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## Industrial Development Board

Fourth Session

Vienna, 20 - 30 April 1970

### SUMMARY RECORD OF THE ONE HUNDRED AND FIRST MEETING

Held at the Neue Hofburg, Vienna,  
on Monday, 27 April 1970, at 3.20 p.m.

President: Mr. ABUBAKI (Sudan)

Rapporteur: Mr. ARCHIBALD (Trinidad and Tobago)

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## CO-ORDINATION OF ACTIVITIES OF THE UNITED NATIONS SYSTEM IN THE FIELD OF INDUSTRIAL DEVELOPMENT (ID/B/65 and Corr. 1) (continued)

1. Mr. ATEN (Food and Agriculture Organization of the United Nations) said that the Director-General of FAO sent his best wishes for the success of the session and a promise of full co-operation from his organization in joint FAO/UNIDO endeavours in the field of industrial development.
2. The expectations of the developing countries for speeding up their economic and social development were high and an international development strategy for that purpose would shortly be announced. Many agencies, including FAO, with its Indicative World Plan for agricultural development, had made substantial contributions to that strategy on the basis of the extensive data they had collected and the analysis they had carried out in the various sectors. FAO's plan was designed to bring order and perspective into the world's planning for the agriculture of the future. It analysed the problem of agricultural development as a whole in an integrated way and in sufficient detail to serve as a basis for policy guidance to both the developing and developed countries, and also for FAO in reorienting its future programmes. It also necessarily assessed needs and prospects for the industries producing basic requisites such as fertilizers, pesticides, machinery and implements as well as for the industries utilizing agricultural raw materials.
3. On the subject of the Second Development Decade, he observed that the success of that scheme would depend not only on the separate initiatives of the various specialized agencies in drawing up their individual programmes of activities, but also, and much more, on their ability to identify areas where opportunities existed for intensifying collective efforts. Although the Board and the Working Party had already given attention to such areas of co-operation between UNIDO and FAO, he wished to mention some of the main lines of assistance FAO was giving to developing countries. A detailed account of such activities was given in the FAO contribution to the consolidated report on industrial activities prepared annually by UNIDO (ID/B/65).
4. He explained that training and demonstration had always been major elements in FAO's work with regard to industries using renewable raw materials. Permanent training institutes, as well as many shorter training courses and seminars, had been established under UNDP programmes in a number of countries for personnel working in

the various agricultural processing industries, and research was promoted through a wide range of projects, including permanent institutes for research into such subjects as food technology and the processing of specific agricultural, fishery and forest products. Pre-investment services, feasibility studies and pilot projects were also carried out for industries using renewable raw materials. On the input side, FAO and the world fertilizer industry had worked together for some years under the Freedom-from-Hunger Campaign to promote fertilizer trials and pilot schemes for fertilizer distribution to farmers, the data from which would be of immense use to UNIDO in determining the assistance it could render to such countries in establishing domestic fertilizer production. Such operational activities were also backed up by a broad programme of studies on the technical and economic problems of the agriculture-based industries.

5. As an illustration of the importance of inter-agency co-operation, he referred to the historic break-through in plant breeding and the use of high-yielding varieties which, for the first time were making the food and population problem appear more manageable. He explained that FAO had selected their development as a priority field in order to try to achieve the average increase of 4 per cent in agricultural output which was needed in order to attain the 6 per cent average annual growth rate envisaged for developing countries under the Second Development Decade. Skilfully handled, with a harmonization of the individual policies of the organizations interested in it, and with carefully selected farm mechanization, the Green Revolution could become in the seventies a vehicle for eliminating most of the world's malnutrition and hunger and for providing millions of jobs on the land in over-populated countries. Furthermore, once it became profitable to use modern technology, the demand for all kinds of farm inputs would increase rapidly and the opportunities open to UNIDO and FAO to encourage the establishment of agro-business firms to supply those new inputs would be great. It was thus necessary for the agencies involved to hammer out fragmented activities into a common strategy. FAO therefore considered the recent Agreement with UNIDO not merely as a means of facilitating division of labour between the two organizations but as an important instrument for the successful harmonization of their activities in the industrial sector. FAO's governing body also emphasized the importance of planning for a balanced development between agriculture and industry, and in that connexion recognized the importance of the Inter-secretariat Committee

which had been set up under the Agreement and hoped it would have "adequate powers to take a pragmatic view" of any difficulties that might arise in interpreting responsibilities and identifying areas for joint action. The Agreement was, of course, no "cure" for all the problems that might affect the two organizations. The Director-General of FAO particularly wished it to be known that as far as FAO was concerned, it was his intention to see that the provisions of that Agreement would be fully implemented in the spirit in which it had been signed.

6. MR. ABDEL-RAHMAN (Executive Director), replying to questions on agenda item 6, said in answer to a query from the representative of Norway that the secretariat was aware of the importance of co-operation between UNIDO and the Protein Advisory Group which had been established and that UNIDO had been invited to take part in its work. In reply to a further question asked by the Norwegian delegation, as well as by several other speakers, on UNIDO's attitude to the International Trade Centre, he said that the Organization's current negotiations with UNCTAD had covered the matter, as had been announced by the UNCTAD representative during the discussions of the Working Group. Since UNCTAD was one of the two sponsors of the International Trade Centre, the matter was being dealt with by the bilateral secretariat committee for UNIDO and UNCTAD, whose meetings were also attended by the International Trade Centre representative. As regards the Organization's relations with UNCTAD itself, the term "promotion of exports" had been carefully examined by both secretariats and it had been agreed that UNIDO's concern was essentially with production but that it was vital that there should be feedback between production and the external markets.

7. With regard to two questions raised by the United Kingdom representative: firstly, on manpower planning, he said that UNIDO's views were already indicated in the Agreement with ILO, and, secondly, on technical education, he explained that UNIDO was very interested in the subject in connexion with manpower planning for industry and that the UNIDO studies on training for industrialization, including the supply of skills through technical education, would certainly cover the field. Answering the representatives of Japan, Indonesia, and other countries, who had referred to co-operation between UNIDO and ECAFE, which UNIDO certainly hoped would develop further, and had urged more ties with the Asian Development Bank and the Asian Productivity Organization, UNIDO already had contacts with the latter institution and would probably be strengthening its collaboration further in 1970, which was Asian Productivity Year.

8. In reply to questions put by the representative of France in connexion with the ILO Centre at Turin, he said that UNIDO was a member of the Governing Council of the Centre and hoped that greater co-operation could be achieved; as was well known, however, certain difficulties still remained to be overcome. He further promised that the secretariat would enquire into the possibilities of further collaboration in the UNESCO programme for co-operation between research and development institutions in the developing and developed countries. With regard to UNIDO's relations with the regional commissions, he explained that here UNIDO's ultimate aim was for a unified programme of industry in regions where some of the commissions' resources would be deployed in conjunction with UNIDO's activities. It was a gradual process but a good start had been made.

9. Several delegations had referred to UNIDO's relations with the International Bank for Reconstruction and Development. In reply, he said that UNIDO considered IBRD a member of the United Nations family and UNIDO therefore felt it was its duty to seek the best co-ordination of activities in the interests of the developing countries. The representative of the Federal Republic of Germany, among others, had pointed out the importance of harmonizing bilateral and multilateral aid programmes. In that connexion, UNIDO felt that consultations with the donor countries were very useful but that it should be a general principle that the recipient countries, too, should be involved. The representative of India had called for more co-ordination at the country level and the United States representative had inquired about the possibility of increasing the number of industrial field advisers. In reply, he said that UNIDO considered that co-ordination at the country level was extremely important, not only because it was closer to the front line of action but also because it essentially involved the recipient country, with its own plans and priorities. UNIDO believed that such co-ordination should be extended and given greater importance.

10. He pointed out that relations between UNIDO and UNDP had special characteristics in view of the fact that UNIDO depended on UNDP for a large part of its financing. In particular, however, UNIDO believed that UNDP, in approving projects for UNIDO and for all other agencies, was exercising an authority which was of great importance in the matter of co-ordination of activities. UNDP could play a very helpful role in consciously contributing towards such co-ordination.

11. During the general debate, the representative of the Soviet Union had rightly said that UNIDO was assuming its functions of co-ordination with too few resources and too little authority. In fact, UNIDO had no authority whatsoever in its attempts to harmonize co-ordination but was trying to proceed by depending on the good will of the other specialized agencies. Furthermore, UNIDO had no special funds for the task, except those allocated for its regional field advisers, but was doing its best to continue its efforts in this direction because it believed that co-ordination should be one of its most important functions. In that connexion, he appreciated the approval expressed by several speakers in respect of the progress made by UNIDO and hoped that the Organization's future reports would be able to show an advance in the establishment of joint programmes and in harmonizing the future plans of the different agencies. He warned, however, that changes in programmes could not be made on a yearly basis but had to be introduced gradually.

12. Several delegations had referred to the size and scope of document ID/B/65, dealing with the role of UNIDO in co-ordination of activities in industrial development. The secretariat did not think it would need to repeat that type of document in 1971 but would aim to do so every two or three years. As requested by the Board in 1969, UNIDO hoped to submit a consolidated report, covering all activities of the whole system in 1970, at the Board's sixth session in 1972. Finally, he warned the Board of the inadvisability of an exaggerated stress on co-ordination, which brought with it inflexibility in delegating responsibilities and an excessive concern with detail. He believed that co-ordination was rather a matter of reasonable judgment on ways of securing maximum efficiency in the utilization of resources and maximum benefit to developing countries.

#### ORGANIZATIONAL MATTERS:

- (a) DECENTRALIZATION (ID/B/65)
- (b) ORGANIZATION OF THE SECRETARIAT (ID/B/70 and Corr.1)
- (c) GEOGRAPHICAL DISTRIBUTION OF THE STAFF OF THE SECRETARIAT (ID/B/70 and Corr.1)
- (d) QUESTIONS RELATING TO SUBSIDIARY ORGANS OF THE BOARD (ID/B/71, ID/B/71/Add.1 and Corr.1)

13. Mr. SOMJEN (Hungary) said that before taking up agenda item 8 he wished to congratulate the Republic of Austria on its twenty-fifth anniversary.



14. Under item 8, he wished to refer to three specific staffing problems. Firstly, he noted from document ID/E/70 that there had been very little improvement in the ratio of professional staff to General Service staff. The situation should be corrected. Secondly, he felt that the 55 short-term appointments in the professional category were too numerous and might have a detrimental effect upon the capacities of the secretariat. It would be better to fill most such posts with permanent professional staff. Thirdly, his delegation was still dissatisfied with the geographical distribution of personnel, especially in the senior posts in the Organization. Out of fourteen D-1 and D-2 posts, only seven were currently filled by nationals of the developing and socialist countries, while at the P-5 level there were only ten persons from the developing countries and three from socialist countries, out of a total of 20.

15. As regards the problem of expert recruitment, his delegation was satisfied to note that important steps had been taken to implement Board resolution 18 (III) and that the status reports on recruitment for the Special Industrial Services programme were now being issued monthly. He looked forward to the appearance of the monthly list of appointments confirmed and vacant posts, which was already overdue, and believed that the roster of suitable candidates which was under preparation (ID/B/10, paragraph 16) would further help to solve the difficulties; however, it seemed that many of the expert posts were not filled, although Hungary, for one, was trying to assist by submitting lists of candidates. He would like to see an analytical report on the problem so that a solution could be worked out. Finally, to simplify planning, it was important that the developing countries should make quick decisions on the matter of expert assistance, since delays, either on their part or on the part of UNIDO, often led to additional difficulties - for example, the candidate was sometimes no longer available.

16. On the subject of organizational problems, he believed that in certain, well-defined cases there might be a need for specialized subsidiary organs of the Board, on an ad hoc basis, but the fewer that became institutionalized the better. The Division of Administration, Conference and General Services was to be congratulated on its part in organizing the fourth session of the Board. Finally, he felt that, in view of the increasing role of the Special Fund component, it should be possible to solicit help from a larger number of countries with regard to procurement and contracting of personnel. Hungary was prepared to give as much assistance as was needed.

17. Mr. KRISTEN (Austria) thanked all those delegations which had congratulated the Republic of Austria on its anniversary.

18. With regard to the organizational methods of UNIDO, he wished to express his appreciation to the Executive Director and the secretariat for the references they had made to the spirit of co-operation and partnership in which all problems relating to the temporary and permanent headquarters of UNIDO in Vienna, and to all other matters arising between UNIDO and the host Government, had been solved. Both the Austrian Government and the City of Vienna were very much aware of the short-term and long-term needs of UNIDO and would continue to help in anticipating its growing needs. A working party, under the chairmanship of the Federal Minister for Foreign Affairs and including representatives of the Federal Chancellery, the Ministries of Finance, Construction and Technology and the City of Vienna, had been set up and its recommendations on additional office premises for UNIDO for 1970-1974 had been approved in principle by the Government on 7 April.

19. Adding to the information given in paragraph 90 of ID/B/70 on the matter of the permanent UNIDO headquarters, he told the Board that the final choice between the four prize-winning projects would be made by the Austrian Government and the City of Vienna, but that UNIDO would have ample opportunity to put forward its comments and preferences. In making their selection, the Austrian authorities would also be guided by a group of experts of international reputation in city planning, architecture, traffic, conference techniques and so on, who would meet on 4-6 May 1970 and again on 15-20 June with the four architects in question, to hear their detailed explanations of the projects. In short, the Austrian authorities were making every effort to provide UNIDO with a headquarters adapted to its functional and organizational needs.

20. Mr. SHATSKY (Union of Soviet Socialist Republics) noted the reference in paragraph 108 of document ID/B/70 to the extensive discussions held at the third session of the Board concerning the need to rationalize the administration of UNIDO and its organizational structure. Paragraphs 45-53 of the same document spoke of the management audit carried out by the Auditor General of Canada, which had identified a certain number of deficiencies.

21. Those deficiencies must be eliminated as rapidly as possible. In particular, and as the Auditor General himself had noticed, it was abnormal for 55 per cent of the posts in the secretariat to be administrative ones. The rapid expansion of the

Division of Administration, Conference and General Services must be checked; indeed, the trend must be reversed in favour of the substantive divisions of the Organization. After all, UNIDO was not judged by the efficiency of such units as the Purchase and Transportation Section or the office dealing with protocol and liaison, but by that of the Technical Co-operation Division, the Industrial Technology Division, the Industrial Policies and Programming Division and the Industrial Services and Institutions Division.

22. Nevertheless, at the end of 1969 and the beginning of 1970, those Divisions had had a total staff of 304, in comparison with the 440 staff members in the Division of Administration, Conference and General Services, whilst the Office of the Executive Director contained twenty staff members in professional posts and twenty general service staff. Moreover, paragraph 80 of document ID/B/70 spoke of a likely increase in overhead posts. That situation required examination.

23. It was also a matter of urgency to eliminate any duplication of activities within the secretariat. The system of collegial management, already applied in other international organizations, should be introduced, in order to improve efficiency.

24. The desk-to-desk survey of staff and functions of UNIDO would doubtless help to improve the work of the secretariat. Regretting that his own country had not been invited to provide a member of the group responsible for that survey, he expressed the hope that the Executive Director would take steps to ensure that its membership was more fully representative.

25. Turning to the question of geographical distribution of the professional staff of UNIDO, he said that the present distribution left much to be desired, favouring as it did the Western countries, particularly at the higher levels. He had the impression that the specialists whom the USSR and the other socialist countries could provide were being unjustifiably excluded or relegated to an unemployed reserve. As shown in annex I of document ID/B/70, 102 of the 192 posts subject to the principles of geographical distribution (i.e. almost 54 per cent) were occupied by nationals of Western countries (excluding Australia and New Zealand); moreover, nationals of Western countries occupied 29 of the 56 posts at P-5 level and above. Nationals from the socialist countries occupied only 32 of the 192 posts subject to the principles of geographical distribution, and only seven posts at P-5 level and above. Many countries of Asia, Africa and Latin America found themselves in a similarly unfavourable position. What were the reasons for such an abnormal situation?

26. The same failure to observe the principles of geographical distribution was to be noted in the Division of Administration, Conference and General Services, where 38 of the 46 relevant posts (i.e. 82 per cent) were occupied by nationals of Western countries. While the Western countries provided staff members for eleven of the twelve posts at P-5 level and above, the countries of Eastern Europe provided only one staff member at P-5 level and two at P-3 level.

27. The staffing policy of the secretariat had also had undesirable effects on distribution throughout the different divisions. While the Western countries were represented almost everywhere in the secretariat, half of the USSR's contingent of twelve staff members were employed in one division alone (Industrial Technology).

28. He asked how it was that the number of nationals of the Federal Republic of Germany, which was not a member of the United Nations, and did not therefore contribute to the United Nations regular budget, from which UNIDO's administrative machinery was financed, had increased in less than a year from two to seven, with posts at the D-1 and P-5 levels, and appeared likely to increase still further. How was it that the Federal Republic of Germany was represented by as many nationals as all the countries of the Near East, and by almost as many as all the countries of Latin America?

29. The same lack of balance in favour of the Western countries was, he believed, evident in the recruitment of experts. Despite the fact that the USSR possessed experts with undisputed qualifications, thousands of whom were already at work in the developing countries on the basis of bilateral agreements, only seven Soviet citizens had worked as experts for UNIDO in 1969. The situation was abnormal, and he hoped that every step would be taken to call upon the resources of all countries participating in the work of the Organization, and in particular the USSR and the socialist countries. UNIDO was a universal organization, and the secretariat should not be one-sided in its appeal to the goodwill of its member States.

30. Mr. SMALL (Brazil), noting that the countries of Latin America provided only about 5 per cent of the secretariat staff, hoped that every effort would be made to ensure closer compliance with the principles of geographical distribution.

31. On the question of the establishment of subsidiary organs of the Board, he suggested that, in view of the results of consultations with UNIDO member States as reported in document ID/B/71, the matter might be referred to some appropriate future meeting of UNIDO.

32. Mr. FUJIMOTO (Japan) observed that although it might be true that the question of geographical distribution within the UNIDO secretariat should be considered in the light of the situation in the United Nations Secretariat as a whole, UNIDO was itself moving towards ever greater autonomy, and should seek to attain the widest possible geographical distribution of its staff, not only on a general basis, but particularly with regard to the distribution of posts at P-5 level and above. The secretariat was, of course, right to seek candidates with the highest possible qualifications, but it was desirable that preference should be accorded to under-represented member States in notifications of professional staff vacancies. He believed that his own country had considerable experience in the field of industrialization which would be of use to the Organization.

33. Mr. ENSOR (United Kingdom) endorsed the suggestion made by the representative of Brazil concerning the question of establishing subsidiary organs of the Board. He considered that the Working Group on Programme and Co-ordination was a useful organ doing a useful job, and he merely wished to point out that as the secretariat took account of both positive and negative opinions expressed during the Working Group's deliberations, the impact on UNIDO's programme might be even greater if the secretariat attempted to extract the essence of those deliberations rather than merely recording the favourable or unfavourable positions of delegations with regard to matters under discussion. Moreover, his own delegation would be happy to join with any others so inclined in considering ways and means of improving its methods of work.

34. The recruitment of experts was, of course, crucial to almost all UNIDO's activities. Delays, for which there were a number of reasons, could hold up important projects. He shared the view of the secretariat that every effort should be made to ensure that candidates for expert posts were of the highest possible calibre, and whilst agreeing with the representative of India that the recruitment net should be thrown wider to include the developing countries themselves, he warned against the

false economy of permitting a lowering of standards. He believed that the past year had shown considerable improvement in recruiting, largely due to the increased responsibility borne by the personnel services at UNIDO headquarters in Vienna. He welcomed the decision to include job descriptions in the UNIDO Newsletter, but reiterated the plea that all recruitment should be channelled through national recruitment services. He was pleased to note that the whole subject would be discussed at the forthcoming meeting on recruitment to be held in Vienna.

35. The success of expert missions depended in great measure on the briefing which experts received, concerning both their responsibility as international experts and the background of their particular tasks. He asked the secretariat whether steps were being taken to make such briefing more systematic.

36. Joining in the congratulations extended to the Government of Austria and to the Municipality of Vienna on the twenty-fifth anniversary of the Republic, he expressed appreciation of the arrangements made by the host country to ensure the satisfactory accommodation of the Organization.

37. Mr. LOPEZ NÚÑEZ (Cuba) said that although it might appear paradoxical that the developing countries, whose need for experts was so great, should also seek to provide suitably qualified personnel for service with the Organization, the equitable geographical distribution of secretariat posts, at the higher, policy-making levels and throughout the whole hierarchy, was a matter of great importance. Furthermore, efforts should be made to ensure a proper representation, in professional posts, of countries with different economic and social systems. Recalling the statement by the representative of the USSR, he asked the secretariat to explain why the services of so many qualified and available specialists were not being called upon.

38. On the question of the establishment of subsidiary organs of the Board, he said that his Government had received the relevant circular letter too late to submit its views on the matter. Nevertheless, its views were identical with those set out in paragraph 6 of document ID/R/71. For that reason, his delegation was not in favour of the establishment of such subsidiary organs.

39. Expressing satisfaction with the manpower utilization pilot project referred to in paragraphs 108-113 of document ID/R/70, he suggested that a preliminary report on the project might be submitted to the special UNIDO conference as a document on the structure of the Organization.

40. Mr. OYMAN (Chile) expressed concern at the absence of equitable geographical distribution of the professional staff of UNIDO, as revealed in annex I of document ID/R/70. The fact that there was a "brain drain" from Latin America towards the developed countries took much weight from the argument that the difficulty of recruiting suitably qualified personnel was a reason for failure to ensure representative distribution of the UNIDO secretariat. It was distressing to note that nationals of only five out of twenty-four Latin American countries were occupying posts subject to the principles of geographical distribution, and that the continent had provided only 10 per cent of the officials of the secretariat.

41. Observing that many developing countries could provide experts to assist other developing countries in their industrialization, he proposed that closer attention should be given to the question of equitable geographical distribution with regard to expert appointments as well as to permanent appointments in the secretariat.

42. Mr. SIAZON (Philippines) joined in the congratulations to the Government of Austria on the twenty-fifth anniversary of the Republic.

43. He endorsed the suggestion by the representative of Brazil concerning the question of the establishment of subsidiary organs of the Board. The Working Group on Programme and Co-ordination should be maintained. The secretariat should endeavour to reorganize its own structure so as to enable it to function more effectively, particularly with regard to the recruitment of experts and to the elimination of the existing discrepancy between the number of fellowships available and those actually awarded. He believed that the "communications gap" between UNIDO and the developing countries, to which the secretariat had referred during the deliberations of the Working Group, could be reduced through appropriate organizational changes.

44. He urged that consideration should be given to the possibility of assigning more professional staff to the Section for Asia and the Far East, so that its activities might reflect more clearly the importance of a region which contained more than half the population of the world. Moreover, he believed that region was under-represented in the secretariat.

45. The situation with regard to recruitment of staff might be improved if the permanent representatives of Governments to UNIDO, as well as the permanent missions in New York, were informed of vacancies.

46. Mr. KOLO (Nigeria) joined in the congratulations to the Government of Austria on the twenty-fifth anniversary of the Republic.

47. He commended UNIDO's efforts towards decentralization and, in particular, the increase in the number of field advisers. In that connexion, he stressed the need for proper co-ordination to ensure that there was no conflict between activities at the national and at the regional level.

48. He believed that for such a young organization, UNIDO had achieved considerable success in administrative activities and organizational matters. Document ID/B/70 should, perhaps, be considered in conjunction with document A/7745 adopted by the United Nations General Assembly on 5 November 1969, which contained four recommendations by the Secretary-General for the improvement of staffing. After quoting those recommendations, he said that, provided a long-term plan of recruitment intended to accelerate the solution of the problem of geographical distribution was prepared and implemented as soon as possible, he could accept the diagnosis of the problem and present attempts to apply short-term palliatives.

49. His delegation agreed with others that the establishment of subsidiary organs of the Board was, at present, inadvisable, not only because of the danger of duplication with the work of the Working Group on Programme and Co-ordination, but also because it would hardly be appropriate to add to the workload of the secretariat at a time when the financial resources of the United Nations were lacking in buoyancy.

50. The PRESIDENT asked whether the Board approved the proposal of the representative of Brazil, supported by the representatives of the United Kingdom and the Philippines, that the question of the establishment of subsidiary organs of the Board should be referred for discussion to an appropriate future meeting of UNIDO.

51. The Brazilian proposal was adopted.

52. Mr. BIRCKHEAD (Director, Division of Administration, Conference and General Services), recalling that structurally and administratively the UNIDO secretariat formed part of the United Nations Secretariat, assured members of the Board that matters which they had raised and which were within the competence of UNIDO would be given the closest possible attention by its secretariat, while those which were not within UNIDO's competence would be referred to the appropriate authorities in New York.



53. Expressing his keen appreciation of the good relationship existing between UNIDO and the host country, he paid tribute to the Government of Austria and the City of Vienna for their efforts to provide UNIDO with temporary accommodation and to ensure that the Organization would occupy its permanent home on the banks of the Danube in late 1974 or early 1975.

54. Mr. HOLMES (Secretariat), replying to questions which had been raised, referred delegations to the Secretary-General's report on personnel questions (A/7745), which had been prepared in accordance with General Assembly resolution 2480 A (XXIII). The report described the measures taken in implementation of that resolution with a view to achieving more equitable distribution of staff, and the exceptional circumstances in which candidates from "over-represented" countries might be considered for appointment to the secretariat. The Personnel Services of UNIDO were doing their utmost to comply with the provisions of resolution 2480 A (XXIII).

55. The secretariat would be pleased to notify the permanent missions in Vienna of vacancies. With regard to short-term appointments, which were to enable the substantive divisions to meet requirements, there had been thirty-one such appointments in 1969 and only six in the first quarter of 1970. The secretariat was now concentrating increasingly on long-term appointments. In September 1970 there was to be a meeting in Vienna of national recruiting authorities. The meeting should prove useful for the substantive and administrative divisions of UNIDO, which would present analytical material on the recruitment of experts.

56. It was hoped that the roster of candidates for expert posts would lead to more effective utilization of experts, including those from socialist countries, and to greater diversification of nationalities in the technical co-operation programme.

57. Mr. KOLO (Nigeria) said that the permanent missions in Geneva of countries without permanent representation in Vienna should also be notified of vacancies.

58. Mr. MIRZA (Pakistan) suggested that, because experts in many countries were not aware of UNIDO's specific requirements, there should be a regular bulletin or circular giving details of vacant posts. Such a measure would enable much greater use to be made of experts from developing countries.

59. Mr. BARBOSA (Secretariat) explained, in reply to a point that had been raised, that the Federal Republic of Germany was assessed for a contribution in the same way as other countries that were members of UNIDO but not of the United Nations.

60. Mr. KAMATH (India) said that, while there should indeed be equitable geographical distribution of posts, consideration should be given to the thorough and regular screening of experts, since his country, for one, knew from experience that experts from developed and developing countries were not always fitted for their posts.

OTHER BUSINESS:

(a) REPORTS OF THE JOINT INSPECTION UNIT (ID/B/75 and Add.1)

61. The Board took note of the reports.

(b) CONSIDERATION OF GENERAL ASSEMBLY RESOLUTION 2577 (XXIV), INCLUDING THE PROVISIONS OF THAT RESOLUTION RELATING TO THE RECOMMENDATIONS AND RESOLUTIONS OF THE 1967 INTERNATIONAL SYMPOSIUM ON INDUSTRIAL DEVELOPMENT AND OF THE INDUSTRIAL DEVELOPMENT BOARD (ID/B.76)

Note of the Rapporteur on the report of the Board (ID/B/78)

62. Mr. ARCHIBALD (Trinidad and Tobago), Rapporteur, congratulated the Government and people of Austria on the twenty-fifth anniversary of the Second Republic. He briefly introduced his suggestions contained in the document.

63. Mr. BRILLANTES (Philippines) supported the suggestion for shortening the report contained in the first paragraph. With regard to the second paragraph, he proposed that the list of participants should be appended to the Board's report.

64. Mr. MIRZA (Pakistan) and Mr. RWAMAKUBA (Rwanda) supported the Philippine proposal.

65. Mr. EL ANPIA (Sudan) considered it unnecessary and rather wasteful to append the list of participants to the Board's report.

66. The PRESIDENT said that the general opinion appeared to favour inclusion of the list of participants in the Board's report.

67. The Philippine proposal was adopted.

Draft note by the Rapporteur to the Board on General Assembly resolution 2577 (XXIV) concerning the report of the Industrial Development Board to the General Assembly (ID/B/L.77)

68. Mr. ARCHIBALD (Trinidad and Tobago), Rapporteur, said that his draft note to the Board made various suggestions for complying with General Assembly resolution 2577 (XXIV).

69. Mr. BRILLANTES (Philippines) said that the International Symposium on Industrial Development had been conducted at a high level and was the culmination of a series of regional symposia. The Symposium had made very useful recommendations but the Board did not appear to have taken any action regarding them. He suggested that the Board should ask the secretariat to study the recommendations and inquire of the Governments of UNIDO member States what they had done by way of follow-up to the Symposium. He also suggested that the regional economic commissions and UNESOB should be asked to inform the secretariat of any action they had taken at the regional level, and that the Board should correlate activities arising out of the Symposium. All relevant material should therefore be incorporated in a document, which it would not be unreasonable to ask the secretariat to produce by the sixth session of the Board. The Group of Twenty-Five had just prepared a draft resolution concerning the Symposium and its follow-up.

70. Mr. ARCHIBALD (Trinidad and Tobago), Rapporteur, said that his suggestions contained in document ID/B/L.77 were not concerned with the important matter of implementation of the Athens Symposium's recommendations but with General Assembly resolutions 2577 (XXIV), which invited the Board to supply the General Assembly with the necessary information concerning its activities.

71. Mr. BRILLANTES (Philippines) said that he had no objection to the Rapporteur's suggestions contained in document ID/B/L.77.

72. Mr. MIRZA (Pakistan) said that it was certainly important that the Board's report should be concise and shorter. But clarity was equally important, and the delegations of developing countries had placed much emphasis in the Working Group and the Board on, for example, the need for an increase in the Special Fund and Technical Assistance components and in UNIDO's financial resources, on investment promotion activities and on greater flexibility in programming. Such important recommendations should in future be highlighted in the Board's reports, which should contain a section on special recommendations and conclusions.

73. Mr. RWAMAKUBA (Rwanda) supported the Philippine suggestion but considered that the secretariat should be asked to provide the necessary information concerning the follow-up to the Symposium by the fifth session of the Board, not the sixth.

74. Mr. ABDEL-RAHMAN (Executive Director) pointed out that document ID/B/L.77 did not relate to any particular year or subject but concerned the way in which the Board should report to the General Assembly. With regard to the follow-up to the Athens Symposium, if the secretariat was to be asked to present something by a certain date, it would like to have the opportunity to make its observations.

75. The PRESIDENT invited the Board to approve document ID/B/L.77.

76. Document ID/B/L.77 was approved.

The meeting rose at 6.45 p.m.





**28.3.74**