

ITER ORGANIZATION REPORT ON HUMAN RESOURCES 2019



Statistics at a glance

5.3%
ITER Organization
staff turnover

929
total number
of staff

135
recruits in
2019

44.0 years
average age
of all staff

160
total number of
ITER Project
Associates

66
total number
of interns

International Women's Day is celebrated at ITER on 8 March with an exhibition in the lobby highlighting the contributions of women in the ITER Members to different fields of science and technology. Women represent 19.5% of staff at the ITER Organization.

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One of the last “construction” tasks inside of the Tokamak pit is the installation of 18 cryostat bearings – ball-and-socket-type components that will permit the smooth transfer of forces from the machine to the cryostat crown. The area will then be handed over to the Tokamak assembly teams.



Foreword from the Head of Human Resources



We are pleased to share with you the ITER Organization's 2019 report on human resources, whose purpose is to provide some statistics about the main activities undertaken by the Human Resources Department as regards to staff and non-staff resources.

Of course, it does not give a full picture of the responsibilities of the Department and cannot reflect the countless human exchanges between Human Resources and ITER Organization staff and managers on the many facets of employment; in fact, most of the work of cannot be captured by simple statistics. Nevertheless, the Report on Human Resources is important for the public to understand the specificities and variety of ITER Organization staffing.

The report offers a glimpse of the human dimension behind 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 terms of job profile, but also in the personal situations of the staff members and their families coming from over 30 countries.

2019 Highlights

In 2019, the Human Resources Department completed the implementation of human resources reform based on a detailed and comprehensive action plan launched in 2016. The aim of this reform was to improve and modernize the support provided to the ITER Organization's most important asset: its staff.

Throughout this reform, the HRD undertook actions to revisit almost all areas of human resources and most notably:

1. working conditions, in particular via the implementation of a flexible work policy;
2. management of competencies, through the development of a competency model used in the context of recruitment and performance review with the support of the SuccessFactors Learning Management IT tool;
3. diversity of the staff, via efforts to promote employer branding in the Members that are underrepresented in the distribution of staff with the support of the Domestic Agencies and online professional networks.

In addition to these policy actions, in 2019 Human Resources increased the number of staff to 929 (+8.3%) by recruiting qualified and skilled people from each of the seven ITER Members. The figures behind this information are impressive: the team evaluated 4,012 applications for 135 appointments.

However, the most distinctive progression is for the non-staff category of ITER Project Associates, which ramped up from 64 in 2018 to 160 in 2019.

The other statistics remain globally stable, whether in terms of distribution and profile of the staff compared to 2018.

Another significant challenge was to prepare for the overall reorganization that was implemented on 1 January 2020 in order to accompany the evolution of the project as it moved from design and construction to the assembly phase.

In conclusion, I would like to express my sincere appreciation to all those who took part in the human-resource activities required to support the ITER Organization and the ITER Project, as well as those who contributed to the development of this 2019 Report on Human Resources. These accomplishments have been achieved thanks to the professionalism and hard work of the entire Human Resources team and of our colleagues at the ITER Organization and the Domestic Agencies.

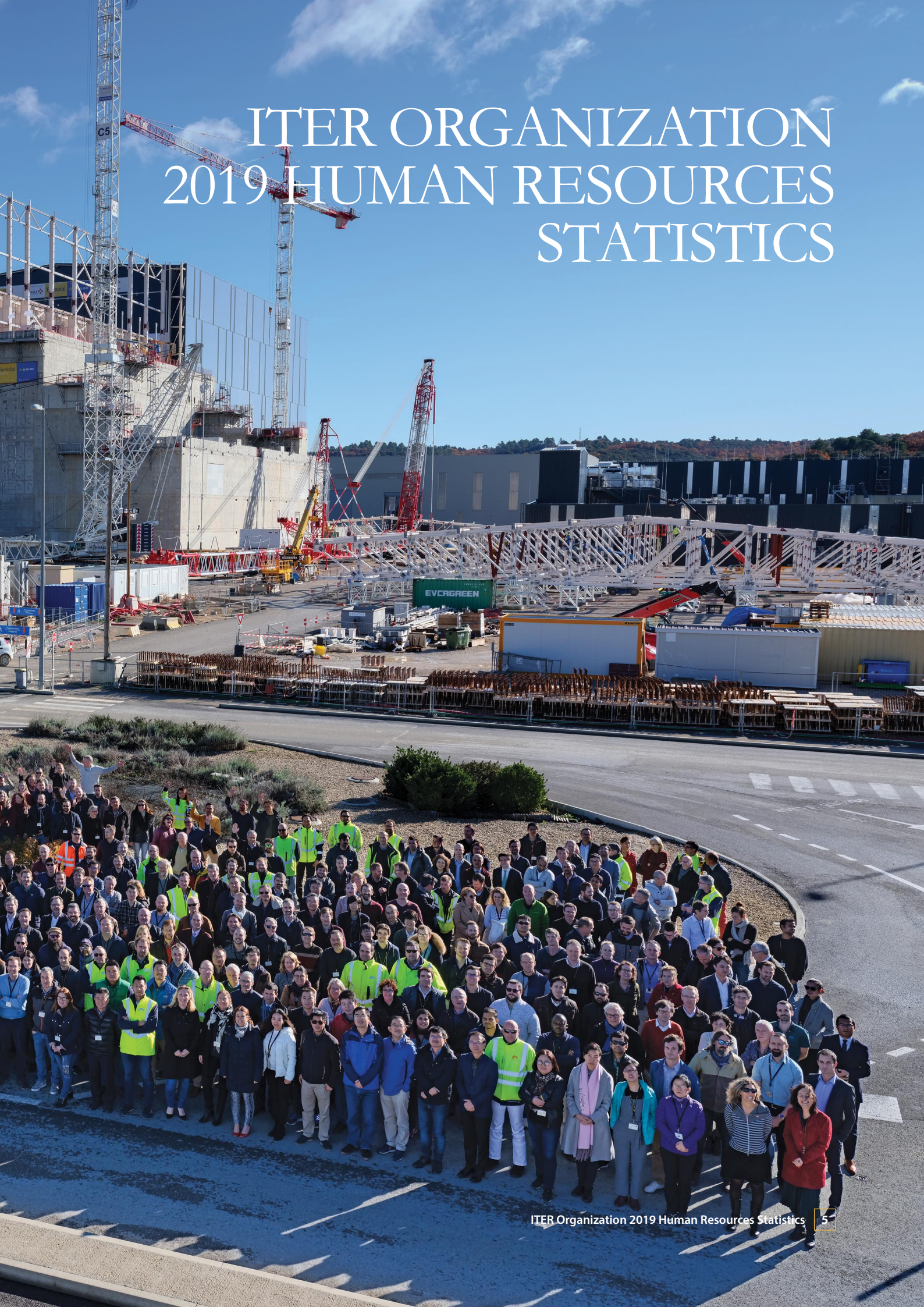
Eric Welch

St. Paul-lez-Durance
November 2020

ITER staff members gather in late November 2019 for a group photo on site. Just over 900 people (929) are directly employed by the ITER Organization.



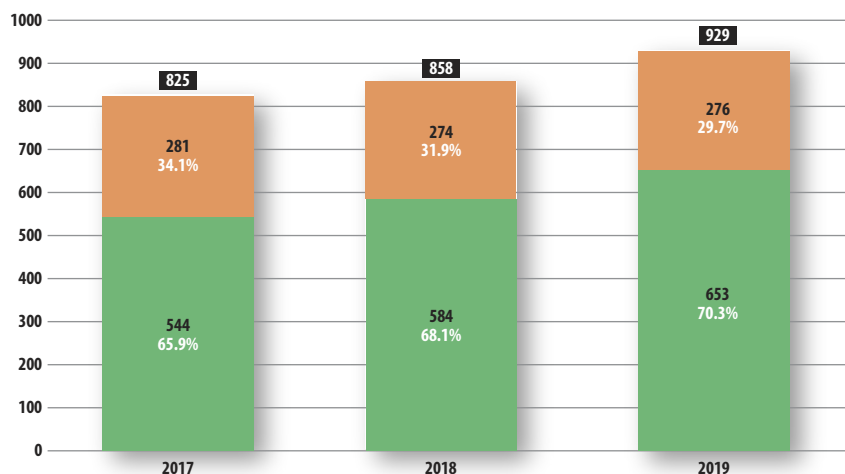
ITER ORGANIZATION 2019 HUMAN RESOURCES STATISTICS



GLOBAL STAFF METRICS

On 31 December 2019

STAFF GROWTH



TOTAL STAFF 2019 929*

*(Including 29 TCWS, 3 VAS, 1 SCS-N, 5 Post-Doc and 15 Secondees)

P AND HIGHER CATEGORIES 70.3%

G CATEGORY 29.7%

NUMBER OF STAFF INCREASED BY 8.3% IN 2019

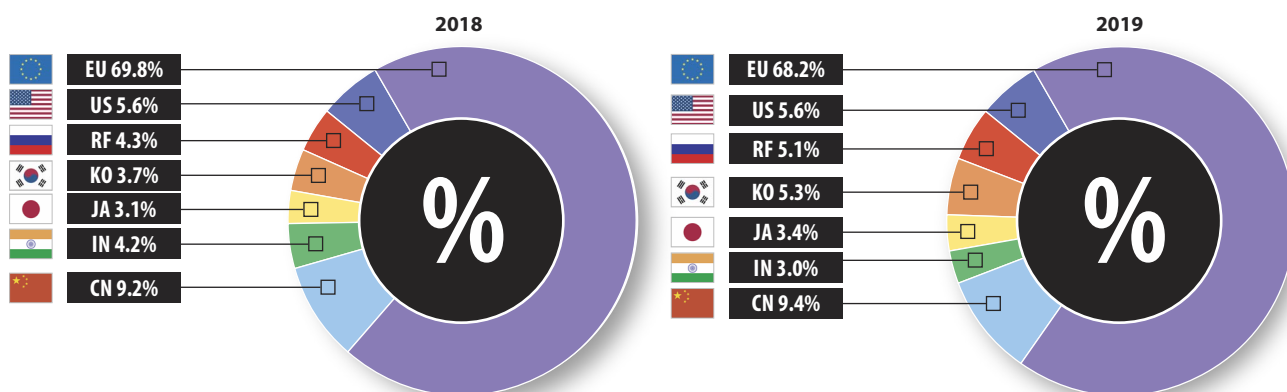
■ P and higher categories ■ G category

*See the Glossary (p. 20) for all definitions

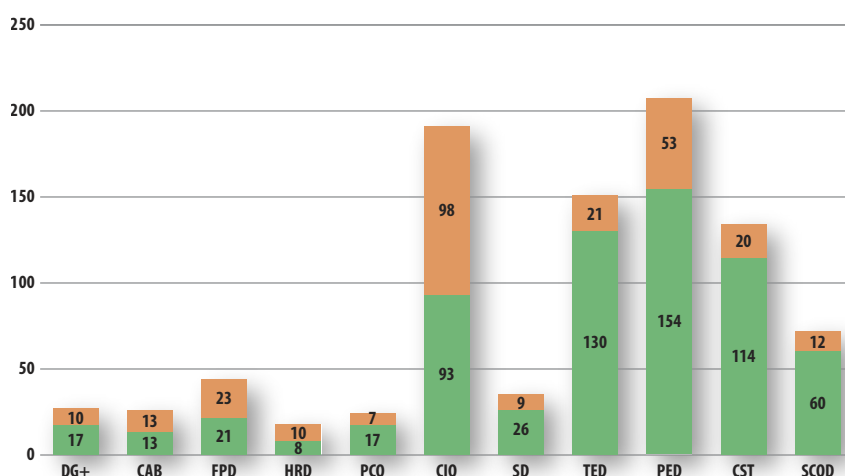
DISTRIBUTION OF STAFF BY MEMBER

IO STAFF 2019 929

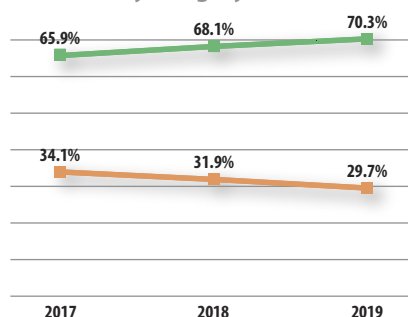
IO STAFF 2018 858



DISTRIBUTION OF STAFF BY DEPARTMENT AND CATEGORY



Evolution by category

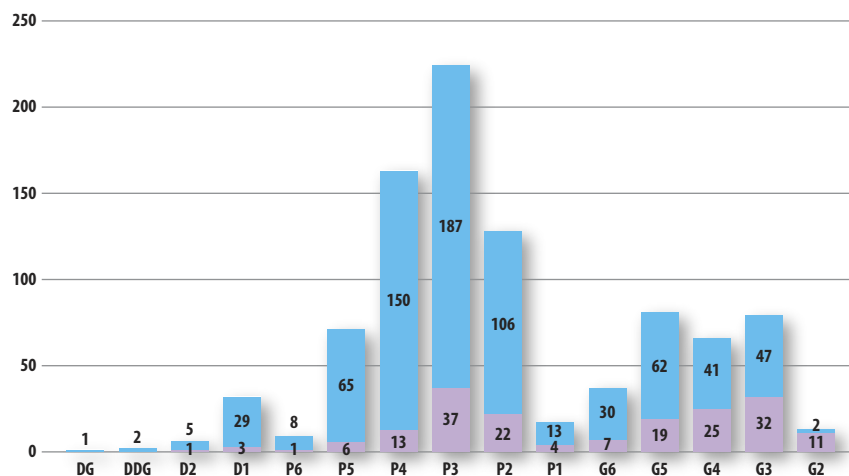


■ P and higher categories ■ G category

GLOBAL STAFF METRICS

On 31 December 2019

DISTRIBUTION OF STAFF BY GRADE AND GENDER

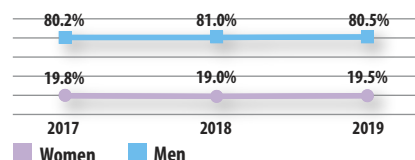


End 2019

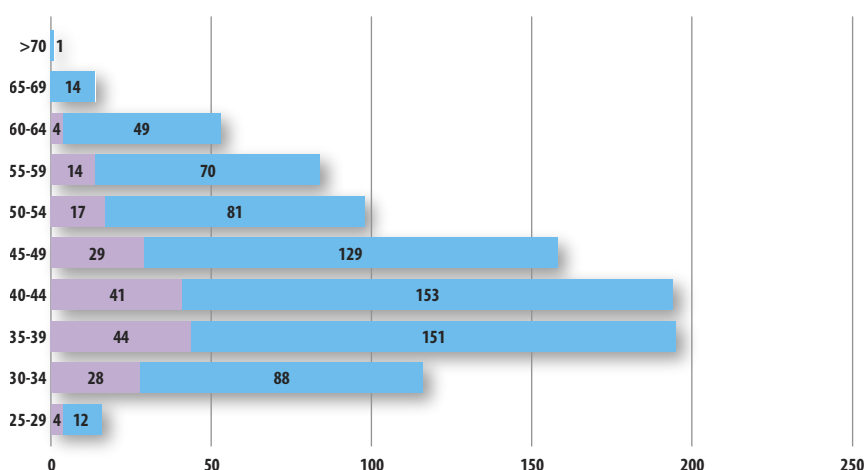
WOMEN	181 (19.5%)
MEN	748 (80.5%)

Evolution by Gender

WOMEN REPRESENT	MEN REPRESENT
• 34.1% of total G category	• 65.9% of total G category
• 13.3% of total P category	• 86.7% of total P category



DISTRIBUTION OF STAFF BY AGE AND GENDER



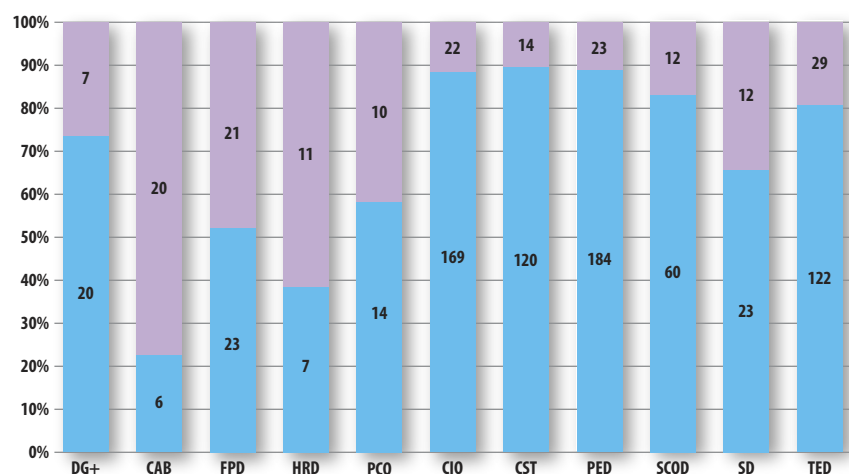
End 2019

AVERAGE AGE	44.2 YEARS
WOMEN (181)	42.3 YEARS
MEN (748)	44.7 YEARS

End 2018

AVERAGE AGE	44.0 YEARS
WOMEN	42.0 YEARS
MEN	44.5 YEARS

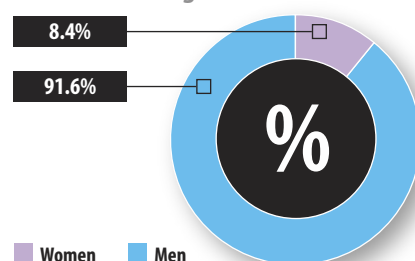
GENDER DISTRIBUTION BY DEPARTMENT



OF 95 MANAGERS, 8 ARE WOMEN (8.4%)

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

Gender in Managerial Positions



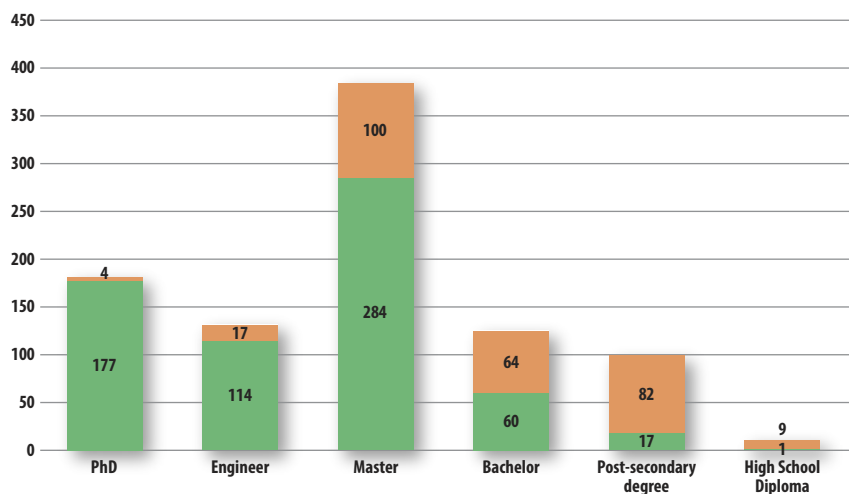
Of the 16,000 visitors to the ITER site in 2019, approximately 10 percent participated in one of the two Open Doors Days events. In addition to visits by the public, ITER receives industry representatives, Member state delegations, media teams, fusion students, and many, many local schoolchildren (~7,000).



GLOBAL STAFF METRICS

In 2019

EDUCATION PER CATEGORY

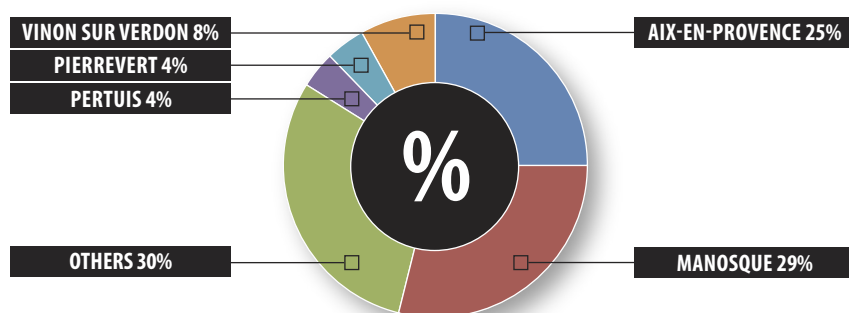


181 STAFF MEMBERS WITH A PHD 19.5%

515 STAFF MEMBERS WITH A MASTER'S OR ENGINEERING DEGREE 55.4%

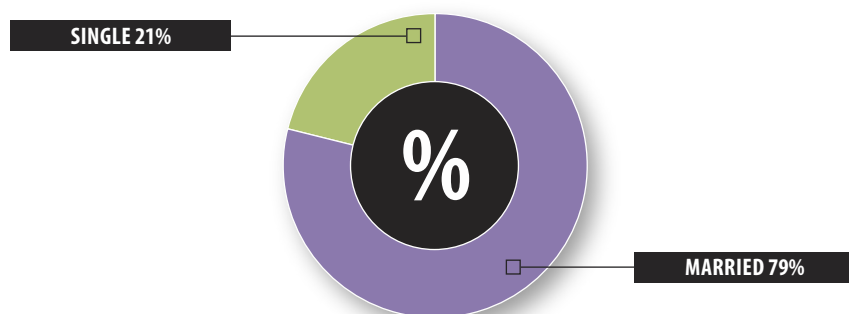
P and higher categories G category

OTHER STAFF DATA



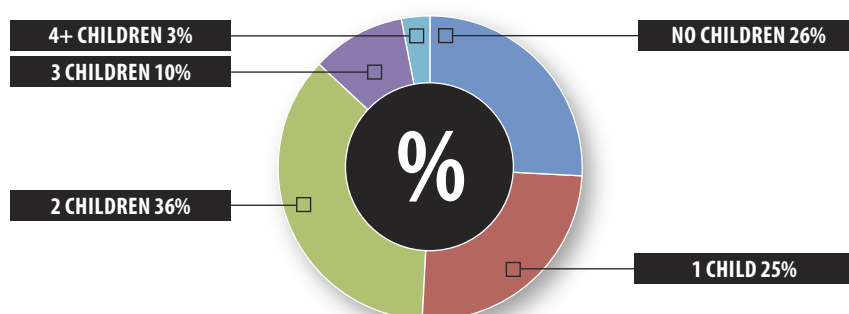
Local Residence

AIX-EN-PROVENCE AND MANOSQUE 54%



Marital Status

MARRIED OR LEGAL PARTNERSHIP 79%



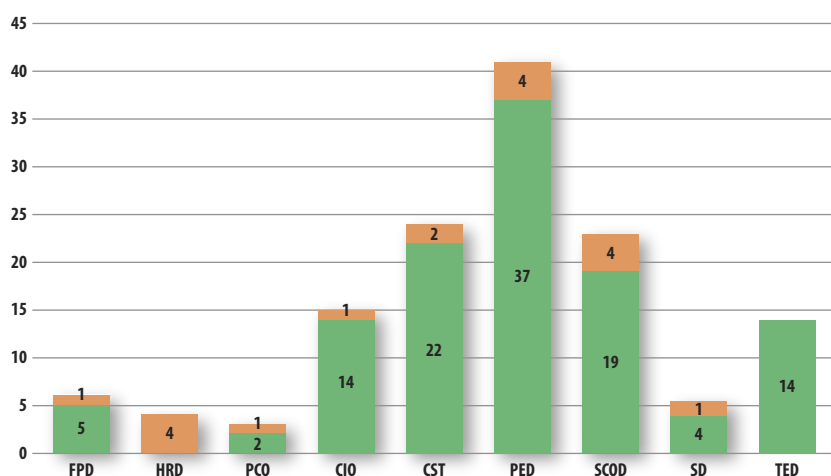
Number of Children

STAFF MEMBERS WITH AT LEAST ONE DEPENDENT CHILD 74%

STAFF MOVEMENTS

In 2019

RECRUITMENT BY DEPARTMENT AND CATEGORY



TOTAL APPOINTMENTS 135

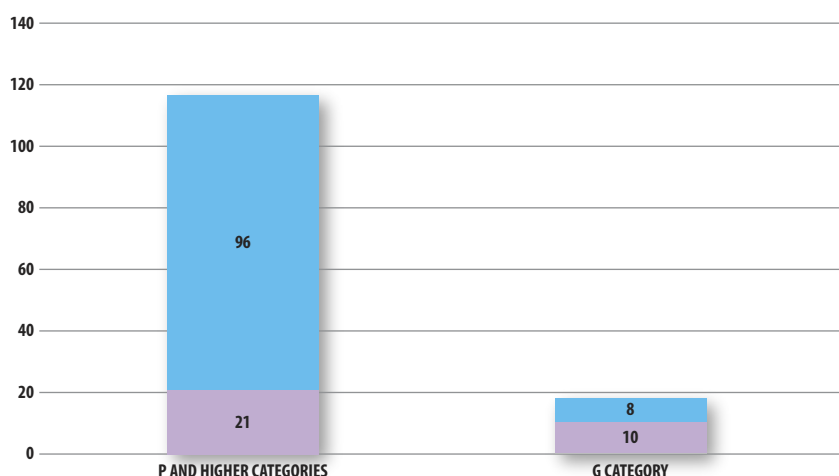
(Including 17 IO staff members)

G CATEGORY 18 (13.3%)

P AND HIGHER CATEGORIES 117 (86.7%)

■ P and higher categories ■ G category

RECRUITMENT BY CATEGORY AND GENDER

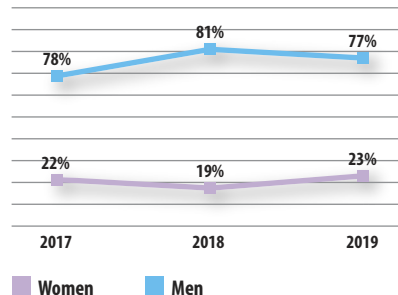


TOTAL APPOINTMENTS 135

WOMEN 31 (23%)

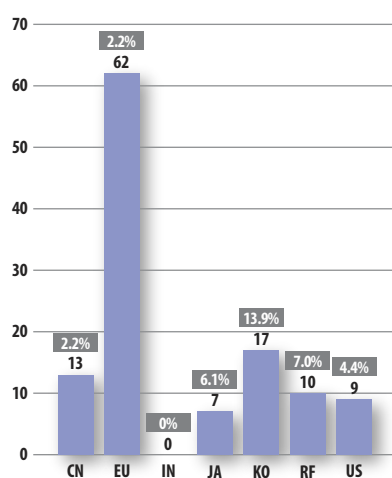
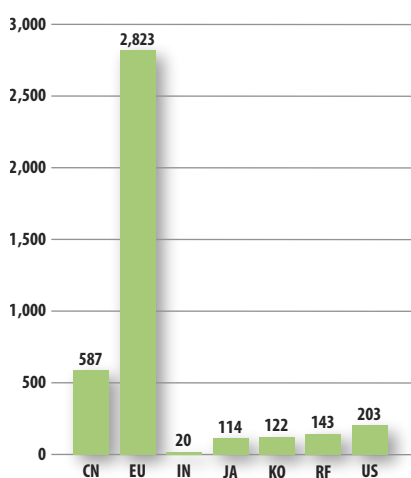
MEN 104 (77%)

Gender distribution in recruitment



■ Women ■ Men

RECRUITMENT BY MEMBER



Nominated applications vs/recruitments by Member in 2019

RECRUITMENT OF NEWCOMERS 118

(Excluding 17 IO staff members)

TOTAL NUMBER OF APPLICATIONS 4,012

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

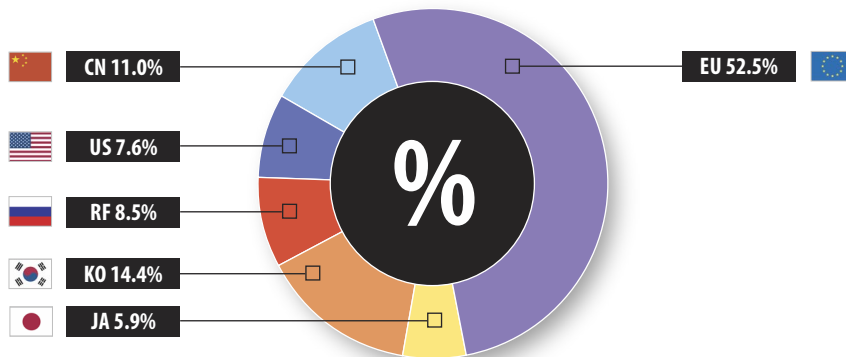
STAFF MOVEMENTS

In 2019

RECRUITMENT BY MEMBER (DISTRIBUTION)

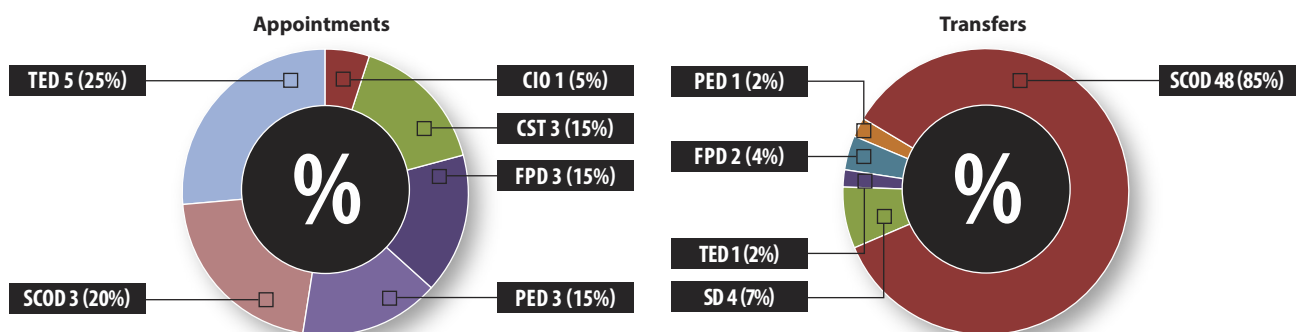
Distribution by Member

RECRUITMENT OF NEWCOMERS IN 2019 118



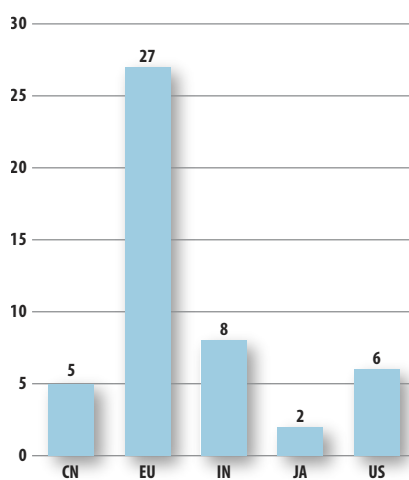
STAFF MOBILITY

APPOINTMENTS 18
TRANSFERS 56

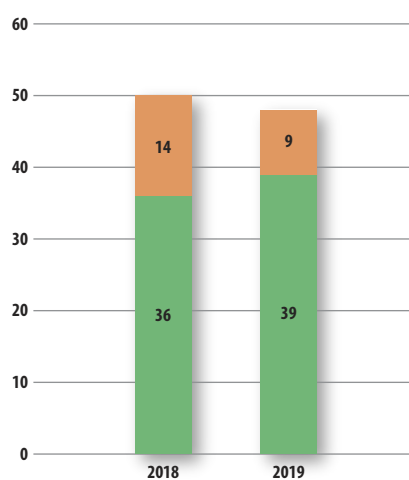


TURNOVER

Departures by Member



Number of departures per category



DEPARTURES IN 2019* 48
GLOBAL TURNOVER 5.3%

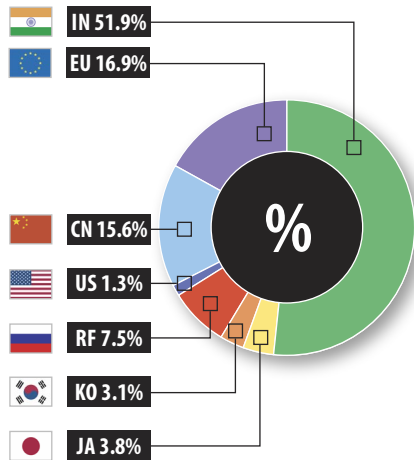
* From 1 January 2019 until 31 December 2019 inclusive.

NON-ITER ORGANIZATION STAFF

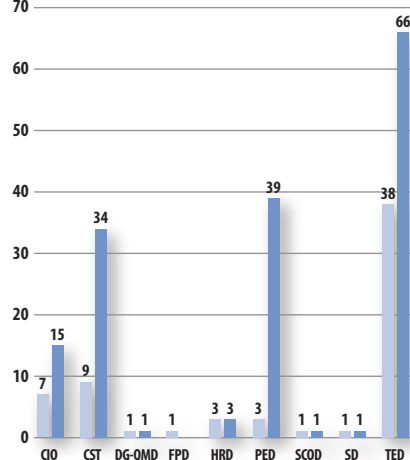
On 31 December 2019

ITER PROJECT ASSOCIATES (IPA)

IPA by Member



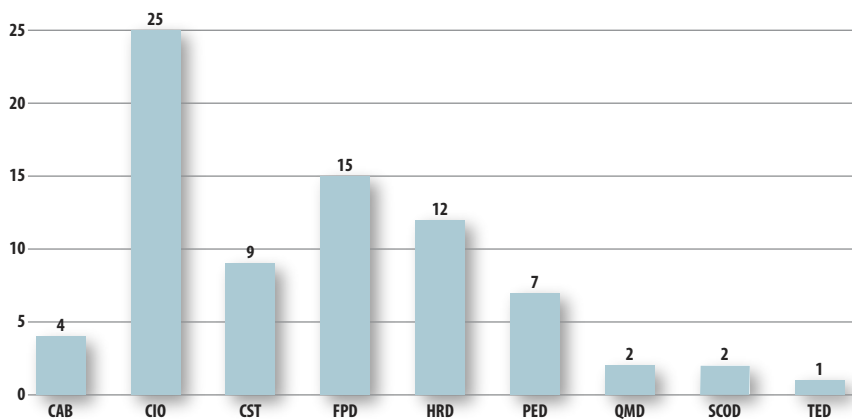
IPA by Department



Total number of IPA

2019	160
2018	64

INTERIM STAFF



Interim contracts 2019

MANAGED	111
IMPLEMENTED	70

Interim contracts 2018

MANAGED	156
IMPLEMENTED	65

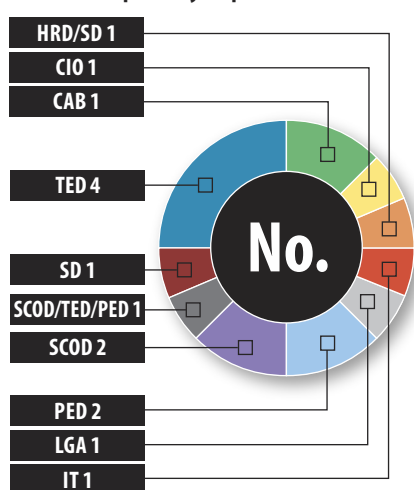
Payment statistics

INTERIM CONTRACTS 2019	EUR 2,443,457
INTERIM CONTRACTS 2018	EUR 2,700,000*

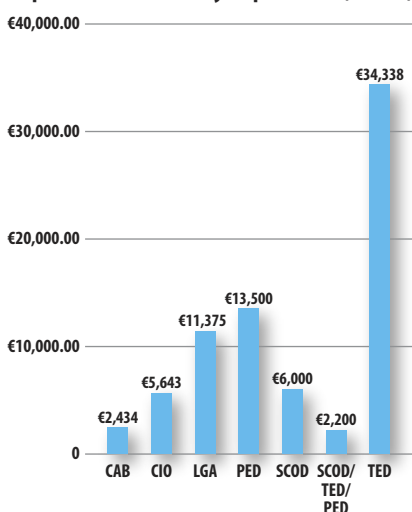
*data updated in 2020

EXPERTS

Experts by Department



Expert contract costs by Department (in EUR)



Contract costs 2019

EXPERT CONTRACT COSTS	EUR 75,490.00
NUMBER OF EXPERT CONTRACTS	16

Contract costs 2018

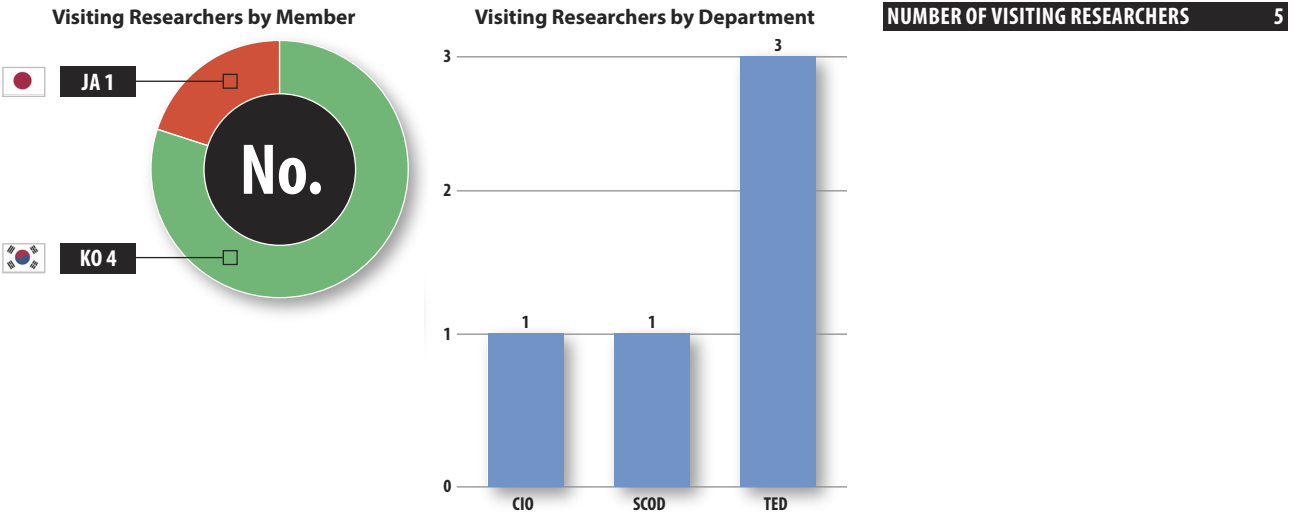
EXPERT CONTRACT COSTS	EUR 82,271.79
NUMBER OF EXPERT CONTRACTS	31

Note: Contracts ongoing in 2019 may not necessarily be billed during the same year, thus explaining the apparent discrepancy between the number of experts and the costs per Department.

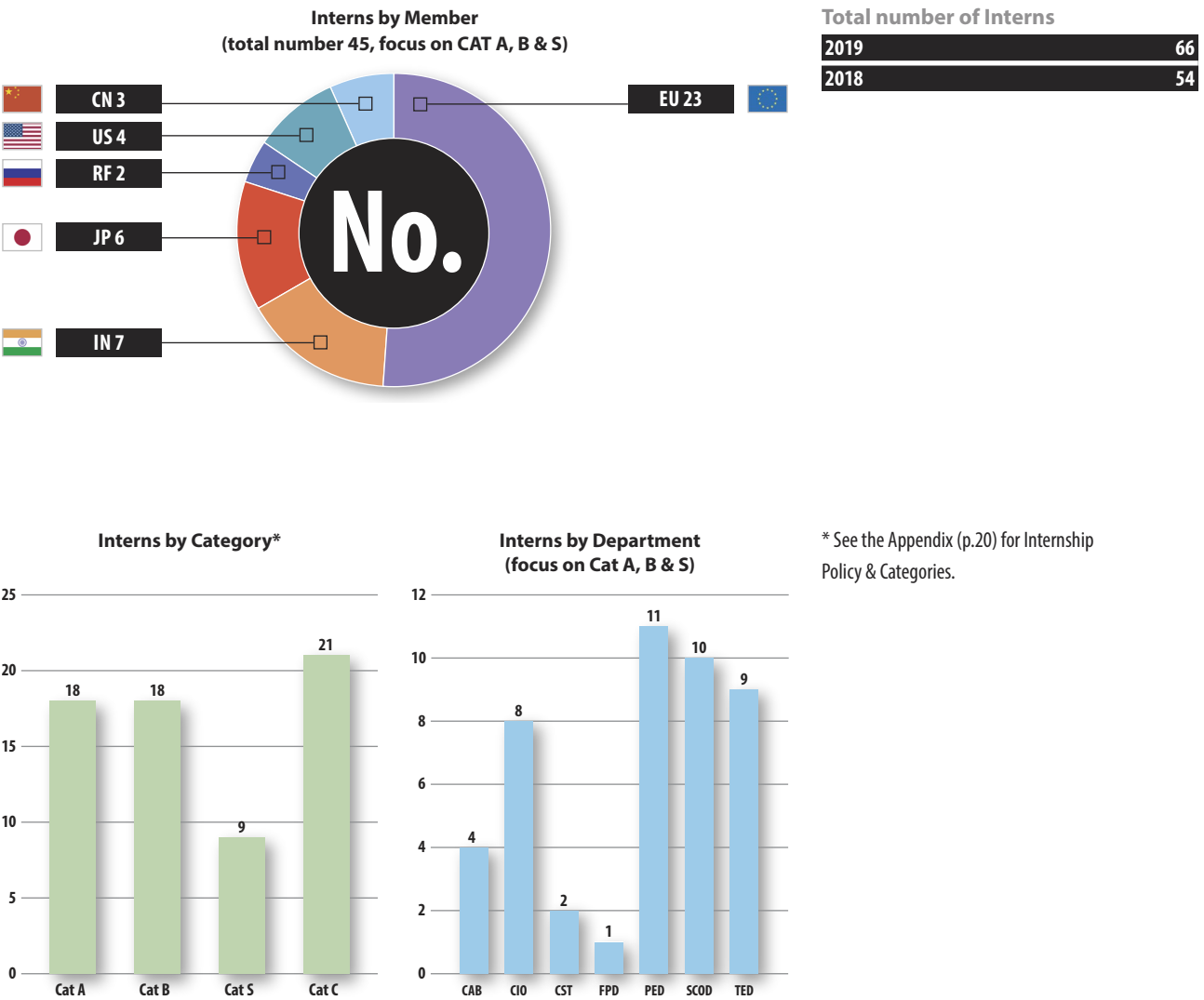
NON-ITER ORGANIZATION STAFF

On 31 December 2019

VISITING RESEARCHERS



INTERNS



By year-end, 67.3% of the physical work to First Plasma had been achieved. "Physical work" includes component design and manufacture, site construction, shipment and delivery, and assembly and installation.

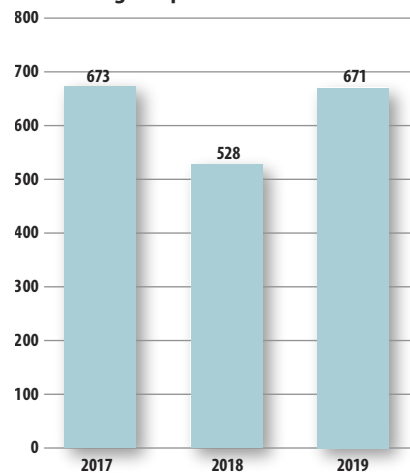


TRAINING

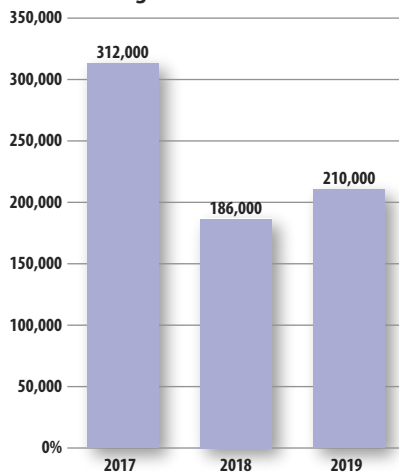
In 2019

TRAINING BUDGET

Staff having completed at least one course



Total registration costs in EUR




TRAINING BUDGET IN 2019 EUR 429,346

KEY FIGURES

	2017	2018	2019
Number of IO staff *	825	858	899
Number of IO staff trained (at least 1 course)	673	528	671
Number of participations	2,119	1,223	1,957
Number of hours of training provided	14,309	8,258	12,112
TOTAL REGISTRATION COSTS K€ (HT)	312 K€	186 K€	210 K€

* Number of ITER Organization staff at the end of December for the years 2017 and 2018, and average number in 2019.

	2018	2019
Average course duration	6.8 hours	6.2 hours
Average number of completed courses/staff	1.4	2.2
Average cost per participation	152 €HT	107 €HT
Mission costs related to training	18 k€	4.5 k€

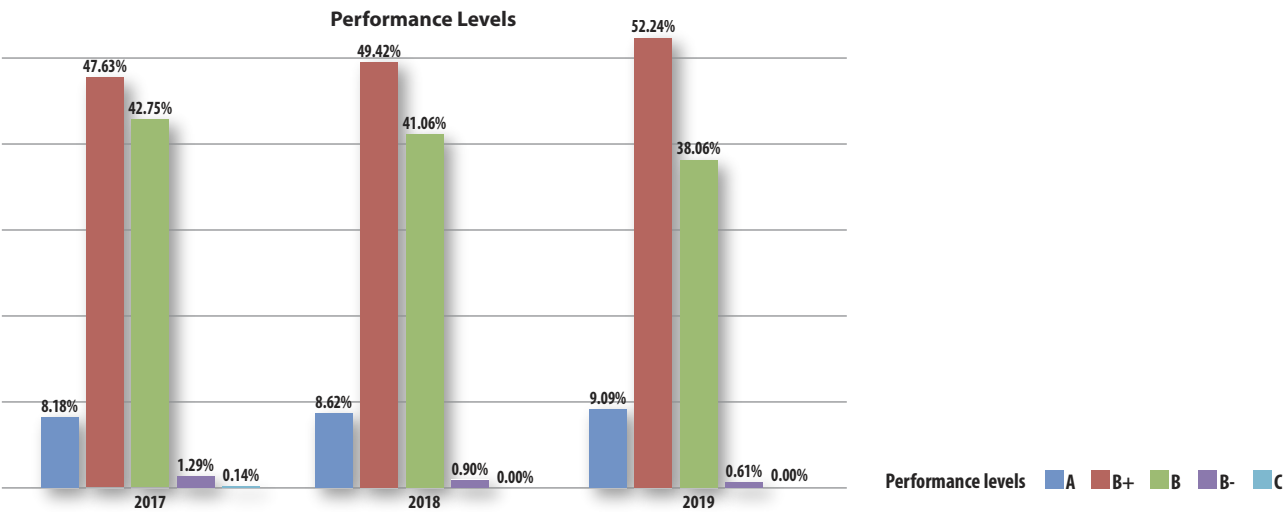


The steel structure of the crane hall (top) will be completed early next year. At that point, the temporary wall dividing the Tokamak Building from the Assembly Hall can be removed and the overhead cranes commissioned for work over the Tokamak pit.

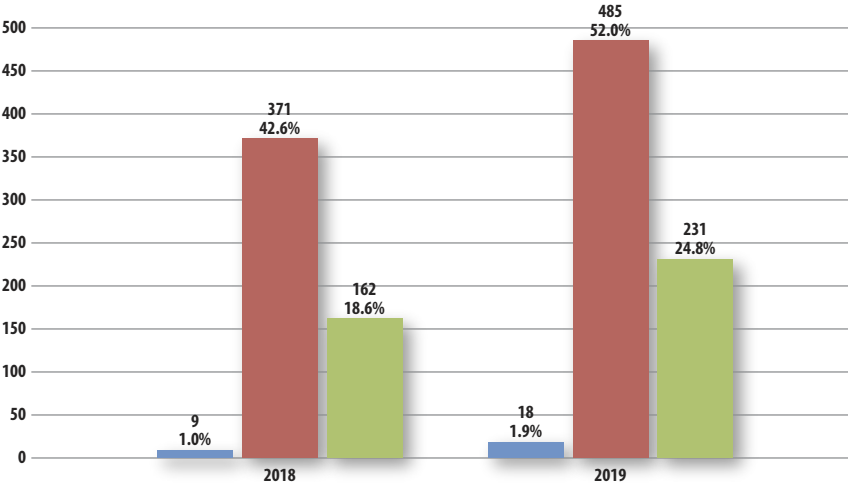
PERFORMANCE, REWARDS & RECOGNITION

In 2019

PERFORMANCE DISTRIBUTION



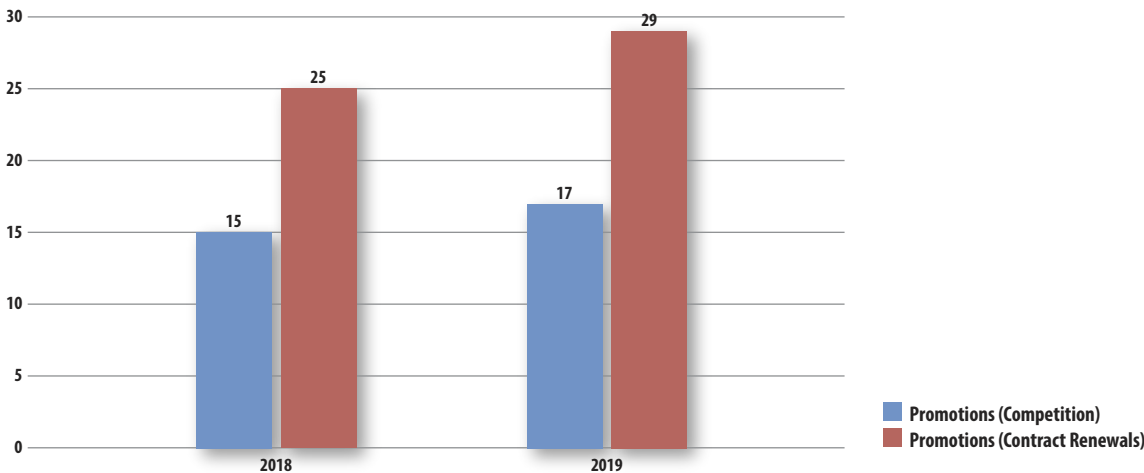
REWARDS AND RECOGNITION



Eligible Staff Members Rewarded (excl. competition and contract renewals)

IN 2019	78.70%
IN 2018	62.20%

The annual performance review affects the rewards and recognition exercise the year after performance evaluation. Therefore, the results are shown against the year of the annual performance review. These data supersede rewards and recognition figures previously published in the Social Report.

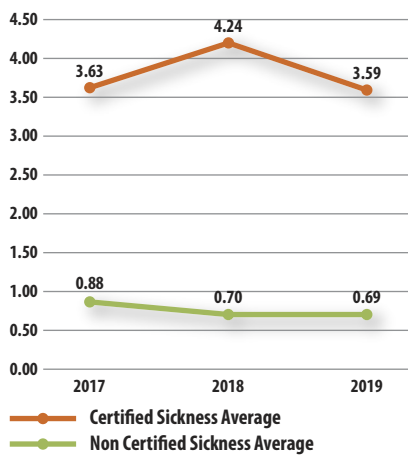


STAFF ABSENCES

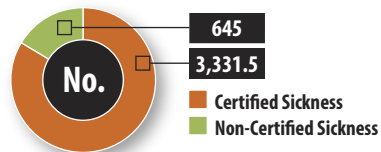
In 2019

SICKNESS LEAVE

Average number of days of sickness per staff member

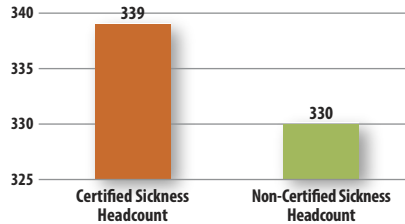


Days of certified and non-certified sickness



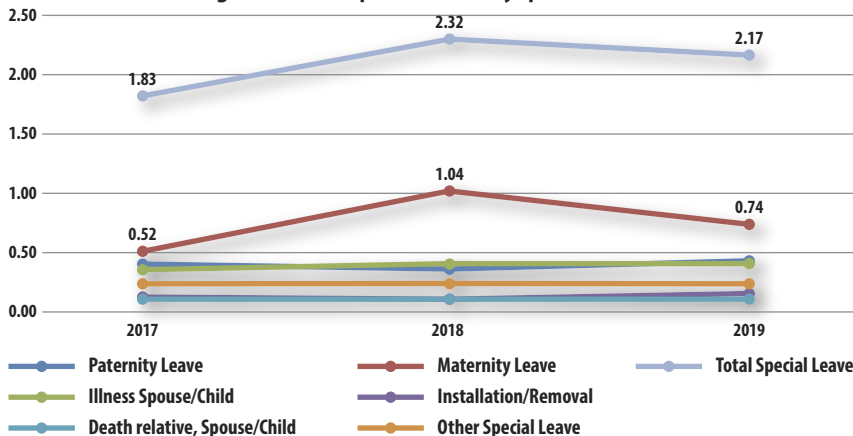
STAFF WITH CERTIFIED SICKNESS LEAVE OF 10 DAYS OR MORE	64
AVERAGE NUMBER OF CERTIFIED SICKNESS LEAVE DAYS	9.83

Number of staff who requested Certified and Non-Certified Sickness Leave

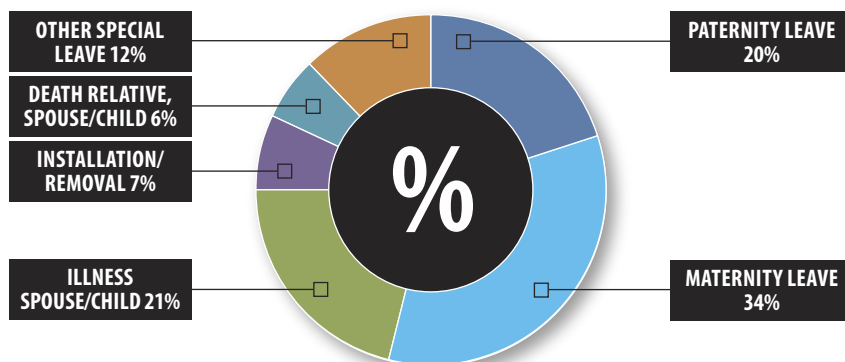


SPECIAL LEAVE

Average number of Special Leave days per staff member



SPECIAL LEAVE BY TYPE



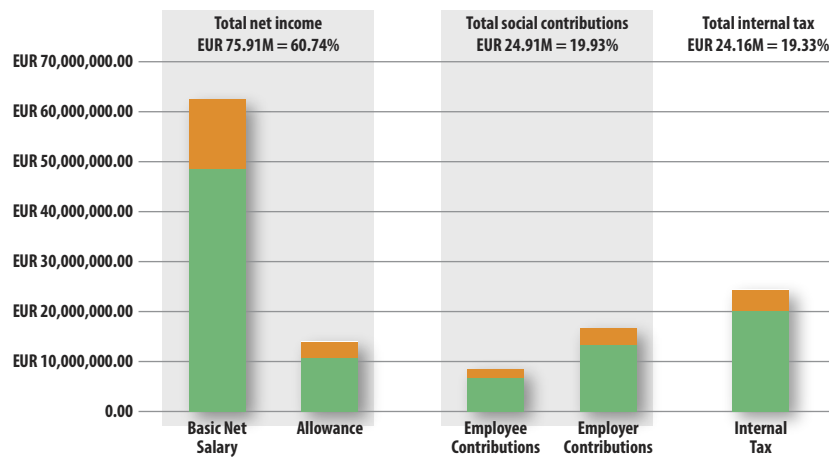
Other Special Leave includes:

- Overtime Compensation
- Exceptional Leave
- Marriage Leave
- Unpaid Leave
- Travelling Time
- Job Search
- Other SL(SEC)

REMUNERATION AND BENEFITS

In 2019

DETAIL OF LABOUR COSTS



2019

TOTAL LABOUR COSTS	EUR 124.97 M
NET INCOME + SOCIAL CONTRIBUTIONS + INTERNAL TAX	

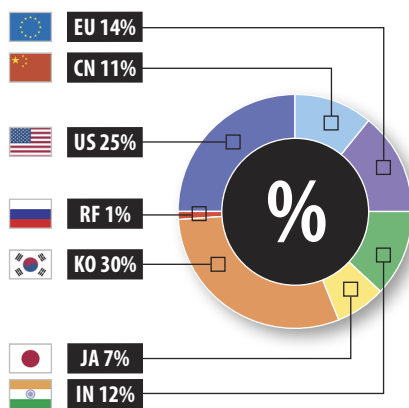
2018

Net Income	EUR 67.58M
Social Contributions	EUR 22.83M
Internal Tax	EUR 22.02M
TOTAL LABOUR COSTS	EUR 112.43M

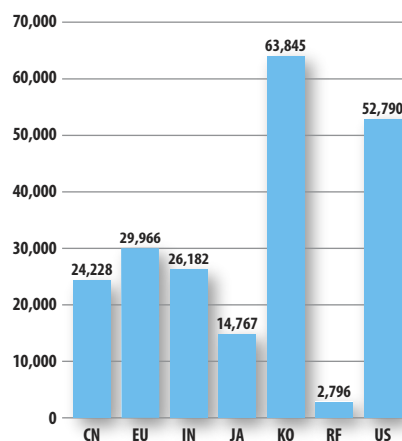
■ P and higher categories ■ G category

TRAVEL COST FOR INSTALLATION/DEPARTURE (TCA)

Distribution of TCA costs



Total TCA costs (in EUR)

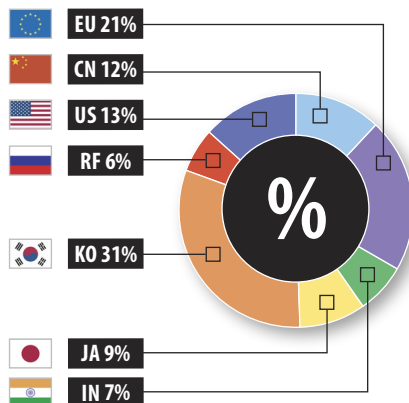


2019

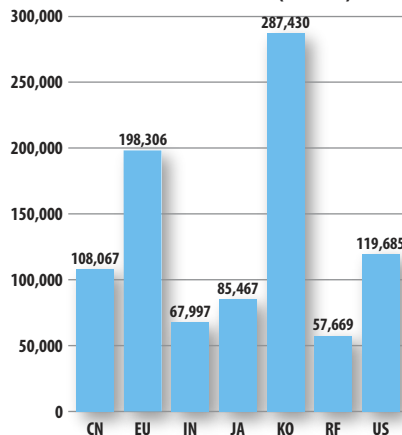
TOTAL TCA COSTS	EUR 214,574
TCA REIMBURSEMENT REQUESTS	110
AVERAGE COST PER TRAVELLER	EUR 822.00

REMOVAL COSTS

Distribution of removal costs



Annual removal costs (in EUR)



2019

TOTAL REMOVAL COSTS	EUR 924,622
REMOVALS	109
AVERAGE REMOVAL COST	EUR 8,482.77

GLOSSARY

Category

ITER Organization staff belong either to Professional (P Staff and above) or to 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.

ITER Project Associate (IPA)

IPAs are assigned to ITER by a Home Institute to support the Project for a maximum of four years.

Management (& 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

According to ITER Agreement, IO is made of seven Members: 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 Seconded (coming from the European Commission).

Turnover

It is the annual rate at which IO employees quit the ITER Organization (IO) ; (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 (DAs) to ensure that, at DA cost, dedicated IO staff are recruited and deployed for Tokamak Cooling Water System (TCWS), Vacuum Systems (VAS) and Safety Control System for Nuclear (SCS-N).

APPENDIX: INTERNSHIP POLICY & CATEGORIES

Category A

Students enrolled in the last year of postgraduate program at a university (e.g., last year of Master or last year of Engineering School). At least three years of studies should be in a field linked to IO activities.

Category B

Students enrolled at a university or an equivalent institution with at least one year of studies post-high school.

Category C

Students enrolled at an international Secondary School, international High School or section where internships are mandatory (e.g., "3ème" and "2nde" students in France), or English-speaking students from a school outside France where internships are mandatory, or upon approval by the Office of the Director General (e.g., for English speaking children registered in national schools).

Category S

Students pursuing a Ph.D. at a university or participating in a program in a scientific or technical field, which has a specific agreement with the IO (e.g., Memorandum of Understanding with a laboratory, industry, university or government). Scholarship students or grant holders may be included in this category.

A celebration is held in July for the completion of the cryostat base and lower cylinder, two huge components that will be needed early in the Tokamak assembly sequence.



The sixth group of Monaco Fellows recruited under the Monaco-ITER Partnership Arrangement arrives at ITER in 2019 from Korea, Spain, India, the United States, and Japan.





ABBREVIATIONS AND ACRONYMS

C

CAB
Cabinet of the Director-General

CIO
Central Integration Office

CN-DA
Chinese Domestic Agency

COM
Communications

COO
Chief Operating Officer

CST
Construction Department

D

DA
Domestic Agency

DDG
Deputy Director-General

DG
Director-General

E

EU-DA
European Domestic Agency

F

FPD
Finance & Procurement Department

G

G Staff
Staff members of the general services category

H

HRD
Human Resources Department

I

IAS
Internal Audit Service

ICS
ITER Council Secretariat

IN-DA
Indian Domestic Agency

IO
ITER Organization

IPA
ITER Project Associate

J

JA-DA
Japanese Domestic Agency

K

KO-DA
Korean Domestic Agency

L

LGA
Legal Affairs



Six hundred people – members of ITER and the local community – take part in the ninth edition of the ITER Games.

O

ORAP
External Relations & Action Plan Implementation Office

P

PCO
Project Control Office

PED
Plant Engineering Department

P Staff
Staff members of the professional and higher (management) categories

Q

QMD
Quality Management Division

R

RCO
Relations Coordinating Officer

RF-DA
Russian Federation Domestic Agency

S

SCOD
Science & Operation Department

SCS-N
Safety Control System for Nuclear

SD
Safety Department

T

TCWS
Tokamak Cooling Water System

TED
Tokamak Engineering Department

U

US-DA
United States Domestic Agency

V

VAS
Vacuum Auxiliary System

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