

maximum use of its resources, perhaps through the sale of goods and services at the world fairs to be held in New York and Montreal.

During the period under review, the Committee recommended for endorsement by the Assembly a number of appointments to its administrative boards and tribunal:

For the Advisory Committee on Administrative and Budgetary Questions, J. P. Bannier of the Netherlands, A. F. Bender of the United States, R. A. Quijano of Argentina, and V. F. Ulanychev of the U.S.S.R.;

for the Committee on Contributions, B. N. Chakravatry of India, J. P. Fernandini of Peru, V. G. Solodovnikov of the U.S.S.R. and M. Viaud of France;

for the Board of Auditors, the Comptroller and Auditor-General of Pakistan;

for the United Nations Administrative Tribunal, S. G. Espiell of Uruguay and B. A. S. Petren of Sweden;

for the United Nations Staff Pension Committee, S. K. Singh of India.

The Committee also recommended, on November 12, by 52 votes in favour (Canada), 10 against, with five abstentions, the enlargement of the membership of the International Civil Service Board from nine to 11 and the strengthening of its terms of reference. A resolution to this effect will now go to the Assembly for endorsement. The Committee also approved, on November 13, a change of staff regulations affecting the level of language allowances, endorsed a new procedure for calculating post adjustments, and called for the early completion of a study on assignment allowances and related benefits.

In the course of the Committee's discussion of the Secretary-General's report on the composition of the United Nations Secretariat, the representative of Canada, Senator D'Arcy Leonard, expressed general satisfaction with the progress achieved in the past 12 months concerning the geographic distribution of the staff. Canada hoped, he stated, that the staff situation would be further improved in the future and believed the Secretary-General would take account of factors such as efficiency, competence and integrity, as well as the need for geographic distribution. Opportunities for promotion must be provided if efficiency and good morale were to be maintained in the Secretariat, and Canada hoped that fixed-term appointments at higher levels would be made only in special cases. The proportion of fixed-term staff should be maintained at about 25 per cent and the current level of about 30 per cent should be gradually reduced.

The Secretary-General, Senator Leonard went on, should concentrate on three major areas where imbalance remained. He should increase the proportion of staff from the Eastern European and the North American and Caribbean regions, reduce, in accordance with current policy, the proportion of staff from Western Europe, and correct imbalances in the proportion of fixed-term staff from certain regions by greater use of longer term or career contracts. To use a large proportion of short-term contracts was expensive and inefficient. Moreover, the principle of achieving geographical distribution should not be based on the desire to give priorities to the interest of any particular country. To be efficient, the