



**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.
- Foundress 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



## Encouraging women to take a stronger role in nuclear security

By Kendall Siewert

Women have a growing presence in nuclear security and the nuclear field more broadly, but they continue to be underrepresented. We spoke to senior women in nuclear security to hear about their experiences, opportunities and challenges in the field.

### Natalia Klos, Chief Specialist in Physical Protection at Ukraine's Ministry of Energy and Environmental Protection

While getting her master's degree in public administration, Natalia Klos had her first exposure to nuclear security as an intern in physical protection at Ukraine's Ministry of Fuel and Energy, which is now the Ministry of Energy and Environmental Protection.

After graduating and being hired by the Ministry, Klos' understanding of nuclear security deepened through her involvement with International Physical Protection Advisory Service (IPPAS) missions hosted by Ukraine.

"Soon after I began work, I started visiting nuclear power plants as part of IPPAS missions," Klos said. "Seeing some of these plants in person, while knowing the history of nuclear power and what could go wrong, helped me realize the essential nature of physical protection work and how it keeps people and the environment safe." She has since also served as an expert on an IPPAS mission to support other countries.

Alongside her main job, Klos is setting up a master's degree programme on physical protection in Kyiv. Her aim is to help young people acquire the necessary knowledge to work in this field and increase the number of specialists available in Ukraine, which has a large nuclear power programme.

Education and training, Klos said, can assist people with making their voices heard, which is still a challenge for women in the field. "I work with a lot of people from law enforcement. They usually listen to men first, and then later, they might listen to women. I've even been told that women shouldn't work and should stay at home. But work is a right, regardless of gender."

Klos encourages interested young professionals to pursue careers in nuclear security despite these challenges. "Times are changing, and there are more opportunities for women in nuclear security than before," she said. "My advice is to learn as much as you can, as knowledge opens doors. You never know what will be useful in the future."

 The cover of the IAEA Bulletin for February 2020. It features a blue background with a stylized globe made of white dots and lines, surrounded by colorful orbital paths. The IAEA logo is at the top left. The text includes:
 

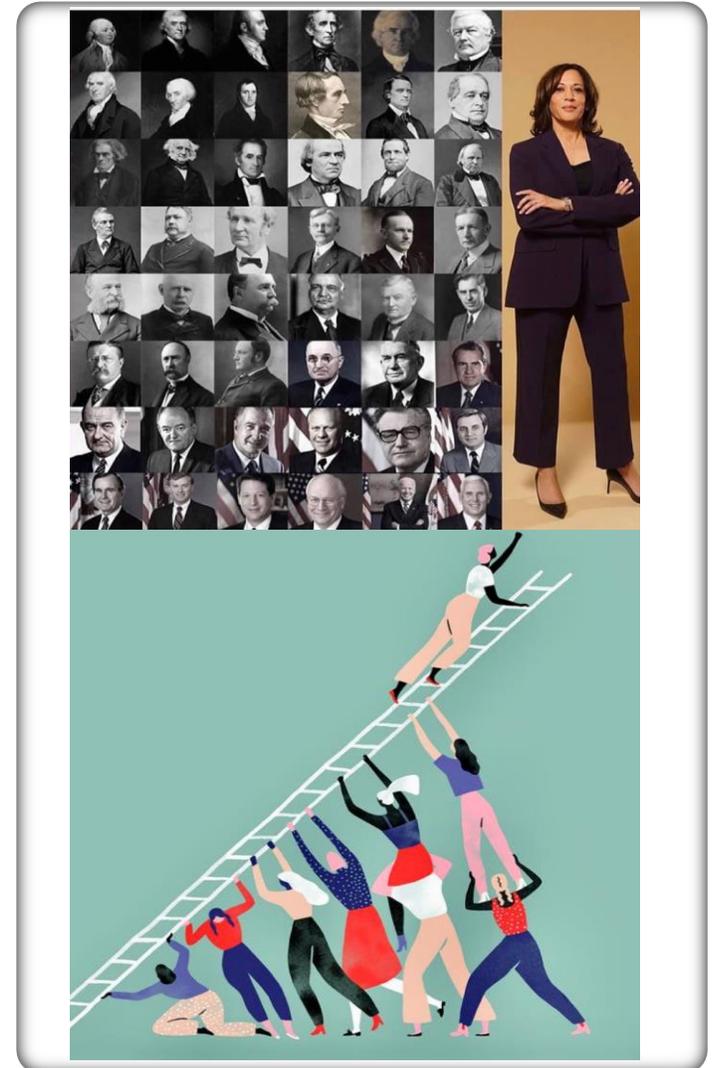
- IAEA BULLETIN
- INTERNATIONAL ATOMIC ENERGY AGENCY
- The flagship publication of the IAEA | February 2020
- Read online at [www.iaea.org/bulletin](http://www.iaea.org/bulletin)
- Nuclear Security**
- Encouraging women to take a stronger role in nuclear security, p 12
- A moving target: nuclear security during transport, p 18
- Incident and Trafficking Database: combating illicit trafficking of radioactive materials for 25 years, p 24
- Also inside: IAEA News

## Kamala Harris's US Vice President

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."**





Strål  
säkerhets  
myndigheten

Swedish Radiation Safety Authority



**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 NNEGC “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.



**Pilot project “Professional development of women in nuclear energy”(cont.)**

**TASK:**

**WOMAN** → **MOTIVATION** → **DEVELOPMENT**

**Women's Professional Development Forum**

1 day event (4 NPP: KhNPP, ZNPP, RNPP, SUNPP)

1<sup>st</sup> part – professional discussion

2<sup>nd</sup> 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.



# KHMELNYTSKA NPP

## 55 PARTICIPANTS



### Would you like to participate further in similar workshops?

Yes	No	Hard to say
46	1	1

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?

Yes

No

Hard to say

36

-

-

47 proposed topics for consideration and discussion, examples:

- Professional burnout
- Management of conflicts
- Communications and cooperation
- Woman parity
- Personal development
- Assured leader
- etc.





# ZAPORIZHZHIA NPP 40 PARTICIPANTS

Would you like to participate further in similar workshops?

Yes

No

Hard to say

29

-

-

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.





# SOUTH-UKRAINE NPP 20 PARTICIPANTS

Would you like to participate further in similar workshops?

Yes	No	Hard to say
20	-	-

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

# WORKSHOP: SMALL MODULAR REACTORS (SMR) AND CHALLENGES TO NUCLEAR SECURITY

## CALL FOR PARTICIPANTS AND PRESENTATIONS [klosnataliia@gmail.com](mailto:klosnataliia@gmail.com)

**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

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



Global Affairs  
Canada  
Affaires mondiales  
Canada

### \*\*Call for Grant Applications\*\*

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” compering to previous years, but really work on the gender parity**

# Thank You!

**“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.”**

