

# General Conference

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## **Fifty-first regular session**

Item 24 of the agenda

(GC(51)/22)

COMMITTEE OF THE WHOLE

## Personnel

### (b) Women in the Secretariat

#### **Draft resolution recommended by the Committee of the Whole\***

#### The General Conference.

- (a) Recalling its resolution GC(49)/RES/16.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, as reported in document GC(51)/17,
- (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) Concerned that the 2004 report by the United Nations Secretary-General on “Improvement of the situation of women in the United Nations System” shows that within the Professional and higher categories the Agency has the lowest representation of women,
- (e) Aware of the lower rate of participation of women in the nuclear field,
- (f) Recognizing that in 2007 there was an improvement in the percentage of applications received by the Agency from “well-qualified” female candidates, the percentage of female staff in the Professional and higher categories increased slightly and in 84.8% of the cases where an external candidate was selected, and external women applicants were among the candidates rated “well qualified”, a woman was selected for the position, and
- (g) Asserting the principle of equal gender representation throughout the Secretariat as an ultimate goal,

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\* Possibly to be clustered with other draft resolutions recommended by the Committee

1. Continues to 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 underrepresented, 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 further develop and implement a comprehensive gender policy, 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, and to implement gender mainstreaming in its programmes;
3. Requests the Secretariat to improve its processes for the recruitment of female staff and to facilitate access by qualified female candidates from developing Member States to training opportunities, as well as their participation in the fellowships programme, the Job Opportunities for Young Professionals Programme and the Experts Participating in Technical Cooperation programme, in order to gain experience in the various fields of work within the Agency;
4. Calls upon the Secretariat to intensify the implementation of its Action Plan on Gender Concerns, including measures to improve the status of female staff and to enhance promotional and placement processes, within the framework of the Agency's programmatic needs and regulations;
5. 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;
6. Encourages Member States that have not yet done so to nominate contact points to actively support the Agency's efforts to meet the terms of this resolution; and
7. Further requests the Director General to report biennially on the implementation of this resolution to the Board of Governors and the General Conference.