

dures and to avoid drastic changes in the composition of the Secretariat which would severely reduce the efficiency of the Organization.

Just how significant these improvements have been can be seen from the following. In 1946, out of 52 members, 40 or 77 percent had either no nationals in the Secretariat or were below the desirable range. In 1962, after the Organization had doubled its membership to 104 there were only 22 members or 21 percent who either had no nationals on the staff or who were below the desirable range. In my Delegation's view, this clearly illustrates the desirability of allowing the Secretary-General to proceed on the basis of general guidance from the Assembly. In its continuing desire for equitable geographic distribution the Fifth Committee at the sixteenth session requested the Secretary-General to prepare a report on the matter for our consideration at the seventeenth session. The Secretary-General's report is now before us; it is very thought-provoking and deserves our careful examination. I think that all delegations will be able to agree that the Secretary-General has done a most commendable job in ensuring that due regard is paid to geographic distribution. Our task is to continue to provide him with general guidance on the very complex problems which he faces without restricting his freedom to act in accordance with his responsibilities and his authority as Chief Administrative Officer of the Organization.

What sort of guidance should he be given? I think it is first necessary to recall the very specific guidance which is given in Articles 97, 100 and 101 of the Charter. In brief, these articles state that the Secretary-General shall be the Chief Administrative Officer, that he has the responsibility for the appointment of the staff and that the paramount consideration in the employment of staff and in the determination of the conditions of service shall be the necessity of ensuring the highest standards of efficiency, competence and integrity. Furthermore, in the recruitment of staff, due regard shall be paid to the importance of recruiting, on as wide a geographic basis as possible, personnel who will be officials