

responsible only to the Organization. The Canadian Delegation has consistently supported the principle of equitable geographic distribution but believes that efficiency, integrity and competence are of paramount importance in an international organization. My Delegation also believes that in giving due regard to geographic distribution one of the chief elements in Member States' entitlement to positions should be the contributions of members to the regular budget.

It is absolutely essential that the Secretary-General should not be restricted by any rigid mechanistic formula or approach in considering this problem. The Charter and staff rules and regulations are quite explicit on the Secretary-General's authority in the selection, promotion and administration of staff whose first loyalty is to the Organization. The Canadian Delegation mistrusts any statistical approach to recruitment and have preferred to place our trust in the Secretary-General's competence and good judgment, supported by regular reviews carried out by this committee. We believe that the confidence which Member States have shown in the Secretary-General has been completely justified in view of the progress he has made in achieving a more equitable distribution.

From the documents before us it is quite clear that there is still some room for improvement. Looking at Document A/C.5/933 we see that in the P-1 and above posts all but two regions are above the median of the desirable range of posts. These two areas are Eastern Europe and North America. It is just as clear that this statement does not tell the whole story, since there are a number of inequities within most regions because some members have either more than or less than the median of the desirable range. My Delegation is confident that these inequities can be substantially reduced, given time and the willingness of Member States to cooperate with the Secretary General in his search for competent international civil servants. In this regard, I would like to state that, as far as Canada is concerned, the Secretary-General is free to recruit individuals from the ranks of qualified Canadians for employment