



# IAEA

الوكالة الدولية للطاقة الذرية

国际原子能机构

International Atomic Energy Agency

Agence internationale de l'énergie atomique

Международное агентство по атомной энергии

Organismo Internacional de Energía Atómica

*Atoms For Peace*

Wagramer Strasse 5, P.O. Box 100, A-1400 Wien, Austria

Phone: (+43 1) 2600 • Fax: (+43 1) 26007

E-mail: [Official.Mail@iaea.org](mailto:Official.Mail@iaea.org) • Internet: <http://www.iaea.org>

In reply please refer to:

Dial directly to extension: (+431) 2600-26210

2006/Note 18

## Note by the Secretariat

### Third Meeting of Points of Contact for the Recruitment of Women

The Secretariat wishes to report to Member States on the Third Meeting of the Points of Contact for the Recruitment of Women, which took place on 2 March 2006 at IAEA Headquarters.

The purpose of the meeting was to brief Points of Contact on the actions of the Secretariat taken since the second meeting in September 2005 in the area of the recruitment of women, and to serve as a forum for Point of Contact reports on activities and new ideas.

Twenty-two Member State representatives participated in the meeting. In the introductory remarks, David Waller, Deputy Director General, welcomed delegates and emphasized the importance of the partnership between the Secretariat and Member States in recruiting from the small pool of well qualified women in the nuclear field. Anita Nilsson, IAEA Focal Point for Gender Concerns, and Catherine Monzel, Alternate Focal Point, presented the Secretariat's recent actions taken towards furthering gender equality. Ms. Nilsson emphasized the larger context of gender mainstreaming in the UN system, as well as the specific impact of Points of Contact since their designation. Ms. Monzel addressed new recruitment actions taken by the Secretariat and presented statistics on the representation of women since the designation of Points of Contact, which pointed to favourable trends.

Following the briefing, several delegates expressed their support for the Point of Contact meetings and suggested new ways of reaching out to well qualified women candidates. The meeting concluded with a discussion of the importance of additional Member States joining the initiative by designating a Point of Contact, and of all Points of Contact providing lists of institutions to which vacancy notices could be sent.



22 March 2006

## Recent Secretariat Actions Aimed at Gender Equality



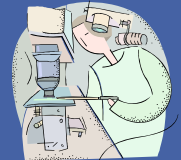
September 2005 – February 2006



## Gender Equality Efforts at the IAEA

Secretariat's 3-fold approach:

1. Mainstreaming a gender perspective into programmes
2. Continuing to enhance the family-friendly workplace
3. Targeting recruitment actions at well-qualified women, with help from the Points of Contact



## Gender Mainstreaming

The ultimate goal is gender equality.

*Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels.*

Millennium Development Goal #3

ECOSOC Resolution 1997/2

Applicable for shaping IAEA programmes



## Providing a Family-Friendly Work Environment

Recent Initiatives:

- Paternity Leave  
Four weeks paid leave to fathers for both birth and adoption
- Work-from-Home  
Pilot programme has been extended after successful first year
- Staff Mobility  
Long and short term reassignments within the Agency provide flexibility and career development for all staff



## Recruitment Outreach

October 2005  
"Where are the Girls and Women in Science and Technology"  
International Conference

September 2005  
IAEA General Conference

February 2006  
European Nuclear Society  
PIME Conference

November 2005  
Society of Women  
Engineers Annual  
Conference

Upcoming: May 2006  
Women in Nuclear Global  
Conference



How can you help?

Arrange recruitment missions to relevant events or institutions in your Member State (Task 4)



## Monthly Vacancy Notice E-mails

Sent since December 2005 to:

- Permanent Missions
- Points of Contact
- National institutions submitted by Points of Contact

How can you help?

Submit national institutions (with e-mail addresses) to [women@iaea.org](mailto:women@iaea.org) (Task 1)



## Outreach within the UN System

- Focal Point for Gender Concerns attended the Inter-Agency Network on Women and Gender Equality (IANWGE) annual meeting.
- The United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) featured an interview with Anita Nilsson in its monthly online review's December 2005 issue.



## Recruitment Brochure Aimed at Professional Women

- Published January 2006
- Complements the existing recruitment brochure
- Describes the Agency's work and the representation of women in the Secretariat
- Profiles successful Agency women
- Highlights the family-friendly work environment



How can you help?  
Distribute the brochure to relevant national institutions (Task 2)



## Point of Contact (PoC) Website

Will go online in the near future. Provides briefing summaries of past meetings, tasks, list of PoCs, relevant Agency links.



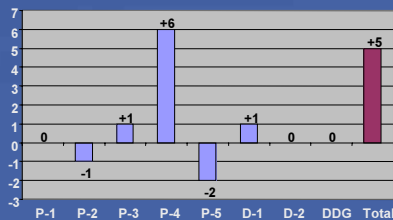
## PoC Website

Provides name of each Member State's PoC, with e-mail address, and links to the list of institutions he/she has submitted



## Recent Developments in the Representation of Women

Net Changes in the Number of Women in Regular Professional Posts  
1 July 2005 – 1 February 2006

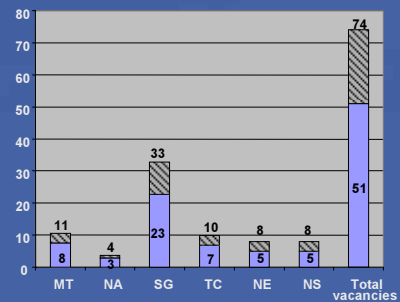


Current Share of Women among Professional Staff: 20.1%  
Total # of posts filled: 790 → 815 (share has remained stable despite +5 women)



## Reaching the Informal 25% Goal

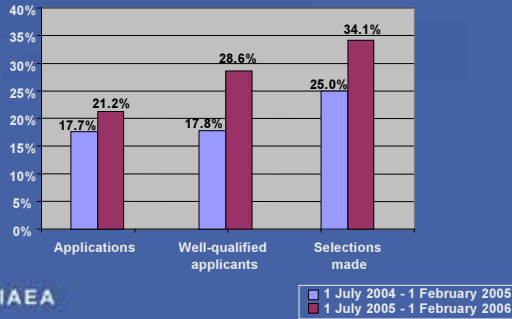
Recruitment of Women to Reach 25% by July 2007, By Department



■ Number of Vacancies Forecast  
■ Number of Women to be Recruited

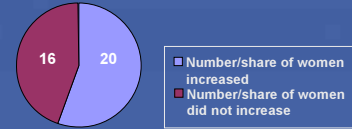
## Recent Developments in the Representation of Women

Share of Women in Applications and Selections  
Comparison of the Periods Before and After the Nomination of PoC



## Effects of Having PoC (36 Member States) Tasks 1 & 2

Applications from Member States with PoCs  
1 July 2005 - 1 February 2006  
Compared with Same Period Previous Year



- PoC that have submitted institutions to the Secretariat:  
Australia (23), Israel (6), Germany (10), Nigeria (3), Poland (99), Romania (6), Spain (1), Sweden (26), USA (6)



## Effects of Having PoC (36 Member States) Tasks 3 & 4

### Task 3:

- Junior Professional Officers:
  - No new Memoranda of Understanding have been signed
  - PoC Member States that have MoU in place:  
Finland, France, Germany, Italy, Japan, USA
- TC Fellows:
  - Women increased 77 → 124 for PoC Member States

### Task 4:

- One recruitment mission requested



## Recent Point of Contact Reports

### Chile

Tasks 2 & 3: developing a section on the Chilean Nuclear Energy Commission's website on IAEA employment, with focus on young professionals

### Italy

Task 1: Ongoing identification of Italian institutions

### Poland

Task 1: Submitted a list of all Polish scientific institutes

### Romania

Task 1: Submitted 6 institutions

Task 2: Contacted 11 institutions about IAEA opportunities; Romanian Nuclear Agency: information about IAEA employment on its website, will organize information desk for women at annual symposium

Task 3: Exploring funding possibilities for a JPO programme

Task 4: Will follow up on Nuclear Agency symposium as venue for a mission



## Challenges for the Future

- More Member States need to designate PoCs
- Board members have higher visibility in this regard

### Board Members with PoCs (14)

Australia  
Brazil  
Canada  
Ecuador  
Germany  
India  
Indonesia

Japan  
Norway  
Slovakia  
South Africa  
Sri Lanka  
Sweden  
USA

### Board Members without PoCs (21)

Algeria  
Argentina  
Belarus  
Belgium  
China  
Colombia  
Cuba  
Egypt  
France  
Ghana  
Greece  
Korea, Republic of  
Libya  
Portugal  
Russian Federation  
Singapore  
Slovenia  
Syria  
United Kingdom  
Venezuela  
Yemen



## Challenges for the Future

- Continuing to build the network of institutions
- Continuing to find and encourage well-qualified women

Agency's current high profile provides the perfect opportunity to recruit staff members from among your Member State's nationals



## PoC Tasks

1. Submit institutions from which qualified women can be attracted
2. Spread the word about employment at IAEA
3. Promote JPO and TC Fellowship programmes
4. Invite IAEA for recruitment mission to your MS

