

Responses to Requests

of the Fifth Committee

7 November 2006

Supplement 2

Submitted by OHRM

1. Add overrepresented countries to the table 1 in your replies of 6 November. [USA]

Table 1 - Number of unrepresented, underrepresented and overrepresented Member States, 1994-2006 (as at 30 June¹)

Member States	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
Unrepresented	28	25	23	25	24	24	21	18	16	17	15	17	18
Underrepresented	25	25	22	20	9	13	8	10	11	10	10	9	11
Overrepresented	20	19	16	14	13	13	14	17	20	19	21	20	21
Number of MS	184	185	185	185	185	185	188	189	189	191	191	191	191

2. Which mandate was used as the basis for the HRAP target which refers to the reduction of the number of overrepresented countries? [Russia]

HRAPs have two targets under the heading "Geographic distribution". The first is to increase the number of recruitments of candidates from un- and underrepresented Member States in the Secretariat in posts subject to geographical distribution. The second is to reduce the number of overrepresented Member States in the Secretariat. Both targets are consistent with Article 101, paragraph 3, of the Charter under which the paramount consideration in the employment of the staff is the necessity of securing the highest standards of efficiency, competence and integrity while paying due regard to the importance of recruiting the staff on as wide a geographical basis as possible.

Action in respect of both un- and underrepresented countries, and overrepresented countries, is essential to achieve equitable geographical distribution, a goal that has been repeatedly expressed by the General Assembly, including in the last three resolutions on human resources management.

A/RES/55/258, Part IV, para. 8:

8. *Emphasizes* the need to increase the number of staff recruited from unrepresented and under-represented Member States, requests the Secretary-General to make further efforts to reduce the level of under-representation of Member States and the number of unrepresented Member States, and also requests the Secretary-General to develop a programme and set specific targets as soon as possible for achieving equitable geographical representation for all unrepresented and under-represented Member States, bearing in mind the need to increase the number of staff recruited from Member States below the mid-point of their desirable ranges and to report to the General Assembly thereon at its fifty-seventh session;

¹ The table reflects the representation of 191 Member States, although on 28 June 2006 the number of Member States increased to 192 with the admission of the Republic of Montenegro, for which specific data are not available yet.

A/RES/57/305, Part II, paras 27 and 28:

27. *Expresses concern*, however, at the number of Member States that continue to be unrepresented and underrepresented in the Secretariat and the increase in the number of overrepresented Member States;

28. *Reaffirms* section IV, paragraph 8, of resolution 55/258, including the requirement for indicative means to measure progress in improving equitable geographical representation;

A/RES/59/266, Part IV, paras 11 and 12:

11. *Reiterates its request* contained in section II, paragraph 29, of its resolution 57/305 that the Secretary-General set specific targets as well as develop a programme for achieving equitable geographical representation;

12. *Notes* the number of overrepresented countries under the system of desirable ranges, and requests the Secretary-General to provide the General Assembly with analytical information on this issue in the framework of his report on the composition of the Secretariat.

The wording of the target regarding overrepresented countries was revised when the new cycle was prepared in the last months of 2004, at the time of the discussions in the Fifth Committee preceding adoption of resolution 59/266. The prior wording was to "avoid recruitment from overrepresented Member States". The new wording is "to reduce, as much as possible, the number of overrepresented Member States in the Secretariat", which more closely reflect the Charter principles.