

regard should be paid to the importance of recruiting staff on as wide a geographical basis as possible. It does, however, leave no doubt as to the paramount consideration in the employment of the staff and in the determination of the conditions of service, which "shall be the necessity of securing the highest standards of efficiency, competence, and integrity". To achieve this paramount goal, the Secretary-General, in the early 1950s, increased the number of permanent appointments from about one-third to about three-quarters of the staff. Canada supported this policy since, in its view, it helped to give effect to the Charter conception of an independent, highly-professional, international civil service. The predominance in the Secretariat of nationals of Western countries gave rise, however, to ever-increasing political pressure for the recruitment of nationals from the under-represented countries. The cause of these countries has been supported by the Soviet Union, which, for its part, has advocated the setting of geographical quotas for recruitment. The majority has refused to support quotas as a means of accelerating the achievement of a geographical balance on the ground that such an arrangement would deprive the Secretary-General of much of his independence in personnel questions. While quotas have not been established, the General Assembly has approved a "desirable range" for the number of Secretariat posts allotted to each member state. The use of the desirable ranges in recruiting staff is complicated by the recent additional requirement to hire more women and to improve the geographical balance of senior staff. In principle, Canada supports the idea of geographical distribution of Secretariat posts, subject, however, to the paramount consideration of ensuring efficiency, competence and integrity. In fact, because of practical difficulties, progress in balancing the composition of the Secretariat has been slow.

The composition of the Secretariat is a perennial subject of debate in the General Assembly. Member states that are under-represented have varying reservations regarding a career international civil service, or, like the Soviet Union, advocate a rotational service with fixed-term appointments and continually maintain their pressure for rapid adjust-