

**Board of Governors
General Conference**

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PERSONNEL
Women in the Secretariat

Report by the Director General

Board of Governors General Conference

GOV/2023/47-GC(67)/19

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Item 9(b) of the Board's provisional agenda

(GOV/2023/38)

Item 23(b) of the Conference's provisional

agenda (GC(67)/1 and Add.1)

Personnel

Women in the Secretariat

Report by the Director General

Summary

- The purpose of this document is to present, pursuant to resolution GC(65)/RES/15.B, adopted by the General Conference on 21 September 2021, information on measures taken to implement that resolution, and to provide statistical data on women in the Secretariat. This report covers the period from 1 June 2021 to 1 June 2023.

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 in response to resolution GC(65)/RES/15.B (“Women in the Secretariat”). In operative paragraph 10 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 from 1 June 2021 to 1 June 2023.

2. In 2020, the Director General established the goal of achieving gender parity in the Professional and higher categories by 2025. As recommended in the United Nations System-wide Strategy on Gender Parity, the parity target applies for all staff members in the Professional and higher categories, regardless of appointment or contract type. Therefore, as in Women in the Secretariat (document GOV/2021/38-GC(65)/19), the statistical base population captured in this report includes staff in the Professional and higher categories holding fixed-term, temporary assistance and monthly short-term appointments, funded through either the Regular Budget or extrabudgetary funds. Not included in this population are Junior Professional Officers (JPOs), Cost-free experts (CFEs) and individuals employed on daily short-term (DST) appointments.

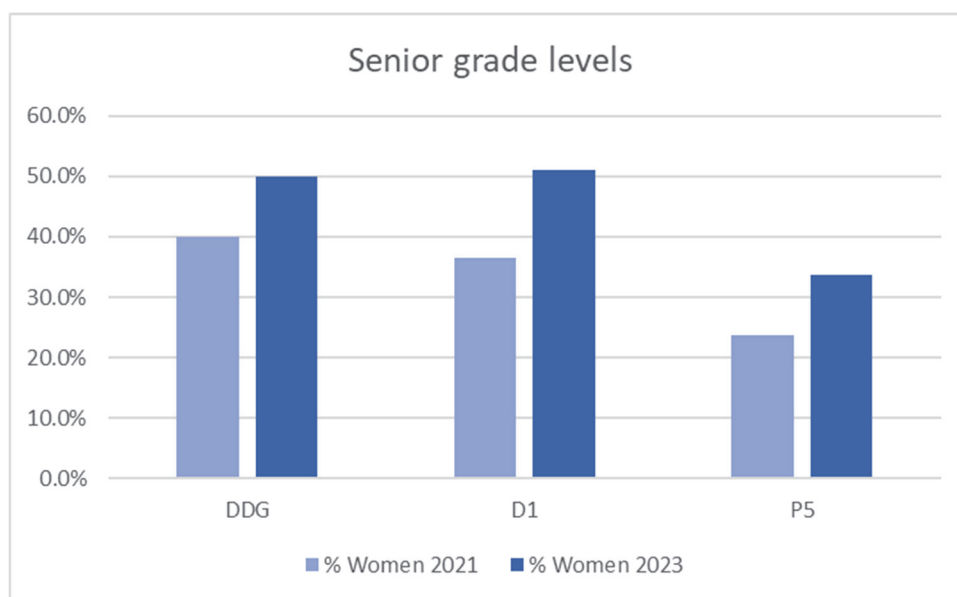
3. Based on this population, as of 1 June 2023, the representation of women at the Agency had reached 42.5% — the highest to date. Significant progress has been achieved in gender representation at the senior grade levels, whereby the percentage of women has reached 50% at the DDG level, 51.1% at the D1 level and 33.7% at the P5 level (compared to 40% at the DDG level, 36.6% at the D1 level and 23.7% at the P5 level as of 1 June 2021).

Women Representation



42.5%

As of June 2023



4. In addition, progress continued in mainstreaming gender considerations in the Agency's programmes and operations, implementing all recommendations contained in the 2017 Office of Internal Oversight Services (OIOS) "Evaluation of Gender Mainstreaming in Agency Programmes and Operations". Subsequently all recommendations were reported as 'closed'. In 2023, OIOS has been conducting a corporate-level evaluation of the Implementation of the Agency's Gender Equality Policy, building upon its 2017 evaluation. It includes an assessment of the progress made towards the achievement of the Agency's gender parity targets.

B. Actions Taken by the Secretariat to Implement the Gender Equality Policy

5. The Secretariat is committed to gender equality and to supporting the ability of all individuals, regardless of gender, to equally contribute to and benefit from its programmes and activities. To this end, since 2007, the Secretariat has implemented a comprehensive Gender Equality Policy, which covers gender balance in staffing as well as mainstreaming gender considerations in the Agency's programmes and operations. In 2021, the Secretariat updated its Gender Equality Policy and its internal Gender Action Plan for the 2023-2024 biennium. The Gender Action Plan is an internal road map to support the implementation of the Agency's Gender Equality Policy. It elaborates tasks and milestones set along four objectives, covering efforts towards gender balance in the Secretariat as well as steps to more systematically mainstream gender concerns in programmatic activities. The four objectives of the Gender Action Plan are:

- Strengthened efforts for gender balance in the Secretariat;
- Strengthened gender mainstreaming in the Agency's programmes and activities;
- Enhanced internal and external communication about the Agency's work on gender equality; and
- Promotion of an enabling environment supportive of gender equality.

B.1. Actions Taken to Strengthen Efforts for Gender Balance in the Secretariat

6. The Secretariat, pursuant to Article VII.D of the Statute, continues to secure employees of the highest standards of efficiency, technical competence and integrity. Subject to this consideration, due regard is paid to the contributions of members to the Agency and to the importance of recruiting staff on as wide a geographical basis as possible. The Secretariat is also guided by General Conference resolution GC(65)/RES/15.B, which urges the Director General, pursuant to Article VII of the Statute, “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 unrepresented or under-represented, and to pursue a target of equal representation of women across all occupational groups and categories in the Agency, including in senior policy-level and decision-making posts”.

7. In 2020, the Director General committed to the goal of achieving gender parity in the Professional and higher categories by 2025. Following this announcement, in May 2020, the Agency adopted Special Measures for the Achievement of Gender Parity. These measures are aimed at encouraging more women to apply for vacancies in the Professional and higher categories, creating the conditions for more balanced representation of women in all Departments and establishing accountability mechanisms to measure progress.

8. As part of the Special Measures for the Achievement of Gender Parity, the Secretariat has adopted a number of initiatives to incentivize women candidates to apply. These initiatives include the introduction of gender-neutral language and terminology in job descriptions, a reinforced presence of women in interview panels, and the implementation of strategic and targeted outreach activities to increase the number of incoming applications from women.

9. The Secretariat continues to work closely with Member States to raise awareness of employment opportunities for qualified women candidates. During the reporting period, the Secretariat undertook recruitment missions either in person or online to 14 Member States¹, of which 5 are under-represented, during which education and training on the recruitment process, as well as information on gender equality, were provided. The Secretariat introduced training on gender initiatives at the Agency and encouraged gender balanced participation in this training.

10. In its continuous effort to attract a progressively higher number of skilled women candidates for its vacant positions, the Agency’s recruitment team reviews online professional profiles of women experts. So far, more than 2400 women, from various geographical areas and with relevant professional experience in technical and non-technical functional areas, have been screened, matched against job descriptions, contacted and encouraged to apply for positions at various levels, including managerial roles.

11. In 2021, the Secretariat launched a pilot project to establish ‘talent pipelines’ of women professionals to assist the recruitment of candidates for temporary appointments, peer reviews and expert missions. The project resulted in the hiring of qualified women for mid- and senior-level short-term roles. In 2023, additional pipelines were launched targeting women in the information technology field.

¹ Brazil, China, France, Finland, Germany, Japan, the Republic of Korea, Pakistan, Malaysia, Mexico, the Russian Federation, Switzerland, Ukraine and the United States of America.

12. The Secretariat continued to position the Agency as an employer of choice through various means, such as the proactive use of social media, targeted outreach to niche professionals in hard-to-recruit areas, posting on international and scientific job boards, engagement with professional organizations, and sending monthly newsletters to highlight vacancies and reach a large number of potential candidates from a wide range of Member States. The Secretariat continued to conduct regular webinars on multiple topics of interest to candidates including “Preparing a Job Application for the IAEA”, “Pre-screening Process at the IAEA”, “Preparing for Competency-based Interviews”, and “Women at the IAEA”, available on the Agency’s website. In addition, the Agency launched on social media a series of short panel discussions with a diversified composition, in terms of gender and geographical representation to increase awareness among potential candidates and enable participants to ask questions and learn more about the recruitment process, job opportunities and different fields of work at the Agency. So far, more than 100 000 viewers from more than 80 countries have watched the videos.

13. In 2023, the Agency took part in the Impactpool Virtual Career Fair for Women in STEM to showcase its employment opportunities, particularly those in the information technology, scientific and engineering fields. Furthermore, the Agency has partnered with other United Nations system organizations on recruitment events to participate and enhance its ability to reach a broader, diverse and targeted audience.

B.2. Actions Taken to Strengthen Gender Mainstreaming in the Agency’s Programmes and Activities

14. Accountability for results in Agency programmes includes the requirement to consider cross-cutting aspects such as gender while planning and delivering programmatic activities. During the planning phase for *The Agency’s Draft Programme and Budget 2024-2025*, a gender analysis was included as a mandatory requirement during project design. Project managers assessed whether their respective projects were gender-sensitive or gender-neutral. For gender-sensitive projects, managers were asked to plan gender-sensitive objectives, outcomes and performance indicators, as relevant. Similarly, every technical cooperation (TC) project design includes a section on cross-cutting issues, including gender, where efforts to assess the different impacts for women and men, where relevant, are described. Gender-sensitive projects are focused, for example, on women’s health, nutrition for mothers and infants and women in farming.

15. The Agency’s continuous effort to mainstream gender into its programmes includes, for example, the development of a new Regional Co-operation Agreement for the Promotion of Nuclear Science and Technology in Latin America and the Caribbean (ARCAL) TC project entitled “Strengthening Gender Equality in National Nuclear Institutions”. The project aims to facilitate the participation of women in the nuclear sector. In the area of nuclear energy, an IAEA Technical Document and online repository on “Human Resource Strategies for Gender Equality in Nuclear Organizations” is being developed. It is intended to gather and disseminate good human resources strategies and practices for gender equality across the nuclear industry. Furthermore, the Agency has supported the Women in Fusion group, whose goal is to provide a global platform for highlighting and encouraging the role of women in the fusion field, providing a forum for networking and developing the evidence needed to shape policies for gender equality in nuclear fusion.

16. Staff capacity for gender mainstreaming in programmes and activities continued to be enhanced through quarterly gender mainstreaming training and a guide offering tools to assist managers in the process of mainstreaming gender throughout the project/programme cycle. A roster

of gender mainstreaming trainers is available to support internal training in each Department and the TC orientation workshop now includes a dedicated session entitled “Gender Aspects and Policy Embedded in the TC Programme.”

17. Building on the Agency-wide gender mainstreaming approach, a practical guide aiming to facilitate the integration of gender considerations into the development of Country Programme Frameworks (CPFs) was prepared. It provides guidance and practical recommendations for CPF developers, national CPF coordinators and the Agency’s Programme Management Officers. The guide aims to promote equality in outcomes for women and men as participants and beneficiaries of the TC programme. In addition, gender mainstreaming aspects were integrated in regional office assessments to facilitate equitable outcomes for women and men.

Marie Skłodowska-Curie Fellowship Programme

Since its launch in 2020, the Marie Skłodowska-Curie Fellowship Programme (MSCFP) has received 1563 applications, of which 360 fellows have been selected representing 110 Member States, studying in 65 countries worldwide.

Under the MSCFP, as of June 2023, 110 students had completed their master’s programmes and 60 had been placed for internships facilitated by the Agency. The internships take place across the Agency’s technical Departments and at external Collaborating Centres, as well as at private sector companies and other partner organizations.

The programme also launched the MSCFP Student and Alumni LinkedIn group, where students can connect with their peers, exchange knowledge and experience, and access information about technical programmes and events that can benefit their personal and professional development.

As of June 2023, the MSCFP had received pledges amounting to €10.2 million as well as in-kind contributions sponsoring 55 students. Donors include the European Union, 21 Member States, 2 Member State institutions, industry and an academic institution.

The MSCFP is envisaged as a long-term initiative, funded by extra-budgetary contributions, including in-kind contributions. As such, there is a need to raise sufficient funds for the duration of the programme. Approximately €7 – 8 million will be needed to support all project activities on an annual basis.

The fourth application period opened on 15 July 2023 and will close on 30 September 2023. The review and selection will conclude by the end of 2023. The aim of the fourth application call is to select 200 female students for the programme. A number of activities are being carried out in line with lessons learned from previous MSCFP cycles in order to enhance existing processes. The Agency is also looking into expanding the pool of host organizations for MSCFP internships.

Lise Meitner Programme

The Lise Meitner Programme (LMP) was launched by the Director General in March 2023, to support the career development and retention of women in the nuclear sector. It provides early and mid-career women professionals with opportunities to participate in a multiweek visiting professional programme to advance their technical and soft skills.

The programme includes professional visits to various nuclear facilities, such as facilities under construction, operation or decommissioning, research centres, scientific institutions, laboratories, industry sector and start-up companies. In addition, it provides the participants with an opportunity to build their professional relationships with a wide range of leaders and experts in the field.

The visiting professional programme typically lasts from two to four weeks, gathering 10 to 15 visiting professionals per cohort. The activities of the first cohort took place in the United States of America (USA) in June 2023 and a second one is planned to take place also in the USA in October 2023. The LMP is actively engaged in outreach activities to promote the programme and seek interest by countries/institutions to host future professional visits and/or provide financial support.

18. While the Secretariat relies on Member States to recommend qualified women candidates, efforts continue to enhance the participation of women as training participants, fellows, scientific visitors, project counterparts, researchers, experts and panellists in Agency activities. An internal dashboard provides up-to-date data on the percentage of women in these groups. It allows managers to access real-time data by, for example, gender and event type, subject area and/or participant type, which can be used for targeted outreach ahead of planned events. For in-person meetings during the reporting period, women comprised 26% of chief scientific investigators and 25% of coordinated research project experts at Agency events. They accounted for 28% (24% as of June 2021) of participants at scientific and technical events and for 26% (21% as of June 2021) at recurring scientific events.

19. Increasing the representation of women speakers and participants at Agency conferences and other events is another element of gender mainstreaming. Examples during the reporting period include:

- 67% women participants at the joint IAEA–International Energy Agency event entitled “Climate Resilience for Energy Security” at 27th session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (COP27);
- 56% women participants in training events under the Peaceful Uses Initiative project, “Enhancing Capacity in Member States for Rapid Response to Food Safety Incidents and Emergencies”;
- 55 women participants in the 2022 Safeguards traineeship programme;
- 50% of International Nuclear Security Education Network meetings are chaired by women;
- 55% women participants and 50% women lecturers in the Joint ICTP–IAEA INPRO School on Strategic Planning for Sustainable Nuclear Energy Development;
- 45% women participants in the INES Advisory Committee;
- 43% women participants of the International Network for Education and Training for Emergency Preparedness and Response;
- 36% women representation among the trainees of the 2023 Joint ICTP–IAEA International School on Nuclear Security; and
- 38% women participants in the 2022 Symposium on International Safeguards.

20. For TC events, Member States are encouraged to designate women National Liaison Officers, meeting and workshop participants, fellows and scientific visitors, and counterparts. In 2022, a total of 12 409 women (compared to 5602 in 2019–2020) from all regions participated in the TC programme. This represents 40% women participation as fellows, scientific visitors, training course participants, meeting participants and other project personnel. In addition, women comprised 29% of experts and lecturers recruited to support TC activities.

21. In addition to mainstreaming gender considerations into event planning, the Agency conducted a series of activities targeting gender equality. For example, in cooperation with the Australian Nuclear Science and Technology Organisation, a third Training Course on Supporting Women for Nuclear Science Education and Communication was held. The course is part of an ongoing education programme for female university science teachers and science communication professionals and is designed to inform participants about how nuclear science and technology are contributing to the achievement of the Sustainable Development Goals. The course was attended by 28 women from 17 countries in Africa, Asia and the Pacific, Europe, and Latin America and the Caribbean. Further example includes several events organized in the #Atoms4Climate pavilion at COP27, highlighting the role of women in climate change action, including “Gender-Responsive Climate Action in African Agriculture Using Nuclear Science and Technology” and “Changing the Game for Climate — Female Leaders in the Nuclear Space”.

22. As part of the Agency’s Women in Nuclear Security Initiative, nearly 20 events (webinars and panel sessions) were organized with a focus on sharing information on the professional journey of women in different areas of nuclear security, highlighting successes and challenges, and discussing how to overcome them. In 2022, four webinars were organized with a focus on the role of education as a key to developing and promoting more young women in nuclear security. Each webinar provided the opportunity to learn about existing nuclear security education programmes in a specific region of the world. Similarly, a series of webinars has been initiated to encourage young women to pursue careers in nuclear sciences and applications. Those already held focussed on accelerator science, fusion, and radiopharmaceutical sciences.

23. In 2022, the Agency supported Latin America and the Caribbean regional chapter of Women in Nuclear initiatives aimed at supporting the participation of women in nuclear science and technology. In September 2022, a guide on gender mainstreaming in the nuclear sector in the region was launched. The guide identifies the main obstacles that women experience in the nuclear sector. It aims to strengthen the capacities of national nuclear institutes by presenting potential strategies to promote the inclusion of gender mainstreaming at all levels, and consequently enabling the active and equal participation of women.

24. Gender considerations are also mainstreamed into the Agency’s evaluation activities. The evaluation function of OIOS integrates a people-centred approach and considers gender equality at all stages of its evaluation process, following the Norms and Standards for Evaluation of the United Nations Evaluation Group. This allows OIOS to assess the quality and extent of gender mainstreaming in the Agency’s programmes and projects, and to make recommendations to improve it. OIOS also evaluates the organization’s gender specific interventions.

B.3. Actions Taken to Enhance Internal and External Communication about the Agency’s Work on Gender Equality

B.3.1. Internal communications

25. Internally, the Agency highlighted gender equality-related international days including International Women’s Day and the International Day of Women and Girls in Science. Additionally staff were kept informed about gender-related information and milestones through news items published on the Agency’s intranet home page.

26. The Secretariat maintains an internal web page on gender equality, which is updated with relevant information on gender parity, gender mainstreaming, capacity building, and related policies and practices.

27. In 2022, the Agency was once again able to welcome the daughters of staff to the Vienna International Centre (VIC) as part of the City of Vienna's Daughters' Day (Töchtertag). The event included presentations by each organization and practical demonstrations on how science and technology are applied to advance peace and sustainable development, as well as several hands-on activities to demonstrate how science and technology is used on a daily basis at the Vienna International Centre (VIC). In 2023, the Agency was again joined by the Comprehensive Nuclear-Test-Ban Treaty Organization, the United Nations Industrial Development Organization and, for the first time, the United Nations Office at Vienna, the United Nations Office on Drugs and Crime and the United Nations Office for Outer Space Affairs, turning the event into a VIC-wide initiative. In addition to the daughters of VIC staff members, those of Permanent Mission staff were also invited, resulting in more than 160 participants.

B.3.2. External communications

28. The Secretariat continued to conduct a range of activities intended to raise awareness and visibility on gender issues, highlighting women experts in the nuclear field and inspiring younger generations to explore educational and professional opportunities in science and technology.

29. The Agency continued to highlight its efforts towards gender equality and empowerment of women, and making more prominent the links to opportunities for women in terms of vacancy announcements, scholarships and the MSCFP, as well as the LMP. In addition, social media is increasingly being used to target and extend the reach of vacancy announcements, with the aim of recruiting women in specialized fields.

30. Furthermore, the Agency specifically made reference to gender-related issues in articles published on its external website with 31 articles between July 2021 and June 2022, as well as 22 articles between July 2022 and June 2023. There has been an increase in the share of articles featuring one or more woman experts from 25.0% between July 2021 and June 2022 to 29.1% in the period between July 2022 and June 2023.

31. In 2022, the Agency continued the practice, together with the other VIC based UN organizations (VBOs), marking International Women's Day. A week-long series of webinars, one from each of the VBOs, featuring subject matter experts who discussed the connections between their entity's mandate, gender equality, and the 2022 theme of climate crisis adaptation, mitigation and response, was held. In 2023, this approach was continued, focusing this time on the topic of accessibility to digital technology in focus. Although these events were primarily targeted at staff, they were also advertised externally, and a joint summary document was produced each year.

32. In 2023, the Director General also launched the LMP to boost women's careers in the nuclear field in celebration of International Women's Day

33. Departments have organized panel meetings, side and other events with a specific focus on the intersection of their technical areas and gender equality or the involvement of women in their fields. Examples include the following:

- A webinar on the strengthening of capacity of women in nuclear security worldwide was held in May 2021 by the Women in Nuclear Security Initiative (WINSI).
- During the 65th regular session of the General Conference in September 2021, numerous side events on gender took place, including one entitled "IAEA Marie Skłodowska-Curie Fellowship Programme: Status and Prospects" and an event co-chaired by the Director General in relation to the International Gender Champions (IGC) Impact Group on Gender Equality in Nuclear Regulatory Agencies.

- In September 2021, the Agency celebrated the inauguration of the regional Women in Nuclear for Latin America and the Caribbean.
- In January 2022, the Agency joined the American Physical Society (APS) to hold an edition of the APS Conferences for Undergraduate Women in Physics. Such Conferences aim to increase the representation of women in nuclear physics and builds on the success of a webinar series launched at the beginning of 2021 to promote careers in nuclear sciences for women.
- In February 2022, the first MSCFP interns joined the Agency. In October 2022, MSCFP fellows presented their research findings at the Agency's International Conference on Topical Issues in Nuclear Installation Safety: Strengthening Safety of Evolutionary and Innovative Reactor Designs.
- During the 66th regular session of the General Conference in September 2022, a side event entitled "Human Resource Strategies for Gender Equality in Nuclear Organizations" was organized by the Agency.
- In February 2023, a joint event organized by Women in Nuclear IAEA and the Programme of Action for Cancer Therapy took place.

B.4. Actions Taken to Promote an Enabling Environment Supportive of Gender Equality

34. The Secretariat continues to monitor and review its rules and arrangements related to an enabling environment supportive of gender equality. Current rules and arrangements include flexible working hours; part-time arrangements; the possibility to work from home; family emergency leave; and a childcare centre, as well as a newly renovated nursing room, at the VIC.

35. The Agency's maternity, paternity and adoption leave policies were replaced by a unified parental leave policy, effective 1 January 2023. The policy is based on the decision of the International Civil Service Commission to establish a new parental leave framework for the United Nations Common System, which was welcomed by the United Nations General Assembly in December 2022.

36. In 2022, to foster a diverse and inclusive workplace, the Agency collaborated with the United Nations Nuclear Young Generation and Women in Nuclear IAEA to launch an organization-wide mentoring programme. The programme is open to men and women of all ages and in all categories, including General Service and Professional staff, consultants and interns. The programme is ongoing in 2023.

37. Building on successful collaborations in previous years related to the promotion of an enabling environment, the Agency and other VBOs launched a dignity and inclusion learning initiative in late 2021. The initiative promotes putting common United Nations values into action through a suite of interactive training modules. The goal of the initiative is to support a more inclusive, respectful and enabling workplace.

C. Partnerships

C.1. United Nations Partnerships

38. The Agency continues to collaborate with the wider United Nations system on the topic of gender equality and the empowerment of women through, inter alia, the UN Women-led United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN SWAP) network and the Inter-Agency Network on Women and Gender Equality (IANWGE). In March 2023, as part of the annual meeting of the IANWGE, the Agency was invited to present the Agency's emergent issues and good practices relevant to gender equality and the empowerment of women in the United Nations system.

39. Since 2012, the Secretariat has been participating in the 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 2021 results show that the Agency was meeting or exceeding requirements on 76% of the SWAP indicators. This result exceeds the United Nations system average of 70% and the specialized entities average of 41%.

40. The Secretariat continued to strengthen cooperation with Gender Focal Points in other VBOs during the reporting period. In addition to participating in monthly meetings of this group, in 2022 and 2023 the organizations continued to collaborate to mark International Women's Day, and the VBOs' dignity and inclusion learning initiative was active during both years.

C.2. Member State Involvement

41. 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 and best practices. The Secretariat maintains a proactive dialogue with Member States on the recruitment of women to encourage qualified women candidates to apply to vacant positions.

42. In total, 13 Member States² have arrangements with the Secretariat for the provision of JPOs. Individual Member States funded 58 JPOs during the reporting period, 37 of whom were women. This represents an increase to 63.8% in 2023 from 51.8% in 2021. The Secretariat continues discussions with other Member States to establish similar arrangements.

43. Upon taking office, the Director General joined the Vienna Chapter of the International Gender Champions (IGC), signed the IGC panel parity pledge and made concrete commitments to advance the Agency's work on gender issues. In 2023, the IGC Global Board endorsed the renewal of the Director General's membership on the Global Board for a further two-year term.

44. The Director General achieved both of the 2022 IGC commitments. These involved strengthening awareness and capacity building on gender equality, by launching a training course on gender concepts and gender parity available for all interested staff and a training course on gender mainstreaming for relevant staff responsible for programmatic implementation; and strengthening the advocacy on gender, by organizing a high-level gender event during the International Ministerial Conference on Nuclear Power in Washington DC in October 2022 to engage top officials from Member States and relevant women's networks.

² Austria, Canada, China, Finland, France, Germany, Italy, Japan, Norway, the Republic of Korea, the Russian Federation, the United Kingdom and the United States of America.

45. Two new commitments were made for 2023. These include strengthening the retention of female professionals in the nuclear sector by launching a visiting professional programme (the LMP) to expand and enhance their skills and build strong networks to advance their careers; and further supporting the creation of a family-friendly workplace by providing staff with improved infrastructure. As of June 2023, both of these commitments had been achieved.

46. Additionally, the Director General co-leads the IGC Impact Group on Gender Equality in Nuclear Regulatory Agencies, launched in September 2020. Owing to the substantial growth in the membership of the group, that comprises national regulatory agency leaders, the Impact Group became independent of IGC in early 2023, but continues to maintain a close partnership with the IGC to share progress, tools and best practices. The goal of the Impact Group is to create a community of heads of regulatory agencies and organizations that are committed to addressing gender equity in their institutions and countries, and with international partners.

47. The Group of Friends for Women in Nuclear was established by Member States in June 2017 and the Secretariat attends meetings of the Group. The Group's membership has grown from 14 to 41 Member States as of 1 June 2023 and remains active in discussing best practices to support the Agency's work on gender.

48. On the occasion of International Women's Day in 2021, the Agency signed Practical Arrangements with the Women in Nuclear Global network. The Arrangements formalize and strengthen the long-standing collaboration between the two parties, particularly within the areas of talent acquisition, mentoring and training, and advocacy.

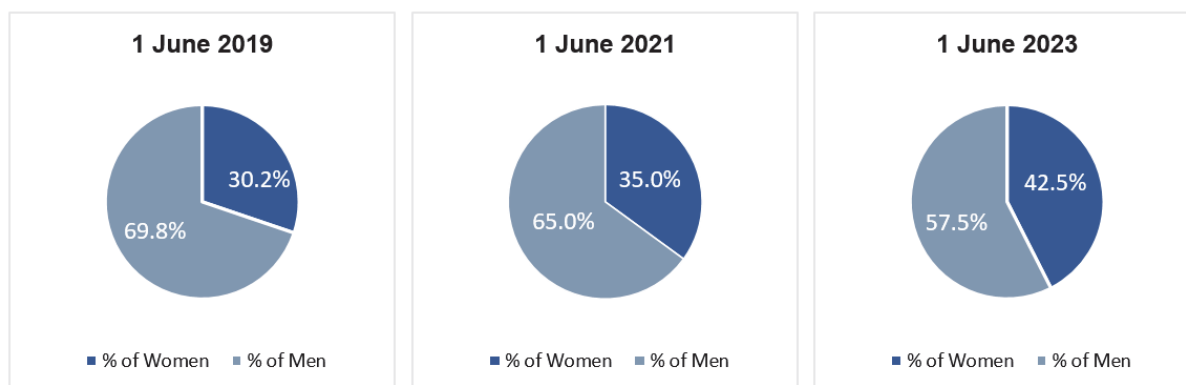
D. Representation of Women in the Secretariat

49. The percentage of women in the Professional and higher categories increased during the reporting period by 21.4% and is now at its highest level in the Agency's history — at 42.5%. Figures and charts illustrating the results are outlined in the paragraphs below.

D.1. Statistical Data

50. As of 1 June 2023, the total number of women in the Secretariat including both the General Service and the Professional and higher categories was 1196, representing 50.5% of the total staff. Among this group, the percentage of women in the Professional and higher categories was 42.5% (compared to 35.0% as of 1 June 2021 and 30.2% as of 1 June 2019).

Professional and Higher Categories Staff
(Percentage of posts occupied by women and men)



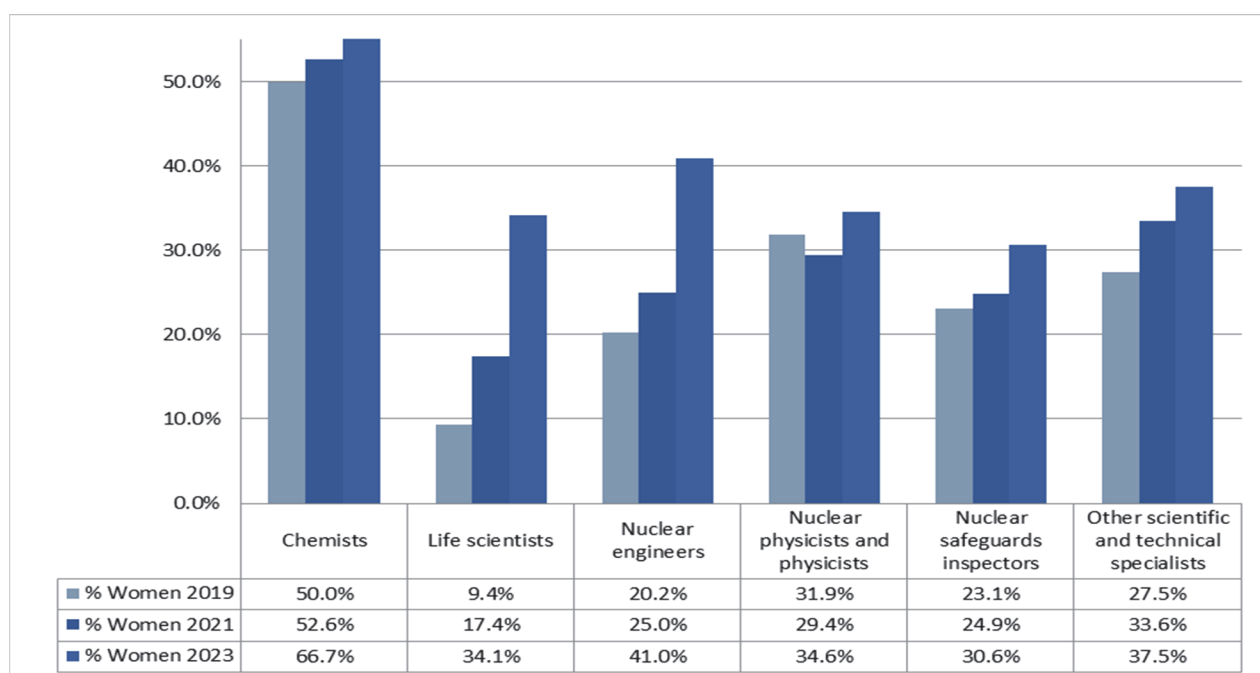
Breakdown of Staff in the Professional and Higher Categories										
As of 1 June 2021						As of 1 June 2023				
Grade	Number of Women	% of Women	Number of Men	% of Men	Change 2021 à 2023 (% points)	Grade	Number of Women	% of Women	Number of Men	% of Men
DDG	2	40.0%	3	60.0%	+10.0	DDG	3	50.0%	3	50.0%
D2	1	16.7%	5	83.3%	+8.3	D2	1	25.0%	3	75.0%
D1	15	36.6%	26	63.4%	+14.5	D1	24	51.1%	23	48.9%
P5	65	23.7%	209	76.3%	+10.0	P5	93	33.7%	183	66.3%
P4	164	34.7%	309	65.3%	+4.3	P4	187	39.0%	292	61.0%
P3	161	36.7%	278	63.3%	+7.2	P3	185	43.9%	236	56.1%
P2	59	51.3%	56	48.7%	+13.2	P2	69	64.5%	38	35.5%
P1	13	72.2%	5	27.8%	+5.1	P1	17	77.3%	5	22.7%
Total	480	35.0%	891	65.0%	+7.5	Total	579	42.5%	783	57.5%

51. The percentage of women in the Professional and higher categories in the different occupational groups was as follows:

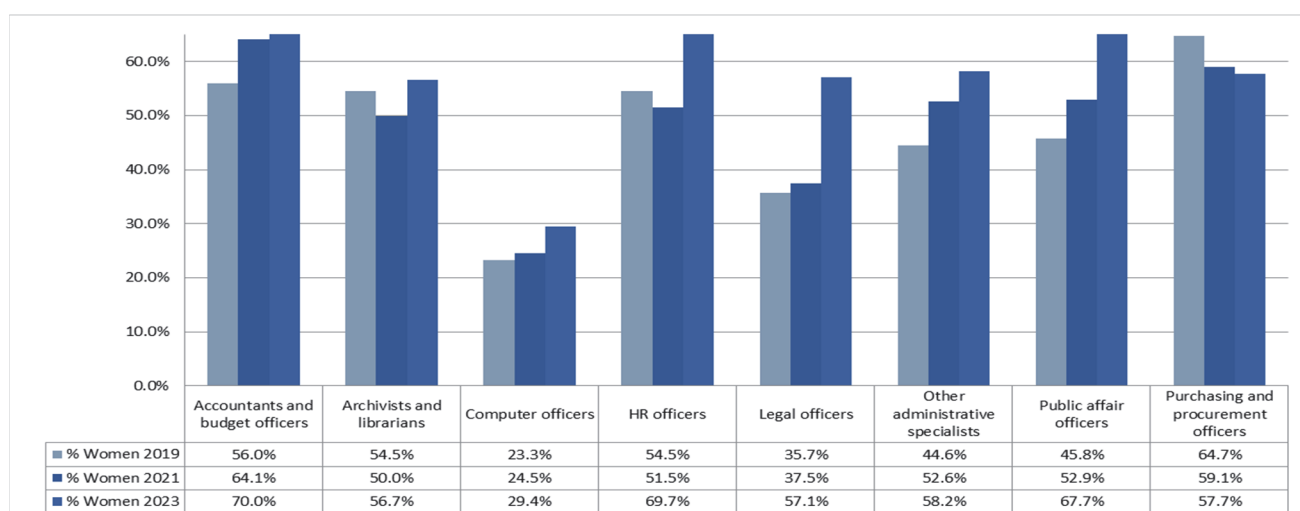
- Scientific/engineering field: 35.0% (compared with 27.4% in 2021 and 23.5% in 2019); and
- Administrative field: 52.6% (compared with 45.2% in 2021 and 41.0% in 2019).

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

Scientific and Engineering Field of Work



Administrative Field of Work

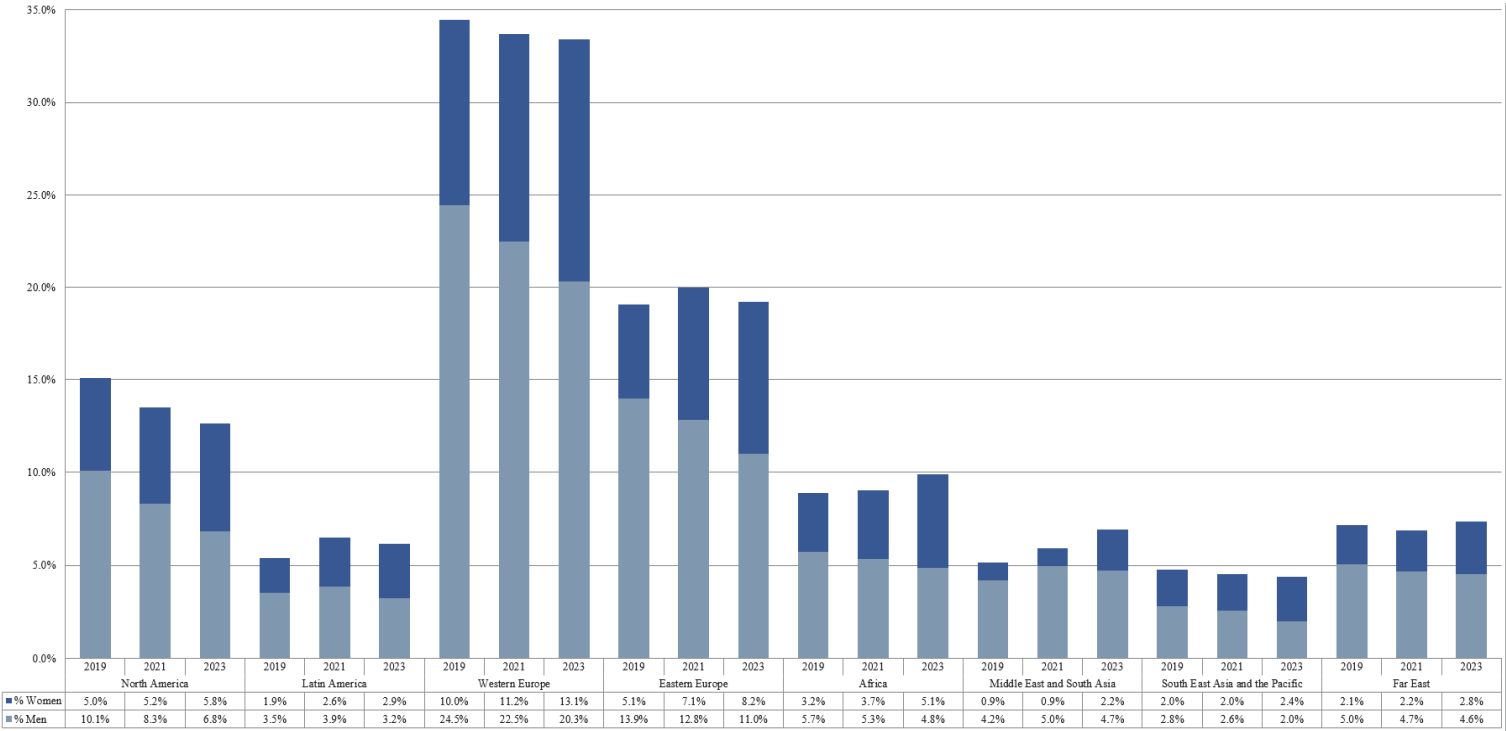


52. The representation of women at grades of D1, D2 and DDG in the scientific/engineering field increased significantly:

- Scientific/engineering field: 48.1% (compared with 30.0% in 2021 and 27.3% in June 2019); and
- Administrative field: 50.0% (compared with 38.7% in 2021 and 36.0% in June 2019).

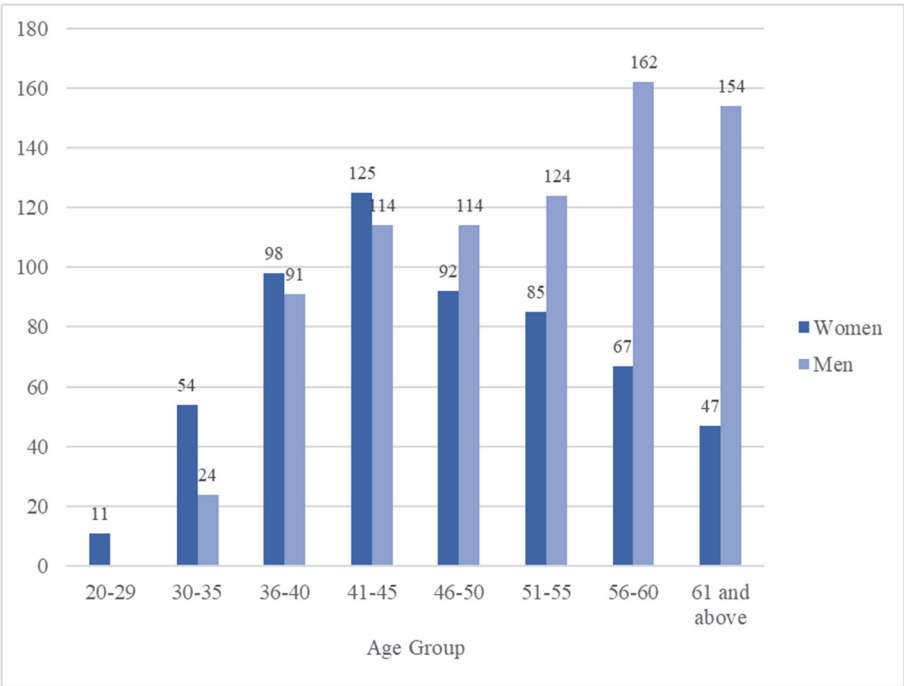
53. The percentage of women in the Professional and higher categories from all regions increased as compared to 2021.

Percentage of Professional and Higher Categories Staff by Geographical Area and Gender



54. Women are represented in all age groups, in particular in the 20–29 and 30–35 age ranges, where they represent 100% and 69.2% of staff, respectively. The imbalance becomes progressively more significant as age increases and is most pronounced in the 61 and above age group, with women representing only 23.4% of staff in this group.

Age of Staff as of 1 June 2023
(Number of women and men)



D.2. Applications and Appointments

55. During the reporting period, 36.1% of the 38 641 applications submitted for positions in the Professional and higher categories came from women, compared with 35.9% during the period 2019–2021 and 32.8% during the period 2017–2019.

56. Women comprised 70.6% of appointed candidates, compared with 54.1% in the previous reporting period and 35.1% during the period 2017–2019:

- Scientific/engineering field: 66.1% out of 82 new hires were women (compared with 51.9% out of 131 new hires in the previous reporting period and 28.3% out of 120 during the period 2017–2019); and
- Administrative field: 75.2% out of 91 new hires were women (compared with 55.5% out of 211 new hires in the previous reporting period and 45.5% out of 99 during the period 2017–2019).

57. 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(65)/RES/15.A.

D.3. Long Term Contracts

58. Of women on fixed term contracts, 17.7% hold long term contracts³ (compared with 20.0% in 2021 and 23.2% in June 2019), while for men it is 38.7% (compared with 35.2% in 2021 and 33.3% in June 2019). The percentage of women holding long term contracts in June 2023 shows a decrease as compared to the percentage in June 2021. This is due to the fact that the total number of women on fixed term contracts has increased by 19.5% between those two dates.

59. Of women on fixed term contracts in scientific/engineering fields, 23.8% hold long-term contracts (compared with 27.5% in June 2021 and 31.8% in June 2019), while for men it is 45.5% (compared with 41.4% in June 2021 and 39.2% in June 2019).

60. Of women on fixed term contracts in the administrative field, 11.7% hold long-term contracts (compared with 13.1% in 2021 and 15.3% in 2019), while for men it is 24.7% (compared with 23.0% in 2021 and 20.9% in 2019).

E. Way Forward

61. The overall representation of women in the Secretariat in the Professional and higher categories continued to improve in the reporting period. The Director General strongly encourages all Member States to actively help the Secretariat to achieve the goal of gender parity in the Professional and higher categories by sharing Agency vacancies and disseminating announcements of recruitment and gender-related events.

³ This measure is calculated using the aggregate number of staff on fixed term contracts as the denominator, meaning that an increase in hiring inversely affects the percentage of those on long term contracts. The significant decrease in the percentage of women on long term contracts seen here is therefore a side effect of the increased number of women hired on fixed term contracts during the reporting period. Based on this, the percentage of women holding long term contracts in June 2023 shows a decrease as compared to the percentage in June 2021 which is due to the fact that the total number of women on fixed term contracts has increased by 19.5% between those two dates.

62. The Secretariat continues to partner with Member States and professional networks to reinforce the knowledge of women about the Agency's recruitment process.

63. The Secretariat will continue to implement its Gender Equality Policy and Gender Action Plan to continue to support the ability of all individuals, regardless of gender, to equally contribute to and benefit from its programmes and activities.

64. In line with the Gender Equality Policy and the Gender Action Plan, 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. Member States are encouraged to designate women as training participants, fellows, scientific visitors, project counterparts, researchers, experts and panellists.

65. To continue to benefit from a community of best practice, the Agency will strengthen collaboration with existing partners and seek out new relationships in the field of gender equality.

66. As the Agency continues to expand its work on gender equality both within the Secretariat and through its programmes and activities, the Director General notes the importance of human resources specialized in implementing such agendas.



IAEA

International Atomic Energy Agency

Atoms for Peace and Development

www.iaea.org

International Atomic Energy Agency
PO Box 100, Vienna International Centre
1400 Vienna, Austria
Tel.: (+43-1) 2600-0
Fax: (+43-1) 2600-7
Email: Official.Mail@iaea.org