

## II. *Administrative and Financial Sub-Commission* (Chairman: C. E. Beeby (New Zealand) )

The main tasks of this Sub-Commission were to consider and report to the General Conference on staff regulations, financial regulations, the organization of the Secretariat, and such controversial matters as the scale of contributions of member States and currencies in which contributions should be calculated and collected. It also had to recommend the amount to be budgeted for 1947. As a basis for discussion it had before it draft recommendations prepared by the Secretariat on the instructions of the Preparatory Commission. The Sub-Commission sat for ten days, and its recommendations were finally accepted by the full Conference with only one or two alterations.

1. *Staff Regulations*.—An attempt was made to model these as closely as circumstances permitted on the staff regulations for the United Nations. The general aim of the regulations is to develop a civil service truly international in character and owing its first allegiance to the Organization rather than to the member States. In the recruitment of staff due attention is to be paid both to personal merit and to the wide geographical and national distribution of the Secretariat as a whole. A lengthy and heated discussion took place as to the part to be played by Governments and by national commissions in the selection of staff. A group of delegates wanted a regulation making it obligatory for the Director-General to secure a report on each applicant from the Government of his country. This was felt by other delegates, including those from New Zealand, to have dangerous implications as a mandatory principle, although they agreed that in most cases the Director-General would be wise to seek information about each applicant in his own country. The proposed regulation was finally deleted.

In the case of the Deputy Director-General, the Directors of Divisions, and the Heads of Services, the Director-General is required to consult with the Executive Board before making appointments: in all other cases he appoints entirely on his own authority. Another marked division occurred between those delegates who wished to curb the powers of the Director-General in his dealings with staff and those who thought he should be left as free as possible with proper safeguards in the way of rights of appeal. The New Zealand delegates were in the latter group, and considered that in an Organization so young and fluid it would be dangerous to restrict the executive officer very closely unless events proved it necessary.

Provision is made in the regulations for permanent appointments and for temporary appointments of twelve months' duration or less. It was recommended to the Director-General that for the first year or two the fullest possible use should be made of temporary appointments, partly because the final staff needs of UNESCO cannot be clearly foreseen, and partly because it might be possible in that way to attract men and women in responsible positions in their own countries who would not be available for permanent employment. Salary scales will, in general, be those