

SESSION 3: NUCLEAR SCIENCE AND TECHNOLOGY APPLICATIONS: SUSTAINING, ENABLING AND EMPOWERING

PANEL 3.1: Women in nuclear science and technology



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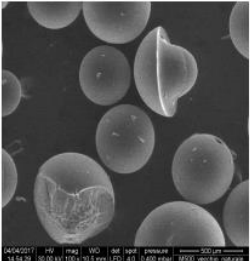
Lesson learned on the engagement of women in nuclear science and technology

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Multilayers life



I started my professional life discussing my final PhD thesis on nuclear techniques application while breastfeeding my first child...

This situation gave me a special perspective and I will carry this perspective with me forever

Starting from science.....

Ecotheque project: ready to preserve the memory



In view of the Italian disposal siting, ENEA Traceability Laboratory is considering which matrices will be useful and representative for the **environmental specimen bank**.

The archiving techniques includes the extraction of the **representative matrices** for a better **representation** and **preservation** of the information along the time.

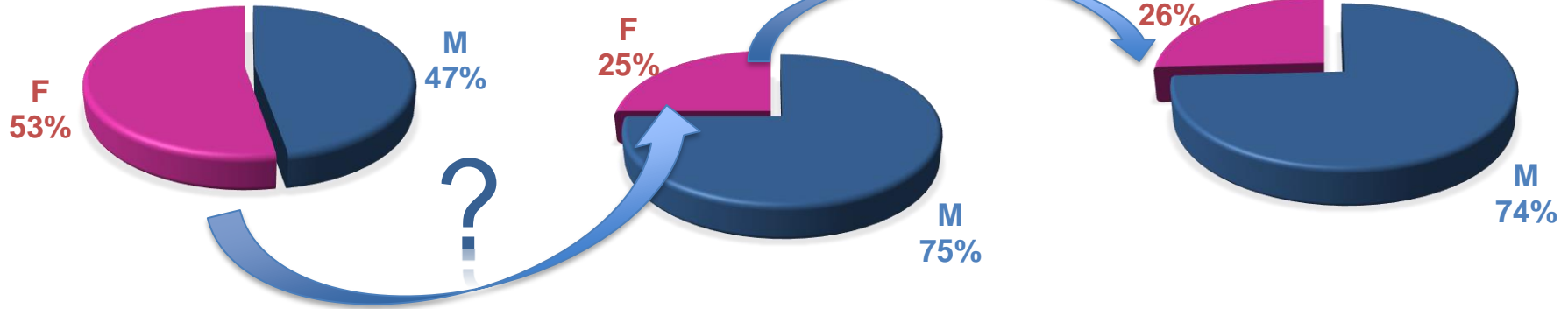
Representative matrices..... Starting well....but.....

Gender distribution in ENEA Nuclear Safety and Sustainability Division

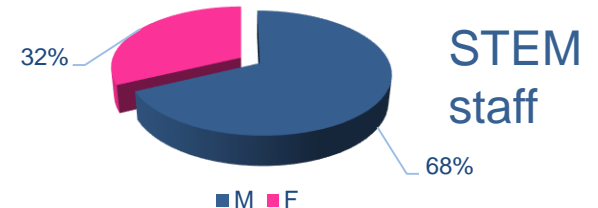
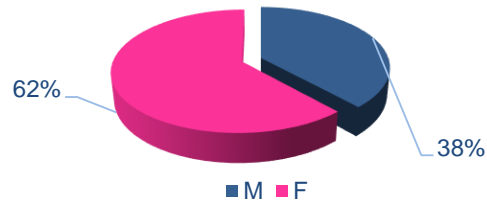
UNDERGRADUATES

PHD STUDENTS AND POST
DOC

..... OUR STAFF

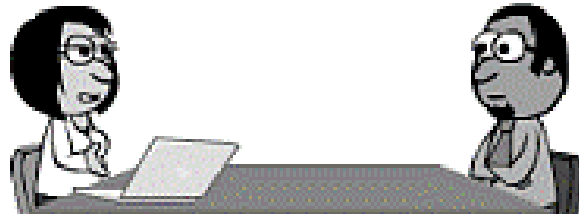
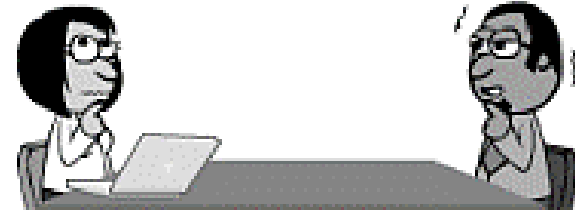


Total
staff



Two main questions I was asked when I joined Nuclear Science.....

1. What do you want to do in your life?
2. Are you sure?



1.Should I answer NOW?
2.and you? Are you READY?

Early departure from Nuclear field jobs

- family reason
- job location
- working conditions
- time oriented programming of the activities
- underestimation of own competences
- women are sometimes less competitive in the early stage of work experience
- discrepancy between activities timeframe and real life
- nuclear fields are considered one of the highest technological application → women tend stepping back

OBJECTIVES

- **Broadening** participation
- **Equitable** Workplaces and pay load
- **Leadership** and recognition
- **Representative** scientific community

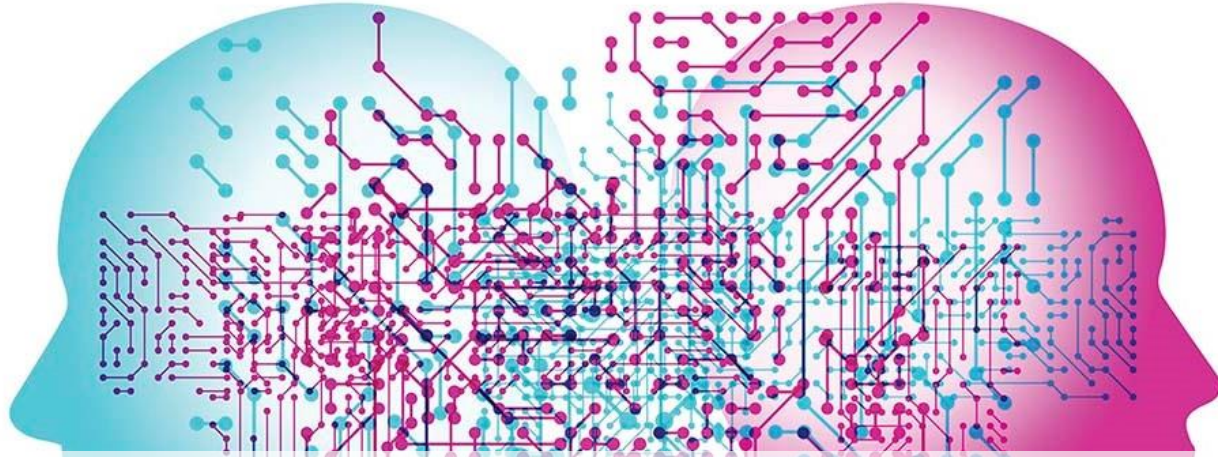
TOOLS

- **Education and training**
- **Flexibility minds** for the human resources management
- **New approaches** in the evaluation and recognition (result oriented programming of the activities)
- Involving → engaging → **empowering**

LESSON LEARNED

- Seek out people who are **passionate** about what they do
- Be open to **different opportunities** relaying on your own competences and not on the other judgement
- Process and procedure **can be changed**
- Science and Technology are building our future and **we have to play our role** in this process

Empowering diversity



Let's take the "...responsibility to face the ways in which systemic bias impacts who gets to do science, whose questions science answers, which communities benefit from (and are harmed by) scientific discovery and whose findings get recognized"

(cit. Heather Metcalf in Nature Human Behavior)