

REPORT ON HUMAN RESOURCES 2020



Statistics at a glance

As the work environment is adapted in 2020 to respect rigorous sanitary measures, virtual meetings take on a new importance. Here, the final validation of the central interlock operation screens and functionality is performed virtually by the ITER team and the Korean supplier.

3.8%

ITER Organization
staff turnover

989

total number
of staff

107

recruits in
2020

44.7
years

average age
of all staff

209

total number of
ITER Project Associates

43

total number
of interns

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In early 2020, the crane hall at the top of the Tokamak Building is closed over and cladded, permitting final tests to be performed on the full path of the overhead crane and the start of ITER machine assembly.

Foreword from the Head of Human Resources

We are pleased to share with you the ITER Organization's 2020 Report on Human Resources.

The purpose of this report is to provide a number of statistics on the main activities undertaken by the Human Resources Department of the ITER Organization as regards the staff and non-staff resources that we manage.

Of course, it cannot give a full picture of the responsibilities of the Department; in particular, it does not reflect the countless human exchanges between Human Resources and ITER Organization staff and managers that are crucial in this type of activity.

In fact, most of our work cannot be captured by simple statistics. Nevertheless, the report is important for the public to understand the specificities of ITER Organization staffing and to have an overview of the types of activities carried out by the Human Resources Department.

The 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 relocation. If you take the time, 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.

The year 2020 was a singular one for the ITER Project: like the rest of the world, our activities were impacted by the Covid-19 pandemic, which continues in 2021 to impact and challenge us.

In terms of Human Resources, one of the year's main challenges was to maintain the planned activities under an overall working environment that had been adapted to rigorously respect sanitary measures.

When compatible with the needs of the project, staff engaged in extensive telework during the first phase of the pandemic, from 17 March to 26 July 2020. Then, the ITER Organization implemented a "New Normal" policy, allowing staff the possibility to telework for up to three days per week, on a regular basis, in the joint interest of the ITER Organization and of its staff who may benefit from increased flexibility and an improved work-life balance.

Sanitary measures impacted interactions in the workplace, and it is anticipated that this will continue for as long as the Covid-19 pandemic remains a serious health threat.

Notwithstanding the difficult sanitary situation, the Human Resources Department continued to fulfil all its "normal



business" responsibilities, including recruitment activities, training, regular monthly payroll, and employment activities. It also provided regular support and guidance to staff and managers.

Further to the overall reorganization implemented on 1 January 2020 to accompany the evolution of the project as it moves from design and construction activities to assembly, the Department also adapted its structure and some of its policies to better support the organization.

In addition to these high-level changes, in 2020 the Department provided direct support to increase the number of staff members to 989 (+6.5 percent) by recruiting qualified and skilled people from all of the ITER Members. The figures behind this information are impressive: the team evaluated 3,488 applications for 91 recruitments.

This year again, the non-staff category of ITER Project Associates progressed significantly, ramping up from 160 Associates in 2019 to 209 in 2020.

Other human resources statistics remained globally stable in terms of distribution and profile compared to 2019, proving that the ITER Organization was able to continue to fulfill its role in spite of the Covid-19 pandemic.

I would like to express my sincere appreciation to all those who took part in the activities related to the human resources required to support the ITER Organization and the ITER Project, as well as those who contributed to the development of this 2020 Report on Human Resources. 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.

Eric Welch

St. Paul-lez-Durance

June 2021



Mechanical installation in the cryoplat has passed 90% and teams are performing the first pre-commissioning activities.

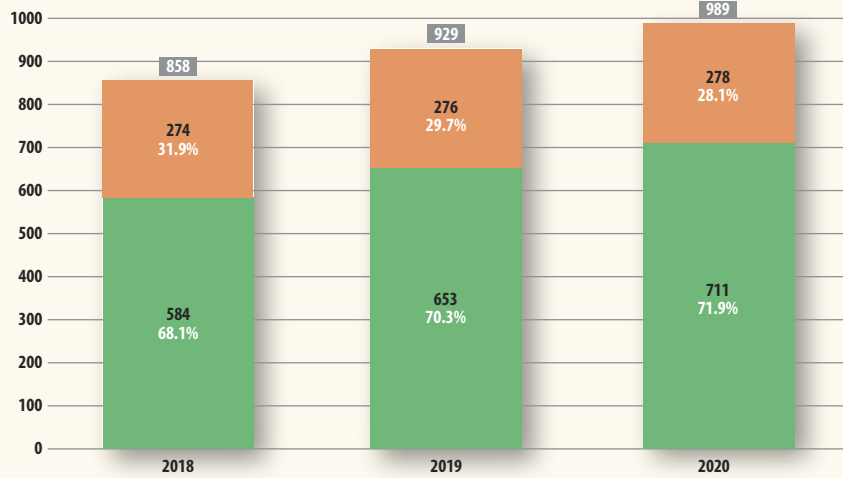
ITER ORGANIZATION 2020 HUMAN RESOURCES STATISTICS



Global Staff Metrics

On 31 December 2020

Staff Growth



TOTAL STAFF 2020 989*

*(Including 27 TCWS, 2 VAS, 2 SCS-N, 7 Post-Doc and 14 Secondees)

P AND HIGHER CATEGORIES 71.9%

G CATEGORY 28.1%

NUMBER OF STAFF INCREASED BY 6.5% IN 2020

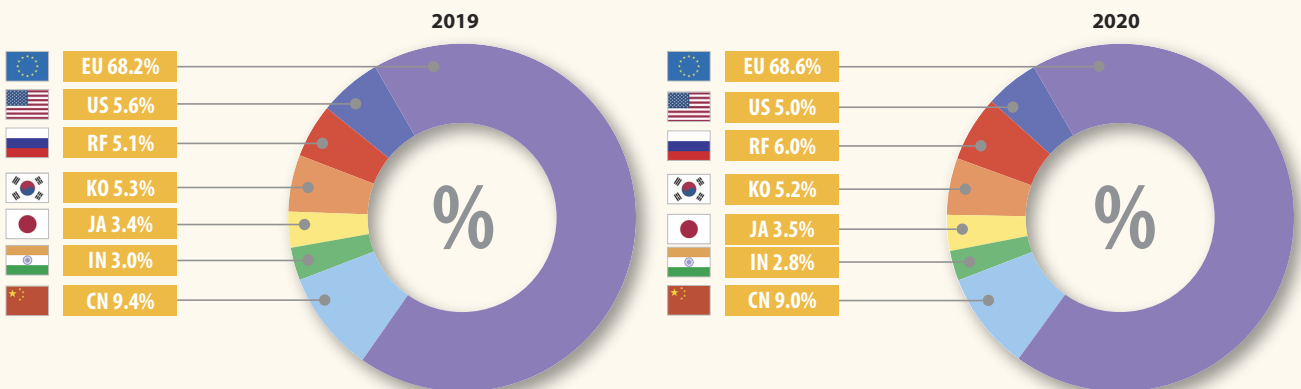
■ P and higher categories ■ G category

*See the Glossary (p. 22) for all definitions

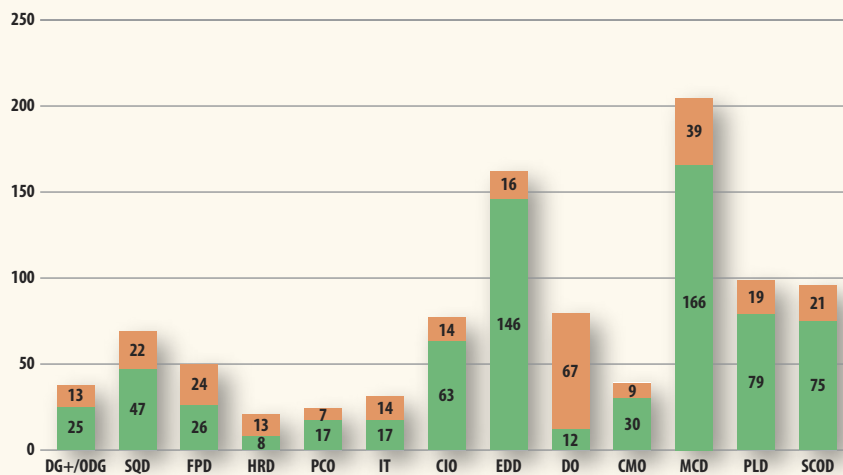
Distribution of Staff by Member

IO STAFF 2020 989

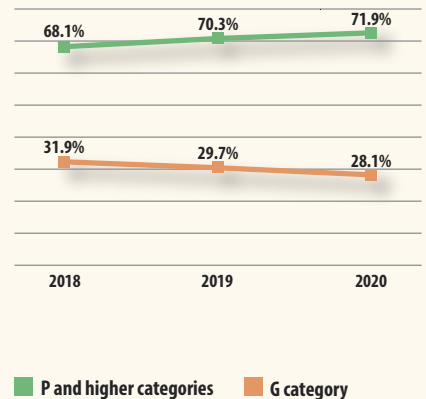
IO STAFF 2019 929



Distribution of Staff by Unit and Category



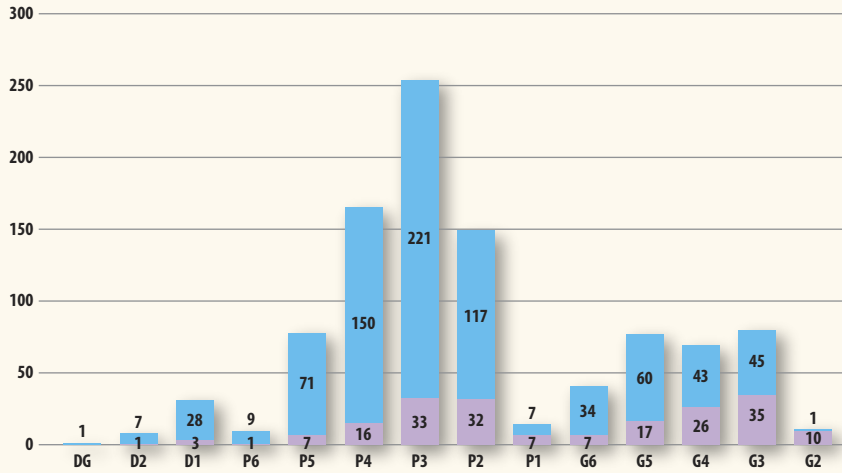
Evolution by category



Global Staff Metrics

On 31 December 2020

Distribution of Staff by Grade and Gender

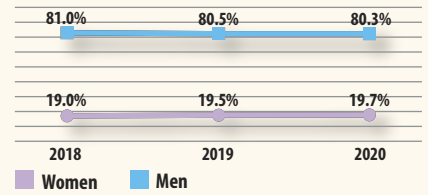


End 2020

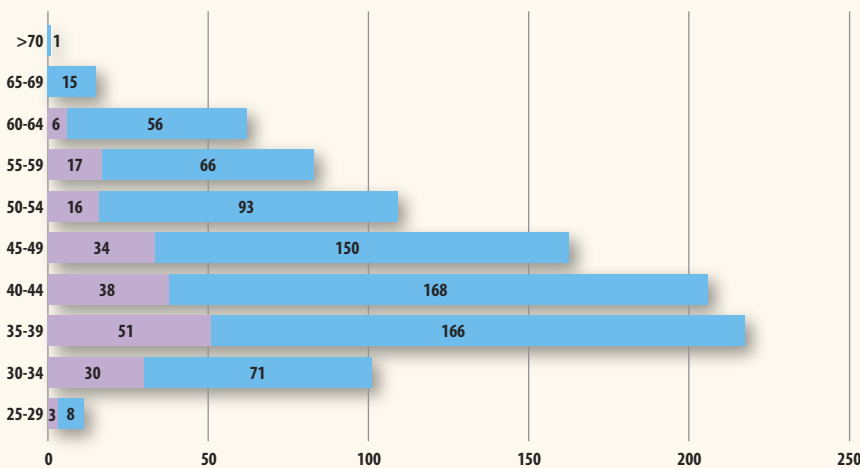
WOMEN	195 (19.57%)
MEN	794 (80.3%)

Evolution by Gender

WOMEN REPRESENT	MEN REPRESENT
• 34.2% of total G category	• 65.8% of total G category
• 14.1% of total P category	• 85.9% of total P category



Distribution of Staff by Age and Gender



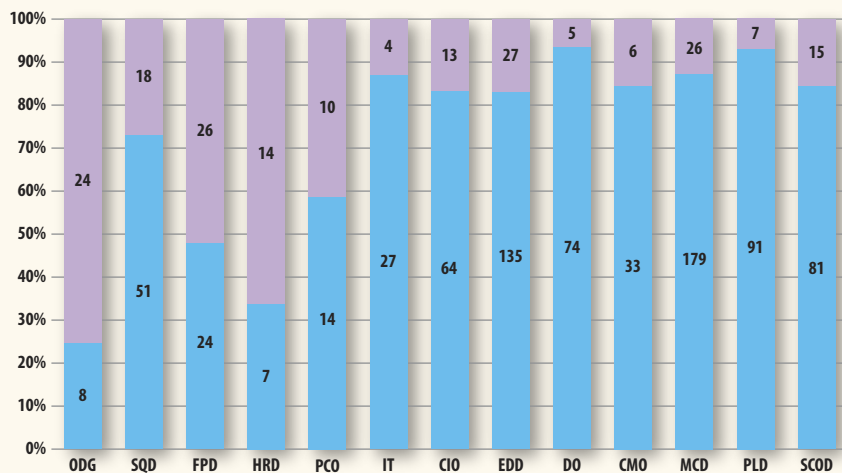
End 2020

AVERAGE AGE	44.7 YEARS
WOMEN (181)	42.6 YEARS
MEN (748)	45.3 YEARS

End 2019

AVERAGE AGE	44.2 YEARS
WOMEN	42.3 YEARS
MEN	44.7 YEARS

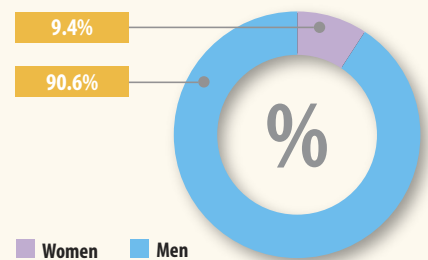
Gender Distribution by Unit



OF 96 MANAGERS, 9 ARE WOMEN (9.4%)

The proportion of women is higher in Support Units ODG, FPD and HRD.

Gender in Managerial Positions



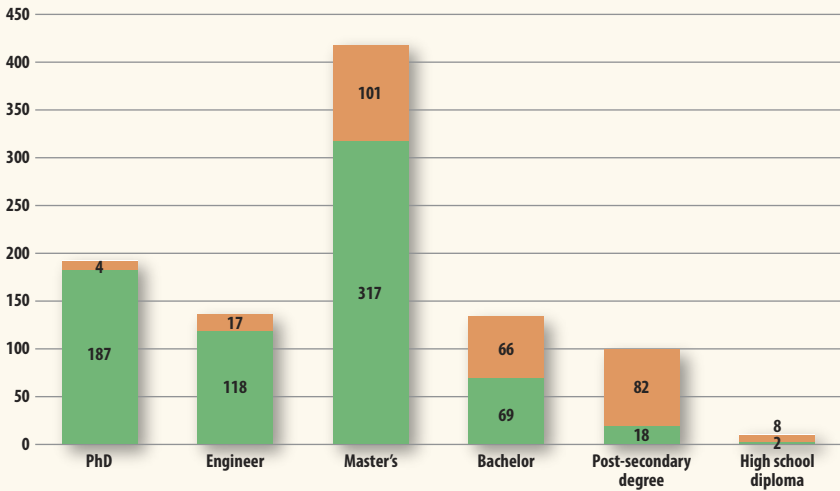


Machine assembly kicks off in May 2020 with the installation of the heaviest machine component – the cryostat base (1,250 tonnes). With this spectacular first step, a five-year period of intense coordination and precision opens as the Tokamak basic machine is assembled piece by piece, layer by layer.

Global Staff Metrics

In 2020

Education per Category

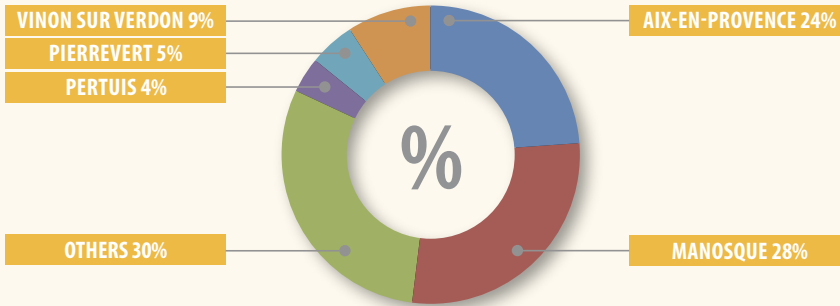


191 STAFF MEMBERS WITH A PHD 19.3%

553 STAFF MEMBERS WITH A MASTER'S OR ENGINEERING DEGREE 55.9%

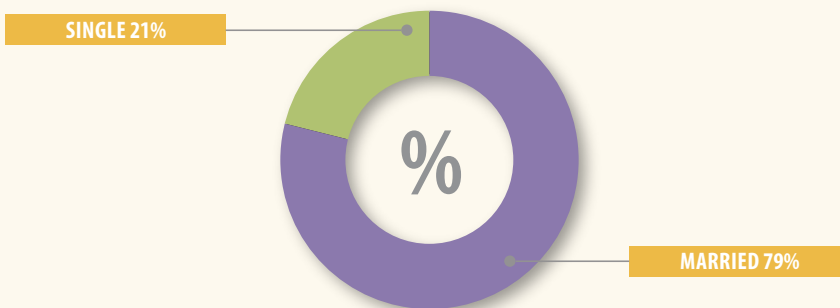
P and higher categories G category

Other Staff Data



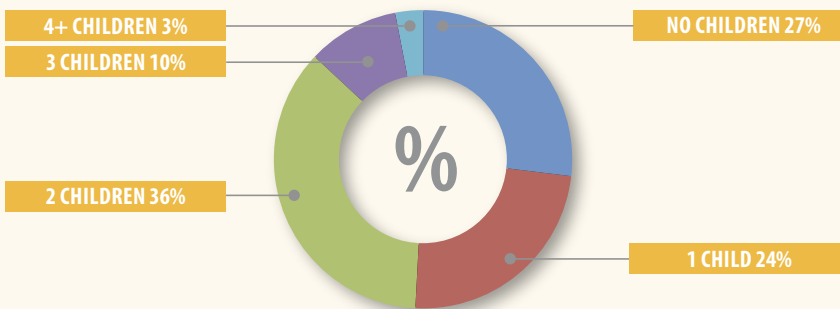
Local Residence

AIX-EN-PROVENCE AND MANOSQUE 52%



Marital Status

MARRIED OR LEGAL PARTNERSHIP 79%



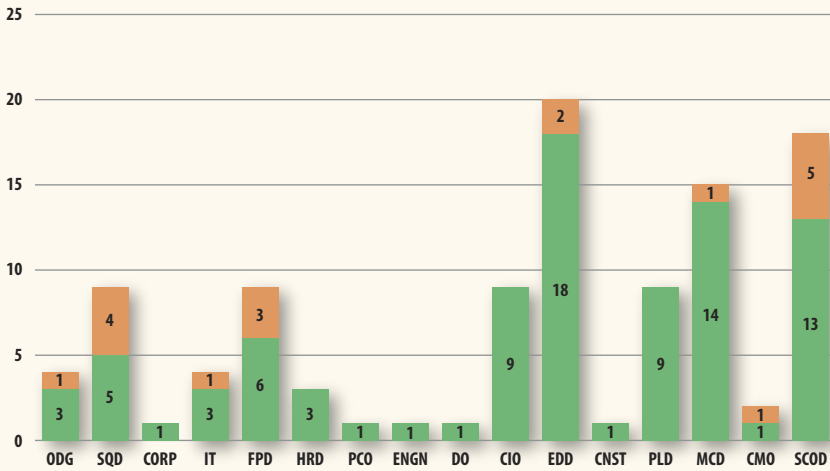
Number of Children

STAFF MEMBERS WITH AT LEAST ONE DEPENDENT CHILD 73%

Staff Movements

In 2020

Recruitment by Unit and Category



TOTAL APPOINTMENTS 107

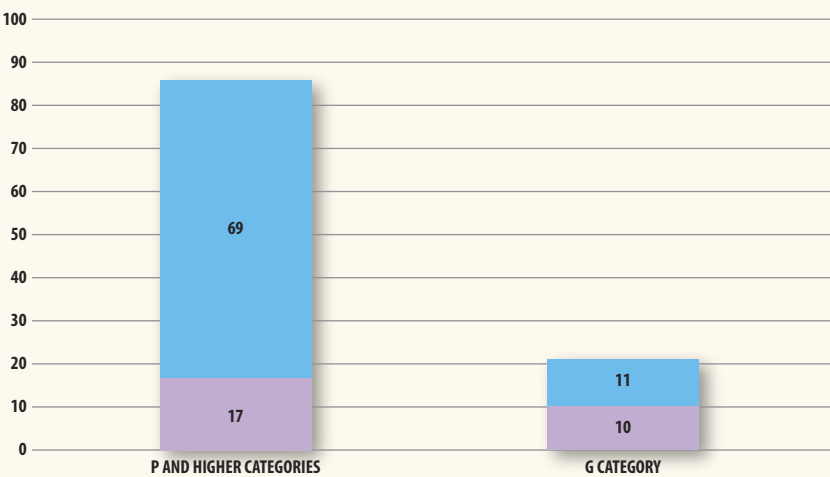
(Including 16 I/O staff members)

G CATEGORY 21 (19.6%)

P AND HIGHER CATEGORIES 86 (80.4%)

■ P and higher categories ■ G category

Recruitment by Category and Gender

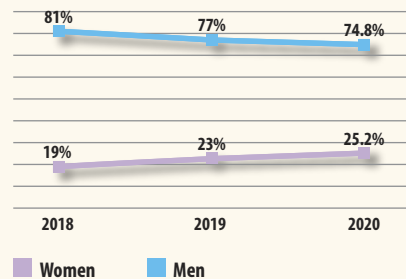


TOTAL APPOINTMENTS 107

WOMEN 27 (25.2%)

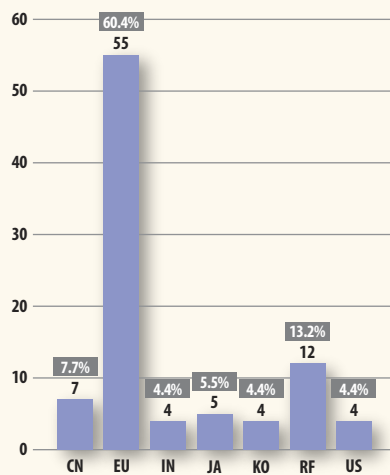
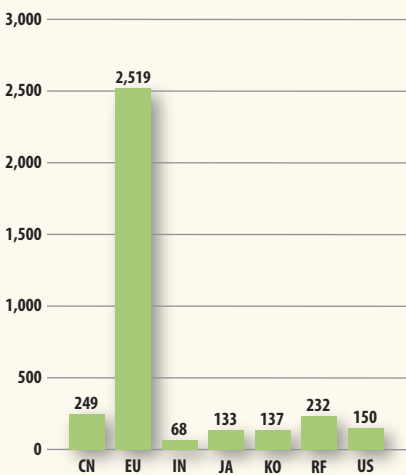
MEN 80 (74.8%)

Gender distribution in recruitment



■ Women ■ Men

Recruitment by Member



Nominated applications vs recruitments by Member in 2020

RECRUITMENT OF NEWCOMERS 91

TOTAL NUMBER OF APPLICATIONS 3,488

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



All major assembly and installation contracts have been awarded by the ITER Organization for Assembly Phase I. Two major contracts for core machine assembly, two others for systems installation in the Tokamak Complex, and five contracts for plant installation on site are now running; a contract has also been concluded for vacuum vessel sector-to-sector welding.



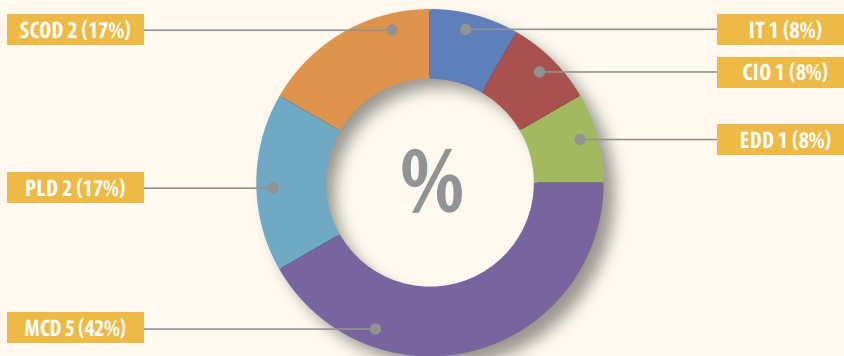
Recruitment is progressing in step with project resource estimates and projections. As of 31 December 2020, 989 were directly employed by the Organization (+6.5% relative to 2019). Sixteen experts, 16 interns and 209 ITER Project Associates were also present on that date.

Staff Movements

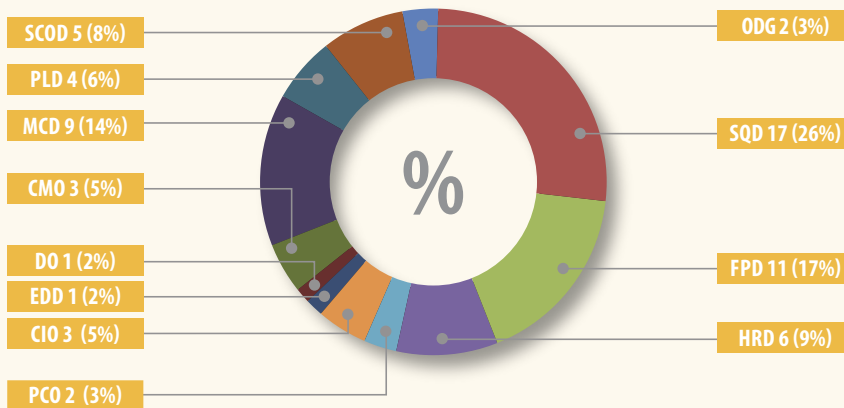
In 2020

Staff Mobility

Appointments
(via Internal & External Competition)



Transfers
(Organizational & Functional*)

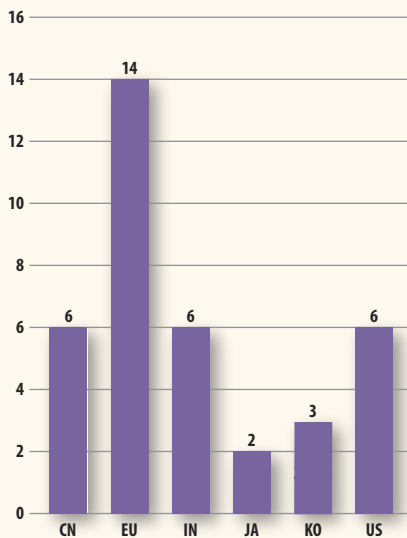


APPOINTMENTS	12
TRANSFERS	64

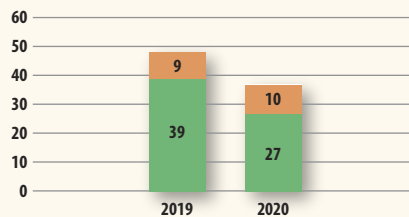
***Organizational Transfer:** Change of Department (including group), but keeping same function/duties.
Functional Transfer: Change of functions/duties within same Department (including group).

Turnover

Departures by Member



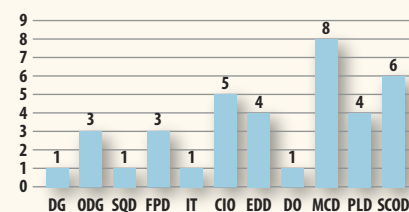
Number of departures per category



DEPARTURES IN 2020*	37
GLOBAL TURNOVER	3.8%

* From 1 January 2020 until 31 December 2020 inclusive.

Number of departures by Unit/Office



■ P and higher categories ■ G category

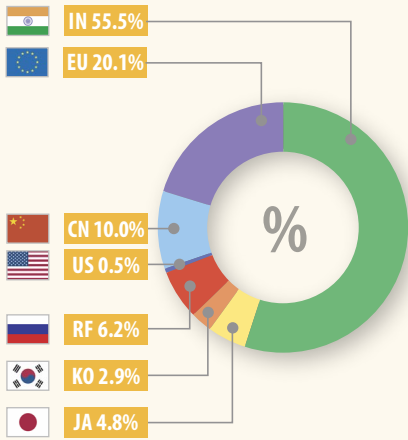
■ Note: IT & DO Divisions are included as a direct report to Domain

Non-ITER Organization Staff

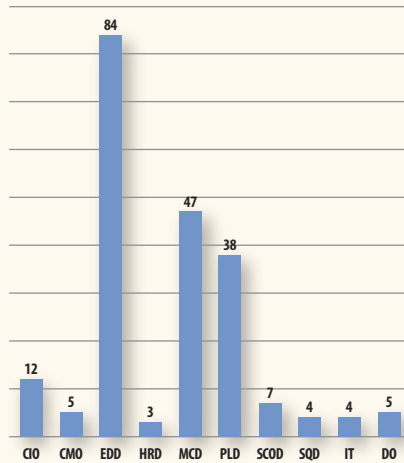
On 31 December 2020

ITER Project Associates (IPA)

IPA by Member



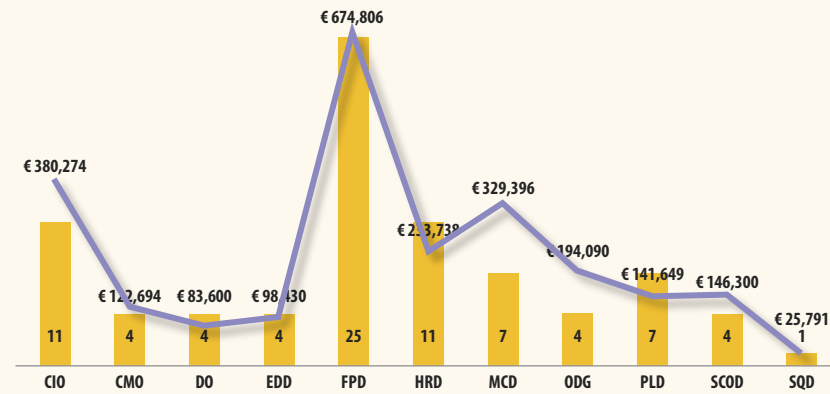
IPA by Unit



Total number of IPA

2020	209
2019	160

Interim Staff



Interim contracts 2020

MANAGED	123
IMPLEMENTED	82

Interim contracts 2019

MANAGED	111
IMPLEMENTED	70

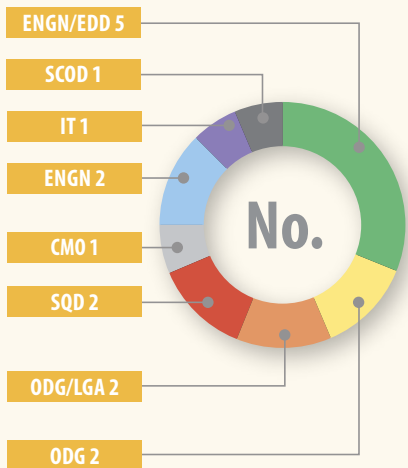
Payment statistics

INTERIM CONTRACTS 2020	EUR 2,430,768
INTERIM CONTRACTS 2019	EUR 2,443,457

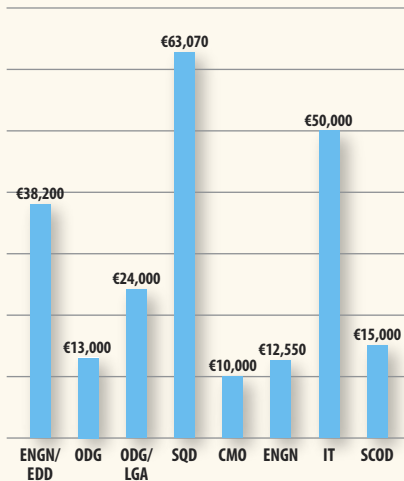
■ Total interim staff ■ Total cost

Experts

Experts by Unit



Expert contract costs by Unit (in EUR)



Contract costs 2020

EXPERT CONTRACT COSTS	EUR 225,820
NUMBER OF EXPERT CONTRACTS	16

Contract costs 2019

EXPERT CONTRACT COSTS	EUR 75,490
NUMBER OF EXPERT CONTRACTS	16

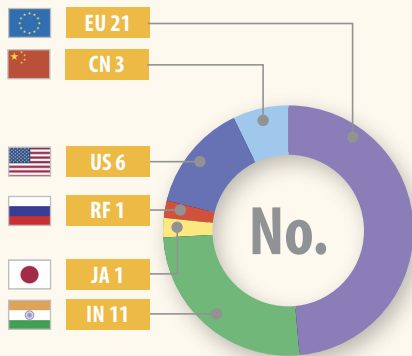
Note: Contracts ongoing in 2020 may not necessarily be billed during the same year, thus explaining the apparent discrepancy between the number of experts and the costs per Unit.

Non-ITER Organization Staff

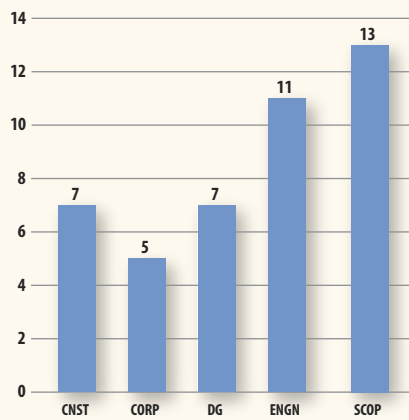
On 31 December 2020

Internship program 2020/1

Interns by Member (focus on Cat A, B & S)



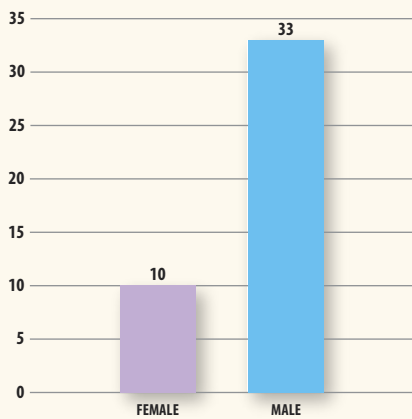
Interns by Department (focus on Cat A, B & S)



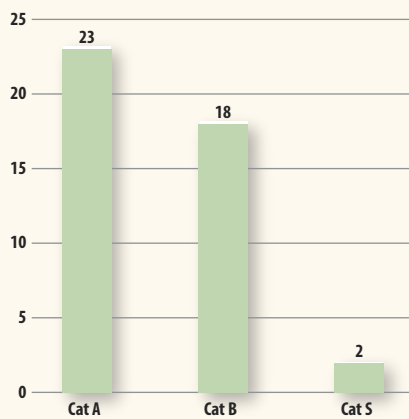
Total number of Interns

2020	43
2019	45

By Gender (Cat A, B & S)



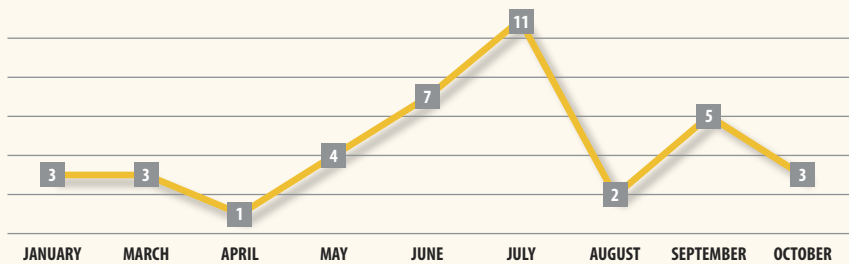
Interns by Category*



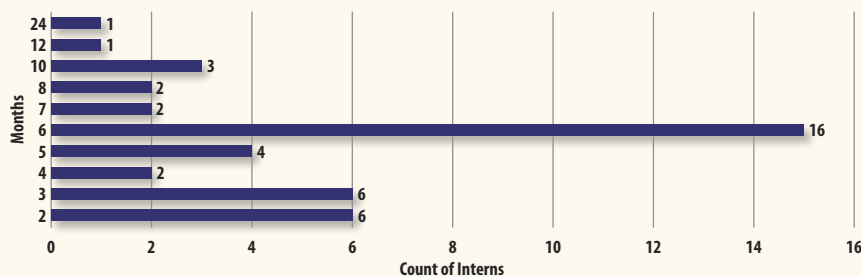
* See the Appendix (p.22) for Internship Policy & Categories.

Internship program 2020/2

Month wise new joiners 2020



Internship Duration (Cat A, B & S)





A new construction-focused management and organizational structure has been introduced for the optimized execution of the assembly and installation phase. The ITER Organization is responsible for the surveillance of all assembly and installation activities and for final compliance with requirements, including nuclear safety requirements in France.

Training

In 2020

Key figures

	2018	2019	2020
Number of IO staff*	858	899	953
Number of IO staff trained (at least 1 course)	528	671	658
Number of participations	1,223	1,957	1,938
Number of hours of training provided	8,258	12,112	10,326
TOTAL REGISTRATION COSTS K€ (HT)**	186 K€	210 K€	223 K€

	2019	2020
Average course duration	6.2 hours	5.3 hours
Average number of completed courses/staff	2.2	2
57% of trainings have been completed via on-line training (e-learning or remotely)		
Average cost per participation	107 €HT	115 €HT
Mission costs related to training	4.5 k€	2.8 k€

* Number of IO staff in 2018 is the headcount at the end of December of the concerned year, while for 2019 and 2020 the number corresponds to an annual average headcount over the year.

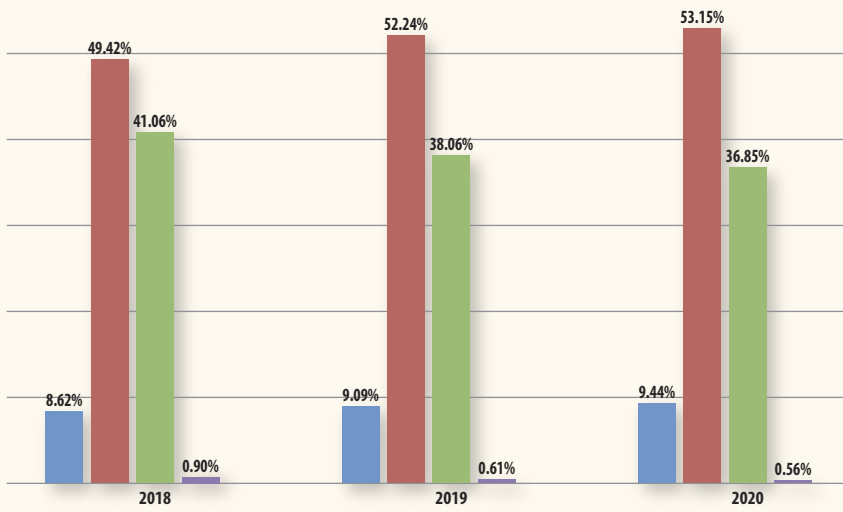
**All training fees corresponding to completed sessions (committed budget for planned training and the training costs of internal trainers are not included).

Performance, Rewards & Recognition

In 2020

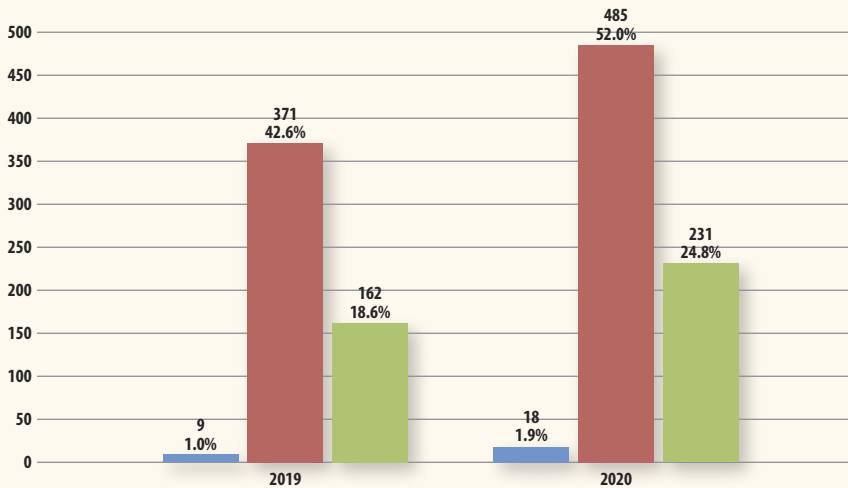
Performance Distribution

Performance Levels



Performance levels A B+ B B-

Rewards and Recognition*

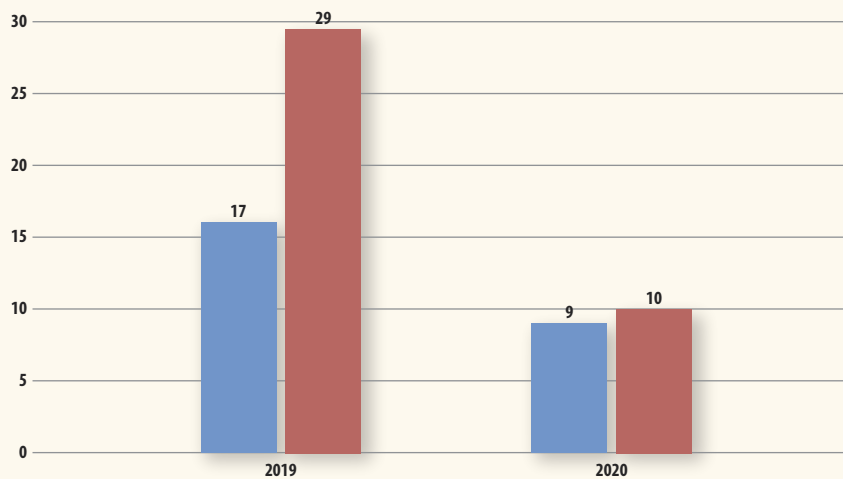


Eligible Staff Members Rewarded (excl. competition and contract renewals)

IN 2020	78.70%
IN 2019	62.20%

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

Promotions (Performance Reviews)
Award
Seniority Step



Promotions (Competition)
Promotions (Contract Renewals)



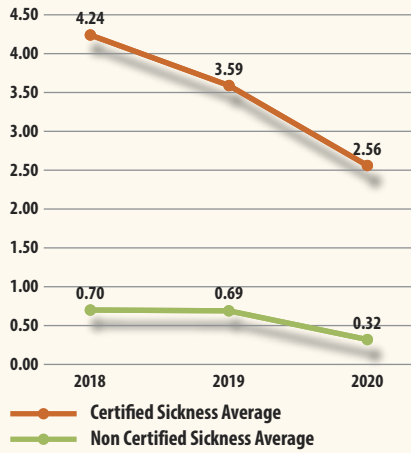
The ITER community celebrates the start of machine assembly in July 2020, in a virtual ceremony with dignitaries from the seven ITER Members. Three “highly skilled and motivated” professionals – chosen to represent the thousands that could not be present – are thanked for their hard work, dedication, and professional excellence.

Staff Absences

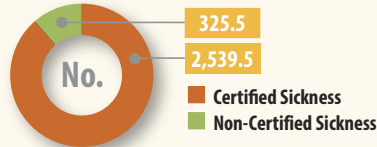
In 2020

Sickness Leave

Average number of days of sickness per staff member

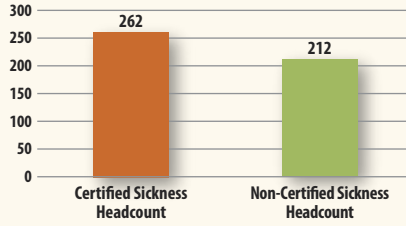


Days of certified and non-certified sickness



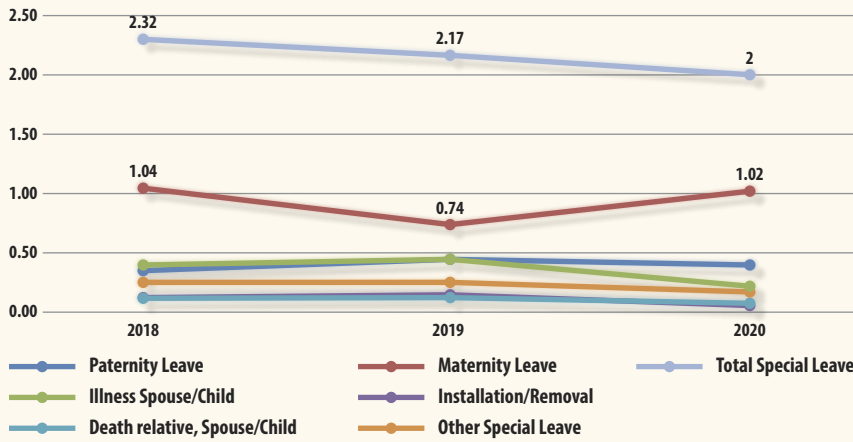
STAFF WITH CERTIFIED SICKNESS LEAVE OF 10 DAYS OR MORE	62
AVERAGE NUMBER OF CERTIFIED SICKNESS LEAVE DAYS	9.69

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

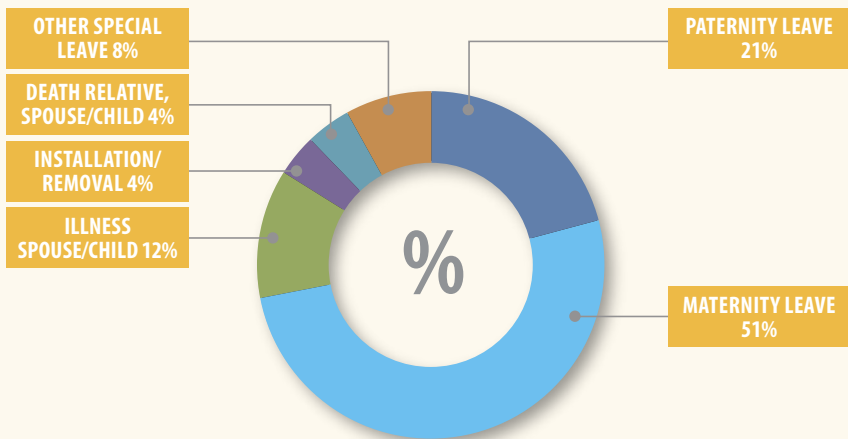


Special Leave

Average number of Special Leave days per staff member



Special Leave by Type



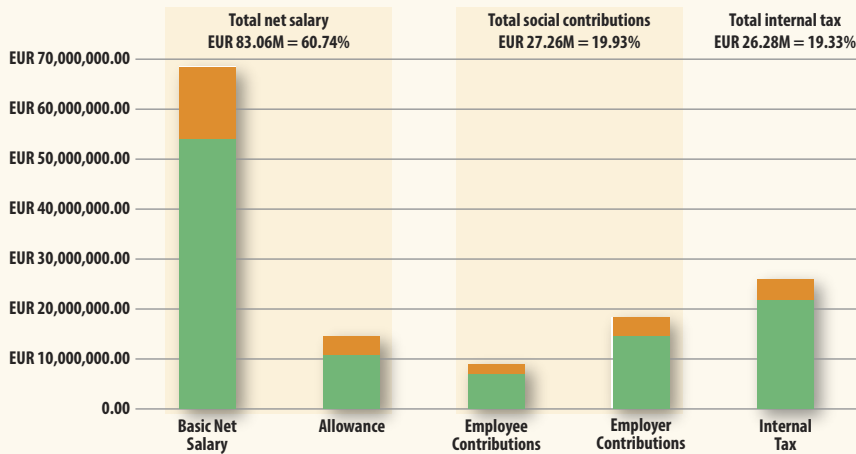
Other Special Leave includes:

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

Remuneration and Benefits

In 2020

Detail of Labour Costs



2020

TOTAL LABOUR COSTS	EUR 136.60M
NET SALARY + SOCIAL CONTRIBUTIONS + INTERNAL TAX	

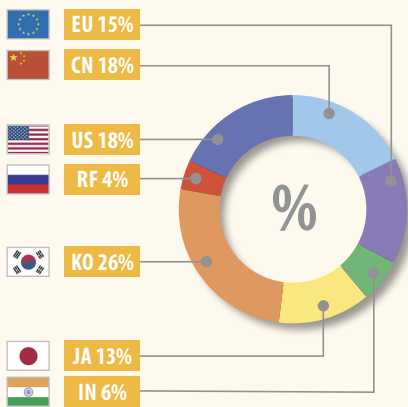
2019

Net Salary	EUR 75.91M
Social Contributions	EUR 24.91M
Internal Tax	EUR 24.16M
TOTAL LABOUR COSTS	EUR 124.97M

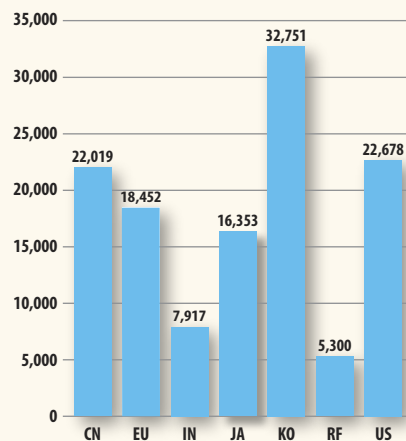
■ P and higher categories ■ G category

Travel cost for installation/departure (TCA)

Distribution of TCA costs



Total TCA costs (in EUR)

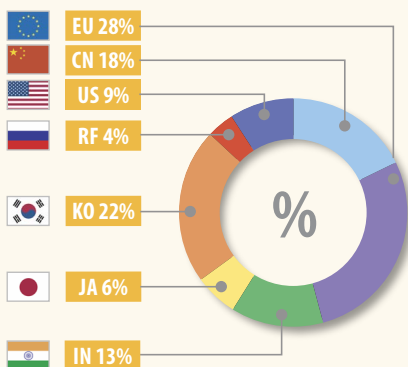


2020

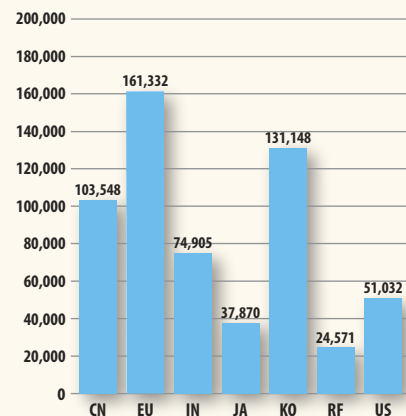
TOTAL TCA COSTS	EUR 125,469
TCA REIMBURSEMENT REQUESTS	73
AVERAGE COST PER TRAVELLER	EUR 871

Removal Costs

Distribution of removal costs



Annual removal costs (in EUR)



2020

TOTAL REMOVAL COSTS	EUR 584,406
REMOVALS	69
AVERAGE REMOVAL COST	EUR 8,470

Glossary

Category

ITER Organization (IO) staff belong either to the Professional (P Staff and higher) 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, includes IO staff) or internal (i.e., open to IO staff under certain conditions).

Management (& Top Management)

A Managerial position is: Head of Domain, Office, Department, Division, Section/Division, or Section. Top Management is restricted to Director-General (DG), Deputy Director-General (DDG), Domain Heads, Heads of Offices and Departments, and ITER Council (IC) Secretary.

Member

The signatories of the ITER Agreement: 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

ITER welcomes Post-Doctoral Researchers for a period of up to two years funded by the Monaco-ITER Fellowship program.



A virtual awards ceremony is created in December to recognize and applaud exceptional achievement in the very particular context of the Covid-19 pandemic.

Status

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

Turnover

The annual rate at which IO staff leave the IO; (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 Auxiliary System (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 postgraduate program at a university (e.g., last year of Master's or last year of Engineering School). At least three years of studies should be in a field linked to IO activities.

Category B

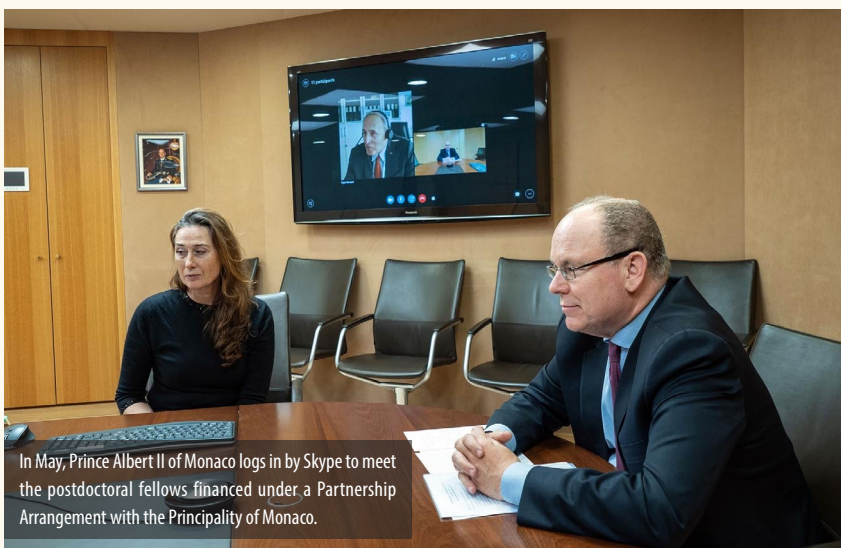
Students enrolled at a university or an equivalent institution with at least one year of studies post-high school.

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.



In May, Prince Albert II of Monaco logs in by Skype to meet the postdoctoral fellows financed under a Partnership Arrangement with the Principality of Monaco.

Abbreviations and acronyms

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

E

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

J

JA-DA

Japanese Domestic Agency

K

KO-DA

Korean Domestic Agency

L

LGA

Legal Affairs

M

MCD

Machine Construction Department

O

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

T

TCWS

Tokamak Cooling Water System

U

US-DA

United States Domestic Agency

V

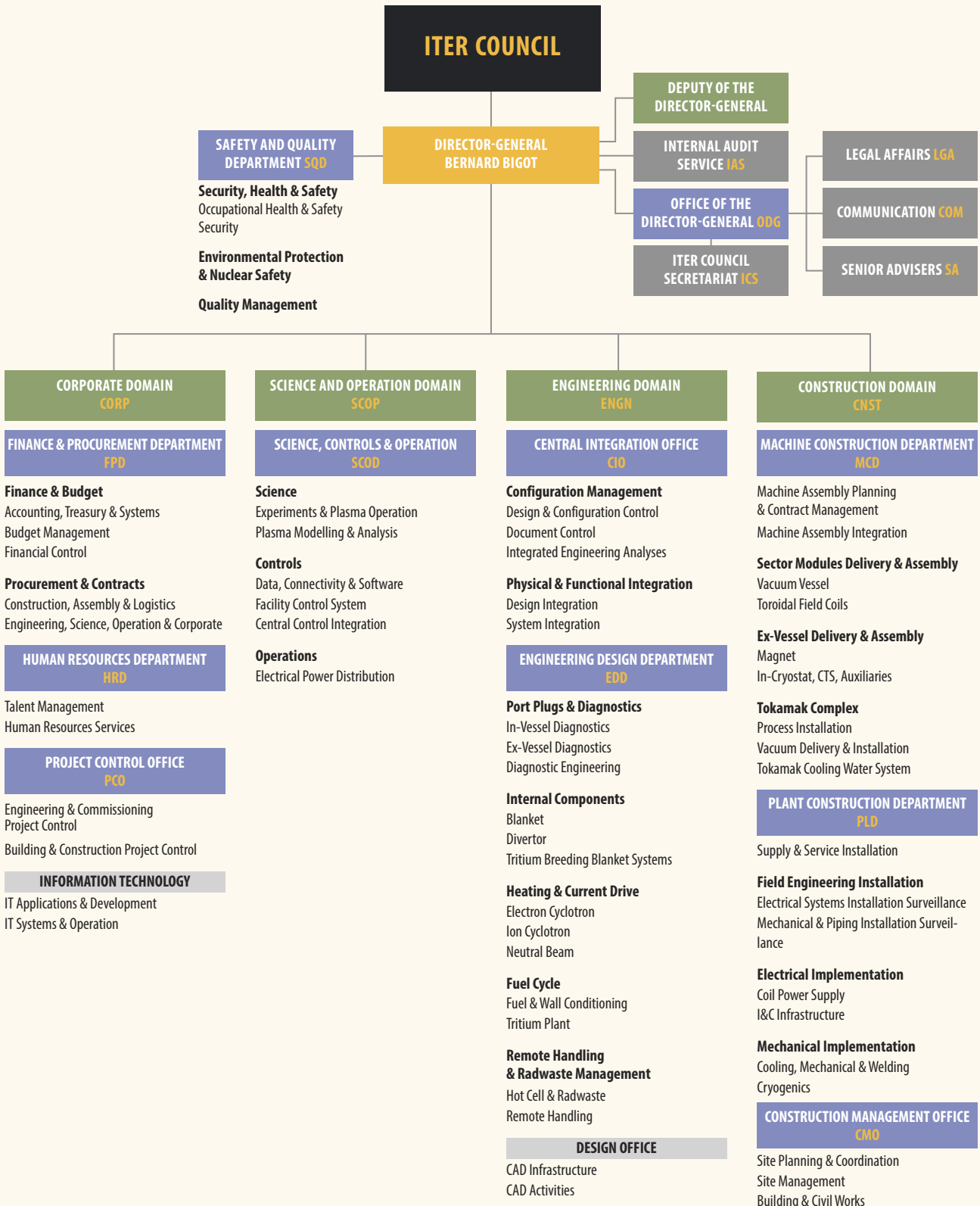
VAS

Vacuum Auxiliary System



After two years on site, the sixth group of Monaco-ITER Fellows (2019-2020) has concluded all assignments. An insider's tour of the ITER worksite is one their last "postcards" from ITER.

Organization chart



Caption cover image: The huge water basins situated under the cooling towers and heat rejection area successfully pass tests for leak tightness and solidity in 2020. The heat rejection system will be turned over to the ITER commissioning team next year.

By year-end, 72.1% of the total work scope to First Plasma had been completed by the ITER Organization and the seven Domestic Agencies. "Total work scope" includes component design and manufacturing, building construction, component shipping and delivery, and machine and plant assembly on site.



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