

General Conference

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(GC(51)/22)

Personnel

Resolution adopted on 21 September 2007 during the ninth plenary meeting

A.

Staffing of the Agency's Secretariat

The General Conference,

- (a) Recalling resolution GC(49)/RES/16 adopted by it at its forty-ninth regular session,
- (b) Taking note of the report submitted by the Director General in document GC(51)/16 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 with appreciation document N 6.75 Circ dated 15 September 2006 which contains the forecast of vacancies in the Professional category until 31 August 2008,
- (d) Noting the Secretariat's projection indicating that, as a result of staff retirements and the application of the rotation policy, 52% or 478 of the regular posts in the Agency's Secretariat will become vacant during the period up to 2014,
- (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 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, (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. Requests the Director General to make use of staff retirements and the application of the rotation policy in order to fully implement the General Conference resolutions on "Personnel", and to work with Member States in this regard;

4. Encourages the Secretariat to continue taking advantage of the opportunities presented by Agency-sponsored meetings by undertaking recruitment efforts in parallel with such meetings, and to establish a voluntary network of former staff members for recruitment purposes;

5. Also 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 fifty-third regular session of the General Conference on this issue;

6. Requests the Director General to activate, in consultation with Member States, the liaison officers who are designated as points of contact in 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

7. 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, by which they are under-represented.

B. Women in the Secretariat

The General Conference.

- (a) Recalling its resolution GC(49)/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(51)/17,
 - (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 2007 there was an improvement in the percentage of applications received by the Agency from “well-qualified” female candidates, the percentage of female staff in the Professional and higher categories increased slightly and in 84.8% of the cases where an external candidate was selected, and external women applicants were among the candidates rated “well qualified”, a woman was selected for the position, 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 underrepresented, 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, especially from developing Member States as well as unrepresented and under-represented Member States, in the Agency’s Professional and higher categories, and to implement gender mainstreaming in its programmes;
 3. Requests the Secretariat to improve its processes for the recruitment of female staff 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.