

Board of Governors General Conference

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(GC(57)/1 and Add.1)

Personnel

Women in the Secretariat

Report by the Director General

Summary

Resolution GC(55)/RES/15 (b) on women in the Secretariat, adopted by the General Conference on 22 September 2011, requests the Director General to report biennially on the implementation of this resolution to the Board of Governors and the General Conference. This document constitutes the report for the period 1 June 2011 to 1 June 2013

This report has been prepared in response to the request contained in the resolution.

Recommended Action

It is recommended that the Board of Governors take note of the report, recommend its submission to the General Conference for its consideration and endorse the Director General's call for all Member States to actively support the Secretariat's efforts in recruiting women.

Personnel

Women in the Secretariat

Report by the Director General

A. Background

1. In resolution GC(55)/RES/15 (b), the Director General was requested, 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 unrepresented or under-represented, and to pursue a target of equal representation of women across all occupational groups and categories in the Agency, including in senior policy-level and decision-making posts.

2. The lack of gender balance continues to be a problem in the UN Common System: according to the most recent report of the UN Secretary-General, the representation of women in the Professional and higher categories in the UN Secretariat and UN system organizations remains low, though it increased slightly during the period 1 January 2009 to 31 December 2011 from 39.9% to 40.7%. Although the Agency is still among the UN organizations with the lowest representation of women Professional staff at 27.6%, the number of women in the Professional and higher categories has grown by 3.1% since June 2011 and 4.6% since June 2009, which is a very encouraging trend.

3. The participation of women in certain branches of the natural sciences, engineering and technology is also low in the private sector and academia. Although there have been some improvements, the overall number of graduate students in Member States — particularly women — in nuclear related areas remains small and, consequently, the resource pool of women in the nuclear field remains limited. Therefore, one of the Secretariat's major impediments to reaching the goal of equal gender representation is the lack of growth in the number of women pursuing scientific careers, in particular in the nuclear industry.

B. Secretariat initiatives to increase the representation of women

4. Since 2007, the Secretariat has implemented a comprehensive gender policy. This policy covers gender equality in staffing, as well as mainstreaming gender considerations in the Secretariat's programmes and operation (which was applied in the preparation of the Agency's 2014–2015 programme and budget). This policy was reviewed during the reporting period and revisions to it to improve its effectiveness are currently being implemented.

5. The Secretariat has instituted a series of coordinated mechanisms to achieve the goal of gender equality. The Focal Point for Gender Concerns continues to work towards reaching the gender equality

goals set out in the gender policy. Departmental Focal Points for Gender Concerns support this work and assist the Deputy Directors General in their efforts to achieve gender equality in their Departments. These various functions are being undertaken by staff members in addition to their normal work assignments.

B.1. Recruitment measures

6. The Secretariat continues to work with Member State representatives to look for new ways to publicize the work of the Agency and to encourage applications by well qualified female candidates to Professional posts.

7. Special emphasis has been put on Agency representation at conferences and meetings where women in sciences can be reached. Attention has also been given to promoting the Junior Professional Officer (JPO), internship and fellowship programmes, with the aim of giving young women professionals practical work experience.

8. At the invitation of Member States, eight recruitment missions have been carried out since 2011, providing additional opportunities to reach out to well qualified female candidates.

9. The Secretariat continues to support two associations which promote and encourage professional women in areas related to the Agency's work. Women in Nuclear (WiN) has an Agency chapter, the membership of which has grown to 65 during this reporting period. The Secretariat also works with the Austrian chapter of Women in International Security. Members of the Secretariat support the work of these organizations, in particular introducing the work of the Agency to women, as well as reaching out to young women and students to make them aware of careers in the nuclear field.

10. For the third time, the Agency participated in the Vienna Daughters' Day in April 2013. Forty-five young women between the ages of 11 and 16 years spent a day at the Agency learning what their parents do at work and participating in hands-on demonstrations of the Agency's work activities. This endeavour, it is hoped, might encourage some of them to choose a profession in nuclear science or other technical subjects.

11. The Secretariat also continues its relationship with the United Nations Inter-Agency Network on Women and Gender Equality (IANWGE) and UN Women. The Agency was the only scientific/technical organization that was active in the pilot programme of the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN SWAP). During the course of 2013, the Secretariat contributed to baseline reporting for this programme and was invited to participate on an expert panel for the design of an e-learning product to raise awareness of gender issues for use across the UN system. With the support of UN Women, a review of the Secretariat's gender equality and gender mainstreaming policies and procedures has been undertaken. This has highlighted opportunities for continual improvement particularly with respect to the Secretariat's active approach to improving the representation of women at senior and Professional levels across all of the Agency's activities.

12. The Secretariat also participated in International Women's Day by hosting a round-table discussion concentrating on international careers for women. Five senior female Ambassadors who are accredited to the Agency shared their experiences and guidance in this forum.

13. Particular attention continues to be paid to the assessment of female candidates in both the pre-screening and the selection processes for vacant posts. In cases of comparable qualifications for a post, special consideration is given to female candidates.

B.2. Member State involvement

14. Ten Member States have arrangements with the Agency for the provision of JPOs. Individual Member States funded a total of 31 JPOs during the reporting period, 51.6% of whom were women. The Agency is continuing to discuss the establishment of similar arrangements with additional Member States.

B.3. Work/life balance

15. The Secretariat continuously reviews, updates and enhances its policies related to work/life balance. The majority of policies implemented in other UN common system organizations aimed at improving work/life conditions (such as flexible working hours, part-time work and work from home) have long been established. The Secretariat regularly organizes meetings to keep staff informed about these programmes and staff have increasingly benefited from them.

B.4. Reporting measures

16. Department Heads report each year on the measures taken and activities carried out in support of increasing the number of female Professional staff. Not only do all areas of the Secretariat continue to give special emphasis to appointing women from shortlisted candidates during the recruitment process, but they also strive to give young professional women the opportunity to gain work experience in nuclear technologies and applications. Special attention is given to the participation of women in conferences, workshops and research projects, as well as on committees and consultancies.

17. Special attention is given in Secretariat management training courses to the issue of gender, both from a recruitment and a sensitivity perspective.

C. Representation of women in the Secretariat

18. The Annex contains figures and charts illustrating the results outlined below.

C.1. Present status

19. As of 1 June 2013, the total number of female staff in the Secretariat was 1111, representing 43.6% of the staff:

- In the General Service category (which includes a variety of positions such as IT and laboratory technicians, accounting assistants, procurement clerks) the percentage of women marginally increased from 63.2% in 2011 to 63.9% in 2013.
- In the Professional and higher categories among regular staff, the share of women increased from 23.5% in 2011 to 26.0% in 2013.

20. This report relates henceforward only to regular staff in the Professional and higher categories.

21. As of 1 June 2013, the gender imbalance continued to be greater at the senior staff level in both the scientific/engineering and administrative occupational groupings. However, at the D-2 level, where in June 2007 there had been no women, there was an increase to 4 by 2013, representing 40% of the total.

22. The percentage of women in the different occupational groups was as follows:

- Administrative field: 36.5% (compared to 32.3% in June 2011, 34.4% in June 2009, 35.7% in June 2007, 31.3% in June 2005).
- Scientific/engineering field: 19.7% (compared to 18.0% in June 2011, 17.3% in June 2009, 15.5% in June 2007, 14.1% in June 2005).

23. As of 1 June 2013, at the senior staff level, the representation of women was as follows:

- Administrative field: 21.7% (compared to 18.2% in June 2011).
- Scientific/engineering field: 15.8% (compared to 21.1% in June 2011).

C.2. Applications and appointments

24. During the reporting period, 26 480 external applications for regular posts were received, of which 25.2% were from women (compared to 24.6% from women during the previous reporting period and 21.5% from women during the two years before that).

25. Among those external candidates determined to be “well qualified”, 23.3% were women (compared to 22.1% during the previous reporting period and 21.5% during the two years before that):

- In the scientific/engineering field, the share of well qualified women was 13.9% in 2013, compared to 16.0% during the previous reporting period.
- In the administrative field of work, it was 32.9%, compared to 31.0% during the previous reporting period.

26. Among the selected candidates who were offered a position, 27.1% were women (compared to 25.4% during the previous reporting period).

27. During this reporting period, in 82.1% of the cases where an external candidate was selected, and external women applicants were among candidates rated “well qualified”, a woman was selected for the position. This is a continuing indication that significant attention is given to gender balance in the selection process.

28. The overall number of women recruited represented 31.8% of external appointments (compared with 23.2% for the previous reporting period):

- In the scientific/engineering field, 21.0% of the 138 new staff members were women (compared to 18.2% of the 112 in the previous reporting period).
- In the administrative field, 47.4% of the 95 new staff members were women (compared to 29.3% of the 82 in the previous reporting period).

29. While every effort is made to appoint well qualified women to vacant posts, these efforts sometimes conflict with competing interests generated by General Conference resolutions related to increasing the representation of staff from developing Member States as well as unrepresented and under-represented Member States (most recently GC(55)/RES/15 (a)).

C.3. Women holding long term contracts

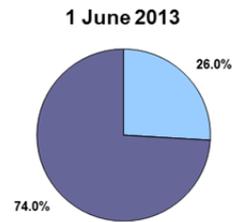
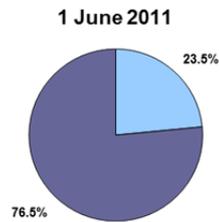
30. Long term contracts are held by 30.5% of women staff members (compared to 33.6% in June 2011), while 37.4% of men staff members hold long term contracts (compared to 38.5% in June 2011). While nine women holding long term contracts left the Secretariat during the reporting period, 15 women were granted long term contracts. In the scientific and engineering field, the share of women holding long term contracts is 34.1% (compared to 34.9% in 2011). The corresponding share of men

in the scientific and engineering field is 41.6% (compared with 43.8% in 2011). In the administrative field, the percentage of women holding long term contracts is 27.1% (32.5% in 2011); while for men it is 28.7% (28.2% in 2011).

D. Work ahead

31. The overall representation of women in the Secretariat has continued to improve in the reporting period. The Director General strongly encourages all Member States to help the Secretariat to achieve the ultimate goal of equal gender representation throughout the Secretariat.

Professional and Higher Category Regular Staff Percentage of Posts Occupied by Women and Men



Grade	Number of female	% of female	Number of male	% of male
DDG/ADG	-	-	8	100
D-2	3	30.0	7	70.0
D-1	5	21.7	18	78.3
P-5	35*	15.2	195*	84.8
P-4	95	24.7	290	75.3
P-3	73	28.4	184	71.6
P-2	12	32.4	25	67.6
P-1	-	-	-	-
Total	223	23.5	727	76.5

Grade	Number of female	% of female	Number of male	% of male
DDG/ADG	1	12.5	7	87.5
D-2	4	40.0	6	60.0
D-1	3	13.0	20	87.0
P-5	37*	14.6	217*	85.4
P-4	110	26.4	307	73.6
P-3	95	35.4	173	64.6
P-2	16	35.6	29	64.4
P-1	-	-	-	-
Total	266	26.0	759	74.0

* includes staff members on a P-5 post who hold the personal grade of D-1 or D-2:
in 2011: 1 woman and 3 men, in 2013: 1 woman and 5 men

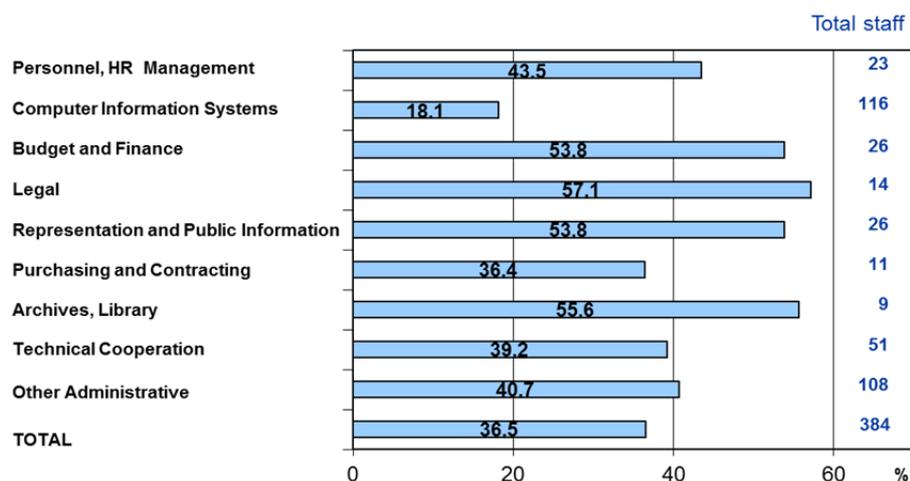
■ Men
■ Women

Professional and Higher Categories of Regular Staff by Occupational Grouping

Percentage of Posts Occupied by Women

1 June 2013

Administrative field of work



Scientific and engineering field of work

