

STAFF QUESTIONS

Examination of Secretariat salaries and allowances, medical benefits and pensions provoked considerable discussion in the Administrative Commission. Various members of the Commission objected to the scales of salaries and allowances paid to the Secretariat, considering them too high and too generous. A sub-commission was established under the chairmanship of the Canadian representative to give special consideration to the problem of salaries and allowances. On the recommendation of this sub-commission, the Administrative Commission proposed that the present salary and allowance system for the Secretariat be continued provisionally while the Director-General participated in the United Nations study of salaries, allowances and leave provisions. The following suggestions were presented for use by the Director-General in this study:

- (A) "The base salary scales of the United Nations and of Specialized Agencies should be identical. The structure of the allowance provisions should be similar, and the amounts of such allowances should be determined having regard to the cost-of-living in different centres.
- (B) Any form of dislocation allowance (which includes either a factor for "expatriation" or a factor for "rental") should be discontinued as soon as conditions permit and it should be carefully examined from the point of view of:
 - (a) the length of time which such allowance should be applicable (probably not more than two years);
 - (b) the staff members who should be eligible for such an allowance (probably only staff members recruited outside the country in which their headquarters is located);
 - (c) the types of contracts under which staff members should be eligible for such allowance (contracts other than permanent contracts);
- (C) Installation allowance provisions should be made on a graduated scale which decreases from the lowest grade to the highest grade.
- (D) If children's and education allowances are to be continued, account should be taken of these allowances in continuing other allowances.
- (E) The benefits derived by staff members from medical and similar benefits should be carefully weighed in the continuation of allowances.
- (F) All special allowances should be based on consideration of the indirect as-

sistance provided by restaurant, commissary, housing and other personal benefits.

- (G) Allowances should not be such as to cover costs properly chargeable to staff members' base salary, taking into account the fact that salaries are free from taxation.
- (H) An examination should be made to ensure in respect of identical staff grades and equal salary rates in the United Nations and its Specialized Agencies, comparable duties in terms of the nature of the work done, the responsibilities borne, the degree of supervision received and exercised, and the qualifications necessary.
- (I) The salary and allowance system should be as simple as possible in order that the total emoluments of any position will be clear to all concerned, and in order to reduce administrative costs.
- (J) The need for economy should be constantly borne in mind by those participating in the United Nations study of salaries and allowances.
- (K) The length of contracts should be taken into consideration in fixing allowances for various categories of staff members."

The Director-General was further instructed to make a report to the Fourth Session on the results of the United Nations study and to make recommendations to the General Conference after having reconsidered the whole system with a view to simplification and economy, provided that such economy did not affect the quality of the staff.

With respect to the pension scheme for the UNESCO Secretariat, it was agreed that the Organization should participate in the United Nations Joint Pension Scheme. As for medical benefits, the Conference decided that the scope of benefits should be increased. Various decisions were made concerning staff regulations and note was taken of the Director-General's efforts to bring about equitable distribution by nationality in the Secretariat.

On the proposal of the United Kingdom the General Conference adopted a resolution instructing the Director-General to examine critically the relationship between the administrative bureaux and the programme departments, and to effect re-organization designed to concentrate a larger measure of responsibility upon the heads of programme departments and to effect administrative economies both financially and in personnel.