Over 400 participants from 39 countries gathered in the city of San Carlos de Bariloche, Argentina, from March 11th to 17th, 2018, for the 26th Women in Nuclear (WiN) Annual Conference and the 10th International Youth Nuclear Congress (IYNC) IYNCWIN18. The event was hosted by WIN Global and IYNC, together with their local counterparts: Women in Nuclear Argentina – Mujeres del Sector Nuclear – and Argentine Youth Nuclear Generation –Asociación Argentina de Jóvenes Nucleares. It is the first time that these non-
profit organizations have collaborated on a joint conference and the first time to take place in Latin America.

This unique event had the support of several national and international organizations and featured a wide variety of speakers and experts from the global nuclear industry, academia and government. The Undersecretary of Nuclear Energy from Argentina, Mr. Julián Gadano; the Director General of the Nuclear Energy Agency of the Organization for Economic Cooperation and Development (NEA-OECD), Mr. William Magwood; the Deputy Director General of the Department of Management of the International Atomic Energy Agency (IAEA), Ms. Mary Alice Hayward; among others.

With the theme “Challenge the Present, Empower the Future”, IYNCWIN18 provided a forum for young professionals and women around the world to discuss relevant nuclear topics. In particular, this joint conference aimed at strengthening the promotion of peaceful uses of nuclear energy, endorsing the active involvement of young generations and women in the field, and boosting the development of professional global networks. In this sense, participants had the opportunity not only to share their knowledge and experiences with peers and industry leaders about several nuclear aspects, including research and development, communication, gender equality, career development, but also to join technical tours to nuclear facilities both in Argentina and Brazil.

The actual conference was preceded by WiN Global Executive/Board and WiN Committees: Strategic Plan, Communications, and Mentoring meetings. WiN Global President and Vice-President, Dr. Gabi Voigt and Ms. Heather Kleb respectively, were endorsed to continue leading WiN Global for a second term of 2 years. Dr. Voigt welcomed new Chapters -WiN Belgium, WiN Bolivia, WiN Cuba and WiN Mexico- to the WiN Global community. In addition, the dates and venues of the next WiN Global Annual Conferences were announced as follows:
In recognition of her valuable work in the areas of Communications, Education, Leadership and Mentoring, the WiN Annual Award was given to Ms. Carla Notari, founder and Dean of the Dan Beninson Institute of Nuclear Technology - one of the main Argentine academic institutions, created by the National Atomic Energy Commission (CNEA) in association with the National University of San Martin (UNSM); while Dr. Se-Moon Park, WiN Global President from 2012 to 2016, received the WiN Honorary Award for her remarkable and constant contributions to WiN development.

After the registration of WiN Global as a legal entity under Austrian association law, Ms Eva Gyane, WiN Global Treasurer, advised that a bank account was established in August 2017 and presented the financial report. In addition, Ms Hasna Al Blooshi, WiN UAE President, provided an update on the new outreach material for WiN Global developed by her Chapter. Ms Anne-Marie Birac, WiN Global Executive, also presented 2 proposals: WiN France kindly offered to host the next Executive/Board meeting in Paris, in October, considering two relevant facts: on this opportunity the 10th Fem’Energia award ceremony will take place and it will be the 25th foundation anniversary of the Chapter. Moreover, WiN France also proposed to give a 2nd WiN Special Award to Dr Gabi Voigt, Ms Melina Belinco, Mr Denis Janin and Mr Cristian Vega – IYNCWIN18 general Co-Chairs- for the organization for the “first joint young people and women conference”. The prize will be awarded on occasion of the World Nuclear Exhibition, which is the leading event for the global civil nuclear energy community and more than 20,000 visitors from all over the world are expected to attend. This large audience will provide an ideal environment to communicate on WiN Global and to promote its initiatives and activities.

Finally, it is important to mention that, during the IYNCWIN18 opening and closing ceremonies, quite inspiring speeches were delivered. A special remark about the meaning of WiN Global was highlighted by Ms Melina Belinco, from WiN Argentina:
“I have been thinking about the goals of WiN, especially considering that we are a non-profit organization and human ties are our priority. And this made me also think about what it means “to win” for WiN - Women in Nuclear.
We WiN when we raise awareness about career opportunities and more young women get involved in this field.
We WiN when we provide women with concrete tools to feel stronger and self-confident so that they don’t put limits on themselves.
We WiN when we feel motivated by such inspiring presentations and speeches.
We WiN because through all these years we were able to build strong human ties, which is the key aspect which makes an organization different.
… apart from the support which WiN gives us for our professional career, WiN provides a framework of such inspiring and humble women who are real mentors of life”.

2019 Madrid, Spain 17th to 20th June
2020 Canada
2021 Japan
2022 Egypt
FORMATION OF A MENTORING COMMITTEE

In 2017 WiN Global established a Mentoring Committee for the purpose of sharing best mentoring practices and leveraging those practices in the development of mentoring activities for its members. The Committee meets at least once quarterly to review the mentoring programs of feature countries (e.g., Canada). The information is then summarized on a Wiki Page that has been created to facilitate the global sharing of mentoring information. Once the Committee has accumulated information from a number of countries we will prepare a paper for sharing with the broader membership.

Committee participants include representatives of Chapters with active mentoring programs, as well as those that are interested in developing mentoring programs. We currently have participants from Argentina, Canada, China, France, Germany and the United Arab Emirates. If you are interested in joining the Committee, or in sharing mentoring practices as one of the feature countries, please contact the Committee Chair, Heather Kleb at Heather.Kleb@BrucePower.com. This year we will be featuring France, the Chapter whose poster presentation on mentoring was featured at the Annual WiN Global Conference in Beijing, China last year.
Finally, as a result of these Committee meetings, WiN Global members have been offered the opportunity to participate as international mentors, or mentees, in a Canadian program developed by Electricity Human Resources Canada (EHRC). This successful program connects mentors and mentees online. Once connected they then communicate with one another through Skype. EHRC’s Chief Executive Officer, Michelle Branigan, is excited to see how the program could be executed on a global scale. If you are interested in being a mentor, or mentee, please go to http://electricityhr.menteer.ca/.

NEW CHAPTERS

We welcome all our new members from the newly established Chapters:

WiN Belgium       WiN Bolivia
WiN Cuba          WiN Mexico

ARE YOU A WOMAN IN NUCLEAR? TELL US ABOUT YOURSELF

We would like to profile a Woman in Nuclear in each issue of WiNFo. We are looking for WiNners who would like to tell us a little bit about themselves – to share their working day, experiences, hopes/aspirations, work/life balance, hobbies etc. Are you interested? If so please send your story plus photographs to winadmin@world-nuclear.org

IMPORTANT DATES

2019 WiN Global Annual Conference
The next Annual Conference will be held in Madrid – May 17 to 20th 2019

2018 WNU Summer Institute
The World Nuclear University’s 2018 Summer Institute will take place in Busan and Gyeongju, South Korea between June 26th and August 3rd.

THE WORLD OF WiN

WiN ARGENTINA

More than 70 people working in the field of science and technology attended the event organized by Women in Nuclear (WiN) Argentina – Mujeres del Sector Nuclear- on 16th
March 2018. This free-of-charge activity aimed at providing a forum for both the local community and IYNCWIN18 participants to share ideas and experiences on gender topics and the role of women in science, especially in the nuclear industry.

Welcome remarks were delivered by Ms Gabi Voigt, WiN Global President, Ms. Ms. Eva Gyane, WiN Global Treasurer and member of WiN IAEA, and Ms Juana Gervasoni, WiN Argentina president. After that, representatives from WiN Bolivia, WiN Mexico and WiN Brazil shared their views and provided an update on their involvement in WiN activities. “What role do women play and have played in the professional and academic field? Is the access to scientific or technological careers the same for both men and women? How can we articulate action strategies to address gender issues?” were some of the questions that guided the discussions among students, teachers, researchers and professionals, mainly from different Argentine institutions.

In her presentation, Dr Gabi Voigt stressed the importance of participating collectively in exchange networks: "We must support each other, help each other in the development of our careers, become mentors and communicate about the benefits of nuclear energy to society." The WiN Global President reflected on the growth of the network, which was founded with the goal of creating a “space to support women in an environment dominated by men.” She also thanked for being invited to the event and remarked: "I am very happy to know that in Latin America there are so many opportunities for women to work together". Ms Juana Gervasoni recalled how valuable it is for our country to be part of WiN since its foundation, and outlined: "Our vision as WiN Argentina, and within WiN Global, is to pave the way for young people who have just begun their professional careers and to provide them with tools to achieve equality between men and women in the scientific-technological field. For this", added the researcher, "we have developed a motivating space to exchange ideas, experiences and initiatives. We aim to establish fluid dialogue with the society to promote awareness, contribution and education about nuclear technologies”.

The final part of the event was dedicated to a poster session where participants had the chance to present their researches and past works. It turned out to be an ideal opportunity for all attendees to interact in a relaxed environment, and to further discuss future collaborative activities.

WiN AUSTRALIA

On 8th February 2018, Women in Nuclear Australia Inc. (WiN Australia) and Australian Young Generation in Nuclear (AusYGN) committed to a partnership by signing a memorandum of understanding (MOU).

The opportunity for closer collaboration was recognised by both organisations due to the similarities in the organisations’ missions – to provide a platform for professional
development of, and advocacy for, young professionals and women in the nuclear industry in Australia. Whilst the two organisations had worked closely together on previous occasions, the MOU was seen as a formalisation of an existing relationship for the advancement of women and the young generation working in nuclear in Australia.

The MOU highlights the importance of open communication, sharing information and engaging in joint activities where practicable to amplify common organisational priorities.

The MOU was timely as it came just one month prior to the first jointly organised and executed Women in Nuclear Global and International Youth Nuclear Congress (IYNC) conference held in Bariloche. Members of both WiN Australia and AusYGN participated in this conference. An important part of this conference for AusYGN was their successful bid to host the 2020 IYNC conference in Sydney.

WiN Australia President and WiN Global Executive member Dr Joanne Lackenby said “AusYGN worked tirelessly to prepare their bid to host the 2020 IYNC conference. Their involvement in the conference in Bariloche was outstanding. WiN Australia congratulates AusYGN on their successful bid and looks forward to any collaborative opportunities leading into Sydney 2020 and beyond”.

Signing of the MOU – Alex Borovskis of AusYGN and Jo Lackenby of WiN Australia

A member of WiN Brazil, Dr. Linda Caldas, was honoured for her work in the area of metrology applied to the ionizing radiations in the METROLOGIA 2017 that took place from November 26th to 29th, 2017, in Fortaleza – CE, Brazil, hosted by the Brazilian Society of Metrology (SBM), the National Institute of Metrology, Quality and Technology (Inmetro) and the Institute of Radiation Protection and Dosimetry (IRD).
ENVIRONMENTAL MONITORING LABORATORY ACCREDITATION

In order to grant Angra 3 power plant operation license, the Brazilian Institute for the Environment and Renewable Natural Resources (IBAMA) required that Eletronuclear has to obtain the Environmental Monitoring Laboratory accreditation, in accordance with the requirements of NBR ISO / IEC 17025 standard. The accreditation is the formal recognition that a laboratory has a quality assurance system and technical competence to perform specific tests, evaluated according to the criteria based on NBR ISO/IEC 17025 (General requirements for testing and calibration laboratories competence) standard. In Brazil, the General Accreditation Coordination (CGCRE), according to the guidelines already explained by the Brazilian System of Conformity Assessment (INMETRO), does accreditation. The INMETRO is the only official accrediting body in Brazil and internationally recognized by the International Accreditation Forum (IAF).

The Environmental Monitoring Laboratory (EML) at Eletronuclear is an analytical laboratory of chemical, radiochemical and biological tests, which analyzes several matrices, such as seawater, river water, marine sediment, beach sand, soil, pasture, banana, milk, besides marine sea life, around the Central Almirante Álvaro Alberto power plant station. It is licensed by CNEN, INEA, IBAMA and it follows national and international standards in the performance of the tests as well as in the collection and preparation of samples. To carry out this project, since 2016, the following steps were followed: I) The team was defined – the coordinators are Carla de Brito Caetano and Renata Freires de Souza and Quality Assurance auditor/consulter – Ana Rosa Baliza Maia; II) Verification of applicable standards; III) Verification of existing procedures in the organization that were applicable; IV) Carrying out a diagnosis of the current situation of the laboratory; V) Evaluation and analysis of diagnostic data; VI) Elaboration of a timetable and an action plan with the phases of the implementation of the norm NBR ISO / IEC 17025: 2005, until the stage of sending documentation to INMETRO. Two internal audits were performed (one in 2016 and the other in 2017), during the first audit it was identified that some improvement must be performed in the process of the EML. Until now it was defined the responsibility of the EML; the documentation was revised; the quality manual, the police
and eight procedures were written and revised the security of the EML. The implementation of a quality system on ISO 17025 and accreditation are completely achievable with helpful activities to ETN Environmental Monitoring Laboratory, which in the end has a positive impact on the reliability of laboratory.

Brazilian WiNners working on the implementation of ISO 17025 at the Brazilian Eletronuclear Environmental Monitoring Laboratory

WIN BULGARIA

MEMBERS PARTICIPATE IN INTERNATIONAL SEMINAR
The organisers - WANO-Moscow Centre and Kozloduy NPP, convened 35 experts from seven countries. The topics discussed focused on the primary circuit water chemistry impact on the fuel assemblies integrity and lifetime of equipment; activities for prevention of corrosion damage of sealing surfaces, dispensing of gaseous hydrogen to the primary circuit, experience in chemical flushing of steam generators of a shutdown unit, monitoring of erosion-corrosion processes in two-phase streams at the secondary side. Special stress was laid on the role of water chemistry on the possibilities for lifetime extension of the WWER type of nuclear reactors.

VARNA CHAPTER CO-ORGANISES COURSE IN RADIATION PROTECTION

The course was held in January and comprised three days of lectures, discussions and exercises. The co-organisers were the International Atomic Energy Agency, WiN-Bulgaria, and the St. Marina Hospital in Varna, involving also an international project of the Alexandrovska Hospital. The lecturers invited to the course were renowned specialists of long-standing experience in nuclear medicine radiation protection: **Søren Holm**, PhD, MPE, Chief Physicist at Rigshospitalet, Copenhagen University Hospital, and **Sigrid Leide-Svegborn**, Sen. Med. Physicist, PhD, Assoc.Prof. at Lund University, Dept. of Radiation Physics, Malmö. Among the 10 topics were: Radiation Protection in I-131 therapy; Individual dose planning before therapy; Radionuclide therapy, pregnancy and breastfeeding, etc.

WiN-BULGARIA ASSISTS STUDENTS WITH THEIR PROFESSIONAL ORIENTATION
The Kozloduy Chapter of WiN-Bulgaria keeps close contact with the secondary schools in the town of Kozloduy, aiming to best promote the significance of Kozloduy NPP and highlight the need of well prepared future nuclear specialists. Together with secondary school teachers an initiative was launched to organise and hold a round table discussion of major subjects relating to nuclear energy and taught at Bulgarian universities. A competition was initiated for the 9-12 grade students entitled Radioactivity in Modern World and was dedicated to the 150th anniversary of the birth of Marie Skłodowska Curie, the world-renowned woman scientist who twice won the Nobel Prize. The first stage of the competition involved 47 contestants. The best presentations, videos and drawings received awards provided by Kozloduy NPP, the Radioactive Waste State Enterprise and Bulatom and were shown during the second stage - the round table held in early March.

The event was attended by more than 120 students, interested in learning of the nuclear energy development trends in Bulgaria, and eager to get first-hand knowledge of relevant university subjects and business proposals. Representatives of five Bulgarian universities attended and showcased their faculties, major subjects, and the opportunities for theoretical and practical preparation of the young people. To close the circle at the round table, representatives of Bulatom, BNS, and the Kozloduy municipality were also invited to attend and share opinions on the future of nuclear energy and the significance of the nuclear power plant for the region. Finally, the floor was given to business representatives of nuclear energy, design and engineering companies. They provided information of the grants and internship opportunities offered by the companies, shared different practices for attracting the staff needed, and their staffing policy.

This round table event set a good beginning for talks of the desires, hopes and professional realisation of the young, and their dialogue with educational institutions, local authorities and business should continue.

**WiN-BULGARIA TRAINS NPP MANAGEMENT**

Following an agreement between Kozloduy NPP and the Bulgarian Union of Veterans in Nuclear Industry, a training of management personnel levels 3 and 4 was conducted and WiN-Bulgaria members were invited as lecturers as well.

The overall purpose was that the trainees - heads of sections, groups, and workshops at maintenance, operations and administrative departments of the nuclear power plant, should
enhance their awareness and practical skills in the area of leadership and team management with the help of knowledge transferred to them by staff of long-standing leadership and management experience.

The training topics were:

- Human ethics and manager-worker relations;
- Leadership;
- Management of groups - team work.

The training was in the form of small-group discussions lasting 4 hours. During the discussions, lectures were delivered, relevant plant documents were identified, experience was shared, practical examples were talked over, and solutions of actual problems were sought for.

The output of the discussions was a report containing findings and recommendations, difficulties identified, and inspections needed. This report was handed over to the Kozloduy NPP management team and will be used in the making of important management decisions, and also to provide a link among the different levels of management. This type of cooperation was identified as good practice during a peer review of Kozloduy NPP by an international nuclear organisation. This is why we expect that such training involving discussions between experts and managers will continue in the future.

THE HISTORY OF KOZLODUY NPP IN REGIONAL MUSEUM

A permanent 'First Nuclear' exposition was opened in a separate hall of the Vratsa Regional History Museum reflecting 43 years of the life of this national high-tech electricity generation enterprise and of the use of nuclear energy for peaceful purposes in Bulgaria. The exhibits include photographic materials showing the main control room of Kozloduy NPP Unit 1, the nuclear fuel thermal control original scheme, a section of the MCR, as well as neutron and radiation control instrumentation, photos, and documents most of which are shown for the first time. The exhibition centerpiece is a miniature model of Unit 1 - from the nuclear reactor to the generator.

The credit for collecting, preparing and consulting of this unique exposition goes chiefly to members of the Union of Veterans in the Nuclear Industry. The opening ceremony was attended by members of WiN-Bulgaria, the chairs of the Kozloduy Chapter and of WiN-Bulgaria association.
SAVE THE DATE - 15th ANNUAL WiN-CANADA CONFERENCE

The 15th Annual Women in Nuclear Canada Conference will be held in Saskatoon at the Sheraton Cavalier Saskatoon Hotel from September 26 to 28, 2018. This is the first time the national conference has been held outside of Eastern Canada. The conference schedule will include an opening reception the evening of the 26th, a full day conference on the 27th and tours on the 28th/29th. Sponsorship opportunities are now available. More details on the conference will be available in the coming months on the WiN-Canada website.

SPEAKERS CLEARINGHOUSE

The Women in Nuclear Canada Speakers Clearinghouse has been growing steadily in the past few months. Many of our members are out in the community promoting the nuclear industry and career opportunities in STEM for youth and girls. For information on this initiative, to join as a speaker or to request a speaker, please click here.

UNITED NATIONS INTERNATIONAL DAY OF WOMEN AND GIRLS IN SCIENCE

On February 11, the United Nations recognized the International Day of Women and Girls in Science. Science and Technology for Canadians featured some influential women within the
Canadian nuclear industry on their blog, including WiN-Eastern Ontario Chair Larkin Mosscrop Kee. In her “60 seconds with scientists” video clip, she discusses what got her interested in science, what she's working on, and a few other fun facts!

**TALK ENERGY WEEK**

February 17-24 was Talk Energy Week. Exploring by the Seat of Your Pants, an educational initiative that brings science, exploration, adventure and conservation into classrooms through virtual speakers and field trips, celebrated with a full week of Google Hangouts dedicated to women in energy. Several WiN-Canada members participated in this initiative, along with the organization’s Google Hangouts for the International Day of Women and Girls in Science.

You can visit us online at:

http://canada.womeininnuclear.org *NEW*  www.facebook.com/womeninnuclear.canada

twitter.com/win_canada

**WiN FRANCE**

**10th FEM'ENERGIA AWARDS 2018 IS LAUNCHED**

Since 2009, FEM'Energy 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.

Beginning of application : March 2018
Dead line for application : May 2018
Award Ceremony : October 2018

To apply :
FEM’Energia 2017’s winners with WiN France delegation in Bariloche: Adoracion Arnaldo-Gonzalvez and Simona Zaharov (1st and 3rd prizes in Women Working In Europe category)
19 Swedish WiN members and 24 German WiN members met on the occasion of the 6th bilateral meeting of the two WiN chapters.

THE LONG WAY TO GREEN FIELD

In 2017, the WiN Germany General Assembly and the traditional bilateral seminar took place on October 26th/27th, 2017 at the Nuclear Power Plant Biblis, Germany. This site (belonging to RWE) just started safe decommissioning and was therefore the ideal location for the event under motto: “The long way to green field”.

Individual speakers from Swedish and German utilities, NPPs as well as authorities gave very informative presentations and enabled an outstanding exchange of experiences following the question “Are we well prepared for dismantling?”

„Strategic Aspects of Waste Management in Decommissioning were presented by Sofia Eliasson (OKG).

Dr. Christiane Vieh (BGE) gave impressions of the role and the responsibilities of the newly founded BGE (Federal company for radioactive waste disposal) and BGZ (Federal company for central interim storage) for the final storage in Germany. Germany took over the responsibility for interim and final storage of radioactive waste. Operators of nuclear power plants are responsible for the decommissioning of plants.

The event started with the WiN Germany General Assembly in the morning of 26th but for the first time, the candidates for the WiN Germany prize were given a larger platform for their presentations: the award ceremony was part of the bilateral meeting. The 2017 winner of the WiN Germany prize is Larissa Klaß, who is writing her doctoral thesis at Jülich Research Centre. She presented an abstract of her master's thesis titled
“Modified diglycolamides for a selective separation of Am (III): complexation, structural investigations and possible application” in front of the Swedish-German audience.

Larissa Klaß receiving her award

The 2018 WiN Germany General Assembly will take place at the Heinz Maier Leibnitz research neutron source (FRM II) in Garching (close to Munich), November 22./23.

WiN KOREA

17th WiN Korea General Assembly and Conference

The 17th WiN Korea General Assembly and Conference was recently held and was a great success, with more than 60 members attending. It began with opening remarks from Seung-Sook Lee, the WiN Korea President, followed by the President of Korea Hydro & Nuclear Power Co. Ltd, Seung-Chul Lee, who gave a congratulatory message. He said that “We have been paying attention to the activities of WiN Korea for some time and their calling for the need to promote understanding of the next generation nuclear energy nation and to nurture female nuclear experts continuously”. 
At the special lecture session, Hye-Kyung Song, the Executive Director of The Society of Announcing Spirit and Culture of Korea, gave a lecture entitled “Korean cultural heritage that science and technology must know” and raised cultural pride and pride in our excellence in science and heritage. This General Meeting was an event that held an academic presentation and in addition, many posters from members were submitted. Two excellent posters were chosen and the audience all took time to think about their role in research results through oral presentations, and also to consider our policy on de-nuclearization. In addition, the Chapter has organized exhibitions of major projects that have been carried out during the year, providing members with time to understand and sympathize with the activities of the Chapter. On the day of the General Meeting, 39 people attended the meeting and 249 people were commissioned. The amendment to the Articles of Incorporation was approved, including the 2016 settlement of accounts, the 2017 annulment, and the business plan for 2018. The decision to reschedule the commencement date for officers was decided to be resumed through the 2018 Board of Directors.

8th WiN KOREA SCHOLARSHIP AWARDED

The 8th Nuclear Competition with the WiN Korea Nuclear Experience award was held together with the General Assembly on November 2017. As part of the WiN Korea Love Sharing Initiative (“Winsana”), which is being promoted by WiN Korea, we have selected young people who are eligible for scholarships to foster next-generation talented individuals who will contribute to their national and local communities. For the past four months, we have been conducting “Competition of Nuclear Power with WiN Korea”. Experiences in the nuclear energy field and changes in career path were received, and a judging panel composed of external commissioned judges and female nuclear experts was established to conduct a fair and transparent examination based on the suitability of the subject and the fidelity of the contents. A total of 4 winning works were selected and the winners were awarded certificates and prizes. Ryelim Lim, the Sugang high school student,
who has awarded the Ministry of Sciences and ICT prize said "I am very pleased to be awarded this prize, and it is very meaningful that I can think deeply about nuclear energy through this competition". In the future, Winsana will continue to foster next-generation nuclear power manpower.

MINISTER AWARD FOR MEMBER OF WIN KOREA

At the 7th Nuclear Safety and Promotion Day (27th December, Seoul Westin Chosun Hotel) Wonkyung Teresa Na (of the Korea Institute of Radiological and Medical Sciences) and WiN member was awarded the Minister (Ministry of Science and ICT) commendation as a Women of Nuclear Field Promotion Merit. Wonkyung Teresa Na has contributed to the operation and management of the National Radiation Emergency Centre and contributes to the improvement of the national radiation emergency treatment system through research and development of the exposure dose evaluation field, emergency medical treatment and international cooperation activities. She also contributes to the understanding of the next generation and the general public of the nuclear and radiation field through WiN Korea activities. She has been recognized for her contribution to the promotion and dissemination of knowledge.
WiN UK

WiN UK AWARDS

Three outstanding people from across the nuclear sector have been honoured at the Annual Women in Nuclear UK (WiN UK) Awards.

Narmeen Rehman of EDF Energy took the Champion of the Year award. She has been proactive in promoting women in STEM projects since University; is involved in many diversity and inclusion business support activities within EDF Energy and sits on various committees to inspire younger girls and offer career guidance.

The Mission Possible award was given to Kath Morris of the University of Manchester, for her work to foster the next generation, actively promote the cause of nuclear energy with the public, policy makers and Government as well as mentoring young nuclear researchers and PhD students.

A new category, launched in 2018, was the Ally of the Year award. The inaugural winner was Nikolaos Adamidis from the Nuclear Decommissioning Authority, for his inspiring attitude to diversity and inclusion and his hard work in championing the WiN UK Industry Charter.

Jack Gritt, President of Women in Nuclear UK said:

“The focus of this year’s conference was Power Together to Create Change and the winners and indeed all the finalists, have shown just how that can be achieved.

“This year’s awards have shown the breadth of activity in the sector to be role models and mentors, provide guidance on the need for gender balance and help change perceptions. I want to congratulate all the winners and encourage all of the finalists to carry on the good work they are doing.”
WiN UK is led by a group of women and men from across the nuclear sector. Its aims are to increase the number of girls and women studying science, engineering, technology or maths subjects and attract them towards a career in the nuclear sector, support retention and progression of women already working in the sector and to promote dialogue with the nuclear industry, the public and government to address gender balance issues.

**UK WiN JOINS FORCES WITH NUCLEAR SKILLS STRATEGY GROUP TO BUILD A MORE DIVERSE NUCLEAR SECTOR**

*Olivia Thompson, Head of Technical Skills and Capability National Nuclear Laboratory (NNL) and Diversity and Inclusion lead for the Nuclear Skills Strategy Group (NSSG) writes:*

“We know that within the UK nuclear industry we have been somewhat slow to adapt to the benefits diversity can bring, but now, a fast growing recognition that diversity can provide a “bridge over a burning platform” is taking hold across the Sector.

It is becoming clear from the evidence that there is an increasingly high cost to following dated or unintentionally biased recruitment and development processes. This is now leading to a new industry-wide motivation realise change and embrace the diversity challenge.

The metaphorical “platform” hosts our entire industry and if the nuclear industry is to not just survive but thrive in the UK we must embrace diversity of thought.

Now UK Women in Nuclear (WiN) has joined forces with the employer-led UK Nuclear Skills Strategy Group (NSSG), in a drive to ensure the entire Sector embraces diversity and to build the business case for both diversity of people and of thought.

But just why is the business case so strong?

The United Kingdom’s nuclear industry faces a significant challenge ahead; it’s nuclear new build renaissance means it will need to see a significant increase in the number of highly skilled people to build and operate the new nuclear fleet, as well as a skilled workforce to run the existing power stations, decommission the older ones, safely process nuclear waste and maintain the defence programme.

Indeed the NSSG’s Nuclear Workforce Assessment (NWA) shows that construction of five sites for 16 – 18 GWe new generation capacity, causes total nuclear workforce demand to
Women today are working as nuclear engineers, project managers, chemists, nuclear inspectors, senior managers and in many other roles across the Sector. But currently only 23% of these skilled nuclear roles are occupied by females.

The NSSG recognises that this is hampering its skills ambition, and its Strategic Plan to ensure our talent pipeline is robust, includes a target of 40% women in nuclear. It also embraces broader diversity and inclusivity challenges so that the nuclear workforce more closely matches the diversity of the UK population in terms of the Black, Asian and Minority Ethnic (BAME) population.

Not only will this support the Sector in closing the skills gap, we now know that diversity is correlated with both profitability and value creation. More diverse thinking breeds new ideas, new ideas breeds innovation and innovation breeds business growth.

Women in Nuclear have recently produced a powerful video which demonstrates the power of diversity. The benefits of a broadly diverse organisation are also shown in the video through real statistics and the gap that remains to reach a greater level of diversity in the workforce including gender balance. For example companies in the top quartile for gender diversity are 15% more likely to have financial returns higher than their competitors. And inclusive companies have 22% lower turnover rates due to increased morale.

Download Nuclear Diversity video

https://www.youtube.com/watch?v=PKHy8C3xsYQ&feature=youtu.be

Ultimately, diversity is any dimension that can be used to differentiate groups and people from one another. It is the mix of people within an organisation. Inclusion is about making that mix work. It’s about empowering people by respecting and appreciating what makes them different.
Taskforce
The NSSG, working with WiN, has established a task force on Diversity and Inclusion: taking action means spreading best practice, disseminating the tools to implement diversity and an amplification of what works well.

As a first step, working with the NSSG, WiN is generating a map of what already exists, and engaging with employers on how to apply existing tools and best practice. Examples include an Industry Charter, mentoring programmes and A Guidance Toolkit.

Diversity is not about charity and it is not about doing something special for one group of people or for one day of the year. It’s about giving everyone a voice. A voice for those who have different viewpoints, different backgrounds and different life experiences.

Diversity Builds Better Business. It is not always easy – but we need to do what’s right.

Now we must seize the challenge and do something to help change the culture within the industry, because targets and quotas will not lead to change unless people want to. We have got to convince those who recruit in their own image that the industry has moved on. It’s moved on and it’s starting to embrace a new era. Let’s make sure the new era is as diverse as possible!"

Olivia is a founding member of WiN UK and was chairman of the attraction committee until 2016

The NSSG comprises:

- Major nuclear employers who have the plans and the expenditure to drive the key developments in the UK nuclear sector
- UK government departments responsible for nuclear development and skills leadership
- a representative of the trade unions in the nuclear industries

Dear WiNners

Our Annual Conference 2018 in Bariloche is over, please have a look at WiN Argentina’s summary in this newsletter. Please also have a look at our website where you can find the President’s Report and the Minutes of the Executive/Board meeting. The feedback I received from participants was very positive, both from those WiNners present and also from the Nuclear Young Generation attendees who appreciated this jointly organized conference and the possibilities arising from it. A major highlight was the mentoring programme, which will become a standing opportunity for future WiN Annual Conferences. As a follow-up of one of the workshops on Careers for Women in the nuclear field, WiN Argentina organized a one-day workshop from and for women from Latin America who were not able to attend IYNCWIN18. Please take a look at the summary provided in this WiNfo issue.

When returning from Bariloche to Vienna, I immediately ordered the book ‘The Atomic Secret of the Huemul Island’ by the Argentinian physicist Mariscotti, inspired by the chance I took for a technical visit to this enchanted island close to Bariloche. Even today it is not easy to travel to the island of Huemul, as special permissions are needed and a trip boat to take you there. Here the Austrian/German R. Richter conducted the – by his claim, successful - famous experiments (cold fusion) which in 1951 took Argentina into the spotlight of international politics in the race for first ranking in nuclear energy developments. Although it was later found to be fake, it was nevertheless the beginning of the atomic era in Argentina and made Bariloche what it is today: the Centre of Atomic Education and Development. The book reads like a crime story and is worth reading, I wished I had read it before the visit to fully appreciate the tour.

I wish you a wonderful summer and I hope to see many of you on the occasion of the WNE in June in Paris, where WiN will award a Special Award to the IYNCWIN18 chairs, responsible for organizing this joint conference.
Dr Gabriele Voigt
President

NEXT ISSUE

If you have any news from your local Chapter for the June issue of WiINFO please send your article in Word format with jpeg photos to winadmin@world-nuclear.org by May 21st 2018.

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