ITER ORGANIZATION

REPORT ON HUMAN RESOURCES













Inside of the Tokamak pit, where ITER machine assembly has been underway since May 2020.

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Recruitment is progressing in step with project resource estimates and projections. As of 31 December 2021, 1,035 people were directly employed by the ITER Organization (+ 4.7% relative to 2020). 14 experts, 71 interns and 244 ITER Project Associates were also active on that date.

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FOREWORD FROM THE HEAD OF HUMAN RESOURCES

I am pleased share with you the ITER Organization's 2021 Report on Human Resources.

This exercise is the first of a kind for me, since I was appointed as the new Head of Human Resources on 1 December 2021 further to the departure of Eric Welch, to whom I would express recognition for the achievement of the human resources action plan and the excellent services he provided during his time at the ITER Organization. Being well experienced in international projects and the nuclear industry, I will lead the Department in the same spirit of cooperation with other units and Domestic Agencies to support the well-being of staff members at work for the success of the project.

In 2021, the ITER Project continued to be impacted by the Covid-19 pandemic, and this also affected the activities of the Human Resources Department. The "new normal" way of working, allowing staff the possibility to telework for up to three days per week, on a regular basis, is giving good results in terms of efficiency for the project, thereby containing the impact of Covid-19 on daily work. However, the sanitary restrictions continued to limit the travel possibilities for newcomers and staff taking leave in their home country.

In 2021, the Department revisited the policy of internal mobility to optimize the process and conditions for staff to be assigned to other activities in the interest of the project, and the change is giving good results so far. Furthermore, Human Resources continues digitalizing its activities to develop a more user-friendly and service-oriented approach that is appreciated by the staff.

In addition to these high-level changes, in 2021 the Department provided direct support to increase the number of ITER Organization staff to 1,035 (+4.7%) by recruiting qualified and skilled people from all of ITER Members. The figures behind this information are impressive: the team supported hiring managers in the evaluation of more than 3,500 applications for 128 recruitments.

Despite actions taken to improve the geographical and gender diversity of the staff, the recruitment results for 2021 were below expectations in this respect:

• Only 34.7% of the appointments were for non-EU candidates (vs 39.3% in 2020), which did not improve the global staff geographical distribution. In addition, there are higher departure rates for non-EU staff;



• Women represented only 9.9% of the appointments, compared to 25.2% in 2020, reflecting the low number of female applications.

In 2022, the ITER Organization will continue to launch actions to increase diversity.

The 2021 turnover was also higher than in 2020 (6.3%), notably because a significant number of staff resigned to go back to their home country after a long period of absence due to Covid-19. The 2020 rate (3.8%) was well below the average turnover observed during previous years (5.6%), also due to Covid-19; in 2021, the progression is not a matter of concern for the ITER Organization, as it remains globally contained; however, the evolution for 2022 will be carefully monitored. The non-staff category "ITER Project Associates" ramped up from 209 in 2020 to 244 in 2021, approaching the target of 250. The HR team also managed the contracts of 82 interim staff in 2021.

I would like to express my sincere appreciation for the professionalism and hard work of the entire Human Resources team and our colleagues at the ITER Organization and the Domestic Agencies who worked to further the human resources activities that support the ITER Organization and the ITER Project.

Finally, I cannot conclude this introduction without thanking Director-General Bernard Bigot, who passed away on 14 May 2022, for his inestimable contribution to the success of the project and his indefectible commitment to making ITER a better place to work. He will be remembered by the Human Resources team and this report is dedicated to his memory.

MARIA-KATIA SANCHEZ St. Paul-lez-Durance, August 2022



Five new Monaco-ITER Postdoctoral Fellows join ITER in 2021 (the seventh group since 2008). The program, which pairs bright new professionals with top specialists in their field, has created a lasting impact on the fusion community by creating a strong network that continues to expand.

ITER ORGANIZATION 2021 HUMAN RESOURCES STATISTICS



GLOBAL STAFF METRICS

On 31 December 2021

STAFF GROWTH



DISTRIBUTION OF STAFF BY MEMBER



DISTRIBUTION OF STAFF BY UNIT AND CATEGORY





DISTRIBUTION OF STAFF BY GRADE AND GENDER



DISTRIBUTION OF STAFF BY AGE AND GENDER



GENDER DISTRIBUTION BY UNIT



- GENDER IN MANAGERIAL POSITIONS -

OF 126 MANAGERS, 12 ARE WOMEN (9.5%) The proportion of women is higher in Support Departments ODG, FPD and HRD.



GLOBAL STAFF METRICS [0]2]

ln 2021

EDUCATION PER CATEGORY



OTHER STAFF DATA



MARITAL STATUS MARRIED AND LEGAL PARTNERSHIP 79%



NUMBER OF CHILDREN STAFF MEMBERS WITH AT LEAST ONE DEPENDENT CHILD: 73%







RECRUITMENT BY UNIT AND CATEGORY



RECRUITMENT BY CATEGORY AND GENDER









NOMINATED APPLICATIONS VS RECRUITMENTS BY MEMBER IN 2021

REC	RUITMENT	
OF	NEWCOMERS	105
TOT	AL NUMBER	
OF A	PPLICATIONS	3,501
	NUMBER OF APPLICATIONS	
	NUMBER OF RECRUITMENTS)
	SELECTION RATE: RECRUITMENTS AGAINST NUMBER OF APPLICATIONS	

RECRUITMENT BY MEMBER

A second ring magnet, poloidal field coil PF5, is successfully lowered into the assembly pit during the year.

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STAFF MOBILITY





*Organizational Transfer: Change of unit (including group), but keeping same function/ duties. Functional Transfer: Change of functions/ duties within same unit (including group).

TURNOVER

DEPARTURE BY MEMBER



DEPARTURES IN 2021*	64
GLOBAL TURNOVER	6.3%
* From 1 January 2021 until 31 December 202	1 inclusive.

NUMBER OF DEPARTURES PER CATEGORY



NUMBER OF DEPARTURES BY UNIT/OFFICE



Note: IT & DO Divisions are included as a direct report to Domain



NON-ITER ORGANIZATION STA <u>z</u>fs On 31 December 2021

ITER PROJECT ASSOCIATES (IPA)



INTERIM STAFF



TOTAL INTERIM STAFF TOTAL COST

INTERIM CONTRACTS 2021

MANAGED	137
IMPLEMENTED	82

INTERIM CONTRACTS 2020

MANAGED	123
IMPLEMENTED	82

PAYMENT STATISTICS

INTERIM CONTRACTS 2021	EUR 3	3,210,425
INTERIM CONTRACTS 2020	EUR 2	2,430,768

EXPERTS

EXPERT CONTRACTS BY UNIT



EXPERT CONTRACT COSTS BY UNIT



CONTRACT COSTS 2021

000000000000000000000000000000000000000		
EXPERT CONTRACT COSTS	EUR	267,900
NUMBER OF EXPERT CONTRAC	TS	14

CONTRACT COSTS 2020

EXPERT CONTRACT COSTS	EUR	225,820
NUMBER OF EXPERT CONTRAC	TS	16

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

INTERNSHIP PROGRAM 2021/1

Total number of Interns (A,B,C) 2021 7 1 Total number of Interns (A,B,C) 2020 4 3

INTERNS PER MEMBER

TOTAL NUMBER: 71 (FOCUS ON CAT. A, B & C)



INTERNS BY DOMAIN (FOCUS ON CAT. A, B & C)

A B C



BY GENDER (A, B & C)





INTERNSHIP PROGRAM 2021/2

NEW INTERNS BY MONTH 2021











KEY FIGURES

0

(€2.8 k in 2020)

	2019	2020**	2021
NUMBER OF IO STAFF*	899	953	1,035
NUMBER OF IO STAFF TRAINED (AT LEAST 1 COURSE)	671	813	827
NUMBER OF PARTICIPATIONS	1,957	2,321	3,104
NUMBER OF HOURS OF TRAINING PROVIDED	12,112	11,086	17,164
TOTAL REGISTRATION COSTS K€ (HT)*	210 k€	522 k€	504 k€



The 23,000-tonne ITER Tokamak.

* All training fees corresponding to completed sessions (committed budget for planned training and training cost of internal trainers are not included). **ITER Academy/PCO and HRD/Talent Mapping data have been aggregated for 2020.



PERFORMANCE DISTRIBUTION

PERFORMANCE LEVELS

🔴 A 🕚 B+ 🛑 B 🜑 B- 🛑 C



REWARDS AND RECOGNITION*



ELIGIBLE STAFF MEMBERS REWARDED (EXCL. COMPETITION AND CONTRACT RENEWALS):

		- / -
IN 2021		89.5 %
IN 2020		78.7%

* Rewards and Recognition decisions are based in part on the annual performance results from the previous year.

PROMOTIONS (PERFOMANCE REVIEWS)

AWARD

SENIORITY STEP

PROMOTIONS (COMPETITION)
PROMOTIONS (CONTRACT RENEWALS)



ANSALL

STAFF ABSENCES 2

SICKNESS LEAVE

AVERAGE NUMBER OF DAYS OF SICKNESS PER STAFF MEMBER





DAYS OF CERTIFIED AND

NON-CERTIFIED SICKNESS LEAVE

STAFF WITH CERTIFIED SICKNESS LEAVE OF 10 DAYS OR MORE 56 AVERAGE NUMBER OF CERTIFIED SICKNESS LEAVE DAYS 10.87

> NUMBER OF STAFF WHO REQUESTED CERTIFIED AND NON-CERTIFIED SICKNESS LEAVE



SPECIAL LEAVE

AVERAGE NUMBER OF SPECIAL LEAVE DAYS PER STAFF MEMBER



* Other Special Leave includes: Overtime Compensation, Exceptional Leave, Marriag-Leave, Unpaid Leave, Travelling Time, Job Search, Other SL (Seconded Staff)

REMUNERATION AND BEF 7\$

In 2021

DETAIL OF LABOUR COSTS



TRAVEL COSTS FOR INSTALLATION/DEPARTURE (TCA)

DISTRIBUTION OF TCA COSTS RUSSIA 2% **USA** 3% KORE CHINA 12 % JAPAN % 6 INDIA %

TOTAL TCA COSTS EUR 317.625 TCA REIMBURSEMENT REQUESTS **AVERAGE COST PER TRAVELLER** FUR 663

256

EUR 692,605

EUR 7,871



2021

REMOVAL COSTS

DISTRIBUTION OF REMOVAL COSTS



ANNUAL REMOVAL COSTS (IN EUR)

2021

REMOVALS



TOTAL REMOVAL COSTS

AVERAGE REMOVAL COSTS

REMUNERATION AND BENEFITS - 21



GLOSSARY

CATEGORY

ITER Organization (IO) staff belong either to the Professional (P Staff and higher) or 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 Domain, Office, Department, Division, or Section. Top Management is restricted to Director-General (DG), Deputy Director-General (DDG), Heads of Domains, Offices and Departments and ITER Council (IC) Secretary.

MEMBER

The signatories to the ITER Agreement are: the People's Republic of China, Euratom, the Republic of India, Japan, the Republic of Korea, the Russian Federation, and the United States of America.

POST-DOCTORAL RESEARCHERS (POST-DOC)

ITER welcomes Postdoctoral Researchers for a period of up to two years funded through the Monaco-ITER Postdoctoral Fellowship program and through the ITER Organization Postdoctoral Fellowship program.

STATUS

IO staff can be Directly Employed (DES) or Secondees (coming from the European Commission).

TURNOVER

The annual rate at which IO staff leave the IO. It is calculated as: (the number of departures/average headcount over the year) x 100.

TCWS, VAS AND SCS-N DEDICATED STAFF

Arrangements between the IO and the Domestic Agencies (DAs) to ensure that, at DA cost, dedicated IO 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 a Home Institute to support the project for a maximum of four years.

APPENDIX: INTERNSHIP PROGRAM CATEGORIES

CATEGORY A

Students enrolled in the last year of a postgraduate program at a university (e.g., the last year of a Master's or the last year of engineering school). At least three years of study 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 study 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 of France where internships are mandatory, or upon approval by the Office of the Director-General (e.g., for English-speaking children registered at national schools).

CATEGORY S

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

ASSIMILATED CATEGORY C (OR UNPAID/ SIMPLIFIED CATEGORY A OR B)

Students enrolled as Category A or Category B for short durations (less than two months).



Over 85% of the infrastructure required for First Plasma is in place on the ITER site in southern France.

C

CIO Central Integration Office

- CMO Construction Management Office
- **CN-DA** Chinese Domestic Agency
- **CNST** Construction Domain
- **CORP** Corporate Domain

D

- DA Domestic Agency
- DG Director-General
- DO Design Office

Þ

- EDD Engineering Design Department
- **ENGN** Engineering Domain
- **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
- IT Information Technology

JA-DA Japanese Domestic Agency

ABBREVIATIONS AND ACRONYMS

K

KO-DA Korean Domestic Agency

L

LGA Legal Affairs

M

MCD Machine Construction Department

ODG Office of the Director-General

P

P STAFF Staff members of the Professional and higher (management) categories

PCO Project Control Office

PLD Plant Construction Department

R

RF-DA Russian Domestic Agency

S

- **SCOD** Science, Controls & Operation Department
- SCOP Science & Operation Domain
- SCS-N Safety Control System for Nuclear
- SQD Safety and Quality Department

Т

TCWS Tokamak Cooling Water System

U US-[

US-DA United States Domestic Agency

V

VAS Vacuum Auxiliary System

ORGANIZATION CHART



- > Site Management
- > Building & Civil Works

Caption cover image: The ITER magnet program advanced strongly in 2021. To date, 11/19 toroidal field coils, 3/6 poloidal field coils, and 2/7 central solenoid modules have been delivered.



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