

General Conference

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Item 23 of the agenda
(GC(49)/20)

Personnel

Resolution adopted on 30 September 2005 during the ninth plenary meeting

A. Staffing of the Agency's Secretariat

The General Conference,

- (a) Recalling resolution GC(47)/RES/14.A adopted by it at its forty-seventh regular session,
- (b) Taking note of the report submitted by the Director General in document GC(49)/14 and of the continuing efforts made, in response to relevant resolutions adopted by the General Conference since 1981, to increase the recruitment of staff members from developing countries and those other Member States which are unrepresented or under-represented in the Agency's Secretariat,
- (c) Noting with appreciation document N6.75 Circ dated 9 June 2005, which contains the forecast of vacancies in the Professional category for the next two years,
- (d) Noting the Secretariat's recent initiative to take advantage of the opportunities presented by Agency-sponsored meetings, to undertake recruitment efforts in parallel to these meetings, and to establish a voluntary network of former staff members for recruitment purposes,
- (e) Concerned that the representation of developing countries and certain other Member States in the Agency's Secretariat, particularly at the senior and policy-making levels, continues to be inadequate, and has registered a decline during the last two years,
- (f) Reaffirming that there exist in these countries many candidates who could be considered and selected for different positions at the Professional and executive levels,
- (g) Convinced that the implementation of measures taken in response to previous resolutions on this subject should be continued and enhanced, and

(h) Further convinced that joint efforts and close cooperation between Member States and the Secretariat can assist the Agency in attracting applicants of the highest standards of technical competence, efficiency and integrity,

1. Requests the Director General, pursuant to Article VII of the Statute, to continue to secure employees of the highest standards of efficiency, technical competence, and integrity and to intensify his efforts to increase accordingly, particularly at the senior and policy-making levels and for Professional posts requiring specific skills, the number of staff members from developing countries and from those other Member States which are unrepresented or under-represented in the Agency's Secretariat;

2. Calls on Member States to continue encouraging well-qualified candidates to apply for vacant posts in the Agency's Secretariat, including identifying relevant experts and increasing the number of well-qualified candidates, and requests the Director General to strengthen, within available resources, the recruitment efforts in Member States by, for example, (1) providing them regularly with information about employment opportunities and projections of expected vacancies in the Secretariat and outlining clearly the required and desired criteria for each vacancy, (2) facilitating the circulation of vacancy notices in collaboration with competent national recruitment authorities, universities and professional associations and, as appropriate, (3) making presentations at suitable regional conventions, meetings and other gatherings attended by a large number of specialists in fields of work of interest to the Agency, and (4) organizing recruitment and/or information events in developing countries and other Member States that are unrepresented or under-represented in the Agency's Secretariat;

3. Also requests the Director General to address the issue of under-representation and non-representation, and the organization of recruitment and/or informational events in developing countries and other Member States that are unrepresented or under-represented in the Agency's Secretariat, and subsequently to report at the fifty-first regular session of the General Conference on this issue;

4. Requests the Director General to establish a list of liaison officers who will serve as points of contact in all Member States, particularly those which are unrepresented and under-represented in the Agency's Secretariat, and who are to actively support and coordinate with the Secretariat in its recruitment efforts; and

5. Further requests the Director General to continue submitting biennially a report to the Board of Governors and the General Conference on the implementation of this resolution and of similar resolutions adopted in the past, and requests that future reports identify those geographic regions that are under-represented and the number of positions by which each region is short of achieving the pro forma guidelines.

B. Women in the Secretariat

The General Conference,

- (a) Recalling its resolution GC (47)/RES/14.B on "Women in the Secretariat",
- (b) Commending the wide range of important measures implemented by the Secretariat in order to make progress in rectifying the gender imbalance and improve the representation of women in the Professional and higher categories, as reported in document GC(49)/15,
- (c) Welcoming the actions undertaken by the Agency's Focal Point for Gender Concerns and the points of contact nominated by Member States to support the Agency's efforts to respond to the request made in the above-mentioned resolution,

- (d) Concerned that the 2004 report by the United Nations Secretary-General on “Improvement of the situation of women in the United Nations System” shows that within the Professional and higher categories the Agency has the lowest representation of women,
- (e) Aware of the lower rate of participation of women in the nuclear field,
- (f) Recognizing that in 2005 there was a small improvement in the percentage of applications received by the Agency from “well-qualified” female candidates and also that the percentage of female staff in the Professional and higher categories increased slightly, and
- (g) Asserting the principle of equal gender representation throughout the Secretariat as an ultimate goal,
1. Continues to request the Director General, pursuant to Article VII of the Statute, to secure employees of the highest standards of efficiency, technical competence, and integrity, particularly drawing upon developing countries and upon those Member States which are unrepresented or under-represented, and to pursue a target of equal representation of women across all occupational groups and categories in the Agency, including in senior policy-level and decision-making posts;
 2. Urges the Secretariat to further develop and implement a comprehensive gender policy, in order – inter alia – to achieve a higher representation of women in the Agency’s Professional and higher categories, and to implement gender mainstreaming in its programmes;
 3. Requests the Secretariat to improve its female staff recruitment processes and to facilitate access by qualified female candidates from developing Member States to training opportunities, as well as their participation in the fellowships programme, the Job Opportunities for Young Professionals Programme and the Experts Participating in Technical Cooperation programme, in order to gain experience in the various fields of work within the Agency;
 4. Calls upon the Secretariat to intensify the implementation of its Action Plan on Gender Concerns, including measures to improve the status of female staff and to enhance promotional and placement processes, within the framework of the Agency’s programmatic needs and regulations;
 5. Stresses that the work relating to the achievement of the objectives stated above should be financed primarily from the Regular Budget of the Agency, within available resources, but also invites Member States to provide voluntary contributions in order to assist with their achievement;
 6. Encourages Member States that have not yet done so to nominate contact points to actively support the Agency’s efforts to meet the terms of this resolution; and
 7. Further requests the Director General to report biennially on the implementation of this resolution to the Board of Governors and the General Conference