

A word from the board

As we step into 2026, WiN embraces the energy of a fresh start—an opportunity to move forward with purpose, curiosity, and confidence. This year invites us to expand our knowledge, challenge ourselves with new ideas, and strengthen the connections that empower our community.

Moving forward isn't just about progress; it's about momentum—taking deliberate steps that build on our collective experience and propel us toward a more innovative and inclusive future. Whether we're exploring emerging technologies, engaging in cross-disciplinary collaboration, or uplifting one another through mentorship, we're committed to advancing together.

In 2026, every conversation, every learning moment, and every new partnership becomes part of the path we're forging as women shaping the future of nuclear science and technology.



Picture of the board during dinner. From left to right; Aleksandra, Sakshi, Anne and Haske. Board members not in the picture are Wanda and Eva

Outlook 2026

The year started with new energy and a lot of exciting ideas and expectations. On the 8th of march, on the 115th international Women's Day we will be celebrating our first year anniversary, a milestone we are proud of. This milestone we will celebrate all together somewhere in March (invitations will follow).

We look forward to take the basis that we've build over the last year and continue to structure and strengthen our initiative, involving more people from within and outside the sector. We will be present at the [Nuclear Innovation Conference](#) in Haarlem and other events to come. We have many ideas for the organisation of our membership, general meeting and events.

We would like to invite everyone to contribute; to share ideas and think along, write in our newsletter, become active in the board or set up a committee, organise a gathering or start mentoring. Together we can build and grow our community.

Important announcements

You are now able to join as a member! To become a member register [here](#).

Do you want to help organise our next event in autumn? Let us know by sending an e-mail to netherlands@womeninnuclear.nl.

Fun fact from the industry

NEA working paper: Best Practices to Retain and Support Women in the Nuclear Sector

In December the Nuclear Energy Agency (NEA) High-Level Group on Improving the Gender Balance in the Nuclear Sector (HLG-GB) published a [preliminary best practices document](#) to share best practices to retain and support women in the nuclear sector. This document is a follow-up of the 2023 OECD Recommendation of the Council on Improving the Gender Balance in the Nuclear Sector.

The paper shares best practices and real world examples of strategic policy directives that focus on retaining women in the sector and creating an inclusive work environment. The report mainly aims at policy makers but also outlines actionable strategies for other public authorities and companies. Where some national anti-harassment and equality regulations, however necessary, are not as innovative in the Dutch context, the report also contains several inspiring practices for company strategies towards an inclusive work environment. These include among others, strategies on gender-inclusive parental leave including transition programmes, the implementation of an inclusive language policy / "style guide" for written products and a monitoring framework to evaluate progress and impact. The paper specifically encourages companies to support bottom-up initiatives such as mentoring programmes, affinity groups and women's networks.

Overall, the report is a promising next step in the development of a single, comprehensive set of principles and policy recommendations to assist in retaining and supporting women in the sector and a guideline for those involved in policy making.

Member spotlight

Interview with Renée Hageman

Q: What attracted you towards this industry/field of work?

My first introduction to the nuclear field actually dates back to primary school, when I visited TNO at the Energy & Health Campus in Petten. At the time, we mainly talked about solar panels, but the presence of a reactor at the back of the campus was briefly mentioned. I remember coming home full of excitement and telling my parents all about the visit. I later studied Applied Physics, with a major in Photonics. After graduating, I found myself asking an important but difficult question: where did I want to work? My studies were broad, which meant there were many possible directions to choose from.

What has always driven me is my curiosity for the things we cannot see—the unknown. That curiosity ultimately led me to start my career at the Dutch Ministry of Defence as a CBRNe Engineer, where I began my training to become a radiation expert. This role marked my first real and in-depth exposure to the nuclear field and confirmed that this was an area where I wanted to continue growing.

Q: What do you enjoy most about your work?

What I enjoy most is driving projects forward and seeing tangible results. I find it very rewarding to watch ideas and concepts gradually take shape and turn into something concrete through collaboration and persistence.

Q: Who is a woman that you admire in personal/professional life?

I admire every woman who dares to make choices for herself. From primary school onwards, I have mostly been surrounded by men, so working in a male-dominated environment has always felt quite natural to me. Because of this, I cannot point to one specific woman as my role model. Instead, I draw inspiration from many women who follow their own path, trust their decisions, and stay true to themselves. I strongly believe that we should continue to make it easier for women to enter any sector they are interested in—whether that is the nuclear field or something completely different. Creating an inclusive environment ultimately benefits everyone.

Q: What are you looking forward to in the coming months?

I am excited to start a new year with many more newsletters ahead. At the same time, I am looking forward to traveling a bit more this year and gaining new perspectives along the way.

Q: What is your top tip for other women nuclear professionals?

"Don't be afraid to take a step back—sometimes it's the smartest way to move forward."



Picture of Renée Hageman

Info about upcoming events

[KIVI ALV \(alleen leden\) & Symposium Geschiedenis en toekomst van nucleair, 6 februari 2026, Nederlands](#)

[Celebration of the first year anniversary of WiN NL - March \(Invitations will follow\)](#)

[Nuclear Innovation Conference 2026 \(10-11 June\)](#)

[WiN Global 2nd European Regional Flagship Event, 21 to 23 September 2026 in Baden, Switzerland](#)

Give us feedback

If you have any feedback for us or don't want to receive the newsletter anymore use this [link](#) or the QR code.

