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Chairman: Mr. Jan Paul BANNIER
(Netherlands).

In the absence of the Chairman, Mr. Morris (Liberia), Vice-Chairman, took the Chair.

AGENDA ITEM 70

Personnel questions (continued):

- (a) *Geographical distribution of the staff of the Secretariat: report of the Secretary-General (A/5270, A/C.5/933 and Corr.1, A/C.5/L.727 and Add.1 and Corr.1) (continued);*
- (b) *Proportion of fixed-term staff (A/C.5/938) (continued)*

1. Mr. TSAO (China) congratulated the Acting Secretary-General on his two reports concerning the geographical distribution of the staff of the Secretariat (A/5270, A/C.5/933 and Corr.1).

2. In paragraph 69 of document A/5270, the Secretary-General had made seven proposals for improving the present situation. Concerning the first proposal, which was that due regard should be paid to securing as wide a geographical spread as possible, the Chinese delegation wished to stress that geographical distribution should not be viewed only on a regional basis; the fact of membership should also be taken into account, for the United Nations was after all composed of Member States, not of member regions. In the case of Asia and the Far East, for example,

improvement in geographical representation on a regional basis had not been matched by an increase in the number of staff of Chinese nationality; so far as posts at the G-5 level and above were concerned, the number of Chinese staff members was far below the desirable range, whereas most other countries in the same region had already exceeded their desirable ranges, in some cases by as much as 200 per cent.

3. For those reasons, his delegation warmly endorsed the second proposal of the Secretary-General that equitable geographical distribution should take account of the fact of membership, of Members' contribution and of their populations. In the past, unfortunately, those sound criteria had not been observed in practice. As the largest country in Asia and a founding Member of the United Nations, China had been the fifth largest contributor to the expenses of the Organization; yet a country in the same region whose contribution was less than half that of China had many more of its nationals in the Secretariat.

4. The third proposal that General Service staff of all grades should be excluded from the scope of geographical distribution, and the fourth proposal that staff members appointed to missions should remain included in the geographical count were both acceptable to his delegation.

5. With regard to the fifth proposal that the criterion of voluntary contributions should be applied as a yardstick in the case of the staffs of TAB, the Special Fund and UNICEF, his delegation wished to point out that voluntary contributions might fluctuate, whereas the administration and operation of voluntary programmes called for a stable staff. There was little practical difference between the special programmes and the programmes financed from the regular budget. Furthermore, the voluntary programmes mostly concerned the developing countries and it was therefore essential that their staffs should have an intimate knowledge of the needs and problems of those countries; in that respect, staff members from the developing countries might prove even more useful than those from the contributing countries.

6. With regard to the sixth proposal that the Secretary-General could not be required to give arithmetical weights to the various grades of professional posts, his delegation none the less felt that a weighted system might be helpful in achieving a genuinely equitable geographical distribution; there was, after all, a great difference in both responsibility and remuneration between a P-1 post and a D-1 post. For those reasons, his delegation saw some merit in the weighted system adopted by FAO and hoped that the Committee might give serious consideration to that question.

7. The final proposal that "some flexibility in application to individual countries within a region might be unavoidable" was the one which caused his dele-

gation most concern. Over-emphasis on a region at the expense of individual countries within it would conflict with the second proposal, which stressed the importance of the various factors to be used in determining the desirable ranges. Moreover, the word "flexibility" needed some clarification, for it could either mean a flexibility based on the various factors mentioned in the second proposal, or it could mean an arbitrary flexibility such as was characteristic of China's treatment in relation to Asia. Although the number of Chinese staff members was still below the desirable range, not one Chinese national had been appointed to a Professional post during the past year, although 166 appointments had been made during that period. Such a state of affairs had been true for many years and his delegation would be grateful if the Secretariat would indicate how it might be rectified. The question of personnel was a complex one, but so far as the Charter requirements of efficiency, competence and integrity were concerned, the Chinese were second to none.

8. Mr. KRAFT (Denmark) paid a tribute to the Secretary-General for his comprehensive and objective reports on the geographical distribution of the staff of the Secretariat, and expressed the hope that the Fifth Committee would follow his recommendations. He also welcomed the statements made by the representatives of Australia (950th meeting) and Canada (951st meeting), whose views in many ways coincided with those of his own Government.

9. His delegation agreed that the distribution of staff appointments should be adjusted to the great changes that had taken place in recent years as a result of the admission of many new Members, although it would inevitably be some time before the Organization reflected those changes accurately.

10. However, while it was necessary to give due regard to the equitable distribution of posts, it was important to avoid impairing the efficiency of the Secretariat. That efficiency was in part dependent on the morale of the staff, and it was therefore essential that staff members should get satisfaction from their work and be reasonably sure of their future. Security of tenure was thus an important factor in ensuring the independence and efficiency of Secretariat staff. While it was possible to agree that the proportion of fixed-term staff should be set at 25 per cent, it was therefore doubtful whether it would be wise to go any further in that direction.

11. His delegation strongly objected to proposals that Secretariat posts should be divided among three groups of States characterized respectively as "socialist", "neutralist" and "capitalist"; it failed to understand why such a procedure should be expected to create confidence among Member States, for it would reflect a philosophy based on power politics and would be contrary to the spirit of the Charter. In any case, such a division of the world would be unrealistic, for the world was in a state of constant flux. His delegation fully endorsed the Australian representative's views on that question.

12. His delegation was convinced that the Committee could confidently ask the Secretary-General to continue his work along the general lines suggested in his reports. Events were already moving in the right direction, and the Committee could best help the Secretary-General to make further progress by uniting behind a decision acceptable to him.

13. Mr. KOUTOBLENA (Togo) said that equitable geographical representation of Member States must be ensured in all United Nations bodies if the Organization was to be an effective instrument of international co-operation. An equitable distribution of posts, both in number and in importance, would create a climate of confidence and mutual understanding between Member States and the executive organs of the United Nations. His delegation was glad to see from the report of the Secretary-General (A/5270) that he recognized the extreme importance which all delegations attached to that question, and thanked him for his untiring efforts to make the ideal of equitable geographical distribution a reality.

14. The Secretary-General had rightly drawn attention to Article 101, paragraph 3 of the Charter which set forth the criteria governing the recruitment of staff. His delegation was fully aware of the need to recruit only staff of the highest quality, but was convinced that it was possible to find persons of "efficiency, competence, and integrity" in all States. That criteria should therefore in no way be used to favour certain States at the expense of others; while it was true that geographical distribution should never become a purely arithmetical operation, it was particularly important that the senior posts in the Secretariat should be equitably distributed among all Member States. That meant that nationals of recently admitted States should rapidly be given posts of responsibility in the Secretariat. His delegation hoped that, in his search for suitably qualified candidates, the Secretary-General would take the particular circumstances of the African States into account.

15. Mr. STOIANA (Romania) pointed out that if the United Nations was to be a viable Organization, the composition and structure of its Secretariat must be adapted to the changed conditions created at each successive stage of its existence. Although the Committee and the Secretary-General were beginning to show a more active concern for the proper implementation of Article 101 of the Charter and there had actually been some improvement in the geographical distribution of the staff, progress was still very slow. There had been only a slight reduction in the number of staff members from Western Europe and North America and a slight increase in the number of those from Eastern Europe. Nationals of countries in Western Europe and North America still held 53.9 per cent of the posts, including key posts, while nationals of the Eastern European countries held only 10.1 per cent. Moreover, the ratio of fixed-term to permanent contracts was still too low. The large number of permanent contracts was an obstacle to the improvement of geographical distribution because it helped to maintain the one-sided composition of the executive organs of the Secretariat. Finally, his delegation found it unacceptable that the staff of TAB, the Special Fund and the special missions should not be subject to geographical distribution. Indeed, they were staffed almost exclusively by personnel from Western countries.

16. While his delegation did not underestimate the difficulty of evolving a system which would satisfy all delegations, it considered that only a system under which the distribution of posts reflected the three main political groups of States in the world could ensure the full implementation of the Charter provisions. The existence of those three groups should be recognized not only in terms of the number of posts

but also in terms of their importance. That principle should be applied both at Headquarters and in the regional economic commissions and it should not be limited to new recruitment. Moreover, it was essential to eliminate two other deficiencies in recruitment policy, namely, the tendency of the Secretariat not to abide by its original offers and the dilatory tactics it employed regarding the recruitment of candidates proposed by the socialist countries. Lastly, Secretariat documents, in referring to the nationality of staff members, should indicate their legal citizenship, as recognized by the Governments concerned. A staff member who did not enjoy either *de jure* or *de facto* citizenship of a particular country should not be shown as a national of that country. He hoped that the Secretariat would take those various factors into consideration in future in applying the principle of equitable geographical distribution.

FINANCIAL IMPLICATIONS OF THE DRAFT RESOLUTION SUBMITTED BY THE FIRST COMMITTEE IN DOCUMENT A/5303 ON AGENDA ITEM 90* (A/C.5/948)

17. The CHAIRMAN explained that under the terms of the draft resolution submitted by the First Committee (A/5303, para. 10) the Conference of the Eighteen-Nation Committee on Disarmament would resume its negotiations at Geneva and would report periodically to the General Assembly on the progress of its work, and in any case not later than the second week of April 1963. The Secretary-General had estimated the additional costs of servicing the Conference for a six-month period (A/C.5/948, para. 7) and had indicated that it would require a total provision of \$876,900 under section 2 (Special meetings and conferences) of the 1963 budget estimates.

18. Mr. GANEM (Acting Chairman of the Advisory Committee on Administrative and Budgetary Questions) observed that the Secretary-General had estimated the additional costs of servicing the Conference in 1963 at a monthly figure of \$141,500. A non-recurring amount estimated at \$27,900 should be added to the total in respect of travel of staff. Of the monthly cost of \$141,500, \$133,500 came under the heading of temporary assistance and overtime. The representative of the Secretary-General had informed the Advisory Committee on Administrative and Budgetary Questions that the European Office of the United Nations could make virtually no staff available to service the Conference. The Advisory Committee nevertheless considered that the Secretary-General's estimate was on the high side and recommended that it should be reduced to \$127,000 per month.

19. The Advisory Committee wished to draw the Committee's attention to the fact that, contrary to the procedure followed in previous years, the Secretary-General was proposing to include the additional expenditure directly in the 1963 regular budget. The Secretary-General had taken that step as a result of criticism both in the Fifth Committee and in the Advisory Committee of the procedure of incurring such expenditure under the resolution concerning unforeseen and extraordinary expenses and then requesting the General Assembly to approve a supplementary appropriation. Since the Advisory Committee

felt that the expenditure in question was neither unforeseen nor extraordinary, it endorsed the Secretary-General's action.

20. In the event of the adoption of the First Committee's draft resolution by the Assembly, the Advisory Committee recommended the inclusion in the 1963 budget estimates of an amount of \$837,900 under a new chapter of section 2, representing the cost of six months of meetings at \$135,000 per month. A non-recurring amount of \$27,900 should be added to the total figure in respect of travel of staff. Estimated income under income section 1 should be increased by \$90,000 as a result of the application of staff assessment to the salaries of the temporary staff engaged for the Conference.

21. Mr. QUIJANO (Argentina) said that his delegation had no objection either to the substance of the First Committee draft resolution or to the Advisory Committee's recommendation for a reduction in the Secretary-General's estimate. It was, however, concerned at the fact that the permanent staff at Geneva would be unable to service the forthcoming meetings. The Secretary-General would have to recruit nearly all the necessary staff (A/C.5/948, para. 4 (a)), which indicated that the capacity of United Nations conference services would be strained to the limit during the first part of 1963. He would have further comments to make on that subject when the Committee was considering the programme of conferences (A/C.5/945).

22. Mr. SOLTYSIAK (Poland) shared the concern expressed by the Argentine representative. The European Office of the United Nations had a staff of 700 and he would be glad if the Secretariat could explain why none of them would be available to service the Conference.

23. Mr. TURNER (Controller) replied that the Conference would be the third major conference during a period in which the schedule of meetings both at Headquarters and abroad was abnormally heavy. The United Nations Conference on the Application of Science and Technology for the Benefit of Less Developed Areas was to open at Geneva in February 1963 and the International Conference of Plenipotentiaries on Consular Relations was to be held at Vienna in March and April of the same year. Those Conferences would have to be serviced in addition to the regular Geneva programme and the relatively heavy programme of meetings of Headquarters-based organs. As a result of long experience of estimating the costs of special meetings at Geneva, the Secretariat was able to assess the probable expenditure with great precision, and the figure of \$876,900 was regarded as reasonable and sound. It recognized, however, that an element of judgement was always involved in such matters and would not therefore contest the Advisory Committee's recommendation that the figure should be reduced to \$837,900. It would point out, nevertheless, that the servicing capacity of the European Office and of Headquarters could not be stretched beyond certain limits in order to take on additional responsibilities.

24. Mr. SOLTYSIAK (Poland) thanked the Controller for his explanation. He still had some misgivings, however, regarding the need to recruit such additional temporary staff as finance clerks and security and cleaning personnel for the period of the Conference.

*Question of general and complete disarmament: report of the Conference of the Eighteen-Nation Committee on Disarmament.

25. Mr. TURNER (Controller) suggested that the reduction recommended by the Advisory Committee in the total provision requested by the Secretary-General might well be applied to such personnel.

The Committee decided to inform the General Assembly that the adoption of the draft resolution submitted by the First Committee (A/5303, para. 10) would require an appropriation of a total amount of \$837,900 under section 2 (Special meetings and conferences) for 1963 and that offsetting revenue in an estimated amount of \$90,000 would accrue from the application of staff assessment to the salaries of the temporary staff who would have to be engaged.

26. The CHAIRMAN asked the Committee to agree that the Rapporteur should report directly to the General Assembly on the decision just taken.

It was so agreed.

FINANCIAL IMPLICATIONS OF THE ESTABLISHMENT AND OPERATION OF THE PROPOSED UNITED NATIONS RESEARCH INSTITUTE FOR SOCIAL DEVELOPMENT IN CONNEXION WITH THE UNITED NATIONS DEVELOPMENT DECADE (AGENDA ITEM 34)* (A/5289, A/C.5/936)

27. The CHAIRMAN drew attention to the report of the Secretary-General (A/C.5/936) and to that of the Advisory Committee (A/5289) concerning a grant of the equivalent of \$1 million offered by the Netherlands Government for the purpose of financing a United Nations Research Institute for Social Development for a period of three to five years during the United Nations Development Decade.

28. Speaking as the representative of LIBERIA, he expressed his delegation's appreciation of the generous offer of the Netherlands Government. He was confident that the new Institute would be used for the benefit of the developing countries.

29. The Committee should bear in mind the Advisory Committee's comment in paragraph 3 of its report that acceptance of the grant would have no financial implications for the 1963 budget and that such financial implications as might arise in 1964 and subsequent years would be of a token nature and would not give rise to additional requests for funds above the normal level of requirements for the European Office of the United Nations.

30. Mr. HODGES (United Kingdom) felt that the Committee would certainly wish to endorse the Advisory Committee's expression of appreciation of the Netherlands Government's grant. His own delegation was deeply grateful for it.

31. He asked whether the Netherlands grant would be sufficient to defray the expenses of the Institute for a full period of five years and, if not, whether any provision would be made for extending its existence with the help of voluntary contributions.

32. Mr. AHMED (Sudan) expressed his Government's gratification at the Netherlands Government's generous gesture. The Institute would certainly serve a useful purpose. For that reason, it was somewhat surprising that an *a priori* decision had been taken that it should not function for more than five years. It

would be unfortunate to prejudice the development of the Institute; it might be continued by the United Nations on the basis of voluntary contributions at the end of the five-year period. Regarding reporting procedure, he said that, as the Secretary-General would administer the grant, provision should be made for the submission of a report on the work of the Institute to the General Assembly, as well as to the Social Commission of the Economic and Social Council.

33. Mr. MALHOTRA (Nepal) also expressed appreciation of the Netherlands Government's grant. His own delegation was deeply interested in the work of the Institute and was co-sponsoring a draft resolution on the subject in the Second Committee.

34. Mr. VAN GREVENYNGHE (France) said that his delegation was also grateful for the Netherlands grant. The creation of the Institute would be particularly welcome to his delegation, which had consistently stressed the importance of balanced economic and social development and of an improvement in the level of living of the under-developed countries.

35. Miss HENDERSON (Secretariat) said that the Department of Economic and Social Affairs was most grateful for the Netherlands grant, which would provide an opportunity for progress on one of the most difficult research problems, that of the relationship between economic and social development.

36. In reply to the United Kingdom representative's question, she drew attention to paragraph 8 of the Secretary-General's note (A/C.5/936); that provision would be made for the acceptance of voluntary funds in the special financial rules which the Secretary-General was to prepare. It was expected that the Netherlands grant would be exhausted in about three years.

37. Referring to the points raised by the Sudanese representative, she said that the Institute was intended to function for from three to five years because that had been the period originally specified by the Netherlands Government and because the Institute had a finite task which could probably be completed within that period. Apart from its actual research work, it would provide materials to be used by regional training institutes, such as the Latin American Institute for Economic and Social Planning and the Asian Institute of Economic Development and information for national planning boards. However, there was nothing to prevent the United Nations from deciding to prolong its existence. As to the reporting procedure, it had been decided that the Institute should report to the Social Commission, which itself reported to the Economic and Social Council, because the relationship between economic and social development was a matter with which the Council was concerned.

38. Mr. FEKKES (Netherlands) thanked all those who had expressed appreciation of his Government's offer.

The Committee decided to recommend to the General Assembly that: (a) it take note with appreciation of the offer of the Government of the Netherlands of a grant in the amount of 3.6 million guilders to be used for the establishment and operation of a United Nations Research Institute for Social Development for a period of from three to five years during the United Nations Development Decade; (b) it take note

*United Nations Development Decade: report of the Secretary-General.

of the Secretary-General's acceptance of the gift of the Government of the Netherlands; and (c) it take note of the observations of the Advisory Committee in paragraphs 3, 4 and 5 of its report (A/5289).

AGENDA ITEM 62

Budget estimates for the financial year 1963 (A/5121 and Corr.1, A/5179, A/5205, A/5207, A/5243, A/5263, A/5267, A/5272 and Corr.1, A/5280, A/5299, A/C.5/919, A/C.5/925, A/C.5/926, A/C.5/928, A/C.5/930, A/C.5/931 and Corr.1, A/C.5/935, A/C.5/937, A/C.5/942, A/C.5/945, A/C.5/946, A/C.5/951, A/C.5/L.726, A/C.5/L.730, A/C.5/L.734, A/C.5/L.736, A/C.5/L.743 (continued)*)

Office and related space at Headquarters (A/5299, A/C.5/942)

39. The CHAIRMAN said that, pending the completion of the survey of office space at Headquarters in 1963, the Secretary-General proposed in his report (A/C.5/942) to meet the most pressing requirements in 1963 without renting outside premises. The measures were described in paragraph 3 of the Advisory Committee's report (A/5299). Longer-term arrangements would be considered after the completion of the survey now in progress. The proposed interim measures would require an additional provision of \$80,000 in 1963. Subject to the comments in paragraphs 5 and 6 of its report, the Advisory Committee recommended approval of the Secretary-General's request, but expressed the hope that some savings could be achieved in the implementation of the proposed plan.

40. Mr. SOKIRKIN (Union of Soviet Socialist Republics) strongly endorsed the comments made by the Advisory Committee in paragraphs 5 and 6 of its report. He could not understand why the survey of space at Headquarters had not been carried out earlier; it had, in fact been decided upon only when the Secretariat had realized that no outside space could be rented. The Committee was now faced, near the end of the session, with a request for an additional appropriation of \$80,000, which would not have been necessary if the use of space at Headquarters had been kept under constant review. If the rearrangement of space proposed by the Secretary-General was necessary, it should be done without the provision of additional funds. He could not, therefore, support the Advisory Committee's recommendation.

The Advisory Committee's recommendation (A/5299, para. 7) for an additional provision of \$80,000 for 1963, including \$65,000 under section 7 (Buildings and improvements to premises) and \$15,000 under section 9 (Maintenance, operation and rental of premises) for the purposes indicated by the Secretary-General in document A/C.5/942 was approved on first reading by 55 votes to none, with 10 abstentions.

AGENDA ITEM 61

Supplementary estimates for the financial year 1962 (A/5121 and Corr.1, A/5223, A/5239, A/5272 and Corr.1, A/5297,

A/C.5/927, A/C.5/929 and Corr.1, A/C.5/931 and Corr.1, A/C.5/943, A/C.5/946, A/C.5/L.728) (continued)*

Additional office accommodation for the secretariat of the Economic Commission for Asia and the Far East in Bangkok (A/5297, A/C.5/943)

41. The CHAIRMAN pointed out that in his report (A/C.5/943), the Secretary-General indicated that the Government of Thailand had decided to appropriate in 1963 the funds required for the construction of an annex to the building now occupied by ECAFE, which would greatly reduce the present serious shortage of office space. Pending completion of the annex, the Secretary-General proposed the temporary arrangement costing \$19,200 described in paragraph 5 of his report. In its report (A/5297), the Advisory Committee recommended approval of the proposal and noted the Secretary-General's assurance that he would endeavour to absorb the costs within the overall appropriation for 1962. That would involve the transfer of appropriations from other sections of the budget to section 9 (Maintenance, operation and rental of premises) which might be effected by adjusting the figures for the respective budget sections in the draft resolution on supplementary appropriations for the financial year 1962 to be submitted to the Committee for approval at a later date.

42. Mr. CURTIS (Australia), speaking also on behalf of the delegations of the Federation of Malaya and New Zealand, expressed deep appreciation of the Thai Government's decision. Those delegations, like the other member States of ECAFE, felt that ECAFE was a particularly effective forum for discussion and action by Governments and they attached great importance to their participation in the meetings of ECAFE and its subsidiary bodies. The Thai Government was to be highly commended for its co-operation and goodwill, which had been most helpful to the Commission in achieving its objectives.

43. Mr. SAWETAMAL (Thailand) said that, as his Government was the host of ECAFE, it was deeply concerned at the shortage of space caused by the steady growth of ECAFE's membership and activities. As a gesture of goodwill and co-operation with the United Nations, his Government had decided to appropriate the equivalent of \$106,826 for the construction of an annex to the Sala Santitham, where ECAFE was housed. He welcomed the Advisory Committee's endorsement of the Secretary-General's interim proposal.

The temporary arrangements for the provision of office space for the Economic Commission for Asia and the Far East in Bangkok proposed by the Secretary-General in paragraph 5 of his report (A/C.5/943) at a cost of \$19,200 in 1962 were approved, subject to the recommendations and observations of the Advisory Committee in paragraphs 4 and 5 of its report (A/5297).

44. The CHAIRMAN suggested that in its report to the General Assembly on the present item, the Committee should record its thanks to the Government of Thailand for its generous decision to provide funds for the construction of the proposed annex in 1963.

It was so decided.

The meeting rose at 5.5 p.m.

*Resumed from 949th meeting.

*Resumed from the 941st meeting.