



Foreword from the Head of Human Resources

Since 2016, the Human Resources Department has been leading the implementation of human resources reform based on a detailed and comprehensive action plan. The guiding principle is continuous improvement and modernization in the support of the ITER Organization's most important asset: its staff. As we work to fulfil the evolving business needs of this large, international and highly technical project it is important to us to demonstrate consistency with ITER's core values – diversity and inclusiveness, professional excellence, loyalty, trust, team spirit and integrity.

Whether by optimizing employment conditions, encouraging dialogue, or working toward the appropriate representation of all ITER Members, the Human Resources team is seeking to create a rewarding environment for all staff members. Interest in working at the ITER Organization remains high and hiring continues at a steady pace in accordance with the ITER Council-approved staffing plan. In 2018, Human Resources increased the number of staff to 858 by recruiting qualified and skilled people from each of the seven ITER Members. The figures behind this information are impressive: the team evaluated 3,579 applications for 113 appointments.

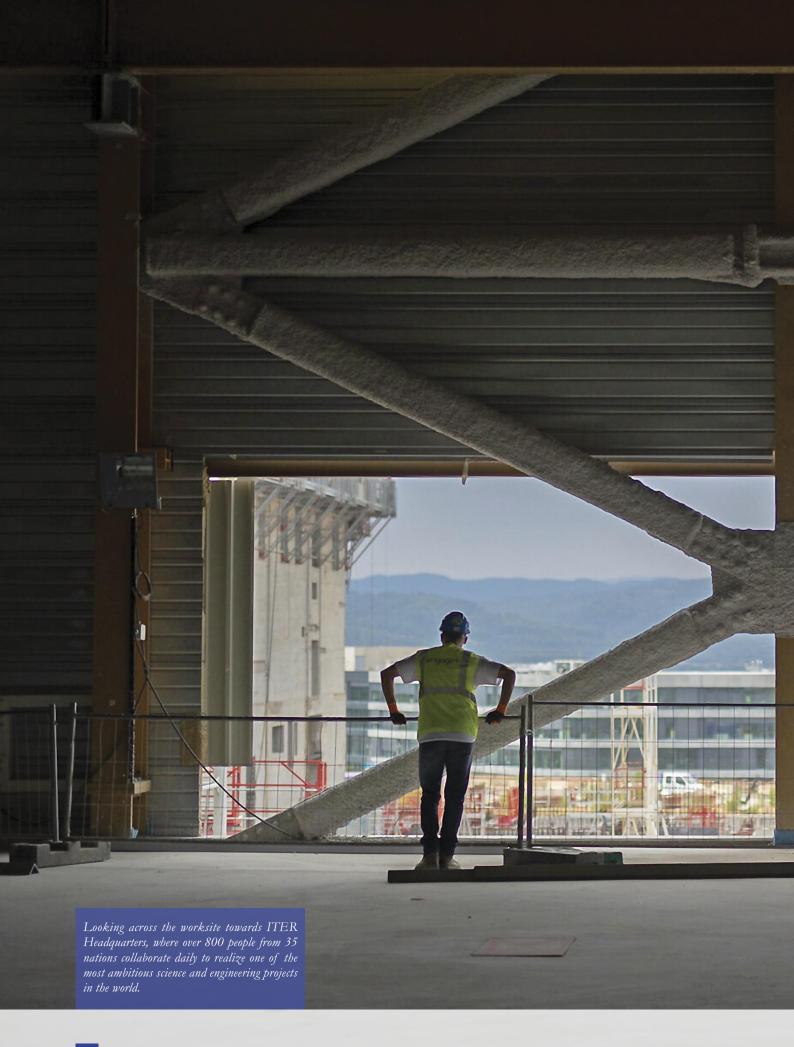
The year was challenging and productive in other ways, also. Sixty-four ITER Project Associates – a non-staff category created to leverage qualified resources from the Domestic Agencies – were assigned to the ITER Project at the end of the year, compared to 13 in 2017; a new competency model was developed to assist the Organization in defining current and future requirements and available resources; and organizational changes were introduced to support the Organization in its oversight role of assembly and installation activities on the worksite. Finally, the new success factors learning management IT tool has been helping the ITER Organization to manage and implement learning programs effectively since the beginning of 2018.

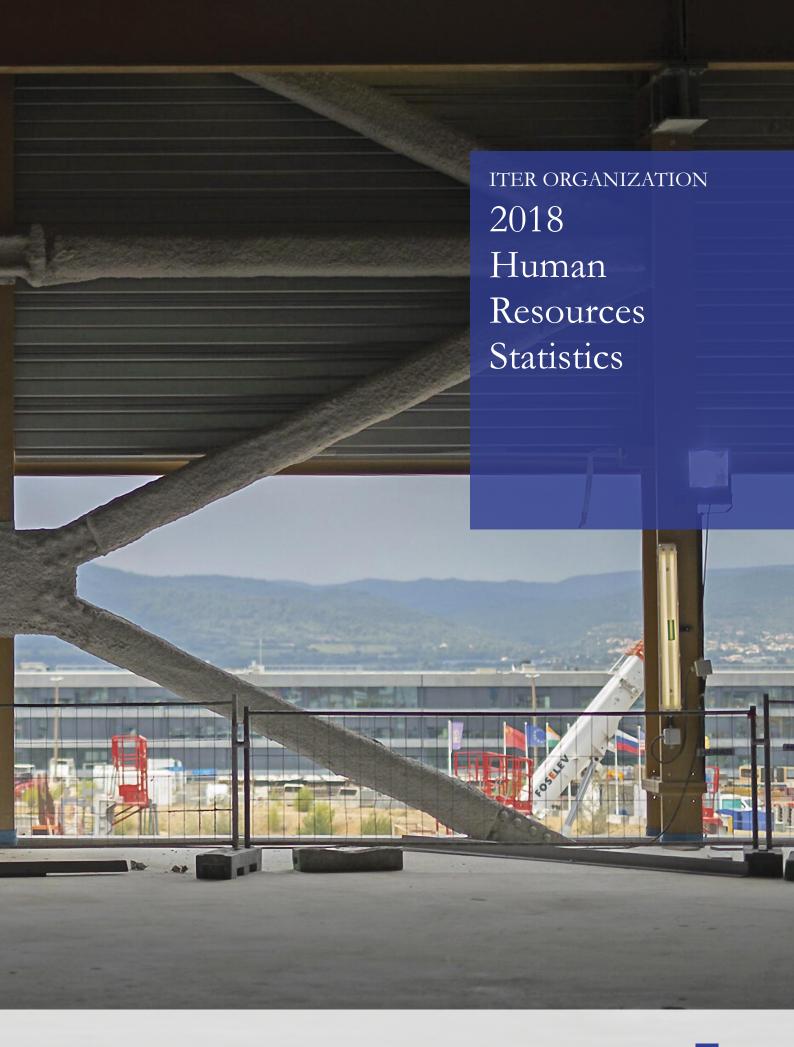
I would like to express my sincere appreciation to all those who took part in the countless activities related to human resources required to support the ITER Organization and the ITER Project, as well as those who contributed to the development of this 2018 Social Report. These accomplishments have 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 2018 Social Report offers a glimpse of the human dimension of the ITER Organization through statistics presented on staff growth, demographics, recruitment, mobility, training, performance, rewards, absences, remuneration, and removal. If you take the time to peruse the document, you will discover the tremendous diversity of the Organization – not only in job profile, but also in the personal situations of the staff members and their families coming from over 30 countries.

Eric Welch St. Paul-lez-Durance October 2019



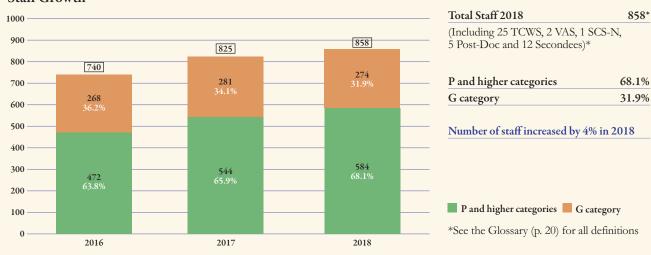




Global Staff Metrics

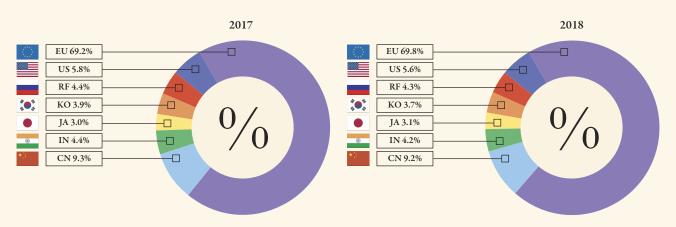
On 31 December 2018

Staff Growth

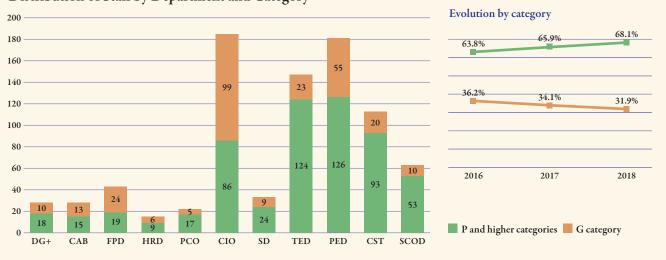


Distribution of Staff by Member

IO Staff 2018	858
IO Staff 2017	825



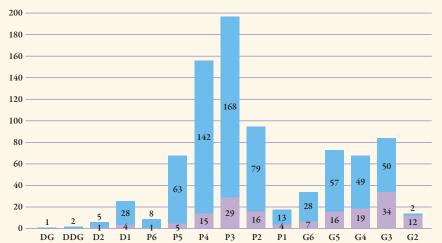
Distribution of Staff by Department and Category



Global Staff Metrics

On 31 December 2018

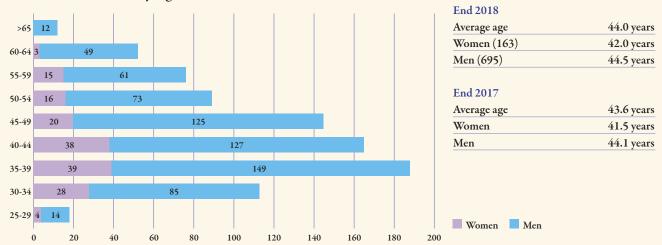
Distribution of Staff by Grade and Gender



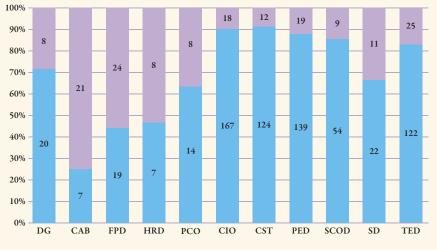


Women represe	ent Men	represent
32.1% of tota	ıl • 67.9	% of total
G category	Gc	ategory
12.8% of tota	1 • 87.2	2% of total
P category	P ca	itegory
80.4%	80.2%	81.0%
19.6%	19.8%	19.0%
2016	2017	2018

Distribution of Staff by Age and Gender



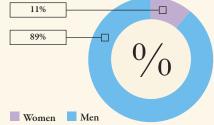
Gender Distribution by Department

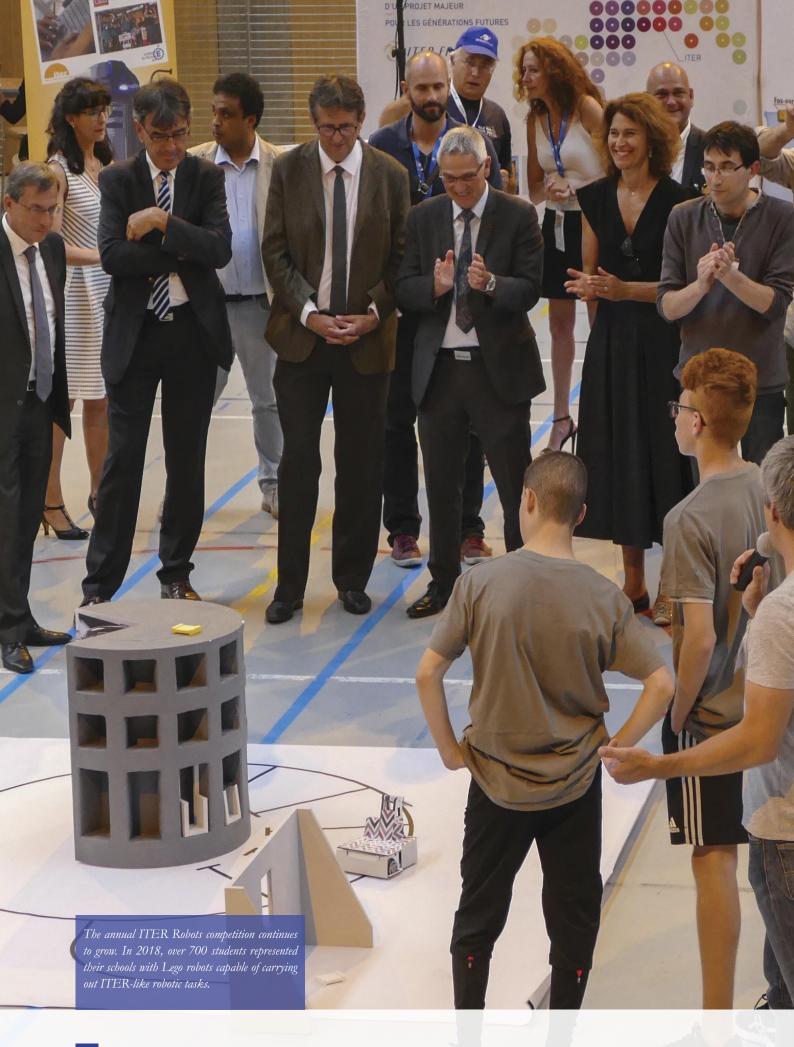


Of 82 managers, 9 are women (11%)

The proportion of women is higher in Support Departments CAB, FPD and HRD.

Gender in Managerial Positions

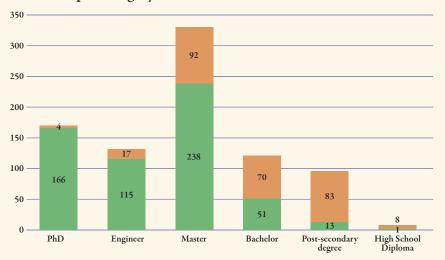




Global Staff Metrics

In 2018

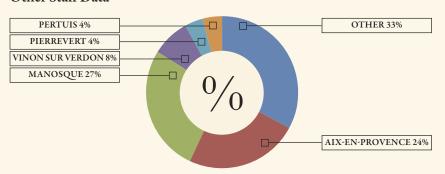
Education per Category



170 staff members with a PhD 19.8% 462 staff members with a Master's or engineering degree 53.8%

P and higher categories G category

Other Staff Data



Local Residence

Aix-en-Provence and Manosque 51%

Marital Status SINGLE 25% MARRIED 75%

Married or legal partnership

75%

NO CHILDREN 28% 1 CHILD 24% ----0 4 + CHILDREN 3% 3 CHILDREN 10% 2 CHILDREN 35%

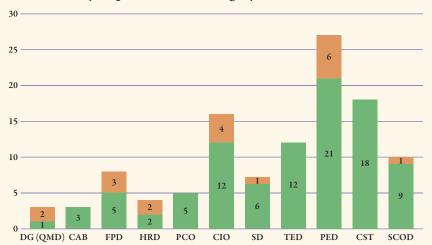
Number of Children Staff members with at least one dependent child

72%

Staff Movements

In 2018

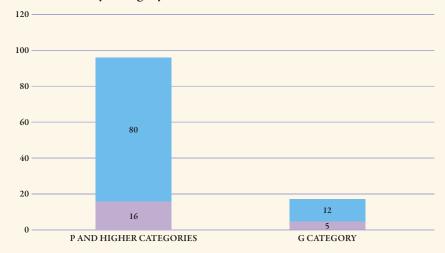
Recruitment by Department and Category

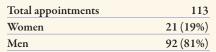




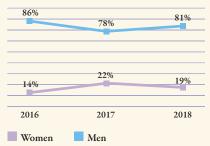
P and higher categories G category

Recruitment by Category and Gender

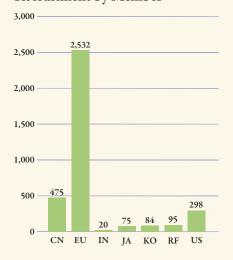




Gender distribution in recruitment



Recruitment by Member





Nominated applications vs/recruitments by Member in 2018

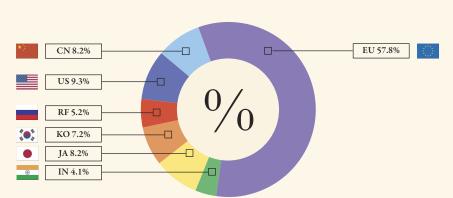
Recruitment of newcomers 97
(Excluding 16 IO staff members)
Total number of applications 3,579

Number of applications
Number of recruitments
Selection rate: Recruitments against number of applications

Staff Movements

In 2018

Recruitment by Member (Distribution)



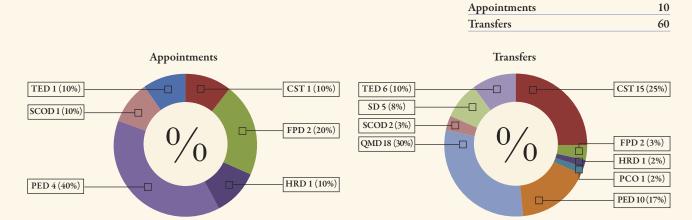
Distribution by Member

Recruitment of newcomers in 2018

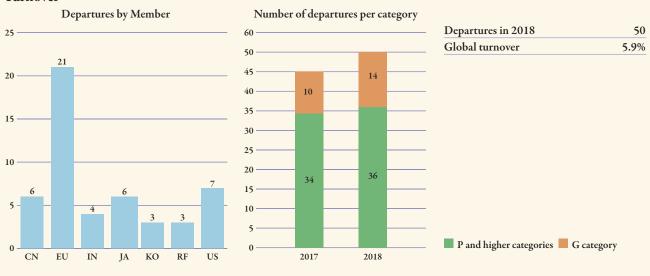
8 97

(Excluding 16 IO staff members)

Staff Mobility



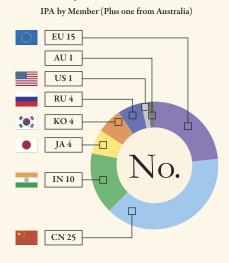


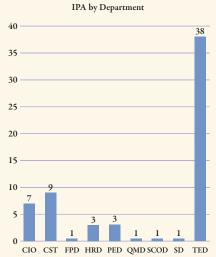


Non-ITER Organization Staff

On 31 December 2018

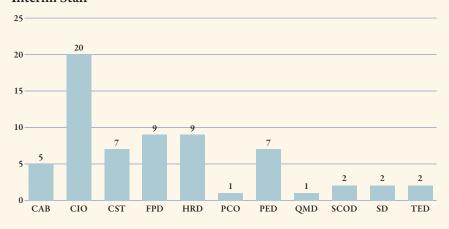
ITER Project Associates (IPA)





Total number of IPA	
2018	64
2017	13

Interim Staff



Interim contracts 2018	
Managed	156
Implemented	65
Interim contracts 2017	
Managed	101

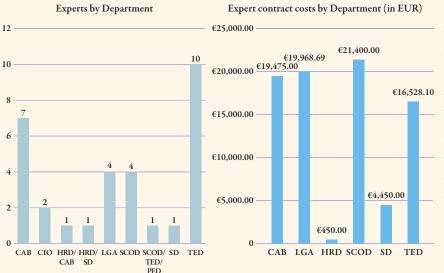
59

Payment statistics

Implemented

Interim contracts 2018 EUR 1,538,934
Interim contracts 2017 EUR 1,815,440

Experts



Contract costs 2018

Expert contract costs EUR 82,271.79 Number of expert contracts 31

Contract costs 2017

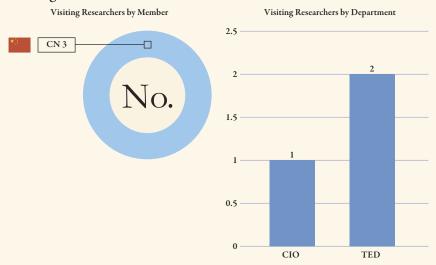
Expert contract costs EUR 146,184 Number of expert contracts 27

Note: Contracts ongoing in 2018 may not necessarily be billed during the same year, thus explaining the apparent discrepancy between the number of experts and the costs per Department.

Non-ITER Organization Staff

On 31 December 2018

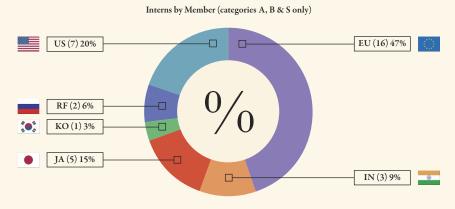
Visiting Researchers



Number of Visiting Researchers

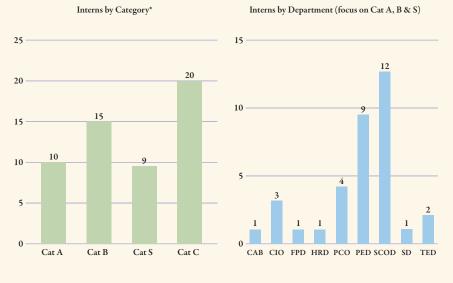
All visiting researchers in 2018 came from China. In 2017 there were 7 visiting researchers.

Interns



Total number of Interns

2018)4
2017	32



* See the Appendix (p.20) for Internship Policy & Categories



Training

In 2018

Training Budget



Training Budget in 2018 EUR 186,000

Key Figures

	2016	2017	2018
Number of IO staff (end of December)	740	825	858
Number of IO staff trained (at least 1 course)	404	673	528
Number of participations	1,094	2,119	1,223*
Number of hours of training provided	7,320	14,309	8,258
Total registration costs K€ (HT)	218 K€	312 K€	186 K€

	2017	2018
Average course duration	6.8 hours	6.8 hours
Average number of completed courses/sta	≈ 2.6	≈ 1.4
Average cost per participation	150 €HT	152 €HT
Mission costs related to training	15 K€	18 K€

^{98%} of the training has been completed on site.

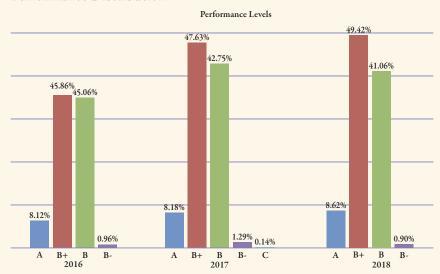
^{*} Induction training in 2018 includes 13 training topics for which participants were registered separately in past years, generating a decrease in participant numbers.



Performance, Rewards & Recognition

In 2018

Performance Distribution





Rewards and Recognition

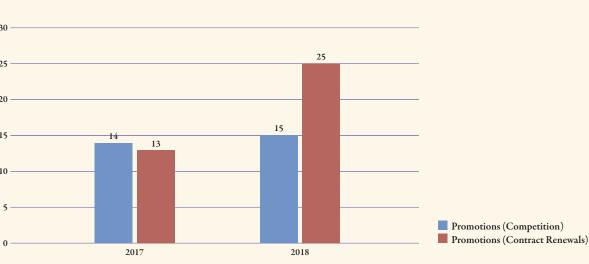




Promotions (Performance Reviews)

Award

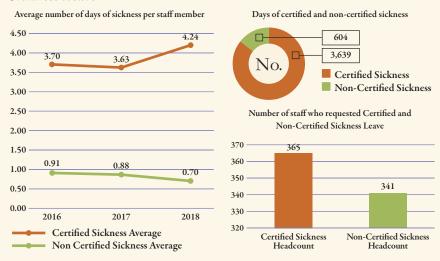
Seniority Step



Staff Absences

In 2018

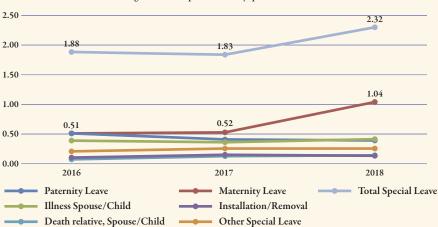
Sickness Leave



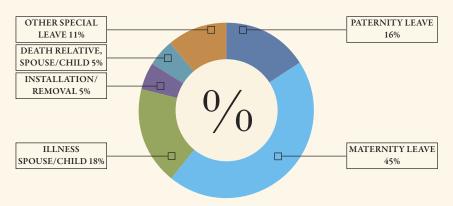


Special Leave

Average number of Special Leave days per staff member



Special Leave by Type



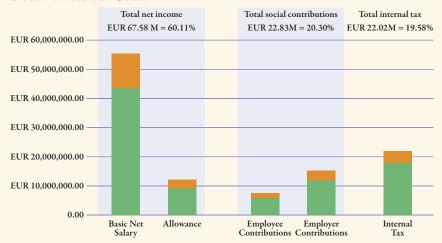
Other Special Leave includes:

- Overtime Compensation
- Exceptional Leave
- Marriage Leave
- Unpaid Leave
- Travelling Time
- Job Search
- Other

Remuneration and Benefits

In 2018

Detail of Labour Costs



2018
Total labour costs

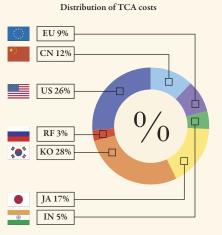
Total labour costs EUR 112.43 M net income + social contributions + internal tax

2017

Net Income	EUR 52.61 M
Social Contributions	EUR 21.04 M
Internal Tax	EUR 20.36 M
Total Labour Costs	EUR 105.21 M

P and higher categories G category

Travel Costs for Installation/Departure (TCA)

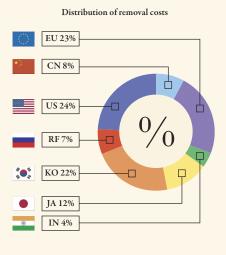


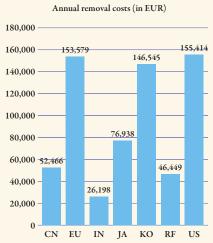


2018

Iotal I CA costs	EUR 1/8,/69
TCA reimbursement reque	ests 97
Average cost per traveller	EUR 1,842.98

Removal Costs





2018

Total removal costs	EUR 657,589
Removals	96
Average removal cost	EUR 6,849.89

Glossary

Category:

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

Competition (recruitment):

For recruitments, two types of competition exist: external, i.e., open to citizens of an ITER Member including IO staff; 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 Director-General (DG), Deputy Directors-General (DDGs), Heads of Cabinet, Offices and Departments and ITER Council (IC) Secretary.

Member:

There are seven signatories to the ITER Agreement: China, the European Union, India, Japan, the Republic of Korea, the Russian Federation and the 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 European Commission).

Turnover:

The rate at which IO employees quit the Organization, calculated as: (number 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 (DAs) 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).

ITER Project Associate (IPA):

IPAs are assigned to ITER by an institute in a Member state to support the project for a maximum of four years.



Two of the 135 fusion PhD students who attended the 2018 FuseNet PhD event held at ITER Headquarters.



Always a hit: musically talented members of the ITER community have formed a band that livens staff events and holiday celebrations.

Appendix: Internship Policy & 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 1,300 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 Memorandum of Understanding or agreement with university/school (up to four years).

