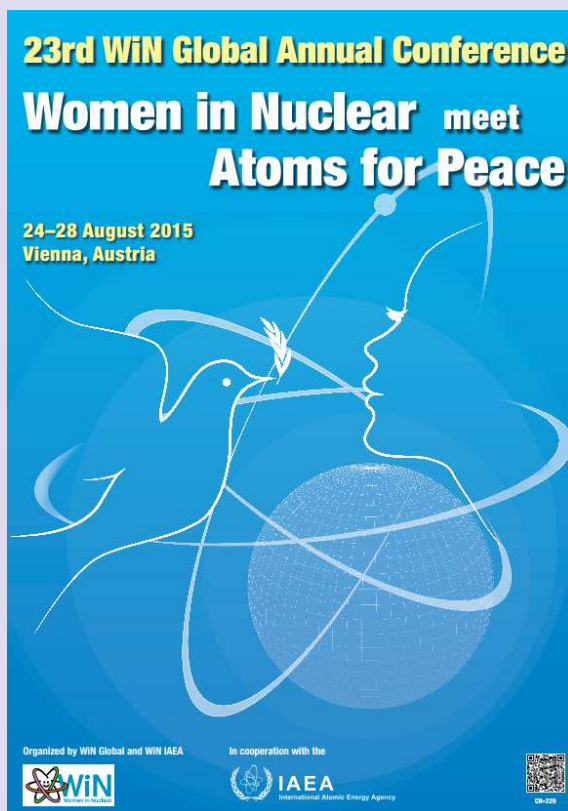


WiN Global conference 2015 hosted by WiN IAEA!



Information on next year's WiN Global conference is available on the dedicated web site from the following link:

<http://www-pub.iaea.org/iaeameetings/46531/23rd-WiN-Global-Annual-Conference-Women-in-Nuclear-Meet-Atoms-for-Peace>

Registration for side events and technical tours will open early this year.

WiN IAEA encourages its members to attend this event.

Key Deadlines:

- ***28 February 2015 Submission of abstracts (including Forms A and B)***
- ***28 February 2015 Submission of grant applications (Forms A and C)***
- ***April 2015 Notification of acceptance***
- ***31 May 2015 Submission of full paper (only upon request by the IAEA).***

Women in the Workplace: dealing with mobbing and other forms of harassment

WiN IAEA organized an informal lunchtime session: “Women in the Workplace: dealing with mobbing and other forms of harassment”, which took place on 3 July. There were three guest speakers — Russell Clark, who kindly agreed to speak from a managerial perspective, IAEA staff psychologist, Patience Gebauer and medical doctor Dr Binta Ahmed. During the talk, the speakers shared case studies and some of the issues they have encountered during their careers. Afterwards, the audience was encouraged to engage in the discussion. See later in the newsletter for a detailed and informative article on harassment by Susan Cohen-Unger.



International Youth Nuclear Congress in Burgos, Spain: IYNC 2014

Organised and motivated by the United Nations Nuclear Young Generation, WiN IAEA vice-president Ms. G. Voigt, attended the IYNG conference on 10th July, held in Burgos, Spain from 7 to 12 July 2014.

Gabi was one of the 5 senior speakers invited to the workshop: **Women Going Critical in Nuclear**. Under the leadership of Ana Pisani from Duke Energy US, and co-managed by Munazzah Noreeen from the Virtual University of Pakistan, the following five senior female nuclear professionals:

- Kirsty Cogan, Salton Nuclear Institute UK
- Khalida Gill, Pakistani Atomic Energy Commission, Pakistan and WiN Pakistan President
- Auguste Fenn, Radiat Capital Partners, US
- Ramatsemela Masango Mzesi Energy Ltd South Africa, and
- Gabi Voigt on behalf of the IAEA and WiN IAEA vice president



These professionals provided insights into their backgrounds, career developments, challenges, success stories and failures, sharing their experiences and lessons learned to become respected and accepted in a male dominated scientific field. The workshop was constructed in a way that one senior speaker rotated from one table to the next, introducing herself and answering questions the participants had. Major topics were ranked around work – life balance and how to become a role model for the younger generation to also enter into work in a highly challenging profession.

Many of the younger nuclear scientists were interested in IAEA positions and what they need to do for their applications to comply with Agency requirements.

Feedback given by the predominantly female attendees from all over the world was very positive. Everyone, including the speakers, was convinced they benefitted from this exercise and enhanced their networking opportunities.



Munazzah, young WiNner from Pakistan and co-organiser of the Workshop “Women going Critical in Nuclear”

WiN IAEA Workshop on Conflict Management in a Multi-Cultural Environment

On 13 and 14. October 2014 Dr. Pari Namazie from **Atieh International** conducted a 5 hour workshop on how to deal with conflicts taking into account individual different cultural backgrounds, beliefs and values. Based upon real examples and role plays and group exercises we reflected about our own and other culture values, practiced how to distinguish between assumptions and facts, and how to bridge between stereotypes, expectations and different behaviour patterns. The workshop was attended by 16 participants, including one male, resulted in stimulating discussions and interactions, and was very positively perceived.



New Sourcing Strategy for Qualified Women

MTHR approached WiN IAEA on the subject of a new sourcing strategy that is targeted at increasing the applicant rate of women at the Agency. For this reason, an hour-long lunchtime session was organised on August 28th where Mr Gustavo Araujo (IAEA

Recruitment Specialist) and Ms Julie Ford (Unit Head, MTHR) delivered a PowerPoint presentation and answered questions.



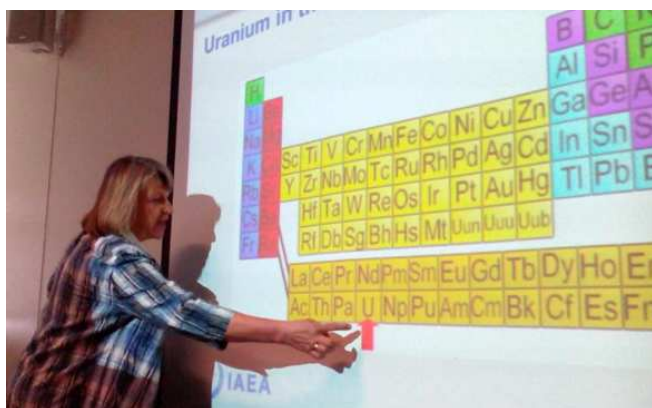
Recruitment has changed dramatically with the advent of technology, but building relationships is still essential to attract qualified and diverse candidates. The Agency relies on a highly educated professional workforce often with skills and experience that are not easily found in the job market. For this reason we have developed a sophisticated and pro-active Candidate Recruitment / Sourcing Strategy. The objectives of the new Candidate Recruitment / Sourcing Strategy are:

- To attract a greater number of stronger candidates for highly technical and key managerial positions
- To diversify Member States representation in the number of applications and potential hires
- To increase the number of female staff in all levels and areas at the Agency

In order to achieve these objectives, Recruitment will engage in many activities, including the following:

- Utilize a geographical approach to enhance our recruitment exercises
- Build relationships with organizations in the nuclear, nuclearized and nuclear-friendly fields
- Increase online visibility of our opportunities in targeted channels and create virtual groups to attract targeted audiences (i.e.: Latin Americans at IAEA, Asians at IAEA, Women at IAEA, IAEA alumni...)
- Leverage internal staff as recruitment ambassadors to organizations and as champions for candidates in critical positions
- Socialize through a new strategy with Members States and enhance channels of communication and their involvement
- Leverage upcoming Taleo Implementation to develop and create a roster of P-candidates and a Referral System

Nuclear Fuel Cycle Lecture Series



Front end of the nuclear fuel cycle

After the recent general introduction presentation to the nuclear fuel cycle by Zana Konecni, a more detailed session on the “front end” of the nuclear fuel cycle was offered to WiN IAEA members. The session covered the different techniques used to turn uranium ore into nuclear reactor fuel. The presentation was given by WiN IAEA

President Eva Gyane on 3 September 2014, with 12 WiN IAEA members attending with both technical and non-technical backgrounds.



Nuclear Power Reactors and Back-End of the Nuclear Fuel Cycle

The third session of the nuclear fuel cycle series, entitled “Nuclear Power Reactors and Back-End of the Nuclear Fuel Cycle” took place on 10 September 2014. The session covered the different reactor types and reprocessing technologies, as well as recycling with the use of MOX fuel. The presentation was given by Susan Pickett with 10 WiN IAEA members attending the session.



Nuclear Fuel Cycle Lecture Series

Radioactive Waste

On 9 October WiN IAEA hosted its fourth session on the Nuclear Fuel Cycle, this time covering radioactive waste. Andrew Orrel, Section Head, NSRW, presented on the different types of nuclear and radioactive waste and on the current status of treatment and disposal techniques.

Proliferation Concerns related to the NFC OR: What are the concerns about Iran's Nuclear Programme?

A presentation was given by WiN President and Safeguards Inspector, Eva Gyane, on 5 November. The talk highlighted the main issues surrounding proliferation concerns and addressed why Iran's Nuclear Programme has been of concern to the international community. Eva's talk covered the proliferation pathways via the HEU and the plutonium route, the concepts of criticality and chain reaction, the basic principles of nuclear weapons, the proliferation concerns related to uranium enrichment and reprocessing, and an overview of Iran's nuclear programme. An engaging question and answer session followed the presentation.

WiN Europe General Assembly 2014 in International Atomic Energy Agency

The Win Europe General Assembly 2014 was held on October 10 in Vienna in the M-Building of the IAEA. Discussed were the activities and success stories achieved since its launching in October 2010 as a registered non-governmental organisation. Ten Executives and members participated in the meeting, one proxy was received from WiN Hungary, and WiN Bulgaria provided written input. Reference is made to the WiN Europe GA agenda and minutes.



Despite the financial constraints WiN Europe was able to establish two new European chapters in Poland and UK, and to mentor the creation of two chapters in the Africa region. WiN Europe was represented at international conferences (among others also the IAEA General Conference) and meetings thanks to the engagement of its chapter members. The financial statement 2013/2014 was presented and approved by the participants. Ms. D. Mouillot was confirmed to serve a further year as president, both vice – presidents (G. Voigt and C. Bucur) will provide services until August 2015, when the next elections will take place. Due to non-availability of the president or any of the vice-presidents at the WiN Global General Assembly 2014 in Australia, the WiN Europe activity report will be presented by Irene Aegerter.

WiN IAEA at the 58th General Conference

The 58th General Conference of the IAEA was held from 22 to 26 September 2014. WiN Europe as an NGO was presented, and hosted a stand. The stand was (wo)manned by WiN IAEA members who volunteered to provide information to interested GC delegates and also staff about the activities of WiN Global, WiN Europe and WiN IAEA during lunch and coffee breaks.

WiN IAEA is hosting the next WiN Global Conference in 2015 in Vienna:

Women in Nuclear meet Atoms for Peace



Vice President WiN IAEA receives WiN Global Honorary Award 2014

On 11 November WiN IAEA celebrated Vice President of WiN IAEA, Ms. Gabi Voigt, receiving the WiN Global Honorary Award 2014, which President Eva Gyane collected in Sydney on her behalf. Congratulations to Gabi from all of WiN IAEA!





WiN Encounter in Beautiful Bali

Following the 22nd WiN Global Conference in Sydney, Australia, WiN Indonesia invited WiN IAEA to participate in a one-day seminar for graduate electrical engineering students at Udayana University in Bali and to talk about the work of the Agency. WiN IAEA was represented by our President, Eva Gyane, who invited me to support her as she knew that I would be in Jakarta on an Agency IPPAS (nuclear security) mission earlier in the month.

The seminar was opened by the Dean of the Electrical Engineering Department and was attended by some staff members and over 50 students (five were women). Eva presented an overview of the work of the IAEA, with a focus on the international safeguards system. I filled in with short elaborations on the relationship of safety, security and safeguards.

Then a professor from the University of Yogyakarta spoke in Bahasa Indonesian on reactor types (as we gathered from his slides), after which Eva and I spoke briefly about WiN and mentioned the WiN Global Conference 2015 in Vienna. The immediate feedback was positive. Since there are no nuclear science or nuclear engineering courses taught in Bali, many students expressed an interest in continuing their studies at the Nuclear Engineering Faculty of the University of Jogjakarta and both students and staff expressed great interest in introducing some nuclear science and engineering courses at Udayana University.

The following day was devoted to discussions with WiN Indonesia on next year's WiN Global conference, which will take place in Vienna. We talked about ways in which members of WiN IAEA could personally help some loyal WiN members from developing countries who do not receive TC sponsorship and have to pay their own way.

First IAEA Safety Review led by a woman

On 23 October, in *Flamanville, France* an international team of nuclear safety experts led by the International Atomic Energy Agency (IAEA) today completed an assessment of operational safety at the Flamanville Nuclear Power Plant in France. The Operational Safety Review Team (OSART) was assembled at the request of the French Nuclear Safety Regulatory Authority (ASN). The in-depth review, which began 6 October, focused on aspects essential to safe operation of the plant's 1 and 2 reactors. The review covered management, organization and administration; training and qualification; operations; maintenance; technical support; operating experience; radiation protection; chemistry; emergency planning and preparedness, and severe accident management. The conclusions of OSART reviews are based on the IAEA's Safety Standards.

The review team comprised experts from Belgium, the Czech Republic, Germany, India, Hungary, Russia, South Africa, the Slovak Republic, Sweden, the United Arab Emirates, the UK, the USA, and the IAEA. This was the 179th mission of the OSART programme, which began in 1982, and the 26th mission to France and the first one led by a woman – Ms. Vesselina Rangelova from the IAEA Department of Nuclear Safety and Security.

The witch of Seibersdorf is gone!

WiN IAEA hosted a farewell luncheon for WiN IAEA Vice President, Ms. Gabi Voigt, in honour of her retirement as a Director in the Office of Safeguards Analytical Services. WiN IAEA President, Ms. Eva Gyane, acknowledged Gabi's contribution to gender issues and balance in the IAEA in various functions, and as a role model for many females in nuclear sciences both inside and outside of the IAEA. Gabi reflected on her career in the IAEA that spanned over 13 years, which she had spent in the Seibersdorf laboratories in different departments. She also described the challenges faced, which was part of her talk: "The witch of Seibersdorf". The event was attended by numerous WiNners who wished Gabi all the best after her separation from the IAEA. In turn, WiNners were assured that Gabi will continue her commitment to WiN.



Good luck Gabi and best wishes in your retirement, from WiN IAEA



Harassment in the workplace, by Susan Cohen-Unger

There is nothing either good or bad, but thinking makes it so. (William Shakespeare)

The dual disadvantage of being a woman abroad has led me to see through the social fraud of gender equality. Can't you see, too? (Renée von Paschen)

Once upon a time, several decades ago, an unmarried couple were caught in flagrante in a UN office after working hours by a randomly patrolling security guard, who found them — a Section Head and his secretary — copulating on the desk. The incident was reported to senior management and had consequences. He was disqualified from ever being promoted to Director; she was fired with no possibility for appeal. I heard of the case years later — after harassment had become a hot topic — and pondered on its vast potential for critical analysis.



Before going any further, let us define harassment. According to the Oxford English Dictionary, harassment is “aggressive pressure or intimidation” and some synonyms are “persecution, pestering, intimidation, annoyance, aggravation, coercion, molestation and (informal) hassle.” Wikipedia has a more elaborate definition: “Harassment covers a wide range of behaviour of an offensive nature. It is intended to disturb or upset, and it is characteristically repetitive. It is found threatening or disturbing. Sexual harassment refers to persistent and unwanted sexual advances, typically in the workplace, where the consequences of refusing are potentially very disadvantageous to the victim.”

Back to the ill-fated amoureux de bureau, several questions occur to me. Was coercion involved? Had the boss abused his position of power, tempting the secretary with promises of advancement and threatening her with demotion if she didn't submit to his advances? If so, she was the victim of harassment by her boss. Or had the secretary been stalking the boss, intimidating him with fake calls to his wife? Then, he was the victim. Perhaps it was simply a flirt that had got out of control or even entirely consensual mutual passion, unluckily timed and unwisely located. Did the guard report them as a security risk or simply as having indulged in unseemly behaviour? Did the blatant discrimination in the punishments they incurred constitute harassment by management or should we just call it gross unfairness? Maybe somebody in a high place put in a word for him but not for her.

Harassment covers a multitude of sins — it might be unintentional offence attributable to cultural differences; unsolicited advances (which can be subtle, sleazy and embarrassing); or downright abuse such as nasty office intrigues directed against those who can't easily defend themselves, or even physical violence. Harassment can be sexual, racial, professional or a combination of these. Perpetrators and victims can be individuals or groups. Often, there are no witnesses. The fact that there are rarely witnesses to harassment incidents means that when complaints are being dealt with, it will probably be one person's word against another's — a contest of credibility. How can personal integrity (of the alleged perpetrator, the alleged victim and also of the adjudicators) be fairly assessed and by whom? Individual mind-sets, cultural bias and office politics will — consciously or unconsciously — influence all parties involved. It sure is a messy state of affairs!

A female colleague told me about a baffling incident that happened when she was on a ladder stowing books on a high shelf in her office. She was wearing rather sexy slacks. A guy she didn't know walked past, then doubled back, leered at her and said, "Some suit pants better than others." She wasn't sure whether it was a compliment or an insult but she felt uncomfortable and was troubled by the remark — by both the words and the accessory body language — for a long time.

Another colleague told me about a strange occurrence involving a young woman in his office. He, as her Section Head, invited her — a new secretary — to have coffee with him on her first day of work. She replied furiously, "Yes, but I'm not going to sleep with you." He pointed out that the invitation was only for a coffee — nothing else. She retorted, "Yes, but you really want me to sleep with you." She then reported him to HR, claiming sexual harassment.

What had really happened? Both were rather conventional, prim types — she a conservative Austrian; he a middle-aged, God-fearing US American — so probably there was no cultural misunderstanding in this context. Did she find that his voice or his manner suggested improper intentions? Was his invitation badly timed? Had she been harassed before and become paranoid or was she usually so hysterical? I ask myself who was being harassed here, if anyone. The outcome of the investigation following her report indicates the Agency's (and my) take on the case — her short-term contract was not extended.

Personally, I find sexual harassment much easier to counter than racial or professional harassment. Make the harasser look ridiculous! Especially if it's something between teasing and pestering — borderline harassment — a good idea might be to have some devastating sarcasm ready and, of course, if the 'humorous' behaviour degenerates and becomes offensive, to report the perpetrator to OIOS, who will investigate the matter. I have heard many accounts of obvious professional harassment involving discriminatory treatment such as unfairly allocating the workload, ignoring achievement that would deserve recognition, spreading damaging rumours and gossip, behaving contemptuously towards colleagues — all of which leave the victims feeling demoralized, frustrated and helpless. I know one such case well and present it to you in the victim's own words:

As a young professional in a very technical and male-dominated section, I had been struggling with acceptance issues since joining the Agency as an intern. I was given substantive tasks that were related to both my professional and my educational background so I worked on these with the full confidence of being capable of conducting my assigned duties, which was also testified by many in-house colleagues and external counterparts. Only my male colleagues in the section didn't take my work seriously. I attributed that to my youth and the fact that I didn't have a science degree (not a prerequisite for my tasks). A new manager was appointed and I thought this would be my chance to prove my value. What I didn't expect was that his opinion of me was tainted with slander— false gossip of which I wasn't aware. When I introduced my work to him during our first face-to-face meeting, he didn't listen to me and asked me why I had been given a contract when I wasn't a technical person and didn't fit in the section. I was told that rumours were going around that I had been employed because of the sexual favours I'd granted the previous manager. I was utterly astonished because there was no basis for such an assumption. My new manager refused to listen to me, reassigning my tasks to another colleague with the justification that I was young and needed help. He used every possible occasion to humiliate me and speak badly of my work in public.

Colleagues from a different section with whom I had to coordinate closely and who were aware of the quality of my work were baffled and tried to defend me. As a result, my new manager suspended cooperation with them. One year later, I left the Agency with a shattered dream and with the feeling I had done my best but in return had been ridiculed and unappreciated. I am still working within the UN system but don't ever want to work for the Agency again. Why? Mainly because when I sought the guidance of senior staff, I was advised not to make a big deal out of it as I was in the losing position anyway. At the Agency, a dispute between a P5 and a consultant would never end in favour of the latter.

When working with this consultant under her earlier manager, I had been impressed with her competence, motivation and intelligence. She was kind, helpful and hard working — an excellent team player. I was shocked to learn that she had been the butt of such disrespectful, false treatment. I find it a disgrace that the new manager is still there and she had to go — a loss to the Agency!

How can we preempt such nightmares? If you feel you're being harassed at work but don't feel you can make a formal report, help is available. You don't have to try and cope alone and you have a choice of possibilities for recourse. You should contact your own Staff Representative, the Departmental Officer or the President of the Staff Council. Also, you can see the Agency's staff psychologist, Patience Gebauer (ext 26065, P.Gebauer@iaea.org), or talk to Dr. Binta Ahmed at the VIC medical centre (ext 22224, B.Ahmed@iaea.org). You can talk to SOS Colleagues — a group of volunteers who are trained to assist other staff members with personal and professional problems (see [OASIS/staff resources/welfare/SOS colleagues](#)). And you can contact us at WiN. Several members of the Executive committee have offered to be available to listen to you and give you moral support: Eva Gyane E.Gyane@iaea.org, Gabi Voigt G.Voigt@iaea.org, Barbara Figuel B.Figuel@iaea.org, Francoise Muelhauser F.Muelhauser@iaea.org, and Susan Cohen-Unger scohen@unger.org.uk.

Whenever I mention examples of harassment to colleagues, they immediately cite similar experiences — so it seems to be a common problem. Harassment can be subtle or blatant, unintentional or deliberate, and it has a multitude of manifestations. Just as offence can be taken when it is not intended, outrage can be committed under the guise of following the rules. Why can't people be kind and respectful to their colleagues and treat each other with dignity and generosity? Why do they have to be cowardly and vicious? Many of us feel strongly about this topic. WiN welcomes your ideas on how to deal with harassment. Please write to us at winiaea@iaea.org.

WiN IAEA and WiN Japan meet in Tokyo

During a duty trip to Japan for the annual meeting at the On-Site Laboratory in Rokkasho, WiN IAEA Vice President, Gabi Voigt, met with WiN Japan members in Tokyo. They spent a nice evening together enjoying Japanese food and good company, also celebrating retroactively the WiN Global Honorary award presented to Gabi at the WiN Global Conference in Australia. Gabi distributed the WiN-IAEA announcements and WiN Japan confirmed that many of their members will attend the WiN Global Conference in Vienna in 2015.



Upcoming Events

Atom Muzeum exhibition— 7th to 15th January

Newcomers' Breakfast—8th January

Pandora's Promise lunchtime screening— 22nd January

WiN weekend retreat to Loipersdorf spa— 30th January to 1st February

Presentation by US NRC Commissioner Svinicki—February or March

Presentation by Renate Czarwinski (President of the International Radiation Protection Association)— March

Presentation by Georgina M. Nitzsche (Women without Borders) — April/ May

Welcome New Members!

Nera BELAMARIC

Emi MIMA

Nora WELLHAUSEN

Julie GEOFFREY

Elisa QUAI

Merav ZAFARY-ODIZ

Jean Marie LINDSTROM

Kate SPENCE

Hui ZHAO

Dunja TODIC