

## **How to Attract More Women Into Nuclear Materials Management, 165**

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### **Abstract**

During this Panel Session at the INMM & ESARDA Joint Annual Meeting 2023, Women in Nuclear (WiN) Global will highlight their efforts to bring more qualified female professionals into nuclear fields, in particular into the many areas of nuclear materials management. WiN Global's efforts include raising girls' interest in STEM subjects at an early age; educating, training and mentoring young females by experienced female professionals; serving as role models for young women; and advising and supporting them if they face any challenges. Young and experienced female nuclear professionals will discuss salient issues, exchange experiences and gather advice for other young women considering to choose the diverse field of nuclear materials management as their specialty.

### **Paper**

The panel was moderated by Amal ElRefaei. The panelists delivered their perspectives on this topic, starting with Dominique Mouillot, the President of Women in Nuclear (WiN) Global. She gave an overview of the association, its mission membership and strategic actions. WiN Global is an association registered in Austria with 35,000 members in 145 countries, organized in 60 chapters, 3 regional chapters and 2 international organizations. WiN Global also has the eight WiN Global Groups of Expertise that support focused actions in their subject areas. WiN Global strives to attract women and young talents through strategic partnerships, the promotion of young members in training and mentoring programs and other events.

Eva Gyane, the WiN for Peace Leader, spoke about the main objective of this group of expertise, i.e. to bring more women into the areas of nuclear non-proliferation, safeguards, export controls and disarmament in order to foster world peace. This objective is achieved by spreading the knowledge about these subject areas by conducting educational and training sessions through webinars or in person.

Oum Keltoum Hakam presented on IAEA programmes and initiatives starting at high schools and universities and the building of technical and soft skills through professional development and internships. The most notable ones are the Marie Sklodowska-Curie Fellowship Programme, Support for Nuclear Security Education, and the Lise Meitner Programme. The IAEA also considers gender aspects during all phases of IAEA programmes. Ms Hakam is the Leader of WiN in Nuclear Security Initiative (WINSI). This initiative was founded to promote and strengthen the involvement of women, in particular the next generation, in nuclear security worldwide.

Sonia Fernandez spoke about her career in the field of safeguards nuclear management, what led her to pursue a career in this area and the prerequisites for such a career.

Veronika Struharova highlighted the mission of the WiN Global Young Generation to unite and attract young people from around the world to nuclear-related professions in order to improve the representation of young people in the nuclear industry and in leadership roles and serve as a support network for career building and mentoring purposes.

Finally, Adjoa Amponfi stressed the importance of education. She spoke about her current career as an intern at the IAEA Nuclear Energy Division and how she as a young nuclear professional could enter into the field of nuclear materials management.

The panel was followed by a Question and Answer session and suggestions and insights by the audience.