



World Institute for
Nuclear Security

Future Trends - Gender and Nuclear Security: Transforming the Sector

Third International Regulators Conference on Nuclear
Security, Marrakech, Morocco
Special Session

Roland Fletcher, WINS

Women are underrepresented in positions of power and influence globally



So are women also under represented in the nuclear sector?



What does the data tell us?

What did you say 20%?



This conforms with WINS assessment on the number of women active with WINS – reflecting barriers to greater participation

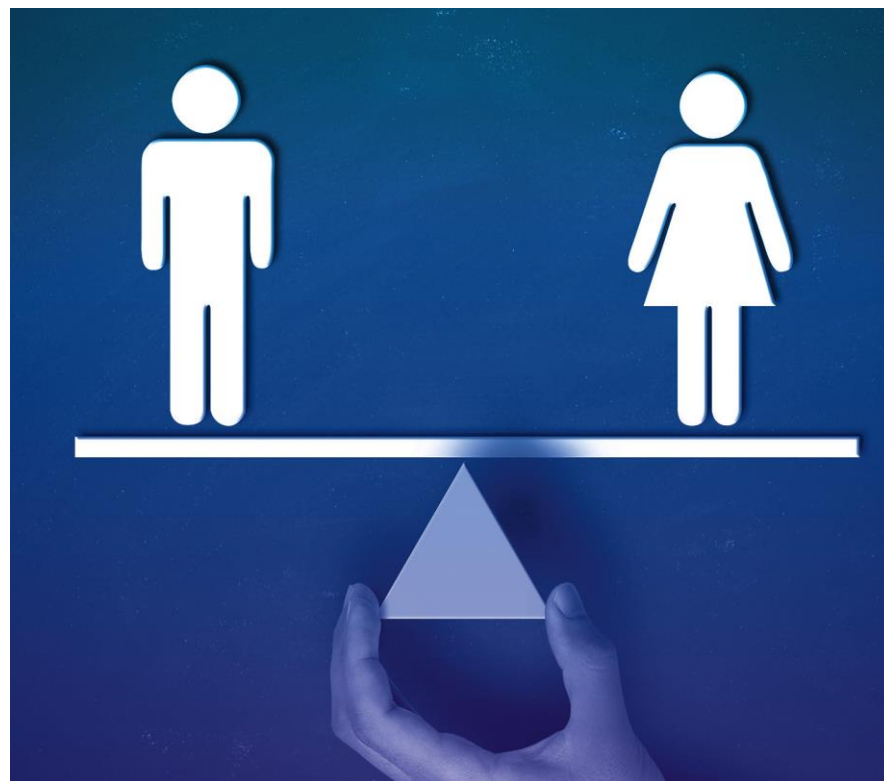
WINS Female Membership – 22%

WINS Academy Programme
Female Students – 26%

WINS Certified Nuclear Security
Professionals- 32%

Female Subject Matter Experts at
WINS Events- 19%

Female participants at WINS
Events - 23%



International and national efforts to address Gender Parity in Nuclear

- International Gender Champions
- Gender Champions in Nuclear Policy
- Group of Friends of Women in Nuclear
- Women in Nuclear
- UK Nuclear Sector Deal: 40% female representation by 2030
- OECD Nuclear Energy Agency Girls in STEM
- UK National Cyber Security Centre: Cyber Girls
- Women in Cyber

WOMAN IN CYBER



GGNP
GENDER CHAMPIONS IN NUCLEAR POLICY

WINS Gender Champions Programme:
**ADVANCING THE ROLE OF
WOMEN IN NUCLEAR SECURITY**



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WINS objective

Through certification and professional development to increase women's participation in nuclear security in all roles and at all levels.

WINS Gender Champions Programme:
**ADVANCING THE ROLE OF
WOMEN IN NUCLEAR SECURITY**



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WINS commitments to increase

Female:

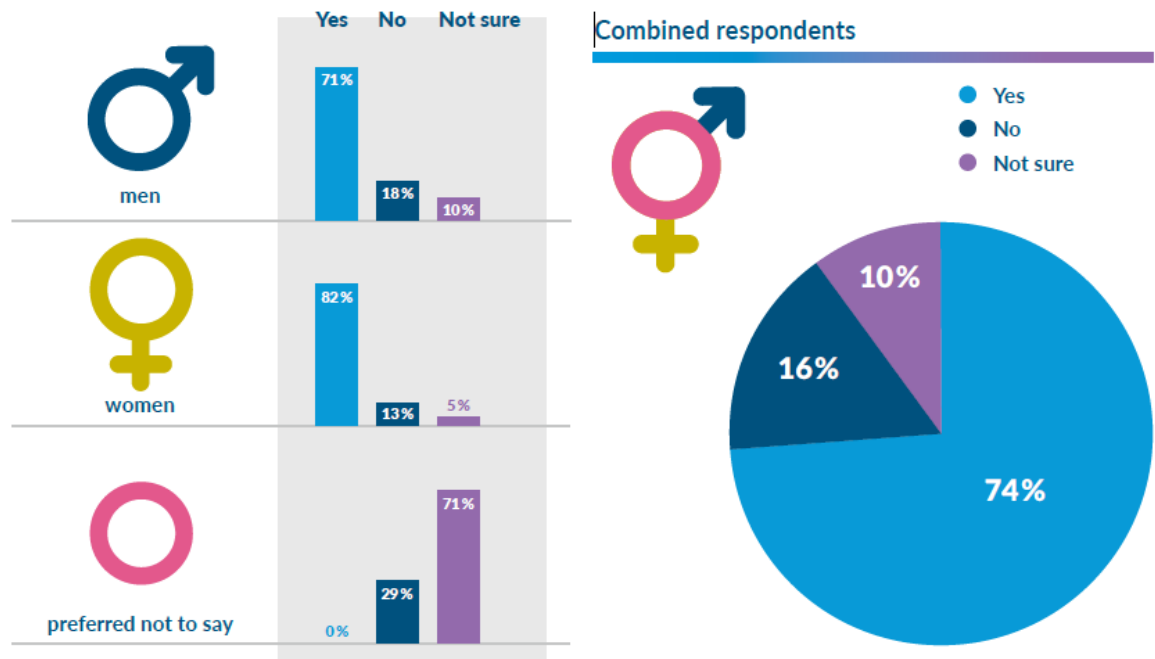
- Enrolment;
- Certified Nuclear Security Professionals;
- Subject Matter Expert representation at WINS events

WINS SURVEY ON GENDER AND NUCLEAR SECURITY

The majority of survey respondents:

- ✓ Women are under-represented
- ✓ Nuclear security is predominantly male
- ✓ Underrepresentation should be addressed

1 Do you think that women are underrepresented in nuclear security?

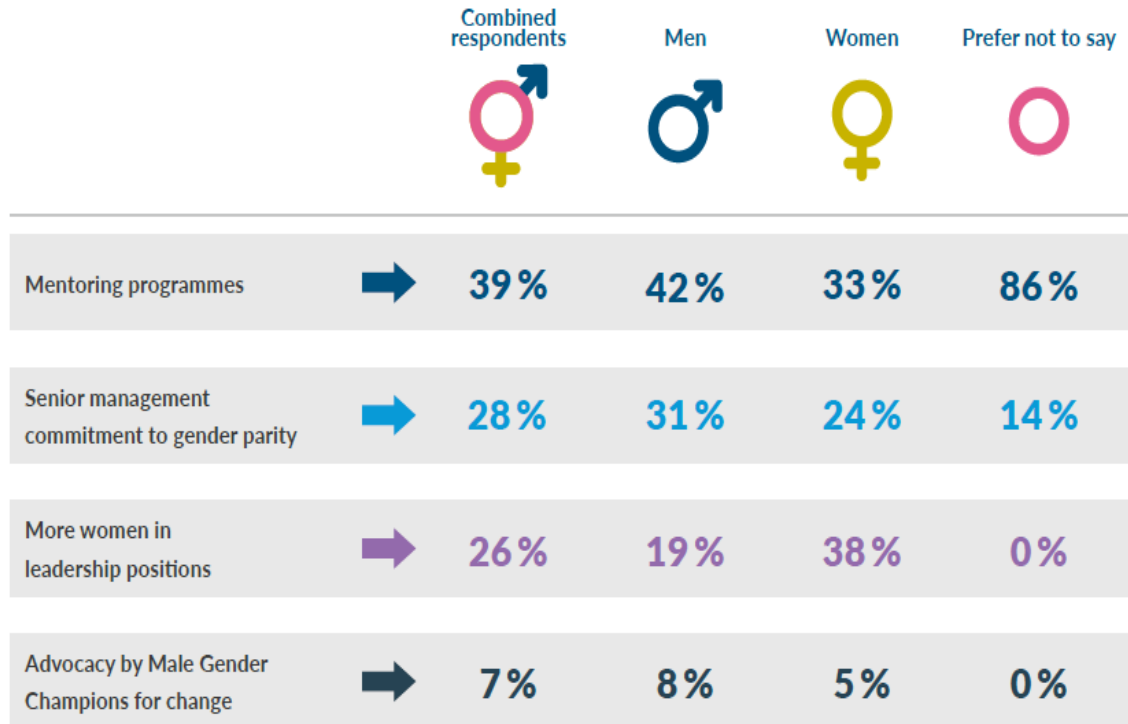


WINS SURVEY ON GENDER AND NUCLEAR SECURITY

The results also revealed that the majority of women:

- ✓ Lack of role models for women is the biggest obstacle to greater representation
- ✓ More women in leadership positions is the best method of improving gender parity

5 What do you think is the best method to increasing gender parity in nuclear security?



WINS EXPERT ROUNDTABLE ON GENDER AND NUCLEAR SECURITY

Findings:

- ✓ Policy change requires cultural change
- ✓ Support structures for women within organisations are essential
- ✓ Nuclear security is a great career for women and goes beyond “Guns, Guards and Gates”



TRANSFORMING THE NUCLEAR SECTOR REQUIRES

- ✓ Gender parity initiatives
- ✓ Female role models and leaders
- ✓ Workplace reforms
- ✓ Systemic changes to organisational culture
- ✓ Male and female champions of change
- ✓ Promotion of nuclear security as careers for women and girls



Leaving 'thoughts' and call for Action



So what does your gender and diversity profile look like in your organisation?



Are you taking action to address any imbalance?



Is the Nuclear Regulation sector willing to look within and make positive steps for diversity and to increase the participation of women in nuclear regulation?

Gender Equality

"Low female participation rates in the field of nuclear security are not only morally wrong, if they reflect gender discrimination, they also deny the industry access to talented people it can ill-afford to ignore."

Mr William H Tobey, Chair of the WINS Board

GENDERPARITY WINS



Thank You!
Questions?

Talk with us at WINS, we'd love to hear from you and help you to develop your gender parity

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