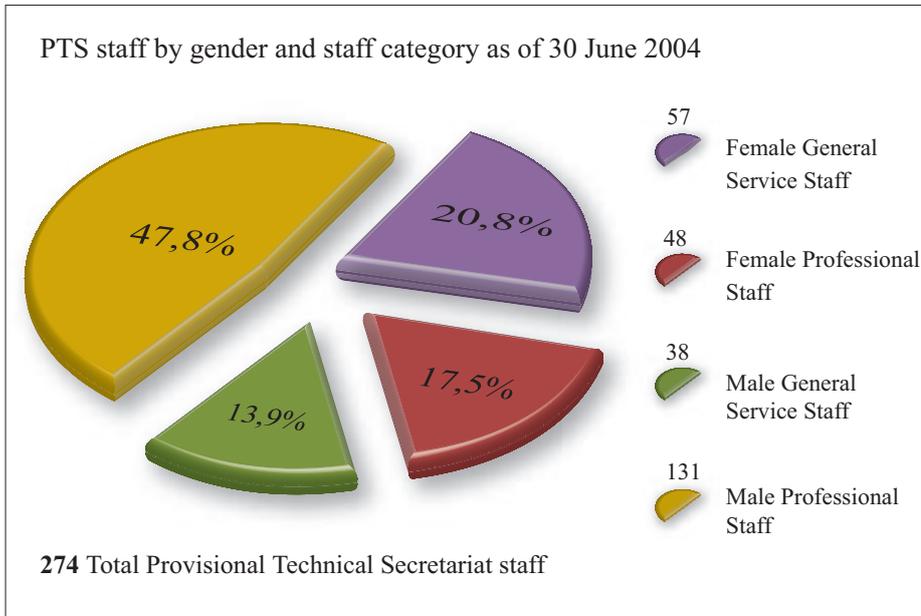


Equal employment policy and implementation in the PTS



The Provisional Technical Secretariat (PTS) is committed to a policy of equal employment. This policy is outlined in the Preparatory Commission's decision on Equal Employment Opportunities for Women in April 1998 (CTBT/PC-5/1/Add.7), which requests the Executive Secretary "to pursue a target of equal gender representation at all levels of the Secretariat". The policy is consistent with the PTS Staff Regulations on non-discrimination and is reflected in all vacancy announcements. The Secretariat continues to make every effort to increase the representation of women in the Professional category.

The Executive Secretary provides information and statistics on the representation of women in the PTS to the Commission on a regular basis. Relevant statistics have also been incorporated in the Annual Reports on Human Resources Management. As of 30 June 2004, out of the total count of 274 staff members, 38,3% are women and 61,7% are men. 17,5% of the staff of the PTS are women in Professional positions and 20,8% are women in General

Service positions. The percentage of female staff members has been gradually increasing over the years. However, the representation of women is far lower in the verification divisions than in administration and related fields of work, and women are under-represented at the managerial levels of P-5 and above.

Several measures have been taken to increase the number of women in the professional and higher categories in the PTS. The Secretariat cooperates with the Office of the Special Advisor to the United Nations Secretary-General on Gender Issues and the Advancement of Women to ensure wider circulation for its vacancy announcements. All vacancy announcements are also distributed via e-mail to interested Member State institutions and organizations. As well as its efforts to extend the recruitment pool, the PTS offers a part-time appointment scheme to staff in both the General Service and Professional categories, acknowledging that traditional patterns in working arrangements are a major source of work-family conflict. ■

Interagency games in France

Sixteen PTS staff members participated in the 32nd United Nations Interagency Games which took place from 29 April to 3 May 2004 in Aix-les-Bains, France. Forming teams with UNOV, UNIDO or IAEA, the PTS staff took first place in mountain biking, second place in football and athletics, and third place in women's volleyball.

The United Nations Inter-Agency Games (IAG) was initiated by UNESCO in 1968 with the purpose of enabling the staff members of the agencies and organizations of the United Nations family to get to know each other through sports meetings and thereby to improve mutual understanding and working relations. ■



JOINT IAEA/CTBTO FOOTBALL TEAM



JOINT IAEA/CTBTO MOUNTAIN BIKING TEAM