



## LONG WAY TO GO

The world's nuclear industry has long been a man's world when it comes to job opportunities and advancement. However, times are changing;

Women are breaking through proverbial 'glass ceilings', and rising to top positions! Seven of the nuclear industry's most powerful women head Nuclear Regulatory Authorities in Argentina, Sweden, the Czech Republic, Canada, Spain, Slovakia and South Africa. They are responsible for overseeing the use of radiation and nuclear energy in their countries and enforcing safety regulations.

However, there is still a long way to go. Men outnumber women at the IAEA when it comes to professional jobs. 82% of all professional and higher posts are filled by men, with the percentage even higher, 87%, in scientific and engineering positions. All told, about 66 women and 430 men hold posts as chemists, life scientists, nuclear engineers, physicists, safeguards inspectors, or technical specialists at IAEA. (July 2003)

Sources: [www.iaea.org/Resources/Women](http://www.iaea.org/Resources/Women)

## DON'T BE INVISIBLE

"Due to the recession, contacts between the industry and the universities have deteriorated. Now it's time they improve!" This message was delivered by the presidents of the five students' unions, representing approximately 40,000 students studying at Swedish universities.

— Technological companies in Sweden have not been successful in explaining what type of job a science degree could lead to, says David Elebring, union chairman at Chalmers Institute of Technology in Gothenburg. Odd Runevall, union chairman at the Royal Institute of Technology in Stockholm continues:

— Many still believe it's all about heavy industry and hardware, and don't realise that a science degree most likely will give them a very creative job in an office working as developers.

The interest for science studies has declined in general and amongst women in particular. The number of women studying engineering and architectural sciences has decreased from 32 to 23 percent over the past five years at the Chalmers Institute of Technology.

— Women working in technological companies have to make themselves seen in order to attract more women into science studies, says David Elebring.

Source: *Dagens Industri*

# WIN GLOBAL – FOR PROFESSIONAL WOMEN

## Women in Nuclear Global – WIN

**Global** – is a world-wide association of professional women working in the fields of nuclear energy and radiation applications. WIN is a non-profit organisation devoted to public information. WIN Global currently has around 2,000 members in 57 countries.

## GOALS

WIN aims to contribute to objectively informing the public, especially women, on nuclear energy and radiation, in particular by:

- ▶ Establishing country WIN groups as widely as practicable;
- ▶ meeting regularly to exchange ideas and experience between WIN groups;
- ▶ supporting each other across the borders;
- ▶ working out shared information techniques and information materials for international use.

**WIN is open to women** nuclear and radiation professionals and academics, as well as women communications specialists from all over the world, pledged to adhere to the goals of their Charter. Men who support WIN goals are welcome. By decision of the Board WIN can accept associate members and associate organisations, which have similar goals as WIN but have other charters and require other professional qualifications. ●

For more information: [www.win-global.org](http://www.win-global.org)



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## HELLO, JUNKO OGAWA from Japan, the new president of WIN Global

**In your role as a member of WIN Board of Directors and in your new role as a President of WIN :**

### 1) How can you contribute to making the nuclear industry (in your country and world-wide) more attractive for women/young students?

— WIN-Japan has several ways to contribute to women's/young students' understanding of the current status of the nuclear industries. Regarding young students, 13 members among WIN-Japan are registered as qualified special teachers in the government sponsored guest teacher dispatch project. The classes are categorised into two major subjects; Energy and Environment. The main theme of the guest teachers are; energy resources, saving energy, conventional energies and nuclear energy, and environment issues. The guest teachers often use experimental tools, colourful materials, and interesting quizzes in order to attract the students' attention. My impression of students these days is that their concern is about the shortage of energy in the near future, so they have more favourable views on nuclear energy than the younger generation of several decades ago with the Atomic bomb still fresh in their memories. Regarding women, WIN-Japan are organising the Women's Round Table Dialogue Forum around the country. At least three times a year WIN-Japan holds this forum. Over 20

WIN-Japan members are gathered at venues where the dialogue forum is annually held. We always invite about one hundred participants through newspaper advertisement, leaflets placed in the libraries, the city halls, and the visitor centres, etc. Dialogue between small audiences and WIN members at the round table meetings are the best chances to make 'interactive' understanding possible. We want to build a strong bond, which can only be achieved through face-to-face communication. In addition, the special feature of the WIN Dialogue forum is to continue the event year by year. A one off meeting is not effective at making a long term relationship, which we feel is necessary to ensure that the facts are presented when the industry is facing bad publicity.

### 2) Do you think it is important to have women role models and did you have one in the beginning of your career?

— From my point of view, there are few role models in Japan especially in the nuclear industry. You may be surprised to hear that only two percent of the total members of the Nuclear Society of Japan are women. Women are a minority in the Japanese nuclear industry, so it is difficult to find senior women who have the same career path and objectives in our workplace. With respect to WIN members, almost all of the core members are pioneers in their respective

workplaces or companies. They have reached their current positions without role models, but do encourage and empower each other. I was the first woman to be assigned to a managerial position at my former company. In the same way, I am now at the highest position among women in my current company. I can't remember any role model throughout my career. Those who have supported me were not role models but senior friends giving me advice or being my mentors. However, in the future, the existence of role models will become strong motivation to the younger generation. I hope my generation will provide this for them.

### 3) Are there specific issues or problem areas in the nuclear industry that you feel would benefit from being approached from a woman's perspective?

— I think that women have a common way of thinking and feeling, because most of us share domestic experiences such as housekeeping, cooking and shopping, etc. Women tend to have more hobbies than men and they are often interested in things completely separate from their profession e.g. gourmet cooking or fashion. Such an abundance of experience means that the dialogue forum is very successful. The ability to create a friendly atmosphere immediately is very important to promote trust of the nuclear industry. ●

## HELLO, BARBRO KREUTZ, President of WIN Sweden



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— It was quite natural for me to become a member of WIN as I work as an information officer at OKG AB, a nuclear power company in Oskarshamn in Sweden.

— In my work I meet many women and see, almost daily, the need for "woman-to-woman" information.

### How can you as a WIN member contribute to making the nuclear industry more attractive for women?

**And are there specific issues or problem areas in the nuclear industry that you feel would benefit from being approached from a woman's perspective?**

— The goals of WIN are to contribute to objectively informing the public, and especially women, on nuclear energy and radiation. It is also important that women inform women. We know from experience that women are more inclined to put questions to a female informant than to a male one. It is also a known fact that if you have a mixed group, the men will "take over the show".

— To get women interested in the nuclear field and to see the possibility to work in this field is unfortunately not only a Swedish problem.

— From different polls one can draw the conclusion that women in general are much more hesitant to questions concerning the nuclear industry than men.

— It exists worldwide. WIN Sweden is making an attempt to "solve" the problem by presenting role models on our web site, which is under construction, says Barbro Kreutz. ●

For more information: [www.winsverige.se](http://www.winsverige.se)

## FACTS SWEDEN

**Sweden has to provide enough competence to run its nuclear operations, says Tomas Lefvert, Professor of the Swedish Centre for Nuclear Technology, in his speech during the RELECON 20th anniversary seminar on May 26, 2004.**

**In Sweden today, the nuclear job-market requires about 50 new engineers every year, whilst our universities need competent teachers and researchers. Prof. Lefvert listed the prime causes for this undermining of education and research in nuclear technology at Swedish universities as being:**

- ▶ Few students
- ▶ No public research funds
- ▶ Retiring professors not being replaced
- ▶ Disadvantageous political atmosphere
- ▶ Negative media reports

For more information, visit: [www.relkon.se](http://www.relkon.se) and click the "News" link-button



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