

**IAEA***Atoms for Peace: The First Half Century*

1957-2007

الوكالة الدولية للطاقة الذرية

国际原子能机构

International Atomic Energy Agency

Agence internationale de l'énergie atomique

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**2007/Note 32**

## Note by the Secretariat

### Fifth Meeting of *Points of Contact* for the Recruitment of Women

(24<sup>th</sup> May 2007, IAEA Headquarters)

The purpose of the meeting was to review actions taken by the Secretariat and *Points of Contact* with regard to the recruitment of women, since the last meeting held in September 2006. Sixteen Member State representatives participated in the meeting.

In his opening remarks, David Waller, Deputy Director General of the Department of Management, emphasized the importance of a joint effort between the Secretariat and Member States. While noting that 47 Member States have already joined the *Points of Contact* initiative, including 25 members of the 2006–2007 Board of Governors, he called on those Member States that have not yet done so to make a nomination as soon as possible. He further encouraged the *Points of Contact* to continue expanding the network of institutes, societies, universities and relevant institutions from which well qualified female candidates could be attracted.

Gabriele Voigt, Director of the Agency's Laboratories (Seibersdorf and Headquarters) and Chair of the JAC Sub-Committee on Gender Concerns, briefed Member States on the activities carried out by the sub-committee and the progress achieved. She also reported on the status of representation of women at the IAEA laboratories.

Anita Nilsson, Focal Point for Gender Concerns, gave an update of the Secretariat's initiatives towards furthering gender equality, including the Agency's gender equality policy and the establishment of Departmental Focal Points for Gender Concerns, who support the Secretariat's work on gender issues.

Catherine Monzel, Alternate Focal Point, reported on the outreach activities to increase the representation of women, many of which interact with the tasks of the *Points of Contact*. She presented the current status of representation of Professional women in the Secretariat, which pointed to favourable upward trends.

*Points of Contact* were urged to identify an organization in their country that might be interested in highlighting the IAEA and its work at one of such organization's events.



2007-07-02

Enclosure

## 5<sup>th</sup> Meeting of Points of Contact for the Recruitment of Women



24 May 2007



## Recent Initiatives

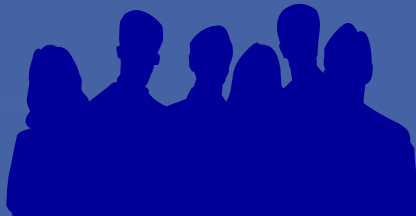


Anita Nilsson, Focal Point for Gender Concerns  
Catherine Monzel, Alternate Focal Point



## Internal Developments

- Gender equality policy update



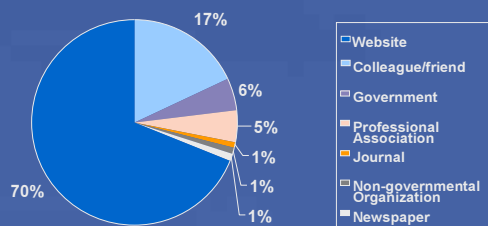
## Internal Developments

- Departmental Focal Points for Gender Concerns
  - One Focal Point and an alternate appointed by each Department and the Office of the Director General
  - Assist DDG and Focal Point in Agency's 3-fold approach to gender equality
    - Act as liaison to staff
- Gender-related training courses:
  - Communication skills for women
  - Gender sensitivity for managers
- Presentation for staff on work-life balance at the Agency



## Task 1: Building a Point of Contact Network

Responses from women applicants to the question:  
"Where did you learn about job opportunities at the IAEA?"



1 January 2006 –  
31 March 2007

## Task 2: Spread the word about the Agency

Professional Associations



Journals

Nuclear Future



Internet



### Task 3: Publicize JPO and TC Fellowship Programmes

- Junior Professional Officer (JPO) programme
  - 1<sup>st</sup> Quarter 2007: 5 women and 7 men
- TC Fellowship
  - In 2006, 1,183 TC fellows
  - 32% women



### (cont.) Task 3: Publicize Internship Programme

- Since 1 August 2006, 25 women and 20 men



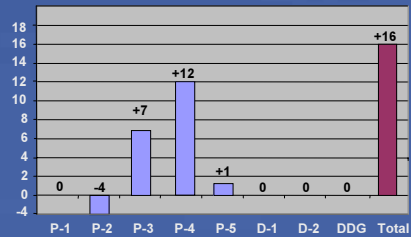
### Task 4: Recruitment Missions

- Information Fair "Careers in International Organizations" – Berlin, 2 June 2007
- Two additional recruitment missions in 2007
- Possible recruitment mission during the Nordic Society Safeguards Meeting in Norway, 2008



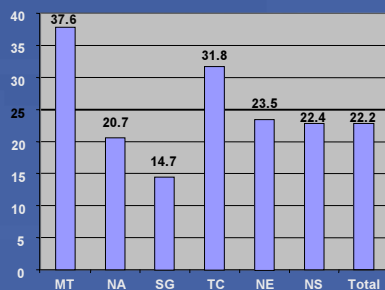
### Developments in the Representation of Women

Net changes in the number of women in Regular Professional Posts  
May 2006 – May 2007



### Reaching the Informal 25% Goal

Current representation of women staff by Department



### Challenges for the Future

#### Your Ongoing Tasks

1. Submit contact information of institutions
2. Spread the word about the Agency
3. Publicize the JPO and TC Fellowship programmes
4. Arrange recruitment mission

