

and 938 indicate that in the P-1 posts and above there are considerable differences among regions as regards the proportion of fixed-term staff. Taking two examples, in one region, 79% of the individuals are on fixed term contracts while in another region only 14% are on such contracts. While variances are bound to occur, we wonder whether such a wide range is desirable.

The Secretary-General has done a remarkable job in increasing the proportion of fixed-term contracts. As recently as 1955, 11% of the staff were on fixed-term contracts, while in 1962 the proportion had risen to over 25%. The Secretary-General is to be commended for his efforts. However, the Canadian Delegation has strong doubts about the desirability of raising the proportion of fixed-term contracts beyond 25% and would suggest that this ratio should be stabilized in the interests of efficiency and in view of the relatively high costs resulting from staff turnover.

In closing, Mr. Chairman, I would like to commend the Secretary-General for his efforts to meet the desires of members while at the same time acting under the explicit guidance of the Charter. His task and those of his senior officials is far from easy since it is always necessary to consider a number of variables in ensuring that the Organization maintains the high standards of efficiency for which it is known. The Canadian Delegation hopes that members will show patience and good judgment in any suggestions for guidance and will cooperate closely with the Secretary-General in his never-ending search for competent personnel who are suited for employment as international civil servants.