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PERSONNEL QUESTIONS

Report of the Fifth Committee

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(a) COMPOSITION OF THE SECRETARIAT

1. The Fifth Committee considered agenda item 83 (a) the composition of the Secretariat at its 1330th, 1331st, 1333rd to 1338th, 1340th and 1342nd meetings held between 19 November and 4 December 1969.
2. The Committee had before it the report (A/7745) of the Secretary-General on the composition of the Secretariat, as well as the customary report of the Secretary-General (A/C.5/L.992) listing all staff members by organizational unit, title, nationality and level.

I. INTRODUCTION

3. The Director of Personnel, introducing the report of the Secretary-General on the composition of the Secretariat (A/7745), explained the measures taken by the Secretariat in accordance with General Assembly resolution 2480 A (XXIII) to achieve a better geographical distribution of the staff at all levels, among Member States, between regions, and within each region. The Secretariat had endeavoured particularly to reduce the recruitment of candidates from "over-represented" countries and to increase the number of candidates recruited from inadequately represented countries. Each proposal for recruitment or for extension of appointment was examined to ensure that, wherever possible, such actions did not

increase the existing "over-representation" of some countries in the Secretariat. At the same time, "under-represented" countries were encouraged to present candidatures for vacant posts.

4. One of the fundamental problems faced by the Office of Personnel in carrying out the policy established by the General Assembly was to provide the Secretariat services with the competent staff they required within a reasonable time. A post left vacant for too long could threaten the smooth functioning of a Secretariat service. It was also the duty of the Office of Personnel to secure a steady supply of qualified young staff members as future replacements for experienced officials. Moreover, where posts of great complexity and responsibility had to be filled quickly, qualifications were sometimes the main criterion in the selection of candidates. All these factors had to be considered in conjunction with the requirements of equitable geographical representation.

5. The Office of Personnel had also found it increasingly difficult to compete with employers who offered better-paid and more attractive opportunities in the recruitment of nationals of some countries, particularly in the economic sector.

6. In its efforts to achieve a better geographical distribution of the staff the Office of Personnel was faced continually with the necessity of choosing between competing considerations concerning the geographical distribution of staff by nationality, between regions, within a region, or at a given level. Similarly, the requirements of equitable geographical distribution, which led to more recruitment on a fixed-term basis, had to be reconciled with the goal of maintaining the desirable ratio between staff serving on a career basis and those holding fixed-term appointments.

7. In view of the widely felt concern for prudent use of the limited resources made available for international co-operation, there could be little doubt of the need to conduct an effective recruitment programme. The Secretariat would take what steps it could to enhance the effectiveness of the search for staff, and would pay particular attention to the development of sources of recruitment, with the assistance of Member States. The Director of Personnel would endeavour to establish a long-term plan of recruitment as a means of accelerating the achievement of equitable geographical distribution. In the final analysis, however, the success of the recruitment programme would be determined by the policies adopted by the General Assembly.

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II. DISCUSSION

8. In the discussion of the report, it was generally recognized that advances had been made towards the achievement of the objective set out in General Assembly resolution 2480 A (XXIII). The discussion was centered on the interpretation of the guidelines laid down in that resolution concerning recruitment of nationals of "over-represented" countries and recruitment of nationals of countries not yet represented or inadequately represented in the Secretariat. A number of representatives also commended the Secretary-General on the steps taken, in accordance with General Assembly resolution 2480 B (XXIII), to expand the language training programme conducted by the Secretariat, and expressed the hope that further progress would be made in ensuring a more equitable use of the working language of the Organization. Several delegations, concerned that the requirements of that resolution might be discriminatory with regard to those whose mother tongue was neither a working nor an official language, urged that further study be given to the possibility of using bonuses and other incentives to language study.

Geographical distribution of staff

9. In examining the results of the efforts which had been made towards a more equitable geographical distribution of the staff, some delegations concluded that steady progress had been made and that the geographical composition of the staff was nearly satisfactory. These delegations urged that renewed attention should be given to the needs of the Secretariat and to the qualifications of candidates. They recalled that, according to Article 101 (3) of the Charter, the paramount consideration in the recruitment of staff was the necessity of securing the highest standards of efficiency, competence and integrity. Other delegations expressed disappointment at the lack of any substantial improvement in the distribution of the staff by nationality during the past year, and urged that prompt action be taken to correct this imbalance. These delegations pointed out that the number of "over-represented" countries had actually risen during the past year and that twenty-seven countries whose representation had already exceeded the limit of the desirable range last year had increased that excess. A number of delegations drew attention to the imbalance in the distribution of staff at the senior levels, and urged that it be corrected.

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10. Many delegations stressed that the guidelines established by the General Assembly in resolution 2430 A (XXIII) were meant to regulate future recruitment and not to affect the terms of appointment of existing staff. The representative of the Secretary-General assured the Committee that the principle of geographical distribution was not considered relevant to promotion or placement.

11. Some delegations thought that the system of desirable ranges, although a satisfactory guide for recruitment, could not be strictly applied as an indicator of proper "representation", and that scope must be left for the exercise of administrative discretion. Some delegations expressed doubts as to whether the population reserve was adequately taken into account in calculating "over-representation" of a given country and expressed the hope that the population reserve should be reflected country-wise rather than region-wise. Other delegations maintained that the system of desirable ranges could, and should, be rigidly applied.

Recruitment of nationals of "over-represented" countries

12. Some delegations commented on the Secretary-General's definitions, in paragraph 8 of the report, of the exceptional circumstances in which appointments of candidates from "over-represented" countries should be considered under General Assembly resolution 2430 A (XXIII).

13. Some delegations regarded the restriction on granting career appointments to such candidates as neither sound nor realistic. In their view, qualified candidates would be reluctant to accept appointment on a temporary basis, and the interests of the Organization would not be served by a recurrent search for new candidates to fill these posts. Other delegations considered that the policy of not recruiting nationals from "over-represented" countries, although correctly stated, had not been applied strictly enough. These delegations noted that during the past year appointments of nationals of "over-represented" countries had been the rule, and appointments of nationals of inadequately represented countries the exception. However difficult it might prove, the rule against recruitment from "over-represented" countries should be strictly applied if a better geographical distribution of the staff was to be achieved within a reasonable period of time. Some delegations suggested that in the coming year the Secretary-General should restrict appointments of candidates from "over-represented" countries to only a few exceptional cases. Others suggested that a two-year limit should be placed on fixed-term appointments granted to nationals of "over-represented" countries until the excessive "over-representation" of the countries concerned had ceased.

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14. Some delegations, noting the Secretary-General's statement that many of the posts filled over the past year would have remained vacant if the upper limit of the desirable range had been applied rigidly, stressed that the Secretariat could not be expected to operate with more vacancies because the required staff could not be found in "under-represented" countries. Other delegations said that the continued recruitment of nationals of "over-represented" countries resulted, not from the necessity of finding highly qualified candidates, but from the tendency of senior officials in key positions in the Secretariat to favour candidates of their own linguistic and cultural backgrounds.

15. Some delegations, fearing that the objectivity, efficiency and stability of a career civil service would be lost if more frequent resort was had to fixed-term appointments as a means of improving the geographical composition of the staff, endorsed the Secretary-General's statement that the relatively high proportion of fixed-term staff in the Secretariat must be viewed as a temporary condition which should be remedied as the geographical distribution of the staff improved. On the other hand, some representatives urged the use of more fixed-term appointments to permit a quicker improvement of geographical representation and to allow the Secretariat to adjust to changing needs. In their view, staff members serving on a fixed-term basis were as effective as career staff in carrying out their duties, and the higher proportion of fixed-term staff was not a temporary condition but a natural and inevitable development.

16. Several delegations stressed the need for internal geographical balance within the departments of the Secretariat. Some delegations pointed out that because regional organizations had to employ staff members from the region who were familiar with the local conditions, certain countries were well represented in their regional offices and inadequately represented at Headquarters and the other United Nations offices. The Secretariat was asked to study the problem and to suggest a solution which would permit such countries to be adequately represented in all United Nations offices.

17. A number of representatives doubted that recruiting nationals of "over-represented" countries from "under-represented" regions - particularly if done at the expense of the "under-represented" countries of the region - was an appropriate practice, within the context of the present system of desirable ranges. Balanced

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regional composition had first been mentioned in General Assembly resolution 1852 (XVII) for the staff at levels of D-1 and above in recognition of the fact that the limited number of senior posts in the Secretariat did not lend itself to distribution on a country basis. Several representatives contended that the idea of regional representation, unless applied with great reserve, might delay the achievement of a linguistic balance, since the regions contemplated in the report were too large to be linguistically homogeneous. Other representatives asserting that linguistic balance and equitable geographical distribution were separate principles, objected to the inclusion of linguistic groupings in the term "region" as defined for the purpose of attaining regional balance.

Recruitment of nationals of inadequately represented countries

18. Some delegations whose countries were below or at the lower limit of their desirable range expressed concern at the lack of substantial improvement in their staff position during the past year.

19. Many delegations welcomed the Secretary-General's recommendation that in the coming year continuing efforts should be directed towards the recruitment of staff from among nationals of countries which were not yet represented or were inadequately represented in the Secretariat. A number of representatives stressed the obligation of such countries to support recruitment efforts by encouraging their qualified nationals to apply for vacant posts. The Secretariat should explore all possibilities of attracting qualified candidates from "under-represented" countries. Several delegations suggested that the recruitment of staff from certain "under-represented" countries might be facilitated if the Secretariat extended its training programme for that purpose. The representative of the Secretary-General said that, in the light of those comments, consideration would be given to the possibility of a broader use of the existing training programme for young professional staff from "under-represented" countries. One representative stressed the need in recruitment for the greatest possible flexibility in granting recognition to outstanding qualifications and experience, regardless of age. This representative, concerned about the large number of resignations of staff in recent years, said that the United Nations must also provide career development and advancement opportunities equal to those offered by other employers.

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20. The Fifth Committee expressed its hope that the Secretary-General would make every effort, taking into account the recommendations of the Committee on the Reorganization of the Secretariat, to ensure the existence of satisfactory opportunities for career development for Secretariat staff members in order to induce highly qualified individuals to remain in the Secretariat.

21. The Fifth Committee, noting that some progress had been made with regard to geographical distribution and a better linguistic balance within the United Nations Secretariat, but being of the opinion that the desirable goals in these respects still had not been achieved, renewed its request to the Secretary-General of the United Nations to take all necessary measures consistent with Article 101, paragraph 3, of the Charter to ensure rapid implementation of the decisions taken by the Fifth Committee and endorsed by the twenty-third session of the General Assembly (A/7472) and by other sessions of the General Assembly on the questions of equitable geographical distribution and linguistic balance in the United Nations Secretariat.

Proposals

22. At the 1334th meeting the Ukrainian Soviet Socialist Republic proposed the inclusion in the report of the Fifth Committee of the following paragraph (A/C.5/L.1007):

"The Fifth Committee, concerned at the unsatisfactory progress made in achieving an equitable geographical distribution within the United Nations Secretariat, renews its request to the Secretary-General of the United Nations to take all necessary measures to ensure the earliest possible implementation of the decisions taken by the Fifth Committee and endorsed by the General Assembly at its twenty-third session (A/7472) on the question of the equitable geographical distribution of United Nations staff."

At the 1336th meeting the representative of the Ukrainian Soviet Socialist Republic, as a result of consultation with other delegations, introduced a first revision (A/C.5/L.1007/Rev.1), in which the first part of the sentence was replaced by the following words: "The Fifth Committee, noting that some progress has been made towards achieving an equitable geographical balance within the United Nations Secretariat but being of the opinion that that progress is insufficient, requests the Secretary-General" and the words "General Assembly at its twenty-third session (A/7472)" were replaced by the words "twenty-third session of the General Assembly (A/7472) and by other sessions of the General Assembly". Also at the 1336th meeting, the delegation of Belgium, supported by the delegation of France,

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proposed that reference should be made in this paragraph to linguistic balance as well as to equitable geographical distribution.

23. At the 1337th meeting the Ukrainian Soviet Socialist Republic introduced a second revision (A/C.5/L.1007/Rev.2 and Corr.1), which was co-sponsored by the delegations of Belgium and France. In this revision the words "towards achieving an equitable geographical balance" were replaced by the words "with regard to geographical distribution and a better linguistic balance", the words "renews its request to" were restored to the text, and the final words "equitable geographical distribution of the United Nations staff" were replaced by the words "equitable geographical distribution and linguistic balance in the United Nations Secretariat." At the 1338th meeting the representative of the United Kingdom proposed that the second revision be amended by inserting after the words "all necessary measures" the words "consistent with Article 101, paragraph 3 of the Charter" (A/C.5/L.1012), and the representative of Trinidad and Tobago proposed that the words "but being of the opinion that that progress is insufficient" be replaced by the word "nevertheless" (A/C.5/L.1018).

24. At the 1340th meeting the Ukrainian Soviet Socialist Republic, on behalf of the co-sponsors, introduced a third revision (A/C.5/L.1007/Rev.3) which incorporated the United Kingdom amendment (A/C.5/L.1012), and which took account of the Trinidad and Tobago amendment (A/C.5/L.1018) by substituting the words "the desirable goals in these respects still have not been achieved" for the words "that progress is insufficient".

25. At the 1338th meeting the representative of Pakistan, on behalf of the sponsors, introduced a draft resolution (A/C.5/L.1009) on the composition of the Secretariat. The draft resolution, sponsored by Ceylon, Ghana, Guyana, India, Iran, Japan, Kenya, Kuwait, Pakistan, Philippines, Sudan, Syria and Turkey, read as follows:

"The General Assembly,

"Recalling its resolution 2430 A (XXIII) of 21 December 1968,

"Noting with appreciation the Secretary-General's report on the composition of the Secretariat (A/7745),

"Reiterating the need for an equitable geographical distribution of the staff of the Secretariat as between regions and within each region, in particular at the level of senior posts,

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"Desirous that the principles and factors enunciated in its resolution 1852 (XVII) be adequately reflected in the existing system of desirable ranges,

"Recognizing that permanent contracts and fixed-term contracts of longer duration are conducive to greater efficiency in certain posts entailing complex duties and responsibilities,

"1. Requests the Secretary-General to continue his efforts to achieve a better geographical distribution of the staff of the Secretariat at all levels bearing in mind the need to avoid undue interference with existing contracts and consistent with the paramount consideration of efficiency, competence and integrity;

"2. Renews its invitation to the Secretary-General to give preference to nationals from countries not yet represented or inadequately represented, particularly in regard to appointments to posts at the senior level;

"3. Requests that the information included in the reports of the Secretary-General relating to geographical distribution of the staffs UNDP and UNICEF should reflect the position at the regional as well as country levels;

"4. Welcomes the Secretary-General's intention to prepare a long-term plan of recruitment as a means to accelerate the achievement of an equitable geographical distribution of the staff and to ensure that the most qualified staff members are given proper incentive to remain in the Secretariat in terms of evaluating present opportunities for career development, taking into account the recommendations of the Committee on the Reorganization of the Secretariat."

26. Also at the 1338th meeting the United Kingdom delegation proposed (A/C.5/L.1011) that the word "undue" in operative paragraph 1 should be replaced by the word "any". The delegation of Norway submitted an amendment (A/C.5/L.1014) which would add to operative paragraph 2 the words "provided their qualifications are equal to those of other available candidates". The delegation of Mexico orally suggested that, in operative paragraph 2, it should be made clear that the preference would extend to nationals of countries that were adequately represented in the Secretariat in terms of their desirable ranges but inadequately represented in posts at the senior level. The delegation of Colombia proposed (A/C.5/L.1017) that the words "such as training courses, which would permit them to make progress and" should be inserted after the word "incentive" in operative paragraph 4. The United States delegation proposed (A/C.5/L.1016) that the part of operative paragraph 4 after the word "means" should be rephrased to read:

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"of accelerating the achievement of an equitable geographical distribution of the staff and, taking into account the recommendations of the Committee on Reorganization of the Secretariat, to ensure the existence of satisfactory opportunities for career development in order to induce the best-qualified staff members to remain in the Secretariat". The delegation of France submitted amendments (A/C.5/L.1013) which would delete the letter "A" following the resolution number in the first preambular paragraph and would add the words "and better linguistic balance" after the word "distribution" in the third preambular paragraph, the words "and linguistic balance" after the word "distribution" in operative paragraph 1, and the words "and better linguistic balance" after the word "distribution" in operative paragraph 4.

27. At the 1340th meeting the delegation of the Union of Soviet Socialist Republics submitted amendments (A/C.5/L.1021), which would replace the words "Noting with appreciation" in the second preambular paragraph by the words "Taking note of", would delete the words "permanent contracts and fixed-term" in the fifth preambular paragraph, would replace the words "bearing in mind the need to avoid undue interference with existing contracts and consistent with the paramount consideration of" in operative paragraph 1 by the words "and ensure", and would delete the last part of operative paragraph 4 beginning with the words "and to ensure".

28. At the 1342nd meeting the representative of Iran, on behalf of the sponsors who had been joined by Indonesia and Mexico, introduced a revision of the draft resolution (A/C.5/L.1009/Rev.1). In the fifth preambular paragraph the words "permanent contracts and fixed-term contracts of longer duration" were replaced by the words "long-term service". In operative paragraph 1 the words "need to avoid undue interference with existing contracts and consistent with the paramount consideration" were replaced by the words "Charter requirements". In operative paragraph 2, the sponsors, to take account of the suggestion made by the Mexican delegation at the 1338th meeting, replaced the words "particularly in regard to appointments to posts at the senior level" by the words "either over-all in the Secretariat or specifically at the senior level, in particular with respect to appointments to higher posts". Lastly, the latter part of operative paragraph 4 was deleted on the understanding that the United States delegation would propose its inclusion as a paragraph in the report of the Fifth Committee.

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29. At the same meeting the delegation of France, which had been joined by Argentina, Belgium, Cameroon, Canada, Central African Republic, Chile, Colombia, Congo (Democratic Republic of), Dahomey, Gabon, Ivory Coast, Madagascar, Mali, Mexico, Senegal, Spain, Togo, Tunisia, Upper Volta and Venezuela, introduced revised amendments (A/C.5/L.1013/Rev.1, as orally corrected), in which it was proposed that the letter "A" following the resolution number in the first preambular paragraph should be deleted, the words "and the need for better linguistic balance in the Secretariat" should be added at the end of the third preambular paragraph, the letter "A" should be inserted before operative paragraph 1, the letter "B" should be inserted after operative paragraph 4, and the following paragraph should be added under the heading "B": "1. Requests the Secretary-General to continue his efforts to achieve a better linguistic balance within the Secretariat."

30. Also at the 1342nd meeting the United States delegation withdrew its amendment (A/C.5/L.1016) and proposed the inclusion in the report of the Fifth Committee of the following paragraph:

"The Fifth Committee expressed its hope that the Secretary-General would make every effort, taking into account the recommendations of the Committee on the Reorganization of the Secretariat, to ensure the existence of satisfactory opportunities for career development for Secretariat staff members in order to induce highly qualified individuals to remain in the Secretariat."

At the same meeting the delegation of Colombia withdrew its amendment (A/C.5/L.1017) on the understanding that the report of the Fifth Committee would contain a suggestion concerning the possibility of establishing training courses which would permit staff members to make progress and remain in the Secretariat.

31. Also at the 1342nd meeting the delegation of the Union of Soviet Socialist Republics withdrew its amendments (A/C.5/L.1021), except the amendment to the second preambular paragraph, which was then orally accepted by the sponsors of the revised draft resolution.

III. VOTING

32. At the 1342nd meeting, the draft submitted by Belgium, France and the Ukrainian Soviet Socialist Republic (A/C.5/L.1007/Rev.3) for the inclusion of a paragraph in the report of the Fifth Committee was adopted by 75 votes to none, with 1 abstention (see paragraph 21 above).

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33. At the same meeting, the amendment of Norway to the fifteen-Power revised draft resolution (A/C.5/L.1009/Rev.1) was rejected by 26 votes to 22, with 28 abstentions. A roll-call vote was taken. The voting was as follows:

In favour: Australia, Austria, Belgium, Brazil, Canada, Denmark, Finland, France, Greece, Guatemala, Ireland, Israel, Italy, Malta, Netherlands, New Zealand, Nicaragua, Norway, South Africa, Sweden, United Kingdom of Great Britain and Northern Ireland, United States of America.

Against: Bulgaria, Burundi, Byelorussian Soviet Socialist Republic, Ceylon, Cuba, Czechoslovakia, Hungary, Iran, Iraq, Japan, Kenya, Kuwait, Liberia, Mongolia, Pakistan, Philippines, Poland, Romania, Sudan, Togo, Tunisia, Turkey, Ukrainian Soviet Socialist Republic, Union of Soviet Socialist Republics, Upper Volta, Zambia.

Abstaining: Afghanistan, Algeria, Argentina, Barbados, Botswana, Burma, Cambodia, Chile, China, Colombia, Congo (Democratic Republic of), Ecuador, Ethiopia, Gabon, Ghana, India, Ivory Coast, Jamaica, Mali, Mexico, Morocco, Rwanda, Sierra Leone, Spain, Thailand, United Arab Republic, Venezuela, Yugoslavia.

34. The Committee then adopted the revised amendments proposed by France and twenty other delegations (A/C.5/L.1013/Rev.1 as orally corrected) by a vote of 65 to none, with 8 abstentions.

35. The fifteen-Power revised draft resolution (A/C.5/L.1009/Rev.1), as orally revised and as amended, was adopted by a vote of 71 to none, with 3 abstentions (see paragraph 40 below, draft resolution I).

36. At the same meeting, the United States draft, presented orally, for the inclusion of a paragraph in the report of the Fifth Committee (see paragraph 30 above) was adopted by 62 votes to none, with 13 abstentions (see paragraph 20 above).

(b) OTHER PERSONNEL QUESTIONS

37. At its 1325th meeting held on 10 November 1969, the Fifth Committee considered a report by the Secretary-General (A/C.5/1239) on the changes made by him in the Staff Rules in the year ending on 31 August 1969, and a note by the Secretary-General (A/C.5/1240) transmitting an extract from the report of the International Civil Service Advisory Board on its seventeenth session.

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38. One delegation in referring to the report of the International Civil Service Advisory Board cautioned against the danger of making changes in the system of salaries of international civil servants because these could lead to greater anomalies than those they meant to correct. This delegation shared the view expressed in paragraph 11 of the report of the Board that the theory of world market rates was not applicable under current conditions and recommended that the Board should continue its studies to improve the existing system or to develop a new one. Another delegation agreed with this view and concluded that the Fifth Committee should defer consideration of the problem until it had received the Board's conclusions. Another delegation stressed the importance of the Board's continuing to consider other possible solutions.

39. The Committee decided to recommend that the General Assembly (a) take note of the Secretary-General's report contained in document A/C.5/1239, and (b) take note, with appreciation, of the report of the International Civil Service Advisory Board on the principles underlying the international salary system, and request the Secretary-General to keep it informed of the progress made by the Board in the examination of the matters mentioned therein (see paragraph 40 below, draft resolutions II and III).

RECOMMENDATIONS OF THE FIFTH COMMITTEE

40. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolutions:

DRAFT RESOLUTION I

Composition of the Secretariat

The General Assembly,

Recalling its resolution 2480 (XXIII) of 21 December 1968,

Taking note of the Secretary-General's report on the composition of the Secretariat,^{1/}

^{1/} A/7745.

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Reiterating the need for an equitable geographical distribution of the staff of the Secretariat as between regions and within each region, in particular at the level of senior posts, and the need for better linguistic balance in the Secretariat,

Desirous that the principles and factors enunciated in its resolution 1852 (XVII) be adequately reflected in the existing system of desirable ranges,

Recognizing that long-term service is conducive to greater efficiency in certain posts entailing complex duties and responsibilities,

A

1. Requests the Secretary-General to continue his efforts to achieve a better geographical distribution of the staff of the Secretariat at all levels bearing in mind the Charter requirements of efficiency, competence and integrity;

2. Renews its invitation to the Secretary-General to give preference to nationals from countries not yet represented or inadequately represented, either over-all in the Secretariat or specifically at the senior level, in particular with respect to appointments to higher posts;

3. Requests that the information included in the reports of the Secretary-General relating to geographical distribution of the staffs of the United Nations Development Programme and the United Nations Children's Fund should reflect the position at the regional as well as at the country level;

4. Welcomes the Secretary-General's intention to prepare a long-term plan of recruitment as a means to accelerate the achievement of an equitable geographical distribution of the staff;

B

Requests the Secretary-General to continue his efforts to achieve a better linguistic balance within the Secretariat.

DRAFT RESOLUTION II

Amendments to the Staff Rules of the United Nations

The General Assembly

Takes note of the changes made by the Secretary-General in the Staff Rules in the year ending on 31 August 1969; as set forth in his report to the Fifth Committee.^{1/}

DRAFT RESOLUTION III

International salary system

The General Assembly

1. Takes note with appreciation of that part of the report of the International Civil Service Advisory Board on its seventeenth session which is concerned with the principles underlying the international salary system;^{2/}
2. Requests the Secretary-General to keep it informed of the progress made by the Board in the examination of the matters mentioned therein.

^{1/} A/C.5/1239.

^{2/} A/C.5/1240, annex.