



## Women in Nuclear Decommissioning Initiative (WINDI)

### Background

Decommissioning has gradually become a "normal" stage in the life of nuclear installations and a requirement of environmental ethics. This final industrial stage in the life cycle of nuclear installations now complements construction and operation. With more than 400 nuclear facilities to be phased out by 2040, where 75% of them are commercial NPPs, the growing expectations of the decommissioning market create the potential for new activities, new technologies and job opportunities.

Decommissioning programmes consist in a sequence of complex and highly diversified activities that take place over long periods of time. This explains, at least in part, the variety of skills required. These range from nuclear site, project and programme management (including, in particular, the specialised fields of risk management, scheduling and costing), to engineering (electromechanical, civil, mechanical and chemical processes, new construction, environmental risk assessment, ...), in addition to works supervision and implementation (safety, radiation protection and security managers, operational and technical staff "in the field" in charge of very different operations (decontamination, cutting, characterisation, waste treatment and transport, maintenance, etc.). In addition to operational staff, the large number of contracts that structure these activities and the associated financial challenges also require contract management, financial and legal skills.

Dismantling projects also present an interesting technological challenge. They require creative solutions in innovative and diversified fields (e.g. automation, robotics, digital tools, measurement techniques,...). Many new processes have to be developed to make the work more efficient.

These multidisciplinary, innovative and high-stakes activities need to be able to draw on a wide range of experience and perspectives. Introducing more diversity into the teams in charge of these projects is a major challenge for this sector, which, like the nuclear and energy sectors, is making slow progress in terms of gender diversity.

The Women in Nuclear Decommissioning Initiative (WINDI) is launched with the aim of creating a multidisciplinary group among WIN Global members. WINDI aims to promote and strengthen

the involvement of women in the decommissioning field, to attract current and future talents to this innovative technology sector which offers varied and exciting career opportunities. More generally, the promotion of the decommissioning sector through this initiative can lead to a better understanding of its challenges and aims.

EDF, major player in the dismantling sector and very involved in diversity issues in the nuclear industry, supports this initiative. This support is materialised by the concrete involvement of **Estelle Desroches, Managing Director of Cyclife (EDF subsidiary in charge of international dismantling activities) as Windi's godmother.**

*"Decommissioning is an exciting technological challenge that requires the development of innovative and safe solutions. This sector needs people with varied skills, motivated, creative, whatever their background, whatever their gender. I hope that this initiative will inspire more women to participate in these vital and fast-growing activities."*

### **Mission**

The mission of the initiative is to promote diversity in the nuclear decommissioning industry where women can play a key role in developing innovative and sustainable solutions.

### **Activities**

- To regularly meet as a multidisciplinary network from different organizations, companies, countries, fields and backgrounds, enhancing discussion about trends, best practices and gender issues in the decommissioning sector.
- To organize and conduct gender balanced webinars, workshops and panel discussions on topical areas in decommissioning sector.
- To launch initiatives to give visibility to professional women working in the field of decommissioning to illustrate the diversity of possible jobs and careers in dismantling and promote them as a reference to the youngest ones and to attract new talents to our sector.
- To participate in conferences, panel sessions and events related to decommissioning and gender equality.

### **Contact point:**

Mrs Estelle Desroches ([estelle.desroches@edf.fr](mailto:estelle.desroches@edf.fr))

**References:**

1. How Diversity Can Drive Innovation, by Sylvia Ann Hewlett, Melinda Marshall and Laura Sherbin. Harward Business Review Magazine.
2. Energy and gender. A critical issue in energy sector employment and energy access. International Energy Agency (IEA)