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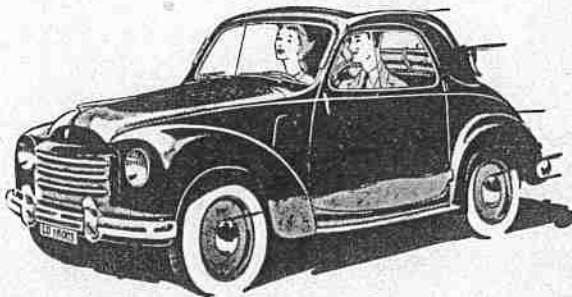
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Editorial

"Parritch an' auld claes"*! The brief holiday season is over and here we are again in chafing harness. Men (and, in these days of so-called emancipation, women) must work — to get the money to get the food to get the strength to work to get the money to get... etc.

Some of you have experienced the short-lived joys of Christmas *en famille*, a surfeit of carols, turkey, plum pudding and the petulant demands of sons and daughters (or worse still—or better, according to taste—of nieces and nephews), and are secretly delighted to be once more snug in the gentle backwaters of the Palais. Others of you, after cursing the Weather Clerk for his potential failure to produce a "White Christmas", have at the eleventh hour wallowed in unexpected snow at various mountain resorts, and are equally, however secretly, delighted to be back easing your aching muscles in the convalescent atmosphere of our good old home-from-home.

To one and all we repeat our sincere good wishes for a Happy and Prosperous New Year — though we are still inclined, with Fontenelle, to regard happiness as a purely negative condition and, with all of you, to feel that the international official's prosperity is a somewhat more tenuous concept than our Swiss hosts imagine.

We nevertheless hope that you have got off to a flying start and that you will realize your wildest private dreams and your most improbable professional ambitions in 1954.

As to "UN Special", we hope to be with you for another full year, despite practical difficulties, partly inherent (and epitomized) in our morganatic relationship with our publisher, and partly due to our lack of time and what we would venture to term your apparent near-apathy to your professional organ.

This is as good an occasion as any to remind you that "UN Special" is a free hand-out, that the entire printing and publishing costs are met out of revenue from advertisements (now you know why they take up some 45% of our space), and that all work done on the editorial side is spare-time and voluntary. Please do not ask us why we do it. The answer may be: idealism or

*"Porridge and old clothes" — a Scots saying signifying the end of a holiday, good-bye to the flesh-pots of Egypt, and back to work.

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**The International Official's
Monthly Review**

Rédaction

Toute communication doit être adressée, avant le 10 de chaque mois, à M. G. Boshell (OMS); à M. P. Lawton (ONU); à M. R. Nivelles (ONU); à M. R. Roome (BIT); à M. J. H. Saunders (ONU), rédacteur en chef, ou à M. R. J. Spector (ONU).

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Revue mensuelle

des Fonctionnaires Internationaux

masochism — or, more probably, a mixture of both. But please help us all you can with your constructive criticism and contributions, though here we must sound a note of warning...

In view of the very limited space we have in which to attempt to cultivate the varied professional interests and assuage the variegated cultural appetites of all the officials of three major international organizations, we request potential contributors to remember that brevity is the soul of wit. We want to publish your article on the "Private Life of the Coral Polyp"; but if it runs to more than two pages of print, at the outside, we may have to cut it severely or reject it.

Right now we need articles of 600-1,000 words on not-too-topical subjects (so that they can be held over for a month, if necessary) and, above all, cartoons and caricatures. Letters to the Editor, on non-administrative subjects of general interest, are always welcome. And... don't forget some "pearls" for the *Parc aux huîtres*. Thank you!

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Amended UN Staff Regulations

Staff members of the UN and the Specialized Agencies will have seen in European Office Information Circular No. 433 or elsewhere the results of the General Assembly debate on personnel policy in the United Nations. Several meetings of the Fifth Committee were devoted to this item of the Agenda, and a large number of delegations spoke. At the opening of the debate delegates were already in possession of observations made by Headquarters Staff Committee on the proposals of the Secretary-General, as well as of the joint resolution of the Geneva Staff Committees asking for postponement of decisions (though not of the debate). The Secretary-General advised against postponement in the interests of all concerned, and in this he was supported by the majority of Member-States. Nevertheless, a few delegations, encouraged by the support for the idea given by some other countries in the course of the general debate, announced that they would submit a resolution urging postponement of a decision until the 1954 session, and the Brazilian delegate went so far as to cite as reasons for such a course of action some of those put forward in the Geneva joint resolution. In the final analysis, however, these countries decided to defer to the majority view and so did not pursue their decision to submit a motion for postponement.

After a good deal of discussion the amendments to the Staff Regulations were adopted

more or less as originally proposed by the Secretary-General, the main exception being 9.1a (iii), where an additional phrase was added providing that termination in the interests of "good administration" could not be effected if the staff member concerned contested the decision. (It is interesting to note in passing that this additional provision was proposed by the Secretary-General in the course of the debate in order to clarify his intentions, and it was finally adopted in spite of adverse comment from the Advisory Committee, which preferred the entire elimination of this clause rather than its adoption as amended).

Some delegations thought that the existing regulations were sufficient to enable the Secretary-General to terminate for unsatisfactory service rather than employ the new formula of "good administration", and it was only after receiving assurances that he considered these new powers essential and that he would use them sparingly that they agreed to them. In practice, the following new courses will be open to the Secretary-General for the termination of permanent staff members:

(1) He can terminate in the interests of good administration, with the consent of the staff member — a course tantamount to forced resignation, with preservation of termination indemnities, and without the "integrity" stigma, where that was the real motive of termination.

There are in fact two uses possible for this new clause. There is first the genuine case of dismissal in the interests of good administration, where it is felt that a staff member's performance is not so bad as to warrant termination for unsatisfactory service but is nevertheless not up to the high standards required by the Charter. It is difficult to see, in fact, how genuine cases of termination in the interests of good administration can be applied under this clause. If a staff member withholds his consent on the grounds that he thinks the decision unfounded, recourse must be had to dismissal for unsatisfactory service, with the risk for the Administration that the Administrative Tribunal finds that the grounds are not strong enough. There may, nevertheless, be some cases of real inefficiency where the staff member prefers termination under the more general formula of good administration than specifically for unsatisfactory service. The second use covers the case already mentioned — where there are other specific reasons, which the staff member either accepts, but does not want made public or otherwise accessible in the records, or else rejects, but prefers termination under this clause to a long and public appeals process, which most probably can at best only obtain for him a somewhat higher compensation.¹

(2) If the staff member objects, the Secretary-General can terminate under some other clause of Staff Regulations, which means in effect either the first part of 9.1a (unsatisfactory service, abolition of post, etc.) or else new clauses 9.1a (i) and (ii) (relating to the standards of integrity required by the Charter) — unless summary dismissal for serious misconduct is invoked.

If, as would normally be the case, 9.1a (i) or (ii) was invoked, the staff member would have the additional protection afforded by the Secretary-General's Advisory Board. Although this is an advisory body, and explicitly not a judicial one, there is every reason to hope that the cases with which it deals will lead to a body, if not of jurisprudence, at least of precedents and established rules, which will enable fair and

impartial "judgments" to be arrived at on the delicate question of an individual's alleged lack of integrity. Indeed, if the Board functions effectively, it ought to be difficult for the Secretary-General, save in exceptional circumstances, to reject its advice, whether favourable or unfavourable to the staff member. Further, the Secretary-General indicated to the Assembly that he would promulgate a staff rule providing that the Chairman of the Board be appointed by him upon nomination by the President of the International Court of Justice and that four other members be appointed by him in agreement with the Staff Council. There is thus every assurance that the members of the board have the confidence of the staff. It is not precluded that some or all of the board's members be appointed from outside the Secretariat.

If the Advisory Board recommends, and the Secretary-General accepts, termination, the question then arises whether the competence of the Administrative Tribunal to review the decision is in any way restricted. The Secretary-General took pains to point out that he saw no such limitation; the Tribunal would be given the specific grounds for ter-

¹The changes to the Tribunal's Statute underline that as a general rule re-instatement will continue to be the exception, and compensation granted instead, even if the termination is found to be improperly motivated. Such compensation is henceforth normally limited to a maximum of two years' net base salary. Under new regulation 9.1a (iii) a staff member may be awarded a termination indemnity 50 per cent higher than that normally applicable, if he is terminated in the interest of good administration. Thus, someone who had been a staff member for six years could receive immediately nine months' salary, compared with the maximum of two years the Tribunal could normally give him (and which would not be in addition to the nine months). Under the Secretary-General's proposal, which was rejected, he could have obtained an immediate indemnity of one year's salary.



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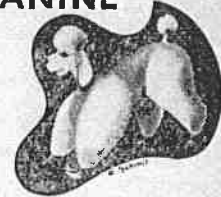
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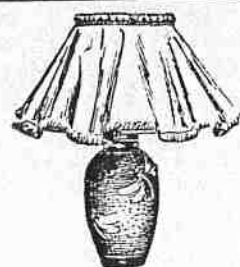
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mination, would know the conclusions of the Advisory Board, and so would be in a position to ascertain whether the decision had been improperly motivated.¹ Further, the Fifth Committee seemed to concur in the Secretary-General's view when it stated in its report that "it was recognized by the Committee that the competence of the Administrative Tribunal is defined by its Statute and that the Fifth Committee cannot change this competence short of modifying the Tribunal's Statute by recommending a legal text for adoption by the General Assembly."

This statement however, does not seem to carry the argument very much further. It was in fact a compromise text, reached after much discussion and attempting to reconcile different points of view. The Statute of the Tribunal was indeed amended with respect to indemnity payments on the recommendation of the Fifth Committee, which could equally have decided to amend it with respect to its competence to review decisions made under the new clauses in the regulations. That it did not do so is explained on the one hand by the reluctance of most delegations to diminish the competence conferred on the Tribunal by its Statute and, on the other hand, by the fact that the Secretary-

¹ "His decisions would be subject to review by the Administrative Tribunal, which also in these new cases would act with all the competence vested in it under the Statute. It thus would have authority to assess certain facts, to interpret the legal provisions applying and to determine whether a decision of the Secretary-General rests upon required procedures and whether it reflects bias, discrimination or arbitrariness. The Tribunal may, on the other hand, be expected to accept his interpretations and evaluations as to what constitutes 'lack of integrity' or 'political activity', to the extent that they obviously involve considerations of administrative policy which are not open to a review of a strictly legal nature." — *Report of the Secretary-General on Personnel Policy* — (A/2533), p. 14.

General did not consider such a diminution of the Tribunal's authority necessary to the performance of his Charter obligations and in administrative matters and so did not ask for it. Thus, it cannot be maintained that the new regulations completely reduce the limited number of staff members likely to be affected by them to the status of temporary staff, who can be terminated "in the interest of the United Nations"—for two reasons. In the first place, the Secretary-General is not bound to give specific reasons to the Tribunal in the case of terminated temporary staff members; it must accept his reasons as valid, unless it can find arbitrary use of discretionary power or other improper motivation. For permanent staff members the Tribunal will have access to the facts and circumstances leading up to the decision to terminate, and the Regulation specifically states that the staff member shall be given the reasons for such termination. In the second place, the new regulation does not specify that termination takes place because *in the opinion of the Secretary-General* the standards of conduct fall short of Charter requirements, whereas for temporary appointments the words "if, in his opinion" specifically make him sole judge of the issue.

We thus come to the critical point. Must one nevertheless understand that the criteria of conduct and integrity are established by the Secretary-General alone and are not in substance reviewable by the Tribunal or are there objective United Nations criteria? The view of the Secretary-General is given above — "the Tribunal may, on the other hand, be expected to accept his interpretations and evaluations as to what constitutes 'lack of integrity' or 'political activity', to the extent that they obviously involve considerations of administrative policy which are not open to a review of a strictly legal nature". But if the considerations involved are not so obviously administrative in their nature and if the Tribunal does not agree with the subjective assessment of facts in relation to objective criteria, what happens then? Here we enter the delicate and difficult field of the respective competence of the Secretary-

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La cambo mi fai maù,
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La cambo mi fai maù,
Bouto sello, à mon civaù!

(La jambe me fait mal, vite selle mon cheval, pour que je puisse adorer l'Enfant.)

L'un de ceux que l'on chante encore très souvent, s'adresse à l'hirondelle :

Dindouletto, ma mio,
Vene, vene, fai lèu,
Vai parla dou Messie
Vai conta coume ei bèu!

(Hirondelle, ma mie, viens vite, hâte-toi, va parler du Messie... Parles-en aux montagnes, parles-en aux vallons, que la fleur et la rosée sachent vite son nom.)



C'est encore un Noël de Saboly que l'on chante en certains endroits devant la porte de l'église, un peu avant minuit. Saint Joseph chante :

O de l'oustai, Meste, Mestresse!
(Ohé, la maison, maître, maîtresse!)

L'hôte répond :

Mi sieù déjà leva tres co, qu'au sias?

(Je me suis déjà levé trois fois, qui êtes-vous?)

Alors, dans un quatrain d'une rare perfection, saint Joseph dit son pays, le nom de sa femme et qu'il n'est pas un malfaiteur...

D'autres fois, un dialogue s'établit entre les anges et les bergers, ces derniers s'expriment en provençal, alors que les premiers emploient le français :

Les anges :

C'est le bon lever, doux pastoureaux,
Sortez de ces lieux champêtres...

Et ils invitent les bergers à venir adorer l'Enfant-Dieu. Mais les « doux pastoureaux » de répondre :

Bessai me prenes per un manant
De me teni taù langage
Sias ti Hebreu ou Allemand
Que voste jargon fai rire!

(Me prenez-vous pour un manant, de me tenir ce langage? Etes-vous Hébreu ou Allemand, que votre jargon fait rire.)

Ce sont les thèmes ci-dessus, à peine plus développés, qui forment la très simple trame de la Pastorale. Durant trois actes, on voit les péripéties des personnages traditionnels (le garde-champêtre, le rémouleur, l'innocent qui tombe dans un puits ou est aux prises avec les voleurs) se dirigeant vers Bethléem. Ils arrivent finalement à la Crèche et adorent le Créateur dans un tableau vivant qui est une sorte d'apothéose.

☆

Mais, en Provence, chaque maison a sa crèche, avec des santons en miniature appelés santons-cigales et santons-puces. C'est devant elle qu'a lieu le « gros souper », le 24 dé-

cembre, composé de plats maigres et des treize desserts traditionnels. Ensuite, vient la bénédiction du feu, représentée dans la gravure ci-contre. L'aïeul verse sur « lou cacho fio », grosse bûche coupée le jour de la Sainte-Barbe, quelques gouttes de vin en prononçant la formule suivante :

Alégré! Diou nous alégré: Cachio fio ven!
Diou nous fasse la grace de veire l'an que ven
Se sian pas mai, fuguen pas men.

(Que Dieu nous fasse la grâce de voir l'an prochain, et, si nous ne sommes pas plus nombreux, que nous ne soyons pas moins.)

Cette scène est représentée au Musée d'Arles, créé par le poète Mistral, qui, dans Mireille, montre l'aïeul élevant son gobelet de verre :

O feu, dit-il, feu sacré,
Fais que nous ayons du beau temps —
Et que ma brebis mette bas heureusement —
Que ma truie soit féconde —
Que ma vache vèle bien —
Que mes filles et mes brus —
Enfantent toutes bien!

La famille, alors, se rend à la messe de minuit, grave et solennelle, à l'issue de laquelle tous se recueillent devant la crèche. Et c'est alors, sans doute, que les petits santons adressent leur prière au petit Enfant déposé sur la paille :

PRIERE DES SANTONS¹

Petit Jésus de la Crèche,
Faites-nous philosophes comme le pêcheur,
insoucians comme le tambourineur,
joyeux de découvrir le monde comme le ravi,
vifs au travail comme la bugadière (lavandière)
patients comme la fileuse,
braves comme l'âne et forts comme le bœuf
qui vous réchauffent,
Donnez-nous les saints loisirs du chasseur,
Donnez-nous aussi le goût des choses de
la terre du berger,
l'orgueil du métier du rémouleur et de
l'estama (l'étameur)

la chanson du meunier,
Baillez-nous la science des mages,
Donnez-nous la gaité du pigeon,
la pétulance du coq,
la prudence de l'escargot,
la douceur de l'agneau,
Donnez-nous la bonté du pain,
la tendreté de la fougasse
le sel de la merlusse,
la bonne humeur du vin cuit,
la flamme de la fascine,
la saveur de l'ail,
la pureté de l'huile.

Préservez la Provence et gardez-la comme
votre terroir d'affection. Ensin siegue et vivo
Nouvè! Ainsi soit-il et vive Noël!

F. M. Mencarelli

¹ Marcel Provence: Nouvelle Histoire du Santon.

MUSIC AND DRAMA NOTES

On Tuesday, 2 February, a recital of vocal duets will be given at the Conservatoire by Gisèle Bobillier (soprano) and Frederick Fuller (baritone). The programme will include duets by Bach, Josquin des Prés, Purcell, Dvorák, Benjamin Britten, and folksong dialogues. In addition, each of the singers will sing a group of solos (Schubert and Jean Binet).

In the near future Arthur Luce Klein, known to Geneva audiences for his excellent productions of "Our Town" and "The Glass Menagerie" returns to the Théâtre de la Cour Saint-Pierre with an unusual drama recital made up of original monologues, some of which have already been presented with great success over the BBC Television Service and in America. His "Skits and Sketches" include "Abraham Lincoln and the Gettysburg Address"; "An American

Looks at London"; "Directors at Work" — an amusing study of the way in which three producers attack a play; as well as dramatic readings from the works of Edgar Allan Poe and Anton Chekhov.

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Women's Section

We hope that the Women's Section of "U.N. Special" is proving of interest to our readers, but we are still eagerly awaiting some comments and suggestions! Please do write and let us know what you would like to read in your own particular page in the paper when the present series of articles on women's organizations in Geneva is finished. And, of course, if you can contribute an article telling us of some activity of particular interest to women it would be most welcome.

This month we are publishing an account of the International Club of the Y.W.C.A. This seems to be of special interest to those of our readers who have jobs and who are looking for something to do on spare evenings. The Club has supplied us with a copy of its programme for the next few weeks. This includes an evening of Scottish dances given by members of the Caledonian Club, a Carnival Evening, an informal discussion on Swiss institutions and a Dutch evening. The article below tells you to whom you should apply for further details.

A. D. Brant

Connaissez-vous le Club international des Unions chrétiennes féminines? De création récente, puisqu'il ne compte que 5 ans d'existence, ce club est ouvert tous les jeudis soir au local de la rue Général-Dufour 3, au deuxième étage. Il est spécialement destiné à mettre en contact des jeunes gens et des jeunes filles de toutes nationalités avec des familles genevoises.

Dans ce but, il organise, chaque jeudi, une soirée intéressante et variée permettant de faire connaître de près les

différents aspects de la vie en Suisse. C'est ainsi que nous notons, au hasard, dans le programme de cet hiver, des causeries sur des sujets variés avec films ou projections, des soirées de jeux (ping-pong, ou autres) des repas permettant de goûter nos spécialités, des soirées musicales, la célébration de notre Fête de l'Escalade, de Noël, etc. La seconde partie de la soirée réunit tous les participants autour d'une tasse de thé donnant ainsi à chacun l'occasion d'exposer ses opinions, soit sur la causerie entendue, soit sur tout autre sujet qui lui tient à cœur. Comme nous avons le plaisir d'accueillir des membres venant de différents pays (Angleterre, Hollande, Allemagne, Suède, etc.), ces discussions ont parfois lieu en français, anglais ou allemand permettant ainsi d'utiles échanges.

Pendant la belle saison, délaissant un local fermé, le club a organisé des excursions dans les environs de Genève, des « soirées perchettes » au bord du lac, une visite du château de Coppet, etc. Il y a deux ans, nous sommes même allés jusqu'à Trogen visiter le village Pestalozzi.

Si nos activités vous intéressent, n'hésitez pas à nous rendre visite un jeudi soir, nous serons ravis de vous accueillir et de vous faire connaître nos amis. Si vous désirez obtenir encore d'autres renseignements avant de vous hasarder jusqu'à notre local, le secrétariat se fera un plaisir de vous répondre de 10 à 12 h. ou de 17 h. à 19 h. (téléphone 4 65 25).

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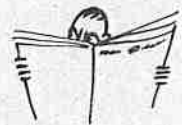
When you get your next copy of UNS, don't throw it immediately in the wastepaper basket: there may be something of interest even for you this time.



Put it in your pocket (or vanity case) next to your cigarette-packet, so as to be sure not to forget it, and wait until you get home.



Then, after a cold supper (cold, because you were late), and after looking through the bills and accounts, which have to be paid some day, and after hearing about the disgraceful behaviour of Junior at school, and after reading all the bad news in your paper, and —



After getting thoroughly wild about the world (your world), the family, the job and yourself: sit down in a comfortable chair, help yourself to a generous drink and a cigarette — and ...

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Extract from your pocket (next to the cigarette-packet) the latest copy of UNS.. Then, and only then, start reading it from cover to cover (even the ads) and — well, if then you can't find a single interesting item in it — write an angry letter to the Editor about it. We are looking out for funny stuff like that to publish. So in the next issue you'll be sure to find something of interest to you — your own contribution! So don't throw the new copy immediately into the wastepaper basket!



W. B.

ŒUVRE S. CHAZALON

Chargé depuis plusieurs années de centraliser les dons destinés à l'Arbre de Noël des petits malades nécessiteux, j'ai, une fois encore, la joie de transmettre à tous ceux qui soutiennent l'œuvre avec tant de générosité, les remerciements les plus sincères de Mlle Chazalon et de ses protégés. L'appel de décembre a été entendu au B.I.T. comme au Palais des Nations: la collecte a produit la somme impressionnante de 1839 fr. 55! On m'a également remis beaucoup de vêtements, livres, souliers, presque neufs, qui ont fait le plus grand plaisir. Le groupe S.O.S. des institutions internationales a fait don de tous les jouets nécessaires à la confection de 46 colis de Noël, si bien qu'il est resté plus de 1600 fr. grâce auxquels les deux enfants qui sont actuellement à notre charge vont pouvoir

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410

poursuivre leur traitement jusqu'à guérison.

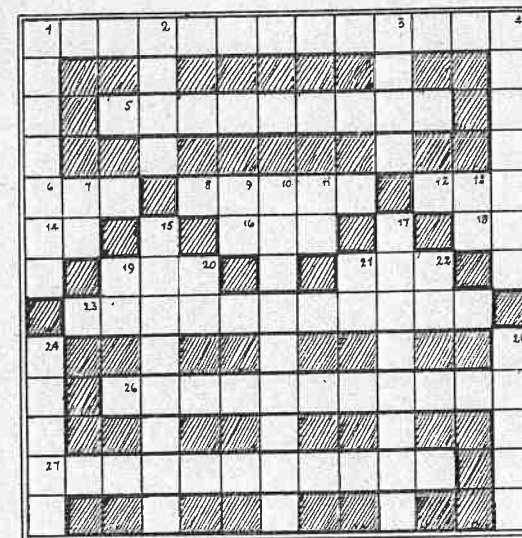
Merci à tous ceux qui, après cinq années, s'intéressent toujours aussi activement à l'œuvre.

M. Berthelier

Prize Crossword

by M. F. Richardson, ILO

A prize of 10 francs is offered for the first correct solution opened.



ACROSS

1. Dangerous to wireless enthusiasts? (13)
5. Infect a cute lion mildly (9).
6. And it is an apéritif (3).
8. A hundred is restrictive on the slope (5).
12. Tree (3).
14. Extremists' sovereign in reverse gives most Scotsmen the reverse (see 7) (3).
16. A friend is confused in Switzerland (3).
18. Beer upset backwards in the forward field (3).
19. Collar it! (3).

21. Forward seven (3).
23. A leech's job causes a row inside (11).
26. Second King of Arms (11).
27. Man of will's joint? A legal vessel anyway (11).

DOWN

1. He enlightened many a bony problem (7).
2. Not necessarily poles apart (4).
3. Constitutional rejection (4).
4. Eastern device pulls the wool over one's eyes? (7).
7. See 14.
9. See 11.
10. Aviation's aneroid (9).
11. Artist and legislator make a racket? (4).
13. See 18.
15. An island mixed in the mines without scruple (8).
17. Rabbits are notoriously so (8).
19. Ash (4).
20. See 14.
21. On the agenda with 22 (2).
22. I turn typographically (2).
24. Evil state (5).
25. Armpit (5).



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TranSMOGrified

Really, I could hardly believe my eyes. I was amazed! I mean these sorts of things just don't happen; not just like that. No, it was no illusion, hallucination or what have you. Absolutely no mistake about it — why, it only happened this morning!

You see, by one of those quirks of fate — it can happen to anyone from time to time — I was early in the office this morning. Not a minute later than ten past nine. No, I was feeling fine. I hadn't had a row with the wife or anything like that; maybe my watch was fast.

So just imagine the shock to my nervous system when just prior to getting down to the daily grind, I happened to cast a glance out of the window. There he was, calmly walking across the car park, as if he were early! And it must have been at least half past nine! Well, hang it all, that merely supports my statement that my optics were operating 100% — the car park was half full — so it **couldn't** have been earlier than half past, could it?

Gosh! Was I stupefied! There he was, just as I'm telling you, calmly walking in, as nice as you please, practically normal. What I mean to say is **he wasn't smoking!!**

Now you know as well as I do that Jim's an inveterate smoker. He must get through at least forty fags a day at a conservative estimate. Rumour is he was nearly chucked out of the office one day when he ran out of fags, as his face, without the habitual drooping cigarette in the corner of his mouth, wasn't recognized. Practically had to sign a visitor's chit to get in!

Now hurrying to the office as he obviously wasn't obviously meant that he hadn't run out of fags — bags of kiosques on the way, anyway.

I pondered deeply on this incomprehensible mystery, and my powers of concentration being irretrievably shattered for the morning's toil (to say the least) I decided somewhat diffidently to speak to him on his queer behaviour and thus appease my querying mentality to pursue the more mundane task of keeping the international welfare machinery in smooth motion.

After all, you can't barge in on a chap and say "Given up smoking, Jim?" Chan might have some obscure and terrible disease and the doctor had warned him off or something. And he does have an 'orrible 'acking corf, as they so aptly term it. No! Subtlety and cunning were indicated, in a casual sort of way, of course.

And so, with great reluctance, akin to the feeling one has at coffee time, I tore myself from my contemplations and duty and popped into his office.

"Morning, Jim", I said as I opened his door. "How's ...?" — my voice trailed off into open-mouthed silence. I could actually SEE him! No haze, maze, fog, fug or smog of tobacco to obscure my vision. And this, mind you, at nine thirty-five in the morning! Why, I could even see through his windows across the courtyard to some secretary-type adjusting the mid-morning complexion! Normally the atmospheric conditions in Jim's office — the kipper bureau — were ten-tenths smog at desk level. Even in the peak season the flies were grounded. Navigation in Jim's office was normally only effected by the extra-sensory perceptions.

However, with an inspired and rapid change of countenance to composure and apparent intelligence which can only be accomplished by virtue of a long apprenticeship in an international community, I took my cigarettes out of my pocket and casually offering them said, "Have a cigarette, Jim"?

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15

"No thanks, old man. Packed it in!"
"Huh"? I offered with still sceptical grammatical verbosity.

"No good, old man. Decided to cut out cigarettes completely. Bad for the wind, breath, tummy and digestion. Besides, the nicotine made a mess of my hands and my pockets were full of tobacco shreds. Merely a matter of will power. No mirrors, black velvet or prestidigitation." "But your lovely cigarette case and lighter?" I queried, not without base thoughts of picking up a crafty bargain while his high ideals held Jim enthralled.

"Flogged 'em, old man. Anyway, I'm convinced the fumes from the lighter were bad for my chest."

Somewhat downcast at this setback to my altruistic query but still unconvinced that he had foresworn the weed, I continued —

"Taking to the pipe, Jim?"

"Can't stand it, old boy. Tried it many's a time. The weight makes my jaws ache and anyway, I dribble. Hubble bubble! Might as well chew a quid as smoke a pipe."

"Jim", I burred, my voice breaking, "I'm proud to have you as a colleague. You've really got intestines! I've tried bags of times to give up smoking but the call of Dame Nicotine has always been too strong for me. Another thing" — I continued, with swelling admiration, "You look healthier. More alert. More vital. Clear-eyed. Getting fresh air into your lungs. Yes, Jim, old man — I've got to hand it to you."

I continued with several more exalted inanities and with a final admiring glance I dazedly turned to go to battle, as a less worthy official, with the more worldly problems reposing in my "In" tray.

"I say, old man", called Jim, as I was leaving his office.

"Have you a match?"

"Eh? A match? Er — why, of course. Here you are" I mumbled abstractedly, tossing him a packet. His words didn't register until a long sigh of audible content smote my ears and a curl of pungent smoke oozed with obvious satisfaction from Jim's sensuous lips and lazily spiralled upwards into the virgin atmosphere.

"Nothing like a good cigar, old man", I heard Jim saying to my back as I quietly closed his door.

"Stumpen"

SHORT STORY COMPETITION

The judges, who were selected from outside the Editorial Board, have now completed their assessment of the entries in the Short Story Competition announced in our issue of October last, and submitted their reports.

We hope to publish the winning entries, together with some general comments, in our next issue. — Ed.

Pot Pourri *

Fragment inspired by the Tin Conference

Tin
Even more than original sin
Is the cause
Of disrupted political, economic and
moral laws.

* * * E.H.K.

Villagers denied the franchise (by errant typist)

"Many villages are still not connected to the electorate power grid".

* * *

TA in the Garden of Eden (or was it later?)

"Technical Assistance is not a new concept; it is one of the oldest things in the world. Probably the first time it occurred was when Eve, with her superior sense of dress, helped Adam fix his fig leaf." (Sir Gerald Clauson in UNASYLVA, Vol. IV, No. 4).

* * *

Inspired translation

Original: The mother ought to look after her own young children; day nurseries, grandmothers, nannies, for those who can afford them, are only substitutes ...

Translation:
... les nourrices ne constituent qu'un pis aller ...

* Replacing our "Parc aux Huitres" feature, which is unavoidably held over this month owing to a pearl-divers' (stay-down) strike. — Ed.

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To whom it may concern

Would the person who deposited his or her (used) chewing gum on my desk on a recent date kindly claim same, as it is my practice in such cases to charge for storage after the first 48 hours. — (signed) Irate Translator.

* * *

Clarification

Decree to elucidate the meaning of the Decree to amend Section 390 of the Federal Labour Act ...

* * *

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P.T.O.!

"See back side." (Footnote on ECE manuscript).

The Decalogue of the International Civil Servant

(with acknowledgments to "Secretariat News" at Headquarters)

We have all done some thinking as to what constitutes an ideal staff member; one of our colleagues has summarized his thoughts on this subject in the form of a Decalogue, which we print below in three languages (it was originally written in Spanish).

I. Tener fe en ideales que enuncia el preámbulo de la Carta.

II. Sentir la vocación de servirlos, como persona y como funcionario.

III. Cumplir estrictamente, en su espíritu y en su letra, las disposiciones de la Carta que definen las funciones y deberes de la Secretaría y de cada uno de sus miembros.

IV. Llenar el propio cometido con la firme voluntad de cumplirlo lo mejor que se puede.

V. Cultivar el respeto de sí mismo y procurar estar siempre en paz con la propia conciencia.

I. To have faith in the ideals set forth in the preamble of the Charter.

II. To feel the vocation to serve them as a private person and as an official.

III. To follow in the spirit and in the letter the provisions of the Charter wherein are laid down the duties and obligations of the Secretariat and each one of its members.

IV. To undertake one's duties with the firm resolve to carry them out to the best of one's ability.

V. To cultivate self-respect and live in peace with one's own conscience.



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VI. Conducirse con dignidad, pero sin arrogancia; ser cortés pero no cortesano; saber servir sin servilismo y ejercer la autoridad sin imponerla.

VII. Amar la libertad, sobre todo la ajena; aspirar a la justicia, igual para todos.

VIII. Abrigar convicciones arraigadas y mantenerlas sin desmayo, ni cálculo, y aceptar sin reservas el derecho que asista a cada cual de tener sus propias ideas.

IX. No odiar, ni despreciar a nadie, por motivos de clase, de raza o de credo.

X. Estar persuadido de que ninguna nación, considerada como una comunidad de seres humanos, todos los cuales han nacido iguales entre sí, es superior a ninguna otra.

* * *

I. Avoir foi dans les idéals qu'énonce le préambule de la Charte.

II. Sentir en soi la vocation de les servir tant comme personne privée que comme fonctionnaire.

III. Se conformer strictement, dans leur esprit et dans leur lettre, aux dispositions de la Charte qui définissent les fonctions et les devoirs du Secrétariat et de chacun de ses membres.

IV. Se donner à sa tâche avec la ferme propos de l'exécuter au mieux.

V. Cultiver le respect de soi-même et faire en sorte d'être toujours en paix avec sa conscience.

VI. Etre digne sans arrogance, courtois sans courtoiserie; savoir servir

VI. To behave with dignity but not arrogance; to be courteous but not to court; to serve without servility; to command but not compel.

VII. To love freedom, above all the freedom of others; to aspire after justice, equal for all.

VIII. To have profound convictions and uphold them without fear or favour and to acknowledge the right of every person to hold his own opinions.

IX. To hold no person in hatred or contempt on grounds of class, race or faith.

X. To believe that no nation, as a community of human beings all of whom are born equal, is superior to any other.

sans servilité et commander sans contraindre.

VII. Aimer la liberté, par dessus tout celle d'autrui; aspirer à la justice égale pour tous.

VIII. Etre animé de convictions profondes, s'y tenir sans défaillance ni calcul, et reconnaître à chacun le droit absolu d'avoir son opinion à soi.

IX. Ne haïr ni mépriser personne pour des motifs de classe, de race ou de croyance.

X. Se pénétrer de l'idée qu'aucune nation considérée comme l'une des communautés constituées par les êtres humains nés égaux, ne saurait être tenue pour supérieure à aucune autre.

Notice concerning Participants in the Joint Staff Pension Fund

(Mun/13/54)

The General Assembly has approved a proposal by the United Nations Joint Staff Pension Board to amend the Regulations of the Fund so as to provide that where a married woman participant dies and leaves a widower who is totally and permanently incapable, either physically or mentally, of providing for his own support at the time of her death, he is to be entitled to the same benefits as the widow of a male participant. This new provision will come into force on 1 January 1954.

Married women participants should, however, bear in mind that a widower who does not qualify for a pension under this new provision will receive the lump sum death benefit payable under Article VII. 5 of the Regulations **only** if his wife has named him as a designated recipient for that benefit.

We should like to take this opportunity of reminding participants of two other changes in the Regulations relating to death benefits which became effective on 1 January 1953.

1. In the absence of an eligible widow or widower, the death benefit payable under Article VII. 5 of the Regu-

lations (consisting of the participant's own contributions to the Fund plus interest) can be paid to a child who is also entitled to a child's benefit under Article VIII of the Regulations. Accordingly a participant who wishes to ensure that his child receives both benefits should designate the child as a recipient for the purposes of Article VII. 5.

2. Where a death benefit becomes payable under Article VII. 5 and no designated recipient is named or no designated recipient survives the participant, the benefit is to be paid into the participant's estate.

We think that in the light of these changes some participants may wish to alter the designation they have made for the purposes of Article VII. 5. Copies of the necessary form (which has recently been revised) can be obtained from Personnel Division, Enquiry Window, Office 231, and any participant who wishes to change his designation for any reason should complete the form in duplicate and send **both copies** to Personnel Division, Room 227.

Avis

aux membres participants à la Caisse commune des pensions

(Mun/13/54)

L'Assemblée générale a adopté une proposition du Comité mixte de la Caisse commune des pensions du personnel des Nations Unies tendant à modifier les statuts de la Caisse en ce sens que lorsque la femme mariée qui est membre participant de la Caisse décède en laissant un veuf totalement et définitivement incapable, par déficience phy-

sique ou mentale, d'assurer sa propre subsistance au moment du décès de sa femme, l'intéressé ait droit aux mêmes prestations que l'épouse survivante. Cette nouvelle disposition est entrée en vigueur le 1er janvier 1954.

Les femmes mariées qui sont membres participants ne doivent cependant pas perdre de vue qu'un veuf qui ne

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Renseignements auprès de M. C. G. Athanassoulas, représentant de l'Office national du tourisme hellénique, 94, rue du Rhône - Téléphone 438 33.

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INSCRIPTIONS AUPRÈS DES AGENCES DE VOYAGES

réunit pas les conditions voulues pour recevoir une pension en vertu de cette nouvelle disposition, ne recevra la somme en capital payable en vertu du paragraphe 5 de l'article VII des statuts, que si son épouse l'a désigné comme bénéficiaire de ladite prestation.

Il paraît utile à cette occasion de rappeler aux membres participants que deux autres modifications relatives aux prestations en cas de décès sont entrées en vigueur le 1er janvier 1953.

1. En l'absence d'un veuf ou d'une veuve y ayant droit, la prestation en cas de décès payable en vertu du paragraphe 5 de l'article VII des statuts (égale au montant des contributions que le membre participant lui-même a apportées à la Caisse, majoré des intérêts) peut être versée à l'enfant qui a également droit à une prestation pour enfants en vertu de l'article VIII des statuts. En conséquence, il appartient à tout membre participant qui veut que

son enfant reçoive les deux prestations, de la désigner comme bénéficiaire aux fins du paragraphe 5 de l'article VII.

2. Lorsqu'une prestation pour décès est due en vertu du paragraphe 5 de l'article VII et qu'il n'y a pas de bénéficiaire désigné, ou que le bénéficiaire est décédé avant le membre participant, la prestation est versée à la succession du participant.

En raison de ces modifications, certains membres participants souhaiteront peut-être changer la désignation qu'ils ont faite aux fins du paragraphe 5 de l'article VII. Tout membre participant qui désire, pour une raison quelconque, changer la désignation qu'il a faite, peut se procurer des exemplaires du formulaire spécial (qui a été récemment révisé) en s'adressant au guichet des renseignements de la Division du Personnel (bureau 231), et doit le faire parvenir dûment rempli, en double exemplaire, à ladite Division (bureau 227).

Answersto Correspondents

Flossie. — Sorry you find our crossword clues "misleading" and "involved". (You will no doubt have noted that we nevertheless receive more than one all-correct solution in each competition). As to our crossword patterns, we cannot impose any conditions on our expert, who, like all our contributors, is just another unpaid back-room boy. — We trust that you have observed from the published solution to our November puzzle that there was no error in the clues to 17 and 21 across, the answer being not "Ypres" but "Yser". — Regarding your query on the word "sar", without going into the finer ichthyological points we are able to inform you (with the aid of the Concise Oxford English Dictionary) that this is "a fish, the sea bream". — Many thanks for your own gallant effort, which we shall try to publish for the puzzlement of our readers in the near future. — Ed.

Ars gratia artis. — Bearing in mind the basic principles of freedom of the Press, we cannot undertake to restrict our comments on plays, musical events, exhibitions etc. to hand-outs provided by members of the societies and groups responsible. On the other hand, it is our earnest endeavour to eschew the scurrilous and the wounding, and to do our utmost to avoid dousing the feeble flicker of "culture" in our international community.

☆

E. W. — Contributions, solutions to puzzles, entries for competitions etc. may be sent or handed to any of the members of the Editorial Board named on page 1 of this issue. Please remember that our dead-line is the 10th. of the month. — Ed.

☆

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