

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; and
  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.