



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

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2005/Note 47

Note by the Secretariat

Second Meeting of the Points of Contact for the Recruitment of Women

The Secretariat wishes to report to the Member States on the Second Meeting of the Points of Contact for the Recruitment of Women, which took place on 6 September 2005 at IAEA Headquarters.

The purpose of the meeting was to brief Member States on the 2005 report to the Board of Governors and General Conference entitled "Status of Women in the Secretariat" (GOV/2005/55-GC(49)/15) in the context of the efforts of the Points of Contact. In addition, the Points of Contact reported on actions taken since the first meeting in June 2005 on the recruitment of women.

Over 20 Member State representatives participated in the meeting. In the introductory remarks, David Waller, Deputy Director General, welcomed the delegates and urged that Member States that had not already done so to designate a Point of Contact. Anita Nilsson, IAEA Focal Point for Gender Concerns, presented a briefing on the report and summarized developments related to gender issues. She emphasized that for the first time in the Agency's history, the representation of women in the Professional categories has surpassed 20%.

Following the briefing, five Points of Contact gave substantive reports on their activities, and a number of other delegates reported that progress was under way. The meeting concluded with a discussion on recruitment issues.

It was agreed that the next meeting of the Points of Contact will take place in January 2006.

16 September 2005

Enclosure: Presentation

Women in the Secretariat (GOV/2005/55-GC(49)/15)

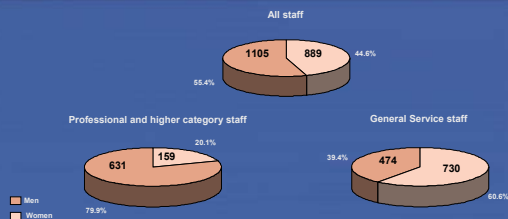


Status as of 1 July 2005



IAEA
International Atomic Energy Agency

GOV/2005/55-GC(49)/15 Composition of Staff by Gender and Category



- Women comprise 44.6% of all staff, up from 41.5% in July 2003
- Women's share in the Professional and higher categories has increased to 20.1% from 18.4% in the last reporting period



GOV/2005/55-GC(49)/15 Professional and Higher Categories of Regular Staff

Women represent:

- 20.1% of Professional posts
- 23% of posts ranked P-1 to P-4
- 13.2% of posts ranked P-5
- 14.6% of D-1 and above



Grade	1 July 2003		1 July 2005	
	Number of female	% of female	Number of male	% of male
DDG	1	16.7	5	83.3
D-2	-	-	5	100.0
D-1	4	13.3	26	86.7
P-6	20	11.2	158	88.8
P-4	42	16.2	219	83.8
P-3	57	22.8	193	77.2
P-2	17	50.0	17	50.0
P-1	-	-	2	100.0
Total	141	18.4	624	81.6

Net increase of 18 women



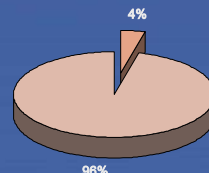
Men
Women

GOV/2005/55-GC(49)/15 Selection of Professional Staff from External Candidates

In 2003-2005, women represented:

- 18% of outside applicants
- 17% of those deemed "well qualified"
- 23% of all selections made

Selections where at least one woman applicant was rated "well qualified"

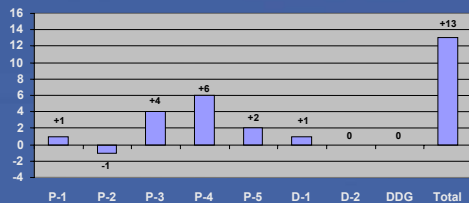


Cases where a man was selected
Cases where a woman was selected



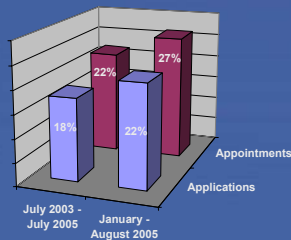
Recent Developments Encouraging News

Net Changes in the Number of Women in Regular Professional Posts from January to August 2005



Recent Developments Appointments and Applications

Share of Women in Applications and Appointments



Recent Developments Recruitment Activities

January – August 2005

- IAEA Gender website updated (www.iaea.org/women)
- Liaison created with the UN International Research and Training Institute for the Advancement of Women (INSTRAW)
- Joint Advisory Sub-Committee on Gender Concerns strengthened



Establishing a Point of Contact Network Tasks I. – IV.

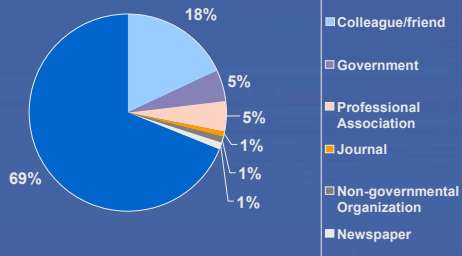
Number of Member States that have designated a Point of Contact for the Recruitment of Women: 27

- Point of Contact Network: in evolution
- Junior Professional Officers: gender balance 50%
- Technical Cooperation Fellows (January – June): 705 applications received, 237 of them women (34%)
- Recruitment Missions requested: 2 +1



Establishing a Point of Contact Network “Where did you learn about job opportunities at the IAEA?”

Responses to the question from women applicants
1 January 2004 – 28 August 2005



Targeted Recruitment Action Plan by 2007

Our goal:

- Increase the share of women Professional staff from 20.1% to 25%

This means:

- Increasing the number of women by 39 women

Women = 39



Establishing a Point of Contact Network Facilitating Recruitment

New Vacancies - August 2005

Please find below the latest job vacancies at the IAEA. Should you know of potential candidates, please do not hesitate to share this vacancy with them. We particularly encourage women to apply to our Professional level positions. The full listing of open vacancies is available at <http://www.iaea.org/Recruitment>. Thank you very much in advance.

Offices Reporting to the Director General

2005062	Information Archivist (P-5)	Closing date: 2005-10-28
Department of Management		
2005058	Information Archivist (P-5)	Closing date: 2005-10-10
2005052	Unit Head, Recruitment (Int. P-5)	Closing date: 2005-09-30
Department of Nuclear Sciences and Applications		
2005060	Research Contracts Officer (P-5)	Closing date: 2005-10-10



With joint efforts we will:

Reach the goal of an increasing number of women in the IAEA Secretariat

