



# Building a Future Generation of Female Leaders: The NEA's Commitment to Improving the Gender Balance

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## Fighting Inequality

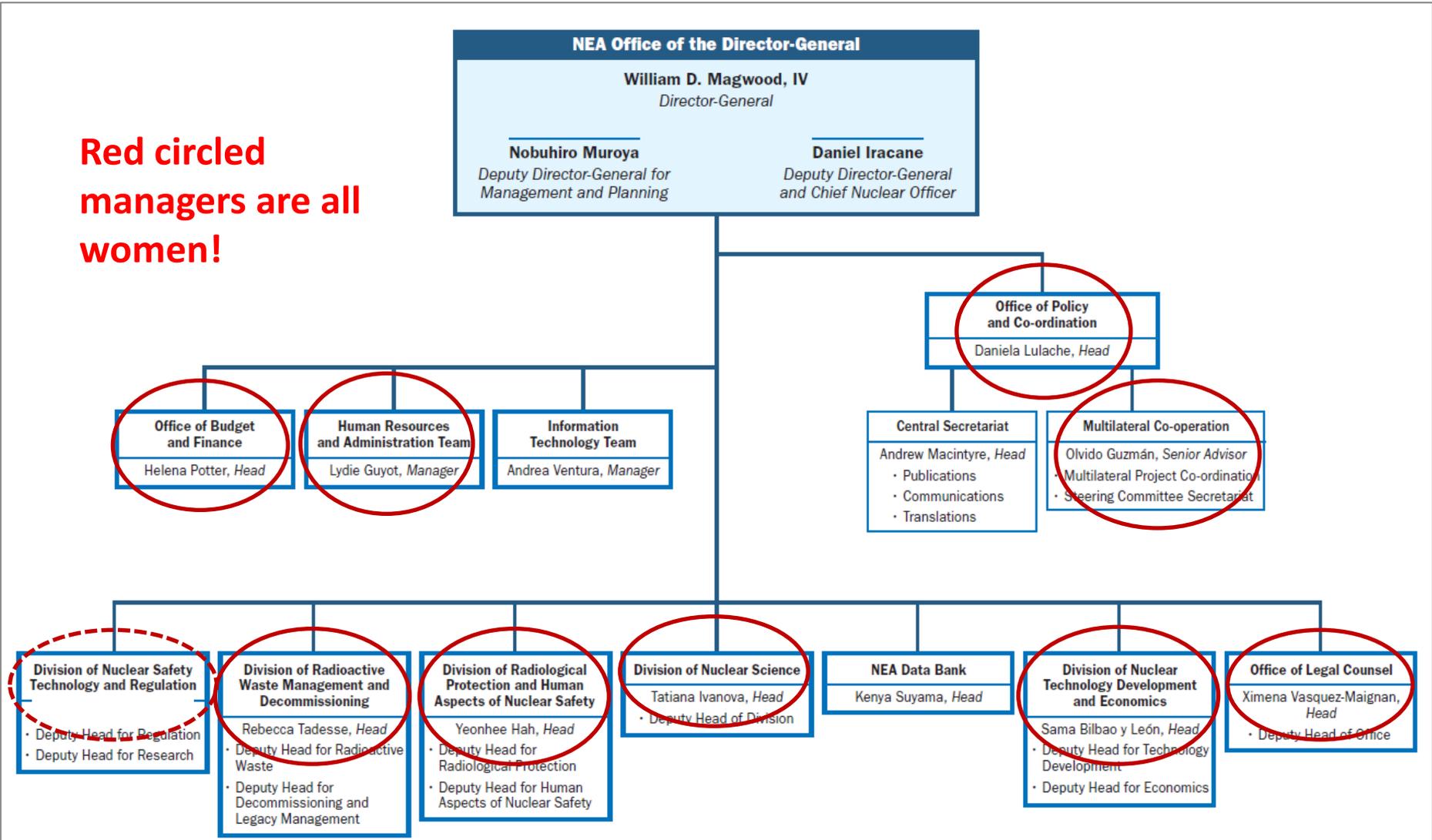


From G7 France site

- G7: Fighting inequality of opportunity, so that everyone has a chance **regardless of their gender** and origins
- G20: Science and technology innovation to solve social problems and foster a human-centred society, **with an emphasis on women**, youth and people with disabilities

## NEA: Leading By Example

Red circled managers are all women!





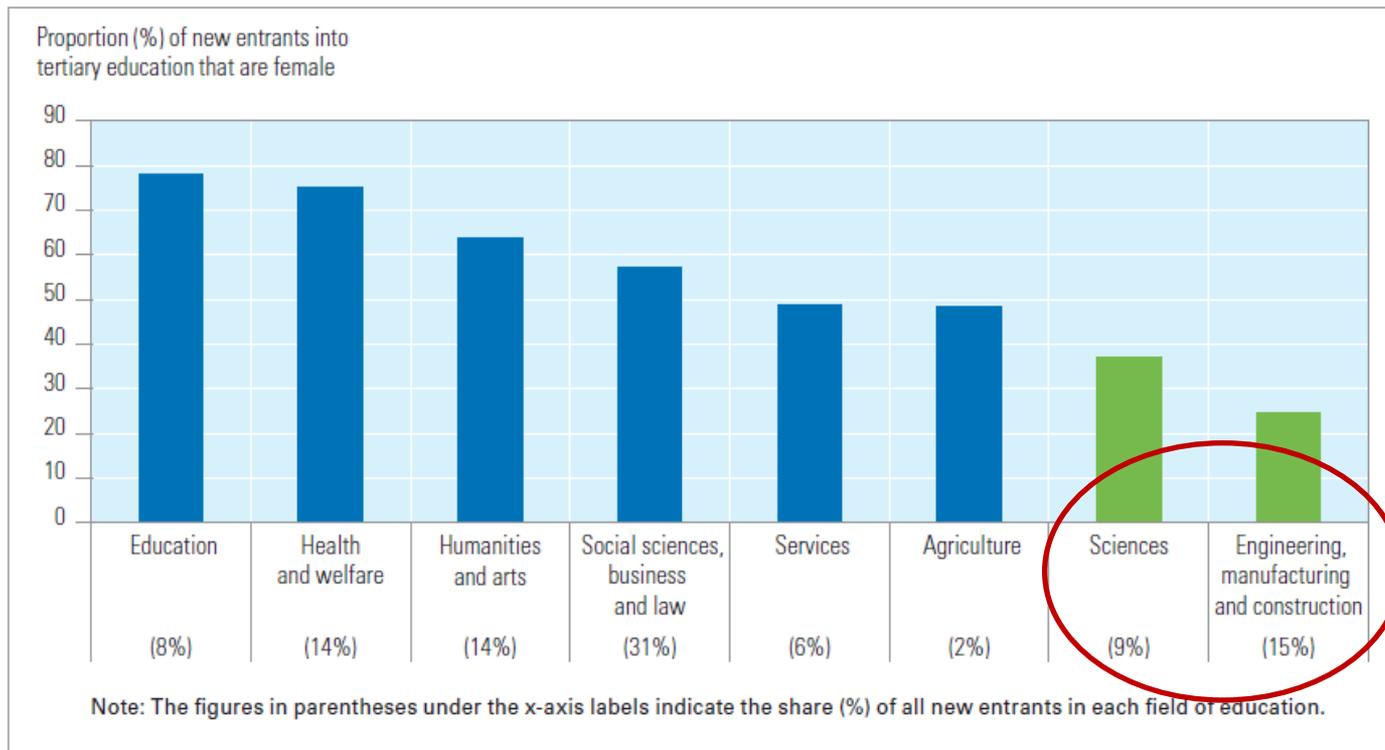
## Uphill Battle?

OECD (2017) The Pursuit of Gender Equality: AN UPHILL BATTLE

## Challenges for Girls and Women: STEM

### Women are under-represented among new entrants in STEM fields in higher education

Proportion (%) of new students entering tertiary education who are female, by field of education (OECD average, 2014)

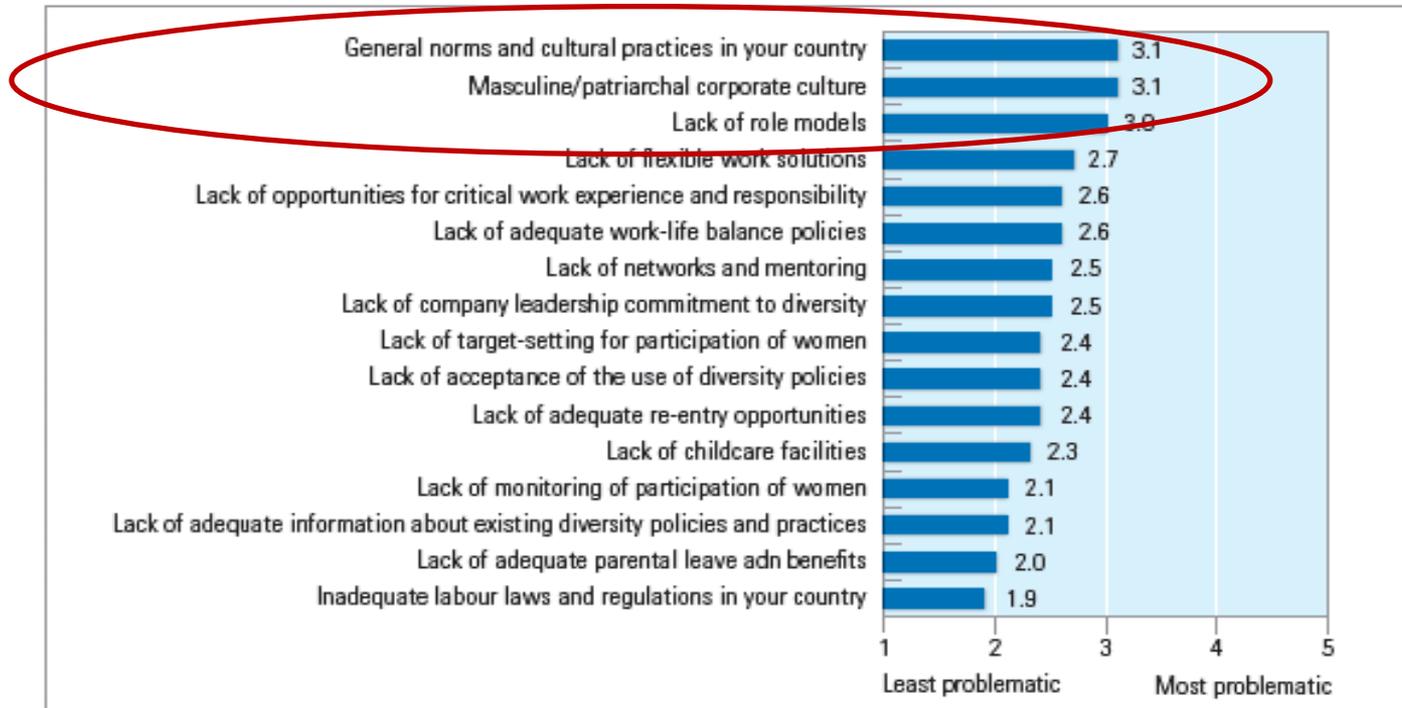


Source: OECD (2017), *The Pursuit of Gender Equality: An Uphill Battle*.

Note: The figures in parentheses under the x-axis labels indicate the share (%) of all new entrants in each field of education.

## Leaky Pipelines in the Career Paths

**Cultural and corporate practices are perceived as the main barriers to women's rise to leadership, contributing to a "leaky pipeline" phenomenon**



Source: OECD (2012), *Closing the Gender Gap: Act Now*.

## Gender Stereotyping



From 'Drawing the Future'



## Mentoring Future Female Leaders

- To encourage young girls to consider studies and careers in the Science, Technology, Engineering, and Mathematics (STEM) fields
- Invited junior and high school girls to interact with highly accomplished female mentors
- 1<sup>st</sup> Workshop was held in August 2017 in Japan



## 2<sup>nd</sup> Mentoring Workshop (August 2018, Japan)



**Opening Session**



**Hands-on Activities**



**Parents & Teachers  
Session**



**Panel Discussion**



**Reception**



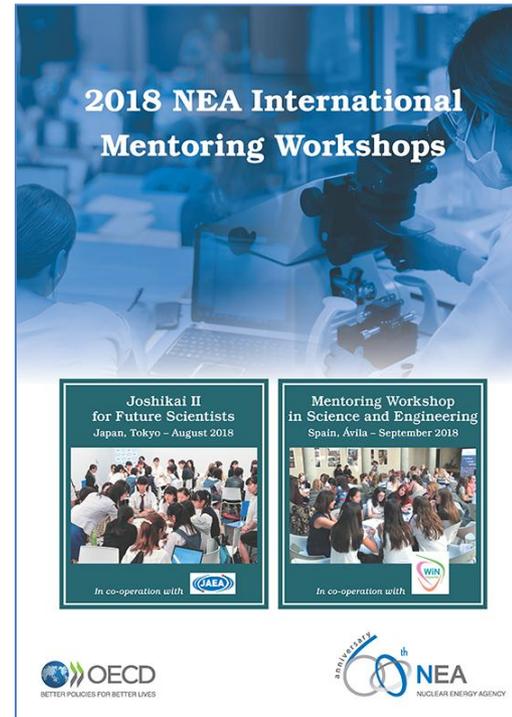
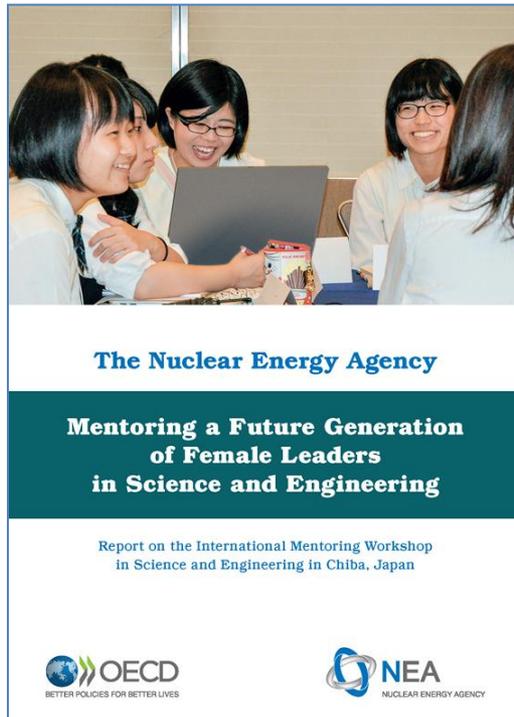
## 3<sup>rd</sup> International Mentoring Workshop

- Held on **24 September 2018**, in **Ávila, Spain**
- Invited 50 female students from Spanish high schools with twelve highly accomplished women mentors
- Jointly organised with **Women in Nuclear Spain**





## For more information, brochures are available on the NEA website



<http://www.oecd-nea.org/hans/pubs/2017/mentoring-report-japan-2017.pdf>

<http://www.oecd-nea.org/hans/pubs/2018/7454-mentoring-workshops-2018.pdf>



## NEA's 4<sup>th</sup> Mentoring Workshop

- **2-3 August 2019**, for the first time **in Fukushima**
- 40 junior-high and high school students (mainly from Fukushima Prefecture) are invited
- Special feature: Guest high school and university students from Texas!
- Held in cooperation with Nuclear Damage Compensation and Decommissioning Facilitation Corporation (NDF), Japan



*Commutan Fukushima*



## NEA's 5th Mentoring Workshop



- **24 September 2019** in **Vigo, Spain**
- 50 female students from Spanish high schools are invited with highly accomplished women mentors
- Jointly organised with **Women in Nuclear Spain**



## NEA's 6th Mentoring Workshop

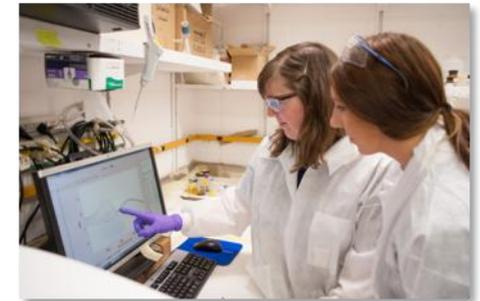
- **2-3 October 2019** in **Moscow, Russia**
- 30-40 female university students studying in STEM areas to be invited
- Aim to increase their awareness of future career paths in nuclear sectors



*Technical Academy of ROSATOM*

## The NEA Nuclear Education, Skills and Technology Programme (NEST)

- ✓ *Fast-track process* to create the next generation of nuclear **experts and professionals** through transfer of practical experience and expertise.
- ✓ International **co-operation** allows access to a critical mass of capacities available within the NEST membership to NEST Fellows.
- ✓ Platform to raise **awareness** and address collectively shared concerns and **challenges** about nuclear **knowledge** management (including Education and Training).



## Recognising the accomplishments of female pioneers in science

The NEA meeting rooms are named after nine notable **female scientists** who made significant contributions to the nuclear field - a small gesture to celebrate these women and their exceptional careers.



**Lise Meitner conference room**

- Marie Skłodowska Curie (Polish) and Irène Joliot-Curie (French)
- Harriet Brooks (Canadian)
- Ellen Gleditsch (Norwegian)
- Lise Meitner (Austrian-Swedish)
- Edith Quimby (American)
- Chien-Shiung Wu (Chinese-American)
- Katharine Way (American)
- Toshiko Yuasa (Japanese)

## More to come...



From 'Drawing the Future'

## Thank you for your attention!



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