

## 45. QUESTIONS RELATING TO THE SECRETARIAT

A matter which caused considerable discussion in the Fifth Committee was the unbalanced geographical distribution of members of the Secretariat. The Latin-American and Middle Eastern delegations emphasized their dissatisfaction with the comparative lack of representation of their nationals in the Secretariat. Colombia accordingly proposed to fix national quotas in the Secretariat on the basis of the percentage of the scale of contributions. For instance the nationals of a state which was assessed for 1.93 per cent of the budget would under this plan be entitled to 1.93 per cent of the posts in the Secretariat. This proposal was defeated by 20 votes to 19. The Canadian delegation opposed the Colombian proposal, basing its opposition on Article 101 of the Charter which provides that the paramount considerations in the employment of staff and in determining the conditions of service are to be efficiency, competence and integrity, "due regard" being paid to geographical distribution. Accordingly, Canada, together with other delegations including those of Mexico, the Argentine and the United States, submitted a proposal requesting the Secretary-General "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". This proposal emphasized the paramount considerations of efficiency, competence and integrity and was unanimously adopted by the Assembly.<sup>1</sup>

Consideration was given in the Fifth Committee to the question of the staff rules governing home leave. The regulations provide that, in addition to annual leave of thirty working days, a staff member with his wife and dependent children may be granted twelve working days of home leave (plus travelling time) every second year. His travelling costs and those of his dependents are paid by the United Nations. The Canadian delegation took the view that these rules were too liberal in comparison with similar regulations

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<sup>1</sup>The text of this resolution is given in Appendix IV, A, p. 241.