

Nations' Information Centres. This resolution was adopted by the General Assembly.

Geographical Distribution of Staff

Article 101 of the United Nations Charter states that "the paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible". Each year the Assembly reviews the extent to which the Secretary-General has succeeded in complying with the provisions of this Article calling for "due regard" to the principle of geographical distribution in the recruitment of staff, and examines the current distribution within the professional category of staff to which the principle applies. To assist the Secretary-General in applying the principle member states have informally accepted the percentages in the scale of assessments for the regular budget as a rough guide to the number of posts to which the nationals of any one state should be entitled.

It has been generally recognized that equitable geographical distribution at all levels is desirable if the United Nations Secretariat is to reflect properly the attitudes and points of view of various peoples and cultures. However in making rapid progress towards this end the Secretary-General is restricted by a number of factors. The United Nations has a high proportion of career staff to whom the Secretary-General has both moral and legal commitments; the total number of staff has tended to become fairly stable in recent years; vacancies are few and even when they occur it may be difficult to find suitably qualified candidates from numerically "under-represented" nationalities at the time they are required.

As in previous years the debate on this matter at the thirteenth session of the Assembly (agenda item 53) was lengthy and controversial. Some delegations felt that progress during the preceding year towards a better geographical balance had been disappointing, particularly with respect to top-level posts. Others emphasized the difficulties that made progress in this direction necessarily slow and expressed confidence that the Secretary-General was doing his best to improve the situation. In a resolution which was unanimously adopted, the Assembly recommended that the Secretary-General should continue his efforts to achieve better geographical distribution at all levels, particularly among posts at the top level.

Other Staff Matters — Pensions

The question of staff pensions had been raised at the eleventh session by the Salary Review Committee in its report on salaries, allowances and benefits and was discussed in the Fifth Committee at the twelfth session. The Assembly continued this examination at the thirteenth session.

On the basis of studies which were made during 1958 the Secretary-General presented a number of recommendations on this question in the form of a draft resolution (agenda item 53). After a thorough discussion in the