TOWARDS A GENDER MAINSTREAMING ACTION PLAN FOR THE DEPARTMENT OF TECHNICAL COOPERATION (TC) INTERNATIONAL ATOMIC ENERGY AGENCY (IAEA)

EVA M. RATHGEBER

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ACRONYMS

CPF	Country Programme Framework
DAW	United Nations Division for the Advancement of Women
ECOSOC	Economic and Social Council of the United Nations
FAO	Food and Agriculture Organization of the United Nations
IAEA	International Atomic Energy Agency
IANWGE	Inter-Agency Network on Women and Gender Equality
IMO	International Maritime Organization
INSTRAW	United Nations International Training and Research Institute for the Advancement of Women
NGO	Non governmental organization
NRM	Natural Resource Management
ORIGIN	Organizational and Institutional Gender Information Network
TC	Department of Technical Cooperation, IAEA
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNIDO	United Nations Industrial Development Organization
UNIFEM	United Nations Development Fund for Women
UNITAR	United Nations Institute for Training and Research
UPU	Universal Postal Union
WFP	World Food Program
WHO	World Health Organization
WIPO	World Intellectual Property Organization

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1. INTRODUCTION

In July 2005, women comprised 44.6 percent of total staff but only 20.1 percent in the professional and higher categories.

Concerted efforts to improve the representation of women in the IAEA have been undertaken by the Joint Advisory Sub-Committee on Gender Concerns and a draft gender policy was written in 2005, but has not yet been finalized and approved. The draft policy is focussed primarily on increasing the representation of women in the IAEA. This is a necessary part of gender mainstreaming, but it is not sufficient because it will not lead to the assurance that the work of the IAEA will have equally beneficial impacts for women and men.

A necessary first step towards gender mainstreaming into the substantive work of the Department of Technical Cooperation (TC) of the IAEA will be the sensitisation of all staff to the importance of gender issues. Ultimately, like most other UN organizations, TC and the IAEA in general, must increase the number of women in positions of management and visible leadership, but even with the current staffing profile which is heavily skewed towards male representation at the professional and management level, it is possible to make important changes in the prevailing organizational culture. The second step, to be carried out simultaneously with the first, will be to ensure that the programming of the Department takes into account the different needs of beneficiaries, based on gender.

This paper begins with a brief overview of gender and nuclear science, followed by a description of the gender mandate of the United Nations system. It then moves on to a discussion of the experience of the IAEA with gender mainstreaming and presents a gender mainstreaming action plan (GMAP) that can be used by TC to incorporate gender into its programming.

It should be noted at the outset that although some references will be made to the IAEA as a whole, the final recommendations are intended for TC which commissioned this assignment. While it can be argued that gender should be introduced into the entire Organization at the same time, it may be more realistic to take a staged approach, beginning with one Department, in view of the limited resources and capacity within the IAEA.

2. LITERATURE REVIEW

There is a very limited literature on the relationship between gender and nuclear technology. To the extent that it exists at all, the primary focus is on the integration of women into the nuclear sciences, at the level of students, professionals and managers. However considerable attention has been given to the relationship between gender and energy both in terms of the position of women in the energy sector, and the differences between men and women in energy attitudes, uses and needs. There are also numerous source books and training modules that have focussed on gender and energy, e.g. Concepts in Gender and Energy, developed by the ENERGIA Network, an international network on gender and sustainable energy that links individuals and groups concerned with energy, sustainable development, and gender (http://www.energia.org/about/index.html). While such efforts are useful and have some relevance to the work of the IAEA, their main focus is on biodegradable energies and do not address the gender component of nuclear energy.

2.1 Women in Nuclear Science

The number of students choosing to study nuclear science is declining globally. An official report from the United States in late 2004 observed "a slow decline in the production of nuclear science Ph.D.'s, a scarcity of nuclear science courses available to undergraduates, a lack of ethnic and gender diversity in the field, and broad public misconceptions about all things 'nuclear.'" (DOE/NSF Nuclear Science Advisory Committee 2004:5). The report notes that the current production of Ph.D. level nuclear scientists in the U.S. will not meet national needs to enable the country to remain at the forefront of the industry and that approximately 75 percent of the current workforce in nuclear engineering will reach retirement within the next decade. Overall, women represent about 10 percent of tenure track faculty and national laboratory employees.

In Europe women are also under represented in nuclear science. A recent study in Italy, where the total participation of women in science has been growing, found that women comprise less than 23 percent of all personnel in the National Institute for Nuclear Physics and less than 20 percent of staff in scientific and technical positions. Only one woman was a member of the Executive and Management Boards of the Institute and no women serve among the directors of national laboratories and sections of the Institute. Moreover, although women comprise the vast majority of the administrative staff (82 percent), all the highest-level positions were occupied by men (Alba, Cenci, Fabbri et al, 2003).

The situation is similar in other branches of nuclear science. A recent study of US medical schools notes that while almost one-half (46 percent) of students are female, only one-quarter of students enrolled in diagnostic radiology are female and the numbers are not increasing, at least partly because there are few female role models in diagnostic radiology (Orenstein 2005). The study also found that female academic diagnostic radiologists publish fewer articles, are less likely to be lead authors and are less likely to become associate or full professors.

Data for women working in the electricity, gas and water sector in the OECD countries reveals a low participation of women, especially at the technical levels. For example in Germany in the late 1990s, women comprised around six percent of technical staff, four percent in decision-making positions and less than one percent in top management (Clancy and Roehr 2003). Women in the energy sector work mostly in administration, sales, finance, catering and human resources. However even when women do hold technical positions, they are unlikely to address gender aspects of the work (Roehr 2002).

In Eastern Europe, a slightly different situation prevails because the former Soviet satellite countries had a relatively strong participation of women in science. For example, women made up 30-35 percent of students enrolled in physics degrees at the University of Belgrade from the 1960s to the 1990s (Popovic 1998). However, once they graduated with Ph.D.s, women were less likely to obtain positions in universities. They also published less, were less likely to obtain grants and were less likely to be members of international scientific associations, presidents of national scientific associations or editors-in-chief of scientific journals. Interestingly, with the disintegration of Yugoslavia and the war of the 1990s, many male physicists left the country and women have become better represented in the physics profession. Between 1994-1997 girls comprised nearly 60 percent of students enrolling in physics at the University of Belgrade and the number of female professors also increased substantially. Popovic argues that women have moved

into more decision-making positions in physics because it has proved harder to attract males into the discipline since they are entering more highly-paid and prestigious fields like marketing and information technology.

Recent research in the United States has emphasized the importance of mentoring as a vehicle for career advancement in the sciences. An important aspect is the provision of role models for young scientists. In the past, mentoring for both male and female students was carried out primarily by men, but as more women move into senior positions, it has become possible for women to receive mentoring from other women which also reinforces their status as role models (Blake-Beard 2003).

Finally, it is important to note that female scientists themselves are often reluctant to acknowledge gender biases in the workplace. Paula Mählck's study of Swedish academic scientists (2001) suggested that female scientists did not want to be associated with an issue that was considered problematic and male scientists for their part did not want to acknowledge gender bias since this would weaken their perception of their own accomplishments and advancements. She argues that both male and female scientists dealt with the dissonance of gender bias by suppressing it or denying its existence.

2.2 Attitudes towards Nuclear Technology

A Swedish study in the late 1990s found that young men were much more likely than young women to favour the long-term use of nuclear energy. Women cited safety issues as their major concern (Puranen 2000, cited in Clancy 2003). Men were also much less likely to object to nuclear waste being stored in their community. Interestingly, the higher women's educational level, the more likely they were to object to the use of nuclear energy while the reverse was true for men. Roehr (2001) also states that studies in Europe have shown that women usually have a stronger commitment towards environmental protection and a negative attitude towards the use of nuclear energy.

European women's negative attitude towards nuclear energy was influenced by the Chernobyl disaster of 1986, which led to fears about the environmental and health risks of nuclear power. Similarly, in the US, Culley and Angelique's analysis of the influence of the Three Mile Island nuclear accident on women's activism, suggested that they were initially spurred towards protests because of their perception of negative health and safety aspects of nuclear energy (2003). Men were more likely to be convinced by the economic arguments in favour of nuclear energy.

Clancy and Roehr's study of gender and energy in the North (2003) observes that even in the industrialized countries female-headed households are over-represented among poor households and this has implications for their use of energy, often leading to an energy deficiency. Surveys in the North have suggested that women tend to have a greater concern for the environment.

2.3 Women in Decision-Making Positions

Njeri Wamukonya, in a review of gender and energy mainstreaming in Africa (2002), notes that the presence of women in decision-making positions will not necessarily ensure gender-sensitive policymaking. Secondly, she observes that women policymakers often do not have a comprehensive understanding of the gender issues involved in the energy sector and thirdly, since

the proportion of female decision-makers and professionals in the energy sector is low, the burden of introducing gender concerns should not lie with them exclusively.

2.4 Gender in Policy-Making

Although there is no evidence that any countries have tried to mainstream gender into their nuclear sectors, a few have taken this approach to national energy policies. South African and Uganda provide two examples. In her study of South Africa, Feenstra (2002) concluded that some conditions were already in place while others still had to be institutionalized. She summarized them as follows (Table 1):

Table 1: Conditions for the Creation of a Gender-Aware Energy Policy in South Africa

Condition	Elements
Participatory framework	Participation of women's movement in the political arena Close relationship between civil society organizations and government Number of women working in political arena
Methodological framework	Lack of gender disaggregated data in energy sector Tools and gender analytical methods available
Legal framework	Gender issues integrated in the constitution of 1997 Member of SADC declaration to promote gender mainstreaming Signed (1993) and ratified (1995) CEDAW Participated in the Beijing Conference Hosted the Earth Summit (2002) in Johannesburg
Political framework	Existence of an affirmative action policy since 1995 No single gender policy yet Integration of gender into energy policy
Institutional framework	No single structure but many institutions involved in gender mainstreaming Commission on Gender Equality since 1997 Office of the Status of Women
Financial framework	Gender budgeting available (since 1995) and reviewed

Source: Feenstra, 2002: 72.

It seems that in South Africa, the existence of a strong advocacy group was a significant factor in mainstreaming gender through the national energy policy. For both South Africa and Uganda, Feenstra found that the existence of sex-disaggregated data about energy use was critical to enable policymakers to mainstream gender into energy policy. It was also essential to have appropriate legal and political frameworks that ensured the equality of men and women, in addition to financial support for gender mainstreaming initiatives.

2.5 Relevance to the IAEA

Overall, this brief literature review reveals the following: i) women are under-represented in scientific positions in the nuclear sector, even in the countries of the North. This suggests that the IAEA will have to be very proactive to identify qualified women professionals for senior jobs in the organization; ii) women's attitudes towards nuclear energy differ from those of men and they tend to have greater concern for health and environmental issues. This may have implications for the approaches that the IAEA should use in gender mainstreaming; iii) even when women are represented at managerial levels in the energy sector, they do not necessarily have an understanding of gender mainstreaming nor will they necessarily be gender advocates.

This underscores the fact that training and sensitization is necessary for both male and female professionals; and iv) strong government support is a requisite for gender mainstreaming in the energy sector. This suggests that the IAEA must work with existing mechanisms in member states that are geared towards the equality of women.

3. GENDER MAINSTREAMING IN THE UNITED NATIONS SYSTEM

Female professionals in the United Nations system are an important reference group for the IAEA. According to the Office of the Special Advisor on Gender Issues, in December 2003 within the UN system, IAEA had the lowest representation of women in the professional and higher categories (18.6 percent), followed by UPU and UNIDO. The top three places were held by UNFPA, WFP and UNITAR, all at 50 percent or slightly less (Mayanja 2005). In this context, it is worthwhile to review the UN obligations with respect to gender equity.

3.1 UN Mandates on Gender[1]

- **The United Nations Charter**

The preamble to the Charter reaffirms 'faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small'. This belief is translated into a chief task of the United Nations in Article 1, in which the UN resolves to promote 'respect for human rights and fundamental freedoms for all without discrimination as to race, sex, language or religion'.

Referring to the UN system itself, Article 8 says that 'the United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs'.

- **RESOLUTIONS OF THE GENERAL ASSEMBLY AND THE SECURITY COUNCIL**

The General Assembly regularly adopts resolutions on subjects connected with the advancement of women and, in particular, with progress on the implementation of the Beijing Platform for Action and the Beijing + 5 Outcome Document, Women 2000.

The General Assembly Resolution A/RES/52/100 of December 1997 (paras. 11–12) 'requests all bodies that deal with programme and budgetary matters [...] to ensure that all programmes, medium-term plans and programme budgets visibly mainstream a gender perspective', and 'invites other intergovernmental bodies, such as the governing bodies of the United Nations funds and programmes, to monitor the way in which the concerned agencies, funds and programmes implement gender mainstreaming in their respective medium-term plans and programme budgets, including at the field level'.

The Security Council has adopted only one resolution on women or gender, Resolution 1325 on women, peace and security (2000). Its text has been taken as a landmark because it is unusual for the Security Council to adopt resolutions on such subjects.

[1] Much of the text is this section is taken directly from a report written in 2005 by Amanda MacDonald for the IAEA, Focal Point for Gender Concerns.

Certain mechanisms/processes concerning the improvement of the status of women in the UN system (applying to the system itself, not the Member States) are the subject of annual General Assembly resolutions and periodic reports. General Assembly resolution A/50/162 (1 February 1999) urged the Secretary-General to redouble his efforts to realize significant progress towards the goal of 50/50 gender distribution in all categories of posts within the UN system.[2] This target is not time-bound and has been reiterated in Resolutions in subsequent years.

- **ECOSOC Agreed Conclusions on gender mainstreaming (1997/2)**

The ECOSOC Agreed Conclusions provided the definition of gender mainstreaming commonly used throughout the UN system and beyond. They emphasize the need to incorporate gender perspectives into the mainstream of all areas of the United Nations' work, including 'macroeconomic questions, operational activities for development, poverty eradication, human rights, humanitarian assistance, budgeting, disarmament, peace and security and legal affairs, taking full advantage of the outcome of the work of the Commission on the Status of Women'. [3]

- **Secretary-General's letter of 13 October 1997**

In a letter on gender mainstreaming of October 1997 to all heads of departments, programmes and regional commissions, the Secretary-General described gender mainstreaming as 'the responsibility of us all, and not just gender experts or isolated units' and, among numerous other concrete directives on gender mainstreaming, instructed the heads of Specialized Agencies that 'medium-term plans and programme budgets also need to be prepared in such a way as to ensure that a gender perspective is apparent'.[4]

- **The International Covenant on Economic, Social and Cultural Rights (ICESCR)**

ICESCR and its sister Covenant, the International Covenant on Civil and Political Rights (ICCPR), adopted by the General Assembly in 1966, are the broadest legally binding human rights agreements signed under United Nations auspices. They translate the rights provided for in the Universal Declaration into commitments binding on the states parties and set up bodies to monitor states' compliance. Article 3 of the ICESCR guarantees equal rights for men and women.

There is no complaint procedure under the ICESCR, so the primary mechanism for its enforcement is the reporting process, whereby states parties submit periodic progress reports to the ICESCR Committee.

- **The United Nations Convention on the Elimination of Discrimination against Women (CEDAW)**

Adopted by the UNGA in 1979, CEDAW is the most comprehensive agreement in existence defining and protecting women's human rights and enshrining equal rights for women and men. It is innovative in that it protects the rights of women in the private as well as the public sphere. One of its three principles, the Principle of State Obligation, provides that states that ratify CEDAW accept legally binding obligations to eliminate discrimination against women in all forms

[2] See, e.g., General Assembly resolutions A/57/180 of 18 December 2002, A/58/144 (22 December 2003), A/59/164 (20 December 2004).
[3] See http://www.un.org/womenwatch/osagi/pdf/ECOSOCAC1997.2.PDF
[4] See http://www.un.org/womenwatch/osagi/gmmandatesntlbudg.htm

and agree to be held accountable to the norms and standards contained in CEDAW. States parties accept responsibility for the welfare of their women and for taking measures to protect their rights. CEDAW also has an Optional Protocol ((A/RES/54/4) setting up complaint procedures and thereby adding an extra level of accountability, which entered into force in 2000.

- THE MILLENNIUM DECLARATION AND DEVELOPMENT GOALS

Since 2000, the Millennium Development Goals (MDGs) have dominated the UN development agenda. They have become the most visible expression of international commitment to sustainable development and, as an essential crosscutting element of development, gender equality. The MDGs largely correspond with states' obligations under international human rights law; specifically CEDAW and the ICESCR. Of the 191 UN Member States, 179 have ratified CEDAW and 150 have ratified ICESCR. Therefore, most states have existing, immediate, and binding duties regarding the issues covered by the MDGs.

Improving gender equality is essential to achieving all the MDGs, but the third goal specifically refers to gender equality and the empowerment of women. The target associated with this goal appears to focuses rather narrowly on eliminating gender disparity in primary education, but it is recognized that Goal 3 applies far beyond this sphere and also that improving gender equality in all the goals is necessary to comply with Goal 3. The clearest statement of states' commitments to gender equality under the MDGs appears in the Millennium Declaration itself (Para. 20 (a)), where states resolve explicitly to 'promote gender equality and the empowerment of women as effective ways to combat poverty, hunger and disease and to stimulate development that is truly sustainable'.

- THE BEIJING PROCESS

The 1995 Beijing Platform for Action, in Para 292, established gender mainstreaming as the key strategy for achieving gender equality and effective implementation of the Platform's 12 Critical Areas of Concern. It enjoins 'Governments, the United Nations system and all other relevant organizations' to undertake mainstreaming, including in the monitoring and evaluation of all policies and programmes, and mandates for UN system to assist governments in this task

Subsequently most countries produced National Plans of Action to guide their implementation of the Beijing Platform, and there have been review meetings in 2000 and 2005. Many set up bodies to coordinate the plans of action, which have become known as national women's machineries. Sometimes these centred on existing national ministries or institutes for women, but many of them have representation from both governmental and non-governmental organizations.

The Declaration emerging from the 2005 'Beijing + 10' meeting (the 49th CSW) links the Beijing Platform more firmly and explicitly to the MDGs and thus significantly strengthens the gender dimension of the MDGs. Paragraph 3 states: 'the full and effective implementation of the Beijing Declaration and Platform for Action is essential to achieving the internationally agreed development goals, including those contained in the Millennium Declaration'.

- THE FORWARD-LOOKING STRATEGIES

The **Forward-Looking Strategies for the Advancement of Women** (Nairobi, 1985) have been somewhat eclipsed by the results of subsequent UN conferences on women but are clear and still

relevant statements of UN principles on gender equality in the development process. The UN General Assembly adopted the FLS unanimously, so they apply to all Member States.

- **ILO Conventions**

The ILO has selected four of its Conventions as key labour standards for gender equality: Conventions 100 (equal remuneration), 111 (non-discrimination in employment and occupation), 156 (workers with family responsibilities) and 183 (maternity protection). Conventions 100 and 111 in particular have each been ratified by 161 countries. They are important because they refer to the status of women not only as workers in development projects and programmes but also internally in organizations, including donor organizations.

- **Agenda 21**

In a chapter entitled 'Global action for women towards sustainable and equitable development', *Agenda 21*, the official document of the UNCED conference (Rio, 1992), acknowledges the need to integrate women and gender at all governmental levels and in the related activities of all UN agencies.

These international mandates are compelling reasons for the IAEA to promote gender equality. They apply to states that have ratified the different instruments, and also to the UN system itself. Together with the rest of the UN system, the IAEA is committed to implementing these mandates as appropriate and relevant for its field of work

- **UN Definition of Gender Mainstreaming**

The 1997 ECOSOC defined gender mainstreaming as follows:

"Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality."

ECOSOC set out institutional requirements for gender mainstreaming including the use of directives and mechanisms for monitoring, evaluation and accountability.

Since the mid-1990s, there have been numerous resolutions and affirmations on gender equality undertaken at the highest levels of the United Nations, but their enforcement has been slow and has suffered frequent setbacks. It is worth looking briefly at some of the mechanisms that have been put into place to accelerate the goal of gender equality in the UN system.

3.2 UN Mechanisms for Gender Equity and Gender Mainstreaming

3.2.1 Office of the Special Advisor on Gender Issues and the Advancement of Women

In February 1997, the Secretary-General appointed a high-level Special Advisor on Gender Issues to promote, facilitate and monitor gender mainstreaming throughout the UN system. This office has

provided briefing and information to UN senior management to promote gender mainstreaming and capacity-building. In the human resources context, the Office undertakes advocacy for gender-responsive policies and practices, monitoring and reporting on gender balance, counseling of individual staff on recruitment, promotion, retention and conditions of service affecting women. It handles several hundred cases per year related to promotion, sexual harassment, etc. The Office of the Special Adviser has also pushed for the inclusion of gender sensitivity and gender sensitive questions into the staff interview process. For example, interviews for senior managers should always include questions such as: What is a gender perspective? To what extent should there be flexibility in the workplace? How would you relate to this as a manager?

With respect both to the improvement of the representation of women in professional posts in the UN and to the incorporation of gender into programming, the Office of the Special Advisor has emphasized that responsibility for implementation of the UN gender mainstreaming strategy lies with the ***senior management in each United Nations entity.*** Gender focal points within the UN system are intended as a resource rather than as the persons with overall responsibility for gender mainstreaming.

3.2.2 Gender Focal Points in the UN System

The gender focal points system is an important mechanism for the advancement of gender equality. ECOSOC approved specific roles and responsibilities for them in 1997:

i. Support for the development of gender-sensitive policies and programme strategies;
ii. Advice and support of staff in applying a gender perspective, in particular in the follow-up to United Nations conferences;
iii. Development of tools and methodologies for gender mainstreaming;
iv. Collection and dissemination of information on gender issues and on best practices; and
v. Assistance in monitoring and evaluating progress in gender mainstreaming in policy, programme and budgetary terms.

Interestingly, these roles and responsibilities were focused more on policy and programmes than on gender-sensitive staffing.

Following the ECOSOC recommendations, many UN agencies began to give attention to gender issues and in 2001 UNFPA led a system-wide survey to evaluate how well the gender focal points were functioning. The findings were mixed, showing concrete advancements in bringing gender issues into many agencies but at the same time revealing that there was considerable confusion or at least divergent views on the roles of the gender focal points. The task force made several relevant recommendations, including:

i. Terms of reference for gender focal points should clearly spell out their technical functions, roles and responsibilities and distinguish between two different types of focal points - the cooperate senior gender advisors and the technical gender focal points.
ii. Gender training and recruitment should be located and institutionalized in the personnel, training or human resource units or divisions.
iii. Responsibility and accountability for gender mainstreaming should rest with senior managers who should develop the necessary commitment and competencies to lead policy-making for gender mainstreaming, which gender focal points can draw on for operational guidance.

iv. Staff on regular posts should be designated as gender focal points in order to create a durable stock of knowledge and experience on gender mainstreaming.

v. To better respond to demands for gender services, agencies should strengthen the gender networks in the field and pool their resources on gender (focal points, senior gender advisors etc.) together as much as possible.

vi. The provision of budgets earmarked for BOTH WOMEN AND GENDER activities is an essential instrument for the implementation of the ECOSOC Agreed Conclusions on Gender Mainstreaming. (http://www.un.org/womenwatch/osagi/gmfpstudy.htm)

These recommendations have been adopted on a piece-meal basis by different UN organizations but there does not seem to have been any tracking process to follow up on the results of their application. Nonetheless, they provide some useful guidelines for the IAEA in its efforts to move towards gender mainstreaming.

3.2.3 The Inter-agency Network on Women and Gender Equality (IANWGE)

This network, which has existed since 1994, is intended to provide support to gender focal points. IANWGE has 60 members drawn from throughout the UN system and promotes collaboration, coordination and regular exchange of information among UN agencies. The network also provides support to intergovernmental processes. The network has annual workshops and training sessions for its members. IAEA is a member of the IANWGE and IAEA participation in the last three years has been consistent.

4. APPROACHES OF UN AGENCIES TO GENDER MAINSTREAMING

The gender mainstreaming approaches being used differ widely, and in many agencies there still is no clear and widespread understanding of the relationship between gender and the sectoral issues that are normally addressed. For example, while the link between gender and reproductive health may be evident, in areas like transport or information communications technologies the gender aspects are much less obvious. Technical specialists often argue that the technologies being used are "gender neutral," failing to recognize that the technologies were designed to meet the needs of prototype (primarily male) users. The development of clear linkages between gender equality and the technical substance of their work has proved a challenge for many agencies, including the IAEA.

Secondly, some agencies have regarded gender mainstreaming as a goal that can be achieved through the provision of appropriate training materials, guidelines and checklists for their staff. However, experience has shown that gender mainstreaming cannot be achieved without active involvement by senior managers. Carolyn Hannan, director of the UN's Division for the Advancement of Women has noted:

"There can be too much reliance on training and development of guidelines or other supportive materials, without adequate attention to the critical political aspects – including the need for top management commitment, resource allocation, supportive institutions, etc. …Where senior managers are prepared to state clearly that gender equality and gender mainstreaming is a priority, real progress can be made… On the other hand, in entities where overall policies are prepared without explicit management support apart from an official endorsement – i.e. where there is no development of a plan of action, no clear message to staff on the importance of the policy, no

capacity development linked to the policy, no allocation of resources – there is little real progress."(2001).

Most UN agencies have relied on gender specialist resources such as gender units and/or gender focal points; capacity building of staff; development and use of appropriate methodologies and tools; and monitoring, evaluation and accountability mechanisms (UN E/CN.6/2005/3). In some cases, new and specific tools have been developed; in other cases, gender perspectives have been integrated into tools that are already being used. Significantly, a number of organizations have incorporated gender perspectives into their results-based planning and budgeting, to facilitate monitoring and evaluation of gender-related activities and to establish accountability.

Many agencies have worked directly with Member State governments to incorporate gender perspectives into national institutions. For example, the United Nations Population Fund (UNFPA) has helped Member States to establish national mechanisms to monitor and reduce gender-based violence, while UNDP has helped more than 40 countries to establish gender budgeting programs. Other agencies have put special emphasis on the participation of women in their activities. For example, the Department for Disarmament Affairs has developed a comprehensive database of women technical experts to ensure greater participation in conferences and specialist events (UN E/CN.6/2005/3).

Even UN agencies with relatively high proportions of female professional staff continue to develop strategies to improve both the representation of women and the mainstreaming of gender. For example:

- In 2004, UNDP launched a web-based Gender and Diversity scorecard to hold managers accountable for the implementation of UNDP's Gender Balance in Management Policy and to track progress in reaching gender balance goals at country, regional and headquarter levels.

- UNFPA has established rosters of competency-assessed women internal staff and external candidates.

- UNICEF has targeted recruitment, deployments and appointments; women leadership programs; improved work-life policies; and a requirement for at least two qualified female candidates to be on shortlists. Moreover, the appointment of external male candidates needs to be approved by the office of the Executive Director only after it is established that an extensive search did not identify a qualified woman. (Mayanja 2005)
- Another effective method has been used in the areas of disarmament, sustainable development, social development, and crime prevention and drug control, where four page briefing notes have been prepared by different parts of the United Nations Secretariat. The briefing notes highlight the linkages between gender perspectives and the issue being discussed, provide ideas on what could be done differently as a result of understanding these linkages and provide resource listings with references, websites, etc (Hannan 2001).

Specialized agencies of the UN, even those with mandates that are generally perceived as being 'masculine-oriented' or 'gender neutral' are also making significant efforts to mainstream gender into their substantive work:

- The International Maritime Organization (IMO) produced its strategy for the integration of women into the maritime sector in 1988 and began implementation of the IMO Women in Development (WID) Programme in 1989, concentrating on equal access to maritime training through both mainstream programmes and gender specific projects. The first ten years of the IMO WID Programme culminated in the institutional integration of this element into the work of IMO governing bodies and into the technical co-operation planning structures, resulting in a strategic planning framework and a comprehensive operational Plan of Action.

  The increased percentage of women students at the World Maritime University and the International Maritime Law Institute (IMLI), Malta is one example of the "multiplier effect" of this Programme. In the case of the World Maritime University, the WMU Board of Governors approved the use of internal funds to enhance enrolment of women - with the proportion of women students increasing from six percent of total numbers in 1996 to 22 percent of total numbers in 1997. IMLI allocates 50 percent of its places in its postgraduate maritime law courses to women. IMO uses the programme as a catalytic role within the maritime sector: IMO effectively acts as the facilitator for what is actually implemented at the national and regional level.

- World Intellectual Property Organization (WIPO). In many countries up to 40% to 50% of small and medium-sized enterprises are owned and run by women - women who are actual or potential owners of trademarks, service marks, trade names as well as of industrial designs, patents and copyright. So although traditionally women have not held major prominence in the intellectual property field, an area frequently seen as a "masculine" activity in years past, the intellectual property field has witnessed significant strides by women towards achieving equality, both in terms of opportunities and of recognition.

  Whereas women first ventured mainly into "feminine" oriented endeavors, involving home and family related inventions, such as toys and disposable diapers, frequently in an effort to find practical solutions to their every-day challenges as housewives and mothers, today women are making important contributions as professional research scientists in all aspects of mainstream and forefront sciences, from biology and medicine to genetic engineering and "high-tech".

  WIPO is supporting programmes specifically relevant to the women's business activities in the following: copyright protection; traditional knowledge and indigenous technology as intellectual property; the protection of geographical indications and industrial designs with an emphasis on textile designs; patents as an instrument for the promotion of inventive activity; electronic commerce; transfer of technology through licensing and franchising and key issues in negotiation of licensing agreements; and trademark infringement, unfair competition, and protection against counterfeiting.

5. GENDER ISSUES IN THE IAEA

As noted, efforts to improve the representation of female professional staff at the IAEA have been underway since the early 1990s.

5.1 The IAEA's Policy on Gender

The IAEA has internal mandates for working towards gender equality. The first policy on "Equal Treatment of Men and Women in the IAEA Secretariat" (SEC/NOT/1236) was established as early as 1988. In 1995, the Director-General approved an action plan to improve the representation and status of women within the Secretariat, in senior and decision-making levels and especially the scientific and technical posts. This was taken up again in 1999 when Member States adopted a General Conference Resolution requesting the Director-General to pursue a target of equal representation of women and men on the staff of the IAEA. Progress towards equality goals in the IAEA is measured by biennial reports at the General Conference of Member States.

Most recent is the GC (49) RES 16B which urges the Secretariat to further develop and implement a comprehensive gender policy, in order to achieve a higher representation of women in the IAEA's professional and higher categories, and to implement gender mainstreaming in its programmes.

As a result, there have been some advances, including the appointment of a gender focal point, the establishment of a Joint Advisory Sub-Committee on Gender Concerns, and the development of human resources policies related to issues like sexual harassment, fully paid maternity leave for up to four months, paternity leave, nursing breaks, part-time work, flexible working hours and work from home. In addition, the IAEA Learning Resource Centre provides career development and job search support to spouses of staff members, to help them find employment in Vienna (Nilsson http://www.un-instraw.org/revista/index.php?lang=en&display=interviews&id=1013). The IAEA also has updated its website to include profiles of and information about the positive experiences of female staff, aimed at encouraging more women to apply for positions (http://www.iaea.org/Resources/Women/index.html).

5.2 The IAEA's Focal Point on Gender

The IAEA has had a Focal Point for Gender Concerns since 1996. The Focal Point is responsible for promoting a supportive work environment and fostering changes in attitudes that lead to a climate conducive to the equal participation of men and women in the IAEA. He/she monitors the progress made in the representation of women in the Secretariat's staff, and the implementation of the Beijing Declaration and Platform for Action within the IAEA. The Focal Point is also responsible for addressing specific gender-related issues raised by men or

> "*Gender equality for the IAEA is a very broad issue. It relates to our Secretariat and the representation of women, especially in the professional and higher categories of our organization AND it relates to women in our member States. How can we shape our programmes to ease the day-to-day burden of women in poor resource settings and give them an equal share of the benefits of nuclear energy and applications?*" IAEA Focal Point for Gender Concerns, 2005

women, and for recommending policy changes where appropriate. S/he represents the Secretariat in meetings with Member States when the topic is related to gender issues or the representation of women, for example, acting as the liaison with and between the Points of Contact for the Recruitment of Women and the Secretariat. S/he also listens to ideas from staff members regarding recruitment actions and work-environment improvements and advocates for changes within the Secretariat. (http://www.un-instraw.org/revista/index.php?lang=en&display=interviews&id=1013)

5.3 Situation Analysis of the IAEA

The Staff Survey report of 2004 revealed that IAEA staff have concerns about issues of fairness, communications/ coordination, respect of staff, quality of management, differential treatment based on the "G" or "P" designation, and the fact that staff feel more part of their own section rather than the house as a whole (IAEA, 2004). In TC, efforts have been underway to address some of these concerns and the focus on gender mainstreaming fits into a broader program of corporate change.

As more senior women have been hired by the IAEA over the past few years, there has already been an impact in terms of day-to-day work. For example, a senior female manager mentioned that her selection of outside consultants is often female-based because her professional network includes many female scientists. She added that where possible she tries to give consideration to female project leaders as an affirmative action measure, recognizing that male managers are likely to have had the same biases in favour of male candidates.

A strong argument can be made for the TC to diverge slightly from the rest of the IAEA in its approach to staffing. TC's work has more of a development focus and a primary prerequisite is strong managerial skills as opposed to strong technical/ scientific skills. A male senior manager in TC stressed that women professionals outside the nuclear energy field may be unaware that substantial experience in atomic energy is not necessarily a requirement for a management position in the Department. He said that the primary qualifications for a Section Head (P-5) include and M.Sc./Ph.D. degree, 10 years experience in international development, a good understanding of science and development, developing country experience, management skills and programming experience. Experience in the atomic science field was desirable but not essential. This flexibility gives the Department a considerably larger pool of potential female candidates for professional and managerial positions, and it should be a defining mechanism in TC's efforts to recruit more senior women. Moreover, this suggests that TC and the Technical Departments do not need to recruit from the same small pool of qualified women.

The following section explores the potential for integrating gender into the TC Programme. First, it should be noted that TC depends on technical backstopping from the other IAEA Departments, but a recent in-house analysis undertaken by an IAEA staff Member[5]. suggested that females constitute only 13 percent of IAEA staff that backstops technical projects. This in itself must be an important consideration in any efforts to mainstream gender into programming. Experience in other agencies has shown that a significant presence of women (e.g. at least a 30/70 percent gender ratio) is required to create an enabling environment for gender mainstreaming.

[5] Ms. Teresa Benson, Head, Research Contracts Administration Section, Department of Nuclear Sciences and Applications (NA)

The Millennium Development Goals (MDGs) provide a significant entry point for IAEA gender-sensitive programming. The IAEA is already addressing the MDGs in the area of environmental sustainability; combating disease; hunger and poverty; maternal health; and child health (IAEA CPF Guidelines 2005: 13) but efforts should be made to ensure that these projects give equal consideration to the separate perspectives and needs of both women and men.

6. Approaches to Gender Mainstreaming in the Department of Technical Cooperation

The incorporation of gender into TC and the TC Programme will require the integration of new management approaches. One objective of the departmental reorganization in late 2005 was to give greater importance to teamwork at all levels in addition to better communication, working relationships and distribution of work. Within this context, it is an opportune time to introduce gender equality into the substantive work of the Department. Programming in the IAEA and specifically in TC is in the process of becoming more transparent as it provides for more systematic monitoring since it is moving to an information technology (IT) platform that will be available to everyone.

Perceptions of IAEA Staff – Understanding Gender Mainstreaming

All IAEA staff interviewed for this study were receptive to the inclusion of gender into their work, but most did not understand what was meant by gender mainstreaming, considering it to imply simply that more women should be employed by the IAEA.

Before turning to a discussion of how gender mainstreaming can be achieved, it should be mentioned that most of the TC staff interviewed for this study lacked an understanding of what is entailed in "gender mainstreaming." They were open to the notion of gender equality but did not necessarily realize that gender mainstreaming would involve a rethinking of how they develop and manage their projects. Most believed that it would simply involve the recruitment of more women into technical and management positions.

6.1 Mainstreaming at the National Level

Since the 1995 Beijing Conference on Women, and in some cases earlier, many countries have established departments or ministries dedicated to improving the status of women and working towards women's equality. Known collectively as "women's machineries," these focal points usually have staff with expertise on gender issues and have set specific national targets. Their main responsibilities are advocacy and policy-making in collaboration with line Ministries and with other stakeholders including NGOs, civil society, development agencies and the private sector. Women's machineries, especially in developing countries, are sometimes under-resourced and overworked but they do provide an in-country source of gender mainstreaming expertise and as such could be called upon to provide some assistance or advice to national liaison officers on how to make their projects more gender-sensitive. Table 2 indicates the IAEA Member States that had government ministries/ departments/ or desks for women's issues and had submitted national action plans to the UN Division for the Advancement of Women as of December 2004. These included 91 of the IAEA's current 138 member states.

Table 2: IAEA Member States with National Women's Machineries and Action Plans, December 2004

Algeria	Ecuador	Kuwait	Philippines
Angola	Egypt	Lebanon	Portugal
Argentina	El Salvador	Liechtenstein	Qatar
Australia	Eritrea	Lithuania	Romania
Austria	Ethiopia	Luxembourg	Russian Federation
Bangladesh	Finland	Malaysia	Senegal
Belarus	France	Mali	Singapore
Belgium	Germany	Malta	Slovakia
Bolivia	Ghana	Mauritius	Spain
Botswana	Greece	Mexico	Sudan
Brazil	Haiti	Mongolia	Sweden
Bulgaria	Honduras	Morocco	Switzerland
Burkina Faso	India	Myamar	Thailand
Canada	Indonesia	Namibia	Macedonia (former Yugoslav Rep)
Chile	Iran (Islamic Rep of)	Netherlands	Turkey
China	Ireland	New Zealand	Uganda
Colombia	Israel	Niger	United Kingdom
Congo	Italy	Nigeria	United Rep of Tanzania
Costa Rica	Jamaica	Norway	United States of America
Croatia	Japan	Pakistan	Venezuela
Cuba	Jordan	Panama	Vietnam
Czech Republic	Kazakhstan	Paraguay	Zambia
Denmark	Kenya	Peru	

Source: UN Division for the Advancement of Women, http://www.un.org/womenwatch/daw/country/ Accessed 7 September 2005

These 91 countries already have made a commitment to and established mechanisms for working towards women's equality, and as such provide a good starting point for efforts to introduce gender mainstreaming into the technical cooperation work of the IAEA. All have given thought and dedicated resources to gender equality and thus could provide some support to the IAEA's efforts at the level of the Member States.

To gain better understanding of how such cooperation might work, it is useful to look more closely at the women's machineries in four sample countries. Mexico, Tanzania, Bosnia-Herzegovina and the Philippines. These countries have not been chosen because they are considered to have the most effective women's machineries or because they have given greater or lesser attention to gender issues but have been chosen randomly. The intention here is to illustrate the types of gender-related organizations/ mechanisms that exist at the national level, rather than to provide an exhaustive description of these agencies. When TC actually begins to

work on gender mainstreaming in country-level projects, efforts will have to be made to identify the appropriate women's machineries in each country where projects are being developed.

6.1.2 Mexico. Mexico's National Women's Institute (Instituto Nacional de las Mujeres) http://www.inmujeres.gob.mx/pprincipal/index.html serves as a vehicle for the promotion of gender equality and gender mainstreaming in the Mexican government. Its director also serves as a Cabinet member. Mexico has established a legal framework that ensures state commitments to gender equity and the termination of discrimination against women. Mexico's social policy has designed and incorporated concrete actions to address the needs of women living in poverty. In the area of health, of particular note is the Women and Health Programme (PROMSA), which led to the introduction of Popular Health Insurance and the creation of the National Centre for Gender and Reproductive Health.

The country's Secretariat for Social Development is implementing programs that support women living in poverty by helping them to develop their skills, facilitate their insertion into the labour force and improve the quality of their lives. The government is also supporting the design of tools and instruments for the measurement of data disaggregated by sex as part of an effort to generate data to be used as input in the development of public policies from a gender perspective. At a state level, government and women's organizations are jointly developing a State System of Gender Indicators.

6.1.3 Philippines. The National Commission on the Role of Filipino Women (http://www.ncrfw.gov.ph/) is located in the Office of the President. Its functions include policy analysis, including gender analysis of proposed and existing policies and laws to ensure early and effective intervention in policy making. It also develops gender frameworks, methodologies, tools, and guidelines for the analysis of selected policy areas that can be utilized by concerned government/non-government agencies. The office also participates in the definition of appropriate research and legislative agendas for gender and development concerns and provides technical assistance to agencies at the national and sub-national levels on mainstreaming gender in plans, programs, policies, systems & processes and develops and/or packages tools for developing and implementing gender-responsive programs and projects. Some key areas include:

- Delivery of technical assistance for gender responsive plan/program development and implementation;
- Delivery of gender and development-related tools and mechanisms for expanding provision of technical assistance at the national and sub-national levels;
- Strengthening information resource management and systems on gender and development and women's concerns; and
- Implementation of institutional strengthening (aimed at capacitating government agencies to implement gender mainstreaming).

6.1.4 United Republic of Tanzania. Gender issues are addressed through the Ministry of Community Development, Women and Children, which has the mandate to facilitate the formulation, implementation and monitoring of community gender focused policies, to create an

enabling environment to empower both men and women to build their capacities for effective participation in the socioeconomic development process. Relevant functions include advocating for equal opportunities of men and women in the social and political spheres; training and educating women on socioeconomic issues; and raising awareness of the effects of discrimination against women. In undertaking this, the government counts on the support of a wide range of public, private and non-governmental organizations at the community, national, sub-regional, regional and international level.

The Ministry is making special efforts in the following areas:

- Enhancement of women's legal capacity. The Ministry has identified sections in existing laws that need to be amended and new provisions to be made to Ministry of Justice.
- Economic empowerment and poverty elimination. The Ministry plans to develop a women bank from the existing credit scheme.
- Increase participation of women in decision- making and improvement of women's access to education, training and employment

The Government also has a Gender and Development policy, with an overall objective to promote gender equality and equal participation of men and women in economic, cultural and political matters. It also focuses on the provision of fairer opportunities for women and men and access to education, childcare, employment and decision-making. http://www.tanzania.go.tz/indexE.html

6.1.5 Bosnia-Herzogovina. Bosnia-Herzegovina enacted a law on gender equality in 2003. The law promotes, regulates and protects equal rights for men and women and mandates public and private institutions to promote and ensure equal representation in management and decision-making, including through "special programmes and plans to improve the gender representation in the bodies of governance at all levels". It also called for the establishment of a Gender Equality IAEA to monitor, facilitate and report on the implementation of the law. By 2005, institutional mechanisms for gender equality were in place at state, federal, cantonal and municipal levels. These include: a national Gender Equality Agency; Gender focal points in each Ministry; Gender Centres that report to entity Prime Ministers; Coordination Boards for gender equality at the cantonal level; and municipal Commissions for gender equality. http://www.devtechsys.com/publications/documents/FinalReport_BiH.pdf

6.1.6 Relevance to the IAEA. Based on these four examples, it is evident that while the level of gender analysis capacity varies from country to country, in each case there are designated government departments or agencies that have the responsibility to integrate gender equality into government-sponsored activities. The women's machineries represent a starting point for potential IAEA collaboration and partnerships insofar as they have knowledge about gender analysis capacity within the country and in some cases may be able to help to identify additional resources to enhance the gender analysis component of IAEA projects.

6.2 IAEA Points of Contact

Another vehicle for gender mainstreaming at the country level, especially with respect to increasing the number of women in the professional category within the IAEA are the "Points of Contact for the Recruitment of Women" Member States. These Points of Contact are expected to assist in

developing outreach networks that will lead to the identification of more women for positions in the professional, technical and management positions. Table 3 below lists the countries (36) that had already nominated Points of Contact by mid-October 2005.

Table 3: IAEA Member States That Had Nominated Points of Contact for the Recruitment of Women, October 2005

Australia	Ecuador	Japan	Norway	Sweden
Azerbaijan	Finland	Kenya	Pakistan	Thailand
Bangladesh	Germany	Korea, Rep. Of	Paraguay	USA
Brazil	Haiti	Macedonia	Poland	Zambia
Burkina Faso	Hungary	Mexico	Romania	Zimbabwe
Cameroon	India	Morocco	Slovakia	
Canada	Indonesia	Myanmar	South Africa	
Chile	Israel	Netherlands	Spain	
Cote d'Ivoire	Italy	Nigeria	Sri Lanka	

Source: C. Monzel, IAEA, April 2006.

7. Programming in the Department of Technical Cooperation

The IAEA's Country Programme Frameworks (CPFs) are the primary planning tool that reflect agreements "*between Member States and the Agency on priority needs, interests and national objectives where nuclear science and technology can contribute directly and cost-effectively to social and economic development*" (IAEA CPF Guidelines 2005: 10). The IAEA's efforts to work closely with Member States and UN System organizations underscore the need for it to examine the social and economic impact of its programming. The analysis stage in the development of the CPF offers initial opportunity for the incorporation of gender sensitive indicators. It is imperative that gender be brought in at the planning stage as indicated in the CPF Guidelines (August 2005) and not as an "add-on" later in the project development process.

The goal of the work of the Department is to contribute, with the use of nuclear technology, to the realization of the overall development plans of Member States. Since many Member States have identified gender equality as a development objective, there is a strong argument for giving prominent place to mainstreaming gender into this programming.

7.1 Gender Mainstreaming Opportunities in the Current Portfolio

A rapid informal analysis was made of the Department's current project portfolio to identify potential gender mainstreaming entry points. Table 4 below shows the results which were compiled based on data culled from project abstracts.

Table 4: Gender Mainstreaming Opportunities in the TC Programme Based on a Rapid Project Assessment

	Training for women scientists	Gender Differences in Health	Socio-economic analysis	Information for and about Women	Gender roles in agriculture	Gender roles in NRM
Asia and the Pacific	27	10	4	5	2	1
Africa	43	12	4	7	9	6
Latin America	15	5	7	0	3	3
Europe	17	4	7	0	1	0
Total	**102**	**35**	**22**	**12**	**15**	**10**

In the Table above, "Training for Women Scientists" refers to activities in which it could be stipulated that a certain proportion of training opportunities should be reserved for female scientists. "Gender Differences in Health" refers to projects that could include a recognition that the health technologies should be introduced/ used in a gender sensitive way. "Socio-economic analysis" refers to projects that could include a recognition that the impact on the intended beneficiaries of the project will differ according to their level of education, access to resources, etc. "Information for and about women" relates to projects that could include a component that recognizes that women will be impacted differently by the outcome of the project. "Gender roles in agriculture" refers to the fact that although women are very active in agriculture, especially in developing countries, they usually are not landowners, nor decision-makers about how the land will be used. "Gender roles in natural resource management" refers to the fact that men and women have different approaches to the use of water, forests and other natural resources, based on their needs and specific responsibilities. Although the data in the table are speculative, they should be considered as indicative of project activities where gender could be mainstreamed into TC programming.

The general conclusion is that there is considerable opportunity for the incorporation of gender mainstreaming. First, it appears that the greatest opportunity for introducing gender concerns into the work of TC is in the training for female technicians and scientists who are involved in TC activities, identified as a common need by every region. Efforts are already being made to integrate women into the IAEA's programs but this should be done in a more systematic way with the development of specific targets or quotas and with the provision of standard questions

that have to be answered if women are not included in training programs or fellowship opportunities (e.g. why were women not included? If they were not included, what efforts were made to include them? etc.)

The second area appears to be programming related to health. Two important areas are projects are those that use radiotherapy for the treatment of cancers common to women i.e. breast and cervical cancer and those that tackle human communicable diseases e.g. malaria, HIV/AIDS, hepatitis etc. where women are known to bear the higher burden of the disease. Typically such projects provide training to scientists in Member States to enable them to use the radiation technology appropriately and safely. A gender-focussed approach would ensure not only that these scientists receive training in the use and operation of the technology but also about the potentially different impact of the use of the technology on men and women and on ensuring that all patients who receive treatment are provided with information and counselling so that they are fully informed about the treatment they will be receiving and its expected results.

The third area of emphasis is on socio-economic analysis. All TC professional staff should give some attention to the fact that the technologies being transferred have social, economic and political implications for potential users and beneficiaries and they may need specialized training to help them to ensure that both men and women will benefit from TC projects. For example, they should consider whether the appropriate information will reach both men and women and whether it will be useful only for a small group of elite citizens because of costs or other factors.

The fourth area, regarding information about women, relates specifically to the needs and choices faced by women in the region where the technologies will be introduced. Will women be able to benefit from the IAEA intervention? It is not enough to simply assume that all members of a community will benefit as there is substantial evidence to show that cultural norms and traditions, access to resources, time availability, level of education, etc all collude to ensure that men and women have different patterns of access to and use of technologies.

The fifth and sixth areas refer to the different roles of men and women in agriculture and natural resource management (NRM). For example, in some regions, especially in Africa, men and women grow different crops. How can the IAEA ensure that all farmers benefit from research done on the improvement of crop varieties, the introduction of sterile insect techniques or the provision of water for irrigation purposes? Although it may be assumed that both male and female farmers will benefit equally, it is likely that women will have less access because of prevailing cultural traditions.

7.2 Priority Entry Points

Another source of information about opportunities for gender mainstreaming entry points comes from the TC Department's internal website, which provides information on the priority areas for each region, based on an analysis of the distribution of projects. Table 5 presents an overview of these priority areas.

Table 5: Priority Areas of Technical Cooperation in each Region, 2003-04

Topic	Europe	Latin America	Asia & Pacific	Africa
Application of isotopes and radiation in food and agriculture	6th* (102)**	1st (318)	1st (299)	1st (464)
Radiation medicine and health	3rd (117)	2nd 259)	4th (216)	2nd (263)
Isotope hydrology and applications of isotopes and radiation in industry	4th 117)	3rd 238)	5th (209)	3rd 204)
Nuclear and radiation safety and nuclear security	1st (370)	4th (231)	2nd (242)	4th (159)
Nuclear engineering and technology	2nd (225)	5th (215)	3rd (223)	6th (139)
General atomic energy development	5th (106)	6th (144)	6th (143)	5th (139
Nuclear chemistry and radiochemistry	7th (84)	7th (121)	8th (67)	9th (52)
Nuclear and atomic physics	8th (81)	8th (108)	7th (108)	7th (77)
Fuel cycle and waste management	9th (38)	9th (108)	8th (65)	9th (65)
Application of isotopes and radiation in biology and environmental studies	10th (15)	10th (38)	10th (49	10th (35)
TOTAL PROJECTS	1255	1743	1621	1591

* = level of priority for the region

** = number of projects

Source: IAEA internal website: http://www-tc.iaea.org/tcweb/tcprogramme/recipients/ Accessed 8 September 2005

Table 6 below provides a clear picture of the top five areas of priority for each region.

Table 6: Top Five Areas of TC Programming Priority for Each Region, 2003-04

	Priority 1	Priority 2	Priority 3	Priority 4	Priority 5
Europe	Nuclear and radiation safety and nuclear security	Nuclear engineering and technology	Radiation medicine and health	Isotope hydrology and applications of isotopes and radiation in industry	General atomic energy development
Latin America	Application of isotopes and radiation in food and agriculture	Radiation medicine and health	Isotope hydrology and applications of isotopes and radiation in industry	Nuclear and radiation safety and nuclear security	Nuclear engineering and technology
Asia & Pacific	Application of isotopes and radiation in food and agriculture	Nuclear and radiation safety and nuclear security	Nuclear engineering and technology	Radiation medicine and health	Isotope hydrology and applications of isotopes and radiation in industry
Africa	Application of isotopes and radiation in food and agriculture	Radiation medicine and health	Isotope hydrology and applications of isotopes and radiation in industry	Nuclear and radiation safety and nuclear security	General atomic energy development

Based on the information gleaned from Tables 5 and 6 above, it is clear that the priority program area in developing countries is the application of isotopes and radiation in food and agriculture, followed by radiation medicine and health. The focus in Europe differs, with almost

half the projects falling into the areas of nuclear and radiation safety and nuclear security or nuclear engineering and technology. It would seem logical therefore to choose different entry points for gender mainstreaming in the different regions of technical cooperation.

7.3 Training

As already discussed, an important entry point for gender mainstreaming is the establishment of structures and mechanisms to ensure that women participate actively in all IAEA activities. Currently, African women seem to be the least well represented in the IAEA's training programs (See Table 8 below).

A first step should be the systematic disaggregation by sex of all training, fellowship and workshop/conference participant data. For example, in 2003, the TC Programme funded 3121 expert and lecturer assignments, 2848 meeting and workshop participants, 2107 participants in training courses, and 1411 fellows and visiting scientists (TC Annual Report 2003). Although this information is clearly stated in the Annual Report for 2003, the participation figures are not broken down by sex. Therefore, even if the IAEA was making efforts to include more women, this is not reflected in the Annual Report, which is an important component of its public profile.

An analysis of the proportion of women participating in IAEA training over the past decade (Tables 7, 8 and 9) shows that women have been poorly represented in all areas.

Table 7: Proportion of Female Participants in IAEA Activities (%)

	1995	1996	1997
Experts	7.5	9.5	8.2
Fellows in the field	23.4	26.2	28.7
Visiting scientists	20.7	24.0	18.6
Training course participants	23.9	24.4	23.2
Project counterparts	15.6	16.4	17.3

By 2004, the numbers had gone up only marginally, as shown in Table 8 below. It appears that effort should be focussed on ensuring that more women are nominated by the Member States, especially from Africa. Interestingly, only six of the 35 countries that have established IAEA Gender Points of Contact (Table 3) are in Africa but 21 African Member States have established women's machineries (Table 2).

Table 8: Proportion of Female Candidates Nominated and Selected for IAEA Fellowship and Scientific Visitor Placements, 2004 (%)

	Fellowships		Scientific Visitors	
	Nominated	Selected	Nominated	Selected
Africa	23	25	16	14
Latin America	38	39	39	29
Asia & Pacific	32	26	19	18
Europe	46	42	33	25
Grand Total	33	31	26	22

The participation of women as experts and in meetings was even smaller, as seen in Table 9 below:

Table 9: Proportion of Female Participants in IAEA Experts and Meetings 2004 (%)

Region	Female Participation
Interregional	17
Africa	11
Latin America	26
Asia & the Pacific	10
Europe	16
Grand Total	16

In Africa, which has a low rate of female participation in IAEA Experts and in meetings (Table 9), human resource development was the main vehicle for IAEA technology transfer under both national and regional projects in 2003 (Technical Cooperation 2003). This gives even greater urgency to ensuring that women also benefit from IAEA training opportunities.

8. Towards an IAEA-TC Gender Mainstreaming Action Plan (GMAP)

Like other UN agencies, IAEA is putting strong emphasis on the achievement of the UN Millennium Development goals. The IAEA's Director-General is a member of the UN Chief Executives Board (CEB), which acts as a key arbiter of the MDGs. The IAEA sees a particular relevance in the first goal: *Eradicating extreme poverty and hunger* and in goals 5-8 which relate to *reducing child mortality; improving maternal health; combating HIV-AIDS, malaria and other disease; ensuring global sustainability; and developing a global partnership for development*. According to the TC Annual Report for 2004, "*these five MDGs are having a clear influence on project planning and selection for TCF financing*" (Technical Cooperation 2003:6). Consequently, a Gender Mainstreaming Action Plan (GMAP) for TC should build on the IAEA's desire to contribute to the achievement of these UN goals.

In general, interviews with both male and female managers and other professional staff in TC, suggested a high level of support for the incorporation of gender issues into programming. It was also suggested that social economists should routinely be included in TC projects. If anything, the most common response was that the TC Department should move ahead quickly with gender mainstreaming.

Perceptions of IAEA Staff

A male manager in TC suggested that if projects did not have a potential benefit for women, they should be rejected since project concepts are rejected if they do not meet other criteria. In his view, the gender link can clearly be made with the MDGs, which are already included in the project criteria. Another male manager said a gender component should be included on a project checklist for criteria that must be satisfied.

The draft Guidelines for Developing CPFs outlines several steps in the formulation process. The first task is to undertake problem analysis (CPF: 17), identifying the stakeholders affected by the proposed project and the major problems they face. Because the attitudes and perceptions of men and women usually differ, gender should be a central variable in this analysis. Specifically, the draft CPF states: "*Discrimination by gender is likely to diminish the efficiency and impact of projects. It is essential therefore to analyse the potential impact of intervention on men, women*

and other groups (e.g. children, ethnic minorities or social groups) before decisions are made on an intervention, its objectives, strategies and resource allocation. To achieve equality of involvement, the existing situation should be thoroughly understood prior to project planning. …" (CPF: 7) The emphasis here is on efficiency of program delivery rather than gender equity but the overall outcome will ensure that the needs of both men and women (and children) are taken into account.

Nelima Okhoya, in a draft concept paper for a Gender Equality Policy, has detailed specific actions to be undertaken:

i. national counterparts should provide gender disaggregated information in the national situational analysis during the CPF formulation
ii. counterparts should be helped to carry out gender analysis and integrate their findings into project and program planning
iii. efforts should be made to involve local organizations and individuals with gender equality expertise in CPF formulation
iv. gender equality should be integrated into project planning and gender sensitive performance indicators should be developed at the output, outcome and impact levels
v. selection processes should be developed that give adequate weight to the assessment of the capacity of implementers, consultants and executing agencies to address gender equality in IAEA projects (Okhoya 2005: 7).

If implemented, these recommendations will provide a good guide for gender mainstreaming in TC programming, but first there is need for basic training in gender mainstreaming concepts for TC professional staff. Interviews with TC professional staff in 2005 revealed a noticeable lack of understanding of the concept of "gender mainstreaming." Most considered it to mean that more women should be hired by the IAEA and brought into TC projects as beneficiaries. Few had thought about the social impact of their programming and the potentially differential effects on women and men. Most tended to consider their projects purely from a technical perspective, apparently believing that issues of social impact lay outside their area of expertise and responsibility. It is essential therefore, that TC professional staff receive some basic training in the concepts of gender analysis and gender mainstreaming. The objective of this training will be to familiarize staff with basic ideas and tools and to give them information about where to go for further assistance.

New guidelines for the screening of TC project concepts were issued in September 2005. Section 5 deals with socio-economic benefits of proposed projects. Two questions relate to whether a specific socio-economic sector or a specific segment of the population will benefit from the proposed project. These two questions seem to overlap but both are rather vague. It would be preferable to make a specific reference to gender, e.g. how will women participate in or benefit from the proposed project? Similarly, in the new National Project Concept Note that was adopted in 2005, it would be useful to ask a more precise question under the "End-users" category, e.g. how will women benefit from the results of this project? How will men benefit from the results of this project?

The TC already undergoes regular evaluations based, among other things on the recommendations of internal process reviews and assessments. For example, in 2003, 10 such processes were held focussing on a broad range of issues including different aspects of TC management and

specific program initiatives (TC Annual Report 2003). Given this practice it should be possible to develop a regular monitoring and evaluation system to examine the extent to which gender is being mainstreamed in TC.

Finally, TC has actively pursued partnerships with other UN agencies and NGOs during the past few years. For example, during 2003, the Department worked with the African Union, FAO, and WHO among others. Based on this experience it would be appropriate for TC to partner with agencies that have expertise in gender mainstreaming. These might include UNIFEM or INSTRAW, two UN agencies that focus specifically on gender issues, in addition to the Office of the Special Advisor on Gender Concerns. INSTRAW in particular, has collected a large number of resources pertaining specifically to gender mainstreaming, although none of them relate specifically to nuclear science (http://www.un-instraw.org/en/index.php?option=com_wrapper&wrap=Mainstreaming&).

9. GENDER MAINSTREAMING ACTION PLAN (TC-GMAP) FOR THE DEPARTMENT OF TECHNICAL COOPERATION

1. TC Policy Framework on gender mainstreaming

Activities

- Develop a gender mainstreaming policy with clear intent of purpose, goals, objectives, and indicators with roles and responsibilities (link policy to CPF process). TC should draw its mandate to gender mainstream from the IAEA gender policy rather than establish a separate policy, especially if TC is to be only a starting point for mainstreaming in the substantive work of the entire IAEA. However as the policy is not yet in place, the gender mainstreaming mandate is currently drawn from GC(49) RES/16B which states that:

  "*2. Urges the Secretariat to further develop and implement a comprehensive gender policy, in order – inter alia – to achieve a higher representation of women in the Agency's Professional and higher categories , and to implement gender mainstreaming in its programmes*"

- Include an action plan for every division with clear targets and accountability criteria (action plans may differ slightly for each region, based on problems and priorities)
- Develop an IT-based tracking system accessible to everyone
- Develop checklists to be used during project design, appraisal, implementation and evaluation

Outputs

- Policy on Gender for TC
- Action plans and targets against which progress of each division can be measured
- Gender mainstreaming tools that are accessible to everyone

2. TC Project Formulation

Activities

- Revision of project concept note to reflect a gender perspective
- Provision of explanatory material for programme management officers and national counterparts to help them to understand the kinds of questions to ask about gender
- Provision of information on gender contacts in home country government for national counterparts

Outputs

- Revised concept note with appendix of information and example of the kinds of questions programme management officers should consider
- Gender information pack for programme management officers and national counterparts

3. Development of Projects in Member States

Activities

- TC programme management officers discusses gender with national counterparts during project formulation/ planning
- TC programme management officers facilitates collaboration between national counterpart institutions and the national authority responsible for gender (e.g. Ministry of Women's Affairs) and other relevant UN Organizations (e.g. UNIFEM, UNDP etc.) in Member State
- Provide national counterparts with information pack about relevant of gender concerns in nuclear technology projects

Outputs

- Proactive but not prescriptive approach by TC to encourage gender mainstreaming
- Facilitation of formal collaboration between national nuclear energy institutes and national machineries for women
- Preparation of information packs on gender and nuclear technology

4. Training

Activities

- Training for senior staff on key concepts and terms related to gender mainstreaming

- Training for programme management officers on key concepts and terms and on how to integrate gender concerns into their projects
- Training for technical officers on key concepts and terms and on the relevance of gender issues to their areas of expertise
- Training for national counterparts on key concepts and terms and on how to integrate gender concerns into their projects

Outputs

- Four training modules, tailored to the specific needs of each group
- Information package that gives specific examples of the implementation of gender into nuclear energy
- Identification of trainers in member countries (through national machineries)

5. MONITORING AND EVALUATION

Activities

- Set baseline for monitoring and performance based evaluation
- Measure the project outcomes and impact on men and women
- Ensure that monitoring activities include a gender component. (Projects that do not have a gender component should include a brief explanation as to why gender is not relevant in the project.)

Outputs

- Instruments that measure differential impact on men and women
- Information packs or checklists to be used by TC programme management officers when they visit projects

6. HUMAN RESOURCE MANAGEMENT

Activities

- Identify database of websites aimed at female scientists
- Send TC job vacancy ads to non-traditional sources [elaborate], including websites aimed at female scientists
- Ensure that all TC short lists have at least one-third female candidates. If they do not then ask the recruitment team to provide evidence of efforts that were made to advertise the position as in "1" above.
- Ensure that female staff are on the selection committee
- Ensure that at least one question about the gender sensitivity of the candidate is included in the interview and that these responses are given weight in the final selection process.
- Establish a mentoring system whereby IAEA senior women professional staff become mentors to young female scientists. The time and effort involved in mentoring should be recognized in the senior scientist's performance review.

- Outreach to young female scientists outside IAEA through the creation of a website/ chat room that would allow them to share their experiences and begin to forge professional networks

Outputs

- Wider reach for TC job vacancies
- Gender sensitive interview process with accountability for ensuring women are included on short lists
- More welcoming climate for young female professional staff in TC
- Outreach to young female scientists outside the IAEA

10. IMPLEMENTATION STRATEGY

Implementation of the activities and outputs provided in the TC GMAP will require detailed planning and concerted follow-through efforts. Ideally, the Division should have an in-house gender specialist who will take overall responsibility and work both with the staff of the IAEA and with national counterparts to help them integrate gender into their work. It is unlikely that this will happen unless someone has specific responsibility for the process. If it is not possible to hire a senior person with specific responsibility for GMAP implementation, then long-term consultants should be used. At least in the early stage of the GMAP process, TC should establish a "Gender Help Desk" to respond to problems and queries on a regular basis from staff that is trying to integrate gender into their work.

The implementation of the GMAP would be carried out over a period of three years. Table 10 below provides a potential schedule of activities.

Table 10: TC-GMAP Implementation Schedule

Category	Activity	Year	Responsible
1. TC POLICY FRAMEWORK ON GENDER MAINSTREAMING	Develop Gender Mainstreaming Policy	1	Consultant
	Develop action plan for every division with clear targets and accountability criteria	1	Division Heads with Consultant
	Develop an IT-based tracking system	2	IT Experts (in-house)
	Develop checklists to be used during project design, appraisal, implementation and evaluation	2	Consultant
2. TC PROJECT FORMULATION	Revision of project concept note to include question about gender	1	In-house
	Provision of explanatory material for programme management officers and national counterparts	2-3	Consultant
	Provision of information on gender contacts in home country government for national counterparts	2	Consultant
3. DEVELOPMENT OF PROJECTS IN MEMBER STATES	TC programme management officer discusses gender with national counterparts during project	2	Programme management

	formulation/ planning		officer
	TC programme management officer facilitates collaboration between national counterparts and the national authority responsible for gender	2	Programme management officer
	Provide national counters with information pack about relevant of gender concerns in nuclear technology projects	2-3	Consultant
4. TRAINING	Training for senior staff on key concepts and terms related to gender mainstreaming	1	Consultant
	Training for programme management officers on key concepts and terms and on how to integrate gender concerns into their projects	1	In-house and consultant
	Training for technical officers on key concepts and terms and on the relevance of gender issues to their areas of expertise	1	In-house and consultant
	Training for national counterparts on key concepts and terms and on how to integrate gender concerns into their projects	2-3	Consultants at regional training workshops
5. MONITORING AND EVALUATION	Set baseline for monitoring and performance based evaluation	2	In-house and consultant
	Measure the project outcomes and impact on men and women	3	In-house
	Ensure that monitoring activities include a gender component.	2	In-house
6. HUMAN RESOURCE MANAGEMENT	Identify database of websites aimed at female scientists	1	In-house
	Send TC job vacancy ads to non-traditional sources, including websites aimed at female scientists	1	In-house
	Ensure that all TC shortlists have at least one-third female candidates.	1	In-house
	Ensure that female staff are on the selection committee	1	In-house
	Ensure that at least one question about the gender sensitivity of the candidate is included in the interview and that these responses are given weight in the final selection process.	1	In-house
	Establish a mentoring system whereby IAEA senior women professional staff become mentors to young female scientists.	2	In-house
	Outreach to young female scientists outside IAEA through the creation of a website/ chat room that would allow them to share their experiences and begin to forge professional networks	3	In-house

Based on the plan outlined in Table 10, the majority of the activities will be carried out in Years 1 and 2. Emphasis in Year 1 and the first half of Year 2 would be on the development of appropriate gender mainstreaming policies and departmental objectives and on training and the preparation of appropriate briefing/ training materials. During Year I, a number of human resource activities could also be undertaken. During Years 2 and 3, training would continue and monitoring and evaluation systems would be put into place.

11. RISK ASSESSMENT

The greatest risk for TC would be not to integrate gender mainstreaming into its programming. There are several reasons why this would be a poor decision: i) the IAEA is a signatory to many of the UN mandates and agreements that have been discussed and consequently the IAEA has both a legal and an ethical obligation to move towards gender equality; ii)the IAEA has committed to working towards the implementation of the MDGs and gender equality is at their core, consequently if programming is not gender mainstreamed then it will be impossible for the IAEA to contribute effectively to the realization of the goals set down in the MDGs; iii) the Board of Governors of the IAEA has repeatedly asked for greater representation of women both in the Secretariat and in IAEA programmes; iv) the attitudes and perspectives of women differ from those of men and if the IAEA wants to serve its clientele effectively, it must ensure that both perspectives are integrated into its work; and v) women make up just over 50 percent of the global population, and increasingly, especially in the North, they are moving ahead of men in terms of educational qualifications. If the IAEA continues to exclude women from its senior staff and overlook their perspectives in its programming, the IAEA will be ignoring the views of a critical mass of educated, opinionated taxpayers and consumers. Ultimately this could lead to reduced resources from Member States.

The central role played by women in sustainable development is well known. Consequently, any efforts to transfer nuclear technologies aimed at sustainable development must be aimed at women as well as at men. The same approaches cannot be used for both men and women because existing social and cultural constraints mean that women usually have fewer resources and/or with less decision- making power, especially in the developing countries.

IAEA has made a firm commitment to building up the number of women scientists in the IAEA. In doing so, female candidates for staff positions, fellowship opportunities or research grants must sometimes be given priority and preference over equally qualified male candidates. There is a possibility of discrimination against qualified male candidates in some cases. While this is not desirable, it may be necessary. Traditionally in many regions of the world, women have been discouraged from pursuing careers in science (e.g. girls are discouraged from studying science in secondary school, from pursuing post graduate studies in science or from seeking employment as scientists). To counterbalance this history of discrimination, it is necessary to build a critical mass of female scientists and this must be done in a highly proactive, innovative way.

One of the problems that TC faces is that there is currently a very small pool of qualified female scientists in some regions and those who do exist will not necessarily apply for opportunities offered by the IAEA. In this context, it will be easy for TC staff to conclude that it is acceptable to provide opportunities for male candidates "because no women applied." In fact, TC staff and national counterparts will have to make concerted efforts to recruit female candidates

and if female candidates still "do not apply" then TC should try to determine why this is the case (e.g. through interviews with a few key informants, senior female scientists in different regions). At the same time, TC should re-examine what is entailed in the descriptor "qualified." In some cases, women may have slightly less management experience or they may have taken slightly longer to achieve their levels of professional skills. In reviewing their dossiers, TC managers should recognize that these women may have combined their careers with child bearing and rearing responsibilities and consequently be slightly behind men of the same age in terms of professional experience.

There is a possibility that national women's machineries will be reluctant to give attention to gender issues in nuclear technology because they are already over burdened and often are understaffed. TC must ensure that this is not allowed to happen and that national machineries are given the necessary support to enable them to provide input into the projects of national counterparts, e.g. budget provision should be made for a local gender consultant.

Finally, many of the activities recommended in this report require financial resources. If TC does not allocate a realistic budget to gender activities, then it will be difficult to implement the GMAP.

APPENDIX A: UN SUPPORT TO GENDER MAINSTREAMING AT THE IAEA

Meetings with UN gender experts in New York revealed considerable interest in and strong support for the promotion of gender issues within the IAEA. While the work of incorporating gender issues into programming must be spearheaded by the IAEA itself, there are many resources in terms of gender expertise and existing materials that can be used to aid this process. The Office of the Special Advisor on Gender in particular has indicated willingness to provide advice and support as required. Representatives from all the agencies stressed that it is necessary to develop a concrete gender policy and implementation strategy with clear accountability mechanisms that relate to existing frameworks. Some key points raised in the discussions relate to both programming and staff recruitment issues:

Programming

- Gender mainstreaming should be the responsibility of a technical expert and not of a human resources person;
- Political pressure is an effective means of bringing gender mainstreaming into a U.N. organization;
- It is important to have gender assessment tools to measure progress both in programming and management.

Recruitment

- All vacancy announcements, especially at the level of P5 or above, should be sent to the Office of the Special Adviser on Gender Issues and Advancement of Women. She will ensure that announcements are shared with the ORIGIN (Organizational and Institutional Gender Information Network) network, which is a network of human resources professionals working in public and private international entities, including multilateral agencies, international financial institutions, bilateral donor agencies and commercial banks.
- IAEA should develop a less technical, more general description of its work so that female candidates without training in nuclear science will feel more inclined to apply for positions. It is important to ensue that selection committees have gender balance and gender focal points should sit on the committees, even if they do not have a vote. In fact, this was specifically mentioned in a December 1999 bulletin from the Secretary General, outlining the terms of reference for Departmental focal points. It was stated: "In participating in the deliberations of the [selection] Panel, the departmental focal point as an ex officio member shall, in ensuring the application of the special measures, express his or her views on the respective qualifications and experience of the applicants. The views of the focal point shall be reflected in the reports of departmental panels" (United Nations Secretariat 1999).

IAEA should introduce flexible work policies allowing telecommuting and flexi-hours. This allows women with young families' greater scope for combining the responsibilities of the workplace with those of their personal lives.

APPENDIX B: PERSONS MET

Alvear, Germán Piderit, Head Latin America Section, TC, IAEA, Vienna
Benson, Teresa, Head, Research Contracts Administration Section, IAEA, Vienna
Boussaha, Ali. Head, Africa Section, TC, IAEA, Vienna
Campbell, Frank. IAEA, Vienna
Cetto, Ana Maria. Deputy Director General and Director of Technical Cooperation, IAEA, Vienna
Colinet, Nathalie. Programme Coordination Section, TC, IAEA, Vienna
De Castro, Marcia, Policy Advisor, UNDP, New York
Dias, Mahendra Prinath. Regional Coordinator, East Asia and the Pacific, TC, IAEA, Vienna
Du Toit, Erika, Programme Coordination Section, TC, IAEA, Vienna
Goncalves, Kristina, Senior Advisor, Gender and Development, UNICEF, New York
Fouchard, Philippe. TC, IAEA, Vienna
Gaillard, Jacques, TC, IAEA, Vienna
Gray, Barbara. TC, IAEA, Vienna
Holaday, William. Head, Programme Co-ordination Section, TC, IAEA, Vienna
Kastens, Royal. Head, Planning and Coordination, TC, IAEA, Vienna
Khan, Noreen, Programme Officer, UNICEF, New York,
Kim, Byung-Koo. Director, Division for Europe, Latin America and West Asia, TC, IAEA, Vienna
Mbugua, Wariara, Principal Social Affairs Officer, ECOSOC, New York,
Mehrota, Arpana, Focal Point for Women, ECOSOC, New York
Mellinger-Deroy, Maurine. Implementation Officer, TC, IAEA, Vienna
Monzel, Catherine, Head, Recruitment and Staff Development, IAEA, Vienna
Nilsson, Anita B. Head, Office of Nuclear Security and Focal Point for Gender Concerns, IAEA, Vienna
Okhoya, C. Nelima. Programme Planning Officer, TC, IAEA, Vienna
Salema, Manase Peter. Director, Division for Asia, TC, IAEA, Vienna
Salerno, Rosina, Evaluation, IAEA, Vienna
Sandler, Joanne. Deputy Director, UNIFEM, New York
Semler, Vicki, Director, UN Women's Tribune Center, New York
Stokes, Deborah. Ambassador of Australia to the IAEA, Vienna
Stuller, Jan, Regional Coordinator, Europe Section, IAEA, Vienna
Voigt, Gabriele. Director, IAEA Laboratories, Seibersdorf and Chair, Joint Advisory Committee on Gender Issues, Vienna
Xu, Naicheng. Programme Management Officer, TC, IAEA, Vienna
Zaoude, Aster, Senior Gender and Development Advisor, UNDP, New York
Zednik, Maria. Regional Co-ordinator, Latin America Section, TC, IAEA, Vienna
Zlatnansky, Josef. Europe Section, TC, IAEA, Vienna

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