

# General Conference

**GC(63)/RES/14**

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## Sixty-third regular session

Item 24 of the agenda  
(GC(63)/22)

# Personnel

## Resolution adopted on 19 September 2019 during the seventh plenary meeting

### A.

#### Staffing of the Agency's Secretariat

##### The General Conference,

- (a) Recalling resolution GC(61)/RES/15.A adopted by it at its sixty-first regular session,
- (b) Taking note of the report submitted by the Director General in document GC(63)/15 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 the forecast of vacancies in the Professional category until 31 December 2021, as contained in Issue No. 26 published by the Secretariat,
- (d) Noting the Secretariat's projection indicating that, as a result of staff retirements and the application of the rotation policy, 320 of the 1169 regular Professional staff positions in the Agency's Secretariat will become vacant during the period up to 2026,
- (e) Noting the Director General's Report on the Implementation of the Agency-wide Information System for Programme Support (AIPS), as contained in GOV/INF/2018/4, which outlines progress made, key improvements and efficiency gains, and challenges during the implementation of the project aimed at improving and streamlining actions in the recruitment and selection of staff,
- (f) Remaining concerned that the representation of developing countries and under-represented and unrepresented Member States in the Agency's Secretariat, particularly at the senior and policy-making levels, and actions taken to address this issue, continue 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, and the steep decline during the reporting period of 2017–2019,
- (i) Noting that through the use of a web-based application system for advertised vacancies, the Secretariat has received an average of 101 applications for each vacancy notice in the Professional and higher categories, 45.5% of which are from developing countries,
- (j) Convinced that the implementation of measures taken in response to previous resolutions on this subject should be continued and enhanced, and
- (k) 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 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, particularly at the senior and policy-making levels, and for Professional posts requiring specific skills;
  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 Member States, as well as under-represented and unrepresented Member States;
  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, in concert with Member States, to continue taking advantage of the opportunities presented by Agency-sponsored meetings by undertaking recruitment efforts parallel with such meetings, and to establish a voluntary network of former staff members for recruitment purposes;
  5. Requests the Director General and the Secretariat to pursue concrete measures to further improve the recruitment and selection process as part of AIPS, including towards enhancing the efficiency and transparency of these processes and addressing the challenges met in the project's implementation, and to report to the sixty-fifth (2021) regular session of the General Conference on the same;
  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 sixty-fifth (2021) regular session of the General Conference on this issue;
  7. Requests the Director General, in consultation with Member States, to harness 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, to actively support and coordinate with the Secretariat in recruitment efforts;
  8. Encourages the Secretariat to continue with its outreach measures, including webinars and recruitment missions, and to exert more efforts towards increasing the number of applications from developing countries as well as from under-represented and unrepresented Member States;

9. Further requests the Director General to continue to ensure that consultants are engaged based on their ability to provide the required expertise while giving due consideration to the geographical distribution of consultants holding Special Service Agreements, and to continue to identify the nationalities of such consultants in future reports;
10. Further requests the Director General to continue to ensure that the use of consultants does not result in conflict of interest or commercial advantage; and
11. 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 the Secretariat to identify under-represented Member States and geographic regions and the number of positions, based on the Secretariat's indicative figures, and to take concrete measures to improve the situation of their under-representation, and also requests the Director General to include in the report the progress made in this regard.

## **B. Women in the Secretariat**

### The General Conference,

- (a) Recalling its resolution GC(61)/RES/15.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, including the promulgation of a revised internal document entitled “Gender Action Plan” in 2019, which provided a coherent analytical framework with new, valuable qualitative information that was used to assess progress and challenges in the implementation of the Agency's Gender Equality Policy; also commending the efforts made by the Secretariat to enhance gender mainstreaming while planning and delivering programmatic activities, as reported in document GC(63)/16,
- (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) Taking note of the lower rate of participation of women in general in the nuclear field,
- (e) Recalling the 2016 UN publication on the “Status of Women in the United Nations System” which mentions the IAEA's outreach resources dedicated to attracting women candidates, and noting the joint events organized by the Secretariat in cooperation with Gender Focal Points in other Vienna-based international organizations to mark International Women's Day in 2018 and 2019,
- (f) Noting with appreciation that, the percentage of women in the Professional and higher categories has reached 30.2%, and further encouraging the Secretariat to strengthen its efforts aimed at increasing the number of women in the Professional and higher categories, where growth has slowed from 1.6% between 2015 and 2017 to 0.8% from 2017 to 2019,
- (g) Noting with concern that the representation of women at the P5 level remains under 20%,

- (h) Noting with concern that the percentage of applications received by the Agency from “well-qualified” female candidates decreased compared with the previous reporting period from 41.2% to 36.9%,
  - (i) Also noting with concern that the percentage of women among appointed candidates declined compared with the previous reporting period from 37.3% to 35.1%,
  - (j) Asserting the principle of equal gender representation throughout the Secretariat as an ultimate goal,
  - (k) Further asserting the principle of equitable geographical representation in the participation of women in the Secretariat,
  - (l) Noting the importance of Member States pursuing this principle in their efforts to encourage their candidates, particularly women, to apply for senior and policy-making positions in the Secretariat, and
  - (m) Welcoming the creation of a position in the Division of Human Resources to integrate gender equality into the Agency’s programmes and operations, and further welcoming the assignment of responsibility for gender mainstreaming at the Agency to a senior professional officer in the Director General’s Office for Coordination,
1. Continues to strongly 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, gender mainstreaming in the Secretariat’s programmes and operation, and enhanced communications about the Agency’s work on gender equality, and to promote an enabling environment supportive of gender equality, 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 strengthen links with UN Women and cooperation with gender focal points in other international organizations to maximize the benefits from lessons learned from those organizations that have significantly improved gender parity and gender mainstreaming;
  4. Requests the Secretariat to exert efforts in monitoring rates of advancement towards gender parity at the leadership positions within the Agency, in order to identify gaps and successes;
  5. Requests the Secretariat to further improve its process for the recruitment of female staff and to review and enhance ongoing recruitment and outreach measures and access by qualified female candidates from developing Member States to training opportunities, as well as their participation in the fellowship programme, the programme for job opportunities for young professionals and as experts participating in the technical cooperation programme, in order to gain experience in various fields of work within the Agency;
  6. Calls upon the Secretariat to take effective measures to improve the status of female staff and to enhance gender mainstreaming in the Agency’s policies, in its promotional and placement processes, as well as while planning and delivering its programmatic activities, including by taking into consideration

the newly promulgated internal document entitled Gender Action Plan, within the framework of the Agency's programmatic needs and regulations, and to include the progress made in the biennial report;

7. 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;

8. Notes the role of the Vienna International Gender Champions and the Group of Friends for Women in Nuclear as important platforms advocating for stronger and concrete actions to promote gender equality in the IAEA and its Secretariat and encourages all interested parties in a position to do so to join both initiatives;

9. Encourages Member States to actively support the Agency's efforts to meet the terms of this resolution; and

10. Further requests the Director General to report biennially on the implementation of this resolution to the Board of Governors and the General Conference in 2021.