

The General Conference,

- (a) Recalling resolution GC(39)/RES/20 ("Women in the Secretariat") adopted by the General Conference at its thirty-ninth regular session,
- (b) Aware of the Secretariat's strengthened commitment to increasing the representation of women, particularly from developing countries and from those Member States which are under-represented, in the Secretariat at the Professional and higher levels,
- (c) Taking note with appreciation of the report submitted by the Director General (GOV/2877-GC(40)/19) on the actions taken to implement the above-mentioned resolution, of the progress made in further improving the status and representation of women in the Secretariat and of the appointment of a Focal Point for Gender Concerns,
- (d) Aware of the Secretariat's commitment to the System-Wide Medium Term Plan for the Integration of Women in Development (SWMTP), to Agenda 21 with respect to women (GOV/INF/773) and to the Platform for Action endorsed at the United Nations Fourth World Conference on Women in 1995,
- (e) Convinced that more remains to be accomplished in order to rectify the existing gender imbalance at the Professional and higher levels and to enhance the Secretariat as a model organization striving to involve women in all aspects of the Agency's programme, and
- (f) Asserting the principle of equal gender representation throughout the Secretariat as an ultimate goal,
1. Requests 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 under-represented, and to pursue a target of equal representation of women at all levels of Agency employment, including senior policy-level and decision-making posts;
 2. Calls on the Director General to further integrate the Platform for Action developed at the United Nations Fourth World Conference on Women into the Agency's relevant policies and programmes;
 3. Stresses that the work should be financed primarily from the Regular Budget of the Agency, but also invites Member States to provide voluntary contributions in order to assist with the implementation of the Platform for Action and to support the Learning Resource Centre which has been established by the Secretariat;

4. Calls on Member States also to continue actively supporting the Agency's efforts to respond to this resolution by ensuring that (i) a resource base of women scientists and technologists is expanded, (ii) 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, (iii) such women are strongly encouraged to apply and (iv) any obstacles that might impede their accepting employment in the Secretariat, if offered, are eliminated; and

5. Further requests the Director General to submit a report annually to the Board of Governors on the implementation of this resolution.

*20 September 1996
Agenda item 18(b)
GC(40)/OR.10, para. 31*