



# General Conference

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## Sixty-first regular session

Item 25 of the agenda  
(GC(61)/25)

# Personnel

## Resolution adopted on 21 September 2017 during the seventh plenary meeting

### A.

#### Staffing of the Agency's Secretariat

##### The General Conference,

- (a) Recalling resolution GC(59)/RES/16.A adopted by it at its fifty-ninth regular session,
- (b) Taking note of the report submitted by the Director General in document GC(61)/18 and 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 document N6.76 Circ., dated 16 July 2017, which contains the forecast of vacancies in the Professional category until 31 December 2018,
- (d) Noting the Secretariat's projection indicating that, as a result of staff retirements and the application of the rotation policy, 548 of the 1114 regular Professional staff positions in the Agency's Secretariat will become vacant during the period up to 2024,
- (e) Noting the length of the recruitment process and the need to improve and streamline actions undertaken in the recruitment and selection of staff, as part of the Agency-wide Information System for Programme Support (AIPS),
- (f) Remaining concerned that the representation of developing countries and some other Member States in the Agency's Secretariat, particularly at the senior and policy-making levels, continues to be inadequate,
- (g) Reaffirming the availability of qualified candidates from these countries who could be considered and selected for different positions at the Professional and executive levels,

- (h) Noting with concern the low percentage of consultants from developing countries holding Special Service Agreements, and the slight decrease during the reporting period of 2015–2017,
  - (i) Noting that through the use of a web-based application system for advertised vacancies, the Secretariat has received an average of 110 applications for each vacancy notice in the Professional and higher categories, 39.8% of which are from developing countries,
  - (j) Convinced that the implementation of measures taken in response to previous resolutions on this subject should be continued and enhanced, and
  - (k) 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, 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, particularly at the senior and policy-making levels, and for Professional posts requiring specific skills;
  2. Calls on Member States to continue encouraging well-qualified candidates to apply for vacant posts in the Agency's Secretariat, and requests the Director General to strengthen, within available resources, the recruitment efforts in Member States, particularly in developing countries;
  3. Requests the Director General to fully implement the provisions of this resolution and to work with Member States in this regard, including by making use of the opportunity offered by staff retirements and the application of the rotation policy;
  4. Encourages the Secretariat, in concert with Member States, to continue taking advantage of the opportunities presented by Agency-sponsored meetings by undertaking recruitment efforts parallel with such meetings, and to establish a voluntary network of former staff members for recruitment purposes;
  5. Requests the Director General and the Secretariat to pursue concrete measures to improve the recruitment and selection process as part of AIPS, and to enhance the efficiency and transparency of these processes and to report to the sixty-third (2019) regular session of the General Conference on the same;
  6. Requests the Director General to address the issue of under-representation and non-representation, organizing recruitment and/or information events in developing countries and other Member States that are unrepresented or under-represented in the Agency's Secretariat, and subsequently to report to the sixty-third (2019) regular session of the General Conference on this issue;
  7. Requests the Director General, in consultation with Member States to harness liaison officers who are designated as points of contact in Member States, particularly those which are unrepresented or under-represented in the Agency's Secretariat, to actively support and coordinate with the Secretariat in recruitment efforts;
  8. Encourages the Secretariat to continue with its outreach measures, including webinars and recruitment missions, and to exert more efforts towards increasing the number of applications from developing countries;
  9. Further requests the Director General to continue to ensure that consultants are engaged based on their ability to provide the required expertise while giving due consideration to the geographical

distribution of consultants holding Special Service Agreements, and to continue to identify the nationalities of such consultants in future reports;

10. Further requests the Director General to continue to ensure that the use of consultants does not result in conflict of interest or commercial advantage; and

11. 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 which are under-represented and the number of positions, based on the Secretariat's indicative figures, where they are under-represented.

## **B. Women in the Secretariat**

### The General Conference.

- (a) Recalling its resolution GC(59)/RES/16.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(61)/18,
  - (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) Taking note of the lower rate of participation of women in general in the nuclear field,
  - (e) Welcoming the 2016 UN publication on the "Status of Women in the United Nations System" which mentions the IAEA's outreach resources dedicated to attracting women candidates, including a resource page on the web site for women, highlighting itself as a family friendly employer, and creating promotional material that shares the stories of women working at all levels of the IAEA,
  - (f) Recognizing that since June 2015 there was an improvement in the percentage of applications received by the Agency from "well-qualified" female candidates which increased from 29.2% to 41.2%,
  - (g) Noting that the percentage of women in the Professional and higher categories has grown by 1.6 % and is now at 29.4%,
  - (h) Further recognizing that 37.3% of external appointments was accounted for by the recruitment of women,
  - (i) Asserting the principle of equal gender representation throughout the Secretariat as an ultimate goal, and
  - (j) Noting the importance of Member States pursuing this principle in their efforts to encourage their candidates, particularly women, to apply for senior and policy-making positions in the Secretariat,
1. Continues to strongly 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 continue the implementation of its comprehensive gender policy, which covers gender equality in staffing as well as mainstreaming gender considerations in the Secretariat's programmes and operation, and further urges the Secretariat to enhance its implementation in order — inter alia — to achieve a higher representation of women, especially from developing Member States as well as unrepresented and under-represented Member States, in the Agency's Professional and higher categories;

3. Encourages the Secretariat to exert efforts in monitoring rates of advancement towards gender parity at the leadership positions within the Agency, in order to identify gaps and successes;

4. Requests the Secretariat to improve its process for the recruitment of female staff, to continue undertaking ongoing recruitment and outreach measures and to facilitate access by qualified female candidates from developing Member States to training opportunities, as well as their participation in the fellowship programme, the programme for job opportunities for young professionals and as experts participating in the technical cooperation programme, in order to gain experience in various fields of work within the Agency;

5. 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 the promotional and placement process, within the framework of the Agency's programmatic needs and regulations;

6. 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;

7. Notes the role of the Vienna International Gender Champions and the Group of Friends for Women in Nuclear as platforms for stronger action to promote gender equality in the IAEA and its Secretariat and encourages all interested parties in a position to do so to join both initiatives;

8. Encourages Member States to actively support the Agency's efforts to meet the terms of this resolution; and

9. Further requests the Director General to report biennially on the implementation of this resolution to the Board of Governors and the General Conference in 2019.