

The General Conference,

- (a) Recalling resolutions GC(XXXVI)/RES/599, GC(XXXVII)/RES/622 and GC(XXXVIII)/RES/13,
 - (b) Aware of the Secretariat's commitment to increasing the representation of women, particularly from developing countries and from those other Member States which are under-represented, in the Secretariat at the Professional and higher levels,
 - (c) Taking note of the report submitted by the Director General in document GOV/2824-GC(39)/16, of the actions taken to implement the above-mentioned resolutions and of the difficulties encountered in the recruitment of women for posts requiring scientific and technical qualifications,
 - (d) Noting that in application of the fourth paragraph of resolution GC(XXXVII)/RES/622 the Director General continues to benefit from some supplementary resources to implement the action plan, with a view to improving the status and representation of women in the Secretariat,
 - (e) Convinced that further efforts should be made in order to rectify the existing imbalance in the representation of women in the Professional and higher categories, particularly at the senior and policy-making levels of the Secretariat, and
 - (f) Noting that the United Nations has set a target of 35% representation on this issue,
1. Commends the Director General for the measures presented in document GOV/2824-GC(39)/16 and takes note with appreciation of the steps taken to implement the action plan as noted in operative paragraph 4 of resolution GC(XXXVII)RES/622;
 2. Requests the Director General to continue his efforts, in keeping with the provisions of Article VII of the Statute, to increase substantially, particularly at the senior and policy-making levels, as well as for scientific and technical posts, the number of female staff members, particularly from developing countries and from those other Member States which are under-represented;
 3. Calls on the Director General to examine the Platform for Action developed at the United Nations Fourth World Conference on Women and to integrate, where applicable, the elements of this platform into the Agency's relevant policies and programmes;
 4. Invites the Director General to establish a focal point for gender concerns in the Secretariat and for the implementation of the Platform for Action;
 5. Stresses that the work should primarily be financed from the Regular Budget of the Agency but also calls on Member States to provide voluntary contributions in order to assist with the implementation of the Platform for Action and of the Secretariat's action plan;

6. Also calls on Member States to actively support the Agency's efforts to respond to this resolution by ensuring that (i) vacancy notices and expert and fellowship announcements are brought to the attention of suitably qualified women, especially for high-level posts and in scientific careers, (ii) such women are strongly encouraged to apply and (iii) any obstacles that might impede their accepting employment in the Secretariat - if offered - are eliminated; and
7. Further requests the Director General to report on the implementation of this resolution to the Board of Governors and to the General Conference at its fortieth regular session.

*22 September 1995
Agenda item 21(b)
GC(39)/OR.9, para. 107*