CONCLUSION

As a result of historical experiences right from 1804, when an official was appointed as an international civil servant to control the navigation of the Rhine, officials of the League of Nations, and staff of the United Nations and its specialized agencies and other allied international organization, came to be know as international civil servants, which is an integrated body of international officials, loyal to the international agency and ready to discharge faithfully the international obligations incumbent upon them.

The United Nations Charter, signed on June 26, and enforced on October 24, 1945 was not quite a new and sudden development, it was rather the actualization of the ideas of an international unity that had been germinating during the past several years. It was in Greece that the idea of making an organization of states was felt as back as 1400 ago. However, the actual concept came into being in 1306, when Pierse Dubois, a political philosopher articulated the need for a confederation of the Princes of Europe with a Council and a court under the rule of the Holy Roman Empire. After the creation of international organizations, the need for an international Secretariat was felt to perform some essential duties like, making physical arrangements for
meetings, preparing conference documents, and keeping records. For this reason an international secretariat has its history since the international conferences were held.

One of the first questions that the Preparatory Commission had to consider was whether the Secretariat should be organized on the functional basis or in relation to the organs, which it had to serve. In spite of the Charter's support for the organization of Secretariat in relation to the organs, functional basis was appreciated. For the reason that there were some of the work of the Secretariat, like the registration of treaties, which did not relate to the work of any particular organ and many of the services to be provided were by their nature common to all organs.

The UN Secretariat is a functional wheel, which makes available all kinds of assistance required by different organs and agencies of the United Nations in performing their functions.

In the context of recruitment the concept of occupations and occupational groups is used to identify and establish pools of candidates with comparable qualifications, experience and skills, suitable for posts within a given occupational group. The key to successful recruitment is career development. In UN Secretariat, the officials appointed on permanent basis to make their career stable
are termed as career based staff, whereas the officials appointed for periods less than five years are referred to as fixed term staff. The merit is the priority of the Charter in the employment of the staff. Which has been reversed to the point that the paramount consideration in recruitment has become geographical distribution. While the highest standards of efficiency, competence and integrity have become secondary in significance.

The 1986 was the year when the financial emergency of the UN had threatened to bankrupt and enfeeble the United Nations. It was perhaps the worst, the UN has ever faced in its forty years old history. This crisis forced that Secretary General to announce a series of economic measures in capital expenditures, programmes activities and personnel matters like freeze in recruitment and suspension of all promotions for six months. In addition, on 19 December 1986, members acting by consensus in the General Assembly, approved 71 recommendations contained in the report of the Group of Eighteen.

The International Civil Service Commission was requested by ACC and FICSA in 1975 to consider a number of urgent problems, like grading of posts and job classification in the UN Secretariat. Which the staff of the UN Common System
were facing for a long time. The Commission holding 24 sessions from 1976 to 1987 had studied the grading of posts to protect the remuneration of the staff in the professional and higher categories. The commission took the decision in 1987 to lower down the margin between the salary levels of the two services i.e. United Nations and comparators federal civil services, below 115 in fiscal year 1988. The other area covered in this study is the job-classification. The Commission had taken up examination of this system for solving the problems relating to classification of occupation groups, all professional category posts in the Secretariat, relationship between the duties of post and the grade.

The United Nations Administrative Tribunal was established on 24th November 1949 by the General Assembly. The judgments of UN Administrative Tribunal are final, binding and judicial in nature. There is no other forum to which an appeal can be made. The Tribunal has performed an important task in introducing concepts of fair procedures, of equal rights to protection, proper defence, and of the right to be heard.

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 the Secretariat as possible with the help of authentic records of assigned period.