

# Board of Governors General Conference

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(GC(59)/1, Add.1 and Add.2)

## Personnel

### **Women in the Secretariat**

*Report by the Director General*

## **Summary**

- Resolution GC(57)/RES/16.B (“Women in the Secretariat”), adopted by the General Conference on 19 September 2013, requests the Director General to report biennially on the implementation of this resolution to the Board of Governors and the General Conference. This document reports on the period 1 June 2013 to 1 June 2015.

## **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. This report has been produced for the 59th regular session (2015) of the General Conference in response to resolution GC(57)/RES/16.B (“Women in the Secretariat”). In operative paragraph 7 of that resolution, the General Conference requested the Director General to report biennially on the implementation of this resolution to the Board of Governors and General Conference. This report covers the period 1 June 2013 to 1 June 2015.

2. During the reporting period, notable progress was made in efforts to achieve a higher representation of women and mainstreaming gender considerations in the Secretariat’s programmes and operations. The percentage of Professional women in the Regular Staff category<sup>1</sup> is 27.8% and represents an increase of 1.8% from the previous reporting year. Training and communication efforts were enhanced to increase awareness among staff members and senior management, and through outreach activities including those targeting youth.

### B. Secretariat Initiatives to Increase the Representation of Women

3. 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 operations (which was applied in the preparation of the Agency’s 2016–2017 Programme and Budget). This policy was further enhanced during the reporting period through the activities described in this report.

4. The Secretariat continues to ensure the implementation of the Gender Equality Policy and associated Action Plan for Gender Concerns.

5. During the 57th and 58th regular sessions of the General Conference, side events entitled, respectively, ‘Women in All Things Nuclear’ and ‘Women in All Things Nuclear — the Way Forward’ provided forums for discussions and included panellists representing Member States, the United Nations, nuclear regulatory bodies and international organizations.

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<sup>1</sup> Statistical data included in this report relate only to the Regular Staff category.

6. In observance of International Women's Day (8 March) in 2014 and 2015, the Secretariat hosted moderated discussions with prominent men and women. These open forums served to raise awareness of gender concerns from both a male and female perspective, each benefiting from the contributions of Ambassadors and Resident Representatives and prominent women chairing boards of international organizations, governments and advisory boards.

7. During the reporting period, the Secretariat enhanced its cooperation with Women in Nuclear (WiN) Global, which is due to organize its Global Annual Conference, entitled 'Women in Nuclear Meet Atoms for Peace', at the Agency's Headquarters in Vienna, Austria, in August 2015. The conference is expected to be attended by more than 400 participants of whom the majority are professional women working in the nuclear field, and representing 90 Member States and international organizations.

8. With a view to enhancing the long term availability of qualified female professionals in the Agency's work, the Secretariat continues to enhance its engagement with youth with the goal of establishing a pipeline for future top talent.

9. For six years, the Secretariat has participated in the annual City of Vienna Töchertag (Daughter's Day), which aims to encourage girls between the ages of 11 and 17 years to choose a profession not traditionally considered by women, such as in nuclear science or technology. Further, in response to requests to include boys, the Secretariat hosted its first 'Bring your Children to Work' day in 2014. During the reporting period, overall, 98% of the participants in each of these programmes reported that they had an increased knowledge of career options in the STEM<sup>2</sup> disciplines with 55% indicating they had been inspired to pursue a career in science or other technical fields.

10. Targeting more mature students (15 to 17 years), a pilot project with a local international school in Austria was developed with a view to inform them of the possibilities that exist for students to pursue a career in a field related to the Agency's work. A total of 27 students are participating in this pilot project and are engaged with experts working in the peaceful uses of nuclear energy, giving them an opportunity to assess their future university studies and career options.

## **B.1. Recruitment Measures**

11. The Secretariat maintains a proactive dialogue with Member States on the recruitment of women, in order to encourage well-qualified female candidates to apply to vacant positions.

12. With a proactive use of social media and engagement with professional organizations, the Secretariat has been highlighting the Agency as an employer of choice. Monthly webinars have been attended by a significant number of participants from a diverse range of Member States.

13. Further streamlining procedures (an enhanced rostering system, as well as a talent referral programme) are being implemented as part of the introduction of the Agency-wide Information System for Programme Support (AIPS) in 2014.

14. The subpage entitled 'Resources for Women' on the Agency's website has been updated to reflect the ongoing efforts to recruit and retain professional women. The use of social media increases the visibility of the Secretariat's efforts in this regard. The email address [women@iaea.org](mailto:women@iaea.org) continues to be a central contact point for applicants.

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<sup>2</sup> Science, Technology, Engineering and Mathematics.

## **B.2. United Nations Partnerships**

15. Since 2012, the Secretariat has been participating in the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP), which aims to implement the policy on gender equality and empowerment of women endorsed by the Chief Executives Board for Coordination in 2006 (CEB/2006/2). UN-SWAP tracks the progress on a set of 15 common system Performance Indicators.

16. In 2013, the Secretariat's performance was below average compared with other United Nations entities: the Secretariat met or exceeded requirements in 7% of the ratings whereas United Nations entities as a whole met or exceeded requirements in 42% of all ratings. In 2014, the Secretariat's performance improved markedly, meeting or exceeding requirements in 40% of the ratings. Continued focus needs to be given to the areas with low ratings: policy and planning, monitoring and reporting, gender architecture and parity, and capacity development.

## **B.3. Member State Involvement**

17. Member States have arrangements with the Agency for the provision of Junior Professional Officers (JPOs). Individual Member States funded a total of 38 JPOs during the reporting period, 47.4% of whom were women (a decrease of 4.2% from the previous reporting period). Of this group, one JPO was appointed in 2014 to assist the Secretariat in achieving its gender mainstreaming goals.

18. In 2014, female Ambassadors and Resident Representatives in Vienna organized a group to assist the Secretariat in areas of common interest, one of them being gender equality. Areas of cooperation in gender mainstreaming have been discussed regularly, with a special emphasis on developing training opportunities for women in developing countries in nuclear science, policy, technology and management.

## **B.4. Work–Life Balance**

19. The Secretariat continuously reviews, updates and enhances its policies related to work–life balance. The Staff Rules and Regulations related to parental leave, flexible working hours and work from home have been revised in order to support a better work–life balance for staff members.

## **B.5. Reporting Measures**

20. Department Heads are required to 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 encourage the participation of women in conferences, workshops and research projects, as well as on committees and in consultancy assignments.

## **C. Representation of Women in the Secretariat**

21. Notable improvements have been made in the representation of women since the last reporting period. The percentage of women in Professional and higher categories as well as in the scientific/engineering field increased during the reporting period. The Annex contains figures and charts illustrating the results outlined below.

## C.1. Present Status

22. As of 1 June 2015, the total number of female regular staff in the Secretariat was 897, representing 44.0% of the total staff:

- General Service category: 61.1% (compared to 62.4% in June 2013), and
- Professional and higher categories: 27.8% (compared to 26.0% in June 2013).

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

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

- Administrative field: 39.4% (compared with 36.5% in June 2013 and 32.3% in June 2011), and
- Scientific/engineering field: 21.4% (compared with 19.7% in June 2013 and 18.0% in June 2011).

25. Gender imbalance continued to be greater at the senior level where women represent 27.5% of the senior staff. The percentages in the different occupational groupings were as follows:

- Administrative field: 30.7% (compared with 21.7% in June 2013 and 18.2% in June 2011), and
- Scientific/engineering field: 16.6% (compared with 15.8% in June 2013 and 21.1% in June 2011).

## C.2. Applications and Appointments

26. During this reporting period, 39 675 external applications for regular posts were received, of which 31.5% were from women (compared with 25.2% during the previous reporting period and 24.6% during the period 2009–2011).

27. Among those external candidates determined to be “well-qualified”, 29.2% were women (compared with 23.3% during the previous reporting period and 22.1% during the period 2009-2011):

- In the scientific/engineering field of work, the share of well-qualified women was 20.9% in 2015, compared with 13.9% and 16.0% during the two previous reporting periods as above.
- In the administrative field of work, the share of well-qualified women was 36.7% in 2015, compared with 32.9% and 31.0% during the two previous reporting periods as above.

28. Among the selected candidates who were offered a position, 37.6% were women, compared with 27.1% and 25.4% during the two previous reporting periods as above.

29. The overall number of women recruited represented 37.3% of external appointments, compared with 31.8% and 23.2% during the two previous reporting periods as above.

- In the scientific/engineering field, 26.7% of the 120 new staff members were women, compared with 21.0% of the 138 and 18.2% of the 112 during the two previous reporting periods as above.
- In the administrative field, 45.5% of the 99 new staff members were women, compared with 47.4% of the 95 and 29.3% of the 82 during the two previous reporting periods as above.

30. 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(57)/RES/16.A).

### **C.3. Women Holding Long Term Contracts**

31. The share of women holding long term contracts is 29.4% (compared to 30.5% in June 2013 and 33.6% in June 2011), while for men it is 36.7% (compared to 37.4% in June 2013 and 38.5% in June 2011). While four women holding long term contracts left the Secretariat during the reporting period, eight women were granted long term contracts.

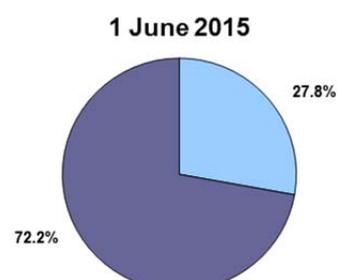
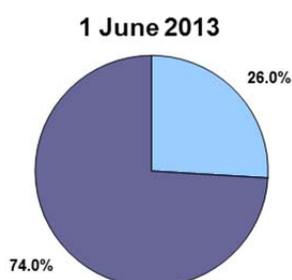
- In the scientific/engineering field, the share of women holding long term contracts is 36.2% (34.1% in June 2013 and 34.9% in 2011). The corresponding share of men is 42.1% (41.6% in June 2013 and 43.8% in 2011).
- In the administrative field, the percentage of women holding long term contracts is 22.2% (27.1% in 2013 and 32.5% in 2011) while for men it is 22.0% (28.7% in 2013 and 28.2% in 2011).

## **D. Work Ahead**

32. The overall representation of women in the Secretariat has continued to improve in the reporting period, and the Secretariat continues to work to ensure that gender considerations are mainstreamed in the organization's programmes and operations. The Director General strongly encourages all Member States to actively 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 women	% of women	Number of men	% of men
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	-	-	-	-
<b>Total</b>	<b>266</b>	<b>26.0</b>	<b>759</b>	<b>74.0</b>

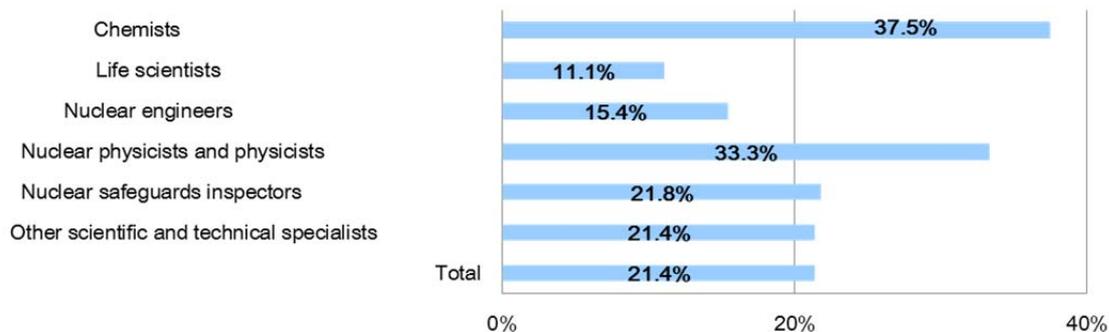
Grade	Number of women	% of women	Number of men	% of men
DDG	1	16.7	5	83.3
D-2	1	25.0	3	75.0
D-1	10	27.8	26	72.2
P-5	46*	19.0	196*	81.0
P-4	111	26.7	304	73.3
P-3	89	31.7	192	68.3
P-2	32	52.5	29	47.5
P-1	1	100	-	-
<b>Total</b>	<b>291</b>	<b>27.8</b>	<b>755</b>	<b>72.2</b>

\* Includes staff members on a P-5 post who hold the personal grade of D-1 or D-2:  
in 2013: 1 woman and 5 men, in 2015: 1 woman and 5 men.

**Men**  
 **Women**

## Professional and Higher Categories of Regular Staff by Occupational Grouping (Percentage of posts occupied by women)

### Scientific and engineering field of work



### Administrative field of work

