

matic and objective approach which above all must preserve the concept of an efficient and impartial international civil service which has been so carefully developed and which the Soviet Union has sought to undermine.

During the Fifth Committee's consideration of this question at the sixteenth session, there was general agreement that the existing geographical imbalance in the Secretariat should be corrected as soon as possible. There were, however, wide differences of opinion regarding the methods of best attaining the desired objective and as to the pace at which remedial action could be taken without detriment to the Secretariat or prejudice to the present staff. Attempts at reaching some compromise between the two main approaches to this question which emerged during the debate were unsuccessful.

On the one hand, a group of members favoured the approach embodied in a United States draft resolution which would invite the attention of the Acting Secretary-General to a number of considerations he might wish to take into account in attempting to overcome existing imbalances in the geographical distribution of the staff. In its main operative paragraphs this resolution suggested that "weight should be given to the factors of United Nations membership, the financial contribution of States, and the population of States; that efforts should be made to reduce the proportion of staff members of the Secretariat holding permanent contracts; and that the rights of existing staff members under the present Staff Regulations and Rules should be fully preserved". It also requested the Secretary-General to make a special study of the questions of "(a) widening the categories of Secretariat staff subject to geographical distribution; (b) the relative importance of posts at various levels subject to geographical distribution; and (c) the extent of the applicability of geographical distribution to General Service posts".

Other delegations, while not favouring a rigid formula, believed that the Acting Secretary-General should have more specific guidance and supported a 13-power draft resolution recommending a series of principles and factors to achieve a more equitable geographical distribution. This resolution specified certain posts to which the principle of geographic distribution should be applied. It requested the Secretary-General to make a special survey of the entire range of General Service posts to determine which categories should be made subject to this principle. It also recommended that a more equitable geographical distribution might be achieved by setting a minimum target of five staff members for each member state on the basis of membership; by giving equal weight to the relative sizes of population and ratios of contribution to the regular budget; by taking into account the relative importance of posts at various levels, the need for a balanced regional composition of the staff at the D-2 level and above, and the desirability of raising the percentage of fixed-term staff to 25 per cent.

On the suggestion of the Canadian Delegation, the Committee decided not to vote on either resolution but to include them in the rapporteur's report