

NUCLEAR HUMAN RESOURCES MANAGEMENT IN SERBIA

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Over the past fifty years Serbia passed a way from a founder of the International Atomic Energy Agency and a country with an extensive nuclear program which was supported by the knowledgeable and experienced expert human sources, to the period followed by political and economic difficulties and major changes. They, among the other factors, caused a considerable modification in the scope of the nuclear program and a range of its activities which were diminished. Inherited nuclear infrastructure, as a legacy of the past, comprises nowadays significant and complex issues to be solved in a serious and urgent manner in the forthcoming period, what requires a high level of knowledge and sufficient and adequate human sources. Brain drain, aging workforce, absence of a well established nuclear education system and strategy and a lack of younger experts to which the experience could be transferred are, gradually, but certainly, leading to a loss of knowledge and capabilities to handle and cope with the existing requests and the ones of the future overall development of nuclear energy and its application in the peaceful purposes. To overcome this situation, an active approach and serious consideration of all the relating elements with a goal to define future directions and prospective in the nuclear human resource management in Serbia are therefore a task to be undertaken by the state without a delay and a prerequisite for a future development.