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COMMITTEE OF THE WHOLE

RECORD OF THE FORTY-FIFTH MEETING

Held at the Neue Hofburg, Vienna,
on Friday, 27 September 1985, at 11.25 a.m.

Chairman: Mr. SCHEEL (German Democratic Republic)

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*/ A provisional version of this document was issued on 9 October 1985.

**/ GC(XXIX)/763.

The composition of delegations attending the session is given in document GC(XXIX)/INF/227/Rev.3.

STAFFING OF THE AGENCY'S SECRETARIAT (GC(XXIX)/COM.5/42/Rev.1 and Add.1-4) (continued)

1. Mr. GOMAA (Egypt) considered that the draft resolution set forth in document GC(XXIX)/COM.5/42/Rev.1, with the changes which had been mentioned during the preceding meeting of the Committee,^{1/} was fair and reasonable; since it was also consistent with the requirements of resolution GC(XXV)/RES/386, he hoped it could be adopted by consensus.

2. Mr. MORALES (Cuba) said that his delegation, too, was interested in reaching a consensus on the draft resolution and therefore wished to suggest two minor changes which might be generally acceptable - the addition of a paragraph (e) reading

"Convinced also that the implementation of this resolution does not affect the representation of any particular region in accordance with the Statute,"

and the replacement in the second line of operative paragraph 2 of the word "substantially" by "adequately".

3. Those modifications, reflecting the interests of both developed and developing countries, would lead to the full implementation of the Conference's resolutions on the subject and to a rectification of the existing imbalance in the staffing of the Secretariat.

4. Mr. PARNOHADININGRAT (Indonesia) supported the draft resolution as set forth in document GC(XXIX)/COM.5/42/Rev.1 but with the words "at all levels" in operative paragraph 2; however, he wished to make a few comments concerning the implementation of resolution GC(XXV)/RES/386 adopted in 1981.

^{1/} See GC(XXIX)/COM.5/OR.44, para. 72.

5. The Director General's opening statement to the Conference showed that, although the Director General and the Secretariat had gone a long way towards implementing that resolution as far as recruitment to senior levels was concerned and deserved appreciation for their efforts in that direction, the overall progress of implementation had been modest. In the four years since 1981 the total number of staff members from the area of South East Asia and the Pacific had increased by nine, but in the case of one developing country in the region the number had actually fallen. Moreover, although the number of women in Professional posts had increased by 54% during that period, women still occupied only 11% of such posts. In that connection, the Director General had quite rightly pointed out that Member States should encourage applications from qualified women.

6. The resolution adopted in 1981 had called for efforts to rectify the existing imbalance in the staffing of the Secretariat in the course of the four years ending in September 1985; however, he fully realized that an imbalance which had existed for twenty-four years could not be removed in four. His delegation therefore considered that the Director General should be allowed more time and be encouraged to improve the present situation in the spirit of resolution GC(XXV)/RES/386.

7. Mr. TAKAHASHI (Japan) approved of the Director General's efforts to implement the Conference's resolutions on the staffing of the Secretariat, but pointed out that the Agency's staffing policy was essentially laid down in Articles VII.C and D of the Statute. While Japan was against any measure which would affect that policy, he was willing, in a spirit of compromise, to support the draft resolution under discussion as modified by Cuba.

8. Mr. ORNSTEIN (Argentina), taking note of the efforts made by the Secretariat to ensure adequate representation of developing countries on its staff, reiterated his Government's understanding that what

resolution GC(XXV)/RES/386 demanded was a continuous process which would take longer than four years to complete. That was why Argentina had decided to co-sponsor the draft resolution now before the Committee.

9. Mr. SPILKER (Federal Republic of Germany), Mr. ZOBOV (Union of Soviet Socialist Republics), Mr. SOUQUET-BASIEGE (France), Mr. SOLTANIEH (Islamic Republic of Iran), Mr. HAUSTRATE (Belgium) and Mr. HOEHNE (German Democratic Republic) endorsed the draft resolution in document GC(XXIX)/COM.5/42/Rev.1 as amended by Cuba.

10. Mr. GOMAA (Egypt) felt that, since the words "in accordance with the Statute" occurred in the preambular paragraph suggested by Cuba, there should be no need to repeat those words in operative paragraph 2.

11. Mr. CHAUDHRI (Pakistan) considered that the aim of the draft resolution under discussion should be as close as possible to that of resolution GC(XXV)/RES/386, which had been adopted by consensus, and supported retention of the word "substantially" in operative paragraph 2. He agreed with the representative of Egypt as regards the words "in accordance with the Statute" in operative paragraph 2 and said that it was in any case superfluous to request the Director General to do something in accordance with the Statute.

12. Mr. BAMSEY (Australia) approved of the draft resolution as modified by Cuba, but felt that references to the Statute in the proposed preambular paragraph (e) and in operative paragraph 2 would be useful: the former referred to the general situation, whereas the latter emphasized that the action requested should be in accordance with the Statute.

13. Mr. PALOMO SILVA (Guatemala) wondered whether it was necessary to mention a time limit in the last line of operative paragraph 2.

14. Mr. GOMAA (Egypt) replied that the period of four years had first been mentioned in resolution GC(XXV)/RES/386. Setting a time limit was in the interest of developing countries, since without such a limit the issue might be left open indefinitely.

15. In view of the consensus which seemed to be emerging and in a spirit of co-operation, his delegation was willing to accept the changes suggested by Cuba.

16. Mr. BUCKLEY (Canada) said that he had difficulty in accepting the concept embodied in the draft resolution, as it seemed to undermine the efforts made by the Director General during the preceding four years. The figures presented in document GC(XXIX)/755, Annex XIII, showed that while the total strength of the Secretariat had grown by 19%, the number of staff members from the various regions had increased by widely different amounts, namely by 100% for Africa, 83% for Latin America, 69% for South East Asia and the Pacific, 33% for the Middle East and South Asia, 21% for the Far East, 21% for Western Europe and 4.6% for North America; the number from his own country had not increased at all. It was clear that a substantial effort had been made to rectify any imbalance. His delegation was, however, prepared to go along with the draft resolution as modified by Cuba provided that a clear reference was retained in operative paragraph 2 to the staffing criteria set out in the Statute.

17. Ms. GALLINI (United States of America), associating herself with the views expressed by the Australian representative, felt that the references to the Statute in the proposed preambular paragraph (e) and in operative paragraph 2 should be retained.

18. Mr. MORALES (Cuba), urging the Committee to approve the draft resolution, as modified by his suggestions, emphasized that a consensus on the matter was especially important for developing countries. The proposed text could no doubt be improved, but he feared that any such attempt would prolong the discussion and lead to a polarization among Member States.

The meeting was adjourned at 12.5 p.m. and resumed at 12.30 p.m.

19. Mr. GOMAA (Egypt) said there seemed to be general agreement that the proposed preambular paragraph (e) should read "Convinced also that the implementation of this resolution does not affect the representation of any particular area" and that operative paragraph 2 should read "Requests the Director General in keeping with the Statute to take further specific steps to increase adequately the number of staff members at all levels drawn from developing countries, particularly at the senior and policy-making levels, in the course of the next four years; and".

20. The CHAIRMAN took it that the Committee wished to recommend that the General Conference adopt the draft resolution set forth in document GC(XXIX)/COM.5/42/Rev.1 with the amendments agreed upon during the discussion.

21. It was so agreed.

The meeting rose at 12.40 p.m.