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GENERAL CONFERENCE

Thirty-seventh regular session
Agenda item 21(b)
GC(XXXVII)/1085

PERSONNEL QUESTIONS

(b) WOMEN IN THE SECRETARIAT

Draft resolution recommended by the Committee of the Whole

The General Conference,

- (a) Acknowledging the efforts made by the Secretariat since the adoption of resolution GC(XXXVI)/RES/599,
 - (b) Noting that, while some improvements have been achieved, disparities and barriers remain, and
 - (c) Recalling comments contained in document GOV/2679-GC(XXXVII)/1071,
1. Appreciates the efforts of the Secretariat to implement resolution GC(XXXVI)/RES/599;
 2. Encourages the Director General to continue his efforts to improve the representation of women in the Secretariat and complete the implementation of actions contained in document GOV/2679-GC(XXXVII)/1071;
 3. Requests the Director General to consider and implement, where possible and within available resources, the following recommendations for overcoming obstacles and thereby improving the representation of women in the Secretariat:

- (a) place equal emphasis on recruitment from all available sources and promotion in accordance with Staff Regulation 3.06,
 - (b) intensify efforts to recruit professional women candidates, particularly from developing countries, for scientific and technical posts,
 - (c) encourage and assist Member States to nominate and endorse female candidates for positions within the Secretariat,
 - (d) provide guidance on positions which could lead to further career advancement,
 - (e) enhance existing training programmes, such as the Young Professionals from Developing Countries and Junior Professional Officer programmes, so as to ensure the participation of women in these programmes;
4. Further requests the Director General to seek additional voluntary resources for further development of the action plan contained in document GOV/2679-GC(XXXVII)/1071 to further improve the representation and status of women, particularly from developing countries, and achieve a broad and diversified staff within the Agency; and
5. Requests the Director General to submit to the General Conference at its thirty-eighth regular session a report on the Secretariat's actions with respect to the above recommendations and on any additional initiatives to improve the status of women in the Agency.