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International Atomic Energy Agency

# GENERAL CONFERENCE

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Forty-third regular session  
Agenda item 26  
(GC(43)/27)

## PERSONNEL

### WOMEN IN THE SECRETARIAT

Resolution adopted on 1 October 1999 during the tenth plenary meeting

The General Conference,

- (a) Recalling resolution GC(41)/RES/19 (“Women in the Secretariat”) adopted by the General Conference at its forty-first regular session,
  - (b) Aware of the Secretariat’s strengthened commitment to increasing the representation of women, particularly from developing and under-represented countries, in the Secretariat at the Professional and higher levels,
  - (c) Taking note with appreciation of the report submitted by the Director General (GOV/1999/54-GC(43)/19) on the actions taken to implement the above-mentioned resolution, of the substantial progress made in further improving the status and representation of women in the Secretariat and of the work done by the 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 and to the Platform for Action endorsed at the United Nations Fourth World Conference on Women in 1995,
  - (e) Convinced that more can be accomplished in order to rectify the existing gender imbalance at the Professional and higher levels, 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 to the extent possible the Platform for Action developed at the United Nations Fourth World Conference on Women into the Agency's relevant policies and programmes and notes the intention of the Secretariat to participate in the forthcoming review at the Fifth World Conference on Women to be held on 5-6 June 2000;

3. Stresses that the work relating to the achievement of the objectives stated previously 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) the 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 biennially to the Board of Governors on the implementation of this resolution.