

The United Nations General Assembly has repeatedly stressed the necessity for prompt payment of contributions. In 1949, in the face of the unsatisfactory record of payment, the Assembly recommended that the Agencies should keep their annual expenditures within the limits of prospective receipts, and that they should review their programmes of expenditure periodically and make adjustments necessary to achieve this objective.

FAO, WHO and UNESCO have already taken steps to implement this recommendation. Their general conferences have instructed their directors-general to ensure that the cost of the projects undertaken in 1951 will not exceed the amounts these organizations can reasonably expect to receive from their members or from other sources of revenue.

Personnel Administration

In 1951, the secretariats of the United Nations and of the ten fully-established Specialized Agencies will be manned by 8,800 staff members, 3,700 of them serving with the United Nations. In accepting appointment, these international civil servants pledge themselves to work solely in the interests of their organization and neither to seek nor receive instructions from any government or other external authority.

Selection of Staff

Without variation, the constitutional provisions of each international organization prescribe two criteria in the selection of staff. The paramount consideration is the necessity of securing the highest standards of efficiency, competence and integrity; it is also provided that due regard shall be paid to the importance of recruiting staff on as wide a geographical basis as possible.

However, the number of qualified persons available for international recruitment is limited and there is strong and sustained competition between national and international agencies for their services. As a result, the proper balance between competence and geography has been exceedingly difficult to attain, especially in the small and more technical secretariats. Despite the acknowledged difficulties in finding trained staff, many delegations, particularly those of the smaller, economically under-developed countries, have often complained about the low representation of their nationals.

To fulfil their constitutional responsibilities and to meet these objections, the organizations have made sustained efforts to attain broader geographic representation. Through improved recruitment and promotion policies, and by the conduct of training programmes for new appointees, the situation is gradually being improved. Canadian delegations have agreed with the wisdom of this approach and have, therefore, consistently opposed attempts at fixing quotas for national representation which, if rigidly applied, might seriously impair the efficient working of the organizations.

International Civil Service Advisory Board

The General Assembly has from time to time made recommendations designed to promote the development of a more uniform