

EDO Principal Correspondence Control

FROM: DUE: 06/16/03

EDO CONTROL: G20030301  
DOC DT: 05/24/03  
FINAL REPLY:

Colin L. Powell  
Department of State

TO:

Chairman Diaz

FOR SIGNATURE OF :

\*\* PRI \*\*

CRC NO: 03-0361

Chairman Diaz

DESC:

Establishment of a More Effective Interagency  
System to Help UN Organizations to Identify and  
Hire More Americans

ROUTING:

Travers  
Paperiello  
Kane  
Norry  
Dean  
Burns/Cyr  
Lee, IP

DATE: 06/06/03

ASSIGNED TO:

CONTACT:

HR

Bird

SPECIAL INSTRUCTIONS OR REMARKS:

Template: SECY-017

E-RIDS: SECY-01

OFFICE OF THE SECRETARY  
CORRESPONDENCE CONTROL TICKET

Date Printed: Jun 05, 2003 09:55

---

**PAPER NUMBER:** LTR-03-0361 **LOGGING DATE:** 06/05/2003  
**ACTION OFFICE:** EDO

**AUTHOR:** Mr. Colin Powell  
**AFFILIATION:** DOS  
**ADDRESSEE:** Nils Diaz  
**SUBJECT:** Concerns the establishment of a more effective interagency system to help UN organizations to identify and hire more Americans

**ACTION:** Signature of Chairman  
**DISTRIBUTION:** RF, SECY to Ack

**LETTER DATE:** 05/24/2003  
**ACKNOWLEDGED:** No  
**SPECIAL HANDLING:**

**NOTES:** Commission Correspondence  
**FILE LOCATION:** Adams

**DATE DUE:** 06/18/2003 **DATE SIGNED:**

EDO --G20030301



**THE SECRETARY OF STATE**

**WASHINGTON**

May 24, 2003

Dear Mr. Chairman:

The Administration and Congress place a high priority on the number of U.S. citizens employed at the United Nations and other international organizations. It has long been U.S. policy to promote this issue. The ability of UN organizations like the International Atomic Energy Agency (IAEA) to carry out their programs effectively depends greatly on the quality and dedication of their staffs. Since the United States is the largest financial contributor to many of these organizations and because of the universal impact of their programs, the U.S. Government has a major stake in making them as effective and responsive as possible.

Unfortunately, the number of Americans in many UN organizations is below their respective desired target; Americans are under-represented in key UN organizations like WHO, UNHCR, ITU, and ICAO. Even in the UN Secretariat in New York, we are concerned that the number of Americans has been steadily declining.

The Department of State reports to the Congress annually on U.S. representation in UN organizations and on their efforts to hire U.S. citizens. In recent years, we have had to report that FAO, and several other UN organizations, have not made good-faith efforts to hire an equitable number of Americans. Last year, Congress asked the U.S. General Accounting Office (GAO) to examine UN organization efforts to employ Americans as well as State Department's and other U.S. agencies' involvement in assisting these efforts. The GAO confirmed that UN organizations had made slow progress in addressing the under-representation problem.

It remains the responsibility of each UN organization to ensure that its staff is geographically balanced. However, Federal agencies need to assist by helping to

The Honorable  
Richard A. Meserve,  
Chairman,  
Nuclear Regulatory Commission.

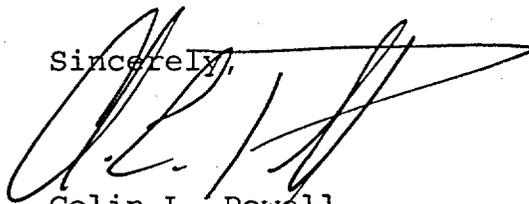
attract the best and most committed U.S. citizens from government service, academia, and private industry. While pursuing a rewarding work experience, Americans can bring with them U.S. standards of competence, efficiency and dedication. Executive Order 11552 authorizes and encourages all Federal agencies to do all they can to detail and transfer their employees to international organizations, and agencies are ordered to be proactive in allowing their employees to seek and accept such assignments. I am urging all Federal agencies to promote internal policies and procedures that ensure that their senior officials raise U.S. representation issues and concerns with senior UN organization officials, at every opportunity. I know we can do more.

I am asking you to join us in establishing a more effective interagency system to help UN organizations identify and hire more Americans. I have asked the Department's Bureau of International Organization Affairs (IO) to organize a senior-level interagency task force to address how we can most effectively carry out this critical function. We must work together to develop comprehensive recruitment strategies--including setting goals and time frames--and commit the resources needed to make this work. It is essential for us to be able to work closely with the Nuclear Regulatory Commission to recruit and promote qualified American candidates.

We would appreciate receiving the names of those individuals who could represent the U.S. Nuclear Regulatory Commission in this effort. Our goal is to establish a network of recruitment contacts throughout the Federal government to enable quick identification and promotion of candidates from within each agency, academia, special associations, and the private sector. Please forward the name of each contact to George M. Abrahams, Acting Director, UN System Administration, Bureau of International Organization Affairs (tel. 202-647-8270).

We look forward to working with you and your staff in the months ahead.

Sincerely,



Colin L. Powell