

Secretariat Directive

SEC/DIR/39

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Gender Equality Policy

Introduction

1. The Director General has approved a Gender Equality Policy.

Operative Paragraphs

2. The purpose of the Gender Equality Policy is to set up a framework “to achieve a higher representation of women in the Agency’s Professional and higher categories, and to implement gender mainstreaming in its programmes”, as urged by the General Conference in resolution GC(49)/RES/16.B and reaffirmed in resolution GC(51)/RES/18.B. The text of the Policy is enclosed as Attachment 1 and will be incorporated into the Administrative Manual as Appendix B of AM.II/17.
3. The Policy is formed of two parts: implementing gender mainstreaming in the Agency’s programmes and implementing gender mainstreaming and gender equality in the Agency’s operations.
4. Gender mainstreaming was defined by the Economic and Social Council in their Agreed Conclusions 1997/2 as “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. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.” (See Official Records of the General Assembly, Fifty-second Session, Supplement No. 3 (A/52/3/Rev.1), chap. IV, para. 4.)
5. The Agency Focal Point for Gender Concerns, the Alternate Focal Point and the Departmental Focal Points for Gender Concerns will support the Heads of Department in the development of further guidance, instructions and tools for the implementation of the Policy in their respective Departments.

Reference Documentation

6. The Director General approved the Policy on 10 May 2007. AM.II/17 will be incorporated into the Administrative Manual via the next Transmittal Sheet.

Effective Date

7. This SEC/DIR is effective immediately.

Expiration Date

8. Until further notice.

IAEA Gender Equality Policy

BACKGROUND/RATIONALE

1. The International Atomic Energy Agency is committed to gender equality. In keeping with UN policies and agreements on both gender equality and gender mainstreaming, the Agency must take responsibility for integrating gender into its programmes. In particular, the Agency strongly emphasizes the achievement of the UN Millennium Development Goals (MDGs), of which gender equality is a central tenet. Moreover, the IAEA General Conference has called upon the Secretariat in resolution GC(49)/RES/16.B to both implement a gender mainstreaming policy, as well as to increase the number of Professional female staff in the Secretariat.

OBJECTIVE

2. The Agency will further gender equality by including gender considerations in its programmes and activities, and by continuing to carry out gender-related initiatives in the context of gender balance among the staff and enhanced work-life measures in the Secretariat.

GENDER MAINSTREAMING AND EQUALITY

3. Given its mandate, the Agency is in a unique position to effect positive change in the development and security of mankind. In order for the Agency to fulfil this mandate in a way that also contributes to worldwide gender equality, men and women must participate equally as both the agents and beneficiaries of the Agency's programmes. Therefore, all Agency actions will be carefully analysed from a gender perspective through the process of gender mainstreaming, which will be carried out on two fronts: in the programme of the Agency's work and in the Agency's operations.

Implementing Gender Mainstreaming in the Agency's Programmes

4. Gender mainstreaming is defined as "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. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated." (See Economic and Social Council, Agreed Conclusions 1997/2, Official Records of the General Assembly, Fifty-second Session, Supplement No. 3 (A/52/3/Rev.1), chap. IV, para.4.)

5. In the framework of the results-based management approach adopted by the Agency, all results to be achieved will take into account gender-related impacts and benefits.

6. Each programme manager (Division Director or Section Head, as appropriate) will develop a gender mainstreaming work plan to be used during programme design, appraisal, implementation and evaluation processes. Gender-sensitive indicators and considerations will be brought into all Agency projects and programmes systematically from the planning stages. The crucial question of whether women will be able to benefit equally from an Agency intervention will always be asked.

7. Whether men and women are equally able to participate as agents in the design, planning and implementation of a programme will also be addressed.

8. Gender will be mainstreamed into programme planning and implementation discussions with Member States. In addition to staff, Member State participants will be aided in carrying out gender analysis and incorporating it into programme planning and implementation.

Implementing Gender Mainstreaming and Gender Equality in the Agency's Operations

9. Mainstreaming gender into the Agency's programmes must be reflected in the operational aspects of the Agency's work. Gender will be mainstreamed into the Agency's structures, procedures and institutional culture. Gender equality considerations will be included in the establishment of new and revision of old administrative and programming policies, procedures, manuals, guidelines, standard forms and other internal documents throughout the Agency.

10. Agency staff will be offered training on gender issues and key concepts and terms related to gender mainstreaming. Programme management officers and technical officers will also be offered training on incorporating gender into their respective projects and areas of expertise. Each Departmental Focal Point for Gender Concerns will serve as a resource for advice, support and tools related to gender mainstreaming.

11. In addition to implementing gender mainstreaming, the Agency must continue to take additional strides toward achieving gender balance within the Secretariat. Historically, there has been a significant gender imbalance among the Professional staff of the Agency. The Secretariat will therefore continue to implement measures to increase the share of women in this category, including, but not limited to, working with Member States to identify well-qualified female candidates through collaboration with the Member State Points of Contact for the Recruitment of Women.

12. The Agency will maintain and strengthen efforts to create a working environment and culture in the Agency that is friendly to women as well as to men and to staff of both sexes with families. Furthermore, in the context of the UN system, the Agency will continue to promote and expand policies enhancing work-life balance.

REPORTING AND MONITORING MEASURES

13. Gender will be included in regular evaluations, and each Department will develop a monitoring and assessment system to examine the extent to which gender is being mainstreamed in its programmes.

14. The Director General will continue to report biennially to the Board of Governors and the General Conference on gender balance among Professional staff, and, starting in 2007, will also report on steps taken to mainstream gender into the Agency's programmes.

15. The Secretariat will continue to work with the UN system and report to the UN Secretariat on issues related to gender mainstreaming and gender equality.

RESPONSIBILITY FOR IMPLEMENTATION

16. The responsibility to implement gender mainstreaming lies with senior management in each of the Departments. Such pervasive changes to the prevailing organizational culture will require strong commitment and leadership on the part of the senior management of the Secretariat, building on existing experience and ongoing initiatives.

17. The responsibility for the inclusion of a gender perspective in all of the programmes of the Agency lies with each manager at all levels. Every staff member has a responsibility to observe the policy and its implications.