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PERSONNEL QUESTIONS

WOMEN IN THE SECRETARIAT (GC(41)/RES/19)

Introduction

1. Pursuant to the request made in operative paragraph 5 of resolution GC(41)/RES/19 ("Women in the Secretariat") adopted by the General Conference on 3 October 1997, the Director General presents in this report information on the measures taken to implement that resolution and statistical data on the status of women in the Secretariat. In order to avoid duplication, some material (text and data) relevant to the representation of women in the Secretariat which appears in document GOV/1999/53-GC(43)/18 ("Staffing of the Agency's Secretariat") is not reproduced in this report.
2. The report describes measures taken to increase the representation of women from all geographic areas in the Professional and higher categories. It then provides statistical data for the reference dates 1 August 1997 and 1 August 1999 and reviews the progress made in achieving the objectives set by the General Conference.

Measures taken in pursuit of "a target of equal representation of women at all levels of Agency employment"

3. In operative paragraph 1 of resolution GC(41)/RES/19, the General Conference requested the Director General, "pursuant to Article VII of the Statute, to continue to secure employees of the highest standards of efficiency, technical competence, and integrity, particularly drawing upon developing countries and upon those Member States which are under-represented, and to pursue a target of equal representation of women at all levels of Agency employment, including senior policy-level and decision-making posts".

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Delegates are kindly requested to bring their copies of documents to meetings.

4. Also, in operative paragraph 2 it called on the Director General "to further integrate the Platform for Action developed at the United Nations Fourth World Conference on Women into the Agency's relevant policies and programmes".

5. In an effort to achieve the aforementioned objectives, the following measures were taken during the past two years:

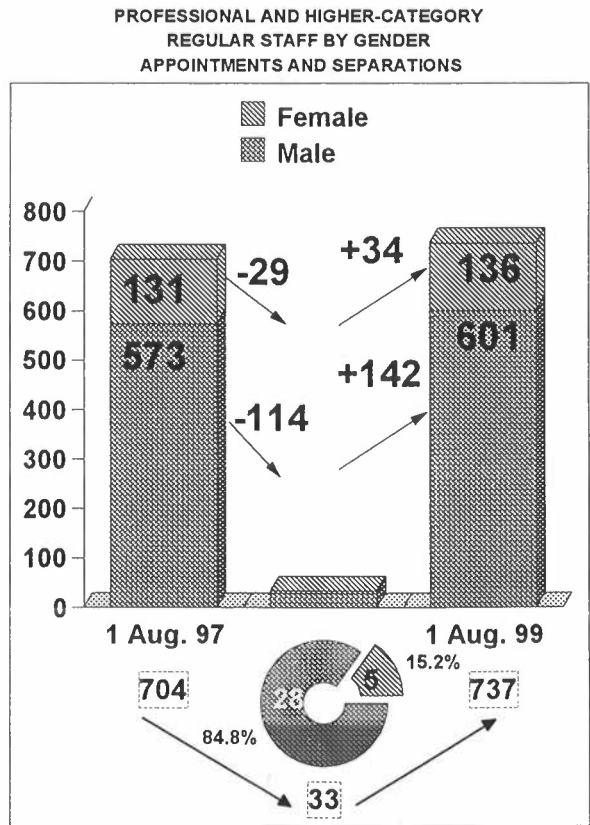
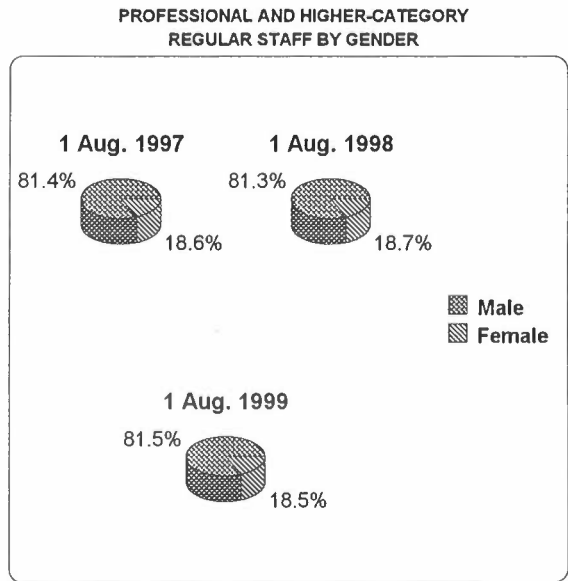
- (i) The implementation of the resolution GC(41)/RES/19 was regularly reviewed at Director General's meetings on the basis of reports presented by the Director of Personnel. In addition, by means of an Interoffice Memorandum dated 29 July 1998 to all Department Heads, Division Directors and Section Heads, the Director General restated the policy that female applicants - especially those from developing Member States and other unrepresented or under-represented Member States - should be given preference, in keeping with the provisions of Article VII of the Statute, in cases of comparable qualifications and suitability, and he requested them to give special attention to female candidates and to bear this policy in mind when making selections.
- (ii) The Director of Personnel closely monitored the selection process and referred appointment proposals back to Departments in cases where, in his opinion, female applicants - and especially female applicants from developing Member States and other unrepresented or under-represented Member States - had not received the appropriate special attention. In addition, the Joint Advisory Panel on Professional Staff reviewed appointment proposals with this policy in mind.
- (iii) Of the seven persons recruited under the programme for Junior Professional Officers from developing countries during the period from 1 August 1997 to 1 August 1999, three were women.
- (iv) Considerable efforts were made to include women in expert missions and fellowships. The percentages of missions carried out by female experts in 1997 and 1998 were 8.2% and 11.3% respectively, compared with 9.5% in 1996. The percentage of fellowships awarded to women ranged from 26.2% in 1996 to 28.7% in 1997 and 27.8% in 1998. The percentages of female training course participants in 1997 and 1998 were 23.2% and 24.1% respectively, compared with 24.4% in 1996.
- (v) In the comprehensive review referred to in para. 7 (iv) of document GOV/1999/53-GC(43)18), the Secretariat paid considerable attention to the situation regarding female applicants, and especially female applicants from developing Member States and other unrepresented or under-represented Member States. The development of a roster of recruitment sources including associations of women working in science and technology was completed, and the Secretariat has begun disseminating vacancy notices and recruitment information brochures to those sources.
- (vi) By means of the aforementioned Interoffice Memorandum dated 29 July 1998, the Director General requested programme managers to use their contacts with

national institutions and with other international organizations for disseminating information about vacancies in the Secretariat and encouraging suitably qualified female candidates to apply - particularly women from developing Member States and other Member States that are unrepresented or under-represented.

- (vii) Department Heads continued to promote mainstreaming of a gender perspective, where applicable, in their departmental programmes and endeavored to further increase the representation of women at Agency conferences, seminars and workshops and at other events organized by the Agency. Efforts to promote the involvement of female scientists in co-ordinated research programmes and technical co-operation projects continued.
- (viii) A web page on the involvement of women in the Agency's Safeguards activities was developed.
- (ix) A career seminar aimed at encouraging women to consider embarking on tertiary-level studies in the nuclear field was held in a Member State. Such seminars will be continued in the future in response to requests from interested Member States.
- (x) The Focal Point for Gender Concerns in the Secretariat represented the Agency at meetings of the WIN (Women in Nuclear) network, a world-wide association of women professionals working in the nuclear field, and strengthened her direct contacts with a number of members who might be interested in applying for posts in the Secretariat. In addition, she ensured Agency participation in the Workshop on Gender Mainstreaming which was held from 15 to 17 September 1997 in Geneva.
- (xi) Finally, under the leadership of the Focal Point, the Secretariat produced a video tape (entitled "THREE VOICES: Women in Nuclear Science and Technology") with the aim of encouraging the entry of female students into nuclear science and related fields of study. Additional measures, such as the establishment of an internship programme for young women studying towards a degree in science and technology, in particular from developing Member States, and special recognition of the work of women in science, are under consideration with the view of fostering their interest in the Agency's activities.

Review of progress in the representation of women

6. As can be seen in the two charts below, there was a net increase in the number of women in the Professional and higher categories from 131 to 136 during the period from 1 August 1997 to 1 August 1999. Of the 143 persons who separated from regular posts during this period, 29 (20.2%) were women, while 34 (19.3%) of the 176 persons who joined the Agency were women.



7. The number of women at the levels P-5 and above increased from 16 to 19. Among the staff at level D-1, the number of female directors increased from two to four.

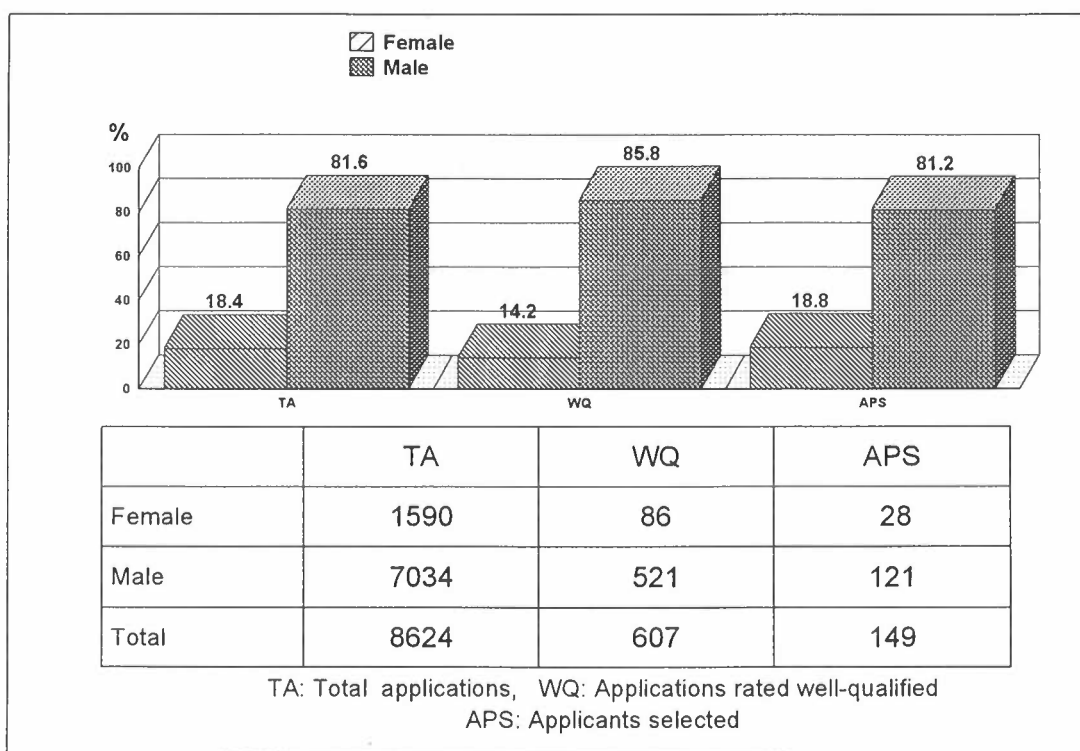
	1 September 1989				1 August 1997				1 August 1999			
	Femal	%	Mal	%	Female	%	Mal	%	Femal	%	Mal	%
DDG	-	-	5	100	-	-	6	100	-	-	6	100
ADG	-	-	-	-	-	-	1	100	-	-	-	-
D-2	-	-	8	100	-	-	11	100	-	-	12	100
D-1	-	-	21	100	5*)	20.8	19*)	79.2	5**)	21.7	18*	78.3
P-5	6	4.0	145	96.0	11	6.8	150	93.2	14	7.8	165	92.2
P-4	19	7.8	224	92.2	35	14.3	209	85.7	36	14.5	213	85.5
P-3	39	20.1	155	79.9	54	26.5	150	73.5	54	24.3	168	75.7
P-2	19	41.3	27	58.7	21	43.8	27	56.3	23	59.0	16	41.0
P-1	2	25.0	6	75.0	5	100	-	-	4	57.1	3	42.9
TOT.	85	12.6	591	87.4	131	18.6	573	81.4	136	18.5	601	81.5

*) Number of staff members on P-5 posts holding the personal grade of D-1:
3 females, 5 males.

***) Number of staff members on P-5 posts holding the personal grade of D-1:
1 female, 4 males.

8. Of the total applications received during the period 1 August 1997 - 1 August 1999, 18.4% were from women. Applications from women which were considered well-qualified accounted for 14.2% of the total applications considered well-qualified, while 18.8% of the positions for which selections were made in favour of outside applicants were filled by female applicants. Hence, it may be concluded that the policy of giving preference to female applicants in cases of comparable qualifications and suitability has generally been complied with.¹

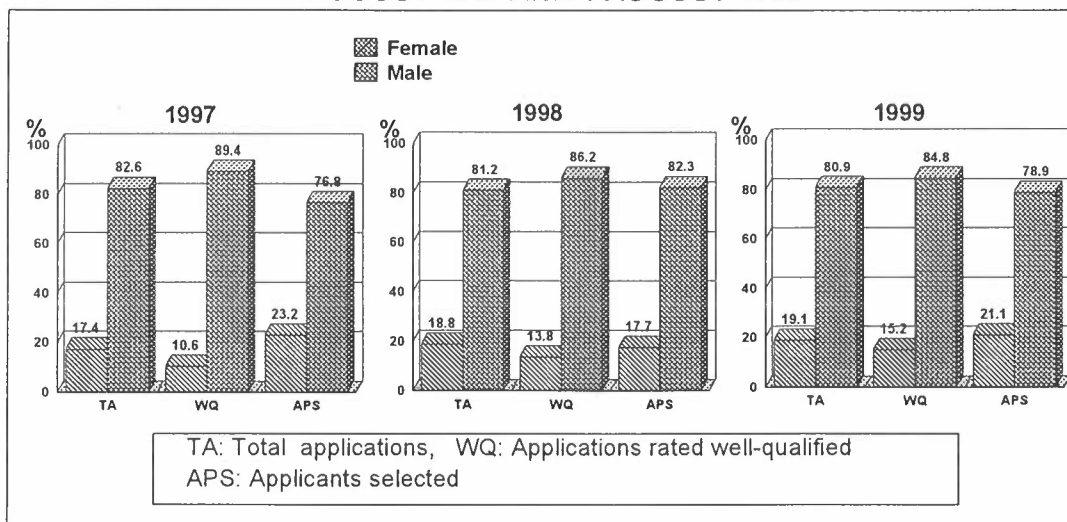
**OUTSIDE APPLICATIONS FOR VACANT REGULAR POSTS
FOR WHICH THE SELECTION WAS COMPLETED BETWEEN
1 AUGUST 1997 AND 1 AUGUST 1999**



¹ Whereas para. 6 contains information on staff members who actually *joined* the Agency during the reference period, the table below para. 8 refers to outside applicants *selected* during the reference period.

9. There was an increase between 1 August 1997 and 1 August 1999 in the percentage of applications received from women, and in the percentage of those women considered well-qualified. This may reflect the impact of the outreach recruitment actions undertaken by the Focal Point for Gender Concerns and the Division of Personnel in the past few years. However, the number of applications received from women in particular for scientific and technical posts remained low, explaining the low representation of women in scientific and technical areas of the Secretariat and reflecting the scarcity of women in the nuclear field. On this latter point, statistics collected by UNESCO (and presented in the UNESCO Yearbook 1997) on the student population entering the field of engineering at the university level show that the number and percentage of female students remained low, in all areas of the world.

**OUTSIDE APPLICATIONS FOR VACANT REGULAR POSTS
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Conclusion

10. Measures of the kind taken in response to resolution GC(41)/RES/19 and outlined above will continue to be taken by the Secretariat, unless the General Conference instructs otherwise, with a view to further increasing the number and the percentage representation of women in the Secretariat. The Secretariat however needs the full support of Member States in meeting this challenge and therefore urges Member States - and particularly the developing countries among them - to nominate more well-qualified female candidates for vacancies for regular posts, for posts of Junior Professional Officers and for fellowship awards, in order that further progress may be made despite the scarcity of women working in the nuclear field.