



Research Question

To what extent can human capacity development improve gender equality in the sub-Saharan nuclear industry?



Background

- Gender equality is pivotal to creating a thriving work environment.
- However, women comprise barely 25% of the global nuclear workforce.
- In sub-Saharan Africa, the challenges women face in the nuclear sector has affected their workforce participation and ability to access key decision-making positions.
- Without initiatives in place to tackle these issues, they threaten the potential of the nuclear industry growth in sub-Saharan Africa



Why Sub-Saharan Africa?

- Sub-Saharan women experience the highest levels of inequality globally. The main challenges include:
 - Socio-cultural barriers
 - Lack of funding
 - Restricted educational opportunities
 - Lack of advocacy



Methodology

Case studies based on successful initiatives implemented on similar challenges in STEM fields.

- Analysis of the specific challenges.
- Particular focus on the impact of capacity development.



Case studies

- *Regional Scholarship and Innovation Fund (est. 2015)*



103 343% of total
Female PhD Scholars so far

- *Sciences et Technologies au féminin (Kenya, 2023)*



- *Africa Centre for Excellence (est. 2014)*



Conclusion

- Given the history of economic and social injustices excluding sub-Saharan women from contributing to the nuclear field, human capacity development is essential to improving their competencies.
- Governments and international nuclear organizations can play key roles in capacity development through:
 - Education
 - Mentorship
- By empowering Sub-Saharan women in the nuclear industry, we can foster a more inclusive and gender-balanced sector, enhancing prowess within the field.



Recommendations

- International nuclear organizations and governments should implement capacity development initiatives tailored toward improving the gender pipeline in the sub-Saharan nuclear sector.
- Scholarships for women studying nuclear and related fields at the university.
- Encourage the participation of women in nuclear fields through advocacy and empowerment.
- Provide capacity building opportunities such as trainings and workshops.

