



Promoting gender equality in the nuclear sector in Latin America and the Caribbean: The contribution of Women in Nuclear

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WiN Argentina - Executive committee



Women in Nuclear Global (WiN)



- WiN Global is a global non-profit organization of women working professionally in various fields of nuclear energy and radiation applications.
- Since our inception in 1992, we have promoted environmental sustainability, diversity and gender equality.
- We are strongly committed to promoting an evidence-based dialogue with the public, to raise awareness of the key contributions of nuclear technologies, especially as part of the solution to the climate crisis and as a critical element in achieving the SDGs.

OUR KEY MESSAGES



Climate change
and sustainability.



Contributor to
innovative solutions.



Mentoring and
leadership
development.



Unique intercultural NGO
of skilled women in the
nuclear sector.



Gender equality
and diversity.



Network of influence
in the nuclear sector.



Membership: Global Network

- Members: **+ 35,000**
- Countries: **+ 140**
- Chapters: **57**
- Regional Chapters: **3**
Africa, Latin America and the Caribbean and Europe
- International Agencies: **2**
IAEA and WNA
- **Expertise groups**, in collaboration with partner organizations launched in 2021
- **WiN Global Young Generation**, launched in 2021



Tools with value that make a difference

- Access to key information on the nuclear sector spanning over 140 countries, regions and 11.00.
- Collaboration with more than 15 partner organizations in the nuclear sector
- Peer support and guidance
- Networking and mentoring opportunities
- Training and support for professional development
- Training in various areas of the nuclear sector, including on topics like gender and leadership
- Intergenerational exchange of knowledge and experiences
- Access to own internal publications

KEY ACTIVITIES



WiN Global Annual Conference



Career, Training and Mentoring Support



Bi-monthly Newsletters



Industry Updates



WiNFO Publication



Project Collaboration



WiN Awards



Cooperation with International Organizations

WiN Global Young Generation



- Intergenerational commitment
- WiN-WiN: Exchange of experiences between people of different generations
- 54 members from 33 countries, appointed by WiN Chapters
- Leads WiN Global actions for an active involvement in COP26



Win Global Annual Conference: WiN ARCAL Background



IYNCWiN18 JOINT CONFERENCE

- First event co-organized by the 2 organizations: IYNC and WiN Global
- More than 400 participants
- Representatives from 39 countries
- Held for the first time in a Latin American and Caribbean country
- Promotes regional initiatives



WiN ARCAL Regional Chapter



12 Countries involved

Argentina
Bolivia
Brazil
Chile
Colombia
Costa Rica
Cuba
Ecuador
Mexico
Peru
Uruguay
Venezuela



General objective

Support the **full, equitable and active** participation of women in the region in areas related to nuclear science and technologies with the establishment of the **Win ARCAL** Chapter.

WiN ARCAL Regional Chapter



Establishing
new WiN
Chapters
&
Renewing and
growing the
existing ones

MAIN ACHIEVEMENTS

Joint
initiatives
and events
&
Enhanced
presence on
networks



Joint
approval of
the **WiN**
ARCAL
Statute



Planning the
first
election
process:
Timeline



WiN ARCAL Regional Chapter



**CHAPTER'S OFFICIAL INAUGURATION :
65th IAEA GENERAL CONFERENCE, Sept. 2021**



WiN ARCAL Regional Chapter



65th IAEA GENERAL CONFERENCE, Sept. 2021:
2 PANELS



PANEL DE DEBATE WIN ARCAL

LA PLANIFICACIÓN HACIA ENERGÍAS LIMPIAS DESDE UNA PERSPECTIVA DE GÉNERO

Viernes 24 de septiembre | 15:30 hs. (hora Viena, Austria)

Transmisión vía ZOOM y YouTube de WiN Global



**VERÓNICA
CAREA**
Argentina



**LARISSA
PINHEIRO**
Brasil



**MARQUIDIA
PACHECO**
México

EVENTO EN EL MARCO DE LA 65ª
CONFERENCIA GENERAL DE OIEA



SOMOS POTENCIA



**GUIDE FOR INCLUDING A GENDER
PERSPECTIVE IN THE NUCLEAR SECTOR
IN LATIN AMERICA AND THE
CARIBBEAN**

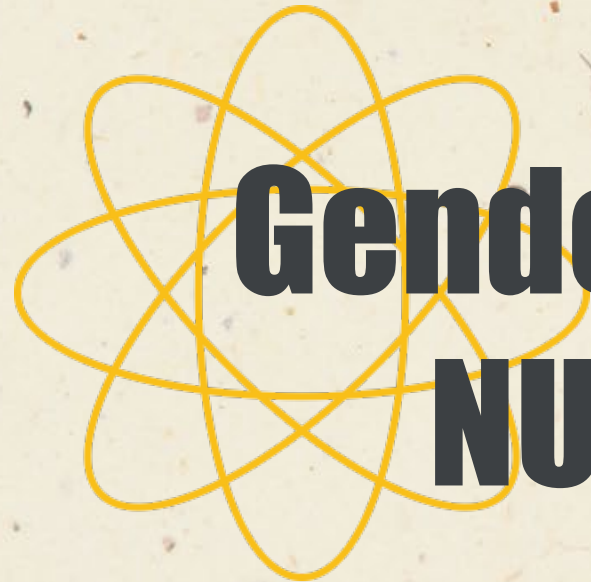


**Why was it
needed?**

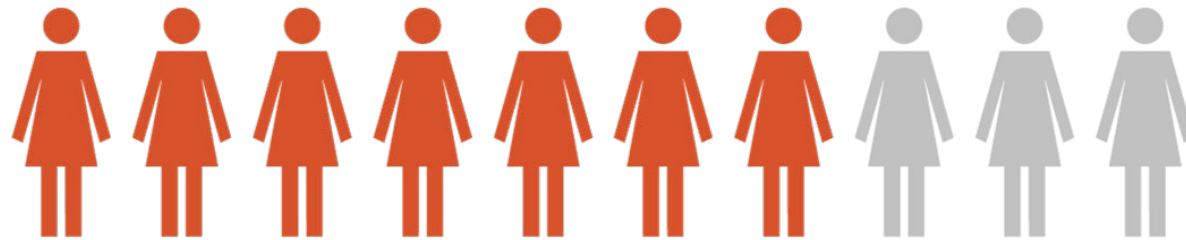
**What did we
set out to do?**

**What
differentiates
it?**

**What do we
hope to
achieve?**

A yellow graphic of an atomic symbol, consisting of three intersecting elliptical orbits, is positioned to the left of the main title text.

Gender violence in the NUCLEAR SECTOR



7 DE CADA 10 MUJERES

señaló que existen barreras institucionales
(tácitas o explícitas) para la permanencia y promoción
de las mujeres en el sector nuclear



Obstacles to Women's Participation

36.5%

Estereotipos de género o
prejuicios inconscientes
sobre las características del
liderazgo

34.1%

Falta de mujeres con
perspectiva de género en
puestos de liderazgo

29.9%

Percepciones
socioculturales de que los
trabajos en energía nuclear
son para varones

19.2%

Estar de guardia y el trabajo
por turnos, no son
conciliadores con las tareas
del cuidado que recaen
sobre las mujeres

17.4%

Las exigencias necesarias
para el avance profesional
no son propicias para la
vida laboral

11.4%

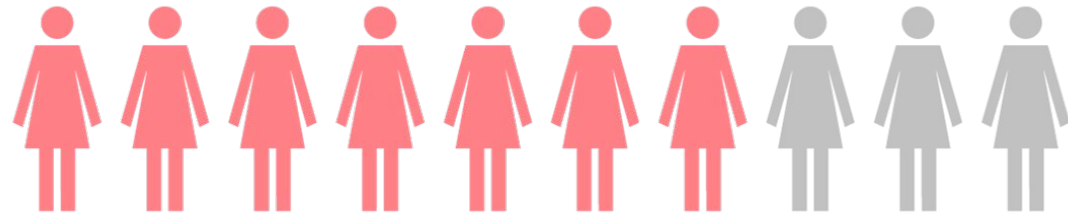
Atmósfera incómoda para
las mujeres

10.8%

Barreras para poder
relacionarnos de manera
efectiva en comparación
con los pares masculinos

2.4%

Falta de apoyo o presión de
familiares o amistades para
no trabajar en energía
nuclear



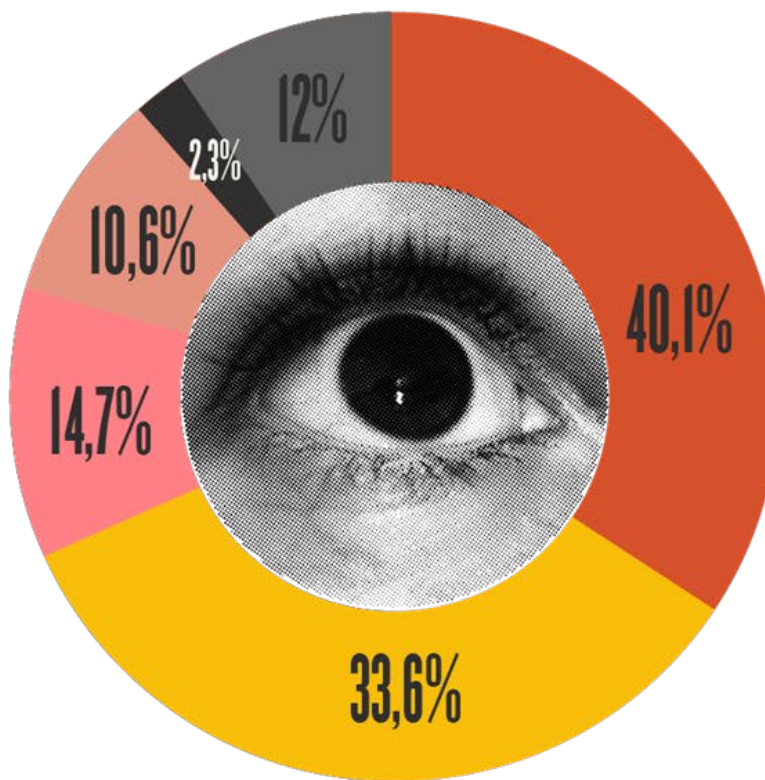
7 DE CADA 10 MUJERES

han experimentado o escuchado relatos de
comportamientos o actitudes que son abierta o tácitamente
violentas hacia las mujeres en sus lugares de trabajo



VIOLENCIAS IDENTIFICADAS

- Estereotipos de género, humor sexista, microagresiones o prejuicios inconscientes (40,1%)
- Psicológica (33,6%)
- Económica-patrimonial (14,7%)
- Sexual (10,6%)
- Física (2,3%)
- No identifica el tipo (12%)



COLLECTIVE STRATEGIES FOR



New ways of participating in the NUCLEAR SECTOR

* Self-managed

- **Women's Network.** Safe space for support and assistance among women, aimed at identifying obstacles faced in NNIs and to share strategies that allow strengthening their professional actions, expand their support networks and increase their participation.

* Institutional Efforts

- **"Make Equality Visible" Comprehensive Institutional Plan.** Implementation of management policies for the inclusion of women in the nuclear sector with the requirement of periodic and public disclosure of results achieved.
- **Conquer Power Global Campaign.** Promote a narrative aimed at questioning and demasculinizing power within the nuclear sector.
- **Gender Seminars.** Spaces to create awareness and permanent and compulsory training on gender equality aimed at authorities and decision makers.
- **Trainings on nuclear science and technologies with a gender perspective.** Re-envision traditional labor laws that have perpetuated the exclusion of women, recognizing flexible work methodologies that allow the full integration of women with care responsibilities.
- **Institutional regulation with gender perspective.** express ban on gender-based discrimination and inequalities and mechanisms to report violence in safe spaces that offer support and a holistic approach.



Recommendations to National Nuclear Institutions (NNI)

- * **Develop programs** that promote the employment of women, eliminating gender bias and the normalization of social stereotypes that contribute to their exclusion from the nuclear sector.
- * Continuous and permanent **training and evaluation** for personnel in charge of the recruitment process to avoid gender biases that prevent hiring and promoting women in the nuclear sector.
- * **Provide awareness workshops** for all staff members on topics like gender perspective, sexist humor, gender violence and other issues relevant to women in order to dismantle existing gender biases in the workplace.
- * **Develop internal protocols** that consider the equal participation of women in activities of the nuclear sector, such as: talks, congresses, conferences and other academic activities, to promote the participation of women and gender parity in the sector.
- * **Establish channels** to address gender-based violence against women and non-binary identities in the workplace. This protocol must contain specific mechanisms of action against the aggressor and protection measures to avoid the re-victimization of women filing a complaint.
- * **Promote the creation of safe spaces** and self-managed networks for women to strengthen their leadership and the development of collective strategies aimed at their professional growth.

- * **Develop media campaigns** aimed at destroying the myths surrounding the participation of women in the nuclear sector with the aim of inspiring their labor insertion.
- * **Develop and implement** an institutional guide for the promotion of communication with a gender perspective.
- * **Give visibility to women** who are part of the nuclear sector with the purpose of creating references and to account for the representation of women within this field.
- * **Publish open data** in an ongoing manner concerning policies aimed at the inclusion and equal participation of women within NNIs.
- * **Demand accountability** from every management team in order to measure and analyze the women's status and environment every six months.
- * **Demasculinize the narratives of power** that perpetuate gender inequality and undermine the differentiated contribution that women provide to the nuclear sector.



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THANK YOU!

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