

General might be renewed for three years, those of the Deputy-Secretaries-General for five years, and those of the Under-Secretaries-General for a further single period of seven years.

Finally, it agreed that, to give effect to the previous wishes of the Assembly, a more equitable representation of nationalities should be effected: not more than two nationals of any one Member of the League should be included among the higher officials of the Secretariat, including Directors, and this policy should be carried into effect at the earliest possible moment, existing contracts remaining unaffected.

The recommendations of the sub-committee were adopted by the Fourth Committee with the further provision that, in making appointments to the higher posts of the Secretariat, the main geographical divisions should be borne in mind in accordance with the policies followed in other leading bodies of the League.

Salaries of the Officials

The question of the salaries of officials gave rise to much discussion, during which certain delegations expressed the opinion that these were too high, in view of the reduction to which the salaries in almost all national administrations had been subjected. Other delegations, as well as the Supervisory Commission, which had made a special study of the matter, pointed out that the cost of living at Geneva was still "abnormally high," "higher than in the rest of Switzerland and in neighbouring countries," and that they considered the present salaries justified in view of various other considerations such as recruiting of competent staff, expatriation, difficulties regarding promotion.

Several delegates during this discussion raised the question as to whether the Assembly had or had not the right unilaterally to amend the contracts which it had made with its officials. This legal point was referred for consideration to a committee of jurists, which unanimously expressed the opinion that the Assembly had not the right to reduce the salaries unless this right was expressly reserved in the existing contracts.

The Fourth Committee, however, decided to reduce the scale of future salaries. It proposed to the Assembly that, for a period of two years dating from October 15, 1932, and for all future contracts, whether the continuation or renewal of expired contracts or the contracts of new officials, there should be a 10 per cent reduction on the present scale. It further recommended that there should be included in such contracts a clause giving the Assembly the right unilaterally to modify the salaries to be paid.

Rationalization of Various Services

One of the best means of effecting economies seemed to be the rationalization, combination and concentration of various services and activities of the League. The Fourth Committee therefore recommended that the Assembly ask the Supervisory Commission to proceed during the forthcoming year to a detailed examination of possible economies along these lines, subject of course to the reservation that the essential work of the League should in no way be impaired. Any posts which this examination might prove to be superfluous might be abolished by the Secretary-General before the next ordinary session of the Assembly. If more extensive re-organization were to be undertaken, the Secretary-General must first submit the question to the Council for approval.

The Fourth Committee requested the Governing Body of the International Labour Office, which had already undertaken studies on the subject of rationalization and taken certain steps to this effect, to assist the Supervisory Commission when it came to deal with the International Labour Office and its co-operation with the Secretariat.