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Personnel

Women in the Secretariat

Report by the Director General

Summary

- The purpose of this document is to present, pursuant to resolution GC(59)/RES/16.B, adopted by the General Conference on 17 September 2015, information on the measures taken to implement that resolution, and to provide statistical data on women in the Secretariat. This report covers the period from 1 June 2015 to 1 June 2017.

Recommended Action

- It is recommended that the Board of Governors consider and take note of the report, submit it to the General Conference for its consideration and endorse the Director General's call for all Member States to actively support the Secretariat's efforts in recruiting women.

Personnel

Women in the Secretariat

Report by the Director General

A. Introduction

1. This report has been produced for the sixty-first regular session (2017) of the General Conference in response to resolution GC(59)/RES/16.B (“Women in the Secretariat”). In operative paragraph 7 of that resolution, the General Conference requested the Director General to report biennially on the implementation of this resolution to the Board of Governors and General Conference. This report covers the period 1 June 2015 to 1 June 2017.

2. Progress was made in achieving a higher representation of women and mainstreaming gender considerations in the Secretariat’s programmes and operations. In the reporting period, the percentage of women regular staff in the Professional and higher categories grew by 1.6% to 29.4%.

B. Actions Taken by the Secretariat to Increase the Representation of Women

3. Since 2007, the Secretariat has implemented a comprehensive Gender Equality Policy that addresses gender balance and enhances work–life balance measures in the Secretariat, as well as mainstreaming a gender perspective in the Secretariat’s programmes and activities. The Gender Equality Policy and associated Action Plan for Gender Concerns are implemented through the activities described in this report.

B.1. Recruitment Measures

4. The Secretariat continued to position the Agency as an employer of choice through various means such as the proactive use of social media, engagement with professional organizations and monthly webinars to reach out to a large number of participants from a wide range of Member States. In 2017, the Agency was among several United Nations (UN) organizations that took part in a ‘Global Careers for Women’ campaign. This innovative recruitment initiative included the promotion of an online Agency campaign hub and an online careers fair. The Agency used this unique opportunity to display its employment opportunities, particularly those in the information technology field, by conducting over 100 online chats with potential candidates from around the globe. The Secretariat will continue to seek and participate in these kinds of outreach platforms for women aimed at reaching as wide an audience as possible.

5. The Agency's website features a section called "Women at the IAEA", which highlights that the Agency is striving for gender equality.

B.2. United Nations Partnerships

6. Since 2012, the Secretariat has been participating in the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN SWAP), which aims to implement the policy on gender equality and empowerment of women endorsed by the United Nations System Chief Executives Board for Coordination in 2006. The UN SWAP tracks progress against a set of 15 performance indicators, and organizations rate these indicators as being not applicable, missing, approaching requirements, meeting requirements or exceeding requirements.

7. The Agency's performance improved markedly from 2013 to 2014, meeting or exceeding requirements in 40% of the indicators. The Agency sustained these efforts in 2015, increasing the number of indicators rated as exceeding requirements. Compared with other UN entities with a technical focus, the Agency's results against UN SWAP indicators remained considerably above average.

8. The Secretariat continued its cooperation with Gender Focal Points in other Vienna-based international organizations. Joint events were organized in 2016 and 2017 to mark International Women's Day and to host the 'speed mentoring' event.

B.3. Member State Involvement

9. Close collaboration with Member States is vital to ensure that the Agency makes further progress in its work on gender equality through a constructive exchange of ideas, challenges and best practices. The Secretariat maintains a proactive dialogue with Member States on the recruitment of women in order to encourage qualified female candidates to apply to vacant positions.

10. Member States have arrangements with the Secretariat for the provision of Junior Professional Officers (JPOs). Individual Member States funded 53 JPOs during the reporting period, 24 of whom were women. Of this group, one JPO was appointed to work on gender issues.

11. The Secretariat took part in a meeting of the Women Ambassadors in Wien (WAW) held in 2015, which focused on the topic of 'Women Scholarship for Peace'. The Secretariat further met with WAW in 2016 to discuss the Agency's recent actions on gender issues and to organize a lecture entitled 'Talking Like a Leader.'

12. The Director General welcomed the launch of the Vienna Chapter of the International Gender Champions in June 2017 and, together with the Deputy Director General, Head of the Department of Management, signed the panel parity pledge and made concrete commitments to advance the Agency's work on gender issues. The Group of Friends for Women in Nuclear was established by Member States in June 2017, and the Secretariat will engage with this Group to discuss strategies to increase women's representation, particularly in the field of nuclear science.

B.4. Work–Life Balance

13. The Secretariat continues to monitor and review its rules and arrangements related to work–life balance. Current rules and arrangements in place include flexible working hours; part-time arrangements; the possibility to work from home; maternity, paternity and adoption leave; nursing breaks for new mothers; family emergency leave; and a childcare centre located in the Vienna International Centre.

B.5. Reporting Measures

14. Department Heads are required to report each year on the measures taken and activities carried out in support of increasing the number of female Professional staff. All areas of the Secretariat continue to give special emphasis to appointing women from shortlisted candidates during the recruitment process, and also strive to give young professional women the opportunity to gain work experience in nuclear technologies and applications. Special attention is given to encouraging the participation of women in conferences, workshops and research projects, as well as on committees and consultancies.

15. In 2017, the Director General issued guidance to all Deputy Directors General to support the implementation of the Action Plan for Gender Concerns, in particular by making efforts to ensure the appointment of well-qualified female candidates to high-level positions, and gender mainstreaming in the Agency's programmatic activities. The Director General also called for increased efforts to ensure that gender balance is promoted in the Standing Advisory Groups, and that a gender perspective is reflected on their agendas as well as in discussions during technical and other meetings and conferences.

16. The Agency's work on gender issues is supported by the Agency Focal Point for Gender Concerns and a Focal Point for Gender Concerns in each Department who assist the Deputy Directors General in their efforts to improve gender balance within their respective Departments.

B.6. Initiatives to Promote Gender Equality

17. The Agency continued to promote gender equality through a range of activities intended to raise awareness and visibility of gender issues, highlight women experts in the nuclear field and inspire younger generations to explore educational and professional opportunities in science and technology.

18. During the 59th and 60th sessions of the General Conference, side events entitled, respectively, 'Women in All Things Nuclear: The Future Workforce' and 'Women in All Things Nuclear — Women at the IAEA over the Last 60 Years' provided forums for discussions and included panellists from Member States, the Secretariat and other international organizations.

19. The Secretariat continued to hold events on International Women's Day (8 March). In 2016, a panel discussion was held to focus on young professionals' perspective on gender in the nuclear field. In 2017, a panel discussion was held in which leading women nuclear executives shared their paths to success and how they established themselves as front-runners in an industry where women are under-represented in top technical positions.

20. The Secretariat continued its cooperation with Women in Nuclear (WiN) Global, following its 23rd Global Annual Conference entitled 'Women in Nuclear Meet Atoms for Peace', held at the Agency's Headquarters in Vienna, Austria, from 24 to 28 August 2015. The Secretariat hosted a brown bag lunch for WiN IAEA, Member States and the Agency and Departmental Focal Points for Gender Concerns in February 2017 to mark the International Day of Women and Girls in Science. The event highlighted that while much progress had been made, in large part due to similar networks, there must be continued efforts to highlight the role of women in science, and particularly in the nuclear field.

21. The Secretariat participated in the City of Vienna's annual Töchertag (Vienna Daughter's Day) in 2016 and 2017. The Secretariat hosted the event to encourage girls aged 11–16 to consider professions where women are traditionally under-represented, such as in nuclear science or technology. The Secretariat hosted a 'Bring your Child to Work' event in 2015, an initiative of the Austrian Economic Chambers to allow children aged 13–17 to gain practical experience and explore

career choices. These events were successful in raising awareness of career options in the STEM¹ disciplines and inspiring participants, in particular girls, to pursue a career in science or other technical fields.

C. Representation of Women in the Secretariat

22. The percentage of women in the Professional and higher categories increased during the reporting period by 1.6% and is now at its highest level in the Agency's history at 29.4%. The Annex contains figures and charts illustrating the results outlined below.

C.1. Statistical Data

23. As of 1 June 2017, the total number of female regular staff in the Secretariat was 898, representing 44.9% of the total staff:

- General Service category: 65% (compared to 61.1% in June 2015 and 62.4% in June 2013); and
- Professional and higher categories: 29.4% (compared to 27.8% in June 2015 and 26.0% in June 2013).

24. The following paragraphs relate only to regular staff in the Professional and higher categories.

25. The percentage of women in the different occupational groups was as follows:

- Scientific/engineering field: 22.6% (compared with 21.4% in 2015 and 19.7% in 2013);
- Administrative field: 40.4% (compared with 39.4% in 2015 and 36% in 2013).

26. The representation of women at the senior level remained higher in the administrative field than in the scientific/engineering field:

- Scientific/engineering field: 18.2% (compared with 21.4% in June 2015 and 19.7% in June 2013);
- Administrative field: 36.7% (compared with 39.4% in June 2015 and 36.5% in June 2013).

27. Women are under-represented in all age groups except the 20-29 range. The imbalance is most pronounced in the age groups from 46 and above.

C.2. Applications and Appointments

28. During the reporting period, 33.6% of the 43 553 applications submitted came from women, compared with 31.5% in the previous reporting period and 25.2% during the period 2011–2013.

29. Women comprised 41.2% of 'well-qualified' candidates, compared with 29.2% in the previous reporting period and 23.3% during the period 2011–2013:

¹ Science, technology, engineering and mathematics.

- Scientific/engineering field: 27.9% (compared with 20.9% in the previous reporting period and 13.9% during the period 2011–2013);
- Administrative field: 54.2% (compared with 36.7% in the previous reporting period and 32.9% during the period 2011–2013).

30. Women comprised 37.3% of appointed candidates, compared with 37.6% in the previous reporting period and 27.1% during the period 2011–2013:

- Scientific/engineering field: 23.9% out of 109 new hires were women (compared with 26.7% out of 120 in the previous reporting period and 21.0% out of 138 during the period 2011–2013);
- Administrative field: 52.2% out of 92 new hires were women (compared with 45.5% out of 99 in the previous reporting period and 47.4% out of 95 during the period 2011–2013).

31. Attention to gender balance is seen in conjunction with efforts to increase representation among unrepresented and under-represented Member States, as mandated by General Conference resolutions, most recently resolution GC(59)/RES/16.A.

C.3. Long-Term Contracts

32. The percentage of women holding long-term contracts is 25.1% (compared to 29.4% in June 2015 and 30.5% in June 2013), while for men it is 33.7% (compared to 36.7% in June 2015 and 37.4% in June 2013).

- In the scientific/engineering field, the percentage of women holding long-term contracts is 33.3% (compared with 36.2% in June 2015 and 34.1% in June 2013), while for men it is 39.6% (compared with 42.1% in 2015 and 41.6% in June 2013);
- In the administrative field, the percentage of women holding long-term contracts is 17.5% (compared with 22.2% in 2015 and 27.1% in 2013) while for men it is 21.0% (compared with 22% in 2015 and 28.7% in 2013).

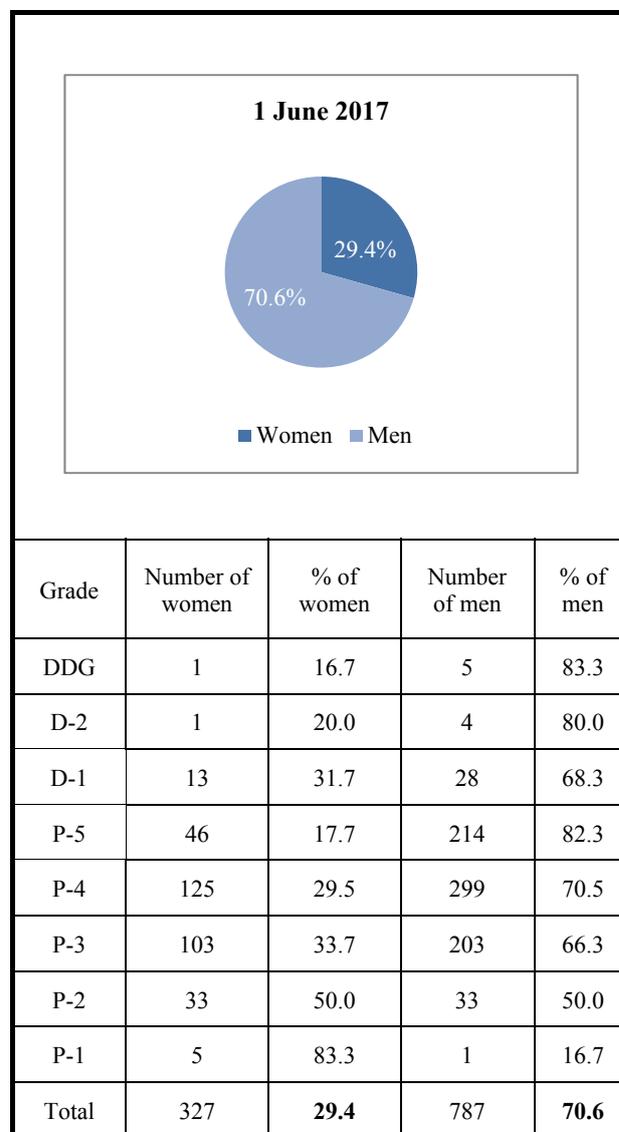
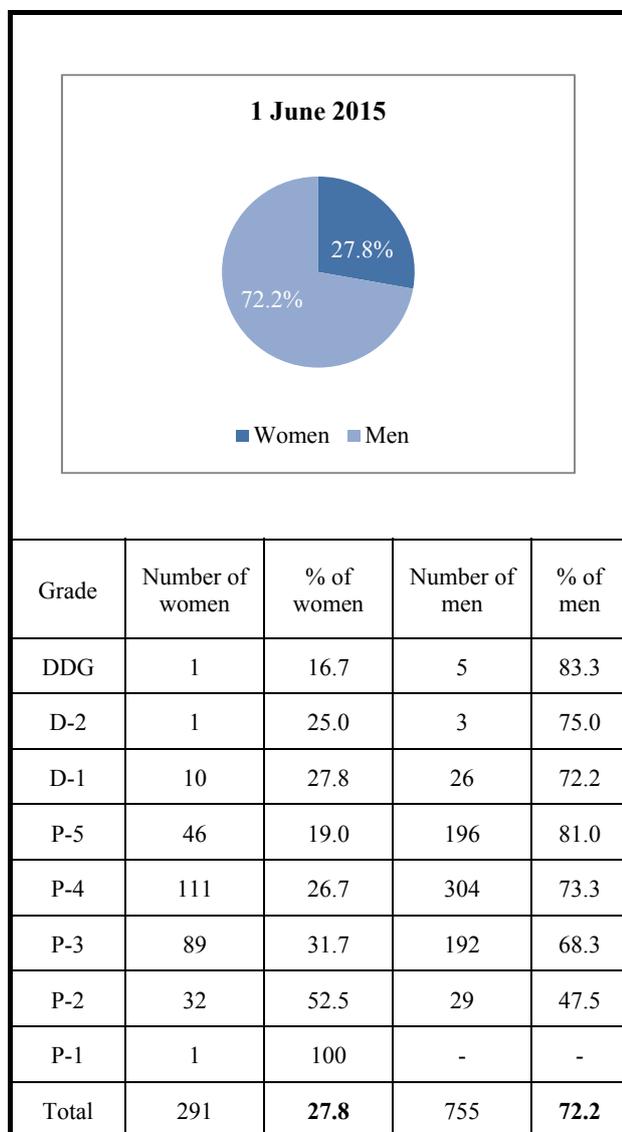
D. Way Forward

33. The overall representation of women in the Secretariat in the Professional and higher categories continued to improve in the reporting period. Yet challenges remain in increasing the number of women both at senior levels, and in the scientific and engineering fields. The Director General strongly encourages all Member States to actively help the Secretariat to achieve the ultimate goal of gender parity throughout the Secretariat.

34. The Secretariat will strengthen its policy framework through a revision of the Action Plan for Gender Concerns in 2018. The Secretariat will further enhance its efforts in mainstreaming a gender perspective in the Agency's programmes and activities, and building staff capacity in this area.

Annex

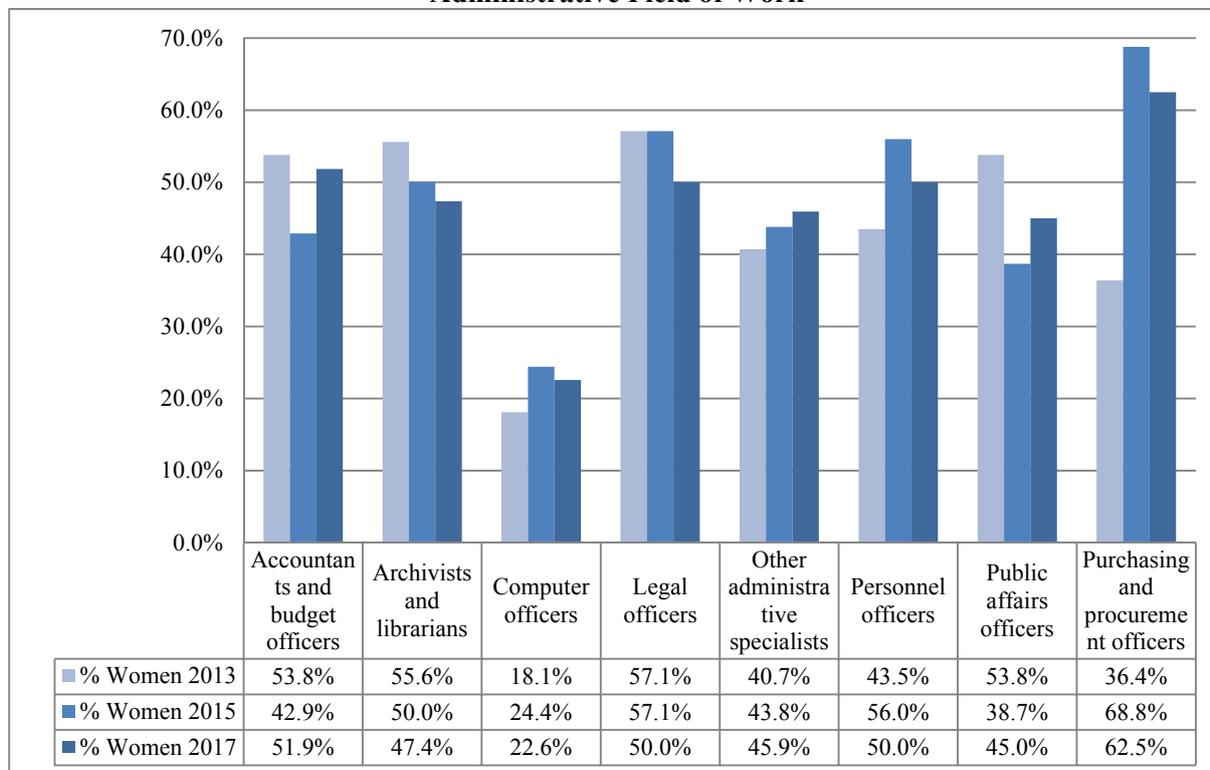
Regular Staff in the Professional and Higher Categories*
(Percentage of posts occupied by women and men as of)



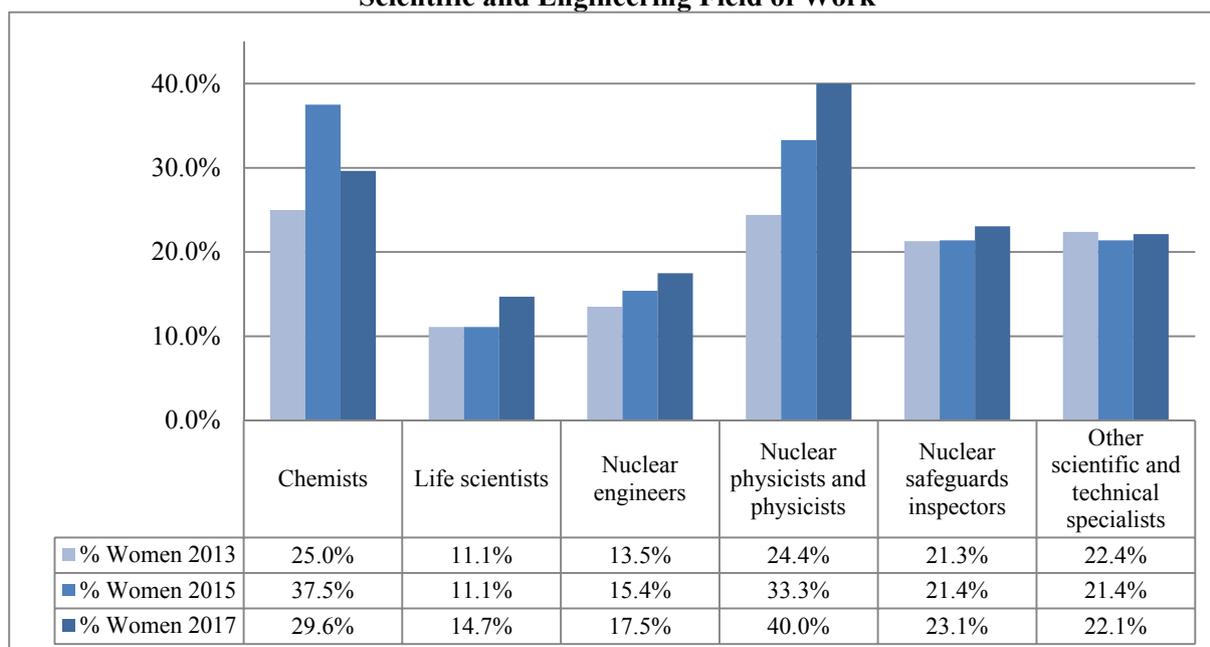
*Includes staff members on a P-5 post who hold the personal grade of D-1
In 2015: 1 woman and 5 men, in 2017: 2 women and 3 men

Regular Staff in the Professional and Higher Categories by Occupational Grouping (Percentage of posts occupied by women)

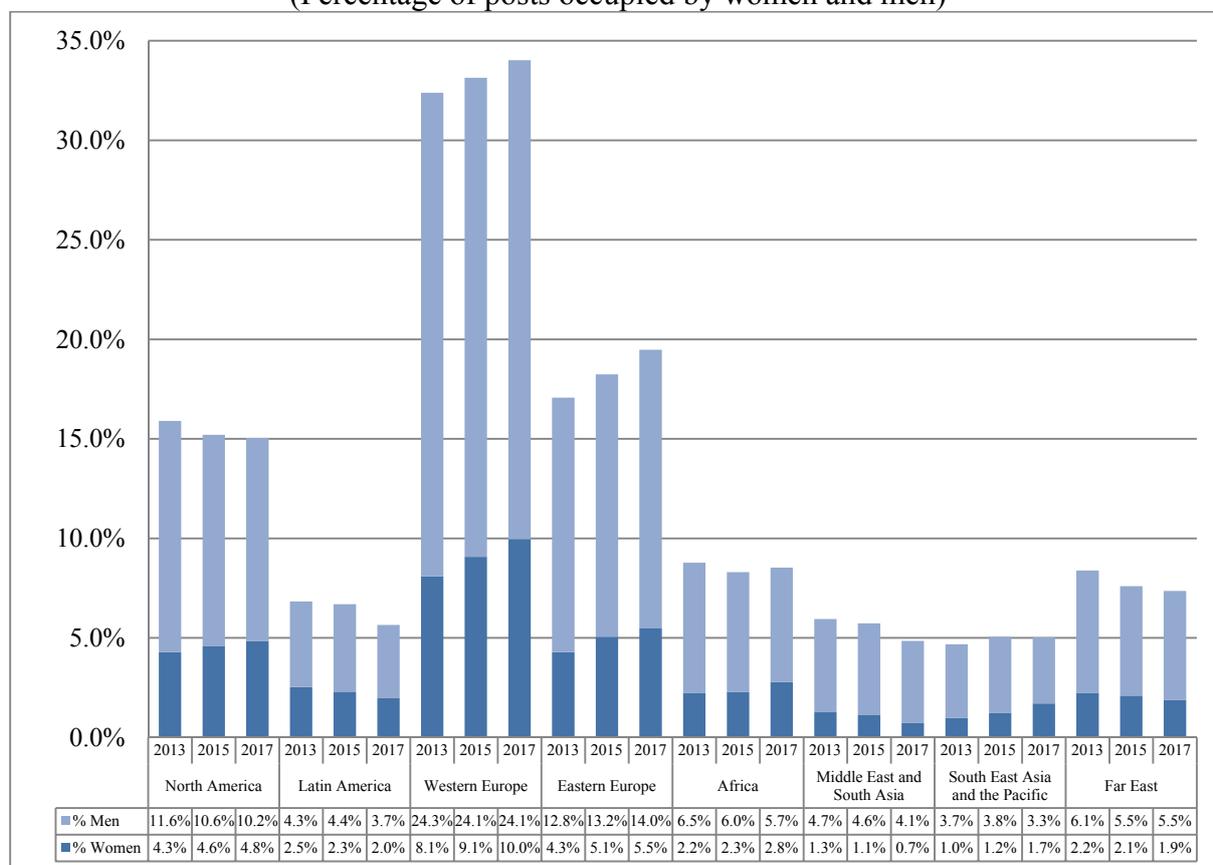
Administrative Field of Work



Scientific and Engineering Field of Work



Regular Staff in the Professional and Higher Categories by Geographical Area and Gender
(Percentage of posts occupied by women and men)



Age of Regular Staff as of 1 June 2017
(Number of women and men)

