to Investigate Allegations of Discriminatory Treatment bore a heavy burden, and he welcomed the Assistant Secretary-General's proposal to strengthen it. The panel should be able to take immediate action in proven cases of discrimination, and suitable steps should be taken to ensure respect for the rights of those who brought complaints.

64. Mr. BIRICHEV (Union of Soviet Socialist Republics) said that his delegation did not approve of all the Assistant Secretary-General's remarks but felt that some of his proposals were a step in the right direction. Especially welcome was the Secretary-General's intention to improve the geographical distribution within the Secretariat to the advantage of unrepresented or under-represented countries, and to limit the duration of contracts for staff members who had reached retirement age. The group of socialist countries was the only one not sufficiently represented at the senior levels of the Secretariat. Nothing had yet been done to remedy that situation, and he hoped that the Secretary-General would take steps to do so. He approved of the action taken by the Secretary-General to strengthen the role and functions of the Office of Personnel Services so that it could implement the resolutions adopted by the Organization. He had doubts with regard to the holding of competitive examinations to recruit candidates, especially for the P-1 and P-2 levels, and the opportunities which such examinations would give to the nationals of countries which were already over-represented, and felt that too many General Service staff members would be enabled to move to the Professional category. His delegation reaffirmed the position it had taken during the debate in the Committee and hoped that a just solution would be found to the matters it had raised.

The meeting rose at 1 p.m.