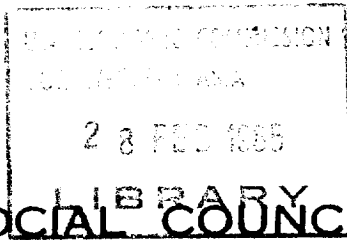




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Item 6(b) of the provisional agenda

REPORT ON THE ACTIVITIES OF THE  
COMMISSION: FOLLOW-UP ACTION ON  
THE RESOLUTIONS OF THE COMMISSION  
(Resolution 116(X))

Note by the Executive Secretary

84-0307

**FOLLOW-UP TO RESOLUTION 116(X) STAFF AND ADMINISTRATION QUESTIONS**

Follow-up action on resolution 116(X) is set out below under each of its operative paragraphs:

**(a) Operative paragraph 1.**

The recommendation that "vacant posts be filled by qualified, and experienced staff thoroughly acquainted with the situation and circumstances of the region" has been implemented to the extent such candidates have been available and with due regard to the resolutions of the General Assembly on geographic distribution.

**(b) Operative paragraph 2.**

(i) It has not been possible to give full effect to the recommendation "that at least 75 per cent of the vacant posts be filled by nationals of the Commission's Member States" because of the adoption without objection at the 38th Session of the General Assembly of resolution 38/231, operative paragraph 3 of which requests the Secretary-General to make special efforts to meet the goals and objectives established with respect to inter alia the situation of unrepresented and under-represented countries.

(ii) In his efforts to implement this resolution of the General Assembly the Secretary-General has found it necessary to allocate a minimum of 40 per cent of the geographical posts at the P-3 level and above exclusively for nationals of unrepresented and underrepresented countries. Efforts to find candidates from unrepresented and underrepresented countries in the region are described in (c) below.

**(c) Operative paragraph 3.**

The Commission, jointly with the Office of Personnel Services at the United Nations Headquarters in New York, prepared recruitment missions to a number of Gulf states which were ready to be launched when the effort was halted by a cable communication from New York, dated 13 October 1983, regarding consultations that had taken place there with the Permanent Missions of the countries to be visited. This reported general agreement among the representatives of the countries concerned that special efforts should be made to improve their respective level of representation. At the same time, however, the representatives felt that quote considering results achieved in prior missions, further consultations were required in New York, and consequently mission not advisable at this stage of preparatory work, unquote. Accordingly, the recruitment missions were postponed

until such time as consultations with the permanent missions could be finalized.

Following a different approach after this development, the Commission addressed the Ambassadors of Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates, Yemen Arab Republic and People's Democratic Republic of Yemen by Note Verbale on 22 March 1984, with the aim of furthering recruitment of nationals from the countries, and of establishing contacts to that end. In the note, views of the Governments concerned were sought regarding possible approaches to identify qualified candidates for the United Nations in general and for the Commission in particular, including possibly secondment from the Government service and to actually identify suitable candidates for inclusion in the Roster of candidates for future vacancies.

No doubt a reply to this approach will be forthcoming within the near future.

(d) Operative paragraph 4

In view of the membership of the Palestine Liberation Organization in the Commission, the office of Personnel has agreed that appointments may be offered to Palestinians with ECWA. In this respect a policy analogous to that relating to States not members of the United Nations is applied i.e., "when the candidate is highly qualified, and solely for appointment for service to a subsidiary organ of which the State is a member."

Desirable ranges and thus quotas of posts do not exist for non-member States. It is nevertheless understood that the number of their nationals should not be disproportionate to the over-all number of professional staff employed by the subsidiary organ to which the non-member State belongs. It has not been possible in the past to establish formally desirable ranges or quotas for non-member States and other entities as they do not fully meet certain criteria laid down by the General Assembly for such ranges or quotas. These criteria include membership in the United Nations, the contribution made by a Member State to the United Nations budget under the approved rate of assessments and a population factor which is used as the basis for allocating a number of posts to the various geographical regions in proportion to their populations. The absence of such formal desirable ranges or quotas does not, however, appear to have given rise to undue problems in the recruitment in suitable cases of appropriate candidates.

ECWA resolution 116(X) was brought to the attention of the Economic and Social Council at its summer session in 1983, but no member of the Council raised it for discussion or made any proposals regarding it. Thus no recommendations were made to the General Assembly.