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MEETING**

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Chairman: Mr. Pote SARASIN (Thailand).

In the absence of the Chairman, Mr. M. I. Botha (Union of South Africa), Vice-Chairman, took the Chair.

AGENDA ITEM 53

Organization of the Secretariat (A/2731, A/2745; A/C.5/580, A/C.5/581, A/C.5/591, A/C.5/L.382/Rev.1) (*continued*)

1. The CHAIRMAN summarized the position with regard to the Committee's discussion of the organization of the Secretariat and drew attention to the joint draft resolution (A/C.5/L.282/Rev.1) which had been submitted by the representatives of Argentina, India, Lebanon and Yugoslavia. It would be generally recognized that no resolution could fully and adequately reflect the points of view which had been expressed, the understandings that appeared to have been reached, and the assurances that had been given in the course of the Committee's very thorough review of organizational matters. Thus, to an even greater extent than was customary, the Rapporteur's report would be a significant document. He had full confidence in the Rapporteur's ability to cope with that very difficult assignment.

2. Mr. CAFIERO (Argentina) said that the draft resolution, of which his delegation was a co-sponsor, had been revised to reflect in a general way the various views which had emerged during the debate. The revised text was an improvement on the original Argentine draft (A/C.5/L.282). It took account, for example, of the criticisms made by various delegations, particularly in the matter of the original fourth paragraph of the preamble, which, as the Yugoslav representative had pointed out, might have implied that the Committee was critical of the United Nations Children's Fund (UNICEF) and the Technical Assistance Administration (TAA) in particular. The third paragraph of the revised text, which replaced it, was not open to any such interpretation and was also less restrictive. The fourth paragraph of the preamble had been added to take into account the many helpful statements the Secretary-General had made to the Committee during the debate. The last part of paragraph 1 of the operative part referred to the decision taken by the Economic and Social Council in its resolution 557 A (XVIII) on priorities and the programme of work. Paragraph 2 reflected the general approval expressed by many speakers during the debate of the steps which the Secretary-General had taken or proposed to take

in reorganizing the Secretariat, while paragraph 3 called for a progress report to be submitted to the tenth session of the General Assembly. He hoped that the revised draft resolution would meet with the Committee's approval.

3. Mr. KOSTIC (Yugoslavia) said that it had been difficult to draft the resolution in language which would adequately reflect the many shades of opinion expressed in the Committee, but he felt that a satisfactory text had finally been worked out to cover all the principal points of substance. Most members were agreed that it had been necessary for the reorganization scheme to be started, that the process of reorganization should be continued until satisfactory results had been obtained, that the Secretary-General had made substantial efforts towards the achievement of that aim, and that a report on his further progress towards that goal should be submitted to the tenth session of the General Assembly.

4. As the Argentine representative had stated, the Yugoslav delegation had objected to the reference in the original draft to the review of TAA, UNICEF and other agencies, for it might have left the erroneous impression that reforms in those spheres were urgently needed. On the contrary, the accomplishments of TAA and UNICEF were shining examples of United Nations achievements which had served to increase the Organization's prestige throughout the world: the third paragraph of the preamble was designed to avoid any possibility of misunderstanding on that point.

5. Paragraph 2 of the operative part would express the Fifth Committee's general approval of the Secretary-General's proposal and give him the lead and some guidance as he proceeded with his scheme. His delegation commended the revised text of the joint draft resolution to the Committee's favourable consideration.

6. Mr. K. MENON (India) said that he had no desire to reopen the general discussion but would confine his remarks to the joint draft resolution, of which his delegation, in its deep interest in the reorganization of the Secretariat, was a co-sponsor. His delegation had taken the initiative in requesting the inclusion on the agenda of the seventh session of the General Assembly of an item relating to personnel policy and, as the Fifth Committee knew, it had been at that session that the General Assembly had adopted resolutions 681 (VII) and 708 (VII) dealing with the reorganization of the Secretariat and personnel policy. In co-sponsoring the draft resolution, he was also eager to make it clear to the Secretariat and the Fifth Committee that he shared the general approval which had been expressed concerning the steps the Secretary-General had taken to give effect to his reorganization plan.

7. His views on the relative position of the various United Nations organs were governed entirely by the letter and spirit of the provisions of the Charter. Accordingly, he regarded the Secretariat as one of the principal United Nations organs; it was not a subsidiary organ of the General Assembly any more than was the Security Council. Nor was it designed along the lines of national parliamentary bodies in which the Legislature was sovereign and gave instructions to the Executive. The wording of Article 7 of the Charter made it abundantly clear that the Secretariat enjoyed the status of a principal organ and that its relations with other principal organs of the United Nations, forming an interlocking system of parts of the whole, were governed by considerations of co-operation, and they were also subject to a system of checks and balances. Article 101 further stated that the Secretariat's staff was to be appointed by the Secretary-General under regulations established by the General Assembly. Further that the Secretary-General would present a report to the Assembly. The language of the two Articles was explicit on those points.

8. Having made those preliminary observations, which were designed to show that his delegation's sole desire in making its comments was to assist the Committee and the Secretary-General, he pointed out that the debate had served a useful purpose in that it had brought about a meeting of minds on some rather controversial points, by overcoming obstacles with persuasion rather than through the imposition of the will of the General Assembly.

9. The Fifth Committee's entire discussion had been based on data submitted to the General Assembly by the Secretary-General, and in particular on the report of the Survey Group. That report, would, however, have been more valuable if outside elements had been associated with the work of the Group. In saying that, he was not implying any lack of confidence in the members of the Group, he merely felt that such an arrangement would have ensured a wider and more balanced representation of views. On the other hand, he welcomed the fact that the Secretary-General had not chosen to submit his personal views to the Fifth Committee but had elected to appoint a subsidiary body to assist him in his task and the Survey Group should be congratulated on the excellent work it had done.

10. The Committee had before it the findings of a Group which had had to work from data compiled by various levels of the Secretariat. It could not be said, however, that the Committee had been able to confirm the Group's findings, for it had not received all the basic information from which the Group had drawn those conclusions. The report, therefore, could be regarded only as a general reflection of the opinions of the men and women who had participated in the Survey Group's work. In addition, there was no evidence that persons from outside the Secretariat might not have reached entirely different conclusions on the basis of the same data.

11. Although some vagueness was inevitable in any matter which was subject to future budgetary and administrative decisions, on certain vital points the dexterous wording of the Survey Group's report made it difficult to envisage the practical outcome of the measures recommended in the report. In addition, the diagram of the proposed organization of the Secretariat at Headquarters (A/2731) did not in reality

reflect the way in which the reorganization would work out in function and practice. One of the purposes of the reorganization was to achieve some decentralization of functions. Yet the Executive Office of the Secretary-General, as well as the various other offices under his direct supervision, would in practice come to assume so pre-eminent a position as to challenge the very principle of decentralization by the concentration of responsibility in that Office and would constitute a barrier between the Secretary-General and the heads of the various substantive departments, not to speak of the administration as a whole. He conceded, however, that when the arrangement was put into effect the situation might possibly develop in a very different manner. He did not wish to cast any reflections upon the Secretary-General's ability or to deny that the Secretary-General would exercise overriding authority in the administration of the Secretariat, but his delegation felt it unlikely that any single human being could cope in a real sense with the volume of responsibility that it was proposed to entrust to the offices under the Secretary-General's control.

12. He welcomed the establishment of a direct relationship between the Secretary-General and the Offices of Legal Affairs and of Personnel, *inter alia*, subject to the comments which many delegations had already made on the arrangements in general. His delegation was also glad that the position of the post of Deputy Under-Secretary *vis-à-vis* that of Under-Secretary had now been clarified and that the pre-eminent position of the Under-Secretary would be reflected both in the status and the emoluments attaching to the post.

13. In carrying out his reorganization scheme, the Secretary-General would be seeking to lay the foundations for a great international civil service. In that connexion, it must be pointed out that in the economies effected so far, the heaviest impact had been made at the lower rather than the higher levels. The argument citing the relative proportion of reduction by percentages at the various levels was not germane, for to give a true picture, those figures should have been weighted to take account of all factors. He also felt that after the reorganization the structure of the Secretariat would be top-heavy, a situation which would be difficult to defend in the national parliaments of democratic countries. It was possible, however, that the plan proposed by the Secretary-General would prove satisfactory in time; in any event, he was confident that any difficulties which might arise could be settled with the co-operation of the Secretary-General, the Fifth Committee and the Advisory Committee.

14. Under General Assembly resolution 13 (I), the Secretariat had been organized into eight separate substantive departments, two of which were now to be merged. He had no serious comment to make on that measure, which was in any event temporary and subject to change in the light of experience, but at first glance it seemed a healthy arrangement. While it would undoubtedly result in increasing the degree of co-operation and co-ordination between the Departments of Economic Affairs and of Social Affairs, the quantum of work assigned to those offices, far from decreasing, might even tend to increase with the development of United Nations activities in the economic and social field. Consequently the Fifth Committee should not expect too much economy to result from the merger.

15. He welcomed the position of close relationship to the Secretary-General assigned to the Office of Legal Affairs in the reorganization scheme, for it was his hope that the United Nations might develop in this respect the character of centre of reference which countries could consult on legal issues arising in the course of their relations with other countries. A body on a different level from that of the International Court of Justice could be helpful in analysing the legal arguments for and against the position of a particular country on a particular issue for such use as might be made of it. The direct relationship of that Office with the Secretary-General's Office would also ensure that the Secretary-General was kept fully informed of the legal aspects attaching to the relations between Governments.

16. He hoped that the Secretary-General would give special attention to the Department of Trusteeship and Information from Non-Self-Governing Territories. The Department had been set up, under the Charter, principally to serve the Trusteeship Council. It was important, therefore, that, as in the Council, so in the Department the different points of view of administering and administered peoples should be adequately represented. Inhabitants of the Non-Self-Governing Territories needed the assurance that came from knowing that the Department was administered in the spirit of the trusteeship agreements. The Secretary-General might therefore consider gradually increasing the number of staff members in that Department who were drawn from the Non-Self-Governing Territories and countries under trusteeship.

17. With regard to the Department of Public Information, a question of principle had arisen and he was glad to note that his delegation and the Secretary-General were now agreed that it was important not to appoint to a high post in the Secretariat anyone who had been involved in public controversy. His delegation was prepared to acquiesce in the present situation and he could assure the Secretary-General of its full co-operation.

18. The principles of recruiting staff on as wide a geographical basis as possible was important; his delegation did not say it was paramount. Article 101 of the Charter mentioned other considerations but it did feel that the necessary qualifications could be found among peoples more widely scattered throughout the world than the present staffing pattern appeared to suggest was the case. According to the Secretariat's figures, for instance, 66 per cent of the staff falling within the quota system were drawn from North America and West Europe and among them were 71 per cent of the officers in the Principal Officer and Director categories. The normal quota according to the system in force allowed no more than 59 per cent to those areas and those figures still did not take into account the staff recruited locally and those recruited into posts not included in the quota system. The whole of Asia, which contained more than half the population of the world, was represented by no more than six officers in the Principal Officer and Director categories and altogether only half the quota allotted to Asian countries was filled by nationals of those countries. He could not accept the argument that persons of sufficient competence were not to be found in that part of the world. It was, of course, true that countries in the process of development needed the services of

their best men but at the same time they were prepared to forego that benefit in the interests of a more equitable representation in the United Nations. It was important that the Organization should win the sympathy and confidence of peoples all over the world, and for that purpose they must be assured of an adequate representation of their ideas among the staff of the Secretariat.

19. In that connexion, the Secretary-General might well reconsider the whole principle of the quota system. It was entirely wrong, in his delegation's view, to tie participation in the Secretariat to participation in the Organization's budget. It did not follow that because a country was economically poor it could not offer human material of great worth. Talent should be sought wherever it might be found, regardless of such considerations. In particular, while recognizing that the Secretary-General had to a large extent been obliged to accept the situation he had found, he would draw his attention to the marked geographical imbalance among incumbents of posts at the higher level. In reconsidering any of those appointments he hoped that the Secretary-General would bear in mind the fact that great international responsibilities were often best laid upon the shoulders of nationals of less powerful and smaller countries less liable to be affected by considerations of political power.

20. In its resolution of 13 February 1946, the General Assembly had decided that an International Civil Service Commission should be set up to advise the Secretary-General on methods of recruitment, in accordance with certain ideals. The Commission had since been metamorphosed into an Advisory Board with considerably attenuated functions, but the ideals should not be lost sight of. Every new entrant should in principle have before him the possibility of rising to one of the highest posts in the Secretariat, save only where political exigencies or the need for new blood dictated otherwise. Service in the Secretariat should be looked upon and should become an honourable and desirable career, earning devotion and meriting respect. It would be absurd to suggest that an international civil servant ought to love every one's country but his own; the international civil servant should endow himself with tolerance and impartiality. The Secretary-General would no doubt consider in this connexion the value of appointments by competitive examination rather than by selection for the most part and except for some of the high posts in the Secretariat which were not filled by promotion.

21. The Secretariat as a whole constituted, as it were, an extension of the personality and functions of the Secretary-General, to assist him in the performance of his functions under Article 97 of the Charter. No person who had not taken the oath of allegiance to the Organization could properly be considered a member of the Secretariat, nor could he speak or act in the name of the Secretary-General. That fact cast considerable doubt upon the wisdom of some of the Survey Group's proposals in chapter XII of its report (Department of Public Information), especially with regard to the Research Unit and the Headquarters Liaison Service. It was suggested that economies could be effected by the "farming out" of work under contractual arrangements or by the more extensive use of "voluntary" organizations and certain universities for research. It was vital, however, that the Organiza-

tion should be a reliable reference centre to which even the universities might repair for information, and for that purpose research activity was essential; he therefore deplored the proposal to disband the Unit and disperse its functions among the universities. Moreover, the Organization's responsibility for the production of such publications as the *Yearbook* was real and not merely theoretical, and it was idle to suppose that the work of compilation could be satisfactorily—or economically—supervised from afar.

22. Again, liaison functions could not properly be delegated to persons outside the Organization; the Organization must speak for itself. It was wrong in principle, therefore, to suggest, as had the Survey Group, that greater use might be made of "voluntary" organizations in public reception activities. Volunteers necessarily failed to meet one of the fundamental requirements of the international civil servant as described by the International Civil Service Advisory Board in its Report on Standards of Conduct in the International Civil Service: that of independence of an outside authority. They were not bound by the oath of allegiance; they were not subject to the disciplinary authority of the Secretary-General; they were therefore wholly unfitted to be the mouthpiece of the Organization to the outside world and they might even bring bias into the activities of the Secretariat itself. When asked for literature on the subject of the projected revision of the Charter, for instance, an officer, a so-called Volunteer in the Department of Public Information—many of whose staff were not members of the Secretariat—had handed out a large number of publications all but one of which were United States publications emanating variously from the Department of State, the American Association for the United Nations, universities and journals. It was very wrong that any publications not produced by the Organization itself should be handed out by or on behalf of the United Nations Secretariat. It was equally wrong that a person who was not a staff member should deal with answering inquiries on so important a question as the revision of the Charter. Moreover there was the danger inherent in the use of voluntary workers itself and further if their qualities were not sufficiently high their employment would have a depressive effect on standards and salaries elsewhere in the Secretariat. The fact that the majority of the United Nations' visitors were members of the United States public was no argument for using local voluntary organizations for the work of reception. It was important that all visitors, and particularly the small percentage of them who came from abroad, should be received by persons directly responsible to the Organization. The same applied to the provision of lecturers in the host country. It was necessary to forge spiritual links between the United Nations and the world at large, and it was most undesirable that liaison organs should be divorced from the Organization itself.

23. Finally, he would add that it should be a cardinal principle that no person who had retired after long service with the Secretariat in a responsible executive position should be permitted normally to return under some arrangement of contracting out of United Nations tasks. Not only would that defeat the principle of retirement but it would be dangerous in so far as such a person would now remain outside the authority of the Secretary-General and would function for all intents and purposes as a United Nations official.

24. Turning to the draft resolution, he said that his delegation was very happy to associate itself with operative paragraph 1, recognizing, as it did, that the Secretary-General's proposals were at present tentative and experimental. It was for that reason that in operative paragraph 2 the sponsors of the resolution had given general approval to the measures he had proposed; they were confident that the experience he would acquire during the coming year in respect of these proposals would be fully reflected in the report that he would submit at the next session, in accordance with the request in the third operative paragraph.

25. Mr. HAMBRO (Norway) said that he did not wish to reopen the whole debate on the reorganization of the Secretariat but only to refer to some of the points raised by the Secretary-General in his statement at the 443rd meeting (A/C.5/591). He felt that consideration of the Survey Group's Report was relevant only in so far as its findings were the basis of the Secretary-General's suggestions in that statement.

26. The Secretary-General, discussing the problem of how far the Secretariat should be allowed to develop into a research institution, had said that it would be harmful to the sound development of the Secretariat to set up within it specialized units to investigate very technical problems. The Norwegian delegation agreed that it would be disastrous to try to meet every request of every delegation in the matter of research projects. The Secretariat should seek to intensify its efforts to solve the real problems before it rather than to extend its reach into every field of human endeavour. The Secretary-General had suggested that it might be possible to enlist the aid of centres of research outside the Organization while retaining the "firmest control and leadership" in the hands of the Secretariat. He doubted whether such an arrangement would be feasible and his delegation felt that the Secretary-General should at all events resist excessive demands in the matter of research.

27. On certain of the points raised by the Indian representative, he felt sure that the Secretary-General was in entire agreement; he had, for instance, assured the Committee that he was actively considering the matter of the production of the *Yearbook*, as also the question of the guide service. Those were only two of the problems which the Secretary-General had inherited and it was for the Fifth Committee to give him every support in his attempt to solve them.

28. On the question of recruitment, he agreed to a large extent with the Indian representative that small nations should play a more important role in the Secretariat. That was a principle which he had supported for many years. He realized, however, that the Secretary-General was faced with a complex problem, for a body such as the Secretariat could not be built up solely on the basis of equitable geographical distribution. The Secretary-General should be given the opportunity to establish within the Secretariat that type of tradition and international teamwork that alone would lead to the kind of Secretariat which every delegation desired.

29. He suggested that members of the Secretariat should be granted an international status which they did not enjoy at present. That question was not a new one: it had been studied by the League of Nations, some Member States of which had granted special privileges to their nationals who were members of the

League Secretariat. When the International Labour Organisation had been transferred to Canada in the Second World War, the Canadian Government had granted special privileges to Canadian nationals who were members of the Secretariat of that Organization.

30. Officials of the Secretariat should not lose their posts when the Governments of their countries changed. Only when guarantees were given that the United Nations would protect the international character of its Secretariat, could Member States expect the right spirit to be developed among Secretariat members. As long as members of the Secretariat felt that the United Nations would permit their loyalty to any national government to be investigated, it would be hard to develop the right spirit in the Secretariat. That is why he had some hesitation in accepting the Secretary-General's suggestions regarding the possibility of consulting Governments on recruitment. While he realized that it was natural for the Secretary-General to keep in touch with Governments on that matter, he could not take a definite stand on whether it was necessary for a highly qualified candidate with the true international spirit to be sponsored by his Government. Such a decision must be left to the Secretary-General and in taking decisions he should not be influenced by political circumstances but by the standards laid down in the Charter. The Secretary-General should exercise great discretion with regard to consultations with Member States in the matter of recruitment. He hoped that the Secretary-General would report fully to the tenth session on the question of consultations.

31. Although he had been glad to hear the Secretary-General's statements regarding the role which the principle of geographical distribution would play in the reorganization of the Secretariat, he looked forward to the time when the international spirit of the Secretariat would make the nationality of an official a consideration of minor importance.

32. In conclusion, he declared that the Norwegian delegation had the utmost confidence in the Secretary-General and would give him its full support.

33. The SECRETARY-GENERAL thanked the representatives of India and Norway for the underlying current of trust in him which he had sensed in their statements. Constructive criticism was a sign of trust and such trust was encouraging in view of the task which faced him. As the work of reorganization in the Secretariat was a major operation, he was particularly happy to note the Norwegian representative's statement that support for the Administration was needed.

34. He could agree with the Indian representative on certain points, but not on others, and felt that such disagreement arose mainly because he and the Indian representative had had different experiences.

35. Emphasizing that the report before the Committee was merely a progress report, he pointed out that the reorganization of the Secretariat was a lengthy operation and must be continued over years if the ideal Secretariat was to be achieved.

36. Several of the points raised by the Indian and Norwegian representatives referred to questions with which he hoped to deal in due course. He had had no chance so far to go deeply into such problems but he had not overlooked them.

37. The discussions in the Fifth Committee on the question of reorganization had made it easier for the persons concerned with such reorganization and had clarified rather than modified the proposals placed before the Committee. Such proposals must be applied with common sense, especially where the co-operation between Under-Secretaries and Deputy Under-Secretaries was concerned. The points brought out in the discussion were really further steps in the developments he had had in mind. He would be happy if members of the Fifth Committee would bear in mind the fact that what could be put on paper with regard to reorganization was one thing, and the implementation of that reorganization, which should be guided by the principles of the United Nations but conducted in a spirit of common sense, was another.

38. Referring to the Indian representative's concern at the fact that the material on which the Secretary-General's reorganization proposals had been based had not been made available to the Committee, he pointed out that the material in question consisted of the sum total of the experience acquired over a number of years by the top supervisory level of the Secretariat and by the Secretary-General himself. For example, he had attended approximately seventy-five meetings and hearings in connexion with the reorganization survey and the impressions he had received at such meetings and hearings had provided a certain amount of material for his reorganization proposals. He agreed with the Indian representative that the Charter was wise in placing responsibility on the Secretary-General for the reorganization, for no parliamentary body in the world could do the specific kind of work on which his proposals were based.

39. Owing to difficulties encountered in printing such tables, the first diagram in the report on the reorganization of the Secretariat (A/2731) was misleading. He assured the Indian representative that the Offices mentioned in the top line of the diagram had not been placed in a special "upper level" in comparison with other Offices of the Secretariat. He felt that there had been a basic misunderstanding about the position and responsibilities of the Executive Office of the Secretary-General and he would like to make it clear that it did not occupy a central position so far as the Secretary-General was concerned. It merely acted as a private secretariat to the Secretary-General and did not come between that official and other Offices of the Secretariat.

40. Reverting to the question of relations between Under-Secretaries and Deputy Under-Secretaries, he felt that the words "not subordinate to, but co-ordinate with", which he had used in his report (A/2731), had been misleading but he thought that the question of the meaning of those words had been fully clarified in his subsequent statements.

41. Referring to the suggestion that the Secretariat was top-heavy, he reminded the Committee that he had already pointed out that the same proportional reductions had been made at the top level as in the lower echelons of the staff and that there had been no difference in the approach to the question of reductions at the two levels. The idea that the organization was top-heavy had perhaps arisen from the fact that there was now only one level of top-ranking officials instead of the former pattern of three levels. He did not consider that it would be difficult for the Secretary-General to remain in contact with the vari-

ous Offices now coming under the direct control of his Office.

42. Replying to further points raised by the Indian representative, he said that the Office of Legal Affairs would have no supervisory functions over the various Departments. The change in the title of the Office merely meant that the link with the Secretary-General would be of a slightly different character. The Office of Legal Affairs would act as legal counsellor to the Secretary-General and would not be a policy-making department.

43. He fully understood the Indian representative's concern with regard to the Department of Trusteeship and Information from Non-Self-Governing Territories, but he felt that no bias had been shown by the staff of that Department. He agreed that in the matter of geographical distribution the Department's staff was not representative; developments in that direction would, however, be borne in mind.

44. He had been interested to hear the Indian representative's statement regarding his Government's co-operation with the Department of Public Information; he could assure him of his own co-operation and that of the Department.

45. Budgetary restrictions were responsible for the large amount of local recruitment carried out in connexion with lower-ranking posts. As he had stated on a previous occasion, he intended step by step to remove the imbalance in recruitment for posts where the principle of geographical representation applied. On the general question of the geographical distribution of posts, he accepted the system of quotas based on the contributions of Member States merely as a first step towards equitable geographical distribution. The United Nations was a democratic organization and should, within the limits set by qualitative requirements, aim at having a Secretariat which reflected a truly balanced picture of the world. An effort must first be made to achieve equitable geographical distribution in line with the contributions paid and then to reach a balance accurately reflecting the true status of the members of the international community. He agreed with the Indian representative that the question of equity could not be translated into quantitative terms. It would be just as wrong if the geographical distribution of posts was based on the population of Member States or any similar criterion.

46. He felt that it would be understood if the criterion of geographical distribution was applied in a slightly different manner where the top-level posts of the Secretariat were concerned, especially those in the Offices of the Secretary-General where he considered that professional qualifications and the possibility of the fullest co-operation between the officials concerned and the Secretary-General should outweigh considerations of geographical distribution.

47. He agreed in principle with what had been said about recruitment by examination but he reserved his position on the putting into practice of such a principle. On the question of consultation with Governments in connexion with recruitment, he explained that it was difficult for a Secretary-General to know what candidates were available in the various Member States unless he held consultations. He emphasized, however, that the Secretary-General's independence of judgment

must be fully maintained. All the delegations he had consulted so far knew that in screening candidates the Secretariat always bore the direct interests of the United Nations in mind. That fact had an important bearing on another important issue: the independence of staff members in relation to their own Governments. He did not wish to go into that question in detail at the present time but emphasized that traditions would eventually be established which would solve that problem in a satisfactory manner.

48. The question of international citizenship, to which the Norwegian representative had referred, was an interesting one, but was more an indication of the direction in which it was desirable to move than anything that could be hoped for within the next few years. It must be recognized that members of the Secretariat under present conditions must be nationals of their own countries and must remain so, and they were therefore subject to a large extent to the laws of their countries. That fact often gave rise to delicate problems, but he counted on the co-operation and understanding of Member States when such problems arose and he was in duty bound to support the greatest possible independence of the Secretariat. Countries would no doubt understand that in the implementation of laws and legal practices they might have to give a second thought to problems which arose as a result of the international status of members of the Secretariat.

49. He thought that the representatives of India and Norway had given somewhat exaggerated importance to the proposal he had made regarding research work to be done outside the Secretariat. He fully shared the Norwegian representative's opinion that the Secretariat should concentrate on tasks which were properly within the purview of the United Nations; there were, however, many types of research, such as the compilation of financial statistics and population data involving the application of mathematical methods, which could be entrusted to outside research institutes. The Secretariat was never free from the risk of being less objective than it should be in its research, for in any case it was obliged to work on the basis of data published by outside research institutes. There again, he felt the question of the common-sense application of principles applied. He would certainly heed the note of warning sounded by the Indian representative; he was indeed deeply concerned that all the work of the Secretariat should be truly objective.

50. He intended to submit a report shortly to the Advisory Committee on the guided tours services, in which he would suggest that the service should be taken over by the Secretariat. With regard to the volunteers in the Department of Public Information, he agreed that if they spoke for the United Nations it would be dangerous but he pointed out that they merely dealt with mail covering factual questions. He would, however, go further into that matter at a later date. The publications on the revision of the Charter which had been supplied to an Indian representative at the latter's request had undoubtedly been given to him in all good faith; the fact that most of the publications emanated from one Member State did not show any kind of bias.

51. Emphasizing that the discussion which had taken place had been of great help to him and to his assistants, he referred to the support the Administration needed

in the lengthy operation of reorganization, which involved very delicate problems. He thought there might be some danger if the parliamentary organs of the United Nations went into the process of the evolution of the reorganization of the Secretariat in too detailed a manner at the present time. Such a warning did not reflect any reluctance on his part to accept discussions

of detail, but was merely an indication that he believed that what was being done in the way of reorganization might be more easily and constructively judged when he had had more time to carry out various proposals in the common-sense way to which he had referred.

The meeting rose at 1.35 p.m.