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STAFFING OF THE AGENCY'S SECRETARIAT

Implementation of General Conference resolution GC(XXV)/RES/386

Introduction

1. In operative paragraph 1 of resolution GC(XXV)/RES/386 the General Conference requested the Director General "to take immediate steps to increase substantially the number of staff members drawn from developing areas at all levels, and particularly at the senior and policy-making levels, and to make maximum efforts to rectify the existing imbalance over the course of the next four years". In operative paragraph 3 of the resolution the Director General was further requested to submit to the General Conference annual reports on the implementation of the policy set forth in operative paragraph 1.

2. The purpose of this document is to report on the practical steps that have been or are about to be taken in implementing the policy set forth in operative paragraph 1 of the General Conference resolution and provide some statistics for the period September 1981 to September 1982.

Implementation of the policy

3. Recognizing that the limited distribution of vacancy notices and a relatively short vacancy announcement period are impediments in the process of recruiting staff from developing areas, the Secretariat:

- (a) is, in collaboration with individual Member States, seeking ways of giving wider distribution to vacancy notices and of making direct approaches to universities, professional associations and other major sources of potential candidates; and
- (b) has extended the vacancy announcement period from three to four months and is now providing annual projections of vacancies so as to enable Member States to make an earlier start in seeking qualified candidates.

4. In recognition of the fact that certain skills and techniques required by the Agency are not everywhere available to the same extent, the Agency is in the process of introducing a special training scheme for young graduates and junior professionals from developing areas as a further way of increasing the number of potential candidates, especially in the field of safeguards. Financial provision for the scheme has been made in the 1983 budget proposals.[1]

5. The Secretariat is continuously reviewing its internal policies and procedures for staff selection in order to eliminate potential impediments that might exist in respect of the recruitment of staff from developing areas. In this connection it has put into effect a policy whereby, provided qualifications and competence are comparable, candidates from developing countries or other under-represented areas will be given preference.

Statistical data

6. The Secretariat has carried out a preliminary study to ascertain whether there are any generally acceptable systems or criteria for classifying countries or areas as developing which could be used for monitoring the implementation of resolution GC(XXV)/RES/386. The conclusion to be drawn from this study is that there is no generally accepted classification of developing countries or areas, but a number of systems exist which differ widely and are often questioned. Most of the systems are based on complex factors and require considerable effort to establish and maintain. Their usefulness for monitoring the progress in staff recruitment is doubtful.

7. The Secretariat will, therefore, provide statistics showing, for each Member State, the number of staff per grade on 1 September 1981 and on 1 September 1982 in posts subject to geographical distribution. In addition, information will be provided on the number of applications received during the reference period from each country.

8. In order to have a full one-year reference period the statistics will be issued as an addendum to this document early in September.

[1] See GC(XXVI)/666, sub-para. P.6/2(f).