

# General Conference

**GC(55)/RES/15**

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## **Fifty-fifth regular session**

Item 24 of the agenda  
(GC(55)/25)

# Personnel Matters

**Resolution adopted on 22 September 2011 during the seventh plenary meeting**

## **(a) Staffing of the Agency's Secretariat**

### The General Conference,

- (a) Recalling resolution GC(53)/RES/18.A adopted by it at its fifty-third regular session,
- (b) Taking note of the report submitted by the Director General in document GC(55)/19 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 September 2010, which contains the forecast of vacancies in the Professional category until 30 June 2013,
- (d) Noting the Secretariat's projection indicating that, as a result of staff retirements and the application of the rotation policy, 307 of the 950 regular Professional staff positions in the Agency's Secretariat will become vacant during the period up to 2018,
- (e) Noting the length of the recruitment process and the need to streamline actions undertaken in the recruitment of staff,
- (f) Concerned that the representation of developing countries and certain other Member States in the Agency's Secretariat, including 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,
- (i) Convinced that the implementation of measures taken in response to previous resolutions on this subject should be continued and enhanced, and

(j) 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, 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 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. Urges the Secretariat to pursue measures to streamline and to enhance the efficiency of the recruitment process;
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 fifty-seventh (2013) regular session of the General Conference on this issue;
7. 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 or under-represented in the Agency's Secretariat, and who are to actively support and coordinate with the Secretariat in its recruitment efforts;
8. Further requests the Director General to continue to ensure that consultants are engaged based on their ability to provide the required expertise, to give due consideration, if applicable, to the geographical distribution of consultants holding Special Service Agreements, and to continue to identify the nationalities of such consultants in future reports; and
9. 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(53)/RES/18.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(55)/20,
  - (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 2010 report by the United Nations Secretary-General on “Improvement of the status of women in the United Nations System” shows that within the Professional and higher categories the Agency is still among the UN organizations with the lowest representation of women Professional staff,
  - (e) Aware of the lower rate of participation of women in the nuclear field,
  - (f) Recognizing that since June 2009 there was an improvement in the percentage of applications received by the Agency from “well-qualified” female candidates, that the percentage of female staff in the Professional and higher categories has grown by 1.5 %, and that in 71.2 % of 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,
  - (g) Noting with concern the decline to 23.2 % of external appointments in the overall number of women recruited, and
  - (h) 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 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. Requests the Secretariat to improve its process for the recruitment of female staff, to continue undertaking its ongoing recruitment 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 Job Opportunities for Young Professionals Programme and the Experts Participating in Technical Cooperation programme, in order to gain experience in 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 the promotional and placement process, 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.