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(GC(XXXVI)/1027/Rev.1)

STAFFING OF THE AGENCY'S SECRETARIAT

Resolution adopted during the 352nd plenary meeting on 25 September 1992

WOMEN IN THE SECRETARIAT

The General Conference,

(a) Aware of the Director General's commitment to increasing the representation of women in the Agency's Secretariat at the Professional and higher levels,

(b) Noting in particular the efforts made to this effect since 1975 by providing for the priority recruitment of women in cases of equally qualified candidates,

(c) Noting with concern, however, that in 1975 the percentage of women in the Professional and higher categories in the Agency's Secretariat was 11.7% and that in the report on staffing of the Agency's Secretariat in document GOV/2604-GC(XXXVI)/1012 it is shown that the percentage in August 1992 was 14.2%, representing an increase of only 2.5 percentage points over 17 years, despite the efforts made to increase the representation of women in these categories,

(d) Recalling resolutions adopted by the General Assembly of the United Nations since 1970 with regard to improving all aspects of the status of women in the United Nations Secretariat, including the level of representation of women in posts subject to geographical distribution,

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(e) Recalling further the provisions of Article VII.D of the Statute and Regulation 3.01 on Appointments and Promotions in Article III of the Provisional Staff Regulations and Rules, in which it is stated that the paramount consideration in the recruitment, employment and promotion of staff shall be to secure employees of the highest standards of efficiency, technical competence and integrity, and

(f) Considering that an improvement in the current unsatisfactory levels of representation of women in the Secretariat in the Professional and higher categories can be achieved only if concerted and systematic efforts are made in the short and medium term by the Director General and by Member States,

1. Requests the Director General to intensify his efforts to increase the number of women in the Secretariat, and particularly women from developing countries, specifically in senior policy-making posts, through the recruitment of suitably qualified women;
2. Requests Member States to continue to support the efforts of the Secretariat, notably by nominating more women candidates and encouraging women to apply for vacant posts;
3. Suggests, as a medium-term measure, that women in scientific careers be put forward by Member States for positions in the Secretariat in order to build up a reservoir of qualified women for future senior appointments; and
4. Requests the Director General to submit to the General Conference at its thirty-seventh regular session a report on measures, within the available resources, for encouraging the appointment of suitably qualified women, and particularly women from developing countries, to posts in the Professional and higher categories with a view to achieving a significant increase in the representation of women from all geographical areas in these categories by the year 2000.