

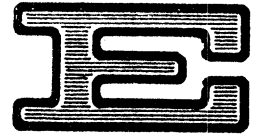


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**REPORT OF THE EXECUTIVE SECRETARY
ON THE ACTIVITIES OF THE COMMISSION**

FOLLOW-UP ACTION ON THE RESOLUTIONS OF THE COMMISSION

- (iv) Resolution 161(XIV) on human and financial resources:
vacancies in the secretariat

1. The Economic and Social Commission for Western Asia (ESCWA) reviewed the continuing rate of vacancies in Professional posts subject to geographical distribution in its resolution 161 (XIV) of 5 April 1987, entitled "Human and financial resources: vacancies in the secretariat".

2. Since the fourteenth session of the Commission, matters relating to the filling of vacancies have considerably improved. Despite the continued imposition of the recruitment freeze, the Commission has managed to reduce the vacancy rate from 30 per cent in 1987 to 25 per cent at the end of 1988. However, seven candidates will be recruited and this will further reduce the vacancy rate to 10 per cent by the second half of 1989 bearing in mind that seven vacant posts at P-1 and P-2 level are earmarked for the National Competitive Examinations and the G to P Examination.

3. It is worth mentioning that the Office of Human Resources Management has been co-operative, understanding and considerate in the sense that they have allowed the Commission to recruit from over- and adequately-represented member States. In 1987/1988 the Commission was also allowed to recruit persons for short periods using the funds of unencumbered posts.

4. It should be noted that, in accordance with General Assembly resolution 41/213 of 19 December 1986, entitled "Review of the efficiency of the administrative and financial functioning of the United Nations", dealing with the reduction of posts, it has been decided that the Commission, along with other Commissions in the Secretariat, will eliminate eight posts under the Professional category and 19 posts under the General Service category, effective 1 January 1990. These posts have been identified and will accordingly be abolished as of 1 January 1990.

5. As of 1 February 1989, the vacancy profile of the secretariat was as follows:

Posts subject to geographical distribution

Vacant posts (substantive divisions)	9
Vacant posts (administrative and common services)	1
Total vacant posts	10 or 9.6 per cent

6. The Commission has always sought the participation of all member States in the region, especially Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the United Arab Emirates, as far as staffing the secretariat of the Commission is concerned. It has been repeatedly suggested that under- and unrepresented member States should participate in the work of the Commission by seconding suitable persons for for periods of at least two years. This arrangement should serve two purposes. On the one hand it would provide a good training ground for citizens of member States to gain insight into the work of the Commission and acquire international experience; on the other hand, it would reduce the dependence of the Commission on human resources from outside the region.

7. The secretariat has approached the permanent missions of the member States of this region, in particular the under- and unrepresented States to encourage their citizens to participate in the National Competitive Examinations of the United Nations with a view to selecting junior professionals to be appointed at the P-2 level. However, the secretariat reports that the response has so far been unencouraging.

8. The geographical representation of ESCWA member States in the United Nations Secretariat as of 30 November 1988 was as follows:

<u>Member State</u>	<u>Staff on board</u>	<u>Desirable range</u>	<u>Status</u>
Bahrain	0	2-14	Unrepresented
Egypt	12	4-14	Within range - above mid-point
Iraq	14	4-14	Within range - above mid-point (adequately represented)
Jordan	12	2-14	Within range - above mid-point
Kuwait	0	6-16	Unrepresented
Lebanon	17	2-14	Overrepresented
Oman	2	2-14	Within range - below mid-point
Qatar	1	3-14	Underrepresented
Saudi Arabia	4	17-26	Underrepresented
Syrian Arab Republic	8	3-14	Within range - above mid-point
United Arab Emirates	1	5-14	Underrepresented
Yemen Arab Republic	3	2-14	Within range - below mid-point
Democratic Yemen	6	2-14	Within range - below mid-point