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ECONOMIC COMMISSION FOR AFRICA  
Second Meeting of the Committee on Staff  
Training and Recruitment  
Addis Ababa, 30 January - 6 February 1969

REPORT OF THE SECOND MEETING OF THE COMMITTEE  
ON STAFF RECRUITMENT AND TRAINING

## INTRODUCTION

1. The United Nations Economic Commission for Africa adopted at the eighth session resolution 184(VIII)<sup>1/</sup> on the equitable distribution and Africanization of posts in ECA and established an advisory Committee on Staff Recruitment and Training, comprising representatives from the following seven member States: Cameroon, Chad, Dahomey, Morocco, Nigeria, the United Arab Republic and Zambia. In operative paragraph 2 of the resolution, the Commission requested the Executive Secretary to implement their resolution and to convene the first meeting of the Committee.

## PART I. ORGANIZATION AND ATTENDANCE

2. The Second Meeting of the Committee on Staff Recruitment and Training convened in Addis Ababa (Africa Hall) on 30 January 1969 and was attended by delegates from Cameroon, Morocco, Nigeria, the United Arab Republic and Zambia. A list of participants is given in Annex III.

3. The meeting was opened by Mr. Alison Ayida, Chairman of the Committee and Permanent Secretary, Ministry of Economic Development in the Government of Federal Republic of Nigeria. In his opening address, he welcomed the delegates and thanked them for having spared the time to attend the meeting. Commenting on the recruitment efforts made since the first meeting of the Committee, he commended the secretariat for its endeavours in filling the vacant posts on its establishment and also for the considerable success in achieving a balance as between French-speaking and English-speaking Africans recruited. He cautioned, however, that despite the modest success achieved so far, there was no room for complacency and therefore more efforts would have to be applied to recruitment and training programmes in order to complete the task in a relatively short time. In this connection, he made a special appeal to member States to release some of their qualified and experienced personnel who might be selected by the United Nations for appointment to responsible posts particularly those at the policy-making level. The full text of Mr. Ayida's speech is given in Annex VII.

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<sup>1/</sup> Text of resolution is attached as Annex I.

4. The Committee unanimously agreed that Mr. Benjaber Mekki of Morocco and H.E. Mr. J.M. Mutti, Ambassador of the Republic of Zambia should serve as Vice-Chairman and Rapporteur for the Committee.

5. The meeting adopted the provisional agenda without amendment (see Annex II).

Summary of proceedings

6. The Committee had before it document E/CN.14/CSRT/WP.7 (see Annex IV) which was submitted by the Secretariat and introduced by the Head of the ECA Division of Administration. The paper set out the progress made in the recruitment of staff for service with ECA, as well as the present position of numerical strength of the ECA staff and their distribution by nationality and grade. The figures indicated that since the 8th session, 29 African candidates had been recruited, 14 of whom were French-speaking and 15 were English-speaking.

7. Some members noted that the representation of French-speaking countries was not only inadequate in the secretariat as a whole, but also that the relatively few staff members employed were almost all in the junior P-1/2 to P-3 levels. The secretariat pointed out that it had done all it could to recruit as many qualified and available French-speaking candidates as possible. The problem was that the supply of such candidates was meagre, and, to accentuate the problem further, some governments had put an embargo on their nationals for recruitment to the United Nations.

8. The Committee felt that the qualification requirements, such as age and long previous service conditions, demanded for some of the ECA posts should be reasonably relaxed as they were unnecessarily high for candidates from certain African countries. It also recommended that the secretariat should be less strict about the minimum age of candidates for high posts, since this requirement, far more than that of a university degree, limits the access of African candidates to responsible positions in the secretariat. The secretariat explained that in recruiting staff for the United Nations service, the Secretary-General was always guided by Article 101 of the Charter which requires that the highest standards of efficiency, competence and integrity should be secured.

Furthermore, the qualifications and standards demanded varied from one post to the other, depending on the nature of the work and responsibilities involved. The Committee agreed that this was a matter which should be considered by the advisory committee referred to in paragraph 29 of E/CN.14/CSRT/WP.9.

9. On the question of Africans occupying senior posts of P-4 level and above, the Committee noted that these posts were predominantly occupied by non-Africans. The secretariat explained that amongst the 5 D-1 posts shown in the statistical tables, 3 of them were occupied by Special Advisers to the Executive Secretary and that recommendations had already been submitted to New York for the promotion of 3 Africans to the D-1 level. The Committee reiterated its view that Africanization should not be confined only to numbers but also to levels of responsibility. Furthermore, while the Committee liked to see the inter-change of staff between the regional commissions and other United Nations offices outside Africa, it felt that ECA should not have a large proportion of non-Africans whereas the number of Africans in the other regional commissions was negligible.

10. The Committee discussed the problem of over-representation of certain African countries in relation to the Africanization goals of the Commission. Members strongly felt that in recruiting staff for the secretariat, priority should be given to under-represented or unrepresented countries, but should such candidates be unavailable, the next choice should go to over-represented African countries before seeking candidates from non-African countries. The secretariat explained that the quota system applied to States rather than regions and that it was therefore not possible to look at the problem of geographical distribution on an African or regional basis.

11. It was further explained that the problem of over-represented countries in the secretariat as a whole but inadequately represented in the ECA secretariat could only be solved by transferring staff members from Headquarters and other United Nations offices to ECA provided, of course, the staff members concerned were interested in such transfers. Experts and advisers from over-represented countries were, however, acceptable for appointment on a short-term basis or on technical assistance projects.

12. The Committee discussed at length the question of its active involvement in the recruitment of staff for appointment with ECA. The secretariat pointed out that while the Secretary-General would welcome any assistance given by the Committee in locating suitable candidates and arranging to have them available to the secretariat, he alone was responsible for the recruitment of staff of the secretariat subject to regulations established by the General Assembly. Notwithstanding this explanation, the Committee suggested that if possible special recruitment missions, when mounted by the secretariat, should include at least one member of the Committee.

13. As a follow-up to the Lagos discussions on the question of the Committee undertaking a mission to African States to discuss appropriate methods of recruitment, the Committee decided to refer the matter to the Ninth Session with a recommendation that ways and means be found by the United Nations to provide funds for this purpose.

14. The Committee discussed at length the problem of accelerating Africanization of the ECA secretariat and suggested that the Ninth Session should be requested to recommend to the General Assembly, through ECOSOC, to the effect that ECA should be authorized to recruit its staff without reference to the Office of Personnel in New York. The suggestion was not adopted.

15. The Committee had a long discussion on the subject of improving the recruitment methods and agreed to recommend to the secretariat:

(i) to reshape the present recruitment policy so as to reduce, as soon as possible, linguistic and geographical imbalance;

(ii) to establish an advisory committee to assist the Personnel Section and the Executive Secretary in personnel matters, including recruitment of ECA staff. This Committee, the membership of which would be determined by the secretariat itself, would be made up of both English and French-speaking senior members of the secretariat and would be responsible for:

- (a) setting recruitment standards, determining the grades and steps, taking into consideration degrees, professional experience, academic reputation, geographic origin and age;
  - (b) checking the equivalence of English and French degree when examining candidates' files;
  - (c) the following at the beginning of its functions only: to check the equivalence of French and English degrees with a view to proceeding to individual reclassification of officers already working in the secretariat, taking into consideration the factors outlined at the end of (a) and to "regarding" in terms of job descriptions, taking account of the hierarchical levels;
  - (d) to give its views on the promotion of officials in the professional category before recommendations are submitted to the Office of Personnel at Headquarters;
- (iii) to ensure speedy application, at the level of the secretariat of the Commission, of the resolution adopted by the 23rd session of the UN General Assembly, stating that as from 1 January 1970, the ability to use one of the working languages of the Secretariat (English or French) was adequate for the recruitment of United Nations officers and that as from 1 January 1972 any promotion of a senior United Nations officer will be subject to adequate and verified knowledge of a second language;
- (iv) to make effort towards Africanization and the establishment of linguistic balance in the General Service category.

15. Finally, the Committee noted that the work for which it was appointed remained to be accomplished and recommended that its life should be extended with the same membership, as new members would not be fully aware of the problems involved.

SUMMARY

Part II - Summary of Conclusions and Recommendations

Methods of Recruitment

- (i) In addition to the present methods of recruitment used by the Office of Personnel in New York, the Committee recommended advertising in the press for suitable African candidates who may be in Europe, America and Asia.

Africanization

- (ii) The Committee noted that the majority of senior posts (P.4 to D.1) were still held by non-Africans and felt that efforts should be intensified to recruit more African nationals to these posts. Equitable distribution of staff on the basis of sub-regions and working languages.
- (iii) The Committee suggested that the principle of Africanization and linguistic balance should be extended to staff in the General Service category by calling on the services of technical and commercial graduates trained in various African countries.

Priority in Recruitment for ECA

- (iv) The Committee suggested that the question of quotas allocated to member States should be re-examined with a view to relaxing the system in the interest of Africanization and that priority in recruitment of candidates should be given in the following order:
  - (a) from African countries still within their prescribed limit of desirable range;
  - (b) from African countries which are over-represented in the United Nations; and
  - (c) from non-African countries whenever qualified candidates from (a) and (b) above are not available.

Participation of the Committee in Recruitment of Staff

- (v) The Committee suggested that the special recruitment missions should, if possible, include one of its members.

Financing the work of the Committee

- (vi) The Committee felt that its work was of importance for the implementation of the Commission's resolution 184(VIII) and suggested that the expenses of its members in respect of its work should be borne by ECA.

Establishment of Advisory Committee

- (vii) The Committee recommended that the recruitment policy should be re-shaped in order to reduce, as soon as possible, the existing linguistic and geographical imbalance and that an advisory committee composed of ECA senior staff members (French and English-speaking) should be established to assist the Personnel Section and the Executive Secretary on recruitment and personnel matters.

Life and Membership of the Committee

- (viii) The Committee recommended that its life, with the same membership, should be maintained, as new members would not be fully aware of the problems involved.



ANNEX I

THE EQUITABLE DISTRIBUTION AND AFRICANIZATION  
OF POSTS IN THE SECRETARIAT

Resolution 184(VIII) adopted by the Commission at its 139th plenary session  
on 24 February 1967

The Economic Commission for Africa,

Recalling its resolution 51 (IV) of 28 February 1962 on staff recruitment,

Recalling further General Assembly resolution 2241 B(XXI),

Considering that Commission resolution 51(IV) established a Committee on Staff Recruitment and Training responsible, inter alia, for assisting the Executive Secretary in establishing and implementing a long-range programme of Africanization, especially at the policy-making level, taking into consideration the advisability of the regional distribution of the staff among the African countries, and to make recommendations to the Commission,

Noting that the Committee thus established has in fact not yet met and that consequently, no report on its activities has been submitted,

Considering the statement of the Executive Secretary in his report on activities to the eighth session, particularly with reference to the recruitment of staff,

Believing that an equitable and judiciously balanced distribution of posts of responsibility in the ECA secretariat, taking into account not only the characteristics of the various sub-regions of the continent, but also linguistic considerations, should make possible the more efficient functioning of the secretariat and subsidiary organs of the Commission,

Convinced that qualified Africans can be recruited to fill a much higher proportion than at present of posts at all levels in the secretariat,

Further convinced that Africans are better able to understand the problems of African countries and to find solutions to them,

1. Reaffirms its resolution 51(IV) in its entirety;
2. Requests the Executive Secretary to implement this resolution forthwith and to convene the first meeting of the Committee without delay;

3. Instructs the Committee established by resolution 51(IV) also to study all problems relating to an equitable and judiciously balanced distribution of posts of responsibility on the staff, taking into account all the sub-regions of the continent as well as the above-mentioned linguistic considerations, and to report on the matter to the Commission;
4. Requests the Executive Secretary to grant the Committee all assistance and facilities necessary for the accomplishment of its tasks;
5. Further requests the Committee and the Executive Secretary:
  - (a) To take all the necessary steps to accelerate the recruitment of Africans at all levels of the secretariat and to ensure that, in the near future, a high proportion of the posts at all levels of the secretariat is so far as possible, held by Africans;
  - (b) To draw up a procedure for continuous contact between the secretariat and the Governments of member States in regard to the recruitment, training and careers of members of the secretariat, the circulation of job descriptions and vacancy notices and the maintenance of a register of prospective candidates from African countries for posts in the secretariat;
6. Requests member countries to assist the Committee and the Executive Secretary in achieving this goal by facilitating the secondment of their suitably qualified and experienced nationals who may be offered posts in the secretariat.

## ANNEX II

## PROVISIONAL AGENDA (1967)

1. Opening of the meeting
2. Election of officers
3. Adoption of the agenda
4. Recruitment of staff for service with ECA
5. Recommendations on possible measures to fill existing and anticipated vacancies
6. Adoption of the report and date of the next meeting

ANNOTATIONS TO THE PROVISIONAL AGENDA1. Opening of the meeting

The meeting will be opened by the Chairman of the 8th session of the Commission, Mr. Alison AYIDA (Nigeria).

2. Election of officers

The Chairman of the Committee has been elected by the 8th session of the Commission: Mr. Alison Ayida (Nigeria). It is suggested that the meeting elect a vice-chairman, and a rapporteur.

3. Adoption of the agenda

The provisional agenda for the meeting has been prepared in the light of Commission resolution 184(VIII) on the Equitable Distribution and Africanization of posts in the secretariat adopted at the 8th session.

4. Recruitment of staff for service with the ECA

The meeting will have before it a short paper by the secretariat on the recruitment and staffing of the ECA (E/CN.14/CSRT/2). The Committee will also have before it lists showing the geographical distribution of staff in the UN Secretariat as a whole and in the ECA secretariat (E/CN.14/CSRT/3).

5. Recommendations on possible measures to fill existing and anticipated vacancies

The Committee will have before it, a list of vacancies on the establishment of ECA as of 31 March 1967, and vacancies expected to arise to the end of 1967, along with job descriptions for the posts in question (E/CN.14/CSRT/4). It will be invited to make suggestions on measures

that could be taken by the secretariat to locate suitable candidates for these posts keeping in mind that actual recruitment to the vacancies will require to be processed in accordance with established United Nations rules and procedures.

6. Adoption of the report, and date of the next meeting  
Background documentation

1. Terms of reference and Rules of Procedure of the Economic Commission for Africa (E/CN.14/111)
2. Text of Commission resolution 184 (VIII).

PROVISIONAL AGENDA (1969)

1. Opening of the meeting
2. Election of officers
3. Adoption of the agenda
4. Recruitment efforts since the first meeting of the Committee in Lagos in May 1967
5. Recommendations regarding improvement of recruitment methods and on possible measures to fill existing vacancies
6. Adoption of the report and date of the next meeting.

ANNOTATIONS TO THE PROVISIONAL AGENDA

1. Opening of the meeting

The meeting will be opened by the Chairman of the Committee, Mr. Alison Ayida (Nigeria).

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The Chairman of the Committee was elected by the 8th session of the Commission: Mr. Alison Ayida (Nigeria). It is suggested that the meeting elect a vice-chairman and a rapporteur.

3. Adoption of the agenda

The provisional agenda for the meeting has been prepared in the light of Commission resolution 184(VIII) on the Equitable Distribution and Africanization of posts in the secretariat adopted at the 8th session.

4. Recruitment efforts since the first meeting of the Committee in Lagos in May 1967

The meeting will have before it a short paper by the secretariat on progress made in the recruitment of staff since the 8th session of the Commission. The Committee will also have before it lists showing the geographical distribution of staff in the ECA secretariat.

5. Recommendations regarding improvement in recruitment methods and on possible measures to fill existing vacancies

The Committee will have before it, a list of vacancies on the establishment of ECA as of 15 December 1968 along with the job descriptions for the posts in question. It will be invited to make suggestions on measures that could be taken by the secretariat to locate suitable candidates for these posts keeping in mind that actual recruitment to the vacancies will require to be processed in accordance with established United Nations rules and procedures.

6. Adoption of the report and date of the next meeting

ANNEX III

LIST OF PARTICIPANTS  
LISTE DES PARTICIPANTS  
(1967)

CAMEROON - CAMEROUN

M. Francois Sengat-Kuo  
Directeur des affaires économiques et techniques  
Ministère des Affaires étrangères

CHAD - TCHAD

M. Mahamat Gabdou  
Directeur du commerce et de l'industrie  
Ministère de l'économie et des transports

DAHOMEY

M. Joseph Louis Hounton  
Directeur des relations économiques et des accords commerciaux  
Ministère des Affaires étrangères

M. Raffet Loko  
Chargé des études  
Ministère des finances et des affaires économiques

MOROCCO - MAROC

M. Mekki Benjaber  
Chargé d'affaires a.i.  
Ambassade du Maroc à Lagos

NIGERIA

Mr. A. A. Ayida  
Permanent Secretary  
Federal Ministry of Economic Development

Mr. John Bandele Jeffrey-Coker  
Deputy Secretary  
Cabinet Office

UNITED ARAB REPUBLIC - REPUBLIQUE ARABE UNIE

H.E. Mr. Hassan Sirry Esmat  
Minister Plenipotentiary  
Ministry of Foreign Affairs

ZAMBIA - ZAMBIE

Mr. John Chisata  
Assistant Minister  
Ministry of Commerce, Industry and Foreign Trade

Mr. James Avon Mwilwa  
Projects Analyst  
Industrial Development Corporation of Zambia, Ltd.

United Nations Secretariat - Secrétariat de l'Organisation des Nations Unies

Mr. William W. Cox  
Deputy Director of Personnel

LIST OF PARTICIPANTS  
LISTE DES PARTICIPANTS  
(1969)

CAMEROON - CAMEROUN

Mr. Alexis Boum  
Conseiller des Affaires Etrangères  
Chef de Service Affaires économiques  
Ministère des Affaires étrangères

M. Jules Mevaa  
Chargé d'Affaires du Cameroun  
à Addis-Abéba

M. F.N. Ebakisse  
2ème Secrétaire à Addis-Abéba

CHAD - TCHAD

M. Mahamat Gabdou  
Directeur du commerce et de l'industrie  
Ministère de l'économie et des transports

DAHOMY

M. Raffet Loko  
Chargé des études  
Ministère des finances et des affaires économiques

M. René Mongbe

MOROCCO - MAROC

M. Mekki Benjaber

NIGERIA

Mr. A. A. Ayida  
Permanent Secretary  
Federal Ministry of Economic Development

Mr. G.O. Ijewere  
Counsellor  
Embassy of Nigeria in Addis Ababa

Mr. A. E. H. Emenyi  
Embassy of Nigeria in Addis Ababa



UNITED ARAB REPUBLIC - REPUBLIQUE ARABE UNIE

H.E. Mr. Hassan Sirry Esmat  
Ambassador to Ethiopia

ZAMBIA - ZAMBIE

H.E. Mr. J. M. Mutti  
Ambassador to Ethiopia

PROGRESS REPORT ON RECRUITMENT OF STAFF FOR SERVICE WITH  
THE ECONOMIC COMMISSION FOR AFRICA

1. The UNECA adopted at its 8th Session resolution 184(VIII) on the Equitable Distribution and Africanization of posts in ECA and established an advisory committee on Africanization and Training, comprising representatives from the following seven member States: Cameroon, Chad, Dahomey, Morocco, Nigeria, the United Arab Republic and Zambia. In operative paragraph 2 of the resolution, the Commission requested the Executive Secretary to implement their resolution forthwith and to convene the first meeting of the Committee.
2. Accordingly, the Committee on Staff Recruitment and Training held its First Meeting in Lagos, Nigeria, from 8 to 10 May 1967 and was attended by delegates from the seven member States mentioned above.
3. The following conclusions and recommendations were made:
  - (i) The Committee on Staff Recruitment and Training expressed its appreciation of the personal interest and deep concern of the Secretary-General, as previously communicated to the Economic Commission for Africa, in increasing the number of African nationals at all levels in the United Nations Secretariat. It considered that while realizing this objective, within the secretariat of ECA, it would also be necessary to ensure an equitable distribution of staff on a basis both of sub-regions and working languages. The Committee believed that the best way to achieve an appropriate balance would be to associate the governments of the sub-regions actively in the search for suitable candidates.
  - (ii) The Committee took particular note of the methods used by the Office of the Director of Personnel in the discharge of its responsibility for staff recruitment as follows:
    - (a) continuing consultations with Permanent Representatives to the United Nations;

- (b) regular notification to member States of existing and anticipated vacancies, with particular emphasis on the priority which is given to candidates from "under-represented" countries;
- (c) referral to a roster of well-qualified candidates for whom appropriate vacancies were not available when they were originally drawn to the attention of the Office of Personnel;
- (d) special recruitment missions;
- (e) frequent contact with universities and professional groups (as regards approaches to universities, it should be pointed out that the United Nations considers a holder of a government-sponsored scholarship or fellowship to be in the same situation as a civil servant - i.e., the approval of his government is necessary before he can be given serious consideration); and
- (f) a two-year training programme for junior professional staff, who are expected at the end of the programme either to return to their national service or to make careers with the United Nations.

#### Africanization

- (iii) The Committee also noted that some African countries remain under-represented both in the secretariat of ECA and in the United Nations Secretariat at large. It seemed likely that some of the member States might not be able in the near future to provide qualified candidates. The Committee felt that to avoid an overall under-representation of the African region in ECA a formula might be found to interpret the desirable range for various countries and regions of Africa in a sufficiently flexible manner as to promote increases in the employment of African nationals generally.

- (iv) The Committee considered it absolutely necessary that member Governments make available to the ECA secretariat qualified and experienced personnel who could be appointed to responsible and policy-making posts. This would, of course, entail a sacrifice to be made by almost every member State. Without such a sacrifice the case of the African region would be considerably weakened and the purposes for which the Committee was appointed would be defeated.
- (v) The Committee considered that African Governments should be urged to establish a clearance system for written United Nations circulars of vacancies by designating officials of their respective governments primarily concerned with recruitment into the ECA and the United Nations as liaison officers to the secretariats. The system established by African Governments for this purpose should be notified to the Executive Secretary of the ECA and the Director of Personnel in the United Nations Secretariat.
- (vi) The Committee felt that the secretariat should embark on a long-term programme of the recruitment of young graduates into the grades of P.1 and P.2 accompanied by a deliberate plan to undertake their training and advancement to higher posts within the ECA secretariat.
- (vii) The Committee accepted the view that it would be unwise to establish as an objective the staffing of the regional commissions exclusively by nationals of the countries of the region. This may be difficult to reconcile with the principle of universality of the United Nations. It felt, however, that it was not necessary to fix a 75 percent target for African membership of the secretariat but that the availability of qualified Africans should help determine a realistic staffing pattern which could exceed that target. It considered it most important that the principle of the interchange of staff between the several regional commissions as well as between the Commission

and Headquarters should be seen to work in practice. In other words, the Committee would like to see Africans at work in the secretariats of the other regional commissions and in other United Nations offices outside Africa. It agreed with the view that there was a positive long-run advantage in such an arrangement.

Equitable distribution of staff on the basis of sub-regions and working languages

(viii) The Committee would add to these procedures a process of consultation to be initiated in the sub-regions through the ECA sub-regional offices along the same lines as (a) to (f) above.

(ix) The Committee saw definite advantage in having staff members, with intimate knowledge of conditions in a particular sub-region, employed on the staff of such sub-regional offices. It felt that as far as possible staff of ECA sub-regional offices should be drawn from nationals of States comprising that particular sub-region, bearing in mind the advisability of possible interchange of staff among the sub-regions.

(x) The Committee felt very strongly that the equitable distribution of staff should not be seen only in terms of numbers but also in relation to the levels of posts, so that account could be taken of responsible and decision-making positions along the lines of geographic and linguistic groupings.

4. Progress of Recruitment since 1 April 1967

In accordance with the recommendations made by the Committee at its first meeting, recruitment efforts have been intensified. A total of 29 African candidates have been recruited since the 8th session, 14 of whom are French-speaking and 15 are English-speaking. The number of non-African candidates recruited within the same period is 12, or 29.27 per cent of the total number of candidates recruited. It is evident from these figures that substantial progress has been made towards the objective of increased participation of staff from African countries in the Secretariat. It will also be noted that some success has been achieved in arriving at parity

between the number of French-speaking candidates recruited and those from English-speaking countries. The proportion of staff from African countries has risen from 52.6 per cent as of 31 March 1967 to 62.39 per cent as of 15 December 1968, representing an increase of 9.79 per cent. This figure would have been higher had it not been for the separations from the ECA secretariat. There were 27 (12 Africans and 15 non-Africans) such cases during the period under review.

5. The list of current vacant posts together with the job descriptions is attached. In making the information available to member States, the Office of Personnel would like to appeal once again to governments' assistance in locating suitable candidates for consideration, if its recruitment programme is to be completed. Responses to the circular of vacancies and other communications have in fact become invaluable sources of candidates for service in the secretariat. The degree to which this sources is utilized for selection of staff to be assigned to any particular office or **activity** naturally depends on the number and quality of the candidates coming forward. It is in this respect that the co-operation of member States can greatly influence the rate at which the staffing objective for the Commission is achieved.

TABLE I  
 ECONOMIC COMMISSION FOR AFRICA  
PROFESSIONAL STAFF STRENGTH  
 (1969)

I. MANNING TABLE

	<u>Authorized</u>	<u>On Board</u>	<u>Vacancies</u>
Professional	143	120	23*

\* 6 posts are temporarily encumbered.

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II. DISTRIBUTION OF STAFF (excluding 11 Language Staff Members)

<u>Grade</u>	<u>Africans</u>	<u>Non-Africans</u>
A-S-G	1	-
D-2	1	-
D-1	1	4
P-5	9	5
P-4	9	17
P-3	24	11
P-2/1	23	4
	<hr/> 68	<hr/> 41
	=====	=====

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TABLE II

STAFF RECRUITED AFTER THE 8TH SESSION

LEVEL	A F R I C A N S		NON AFRICANS	TOTAL
	French-speaking	English-speaking		
A-S-G	-	-	-	-
D-2	1	-	-	1
D-1	-	-	1	1
P-5	1	2	2	5
P-4	1	3	3	7
P-3	7	5	4	16
P-2/1	4	5	2	11
	<u>14</u>	<u>15</u>	<u>12</u>	<u>41</u>



TABLE III  
 DISTRIBUTION OF STAFF RECRUITED AFTER 8TH SESSION  
BY NATIONALITY

Country	D-2	D-1	P-5	P-4	P-3	P-2/1	TOTAL
Congo (Brazza.)	-	-	-	-	1	-	1
Dahomey	-	-	-	1	2	2	5
Ethiopia	-	-	-	-	-	1	1
French Somaliland	-	-	-	-	-	1	1
Ghana	-	-	-	-	-	1	1
Kenya	-	-	-	1	-	1	2
Madagascar	1	-	-	-	1	-	2
Morocco	-	-	-	-	1	-	1
Nigeria	-	-	2	1	1	-	4
Rhodesia	-	-	-	-	-	1	1
Senegal	-	-	1	-	1	-	2
Somalia	-	-	-	-	1	-	1
Sudan	-	-	-	-	1	-	1
Togo	-	-	-	-	1	-	1
Tanzania	-	-	-	-	1	1	2
Tunisia	-	-	-	-	-	1	-
Uganda	-	-	-	1	1	-	2
	1	-	3	4	12	9	29

TABLE IV

AFRICAN STAFF MEMBERS WITH ECAAS OF 15 DECEMBER 1968

NATIONALITY	ASG	D-2	D-1	P-5	P-4	P-3	P/2-1	TOTAL
Algeria	-	-	1	-	-	-	-	1
Congo (Brazza.)	-	-	-	-	-	1	-	1
Congo (Kinshasa)	-	-	-	-	-	-	3	3
Dahomey	-	-	-	-	1	2	3	6
Ethiopia	-	-	-	-	-	5	5	10
Ghana	1	-	-	3	1	1	2	8*
Kenya	-	-	-	-	1	2	1	4
Madagascar	-	1	-	-	-	1	-	2
Malawi	-	-	-	-	-	-	1	1
Mali	-	-	-	1	-	-	-	1
Morocco	-	-	-	-	-	1	-	1 + 1
Nigeria	-	-	-	2	2	1	-	5
Rhodesia	-	-	-	-	-	-	2	2
Senegal	-	-	-	1	-	1	3	5
Sierra Leone	-	-	-	1	-	-	-	1
Somalia	-	-	-	-	-	1	1	2
South Africa	-	-	-	1	-	-	0	1
Sudan	-	-	-	-	2	3	-	5
Tanzania	-	-	-	-	-	1	1	2
Togo	-	-	-	-	-	2	-	2
Tunisia	-	-	-	-	-	1	1	2
U.A.R.	-	-	-	-	1	-	-	1
Uganda	-	-	-	-	1	1	-	2
TOTAL	1	1	1	9	9	24	23	68

\* Excluding one Translator.

TABLE V  
NON-AFRICAN STAFF MEMBERS WITH ECA  
AS OF 15 DECEMBER 1968

	D-1	P-5	P-4	P-3	P-2/1	TOTAL
<u>I. From Asia and the Far East</u>						
Ceylon	1	-	-	-	-	1
China	-	-	-	1	-	1
India	1	1	2	-	1	5
Nepal	-	-	1	-	-	1
Thailand	-	-	-	-	1	1
	2	1	3	1	2	9
<u>II. Europe (Eastern)</u>						
Czechoslovakia	-	-	2	1	-	3
Poland	-	1	1	1	-	3
U.S.S.R.	-	-	2	3	-	5
Yugoslavia	-	-	1	-	-	1
	-	1	6	5	-	12
<u>III. Europe (Western)</u>						
Belgium	-	-	-	-	-	0*
France	1	1	2	-	-	4**
Netherlands	-	-	-	1	1	2
United Kingdom	1	1	-	1	-	3 <sup>+</sup>
	2	2	2	2	1	9
<u>IV. Latin America</u>						
Mexico	-	-	-	-	1	1
	-	-	-	-	1	1
<u>V. Middle East</u>						
Syria	-	-	2	-	-	2
Yemen	-	-	-	1	-	1
	-	-	2	1	-	3

TABLE V (cont'd)

	D-1	P-5	P-4	P-3	P-2/1	TOTAL
<u>VI. North America</u>						
Canada	-	-	1	-	-	1 <sup>++</sup>
Jamaica	-	-	1	-	-	1
U.S.A.	-	1	2	2	-	5
	-	1	4	2	-	7
GRAND TOTAL	4	5	17	11	4	41

\* Plus one translator.

\*\* Plus 7 translators.

+ Plus one translator.

++ Plus one translator.

# # #

TABLE VI  
CURRENT VACANCIES

<u>Level</u>	<u>No. of Posts</u>	<u>Recruitment Status</u>
D-2	-	-
D-1	1	French-speaking African candidate being sought.
P-5	4	Suitable candidates have yet to be located.
P-4	1	A suitable candidate is being sought.
P-3	5	All five posts will be filled within the first quarter of 1969.
P-2/1	7	All posts will be encumbered within the first quarter of 1969.
	<u>18</u>	

## ANNEX V

Professional Staff on Sub-regional basisas of December 1968

<u>Country</u>	<u>E A S T</u>		<u>Desirable Range</u>
	<u>ECA</u>	<u>UN</u>	
Ethiopia	10	14	2-6
Kenya	4	6	2-6
Malawi	1	1	2-6
Zambia	-	3	2-6
Tanzania	2	9	2-6
Madagascar	2	4	2-6
Mauritius	-	2	2-6
Somalia	2	4	2-6
Uganda	2	6	2-6
Rwanda	-	-	2-6
Burundi	-	1	2-6
Botswana	-	-	2-6
Lesotho	-	-	2-6
Total	23	50	26-78

W E S T

<u>Country</u>	<u>ECA</u>	<u>UN</u>	<u>Desirable Range</u>
Dahomey	6	9	2-6
Ghana	8	14	2-7
Mali	1	2	2-6
Nigeria	5	15	3-8
Senegal	5	9	2-6
Sierra Leone	1	6	2-6
Togo	2	6	2-6
Mauritania	-	1	2-6
Niger	-	1	2-6
Upper Volta	-	2	2-6
Ivory Coast	-	-	2-6
Guinea	-	1	2-6
Gambia	-	1	2-6
Liberia	-	3	2-6
<b>Total</b>	<b>28</b>	<b>70</b>	<b>29-87</b>

C E N T R A L

<u>Country</u>	<u>ECA</u>	<u>UN</u>	<u>Desirable Range</u>
Cameroon	-	4	2-6
Congo (Brazzaville)	1	3	2-6
Congo (Kinshasa)	3	7	2-7
Gabon	-	1	2-6
Chad	-	-	2-6
Central African Republic	-	-	2-6
Total	4	15	12-37

N O R T H

<u>Country</u>	<u>ECA</u>	<u>UN</u>	<u>Desirable Range</u>
Algeria	1	6	3-7
Morocco	1	7	3-7
Libya	-	2	2-6
UAR	1	25	5-8
Tunisia	2	8	2-6
Sudan	5	8	2-7
Total	10	56	17-41



ANNEX VI

TABLE I

Staff in professional and higher level posts subject to geographical distribution as of 31 August 1968

(By nationality and level)

in UN

Nationality	Number of staff 31/8/67	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/68	Desirable range
AFRICA												
Algeria	5				1				3	2	6	3 - 7
Botswana	-										-	2 - 6
Burundi	1									1	1	2 - 6
Cameroon	2						1	2		1	4	2 - 6
Central African Republic	1										-	2 - 6
Chad	-										-	2 - 6
Congo (Brazzaville)	2							1	1		3	2 - 6
Congo (Democratic Republic of)	6								6		7	2 - 7
Dahomey	5							3	5		9	2 - 6
Ethiopia	17						1	9	3		14	2 - 6
Gabon	1								1		1	2 - 6
Gambia	1										1	2 - 6
Ghana	15		1			4	2	2	5		14	2 - 7
Guinea	1								1		1	2 - 6
Ivory Coast	-										-	2 - 6
Kenya	5						1	2	1		6	2 - 6

Nationality	Number of staff 31/8/67	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/68	Desir- able range
AFRICA (cont'd)												
Lesotho	-										-	2 - 6
Liberia	2							1			3	2 - 6
Libya	-							1			2	2 - 6
Madagascar	2			1				1	1		4	2 - 6
Malawi	1								1		1	2 - 6
Mali	2					2					2	2 - 6
Mauritania	1						1				1	2 - 6
Mauritius	-									2	2	2 - 6
Morocco	7						1	2	3	1	7	3 - 7
Niger	1	1									1	2 - 6
Nigeria	14					2	4	3	4	2	15	3 - 8
Rwanda	-										-	2 - 6
Senegal	5					1	1	3	4		9	2 - 6
Sierra Leone	6					2		1	2	1	6	2 - 6
Somalia	3							2	1	1	4	2 - 6
South Africa	13				2	5	2	1			10	10 - 12
Sudan	6						2	3	2	1	8	2 - 7
Togo	5							5	1		6	2 - 6
Tunisia	6						1	2	4	1	8	2 - 6
Uganda	5			1	1			2	1	1	6	2 - 6

Nationality	Number of staff 31/8/67	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Number of staff 31/8/68	Desirable range
AFRICA (cont'd)												
United Arab Republic	27	1		4	7	7	4	2			24	5 - 8
United Republic of Tanzania	8			1			1	4	3		9	2 - 6
Upper Volta	2				1	1					2	2 - 6
Zambia	1							1	2		3	2 - 6
							Population reserve					11 - 11
Sub-Total	179	2	1	2	9	24	25	51	57	30	201	105 - 266

TABLE II

Appointments to posts subject to geographical distribution  
(By nationality and level)

(1 September 1967 - 31 August 1968)

AFRICA	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
Algeria									1	1
Cameroon						1			1	2
Congo (Brazzaville)							1		1	2
Congo (Democratic Republic of)								1		1
Dahomey							1	1	1	3
Gambia									1	1
Kenya									1	1
Libya							1		1	2
Madagascar			1				1			2
Mauritania						1				1
Mauritius									2	2
Morocco						1	1			2
Nigeria						2				2
Senegal					1		3			4
Somalia								1		1
Sudan							2		2	4
Togo							1			1
Tunisia							1		1	2
Uganda							1		1	2
United Republic of Tanzania								1		2
Zambia								1	1	2
Sub-total			1		1	5	13	5	15	40

TABLE III

Staff changes in posts subject to geographical distribution  
(By nationality and type)

AFRICA	Number of Appointments					Adjustments <sup>d/</sup>	Number of staff 31/8/68	Special category <sup>e/</sup>
	Number of staff 31/8/67	Career	Non-career	Separations <sup>c/</sup>				
1. Algeria	5	1	-	-	-	-	6	-
2. Botswana	-	-	-	-	-	-	-	-
3. Burundi	1	-	-	-	-	-	1	-
4. Cameroon	2	-	2	-	-	-	4	-
5. Central African Republic	1	-	-	-1	-	-	3	-
6. Chad	-	-	-	-	-	-	-	-
7. Congo (Brazzaville)	2	-	2	-1	-	-	3	-
8. Congo (Democratic Republic of)	6	1	-	-	-	-	7	-
9. Dahomey	5	-	3	-	/1	-	9	-
10. Ethiopia	17	-	-	-3	-	-	14	-
11. Gabon	1	-	-	-	-	-	1	-
12. Gambia	1	-	1	-1	-	-	1	-
13. Ghana	15	-	-	-2	/1	-	14	-
14. Guinea	1	-	-	-	-	-	1	-
15. Ivory Coast	-	-	-	-	-	-	-	-
16. Kenya	5	1	-	-	-	-	6	-
17. Lesotho	-	-	-	-	-	-	-	-
18. Liberia	2	-	1	-	-	-	3	-
19. Libya	-	1	1	-	-	-	2	-
20. Madagascar	2	-	2	-	-	-	4	-
21. Malawi	1	-	-	-	-	-	1	-
22. Mali	2	-	-	-	-	-	2	-
23. Mauritania	1	-	1	-1	-	-	1	-
24. Mauritius	-	-	2	-	-	-	2	-
25. Morocco	7	-	2	-2	-	-	7	-
26. Niger	1	-	-	-	-	-	1	-
27. Nigeria	14	-	2	-1	1	-	15	-
28. Rwanda	-	-	-	-	-	-	-	-
29. Senegal	5	-	4	-	-	-	9	-
30. Sierra Leone	6	-	-	-	-	-	6	-
31. Somalia	3	-	1	-	-	-	4	-
32. South Africa	13	-	-	-3	-	-	10	-
33. Sudan	6	1	3	-1	-1	-	8	-
34. Togo	5	-	1	-	-	-	6	-
35. Tunisia	6	2	-	-	-	-	8	-
36. Uganda	5	-	2	-1	-	-	6	-
37. United Arab Republic	27	-	-	-2	-	-	25	-
38. United Republic of Tanzania	8	1	-	-	-	-	9	-
39. Upper Volta	2	-	-	-	-	-	2	-
40. Zambia	1	1	1	-	-	-	3	-
Sub-total	179	9	31	-19	/1	-	201	-

TABLE IV  
Fixed-term staff in professional and higher level posts subject  
to geographical distribution  
 (By nationality and level)  
 (As of 31 August 1968)

AFRICA	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
Algeria									1	1
Burundi									1	1
Cameroun						1	1		1	3
Congo (Brazzaville)							1	1		2
Congo (Democratic Republic of)								2	1	3
Dahomey							3	4	1	8
Ethiopia						1	5	1		7
Gambia									1	1
Ghana		1			3		1	1		6
Guinea								1		1
Kenya						1			1	2
Liberia									2	2
Libya									1	1
Madagascar				1			1	1		3
Mali					1					1
Mauritania						1				1
Mauritius									2	2
Morocco						1	1	1	1	4
Niger		1								1
Nigeria					2	2	1	1	1	7
Senegal					1	1	3			5

AFRICA (continued)	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL
Sierra Leone					1			1		2
Somalia							2	1	1	4
Sudan						1	2			3
Togo							2	1		3
Tunisia						1		1		2
Uganda			1	1			2	1	1	6
United Arab Republic	1			3	2	4	3			13
United Republic of Tanzania				1			1			2
Upper Volta						1				1
Zambia									2	2
Sub-total	2	1	2	5	10	15	29	18	18	100

SPEECH BY THE CHAIRMAN, COMMITTEE ON STAFF RECRUITMENT AND TRAINING

Your Excellencies and Gentlemen,

It gives me great pleasure to welcome you to this second meeting of the Committee on Staff Recruitment and Training. First of all, let me thank you for having spared yourselves from the busy schedules you handle in your Governments in order to attend this meeting on the important question of staffing the Secretariat to the satisfaction of member States and in the best interest of the Commission.

As you will recall, the first meeting of this Committee was held in Lagos in May 1967. We had hoped to hold the second meeting in October 1968 but, owing to lack of favourable responses from some member States represented on this Committee, the meeting had to be postponed. We have now assembled again to review the progress made in matters of recruitment and training since the last meeting, so that suitable recommendations may be made to ECA in regard to improvement of recruitment methods.

Turning to the business on the agenda, I do hope that you have all had time to study the papers circulated by the ECA secretariat and that we shall be able to make useful contributions during this meeting in fulfilment of the task given to us by the ECA Eighth Session. Before we start going through the agenda, I would like to make a few comments on Item 4, namely, "Recruitment efforts since the first meeting of the Committee in Lagos in May 1967". From the figures supplied by the secretariat you will have noted that recruitment efforts since our last meeting have had considerable success, not only in the filling of vacant posts but also in the achievement of a balance as between French-speaking and English-speaking Africans recruited. So far 62.39 per cent Africanization has been achieved and more efforts will be required before the 75 per cent target for African membership can be achieved. Nevertheless, we should commend the secretariat for its efforts in implementing the Commission's Resolution 184(VIII) on the Equitable Distribution and Africanization of posts in ECA.



Quite a lot has already been done by the secretariat to implement the Commission's Resolution 184 (VIII); 14 French-speaking and 15 English-speaking Africans have joined ECA secretariat since the eighth session. It remains to be seen, however, whether member States will be willing to release some of their qualified and experienced personnel for appointment with ECA so as to speed up the Africanization target.

We are all aware of the manpower problems in Africa today and, while we should not be complacent with the present achievement, we ought to realize that recruitment and training programmes are bound to take time. One of the reasons why we are here today is to suggest ways and means of overcoming, or at least minimizing these problems. You will have noticed, for instance, that some member States are still under-represented or even unrepresented at all in the United Nations system. This may, to a large extent, be attributed to shortage of manpower; however, some sacrifice on the part of the member States has to be made to provide qualified and experienced personnel if ECA is to accomplish its programmes with a considerably increased number of African nationals.

I very much hope that our discussions will produce recommendations which may enable the secretariat to speed up the implementation of the Commission's resolution in full. I am confident that with the co-operation of all member States a great deal more can be achieved and our task would be accomplished in a relatively short time. It is in this spirit that I would like to appeal to member States to make available qualified and experienced personnel who may be selected by the United Nations for appointment to responsible and policy-making posts.

Once again I wish to express my thanks to you for having spared yourselves to attend this meeting and to thank the Secretary-General and the Executive Secretary for the interest they have shown in this matter and for the part they have played in implementing the Commission's Resolution.

Thank you.