

which has been in operation since June 1960, is similar to that followed by the Secretary-General of the United Nations. It was the view of many delegations that, if applied too rigidly, such a mechanical system of calculation might not be in the best interests of the organization. There was a widespread attitude which was shared by the Canadian delegation that the Director-General must, within the general framework of the desirability of equitable geographical distribution, have the discretion and authority to ensure that appointments to the Secretariat also take into account the elements of integrity, competence and efficiency which are requisite under Unesco's Constitution. In this complex situation, the conference could not agree with statements by Soviet-bloc delegates purporting to demonstrate that the Director-General had been following a policy of discrimination. It adopted, at the close of a long and somewhat heated debate in which the Soviet Bloc advocacy of equal representation for socialist, neutralist and western countries was aired, an Indian resolution (with amendments moved by Australia) which recommends that the process of increasing the representative character of the Secretariat should be accelerated. The hope was also expressed that a programme which the conference adopted for the recruitment of professional personnel for administrative posts to be trained during a probationary period with the possibility of subsequent promotion would contribute to the desired result.

On the question of administrative costs and staff utilization, the debates reflected a general preoccupation lest an expanding Unesco should become administratively top heavy. Again there was a dual approach to the matter: that of the Soviet bloc delegations which asked for an across the board reduction of 15 per cent in costs and personnel for general administration and common services so as to use the funds thus released for the development of education in Africa, Asia and Latin America, and that expressed in a joint resolution by the United States, Switzerland, France, Netherlands and Japan calling upon the Director-General to give priority to his efforts to improve efficiency and continue surveys with a view to utilizing staff to the best advantage. The first thesis found little favour with the conference; it was unsubstantiated and put forward at a time when the many new tasks facing Unesco created an evident need for additional staff. Notwithstanding the divergence of views in debate, or perhaps because of them, a working group consisting of the sponsors of the two resolutions met together with several other delegations which had submitted amendments, to negotiate a compromise text. The ensuing resolution among other things, requests the Director-General to continue the management survey of the Secretariat begun in 1957; to develop more efficient methods of work, and to complete a report for circulation to member states six months before the twelfth session.

Headquarters

The 1958 session has marked the official inauguration of the three buildings erected on Place de Fontenoy, on the left bank of the Seine, at a cost of nearly \$9 million to serve as the permanent headquarters of the organization. They house respectively the Secretariat, the conference halls and the offices of a number of permanent delegations appointed by member states. A few months before the 1960 meeting, the Director-General informed the Headquarters Committee, that with the accelerated and anticipated expansion in activities, these