



china eu india japan korea russia usa

## ITER ORGANIZATION 2016 SOCIAL REPORT



**4.63%**

■ ITER Organization staff turnover

**41.16 years**

■ Female staff – average age

**43.90 years**

■ Male staff – average age

**43.41 years**

■ Average age of all staff

**162**

■ Recruits in 2016

**1,491**

■ Missions by ITER staff

**35**

■ Total number of Interns





# ITER ORGANIZATION 2016 SOCIAL REPORT

**T**he year 2016 was a challenging and productive year for the ITER Organization Human Resources Department. In support of the priorities of the ITER Project, we increased the number of staff by 15 percent, recruiting qualified and skilled staff from each of the seven ITER Members.

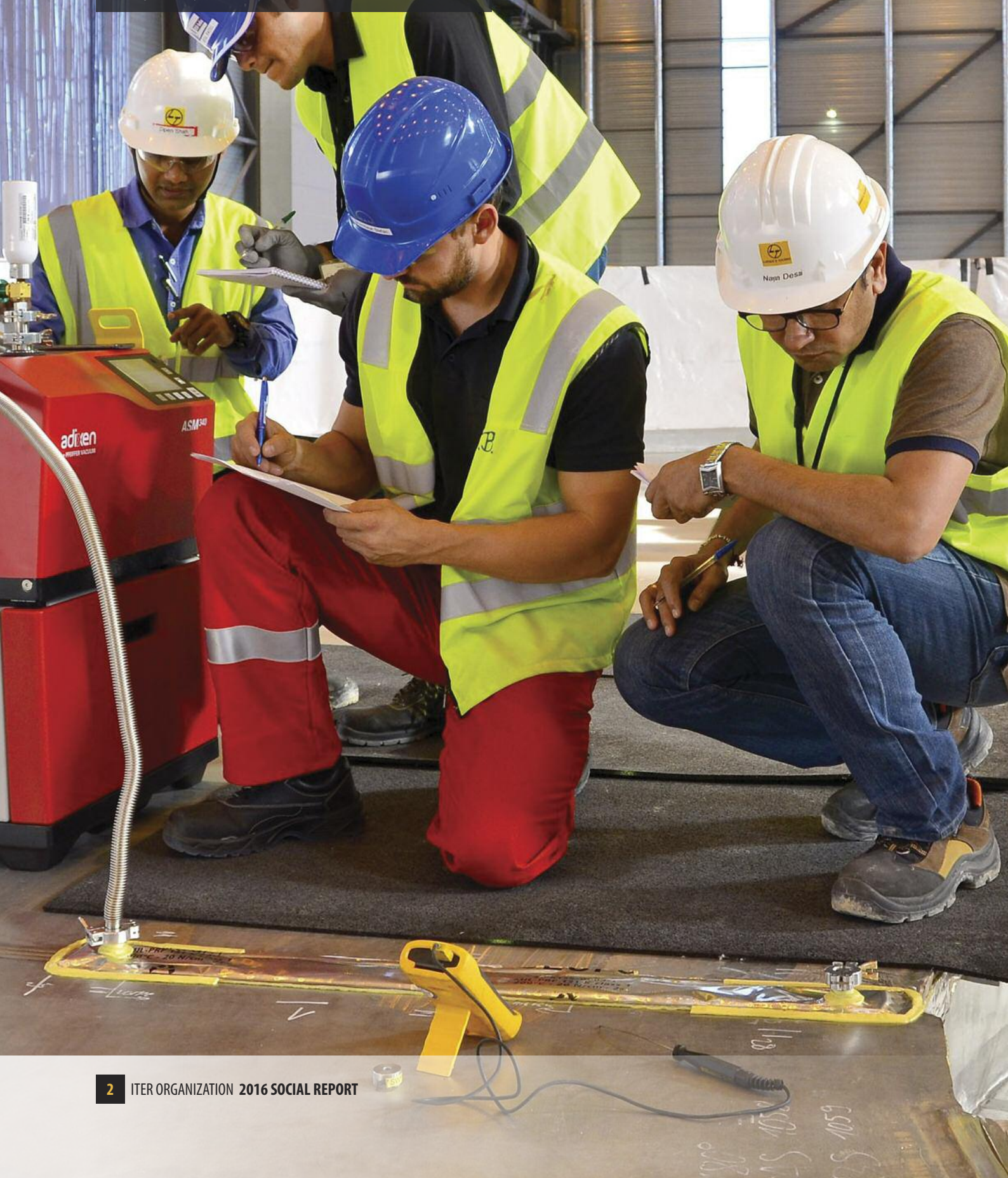
## CONTENTS

|   |    |
|---|----|
| FOREWARD FROM THE HEAD OF HUMAN RESOURCES                 | 3  |
| ITER ORGANIZATION HUMAN RESOURCES 2016 STATISTICS         | 5  |
| GLOBAL STAFF METRICS ON 31 DECEMBER 2016                  |    |
| ■ Staff Growth  | 6  |
| ■ Distribution of Staff by Member                         | 6  |
| ■ Distribution of Staff by Department and Category        | 6  |
| ■ Distribution of Staff by Grade and Gender               | 7  |
| ■ Distribution of Staff by Age and Gender                 | 7  |
| ■ Gender distribution by Department                       | 7  |
| ■ Education per Category                                  | 9  |
| ■ Other Staff Data  | 9  |
| STAFF MOVEMENTS:<br>RECRUITMENTS, DEPARTURES AND MOBILITY |    |
| ■ Recruitment by Department and Category                  | 10 |
| ■ Recruitment by Category and Gender                      | 10 |
| ■ Recruitment by Member                                   | 10 |
| ■ Recruitment by Member (Distribution)                    | 11 |
| ■ Staff Mobility  | 11 |
| ■ Turnover  | 11 |
| NON-ITER ORGANIZATION STAFF                               |    |
| ■ Experts   | 13 |
| ■ Visiting Researchers                                    | 13 |
| ■ Interns   | 13 |
| TRAINING  |    |
| ■ Training Budget   | 14 |
| ■ Key Figures   | 14 |
| PERFORMANCE, REWARDS & RECOGNITION                        |    |
| ■ Performance Distribution                                | 15 |
| ■ Rewards and Recognition                                 | 15 |
| STAFF ABSENCES  |    |
| ■ Sickness Leave  | 17 |
| ■ Special Leave   | 17 |
| REMUNERATION AND BENEFITS                                 |    |
| ■ Detail of Labour Costs                                  | 18 |
| ■ Travel Costs for Installation/Departure (TCA)           | 18 |
| ■ Removal Costs   | 18 |
| OFFICIAL DUTY EXPENSES                                    |    |
| ■ Number of Missions by Department                        | 19 |
| ■ Main Destinations                                       | 19 |
| GLOSSARY & APPENDIX                                       | 20 |
| ABBREVIATIONS AND ACRONYMS                                | 21 |

ITER Games is an annual event for ITER staff, ITER contractors, and the sportswomen and men who live in the nearby towns of Vinon-sur-Verdon and Saint Paul-lez-Durance. With athletic events of all kinds in the morning and activities for families in the afternoon, the Games give those working on the ITER Project an opportunity to interact with the local population.



ITER Members China, the European Union, India, Japan, Korea, Russia and the United States are all contributing to the project by fabricating the machine's components and plant systems. Full-scale fabrication activities are underway now in factories on three continents . . . and in facilities on the ITER site. (Pictured: an on-site workshop where Indian contractors are assembling the ITER cryostat.)





It is a pleasure for me to introduce the first ITER Organization Social Report – a newcomer on the shelf of our annual reporting that provides an overview of the employment experience at the ITER Organization and shows, in great detail, the diversity inherent to our international working environment. However, as Head of the Human Resources Department since October 2016 only, I must begin by emphasizing that the progress and accomplishments referred to in this report have been achieved thanks to the professionalism and hard work of the entire Human Resources team and our colleagues at the ITER Organization and the Domestic Agencies.

The year 2016 was a challenging and productive year for the ITER Organization. In support of the priorities of the ITER Project, we increased the number of staff by 15 percent, recruiting qualified and skilled staff from each of the seven ITER Members. Our workforce remains highly educated, and we welcomed increased numbers of visiting researchers and interns. The importance of representation from the Members has been reiterated and the progress made in 2016 is expected to continue and accelerate in 2017.

We also redefined the guidelines for becoming an ITER Project Associate, a non-staff category created with the support of the Domestic Agencies for increased support to technical departments. This new scheme, which will bring up to 200 experts from the Domestic Agencies to work on site at ITER, was approved in 2016 and will be fully implemented in 2017.

Although travel and collaboration in other locations remains crucial to the construction phase of the project, as ITER Organization staff collaborate closely with Domestic Agency colleagues and their suppliers, the number and cost of missions decreased in 2016. A continued focus on optimization and cost-effectiveness will continue in 2017 and beyond.

## FOREWORD FROM THE HEAD OF HUMAN RESOURCES

Eric Welch  
Saint-Paul-lez Durance  
July 2017



Following my arrival I presented a comprehensive Human Resource Action Plan to the ITER Council to continue to modernize, update, integrate and harmonize our policies, processes, and tools. In order to meet the needs of the ITER Project we must demonstrate flexibility, within the framework of our regulations, and consistency with our core values of operational excellence, loyalty to the ITER Project, trust, team mindset and spirit, and the best use of public money. We shall continue to create external attractiveness for diverse applicants; adhere to merit-based recruitment and selection; allow mobility through competition or transfers; and improve self-service tools, access to information, and transparency.

As you can see on the following pages, the social report presents a number of statistics about the ITER Organization: staff growth, demographics, recruitment, mobility, training, performance, rewards, absences, remuneration, removal, missions. The clear and simple graphics in fact represent tremendous complexity – not only the diversity of job profiles, but also the personal situations of 740 staff members and their families coming from over 30 countries.

I would like to express my sincere appreciation to all those who took part in the countless activities related to human resources required to support the ITER Organization and the ITER Project, as well those who contributed to the development of this 2016 Social Report.



Over 700 people from 30 countries work in the Departments and Offices of the ITER Organization. Recruitment in 2016 increased by 119 percent over the previous year, as the project prepares to enter the assembly and installation phase. (This staff photo was taken in early 2016 in the Cryostat Workshop just before the first assembly equipment was installed.)





# ITER ORGANIZATION HUMAN RESOURCES 2016 STATISTICS

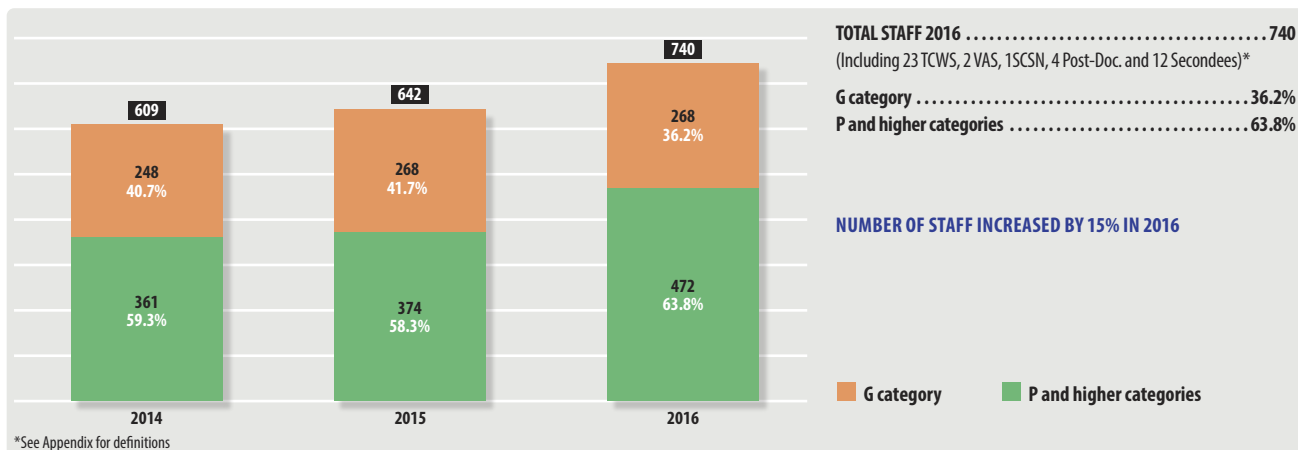




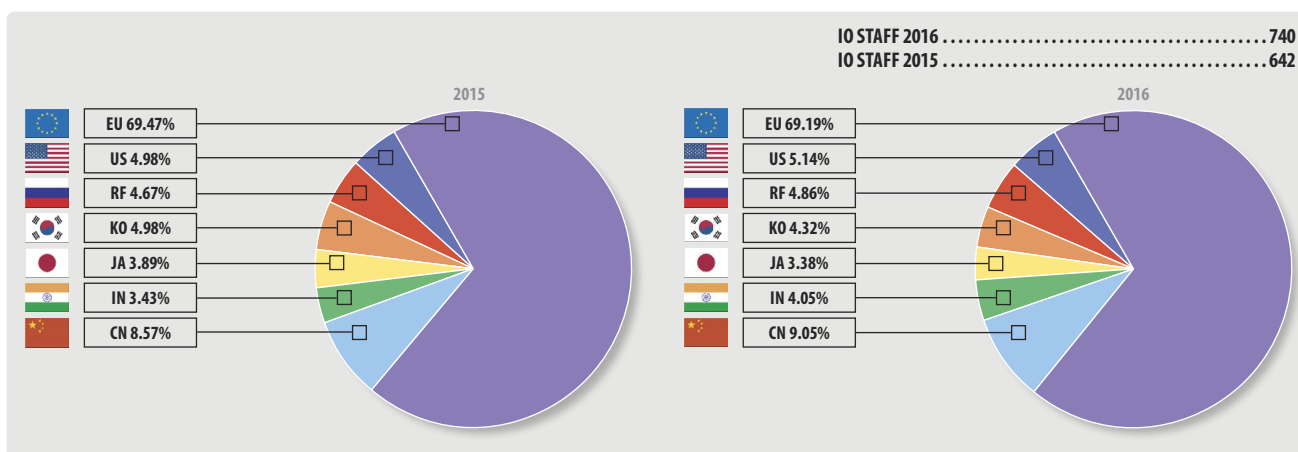
## GLOBAL STAFF METRICS

On 31 December 2016

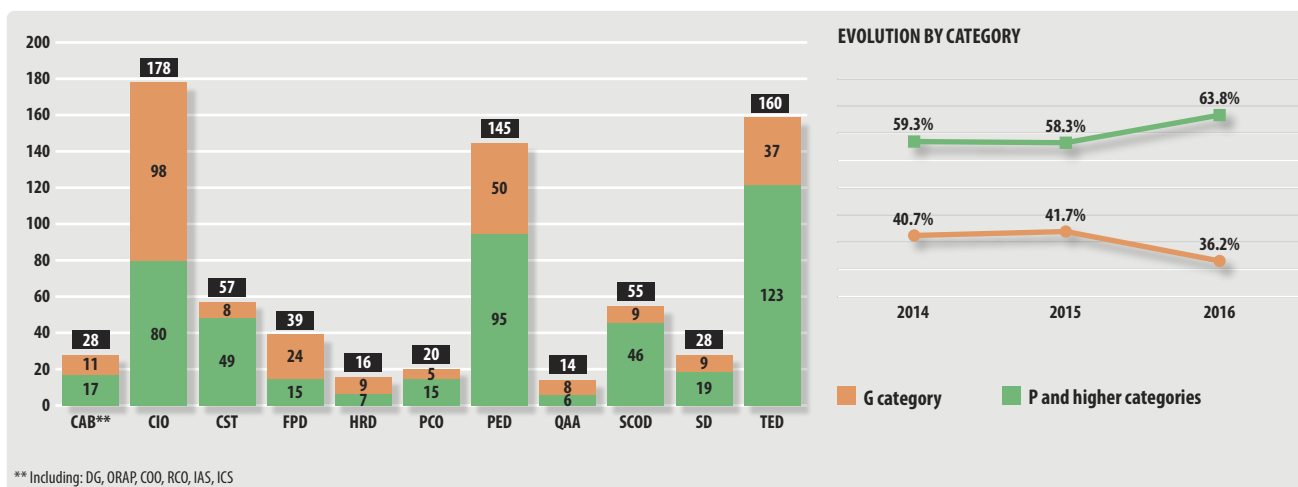
## Staff Growth



## Distribution of Staff by Member



## Distribution of Staff by Department and Category

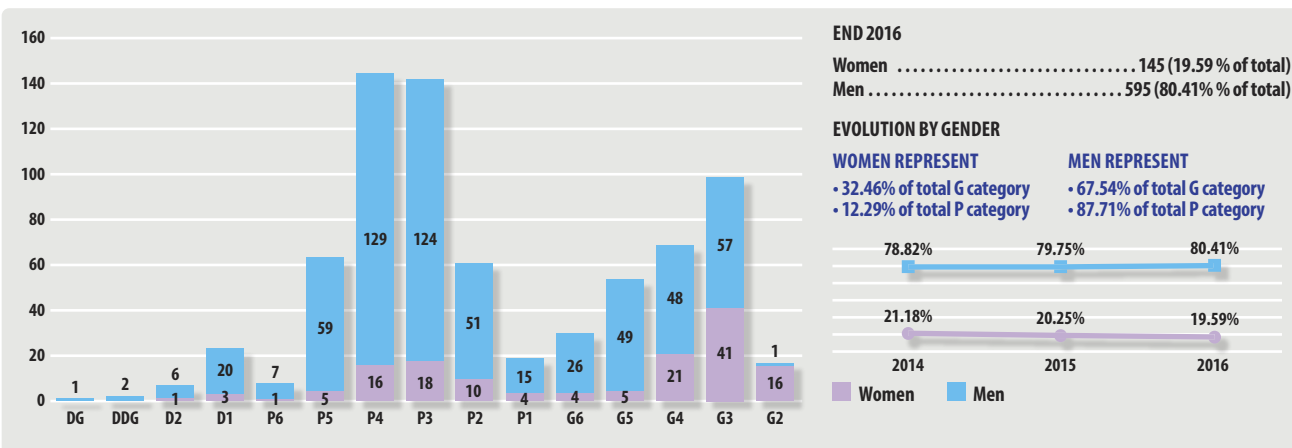




## GLOBAL STAFF METRICS

On 31 December 2016

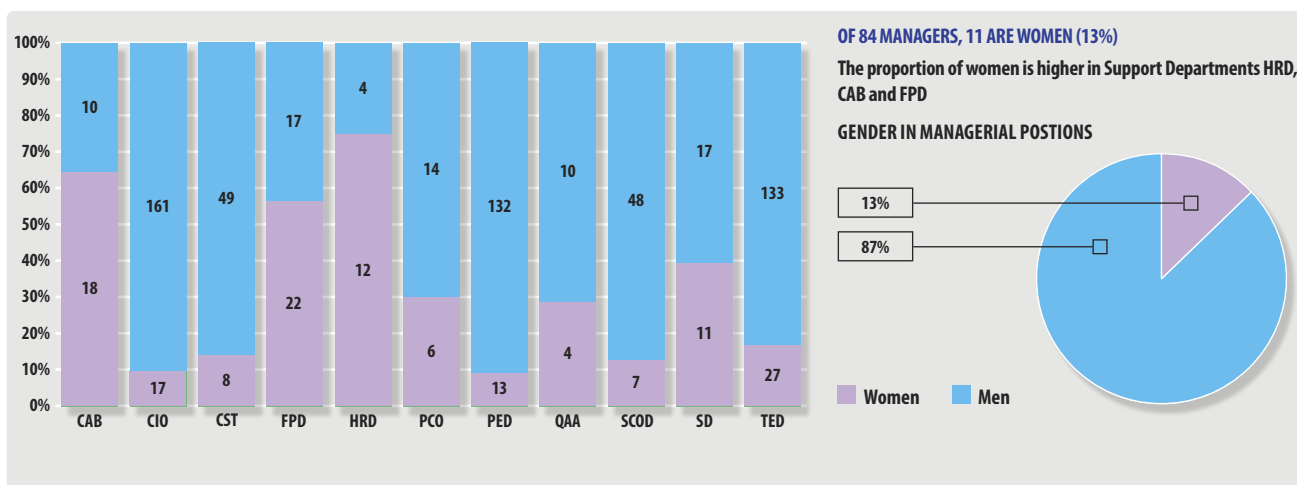
### Distribution of Staff by Grade and Gender



### Distribution of Staff by Age and Gender



### Gender Distribution by Department





Work is underway now on the main scientific facility – the seven-storey Tokamak Complex. In the perfectly circular central well, the machine will be assembled from bottom up in a six-year process that begins in 2018. (ITER Headquarters is visible in the background.)

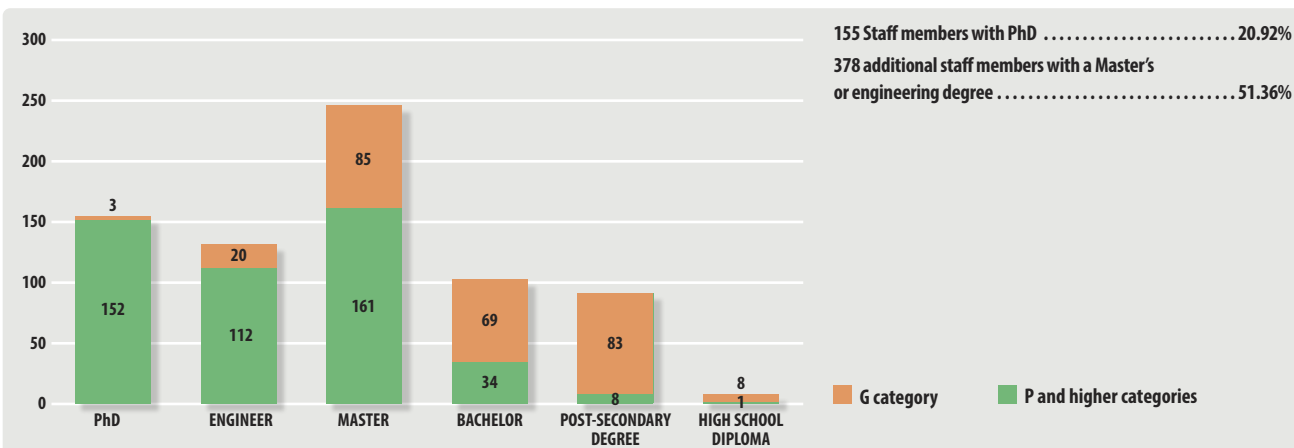




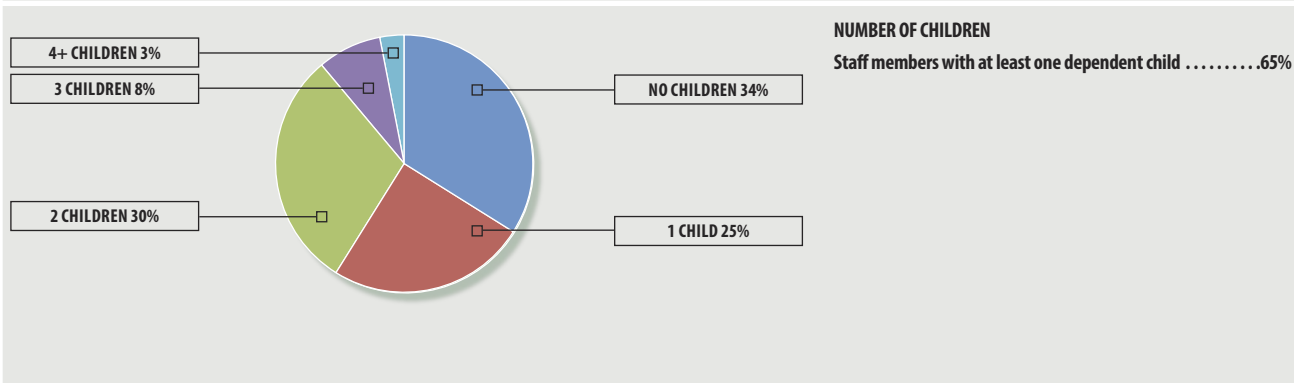
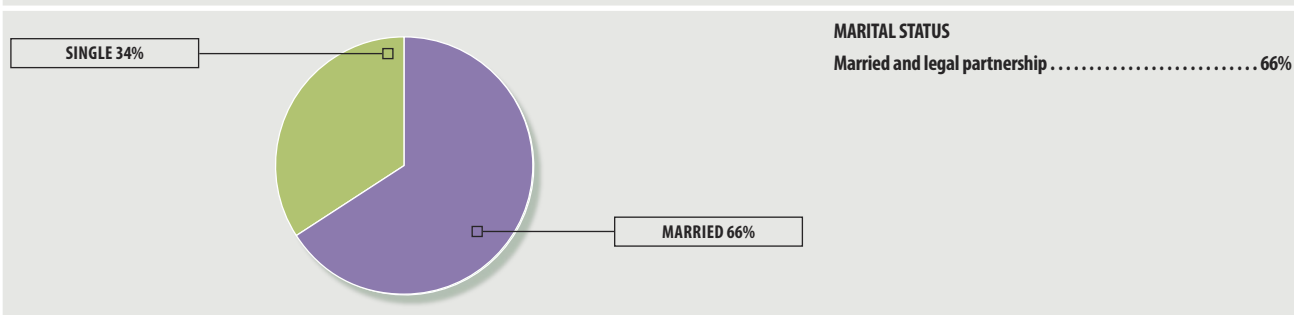
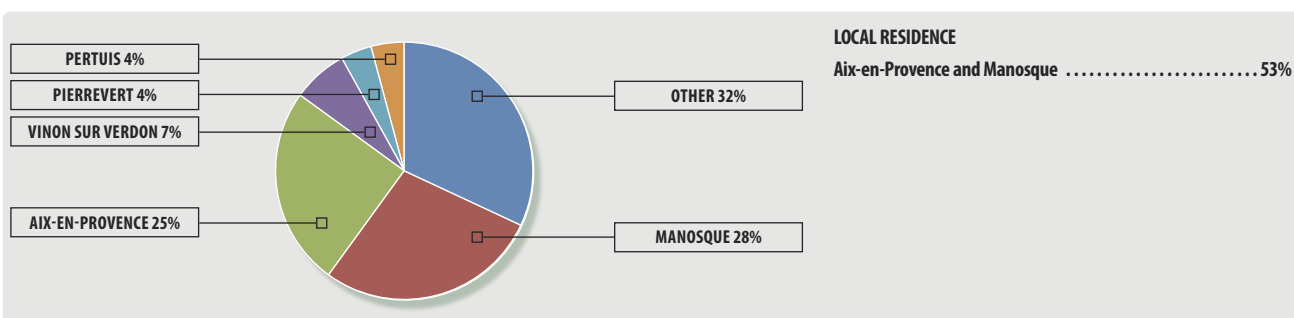
## GLOBAL STAFF METRICS

In 2016

## Education per Category



## Other Staff Data

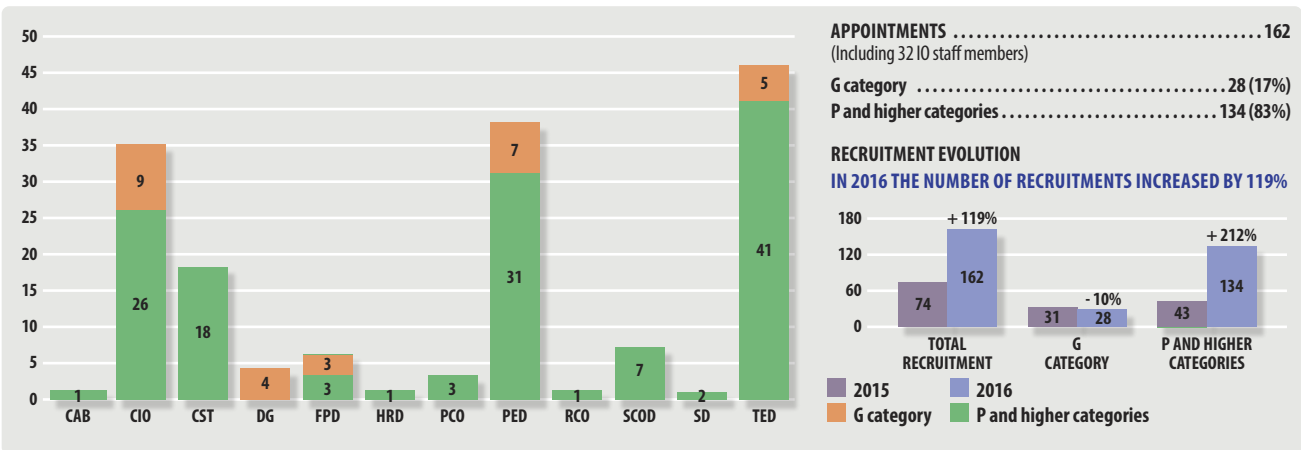




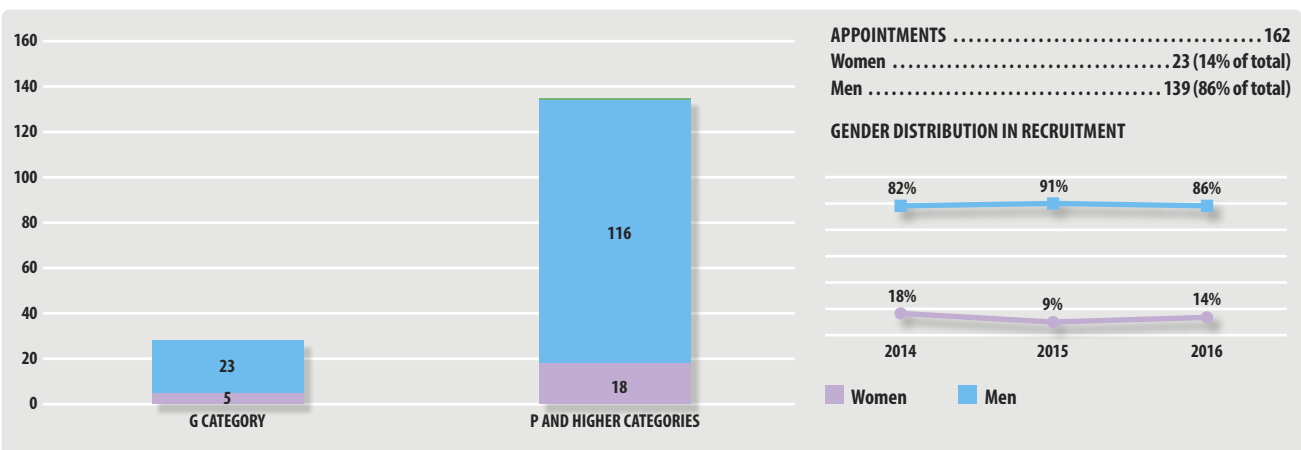
## STAFF MOVEMENTS

In 2016

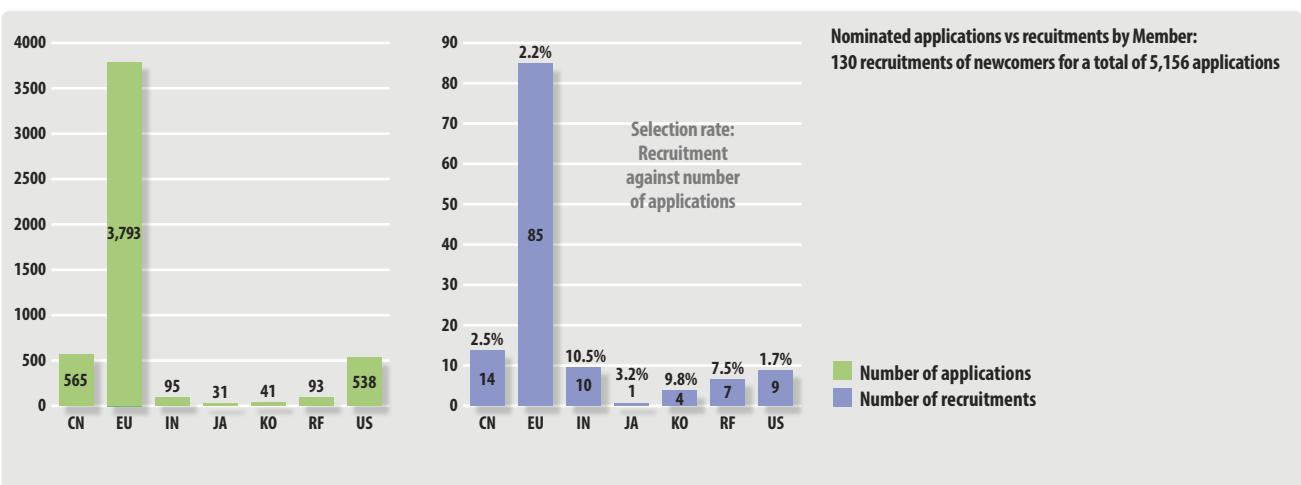
## Recruitment by Department and Category



## Recruitment by Category and Gender



## Recruitment by Member

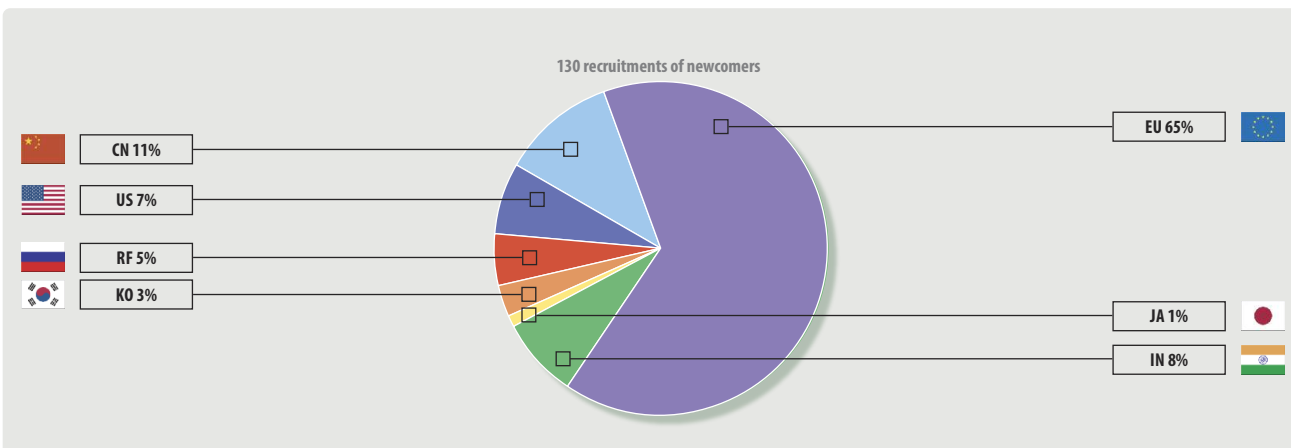




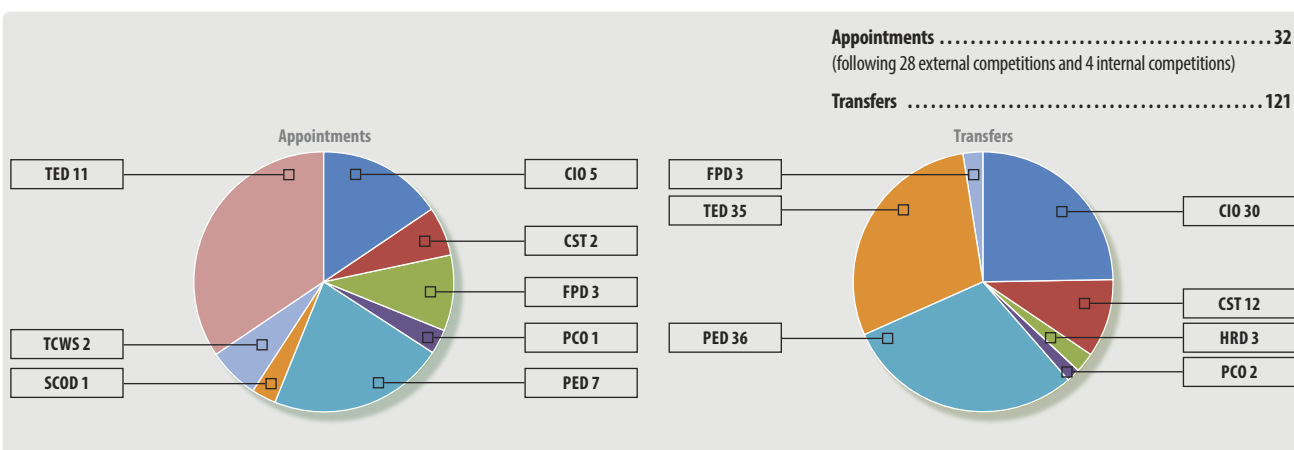
## STAFF MOVEMENTS

In 2016

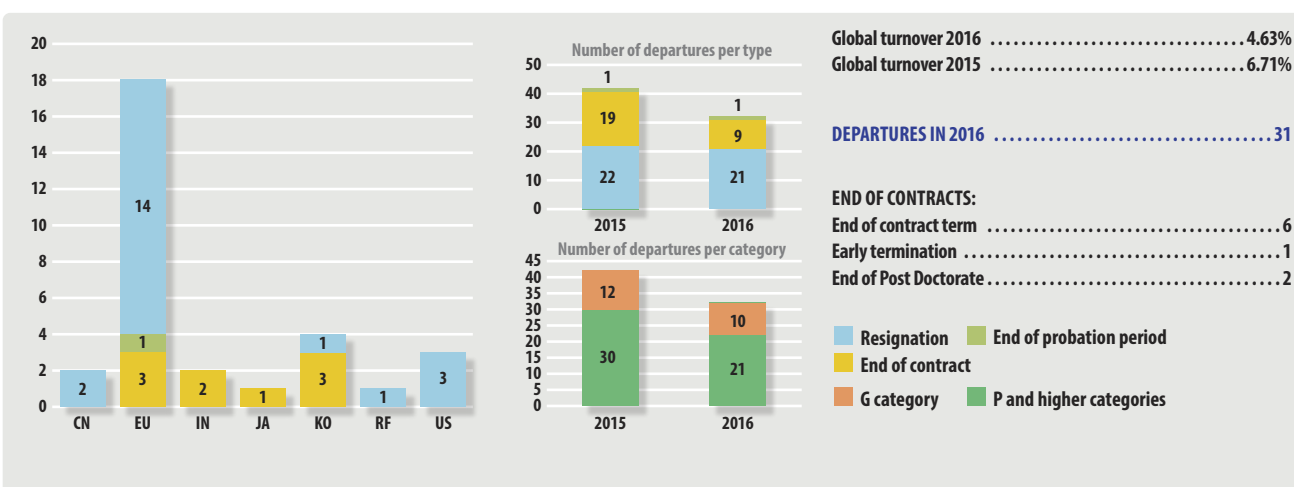
### Recruitment by Member (Distribution)



### Staff Mobility



### Turnover





Building has been underway on the ITER platform since 2010 under the responsibility of the European Domestic Agency. All major civil works contracts have been awarded and components are arriving. Photo: © LNM

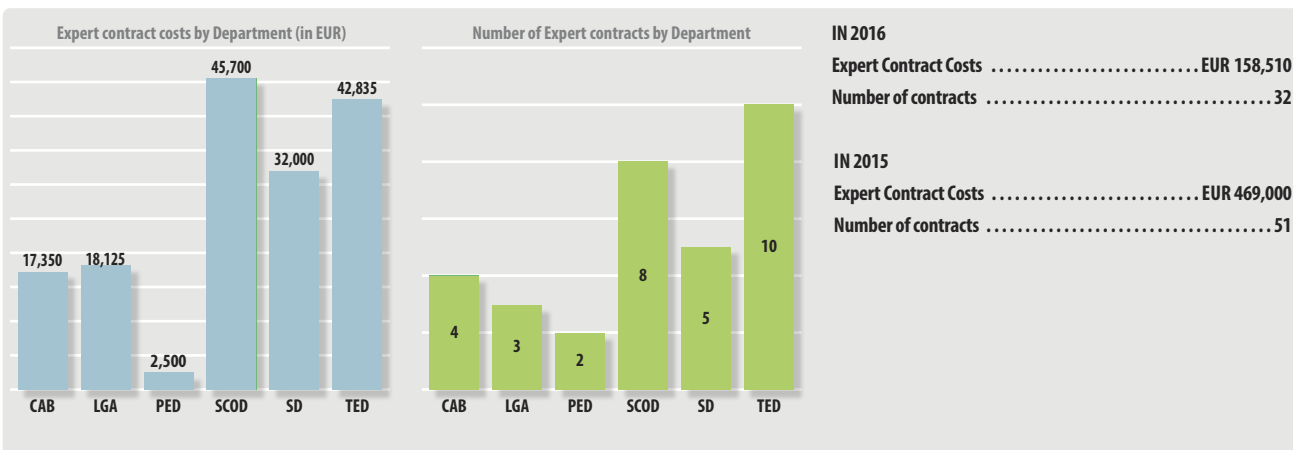




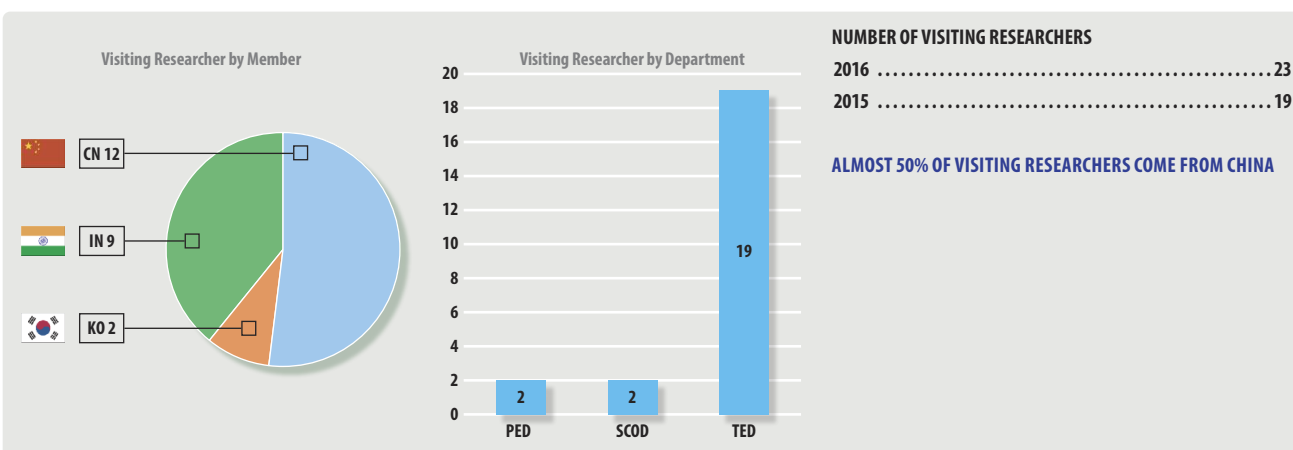
## NON-ITER ORGANIZATION STAFF

In 2016

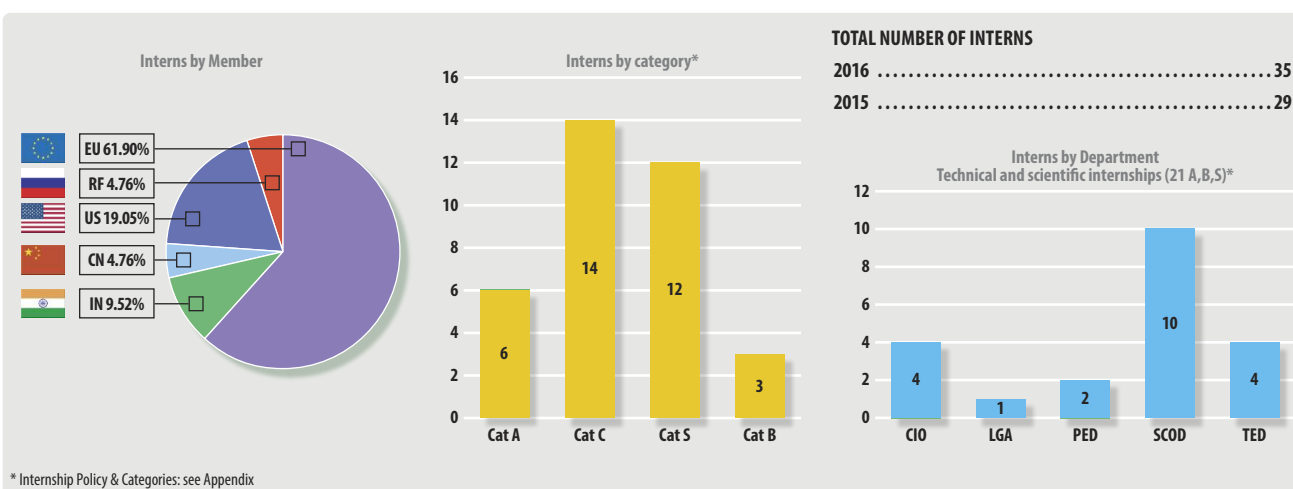
### Experts



### Visiting Researchers



### Interns

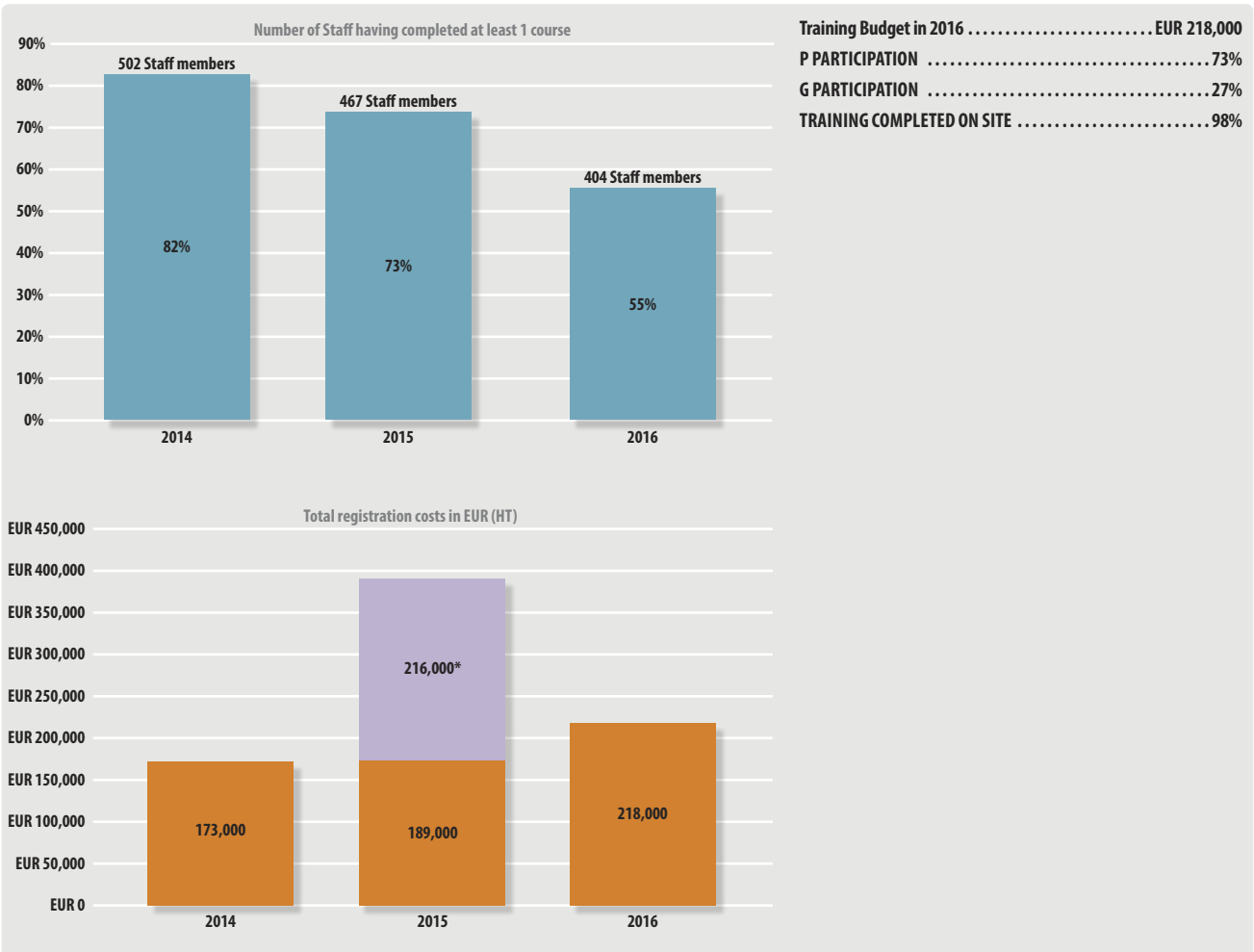




## TRAINING

In 2016

### Training Budget



### Key Figures

|  | 2014          | 2015                  | 2016         | Variance 2015/2016 |
|--|---------------|-----------------------|--------------|--------------------|
| Number of IO staff (end of December)           | 609           | 642                   | 740          | +15%               |
| Number of IO staff trained (at least 1 course) | 502           | 467                   | 404          | -13%               |
| Number of participations                       | 1,263         | 1,103                 | 1,094        | -1%                |
| Number of hours of training provided           | 7,614         | 6,077                 | 7,320        | +20%               |
| <b>Total registration costs K€ (HT)</b>        | <b>173 K€</b> | <b>189 (+216*) K€</b> | <b>218 K</b> | <b>+15%</b>        |

**AVERAGE COURSE DURATION ..... ~ 6.7 HOURS (6 IN 2015)**

**AVERAGE NUMBER OF COMPLETED**

**COURSES/STAFF ..... ~ 1.5 (1.7 IN 2015)**

**AVERAGE COST PER PARTICIPATION ..... 200 € (190 € IN 2015)**

**MISSION COSTS RELATED TO TRAINING .... 24 K€ (19 K€ IN 2015)**

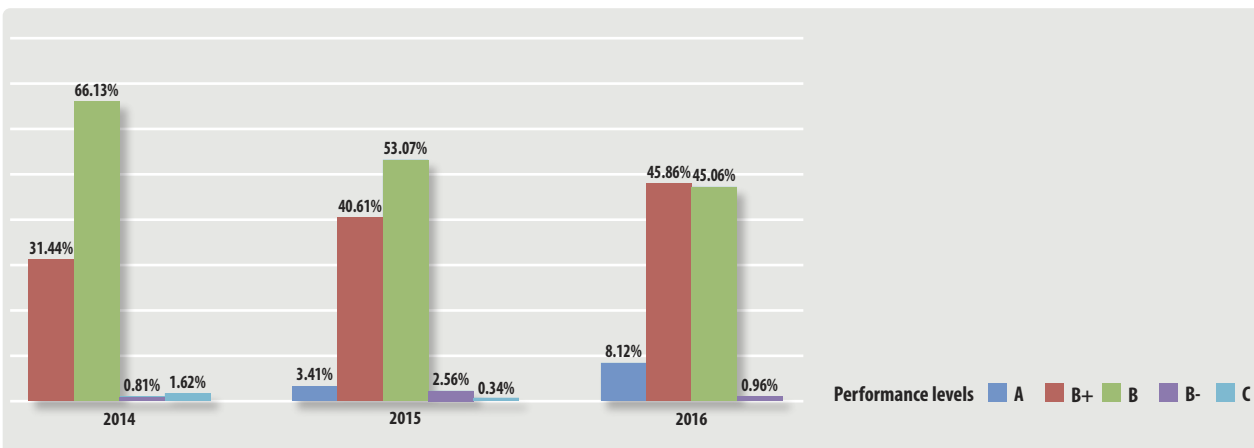
\*Plus Design Plan Coaching (EUR 216 K for 94 participants)



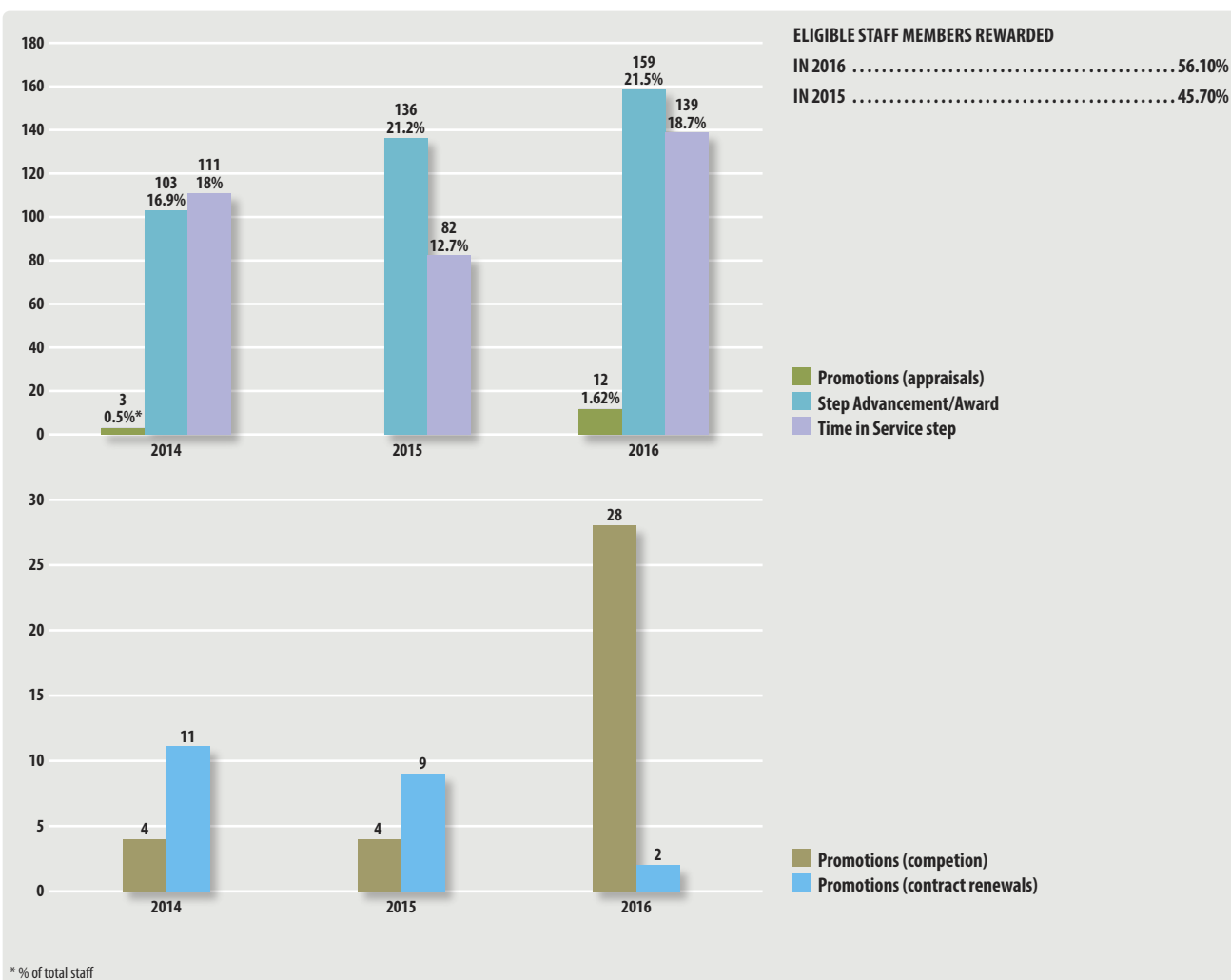
## PERFORMANCE, REWARDS & RECOGNITION

In 2016

### Performance Distribution



### Rewards and Recognition





In order to leverage qualified resources from the ITER Members during the assembly and installation phase, the ITER Organization has created the status of ITER Project Associate. As many as 200 ITER Project Associates are expected to contribute in the next years on site, while remaining employed by their home institution.

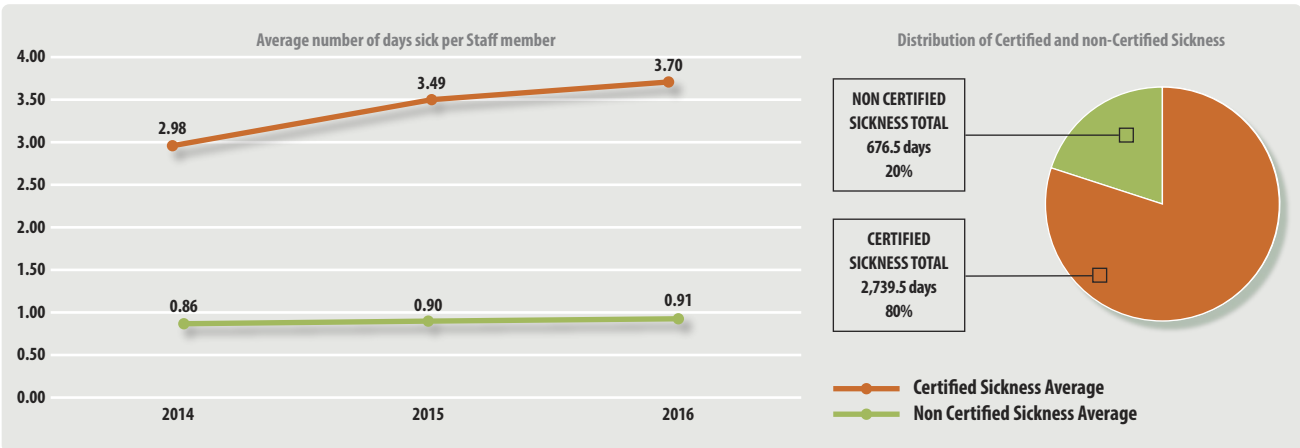




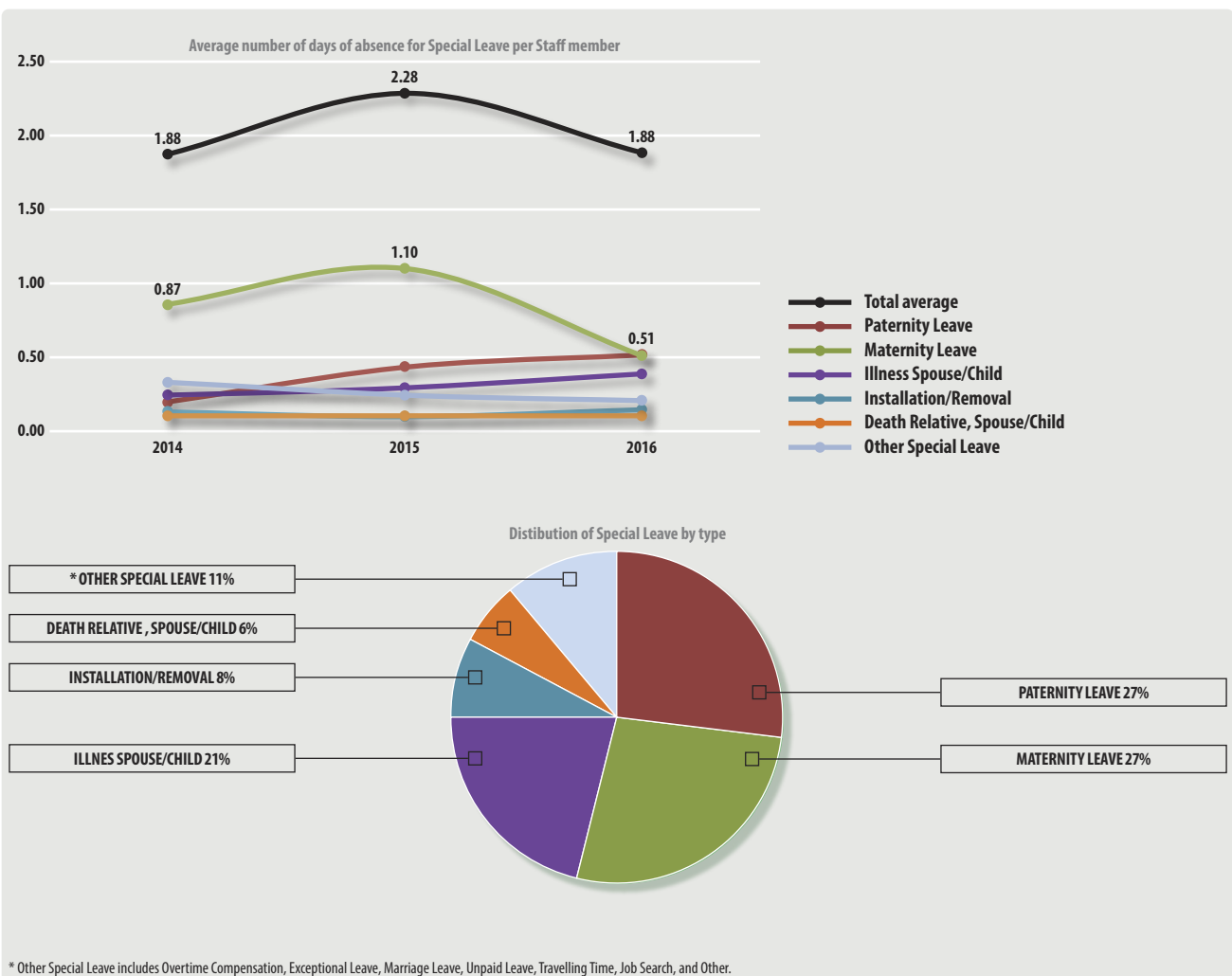
## STAFF ABSENCES

In 2016

### Sickness Leave



### Special Leave

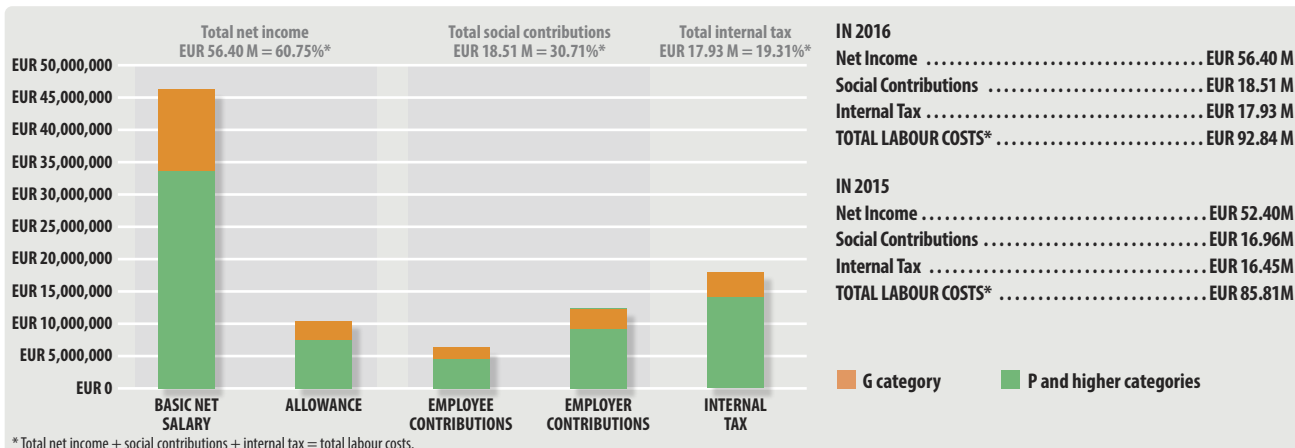




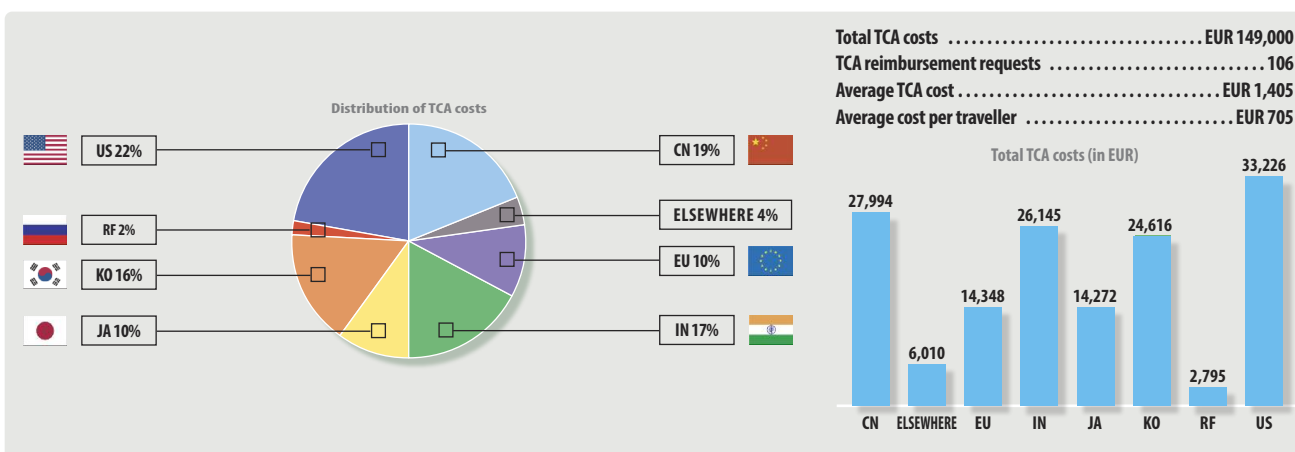
## REMUNERATION AND BENEFITS

In 2016

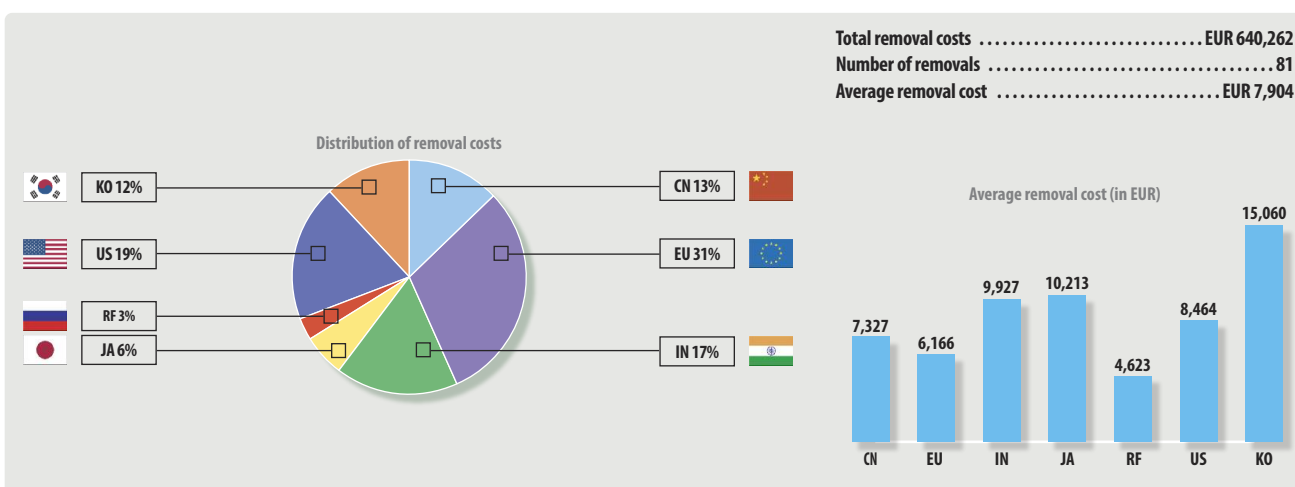
### Detail of Labour Costs



### Travel Costs for Installation/Departure (TCA)



### Removal Costs

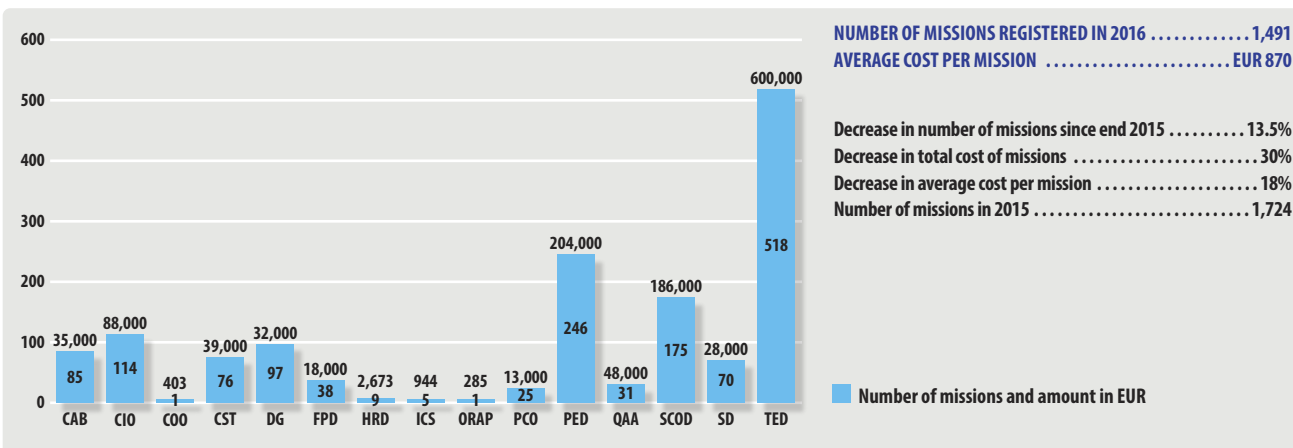




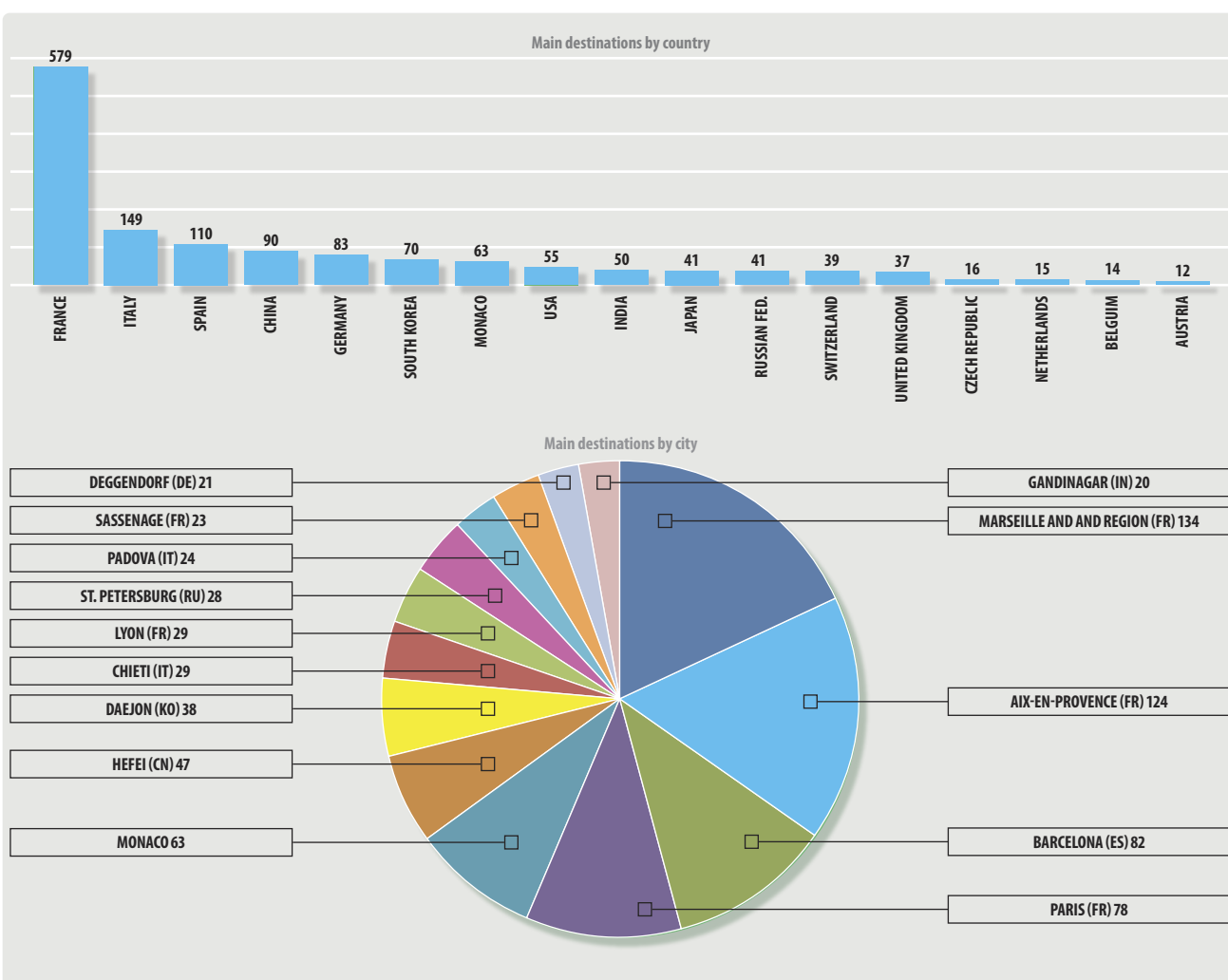
## OFFICIAL DUTY EXPENSES

In 2016

### Number of Missions by Department



### Main Destinations





## GLOSSARY

### **Category:**

ITER Organization Staff belong either to the Professional category (P Staff and above) or to the Support category (G Staff).

### **Competition (recruitment):**

For recruitments, two types of competition exist: external (i.e., open to citizens of an ITER Member); or internal (i.e., open to IO Staff under certain conditions).

### **Management (and Top Management):**

A Managerial Position is: Head of Office, Department, Division, Section/Division, or Section. Top Management is restricted to DG, DDGs, Head of Cabinet, Offices and Departments and IC Secretary.

### **Member:**

There are seven signatories to the ITER Agreement: China, European Union, India, Japan, Republic of Korea, Russian Federation, United States of America

### **Post-Doctoral Researchers (Post-Doc):**

ITER welcomes post-doctoral researchers for a period of up to two years funded by the Monaco Fellowship program.

### **Status:**

IO Staff can be Directly-employed (DES) or Secondees (coming from EU Commission).

### **Turnover:**

Turnover, the rate at which ITER Organization employees quit the Organization, is calculated as: (nb of departures/average headcount over the year) x 100.

### **TCWS, VAS and SCS-N dedicated staff:**

Arrangements between the ITER Organization and the Domestic Agencies to ensure that dedicated staff are recruited and deployed for the Tokamak Cooling Water System (TCWS), Vacuum Systems (VAS) and Safety Control System for Nuclear (SCS-N).



The Executive Project Board (EPB) is the project's executive decision-making body, which reunites the Director-General, the Deputy Director-Generals, and all Domestic Agency Heads.



In support of project priorities, the Human Resources Department increased the number of staff by 15 percent in 2016, recruiting qualified and skilled staff from each of the seven ITER Members.

## APPENDIX: INTERNSHIP POLICY AND CATEGORIES

**Category A:** Short to long-term scientific or technical internships for candidates with at least four years of studies post- high school. Interns are highly involved in IO activities and undertake a specific project under the supervision of an IO staff member;

- Interns are paid an allowance of EUR 1300 per month (four to Six months, extendable to a year).

**Category B:** Short-term internships for candidates with at least one year of studies post-high school. Interns contribute to projects or research in their field of study under the supervision of an IO staff member;

- Interns are paid an allowance of EUR 650 per month (up to three months, extendable to a year).

**Category C:** "Job shadowing" internships for secondary or high school students. Interns observe working conditions and may assist the supervisor in various tasks;

- Interns are not paid (up to four weeks).

**Category S:** Specific internship cases to be considered on an individual basis. These may be short to long-term scientific or technical internships which are subject to a particular agreement with a laboratory, industry, university or government. Interns are highly involved in IO activities and undertake a specific project under the supervision of an IO staff member.

- The travel cost and allowance paid to trainees or students shall be considered on an individual basis, funded by a partner or directly funded by the IO as defined in an existing MoU and agreement with university/school (up to four years).

Cover image... In southern France, 35 nations are collaborating to build the world's largest tokamak, a magnetic fusion device that has been designed to prove the feasibility of fusion as a large-scale and carbon-free source of energy based on the same principle that powers our Sun and stars.



## ABBREVIATIONS AND ACRONYMS

|                           |  |
|---------------------------|--|
| <b>CAB</b>                | Cabinet of the Director-General                                      |
| <b>CIO</b>                | Central Integration Office   |
| <b>CN-DA</b>              | Chinese Domestic Agency  |
| <b>COM</b>                | Communications   |
| <b>COO</b>                | Chief Operating Officer  |
| <b>CST</b>                | Construction Department  |
| <b>DA</b>                 | Domestic Agency  |
| <b>DDG</b>                | Deputy Director-General  |
| <b>DG</b>                 | Director-General   |
| <b>EU-DA</b>              | European Domestic Agency   |
| <b>FPD</b>                | Finance & Procurement Department                                     |
| <b>G Staff</b>            | Staff members of the general services category                       |
| <b>HRD</b>                | Human Resources Department   |
| <b>IAS</b>                | Internal Audit Service   |
| <b>ICS</b>                | ITER Council Secretariat   |
| <b>IN-DA</b>              | Indian Domestic Agency   |
| <b>IO</b>                 | ITER Organization  |
| <b>IPA</b>                | ITER Project Associate   |
| <b>JA-DA</b>              | Japanese Domestic Agency   |
| <b>KO-DA</b>              | Korean Domestic Agency   |
| <b>LGA</b>                | Legal Affairs  |
| <b>ORAP</b>               | External Relations & Action Plan Implementation Office               |
| <b>PCO</b>                | Project Control Office   |
| <b>PED</b>                | Plant Engineering Department   |
| <b>P Staff and higher</b> | Staff members of the professional and higher (management) categories |
| <b>QAA</b>                | Quality Assurance & Assessment Division                              |
| <b>RCO</b>                | Relations Coordinating Officer                                       |
| <b>RF-DA</b>              | Russian Federation Domestic Agency                                   |
| <b>SCOD</b>               | Science & Operation Department                                       |
| <b>SCS-N</b>              | Safety Control System for Nuclear                                    |
| <b>SD</b>                 | Safety Department  |
| <b>TCWS</b>               | Tokamak Cooling Water System   |
| <b>TED</b>                | Tokamak Engineering Department                                       |
| <b>US-DA</b>              | United States of America Domestic Agency                             |
| <b>VAS</b>                | Vacuum Auxiliary System  |

Components provided by the ITER Members as in-kind contributions will be assembled on site in pre-determined sequences. Any pre-assembly activities will take place in the Assembly Hall (pictured) which is equipped with bespoke tooling and heavy capacity overhead cranes.





china eu india japan korea russia usa

ITER Organization Headquarters  
Route de Vinon-sur-Verdon  
CS 90 046  
13067 St. Paul-lez-Durance Cedex  
France

© ITER Organization, July 2017

[www.iter.org](http://www.iter.org)

