

Nuclear Regulators for Gender Equity (NRGE)



Dean Calma / IAEA

Background

3 Co-chairs

**20+ member
regulators
and IAEA & NEA**



Annemiek van Bolhuis
Chair of the ANVS

Rafael Grossi
Director General of the IAEA

Ditebogo Kgomo
CEO of NNR

The NRG Mission

While recognizing that women represent a minority in the nuclear industry, the NRG's mission is to increase the number of women in the current and future nuclear workforce, to foster a highly skilled, sophisticated and diverse workforce, to solve labor force demands and increase innovation, resilience, competitiveness, and creativity in the nuclear industry, by engaging all available talent.



Why Gender Equity?

1. Equitable workforce representation
2. Enhancing innovation, decision-making and global cooperation
3. Addressing skills shortages
4. Improving organizational performance and ensuring comprehensive safety culture
5. Inspiring future generations



NRGE: multi-level approach

- Focus on cooperation and collective action
- Five-layered approach:
 - Within NRGE;
 - Within our organisations;
 - In our wider nuclear sector (nationally);
 - In our regions;
 - On a global level, across organisations and sectors

Current efforts

About the nuclear regulatory body initiative

The NEA is partnering with the Nuclear Regulators for Gender Equity (NRGE) to collect data and develop tailored guidance for participating regulatory bodies from around the world to improve their gender balance. This initiative sets an example of regulatory leadership to take stock, set goals, and establish accountability.

Data collection was launched in autumn 2024. Participating nuclear regulatory bodies will receive data summaries for their organisation and recommendations. An overview of the gender balance data trends for nuclear regulators in aggregate will be published in late 2025.



Many ways to support gender equity in the nuclear sector

Interested in more information about NRG?

Contact the Secretariat via gender@anvs.nl.

Other initiatives to consider:

- OECD NEA High-Level Group on improving the Gender Balance in the Nuclear Sector
[Nuclear Energy Agency \(NEA\) - Gender Balance in the Nuclear Sector \(oecd-nea.org\)](https://www.oecd-nea.org/gender-balance)
- Joint Project NRG – OECD NEA
[Nuclear Energy Agency \(NEA\) - Improving Gender Balance: International Data on Women in the Nuclear Regulatory Body Workforce \(oecd-nea.org\)](https://www.oecd-nea.org/improving-gender-balance)
- Women in Nuclear
<https://win-global.org/>

