



GC

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GENERAL CONFERENCE

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Agenda item 20 (b)
(GC(XXXVIII)/25)

PERSONNEL QUESTIONS

(b) WOMEN IN THE SECRETARIAT

Draft resolution recommended by the Committee of the Whole

The General Conference,

- (a) Recalling resolution GC(XXXVI)/RES/599 and resolution GC(XXXVII)/RES/622,
- (b) Aware of the Agency Secretariat's commitment to increasing the representation of women, particularly from developing countries, in the Secretariat at the Professional and higher levels,
- (c) Taking note with appreciation of the report submitted by the Director General in document GC(XXXVIII)/12 and of the actions taken to implement the above-mentioned resolutions, in particular the development of an action plan to further improve the status and representation of women in the Secretariat as noted in operative paragraph 4 of resolution GC(XXXVII)/RES/622,
- (d) Noting that, in response to operative paragraph 4 of resolution GC(XXXVII)/RES/622, the Director General has obtained additional resources for development of the action plan to further improve the status and representation of women in the Secretariat, and
- (e) Convinced that, in spite of the efforts made to improve the representation of women in the Professional and higher categories, particularly at senior and policy-making levels and from developing countries, more remains to be accomplished in order to rectify the existing imbalance,

1. Requests the Director General to continue his efforts, in keeping with the provisions of Article VII of the Statute, to rectify the existing imbalance in the representation of women in the Professional and higher categories, particularly at the senior and policy-making levels, as well as in posts requiring scientific and technical qualifications, and from developing countries;
2. Calls on Member States, in conjunction with the Secretariat's efforts, to actively support this resolution by ensuring (i) that vacancy notices are brought to the attention of suitably qualified women, especially in scientific careers and from developing countries, (ii) that such women be strongly encouraged to apply and (iii) that any obstacles that might impede their accepting employment in the Secretariat - if offered - are eliminated;
3. Further requests the Director General to continue the work done in respect of the areas identified in operative paragraph 3 of resolution GC(XXXVII)/RES/622;
4. Further requests the Director General to complete the action plan referred to in operative paragraph 4 of resolution GC(XXXVII)/RES/622 and to make recommendations for consideration by the Board; and
5. Also requests the Director General to report on the implementation of this resolution to the Board of Governors and to the General Conference at its thirty-ninth regular session, indicating any specific measures taken or any difficulties encountered by him and providing detailed statistical data on the representation of women in the Professional and higher categories in the Secretariat which would be capable of measuring the improvements made.