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REPORT OF THE EXECUTIVE COMMITTEE ON STAFF AND ADMINISTRATIVE
QUESTIONS

1. At its ninth meeting, held in June 1973, the Executive Committee expressed the view (see E/CN.14/597, paras. 51-56) that although appreciable progress had been made with regard to the Africanization of some decision-making posts within the ECA secretariat, such as those held by chiefs of divisions, sections and units, the secretariat still had a long way to go to attain the objectives recommended by the Conference of Ministers at its meeting, held at Acora in 1973, particularly in respect of improving personnel management. The Executive Secretary had been requested to make every effort to enable Africans to assume increasing responsibilities within the secretariat.

2. In September 1973, the staff position in the secretariat could be broken down as follows (see E/CN.14/ECO/64) :

- (a) of a total of 170 budgetary and extra-budgetary posts, 96 posts were held by Africans and 46 by non-Africans (including 11 posts in the language service not subject to geographical distribution);
- (b) of 10 extra-budgetary posts, 6 were held by Africans and 3 by non-Africans;
- (c) there were 28 vacant posts.

If short-term contracts were counted, Africanization had reached the level of 73 per cent. In addition, 7 of the 24 posts at the D-1 level and above held by Africans in the United Nations Secretariat as a whole were in ECA.

3. At its tenth meeting, held in November 1973, the Committee asked (see E/CN.14/608, paras. 108-111) why no progress had been made in the Africanization of regional advisers' posts noting that only 7 of the 24 regional advisers were Africans. The Committee also rejected the idea that there were no Africans qualified to hold the posts of interpreters and translators. Moreover, it expressed the hope that the principle of geographical distribution could not become an absolute rule.

4. In April 1974 the staff breakdown was as follows (see E/CN.14/ECO/70):
 - (a) of a total of 173 budgetary and extra-budgetary posts, 103 posts were held by Africans and 46 by non-Africans (including 11 posts in the language service)
 - (b) three of the 9 extra-budgetary posts were held by Africans and 4 by non-Africans
 - (c) twenty-four posts were vacant, but applications were being considered for 10 of them.

The proportion of Africans had reached 74.6 per cent, although the target of effective decision-making posts occupied by Africans within the secretariat of ECA had not been reached.

5. At its eleventh meeting, held in June 1974, the Executive Committee had (see E/CN.14/578, paras. 135-139) requested the Executive Secretary to send letters to African Embassies in Addis Ababa and to contact Ministers of African countries directly with a view to recruiting more Africans. The Committee expressed concern about the small number of Africans recruited as regional advisers and the total absence of Africans among the interpreters and translators.

6. In October 1974, the staff position was as follows (see E/CN.14/ECO/73 and Corr.1):
 - (a) of a total of 173 budgetary and extra-budgetary posts, 101 were held by Africans and 40 by non-Africans (including 10 posts in the language service);
 - (b) of the 9 extra-budgetary posts, 3 were held by Africans and 2 by non-Africans;
 - (c) there were 32 vacant posts.

7. At its twelfth meeting, held in November 1974, while expressing appreciation for the efforts made regarding Africanization of the secretariat of the Commission since the second meeting of the Conference of Ministers, the Committee felt that clear progress was still needed in the recruitment of qualified Africans to fill the posts which were still vacant and that the Secretary-General should make every effort to correct as soon as practicable the unbalanced regional representation.

8. The Committee nevertheless congratulated the Executive Secretary on the commendable progress made in the Africanization programme.

9. In connexion with geographical representation, the Committee again appealed to the Secretary-General for greater flexibility in the application of paragraph 2(a) of General Assembly resolution 2736(XXV) so that, when vacant posts could not be filled by applicants from under-represented countries, applicants from over-represented countries could be accepted on a fixed-term basis. The Committee requested the

Secretary-General to reserve high-level posts for Africans so that the progress so far made in respect of Africanization might also extend to the decision-making posts in the secretariat.

10. The Committee requested the Executive Secretary to use all the means available to him to promote members of the secretariat on the basis of their seniority, qualifications, experience and efficiency.

11. The Committee appealed to all member States of the Commission to do all they could to make staff available to the secretariat.

12. During the ninth meeting of the Executive Committee, the Executive Secretary had (see E/CN.14/597, paras. 57 and 58) expressed reservations regarding paragraph 4 of resolution 242(XI), on staff and administrative questions, in which the Conference of Ministers had invited the Executive Secretary

"to present before the Executive Committee, having taken into account the views of the ECA Staff Committee, reports relating to staff conditions and other questions of interest to the Executive Committee".

13. When asked for an opinion on the Executive Secretary's reservations, the United Nations Legal Counsel at Headquarters stated that "in the absence of specific terms of reference, the Economic Commission for Africa lacks a statutory ground on which it can request the Secretary-General or his representative to perform tasks which fall solely within the competence of the General Assembly, including the organs it established for that purpose, and that of the Secretary-General." The correct approach would be for the representatives of the Governments concerned to bring any questions or suggestions they might have before the Fifth Committee or the Secretary-General himself.

14. After a lengthy discussion of the problem at its tenth meeting, the Executive Committee had decided (see E/CN.14/608, paras. 112-114) to refer the matter to the Conference of Ministers at its third meeting.

DRAFT RESOLUTION FOR ACTION
BY THE CONFERENCE OF MINISTERS

STAFF AND ADMINISTRATIVE QUESTIONS

The Conference of Ministers,

Having examined the report of the Executive Committee on staff and administrative questions (E/CN.14/634),

Aware of the importance of administrative management and organization for the efficiency of the secretariat,

Recalling the many appeals to the United Nations Secretary-General to remedy the persistent recruitment difficulties facing the secretariat,

Considering that, notwithstanding the limited progress made since the adoption of General Assembly resolution 2736(XXV) of 17 December 1970 and, in particular, of paragraph 2(a) thereof, a large number of posts in the professional category are still vacant, and that this unsatisfactory situation is due to a restrictive interpretation of that resolution,

1. Congratulates the Executive Secretary on the progress so far made in the Africanization of the secretariat;
2. Renews its appeal to the Secretary-General to exercise greater flexibility in the application of paragraph 2(a) of General Assembly resolution 2736(XXV) so that, when vacant posts cannot be filled by nationals of under-represented African countries, such posts may be occupied by nationals of over-represented countries in the region on the basis of fixed-term contracts;
3. Requests the Secretary-General to reserve for Africans posts of responsibility, and particularly high-level posts, in the ECA secretariat;
4. Urges the Executive Secretary to take all necessary steps to grant promotions to members of the secretariat on the basis of seniority, competence, experience and efficiency;
5. Appeals once more to all member States, particularly those which are under-represented to make qualified and experienced staff available to the Commission to assist in achieving the objective of equitable distribution of posts in the secretariat at both the national and the subregional levels.

ANNEX I: STAFF LEVELS IN 1973 AND 1974

Table I: Authorized posts:

	1973	1974	Increase
ASG	1	1	-
D-2	1	1	-
D-1	10	11	1
P-5	24	26	2
P-4	40	40	-
P-3	61	61	-
P-1 and P-2	33	33	-
	170	173	3

Table II: Staff situation

		1/4/74	1/10/74	Increase (decrease)
<u>Africans</u>	ASG	1	1	-
	D-2	1	1	-
	D-1	7	8	1
	P-5	13	15	2
	P-4	25	23	(2)
	P-3	27	28	1
	P-1 and P-2	29	25	(4)
		103	101	(2)
<u>Non-Africans</u>	ASG	-	-	-
	D-2	-	-	-
	D-1	2	2	-
	P-5	5	4	(1)
	P-4	14	15	1
	P-3	19	13	(6)
	P-1 and P-2	6	6	-
		46	40	(6)

	African	Percentage	Non-African	Percentage
1/4/74	103	74.64	35	25.36
1/10/74	101	77.10	30	22.90
Increase (decrease)	(2)	2.46	(5)	(2.46)

ANNEX II: LEVELS AND COUNTRIES OF ORIGIN OF CHIEFS OF DIVISIONS, SECTIONS, UNITS OR CENTRES (as at 1 October 1974)

Division, Section, Unit or Centre	Country	Level
1. OFFICE OF THE SECRETARY OF THE COMMISSION	Dahomey	P.4
2. INFORMATION UNIT	UK/Southern Rhodesia	P.4
3. TECHNICAL ASSISTANCE AND PROGRAMME CO-ORDINATION OFFICE	Nigeria	P.5
4. JOINT ECA/UNIDO INDUSTRY AND HOUSING DIVISION	Ethiopia	P.5
4.1 Industry Section	-	-
4.2 Small-scale Industries Section	-	-
4.3 Housing, Building and Planning Section	-	-
5. JOINT ECA/FAO AGRICULTURE DIVISION	-	-
5.1 Agricultural Economics and Planning Section	Nigeria	P.5
5.2 Agricultural Development and Services Section	-	-
6. NATURAL RESOURCES DIVISION	Kenya	D.1
6.1 Mineral Resources Section	Egypt	P.5
6.2 Water Resources Unit	-	-
6.3 Energy Unit	-	-
6.4 Cartography Unit	Sudan	P.5
6.5 Environment Unit	Kenya	P.5
6.6 Science and Technology Section	-	-
7. TRANSPORT AND COMMUNICATIONS DIVISION	Sierra Leone	D.1
7.1 Transport, Communications and Tourism Section	-	-
7.2 Bureau of Trans-African Highway	Ethiopia	P.4
8. STATISTICS	U.K.	D.1
8.1 National Accounts and Financial Statistics Section	China	P.4
8.2 Demographic and Social Statistics Section	Madagascar	P.3
8.3 General Economic Statistics Section	France	P.5
8.4 Data Processing Unit	Madagascar	P.3
9. ECONOMIC RESEARCH AND PLANNING DIVISION	Egypt	D.1
9.1 Economic Development Section	Kenya	P.5
9.2 Quantitative Analysis and Programming Section	Nigeria	P.5
9.3 Economic Analysis and Survey Section	Ethiopia	P.4

<u>Division, Section, Unit or Centre (cont'd)</u>	<u>Country</u>	<u>Level</u>
10. POPULATION PROGRAMME CENTRE	-	-
10.1 Development and Policies Section	Ghana	P.4
10.2 Information Service and Clearing Unit	-	-
10.3 General Demography Section	Senegal	P.3
10.4 Fertility Studies Section	Nigeria	P.4
11. HUMAN RESOURCES DEVELOPMENT DIVISION	Ghana	D.1
11.1 Social Development Section	Ghana	P.5
11.2 Manpower and Training Section	Nigeria	P.5
11.3 Public Administration	-	-
12. TRADE, FISCAL AND MONETARY AFFAIRS DIVISION	Norway	D.1
12.1 Trade Section	Haiti	P.5
12.2 Africa Trade Centre	Malawi	P.4
12.3 Fiscal and Monetary Affairs Section	Syria	P.4
13. DIVISION OF ADMINISTRATION, CONFERENCE AND GENERAL SERVICES	Uganda	P.5
13.1 Cable Unit	-	-
13.2 Personnel Section	Cameroon	P.4
13.3 Clinic	India	P.3
13.4 Finance Section	Honduras	P.3
13.5 Translation Section	France	P.4
13.6 Documents and Publishing Section	USA	P.3
13.7 Documents Reproduction Unit	-	P.3
13.8 Conference and General Services Section	Ghana	P.3
13.9 General Services Section	-	-
13.10 Transport and Travel Unit	-	-
13.11 Building Management and Inventory Control Unit	-	-
13.12 Library Section	Sudan	P.3
13.13 Security Unit	-	-
14. SUBREGIONAL OFFICES		
14.1 Kinshasa (Central Africa)	-	-
14.2 Lusaka (East Africa)	South Africa	D.1
14.3 Niamey (West Africa)	-	-
14.4 Tangiers (North Africa)	Algeria	D.1

**ANNEX III: APPOINTMENT OF AFRICANS TO POSTS IN THE UNITED NATIONS
SECRETARIAT SUBJECT TO GEOGRAPHICAL DISTRIBUTION
(BY SUBREGION AND BY NATIONALITY)**

Subregion and country	Number of staff in ECA	Number of staff in United Nations as a whole	Desirable range (in the United Nations as a whole)
<u>Central African Subregion</u>	10	17	-
Burundi	1	2	1 - 6
Cameroon	1	5	1 - 6
Central African Republic	1	-	1 - 6
Chad	-	-	1 - 6
Congo	3	4	1 - 6
Equatorial Guinea	-	-	1 - 6
Gabon	-	-	1 - 6
Rwanda	-	-	1 - 6
Zaire	4	6	1 - 6
<u>East African Subregion</u>	35	67	
Botswana	-	1	1 - 6
Ethiopia	9	13	1 - 6
Kenya	8	11	1 - 6
Lesotho	-	3	1 - 6
Madagascar	3	3	1 - 6
Malawi	2	2	1 - 6
Mauritius	2	3	1 - 6
Somalia	1	6	1 - 6
Swaziland	-	1	1 - 6
Uganda	4	11	1 - 6
United Republic of Tanzania	4	10	1 - 6
Zambia	1	2	1 - 6
<u>North African Subregion</u>	12	78	
Algeria	1	11	3 - 7
Egypt	3	28	3 - 8
Libyan Arab Republic	-	4	3 - 8
Morocco	1	9	2 - 7
Sudan	5	10	1 - 6
Tunisia	2	16	1 - 6
<u>West African Subregion</u>	40	85	
Dahomey	5	7	1 - 6
Gambia	1	4	1 - 6
Ghana	9	15	2 - 7
Guinea	-	4	1 - 6
Ivory Coast	-	1	1 - 6

Subregion and country	Number of staff in ECA	Number of staff in United Nations as a whole	Desirable range (in the United Nations as a whole)
Liberia	-	4	1 - 6
Mali	6	7	1 - 6
Mauritania	-	2	1 - 6
Niger	1	3	1 - 6
Nigeria	5	15	3 - 7
Senegal	4	7	1 - 6
Sierra Leone	4	8	1 - 6
Togo	4	8	1 - 6
Upper Volta	-	-	1 - 6
Total	95	247	
French Territory of the Afars and the Issas (France)	1	-	-
South Africa	2	13	11 - 13
Southern Rhodesia (U.K.)	3	-	-
Grand total	101	260	

ANNEX IV: AFRICAN STAFF MEMBERS IN THE ECA SECRETARIAT BY NATIONALITY AND LEVEL
(As at 1 October 1974)

Country	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	TOTAL
Algeria	-	-	1	-	-	-	-	1
Burundi	-	-	-	-	-	-	1	1
Cameroon	-	-	-	-	1	-	-	1
Central African Republic	-	-	-	-	-	1	-	1
Congo	-	-	-	-	1	1	1	3
Dahomey	-	-	-	1	2	2	-	5
Egypt	-	-	1	1	1	-	-	3
Ethiopia	-	-	-	1	4	1	3	9
Gambia	-	-	-	-	-	1	-	1
Ghana	1	-	3	2	1	1	1	9
Kenya	-	-	1	2	2	2	1	8
Madagascar	-	-	-	-	1	2	-	3
Malawi	-	-	-	-	1	-	1	2
Mali	-	1	-	-	2	2	1	6
Mauritius	-	-	-	-	-	1	1	2
Morocco	-	-	-	-	-	-	1	1
Niger	-	-	-	-	-	-	1	1
Nigeria	-	-	-	4	1	-	-	5
Senegal	-	-	-	1	1	2	-	4
Sierra Leone	-	-	1	-	-	2	1	4
Somalia	-	-	-	-	1	-	-	1
French Territory of the Afars and the Issas (France)	-	-	-	-	-	-	1	1
South Africa	-	-	1	-	1	-	-	2
Southern Rhodesia (U.K.)	-	-	-	-	1	1	1	3
Sudan	-	-	-	2	1	2	-	5
Togo	-	-	-	-	-	3	1	4
Tunisia	-	-	-	-	-	1	1	2
Uganda	-	-	-	1	1	-	2	4
United Republic of Tanzania	-	-	-	-	-	1	3	4
Zaire	-	-	-	-	-	1	3	4
Zambia	-	-	-	-	-	1	-	1
Total	1	1	8	15	23	28	25	101

ANNEX V: APPOINTMENT OF AFRICANS TO POSTS IN THE UNITED NATIONS SECRETARIAT SUBJECT TO GEOGRAPHICAL DISTRIBUTION (BY SUBREGION OR COUNTRY OF NATIONALITY)

Subregion	Number of Staff in ECA 1 October 1974	Number of Staff in United Nations as a whole 31 March 1974
Central	10	17
East	34	67
North	12	78
West	39	85
Total	95	247
French Territory of the Afars and the Issas (France)	1	-
South Africa	2	13
Southern Rhodesia (U.K.)	3	-
Grand total	101	260