



CONTENTS

	Page
Agenda item 54:	
Budget estimates for the financial year 1962 (continued)	
General discussion (continued)	119
Agenda item 64:	
Personnel questions (continued):	
(a) Geographical distribution of the staff of the Secretariat (continued);	
(b) Proportion of fixed-term staff (continued).	122

Chairman: Mr. Hermod LANNUNG (Denmark).

AGENDA ITEM 54

Budget estimates for the financial year 1962 (A/4770, A/4813, A/4814, A/4910, A/4918, A/4919, A/C.5/869, A/C.5/870, A/C.5/874, A/C.5/877, A/C.5/878, A/C.5/881, A/C.5/882, A/C.5/887, A/C.5/L.674, A/C.5/L.679)
(continued)

General discussion (continued)*

1. Mr. CHRISTIADI (Indonesia) was gratified by the serious effort which had been made by the Secretariat and the Advisory Committee on Administrative and Budgetary Questions to present reasonable budget estimates for 1962 and welcomed the Controller's acceptance of the modest reductions proposed by the Advisory Committee. His delegation was not entirely satisfied with the arguments which had been advanced to justify the continuous rise in the budget. However, there did appear to be some basis for the argument that there had been an increase in the membership and activities of the United Nations; if a comparison was made with the situation in 1956-1957, when there had been a similar increase in membership, and if the expansion of the General Assembly's agenda since the eleventh session was borne in mind, the increase in the 1962 estimates might even be described as on the conservative side. While 1961 had been an abnormal year that had made demands on the Organization which he hoped would not arise in 1962, it appeared reasonable to try to stabilize the 1962 budget in terms of the 1961 expenditure and, in order to provide for any demands resulting from the deteriorating world situation, his delegation had approved most of the appropriations requested.

2. His delegation nevertheless associated itself with those which had warned of the need to keep the annual increases in the budget as low as possible, and had urged that the Secretariat should adopt a policy of austerity and retrenchment, particularly in view of the low state of the Organization's finances. His delegation

believed that all Members of the United Nations should participate in its activities and that they should jointly meet their cost. Two factors should therefore always be considered: the degree of priority to be attached to joint undertakings of the Organization and the measures of financing required to ensure their success.

3. His delegation endorsed the Advisory Committee's view that the goal of a controlled expansion of activities could be achieved only if Members exercised restraint in the demands they made on the services of the Organization and that the application of priorities could be given reality only if Members bore constantly in mind the need for economy. In addition to establishing priorities for future activities, it was necessary to undertake a thorough review of present programmes. With regard to the future, consideration should be given to the desirability of requiring a two-thirds majority for the approval of draft resolutions in Committee. Consideration might also be given to the possibility of requiring Fifth Committee approval of the financial implications of draft resolutions of other Main Committees before a vote was taken by the Committee concerned. It might be even more desirable to require the inclusion of financial paragraphs in all resolutions having financial implications.

4. So far as present activities were concerned, his delegation would be satisfied with a review undertaken by the Secretariat, which might submit recommendations taking into account the views expressed by Member States. A report on the question could be considered by the General Assembly at its seventeenth session or could provide the basic material for a review of the Charter.

5. If, notwithstanding the adoption of resolutions, the necessary funds for carrying out an approved undertaking were not forthcoming after a reasonable period, the duration of the undertaking should be reduced or the number of personnel curtailed.

6. Present expenditure under section 2 on special meetings and conferences was too high in relation to the practical benefits they secured, particularly for the common people of the less developed and newly independent States. A conference on science and technology, for instance, might facilitate the improvement of community life in the well-established countries, but it might be more useful to the world as a whole to apply the millions of dollars it would cost to the purchase of new tools and equipment which would enable the needy countries to improve their level of living.

7. For financial and other reasons, his delegation welcomed the Ceylonese representative's suggestion at the 856th meeting that a study should be made of the financial implications of a possible change in the site of United Nations Headquarters.

*Resumed from the 864th meeting.

8. The proposed 1962 appropriations under section 3 — Salaries and wages — represented approximately 51 per cent of the total budget. That proportion appeared to be excessive for a political organization and left very little for its operational activities. He believed that administrative costs could be kept at a more or less constant level and hoped that the ratio of operational to administrative costs could be substantially increased. It also felt that there was some merit in the Soviet Union's suggestion that operational costs should be excluded from the regular budget. His delegation shared the views expressed by the United Kingdom delegation on the question of United Nations salary scales and felt that the present was not the appropriate time for the General Assembly to consider a substantial increase.

9. Mr. TURNER (Controller) said that the Committee's general discussion on the budget offered, as the Secretary-General had once suggested, an opportunity for a broad discussion of policy rather than of minute details. He would therefore concentrate on the more general policy questions that had so far been raised in the discussion, although he would reserve his comments on certain major policy questions brought up by a number of delegations until the relevant agenda items were under consideration.

10. The present form of the budget, to which many representatives had referred, was the result of the decision taken at the fourteenth session^{1/} to extend for a two-year period an experiment initiated in 1958. During the entire period of the experiment there had been consultations with the Advisory Committee and, as a result, additional tabular material had been incorporated in the budget. The present form of the budget permitted greater flexibility in the use of staff and thus allowed the maximum possible use to be made of the total resources of the Secretariat. The modest increase in the number of Professional staff during the period 1954-1961 and the efforts made to limit requests for additional staff in 1962 testified to the effectiveness of the present form of the budget from that standpoint.

11. However, the budget should not be merely a collection of estimates for specific purposes. It should also facilitate, to the greatest possible extent, the review and control of expenditure by the General Assembly and should enable the Secretary-General to make the most flexible use of the resources provided under each section. That was not inconsistent with a budgetary presentation along the lines indicated in annex VIII to the report of the Committee of Experts on the Review of the Activities and Organization of the Secretariat (A/4776 and Corr.1). The form adopted for the 1961 and 1962 budget estimates went a considerable distance in that direction. Those budgets included, first of all, estimates for the implementation of work programmes in the established offices of the United Nations. Those were followed by estimates for the implementation of work programmes in the field. At the end came the estimates for special offices. The level of the combined estimates depended primarily on the level of authorized programmes. Consequently, whereas the estimates for the established offices were more susceptible to control and could be regarded as the more stable portion of the total budget, the level of the estimates for technical programmes and field missions were subject to wider fluctuation.

^{1/}See Official Records of the General Assembly, Fourteenth Session, Annexes, agenda item 50, document A/4336, para. 86.

12. The question of the exclusion of operational expenses from the regular budget raised considerations which extended far beyond those of a purely technical or budgetary character and which he would prefer to discuss at a later stage.

13. If it was desired to stabilize the "administrative budget", it would be necessary to consider what was the appropriate level for administrative expenses. The administrator concerned with day-to-day operations could only take the current level as a point of departure. It would not make practical sense to cut the administrative budget below the present level unless the level of programmes was correspondingly reduced. Such action would have to be taken by organs whose decisions would not be open to question. In other words, the responsibility for determining priorities for the execution of programmes or the provision of services rested with Member States. The Secretariat could not be expected to exercise that kind of final judgement.

14. If that situation was clearly understood, it should be possible to achieve a substantial measure of stabilization. In that connexion, it might be desirable to establish a clear and logical relationship between estimates for a given year and the corresponding expenditure for a preceding year. It should be noted that, in net terms, the appropriations for 1961—exclusive of supplementary appropriations—had totalled approximately \$60.7 million, while the appropriations for 1962 approved thus far on first reading totalled approximately \$61.8 million. The initial estimates had amounted to only \$59.7 million and, as some delegations had pointed out, that figure was actually somewhat lower than the total appropriations for 1961. However, concern had been expressed at the fact that substantial additional estimates would bring the final total of the 1962 budget well above the figures for recent years and some delegations had asked whether the Secretariat could not absorb, if not the whole, at least a part of those additional costs.

15. What were those additional costs? In the first place, there were the revised estimates resulting from decisions of the Economic and Social Council (A/C.5/874). He wished to point out that the Council's attention had been drawn to General Assembly resolutions 1096 (XI) and 1449 (XIV) and its advice had been sought on the establishment of priorities for the work programmes arising out of decisions taken at the Council's thirty-first and thirty-second sessions. However, the Council had given no indication of its view on the matter. Consequently in submitting revised estimates for 1962 resulting from decisions of the Council, the Secretary-General had pointed out (A/C.5/874, para. 2) that, while the full requirements for the implementation of the Council's decisions amounted to some \$840,000, he was requesting only an additional \$491,250 for items which were either inescapable or which could not be postponed. The reduced appropriation requested would permit the implementation of other new programmes called for by the Council, but at a lower speed. The Under-Secretary for Economic and Social Affairs had since instituted a thorough review of all current work programmes to determine the extent to which existing resources could be redirected towards the new programmes and intended to inform the Council at its resumed thirty-second session of the action he had taken and to seek its advice. A detailed report would be submitted to a later session of the Council.

16. Further major additional items were the appropriations requested for the United Nations Conference on the Application of Science and Technology for the Benefit of the Less Developed Areas (A/C.5/878) and for the modernization of the Palais des Nations (A/C.5/877), both of which had been approved by the Committee.

17. Two major items still remained to be considered, the question of base salary scales and the question of major maintenance and capital improvement at Headquarters. The Secretariat was making no formal request or proposal in connexion with the latter item, but was merely submitting a report setting out the practical aspects and the financial implications of any improvement in the existing Headquarters facilities. The decision would have to be taken by delegations themselves, but they would no doubt have noted the difficulty of seating more than 106 delegations in the existing conference rooms. The possibility of a further increase in the membership of the United Nations should also be kept in mind.

18. There must be many delegations that felt there was a degree of unreality in discussing a regular budget of between \$70 and \$80 million gross as a separate item, when the expenditure on the maintenance of peace and security and on technical assistance might be even larger. It was hoped, of course, that most of the latter expenditure would be met by voluntary contributions, but it was still necessary to consider whether the over-all programmes were properly balanced and whether the Secretariat machine was adapted to its task.

19. For fifteen years, the regular budget and the regular establishment had been considered by the Committee as though they had little or no connexion with the extra-budgetary programmes. Each year, the regular budget estimates had been scaled down by the Committee. The reductions, which had at first been measured in millions of dollars, were now much smaller, which was due to the fact that it was now a "tight" budget. That was perfectly proper if the Secretariat had no activities outside the regular budget; but that was not so, for many of the Professional staff, and particularly those in senior posts, inevitably had to spend much of their time on extra-budgetary programmes.

20. The fact that those burdens, which were relatively heavy, had been carried by the permanent staff with only the most modest reinforcement might be thought to indicate that the staff had not previously had enough to do; but that was certainly not the case. Although he would not attempt to maintain that the Secretariat was 100 per cent efficient—it was impossible to fuse a large number of staff with different nationalities, experience, languages and methods of work into a 100 per cent efficient machine in a short time—it was reasonably efficient, bearing in mind the difficulties involved. At times, it achieved miracles of improvisation, but the extra workload could be absorbed only because many staff members overworked themselves and because something else gave way.

21. If what gave way was the lower-priority programmes, the situation might be fairly satisfactory, but there was little support from Governments or United Nations organs for giving existing programmes lower priorities. The result was that the senior staff overworked, and their efficiency suffered; inadequate time was available for the regular work and some of it was consequently not done as well as it should be;

no one had time to train junior staff or think about broader problems; eventually, there was no time for anyone to consider whether the total programme made a coherent whole.

22. That situation was one of the crises now facing the Organization; although it was overshadowed by the political and financial problems with which the Assembly was seized, it was obviously one of grave concern. It might well be asked how much longer the Secretariat could continue to function in such circumstances. He felt that more posts should have been asked for in the past. It was true that, over the last two years, some extra posts had been requested, but they had been mainly in respect of the expansion of the United Nations programme in the economic field. Few or none had been requested on the political and administrative side. There were several reasons for that. First, there had been a tendency to view the recurrent political problems of the United Nations as merely temporary; it was somewhat strange that the United Nations, which had been conceived as a political organization and had in fact had to administer a whole series of political missions from its earliest days, had tended to treat the consequential workload as something "unforeseen and extraordinary". Secondly, it had adopted the philosophy of the "tight" budget, which, although sound in certain circumstances, was ill-adapted to crisis conditions.

23. The Secretariat had virtually reached the limit of its absorptive capacity. In those circumstances, economy could not be achieved by a process of arbitrary cutting but by seeing how best to fit the Organization for its tasks. If the cost was deemed too high, the tasks themselves must be redefined. The fact must be faced that, although a budget of \$60 to \$70 million gross represented only a small fraction of the national income and expenditure of some Member States, many other Member States found difficulty in meeting even their share of the expenses. Some Governments might wish to reduce what was done for or by them at the United Nations because they had other priority charges on their budget. It was for those Governments to make such a judgement, in relation to their own budgets; but that was an entirely separate question from that of whether the Secretariat was carrying out its tasks as effectively and as cheaply as possible.

24. Attitudes would differ according to the different concepts of the nature and scope of the Secretariat's responsibilities under the Charter. In that context, it was pertinent to note the extent to which the United Nations had become an active and even executive factor in the economic development and, in part, in the political development of large areas of the world. The impact of the increased membership of the United Nations could not be overlooked. It involved new needs in the political and diplomatic as well as the economic and social fields, to which the United Nations had had to respond with very limited resources.

25. It was conceivable that, as an administrative body, the Organization might fail in certain respects, but it was inconceivable that it should be allowed to fail in any important undertaking merely through lack of the necessary resources.

26. In conclusion, he wished to confirm that, as the Indian representative had pointed out at the 858th meeting, the Government of India was not in arrears in its contributions to UNEF, as document ST/ADM/SER.B/150 appeared to indicate. That Government's claims did in fact exceed its contributions. It

had been hoped to include in that monthly statement a note explaining that current claim invoices of States would be applied to offset their unpaid contributions. Such a note would be included in future monthly statements, as other Governments might be in the same situation.

27. Mr. VENKATARAMAN (India) welcomed the Controller's clarification of the status of India's contribution to UNEF.

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) (continued):****

(b) **Proportion of fixed-term staff (A/C.5/891) (continued)****

28. Mr. HAMILTON (Director of Personnel) drew attention to an error in the mimeographed version of document A/C.5/890: in paragraph 8 "Indonesia" should be replaced by "India".

29. Mr. ZELLEKE (Ethiopia) said that, in spite of efforts to achieve a truly international civil service, the Secretariat had fallen far short of that ideal. In Article 101, paragraph 3, the drafters of the Charter had tried to reconcile the requirement of competence with equitable geographical distribution. The Charter did not, however, describe how equitable geographical representation in the Secretariat was to be attained, and it was therefore for Member States to find a solution to the problem.

30. The aim was to strike a balance in the representation of all Member States in the Secretariat, but such a balance had not yet been achieved. The figures quoted by several delegations in the course of the general discussion on the budget estimates for 1962 and the findings of the Committee of Experts on the Review of the Activities and Organization of the Secretariat all confirmed that fact. In its report (A/4776 and Corr.1, para. 80), the Committee of Experts had even stated that it had been impressed by the existing imbalance and inequality in geographical distribution of staff. The inflexibility of some United Nations organs, which impeded any modification of their composition to meet the needs of the increased membership of the Organization, would be discussed elsewhere; he would restrict his remarks to purely personnel questions.

31. The problem of geographical distribution involved three main issues: first, the attainment of equitable geographical distribution at all levels of the Secretariat; secondly, the definition of the categories of posts that should be subject to geographical distribution; and, thirdly, the establishment of equitable criteria for ensuring the widest possible geographical distribution. If the Secretariat was to be truly international and reflect all national cultures, geographical distribution should be satisfactory at all levels. However, it was not certain how far that would be practicable. He therefore endorsed the view expressed in paragraph 53 of the report of the Committee of Experts that pending the completion of a study of the entire range of General Service posts, all posts in the G-5 category should remain subject to geographical distribution.

32. He favoured the application of the principle of geographical representation to all the categories of posts listed in paragraph 54 of the report. The functions of the staff serving on the bodies mentioned in that paragraph were international and the same should be true of their recruitment. The Committee of Experts doubted whether geographical distribution should apply to all those posts, but, in his view, although special treatment might be required in some cases, particularly in the case of mission staff, the principle should apply. It should be possible to evolve satisfactory criteria which would meet the special needs of those categories of posts as well as the requirement of geographical distribution.

33. The new formula for the achievement of equitable geographical distribution proposed in paragraphs 74 and 75 of the report of the Committee of Experts was generally satisfactory. In particular, he felt that the population factor should be taken into consideration and that there should be seven main geographical regions for recruitment purposes. However, the minimum of two staff members from each Member State, proposed in paragraph 75 (i), seemed very low, and too inflexible to be practicable in a growing Organization. It would be more satisfactory to fix a percentage of the total posts subject to geographical distribution rather than a specific number of posts.

34. His delegation doubted the soundness of the criterion proposed in paragraph 75 (iii), namely, that posts should be allotted to each Member State in proportion to its contribution to the regular budget. It could not understand why poorer countries should not be treated on an equal footing with richer countries; a citizen who paid higher taxes than his neighbour was not entitled to privileged treatment. Such a criterion was justifiable only in the case of United Nations bodies that were financed from voluntary contributions. In that case, it would not only be an equitable criterion, but an inducement to participating countries to increase their contributions.

35. In conclusion, he wished to discuss the situation in the Economic Commission for Africa (ECA). His country had welcomed the establishment of ECA, which, it had thought, would be able to solve some of Africa's economic and social problems; but its experience with the Commission had been disappointing. His country was concerned, not only at the Commission's lack of achievement, but at the existing imbalance in the composition of its secretariat. Out of twenty-three senior posts, only two were occupied by Africans. The situation did not compare favourably with that in the Economic Commission for Asia and the Far East (ECAFE), for instance, where 89 per cent of the staff were recruited from the countries of the region; the equivalent figure for ECA was only 9 per cent. He was aware of the difficulty of recruiting qualified Africans, who were needed by their own development institutions; but the few that were made available were not given responsible posts. In any event, the recruitment policy of ECA was not such as to correct the present imbalance. Furthermore, the administrative section, where African staff might normally be expected, was staffed entirely by non-Africans. He did not question the integrity and ability of the non-African staff, but he felt that Africans were better fitted to understand the social and economic problems of the continent. For that reason, he urged that more resolute action should be taken to recruit Africans for senior posts in ECA and thus to put the Commission

**Resumed from the 865th meeting.

in a better position to respond to the needs of the continent.

36. Mr. BANNIER (Netherlands) said that, whereas in the past, the question of geographical distribution had been a purely technical matter of adequate or inadequate representation, since 1960, new elements had entered the discussion. One of those was the increase in the number of Member States, particularly from Africa. His delegation whole-heartedly welcomed an increase in the number of African staff members. In that connexion, he endorsed the remarks made by the previous speaker. The problem could be solved in the normal way by recruitment on the broadest possible geographical basis.

37. The other element was a far more difficult problem, which had been raised mainly by the Eastern European delegations. He did not wish to deny that the USSR and the other socialist countries were under-represented; their interest in having more of their nationals in the Secretariat seemed to be greater now than it had been during the first years of the Organization's existence. However that might be, his delegation had some apprehensions regarding the concept of an international civil service which underlay their desire for greater representation. The delegations of the socialist countries had made it clear that any of their nationals serving on the Secretariat would act, and must therefore be considered, primarily as spokesmen for their Governments and as advocates of the political and ideological principles of those Governments.

38. That concept of an international Secretariat was entirely contrary to the Charter, which would have to be amended if it was accepted, and it would be disastrous to the international and objective character of the United Nations. It was, therefore, quite unacceptable to his delegation. His country did not adopt that position in order to defend its own interests, but because it believed in the United Nations as a peace-making organization, the Members of which should strive to unite, rather than to sharpen their differences. He doubted whether unity could be achieved if the tripartite concept of the Secretariat advanced by the USSR was accepted. His delegation would always support the international character of the staff and, therefore, would oppose any proposals to introduce national influences into the administration of the Secretariat.

39. It might be wondered why the Eastern European countries were still under-represented in the Secretariat. In paragraph 16 of the Secretary-General's report (A/C.5/890), it was stated that special efforts had been made to remedy the situation and the steps that had been taken were outlined. As a result, the total number of staff from those countries had increased from eighty-five to 107. That was not entirely satisfactory, but recruitment was a slow and continuing process, so that a further improvement could be expected in the future. There could be no doubt that the Secretariat was doing what it could. He wondered whether it had encountered any special difficulties in recruiting staff from Eastern European countries. If so, it would be interesting for those difficulties to be disclosed, for that would place the Committee in a better position to appraise the situation.

40. With regard to the report of the Committee of Experts, his delegation felt that there were good reasons for excluding several categories of posts from the application of the principle of geographical

distribution. The programmes of the Technical Assistance Board, the Special Fund, UNICEF and the Office of the United Nations High Commissioner for Refugees were financed voluntarily by a number of Member States and some non-member States. A large part of the programmes of the Expanded Programme of Technical Assistance and the Special Fund were carried out by the specialized agencies, which shared the responsibility for recruiting staff, many of whom were required to have highly specialized technical qualifications and could not be recruited on the basis of a simple geographical formula. Moreover, the Governments receiving technical assistance, and not the Secretariat, made the final choice on the field officers and experts serving in their countries. It would therefore seem logical that the principle of equitable geographical distribution should continue to be inapplicable to those categories of posts.

41. His delegation also doubted the wisdom of applying that principle to the G-5 category of staff, which consisted mainly of clerical personnel with very limited opportunities for promotion to the Professional level. Moreover, it was logical that a large proportion of those staff members at Headquarters should be locally recruited, as was also the case in the regional offices and the specialized agencies.

42. While his delegation had no strong views on the criteria for determining each Member's range of posts enumerated in paragraphs 74 and 75 of the report of the Committee of Experts, it felt that population was no more or less logical a criterion than the size of each Member's contribution to the regular budget of the United Nations and, if there was a general feeling in the Committee that that factor should be taken into account, his delegation would not oppose it.

43. The measures proposed in the report of the Committee of Experts to make room for new Secretariat members should be considered very carefully, for the Fifth Committee must not sacrifice those members of the Secretariat who had served it loyally for a number of years and had become experienced and valuable personnel. Much could be done to improve the geographical distribution of the Secretariat without applying drastic measures which would cut short careers.

44. Mr. ROMANOV (Ukrainian Soviet Socialist Republic) said that the question of the implementation of the Charter provisions concerning the equitable geographical distribution of the staff of the United Nations had been before the General Assembly for fourteen years because, while the Charter provided for an internationally recruited executive organ, in fact the staff of the Secretariat basically consisted of nationals of the Western countries belonging to military alliances. For example, of the total number of posts subject to geographical distribution, 77.2 per cent were occupied by nationals of the Western Powers, 17.2 per cent by nationals of neutral Powers and only 5.6 per cent by nationals of the socialist countries. The distribution of posts at the highest levels of the Secretariat was even less satisfactory; of the thirty-three posts of Under-Secretary and officers of equivalent rank, only one was occupied by a citizen of a socialist country. Similarly, of the 146 posts in the Office of the Controller, sixty-seven posts were held by citizens of the United States, only three by citizens of the Soviet Union and none by any citizen of an Eastern European country or an African. The situation was not better in the other Departments of the Secre-

tariat. The result was that the Secretariat was not international in character and served the interests of the Western Powers.

45. The claim had been made that the Secretariat consisted of exceptional individuals who were completely uninfluenced by their own national interests, but in practice that was not the case. In recent years the Secretariat had been justly criticized for having exceeded its powers in such political questions as the operations in the Congo and the dispatch of special missions, for having violated the Financial Regulations, for having attempted to influence the policies of States, and for having committed serious violations of the Charter.

46. The problem of the geographical distribution of the staff was not a mathematical or statistical, but a political problem. The success of the Secretariat in carrying out the political, economic, social and cultural tasks entrusted to it largely depended on the composition of its staff. The Western Powers were not sympathetic towards any improvement in the situation, had made no constructive proposals to that end and were attempting to maintain their dominance in the Secretariat. Such an attitude on the part of a minority group in the membership of the Organization was not calculated to increase its efficiency.

47. The socialist States had been accused of taking a uniform position on all basic questions, but that was hardly surprising since the socialist system was now wide-spread, and the socialist States, for their part, considered it entirely natural that the Western Powers should support the position of the United States. He had never heard the United Kingdom representative dispute the views of the United States representative and, while he would not accuse the United Kingdom representative of lacking independence of judgement, he felt that that representative often used doubtful arguments in discussing the position of the socialist countries.

48. His delegation could not acquiesce in the present situation in the Secretariat, which could perform its work objectively only if the Charter provision relating to the recruitment of staff on a wide geographical basis was strictly applied.

49. His country had surpassed many capitalist countries in economic development. Despite the large numbers of technicians being trained in institutions of higher learning in the Ukrainian SSR, the Technical Assistance Board disregarded that country's potentialities. For example, of the 600 experts now working in the under-developed countries, 84 per cent came from countries belonging to Western military blocs, while the Ukrainian SSR had never even been invited to participate in that endeavour. Similarly, while the Ukrainian SSR was entitled to 19-32 of the posts subject to geographical distribution in the Secretariat, only two of its nationals were actually on the staff and were, moreover, in positions which did not make full use of their qualifications. Such open discrimination cast doubt on the international character of the Secretariat's activities.

50. The Committee of Experts had stated in paragraph 20 of its report that, when the Secretariat was being organized, the overriding necessity had been to provide staff adequate to begin operating without delay, and that consequently the initial staff had been heavily recruited from the United States, Canada and Western European countries. Many years had, however, elapsed

since that time. The General Assembly had repeatedly drawn attention to the unsatisfactory geographical distribution of the staff of the Secretariat and had recommended improvements in accordance with the Charter; there had, however, been no significant changes in the position, because the Secretariat had made no real attempt to comply with the General Assembly's recommendations. As Mr. Khrushchev, Chairman of the Council of Ministers of the Union of Soviet Socialist Republics, had said at the twenty-second Congress of the Communist Party of the Soviet Union, it was high time to improve the machinery of the United Nations and to adapt it to the changed world situation by giving equal representation to the three groups of States existing at the present time.

51. In his opinion, it was necessary to adopt a somewhat different approach from that of the Committee of Experts. Furthermore, proposals for a radical improvement in the geographical distribution of the staff should be initiated by the Secretariat itself. No such proposals were, however, to be found in the Secretary-General's report (A/C.5/890). It was indeed clear from paragraph 15 of that report that the Secretariat did not intend to hurry. That being the case, consideration of the question might continue indefinitely unless the Fifth Committee took more decisive action. Although the Secretariat recognized that its composition was defective, it still followed the practice of granting the bulk of the staff permanent contracts, thus precluding any real improvement in the situation in the near future. Moreover, many countries wanted their nationals to work in the Secretariat for short periods of time ranging from three to five years, so that they might gain experience which they could put to use at home. In order to speed up the process of improving the geographical distribution of the staff the practice of granting permanent contracts must therefore be discontinued. In addition, the principle of geographical distribution should be extended to the staff of UNICEF, the Office of the United Nations High Commissioner for Refugees, the International Court of Justice and other such organs.

52. U HLA OUNG (Burma), referring to the formula for applying the principle of geographical distribution set out in paragraphs 74 and 75 of the report of the Committee of Experts, said he fully supported the Venezuelan representative's views on that Committee's proposal that the staff should include a minimum of two members from each Member State and endorsed his suggestion that there should be at least ten staff members from each Member State in keeping with the principle of the sovereign equality of all Member States laid down in the Charter. He also felt that population and the size of each Member State's contribution to the regular budget should not be given undue weight in the allocation of posts. After the initial allocation of ten posts to each Member State, the remaining posts should be distributed in such a way as to achieve an equitable geographical distribution. The considerations he had mentioned were, however, subordinate to the paramount consideration defined in Article 101 of the Charter, namely, the necessity of securing the highest standards of efficiency, competence and integrity.

53. His delegation's suggestions were not motivated by any wish to see more of its nationals serving on the staff of the Secretariat, but solely by a sincere desire to achieve a more equitable distribution of posts in the Secretariat so that all Member States would have an equal opportunity to make their contribution to the functioning of the Secretariat.

54. Mr. BALDARI (Italy) expressed his delegation's appreciation of the efforts made by the Secretariat to improve the geographical distribution of the staff, which was, however, still far from adequate. Progress toward a solution of the problem had been slow, because the Secretary-General had experienced difficulties in implementing the steps outlined in paragraph 12 of his report (A/C.5/890) and because there was a shortage of available personnel in some countries.

55. The formula proposed by the Committee of Experts in paragraphs 74 and 75 of its report had to be considered in the light of the provisions of the Charter and, in particular, of Article 101. In that connexion, he agreed with the many representatives who had stated that an acceptable solution of the problem could be found through the strict implementation of the Charter, which had laid primary emphasis on a qualitative criterion: the efficiency, competence and integrity of the personnel recruited. His delegation felt the Fifth Committee should recommend that the Secretariat should make further efforts to achieve more adequate geographical distribution, without discrimination and in accordance with the Charter. If some Member States were not in a position to furnish skilled personnel because of domestic difficulties, recruitment from those countries could be based on the procedure de-

scribed in paragraph 13 of the Secretary-General's report.

56. His delegation believed that geographical distribution did not mean distribution in accordance with ideological or political criteria. It also believed in the need to avoid drastic changes, which would have the effect of undermining the efficiency of the Secretariat, which had displayed a high level of competence in its sixteen years of existence, and to prevent the dispersal of officials who had gained valuable experience and had served the Organization well. That was why his delegation felt that while fixed-term personnel could be very useful, it was better to rely on career staff for the performance of the more exacting functions. The primary aim should be to ensure that the Secretariat worked smoothly and that its members did not ask for or receive instructions from any Government or authority. The criteria laid down by the Committee of Experts could therefore only serve as a guide for the implementation of the provisions of the Charter and were acceptable only if such drastic measures as the termination of existing contracts, the cessation of promotions and a reduction in the number of permanent contracts were avoided.

The meeting rose at 12.55 p.m.