President’s Message

Dear Winners

Finally, spring is around, the blossoms are blooming, the air is filled with bees’ humming and the sun is shining. Also Win is in a move, just last week more than 20 new members were approved!

On 22 February I also had the honour to be invited to Brussels at the Women in Nuclear Day organized by Rosana Buttiglione, Win Belgium. Very inspiring panel discussions, round table and speeches moderated by Isabella Lenarduzzi (JUMP) concerning challenges of gender diversity allowed interactions with the audience, the talks were followed by technical workshops in the afternoon.

Win Global also agreed on close cooperation with the NICE initiative: Nuclear Innovation: Clean Energy (Nice) partnership, where I count on Win member to promote nuclear power as a carbon-free energy source. Win will contribute interalia by profiling females in nuclear sciences, attending and talking on webinars and promoting the NICE events via our social media. Another important cooperation is underway: WINS (the World Institute for Nuclear Security) has initiated a women’s programme providing females online free education as a Nuclear Security Officer to improve gender parity in their fields.

On 8 March we celebrated the International Women’s Day. In the IAEA in Vienna during this week several events took place with panel and round table discussions of female Ambassadors and Scientists sharing their experience and initiatives in their home countries to get more women in leadership positions. 2019 will be also the year the Gender Report is expected for the General Conference of the IAEA which reflects the present status of gender balance and efforts in the Secretariat.

Finally, the Win Global General Conference 2019 to be held in Madrid from 17 to 21 June is in full swing. Register as soon as possible to get the early bird reduced fee via the Win Spain homepage and book your hotel as the meeting is close to the Pentecost holidays and Madrid might be fully booked soon. I look forward to the meeting and hope to see many of you. Until then enjoy the spring and summer season.

Dr Gabriele Voigt
Win Global President
INDUSTRY NEWS

World Water Day 2019: 'Leaving no one Behind'

By Aleksandra Peeva, IAEA Department of Nuclear Sciences and Applications

IAEA and NIHSA experts discuss how to optimize the use of an automatic weather station in Abuja, Nigeria. (Photo: NIHSA)

The theme of this year’s World Water Day — ‘Leaving no one behind’ — addresses the reasons why millions of people continue to live without access to safe water at home. To improve water availability and water quality management, the IAEA is working with countries to tackle their specific water-related needs and help them secure sustainable water for all by 2030.

The IAEA Water Availability Enhancement Project (IWAVE) helps scientists and policy-makers better understand their hydrological resources and provides reliable tools to improve the management of those resources. Currently 15 countries in Africa, Latin America and Asia are applying the IWAVE methodology. Although each country is at different project stage, some already show promising results.

Earlier this year, the IAEA, in collaboration with the Nigeria Hydrological Services Agency, held an IWAVE workshop in Nigeria attended by more than 130 national stakeholders, including the Nigerian Minister of Water Resources, Suleiman Adamu, high-level officials from the water sector, policy-makers, scientists and technical experts.

Nigeria, the country with the highest population and the largest economy in Africa, faces various water-related challenges, from water scarcity in the North to water pollution in the South. The water crisis is especially acute in the 21 million megacity Lagos; although the city is built around a lagoon, people are struggling to find water suitable for drinking and sanitation. According to the United Nations expert Léo Heller, only one in ten people are connected to piped networks, while the rest of the population rely on natural water sources for drinking water. Nigeria has also one of the highest child death rates from water-borne diseases in Africa.

In 2016, the Nigerian government finalized the National Water Resources Bill, the main objective of which is to establish a regulatory framework for equitable and sustainable development, management, use and conservation of Nigeria’s surface water and groundwater resources. The IAEA started working with relevant authorities last year to support their efforts by assisting them in applying IWAVE to optimise methodologies for utilizing isotope hydrology techniques.

“This is the first time IWAVE will be applied to assess the management of water resources of such a huge country,” said Oliver Kracht, Isotope Hydrologist at the IAEA. “We gathered useful information at the workshop that will now help us advise Nigerian water experts and decision-makers on producing a comprehensive hydrological action plan until the end of the year.”

By the end of 2019, five African countries will be applying the IWAVE methodology as part of an IAEA project in the Sahel region, which revealed that significant reserves of good quality groundwater are available in this drought-prone area.

Countries face different water-related challenges depending on their geographical location, climatic conditions, industrial development, and population, among others. To improve water availability, decision-makers need to understand how much water exists and where it comes from, if national water resources are sustainable for
current and future uses, and their vulnerability to pollution, land-use and climatic changes. IWAVE helps countries to establish scientific methodology to answer these questions and to make an accurate assessment of national water resources. This is especially important for groundwater assessment as isotope studies in many cases are the only practical means to accurately confirm age, recharge rates and residence time of aquifers (see Isotope hydrology).

Sustainable Development Goal (SDG) 6 includes access to safe water for everyone by 2030. Statistics from the Global Water Institute, however, suggest that 700 million people worldwide could be displaced by intense water scarcity by 2030. How decision-makers tackle this will be the main question addressed on today’s World Water Day.

This will be also one of the topics discussed at the International Symposium on Isotope Hydrology. Watch the event live on 20 to 24 May 2019.

For more information, visit this year’s World Water Day website.

INDUSTRY EVENTS

**WiN Global Conference 2019**

From **June 17th to 21st** you have an appointment with WiN Global in Madrid! Register now at:-


As already announced, this year 2019, from **June 17 to 21**, the WiN Global International Congress will take place in Madrid.

This meeting is the most important appointment for WiN Chapters. Ionizing radiations, applications, sustainability, education are just some examples of topics about this meeting, where different perspectives based on countries and continents will be exposed in the complete program that you can see at [http://www.winglobalmadrid2019.org/](http://www.winglobalmadrid2019.org/)

We have structured the Congress in 5 technical sessions that are completed with cultural program, technical visits, posters exhibition and several activities that we are sure to generate great interest.

- **Session 1**: Long-term operation of PNP and sustainability
- **Session 2**: Innovation and Technology
- **Session 3**: Women in the nuclear sector
- **Session 4**: Applications of ionizing radiation.
- **Session 5**: Education and Training

We invite you to register and prepare a poster. The summary of the poster can be sent until **May 17** and you need to complete your registration form.

We hope this Congress will be a great success and a good meeting point to keep in contact.

Looking forward to greeting you all!
WiN Global Conference 2020

**SAVE THE DATE**

**28th Annual WiN Global Conference**

**October 4-8, 2020 • Niagara Falls, Canada**

WiN Canada is honoured to host the 28th Annual WiN Global conference, which will be held in Niagara Falls from October 4-8, 2020 with the theme *Positively Charged for Success*. This is the first time in almost 15 years that the conference has been held in Canada! Sponsorship opportunities are now available for this conference! To find out how you can showcase your company to a diverse group of over 500 women in the worldwide nuclear industry by partnering with WiN Canada as a conference sponsor, please email melanie@redstoneagency.ca. Registration for this conference will open in October 2019.

Don’t miss the opportunity and apply now for this year’s World Nuclear University School on Radiation Technologies 14-25 October 2019, in Obninsk, Russia.

The participants will gain a broad understanding of radioisotope production methods, applications in a variety of areas, as well as key managerial-related topics. They will furthermore gain familiarity with the main challenges encountered by practitioners within the radiation technologies field.

The RT School features expert lectures, small-group and team-building work, as well as technical visits to key radiation technologies related sites.

For further information click here: https://bit.ly/2S28utz

Registrations are open: https://bit.ly/2R9zdQp
Deadline for IAEA funding: 3rd April 2019
Deadline for Company funded applications: 16th August 2019

Compete in the WNU Nuclear Olympiad 2019

A unique opportunity for University students to build a top global professional network while contributing to nuclear communications.

**Stage 1:** Submit a up to 3-minute video on any aspect of radiation applications by 26 April 2019

**Stage 2:** Chat with us

**Stage 3:** Let us know about public opinion in your country

Finalists will have the opportunity to make an oral presentation at an international setting event.

Further Information: https://tinyurl.com/yxfa68su
CHAPrer NEWS

WiN BELGIUM

Our First WiN Day!

WiN Belgium was established last year and we organized an event last February in Bruxelles.

This event called the WiN Day was the opportunity to invite Gabi Voigt to present WiN Global. It was also the opportunity to explain the goals of WiN Belgium. Three role models shared with us their experience about their career: the difficulties they met or the reason why they have chosen this kind of sector. It was an inspiring moment. In the afternoon, we had a workshop about the empowerment. It was a great event with a lot of enthusiasm and energy. A great opportunity to network!

WiN BRAZIL

New Leaders in the Nuclear Sector Workshop

A workshop for New Leaders in the Nuclear Sector sponsored by the IAEA and hosted by The Regional Cooperation Agreement for the Promotion of Nuclear Science and Technology in Latin America and the Caribbean (ARCAL) was held at IPEN (São Paulo, Brazil) from 11 to 15th February, 2019. Nelida Del Mastro – President of WiN Brazil – was one of the many distinguished female academics and researchers interacting in group discussions and individual presentations. Professionals from Cuba, Panama and Costa Rica were also present discussing the role of female scientists in leadership, the creation of new Latin American WiN chapters as well as future collaborations among them.

Participants at the ARCAL/IAEA Workshop New Leaders in the Nuclear Sector.

Brazilian WiNers Nelida del Mastro & Alice Cunha being interviewed at the ARCAL/IAEA Workshop.
The International Day of Women and Girls in Science

The International Day of Women and Girls in Science, February 11th, was commemorated at Mackenzie University / São Paulo, in an event organized by Aline Carvalho, Brazilian WiNner and founder of STEM for Girls organization. Brazilian WiNners Alice Cunha da Silva (Westinghouse), Karla Lepetitgaland (Eletronuclear) and Prof. Sueli Borrely (Nuclear and Energy Research Institute-IPEN), took part and talked about the challenges females face in STEM careers.

The event counted on the participation of women from several fields of science, in addition to representatives of UNESCO and the Consul of Canada in Brazil. The four WiNners brought to attention not only the difficulties of being a woman in STEM but also were able to share information about nuclear technology that was not known by the other participants.

The Optical Society, OSA & SPIE, the international society for optics and photonics Student Chapter organized also an event for the International Day of Women and Girls in Science at the auditorium of IPEN, Sao Paulo. This event comprised a series of round table discussions on the advancements of females in STEM fields and the challenges ahead.

12th Brazilian Campus Party – São Paulo

For the first time in the history of Campus Party Brazil, nuclear energy, its applications and benefits were openly discussed at the event. The Campus Party is one of the biggest technology events in the country with more than ten thousand participants focused on youth. The 12th Brazilian Campus Party event took place last February in São Paulo and included the participation of NASA engineers, the Brazilian Minister of Mines and Energy, astronauts and other important figures in the field of science and technology.
WiN Brazil partnered up with the ONG STEM for Girls, who is one of the organizers of the event, to include, for the first time, a series of activities related to nuclear. Six Brazilian WiNners took turns in the event preparing different activities like: nuclear trivia, presentations on ‘Radiation is Natural’, interviews and even presentations on radiation using pop culture as a base, talking of super heroes and cartoons that inform the youth about nuclear.

“Balance for Better”. Professor Sucheta Nadkarni, Director of the Wo+Men’s Leadership Centre (WLC) at Cambridge Judge Business School, shared results from her latest research on why and when gender diversity matters most in firm performance and chaired a guest panel on Building Balance. It’s great to see Brazilian WiNners representing the national Chapter all over the over the world!

WIN BULGARIA

WIN Bulgaria Supports the Kozloduy Robotics Club

Students of the Sts. Cyril and Methodius Secondary School were supported by WiN Bulgaria for their participation in the sixth edition of Robo League Bulgaria, that was held at the InterExpo Centre in Sofia.

This is the largest national competition for amateur designed robots. The participants compete with robots of their original design and construction, allocated in several different disciplines. The purpose of Robo League is to promote robotics in Bulgaria by encouraging young talents to express themselves through exchange of experience and knowledge. The different competition categories provide opportunities for showing diverse hardware and software developments and decisions.

The 12th grade students from the Robotics Club, Ivan Stefanov and Bozhidar Manev, took part in the competition with their robotic human hand of realistic size, driven by servo motors. The robotic hand consists of a shoulder joint, elbow, wrist and fingers. The perfection and precision of the crafted robotic hand placed the young people third in the final classification.

Brazilian WiNner at Cambridge March 8th Celebration

On March 8, International Women’s Day, Brazilian WiNner and Chapter founder Patricia Wieland joined the Cambridge Judge Business School celebration, whose theme this year of 2019 was

Tania Muguet with a presentation of ‘Radiation is Natural’

Alice Cunha da Silva, Tariana Brocardo and Beatriz Sequeira on presentation about Radiation and pop culture.
**WIN CANADA**

**16th Annual WiN-Canada Conference**

The 2019 WiN Canada Conference will be taking place **September 22 – 24, 2019** at the Unifor Family Education Centre, in Port Elgin, Ontario. Primarily Bruce Power employees, will be hosting the conference. Bruce Power supplies 30% of the province of Ontario’s electricity and is one of Canada’s most successful Public-Private Partnerships. The theme of the 2019 conference is **I ♥ Nuclear**, highlighting the impact women have on the nuclear industry while exploring how we can add “heart” to the public discourse. Registration will open this spring at [www.canada.womeninnuclear.org](http://www.canada.womeninnuclear.org).

**International Connections**

This February, WiN Canada's Chapter Chairs, members, advocates and staff had an engaging meet and greet with Adrienne Kelbie, Chief Executive of the Office of the Nuclear Regulator in the UK during the trade show at the Canadian Nuclear Association Annual Conference.

**Local Chapter Highlight**

WIN Canada has **six Chapters** that are doing incredible work across the country to advance our mission and connect with our local members through engaging programming. Our Chapters are:

- Bruce
- Golden Horseshoe
- Durham
- Eastern Ontario
- New Brunswick
- WIM/WiN Saskatchewan
In the March issue of WiNFo we are highlighting the work of the WiN Eastern Ontario Chapter:

The WiN Canada – Eastern Ontario Chapter has had a busy fall and winter! The Eastern Ontario Chapter covers two communities that are about 2 hours apart – the Chapter focused their efforts on ensuring there were events for everyone throughout the region. Since November, the Chapter hosted four events with the aim of bringing together women in the industry to network and learn from each other.

In November, a “Sip and Sign” event was held in Ottawa, ON where members had a social evening while painting some fun signs to take home. This allowed for some excellent networking opportunities and fun!

During the month of December, the branch facilitated a “toiletry/tampon” drive at many workplaces to enable the collection of toiletries needed for women’s shelters and food banks. Close to 20 large boxes of donations were collected to be distributed throughout the communities.

Meet the President

The month of January saw two separate “Meet the President” events – one in Ottawa, where Women in Nuclear were invited to have a discussion with the new President of the Canadian Nuclear Safety Commission and WiN Canada member, Rumina Velshi. The second was held in Deep River, near the Chalk River Laboratories facility – where the President of WiN Canada, Heather Kleb was invited to provide a presentation on her career and shared some excellent words of wisdom.

The Easter Ontario branch, under a revitalized Leading Group is looking forward to hosting more events this spring and fall, including sessions at local colleges and staffing many booths at industry conferences.

You can visit us online at:
http://canada.womeininnuclear.org
www.facebook.com/womeninnuclear.canada
www.twitter.com/win_canada
www.linkedin.com/company/women-in-nuclear-canada

*NEW*
WIN FRANCE

FEM’Energia Awards 2019

Since 2009, FEM’Energia awards in partnership with EDF and WiN Europe, aim to recognize the exceptional contribution made by female students and professional women to nuclear activities in France and Europe.

Application Start Date: February 2019
Deadline for Applications: May 2019
Awards Ceremony: October 2019

To apply:
- [www.win-europe.org](http://www.win-europe.org)
- [www.edf.fr](http://www.edf.fr)

WiN France Helping Students at Career Days Event

At the end of January, WiN participated in career days, representing the nuclear industry, in different cities in France (Bagnols, Cherbourg, Lyon, Marseille). The main companies such as EDF, CEA, Orano, Framatome, Technicatome and their service providers, as well as engineering schools, were there to exchange.

During these forums, members of WiN participated in conferences, introduced their companies and their jobs and organized stands for students, in many fields: radioprotection, dismantling, control of the nuclear installations, chemistry, but also welding and mechanics. The goal is to increase the number of women in the entire sector. These business forums were a great opportunity to promote FEM’Energia Awards: videos presented underlined the accessibility of these jobs to all women, including through reconversion.

These career days are very important to improve the attractiveness of nuclear industry because we need to hire but we are facing a lack of candidates.
**WiN KOREA**

**Dr. Youngmi Nam Inaugurated as 5th President of WiN Korea**

Dr. Youngmi Nam, who serves at the Korea Atomic Energy Research Institute (Term: 2013.03.1 ~ 2021.02.28), has become the 5th President of WiN Korea.

In her inaugural address, the new President said "It is an honour to be inaugurated as President of the association in charge. Through women's unique sensitivity and intervention ability, I would like to contribute significantly to raise awareness of the field of nuclear power and radiation and exert a great deal of effort to narrow the gap between women experts and the public."

President Youngmi Nam received her Ph.D. in nuclear physics from Busan National University and has held posts as Senior Researcher in Nuclear Training and Education Centre at the Korea Atomic Energy Research Institute, Chairman of Asian Network for Education in Nuclear Technology, IAEA Member of Technology Working Group on Nuclear Human Resources Management, Chairman of Korea Nuclear Education Cooperation Council, etc. Her experience plays an essential role in the field of internal and external nuclear energy education.

On January 30, in London, the Women in Nuclear UK conference was held. Raquel Heredia, President of WiN MX (Mexico), had the opportunity to attend this event and get in touch with Jack Gritt, President of WiN UK. This with the intention of strengthening ties between Chapters for the exchange of information and future activities for women of both countries. The day was composed of different workshops and conferences of great interest focused on leadership issues, role models and inclusion. Through the use of different exercises, the attendees were invited to reflect on the bias that we sometimes emit both personally and with those around us and how this affects us in the workplace and personally.

In the Solving Complex Problems workshop, attendants were asked to identify complex problems, what entails them and strategies to address them. It was a pleasure for WiN MX to be able to attend and learn more about the activities of other Chapters, as well as share with other Latin American colleagues like Denise Cárdenas from Colombia, who currently works at TRADEBE.

**WiN LATIN AMERICA**

**WiN MX**

**Strengthening Ties**

Strengthening relationships between Chapters is always of great importance. In this way we can keep note of what is happening in the industry and of the activities carried out by inspiring women around the world every day.
Legal Considerations Relating to Nuclear Energy as an Option for Newcomer Countries (Case: Australia)

Helen Cook is a member of WiN MX, she is an independent lawyer with more than 10 years' experience in the nuclear field. She has worked on projects around the world and her experience serves as an example for countries that wish to become involved in nuclear energy.

As an Australian living overseas and working in the civil nuclear energy sector, I often get asked “why doesn’t Australia have nuclear power plants?” My standard answer mentions our coal, our gas and generalizations about public acceptance of nuclear energy in Australia. The follow-up question is often “but doesn’t Australia have a lot of uranium?”. “Indeed”, I respond, “resource-rich Australia also has the world’s largest known uranium reserves (about one third of the global total) and is the third largest producer behind Kazakhstan and Canada. But, no nuclear power.”

There are many voices in Australia advocating that nuclear energy should at least be part of the discussion of Australia’s energy future. Some of those voices were in the room when I presented to the annual meeting of the Australian Institute of Energy, the Australian Nuclear Association, the Nuclear Engineering Panel of the Sydney Branch of Engineers Australia and the Royal Society of New South Wales (the “Four Societies”). On 25 February 2019, in the Sydney offices of my own former law firm, Allens, I delivered a presentation on “Legal considerations pertaining to nuclear energy as an option for Australia”. The focus of the presentation was not “should Australia add nuclear energy to its generation mix” but, rather, “what if?... What if Australia decided that it wanted to consider nuclear energy as an option for the future or decided affirmatively to build nuclear power plants, then, what would it need to do from a legal perspective? In setting out the relevant international nuclear treaties and conventions, it is clear that Australia has excellent international nuclear credentials in the areas of nuclear non-proliferation and nuclear security, in particular.

Australia has also implemented international treaty commitments in national law. But, most of Australia’s existing domestic law and regulatory regime relates to the activities of export of uranium and operation of its nuclear research reactor, the OPAL reactor at Lucas Heights in Sydney. As an initial roadblock, two Federal laws currently prohibit the construction of nuclear power plants in Australia. So, should Australia wish to develop nuclear power plants in the future, existing prohibitions would need to be removed and a comprehensive legal and regulatory framework covering the nuclear and radiation safety regime would need to be established. The second part of my presentation focused on the commercial side and the challenges faced by developing viable commercial structures and financing schemes for new nuclear power plant projects in today’s market. I reviewed the status of current projects, in both newcomer nuclear countries and established nuclear markets, and discussed many of the “lessons learned”, all of which should be carefully considered for any future nuclear new build in Australia.

I concluded with the following comments:

- **Timing:** A decision to build nuclear power plants is not an overnight decision or outcome - the International Atomic Energy Agency says it takes 10-15 years to develop a nuclear power programme. The United Arab Emirates established a new model (but it won’t be a model for all countries).

- **Legal/regulatory framework:** The legal and regulatory framework is complex but Australia has existing legal and regulatory foundations.

- **Nuclear liability:** Treaty and national law in the area of third party liability for nuclear damage will be required.

- **Leadership:** It will be important that Australian global leadership continues in nuclear security and nuclear non-proliferation.

- **Technology:** Timing is an important factor in technology availability – there are large, small and advanced options, but not all are ready today for commercial deployment.

- **Preparation:** Preparation prior to procurement/contracting is essential for timely delivery and appropriate risk allocation.

- **Lessons learned:** There are many, many lessons to be learned.

- **Human resources:** Experienced resources cannot be created overnight – short-term hires and long-term local planning needed.
• Public acceptance: May be the single largest challenge for Australia – for nuclear policy development and implementation.

• Government policy: Strong and clear government policy would be required. A nuclear power programme is a 100+ year commitment and needs a “whole-of-government” approach.

• Government role: Must have clarity on the Government’s role in the nuclear power programme. That role can take many forms, but clarity is key.

• Foundations: Australia has excellent nuclear credentials and a strong foundation on which to build a nuclear power programme, should such a decision be made.

The presentation is available online at: http://www.aie.org.au/past-events-2019

For further inquiries, please email Helen.Cook@gneadvisory.com

OTHER NEWS FROM LATIN AMERICA

Bolivia Goes Strong

The Nuclear Medicine Institute, which is being built in El Alto province, is 30% complete in terms of physical infrastructure and it is expected that by the last quarter of this year the work will not only be completed but will start operations.

This was stated today by the director of the Bolivian Nuclear Energy Agency (ABEN), Hortensia Jiménez, during a progress inspection of works that was carried out with the president of the Health and Education Commission of the Chamber of Deputies, Franklin Flores, deputies Toribia Pomacusi and Cristina Choque, leaders of the Federation of Neighborhood Juntas (Fejuve) of that city, neighborhood leaders of District 8, as well as some media.

CNEA Argentina Becomes a Collaborative Center of the IAEA in Latin America

The International Atomic Energy Agency (IAEA) granted the National Commission of Atomic Energy of Argentina (CNEA) the recognition as an IAEA Collaborative Center. In this way, a joint work plan was established for the next four years (2019-2022) with the objective of providing assistance to other countries in the region and the world.

Based on the agreement with the CNEA, assistance will be provided from Argentina to other countries in the region and the world, specifically in the areas of nuclear power, fuel cycle, nuclear sciences, nuclear techniques for development and environmental protection. CNEA will carry out the activities included in the framework of this work program of the Collaborative Center through its Institutes: Balseiro, Sabato and Dan Beninson.

Professional Training

IEEE Women in Engineering Argentina organized a free open day to the community in the framework of International Women’s Day. The event took place on Saturday, March 9, from 2:00 pm to 8:00 pm. at the postgraduate campus of the University of La Matanza, located at Moreno Street 1623, area of the National Congress.

The conference was composed of various talks / workshops, where the aim was to make visible, support and empower women who work in STEM, so that from their professions they can use scientific and technological resources to create proposals with added value, and thus solve the problems in a framework of diversity and teamwork.
First Sub-Regional Course in Nuclear Knowledge Management Held in Costa Rica

Between December 3 and 7, 2018, the “First Sub-regional Course on Nuclear Knowledge Management” was held for the Central American and Caribbean region, based in Heredia, Costa Rica. This activity was sponsored by the International Atomic Energy Agency (IAEA) through the Regional Technical Cooperation Project RLA0057, and by LANENT. Locally, the organization was in charge of the Physics Department of the National University (UNA) and the Atomic Energy Commission of Costa Rica (CEA).

The event gathered 22 participants from seven countries of the sub-region and experts from Costa Rica, Spain, Brazil and Argentina for five days. It is important to highlight that on this occasion, 50% of the participants, and more than 60% of the experts, were women, which continues to support the development of professional women in the nuclear sector in this area.

WiN Russia Participates in the XI International Conference on NPP Safety and HR Management

At the end of 2018 the city of Obninsk hosted the XI international conference “NPP safety and human resources management”. Alongside the conference was held a special round table “Contribution of women in developing radiation technology and knowledge transfer: from Marie Curie to today”, which was organized by Women in Nuclear Russia.

The round table was devoted to the increasing role of women in nuclear science and to opportunities in knowledge transfer and training of the next generation of young specialists. The particular attention of the round table was given to the life and works of the legendary Marie Curie, about whom was presented a special short movie from the IAEA.

The honorary guest of the event was Victor Murogov, an ex-IAEA Deputy Director General, who now heads the international education center of Russia’s main nuclear university NNRU “MEPhI” and is very active in working with the young generation. In his opening speech he noted that “due to patience and attentiveness there is no better teacher than a woman. The notion of female teacher is very natural and comfortable”.

The organizer of the round table, President of WiN Russia Alena Yakovleva followed with a presentation of women’s activities and opportunities in the nuclear field with a strong emphasis on building a strong community of
women-specialists who learn from and encourage each other. “Development of a thriving professional community of “nuclear women” will greatly help us in communication with the public, support their trust and interest in the nuclear energy, which is so needed today”, - she said.

The following speaker Natalya Airapetova, Deputy Head of Obninsk’s Institute of Physics and Power Engineering, gave a very interesting presentation on the increasing problems of education of modern young people. Among the reasons she noted were the “disappearance of nuclear dynasties, aging of teaching personnel, lack of interest in nuclear science, dominant switch of the nuclear industry to the “operating mode”, increase in Russia’s foreign projects and their decrease inside the country, and others”.

The Director of WiN Russia’s mentoring programme and lead engineer of Obninsk’s “Taiphoon” enterprise discussed the issue of transferring critical knowledge to the next generation. “There is a large generational gap in current nuclear workforces, and finding new and effective ways to connect old and younger workers are of critical importance”, - shared Irina during her presentation.

The end of the round table was specially devoted to one of the originators of modern nuclear science Marie Curie, whose 150th birthday was celebrated last year, with a fascinating presentation by Alla Sidortsova, PR Manager at Moscow “Radon”, a company, which performs all kinds of radioactive waste treatment of the central region of Russia. The presentation covered both interesting and difficult aspects of Marie’s personal and scientific life.

WiN SPAIN

From June 17 to 21 you have an appointment with WiN Global in Madrid!

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- **Session 5**: Education and Training

We invite you to register and prepare a poster. The summary of the poster can be sent until May 17 and you need to complete your registration form.

We hope this Congress will be a full success and good meeting point to keep in contact.

Looking forward to greeting you all!
OUTSTANDING WOMEN

Karen Hallberg was awarded with the L’Oréal-UNESCO For Women in Science Award, for her development of cutting-edge computational approaches that allow scientists to understand the physics of quantum matter. Karen has a PhD in Physics, she is head of the Department of Condensed Matter of the Physics Management of Bariloche Atomic Center, and she is in charge of research groups and students at the Balseiro Institute.

Karen Hallberg

Natalia Campos Rivera is a Mexican PhD student and uses the use of radioactive elements in medicine to design a machine that uses the energy of radiation to mark altered areas of the brain. This can be used in the diagnosis and treatment of diseases.

Natalia Campos Rivera

Luz María Moya Rodríguez

Born in the province of Limón, Luz María Moya Rodríguez has written more than 13 publications on topics such as Sensitivity in X-ray Fluorescence, multi-elemental analysis by computerized processes in X-ray Fluorescence and with this same technique, the elaboration of analysis of elements in trace of coffee samples. In addition, she has produced documents that allow the incorporation of elementary subjects of physics in university and secondary education.

Colombian Physics graduate Paola Tello is working in England using an X-ray scanner and other equipment to describe rocks. In 2017, she was selected in the Australian Homeward Bound program for the largest expedition of women scientists to Antarctica.

Paola Tello
SPOTLIGHT ON A WOMAN IN NUCLEAR

For the March issue of WiNFor we feature an interview with Kamila Syzdykova, Managing Director for Economics and Planning at Kazatomprom.

Today, more than 20 thousand employees work in the nuclear industry in Kazakhstan, of which about three thousand are women. They work in all parts of the industry – as geologists, engineers, builders and metallurgists among other roles. Do women face challenges working in the uranium production industry? What is their role in the modern nuclear industry? And what trends can be observed in the future? These and other questions are answered by Kamila Syzdykova, Managing Director for economics and planning at Kazatomprom.

- How did you get into the nuclear industry and Kazatomprom? What made you choose this industry?

- In 2009, I took the position of Financial Director in the mining enterprise Kyzylkum LLP, which is part of Kazatomprom. It was a fascinating opportunity since the enterprise was going through a difficult period due to significant deterioration in market conditions, which impacted its business plan. I had a lot of responsibility and my main task was to help the business avoid default on its credit obligations. For a year and a half, we restructured the company debt, introduced a new business plan and successfully secured capital for the enterprise.

Soon after, I received an invitation to work at the head office of Uranium One in Toronto, where I was engaged to implement a new management reporting system. After that project was completed, I worked as Deputy Finance Director of Uranium One Kazakhstan for a long period managing all the day to day financial issues related to uranium mining. Throughout my career I have always been given interesting and challenging roles with lots of responsibility in the uranium industry, and this is what attracts me to it.

- When you first started as a financial officer in the nuclear industry, did you face any challenges building up an understanding of uranium production and its processes?

- At the beginning it was difficult, since the production of uranium has its own unique characteristics. It is unlike any other production process, and I had no experience in a manufacturing enterprise, I came into the industry from the banking industry. It was a jump into the unknown for me in this regard, but I worked hard and quickly learnt all I needed to know about the industry.

I started by spending significant time at the mining site, meeting new people and acquiring all the practical knowledge I could. My colleagues from production were incredibly helpful and patient. They taught me all they could about the production process and its nuances.

The most valuable experience for me from that period was building a system of internal budget management which involved identifying key divisions and organizing effective communication between them. From this I developed a deep understanding of the uranium production process and the cost indicators which financial professionals like myself need to manage. I also quickly learnt about the different work structures at individual mining enterprises.

- What projects have you been able to implement successfully while in your current position? What have you introduced?

- It's probably too early to talk about successful implementation in my current role since I have not completed my assigned project. As the leader of a project to implement an IPS (integrated planning system), I am responsible for the modernization of the medium-term planning processes at Kazatomprom. We have completed the first phase
of this project and we are now engaged in the implementation of the second phase. So far, together with my project team, we have stated system requirements for integration of company's existing information systems to improve data transfer across the business. The remaining objectives of my project are to develop a unified data management system, automate planning processes and introduce a planning and scenario modeling tool to the business.

- What do you think of the role of women in the modern nuclear industry?

- Women are incredibly important and valued in the workforce here, it is a generally recognized fact. We have a lot of talented female colleagues leading important functions. For instance, we have a strong group of very talented women, who are our chief geologists and lead our geology department. The role of geology is key in the overall uranium mining process, and their leadership reflects the growing attraction of industry for talented women. Another important production function — laboratory testing — is also almost entirely staffed by women now. We also have very strong female representation in the auxiliary service departments like finance, economics, procurement and legal. I believe that women in our industry have great career development opportunities if they have right skills and attitude.

- What trends, in your opinion, will prevail in the future for women in the modern nuclear industry?

- I think that the role and importance of women in our industry will continue to grow now that the traditional stereotype of men only working in production is disappearing. For instance, the major global trend in our industry today is the introduction of automated systems, and here we see more and more women coming into the workforce as business analysts and data miners. Their skills are in great demand in the modern nuclear industry. In fact, many of the transformation projects at our company are being carried out under the leadership of women, and this only confirms my conclusions about the growing importance of women in the modern nuclear industry.

Kamila Syzdykova