

APPENDIX IV

A. Resolution of the Assembly, November 15, 1947

COMPOSITION OF THE SECRETARIAT AND THE PRINCIPLE OF GEOGRAPHICAL DISTRIBUTION

Whereas it is desirable to attain a balanced geographical distribution in the composition of the Secretariat, thus improving the present distribution, which results from unavoidable difficulties encountered in the initial stages of organization;

Whereas the above consideration does not conflict with the paramount consideration of employment of the staff, as laid down in Article 101, paragraph 3 of the Charter, namely, the necessity of securing the highest standard of efficiency, competence and integrity;

Whereas, in view of its international character and in order to avoid undue predominance of national practices, the policies and administrative methods of the Secretariat should reflect, and profit to the highest degree from, assets of the various cultures and the technical competence of all Member nations:

The General Assembly,

1. *Reaffirms* the principle of securing the highest standard of efficiency, competence and integrity in the staff of the Secretariat, as well as the importance of recruiting the staff on as wide a geographical basis as possible; and

2. *Requests* the Secretary-General:

- (a) To examine the recruitment policy that has been followed to date with a view to improving the present geographical distribution of the posts within the various Departments;
- (b) To take, as soon as possible, the necessary steps with a view to engaging staff members from those countries which have not yet any of their nationals in the Secretariat;
- (c) To review, in accordance with the recommendations of the Advisory Committee on Administrative and Budgetary Questions, the qualifications, background and experience of the present members of the staff, with a view to replacing those who do not reach the high standards fixed by the Charter;
- (d) To take all practicable steps to ensure the improvement of the present geographical distribution of staff, including the issuance of such rules and regulations as may be necessary to comply with the principles of the Charter as elaborated in this resolution;
- (e) To present to the next regular session of the General Assembly a report of the action taken under this resolution.