



International Atomic Energy Agency

**GENERAL CONFERENCE**GENERAL Distr.  
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Forty-fifth regular session  
Item 25 of the agenda  
(GC(45)/28)

**PERSONNEL**

Resolution adopted on 21 September 2001 during the tenth plenary meeting

**A.****STAFFING OF THE AGENCY'S SECRETARIAT**

The General Conference,

- (a) Recalling resolution GC(43)/RES/20 adopted by it at its forty-third regular session,
- (b) Taking note of the report submitted by the Director General in document GC(45)/21 and appreciating the efforts made, in response to the relevant resolutions adopted by the General Conference since 1981, to increase the recruitment of staff members from developing countries and from those other Member States which are unrepresented or under-represented in the Agency's Secretariat,
- (c) 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,
- (d) Reaffirming that there exist in these countries many candidates who could be considered and selected for different positions at the Professional and executive levels,
- (e) Convinced that the implementation of measures taken in response to previous resolutions on this subject should be continued and enhanced, and
- (f) Further convinced that joint efforts by and close co-operation 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, and requests the Director General to strengthen, within available resources, the recruitment efforts in Member States by, for example, providing them regularly with information about employment opportunities and projections of expected vacancies in the Secretariat, facilitating the circulation of vacancy notices in collaboration with competent national recruitment authorities and, as appropriate, making presentations at suitable regional conventions, meetings and other gatherings attended by large numbers of specialists in fields of work of interest to the Agency, and 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

3. 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.

## **B.**

### **WOMEN IN THE SECRETARIAT**

#### The General Conference,

(a) Recalling resolution GC(43)/RES/21 on "Women in the Secretariat" adopted by the General Conference at its forty-third regular session,

(b) Aware of the Secretariat's strengthened commitment to increasing the representation of women, particularly from developing and under-represented countries, in the Secretariat at the Professional and higher levels,

(c) Taking note with appreciation of the report submitted by the Director General (GOV/2001/39-GC(45)/22) on the actions taken to implement the above-mentioned resolution,

(d) Convinced that more can be accomplished in order to rectify the existing gender imbalance at the Professional and higher levels, and

(e) Asserting the principle of equal gender representation throughout the Secretariat as an ultimate goal,

1. Requests 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 under-represented, and to pursue a target of equal representation of women at all levels of Agency employment, including senior policy-level and decision-making posts;

2. Takes note with appreciation of the measures taken in the search for Women in Science as mentioned in the report submitted by the Director General, and calls on the Director General to make every effort to rectify the present gender imbalance;

3. Stresses that the work relating to the achievement of the objectives stated previously should be financed primarily from the Regular Budget of the Agency, but also invites Member States to provide voluntary contributions in order to assist with their implementation;
4. Calls on Member States also to continue actively supporting the Agency's efforts to respond to this resolution by ensuring that (i) the resource base of women scientists and technologists is expanded, (ii) vacancy notices and expert and fellowship announcements are brought to the attention of suitably qualified women, especially for high-level posts and in scientific careers, (iii) such women are strongly encouraged to apply and (iv) any obstacles that might impede their accepting employment in the Secretariat, when offered, are eliminated; and
5. Further requests the Director General to submit a report biennially to the Board of Governors on the implementation of this resolution.