WOMEN LEADERSHIP IN NUCLEAR: A PILOT PROJECT AT UKRAINIAN NPPS

NATALIIA KLOS

Black Sea Women in Nuclear Network
Virtual Inaugural Workshop
November 29 - December 3, 2021
• About 20 years experience of work in nuclear security, currently physical protection. Co-author of nuclear security, critical infrastructure and resilience legislation in Ukraine.

• Former Head of the WGIII INSEN, IAEA. Co-chair of ISI under Global Partnership. IAEA expert in nuclear security culture. Member of IPPAS-missions.

• Founded a new master's degree program «Physical Protection, Accounting and Control of Nuclear Materials» (Nuclear Security) in NTUU «Igor Sikorsky Kyiv Polytechnic Institute»

• Promote the need for nuclear security experts among nuclear security stakeholders and other appropriate institutions through public education and outreach activities
So, I’m thinking about [my mother] ... and about the generations of women - Black women, Asian, white, Latina, Native American women throughout our nation’s history who have paved the way for this moment tonight. Women who fought and sacrificed so much for equality and liberty and justice for all. Including the Black women who are often, too often, overlooked, so often prove they are the backbone of our democracy...

Tonight I reflect on their struggle, their determination, and the strength of their vision to see what can be, unburdened by what has been. And I stand on their shoulders.”
Promotion of Nuclear Security and Nonproliferation Education and Creating Gender Awareness in Ukraine, Kyiv, October 15-16, 2019
Pilot project “Professional development of women in nuclear energy”, WINUkraine and NNEG “Energoatom”, supported by the Swedish Radiation Authority

MISSION: inspire woman and brings “fresh” energy for 33% of woman, who works in the company

GOAL: support of SE NEEG “Energoatom” efforts in motivation and promotion of women in professional development in the nuclear sphere.

Expected results:
1. Promotion of the SE NEEG “Energoatom” leadership policy on gender parity in the nuclear field.
2. Increasing the understanding of leadership and staff of gender issues, such as gender equality, gender balance, gender parity.
3. Creating a platform for the experience exchange and networking between women professionals.
TASK:

WOMAN MOTIVATION DEVELOPMENT

Women's Professional Development Forum

1 day event (4 NPP: KhNPP, ZNPP, RNPP, SUNPP)
1st part – professional discussion
2nd part – motivation development

Participating: SSM, IAEA, SAUZAM, Senior Leadership of NPPs (DG, DDG on Human Recourse), Human Recourse Departments, Ambassadors from NPPs and Trade Unions.
Would you like to participate further in similar workshops?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Hard to say</th>
</tr>
</thead>
<tbody>
<tr>
<td>46</td>
<td>1</td>
<td>1</td>
</tr>
</tbody>
</table>

67 proposed topics for consideration and discussion, examples:

- Woman leadership
- Conflicts
- Propaganda of woman in nuclear
- Woman parity in nuclear field
- Steps for success in men world
- Woman in the men's team
- etc.
RIVNE NPP
41 participants

Would you like to participate further in similar workshops?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Hard to say</th>
</tr>
</thead>
<tbody>
<tr>
<td>36</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

47 proposed topics for consideration and discussion, examples:

- Professional burnout
- Management of conflicts
- Communications and cooperation
- Woman parity
- Personal development
- Assured leader
- etc.
Would you like to participate further in similar workshops?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Hard to say</th>
</tr>
</thead>
<tbody>
<tr>
<td>29</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

48 proposed topics for consideration and discussion, examples:

- Woman leadership
- Conflicts
- Propaganda of woman in nuclear
- Woman parity in nuclear field
- Steps for success in men world
- Woman in the men's team
- etc.
Would you like to participate further in similar workshops?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Hard to say</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

42 proposed topics for consideration and discussion, examples:

- Woman leadership
- Conflicts
- Success stories of woman in nuclear
- Woman leader – myth of reality?
- How to achieve success?
- Future for woman in nuclear field
- etc.
LESSONS LEARNED

1. Nuclear power plants are closed structures with traditions, culture and a complex hierarchy of power formed over the years.

2. Some complacency of the company's management is related to statistical leadership in the energy sector in the representation of women (33% of the total number of employees).

3. Strong desire of woman to work on the leadership issue.

4. Needs an additional skills how to work with conflicts.

5. Needs an research about differences between man and woman leadership.

6. We need more advocacy from men to support woman. HeforShe

7. Work environment not really friendly to woman.
Project: Development of a Graduate Course Program in NPP Decommissioning in NTUU «Igor Sikorsky Kyiv Polytechnic Institute» (expert support by Nataliia KLOS, Kateryna PAVLOVA)

Goal: Build a qualified capacity for the nuclear power sector

Expected Result: Development of an education and research base for training professionals with graduate degrees in NPP decommissioning

Duration: 3 years
Project Objective: gather Ukrainian female professionals, students and scientists to discuss potential challenges to nuclear security and nonproliferation regime which may be posed by SMRs and related technologies worldwide.

Participants: 50 persons from Government, Regulatory, Industry Universities, including 20 in-person and 30 online participants.

Venue: Kyiv Polytechnic Institute (KPI), which is a home to a new Nuclear Security master degree program since 2019.

Expected results and outcomes:

- Bring attention of nuclear security society to new coming threats with development of SMRs.
- Contribute to the establishment of a network of women experts in nuclear security
- Meeting report and recommendations for dissemination to various Ukrainian and international stakeholders

CALL FOR PARTICIPANTS AND PRESENTATIONS klosnatalii@gmail.com

Building Networks Among Women to Share Best Practices and Experience Working in Nuclear Security and Nonproliferation

CRDF Global is launching a six-month program for women in the nuclear security and nonproliferation communities around the world to create projects that can further benefit women at their home institutions and local communities. This project is implemented with generous support from Global Affairs Canada (GAC) as part of its Feminist Foreign Policy to foster rights-based, open and inclusive societies where all people, regardless of their gender, can fully benefit from equal participation in economic, political, social and cultural life to build a safer and more prosperous world. The program will include skill-development training, support from CRDF Global on strengthening project proposals, an implementation phase, and a two-day Capstone Meeting in Vienna (subject to COVID-19 pandemic travel restrictions). Please see more details below.

Objectives of the Program

This project aims to build the capacity of women in the nuclear industry to advance nonproliferation and nuclear security. It will provide a platform for women to share their success stories, build necessary skills, and tackle common challenges that women face in the nuclear field.

Opportunity:

- Develop professional skills, such as project management and proposal writing, and strengthen nuclear security knowledge.
- Build and establish a professional international network of women in the same industry.
- Expand your capabilities for leadership, mentorship, and cross-cultural communication.
- Empower women in your community.

Project Schedule and Commitments:
CONCLUSION:

- Woman needs support on every stage of their carrier
- We need more man advocacy for woman
- We need to stop collecting statistic data about woman representatives and creating reports how we “good” comparing to previous years, but really work on the gender parity
“Times are changing, and there are more opportunities for women in nuclear security than before. My advice is to learn as much as you can, as knowledge opens doors. You never know what will be useful in the future.”