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MEETING**

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CONTENTS

	Page
<i>Agenda item 64:</i>	
<i>Personnel questions (continued):</i>	
(a) <i>Geographical distribution of the staff of the Secretariat (continued);</i>	
(b) <i>Proportion of fixed-term staff (continued).</i>	157
<i>Agenda item 65:</i>	
<i>Base salary scales and post adjustments of the staff in the professional and higher categories of the international civil service: reports of the International Civil Service Advisory Board and of the Secretary-General</i>	160
<i>Agenda item 58:</i>	
<i>Audit reports relating to expenditures by specialized agencies and the International Atomic Energy Agency:</i>	
(a) <i>Expenditure of technical assistance funds allocated from the Special Account of the Expanded Programme of Technical Assistance;</i>	
(b) <i>Expenditure as executing agencies for Special Fund projects</i>	163

Chairman: Mr. Hermod LANNUNG (Denmark).

AGENDA ITEM 64

Personnel questions (continued):

- (a) **Geographical distribution of the staff of the Secretariat (A/4776 and Corr.1, chap. IV; A/4794, paras. 31-40; A/4901, A/C.5/890, A/C.5/L.683, A/C.5/L.684) (continued);**
- (b) **Proportion of fixed-term staff (A/C.5/891) (continued)**

1. Mr. GEORGIEV (Bulgaria), replying to the United Kingdom representative's statement at the 873rd meeting, said that, far from being a figment of the imagination of the socialist countries, a world divided into three power blocs had also been implicitly declared an objective of United States policy to judge from the seventh, eighth and ninth paragraphs of section 102 of the Foreign Assistance Act recently passed by the Congress of the United States. That Act referred to three groups of States and, while the actual groupings differed, the principle was clearly the same.

2. He requested the Director of Personnel to furnish a list of Under-Secretaries, Directors and Principal Officers, whose term of appointment was due to expire during 1961 and 1962.

3. Mr. MACHOWSKI (Poland) wished to clear up two misconceptions which the United Kingdom representative seemed to have formed with regard to his (Mr. Machowski's) statement at the 860th meeting that the real balance of power in the world ought to be

adequately reflected in the Secretariat of the United Nations. In the first place, that view was not contradictory to any of the provisions of the Charter and the concept of power was in practice reflected not only in the Security Council but also in other United Nations organs where some countries enjoyed a special status because of their international position. Secondly, by the word "power" he had not meant, as the United Kingdom representative had thought, power in its primitive physical sense; as he had indicated in his original statement, he had been referring to a complex concept, the pattern of which could be reflected in the structure of the United Nations in such a way as to satisfy the requirements of the Charter.

4. Mr. TAZI (Morocco) welcomed the fact that the United States draft resolution (A/C.5/L.683) took note of the existing imbalances in the geographical distribution of the staff of the Secretariat and of the views expressed on that subject during the session. While operative paragraph 1 (c) placed emphasis on the criteria which should be used for determining equitable geographical distribution and, more especially, on the political equality of State, the references to factors of population and contributions in that paragraph seemed somewhat vague. He, therefore, hoped that the United States representative would make the text more specific on those points and, in particular, indicate the population figures which should serve as a basis for geographical distribution. The concept of political equality might lend itself to different interpretations depending on the base figure selected.

5. Mr. CHRISTIADI (Indonesia) expressed his delegation's appreciation of the work of the Committee of Experts on the Review of the Activities and Organization of the Secretariat and thanked the Director of Personnel for having drawn attention at the 869th meeting to the fact that in paragraph 8 of the mimeographed text of document A/C.5/890 an Indonesian national was erroneously reported as having been recruited for a D-1 post during the year under review. It was indeed regrettable that no Indonesian national had hitherto held a post at the P-5 level or above during Indonesia's eleven years of membership in the United Nations. While his delegation was encouraged to note that the Secretariat was intensifying its efforts to improve the geographical distribution of its staff, it regretted that, in appointing Indonesian nationals, it had so far preferred its own candidates to those proposed by the Indonesian Government. Of the nine Indonesian nationals now serving in the Secretariat, eight had been nominated as his Government's candidates only after the Secretariat had indicated its desire to employ them. That procedure must be corrected. Since the membership of the Organization consisted of sovereign States, it was proper that the Secretariat should get into touch with the Governments of those States in recruiting staff. That procedure had been recognized as normal in regard to staff from the Eastern European and the newly independent

States and no exception should be made in the case of Indonesia.

6. His delegation regarded the Secretariat as an organ of equal importance to the other five principal organs of the United Nations. Confidence in the Secretariat was contingent upon confidence in its personnel, which, according to Articles 100 and 101 of the Charter, was required to display impartiality, competence and integrity. In his delegation's view, that requirement was inseparable from the requirement of the widest possible geographical distribution, because if the former was met at the expense of the latter, the Secretariat would be unable to discharge its functions, since it would not adequately reflect the Organization's membership and hence would not enjoy the support of the majority of Member States. Both requirements were equally indispensable, but, since there was no objective means of evaluating an individual's impartiality, competence and integrity, his delegation relied heavily on the responsible officials in the Secretariat to ensure that those standards were met.

7. His delegation was dissatisfied with the way in which the requirement of the widest possible geographical distribution was being met. While it was encouraging that the number of States whose nationals were serving on the staff had increased from 72 to 84 during the year ended 31 August 1961, 15 Member States were still deprived of their right to have their own nationals serving on the staff. Moreover, as table 4 in the Secretary-General's report (A/C.5/890) showed, of the 37 countries from which new staff members had been recruited in 1961, 10 were already above their desirable range of posts. It was certainly a strange practice to give priority to the recruitment of staff from countries above their desirable range and to neglect others which were either under-represented or not represented at all. According to table 5 in the same report, the 102 posts in the Principal Officer, Director and Under-Secretary categories were held by nationals of 32 Member States. The most important posts were, therefore, in the hands of a few privileged Members.

8. The question of the levels of the posts held by the different countries was another important factor in geographical distribution; in that connexion, his delegation felt strongly that the proper application of a points system, such as the one successfully used for a number of years by the Food and Agriculture Organization of the United Nations, could eliminate many of the complaints that had been made. A system might be worked out under which, for example, one post of Under-Secretary would be equal to two D-2 posts, three P-5 posts and four P-4 posts.

9. With regard to the four criteria suggested by the Committee of Experts in paragraphs 74 and 75 of its report (A/4776 and Corr.1), he felt that the population factor, which might place some of the smaller nations at a disadvantage, could be supplemented by the provision of a minimum number of posts for each State and points system.

10. His delegation understood the need to allocate posts at the D-2 and Under-Secretary levels on a regional basis and felt that, since there were fourteen Asian countries and since seventeen posts at those levels had been allocated to the region, it would be reasonable to expect that each country would be allocated one post; as the situation was at present, however, Indonesia, the second largest nation in the area, had not even one national serving at the P-5 level or

above. It would be entirely just if the 102 posts at the P-5 level and above were distributed equally among Member States. In the interests of compliance with the principles of Articles 100 and 101 of the Charter and of political objectivity, vacancies in those categories should be filled by fixed-term, rather than career appointments.

11. His delegation also considered that the principle of geographical distribution should be applied to the staff of TAB, the Special Fund, the International Court of Justice, the Office of the United Nations High Commissioner for Refugees and UNICEF, since the programmes of those bodies were financed by the participating States and the United Nations Staff Rules and Regulations were applicable to their personnel. Since the country receiving aid made the final decision with regard to the acceptability of particular experts, his delegation agreed with the Committee of Experts that no formal scheme of geographical distribution could be applied in regard to the consultants and experts appointed under the various technical assistance programmes; the principle should, however, be taken into account in all such appointments.

12. Geographical distribution did not mean geographical representation. It was generally agreed that the nationals of a Member State working in the Secretariat did not represent their Government. Clearly, however, no Government would want its nationals to engage in activities contrary to its interests.

13. Mr. CUTTS (Australia) wished to correct certain misapprehensions which had arisen about his delegation's position on the question of geographical distribution. In the first place, he had said that, however desirable it might be, geographical distribution was not the paramount consideration in the recruitment of staff, which, under Article 101 of the Charter, was the necessity of securing the highest standards of efficiency, competence and integrity; in saying that, he had not wished to imply that efficiency, competence and integrity were the exclusive preserve of any one area and was quite certain that in most cases there would be no conflict between the two requirements. He had stressed the paramountcy of efficiency, competence and integrity merely to counteract a tendency to regard geographical distribution as an end in itself and as the overriding consideration.

14. Secondly, when he had suggested that some Member States might find it difficult to send many of their nationals to the United Nations, he had had no intention whatever of implying that some States were backward and could not find a relatively small number of qualified people. On the contrary, he had intended only to say that some small, new States might have a pressing need for talent at home and might not be in a position to send their qualified nationals to the United Nations.

15. His delegation, which was considering the submission of a draft resolution, felt that the discussion might be unduly prolonged if the Fifth Committee endeavoured to decide on a specific formula, which Member States would need to study thoroughly from the standpoint both of the principles involved and the financial implications. It was also open to question whether the General Assembly should try to take such a course without having the benefit of the considered views of the Acting Secretary-General. The United States draft resolution (A/C.5/L.683), which merely stated generally agreed principles but did not attempt to work out a formula, might offer a solution acceptable to the majority of delegations. If the Fifth Committee

were to agree on some such approach, there would be no need for the submission of his delegation's draft resolution.

16. If, as he assumed, the proposal to include the G-5 category of staff within the scope of geographical distribution implied the international recruitment of such staff, he would be glad if the Director of Personnel would indicate what the financial implications of such a measure would be.

17. Mr. HAMILTON (Director of Personnel) said that a document containing the information requested by the Bulgarian representative would be circulated.^{1/}

18. He confirmed the Australian representative's understanding that the inclusion of G-5 personnel in the geographical distribution system would mean that such personnel would have to be internationally recruited. In accordance with the policy recommended by the Advisory Committee on Administrative and Budgetary Questions, and approved by the General Assembly, such personnel were not recruited on an international basis at the present time. On the basis of a rough estimate, he believed that, if a substantial proportion of G-5 personnel was recruited internationally, the additional cost would be between \$200,000 and \$250,000 a year.

19. Countries had been grouped by regions in document A/C.5/890 in the belief that that system might be of assistance to the Committee, members of which had had occasion in the past to comment on the regional aspects of geographical distribution. There were no particular grounds for retaining the particular grouping which had been adopted and the Secretariat would welcome an indication of the Committee's desires in the matter.

20. Several delegations had requested information concerning the difficulties the Secretariat had experienced in recruiting staff internationally. Detailed information could be provided at a later stage, if necessary, but he wished to emphasize immediately that the Secretariat's recruitment difficulties had been general in character and had not related to any one country or group of countries. Moreover, different types of difficulty had arisen. The Secretariat was doing its utmost to overcome them in accordance with the provisions of the Charter and the Staff Regulations. Its constant aim had been to further improve the geographical distribution of the staff.

21. In connexion with references made by the USSR representative to the action taken by the Secretariat on a list of USSR nationals who had been recommended for employment in the Secretariat, he wished to point out that a total of 74 candidates had been recommended by the USSR Government over the last 15 or 16 months. Of those 74, 60 were candidates for posts subject to geographical distribution. The situation with regard to those 60 individuals was as follows: 20 had been appointed, 14 had been offered appointments and 5 had refused offers of appointment. Thus, in 39 cases out of 60, positive action had been taken, while 8 candidates were still under consideration and the names of 13 had been withdrawn. Of 12 USSR candidates recommended for appointments in the Language and Meetings Service, 7 had been appointed, 2 had been offered appointments and 3 were under consideration. One USSR candidate had been appointed to the staff of TAB and one offer of such appointment had been

refused. Such a record was not one of which the Secretariat should be ashamed.

22. Mr. EMEME (Nigeria) asked the Secretariat to comment on the USSR representative's allegation at the 874th meeting that the United States Government had required an investigation of the loyalty to the United States of candidates for employment in the Secretariat who were United States nationals. He wished to know what the Secretariat's reaction to such a requirement had been and whether the employment of any staff members had been terminated as a result of unfavourable findings in such investigations.

23. Mr. HAMILTON (Director of Personnel) said that full information concerning the events mentioned by the USSR representative at the 874th meeting could be found in the following annex fascicles: Official Records of the General Assembly, Seventh Session, Annexes, agenda item 75, and ibid., Eighth Session, Annexes, agenda item 51.

24. Mr. BENDER (United States of America) said that no loyalty oath was required of United States nationals who were candidates for employment in the Secretariat. His Government did make inquiries regarding such candidates and informed the Secretary-General whether or not there was any indication that the candidate was disloyal to the United States. The late Secretary-General had made it clear that he would not be bound by the conclusions reached by the United States Government concerning loyalty and had reserved full freedom to decide whether the evidence presented in support of any conclusion of disloyalty—such as evidence of involvement in espionage activities—should be regarded as indicating a lack of integrity precluding employment in the Secretariat. It was his understanding that the Secretariat was continuing to apply that policy.

25. It was a fact that a former Secretary-General had terminated certain United States nationals who had refused to answer questions as to whether they were or had been engaged in espionage against the United States Government. He wished to emphasize that no individual had ever been removed from United Nations employment by the United States itself.

26. Mr. SOKIRKIN (Union of Soviet Socialist Republics) asked the Secretariat to indicate whether the United States Government had established certain conditions for the employment of United States nationals by the United Nations.

27. Mr. KITTANI (Iraq) asked whether or not it was a fact that the concurrence of the Government concerned was required before an individual could be appointed to the Secretariat.

28. Mr. HAMILTON (Director of Personnel) said that, as a matter of principle, the Secretary-General considered it his prerogative under the Charter to appoint the staff. In practice, however, the Government of a country was normally consulted whenever the question of appointing one of its nationals arose.

29. Mr. KITTANI (Iraq) suggested that, in view of the probability that further draft resolutions would be submitted and of the desirability of considering all draft resolutions on the question of geographical distribution at the same time, discussion of draft resolution A/C.5/L.683 should be deferred for the time being.

30. The CHAIRMAN proposed that the debate on the item should be adjourned until a later meeting.

It was so decided.

^{1/}Subsequently circulated as document A/C.5/L.686.

AGENDA ITEM 65

Base salary scales and post adjustments of the staff in the professional and higher categories of the international civil service: reports of the International Civil Service Advisory Board and of the Secretary-General (A/4823 and Add.1 and 2, A/4930, A/C.5/873)

31. The CHAIRMAN observed that the Committee had before it proposals of the Secretary-General which had been made in agreement with the Executive Heads of the specialized agencies (A/4823). Those proposals were based on recommendations of the International Civil Service Advisory Board (ICSAB) (A/4823/Add.1) and, in respect of the system of post adjustments, of the Expert Committee on Post Adjustments (A/4823/Add.2). In document A/C.5/873, the Secretary-General had proposed, in consultation with the Executive Heads of the specialized agencies, certain revisions of the Staff Assessment Plan which were designed to produce a pattern of assessment at the various salary levels closer to outside income-tax patterns. The comments and recommendations of the Advisory Committee on Administrative and Budgetary Questions on the various proposals were contained in its report (A/4930).

32. He suggested that the Committee's work would be facilitated if it followed a procedure similar to that adopted at the eleventh session in discussing the report of the Salary Review Committee. Under that procedure, members might make such general observations as they desired and then take up, in succession, the points mentioned in part B of the Advisory Committee's report on which decisions by the Committee were called for. After the Committee had taken those decisions, the Secretariat might assist the Rapporteur in providing the text of a draft resolution which would give effect to the decisions.

The Chairman's suggestion was adopted.

33. Mr. HAMILTON (Director of Personnel) said that, in commenting on the documents before the Committee, he spoke not only on behalf of the Acting Secretary-General, but also on behalf of the Administrative Committee on Co-ordination (ACC) and the Executive Heads of the specialized agencies and the International Atomic Energy Agency.

34. The present base scales dated from 1950 and had been approved on the basis of a report made in 1949. In 1956, the Salary Review Committee had recommended moving the base of the United Nations salary system from New York to Geneva and had said that no change would then be needed in the 1950 base scales. However, it had proposed the introduction of the present post adjustment system. The broad effect of the changes made at that time had been to restore the purchasing power of take-home pay in 1956 to the 1951 level.

35. The Salary Review Committee had considered that the remuneration it proposed would be just sufficient to recruit at Geneva qualified staff from all over the world. It had been satisfied that between 1950 and 1955 there had not been increases in real income in national home civil services comparable to those which had occurred in outside commercial and industrial employment. Its conclusions were in line with those reached at that time by the Secretary-

General, who had suggested that there was no case then for general increases in the base scales.

36. However, the Salary Review Committee had suggested that ICSAB should keep the situation under review, as increases in real income in outside employment would eventually result in increases in real income in national public services. As a result of concern expressed in 1959 by the Executive Board of the World Health Organization concerning difficulties in recruitment, ACC had initiated a comprehensive review of the salary position in all the organizations. That review had been carried out in 1960 and submitted to ICSAB in May 1961.

37. The broad conclusions reached by ICSAB and ACC that had led them to recommend the new base scales were, briefly, that since 1956, the real value of United Nations salaries for most grades had fallen and that in many national services the real value of after-tax salaries had increased, in some instances substantially, during the same period. That had been particularly true of the United States, United Kingdom and Swiss services.

38. Furthermore, a recent economic study conducted quite independently of the ICSAB review had shown that the relative position of the international civil servant in the United States wage and salary structure had fallen very markedly over the past ten years. It was not surprising, therefore, that a recruitment situation which had been only marginally satisfactory in 1956 had become unsatisfactory by 1960. In other words, the conditions of service in the Secretariat were no longer meeting the requirements of Article 101, paragraph 3, of the Charter. The organizations had had to resort to various devices—irregular grading, payment of increments in a scale on initial appointment and even, in one organization, payment of personal allowances up to \$800 a year—in order to overcome recruiting difficulties. There was a danger that the common system would break down.

39. Regarding the Advisory Committee's comments (A/4930, para. 39), on the evidence presented to ICSAB, he wished to point out that annex I to the ICSAB report (A/4823/Add.1) contained a great deal of relevant evidence, yet the Advisory Committee had commented only on table C, which related to the trend of delegation emoluments in New York. He agreed, up to a point, with the Advisory Committee's view that the sampling used for that table was not sufficiently representative to be of real relevance. However, it was worth noting that of eighteen delegations from which information had been requested, only eight had responded. On the occasion of a similar survey in 1956 only ten out of eighteen delegations had replied, but certain unofficial data had been obtained from those that had not replied. Moreover, ICSAB had been warned that the data should be used with caution. Table C provided secondary evidence which supported the other data, but was not sufficient by itself. In fact, the organizations had not claimed that, for the purpose of determining remuneration, a comparison should be made between the conditions of service of the Secretariat and the conditions of service of the diplomatic services of Member States.

40. The proposals made fell into two parts. For married staff, the revision of the post adjustment system would largely achieve the purpose of equalizing the purchasing power of the emoluments in the various duty stations. The revision of the base scales would

restore the real income of the staff to the position regarded as appropriate in 1956.

41. The Advisory Committee appeared not to object to the revision of the post adjustment system but had some doubts concerning the proposed abolition of the "minus" adjustments. The Advisory Committee's comment (A/4930, para. 34) was understandable, but ICSAB's view that a "base" salary should not be subject to reduction was equally valid. A pragmatic approach appeared necessary. Maintenance of minus differentials had perhaps been justified in the past when differentials had amounted to as much as 30 per cent. At present, however, there were no large minus differentials and there would probably soon be none at all. The World Health Organization and the International Atomic Energy Agency had decided not to apply minus adjustments and their adoption by the latter Agency would, in any event, have resulted in its paying less than the base salary at its own headquarters. Insistence on the maintenance of minus adjustments in the United Nations would give rise to negligible savings and would serve as an unnecessary source of irritation in the common system. He hoped that, regardless of its view on the base scales, the Committee would agree with ICSAB on that question.

42. The formula submitted by the Noblemaire Committee to the League of Nations, namely that international salary scales should be based on the scales of the highest paid home services, adjusted for cost of living at the duty station and further adjusted for the expatriation factor, was not suited to the present-day conditions in the United Nations family. Generally speaking, the highest paid home civil services, in dollar terms, were in North America and, if the Geneva base was raised for expatriation reasons substantially above North American levels, that would in turn result in indefensibly high salaries in New York because of the cost-of-living increment. The proposals submitted to ICSAB had, therefore, depressed the Geneva salaries to a level well below what could have been justified under the Noblemaire formula and ICSAB had, therefore, pointed out that the general effect of its recommendations on New York salaries was to restore the relationship with United States Civil Service rates that had existed in 1957. That particular New York relationship had not been a factor considered by the 1956 Salary Review Committee. The latter had been mainly concerned, as the Fifth Committee now was, with determining what rates of pay would suffice to attract staff from all countries to Geneva.

43. To those who might question the timeliness of a proposal for a substantial rise in the general level of United Nations remuneration, he wished to point out that the financial position of the United Nations had been different when the review of the salaries in the United Nations family had been initiated. The case for an increase had been based on facts relating to October 1960 at the latest. Further postponement of action would only increase the recruitment difficulties to which he had referred.

44. Moreover, the proposals did not concern the United Nations alone. They affected ten other international organizations which together employed more staff than the United Nations and which did not suffer from the cash problems of the United Nations. Those organizations were, *inter alia*, vital to the technical assistance programmes. Their very serious recruitment problems would not be solved and their work would be handicapped if the present proposals were

rejected because of financial problems in the United Nations.

45. The cost of the proposals for the United Nations itself would be about \$2.75 million a year. He did not minimize that sum, but could not believe that, because of it, all considerations of fairness and equity toward the Professional staff would be summarily dismissed. He hoped that the Committee would see its way to approve the proposals in their entirety and drew its attention, in conclusion, to paragraph 83 of the ICSAB report (A/4823/Add.1), a paragraph which had gained in validity in the light of experience of recent months.

46. Mr. MAURTUA (Peru) said that the question of the equitable geographical distribution of the staff of the Secretariat went hand in hand with that of the adequate remuneration of the staff. To carry out its increasingly technical tasks, the Secretariat had a growing need of specialists, as the French representative had pointed out at the 872nd meeting; but specialization meant that the individual concentrated his attention on a limited field, thus excluding other possibilities of training and employment. It was only just that he should receive compensation for that restriction of his opportunities in the form of an adequate salary which would enable him to devote his energies to his task without fear for his financial future. It was in the interest of the international community not only that the present staff should be composed largely of technicians, but that the Secretariat should be able to attract the greatest possible number of trained personnel. With adequate guarantees of security and suitable salary scales, the international staff of the Secretariat should become an increasingly effective instrument for the service of peace.

47. His delegation felt that there was ample justification for increasing the base salary scales of staff in the professional and higher categories. As the Director of Personnel had pointed out, the present scales had remained unchanged since 1950. That was why ICSAB had been asked to make a study and submit recommendations. The International Civil Service Advisory Board had taken into account the studies already made by ACC and other information regarding salary levels and trends in national civil services and similar organizations, as well as the experience of the United Nations family itself with regard to the recruitment and retention of staff. The International Civil Service Advisory Board had noted a general rise in the salaries of civil servants during the period 1950-1960, a rise which was even greater than that in the salaries of other workers; but the base salaries in the United Nations had remained static, so that by the end of the period, the difference between the salaries paid by the United Nations and those paid by national civil services had been considerable. That situation could not but affect the ability of the United Nations to retain its competent personnel.

48. The International Civil Service Advisory Board pointed out, in paragraph 51 of its report, that the effect of the ACC proposals would be no more than to re-establish the relationship between United Nations salaries in Geneva and those of the Swiss or United States civil services which had existed in 1957. It also stressed the importance of training for a career in the Organization. The 1956 Salary Review Committee had recommended salaries which, in its view, were just sufficient to attract the required staff and therefore only marginally satisfactory. The International Civil Service Advisory Board had taken October 1960

as its reference date, and the trend towards a rise in the salaries of national civil servants seemed to have continued beyond that date. There was a definite trend in some countries, particularly the United States, to bring the salaries of senior civil servants into line with those of staff in similar positions in private enterprises, which were often as much as 30 per cent higher.

49. The case for an increase was strengthened by some other considerations. First, the workload had increased and the work itself had become more complicated as a result of the increase in the membership of the Organization. Secondly, it was necessary not only to guarantee adequate salary levels for the staff serving at Headquarters, but to ensure that those serving away from Headquarters were able to do so without jeopardizing the financial position of their families. Thirdly, it was necessary to provide an incentive to induce staff members to make their career in the United Nations Secretariat. That could be done partly by providing adequate salaries, as ICSAB recognized in paragraph 83 of its report.

50. For the reasons he had given, he supported the recommendations contained in the Secretary-General's report (A/4823) and in the ICSAB report (A/4823/Add.1), which the Advisory Committee on Administrative and Budgetary Questions had not opposed. If the financial implications of the salary increase appeared likely to have an adverse effect on the present financial position of the Organization, the Secretary-General might be asked to begin to apply it within the limits of present resources, and to continue it as more resources became available.

51. Mr. GREZ (Chile) felt that if the staff of the Secretariat was to meet the demands made upon it and maintain its present high standards, it must be able to command the same salaries as those paid to persons with similar training in other organizations. That point had been borne out by the Director of Personnel, who had mentioned the difficulties that had been encountered in recruiting competent staff because of the low salaries offered by the United Nations compared with those obtaining in industrial and commercial enterprises. The Chilean delegation, therefore, endorsed the recommendations set out in paragraph 29 of the Advisory Committee's report (A/4930).

52. Mr. JOFFRE CHAVEZ (Bolivia) associated himself with the remarks made by the two previous speakers. The only way to achieve the highest standards of efficiency in its staff was for the United Nations to offer better salaries than other organizations. If salary levels remained below those obtaining outside the Organization, competent staff might be forced to seek better paid posts in industry or commerce. The career staff of the Secretariat must be sure, not only of being able to meet their basic needs and of some financial security for the future, but also of meeting other obligations, one of which was to represent the United Nations in a fitting manner. It would be unfortunate if competent staff were driven away from the Organization by low salaries. He therefore supported the recommendations contained in the Secretary-General's report and the ICSAB report. They were particularly important at the present time, when the new Secretary-General must be able to count on his staff to make exceptional efforts.

53. Mr. EHSASSI (Iran) remarked that to secure and maintain a body of efficient personnel was one of the

most important objectives of any organization, and that aim could not be achieved unless the staff were adequately remunerated. That was the only way to build up the atmosphere of security and harmony which was essential to the maintenance of a loyal and capable staff.

54. His delegation was convinced that the staff of the United Nations was not adequately paid at the present time. There had been no increase in the salary scale since 1950, although the cost of living had risen steadily. He welcomed the recognition of that fact by other delegations. He supported the recommendations contained in the reports of the Secretary-General and ICSAB, which were not excessive. Indeed, the Staff Council had felt that there was justification for a general increase of 20 per cent in base salaries at all levels.

55. His delegation was supporting those proposals because it was concerned at the tendency of senior officials to leave the United Nations for more highly paid positions in private institutions, which must eventually have an adverse effect on the efficiency of the Organization. Furthermore, the United Nations was having considerable difficulty in recruiting the experts it required on a temporary basis at the present salary levels. The Professional staff did the bulk of the Organization's technical research and scientific work, upon which the reputation of the United Nations largely rested. Small countries such as his own were using the knowledge of United Nations experts in their various national programmes and they would be the principal losers if the standard of competence of such personnel was to decline. However, it was not only the competence of the present staff that was at stake, but the future efficiency of the Organization itself. It was true that the United Nations was now facing a financial crisis, but it would be contrary to the long-term interests of the Organization to allow that consideration to stand in the way of what was obviously a necessary step. He therefore strongly supported the Secretary-General's recommendations.

56. Mr. ARRAIZ (Venezuela) said that, in the view of his delegation, the staff of the Secretariat was not adequately paid; United Nations salaries did not compare favourably either with the salaries of equivalent personnel in commerce and industry or even with those paid to national civil servants, which were far from high in any case. He wished to pay a tribute to the way in which the Secretariat had carried out its task under the present conditions. The United Nations, which was dedicated to the promotion of human rights, could not continue to take advantage of the spirit of sacrifice displayed by its staff. Furthermore, there could be no doubt that an increase in base salaries would help to improve geographical distribution. He strongly endorsed the remarks made by the representatives of Peru, Chile and Bolivia and supported the proposals put forward in the Secretary-General's report. Those proposals were all the more worthy of the Committee's approval as the Advisory Committee had made no contrary recommendations.

57. Mr. BANNIER (Netherlands) asked whether the Secretariat could provide any information about the cost of the proposed increase in base salary scales to the other organizations that would be affected by it, such as the specialized agencies and the special programmes, i.e., the Technical Assistance Programmes and the Special Fund. In the case of the voluntary programmes, increased expenditures on salaries might reduce the funds available for operational activities.

It would also be useful for the Committee to know the numbers of staff involved outside Headquarters.

58. Mr. SOKIRKIN (Union of Soviet Socialist Republics) asked whether it was true that the need for highly specialized personnel was not so great at Headquarters as elsewhere and whether such requirements as did exist had been met to some extent, as stated in paragraph 43 of the Advisory Committee's report (A/4930).

59. Mr. TURNER (Controller), replying to the USSR representative's question, drew attention to paragraph 43 of the Advisory Committee's report, the first two sentences of which clearly stated the position. However, it would have been more accurate to say that the requirements for highly specialized personnel had been met "to a very limited extent", rather than "to some extent", as stated in the second sentence. The provision made for such posts in the revised 1961 budget estimates, section 3, chapter V—Special technical posts—had been very small—in fact, enough for only three or four posts. By calling upon other resources, such as the provision for subventions and overhead costs in the budget of the Special Fund, it had been possible to engage two more specialists in 1961. There was hope that the appropriation for the same purpose which the Committee had approved on its first reading of the 1962 budget estimates would make possible a slight further expansion, but it would be very small in relation to the total needs at the present time, and those could be expected to increase in the future.

60. The point raised by the Netherlands representative related to another aspect of the same problem. The Director of Personnel might wish to reply to it in detail at a future time.

61. Mr. HAMILTON (Director of Personnel) said that he would prepare a short paper on the recruitment difficulties encountered by agencies and special programmes outside Headquarters.^{2/} The information

^{2/}Subsequently issued as document A/C.5/L.685.

referred to in sub-paragraph 1 (b) of annex I to the ICSAB report (A/4823/Add.1) could be reproduced and circulated. The difficulties encountered in the recruitment of staff for the voluntary programmes had arisen mainly in connexion with senior staff.

62. He would also look into the financial implications of an increase in base salaries for the agencies and programmes outside Headquarters. At a rough estimate, the cost to the regular budgets and the number of staff involved were about double the figures for Headquarters.

AGENDA ITEM 58

Audit reports relating to expenditures by specialized agencies and the International Atomic Energy Agency:

(a) **Expenditure of technical assistance funds allocated from the Special Account of the Expanded Programme of Technical Assistance (A/4828, A/4947);**

(b) **Expenditure as executing agencies for Special Fund projects (A/4825, A/4948)**

63. The CHAIRMAN, in the absence of any proposal, suggested that, as in previous years, the Committee should recommend to the General Assembly that it should take note of the audit reports (A/4828, A/4825) and of the comments of the Advisory Committee thereon (A/4947, A/4948).

It was so decided.

64. The CHAIRMAN suggested that the Rapporteur should be asked to report directly to the General Assembly on the item.

It was so decided.

The meeting rose at 5.40 p.m.