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SUBMITTED FOR THE DEGREE OF

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IN

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By

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Under the Supervision of

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**1993**






## CERTIFICATE

This is to certify that Mr. Md. Usman Ghani Ansari has worked under my supervision for his Ph.D. degree. His Ph.D. thesis entitled , "ADMINISTRATIVE PROBLEMS OF THE UNITED NATIONS SECRETARIAT : 1974-88", now being presented, represents Mr. Ansari's own research work based on primary and secondary sources. During his research he stayed at Aligarh as a regular research scholar of the department of Political Science, A.M.U., Aligarh.

This thesis is recommended for submission for examination for the award of the Ph.D. degree.

  
Prof. S. Hasan Ahmad  
(Supervisor) 10/12/93

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## PREFACE

This work has been done under the supervision of Prof. S. Hasan Ahmad. He introduced me to the topic. A careful survey of the existing literature in the field of the UN administration reveals certain important inadequacies in the study on the subject. And a systematic study of the administrative problems on the UN Secretariate is long over due. Very few comprehensive and upto date studies are available, and most of the works are by Western scholars and lack a non -Western perspective. I would like to review the subject from non - western perspective, but not exclusively so. A non - western view is particularly relevant not only of the present Asian - African majority in the UN General Assembly, but also because of the desired increasing participation and responsibility sharing by Asian - African and Latin American members in the UN system.

It is not claimed that all the problems have been overcome in this work, nevertheless an attempt has been made to prepare as comprehensive an account of the administrative problems of UN Secretariat as possible with the help of authentic records of assigned periods.

The study has been divided into **Nine Chapters**. The first and second chapters have been devoted to introduce basic facts concerning the origin, development and

characteristics of an international civil service; Genesis of the United Nations Administrative system and the Charter and the concept of an international Secretariat .

Administrative organization and composition, and functions of UN Secretariat are the subject matter of discussion in chapters III and IV respectively.

The Fifth chapter deals with the major problems of UN Secretariat such as recruitment and career development , career versus fixed term appointments, and merit versus equitable geographical distribution of staff.

In the Sixth chapter an attempt has been made to highlight the UN Financial Crisis and the report of the Group of Eighteen.

The Seventh and Eighth Chapters contain discussions on the problems of grading of posts and job - classification in the UN Secretariat.

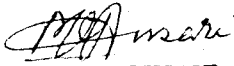
The Ninth, that is last chapter has been devoted to study the nature and role of UN Administrative Tribunal.

The content analysis of the published literature on the subject comprises, books, statutes, different UN Documents and the reports of the various Commission, Committees, Study Teams, delegations and other bodies related to the United Nations.

While I personally take full responsibility for the preparation of the work, for the views expressed, for the research and work done, and for the writing of this thesis, it is my profound duty to acknowledge my deep debt of gratitude to my revered supervisor Prof. S. Hasan Ahmad, Chairman, department of Political Science, A.M.U., Aligarh, whose invaluable guidance has been a constant source of inspiration to me.

The constant help and encouragement given by my respected parents and their sacrifice can not be expressed in words. The present work, which is the precious achievement of my academic life, is dedicated to them. A special word of gratitude must go to my wife, Azra Usmani, who has often foregone her right to my time during the preparation of this work.

I would like, without prejudice, to mention and thank Mrs. and Mr. Afsar Husain, and Mr. Zulfequar Ali for their hospitality during my stay in New Delhi for the present research work. I would also like to thank Dr. Quamrul Hoda Faridi (Department of Urdu) and Ahmad Hussain who helped in different ways in the production of the work. I am also grateful to the staff of Maulana Azad Library, A.M.U., Aligarh; Librarian of the UN Information Centre, New Delhi; J.N.U. Library New Delhi.

 - 10.12.1993  
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## ABBREVIATION

ACCIS	Advisory Committee for the Co-ordination of Information Systems
AM/IAS	Internal Audit Service
AM/MSD	Management Services Division
AM/OFS	Office of Financial Services
AM/OGS	Office of General Services
AM/OHRM	Office of Human Resources Management
AM/OPBME	Office for Programme Planning, Budgeting, Monitoring and Evaluation
AM/USG	Department of Administration and Management, Office of the Under-Secretary-General
CCAQ	Consultative Committee on Administrative Questions
CS	Department of Conference Services
CTC	United Nations Centre on Transnational Corporations
DDA	Department for Disarmament Affairs
DPI	Department of Public Information
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
FAO	Food and Agriculture Organization of the United Nations
FS	Field Service
GATT	General Agreement on Tariffs and Trade
HR	Centre for Human Rights
IAEA	International Atomic Energy Agency
IAPSU	Inter-Agency Procurement Services Unit
IBRD	International Bank for Reconstruction and Development
ICAO	International Civil Aviation Organization
ICC	International Computing Centre
ICDAIT	International Conference on Drug Abuse and Illicit Trafficking
ICITO/GATT	Interim Commission for the International Trade Organization (secretariat of the General Agreement on Tariffs and Trade)

	International Court of Justice
C	International Civil Service Commission
EA	Department of International Economic and Social Affairs
D	International Fund for Agricultural Development
	International Finance Corporation
	International Labour Organisation
	International Monetary Fund
	International Maritime Organization
ORG	Inter-organization bodies
	International Trade Centre
	International Telecommunication Union
	Joint Inspection Unit
	Junior Professional Officers Programme
SION	Special missions
OS	Office for Ocean Affairs and the Law of the Sea
DIC	Office of the Director-General for Development and International Economic Co-operation
	Office of Legal Affairs
	Office for Projects Execution
S	Office for Political and General Assembly Affairs and Secretariat Services
I	Office for Research and the Collection of Information
GSPA	Office of the Under-Secretaries-General for Special Political Affairs
O	Pan American Health Organization
A	Department of Political and Security Council Affairs
COM	Regional Commissions Liaison Office
RCDT	Department for Special Political Questions, Regional Co-operation, Decolonization and Trusteeship
ASN	Staff on special temporary assignment
	Department of Technical Co-operation for Development
DF	United Nations Capital Development Fund
HS	United Nations Centre for Human Settlements (Habitat)
S	United Nations Common Services (Nairobi)
STD	Centre for Science and Technology for Development
CTAD	United Nations Conference on Trade and Development

UNCUNE	United Nations Conference for the Promotion of International Co-operation in the Peaceful Uses of Nuclear Energy
UNDP	United Nations Development Programme
UNDRO	Office of the United Nations Disaster Relief Coordinator
UNEP	United Nations Environment Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Fund for Population Activities
UNFSSTD	United Nations Fund for Science and Technology for Development
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNITAR	United Nations Institute for Training and Research
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOV	United Nations Office at Vienna
UNRFNRE	United Nations Revolving Fund for Natural Resources Exploration
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UNSO	United Nations Sudano-Sahelian Office
UNU	United Nations University
UNV	United Nations Volunteers
UPU	Universal Postal Union
WFC	Secretariat of the World Food Council
WHO	World Health Organization
WIPO	World Intellectual Property Organization
WMO	World Meteorological Organization