

**Board of Governors
General Conference**

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PERSONNEL
Women in the Secretariat

Report by the Director General

Board of Governors General Conference

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Item 24 (b) of the Conference's provisional agenda
(GC(65)/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(63)/RES/14.B, adopted by the General Conference on 19 September 2019, 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 2019 to 1 June 2021.

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

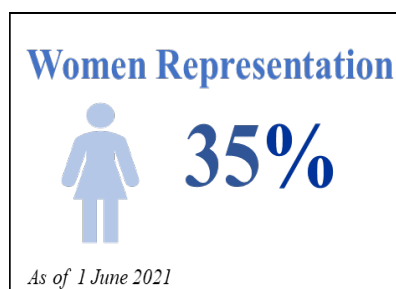
Report by the Director General

A. Introduction

1. This report has been produced in response to resolution GC(63)/RES/14.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 2019 to 1 June 2021.

2. In 2020, the Director General has established a 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, the statistical base population captured in this report for the 2021 data has been expanded compared to previous reporting cycles. It 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 the expanded population for 2021, the representation of women at the Agency has reached 35%, the highest to date at the Agency. Significant progress has been achieved on gender representation at the senior grade levels in DDG, D1 and P5, whereby the percentage of women has increased, now reaching 40% at the DDG level, 36.6% at the D1 level and 23.7% at the P5 level.



4. In addition, progress was made in mainstreaming gender considerations in the Agency’s programmes and operations, achieving all recommendations contained in the 2017 Office of Internal Oversight Services Evaluation of “Gender Mainstreaming in Agency Programmes and Operations”. Subsequently all recommendations will be ‘reported as closed’.

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 internal Gender Action Plan to include new tasks for the 2021–2022 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 of the Statue, 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(63)/RES/14.B, which urges the Director General to enhance the implementation of the Agency's Gender Equality Policy to achieve a higher representation of women "especially from developing Member States as well as unrepresented and under-represented Member States, in the Agency's Professional and higher categories."

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, the Secretariat has adopted a number of initiatives to incentivize women candidates to apply and be competitive throughout the selection process. 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 Members 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 nine Member States¹, of which four are under-represented, during which education and training on the recruitment process, as well as information on gender equality, were provided.

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 1000 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.

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. In addition, the Secretariat continued conducting 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", "Overview of Benefits and Entitlements" and "Women at the IAEA".

13. In 2019, the Agency took part in a Global Careers for Women campaign. This virtual recruitment initiative included the promotion of an online career fair. The Agency leveraged this online career fair as an opportunity to display its employment opportunities, particularly those in the information technology field. Furthermore, the Agency has a presence at United Nations system-wide recruitment events to enhance its ability to reach a 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 2022–2023*, 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 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. Staff capacity for gender mainstreaming was strengthened through the development of gender mainstreaming training and a guide offering gender tools to assist Agency managers in the process of mainstreaming gender throughout the project/programme cycle. The guide was piloted in training

¹ China, France, Germany, Japan, Republic of Korea, Pakistan, Russian Federation, Switzerland, and United States of America.

sessions and a roster of gender mainstreaming trainers from all Departments has been established to conduct training in future sessions and act as a resource within the respective Departments.

Marie Skłodowska-Curie Fellowship Programme

In March 2020, the Director General launched the Agency's Marie Skłodowska-Curie Fellowship Programme (MSCFP), with the aim of helping increase the number of women in the nuclear field, supporting an inclusive workforce of both men and women who contribute to and drive global scientific and technological innovation.

The MSCFP consists of two key components: scholarships for master's programmes at accredited universities focused on nuclear science and technology, nuclear safety and security, and non-proliferation studies; and opportunities to pursue paid internships facilitated by the Agency for up to 12 months.

Since its launch on 9 March 2020, the project governance framework for the MSCFP has been established and the Technical Selection Committee and Project Management Team became fully operational. The application call for the MSCFP 2020 cycle closed on 11 October 2020, with 556 applications received from more than 90 countries.

In December 2020, the first 100 students of 71 nationalities were awarded the scholarship to study in universities spread across 40 countries. Outreach and resource mobilization activities generated a great degree of support from Member States and non-governmental organizations, with a number of them making financial and in-kind contributions. As of 1 June 2021, the MSCFP had received pledges amounting to €6 816 343 as well as contributions in-kind sponsoring 18 students.

Preparations are ongoing for the second MSCFP cycle, with the review and selection of candidates concluding by mid-December 2021.

16. Increasing the representation of women speakers and participants at Agency conferences and other events is another element of gender mainstreaming. 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 panelists.

17. The Secretariat has launched an internal dashboard that 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. During the reporting period, women comprised 26% of chief scientific investigators and 24% of coordinated research project experts at Agency events. They accounted for 24% of participants at scientific and technical events and for 21% at recurring scientific events.

18. Examples during the reporting period include:

- 86% women participants in the Regional Co-operation Agreement for the Promotion of Nuclear Science and Technology in Latin America and the Caribbean (ARCAL) workshops on Women Leaders (11/2019);
- 50% women participants in the 2020 Safeguards traineeship programme (12/2020);
- 39% women representation among the trainees of the IAEA-ICTP International School on Nuclear Security (04/2021);
- 45% women participants in the INES Advisory Committee (2020);
- 45% women participants in the Incident and Emergency System (2020);

- 38% women participants in the new 2021-2023 term of the Radiation Safety Standards Committee (RASSC); and
- 50% women chairs of the International Network on Education and Training in Emergency Prepared Response (iNET-EPR).

19. For technical cooperation events, Member States are encouraged to designate women National Liaison Officers, meeting and workshop participants, fellows and scientific visitors, and counterparts. In 2019 and 2020, a total of 5602 women from all regions participated in the programme. This represents 37% women participation as fellows, scientific visitors, training course participants, meeting participants and other project personnel. In addition, women comprised 30% of experts and lecturers, as well as 30% of project counterparts.

20. 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 two-week Regional Training Course on Supporting Women for Nuclear Science Education and Communication was held. The course, part of an ongoing education programme for female university science teachers and science communication professionals, was attended by 59 educators and communicators from 36 Member States in Africa, Asia and the Pacific, Europe, and Latin America and the Caribbean.

21. As part of the Agency's Women in Nuclear Security Initiative, a webinar was held in May 2021 focusing on the role of the Agency in strengthening the capacity of women in nuclear security worldwide. The initiative will carry out activities to highlight the experiences and achievements of women in nuclear security, as well as the concerns and challenges that women may face, and to increase awareness of the Agency's programme on nuclear security, in addition to the Agency's work on gender equality.

22. A series of webinars has been initiated to encourage young women to pursue careers in nuclear sciences and applications. Those already held were for accelerator science, fusion, and radiopharmaceutical sciences.

23. The Agency supported the establishment or revival of regional and national chapters of Women in Nuclear in Africa and in Latin America and the Caribbean. The chapters aim to empower women and promote their contribution to technical, scientific and leadership roles in the nuclear field. Currently, there are nine WiN national chapters in these regions. In September 2020, in collaboration with the Stand Up for Nuclear initiative, the counterparts of the Women in Nuclear ARCAL project held a virtual event entitled "Women in Nuclear: Conquering Spaces in Latin America and the Caribbean". The event included a panel discussion focusing on tackling gender issues, as well as a series of talks, workshops and various activities on nuclear energy communications and gender equality.

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

B.3.1. Internal communications

24. 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, through the Agency's intranet, staff were kept informed about gender-related information and milestones through news items published on the intranet home page.

25. The Secretariat has also created 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.

B.3.2. External communications

26. 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.

27. In 2021, the Agency revamped the gender page of its website, highlighting the Agency's 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. 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.

28. Furthermore, the Agency fostered gender parity in articles published on its external website by increasing the number of articles that specifically made reference to gender-related issues, from 14 articles between July 2019 and June 2020 to 32 articles between July 2020 and June 2021; and by increasing the share of articles that feature one or more woman experts from 50.4% between July 2019 and June 2020 to 62.2% in the period between July 2020 and June 2021.

29. The Secretariat continued to hold events to mark International Women's Day. In 2020, the Agency partnered with the other VBOs to produce an advocacy video featuring selected staff and the Director General. The video, entitled "We Must Do Better", highlighted that, while progress has been made, more needs to be done when it comes to gender equality. In 2021, following the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) theme of "women in leadership" the Agency created a social media video featuring the Director General and selected staff and organized a panel featuring current and former Agency staff who were the first women to hold their respective leadership roles. To underscore the importance of diversity in leadership, all current and former first women leaders of the Agency were interviewed for the Agency's website and many were profiled on the Agency's social media account to share their career advice with future generations of women leaders.

30. 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:

- During the Annual Meeting of the International Nuclear Security Education Network, held in Vienna in July 2019, the Agency organized a panel entitled "Gender Initiatives on Women in Nuclear Security",
- In September 2019, a joint event organized by Women in Nuclear IAEA and the Programme of Action for Cancer Therapy entitled "Women in Nuclear and Global Action Against Cancer" highlighted the inequalities cancer patients face, in particular, women with breast and cervical cancers living in developing countries,
- The International Conference on Nuclear Security: Sustaining and Strengthening Efforts, held in Vienna in February 2020, included a side event on women in nuclear security. The side event, which coincided with the International Day of Women and Girls in Science, celebrated and highlighted women's contributions in the field of nuclear security.

- During the 64th regular session of the General Conference, a virtual side event was organized, entitled “Saving Women’s Lives from Cancer”, which took stock of the Agency–Islamic Development Bank Women’s Cancers Partnership Initiative,
- In March 2021, the Agency organized a webinar entitled “Women Leading Nuclear Back End Projects: Their Stories and Achievements”, with panellists from Member States, the Secretariat and the nuclear industry, and
- In May 2021, a side event entitled “Women in Fusion” was held at the 28th Fusion Energy Conference, which included six women panellists. The side event featured four female fusion experts, who highlighted their own career paths and discussed the institutional and personal support needed to help women excel in fusion research and development and ultimately close the persistent gender gap in this field.

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

31. The Secretariat continues to monitor and review its rules and arrangements related to work–life balance. Current rules and arrangements 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.

32. In 2020, the Agency joined the other VBOs and the International Gender Champions (IGC) network to commemorate the anniversary of the launch of the Enabling Environment Guidelines for the United Nations System by hosting the first ‘Enabling Environment Week’. The week included eight webinars covering each of the five topics of the Enabling Environment Guidelines and featured over 30 panellists, including representatives from Member States, international organizations, civil society and academia. In total, more than 400 participants were reached over the course of the week. The initiative was recognised by the Executive Director of UN Women as an outstanding achievement in implementing the Enabling Environment Guidelines.

33. To increase staff capacity for supporting an enabling environment, the Agency introduced two new modules as part of the mandatory orientation training for all staff, including a session on standards of conduct, facilitated by the Chief of Ethics, and an inclusivity session, facilitated by the Division of Human Resources. Furthermore, to promote a respectful workplace, discourage improper behaviour and support colleagues who experience such behaviour, active bystander training has been facilitated for staff by the Chief of Ethics. For those who wished to increase their knowledge on gender equality, the Agency encouraged staff to complete an introductory training course on gender provided by the UN Women Training Centre. The course covers essential gender concepts and international frameworks for gender equality and provides an overview of tools to promote gender equality throughout the United Nations system.

C. Partnerships

C.1. United Nations Partnerships

34. 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. In 2020, as part of the annual UN SWAP Conference, the Agency was invited to present its 2025 gender parity commitment as well as the MSCFP at breakout sessions on good practices for organizational culture and gender parity. During the UN Women annual meeting of Gender Focal Points in 2020, the Agency presented Enabling Environment Week as a best practice.

35. 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 2020 results show that the Agency is meeting or exceeding requirements on 71% of the SWAP indicators. This result exceeds the United Nations system average of 68% and the specialized entities average of 39%.

36. The Secretariat strengthened its cooperation with Gender Focal Points in other VBOs. In addition to participating in monthly meetings of this group, joint social media campaigns were created in 2020 and 2021 to mark International Women's Day, and, in 2020, the VBOs collaborated to host the first ever Enabling Environment Week.

C.2. Member State Involvement

37. 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 to encourage qualified women candidates to apply to vacant positions.

38. Twelve Member States² have arrangements with the Secretariat for the provision of JPOs. Individual Member States funded 56 JPOs during the reporting period, 29 of whom were women. This represents an increase to 51.8% in 2021 from 45.5% in 2019. The Secretariat continues discussions with other Member States to establish similar arrangements.

39. Upon taking office, the Director General joined the Vienna Chapter of the IGC, signed the IGC panel parity pledge and made concrete commitments to advance the Agency's work on gender issues. In December 2020, the Director General accepted an invitation to join the IGC Global Board, becoming the first Vienna-based gender champion on the Global Board.

40. The Director General achieved both of the 2020 IGC commitments. These included instituting measures to increase the representation of women and achieve the goal of gender parity in the Professional and higher categories by 2025; and establishing the MSCFP for women students who wish to pursue a master's degree focused on nuclear science and technology, nuclear safety and security, and non-proliferation studies.

41. Two new commitments were made for 2021. These include 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 Ministerial Conference on Nuclear Power in Washington in October 2022 to engage top officials from Member States and relevant women's networks.

42. Additionally, the Director General co-leads the IGC Impact Group on Gender Equality in Nuclear Regulatory Agencies, launched in September 2020. The goal of the impact group is to expand the IGC

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

sphere of influence and create a community of heads of regulatory agencies or organizations that are committed to address gender issues in their institutions and countries, and with international partners.

43. 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 35 Member States as of 1 June 2021 and remains active in discussing best practices to support the Agency's work on gender.

C.3. Additional Partnerships

44. 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

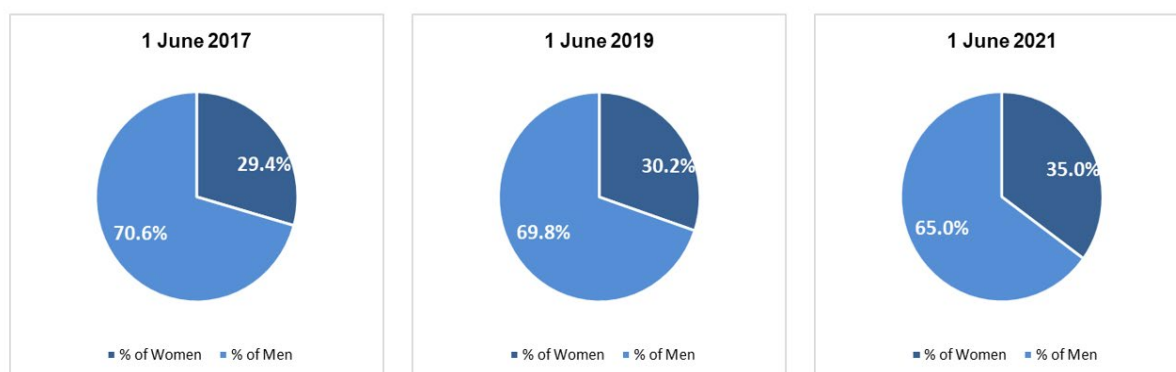
45. The Director General has established a goal of achieving gender parity by 2025 in the Professional and higher categories. As recommended in the United Nations System-wide Strategy on Gender Parity, the parity target applies for all Agency staff members, regardless of appointment or contract type. This allows for a more inclusive approach as it supports the achievement of gender parity across the Agency's Professional and higher categories, irrespective of position, type of funding or contract duration. Thus, and in order to be consistent with the reporting mechanism recommended in the United Nations system, the 2021 statistical base population reported in the following section has been expanded compared to previous reporting cycles. The 2021 data includes staff in the Professional and higher categories holding fixed term, temporary assistance and monthly short term appointments, funded through the Regular Budget or extrabudgetary funds. Not included in this population are JPOs, CFEs and individuals employed on DST appointments.

46. Figures and charts illustrating the results are outlined in the paragraphs below.

D.1. Statistical Data

47. As of 1 June 2021, the total number of women in the Secretariat including both the General Service and the Professional and higher categories was 1146, representing 47.1% of the total staff. Among this group, the percentage of women in the Professional and higher categories was 35.0% (compared to 30.2% as of 1 June 2019 and 29.4% as of 1 June 2017).

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



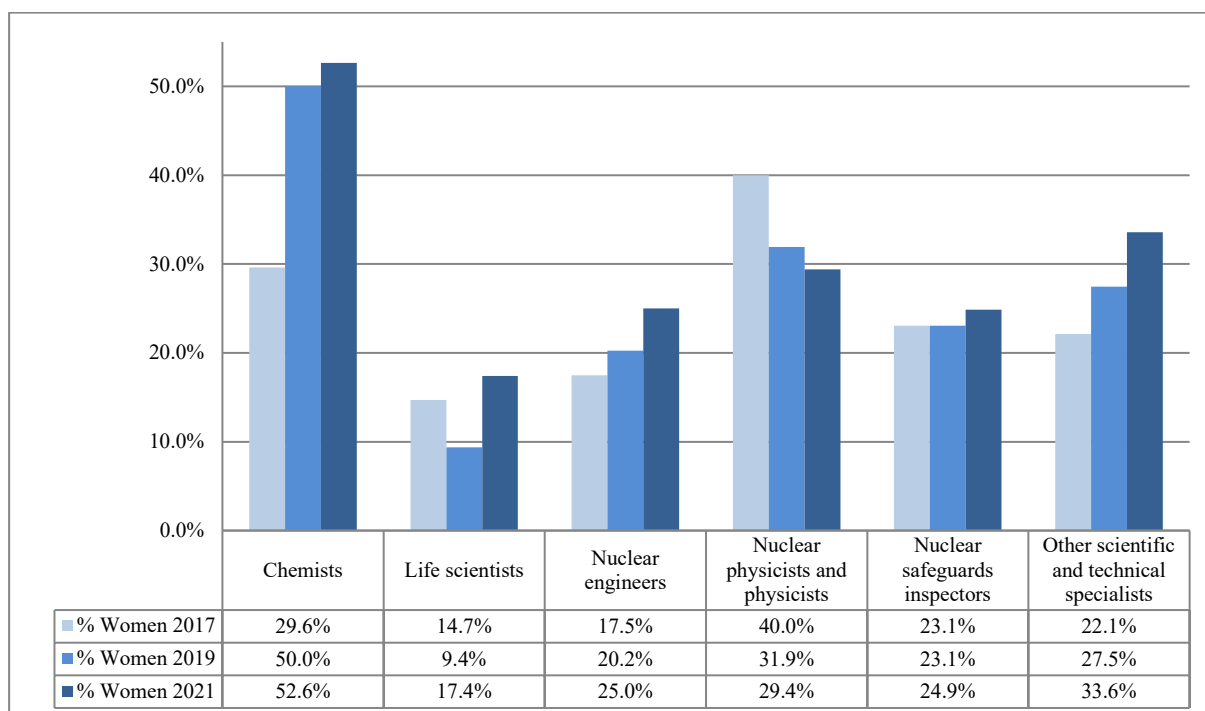
| Breakdown of Staff in the Professional and Higher Categories | | | | | | | | | | |
|--|-----------------|--------------|---------------|--------------|-------------------------------|-------------------|-----------------|--------------|---------------|--------------|
| As of 1 June 2019 | | | | | | As of 1 June 2021 | | | | |
| Grade | Number of Women | % of Women | Number of Men | % of Men | Change 2019 à 2021 (% points) | Grade | Number of Women | % of Women | Number of Men | % of Men |
| DDG | 2 | 28.6% | 5 | 71.4% | +11.4 | DDG | 2 | 40.0% | 3 | 60.0% |
| D2 | 2 | 40.0% | 3 | 60.0% | -23.3 | D2 | 1 | 16.7% | 5 | 83.3% |
| D1 | 11 | 30.6% | 25 | 69.4% | +6.0 | D1 | 15 | 36.6% | 26 | 63.4% |
| P5 | 46 | 17.8% | 213 | 82.2% | +6.0 | P5 | 65 | 23.7% | 209 | 76.3% |
| P4 | 139 | 31.6% | 301 | 68.4% | +3.1 | P4 | 164 | 34.7% | 309 | 65.3% |
| P3 | 117 | 33.7% | 230 | 66.3% | +3.0 | P3 | 161 | 36.7% | 278 | 63.3% |
| P2 | 29 | 43.3% | 38 | 56.7% | +8.0 | P2 | 59 | 51.3% | 56 | 48.7% |
| P1 | 7 | 87.5% | 1 | 12.5% | -15.3 | P1 | 13 | 72.2% | 5 | 27.8% |
| Total | 353 | 30.2% | 816 | 69.8% | +4.8 | Total | 480 | 35.0% | 891 | 65.0% |

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

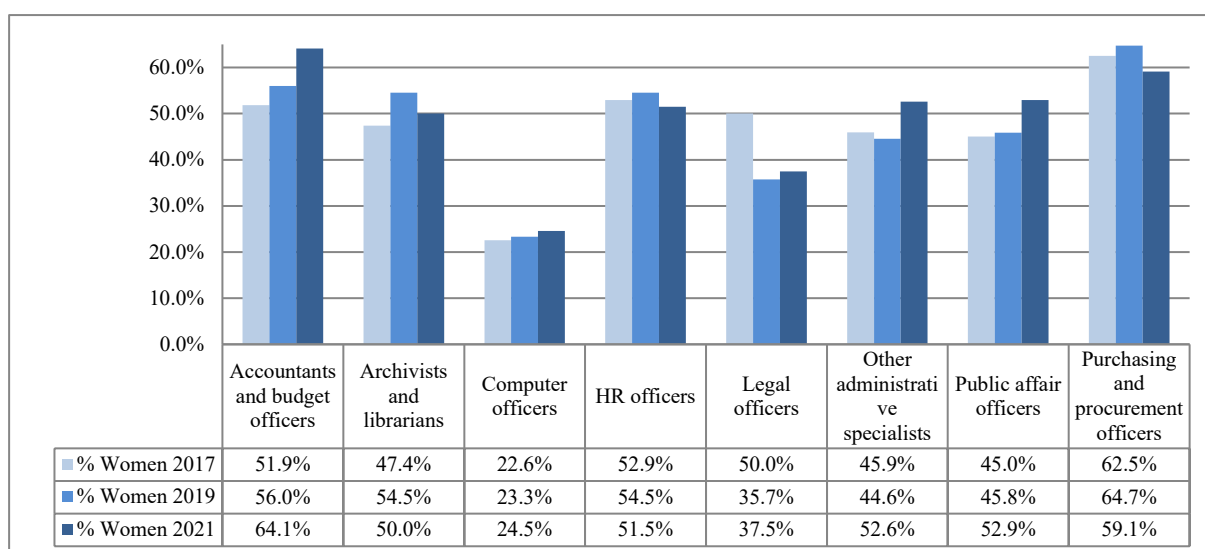
- Scientific/engineering field: 27.4% (compared with 23.5% in 2019 and 22.6% in 2017); and
- Administrative field: 45.2% (compared with 41.0% in 2019 and 40.4% in 2017).

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

Scientific and Engineering Field of Work



Administrative Field of Work

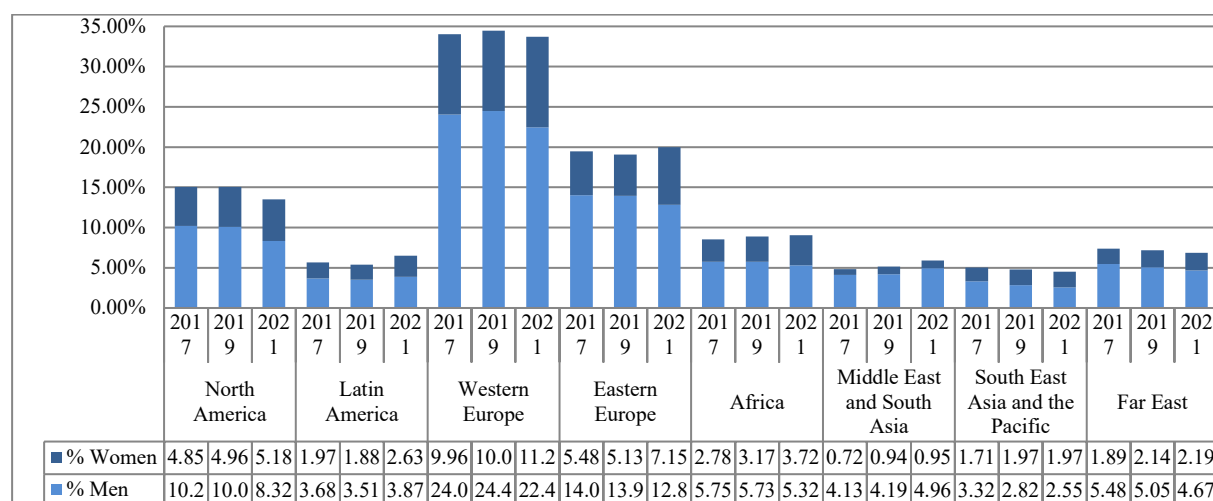


49. The representation of women at the grade levels of D1, D2 and DDG in the scientific/engineering field increased, but it remained higher in the administrative field:

- Scientific/engineering field: 30.0% (compared with 27.3% in 2019 and 18.2% in June 2017); and
- Administrative field: 38.7% (compared with 36.0% in 2019 and 36.7% in June 2017).

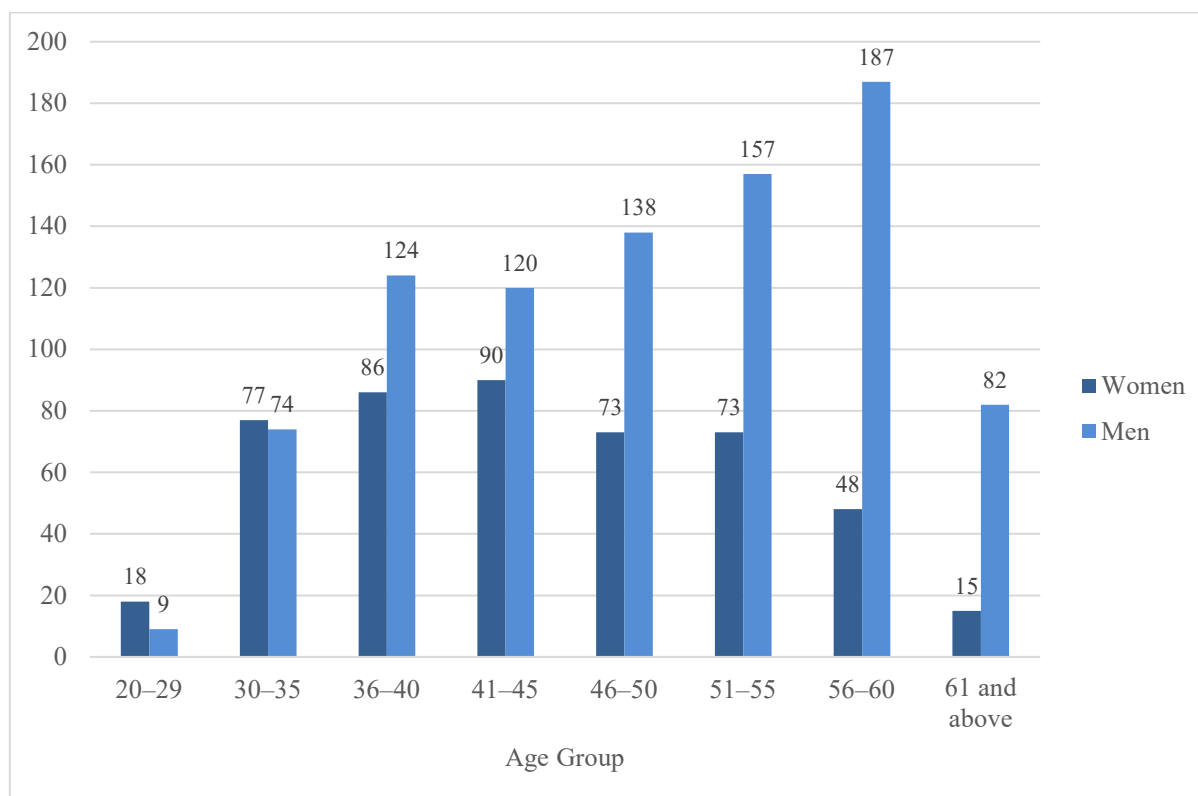
50. The percentage of women in the Professional and higher categories from all Agency regions increased as compared to 2019.

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



51. Women are under-represented in all age groups except for the 20–29 and 30–35 age ranges, where they represent 66.7% and 51.0% 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 15.5% of staff in this group.

Age of Staff as of 1 June 2021
(Number of women and men)



D.2. Applications and Appointments

52. During the reporting period, 35.9% of the 42 885 applications submitted for positions in the Professional and Higher categories came from women, compared with 32.8% during the period 2017–2019 and 33.6% during the period 2015–2017.

53. Women comprised 53.1% of appointed candidates, compared with 35.1% in the previous reporting period and 37.3% during the period 2015–2017:

- Scientific/engineering field: 51.9% out of 131 new hires were women (compared with 28.0% out of 120 new hires in the previous reporting period and 23.9% out of 109 during the period 2015–2017); and
- Administrative field: 55.5% out of 211 new hires were women (compared with 45.5% out of 99 new hires in the previous reporting period and 52.2% out of 92 during the period 2015–2017).

54. 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(63)/RES/14.A.

D.3. Long Term Contracts

55. Of women on fixed term contracts, 20.0% hold long term contracts³ (compared with 23.2% in 2019 and 25.1% in June 2017), while for men it is 35.2% (compared with 33.3% in 2019 and 33.7% in June 2017).

56. Of women on fixed term contracts in scientific/engineering fields, 27.5% hold long-term contracts (compared with 31.8% in June 2019 and 33.3% in June 2017), while for men it is 41.4% (compared with 39.2% in June 2019 and 39.6% in June 2017).

57. Of women on fixed term contracts in the administrative field, 13.1% hold long-term contracts (compared with 15.3% in 2019 and 17.5% in 2017), while for men it is 23.0% (compared with 20.9% in 2019 and 21% in 2017).

E. Way Forward

58. The overall representation of women in the Secretariat in the Professional and higher categories continued to improve in the reporting period. While the representation of women at senior levels continues to show improvement, there remains a need to further increase the number of women in this group. 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.

59. The Secretariat is in the process of formulating a targeted employer value proposition, with the aim of launching customized talent outreach campaigns and content to attract qualified women in technical areas. In addition, the Agency is strengthening its network of recruitment channels and internal capacity to identify, attract and build talent pools of qualified women. Furthermore, the Secretariat is partnering with Member States and professional networks to reinforce the knowledge of women about the Agency's recruitment process.

60. The Secretariat will implement the updated Gender Equality Policy and Gender Action Plan for 2021–2022 to continue to support the ability of all individuals, regardless of gender, to equally contribute to and benefit from its programmes and activities.

61. 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.

62. 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. As a result of the Practical Arrangements signed with Women in Nuclear Global in 2021, the Agency is collaborating with Women in Nuclear IAEA to develop a mentoring programme for staff members.

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.

63. 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

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