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Chairman: Mr. Hans ENGEN (Norway).

FINANCIAL IMPLICATIONS OF THE DRAFT RESOLUTION PROPOSED BY THE AD HOC POLITICAL COMMITTEE ON AGENDA ITEM 23 * (concluded)

DRAFT REPORT OF THE FIFTH COMMITTEE TO THE GENERAL ASSEMBLY (A/C.5/L.366)

1. The CHAIRMAN drew the Committee's attention to the draft report (A/C.5/L.366) on the financial implications of the draft resolution (A/3026) proposed by the *Ad Hoc* Political Committee. The Committee had agreed, at its previous meeting, that the report should be submitted direct to the General Assembly, but since the General Assembly had not taken up that question at its 550th meeting the Committee might wish to follow the normal procedure and give the draft report its prior approval.

The draft report (A/C.5/L.366) was unanimously approved.

AGENDA ITEM 38

Budget estimates for the financial year 1956 (A/2904 and Add.1, A/2921) (continued)

General debate (continued) **

2. Mr. MENON (India) explained that his delegation's late intervention in the general debate was due to the fact that it had waited until all the pertinent material was available. Some of the Committee's most important documents had only recently been circulated; in respect of some items, an oral report had been substituted for a written report by the Advisory Committee on Administrative and Budgetary Questions, while there was as yet no sign of the Secretary-General's progress report on the reorganization of the Secretariat, which had been asked for in General Assembly resolution 886 (IX).

3. Before commenting on behalf of his Government on various subjects before the Committee, he wished to state that his delegation's whole approach to matters relating to the organization of the United Nations was based on the conviction that it was the duty of delega-

* The question of race conflict in South Africa resulting from the policies of *apartheid* of the Government of the Union of South Africa: report of the United Nations Commission on the Racial Situation in the Union of South Africa.

** Resumed from 513th meeting.

tions, both towards the Secretary-General and towards their own Governments, to take an interest in the administrative aspects of the Organization. It was the Secretariat, after all, that was called upon to carry out the General Assembly's decisions, whose effectiveness depended on its implementation of them, and it was the Secretariat which maintained contact with the Governments of Member States in the interval between sessions. Article 97 of the Charter declared the Secretary-General to be the chief administrative officer of the Organization and Article 101 placed upon the General Assembly the responsibility for establishing the staff regulations. Moreover, as he had stated at the ninth session (459th meeting), the relationship of the General Assembly to the Secretariat had no parallel in national parliamentary bodies.

4. As at the ninth session, much of the Committee's discussion hinged upon the voluminous report of the Survey Group. He regretted that, as his delegation had not had time to give that report all the study it required, its observations would be somewhat sketchy and incomplete.

5. Referring first to questions connected with the budget, he noted from the Secretary-General's report (A/C.5/639) that it was proposed to amend the form in which the budget was presented in such a way that the estimates for a great number of items now listed separately would henceforward be lumped together; such would be the case, for instance, with the twenty-one items relating to travel of delegates and the 128 items relating to common services. It was argued in the report that the proposed reform would reduce the volume of accounting work and solve certain accounting problems and that it would allow for greater flexibility in the use of staff. The proposal was, however, open to grave objection on the part of Governments, for it would defeat the main purpose of budget presentation, which was to enable Members to scrutinize the estimates given in all their detail. The consolidation of costs would have the effect of transferring final responsibility for the Organization's budgeting to the Secretary-General; the General Assembly would be abdicating its responsibility in that matter and delegations would be hard put to it to make out a plausible case before critical Governments. He therefore considered it essential that the present form of the budget should be retained and that, as in the national sphere, sanction should be sought for all expenditure, save only the very smallest sums.

6. His delegation was in principle in favour of the Secretary-General's proposal to review and revise United Nations salary scales (A/C.5/632, para. 6): the last survey had taken place in 1949 and the scale at present in force had been arrived at on the basis of those findings; there was no doubt that not only the cost of living but also standards of living had risen markedly since that time in various parts of the world. He agreed with the Secretary-General that any revision of the scale

should be made after a complete survey of the situation and he would suggest that the survey should be made by a body comprising representatives of Governments, representatives of certain of the specialized agencies and representatives of the staff. It would be useful to draw upon the knowledge of Governments with a long experience in organizing commissions of that kind.

7. His delegation was in principle in favour of the Secretary-General's proposal to increase the cost-of-living adjustment of staff members (A/C.5/636); it had been prepared to agree to the Advisory Committee's recommendation that the matter should be reconsidered and reported on again at the next session (A/3038), but, realizing that the majority of those who were likely to benefit from the increase were staff members in the lower grades, it had come to the conclusion that to postpone action would be unfair. There were, in its view, two possible solutions: the first was to make any decision taken at the next session retroactive in effect, though that, of course, would double the financial burden; the other was to adopt the Netherlands draft resolution (A/C.5/L.370), with certain amendments. His delegation could agree to the fixing of a maximum, since the cost-of-living adjustment was intended to relieve hardship and the higher paid officials did not suffer any hardship, but it felt that \$1,000 was too high a maximum and that the present ceiling should be retained. Furthermore, his delegation felt that the adjustment should be calculated in a manner proportional to needs rather than to salary, so as to benefit those who needed it most, the lower income groups; that requirement was partly met by the establishment of a \$400 minimum.

8. With regard to the budget in general, it was clear to his delegation that economies had really been effected and that the increases in the over-all budget of the Organization was fully warranted by the increase in the amount of work it had done.

9. Turning to the activities of the Organization, he expressed the view that contracts placed in 1956 for the supply of goods and services should be in full accordance with the financial regulations in force and subject to review by the Committee on Contracts. As was provided in article 10.5 of the financial regulations, tenders for equipment, supplies and other requirements should be invited by advertisement, except where the Secretary-General deemed that in the interests of the Organization a departure from the rule was desirable. Such departures should be truly exceptional and should be thoroughly justified. Moreover, the Committee on Contracts should not include persons concerned with the purchase and supply of goods and services for the United Nations. In addition, his delegation considered that there were many fields in which tenders could be invited from all parts of the world; that would emphasize and increase the international character of the Organization. In that connexion, he would like some information regarding travel arrangements; he was not sure whether contracts were placed with a single agency or whether tenders were sought. He would again refer, as he had done at the ninth session, to the inadvisability of permitting a member of the Secretariat, after his retirement from the Organization, to return to perform the same functions in private capacity. He would also be grateful for information on the catering service, which appeared to be supplied by the United Nations not only with space and equipment but also with a guaranteed clientele; he wondered whether or not that service represented a source of income for the Organization.

10. On the question of records, he felt that summary documents were nothing short of a menace: they did not provide the world organization with the archives it required. It was essential to have verbatim records, for the importance of decisions grew as time went on and posterity should not be left guessing how they had been reached. From the legal point of view it might prove invaluable at a later date to have available in detail the arguments which had been used for or against certain decisions and it was important not to lose sight of decisions made at what might prove to have been an inappropriate level. The argument of economy could not be used to justify the production of summary instead of verbatim records; in any case if economies were to be made they should be made elsewhere. He deplored the tendency apparent in the last two or three years to meet requests for reports reluctantly and only as an exception.

11. With regard to the reorganization of the Secretariat, he recalled the debate which had taken place at the ninth session on the Survey Group's lengthy report and resolution 886 (IX), which had been its outcome. He regretted that the report asked for in paragraph 3 of that resolution was not yet in the hands of the Committee, although he could well understand that the time might not yet be ripe for it. He wondered whether the second part of paragraph 2 of the resolution had proved useful to the Secretary-General in devising appropriate measures. He further regretted that the Advisory Committee's relevant report (A/3049) had been received at so late a date that it was of no assistance to his delegation in contributing to the debate; if there were no special reasons for the delay he could only interpret it as a discourtesy towards the General Assembly. In any case all reports should be in the hands of delegations early enough for the appropriate government departments to give them adequate consideration before the opening of the General Assembly session. That applied particularly to the Survey Group's report; he was under the impression that that report had been available in some form as early as May, yet it had only just been circulated, far too late for delegations to give it the attention it required. In general, he felt that the Advisory Committee should play a larger and more constructive part in the Organization. It could fulfil a useful function as a standing committee of the General Assembly and in that capacity it could be of great assistance to the Secretary-General and useful as an instrument of liaison with public opinion.

12. His delegation was not yet satisfied with the general structure of the Secretariat: it was still top-heavy, there being a far greater proportion of higher to lower officials than was normally the case in an organization of the kind. The criticism voiced by his delegation at the ninth session in that respect was therefore still valid and he would await with interest a further report on the matter by the Secretary-General. In particular he would like to know why the number of officers at the Under-Secretary level had more than doubled, whether that increase had been at the expense of posts at lower levels, and if so what effect that reduction had had on the administration.

13. Turning to the question of the geographical distribution of posts, he said that his Government could not accept the Secretary-General's quota system as it now stood. The figures quoted by the Secretary-General in the statement he had made to the Fifth Committee at its

513th meeting¹ did not support his conclusion that the situation was slightly better in 1955 than it had been in 1954. His delegation realized that improvements in geographical distribution could not be made at the expense of members of the staff who had given long service to the United Nations, but it was deeply concerned at the fact that there seemed to be general acceptance of the idea that large parts of the world need not be represented in the Secretariat and that it was impossible to find efficient candidates in certain parts of the world. He emphasized that there was no lack of talent and that talented people from the countries which were under-represented should be recruited and trained.

14. The Secretary-General had pointed out at the 513th meeting that there was likely to be more over-representation of certain countries where such over-representation now existed. The Indian delegation therefore considered that even the so-called non-international recruitment sphere should be open to international recruitment. The over-represented countries should be requested to provide opportunities in their own civil services for their citizens who were now members of the United Nations Secretariat. The international character of the Secretariat must be maintained: as his Government had already pointed out, so far as the representation of the Asian and African continents were concerned the situation was far from satisfactory. There were a large number of Europeans and United States citizens in Asian and African establishments but very few of the former in European establishments. One way of removing the disparity in geographical representation would be to pay more attention to staffing regional offices on a nationality basis. Again, officials holding top-level posts should be retired early, though that could not be done unless there was an appropriate pension scheme in force. It should be possible for a man holding a high position to return to his country after a certain number of years. His delegation supported the suggestion that at least part of the United Nations Secretariat should be composed of officials who held posts in their own government services, although for various reasons such a system might be open to criticism. His remarks, incidentally, were not meant to reflect in any way on the quality of the work performed by the nationals of individual countries.

15. His delegation could not support the suggestion that candidates from Trust Territories might be engaged on a fixed-term basis but it had no objection to the suggestion the Secretary-General had made at the 513th meeting that fixed-term type of appointments should be offered to fully adequate candidates drawn from Member States including those whose nationals were at present under-represented and States which might be admitted to the United Nations in the future.

16. The Indian delegation would like to know whether any retired officials of the rank of Under-Secretary or lower had been re-employed. He had heard of a case in which such an official had been assigned a post on a certain tribunal.

17. The Indian delegation was anxious to make its contribution and to assist the Secretariat in developing a truly international personality. It would like to be assured that the recommendations made by previous review groups and by the Fifth Committee would be taken into consideration in the recruitment of staff, such re-

ruitment being based, so far as the lower grades were concerned, on examinations. The Indian delegation also wished to know whether the Secretary-General was confident that promotion was always based on an official's merits. It would like to hear what role staff organizations played in personnel matters and it hoped that any member of the staff who had a grievance had a chance of appealing to the highest possible level.

18. His delegation would like to know what the term "permanent tenure" meant. It agreed with the Secretary-General's suggestion that a permanent contract should be subject to review only after the first five years of service (A/2996, section II). Caution should be exercised, too, in transferring members of the staff from one post to another.

19. Referring to the Department of Public Information, he agreed with the Secretary-General's view that economy did not necessarily mean a reduction in the budget and emphasized the important role which the members of the Department could play in furthering the cause of the United Nations. It would be interesting to compare the percentage of the Department's budget spent in advanced countries with that spent in the less developed countries; there was no need to spend large sums on information about the United Nations in European countries, at the expense of the less developed countries. He felt that the work of the Department in the host country should be directed towards making the inhabitants of that country more conversant with the thoughts and feelings of the representatives of other Member States. He was not suggesting, however, that the United Nations should be turned into a propaganda machine.

20. He had been glad to read the Secretary-General's bulletin (ST/SGB/102),² in which the Secretary-General had set forth his views on the responsibilities of Under-Secretaries without Departments.

21. The Indian delegation fully supported the Secretary-General's request for funds for the International School (A/C.5/645, para. 7).

22. In conclusion, he emphasized that his various comments and requests for information had been prompted by the desire to ensure closer contact between the Secretariat and the General Assembly and to give greater strength to the Advisory Committee on Administrative and Budgetary Questions.

23. The SECRETARY-GENERAL assured the Indian representative that he found great encouragement in the interest the Indian delegation showed in the working of the Secretariat and in its problems.

24. He regretted the delay which had occurred in placing the report of the Survey Group and its accompanying reports before the Committee. The work of the 1955 Survey Group had developed into a major operation, for the problems involved had proved to be much more extensive and much more complicated than he had foreseen. The survey had therefore taken a considerable time and the findings of the Group had been communicated to the Advisory Committee as and when they became available. Ninety per cent of the Survey Group's report concerned internal operations which were the Secretary-General's own responsibility and did not call for any special consideration or reaction by the Fifth Committee or the General Assembly.

25. Although he fully understood the Indian representative's concern about the proposed form of budget, he

¹ The complete text of the Secretary-General's statement is contained in document A/C.5/L.652.

² Mimeographed.

assured him that it would not lead to less adequate budget control. On the contrary, it should make for greater clarity and should assist the Advisory Committee and the Fifth Committee in their consideration of the budget estimates.

26. He was glad that the Indian representative was among those representatives who were disposed to take a liberal view with regard to the salary question. While he shared that representative's concern for the staff in the lower income brackets, he did not feel that they alone should be given an increase. Under the present salary system it often happened that an official promoted to a higher grade received a lower salary than he had received in the lower grade. Referring to the statement he had made at the 513th meeting, he pointed out that the staff assessment system in itself brought about a decrease in compensation as the salary scale increased. The Indian representative's comment therefore required very serious scrutiny from the point of view of a balanced salary system.

27. He was happy to note that the Indian representative felt that the fact that new decisions taken by United Nations bodies had led to additional expenditure should not in any way overshadow the fact that great economies had been effected. Such efforts at economy would be continued.

28. With regard to the placing of contracts, he pointed out that as at present composed the body now entrusted with that matter excluded the type of interests against which the Indian representative had wished to warn the Secretariat. The question of placing contracts on a global basis was an important one which should be studied, but it might lead to increased expenditure and complicated procedures.

29. The question of travel arrangements was under study, for he was not wholly satisfied with the present system. Proposals on the subject would be submitted to the Fifth Committee in due course.

30. The contract for catering arrangements at Headquarters was a temporary one and would be reconsidered in the course of 1956. He fully shared the views expressed by members of the Fifth Committee on the principle to be applied in such matters.

31. The question of verbatim reports and summary records had been considered at earlier sessions of the General Assembly; while it might be wise to raise it again, his own feeling was that no proper balance would be found between the costs and advantages of verbatim reports. The Advisory Committee would study the question if it were raised, but he would remind members of the frequent complaints made in the Fifth Committee and the General Assembly about the mass of documentation. He had made and was making serious efforts to restrict documentation and he felt that serious consideration should be given to any movement in the opposite direction before it was accepted by the Fifth Committee.

32. With regard to the reorganization of the Secretariat, the only report he had been able to make after the short time of implementation was covered by the 1956 budget estimates (A/2904). The observations made at the General Assembly's ninth session had been taken fully into account and he felt that the point most stressed at that time had been the question of implementing the new manning tables quickly without inflicting hardship on the staff. Judgement on the best line to take with a

view to future procedure should be held in abeyance until it was seen how the new arrangements worked.

33. He would not reiterate the arguments he had advanced from time to time on the subject of alleged top-heaviness in the Secretariat but would point out that there had been a balanced reduction in the higher posts taking into account the former posts of Assistant Secretary-General and Principal Director on the one side and the new grade of Under-Secretary on the other. He could assure the Indian representative that there was not an unnecessarily large number of officials in higher posts in relation to those in lower posts. As he had pointed out to the Fifth Committee at the ninth session, the more an organization of the type of the Secretariat was condensed, the more necessary it was to rely on top-level guidance. In no case had reductions been made in lower grade posts in order to preserve higher grade posts.

34. With regard to the geographical distribution of staff there was little he could add to the statement he had made at the 513th meeting. The Indian representative had recognized that the promotion of members of the staff recruited into positions outside the international quota area might make it more difficult to improve geographic distribution inside the quota area, and had suggested putting all staff recruitment on the widest possible geographical basis. The Secretary-General would point out, however, that experience gained in filling vacancies at those lower levels from other countries, for example Canada instead of the host country, had shown that it was not advisable to extend the area of the quota too deeply and too generally. The principle should be remembered as a *desideratum*, to be applied also outside the quota area provided it did not entail dangerous or costly administrative practices. In recruiting for posts which should continue to be kept outside the geographical quota system he did not forget that the United Nations was an international organization. But to include the whole staff for purposes of geographical distribution would be costly in time and in money.

35. He was already endeavouring to provide training for potential staff members from regions where it was difficult to find suitable recruits for the Secretariat. Experience had shown the wisdom of some recruitment to the Secretariat on the basis of secondment: it was often difficult for personnel of high calibre to obtain in the foreign service of their own country the experience available to them in the United Nations and it would be of great assistance to Ministries of Foreign Affairs to be able to send staff for a few years' service, combined with training, with the Secretariat, on the understanding that they would be accepted back in their national services. In that sense he would be glad to see the Secretariat become a school for diplomats. Secondly, the twenty scholarship holders whose appointments as special internes had been approved by the General Assembly appeared to be doing well in their training and had proved of good quality. If further experience showed the number of scholarships should be increased that would do much to meet India's wishes.

36. Like many Governments, the Secretariat had difficulty in finding suitable candidates; his approaches to Governments had often proved fruitless, when, for all their willingness, Governments had been unable to spare those most eligible for such appointments. It was to be hoped that Governments would co-operate further by assisting the Secretariat to secure suitable candidates

and to give them the benefit of the training and experience it could offer. He agreed with the Indian representative that the regional offices might serve as training-grounds but, small as they were, they should not be overburdened with recruits.

37. He felt that it would not be at all desirable for trainees from the Trust Territories to be retained in the Secretariat either until their usefulness was exhausted or until prolonged residence in an alien environment had unfitted them to understand their own Territory's problems. Trainees from Non-Self-Governing Territories should serve just long enough to acquire a broad experience and hence become more valuable to their own Territories. With the added value they would acquire through their training, they should have no difficulty in finding suitable posts on their return there.

38. In principle he agreed with the Indian representative that it was undesirable to continue employing staff members who were over age, a practice which impeded the normal course of promotion and recruitment. It was, however, inevitable that exceptions should be made — and not only at top levels — for particular staff members whom it was in the interests of the United Nations to retain for some time beyond retiring age.

39. The present system of recruitment, operating through an Appointment and Promotion Board on which national representation was very wide and which held an open discussion on every candidate, provided the necessary safeguards against partiality on national or other grounds. When compared with the practice of civil services in European countries, the system might even appear cumbersome, but for him that consideration was more than outweighed by the assurance that the individual's rights were guaranteed.

40. In view of the great and ever-increasing importance of staff organization it was gratifying that co-operation between the Office of Personnel and staff representatives, and between staff representatives and the Secretary-General, was increasingly fruitful and, so far as he was concerned, marked by increasing confidence. The extent of staff intervention in administrative matters was, of course, necessarily limited. The Administration had responsibilities which it could not delegate; the staff should be able to state their views freely, even on matters concerning individual staff members, but the final decision must be taken by the chief administrative officer — in the case of the United Nations, the Secretary-General. Any other course would be, not democracy, but anarchy.

41. The right of any staff member to appeal direct to the Secretary-General had existed throughout his tenure of office. That right merely supplemented the normal procedures of redress, which operated through the Joint Appeals Board, the staff representatives and direct access to the Director of Personnel. The right of appeal to the Secretary-General had been used only rarely owing, not to lack of willingness on his part, but to the adequacy of the regular appeal machinery.

42. In reply to the Indian representative's query concerning the legal nature of permanent appointments, it should be remembered that (questions of misconduct, etc., apart) regulation 9.1 (a) of the Staff Regulations provided that the Secretary-General might terminate the appointment of a staff member if the necessities of the service required abolition of the post or reduction of the staff. With regard to transfers he could assure the Indian representative that no staff member was

ever transferred, whatever the balance of reasons, except on solid administrative indications; that principle would be maintained. Transfer problems were always delicate owing to the various difficulties involved for the individual staff member, but every effort was made to give all relevant considerations due weight.

43. He fully appreciated the vital nature of the work of the Department of Public Information. That work was still at an early stage in its development and it was not easy to decide what direction it should take: the United Nations had to beware of propaganda but must publish objective and plentiful information on its activities. The task was not without its pitfalls, but the Department always endeavoured to work in a manner acceptable to Member States. It would be satisfactory if there were no necessity to inform the more advanced countries about United Nations activities, but the fact was that the service was genuinely needed; indeed, there was often a more spontaneous understanding of the United Nations in the countries with less experience of international affairs. He hoped he could count on understanding treatment by the Fifth Committee of proposals to amplify the Department's work in the less advanced areas. Members of delegations could do the United Nations a valuable service through contacts in particular in the host country.

44. It was as yet too soon for him to comment on the operation of the two Under-Secretaries without department; only experience would show whether changes were needed in their terms of reference.

45. He greatly appreciated the understanding the Indian representative had shown with regard to the International School, a project well worth encouragement by the United Nations.

46. Mr. ZARUBIN (Union of Soviet Socialist Republics) said that, as the Secretary-General had emphasized at the 513th meeting, geographical distribution was a key question in the policy of the Secretariat and the basis for any consideration of the question was Article 101, paragraph 3, of the Charter. His delegation wished to state once again that the Secretary-General should eliminate the present anomalous situation with regard to the representation in the Secretariat of some States and regions, especially at the intermediate and senior staff levels. The present geographical distribution of posts was far from satisfactory. It was a generally accepted axiom that a country's representation in the Secretariat should correspond to the relative size of its financial contribution to the United Nations budget; the countries of Eastern Europe, however, which contributed some 20 per cent of the budget, were represented by only 4 per cent of the Headquarters staff. The Fifth Committee should keep the problem of geographical representation under constant review throughout each session of the General Assembly. His delegation would do all in its power to help the Secretary-General in solving that problem. He requested that the Rapporteur, in his report on the question of personnel policy, should express the Committee's wish that the Secretary-General should report annually the progress made in improving the geographical distribution of posts. He was confident that the Secretary-General would do all he could to that end and that, when the report was before the Committee at the twelfth session, the question would be considered from every standpoint, so that shortcomings might be eliminated.

47. Mr. ERHAN (Turkey) noted that the Fifth Committee had many times discussed the question of equitable geographical distribution of posts. In that matter the Committee was faced with an accomplished fact; there was no point in trying to apportion blame for the present state of affairs and the problem could not be solved quickly, for it would be unreasonable to ask the Secretary-General to dismiss particular officials for the sake of geographical distribution. He therefore made the following proposals: that newly created posts and vacancies should be filled by candidates from under-represented countries; that where those countries yielded no suitable candidates the Secretary-General should so inform their Headquarters delegations; and that a list of vacancies and appointments thereto should be published in a regular bulletin and circulated to Headquarters delegations.

48. If those measures proved insufficient a special committee composed of some Members of the General Assembly should be set up to supervise the application of Article 101 of the Charter. Such an organ was clearly needed, for the Advisory Committee regarded the question of geographical distribution as lying outside its terms of reference.

49. Mr. AGHNIDES (Chairman of the Advisory Committee on Administrative and Budgetary Questions) stated, for the information of the Indian representative, that the Advisory Committee had submitted only one oral report at that session; it had done so, not from choice, but because the subject of the oral report had had to be laid before the General Assembly within twenty-four hours.

50. The Indian delegation's comments with regard to the role of the Advisory Committee were a matter not for him but for the Fifth Committee to discuss. Criticism of the Advisory Committee's work was always welcome, but he felt that the Indian representative had been mistaken in attributing delays in documentation to the Advisory Committee's leisurely mode of procedure. As the Fifth Committee had decided to take the Advisory Committee's reports as the basis of its discussions, the latter had to do its work thoroughly. It would be physically possible to produce its reports more quickly, but not without some sacrifice of quality. It was for the Fifth Committee to decide whether that sacrifice should be made.

51. The SECRETARY-GENERAL stated that the Turkish representative's proposals could be interpreted as an accusation of inefficiency or lack of willingness which the Secretariat did not deserve. The second sentence of Article 101, paragraph 3, of the Charter, advocating a wide geographical basis, should be read in conjunction with the first sentence, which spoke of the paramount importance of securing the highest standards of efficiency, and with paragraph 1, which provided that the staff should be appointed by the Secretary-General under regulations established by the General Assembly. Thus it was clearly the Secretary-General's responsibility, first to secure the highest

standards of efficiency, and secondly to pay due regard to the importance of recruiting the staff on as wide a geographical basis as possible. The establishment of the special committee advocated by the Turkish representative would therefore conflict with the Charter.

52. As he had lately informed the Committee, the difficulties in the way of broad geographical representation were that the Secretariat was not expanding but contracting, with consequent restriction of recruitment, and that it was now essential to appoint only well-qualified candidates to Secretariat posts. Such persons were doubtless available in many countries, but the Secretariat could not always secure them. He asked the Committee to have confidence in him and to leave it to him to strike the best balance between all aspects of the Article of the Charter.

53. In reply to questions the Czechoslovak representative had asked at the 516th meeting, Mr. ROBERTSON (Director of Personnel) stated that the eight staff members from East European countries appointed during the period under review were USSR nationals; four USSR staff members had returned home during the same period, so that the representation of the USSR in the Secretariat had been increased by four staff members.

54. Mr. VAN ASCH VAN WIJCK (Netherlands) thanked the Secretary-General for a salutary reminder of the Charter provisions governing the recruitment of staff. He did not wish to open a general discussion on appointments but reserved his delegation's position on the subject.

55. His delegation was grateful for the invaluable assistance the Fifth Committee had received and continued to receive from the Advisory Committee. The fact that documentation on some questions had reached delegations somewhat late at the present session was no fault of that Committee, which would be ill-advised to devote anything less than its full attention to any matter for the sake of speed.

56. Mr. MERROW (United States of America) associated himself with the Netherlands representative's remarks.

57. Mr. VENKATARAMAN (India) explained that his delegation's criticism of delays in documentation had not been directed at the Advisory Committee. He appreciated what the Chairman of the Advisory Committee had said; his delegation's point had been simply that delegations needed time to consult their Governments.

58. Mr. FENAUX (Belgium) endorsed the Netherlands representative's remarks.

59. The fact that the general debate had been spread over several weeks had, unfortunately, made it difficult for the Rapporteur to form a coherent impression of what had been said by particular speakers; if, however, his report was to contain a reference to geographical distribution the Belgian delegation's remarks on that subject during the general debate (505th meeting) should be taken into account.

The meeting rose at 5.50 p.m.