

**Board of Governors
General Conference**

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PERSONNEL
Women in the Secretariat

Report by the Director General

Board of Governors General Conference

GOV/2025/48-GC(69)/17

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Item 9 (b) of the Board's provisional agenda
(GOV/2025/55)

Item 22 of the Conference's provisional agenda
(GC(69)/1 and Add.1)

Personnel

Women in the Secretariat

Report by the Director General

Summary

- The purpose of this document is to present, pursuant to resolution GC(67)/RES/17.B, adopted by the General Conference on 29 September 2023, information on measures taken to implement that resolution, and to provide statistical data on women in the Secretariat. This report covers the period from 1 June 2023 to 1 June 2025.

Recommended Action

- It is recommended that the Board of Governors consider and take note of the report, and submit it to the General Conference for its consideration.

Personnel

Women in the Secretariat

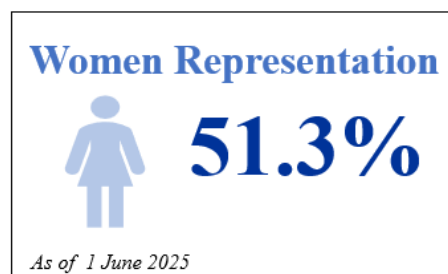
Report by the Director General

A. Introduction

1. This report has been produced in response to resolution GC(67)/RES/17.B (“Women in the Secretariat”). In operative paragraph 10 of that resolution, the General Conference requested the Director General to report biennially on the implementation of this resolution to the Board of Governors and General Conference. This report covers the period from 1 June 2023 to 1 June 2025.

2. In 2020, the Director General established the goal of achieving gender parity in the Professional and higher categories by 2025. The statistical base population captured in this report includes staff in the Professional and higher categories holding fixed-term, temporary assistance and monthly short-term appointments, funded through either the Regular Budget or extrabudgetary funds. Not included in this population are Junior Professional Officers (JPOs), cost-free experts (CFEs) and individuals employed on daily short-term (DST) appointments.

3. Based on this population, as of 1 June 2025, the representation of women at the Agency had reached 51.3% — the highest to date. Progress has been achieved in increasing the representation of women at the senior grade levels, whereby the percentage of women has reached 57.1% at the DDG/ADG level, 51.1% at the D1 level and 39.3% at the P5 level (compared to 50% at the DDG level, 51.1% at the D1 level and 33.7% at the P5 level as of 1 June 2023).



B. Actions Taken by the Secretariat

4. Since 2007, the Secretariat has implemented a comprehensive policy, which covers the representation of women in staffing; mainstreaming gender considerations in the Agency’s programmes and operations; achieving appropriate communication on the equal opportunities for women and men; and enabling a workplace for women to continue considering the Agency as an employer of choice.

5. To implement this policy, the Agency is guided by an internal Action Plan which covers the four areas. More details on the achievements are mentioned in the sections below.

B.1. Increasing the Representation of Women in the Secretariat — Gender Balance

6. The Secretariat, pursuant to Article VII.D of the Statute, continues to secure employees of the highest standards of efficiency, technical competence and integrity. Subject to this consideration, due regard is paid to the contributions of members to the Agency and to the importance of recruiting staff on as wide a geographical basis as possible. The Secretariat is also guided by General Conference resolution GC(67)/RES/17, which urges the Director General, pursuant to Article VII of the Statute, “to secure employees of the highest standards of efficiency, technical competence and integrity, particularly drawing upon developing countries and upon those Member States that are unrepresented or under-represented, and to pursue a target of equal representation of women across all occupational groups and categories in the Agency, including in senior policy-level and decision-making posts”.

7. In 2020, the Director General committed to the goal of achieving parity in the Professional and higher categories by 2025. This objective has been achieved ahead of time and the number of women in the Secretariat had reached 51.3% as of 1 June 2025. Section D includes statistics on this progress.

8. Efforts to attract skilled women candidates will continue, including by working closely with Member States to raise awareness of employment opportunities.

9. During the reporting period, the Secretariat undertook recruitment missions either in person or online to 15 Member States¹, of which 5 are under-represented.

10. Additionally, the Agency’s recruitment team reviewed online professional profiles of women experts. So far, more than 4500 women, from various geographical areas and with relevant professional experience in technical and non-technical functional areas, have been screened, matched against job descriptions, contacted and encouraged to apply for positions at various levels, including managerial roles.

11. The Secretariat continued the use of ‘talent pipelines’ to support the recruitment of appropriately qualified candidates, with a focus on applications from women and under-represented Member States, for temporary appointments, peer reviews and expert missions.

12. The Secretariat continued to use social media, engage in targeted outreach to niche professionals in hard-to-recruit areas, post on international and scientific job boards, engage with professional organizations, and send monthly newsletters to highlight vacancies and reach a large number of potential candidates from a wide range of Member States.

13. During the reporting period, the Agency took part in several international careers’ events, including Women in Tech and Women in Senior Roles, to showcase its employment opportunities, in particular those in the information technology, scientific and engineering fields. The Agency also partnered with other United Nations system organizations on recruitment events.

B.2. Enhancing the Perspective of Women in the Agency’s Programmes and Activities — Gender Mainstreaming

14. Accountability for results in Agency programmes includes the requirement to consider cross-cutting aspects while planning and delivering programmatic activities. During the planning phase for

¹ Austria, Canada, China, Germany, Hungary, Italy, Japan, the Republic of Korea, Kingdom of the Netherlands, the Russian Federation, Singapore, Switzerland, Ukraine, the United Kingdom (UK) and the United States of America (USA).

the Agency's Draft Programme and Budget for 2026–2027, an analysis to assess the impacts on women was conducted. Similarly, every technical cooperation (TC) project design includes a section on cross-cutting issues, which describes the efforts exerted to assess the different impacts on women and men where relevant, for example in the areas of women's health, maternal and infant nutrition, and women in farming.

15. In the area of nuclear energy, an IAEA Technical Document and online repository entitled “Human Resource Strategies for Gender Equality in Nuclear Organizations” was developed with the aim of gathering and disseminating good human resources strategies and practices for women's engagement across the nuclear industry. A similar project, developed under the Regional Co-operation Agreement for the Promotion of Nuclear Science and Technology in Latin America and the Caribbean (ARCAL) to promote the participation of women, continues to be supported at the regional level. In more targeted areas such as fusion, the Women in Fusion group provides a forum for networking.

16. Building on the Agency-wide gender mainstreaming approach, a practical guide aiming to facilitate the integration of relevant considerations into the development of Country Programme Frameworks (CPFs) was prepared and implemented. A practical guide entitled “Gender Mainstreaming in Developing the IAEA's CPFs” provides guidance and practical recommendations for CPF developers, national CPF coordinators and the Agency's Programme Management Officers.

17. This perspective is also mainstreamed into the Agency's evaluation activities. The evaluation function of Office of Internal Oversight Services (OIOS) integrates a people-centred approach and considers it at all stages of its evaluation process, following the Norms and Standards for Evaluation of the United Nations Evaluation Group. This allows OIOS to assess the quality and extent of gender mainstreaming in the Agency's programmes and projects, and to make recommendations to improve it. OIOS also evaluates the organization's gender specific interventions.

Marie Skłodowska-Curie Fellowship Programme

Since its launch in 2020, the Marie Skłodowska-Curie Fellowship Programme (MSCFP) has received 3091 applications from which 760 fellows have been selected, representing 129 Member States and studying in 76 countries worldwide.

Under the MSCFP, as of June 2025, 369 students had completed their master's programmes and 200 had been placed for internships facilitated by the Agency. The internships take place across the Agency's technical Departments and at Collaborating Centres, as well as at private sector companies and other partner organizations. Graduates who are not undertaking an internship have secured employment or plan to continue their studies at doctoral level.

The programme also launched the MSCFP Student and Alumni LinkedIn group, where students can connect with their peers, exchange knowledge and experience, and access information about technical programmes and events that may benefit their personal and professional development.

As of June 2025, the MSCFP had received pledges amounting to €16.2 million, as well as in-kind contributions sponsoring 110 students. Donors include the European Union, 24 Member States, 2 Member State institutions, 2 private sector partners in industry and 2 academic institutions.

The MSCFP is envisaged as a long-term initiative and as such there is a recurring need to raise sufficient funds for the programme.

In March 2024, over 400 women current and future nuclear professionals gathered at the Agency's Headquarters in Vienna for dynamic talks and interactions with senior nuclear experts, industry and recruitment agencies. Over two days of panel discussions, presentations and career talks, the MSCFP students and alumnae, alongside Lise Meitner Programme (LMP) participants from more than 100 countries, exchanged their experiences and aspirations, forming a strong community of women in the nuclear field.

The sixth application period will open in summer 2025. The review and selection activities will conclude by the end of 2025. A number of activities are being implemented in line with lessons learned from previous MSCFP cycles in order to enhance existing processes such as administrative systems and tools, decision-making processes, resource management and resource mobilization, outreach, and the internship component of the programme.

Lise Meitner Programme

The Lise Meitner Programme (LMP) was launched by the Director General in March 2023 to support the career development and retention of women in the nuclear sector. It provides early- to mid-career women professionals with opportunities to participate in a multiweek visiting professional programme to advance their technical and soft skills.

The programme includes professional visits to various nuclear facilities, such as facilities under construction, operation or decommissioning, research centres, scientific institutions, laboratories, industry sector and start-up companies. In addition, it provides the participants with an opportunity to build their professional relationships with a wide range of leaders and experts in the field.

The visiting professional programme typically lasts from 2 to 4 weeks, gathering 10 to 15 visiting professionals per cohort.

Since the programme's launch in 2023, four visiting professional programmes have been completed, as described below:

The first visiting professional programme (LMP1_USA) was hosted at North Carolina State University in Raleigh, USA, from 5 to 16 June 2023, with a cohort of 12 participants. The objective was to support continued growth of the community of nuclear professionals by strengthening their individual technical expertise, with a focus on nuclear power plant operations.

The second visiting professional programme (LMP2_USA) was hosted by Oak Ridge National Laboratory, with the second week hosted by Idaho National Laboratory, USA, from 16 to 27 October 2023, with 11 selected professionals. The objective was to support continued growth of community of nuclear professionals by strengthening their individual technical expertise, with a focus on nuclear reactor modelling and simulations and the virtual environment.

The third visiting professional programme (LMP1_RoK) was hosted by the Korea Nuclear International Cooperation Foundation, Republic of Korea, from 25 March to 5 April 2024, with 12 selected professionals. The objective was to support continued growth of the community of nuclear professionals by strengthening their individual technical expertise, with a focus on nuclear power plant operations.

The fourth visiting professional programme (LMP1_ARG) was hosted by the National Atomic Energy Commission in Bariloche and Buenos Aires, Argentina, from 5 to 16 May 2025, with 15 selected professionals. The objective was to support continued growth of the community of nuclear professionals.

by strengthening their individual technical expertise, with a focus on nuclear power programme development.

Two further visiting professional programmes were held for 2025: in Japan (from 9 to 20 June 2025) and Canada (from 14 to 25 July 2025).

The LMP is fully funded by extrabudgetary financial and in-kind contributions from IAEA Member States and other donors. As of June 2025, the total amount of the contributions received was €1.4 million.

The Agency is looking to confirm other visits in different focus areas and to obtain additional funding for the overall programme. Contributions from hosts and non-hosts are encouraged.

18. While the Secretariat relies on Member States to recommend qualified women candidates, efforts continue to enhance the participation of women as training participants, fellows, scientific visitors, project counterparts, researchers, experts and panellists in Agency activities. An internal dashboard provides up-to-date data on the percentage of women in these groups. It allows managers to access real-time data by subject area and/or participant type, which can be used for targeted outreach ahead of planned events. For in-person meetings during the reporting period, women comprised 31% of chief scientific investigators and 28% of coordinated research project experts at Agency events. They accounted for 29% of participants at scientific and technical events and for 26% at recurring scientific events. Examples during the reporting period include:

- 55% women participants in the 2024 and 2025 Safeguards Traineeship Programme for young graduates and junior professionals from developing Member States;
- 50% of the meetings of the International Nuclear Security Education Network are chaired by women;
- 50% of the sessions at the 2024 International Symposium on Food Safety and Control were chaired by women;
- 65% women participants of the Joint ICTP–IAEA Nuclear Energy Management School;
- 56% women participants in the International Workshop on Training and Educational Needs to Implement Decommissioning Projects;
- 48% female representation among trainees at the 2025 Joint ICTP–IAEA International School on Nuclear Security.
- 43% women participants in the Joint ICTP–IAEA Workshop on Open-Source Nuclear Codes for Reactor Analysis;
- 43% women participants in the International Network for Education and Training for Emergency Preparedness and Response.

19. For TC events, Member States are encouraged to designate women National Liaison Officers, meeting and training participants, fellows and scientific visitors, and counterparts. In 2023 and 2024, a total of 15 393 women from all regions participated in the TC programme. In 2024, female participation increased by 22% compared to 2019. In addition, women comprised 32% of experts and lecturers recruited to support TC activities.

20. Moreover, at the regional level, two side events were held with a view to highlighting women's participation and leadership in the nuclear field in Latin America and Caribbean, and leveraging nuclear technology and solar energy to improve women's healthcare, environmental sustainability and pandemic preparedness in Africa. The Ministerial Conference on Nuclear Science, Technology and Applications and the Technical Cooperation Programme, held in 2024, was attended by over 1500 participants from over 140 Member States; 38% of the participants were women, as were 31% of speakers at the technical sessions.

B.3. Enhancing Internal and External Communication

B.3.1. Internal communications

21. Internally, the Agency highlighted international days including International Women's Day and the International Day of Women and Girls in Science. Additionally, staff were kept informed about gender-related information and milestones through news items published on the Agency's intranet home page.

22. In 2024 and 2025, the Agency was once again able to welcome the daughters of staff to the Vienna International Centre (VIC) as part of the City of Vienna's Daughters' Day (Töchtertag). The event included presentations by each organization and practical demonstrations on how science and technology are applied to advance peace and sustainable development, as well as several hands-on activities to demonstrate how science and technology is used on a daily basis at the VIC. The Agency was again joined by the Vienna International Centre based organizations (VBOs). In addition to the daughters of VIC staff members, those of Permanent Mission staff were invited, resulting in more than 240 and 270 participants in the events in 2024 and 2025 respectively.

B.3.2. External communications

23. The Secretariat continued to conduct a range of activities intended to raise awareness and visibility, highlighting women experts in the nuclear field and inspiring younger generations to explore educational and professional opportunities in science and technology. The Agency continued to highlight its efforts towards empowerment of women and making more prominent the links to opportunities for women in terms of vacancy announcements, scholarships and the MSCFP, as well as the LMP. In addition, social media is increasingly being used to target and extend the reach of vacancy announcements, with the aim of recruiting women in specialized fields.

24. In March 2024, the Agency gathered participants and alumni from the MSCFP and the LMP to exchange ideas and strengthen networking and leadership skills. This event provided an opportunity for the nuclear industry to meet with this rapidly growing community of women nuclear experts and explore opportunities to advance their careers.

25. The Agency specifically made reference to women in news articles and press releases published on its external website, with 31 posts between 1 June 2023 and 1 June 2024 and 25 posts between 1 June 2024 and 1 June 2025. The share of articles featuring one or more women experts remained relatively stable at 51% in the period from 1 June 2023 to 1 June 2024 and 48% in the period from 1 June 2024 to 1 June 2025.

26. Departments organized panel meetings, side and other events with a specific focus on the intersection of their technical areas and gender equality or the involvement of women. Examples of these are included in Annex 1 of this report.

B.4. Promoting an Enabling Environment in the Workplace

27. The Secretariat continues to monitor and review its rules and arrangements related to an enabling supportive environment of women. Current rules and arrangements include flexible working hours; part-time arrangements; the possibility to work from home; family emergency leave; parental and nursing leave; a childcare centre, and nursing rooms at the VIC and at the Seibersdorf site.

28. The Agency collaborated with the United Nations Nuclear Young Generation and Women in Nuclear IAEA to continue its mentoring programme. The programme is open to men and women of all ages and in all categories, including General Service and Professional staff, consultants and interns. The programme is ongoing in 2025.

C. Partnerships

C.1. United Nations Partnerships

29. The Agency continues to collaborate with the wider United Nations system on the topic of gender equality and the empowerment of women through, inter alia, the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) led by UN Women, and the Inter-Agency Network on Women and Gender Equality (IANWGE).

30. Since 2012, the Secretariat has been participating in the UN-SWAP, which was endorsed by the United Nations System Chief Executives Board for Coordination in 2006. The 2023 results show that the Agency was meeting or exceeding requirements on 82% of the UN-SWAP performance indicators. This result exceeds the United Nations system average of 78% and the technical entities average of 54%. In 2024, the Agency began reporting against the new UN-SWAP 3.0.

31. The Secretariat continued to strengthen cooperation with other VBOs during the reporting period, and organized relevant trainings on promoting an enabling environment supportive of women.

C.2. Member State Involvement

32. Close collaboration with Member States is vital to ensure that the Agency makes further progress in its work on parity through a constructive exchange of ideas and best practices. Secretariat maintains a proactive dialogue with Member States on the recruitment of women to encourage qualified women candidates to apply to vacant positions.

33. In total, 16 Member States² have arrangements with the Secretariat for the provision of JPOs. Individual Member States funded 57 JPOs during the reporting period, 36 of whom were women. This has remained stable compared to 2023. The Secretariat continues discussions with other Member States to establish similar arrangements.

² Australia, Austria, Canada, China, Finland, France, Germany, Italy, Japan, Norway, the Republic of Korea, the Russian Federation, Saudi Arabia, Spain, the UK and the USA.

34. Upon taking office, the Director General joined the Vienna Chapter of the International Gender Champions (IGC). During the reporting period, and in the context of his membership of the IGC Global Board, the Director General achieved all of his IGC commitments related to the retention of women, including the creation of family-friendly infrastructure and networking opportunities for women. Two new commitments were made for 2025, including strengthening collaboration and engagement with key stakeholders that promote the equal opportunity of women; and further supporting the institutionalization of the next generation of professionals in nuclear science and technology.

35. The Group of Friends for Women in Nuclear was established by Member States in June 2017 and the Secretariat attends its meetings. As of 1 June 2025, the group's membership had grown from 14 to 46 Member States.

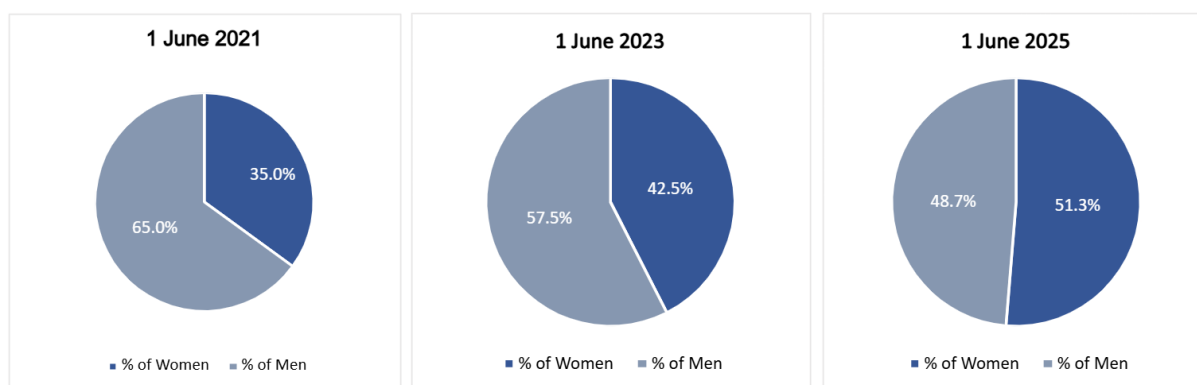
D. Representation of Women in the Secretariat — Statistics

36. The percentage of women in the Professional and higher categories increased during the reporting period by 8.8 percentage points and now stands at 51.3% — the highest level in the Agency's history. Figures and charts illustrating the results are outlined in the paragraphs below.

D.1. Statistical Data

37. As of 1 June 2025, the total number of women in the Secretariat including both the General Service and the Professional and higher categories was 1274, representing 54.8% of the total staff. Among this group, the percentage of women in the Professional and higher categories was 51.3% (compared to 42.5% as of 1 June 2023 and 35.0% as of 1 June 2021).

Professional and Higher Categories Staff
(Percentage of posts occupied by women and men)



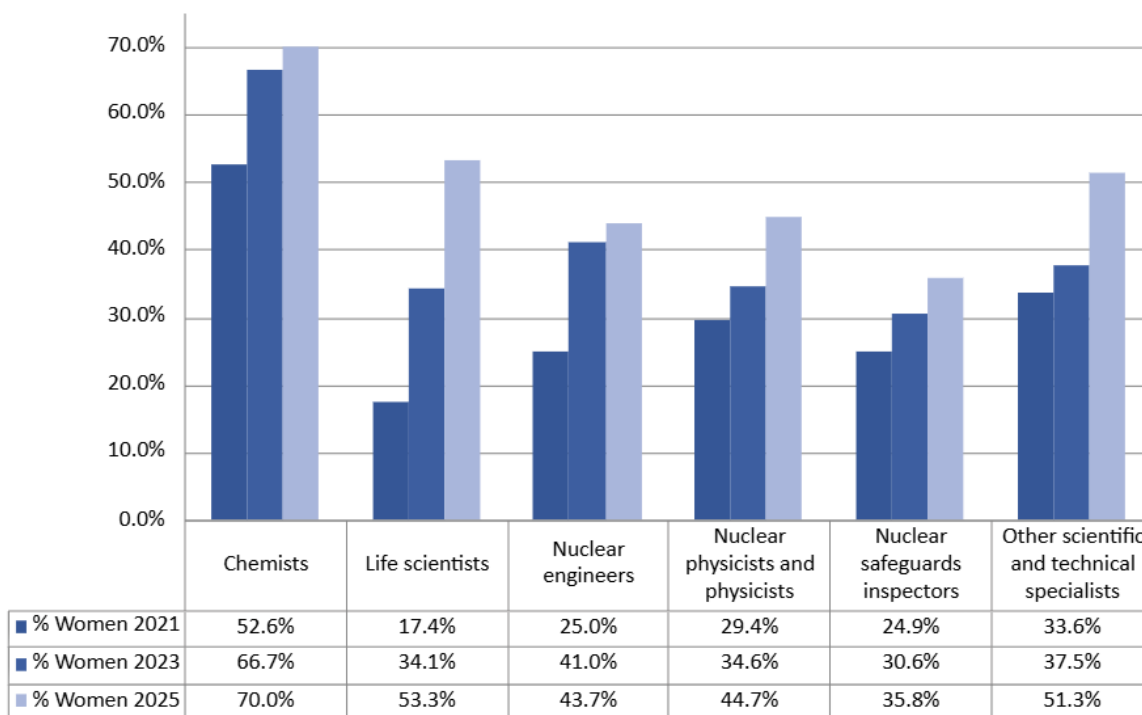
Breakdown of Staff in the Professional and Higher Categories										
As of 1 June 2023						As of 1 June 2025				
Grade	Number of women	% of women	Number of men	% of men	Change 2023 - > 2025 (% points)	Grade	Number of women	% of women	Number of men	% of men
ADG / DDG	3	50.0%	3	50.0%	+7.1	ADG / DDG	4	57.1%	3	42.9%
D2/D1	25	49.0%	26	51.0%	+1	D2/D1	25	50.0%	25	50.0%
P5	93	33.7%	183	66.3%	+5.6	P5	99	39.3%	153	60.7%
P4	187	39.0%	292	61.0%	+8.6	P4	233	47.6%	256	52.4%
P3	185	43.9%	236	56.1%	+12.3	P3	228	56.2%	178	43.8%
P2	69	64.5%	38	35.5%	+6.2	P2	82	70.7%	34	29.3%
P1	17	77.3%	5	22.7%	+6.9	P1	16	84.2%	3	15.8%
Total	579	42.5%	783	57.5%	+8.8	Total	687	51.3%	652	48.7%

38. The percentage of women in the Professional and higher categories in the different occupational groups was as follows:

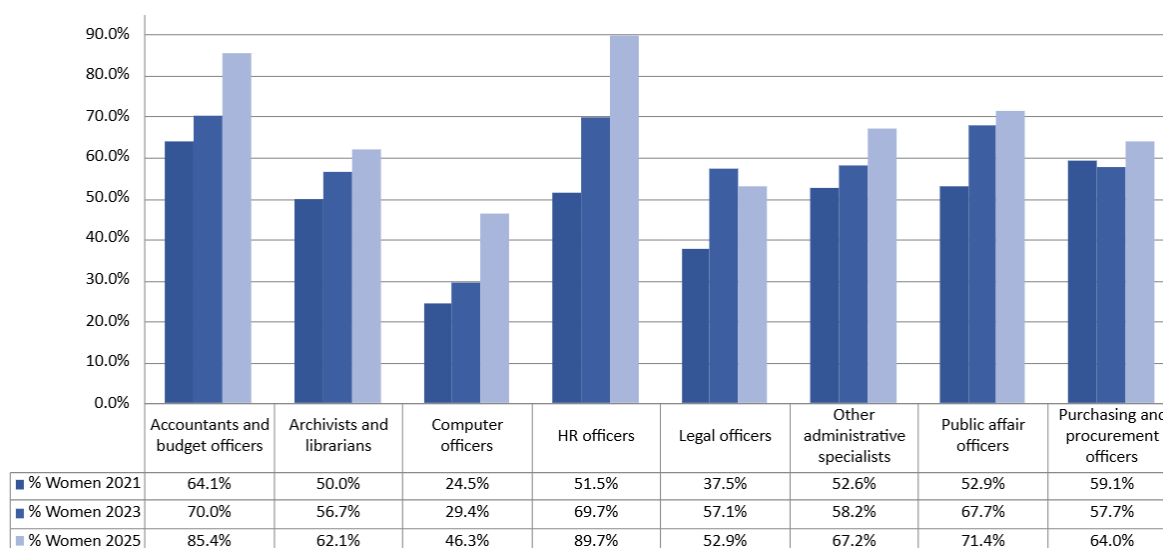
- Scientific/engineering field: 41.9% (compared with 35.0% in 2023 and 27.4% in 2021); and
- Administrative field: 63.9% (compared with 52.6% in 2023 and 45.2% in 2021).

Professional and Higher Categories Staff by Occupational Grouping
(Percentage of posts occupied by women)

Scientific and Engineering Field of Work



Administrative Field of Work

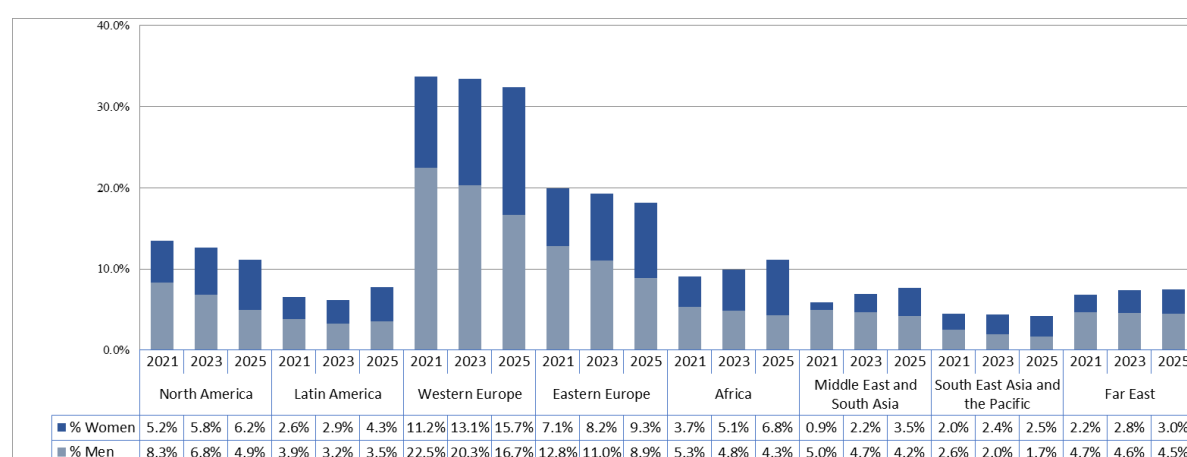


39. The representation of women at grades of D1, D2 and DDG/ADG in the scientific/engineering field increased and remained the same in the administrative field:

- Scientific/engineering field: 51.9% (compared with 48.1% in 2023 and 30.0% in 2021); and
- Administrative field: 50.0% (compared with 50.0% in 2023 and 38.7% in 2021).

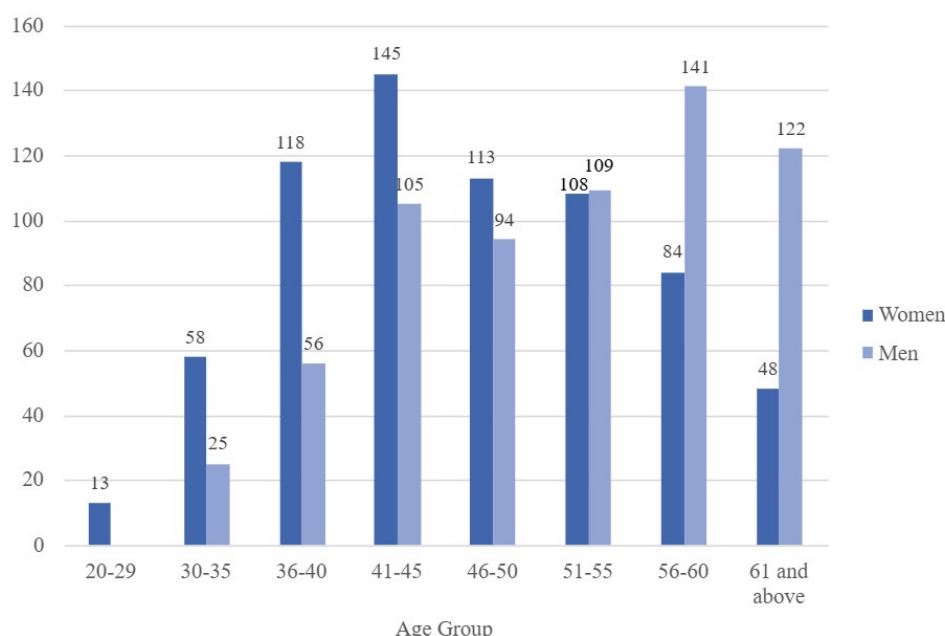
40. The percentage of women in the Professional and higher categories from all regions increased as compared to 2023.

Percentage of Professional and Higher Categories Staff by Geographical Area and Gender



41. Women are represented in all age groups, in particular in the 20–29 and 30–35 age ranges, where they represent 100% and 69.9% of staff, respectively. The imbalance becomes progressively more significant as age increases and is most pronounced in the 61 and above age group, with women representing only 28.2% of staff in this group.

Age of Staff as of 1 June 2025
(Number of women and men)



D.2. Applications and Appointments

42. During the reporting period, 38.6% of the 50 528 applications submitted for positions in the Professional and higher categories came from women, compared with 36.1% during the period 2021–2023 and 35.9% during the period 2019–2021.

43. Women comprised 68.2% of appointed candidates, compared with 70.6% in the previous reporting period and 54.1% during the period 2019–2021:

- Scientific/engineering field: 59.0% out of 98 new hires were women (compared with 66.1% out of 82 new hires in the previous reporting period and 51.9% out of 131 during the period 2019–2021); and
- Administrative field: 78.9% out of 112 new hires were women (compared with 75.2% out of 91 new hires in the previous reporting period and 55.5% out of 211 during the period 2019–2021).

44. Attention to gender balance is considered in conjunction with efforts to increase representation among unrepresented and under-represented Member States as mandated by General Conference resolutions, most recently resolution GC(67)/RES/17.A.

E. Way Forward

45. The overall representation of women in the Secretariat in the Professional and higher categories reached parity in the reporting period. Member States should continue to play a relevant role by sharing Agency vacancies and disseminating recruitment announcements among relevant professional networks so as to reinforce women's knowledge of the Agency's recruitment process.

46. As the Agency has already achieved a milestone in the area of parity between men and women, the Secretariat will continue to be guided by its Action Plan and related initiatives in this area.

ANNEX 1

- In June 2023, the Women in Nuclear Security Initiative (WINSI) organized a side event at the Agency's International Conference on Computer Security in the Nuclear World: Security for Safety (CyberCon23).
- In August 2023 and October 2023, gender parity sessions were included in the agenda of the Leadership Academy for Nuclear Security.
- In 2024, two webinars entitled "Career Advancement Opportunities and Challenges for Women in Radiopharmaceuticals" were organized for the Women in Radiopharmaceuticals Initiative, focusing on challenges for career growth in radiopharmaceutical sciences in academic and government institutional settings, and on emerging trends and interests in the private sector.
- In 2024, a side event entitled "Women at Research Reactors: Challenges and Opportunities", organized in collaboration with Women in Nuclear Global, was held on the margins of the International Conference on Research Reactors: Achievements, Experience and the Way to a Sustainable Future.
- In March 2024, a webinar entitled "Addressing Gender Balance in Nuclear Safety and Security" was organized under the auspices of the Global Nuclear Safety and Security Communication Network.
- In May 2024, the programme of fourth International Conference on Nuclear Security, held in 2024, included technical sessions and side events focusing on opportunities for women in nuclear:
 - Technical Session 2.G: "Equality in Action: Strategies for Establishing an Inclusive Workforce"; and
 - Technical Session 4.F: "Securing Our Future: Empowering and Enabling the Next Generation of Nuclear Security Professionals".
 - A side event entitled "Gender Equality in Nuclear Security: Achievements and Challenges" was organized by WINSI.
- In July 2024, a side event entitled "Strategies for Retention and Career Development" jointly organized by the Agency and Women in Nuclear IAEA was held on the margins of the International Conference on Nuclear Knowledge Management and Human Resources Development.
- In September 2024, the programme of the Senior Safety and Security Regulators' Meeting, held on the margins of the 68th regular session of the General Conference, included a special session entitled "Introduction to the Work of Nuclear Regulators for Gender Equity (NRGE)".
- In November 2024, the Ministerial Conference on Nuclear Science, Technology and Applications and the Technical Cooperation Programme included a plenary session entitled "Women in Science: the Role of Women in Science for Sustainable Future".

- In November 2024, the International Conference on Research Reactors: Achievements, Experience and the Way to a Sustainable Future included a side event entitled “Women at Research Reactors: Challenges and Opportunities” and jointly organized by the Agency and Women in Nuclear Global.
- A plenary session entitled “Equal Opportunities in Radiation Science and Technology” at the Third International Conference on Applications of Radiation Science and Technology, held in April 2025, and a further plenary session entitled “Women in Radiation Oncology and Leadership Roles: Challenges and Solutions” at the International Conference on Advances in Radiation Oncology, held in June 2025, provided additional opportunities to showcase the perspective of women on these issues.
- Two new professional networks were launched at these conferences: the Network in Applications of Radiation Science and Technology (NiARST) and the Women in Radiation Oncology Network (WiRON). These developments aimed to foster collaboration, knowledge exchange and innovation in their respective fields.
- In May 2025, a side event entitled “Gender Perceptions on Nuclear Energy: Understanding the Divide” was held on the margins of the International Conference on Stakeholder Engagement for Nuclear Power Programmes.



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