A B S T R A C T

A careful survey of the existing literature in the field of UN administration reveals certain important inadequacies in the study on the subject. Very few comprehensive and up-to-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 a non-Western perspective, but not exclusively so.

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

The study has been divided into nine chapters. The first chapter deals with the concept of an international civil service. The term "International Civil Service" is generally considered to mean the civil service of the UN, the Specialized Agencies and other allied international organizations. However, the concept came to notice in the 19th century with the administration of international civil affairs through inter-state treaties. The international civil servants are persons who, on the basis of an international treaty constituting a particular international community, or by an organ of it, and are under its control.
to exercise, in a continuous way, functions in the interest of this particular international community, and who are subject to a particular personal status.

The second chapter has been devoted for the study of the Genesis of the UN Administrative System and the concept of an international secretariat. 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 years ago. After the establishment 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.

Administrative organization and composition of the UN secretariat are the subject matter of discussion in chapter III. The UN charter does not have any provision in itself, which might give specific guide lines for the organization of the Secretariat. For this purpose, 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. Later on functional basis was appreciated. The reason was 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 fourth chapter deals with the functions of UN Secretariat. The General Assembly at the time of adoption of the regulations for the Secretariat declared that, "the degree in which the objects of the Charter can be realised will be largely determined by the manner in which the Secretariat performs its task". To make it realized, the UN Secretariat seems to be a functional wheel, which makes available all kinds of assistance required by different organs and agencies of UN in performing their functions.

In the fifth chapter an attempt has been made to highlight the major problems of the UN Secretariat, such as recruitment and career development, career versus fixed term appointments, and merit versus equitable geographical distribution of staff. 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 the 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 seventh chapter contains discussions on UN Financial crisis and the report of the Group of Eighteen. The 1986 was the year when the financial emergency of 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 the Secretary General to announce a series of economic measures in capital expenditures, programme 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 VIIth Chapter deals with the problem of grading of posts in the UN Secretariat. For this, the International Civil Service Commission was requested by ACC and FICSA in 1975 to consider a number of urgent problems, 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 the Comparators federal (USA) Civil Services, below 115 in fiscal years 1988.

In the VIIIth Chapter, an attempt has been made to study the problem of Job-classification in the UN Secretariat. This was the second issue, which the ICSC had taken up for examination 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 ninth, that is the last chapter has been devoted to study the nature and role of UN Administrative
Tribunal. The 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.

I hope my study will make a small contribution towards this effort.