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*Chairman:* Mr. Harry MORRIS (Liberia).

AGENDA ITEM 82

Personnel questions:

- (a) Composition of the Secretariat: report of the Secretary-General (continued) (A/6860 and Corr.1, A/C.5/L.900 and Add.1, A/C.5/L.913 and Add.1, A/C.5/L.914 and Add.1 and 2, A/C.5/L.916);
- (b) Other personnel questions (continued) (A/6877)

1. Mr. DIOP (Senegal) said that all Member States, with their different political and linguistic backgrounds, should be able to make their contribution to the work done by the United Nations Secretariat. Yet Africa was still under-represented in the Secretariat, particularly at the higher level. African staff members had only 8 out of a total of 116 D-1 posts, 2 out of 52 D-2 posts and 3 out of 21 posts of Under-Secretary. That situation did not correspond to the role which the African continent should play in the international community.

2. By adopting resolution 2241 B (XXI), the General Assembly had reaffirmed a principle long ignored by the Secretariat—the equality of the working languages of the Assembly, in accordance with rule 51 of its rules of procedure. It was unfair to require French-speaking or Spanish-speaking candidates to have sufficient knowledge of English, when there was no similar requirement for English-speaking candidates, and to make French-speaking and Spanish-speaking candidates draft reports in English. That did not mean, of course, that staff should not be encouraged to learn a second working language.

3. His delegation was a sponsor of draft resolution A/C.5/L.914 and Add.1 and 2, which was aimed at achieving a better balance among the working languages of the Organization.

4. Mr. KELSO (Australia) said, with reference to draft resolution A/C.5/L.914 and Add.1 and 2, that his delegation was in full sympathy with those countries which would have communications difficulties unless there was an adequate and effective use of the working languages within the Organization. However, the draft resolution raised some problems.

5. The principle of equality of languages was generally recognized. When that principle had to be applied to administrative practice, however, realities had to be taken into account. The Secretariat was a complex piece of machinery which had been in existence for over twenty years and which was working effectively. It might be possible to achieve linguistic balance within a single country or closely knit regional grouping, but the problems were more complex for an Organization with 122 Members. Australia was sure that the Secretary-General would continue to act impartially and not discriminate between languages in the recruitment of staff.

6. The Charter of the United Nations, and particularly Articles 100 and 101, gave the Secretary-General guidance in the selection and deployment of staff. Many representatives had referred to the Secretary-General's prerogatives or exclusive responsibility in that regard. The Australian delegation was concerned lest the continuing efforts to give guidance to the Secretary-General in the matter of staffing and recruitment might confuse and hinder the application of the clear principles laid down in the Charter. The paramount consideration remained "the necessity of securing the highest standards of efficiency, competence and integrity". Paragraph 3, sub-paragraph (a), of draft resolution A/C.5/L.914 and Add.1 and 2 seemed to depart significantly from the intention of Article 101, paragraph 1, of the Charter by giving the Secretary-General a specific directive concerning the appointment of staff.

7. Sub-paragraph (b) of the same paragraph raised administrative problems, the most important being its financial implications. If the costs proved substantial and were to be met from the regular budget, there would be a further increase in the Organization's administrative expenditure. His delegation would like to have a clear statement of the financial implications of the proposal.

8. His delegation would support draft resolution A/C.5/L.913 and Add.1, although it would have preferred the text to place more emphasis on the Secretary-General's very real achievements in response to appeals for an improvement in the regional balance of the Secretariat. It was glad to note that the draft recalled the terms of Article 101, paragraph 3, of the Charter.

9. Mr. O'CONNOR (United States of America) said he was glad that the French delegation's misunderstanding of the United States position in its major aspect had now been corrected. He had thought that the record had been set straight by the exchange of ideas with the Italian representative, who had stated that the United States was in agreement with his Government's posi-

tion. He had also thanked the French representative for his statement at the 1208th meeting, making clear that there was agreement between France and the United States on the point raised by that representative.

10. It was unfortunate that the sponsors and advocates of draft resolution A/C.5/L.914 and Add.1 and 2 were more interested in seeking political advantage than in finding a solution to the recruitment problem of under-represented countries. In fact, the leaders in the drive for the adoption of the draft were and had been for some time substantially over-represented in the Secretariat.

11. In its existing form, the draft resolution could not achieve the goal of securing the most practical and efficient use of languages in the Secretariat, with a view to enhancing its efficiency and distributing posts more equitably. The third preambular paragraph should be deleted or modified so as to reflect the concentrated effort made and the substantial progress achieved by the Secretary-General during the past year. The progress made had been substantial and ought not to go unrewarded or disregarded.

12. Operative paragraph 3, sub-paragraph (a), repeated some points already made in paragraph 2 and then went further by dictating to the Secretary-General specific recruitment measures to be taken in individual sections of the Secretariat, and even in particular services within offices. It was hard to reconcile that sub-paragraph with Article 97 and Article 101, paragraph 3, of the Charter. The sub-paragraph would serve the purposes of the sponsors and be more consistent with the Charter if it were reworded to read:

"(a) Consistent with the precepts of Article 101 of the Charter, a reasonable linguistic balance among personnel of the Secretariat;"

13. The language bonuses proposed in sub-paragraph (b) of the same paragraph would reward international civil servants for something which should be a normal part of their duties. Instead of that expensive and probably ineffective method, the sponsors should consider the approach suggested by the United States delegation at the 1203rd meeting. When an otherwise fully qualified candidate possessed only one working language but the position he was to occupy really called for an additional working language, he should be given a conditional appointment on the understanding that he would acquire the necessary facility in a second working language within a reasonable period, to be determined by the Secretary-General. Otherwise his appointment would be terminated. Such a policy would be worth the initial sacrifice in work efficiency, since it would make persons lacking mastery of the working languages used by the Secretariat eligible for certain posts and areas now closed to them. That approach should be coupled with a programme of accelerated instruction in the working languages.

14. Presumably the majority of the sponsors wanted their resolution to produce positive results, with the least encroachment on the prerogatives of the Secretary-General and with the maintenance of the highest standards of efficiency at the lowest possible cost to

the Organization. The Director of Personnel would no doubt wish to comment on the implications of the third preambular paragraph and operative paragraph 3, so that the Committee might have no doubt as to the views of the Secretary-General on those proposals while there still was time to change them.

15. Mr. JULEV (Bulgaria) stressed that, if the Secretariat was to be truly international and take into account the interests of all States or groups of States, the principle of equitable geographical distribution had to be respected. Yet it could be seen from paragraph 14 of the Secretary-General's report (A/6860 and Corr.1) that Eastern Europe was still below the mid-point of its range. The figures given in that document were misleading. Paragraph 20 stated that 194 appointments had gone to persons from Eastern Europe in the period from 1 September 1962 to 31 August 1967. Yet it could be seen from table E in paragraph 18 that during that period the number of staff members from Eastern Europe had risen from 144 to 221; thus the increase was actually 77 posts.

16. It could be seen from table 2 of annex II to the same report that 56 Member States had exceeded their desirable ranges; some had twice as many nationals in the Secretariat as they were entitled to have. Bulgaria's desirable range of posts was too small. Yet Bulgaria paid its assessments regularly and took an active part in the work of the Organization. There were a large number of well-trained Bulgarian cadres and specialists, many of whom were working successfully in developing countries.

17. The Secretariat should implement General Assembly resolution 2241 A (XXI) without delay and recruit staff on fixed-term contracts of longer duration, with the aim of ensuring stability and efficiency. As the Iranian representative had stated at the 1205th meeting new blood must be constantly injected into the Secretariat to prevent premature aging.

18. As the French representative had said at the 1203rd meeting, the Secretariat should preserve and develop the use of important world languages and not give one language pre-eminence. Since the distinction between working and other official languages was diminishing, the adoption of additional working languages would not have very great financial implications. The Bulgarian delegation therefore supported the proposal that Russian should be made a working language of the principal organs of the United Nations. Russian was the working and diplomatic language of a large number of countries, with a total population of over 300 million. It represented a great cultural heritage and was used in technical, economic and social spheres. His delegation's views on that subject should be reflected in the report of the Fifth Committee.

19. In connexion with the application of the principle of equitable geographical distribution, the under-represented countries would show due respect for the over-represented countries and their nationals in the Secretariat. The over-represented countries should show the same respect for the under-represented, which were working to build independent societies.

20. Mr. ESFANDIARY (Iran) said that his delegation was in general agreement with draft resolution A/

C.5/L.914 and Add.1 and 2. Operative paragraph 2 would be improved by the addition of the phrase "without prejudice to the principle of equitable geographical distribution". That principle should prevail over any linguistic requirements. His delegation could support the new text of operative paragraph 3, sub-paragraph (a), suggested by the United States delegation.

21. Mr. BIKOU (Congo, Brazzaville) observed that his delegation had expressed its views on the subject under discussion at the 1154th meeting of the Committee, during the twenty-first session.

22. Despite the encouraging results mentioned by the Secretary-General in paragraph 69, sub-paragraph (a), of his report (A/6860 and Corr.1), the rest of that paragraph seemed to suggest that the Secretary-General was somewhat perplexed by the problems involved. His reference to the measures proposed for dealing with the problem of linguistic balance in paragraph 70, sub-paragraph (f), also seemed hesitant. With twenty-two years of experience, the Organization was still striving, without much success, to achieve an equitable distribution of posts among the Member States and a balanced use of the working languages. The inequitable distribution of posts in the case of African countries had been understandable several years ago, when a large number had been admitted to the Organization, but the imbalance had persisted and affected old as well as new Members. To remedy the situation, the first step must be to abandon the belief that certain established practices were immutable. Posts at all levels, especially in supervisory grades, should then be redistributed on the basis of equitable linguistic distribution. The permanent contract system was championed with such fervour as to suggest that interests other than the efficiency of the Secretariat might be involved. General Assembly resolution 2241 A (XXI) did not, either in letter or in spirit, reject the permanent contract system but simply suggested increased recruitment on the basis of fixed-term contracts, especially in the case of developing countries. That was one measure which could help to achieve a balanced geographical distribution.

23. His delegation believed that, in the absence of an alternative, a reasonable reduction in the number of permanent contracts in favour of fixed-term contracts would ensure some progress in that direction, without detriment to the efficiency of the Organization. It would be absurd to suggest that some countries were prepared to sacrifice the efficiency and dynamism of the Organization for the sake of fuller representation in the Secretariat. The composition of the Secretariat must reflect the membership of the Organization, in accordance with the provisions of the Charter and the resolutions of the General Assembly, by any means available, provided that the normal functioning of the Secretariat was not adversely affected. The independent authority vested in the Secretary-General in that matter would make it easier to find a solution.

24. While noting with satisfaction the increase in the proportion of senior posts held by Africans since 1962, he pointed out that more than half of the new D-1 posts had been given to nationals of countries in

the North American and Caribbean region. Africans were now being educated and trained in advanced countries in many parts of the world and some African countries already claimed that they could provide suitably qualified candidates for posts in the Secretariat. The entire recruitment system should therefore be reviewed in the light of that development. Such was the aim of draft resolution A/C.5/L.913 and Add.1. As the Belgian representative had pointed out (1203rd meeting), efficiency must be the prime factor in any administration and sustained vitality required the periodic adaptation of administrative structures to change. The Secretary-General had recognized that need in proposing the reorganization of the top echelon in the Secretariat (see A/C.5/1128), as a first step in a broader reorganization to improve the Secretariat's efficiency.

25. Turning to the question of linguistic balance in the Secretariat, he emphasized that his Government, like many others in Africa, attached great importance to cultural diversity and encouraged instruction in many languages in its schools. He therefore had no intention of belittling the English language. The claim in paragraph 50 of the Secretary-General's report that the locality determined which language was predominantly used in United Nations offices had been refuted by the representatives of Tunisia and France, at the 1203rd meeting, and Italy, at the 1205th meeting, who had pointed out that English was used at the Geneva office both within the Secretariat and in outside contacts. The Director of Personnel had not commented on those statements. His delegation was not in favour of granting any one language a monopoly in the Secretariat, because if cultural diversity was sometimes beneficial for countries, it was all the more so for the secretariat of an international organization. While commending the Secretariat on its efforts to issue documents in all the working languages, he hoped that those efforts would continue in accordance with the spirit of General Assembly resolution 2241 B (XXI), whatever arguments were used to delay the attainment of the resolution's objectives. It was in that spirit that his delegation was a sponsor of draft resolution A/C.5/L.914 and Add.1 and 2, whose impartiality should make it acceptable to all members of the Committee.

26. Mr. OUCIF (Algeria) expressed support for the suggestions made by some delegations regarding increased representation of developing countries in the Secretariat. Despite the Secretary-General's efforts to ensure equitable geographical distribution of posts, some developing countries, especially those in Africa, were still inadequately represented. If the Secretariat was to function effectively, all regions must be duly represented in it. Although preference was often given to candidates from English-speaking under-represented countries, that was not done in the case of candidates from French-speaking countries. While he agreed that personnel matters were exclusively the responsibility of the Secretary-General, language barriers should not be allowed to exist in the Secretariat since the Organization should be based on the principle of universality. The recommendations made by the General Assembly in resolution 2241 B (XXI), especially the one concerning linguistic balance in the Organization, should be

implemented and applied to all future recruitment. There was no provision in the Charter for giving preference to one working language over another. While recognizing the language difficulties faced by the Secretariat, he felt that the large number of French-speaking delegations made it imperative for documents to be issued promptly in that language so that those delegations could contribute usefully to the Organization's work.

27. Mr. GONSALVES (India), noting the disappointment expressed by some delegations with the content of the Secretary-General's report, thought that reasonable progress had been made towards equitable geographical distribution of staff in the Secretariat and that the further steps proposed by the Secretary-General were in the right direction. Appreciation of the Secretary-General's efforts was duly recorded in the sixth preambular paragraph of draft resolution A/C.5/L.913 and Add.1. The efforts to improve the composition of the Secretariat in that respect were now guided by the principle, reaffirmed in the second preambular paragraph of the draft resolution, that equitable geographical distribution in the composition of the Secretariat did not conflict with the paramount consideration of securing the highest standards of efficiency, competence and integrity. He was glad that the sponsors of the draft resolution had rejected amendments introducing expressions of dissatisfaction with the progress made.

28. If the draft resolution was adopted, the General Assembly, by virtue of operative paragraph 1, would lay down as guidelines for recruitment policy the Secretary-General's own recommendations, as contained in paragraph 70 of his report. Some delegations had questioned the Secretary-General's belief that mathematical indicators could not be a substitute for the exercise of judgement inherent in good administration and had drawn attention to cases in which the formula had not been applied strictly enough. But the need to secure the highest standards of efficiency, competence and integrity was, and must remain, the paramount consideration. The importance of recruiting staff on as wide a geographical basis as possible was clearly of secondary importance. The words "as possible" in Article 101, paragraph 3, of the Charter indicated that rigid application of arithmetical formulae was incompatible with faithful implementation of the essential provision in that Article. The changes which had taken place in the Organization as a result of the admission of many new Members since the adoption of the Charter had in no way invalidated the fundamental guidelines it laid down and his delegation would find it difficult to support those who insisted on mechanical application of the arithmetical formula of desirable ranges.

29. The concept of regional balance in geographical distribution had been endorsed by the General Assembly in 1962 and had been preferred by the Committee of Experts on the Review of the Activities and Organization of the Secretariat,<sup>1/</sup> particularly in regard to posts at the highest level. His delegation believed that the objectives listed in the third preambular paragraph of draft resolution A/C.5/L.913

<sup>1/</sup> See Official Records of the General Assembly, Sixteenth Session, Annexes, agenda item 61, document A/4776.

and Add.1 could in practice be achieved as much by the promotion of regional balance as by the application of the national formula. It therefore welcomed the statement in paragraph 16 of the Secretary-General's report that the over-all picture of regional representation was one of considerable proximity to a desirable distribution and believed that regional balance should continue to play its due role in future recruitment policy.

30. He had not been able to find any scientific or reasoned basis for the refusal of some delegations to accept the Secretary-General's conclusion as expressed in paragraph 41 of his report that the introduction of a system of weighting into the Organization's recruitment policy would bring only marginal refinements and would scarcely warrant the effort and time involved in its application. The Committee of Experts on the Review of the Activities and Organization of the Secretariat, after considering the matter in detail, had concluded that no significant advantages appeared to be gained by the adoption of a more elaborate mathematical formula which included weighting of the level of posts.<sup>2/</sup> The Secretary-General nevertheless recognized the validity of the general principle involved by recommending that administrative attention should continue to be directed to the relative importance of posts at all levels in the application of the desirable ranges (A/6860 and Corr.1, para. 70 (e)). His delegation would welcome such steps as the Secretary-General was able to take to implement that recommendation. He was glad to note that the Secretary-General had already indicated his willingness to include in future reports the kind of table requested, for information purposes, in operative paragraph 3 of the draft resolution. The General Assembly should not, however, issue directives to the Secretary-General which were at variance with the letter and spirit of the Charter and would restrict the Secretary-General's freedom to recruit staff in such a way as to ensure the highest standards of efficiency and good administration.

31. Turning to draft resolution A/C.5/L.914 and Add.1 and 2, he said his delegation would be able to support the proposal for greater linguistic balance in the Secretariat made in operative paragraph 3, sub-paragraph (a), since it was appropriate for the General Assembly to issue general directives of that kind. However, the more specific proposal inviting the Secretary-General to ensure in particular the presence of staff using the different working languages of the United Nations in senior posts in the Office of Personnel and in the services responsible for the recruitment of Secretariat staff appeared to place an undesirable restriction on the Secretary-General's exercise of discretion and good judgement.

32. Mr. MOEBIUS (Austria) said his country welcomed any measures designed to maintain a linguistic balance in the Secretariat since its language was not one of the Organization's official languages and the second language of its nationals could be English or French, and in some cases Spanish or Russian. Austria had always supported the principle of equal use of the languages authorized by the Charter. However, it was not in favour of detailed examination of

<sup>2/</sup> *Ibid.*, para. 70.

personnel matters in the General Assembly and believed that they should be left as far as possible to the Secretary-General. It was prepared to reaffirm the existing guidelines used by the Secretary-General in discharging his responsibilities in the interest of all Member States. In the present case, it was important to weigh carefully the merits of the linguistic problems against the paramount need to secure the highest standards of efficiency, competence and integrity indicated in Article 101 of the Charter.

33. That Article empowered the General Assembly to lay down a general policy of recruitment in the form of regulations, in accordance with which the Secretary-General appointed the staff. The general proposal in operative paragraph 3, sub-paragraph (a), of draft resolution A/C.5/L.914 and Add.1 and 2 that the Secretary-General establish a linguistic balance in the Secretariat was therefore clearly within the competence of the General Assembly under Article 101, paragraph 1, of the Charter. His delegation could endorse that proposal, since it was anxious to see a linguistic balance maintained as far as was practicable in the light of paragraph 3 of the same Article of the Charter. However, if the draft resolution was to go beyond the statement of a general precept, the Committee would have to decide whether Article 101, paragraph 1, allowed the General Assembly to issue directives on the organization of certain departments in the Secretariat, and whether such a step would encroach on the Secretary-General's authority to appoint staff and organize the Secretariat. It must be borne in mind that the Secretary-General was responsible for the effective discharge of the functions entrusted to the Secretariat and should therefore be allowed some flexibility in the recruitment and deployment of his staff.

34. Referring to draft resolution A/C.5/L.913 and Add.1, he reaffirmed that his delegation considered equitable geographical distribution of posts in the Secretariat to be most desirable and was satisfied that the Secretary-General was making the necessary efforts to achieve that end. Although increasing use of fixed-term contracts seemed to be inevitable in present circumstances, his delegation believed that greater emphasis should be placed on permanent contracts, in order to create a truly international service. When voting on the draft resolutions, his delegation would be guided by the considerations he had just mentioned.

35. Mr. HENNINGSEN (Norway) said he was basically in agreement with draft resolution A/C.5/L.913 and Add.1 and the principle embodied in it. If the Secretariat was to be international in spirit, its composition would have to be international, although it must still be efficient and competent. The need to secure the highest standards of efficiency, competence and integrity, as stated in Article 101, paragraph 3, of the Charter, must always be the overriding principle, which must not be sacrificed for any other considerations. He would therefore prefer to add the phrase "other qualifications being equal" to the fourth preambular paragraph. That would make it clear that the paramount qualification was competence. However, he would not press that amendment and was prepared to support the draft resolution as it was.

36. Any new measures in the field covered by draft resolution A/C.5/L.914 and Add.1 and 2 would have to be viewed in the same light and would have to be consistent with practicability, efficiency and economy. He was not convinced that the draft resolution met those requirements. It seemed advisable, and more rational, to leave the recruitment and deployment of the Secretariat staff to the discretion of the Secretary-General, within the terms of Article 101 of the Charter. Moreover, operative paragraph 3, sub-paragraph (b), had financial implications of unknown magnitude. General Assembly resolution 2241 (XXI) had been adopted, after much hesitation on the part of several delegations, less than a year before, and it seemed too early to expect marked progress in the linguistic abilities of the staff. The directives to the Secretary-General contained in operative paragraph 3 of the draft resolution were therefore somewhat premature and might even prove unnecessary.

37. Mr. BENKIRANE (Morocco) said that equitable use of the working languages was one of the most important manifestations of the spirit of universality of the United Nations. One of the best ways of guaranteeing such use was equitable recruitment of staff. The use of several languages in the planning and performance of activities could not but enrich them and foster impartiality. He believed that draft resolution A/C.5/L.914 and Add.1 and 2 was in accordance with the spirit of the Charter when it invited the Secretary-General to take steps towards a better utilization of the linguistic abilities of the staff and a better balance among the working languages in recruitment. His delegation would vote in favour of the draft resolution.

38. Mr. KOUYATE (Guinea) said that achievement of the objectives of equitable geographical distribution and equality of working languages would bring the United Nations closer to its goals.

39. Operative paragraphs 2 and 3 of draft resolution A/C.5/L.914 and Add.1 and 2 appeared to demand that the Secretary-General provide an immediate solution to the existing language problems. His delegation fully favoured equitable distribution, but on a geographical and not a linguistic basis. It believed that time would be needed to solve the language problem and it had noted that 330 new staff members would be required to permit the equal use of working languages under the existing circumstances (see A/6860 and Corr.1, para. 62). It was clear from the documents presented that the Secretary-General was doing everything he could within the limits of available resources.

40. Members should never lose sight of the financial difficulties of the Organization. The request for the early introduction of an accelerated language instruction programme, as provided in operative paragraph 3, sub-paragraph (b), of the draft, was reasonable in itself but should not lead the members of the Committee to overlook the financial implications.

41. While his delegation was prepared to support draft resolution A/C.5/L.914 and Add.1 and 2, it suggested for the consideration of the sponsors the replacement of the word "Invites" by "Requests" at the beginning of operative paragraph 3, and of the

words "early introduction" by "introduction as soon as possible" in sub-paragraph (b) of that paragraph. His delegation's general position was that language was simply a means of communication, to be used in order to arrive at a better understanding of existing problems; it could not be the expression of Member States' political positions.

42. With respect to the recruitment of United Nations staff, only the correct application of Article 101 of the Charter could give satisfaction to every Member State. His delegation would vote in favour of draft resolution A/C.5/L.913 and Add.1.

43. Mr. LOQUMAN (Mauritania) said that equitable geographical distribution would be effective only when all positions from levels P-1 to D-2 were equitably shared between the various geographical regions. The Secretariat's composition should be a true reflection of the Organization's membership.

44. The flexibility allowed in the case of recruitment of General Service staff should not prejudice the principle of equitable geographical distribution. In the case of appointment of officials to the top echelon and the proposed reorganization at that level (see A/C.5/1128), he shared the opinion expressed by the Sudanese representative and felt that the proposed reorganization was simply a matter of up-grading some members of the top echelon. The right of the Secretary-General under the Charter to choose his assistants meant that he could do so without interference, provided the Charter was not violated.

45. The most important groups of staff from the standpoint of equitable geographical distribution were Professionals and Directors. In that connexion he believed that the desirable range of 1-6 or 2-6 posts for the Members making the smallest contributions should be reconsidered. A highly important factor not currently taken into account in determining national entitlement was the intrinsic value of the effort made by a small country to contribute. It cost a small developing nation far more effort and sacrifice to make its contribution than it did a large developed nation. The former was often obliged to delay development activities because of its contribution. He urged that that factor should be taken into account.

46. He did not fear a "brain drain" if qualified persons from small developing Member States were attracted to the United Nations Secretariat. Those States were producing more and more qualified persons who were seeking further experience abroad. Their temporary absence did not seem to be affecting the progress of work at home. His delegation favoured increased recruitment on the basis of fixed-term contracts.

47. Although his delegation placed major emphasis on equitable geographical representation by region and country, it felt that certain linguistic factors were delaying the attainment by Africa of its rightful place in the Secretariat. It held that so long as an African candidate was able to work in one of the working languages, his application should not be rejected on the ground that he did not know a second working language. Equal and fair treatment should be given to all working languages in the production and distribution of documents.

48. His delegation, which was a sponsor of draft resolution A/C.5/L.914 and Add.1 and 2, felt that it would contribute to the equitable geographical distribution of personnel and facilitate the achievement of linguistic balance in the Secretariat. He saw no contradiction between the draft resolution and the prerogatives of the Secretary-General under the Charter.

49. Mr. MSELLE (United Republic of Tanzania) said that his delegation had been unable to join the sponsors of draft resolution A/C.5/L.913 and Add.1 because of its reservations concerning operative paragraph 1. The paragraph of the Secretary-General's report to which operative paragraph 1 referred contained recommendations concerned with the three principles on which national representation in the Secretariat was based. Those principles needed to be thoroughly re-examined. There was something basically wrong with a system which allowed a Member with, say, 100 nationals in the Secretariat to complain that it was under-represented and to point to another Member with, say, 8 nationals in the Secretariat and say that it was over-represented. The Secretariat did not belong to any one Member or group of Members at a certain stage of development. All contributed, and the respective contributions should not be measured in figures but in terms of the sacrifices made, which were at least comparable. His delegation questioned particularly the logic of making the range of posts to which membership entitled a country only 1 to 6. He was not complaining that his country was under-represented or claiming that it could offer its best-qualified nationals to fill a larger quota at all times. What he was saying was that the results of the present system were far from equitable.

50. He failed to understand paragraph 70, sub-paragraph (e), of the Secretary-General's report. The Secretary-General had politely rejected the possibility of a system of weighting, but it seemed from that sub-paragraph that he might not have rejected it altogether.

51. In view of its reservations, his delegation would vote in favour of draft resolution A/C.5/L.913 and Add.1 as a whole, but would abstain on operative paragraph 1, if it was put to the vote separately.

52. He sympathized with the objectives of draft resolution A/C.5/L.914 and Add.1 and 2. It would be bad for the United Nations to give undue weight to any particular language. The Committee must beware, however, of action which might jeopardize the administrative efficiency of the Secretariat. His delegation had reservations regarding operative paragraph 3, sub-paragraph (b), concerning bonuses. It had been said privately that the bonus did not have to be a sum of money. His delegation would suggest that the text might read: "... and if necessary of appropriate language incentives for staff ...". The text needed further clarification. If the bonus was to be paid at the end of a language course, would the criteria be ability to read, understand or speak the language, or any two of those, or all three? Why should the bonus be given to those who spoke two languages which happened to be working languages? What would be the extra administrative costs? He would vote in

favour of the draft resolution as a whole, but abstain on paragraph 3, sub-paragraph (b), if it was put to the vote separately.

53. Mr. MACAULEY (Sierra Leone) said that Africa was still grossly under-represented in the Secretariat, particularly at the highest level. It appeared to his delegation that some secondary factors were influencing recruitment from developing countries, and he therefore welcomed the assurances given by the Director of Personnel that age was not one of them. As to the problems involved in finding experienced and available candidates in under-represented countries, he believed that with planning, foresight and more vigorous efforts the problems could be overcome. There were doubtless many difficulties in the way of achieving a perfect balance, but substantial efforts towards improvement still had to be made and it was in that spirit that his delegation would support draft resolution A/C.5/L.913 and

Add.1. His delegation was still considering draft resolution A/C.5/L.914 and Add.1 and 2.

54. Mr. KIRKBRIDE (Secretariat) said that a statement of financial implications would be submitted to the Committee before draft resolution A/C.5/L.914 and Add.1 and 2 was put to the vote. The preparation of that statement was taking some time, because various assumptions had to be made regarding the number of staff that might be eligible for the bonus, the appropriate amount of the bonus, the nature of the acceleration of the language instruction programme, and other factors. It was also necessary to consider the main duty stations in addition to Headquarters at New York. The present tentative estimate of the total cost was between \$840,000 and \$1 million, with the bonuses representing roughly \$650,000.

*The meeting rose at 1.25 p.m.*