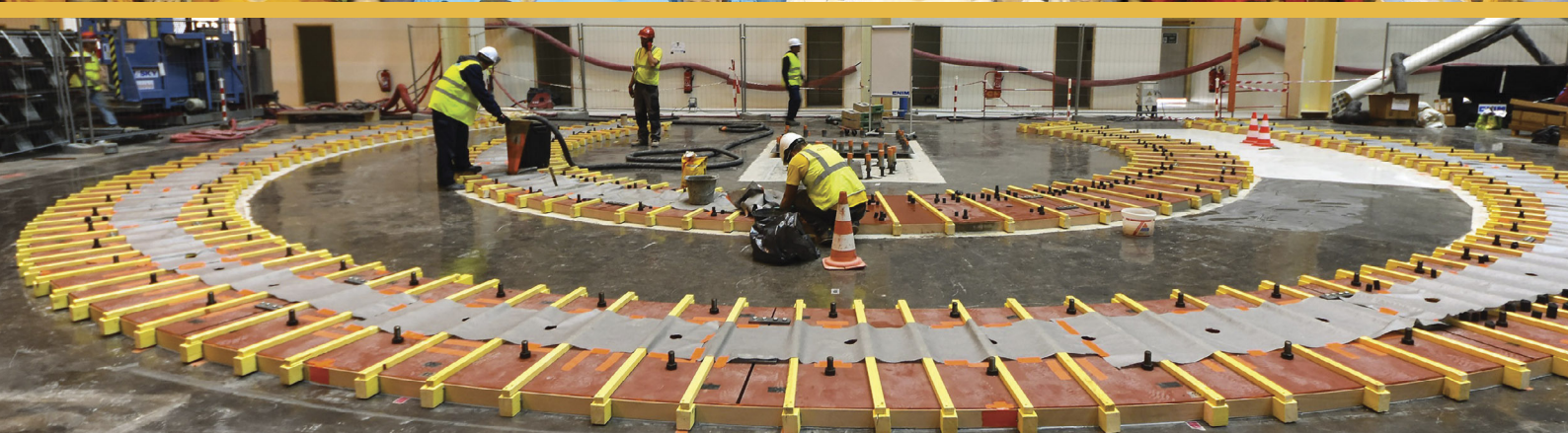




china eu india japan korea russia usa

# ITER ORGANIZATION 2017 SOCIAL REPORT



## Statistics at a glance

**5.62%**

- ITER Organization staff turnover

**41.5 years**

- Female staff – average age

**44.1 years**

- Male staff – average age

**43.6 years**

- Average age of all staff

**130**

- Recruits in 2017

**13**

- Total number of ITER Project Associates

**32**

- Total number of Interns





Every summer, the ITER Organization partners with the Festival d'Aix-en-Provence to bring the joy of music to the ITER amphitheatre.

## ITER ORGANIZATION 2017 SOCIAL REPORT

This report provides a glimpse of the human dimension of the ITER Organization and its complexity. Clear and simple graphics present information on staff growth, demographics, recruitment, mobility, training, performance, rewards, absences and remuneration.

### Contents

<b>Global staff metrics</b>	<b>6</b>
▶ 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
<b>Staff movements</b>	<b>10</b>
▶ 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
<b>Non-ITER Organization staff</b>	<b>12</b>
▶ ITER Project Associates	12
▶ Interim Staff	12
▶ Experts	12
▶ Visiting Researchers	13
▶ Interns	13
<b>Training</b>	<b>15</b>
▶ Training Budget	15
▶ Key Figures	15
<b>Performance, rewards &amp; recognition</b>	<b>17</b>
▶ Performance Distribution	17
▶ Rewards and Recognition	17
<b>Staff absences</b>	<b>18</b>
▶ Sickness Leave	18
▶ Special Leave	18
<b>Remuneration and benefits</b>	<b>19</b>
▶ Detail of Labour Costs	19
▶ Travel Costs for Installation/Departure	19
▶ Removal Costs	19



The Tokamak Complex and central bioshield are rising quickly. In March 2020 the Tokamak Building will be covered over and the installation of major machine components can begin.  
*Photo: ITER Organization/EJF Riche*

# 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 equitable 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 2017 Human Resources increased the number of staff to 825 – an increase of 11.5 percent – by recruiting qualified and skilled people from each of the seven ITER Members. The figures behind this information are impressive: the team evaluated 3,661 applications for 130 appointments.

The year was challenging and productive in other ways, also. The first 13 ITER Project Associates – a non-staff category created to leverage qualified resources from the Domestic Agencies – began their assignments on site and 27 others were selected and confirmed; a new competency model and framework were instituted to assist the Organization in determining how human resources can best be optimized going forward; and organizational changes were introduced to support the Organization in its oversight role of assembly and installation activities on the worksite. Finally, the Department has strengthened its staff induction program to assist in the rapid acclimation of new recruits and their families.

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 2017 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 2017 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*

*July 2018*



# ITER ORGANIZATION 2017 HUMAN RESOURCES STATISTICS

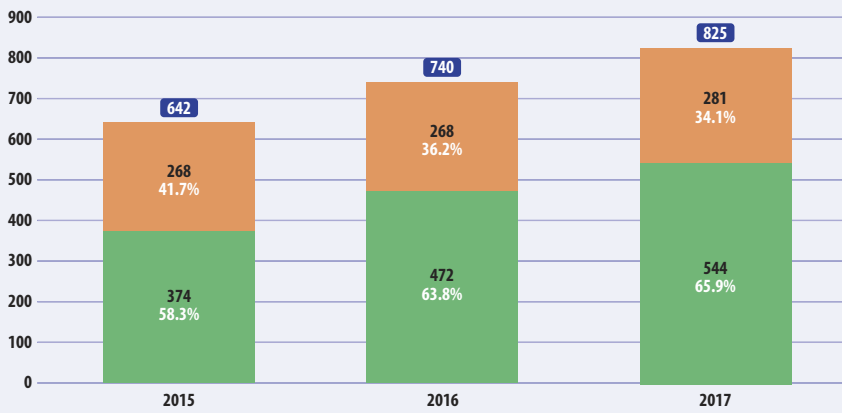


Staff photo taken on the occasion of the ITER Organization's tenth anniversary (October 2017).  
Photo: ITER Organization/G rard Les n chal

# Global Staff Metrics

On 31 December 2017

## Staff Growth



**Total Staff 2017** **825**  
 (Including 23 TCWS, 2 VAS, 1 SCSN, 4 Post-Doc and 12 Secondees)\*

**G category** **34.1%**  
**P and higher categories** **65.9%**

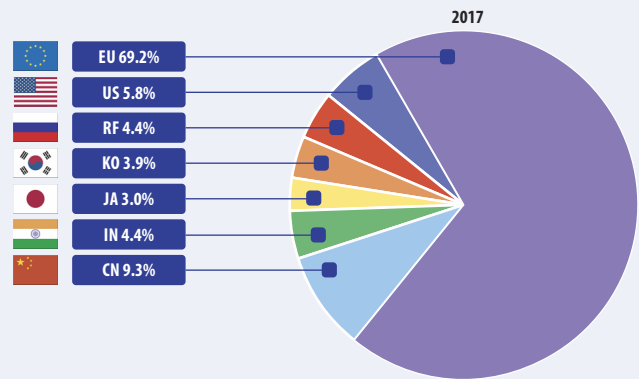
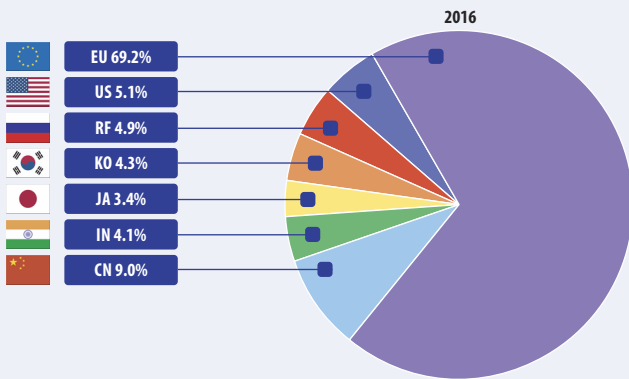
**Number of staff increased by 11.5% in 2017**

■ P and higher categories ■ G category

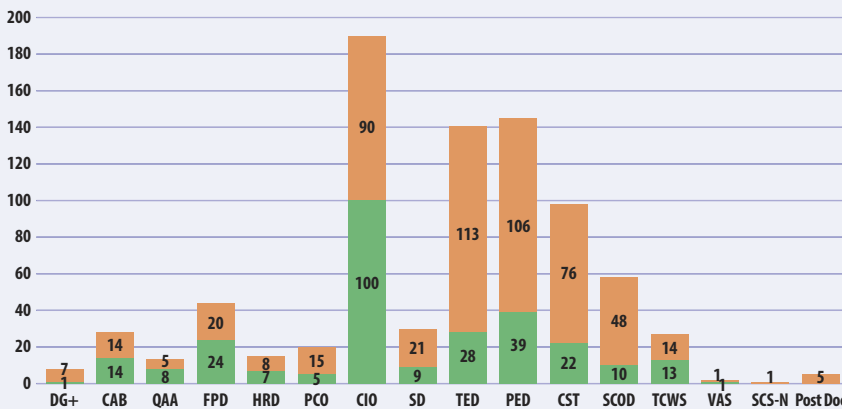
\*See the Appendix (p. 20) for all definitions

## Distribution of Staff by Member

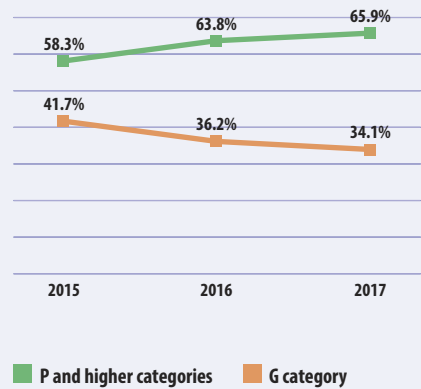
**IO Staff 2017** **825**  
**IO Staff 2016** **740**



## Distribution of Staff by Department and Category



### Evolution by category

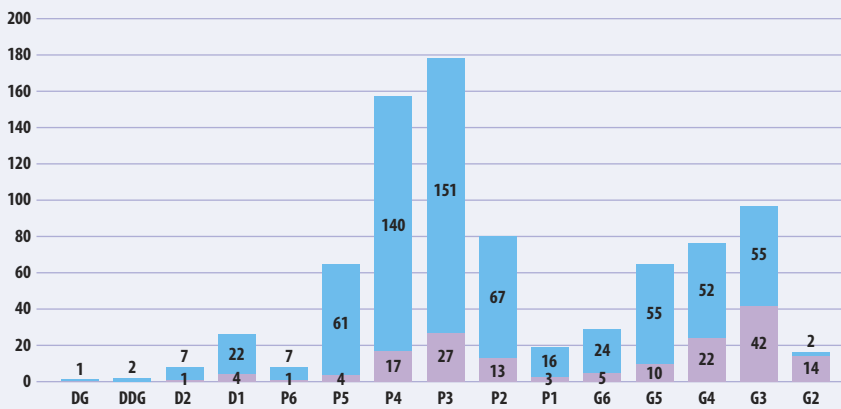




## Global Staff Metrics

On 31 December 2017

### Distribution of Staff by Grade and Gender

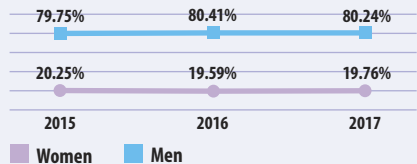


#### End 2017

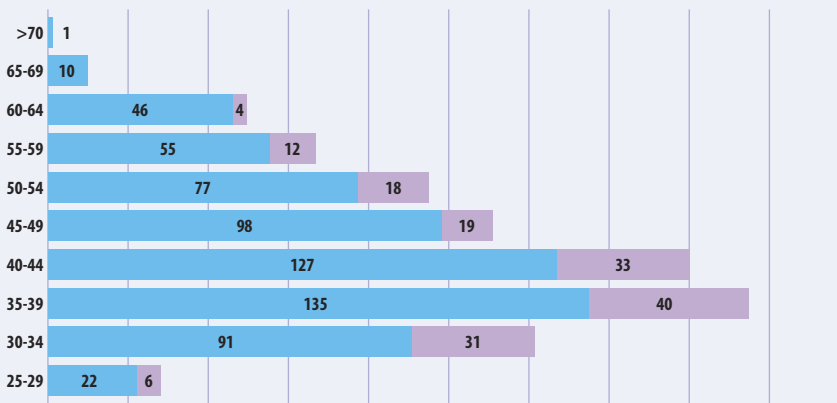
Women	163 (19.76%)
Men	662 (80.24%)

#### Evolution by Gender

- |                              |                              |
|------------------------------|------------------------------|
| <b>Women represent</b>       | <b>Men represent</b>         |
| • 33.10% of total G category | • 66.90% of total G category |
| • 12.14% of total P category | • 87.86% of total P category |



### Distribution of Staff by Age and Gender



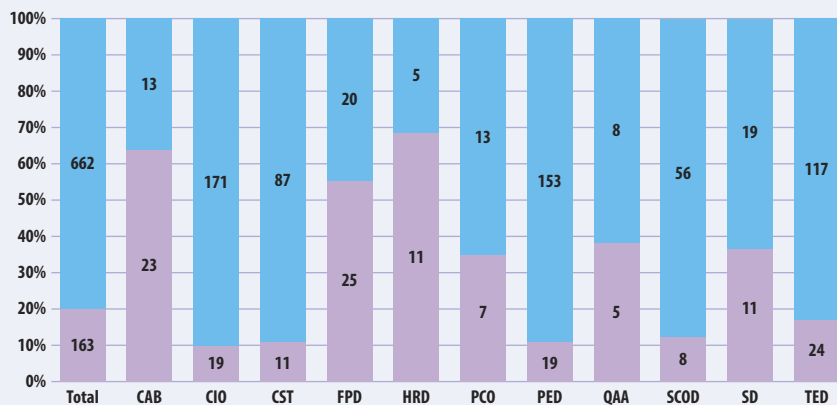
#### End 2017

Average age	43.6 years
Women	41.5 years
Men	44.1 years

#### End 2016

Average age	43.4 years
Women	41.2 years
Men	43.9 years

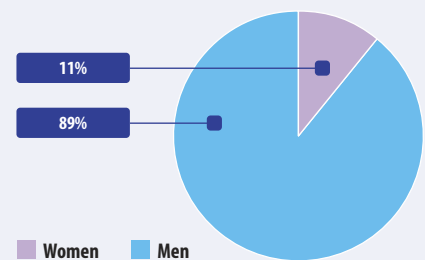
### Gender Distribution by Department



#### Of 84 managers, 9 are women (11%)

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

#### Gender in Managerial Positions



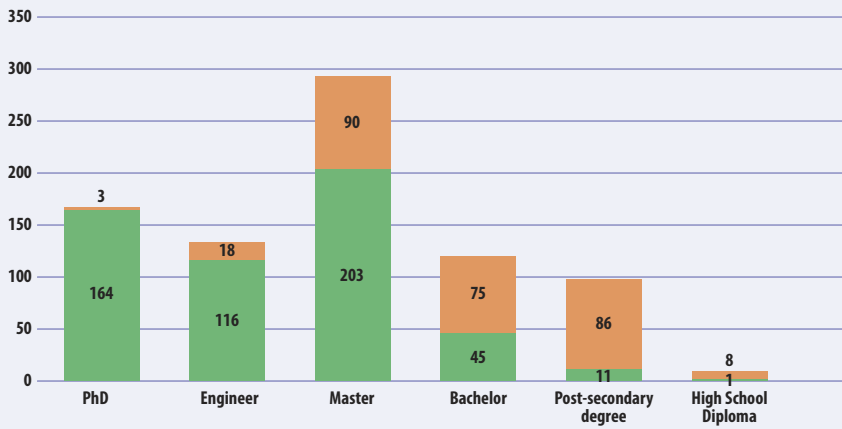


Work is underway in the cooling tower zone in the northern corner of the worksite, where heat rejection infrastructure will be installed to dissipate the heat generated by the ITER machine.  
©Lés Nouveaux Médias/SNC Engage

## Global Staff Metrics

In 2017

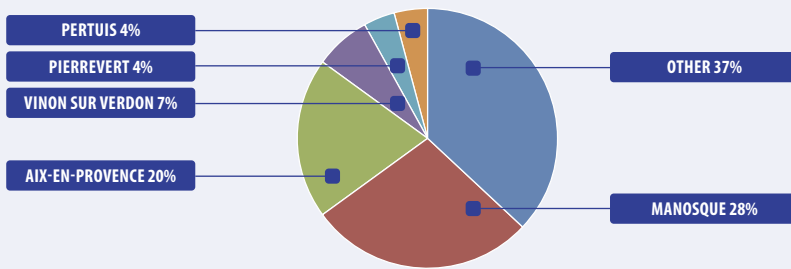
### Education per Category



167 staff members with a PhD 20.2%  
 427 staff members with a Master's or engineering degree 51.8%

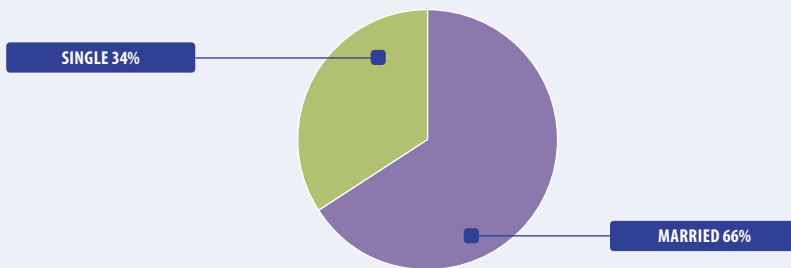
P and higher categories G category

### Other Staff Data



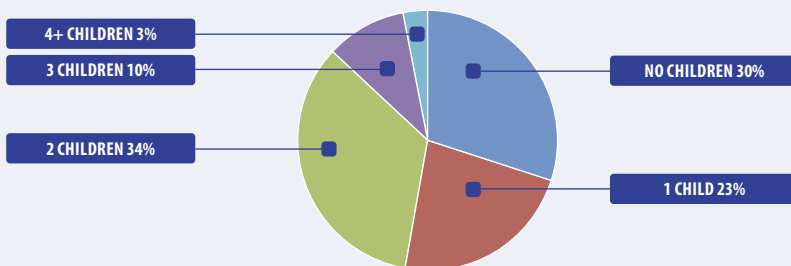
#### Local Residence

Aix-en-Provence and Manosque 48%



#### Marital Status

Married or legal partnership 66%



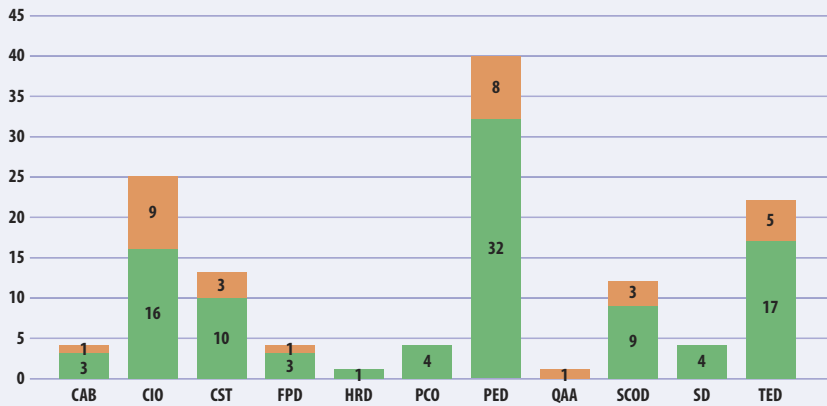
#### Number of Children

Staff members with at least one dependent child 70%

## Staff Movements

In 2017

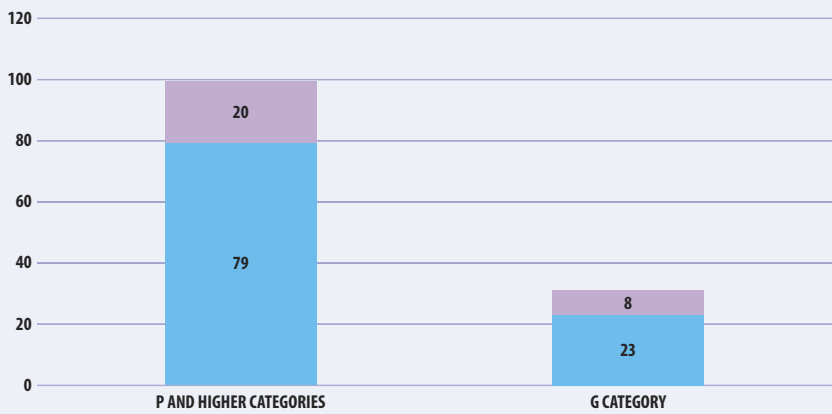
### Recruitment by Department and Category



<b>Total appointments</b>	<b>130</b>
(Including 14 IO staff members)	
<b>G category</b>	<b>31 (24%)</b>
<b>P and higher categories</b>	<b>99 (76%)</b>

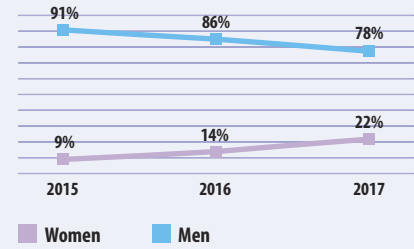
■ P and higher categories ■ G category

### Recruitment by Category and Gender



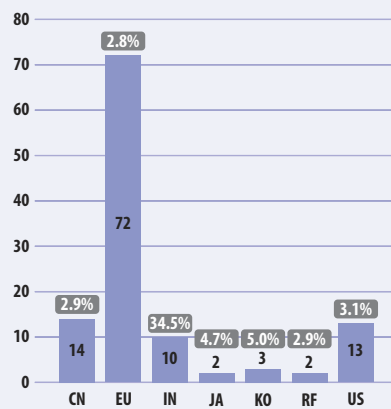
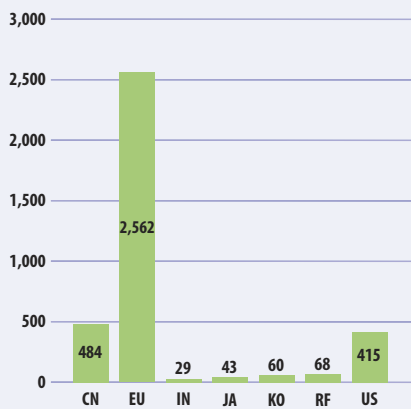
<b>Total appointments</b>	<b>130</b>
<b>Women</b>	<b>28 (22%)</b>
<b>Men</b>	<b>102 (78%)</b>

#### Gender distribution in recruitment



■ Women ■ Men

### Recruitment by Member



#### Nominated applications vs recruitments by Member in 2017

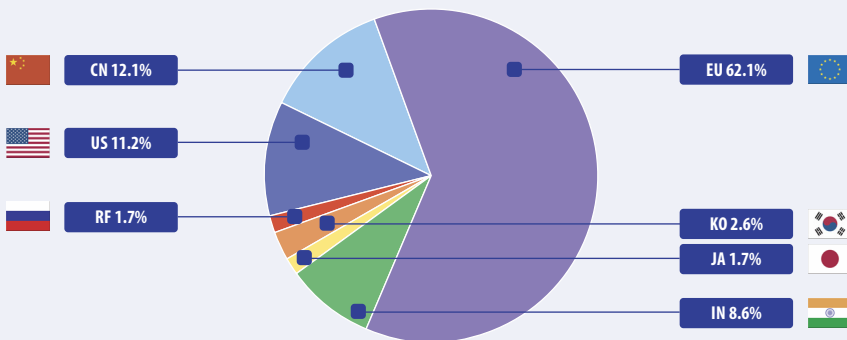
<b>Recruitment of newcomers</b>	<b>116</b>
<b>Total number of applications</b>	<b>3,661</b>

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

## Staff Movements

In 2017

### Recruitment by Member (Distribution)



### Distribution by Member

Recruitment of newcomers in 2017

116

### Staff Mobility

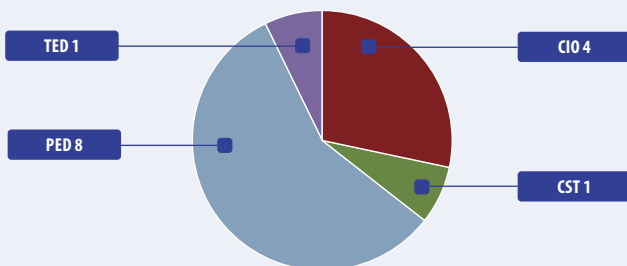
### Appointments

14

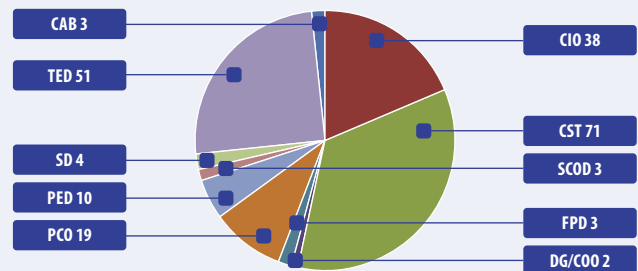
### Transfers

204

#### Appointments

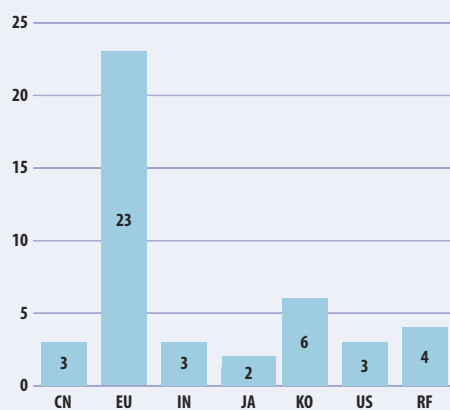


#### Transfers

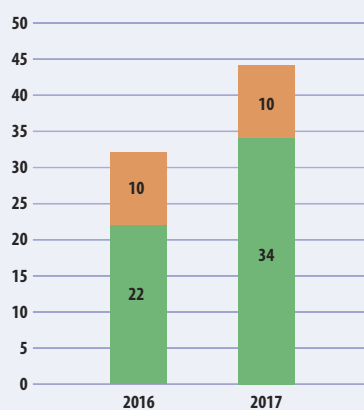


### Turnover

#### Departures by Member



#### Number of departures per category



### Departures in 2017

44

### Global turnover

5.62%

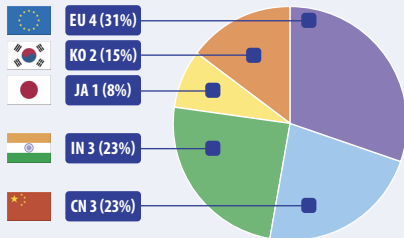
Legend: P and higher categories (Green), G category (Orange)

## Non-ITER Organization Staff

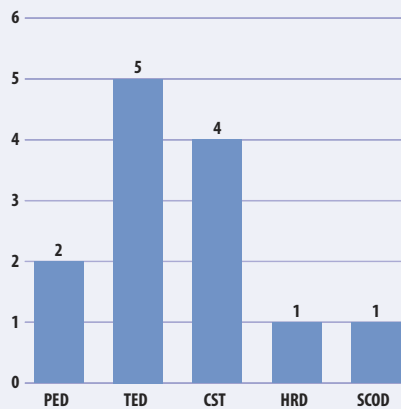
On 31 December 2017

### ITER Project Associates (IPA)

IPA by Member



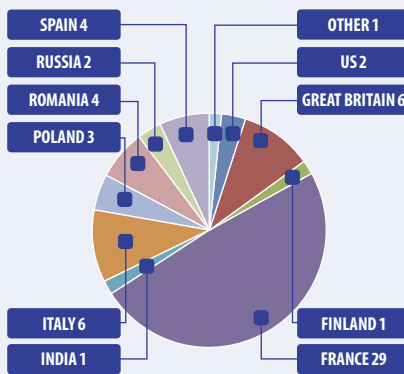
IPA by Department



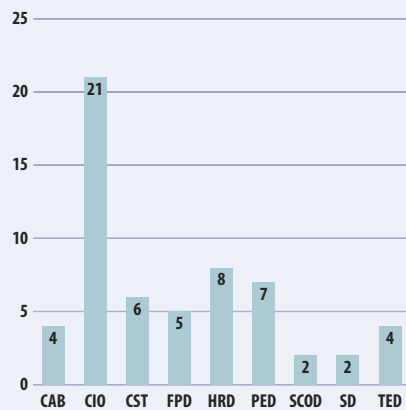
**Number of IPA** 13

### Interim Staff

Interim by Nationality



Interim by Department



#### Interim contracts 2017

<b>Managed</b>	<b>101</b>
<b>Implemented</b>	<b>59</b>

#### Interim contracts 2016

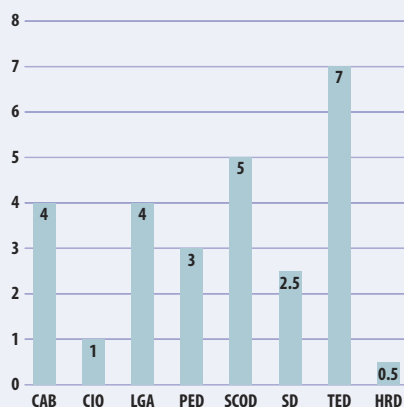
<b>Managed</b>	<b>79</b>
<b>Implemented</b>	<b>54</b>

#### Interim statistics

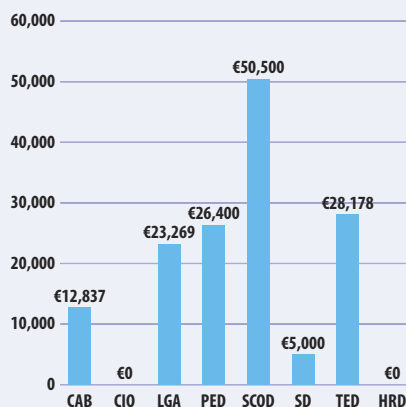
<b>Interims hired as IO Staff</b>	<b>2</b>
<b>Non-EU nationals</b>	<b>5</b>
<b>Non-French nationals</b>	<b>24</b>

### Experts

Experts by Department



Expert contract costs by Department (in EUR)



#### Contract costs 2017

<b>Expert contract costs</b>	<b>EUR 146,184</b>
<b>Number of expert contracts</b>	<b>27</b>

#### Contract costs 2016

<b>Expert contract costs</b>	<b>EUR 158,510</b>
<b>Number of expert contracts</b>	<b>32</b>

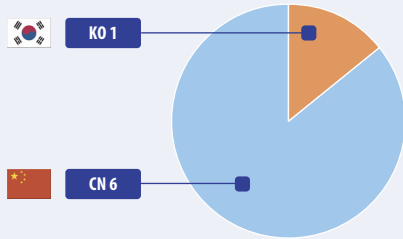
Note: Contracts ongoing in 2017 may not necessarily be billed during the same year, thus explaining the apparent discrepancy between the number of experts and the costs per department.

## Non-ITER Organization Staff

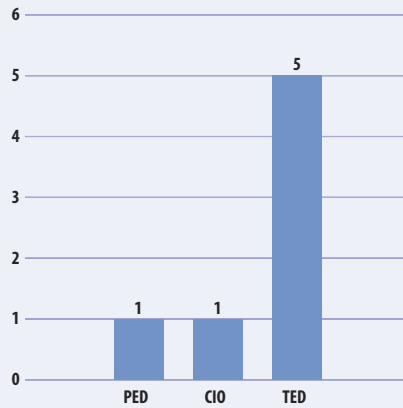
On 31 December 2017

### Visiting Researchers

Visiting Researchers by Member



Visiting Researchers by Department

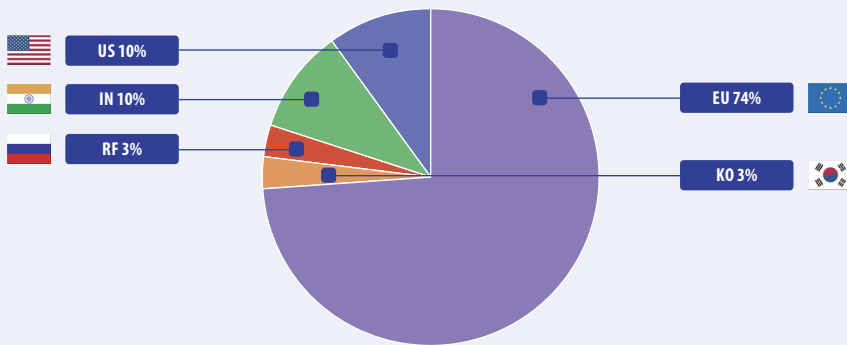


**Number of Visiting Researchers** 7

Almost 86 % of visiting researchers come from China. In 2016 there were 23 visiting researchers.

### Interns

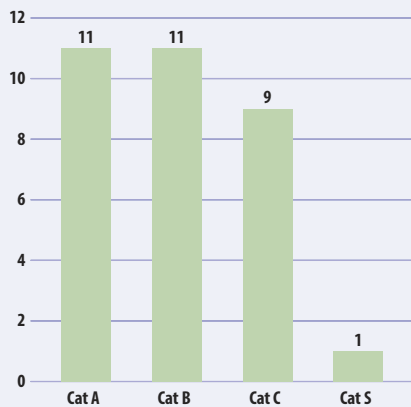
Interns by Member



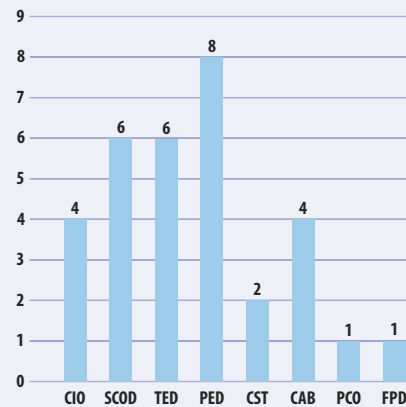
**Total number of Interns**

2017	<u>32</u>
2016	<u>35</u>

Interns by Category\*



Interns by Department



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



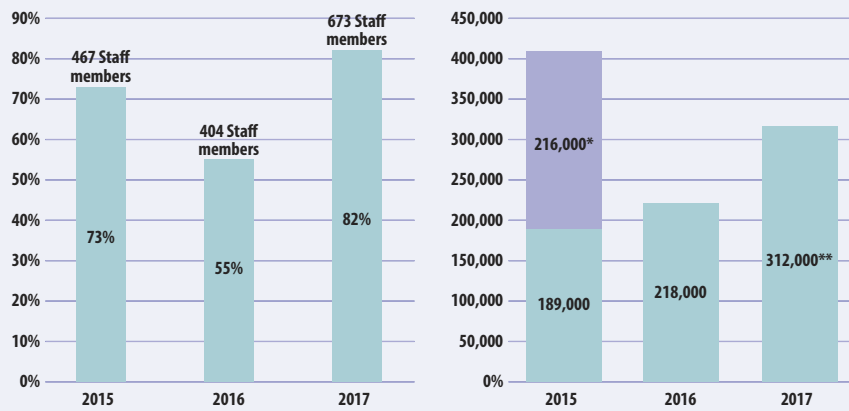
ITER's large switchyard at the west end of the platform connects ITER to the French electricity grid. Two separate networks, the steady state and the pulsed power electrical networks, are being installed to provide electricity. ©Lés Nouveaux Médias/SNC Engage



## Training

In 2017

### Training Budget



Training Budget in 2017 **EUR 312,000**

### Key Figures

	2015	2016	2017	Variance 2016/2017
Number of IO staff (end of December)	642	740	825	+11%
Number of IO staff trained (at least 1 course)	467	404	673	+66%
Number of participations	1,103	1,094	2,119	+94%
Number of hours of training provided	6,077	7,320	14,309	+95%
<b>Total registration costs K€</b>	<b>189 (+216*) K€</b>	<b>218 K€</b>	<b>312 K€**</b>	<b>+43%</b>

	2017	2016
<b>Average course duration</b>	<b>6.8 hours</b>	<b>6.7 hours</b>
<b>Average number of completed courses/staff</b>	<b>~ 2.6</b>	<b>~ 1.5</b>
<b>Average cost per participation</b>	<b>150 €</b>	<b>200 €</b>
<b>Mission costs related to training</b>	<b>15 K€</b>	<b>24 K€</b>

98% of the training has been completed on site.

\* Design Plan Coaching EUR 216K for 94 Participants

\*\*235 K€ funded by HRD and 77 K€ funded by

Departments/Offices



Twice a year, in May and October, ITER opens its doors to the public. Each time, about 700 visitors have a chance to get a first-row view of the progress made on the ITER construction site.

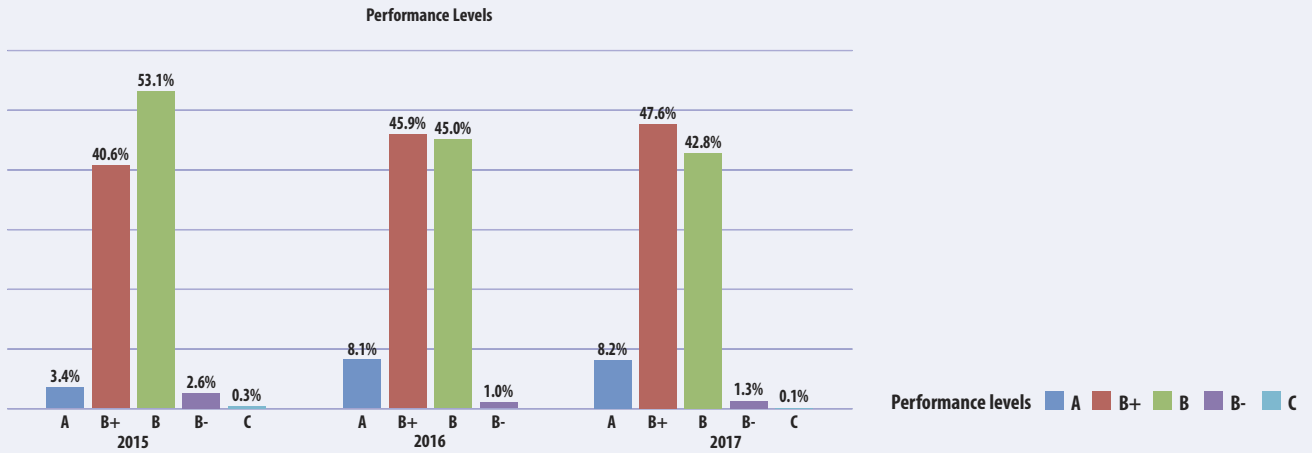


The annual ITER Robots competition tasks youngsters from local schools with finding robotic solutions for ITER-like remote handling challenges.

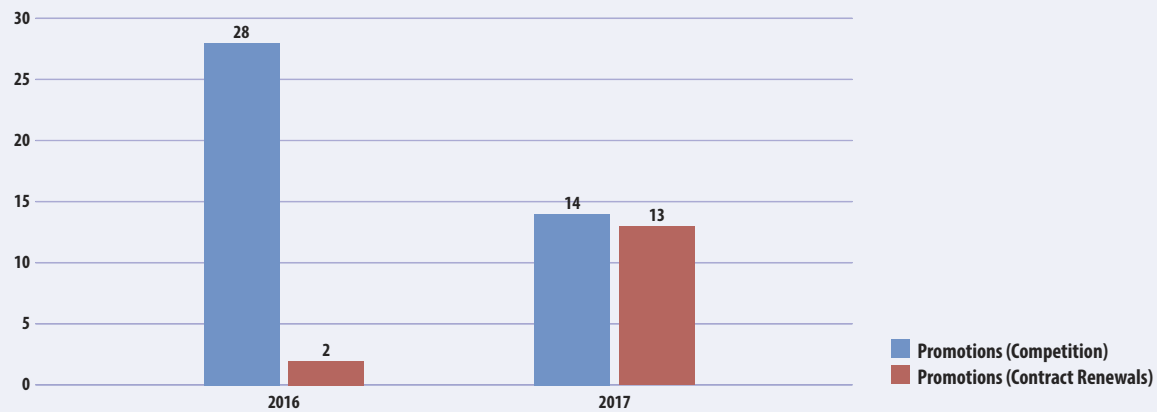
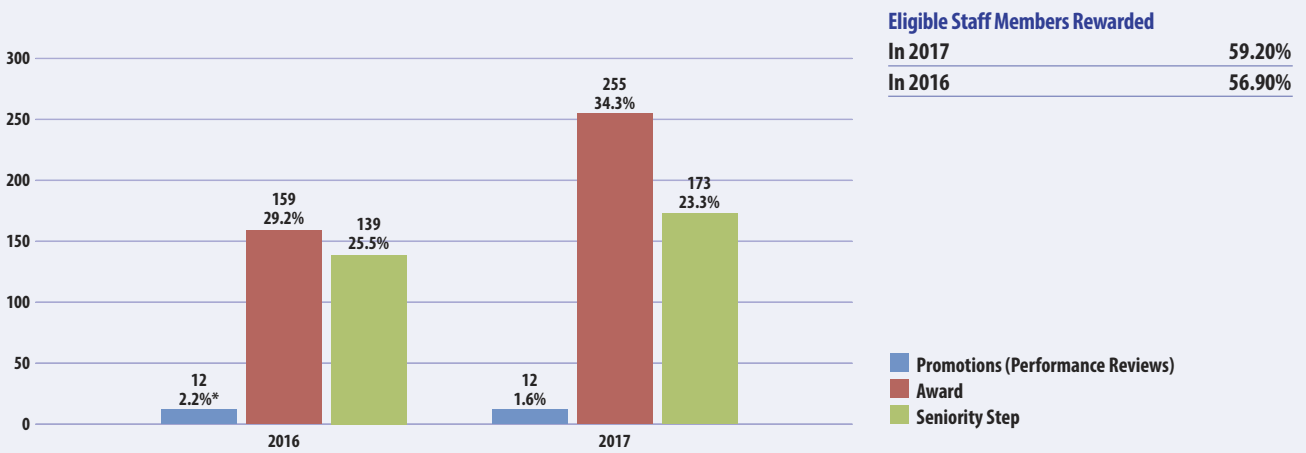
# Performance, Rewards & Recognition

In 2017

## Performance Distribution



## Rewards and Recognition

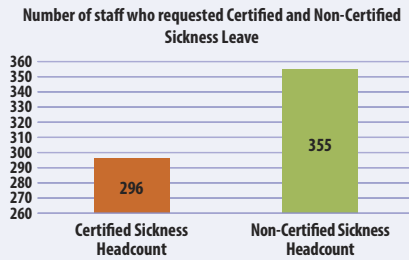
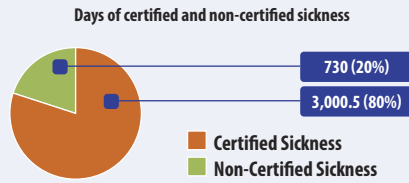


\*% of all staff

## Staff Absences

In 2017

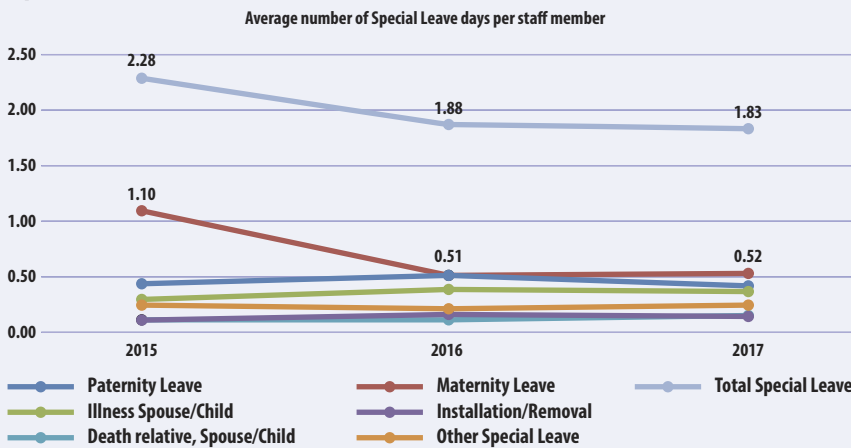
### Sickness Leave



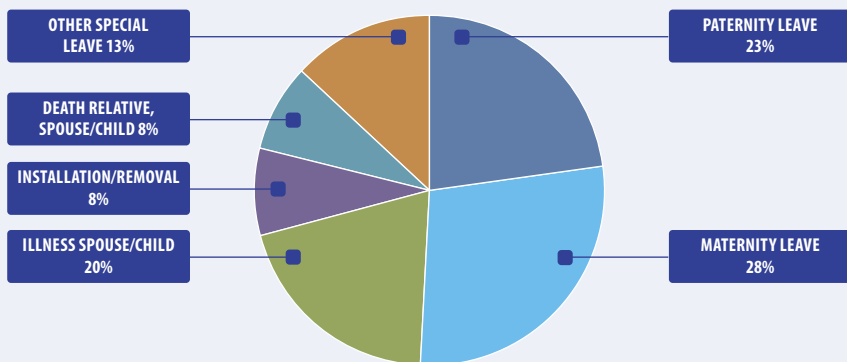
Staff with Certified Sickness Leave of 10 days or more **35**

Average number of Certified Sickness Leave days **10.14**

### Special Leave



### Special Leave by Type



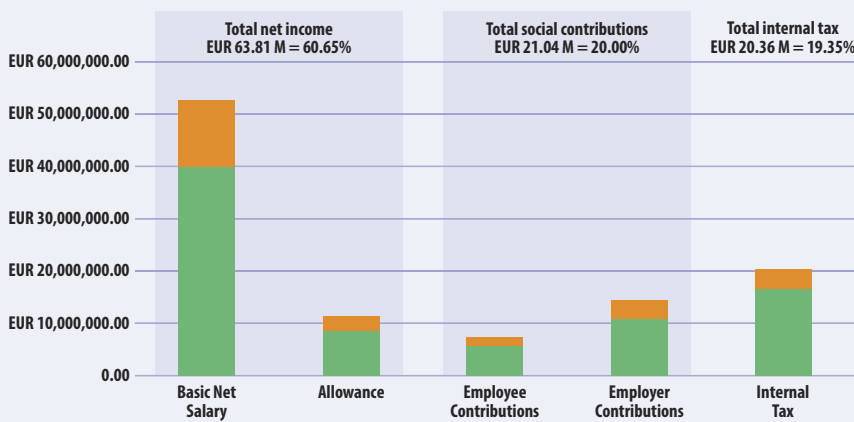
#### Other Special Leave includes:

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

## Remuneration and Benefits

In 2017

### Detail of Labour Costs



#### 2017

Net income	EUR 63.81 M
Social Contributions	EUR 21.04 M
Internal Tax	EUR 20.36 M
<b>Total Labour Costs</b>	<b>EUR 105.21 M</b>

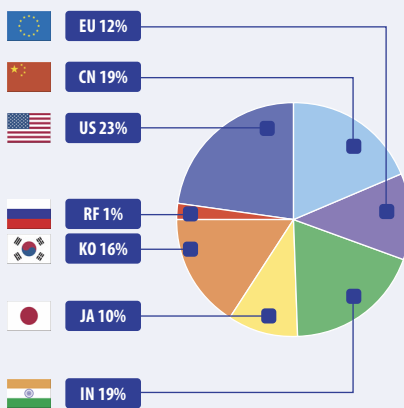
#### 2016

Net Income	EUR 56.40 M
Social Contributions	EUR 18.51 M
Internal Tax	EUR 17.83 M
<b>Total Labour Costs</b>	<b>EUR 92.84 M</b>

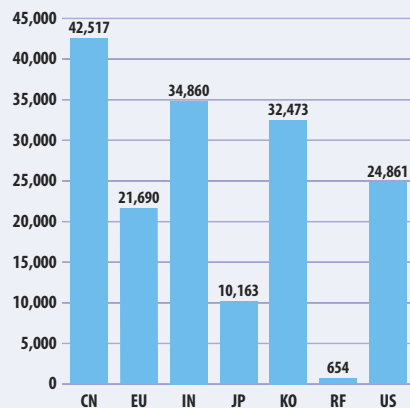
■ P and higher categories ■ G category

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

Distribution of TCA costs



Total TCA costs (in EUR)

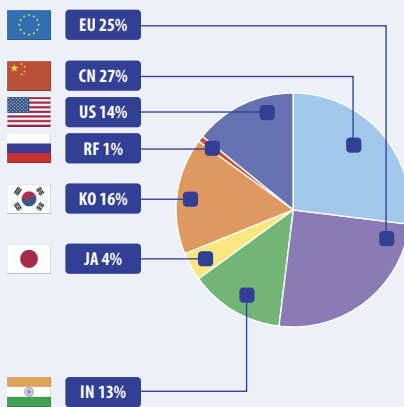


#### 2017

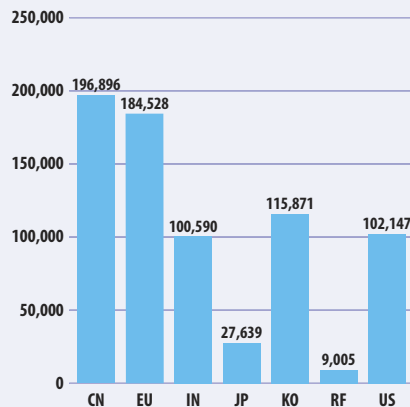
Total TCA costs	EUR 167,218
TCA reimbursement requests	117
<b>Average cost per traveller</b>	<b>EUR 770</b>

### Removal Costs

Distribution of removal costs



Annual removal costs (in EUR)



#### 2017

Total removal costs	EUR 736,676
Removals	100
<b>Average removal cost</b>	<b>EUR 7,366.76</b>



Meet the fifth cohort of Monaco Fellows, five young scientists and engineers who come to ITER for a two-year post-doctoral research stint funded by the Principality of Monaco.

## 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, is calculated as: (number of departures/average headcount over the year) x100.

### 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.

## 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).



Ready – steady – go! Every year, ITER employees meet local residents from Vinon-sur-Verdon and surrounding villages for friendly competitions in a number of sporting disciplines. Fun is always guaranteed. Photo: Agence ITER France



## 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 &amp; 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 Domestic Agency
<b>VAS</b>	Vacuum Auxiliary System

This aerial view shows a part of the Tokamak Building slab prior to concrete pouring. Anchor plates for attaching equipment create an intricate pattern on the rebar below.  
Photo: ITER Organization/EJF Riche



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 2018

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

