

# Reorganisation of Secretariat 1960-1961: Reorganisation of Secretariat 1960...

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Dag Hammarskjöld's saml.

Reorganization of Secretariat

17 - 18 Oct. 60

- Geographical distribution of the Staff of the Secretariat of the U.N.  
(Report by D.H.)
- Gen. Assembly, Fifth Committee, Provisional Summary Record of the 767th meeting.

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PROVISIONAL SUMMARY RECORD OF THE SEVEN HUNDRED AND SIXTY-SEVENTH MEETING

Held at Headquarters, New York,  
on Friday, 14 October 1960, at 10.50 a.m.

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<u>Chairman:</u>	Mr. MAJOLI	Italy
<u>Rapporteur:</u>	Mr. CUTTS	Australia
<u>Chairman of the Advisory Committee on Administrative and Budgetary Questions:</u>	Mr. AGHNIDES	

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BUDGET ESTIMATES FOR THE FINANCIAL YEAR 1961 (A/4370, A/4408; A/C.5/828,  
A/C.5/829) (continued)

General debate

The SECRETARY-GENERAL pointed out that the budget estimates for 1961 amounted to a total of nearly \$67.5 million, which the Advisory Committee recommended reducing by \$943,000.<sup>1/</sup> There was bound to be a margin of error of perhaps 1 or 2 per cent either way in estimates made twenty-one months in advance, and it should be borne in mind that the various items comprising the budget estimates could be underestimated as well as overestimated, as the supplementary appropriations voted for certain unavoidable expenses had clearly demonstrated. Hence the reduction recommended by the Advisory Committee need not, in itself, give rise to any serious misgivings, especially if the submission of supplementaries was to be accepted as a normal, and even necessary, budgetary procedure. Nevertheless a study of the items to which it was to be applied showed that it would seriously hamper the execution of certain programmes which had been recommended with particular urgency by the Economic and Social Council, the Economic Commission for Asia and the Far East and the Economic Commission for Latin America. It was for Governments to decide between the fulfilment of the programmes and a policy of economy, which would necessarily entail a re-definition of the tasks of the United Nations.

A large part of the reduction recommended by the Advisory Committee - \$595,000 - was in respect of staff costs arising under sections 3 and 4 of the estimates. The Committee recommended that the number of additional posts to be created in the professional and higher categories should be limited to thirty-eight, instead of seventy-two. As the majority of the posts in question - fifty-nine out of seventy-two - were required for work in the economic, social and human rights fields, where the role of the United Nations was constantly expanding, such a reduction seemed rather severe. He did not think he would be able to carry out the work entrusted to him if the Assembly did not authorize him to create the new posts that were needed. Of the fifty-nine posts he had requested, twenty-one were earmarked for Headquarters and thirty-eight for the

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<sup>1/</sup> The full text of the Secretary-General's statement has been circulated as document A/C.5/828.

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regional economic commissions, including nineteen for the Economic Commission for Africa. The Advisory Committee was not proposing that there should be any reduction in those nineteen posts but recommended that the forty posts that he had requested at Headquarters and in the field, for economic and social affairs, should be reduced to ten - a reduction of 75 per cent. He would point out that over the past two years there had been a virtual standstill in the matter of additions to the professional and higher categories and he had endeavoured to redeploy the present staff in an effort to meet the constant expansion in the activities of the United Nations. The original estimates were therefore as accurate as was possible.

The effect of the recommendations of the Advisory Committee would be to reduce the new posts requested for Headquarters from twenty-one to five, the new posts for ECAFE from six to two, and the new posts for ECLA from twelve to three, while the one post he had requested for the secretariat of the Economic Commission for Europe would have to be given up. His estimates had been very carefully drawn up in the light of the increasing amount of work entrusted to the Secretariat by the Economic and Social Council. The increase in staff at Headquarters was needed for work programmes in a number of fields, as requested by Council resolutions: housing, water resources, economic research, and industrialization. The posts requested for ECLA would enable that body to carry out the work relating to the Latin American Common Market programme. In the case of ECAFE, the increases were also based on decisions of the Council and its commissions in connexion with technical advisory services, improvement of the statistical services, large-scale planning of the development of rail transport, and so forth. Lastly, the one additional post requested for ECE had to do with the intensification of work on East-West trade, to which the Commission and the Council attached great importance.

There was much force in the points made by the Advisory Committee in paragraphs 118 to 124 of its report, and he recognized that there might be advantage in limiting the permanent establishment to clearly demonstrated and continuing requirements, and in meeting fluctuating or marginal needs through temporary facilities, especially during a period of transition and review (A/4408, paragraph 120).

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It would be for the Fifth Committee to judge the merits of the approach suggested by the Advisory Committee in paragraph 124 of its report, but he would point out that in preparing the estimates he had given full weight to the several factors on which the Advisory Committee had laid stress. He would also invite attention to paragraphs 13 to 16 of his Benefit Foreword, which constituted the justification for his staffing proposals in the economic, social and technical assistance fields. The Advisory Committee had suggested that any addition to the establishment should await the outcome of the review of the activities and organization of the Secretariat undertaken in accordance with resolution 1446 (XIV), and whatever decisions the Assembly and the Economic and Social Council might take on the basis of the five-year appraisal of economic and social programmes. The expert committee which was reviewing the organization of the Secretariat had pointed out in an interim report that any increase in the establishment should be limited as far as possible until the General Assembly had had the opportunity of examining the expert committee's final report. That was a position with which he could agree in so far as any further increases for 1961, beyond those already proposed, were concerned. That being said, it would be wise to move substantially in the direction of his initial proposals, either in terms of established posts or in terms of temporary credits to be made available pending the findings of the organization committee. If that were not done, the Organization would find itself seriously hampered and would have to face a situation which the organs affected would surely not regard as acceptable. The estimates submitted represented the cost of the programmes called for by Member States and had been prepared with the greatest possible accuracy. As regarded the five-year appraisal of programmes, it should be noted that the appraisal committee had recognized that a stabilization of budgets was not desirable and that additional funds would undoubtedly be needed, notably in consequence of the emergence of newly independent countries. The increased activity in the economic and social fields inevitably led to the question of priorities. There might still be need for greater support from Governments in obtaining a shift of resources from areas of lower priorities, unless, of course, the view was taken that the Organization had gone as far as it was practicable to go in the application of priorities. He was aware of the difficulties that stood in the way. The problem had recently been defined by the President of the Council, who had said that the Council could not propose a widening of the Organization's scope or an intensification of its existing

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activities without creating new financial commitments. Those new activities could, of course be paid for by cancelling existing activities of equal cost, but that was only theoretical. The fact was that the range and depth of United Nations research and operational programmes were increasing and would continue to increase in the years to come. Given that circumstance, the President of the Council had concluded, an increase in the funds at the disposal of the Secretary-General was essential.

Whatever view might be taken as to the feasibility of remedial action through a more resolute system of priorities, the fact remained that the organs responsible for drawing up the programmes of the United Nations had seen no reason to recommend that the weight of work those programmes called for should be diminished, or indeed to suggest that it could be diminished.

There was the further fact that a need had arisen at the same time for work to be undertaken on emergency programmes of the greatest urgency and importance for the maintenance of peace and security, programmes that must be tackled with all available resources and without the slightest delay. In that connexion the 1961 estimates took account of the possibilities for the reassignment of staff which the decline in the work of the Trusteeship Department might offer, but those possibilities were limited.

In paragraph 122 of its report the Advisory Committee raised the question of the continued association of the United Nations Secretariat with the work of the Latin American Free Trade Area Association. The activity was one on which the ECLA Secretariat had been actively engaged for several years and the signatory Governments of the Montevideo Treaty had invited the Secretariat to continue to assist them. It was to be noted that the secretariat of the Free Trade Area Association would perform functions of a predominantly operational character, whereas the work of the ECLA Secretariat would be exclusively substantive; its main continuing task would be to orient the policy of the Free Trade Area Association in the fields of agriculture and industry. The Economic and Social Council had endorsed ECLA's work programme in which the project had an important place.

There was another matter on which urgent action was required from the Assembly, namely the provision of additional technical assistance funds to enable certain transitional needs of the newly independent countries to be met without prejudicing other Member States participating in the programmes. The Council had recommended that the Assembly make appropriate provisions in the 1961 budget and had asked the Secretary-General to prepare detailed programmes for consideration by the Assembly. A special report would be made available, but he was in a position to state that/...

his proposals as outlined before the Economic and Social Council would remain unchanged. They provided for an additional budgetary appropriation of \$5 million to be used for the three regular assistance programmes established by General Assembly resolutions 200 (III), 723 (VIII), and 1256 (XIII). He had originally proposed appropriations of \$2.5 million, but events in Africa led him to propose that the appropriations for 1961 and 1962 be made immediately available in 1961. If that were done it might not be necessary to ask for an additional appropriation in 1962. He suggested that the distribution of the additional resources among the programmes be determined later in the light of requests by Governments.

As regarded expenditures in other fields, he was very willing to leave the question to the wise decision of the Fifth Committee. There were however four budget items on which he wished to comment. First, in paragraph 128 of its report, the Advisory Committee expressed doubt concerning the modest strengthening proposed for the Library services. The justification was set out in the budget document, but he would stress the fact that the posts in question were very clearly needed for continuing, permanent tasks that were in no way affected by the physical conditions under which the Headquarters Library was at present operating. He would add that the necessity for gradual and progressive strengthening of the Headquarters Library services had been recognized by the General Assembly when it accepted the Ford Foundation's generous grant.

Secondly, the request for fifty-seven more general service posts at Headquarters and Geneva would permit a reduction in the level of temporary assistance as compared with the previous year and would also regularize the situation in a number of cases. The Advisory Committee's recommendation for a reduction in the new general service posts from fifty-seven to forty and an increase in the turnover factor by an additional \$100,000 would make the position in the section very tight at a time when expanding membership placed maximum emphasis on the filling of all available posts. He could only repeat the position on the turnover question he had taken in past years; he expected the Assembly to provide in full for the manning table it authorized. He could not accept the position that he must operate within a fixed ceiling by way of monetary provision for that would be tantamount, when a heavy deduction was made for turnover, to a further contraction of the effective number of available established posts.

Thirdly, the Advisory Committee recommended a reduction of \$56,000 under section 8 (permanent equipment). The Advisory Committee's argument had some weight,

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but if the Assembly approved an increase in staff it should at the same time provide adequate funds for equipment for the new staff.

Finally, under section 10 (general expenses), the Advisory Committee recommended a reduction of \$80,850. The area was one in which it had continuously been necessary to request supplementary provisions, the estimates having always been lower than the actual expenditure. In calculating the present estimates, the philosophy of the tight budget had again been followed during the current year and it would be misleading to suggest that the Secretariat could get along with some \$80,000 less. The savings which might be made, for example, on internal reproduction supplies could only be achieved by running stocks down to an unduly low level.

His remarks related only to the Organization's regular budget. He proposed to deal at a later stage with the expenditures arising under Security Council resolutions, which raised a number of extremely important problems in regard to the financial position of the Organization.

Mr. AGHNIDES (Chairman of the Advisory Committee on Administrative and Budgetary Questions), introducing the report of the Advisory Committee (A/4408) on the budget estimates for 1961, said it would be seen from the report that the regular budgets of the United Nations, the specialized agencies and the International Atomic Energy Agency, the voluntary contributions to extra-budgetary programmes and the cost of the United Nations Emergency Force if it should continue in being, would amount to a total tentatively estimated at some \$290 million for 1961.

Since the report was written, important developments had taken place in the Congo resulting in substantial financial liabilities for the Organization. While the necessary data for the preparation of firm estimates were apparently not yet available, the Advisory Committee, acting on the basis of the information supplied to it and under the provisions of paragraph 1 of General Assembly resolution 1444 (XIV), had concurred in a request from the Secretary-General for authority to incur commitments of up to \$40 million for that purpose, pending appropriate financial action by the General Assembly.

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on Administrative and Budgetary Questions)

The budgets of the specialized agencies and the Atomic Energy Agency would be the subject of a later report by the Advisory Committee which would be put before the Fifth Committee in connexion with its review of administrative and budgetary co-ordination between the members of the United Nations family. The details of the extra-budgetary programmes of assistance and the utilization of the related funds would be considered by the United Nations organs set up for that purpose; the administrative aspects of those programmes would be reviewed by the Advisory Committee at a later stage. Lastly, in regard to the United Nations Emergency Force, the Committee had before it two documents, one containing the estimates submitted by the Secretary-General (A/4396) and the other, the relevant report of the Advisory Committee (A/4409).

Where the regular budget estimates of the United Nations for 1961 were concerned, the Advisory Committee had recommended reductions amounting to under \$950,000 in the total appropriation of \$67.5 million requested by the Secretary-General. The basic problem was that the Organization had not, and at the present stage could not count on having, sufficient resources to do all the things it would like to do, or even all the things that were important. As it was not easy to strike a balance between the things that had to be done and the resources available, it was necessary to apply a system of priorities and to determine which were the more essential and urgent activities. That was particularly true in the economic and social field into which a high proportion of United Nations programme expenditure was channelled; the Organization's role in that field was expanding and that fact had to be taken into account. The objective in applying priorities was not so much to stabilize the level of expenditure or the volume of activities as to ensure that any growth in programmes was related to really important and urgent needs.

It was in that spirit that, at the eleventh session, the Advisory Committee had suggested a five-year appraisal of programmes of the United Nations and the specialized agencies in the economic and social field. The Advisory Committee took the view that, without a proper appraisal of work undertaken or envisaged in terms of the main objectives to be achieved over a period of several years, the administration and the budget could not obtain their maximum effectiveness as tools. The very fact that United Nations activities in the economic and social field were expanding and that consequently an increase in funds was required made

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Budgetary Questions)

the strict application of a system of priorities even more imperative in order to ensure the best possible use of whatever additional funds Member States were able to make available to the Organization. The attainment of that objective required, first, concerted efforts on the part of the programme bodies and the Secretariat and, secondly, more sustained support from Governments in regard to switching resources from areas of lower priority. Furthermore, the application of priorities must be intensified, not only in the programme bodies, but at the stage at which all the separate elements were put together to form an integrated programme.

In addition to those general considerations, which were relevant to the budget of any year, the Advisory Committee had taken account of certain more specific considerations. Those were, first, that it would be wise to defer any major increases in the permanent establishment -- as opposed to temporary consultants and experts - pending the results of the review of the activities and organization of the Secretariat being carried out under General Assembly resolution 1446 (XIV). Secondly, that it would be useful to await fuller information on the outcome of the five-year appraisal of programmes and its impact on organizational and staffing requirements. Thirdly, that the steady decline of work in certain areas, in particular that of trusteeship, would release resources which could be redirected to other areas of urgent need. The Committee did not think that those three specific considerations had been fully taken into account in the Secretary-General's budget estimates.

In regard to the fifty-nine additional posts requested by the Secretary-General in the economic, social and human rights areas, the Advisory Committee recommended, first, the approval of an increase of twenty-nine established posts; secondly the inclusion in the appropriation for consultants and experts of a money provision equivalent to the cost of some ten further posts; and, thirdly, the transfer, as opportunity arose, of posts on the manning table of services whose work was declining, in particular, the Department of Trusteeship, to other areas of work. On that last point, the Advisory Committee recognized the difficulties of making too rapid a redeployment of personnel, but it thought that there was considerable scope for such redeployment, having regard to the fact that the number of posts tentatively provided for the Department of Trusteeship in 1961 was 55, in other words, only one post less than in 1960.

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on Administrative and Budgetary Questions)

The Advisory Committee had taken special account of the sizable burden which certain extra-budgetary activities had imposed on the Secretariat without any corresponding adjustments in the permanent establishment. In that connexion, it would be noted from paragraph 125 of the Advisory Committee's report that the Committee had fully supported the Secretary-General's request for additional permanent posts in the central administrative and conference services. The Committee had also paid attention to that factor in its consideration of the annual cost estimates for such programmes as UNEF.

For the reasons he had already given at the previous session (A/C.5/SR.711), the budget estimates usually reflected in some measure the desire of certain departments to ensure that they had resources comfortably adequate to their needs. The Advisory Committee believed that the approval of a budget providing adequate resources, but without a margin of security, would encourage efficiency as well as a constant examination of the urgency of various items of work and the effectiveness of Secretariat procedures. Once the essential needs had been identified, appropriations should be made to meet them in the most economical and effective manner. It might be argued that that approach would encourage resort to supplementaries; that argument was not entirely valid, as was demonstrated by the composition of the expenditure covered by the supplementary estimates for 1960, which had recently been approved by the Fifth Committee - out of a total of approximately \$2.5 million, some \$1.1 million related to unforeseen and extraordinary expenses; some \$900,000 related to expenses which had not been foreseen and perhaps could not have been foreseen in the initial estimates, and some \$350,000 related primarily to sections where actual needs had proved to exceed the Secretary-General's initial estimate. In other words, the supplementary appropriations were not in respect of the specific items in which the Advisory Committee had recommended a reduction in the appropriations originally requested. It would, of course, be possible to avoid the submission of supplementary estimates by providing in the budget an unallotted reserve for contingencies, but the Advisory Committee believed that such a procedure was not the most conducive to sound administrative and financial control. He was not, of course, referring to any arrangements that might be approved by the General Assembly involving the inclusion in the annual budget of a lump sum provision for special purposes such as peace and security.

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on Administrative and Budgetary Questions)

The Advisory Committee looked forward to the report in which the Secretary-General was to propose an increase of approximately \$5 million in the 1961 budgetary appropriations in respect of technical programmes, in order to take account of the needs of newly independent countries.

HONORARIA FOR MEMBERS OF THE ADMINISTRATIVE TRIBUNAL (A/4408, paragraphs 316 to 323; A/C.5/814) (continued)

The CHAIRMAN recalled that the Czechoslovak representative had made a proposal under which: (a) no action on the question of honoraria for members of the Administrative Tribunal would be taken for the time being; (b) The Secretary-General and the Advisory Committee would undertake a comprehensive review of the question of payment of honoraria to members of elected bodies and would report with their special recommendations to the sixteenth session of the General Assembly.

The Iraqi representative had proposed an amendment to that proposal, under which, pending consideration of those reports, the payment of honoraria to the President and members of the Administrative Tribunal recommended by the Advisory Committee would be approved provisionally. He therefore proposed that the amendment should be put to the vote first.

Mr. RYBAR (Czechoslovakia) said that his proposal should be regarded as an amendment to the recommendations of the Advisory Committee; since that amendment was the one furthest removed from the original proposal, he asked that it be put to the vote first, in accordance with rule 131 of the rules of procedure of the General Assembly.

Mr. KITTANI (Iraq) said the Czechoslovak proposal was divided into two parts, on which it would be logical for the Committee to take separate decisions. The Committee's decision to approve or not to approve the first part of that proposal would also determine whether any subsequent vote was necessary on the Advisory Committee's recommendations. The second part of the Czechoslovak proposal could be put to the vote when that question was settled.

Mr. CALINGASAN (Philippines) recalled that at three different sessions, the Fifth Committee had decided against the payment of honoraria. The Secretary-General's proposals did not seem to him to be supported by any cogent arguments.

(Mr. Calingasan, Philippines)

Moreover, the Advisory Committee did not seem to be fully convinced of the need to make an exception in favour of the Administrative Tribunal. According to paragraph 321 of its report (A/4408), the Advisory Committee was "inclined to believe" that the Administrative Tribunal was "perhaps" the kind of organ where an exception might be admitted. It was therefore far from emphatic on that point. The question thus seemed to deserve more thorough study, but meanwhile it would be only fair to redress the apparent wrong done to the Administrative Tribunal, and he would accordingly support the proposal of the representative of Iraq.

Mr. SAHNI (India) doubted the advisability of a general study of the question of payment of honoraria, since apparently the very bodies whose members received the honoraria fixed the amount, in agreement with those members. So far as the members of the Administrative Tribunal were concerned, the Committee's decisions should be based on solid grounds; if they really deserved honoraria, payment should not be on a merely provisional basis.

Mr. TURNER (Controller) pointed out that the honoraria currently paid had all been fixed by the General Assembly itself at its twelfth session, following the recommendations of the Fifth Committee (A/3766), which were based on an exhaustive report prepared at the request of the Assembly and scrutinized by the Advisory Committee.

Mr. RAJAPATIRANA (Ceylon) said he could not support the proposals of the Advisory Committee and the representative of Iraq. If the question of honoraria was to be comprehensively reviewed at the next session, the members of the Administrative Tribunal could surely forgo their claim meanwhile. He would vote in favour of the proposals of the Czechoslovak representative.

Mr. RYBAR (Czechoslovakia) explained that his desire was to reduce to the minimum the number of exceptions to the rule; every new exception, such as the provisional measure proposed by the representative of Iraq, tended to weaken that rule.

Mr. KITTANI (Iraq) said that his concern was to see the Administrative Tribunal placed on an equal footing with other bodies whose members currently received honoraria; there was at present a regrettable inequality which should be corrected.

Mr. PUPLAMFU (Ghana) said that since the matter was first and foremost one of equity, he would support the Iraqi representative's suggestion.

Mr. CUTTS (Australia) feared that, by adopting the proposal of the Czechoslovak representative, the Committee might render nugatory a relatively recent decision taken only in 1957; since then, the situation had changed little. The only question to decide, in fact, was whether another category of persons should be added to the list of those already receiving honoraria.

Mr. PRATT (Israel) said he was not entirely convinced by the reasons advanced by the Secretary-General and the Advisory Committee, and thought that the question should be considered by a sub-committee. He doubted whether a new study would be of much value, as the question had been thoroughly examined in 1957 and the exceptions made had been approved by a very large majority. It would hardly be logical to go back on that decision.

Mr. BANNIER (Netherlands) said that, in the light of the arguments advanced by the Advisory Committee (A/4408, paragraph 321), the refusal of honoraria to the members of the Tribunal was unjustified.

He did not think that a new study of the question was needed; coming three years after a decision on the subject, it would inevitably cause concern to the members of the bodies affected.

Mr. TURNER (Controller), replying to a question by the representative of the United Arab Republic, explained that the Secretary-General had proposed the payment of an honorarium of \$500 to the President of the Tribunal because of his heavy responsibilities and the time-consuming functions he had to discharge between sessions.

The CHAIRMAN put to the vote the first part of the proposal of the representative of Czechoslovakia, under which no action on the question of honoraria for members of the Administrative Tribunal would be taken for the time being.

The proposal was rejected by 28 votes to 17, with 16 abstentions.

The CHAIRMAN put to the vote the second part of the proposal of the representative of Czechoslovakia, under which the Secretary-General and the Advisory Committee would undertake a comprehensive résumé of the question of

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payment of honoraria to members of certain elected bodies and submit reports with their special recommendations to the sixteenth session of the General Assembly.

The proposal was approved by 30 votes to 11, with 21 abstentions.

The CHAIRMAN put to the vote the recommendation of the Advisory Committee, under which an annual honorarium of \$500 would be paid to the President of the Tribunal and an honorarium of \$250 for each session would be paid to the President and each of the other members participating in the consideration of cases.

The recommendation of the Advisory Committee was approved by 37 votes to 16, with 10 abstentions.

The CHAIRMAN asked the members of the Committee who might wish to make statements during the general debate to hand in their names as early as possible. A working document on the first reading of the budget estimates had been issued under the symbol A/C.5/L.611. The Committee would soon have to decide on the appointments to the vacancies on the Administrative Tribunal, the relevant documents being A/4376 and A/C.5/L.613.

APPOINTMENTS TO FILL VACANCIES IN THE MEMBERSHIP OF SUBSIDIARY BODIES OF THE GENERAL ASSEMBLY: COMMITTEE ON CONTRIBUTIONS (A/4381, paragraph 5; A/C.5/L.610)

The CHAIRMAN recalled the applicable rules and invited Mr. Quijano (Argentina) and Mr. Xenos (Greece) to act as tellers.

A vote was taken by secret ballot.

<u>Number of ballot papers:</u>	69
<u>Invalid ballots:</u>	2
<u>Number of valid ballots:</u>	67
<u>Abstentions:</u>	6
<u>Number of members voting:</u>	61
<u>Required majority:</u>	31
<u>Number of votes obtained:</u>	
Mr. Chernyshev	61

Mr. Chernyshev having obtained the required majority, the Committee recommended his appointment as a member of the Committee on Contributions.

The meeting rose at 1.5 p.m.



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Agenda item 60 (a)

PERSONNEL QUESTIONS

Geographical distribution of the Staff of  
the Secretariat of the United Nations

Report by the Secretary-General

1. In accordance with resolution 1436 (XIV) of the fourteenth session of the General Assembly, the Secretary-General presents the following information on the progress made during the year ended 31 August 1960 in improving the geographical distribution of the staff of the United Nations Secretariat.
2. The geographical distribution of the staff as at 31 August 1960 is shown in the annexed Tables I to IX. In order to give a truer picture of the international Secretariat, the Secretary-General has omitted from the Tables staff in the G-5 level, to which recruitment is not made on an international basis. Neither do the figures include staff appointed by the General Assembly or the Security Council, and staff specifically recruited for service with special missions.
3. The composition of the staff is shown in relation to a "desirable range" of posts for each Member State. Information is provided on appointments and other changes which took place in the period 1 September 1959 to 31 August 1960.
4. As indicated in previous reports, the Secretary-General's recruitment programme continues to be dedicated to seeking individuals who are suitably qualified by training and experience to fill the particular vacancies which arise and who meet the provisions of the Charter. During the past year every effort has been made to give effect, wherever possible, to recommendation 1 (a) of resolution 1436, namely, to give priority in recruitment to qualified candidates from Member States which either have no nationals on the staff or which have a disproportionately small number of nationals on the staff.

5. The Secretary-General believes that an examination of the figures given in this report will show that real progress has been made during the past year and that, in relation to the vacancies available, the recruitment actions taken have contributed substantially to the objectives which the General Assembly has in mind. Successfully-completed recruitment actions do not by themselves, however, represent a full measure of the recruitment effort, since an offer of appointment which, for one reason or another, cannot be accepted, represents almost as much work as a finalized recruitment.

6. As last year, the Secretary-General presents in the following paragraphs some analysis of the figures with the object of assisting the General Assembly in its appraisal of the current situation.

7. The over-all picture is shown in the following table:

	<u>Number of Member countries as of 31 August</u>		
	<u>1955</u>	<u>1959</u>	<u>1960</u>
Above the desirable range	24*	25	27
Within the desirable range	27	38	40
With staff members, but below the desirable range	<u>2</u>	<u>8</u>	<u>5</u>
Total with staff members	53	71	72
With no staff members	<u>6</u>	<u>11</u>	<u>10</u>
TOTAL MEMBER COUNTRIES	59*	82	82

8. It will be seen that the nationalities of staff now represent 72 Member States as against 71 last year. Bulgaria and Romania are now included, but the Ukrainian SSR, which previously had a staff member, fell into the group of countries with no staff member, this group totalling, at 31 August 1960, ten. The appointment of a national of one of these countries is in process.

9. During the year, the number of countries with staff within or above the desirable range rose from 63 to 67, reducing the number below the range from 8 to 5. The countries brought within the range include Bulgaria, the Federation of Malaya and Italy. In the same period, Indonesia, which had been below the range, moved above it and Finland, Ghana, Poland and Spain also moved above the top of the range.

\* Including Egypt and Syria as one.

10. The 105 appointments made between 1 September 1959 and 31 August 1960 were spread among 39 nationalities. Ninety of these appointments, that is, 86 per cent of the total, were from countries which had no nationals on the staff or were either below or within their range. Only twelve staff members were recruited from Member States above the top of their range and three from States not members of the United Nations. (Two of these, Senegal and Togo, have since become Members.)

11. Four posts at the Principal Officer level (D-1) and above were filled by outside recruitment. These were from two of the regions inadequately represented at these levels - three from Eastern Europe and one from Latin America. In addition, the post of Secretary of the Joint Staff Pension Fund was filled at the Principal Officer level by the transfer of a UNESCO staff member from Western Europe, upon the recommendation of the Joint Staff Pension Board.

12. The great majority of the appointments were made on a fixed-term basis. Of the total of 105, career appointments were made in only 24 cases, and with three exceptions these appointments were at the junior levels (P-1 to P-3).

13. The following table (derived from the information in the Annex) shows the present distribution of the professional staff by regions and permits comparison with the position at the same date in 1959 and with the median of the desirable range:

<u>Region</u>	<u>Median of Desirable Range</u>	<u>Number of Staff (P-1 and above)</u>		<u>Ratio of Staff to Median</u>	
		<u>on 31 August 1959</u>	<u>on 31 August 1960</u>	<u>1959</u>	<u>1960</u>
Africa	27	35	43	130%	159%
Asia and Far East	177	201	211	114%	119%
Europe - Eastern	216	68	84	31%	39%
Europe - Western	299	355	360	118%	120%
Latin America	77	101	108	131%	140%
Middle East	24	39	41	163%	171%
North America	388	291	294	75%	76%
<b>TOTALS</b>	<b>1,208</b>	<b>1,090</b>	<b>1,141</b>	<b>92%</b>	<b>94%</b>

14. In view of the special interest in posts at higher levels, the number of staff at the level of Principal Officer (D-1) and above, and at the Senior Officer level (P-5) is shown below for the same geographic regions:

<u>Region</u>	<u>Staff at D-1 and above</u>		<u>Staff at P-5 level</u>	
	<u>1959</u>	<u>1960</u>	<u>1959</u>	<u>1960</u>
Africa	4	4	2	2
Asia and Far East	15	15	23	24
Europe - Eastern	10	12	11	11
Europe - Western	37	39	51	55
Latin America	4	5	10	14
Middle East	-	-	1	3
North America	28	26	39	51
TOTALS	98	101	137	160

15. The current position regarding geographical distribution represents considerable improvement over that which existed in 1955 immediately prior to the admission of a large number of new Members, as will be evident from the following table:

	<u>Number of staff -</u> <u>31 August 1955</u>	<u>Number of staff -</u> <u>31 August 1960</u>	<u>Percentage</u> <u>Change</u>
	<u>P-1 to U-S</u>	<u>P-1 to U-S</u>	
Africa	26	43	+ 65%
Asia and Far East	155	211	+ 36%
Eastern Europe	55	84	+ 52%
Western Europe	353	360	+ 2%
Latin America	96	108	+ 12%
Middle East	30	41	+ 37%
North America	300	294	- 2%
TOTALS	1,015	1,141	+ 12%

16. The comparative position of the same geographical regions in regard to staff at the Principal Officer (D-1) level and above is shown below:

	<u>Number of staff at D-1 level and above</u>	
	<u>31 August 1955</u>	<u>31 August 1960</u>
Africa	1	4
Asia and Far East	11	15
Eastern Europe	7	12
Western Europe	36	39
Latin America	6	5
Middle East	1	-
North America	26	26
TOTALS	88	101

17. During a five-year period, staff members from new Members have increased from 16 in 1955 to 109 in 1960, with 5 at the Principal Officer level and above.

18. From the standpoint of recruitment during the last five years, nearly three-fourths of the total appointments made were from Africa, Asia and the Far East, Eastern Europe, Latin America, the Middle East and the new Members from Western Europe, while staff recruited in the Principal Officer, Director and Under-Secretary categories from these regions totalled 24 out of 32. The following table gives the distribution of these appointments:

Appointments made from 1 September 1955 to 31 August 1960<sup>1/</sup>

	<u>P-1 to P-5</u>	<u>D-1 to U-S</u>	<u>Total</u>	<u>From new Members</u>
Africa	21	2	23	7
Asia and Far East	101	5	106	43
Eastern Europe	61	10	71	6
Western Europe	<del>122</del>	10	132	64
Latin America	46	3	49	-
Middle East	<del>15</del>	-	13	2
North America	<del>48</del>	2	50	-
TOTALS	<del>411</del> 412	32	444	122

<sup>1/</sup> The figures given do not include staff appointed by the General Assembly or the Security Council; nor do they include staff specifically recruited for service with special missions and those from countries which are at present non-Members of the United Nations. /...

19. Though, as said above, real progress has been made during the past year, the Secretary-General recognizes that further and sustained efforts are required to improve the situation, particularly in recruitment from the Eastern European region. Although the number of staff now in posts from this region is higher than it has ever been, it still falls far short of what is desirable if a reasonably satisfactory geographical distribution is to be achieved.

20. One of the biggest difficulties that the Secretary-General encounters in recruitment is the proper matching of candidates and vacancies. Many candidates of excellent quality are offered in response to notification of vacancies but too often they are not suited by training or experience to the particular vacancies available. There is not, at the moment, much room for the recruitment of candidates with general administrative or diplomatic background and experience. The current vacancies arise most frequently in specialist fields and for these vacancies specialized training and experience is essential.

21. The steps which are being taken amongst others, to accelerate the improvement of geographical distribution include:

(a) Review of the nationality composition of staff once every two months in the light of the changes which have occurred during the intervening period because of separations, new appointments and other staff movements. On the basis of such a review, the Member States are classified into different priority groups for recruitment purposes depending on the numerical strength as well as the grade distribution of their nationals on the staff, with top priority being accorded to the recruitment of candidates from those countries which have disproportionately few or no nationals on the staff.

(b) Periodic surveys of the manning table of each Department or Office, both at Headquarters and in the field, to establish the nature of current and prospective vacancies available for outside recruitment. A list of such vacancies, together with general descriptions of the qualifications desired, is circulated once each quarter to the countries in the top priority group, with a request for the nomination of candidates who meet the requirements.

(c) Conferences are frequently held with the officials of the delegations of the countries "under-represented", followed by visits to the countries concerned, whenever possible, by senior members of the Office of Personnel and other Secretariat officials, for the purpose of furthering the recruitment programme.

(d) The Office of Personnel continuously keeps in touch with the United Nations officers in the field, notably with the European Office in Geneva, Executive Secretaries of the Regional Economic Commissions, TAB Resident Representatives, and Directors of Information Centres, to advise them of the recruitment needs. The nucleus of information furnished in this way has been of great value.

(e) Greater use of the system of secondment of officers of national services or other institutions. This method is being increasingly applied. Apart from the advantage of this system from the point of view of geographical distribution, it is expected that the fixed-term secondment of candidates from less developed countries will be of substantial value both to the countries themselves and to the Organization.

(f) Recruitment as professional trainees, subject to the budgetary limitations, of young candidates with good academic backgrounds, from Member States in the top priority recruitment group, with the object of placing them, if found suitable after a period of training, in vacant junior professional posts. This scheme is geared primarily to the addition of career service officers but is also used for fixed-term staff who will, after the additional training with the United Nations, return to their own countries.

21. The Secretary-General will continue to give his serious attention to the question of geographical distribution, and to the development of further means of recruitment from those Member States, including the Members admitted at this session of the General Assembly, which have disproportionately few or no nationals on the staff.

TABLE I

Staff in Professional and Higher Levels subject  
to Geographical Distribution as of 31 August 1960  
 (by Nationality and Level)

Nationality	No. of Staff									No. of Staff	Desirable Range of Posts
	31/8/59	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	31/8/60	
Afghanistan	3						1	2		3	1-3
Albania	-									-	1-3
Argentina	16	1			3	4	6	1		15	10-17
Australia	20		1		3	5	5	7		21	17-28
Austria	7		1		1		2	2	1	7	4-7
Belgium	20			2	3	5	6	3	1	20	12-20
Bolivia	6				2		2	3		7	1-3
Brazil	11	1			3	5	3	3		15	9-16
Bulgaria	-						1	1	1	3	2-3
Burma	6	1					2	2		5	1-3
Byelorussian Soviet Socialist Republic	-									-	4-7
Cambodia	-									-	1-3
Canada	31		1	2	7	6	8	7	2	33	29-48
Ceylon	5					3		2		5	1-3
Chile	15				4	3	1	6	3	17	2-4
China	50	1	1	2	9	15	13	6	3	50	46-77
Colombia	10			1		1	4	3	1	10	3-5
Costa Rica	2					1		1	1	3	1-3
Cuba	5						4			4	2-4
Czechoslovakia	10			2	1	5	1			9	8-13
Denmark	12				1	6	2	3		12	6-9

Nationality	No. of Staff 31/8/59									No. of Staff 31/8/60	Desirable Range of Posts
		U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1		
Dominican Republic	2						1	2		3	1-3
Ecuador	6					2	2	2		6	1-3
El Salvador	-									-	1-3
Ethiopia	1						1	1	1	3	1-3
Federal Republic of Germany (non-member)	2						1	1		2	-
Federation of Malaya	1								2	2	2-3
Finland	6	1			2			4	1	8	3-6
France	83	1	3	6	14	25	20	11	3	83	59-98
Ghana	3			1		1		2		4	1-3
Greece	9	1			3	1	1	2		8	2-4
Guatemala	2			1				1		2	1-3
Guinea	-									-	1-3
Haiti	2						1	1		2	1-3
Honduras	-									-	1-3
Hungary	3					1	1	1		3	4-6
Iceland	1					1				1	1-3
India	57	1	2	2	6	17	18	13	2	61	23-38
Indonesia	3					2	2	4		8	4-7
Iran	7				1	4	2			7	2-3
Iraq	2				1		1			2	1-3
Ireland	3						2			2	2-3
Israel	5				1	2		2		5	1-3
Italy	18	1			1	2	7	7	3	21	21-35
Japan	21				1	2	8	10	3	24	20-34

Nationality	No. of Staff										No. of Staff	Desirable Range of Posts
	31/8/59	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	31/8/60		
Jordan	5					1	4			1	6	1-3
Laos	-										-	1-3
Lebanon	6					2	1	3			6	1-3
Liberia	1									1	1	1-3
Libya	-										-	1-3
Luxembourg	2								2		2	1-3
Mexico	9				2	3	3	1			9	6-11
Morocco	1								1		1	1-3
Nepal	2								1		1	1-3
Netherlands	22			2	4	12	1	2	1		22	9-16
New Zealand	8	1			4	2	2				9	4-6
Nicaragua	1								1		1	1-3
Norway	18			1	2	4	8	1			16	5-8
Pakistan	12			3	1	3	4	1			12	4-6
Panama	2	1				1		1			3	1-3
Paraguay	1					1		2			3	1-3
Peru	6					3	1	1			5	1-3
Philippines	9					3	1	3			7	4-7
Poland	20			2	5	8	6	1	1		23	13-21
Portugal	2							1	1		2	2-3
Republic of Korea (non-member)	1										-	-
Republic of Viet-Nam (non-member)	1							1			1	-
Romania	-						1	1			2	3-5
Saudi Arabia	2						1		1		2	1-3

Nationality	No. of Staff									No. of Staff 31/8/60	Desirable Range of Posts
	31/8/59	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1		
Senegal (non-member)	-								1	1	-
Spain	12				1	3		9	3	16	9-14
Sudan	1	1						1		2	1-3
Sweden	13			2	2	4	4	2	1	15	13-21
Switzerland (non-member)	20			1	2	3	6	7	2	21	-
Thailand	7						1	5		6	2-3
Togo (non-member)	-								1	1	-
Tunisia	-									-	1-3
Turkey	8					2	1	5	1	9	6-9
Ukrainian Soviet Socialist Republic	1									-	17-28
Union of South Africa	13		1	1	1	5	1	4		13	5-9
Union of Soviet Socialist Republics	34	1	1	6	5	8	15	7	1	44	126-168
United Arab Republic	15				1	2	9	6	1	19	3-5
United Kingdom of Great Britain and Northern Ireland	119	1	3	12	19	26	28	22	5	116 <sup>1/</sup>	72-120
United States of America	260	3	11	9	44	57	63	69	5	261 <sup>2/</sup>	300-401
Uruguay	3					2				2	1-3
Venezuela	2						1			1	5-8
Yemen	1							1		1	1-3
Yugoslavia	8	1		1	2	1	3	1		9	3-5
Stateless	-							1		1	-
TOTAL	1,114	18	25	59	162	275	294	280	55	1,168	

1/ Includes two staff members from Kenya; two from Nigeria; one from Southern Rhodesia; two from Singapore and one from Trinidad.

2/ Includes one staff member from the Virgin Islands.

The above figures do not include staff in the following categories:

Staff appointed by the General Assembly or the Security Council, and staff specifically recruited for service with special missions (shown in Table VIII)	29
Staff members who have permanent residence status in the United States	13
Staff in posts with special language requirements (shown in Table VII)	486
Staff on leave-without-pay	26
Staff on secondment to the Technical Assistance Board, Special Fund and other United Nations bodies	108
General Service Staff	2,564
Manual Workers	243
Field Service Personnel	<u>300</u>
	4,937

TABLE II

Appointments to Posts subject  
to Geographical Distribution  
(by Nationality and Level)

(1 September 1959 - 31 August 1960)

This table shows, in descending order of the number of appointments of each nationality, the 105 appointments made during the year.

Nationality	U-S	D-1	P-5	P-4	P-3	P-2	P-1	Total
Union of Soviet Socialist Republics	1	2		2	11	4		20
United Kingdom of Great Britain and Northern Ireland		1		2	3	2	2	10 <sup>1/2</sup>
Italy				1	2	3	1	7
Indonesia				2	2	1		5
Japan				2	2		1	5
United States of America			3		1	1		5
Brazil	1		1	1		1		4
Poland				1	3			4
Bulgaria					1	1	1	3
Spain				1		2		3
Sweden				1	1		1	3
Australia			1			1		2
Canada					1		1	2
Ethiopia					1		1	2
Finland						2		2
India					2			2
Paraguay				1		1		2

Nationality	U-S	D-1	P-5	P-4	P-3	P-2	P-1	Total
Romania					1	1		2
United Arab Republic					1	1		2
Bolivia						1		1
Chile			1					1
Costa Rica							1	1
Denmark				1				1
Dominican Republic						1		1
Federation of Malaya							1	1
France			1					1
Ghana				1				1
Greece						1		1
Mexico					1			1
New Zealand					1			1
Norway				1				1
Panama						1		1
Republic of Viet-Nam (non-member)						1		1
Senegal (non-member)							1	1
Sudan						1		1
Thailand					1			1
Togo (non-member)							1	1
Turkey						1		1
Yugoslavia			1					1
TOTAL	2	3	8	17	35	28	12	105

1/ Includes two staff members from Kenya; one from Nigeria; one from Southern Rhodesia and one from Singapore.

TABLE III

Career Appointments to Posts Subject to Geographical Distribution  
 (by Nationality and Level)

(1 September 1959-31 August 1960)

This table shows the distribution of the 24 appointments,  
 out of the total of 105, which were career.

Nationality	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Italy						1	1	1	3
United Kingdom of Great Britain and Northern Ireland							1	2	3
Brazil					1		1		2
Paraguay					1		1		2
Bulgaria							1		1
Canada						1			1
Costa Rica								1	1
Denmark					1				1
Dominican Republic							1		1
Ethiopia								1	1
Finland							1		1
India						1			1
Panama							1		1
Poland						1			1
Spain							1		1
Sudan							1		1
Sweden								1	1
United States of America							1		1
TOTAL:					3	4	11	6	24

TABLE IV

Non-Career Appointments to Posts Subject to Geographical Distribution  
(by Nationality and Level)

(1 September 1959 - 31 August 1960)

This table shows the distribution of the 81 appointments,  
 out of the total of 105, which were non-career.

Nationality	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Union of Soviet Socialist Republics	1		2		2	11	4		20
United Kingdom of Great Britain and Northern Ireland			1		2	3	1		7
Indonesia					2	2	1		5
Japan					2	2		1	5
Italy					1	1	2		4
United States of America				3		1			4
Poland					1	2			3
Australia				1			1		2
Brazil	1			1					2
Bulgaria						1		1	2
Romania						1	1		2
Spain					1		1		2
Sweden					1	1			2
United Arab Republic						1	1		2
Bolivia							1		1
Canada								1	1
Chile				1					1
Ethiopia						1			1
Federation of Malaya								1	1
Finland							1		1
France				1					1

/...

Nationality	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total
Ghana					1				1
Greece							1		1
India						1			1
Mexico						1			1
New Zealand						1			1
Norway					1				1
Republic of Viet-Nam (non-member)							1		1
Senegal (non-member)								1	1
Thailand						1			1
Togo (non-member)								1	1
Turkey							1		1
Yugoslavia				1					1
<b>TOTAL:</b>	2	-	3	8	14	31	17	6	81

TABLE V

Staff in the Principal Officer, Director and  
 Under-Secretary Categories

This table shows the number of staff in the Principal Officer, Director and Under-Secretary categories as of 31 August 1959 and 31 August 1960.

<u>Nationality</u>	<u>31/8/59</u>	<u>31/8/60</u>	<u>Changes since last year</u>
United States of America	23	23	No change.
United Kingdom of Great Britain and Northern Ireland	15	16	One promotion; one transfer to the office of the UNHCR; one appointment
France	10	10	No change.
Union of Soviet Socialist Republics	6	8	One resignation; three appointments.
India	5	5	One promotion; one completion of fixed-term appointment.
China	5	4	One resignation.
Canada	5	3	One completion of fixed-term appointment; one resignation.
Pakistan	2	3	One promotion.
Belgium	2	2	No change.
Czechoslovakia	2	2	No change.
Netherlands	2	2	No change.
Poland	2	2	No change.
Sweden	1	2	One promotion.
Union of South Africa	2	2	No change.
Yugoslavia	2	2	No change.
Argentina	1	1	No change.
Australia	1	1	No change.
Austria	1	1	No change.
Brazil	-	1	One appointment.
Burma	1	1	No change.
Colombia	1	1	No change.

/...

<u>Nationality</u>	<u>31/8/59</u>	<u>31/8/60</u>	<u>Changes since last year</u>
Finland	1	1	No change.
Ghana	1	1	No change.
Greece	1	1	No change.
Guatemala	1	1	No change.
Italy	2	1	One completion of fixed-term appointment.
New Zealand	1	1	No change.
Norway	-	1	One promotion.
Panama	1	1	No change.
Sudan	1	1	No change.
Switzerland (non-member)	1	1	No change.
Total	<u>99</u>	<u>102</u>	

TABLE VI

Number and Nationality of Staff in Posts Subject to  
 Geographical Distribution

This table shows for each nationality the number of staff as of 31 August 1959 and 31 August 1960. It also explains the changes which occurred during the period 1 September 1959 to 31 August 1960.

Nationality	Number of Appointments				Other Adjust-ments 2/	Number of Staff		
	31/8/59	Career	Non-Career	Separations 1/		31/8/60	Special Category 3/	Desirable Range of Posts
Afghanistan	3	-	-	-	-	3	-	1-3
Albania	-	-	-	-	-	-	-	1-3
Argentina	16	-	-	-1	-	15	1	10-17
Australia	20	-	2	-1	-	21	-	17-28
Austria	7	-	-	-	-	7	-	4-7
Belgium	20	-	-	-1	+1	20	-	12-20
Bolivia	6	-	1	-	-	7	-	1-3
Brazil	11	2	2	-	-	15	-	9-16
Bulgaria	-	1	2	-	-	3	-	2-3
Burma	6	-	-	-1	-	5	-	1-3
Byelorussian Soviet Social- ist Republic	-	-	-	-	-	-	-	4-7
Cambodia	-	-	-	-	-	-	-	1-3
Canada	31	1	1	-5	+5	33	-	29-48
Ceylon	5	-	-	-	-	5	-	1-3
Chile	15	-	1	-	+1	17	-	2-4
China	50	-	-	-2	+2	50	-	46-77
Colombia	10	-	-	-1	+1	10	-	3-5
Costa Rica	2	1	-	-	-	3	-	1-3
Cuba	5	-	-	-1	-	4	-	2-4
Czechoslovakia	10	-	-	-	-1	9	2	8-13
Denmark	12	1	-	-1	-	12	-	6-9

/...

Nationality	Number of Appointments					Number of Staff 31/8/60	Special Category 3/	Desirable Range of Posts
	Staff 31/8/59	Career	Non-Career	Separations 1/	Other Adjustments 2/			
Dominican Republic	2	1	-	-	-	3	-	1-3
Ecuador	6	-	-	-	-	6	-	1-3
El Salvador	-	-	-	-	-	-	-	1-3
Ethiopia	1	1	1	-	-	3	-	1-3
Federal Republic of Germany (non-member)	2	-	-	-	-	2	-	-
Federation of Malaya	1	-	1	-	-	2	-	2-3
Finland	6	1	1	-	-	8	-	3-6
France	83	-	1	-4	+3	83	4	59-98
Ghana	3	-	1	-	-	4	-	1-3
Greece	9	-	1	-	-2	8	-	2-4
Guatemala	2	-	-	-	-	2	-	1-3
Guinea	-	-	-	-	-	-	-	1-3
Haiti	2	-	-	-	-	2	-	1-3
Honduras	-	-	-	-	-	-	-	1-3
Hungary	3	-	-	-	-	3	-	4-6
Iceland	1	-	-	-	-	1	-	1-3
India	57	1	1	-1	+3	61	-	23-38
Indonesia	3	-	5	-	-	8	-	4-7
Iran	7	-	-	-1	+1	7	-	2-3
Iraq	2	-	-	-	-	2	-	1-3
Ireland	3	-	-	-1	-	2	-	2-3
Israel	5	-	-	-	-	5	-	1-3
Italy	18	3	4	-5	+1	21	-	21-35
Japan	21	-	5	-2	-	24	-	20-34
Jordan	5	-	-	-	+1	6	-	1-3
Laos	-	-	-	-	-	-	-	1-3

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Nationality	Number	Appointments			Other	Number	Special Cate- gory 3/	Desirable Range of Posts
	of Staff 31/8/59	Career	Non- Career	Separa- tions 1/	Adjust- ments 2/	of Staff 31/8/60		
Lebanon	6	-	-	-	-	6	-	1-3
Liberia	1	-	-	-	-	1	-	1-3
Libya	-	-	-	-	-	-	-	1-3
Luxembourg	2	-	-	-	-	2	1	1-3
Mexico	9	-	1	-1	-	9	-	6-11
Morocco	1	-	-	-	-	1	-	1-3
Nepal	2	-	-	-1	-	1	-	1-3
Netherlands	22	-	-	-	-	22	-	9-16
New Zealand	8	-	1	-	-	9	-	4-6
Nicaragua	1	-	-	-	-	1	-	1-3
Norway	18	-	1	-3	-	16	-	5-8
Pakistan	12	-	-	-	-	12	-	4-6
Panama	2	1	-	-	-	3	-	1-3
Paraguay	1	2	-	-	-	3	-	1-3
Peru	6	-	-	-1	-	5	-	1-3
Philippines	9	-	-	-2	-	7	-	4-7
Poland	20	1	3	-2	+1	23	3	13-21
Portugal	2	-	-	-	-	2	-	2-3
Republic of Korea (non-member)	1	-	-	-1	-	-	-	-
Republic of Viet-Nam (non-member)	1	-	1	-	-1	1	-	-
Romania	-	-	2	-	-	2	-	3-5
Saudi Arabia	2	-	-	-	-	2	-	1-3
Senegal (non-member)	-	-	1	-	-	1	-	--
Spain	12	1	2	-	+1	16	-	9-14
Sudan	1	1	-	-	-	2	-	1-3
Sweden	13	1	2	-1	-	15	-	13-21
Switzerland (non-member)	20	-	-	-	+1	21	-	-

Nationality	Number of Staff		Appointments			Other Adjustments		Number of Staff		Special Category	Desirable Range of Posts
	31/8/59	31/8/60	Career	Non-Career	Separations 1/	1/	2/	31/8/60	3/		
Thailand	7		-	1	-2	-	-	6	-		2-3
Togo (non-member)	-		-	1	-	-	-	1	-		-
Tunisia	-		-	-	-	-	-	-	-		1-3
Turkey	8		-	1	-	-	-	9	-		6-9
Ukrainian Soviet Socialist Republic	1		-	-	-1	-	-	-	-		17-28
Union of South Africa	13		-	-	-	-	-	13	-		5-9
Union of Soviet Socialist Republics	34		-	20	-10	-	-	44	-		126-168
United Arab Republic	15		-	2	-	+2	-	19	-		3-5
United Kingdom of Great Britain and Northern Ireland	119		3	7	-10	-3	-	116	2		72-120
United States of America	260		1	4	-17	+13	-	261	-		300-401
Uruguay	3		-	-	-	-1	-	2	-		1-3
Venezuela	2		-	-	-1	-	-	1	-		5-8
Yemen	1		-	-	-	-	-	1	-		1-3
Yugoslavia	8		-	1	-	-	-	9	-		3-5
Stateless	-		-	-	-	+1	-	1	-		-
<b>TOTAL</b>	<b>1,114</b>		<b>24</b>	<b>81</b>	<b>-81</b>	<b>+30</b>		<b>1,168</b>	<b>13</b>		

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- 1/ This column takes note of resignations, retirements, completion of fixed-term appointments or separations for any other cause.
- 2/ This column takes note of such adjustments as:
- (a) Staff transferred between language posts and posts subject to geographical distribution.
  - (b) Staff who have been placed on leave-without-pay or have returned from such leave.
  - (c) Secondments and completion of secondments to the Technical Assistance Board, Special Fund and other United Nations bodies.
  - (d) Promotion of general service staff.
  - (e) Changes in nationality status.
- 3/ Staff members who have permanent residence status in the United States.

TABLE VII

Staff in Posts with Special Language Requirements (excluded  
 from consideration for purposes of geographical distribution)  
 as of 31 August 1960

(By Nationality and Level)

<u>Nationality</u>	<u>P-5</u>	<u>P-4</u>	<u>P-3</u>	<u>P-2</u>	<u>P-1</u>	<u>Total</u>
Argentina	1	7	13	6		27
Australia			1	1		2
Belgium		2	6			8
Canada			3	3		6
Chile			7	3		10
China	1	16	33	3	3	56
Colombia		1	2			3
Costa Rica		1				1
Cuba			1			1
Dominican Republic			2			2
Ecuador		1	1			2
Finland			1			1
France	3	33	77	14	1	128
Greece			1			1
Guatemala			1			1
Iraq			1			1
Ireland			1			1
Israel		1			1	2
Italy			1	1		2
Lebanon		1			1	2
Mexico		2	2	1		5
Netherlands		1				1
Paraguay			1			1
Peru					1	1
Republic of Viet-Nam (non-member)					1	1

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<u>Nationality</u>	<u>P-5</u>	<u>P-4</u>	<u>P-3</u>	<u>P-2</u>	<u>P-1</u>	<u>Total</u>
Spain		4	13	6		23
Switzerland (non-member)		1	2			3
Union of Soviet Socialist Republics	1	3	14	9		27
United Arab Republic			3			3
United Kingdom of Great Britain and Northern Ireland	3	19	30	13	1	66
United States of America		28	44	9	3	84
Uruguay		2				2
Stateless		6	6			12
<hr/>						
TOTAL	9	129	267	69	12	486

TABLE VIII

Staff Appointed by the General Assembly or the Security Council  
and Staff Specifically Recruited for Mission Service

(by Nationality and Level)

NATIONALITY	No. of Staff									No. of Staff 31/8/60
	31/8/59	U-S	D-2	D-1	P-5	P-4	P-3	P-2	P-1	
AUSTRALIA	2		1				1			2
CANADA	1							2		2
FINLAND	-					1				1
FRANCE	2		1			1				2
HAITI	-					1				1
INDIA	-	2	1							3
IRAN	1	1								1
IRELAND	-					1				1
ISRAEL	-						2			2
ITALY	1							1	1	2
JORDAN	1							1		1
NETHERLANDS	3						1			1
NEW ZEALAND	1						1			1
NORWAY	1						1			1
SWEDEN	3	2				1				3
SWITZERLAND (non-member)	1	1			1					2
UNION OF SOUTH AFRICA	1									-
UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND	1					1				1
UNITED STATES OF AMERICA	3	1					1			2
TOTAL	22	7	3	-	1	6	7	4	1	29

TABLE IX  
GEOGRAPHICAL DISTRIBUTION OF THE STAFF (LEVEL P-1 AND ABOVE)  
BY MAJOR REGIONS

AS OF 31 AUGUST 1960

REGION/ NATIONALITY	DESIRABLE RANGE (Posts P-1 and above)	TOTAL NUMBER OF STAFF P-1 to U-S	NUMBER OF STAFF	
			D-1 and above	P-5
AFRICA				
Ethiopia	1-3	3	-	-
Ghana	1-3	4	1	-
Guinea	1-3	-	-	-
Liberia	1-3	1	-	-
Libya	1-3	-	-	-
Morocco	1-3	1	-	-
Sudan	1-3	2	1	-
Tunisia	1-3	-	-	-
Union of South Africa	5-9	13	2	1
United Arab Republic	3-5	19	-	1
TOTAL:	16-38	43	4	2
ASIA AND FAR EAST				
Australia	17-28	21	1	3
Burma	1-3	5	1	-
Cambodia	1-3	-	-	-
Ceylon	1-3	5	-	-
China	46-77	50	4	9
Federation of Malaya	2-3	2	-	-
India	23-38	61	5	6
Indonesia	4-7	8	-	-
Japan	20-34	24	-	1
Laos	1-3	-	-	-
Nepal	1-3	1	-	-
New Zealand	4-6	9	1	4
Pakistan	4-6	12	3	1
Philippines	4-7	7	-	-
Thailand	2-3	6	-	-
TOTAL:	131-224	211	15	24

REGION/ NATIONALITY	DESIRABLE RANGE (Posts P-1 and above)	TOTAL NUMBER OF STAFF P-1 to U-S	NUMBER OF STAFF	
			D-1 and above	P-5
EUROPE-EASTERN				
Albania	1-3	-	-	-
Bulgaria	2-3	3	-	-
Byelorussian Soviet Socialist Republic	4-7	-	-	-
Czechoslovakia	8-13	9	2	1
Hungary	4-6	3	-	-
Poland	13-21	23	2	5
Romania	3-5	2	-	-
Ukrainian Soviet Socialist Republic	17-28	-	-	-
Union of Soviet Socialist Republics	126-168	44	8	5
TOTAL:	178-254	84	12	11
EUROPE-WESTERN				
Austria	4-7	7	1	1
Belgium	12-20	20	2	3
Denmark	6-9	12	-	1
Finland	3-6	8	1	2
France	59-98	83	10	14
Greece	2-4	8	1	3
Iceland	1-3	1	-	-
Ireland	2-3	2	-	-
Italy	21-35	21	1	1
Luxembourg	1-3	2	-	-
Netherlands	9-16	22	2	4
Norway	5-8	16	1	2
Portugal	2-3	2	-	-
Spain	9-14	16	-	1
Sweden	13-21	15	2	2
United Kingdom of Great Britain and Northern Ireland	72-120	116	16	19
Yugoslavia	3-5	9	2	2
TOTAL:	224-375	360	39	55

REGION/ NATIONALITY	DESIRABLE RANGE (Posts P-1 and above)	TOTAL NUMBER OF STAFF P-1 to U-S	NUMBER OF STAFF	
			D-1 and above	P-5
LATIN AMERICA				
Argentina	10-17	15	1	3
Bolivia	1-3	7	-	2
Brazil	9-16	15	1	3
Chile	2-4	17	-	4
Colombia	3-5	10	1	-
Costa Rica	1-3	3	-	-
Cuba	2-4	4	-	-
Dominican Republic	1-3	3	-	-
Ecuador	1-3	6	-	-
El Salvador	1-3	-	-	-
Guatemala	1-3	2	1	-
Haiti	1-3	2	-	-
Honduras	1-3	-	-	-
Mexico	6-11	9	-	2
Nicaragua	1-3	1	-	-
Panama	1-3	3	1	-
Paraguay	1-3	3	-	-
Peru	1-3	5	-	-
Uruguay	1-3	2	-	-
Venezuela	5-8	1	-	-
TOTAL:	50-104	108	5	14

REGION/ NATIONALITY	DESIRABLE RANGE (Posts P-1 and above)	TOTAL NUMBER OF STAFF P-1 to U-S	NUMBER OF STAFF	
			D-1 and above	P-5
MIDDLE EAST				
Afghanistan	1-3	3	-	-
Iran	2-3	7	-	1
Iraq	1-3	2	-	1
Israel	1-3	5	-	1
Jordan	1-3	6	-	-
Lebanon	1-3	6	-	-
Saudi Arabia	1-3	2	-	-
Turkey	6-9	9	-	-
Yemen	1-3	1	-	-
TOTAL:	15-33	41	-	3
NORTH AMERICA				
Canada	29-48	33	3	7
United States of America	300-401	261	23	44
TOTAL:	329-449	294	26	51

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UNITED NATIONS  
GENERAL  
ASSEMBLY



Distr.  
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18 November 1960

ORIGINAL: ENGLISH

Fifteenth session  
FIFTH COMMITTEE  
Agenda item 60 (a)

PERSONNEL QUESTIONS

Geographical distribution of the Staff of  
the Secretariat of the United Nations

Report by the Secretary-General

ADDENDUM

In the light of the discussions in the Fifth Committee, the Secretary-General has the honour to submit herewith a table giving the nationality composition of the staff of the United Nations Secretariat in professional and higher level posts subject to geographical distribution, together with the staff in the principal level (G-5) of the General Service category at Headquarters.

Staff in Professional and Higher Level Posts Subject to Geographical  
 Distribution and Staff in the G-5 Level at Headquarters

As of 31 August 1960

Nationality	No. of Staff 31/8/59 (G-5 to U-S)	No. of Staff 31/8/60			Desirable Range of Posts (Including G-5)
		P-1 to U-S	G-5	Total	
Afghanistan	3	3	-	3	1-3
Albania	-	-	-	-	1-3
Argentina	17	15	1	16	13-19
Australia	20	21	-	21	19-31
Austria	7	7	-	7	4-7
Belgium	21	20	1	21	13-22
Bolivia	6	7	-	7	1-3
Brazil	12	15	1	16	11-18
Bulgaria	-	3	-	3	2-3
Burma	6	5	-	5	1-3
Byelorussian Soviet Socialist Republic	-	-	-	-	5-8
Cambodia	-	-	-	-	1-3
Canada	39	33	6	39	32-54
Ceylon	5	5	-	5	1-3
Chile	16	17	1	18	3-5
China	52	50	1	51	52-87
Colombia	10	10	-	10	3-5
Costa Rica	2	3	-	3	1-3
Cuba	5	4	-	4	3-4
Czechoslovakia	11	9	1	10	9-15
Denmark	12	12	-	12	6-10

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Nationality	No. of Staff 31/8/59 (G-5 to U-S)	No. of Staff 31/8/60			Desirable Range of Posts (Including G-5)
		P-1 to U-S	G-5	Total	
Dominican Republic	2	3	-	3	1-3
Ecuador	7	6	1	7	1-3
El Salvador	-	-	-	-	1-3
Ethiopia	1	3	-	3	1-3
Federal Republic of Germany (non-member)	2	2	-	2	-
Federation of Malaya	1	2	-	2	2-3
Finland	6	8	-	8	4-7
France	88	83	9	92	66-111
Ghana	3	4	-	4	1-3
Greece	9	8	-	8	2-4
Guatemala	2	2	-	2	1-3
Guinea	-	-	-	-	1-3
Haiti	4	2	2	4	1-3
Honduras	-	-	-	-	1-3
Hungary	3	3	-	3	4-7
Iceland	2	1	1	2	1-3
India	59	61	1	62	26-43
Indonesia	3	8	-	8	5-8
Iran	7	7	-	7	2-4
Iraq	2	2	-	2	1-3
Ireland	3	2	1	3	2-3
Israel	5	5	-	5	1-3
Italy	18	21	-	21	23-39

Nationality	No. of Staff 31/8/59 (G-5 to U-S)	No. of Staff 31/8/60			Desirable Range of Posts (Including G-5)
		P-1 to U-S	G-5	Total	
Japan	21	24	-	24	23-38
Jordan	5	6	-	6	1-3
Laos	-	-	-	-	1-3
Lebanon	6	6	-	6	1-3
Liberia	1	1	-	1	1-3
Libya	-	-	-	-	1-3
Luxembourg	2	2	-	2	1-3
Mexico	9	9	-	9	7-12
Morocco	1	1	-	1	1-3
Nepal	2	1	-	1	1-3
Netherlands	23	22	1	23	10-17
New Zealand	8	9	-	9	4-7
Nicaragua	1	1	-	1	1-3
Norway	19	16	1	17	5-8
Pakistan	12	12	-	12	4-7
Panama	2	3	-	3	1-3
Paraguay	1	3	-	3	1-3
Peru	6	5	-	5	1-3
Philippines	10	7	1	8	4-7
Poland	20	23	-	23	14-24
Portugal	2	2	-	2	2-3
Republic of Korea (non-member)	1	-	-	-	-
Republic of Viet-Nam (non-member)	1	1	-	1	-
Romania	-	2	-	2	4-6

Nationality	No. of Staff 31/8/59 (G-5 to U-S)	No. of Staff 31/8/60			Desirable Range of Posts (Including G-5)
		P-1 to U-S	G-5	Total	
Saudi Arabia	2	2	-	2	1-3
Senegal (non-member)	-	1	-	1	-
Spain	12	16	-	16	10-16
Sudan	1	2	-	2	1-3
Sweden	15	15	2	17	14-24
Switzerland (non-member)	20	21	-	21	-
Thailand	7	6	-	6	2-3
Togo (non-member)	-	1	-	1	-
Tunisia	-	-	-	-	1-3
Turkey	9	9	-	9	6-10
Ukrainian Soviet Socialist Republic	1	-	-	-	19-31
Union of South Africa	13	13	-	13	6-10
Union of Soviet Socialist Republics	34	44	-	44	141-188
United Arab Republic	15	19	-	19	3-6
United Kingdom of Great Britain and Northern Ireland	132	116	11	127	81-134
United States of America	353	261	103	364	337-450
Uruguay	3	2	-	2	1-3
Venezuela	2	1	-	1	5-9
Yemen	1	1	-	1	1-3
Yugoslavia	8	9	-	9	4-6
Stateless	-	1	-	1	-
TOTAL	1,252	1,168	146	1,314	