

# Attracting Professional Women to the IAEA



Catherine Monzel  
Section Head, Recruitment and Staff Development

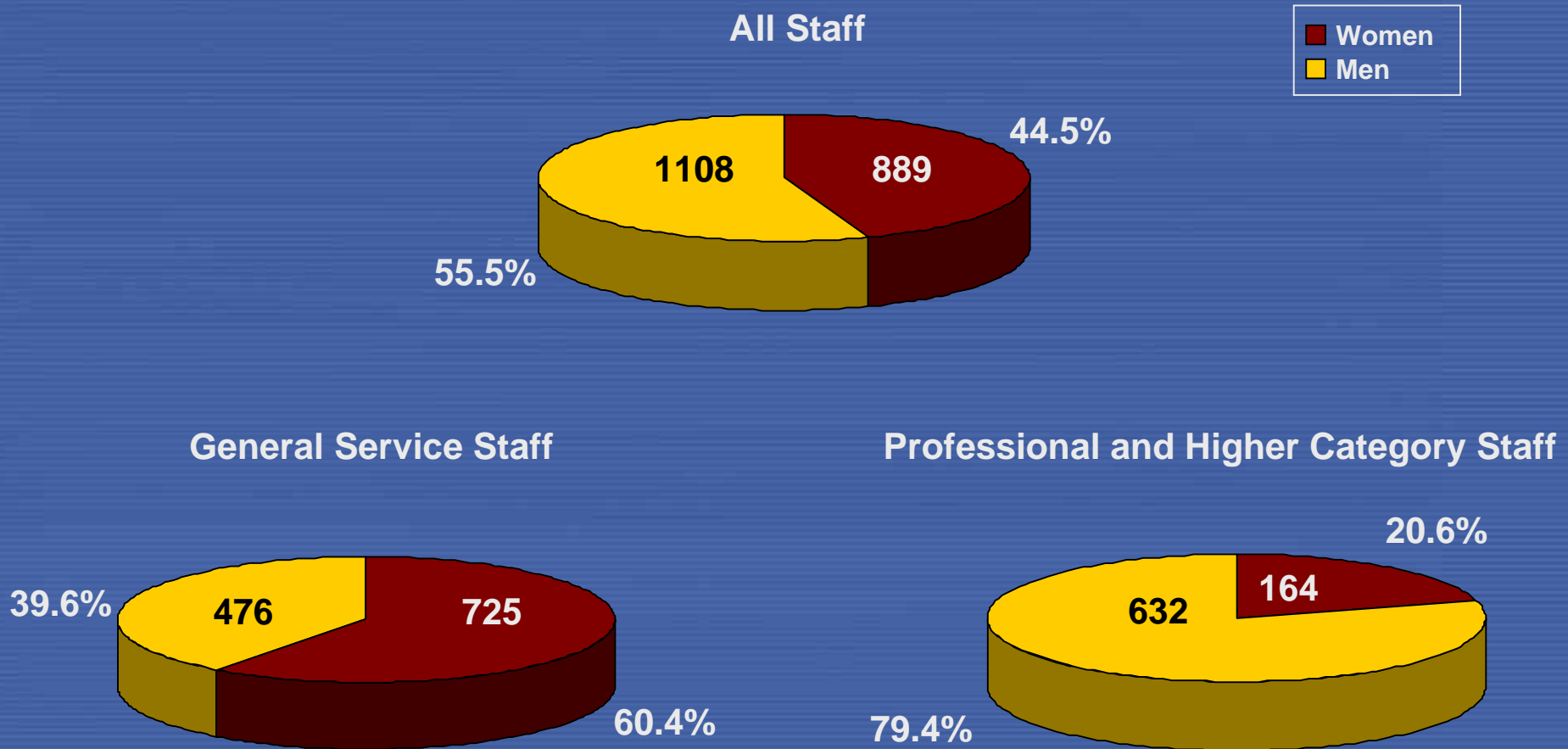


**IAEA**

International Atomic Energy Agency

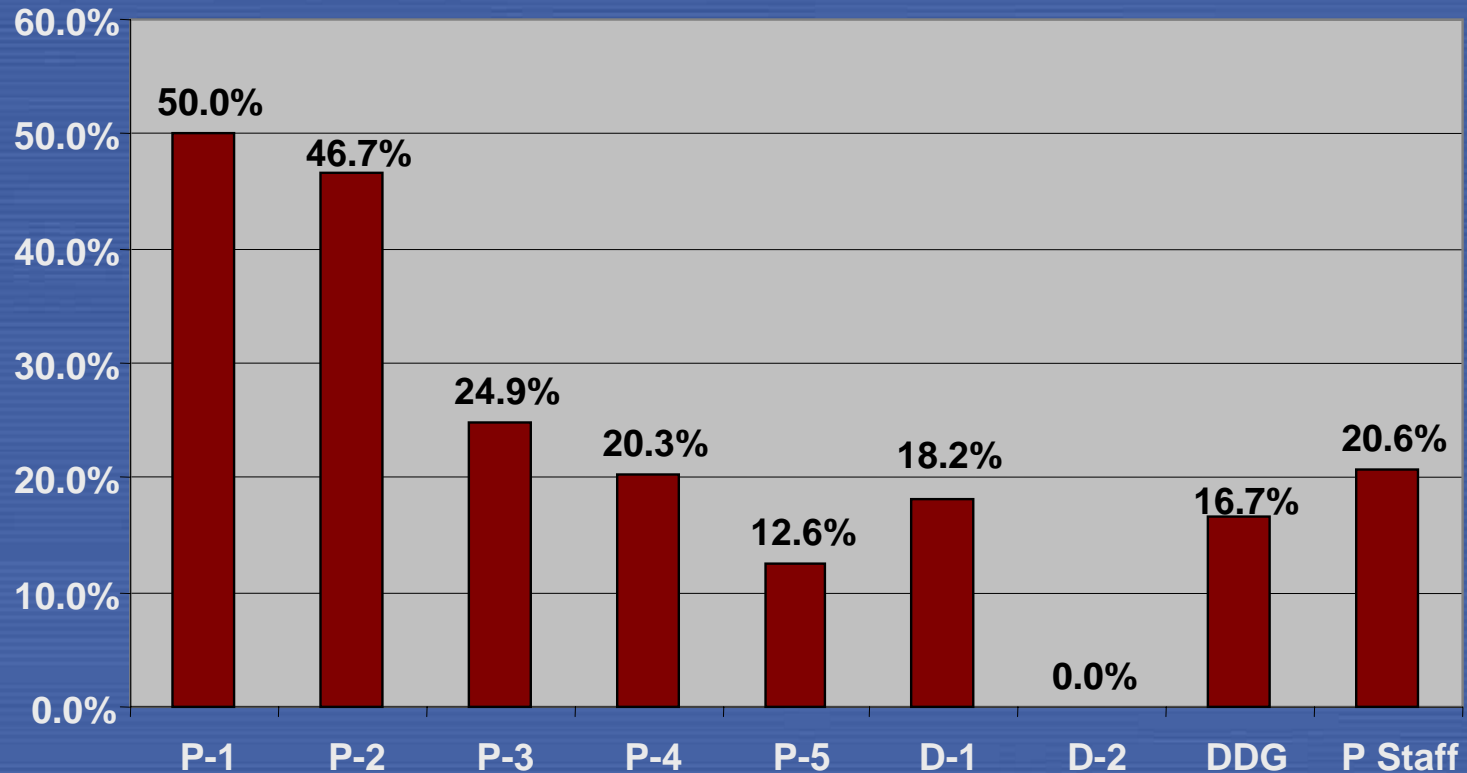
Women in Nuclear  
Annual Meeting  
May 30, 2006

# Share of Women among Staff



# Women among Professional Staff

Percentage of Women by Grade Level



# The Unique IAEA Environment



- Location in a world-class city
- Access to a worldwide network of experts
- Professionally challenging work assignments
- Possibility to test managerial capabilities in multicultural setting
- Training in managerial and communication skills
- Comprehensive benefits package
- Rotation policy



# Management Commitment

- General Conference resolutions
- Biennial report of Director General
- Annual Departmental reporting
- Increasing women participants at conferences, etc.
- Nobel Prize Fund – portion earmarked for training of women in developing countries
- Focal Point for Gender Concerns
- Women candidates given preference over men in recruitment process in cases of comparable qualifications



# Family-Friendly Work Environment

- Flexible working hours
- Job sharing or part-time work arrangements
- Work-from-home
- Maternity and paternity leave
- Nursing breaks for new mothers
- Family emergency leave
- On-site child care centre



# Outreach Activities

- Partnership with Member States
  - Points of Contact for the Recruitment of Women
- “Resources for Women” website
- Monthly vacancy notice e-mail
- Targeted recruitment brochure
- Recruitment missions, conference participation
- Outreach to women’s organizations



IAEA.org  
International Atomic Energy Agency

Search:  Go

Web: [IAEA.org](#)

About IAEA | Our Work | News Centre | Publications | Data Centre

RESOURCES FOR: WOMEN | PRESS | YOUTH | MEMBER STATES

## Women in the Nuclear Field

RESOURCES FOR: ♀ WOMEN

Latest Developments:

The Nobel Peace Prize money awarded to the Agency will help train young people from developing countries, primarily women, in fighting cancer, and improving nutrition. [More >](#)

\*\*\*

IAEA Anita Nilsson was interviewed by the UN International Research and Training Institute for the Advancement of Women. See [INSTRAW Review >](#)

### Women in Nuclear Sciences and the UN System

**Women Working in the Nuclear Field**

Facts and experiences - this website highlights the rewards and challenges for women working on nuclear issues. [More >](#)

**Member State Points of Contact**

Member States designate Points of Contact for the Recruitment of Women. [More >](#)

# Attracting the Next Generation

- Junior Professional Officer Programme
- Internships
- Technical Cooperation Fellowships for young women

