

The General Conference,

- (a) Recalling resolution GC(XXXVI)/RES/598 adopted by the General Conference at its thirty-sixth regular session,
- (b) Taking note of the report submitted by the Director General in document GC(XXXVII)/1071, and in particular the detailed statistical data contained in the report, which facilitate a review of the Agency's staffing pattern,
- (c) Emphasizing that all of the considerations provided for in the Statute for the appointment of staff should be adhered to,
- (d) Considering that the representation of developing countries, particularly at the senior and policy-making levels, in the Agency's Secretariat continues to remain inadequate,
- (e) Noting with concern that in the appointments made between August 1992 and August 1993 less than 20 per cent of the new staff were recruited from the developing countries (Annex XII of the report), which compares unfavourably with the already low figure of only 27 per cent of the Agency's staff belonging to developing countries (Annex III of the report), and that since 1989 the share of developing countries in senior staff posts decreased from 27.3 per cent to 23.5 per cent (Annex IV of the report),
- (f) Convinced that urgent measures are required in order to rectify the existing imbalances, and
- (g) Convinced also that the implementation of this resolution would not affect the due representation of any particular area,

1. Notes that, notwithstanding the efforts made by the Director General to increase the number of staff members drawn from developing countries in accordance with General Conference resolution GC(XXV)/RES/386, much remains to be accomplished;

2. Requests the Director General to intensify his efforts, in keeping with the provisions of Article VII of the Statute, over a period of four years to increase substantially, particularly at the senior and policy-making levels, the number of staff members drawn from developing countries; and

3. Also requests the Director General to report annually on the implementation of this resolution to the Board of Governors and the General Conference, including specific measures taken by him, and reflecting the percentage of posts held by nationals of all countries, particularly the developing countries, both by region and by gender.

*1 October 1993
Agenda item 21(a)
GC(XXXVII)/OR.361, para 45*