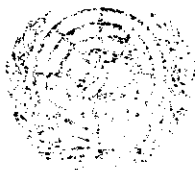


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ECONOMIC COMMISSION FOR AFRICA
Eighth session
Lagos, 13-25 February 1967

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,

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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 task;
 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 description 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.
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