The General Conference,

(a) Taking note with appreciation of the report submitted by the Director General (document GC(XXXV)/988) on the implementation of General Conference resolution GC(XXV)/RES/386,

(b) Taking into account resolution GC(XXXIV)/RES/541 adopted by the General Conference at its thirty-fourth regular session,

(c) Considering that the representation of developing countries, particularly at the senior and policy-making levels, in the Agency's Secretariat remains inadequate,

(d) Emphasizing that all of the considerations provided for in the Statute for the appointment of staff should be strictly adhered to,

(d) Convinced that further steps are required to rectify the existing imbalance, and

(f) Convinced also that the implementation of this resolution would not affect the due representation of any particular area,
1. **Commends** the steps taken 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;

2. **Requests** the Director General in keeping with the provisions of Article VII.D. of the Statute to take further steps within the period of four years as specified in resolution GC(XXXIII)/RES/521 to increase adequately, particularly at the senior and policy-making levels, the number of staff members drawn from developing countries, with due emphasis on the importance of recruiting the staff on as wide a geographical basis as possible, and to report on the staffing of the Agency's Secretariat accordingly; and

3. **Requests** the Director General to report annually on the continuing implementation of General Conference resolution GC(XXV)/RES/386 to the Board of Governors and the General Conference, reflecting the percentage of posts held by nationals of developing countries both region-wise and as a whole from year to year.