

**General Assembly**Distr.  
GENERALA/C.5/44/34  
29 November 1989  
ENGLISH  
ORIGINAL: ENGLISH/FRENCHForty-fourth session  
FIFTH COMMITTEE  
Agenda item 17 (f)APPOINTMENTS TO FILL VACANCIES IN SUBSIDIARY ORGANS AND OTHER  
APPOINTMENTS: APPOINTMENT OF MEMBERS OF THE INTERNATIONAL  
CIVIL SERVICE COMMISSIONNote by the Secretary-General

1. In his note of 22 February 1989 (A/44/106), the Secretary-General advised the General Assembly that the terms of office of five members of the International Civil Service Commission (ICSC) would expire on 31 December 1989 and that it would be necessary for the Assembly, at its forty-fourth session, to appoint five persons to fill the resulting vacancies for terms of office of four years, beginning on 1 January 1990.
2. The members of the Commission whose terms of office expire on 31 December 1989 are:  
  
Mr. Michel Jean Bardoux (France)  
Ms. Claudia Cooley (United States of America)  
Mr. Antônio Fonseca Pimentel (Brazil)  
Mr. Alexis Stophanou (Greece)  
Mr. Ku Tashiro (Japan)
3. In his note of 26 June 1989 (A/44/106/Add.1), the Secretary-General recalled the request of the General Assembly contained in paragraph 3 of section II of its resolution 43/226 of 21 December 1988 that, in the context of article 4 of the statute of the Commission, he should propose an appropriate deadline for the submission of candidatures for appointment to the Commission so as to allow for full and timely consultations with the three parties concerned, i.e., Member States, the executive heads of the other organizations and staff representatives. Consequently, the Secretary General proposed that a deadline of 15 October 1989 be established for the submission of candidatures for the five vacancies mentioned in paragraph 1 above.

4. In paragraph 4 of section II of the same resolution, the General Assembly also requested the Secretary-General, in his report to the Assembly at its forty-fourth session, to reflect the views resulting from the consultations referred to in paragraph 3 above.

5. In his note of 15 September 1989 (A/44/106/Add.2), the Secretary-General advised the General Assembly of the resignation of Mr. Karel Houska (Czechoslovakia) as a member of ICSC and that it would be necessary for the Assembly, at its forty-fourth session, to appoint a person to fill the unexpired portion of the term of office of Mr. Houska until 31 December 1990.

6. The Member States have submitted the following candidatures:

(a) For a four-year term of office beginning 1 January 1990:

(i) For the Group of Asian States (one vacancy):

Mr. Ku Tashiro (Japan);

(ii) For the Group of Latin American States (one vacancy):

Mr. Antônio Fonseca Pimentel (Brazil);

(iii) For the Group of Western European and Other States (three vacancies):

Mr. Michel Jean Bardoux (France);

Ms. Claudia Cooley (United States of America);

Mr. Anthony Mango (United Kingdom of Great Britain and Northern Ireland);

Mr. Alexis Stephanou (Greece);

(b) For a one-year term of office beginning 1 January 1990:

Mr. Ladislav <sup>V</sup>Smíd (Czechoslovakia) for the unexpired portion of the term of office of Mr. Houska.

7. The appointment of the members of ICSC is governed by the provisions of articles 4 and 5 of the Commission's statute. Pursuant to these provisions, and in accordance with paragraphs 3 and 4 of General Assembly resolution 43/226, the Secretary-General is required to undertake consultations with Member States, through the Chairmen of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations (FICSA) and the Co-ordinating Committee for Independent Staff Unions and Associations of the United Nations System (CCISUA), and with the Advisory Committee on Administrative and Budgetary Questions (ACABQ).

8. With regard to the consultations with Member States, to which reference is made in paragraph 7, it should be pointed out that, for the three vacancies arising in the Western European and Other States group, all four nominations have been put forward by individual Member States, and none has received endorsement by the group as a whole.

9. On the occasion of the second regular session of the Administrative Committee on Co-ordination (ACC), which took place on 18 and 19 October 1989, the executive heads of the other organizations reviewed the list of candidatures received by the Secretary-General. Some executive heads stressed the need for continuity in the membership of the Commission in the context of the finalization of the comprehensive review of conditions of service and the forthcoming comprehensive review of pensions. Consequently, the executive heads considered it appropriate to endorse the four outgoing members who had been renominated by Member States. They also endorsed the candidature of Mr. Šmíd to serve for the unexpired portion of the term of office of Mr. Houska.

10. In early October, both FICSA and CCISUA were requested to provide their views on the matter. No response has been received so far from either staff body.

11. On the basis of these consultations, the Secretary-General, in his capacity as Chairman of ACC, is now in the position to suggest that the Fifth Committee recommend to the General Assembly the following appointments to ICSC:

(a) For four-year terms of office beginning 1 January 1990:

Mr. Michel Jean Bardoux (France);  
Ms. Claudia Cooley (United States of America);  
Mr. Antônio Fonseca Pimentel (Brazil);  
Mr. Alexis Stephanou (Greece);  
Mr. Ku Tashiro (Japan);

(b) For one-year term of office beginning 1 January 1990:

Mr. Ladislav Šmíd (Czechoslovakia).

12. Bibliographical notes for the nominees recommended by the Secretary-General are set out in annex I to the present document. A biographical note for the remaining nominee is contained in annex II.

Annex I

[Original: French]

Michel Jean Bardoux

**Born** 31 March 1921

**Education** Certificate of secondary education (Mathematics)  
University study at the Sorbonne:  
Bachelor's degree  
Master's degree (English studies)

**Career** 1943-1946 Pilot and RAF Monitor with Free France movement  
Escaped Prisoner's Medal  
Chevalier of the National Order of Merit

1947-1948 Interpreter with the United Nations

1948-1956 Head of the Language Division, International  
Telecommunication Union (ITU)

1956-1958 Deputy Chief of Personnel Department, ITU

1958-1986 Personnel Director, ITU, until retirement

Represented the Secretary-General of ITU at several  
meetings of the Administrative Committee on  
Co-ordination (ACC)

Participated in the sessions of the Consultative  
Committee on Administrative Questions (CCAQ) from  
1960, including those held at the time of the  
elaboration of the statute of the International  
Civil Service Commission (ICSC)

Chairman of the CCAQ Sub-Committee on Job  
Classification

Chairman of CCAQ in 1975 and 1980

Vice-Chairman of the United Nations Joint Staff  
Pension Board (UNJSPB) in 1972. Participated in  
numerous sessions of the Board.

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Participated in sessions of the International Civil Service Advisory Board (ICSAB), then, after its creation, in those of ICSC, either as spokesman for the administrations of the organizations of the United Nations common system, or as representative of the ITU administration

1988 and 1989

Member of ICSC

Claudia Cooley

[Original: English]

- Experience** Twenty-two years experience in the central personnel agency of the United States Government. Extensive executive and technical experience in major aspects of personnel administration, including staffing, compensation, labour relations and workforce management
- 1986-present Member of ICSC
- United States Office of Personnel Management, Washington, D.C.
- 1986-present Associate Director for Personnel Systems and Oversight - responsible for a wide variety of programmes, including the Government's pay and position classification systems, performance management, employee and labour relations and oversight of agency personnel management
- 1981-1986 Deputy Associate Director for Compensation - responsible for federal civilian compensation programmes, with a staff of over 1,200 people. Fiduciary responsibility for government trust funds with total assets exceeding \$100 billion. Operational responsibility for monthly pension payments to close to 2 million people. Principal management representative in negotiations of three-year contract with local union
- 1979-1981 Assistant Director for Agency Relations - management adviser to agency heads and other officials on personnel management issues and policies
- 1977-1979 Co-chairperson of a task force under the President's Reorganization Project - responsible for directing the implementation of the United States Civil Service Reform Act of 1978
- 1974-1977 Chief, Program Management and Evaluation, Bureau of Recruiting and Examining - responsible for management of nation-wide recruiting and examining programme involving \$40 million budget and 2,200 employees
- 1972-1974 Assistant Manager of Washington Area Personnel Office
- 1969-1972 Administrative Officer and Personnel Staffing Specialist
- Education** University of Michigan, Ann Arbor, Michigan, Master of Public Administration
- Mount Holyoke College, South Hadley, Massachusetts, Bachelor of Arts

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**Honours**

Presidential Meritorious Executive Rank Award - 1986  
Director's Award for Distinguished Service - 1984  
Senior Executive Service Performance Awards - 1981-1984  
United States delegate - Mexico Bilateral Conference on Public  
Administration - 1980

Antônio Fonseca Pimentel

[Original: English]

Born 3 July 1916

Education Colégio Brasil, Ouro Fino (MG), 1934-1935  
American University, Washington, D.C., 1952-1953

Professional experience

1953-1955 Adviser, Brazilian School of Public Administration  
1955-1956 Director, Personnel Division, Brazilian Department of the Civil Service  
1956-1957 Chief of Branch, O. and M. National Bank for Economic Development  
1957-1961 Director-General, Department of Administration, Ministry of Transportation  
1961 Secretary-General of Administration, Government of Brasilia, D.F.  
1961-1963 Director-General, Department of Civil Service  
1963-1965 Regional Adviser, United Nations Central American Technical Assistance Board  
1966-1969 Assistant to the Director of Personnel and Management, Food and Agriculture Organization of the United Nations (FAO)  
1969-1971 Assistant to the Head of Civilian Staff, Presidency of the Republic  
1971-present Special Adviser, Getúlio Vargas Foundation, Brasilia  
1975-present Member of ICSC

Publications Democratic World Government and the United Nations, Brasilia, Excopo Editora, 1979, 2a. Edição, 1980, 158 pp.

"Civil Service Personnel Management in Latin America" in Civil Service Systems (Essays and Texts), organized by Louis Fougère, Brussels, International Institute of Administrative Sciences and the United Nations Educational, Scientific and Cultural Organization (UNESCO), 1967, pp. 33-55.

Politics and Administration, Limited edition, Rome, 1966, 58 pp.



Introdução à Administração Internacional de Recursos Humanos,  
Brasília, DASPO, 1975, 93 pp.

A Paz e o Paó (Desafio às Nações Unidas), Rio de Janeiro, Fundação  
Getúlio Vargas, 1971, 2a. edição, 136 pp.

**Alexis Stephanou**

[Original: English]

**Date of birth** 3 July 1926

**Place of birth** Paris, France

**Nationality** Greek

**Family status** Married, one son

**Education** Athens University (1946-1950), Diploma in Political Science and Economics

Australian National University, Canberra (1972-1973)

Seminars in international relations, theory and history of political ideas

**Professional experience**

**1945-1951** Under-Secretariat for Press and Information, Athens, as Foreign Press Division Officer

**1951-1953** Attache of Embassy, Ministry of Foreign Affairs, Athens

**1953-1957** Vice-Consul in Jerusalem, Secretary to the Diplomatic Representation in Israel. Acting Consul General and Diplomatic Representative from June 1956 to January 1957

**1957-1958** Second Secretary, Greek Embassy, Ankara

**1958-1962** First Secretary, Greek Embassy, London

**1962-1964** Head of the Turkish Affairs Section, Political Department, Ministry of Foreign Affairs

**1964** Member of the Greek delegation to the General Conference of UNESCO, Paris

**1964-1969** Counsellor of the Greek Embassy, Nicosia, Cyprus

**1969-1971** Deputy Permanent Representative, Permanent Mission to the United Nations at Geneva; Acting Permanent Representative (October 1970 - April 1971)

**1971-1974** Ambassador of Greece to Australia and New Zealand

**1974-1978** Ambassador of Greece to Bulgaria

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- 1979-1982      **Head of the Division of International Organizations and Conferences, Ministry of Foreign Affairs, Athens**
- Member of the High Board for Promotions and Transfers, Ministry of Foreign Affairs
- Member of the Committee for the review of the post adjustment scales of the Foreign Ministry staff serving abroad
- Head of the Greek delegation to the Second and to the Third Review Conference of the Parties to the Treaty on the Non-Proliferation of Nuclear Weapons (1980 and 1985)
- Member of the Working Groups on Disarmament and on Non-Proliferation of the European Political Co-operation (President of the groups from July 1983 to December 1983)
- October 1982      **Chairman of the Examination Board of the Diplomatic Service entrance examination**
- Chairman of the Committee administering a special voluntary fund subscribed to by the Staff of the Ministry for Foreign Affairs (August 1980-December 1982)
- 1983-1985      **On special missions for the Ministry for Foreign Affairs:**
- Greek representative to the third meeting of the Contracting Parties to the Convention for the Protection of the Mediterranean Sea against Pollution (February-March 1983)
- Greek representative to the 1983 and 1984 substantive session of the Disarmament Commission, New York; Vice-Chairman of the aforesaid Commission for the 1984 session, re-elected for the 1985 session
- December 1984      **Promoted to the rank of career Ambassador**
- February 1985      **Retired from the Service in accordance with the law for mandatory retirement at the age of 58 for Foreign Service Officers who have completed 35 years of civil service or more**
- 1979-1988      **On special missions for the Ministry for Foreign Affairs:**
- Member of the delegation of Greece to the General Assembly at its thirty-fourth to forty-third sessions of the General Assembly (representative of Greece to the Special Political Committee, 1979, 1980 and 1981 and to the First Committee from 1982 onwards)
- Greek representative to the 1986, 1987 and 1988 substantive sessions of the Disarmament Commission, New York

President of the Working Groups on Disarmament and on  
Non-Proliferation of the European Political Co-operation from July  
to December 1988

1986-1989            Member of ICSC

Other activities and assignments

1979-1982            Member of the Executive Committee, Hellenic National Commission  
for UNESCO

Member of the Administrative Board of the European Cultural  
Centre, Delphi, Greece

Member of the Executive Committee, Hellenic National Committee for  
UNICEF

1983-1984            Member of the Board of Directors, Institute for East-West Security  
Studies, New York

Lecturer at the National Defense College, Athens

Ku Tashiro

[Original: English]

Date of birth 3 December 1925  
Place of birth Kumamoto-ken, Japan  
Nationality Japanese  
Sex Male  
Marital status Married  
Education Graduated from Kyushu University (Agriculture)  
Completed the Career Executive Programmes, Institute of Public Administration (Public Administration)

Professional experiences

1949 Joined the National Civil Service Commission (NCSC), Japan  
1958-1961 Personal Secretary to the National Civil Service Commissioner, NCSC  
1962-1968 Assistant Director, Efficiency Division, Employee Relations Bureau, NCSC  
1963-1964 Fellow, United Nations Technical Assistance Programme (study in the United States, the United Kingdom and France)  
1968-1970 Job Analyst/Chief, Management Service Unit, Central Establishment Division, President's Office, United Republic of Tanzania (Technical Co-operation Programme)  
1970-1972 Director, Planning and Administration, Institute of Public Administration, NCSC  
1972-1974 Director, Efficiency Division, Employee Relations Bureau, NCSC  
1974-1979 Chief, Recruitment Planning and Staff Development Service, Personnel Division, FAO  
1979-1980 Director, Training and Development Office, NCSC  
1980-1981 Director General, Institute of Public Administration, NCSC  
1981-1982 Director General, Equity Bureau, NCSC

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- 1981-1984      Member, Research Group on the Relationship between Bureaucracy and Economic Development in Developing Country, Institute for Development Economics
- 1982-1984      Secretary-General, International University of Japan (IUJ)
- 1983-1985      Chairman, Committee for the Improvement of Human Resource Management in International Organizations, National Institute for Research Advancement
- 1984 to date    Special Advisor to the President/Chairman, IUJ
- 1988 to date    Member, International Civil Service Commission

Professional associations

Member, International Institute for Administrative Sciences, Brussels

Member and former Executive Member, Board of Directors, Japanese Society for Public Administration

Member, American Society for Training and Development

Executive Director, Japan Institute of Personnel Administration

Ladislav Šmíd

[Original: English]

Mr. Ladislav Šmíd, Czechoslovakia, has been associated with the activities of various United Nations bodies since 1959. He participated in a number of the sessions of the General Assembly: in the fifteenth to nineteenth and in the twenty-eighth to thirty-fourth sessions, as well as in the sixth and seventh special sessions. He was Vice-Chairman of the Special Political Committee at the twenty-eighth session, Vice-Chairman of the Ad Hoc Committee of the seventh special session and Chairman of the Third Committee (social, humanitarian and cultural) at the thirtieth session.

He has also taken part in the work of the Security Council, the Economic and Social Council and some of its subsidiary bodies. He was Vice-Chairman of the Preparatory Committee of the United Nations Conference on Trade and Development (UNCTAD) in 1963-1964; Chairman of the Commission for Social Development, 1967; Vice-President of the Trade and Development Board of UNCTAD, 1969/70 and 1972/73; Vice-President of the Economic and Social Council, 1974-1976 (serving as Chairman of its Social Committee in 1974, Policy and Programme Co-ordination Committee in 1975 and Economic Committee in 1976) and President of the Economic and Social Council in 1977. In 1980-1982 he was a member of the Committee on Contributions.

He has also attended the meetings of the Economic Commission for Europe (ECE) and some of the specialized agencies of the United Nations, particularly UNESCO; he was a member of the UNESCO Executive Board in 1981-1985 and its Vice-Chairman in 1984-1985.

Mr. Šmíd was born on 16 July 1925 at Kladno, Czechoslovakia, and, prior to his entry into the Foreign Service of Czechoslovakia in 1956, he held the post of Associate Professor in Modern History, Social Sciences and Economics at Charles University at Prague.

While in the Foreign Service, he served at the Czechoslovak Embassy at New Delhi (1957-1959), and later as Deputy Head of the Department for International Organizations in the Ministry of Foreign Affairs (1960-1962). He was Deputy Permanent Representative of Czechoslovakia to the United Nations (1962-1965), Head of Division in the Federal Ministry of Foreign Affairs (1966-1972) and Permanent Representative of Czechoslovakia to the United Nations (1973-1977).

**Annex II**

**Anthony Mango**

[Original: English]

**Born** 25 April 1924 in Istanbul, Turkey

**Nationality** British

**Education** B.A. (Hons); M.Phil. (University of London)

**Career**

1941-1950 Information Services, British Embassy in Turkey

1950-1955 Worked for David Allen and Sons Ltd in advertising

1956-1960 Employed by the Monitoring Service, British Broadcasting Corporation

1960-1987 Staff member of the United Nations Secretariat

1970-1983 Served as Executive Secretary, ACABQ

1983-1987 Secretary to the United Nations Joint Staff Pension Board

Presently Consultant to the United Nations on administrative matters

Freelance interpreter

**Publications** Co-author (with W. E. D. Allen) of Russian Embassies to the Georgian Kings, 1589-1605 (Cambridge University Press, 1970)

Contributor to International Institutions at Work (edited by Paul Taylor and A. J. R. Groom, London, 1988)

**Languages** English, French, Russian, Greek and passive knowledge of Spanish

Married, one son, one daughter