



CONTENTS

	<i>Page</i>
Agenda item 83: Personnel questions (<i>continued</i>): (a) Composition of the Secretariat: report of the Secretary-General (<i>continued</i>)	259
Agenda item 72: Financial reports and accounts for the financial year ended 31 December 1968 and reports of the Board of Auditors (<i>concluded</i>): (a) United Nations (<i>concluded</i>); (b) United Nations Development Programme (<i>concluded</i>); (c) United Nations Children's Fund (<i>concluded</i>); (d) United Nations Relief and Works Agency for Palestine Refugees in the Near East (<i>concluded</i>); (e) United Nations Institute for Training and Research (<i>concluded</i>); (f) Voluntary Funds administered by the United Nations High Commissioner for Refugees (<i>concluded</i>) Draft report of the Fifth Committee to the General Assembly	264
Administrative and financial implications of the recommendations made by the Preparatory Committee for the Tenth Anniversary of the Declaration on the Granting of Independence to Colonial Countries and Peoples in document A/7864 (para. 22, recommendations 5 and 6) on agenda item 24	265

Chairman: Mr. David SILVEIRA DA MOTA
 (Brazil).

AGENDA ITEM 83

Personnel questions (*continued*):

(a) Composition of the Secretariat: report of the Secretary-General (*continued*) (A/7745, A/C.5/L.992 and Add.1)

1. Mr. BYKOV (Ukrainian Soviet Socialist Republic) said that the chronic over-representation in the Secretariat of some Member States at the expense of others was seriously affecting performance in the United Nations. According to the Secretary-General's report on the composition of the Secretariat (A/7745), the Secretariat had concentrated on two recommendations made by the General Assembly at its twenty-third session (*ibid.*, paras. 4 and 5): that preference should be given to candidates from inadequately represented countries in all but very exceptional cases, and that the necessary steps should be taken to enable countries which had not filled their minimum quota of posts to do so during 1969 and 1970. However, table 3 of the report showed that in the course of the year, 40 per cent of all appointments had gone to nationals of countries which had reached or exceeded their minimum quota while only 27

per cent had gone to nationals of under-represented countries. Thus, in practice, it was recruitment from under-represented, and not over-represented, countries which was the exception.

2. Paragraph 5 of the report quoted the statement of one representative interpreting the request to the Secretary-General to rectify the position of under-represented countries in 1969 and 1970 as "an invitation to under-represented countries to present candidates for vacant posts during the next two years". The interpretation bore little relation to the actual request. His country would of course welcome a special invitation in addition to the list of vacancies it had already received, but the real problem lay elsewhere: in the attitude taken with respect to the candidatures presented. In the course of the year a special recruitment mission had visited his country and met twenty new Ukrainian candidates for United Nations service. Despite good reports on many of them, only one additional citizen of the Ukraine had been engaged during the year. His country was still 50 per cent below its minimum quota.

3. The problem was not the ability of countries to put forward qualified candidates but the influence exerted on recruitment by heads of Secretariat offices, most of whom were citizens of Western countries.

4. He expressed his delegation's support for the proposal that regional and interregional advisers and consultants should be made subject to the geographical distribution principle. Table 9 showed that some 80 of 119 posts involved were occupied by persons from over-represented regions. The current manner of filling those important posts must be viewed as one of the means used to circumvent the principle of equitable geographical distribution. The exclusion of G-5 posts from its sphere of application was also unjustified, since staff at that level performed important duties within the Secretariat.

5. The recruitment of staff from over-represented countries was continuing at a pace that made it all but impossible to improve the representation of under-represented countries. The Secretary-General might take an effective remedial step by limiting recruitment from over-represented countries—as a temporary measure for the coming year or two—with very few exceptions. A number of representatives had stated similar views, and he trusted that the Secretary-General would take them into account.

6. His delegation wished to propose, for inclusion in the Fifth Committee's report on the item, a text¹ renewing the request to the Secretary-General to ensure the most rapid implementation of the decisions of the General Assembly at

¹ Subsequently circulated as document A/C.5/L.1007.

its twenty-third session on the question of the equitable geographical distribution of United Nations staff.

7. Mrs. DUMITRESCU-BUSULENGA (Romania) said that the importance of ensuring a proper geographical balance in the composition of the Secretariat, as prescribed in Article 101 of the Charter, was generally recognized; it could not be disregarded without serious consequences for the structure and functioning of the United Nations, particularly at a time when the expanded activities of the Organization had attained an unprecedented degree of complexity. The “co-participation” of the Secretariat staff in implementing the plethora of resolutions and recommendations adopted by the various substantive organs was more vital than delegations, in their role as policy-makers, tended to realize. On the eve of the Organization’s twenty-fifth anniversary, it was therefore fitting to reappraise the problems affecting the Secretariat with the seriousness they deserved.

8. After welcoming the new Director of Personnel, she observed that the Secretary-General’s report, while informative and well-documented, was reticent about certain shortcomings of personnel policy and conservative in its conclusions. The essential problems were still in process of identification and little progress had been made in implementing the General Assembly’s guidelines. The report showed clearly, for example, that imbalances in connexion with the equitable distribution of staff from countries belonging to the same region persisted and had become more marked. The criteria in paragraph 8 regarding the “exceptional circumstances” which would justify the appointment of candidates from over-represented countries were unsatisfactory. Under sub-paragraph 8 (a), the Secretariat would have discretion to decide whether or not “extensive and vigorous efforts” had been made to find a candidate from an under-represented country. Without wishing to complicate the recruitment process, her delegation doubted that the Secretariat had always made “extensive and vigorous efforts” in every case. Sub-paragraph 8 (c) continued to ignore the fact that the objective was equitable geographical distribution not by region but by individual country. That objective had yet to be attained, and it would certainly be frustrated if interpreted in the light of sub-paragraph 8 (c). Furthermore, the report glossed over the important question of the more equitable distribution of senior Secretariat posts to which the Secretariat should have devoted more attention, suggesting ways of overcoming the practical difficulties. Lastly, her delegation could not accept the conclusions in paragraphs 25 and 26 with regard to the proportion of fixed-term appointments; they reflected a retrogressive approach to the problem.

9. The principle of equitable geographical distribution was being flagrantly distorted because it was applied to only 2,000 of the 9,000 staff employed by the United Nations. The Secretariat was not responsible for that situation; the problem was one for the General Assembly, and a change of attitude on its part was indicated. Her delegation proposed as a first step, that the Secretary-General should be requested to indicate in his next report on the composition of the Secretariat, the number of staff members, by country, to whom the principle of geographical distribution was applied and the number of other staff members who, while nationals of the same country, were not subject to

that principle, regardless of grade level or the nature of their work. In addition, a table showing the number and nationality of staff members promoted during the period covered by the report would be useful. Her delegation hoped that no effort would be spared to ensure that the composition of the Secretariat was fully in accord with the provisions of the Charter, the wishes of Member States and the demands of logic and realism.

10. Mr. ELIAV (Israel) said that careful perusal of the Secretary-General’s report showed that the Organization was still not very close to its goal of equitable geographical distribution; some States were still under-represented while others were over-represented to a very substantial degree. The real situation could be accurately understood only by a comparison of the various nationalities represented in the United Nations staff. Evaluations based on regions tended to present an incomplete and sometimes misleading picture. The desire of developing countries to make a substantial contribution to the work of the Secretariat was being frustrated by the shortage of adequately trained personnel in some countries. Since one of the functions of the United Nations Institute for Training and Research was to prepare personnel for international organizations, he suggested that scholarships could be offered to young persons from developing countries for the specific purpose of training them for posts in the Secretariat. A separate section might be set up for that purpose within UNITAR.

11. His delegation supported the recommendation in sub-paragraph 28 (d) of the report, which dealt with a long-term plan of recruitment. A dynamic and comprehensive programme of training, possibly through UNITAR, and in-service training of promising candidates from developing countries, could well be integrated with such a long-term plan. The promotion of staff members already recruited should be based exclusively on performance, personality and professional qualifications. It would be a grave mistake, and detrimental to staff morale, to allow extraneous factors to intervene in that connexion.

12. There was also a need to establish an internal geographical balance within departments of the Secretariat as the Secretary-General had noted in sub-paragraph 8 (b) of his report. If that guideline was being applied to the recruitment of additional staff from over-represented countries, it should also hold good for other nationalities. Efforts should be made to ensure the widest possible representation of Member States in each of the main branches of the Secretariat, particularly in the fields of activity in which those States had a legitimate and direct interest.

13. Greater efforts should also be made to achieve a better linguistic balance within the Secretariat. The language training programme was an important instrument and it was to be hoped that its scope and resources would be extended.

14. Mr. YUNUS (Pakistan), reviewing the three principal guidelines laid down by the General Assembly at the twenty-third session in resolution 2480 A (XXIII) said that while some progress had been made towards those goals, the need for an equitable geographical distribution of the staff continued to exist and that the Secretary-General was

expected to take into account distribution of staff between regions as well as within each region. The guidelines established by the Assembly should be applied in a forward-looking manner, since they were meant to regulate future recruitment and not to affect the terms of appointment of existing staff.

15. If Member States wanted the Secretary-General to succeed in his dual task of achieving geographical balance while ensuring a certain standard of individual performance and efficiency, they should ensure that candidates from their countries applied for specific vacant posts and not simply for positions in the Secretariat, and that they were properly qualified for those posts. While Member States were entitled to point out deficiencies in the representation of their respective nationalities, they had an obligation to ensure that their candidates competed in qualifications and performance with those from other countries. The Secretary-General could not possibly be asked to appoint a candidate solely because his country was under-represented.

16. His delegation had sought to clarify the meaning of "over-representation" when, at the 1330th meeting, it had asked whether the factor of population was taken into account in determining the extent to which a State should be represented. The Director of Personnel had answered the question in the negative at the 1331st meeting. That position was clearly reflected in table 2 of the Secretary-General's report, where "population reserve" was applied to the region as a whole, with the result that the total regional situation did not correspond to the sum total of the positions of individual countries within the region. A serious anomaly resulted in the case of the more populous regions, particularly Asia and the Far East. While the region as a whole could be seen to be under-represented in several tables, 11 of the 18 countries in the region appeared to be substantially over-represented. Since appointments were made on the basis of the individual position of a country, they were not made save in exceptional circumstances if that country was already over-represented. But, paradoxically, the region could not be properly represented unless the degree of over-representation of individual countries increased even further. General Assembly resolution 1852 (XVII) of 19 December 1962, provided that "an equitable geographical distribution should take into account the fact of membership, Members' contributions and their populations". Clearly the population factor should be taken into account not only regionally but also for individual countries before the extent of their representation was related to the upper limit of their desirable range. It should be noted, in that connexion, that paragraph 73 of the report of the Committee on the Reorganization of the Secretariat,² while sound in principle, was clearly unsound if applied literally. For the same reason, he had been somewhat dismayed by the clarification of the Director of Personnel confirming that individual countries were deemed to be over-represented irrespective of the population factor.

17. It could be seen from table 2 of the report that nearly all the countries which might be considered over-represented according to the Director's definition were countries with sizable populations. That was to be expected, since the

present desirable ranges were tied to capacity to pay and did not reflect the population factor. But the principle of capacity to pay was based on the sovereign equality of Member States and did not entitle richer countries to more rights than poorer countries. To ignore the population factor—intentionally included by the General Assembly—was to maximize the impact of monetary affluence on the composition of the Secretariat. While population was not easy to reflect in individual desirable ranges, certainly a rough guide could be adopted, if not in the numerical expression of the range at least at the stage where the degree of representation was determined.

18. Paragraphs 8 and 9 of the report indicated the measures required to keep over-representation within reasonable limits. They were the maximum safeguards which could be applied in consonance with the need to find and appoint well-qualified personnel in the shortest period of time possible. Their efficacy was shown, for example, by the fact that candidate after candidate from his country was rejected specifically on the grounds that Pakistan was more than adequately represented in the Secretariat. In that connexion, he observed that his delegation did not have any direct responsibility in respect of the Pakistanis appointed by the Secretary-General. However, since some senior Pakistani officials were nearing retirement age, it expressed the hope that the Secretary-General, who had not been too liberal with respect to Pakistanis, would continue to maintain Pakistan's effective long-term strength at the level which was appropriate, taking into account the population factor of over 125 million people.

19. The effect on regional representation of keeping the population factor out of individual desirable ranges could be observed from table C and paragraph 15 of the report. It was that omission which made it necessary for the Secretary-General to use his discretionary powers, as explained in paragraph 15. The gravity of the situation was also underlined by table 10, which showed the Asian region to be under-represented, although suitable Asian candidates were consistently rejected on grounds that their individual countries were over-represented. Remedial action with regard to that situation in the Asian region was overdue.

20. In the conclusions and recommendations of the report, attention was drawn in paragraph 25, to the decline in the proportion of staff from North American countries. His delegation would have wished the Committee to discuss that subject in connexion with the report of the International Civil Service Advisory Board (see A/C.5/1240, annex), which the Committee at its 1325th meeting had regrettably chosen to note without much comment. Attention was also called in paragraph 26, of the report, to the increasing number of fixed-term appointments. The high proportion of fixed-term appointments would have to be accepted as a means of redressing the geographical balance, although his delegation, for one, favoured career appointments as a guarantee of continuity and efficiency. In paragraph 27 of his report, the Secretary-General endorsed the present system of desirable ranges. His delegation felt that no new guidelines needed to be adopted on that score, although there was room for improvement, particularly in the matter of applying the population factor to desirable ranges; the Committee might wish to include a suitable provision on that matter in the decision it would adopt on

² *Official Records of the General Assembly, Twenty-third Session, Annexes*, addendum to agenda item 74, document A/7359, annex.

the item. The Secretary-General's intention, expressed in paragraph 28 of his report, to prepare a long-term plan of recruitment as a means of accelerating the achievement of equitable geographical distribution was to be welcomed. In view of his earlier comments, he felt that all four measures outlined in paragraph 28 might be included in the Committee's decision.

21. The report also included information on the geographical distribution of the staff of UNDP and UNICEF, in table 8. Informal discussions among delegations had been centred on the assumption that if anything was to be done in the matter, it should be channelled through the respective governing bodies of the two organizations. It was the feeling that the General Assembly should merely take note of the information.

22. He concluded his remarks by announcing that a number of delegations had been working on a draft proposal on the agenda item under consideration and hoped soon to make the preliminary draft available to other interested delegations.

23. Mr. NGUZA (Democratic Republic of the Congo) requested the Secretariat to ensure that documents were distributed sufficiently in advance of the consideration of the items to which they referred to enable delegations to study them fully.

24. His delegation had consistently supported the Secretary-General's efforts to improve the representation of Member States in the Secretariat in the light of the principle of equitable geographical distribution and was therefore gratified by the steps taken to implement General Assembly resolution 2480 A (XXIII). Only if the principle of equitable geographical distribution was applied to the letter could the Organization become truly universal. His delegation did not exclude other forms of representation, provided that they did not infringe on the principle of geographical distribution. A well co-ordinated plan to ensure equitable representation would remove many of the disparities existing between countries of the same region, which were indicated by table 2 of the report of the Secretary-General. His delegation was gratified that the Secretary-General had allocated three senior posts to Africa and hoped that continued efforts in that direction would ensure that the various parts of Africa were better represented. Africa as a whole, however, was still insufficiently represented—as the various tables in the report showed.

25. The continued practice of appointing nationals of over-represented countries to posts subject to geographical distribution gave cause for concern. Such appointments could be justified only in particular cases where there were no suitably qualified candidates in certain under-represented countries. It was gratifying that the Secretary-General shared that view. It would be useful if the Secretariat's recruitment plan could be made available so that newly independent countries could make their own plans to second qualified staff to the United Nations for a specified period, taking into account the Organization's requirements and their own needs. The recruitment for an indefinite period of a certain number of staff from the developing countries would also help to redress the balance.

26. His delegation would have some difficulty in endorsing all the conclusions in the report. It was hard to see how a recruitment plan could be successful unless it was preceded by an objective evaluation, taking into account the current reorganization and the vacant posts in the Secretariat.

27. With regard to the problem of linguistic balance, he said that while he was gratified by the steps taken to expand the language training programme, he doubted whether the enthusiasm of the English-speaking staff, particularly that of the senior officials, for language training was as great as that of their French-speaking counterparts. The promotion of French-speaking staff members generally depended on their knowledge of English, the language used—often to the exclusion of others—by their superiors. The working languages should be placed on an equal footing; the many delegations which used French were naturally concerned that English predominated in the Secretariat. It was a question of reasserting a right, not of establishing a new one. Some forty countries used French; if the principle of geographical balance were respected, there would be a greater number of French-speaking staff in the Secretariat.

28. Experience had shown that certain English-speaking staff in the higher grades preferred to fill vacancies in their departments with English-speaking staff. The newly-independent countries were not reassured by such discrimination; it undermined the principle of geographical distribution, which those responsible for recruitment were obligated to respect. The problem was therefore one of recruitment and promotion. The Secretary-General might also consider introducing greater flexibility in the pension system so that staff members could retire before the age-limit and still receive all benefits due to them. The vacancies created by early retirement would provide an opportunity to re-establish the linguistic balance, particularly in the higher posts. The re-establishment of the linguistic balance would do much to overcome delays in the production of documentation in French. The appointment of a French-speaking African as Director of Personnel was gratifying in that it took account of the principle of equitable geographical distribution as well as that of linguistic balance. His delegation had full confidence in the Secretary-General in his endeavours to shape the Secretariat in accordance with the principles of the Charter and the resolutions of the General Assembly.

29. Mr. GONCHARENKO (Byelorussian Soviet Socialist Republic) said that the Secretary-General's report on the composition of the Secretariat showed that, although some steps towards improving the position of under-represented countries and regions had been taken in the preceding year, no substantial progress had been made. Some countries were still considerably over-represented while others had not filled their minimum quota. Table C showed that the staff position of Eastern Europe was 12.7 per cent as compared with the mid-point of its desirable range of 17 per cent. It would be noted that only a very small number of posts at the P-5 level and above was held by Eastern Europeans. The Secretariat should take all necessary steps to correct the present imbalance. Indeed, more appointments in the past year had gone to the over-represented countries of Western Europe than to any other region. The Secretariat's actions were directly at variance with the

request made by the Fifth Committee at the previous session that countries which had not filled their minimum quota should be enabled to do so during 1969 and 1970.

30. There had recently been an improvement in the situation of the Byelorussian SSR: 8 Byelorussian specialists were currently working in the Secretariat. However, Byelorussia had not yet filled its minimum quota. It was training personnel for work in the Secretariat and had a pool of available specialists, many of whom were widely experienced in such new areas of United Nations work as industrial development. Although it had been very active in the establishment of UNIDO, it was not represented on its staff. Neither did it have personnel in ECE, of which it was an active member. He suggested that the Byelorussian financial contribution to UNDP could be utilized for purposes of recruiting Byelorussian experts; only 3 had been used so far. Byelorussian candidates for service in the Secretariat should be considered for posts at all levels and not only grades P-3 and P-4. He hoped that Byelorussia would be enabled to fill its quota of posts during 1969 and 1970.

31. There were a number of steps that could be taken to ensure the equitable geographical distribution of United Nations staff. First and foremost, the range of posts subject to the distribution principle should be redefined. The Secretariat was making increasing use of various technical advisers and interregional and regional consultants, who exerted a considerable influence on the work of the divisions concerned but who were not subject to geographical distribution. In addition, a considerable number of provisional posts were to be introduced in 1970; his delegation believed that the Committee, in its report dealing with the matter, should state that the posts should be filled with due regard to the principle of equitable geographical distribution. The principle should also be applied to senior posts in the General Service category, which often entailed highly responsible and demanding duties.

32. On the question of fixed-term appointments, he disagreed with the statements in paragraph 26 of the Secretary-General's report. The growing proportion of fixed-term posts was not a matter for concern; permanent staff members should not be regarded as more qualified than fixed-term staff; indeed, the permanent appointments system was one of the means used to perpetuate the geographical imbalance of the staff. It also impeded the efficient and flexible use of staff available to the United Nations and led to a situation in which new work could be undertaken only if new staff was hired. The yearly requests for new posts could be ascribed at least in part, to the existing permanent appointments system.

33. Mr. MORRIS (Liberia) said that the Secretary-General's report contained a logical plan of action extended into the future and designed to achieve balanced geographical representation within the Secretariat. Commenting on paragraph 15, he suggested that administrative discretion might, in the last analysis, be the determining factor in the policy for recruiting Secretariat staff. It was conceivable that, in the not too distant future, the staff would be geographically balanced. In such a situation, administrative discretion was likely to become the only criterion in the

recruitment of staff. It could be expected to play an ever-increasing part in maintaining the Secretariat staff at full strength. As the appointments offered were the outcome of the process of selection involving the Office of Personnel in co-operation with a board consisting of senior officials drawn from various departments of the Secretariat, the human element was likely to become the main influence in recruitment.

34. As the developing countries began to produce a larger number of candidates qualified to fill Secretariat posts, the argument that those persons were more urgently required to serve their own bureaucracies should be laid to rest once for all. A considerable change had occurred over the past decade; his own country, for example, currently had highly qualified young graduates from the most prestigious universities in the world who were eager to dedicate their lives to work in international agencies. He hoped that administrative discretion would not preclude their recruitment for United Nations service because exposure to a wider world of diverse peoples working together towards specific goals would have a most salutary effect when they returned to their own countries.

35. It was gratifying that, with few exceptions, all Member States were now represented in the Secretariat. All regions, all individual States and, as far as possible, their cultures and economic and political backgrounds should be represented in the Secretariat—with the exception of one or two social systems which should be anathema to all men of goodwill.

36. The Organization should now take the necessary measures to eliminate human bias in the selection of the staff of the United Nations. Instead of leaving the question entirely to administrative discretion, an element of chance should be brought into play. After all potential candidates had been identified, the Appointment and Promotion Board should hold a kind of regional lottery to determine which ones should be selected. Unless there was a determination to tackle the admittedly difficult problems involved in attaining a fully balanced geographical distribution of staff, there would be endless debate in the Committee as to the impartiality of the Secretariat's decisions.

37. Mr. SADRY (Iran) said that his delegation was pleased to note that efforts to improve geographical distribution within the Secretariat had resulted in an increase in the number of nationalities represented. Much remained to be done, however, and his delegation whole-heartedly supported the Secretary-General's recommendation as contained in paragraph 28 of his report, that continuing efforts should be directed towards the recruitment of staff from among nationals of countries which were not represented or were inadequately represented in the Secretariat. It was not always easy for Member States, whose immediate concern naturally was to secure the maximum representation of their own nationals, to appreciate the enormous practical difficulties involved in establishing equitable geographical distribution in the Secretariat. It should be recognized, however, that unless delegations voiced the concern they felt about certain aspects of the matter, a just solution to that chronic problem would never be found. In that spirit he wished to comment on two aspects of the report of the Secretary-General.

38. First, he noted from paragraph 7 that the system of desirable ranges for each country and region was not intended to be used as an indicator of proper “representation” but merely as a guide for recruitment and a gauge of progress. Sound practical reasons were given for that, but the report omitted to mention the fundamental reason, namely that the variables on which the system of desirable ranges was based could themselves not be applied strictly in individual cases. Thus, in many appointments either the three variables were not given equal weight, or other considerations came to be the deciding factors. His delegation did not wish to complain, because it conceded that if the variables, and they alone, had been rigidly applied in all cases, some of the more important posts might have remained vacant; it felt, however, that to avoid misunderstandings the impracticability of a strict application of the variables should be explicitly acknowledged.

39. Secondly, he wished to refer to the relationship between regional and national representation. It was natural that for the sake of convenience the material contained in the body of the report should be presented primarily in terms of regional representation, but that concept should not be over-emphasized. In his delegation’s view, the concept of regional representation should be used chiefly as a means of working towards the ultimate goal of equitable geographical representation by nationality. General Assembly resolution 1852 (XVII) had mentioned the need for a more balanced regional composition of the staff at levels of D-1 and above, for the obvious reason that posts at those levels were so few. At all other levels the principle of national representation was supposed to take precedence, and an improvement in the interregional balance was therefore useless if it either left untouched or else aggravated the imbalance in the representation of individual States. Even in appointments at levels of D-1 and above, a more equitable national representation was desirable. His delegation was therefore particularly pleased to note that the Secretary-General, in paragraph 28 of the report, had recommended that attention be given to achieving an equitable distribution not only between the regions but also within each region.

40. His delegation was puzzled by the exception defined in sub-paragraph 8 (c), which, unless it was applied with discretion, could produce two different results. The information about over-represented countries contained in paragraph 15 also gave cause for concern. It might be true that if the upper limit of the desirable range had been applied rigidly many posts would have remained vacant, but his delegation hoped that the Office of Personnel would pay special attention to the difficult problem of over-representation in the following year. He stressed his delegation’s confidence in the work of the Office of Personnel; the Director of Personnel had shown that he appreciated the extent and complexity of the problems involved in recruiting staff for the United Nations, and his delegation welcomed his declared intention to visit various overseas United Nations offices in the near future. A comprehensive long-term recruitment plan based on the factors discussed in the report, together with the new linguistic qualifications laid down in resolution 2480 B (XXIII), undoubtedly offered the best hope of eventually establishing a truly international Secretariat.

41. Mr. MEYER PICÓN (Mexico) said that while his delegation was glad to note from the Secretary-General’s report that some progress had been made towards a better geographical distribution, it wished to express concern about certain points. First, his delegation would like further information as to how the desirable ranges were established, because in the case of Mexico, although both the Government’s contribution to the United Nations budget and the population of the country had increased in the preceding three years, the desirable range had remained the same. Secondly, his delegation shared the concern expressed at the previous meeting by the representative of Argentina regarding the concentration of Latin American staff in ECLA and the small number of Latin Americans employed at Headquarters. The disparity was even more disturbing in view of the level of the posts held by Latin American staff. The Fifth Committee had often expressed its desire to see equitable geographical distribution applied primarily at the higher levels, and it was to be hoped that the Secretary-General would continue to pursue that aim.

42. On behalf of all the delegations of Spanish-speaking countries, his delegation wished to thank the Secretary-General for the steps he was taking to ensure a more equitable use of the working languages in various organs and within the Secretariat; they hoped that he would continue his efforts.

43. His final comment concerned a matter which affected the morale of all Secretariat staff, namely, the opportunities for promotion created by the establishment of new posts. His delegation would like to know what criteria were used in determining the proportion of new posts to be allocated to new recruits and the proportion to be used for the promotion of existing staff. New posts of course represented a splendid opportunity for the Secretary-General to achieve a better geographical distribution of staff, but the recruitment of new people to fill them should not be an obstacle to the promotion of the existing staff.

AGENDA ITEM 72

Financial reports and accounts for the financial year ended 31 December 1968 and reports of the Board of Auditors (concluded):*

- (a) **United Nations (concluded);***
- (b) **United Nations Development Programme (concluded);***
- (c) **United Nations Children’s Fund (concluded);***
- (d) **United Nations Relief and Works Agency for Palestine Refugees in the Near East (concluded);***
- (e) **United Nations Institute for Training and Research (concluded);***
- (f) **Voluntary funds administered by the United Nations High Commissioner for Refugees (concluded)***

DRAFT REPORT OF THE FIFTH COMMITTEE
TO THE GENERAL ASSEMBLY (A/C.5/L.1001)

44. Mr. WOSCHNAGG (Austria), Rapporteur, introducing the draft report of the Fifth Committee (A/C.5/L.1001), drew attention to an error at the beginning of paragraph 3, where the words “the Chairman of the Board of Auditors”

* Resumed from the 1326th meeting.

should be replaced by the words “the Chairman of the Advisory Committee”.

45. Mr. PALAMARCHUK (Union of Soviet Socialist Republics) drew attention to certain inaccuracies in paragraph 9 of the Russian text.

The draft report (A/C.5/L.1001), as amended, was adopted.

ADMINISTRATIVE AND FINANCIAL IMPLICATIONS OF THE RECOMMENDATIONS MADE BY THE PREPARATORY COMMITTEE FOR THE TENTH ANNIVERSARY OF THE DECLARATION ON THE GRANTING OF INDEPENDENCE TO COLONIAL COUNTRIES AND PEOPLES IN DOCUMENT A/7684 (PARA. 22, RECOMMENDATIONS 5 AND 6) ON AGENDA ITEM 24* (A/7790, A/C.5/1258)

46. The CHAIRMAN invited the Committee to consider the Secretary-General's note (A/C.5/1258) on the administrative and financial implications of the recommendations made by the Preparatory Committee for the Tenth Anniversary of the Declaration on the Granting of Independence to Colonial Countries and Peoples in its report (A/7684). At the current stage the Secretary-General estimated that additional requirements for the implementation of the proposals relating to the preparation and distribution of a publication would amount to \$48,500. That estimate contained no additional provision for staff or any other costs, however; those would be dealt with in a further statement of financial implications to be submitted in connexion with the programme of work—which was not yet decided—of the Special Committee on the Situation with regard to the Implementation of the Declaration on the Granting of Independence to Colonial Countries and Peoples.

47. Mr. BANNIER (Chairman of the Advisory Committee on Administrative and Budgetary Questions) said that the Secretary-General estimated that, if the General Assembly adopted the recommendation of the Preparatory Committee referred to in paragraph 2, sub-paragraph (a), of the Advisory Committee's report (A/7790), an additional appropriation of \$48,500 would be required under section 11 of the budget estimates for the financial year 1970. The estimate provided for the translation, typing, printing and distribution of documentation on the subject of decolonization. The documentation would be in the form of an official publication of about 200 pages, and a substantial number of additional copies would be produced for dissemination by the Office of Public Information.

48. In examining the financial implications, the Advisory Committee had noted that the total estimated cost was based on outside contractual prices, and that no allowance had been made for the possibility that some of the work could be done within the Organization. Although the Advisory Committee felt that it should be possible to make

some savings in that way, it was not recommending a reduction in the estimate. It was confident that the Secretary-General would take its observations into account when the documentation was being prepared.

49. The Advisory Committee would of course consider the financial implications of the total work programme of the Special Committee for 1970 as soon as it received a statement regarding them from the Secretary-General. In that connexion it noted from paragraph 8 of the Secretary-General's note that the current request, together with the work programme of the Special Committee might entail additional staff requirements for the substantive department concerned. The Advisory Committee's comment on that point was contained in paragraph 9 of its report. He added that the Advisory Committee recommended that the estimate of \$48,500 should be distributed over sections 3, 10 and 11 of the budget.

50. Mr. LOURENCO (Portugal) said that his delegation had express reservations about the recommendations made by the Preparatory Committee, in its report (A/7684). The Declaration as well as General Assembly resolutions 1541 (XV) and 1542 (XV), adopted in 1960, had all been aimed directly at Portugal, and his delegation therefore objected to recommendations relating to the celebration of the tenth anniversary of the Declaration. It particularly objected to the suggestion that representatives of “national liberation movements” should be invited to New York to participate in the proposed commemorative meeting in 1970.

51. With regard to the preparation and publication of documentation by the Secretariat and the Office of Public Information, his delegation wished to say that that Office was not an organ which, on the basis of its past performance, deserved the confidence of Member States. Publications issued by the Office of Public Information in recent months had been dedicated to propagating the views of a section of the membership of the United Nations to which Portugal and others did not belong; in those publications Portugal's views had been represented very inadequately or not at all. To give a subsidiary organ of the Secretariat the right to spread such propaganda would be to deny the sovereign right of Member States to disagree with the majority, which in turn, would undermine the sovereign equality of those States. There was no need to stress that the Secretariat and its subsidiary bodies should be impartial and objective in discharging their functions in any matter involving differences of opinion among Member States. No General Assembly resolution could remove that obligation or justify the Secretariat in publishing selected comments on debates and resolutions unfavourable to Portugal without at the same time impartially stating the Portuguese point of view.

52. He drew attention particularly to the first issue of the publication entitled *Objective: Justice*, which contained an article on the Security Council and southern Africa in which the policy of *apartheid* of the Republic of South Africa was dealt with in the same context as the question of Portuguese Territories and their discussion by the Security Council and the General Assembly. It must be pointed out that those questions had never been discussed under the same item or at the same time by either organ. Further-

* Special programme of activities in connexion with the tenth anniversary of the Declaration on the Granting of Independence to Colonial Countries and Peoples: report of the Preparatory Committee for the Tenth Anniversary of the Declaration on the Granting of Independence to Colonial Countries and Peoples.

more, his delegation failed to understand why no reference was made in that context to the two Security Council meetings of 18 December 1961 when the question of the Indian Union's aggression against one of the Portuguese Territories, namely Goa and its dependencies, was discussed. The publication also contained a section on Southern Rhodesia, in which a partisan attitude was apparent, notably in the failure to mention the very pertinent points raised by the Portuguese Government in letters addressed to the Secretary-General and the President of the Security Council at various times in the past four years, and circulated as official documents.

53. It was absurd to expect any Member State to pay for propaganda directed against itself, and his delegation felt it was high time for Portugal to consider whether it should continue to contribute to all sections of the budget. It was perhaps also time for the Fifth Committee as a whole to consider where the current trend might lead. In conclusion, he requested a roll-call vote on the question under consideration.

54. Mr. GUPTA (India) observed that the Fifth Committee was an administrative and budgetary Committee and could not be expected to listen to homilies by the Portuguese delegation on the so-called aggression of the Indian Union against the so-called Portuguese province of Goa. Portugal continued to oppress millions of people in Africa in defiance of world opinion, and India had been entitled to try to put a stop to its equally oppressive tactics in Goa.

55. Mr. LOURENCO (Portugal) said that he had not intended to go into the substance of the question, but that, since the Indian representative had criticized Portugal for its actions in Goa in 1961, he would remind him that Portugal had not forgotten India's doctrine of "Charter or no Charter, Council or no Council" in order to justify that act of aggression.

56. The CHAIRMAN proposed that the Committee should request the Rapporteur to report directly to the General Assembly that, if it approved the proposals of the Preparatory Committee, an additional amount of \$48,500 would be required in 1970 to cover the production and distribution costs of the publication, namely, \$8,000 under section 3, \$1,500 under section 10 and \$39,000 under section 11. Any requirements relating to other proposals would be set forth in future notes by the Secretary-General on the financial implications of the programme of work proposed by the Special Committee.

A vote was taken by roll-call.

Upper Volta, having been drawn by lot by the Chairman, was called upon to vote first.

In favour: Uruguay, Venezuela, Yugoslavia, Zambia, Afghanistan, Algeria, Argentina, Australia, Austria, Belgium, Brazil, Byelorussian Soviet Socialist Republic, Cameroon, Canada, Chad, Chile, China, Congo (Democratic Republic of the), Cuba, Denmark, Ecuador, Ethiopia, Finland, France, Ghana, Greece, Guatemala, Hungary, Iceland, India, Indonesia, Iran, Iraq, Ireland, Israel, Italy, Ivory Coast, Japan, Liberia, Libya, Mali, Mexico, Mongolia, Netherlands, New Zealand, Nicaragua, Pakistan, Peru, Philippines, Poland, Romania, Rwanda, Spain, Sudan, Sweden, Syria, Thailand, Togo, Tunisia, Turkey, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, United Arab Republic, United Kingdom of Great Britain and Northern Ireland, United States of America.

Against: Portugal.

Abstaining: None.

The Chairman's proposal was adopted by 65 votes to 1.

The meeting rose at 1.10 p.m.