

## INTERNATIONAL GENDER CHAMPIONS

### MEMBERSHIP DECLARATION

I,  support the Panel Parity Pledge.  
Lassina Zerbo

As the Executive Secretary of the Comprehensive Nuclear-Test-Ban Treaty Organization in Vienna, and as a member of the International Gender Champions, I hereby undertake to defend and promote gender equality through the following concrete actions:

- Put in place the necessary policy/procedures to provide flexibility in working hours during the first year of maternity/paternity.
- Institute an annual “CTBTO Shadowing Program” in which 10 promising students, from high school up—with a 4:1 ratio of women to men—can follow the work of a professional in their desired field of the CTBTO for a period of 2-3 weeks, to encourage gender parity at higher levels of management, science and diplomacy. The purpose of the program is to create equal opportunities for young men and women to eventually obtain high level positions in their fields of interest by equipping them with the early understanding, tools and connections necessary for professional advancement.
- Involve and encourage young women to pursue advocacy in science based diplomacy for peace and security through the CTBTO Youth Group.

Vienna, 7 June 2017