

# General Conference

**GC(47)RES/14**

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## Forty-seventh regular session

Item 22 of the agenda  
(GC(47)/21)

# Personnel

## Resolution adopted on 19 September 2003 during the tenth plenary meeting

### A.

#### Staffing of the Agency's Secretariat

##### The General Conference,

- (a) Recalling resolution GC(45)/RES/15.A adopted by it at its forty-fifth regular session,
- (b) Taking note of the report submitted by the Director General in document GC(47)/13 and appreciating the continuing efforts and progress made, in response to 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) Welcoming the use of on-line application services and the use of videoconferencing and other technologies to facilitate the recruitment process, but at the same time cautioning against over-reliance on such technologies at the expense of developing Member States which do not have access to such technologies,
- (d) Noting with appreciation document N6.75 Circ dated 04 August 2003, which contains the forecast of vacancies in the Professional category for the next two years,
- (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,
- (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 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 including identifying relevant experts and increasing the number of well-qualified candidates, and requests the Director General to strengthen, subject to the availability of 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, (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 large numbers 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, subject to the availability of resources, taking into account Article VII.D of the Statute and the relevant General Conference resolutions, to address the issue of under-representation and non-representation, and the organization of 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 on this issue to the forty-ninth session of the General Conference; and
  4. 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(45)/RES/15.B on "Women in the Secretariat" adopted by the General Conference at its forty-fifth regular session,
- (b) Taking note with appreciation of the report submitted by the Director General (GC(47)/14) on the actions taken to implement the above-mentioned resolution,
- (c) Acknowledging measures implemented by the Secretariat to integrate the Platform for Action developed at the United Nations Fourth World Conference on Women and the outcome of the XXIIIth United Nations General Assembly Special Session into the Agency's relevant policies and programmes in order to rectify the gender imbalance across all occupational groups, in particular in the Professional and higher categories,

- (d) Welcoming the fact that, for the first time in the history of the Agency, a female Deputy Director General has been appointed and that the total number of female staff in certain categories in the Secretariat has slightly increased since 2001,
- (e) Convinced that further efforts are needed to increase the representation of women in the Secretariat, particularly at the Professional and higher levels and in the scientific and engineering fields, and
- (f) Asserting once again 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 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. Encourages the Secretariat to continue taking measures to improve the status of its female staff, to enhance recruitment, promotional and placement processes and to implement gender balance strategies, within the framework of the Agency's programmatic needs and regulations;
  3. Takes note with appreciation of the Agency's new website on women and the development of other communication and outreach initiatives, which contribute to the dissemination of information on the gender dimension of the Agency's work;
  4. Urges the Secretariat to implement a comprehensive policy on gender mainstreaming, to issue procedures to enable part-time work by Professional staff and to pursue other recommendations made by the International Advisory Group on Gender Issues, as appropriate;
  5. Calls on the Agency to continue to liaise with the Inter-Agency Network on Women and Gender Equality (IANWGE) in order to enhance co-ordination and collaboration with the United Nations and its agencies, funds and programmes on gender equality issues;
  6. Appeals to Member States to support proactively 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 Professional and higher-level posts and in scientific fields, (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;
  7. Urges Member States to foster the ongoing dialogue with the Secretariat regarding measures that could assist in identifying suitably qualified female candidates for positions in the Agency, including the provision of information to update the Agency database on professional, academic, scientific and women organizations through which vacancy notices for Professional and higher-level staff could be regularly circulated;
  8. Stresses that the work relating to the achievement of the objectives stated above should be financed primarily from the Regular Budget of the Agency, subject to the availability of resources, but also invites Member States to provide voluntary contributions in order to assist with their achievement; and
  9. Further requests the Director General to submit a biennial report to the Board of Governors and to the General Conference at its forty-ninth session on the implementation of this resolution.