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CURRENT INTELLIGENCE WEEKLY SUMMARY



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SPECIAL ARTICLES

PROPOSALS FOR REORGANIZATION OF THE UNITED NATIONS SECRETARIAT

UN Secretary General Hammaraskjold is proceeding with his plans to reorganize the UN Secretariat to accommodate some of the demands of Afro-Asian, particularly African, members for a larger share of policy-making positions. On 8 August he told US officials that his proposed reorganization has been well received by the Afro-Asians. He believes that this factor, together with the success of the UN Congo operation and his known sympathy for the Tunisians in the Bizerte dispute, will counter Soviet charges that he is an "imperialist stooge," and make it difficult for the USSR to muster support in its opposition to the Secretariat.

The question of the secretary general's authority and of the personnel and functions of the UN Secretariat was brought into the foreground in the fall of 1960 by Khrushchev's bitter attacks on Hammaraskjold. The Soviet premier demanded that the secretary general's office be replaced by a three-man "collective executive body" composed of representatives of the West, the Communist bloc, and the neutral nations. Although the "troika" proposal failed to get much support, many UN members, particularly the Afro-Asians, were in sympathy with Moscow's campaign to get bloc nationals into key policy-making positions in the Secretariat on the premise that equitable geographic distribution should be the paramount consideration in the hiring of UN civil servants. The Afro-Asian nations also have long complained that they were

inadequately represented in the Secretariat.

Hammaraskjold, even before Khrushchev's attack, had established two committees to help him in studying these demands. Their findings, along with Hammaraskjold's own proposals, will probably become the focus of hot debate at the 16th General Assembly, which opens 19 September.

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Committee Report

The eight-member Committee of Experts on the Activities and Organization of the Secretariat--appointed by Hammaraskjold in the summer of 1960 on the recommendation of the 14th General Assembly session--issued its report on 14 June 1961. The report is perhaps more notable for the number of dissents it contains than for its recommendations.

A majority of the committee recommended that a country's population as well as its financial contributions to the UN be considered in distributing the bulk of the professional posts in the Secretariat. Each member state would be assigned a minimum of two staff positions in order to reflect within the Secretariat the membership of the UN as a whole. In addition, one staff member would be

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recruited from every member state for each 10,000,000 of its population up to 150,000,000, and one further staff position would be allotted for each 30,000,000 above 150,000,000. The remaining posts subject to geographic distribution would then be allotted according to the members' percentage share of the UN budget--the formula now in use.

The majority of the committee recognized that the policy-making responsibilities required a more flexible ratio for the higher professional posts, such as under secretaries and heads of political departments. They proposed a similarly constructed formula on a basis of regions rather than of individual member states. Seven geographical regions were devised: Africa, Asia and the Far East, Eastern Europe, Western Europe, Latin America, the Middle East, and North America.

The committee members split on the more fundamental issues involving the role of the secretary general and his top

officials. The majority gave no support to the Soviet member's insistence on a three-man executive. However, three members--India, Ghana, and the UAR--proposed that three deputy secretaries general be appointed to share policy-making responsibilities, a suggestion previously rejected by Hammarskjold. Western officials believe the three deputies--representing the three power blocs defined by Khrushchev as East, West, and neutral--would slow down and even paralyze the Secretariat's ability to act quickly in times of crisis.

Review Panel's Study

An advisory panel consisting of three former presidents of the General Assembly--Pearson of Canada, Prince Wan of Thailand, and Belaunde of Peru--was asked by Hammarskjold in November 1959 to advise him on correcting certain "weaknesses" in the organization. The panel's main recommendation called for establishing from three to five under secretaries general to deal with special political affairs. They would assist the secretary

REGIONAL DISTRIBUTION OF SECRETARIAT OFFICIALS AT UNITED NATIONS HEADQUARTERS

1 April 1961

	UNDER SECRETARIES AND EQUIVALENT RANK			LOWER PROFESSIONAL LEVELS		
	Existing Staff	Desired Distribution		Existing Staff	Desired Distribution	
		Present Formula	New Formula*		Present Formula	New Formula*
Africa	2	2	3	49	56	89
Asia and Far East	8	6	8	204	178	225
Eastern Europe	4	8	8	84	219	207
Western Europe	13	11	10	379	299	267
Latin America	4	3	3	167	76	94
Middle East	-	1	1	41	25	36
North America	14	14	12	381	382	329
Total	45	45	49	1,245**	1,245	1,245

*As recommended by eight-member Committee of Experts.
**There are, in addition, 23 officials from nonmember states.

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general on political missions, such as those Hammar-skjold has undertaken to South Africa in 1960, Laos in 1959, and Peiping in 1955. Each of the five would also have responsibility for a geographic region.

Hammar-skjold's Plans

The secretary general has developed some plans of his own for reorganizing the upper echelons of the Secretariat. He rejected the committee's recommendations concerning geographic distribution as being too inflexible and not allowing sufficient latitude for a secretary general to hire the most competent personnel regardless of origin.

He agreed that more posts must be found for African and Soviet bloc personnel, but again noted that it was difficult to get experienced people from new member-states where such persons are needed to help govern their own countries. The secretary general's difficulties in filling the East European quota stem to some degree from the conduct of bloc personnel.

Soviet nationals hired by the UN often delay their arrival at headquarters for more than two weeks after reaching New York by reporting first to the Soviet UN mission. Employees from the Soviet bloc do not stay in their jobs for more than three years, and they often resign without notice while on home leave. There have also been cases in which Soviet nationals have used UN assignments as cover for espionage. Many Soviet bloc applicants cannot meet minimum language or education requirements for higher UN jobs, but they refuse to accept positions at the lower professional levels.

Hammar-skjold proposes that two categories of equal rank be established for senior UN officials: five assistant secretaries general with "political" responsibilities, and nine under secretaries with primarily

"administrative" functions. Assistant secretaries would serve only one term of three to five years, while under secretaries would serve up to two terms. Assistant secretaries would be selected on a broad regional basis.

Hammar-skjold recommends four under secretaries in the Office of the Secretary General -- a chef de cabinet, one for administrative affairs, a legal counselor, and a director of personnel. The remaining five would be in charge of trusteeship affairs, economic and social affairs, technical assistance, conference and general services, and public information.

Although Hammar-skjold probably will not make many changes until after the General Assembly discusses his and the committee's proposals, he has recently transferred Andrew Cordier of the United States, who was his executive assistant, to the post of under secretary for General Assembly affairs. Cordier's other duties have been taken over by C. V. Narasimhan of India as chef de cabinet.

Another recent appointment is that of Robert K. Gardiner of Ghana as director of the Division of Public Administration. He will be the highest ranking African at UN headquarters. Gardiner is currently serving in the Congo as one of Hammar-skjold's political aides.

In his efforts to find more high positions for Afro-Asians, however, Hammar-skjold must take into account the morale of his present staff. Western European and US officials of the Secretariat--who provide its backbone--are [redacted] dissatisfied and fear precipitate action to reduce their number regardless of their length of service and contribution to the organization. Lowered morale in the Secretariat at a time when it faces further attacks could affect general UN operations at the 16th General Assembly. [redacted]

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