

WOMEN IN COPERNICUS



www.womenincopernicus.eu

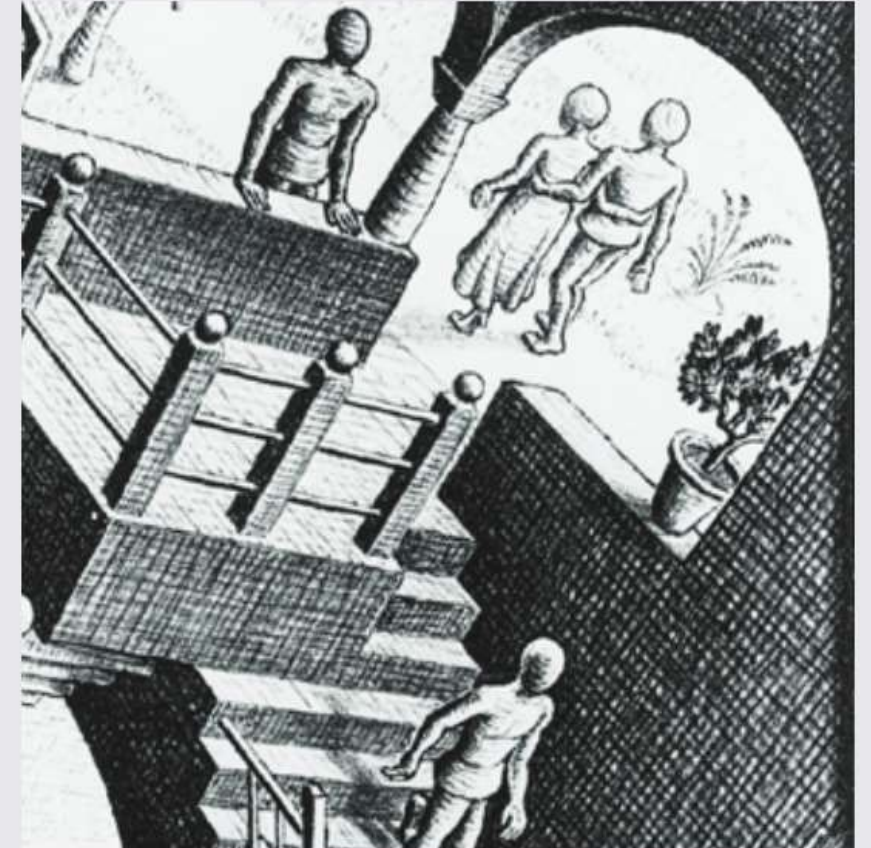




Gender inequality

...exists in our society

Gender is a **primary marker of social and economic stratification** and, as a result, of exclusion. Regardless of one's socioeconomic class, there are systematic gender differences in material well-being, although the degree of inequality varies across countries and over time. As a result, gender inequality is a characteristic of most societies, with **males on average better positioned in social, economic, and political hierarchies**. For more than two decades, the goal of reducing gender inequality has held a prominent place in international organizations and in national strategy statements.

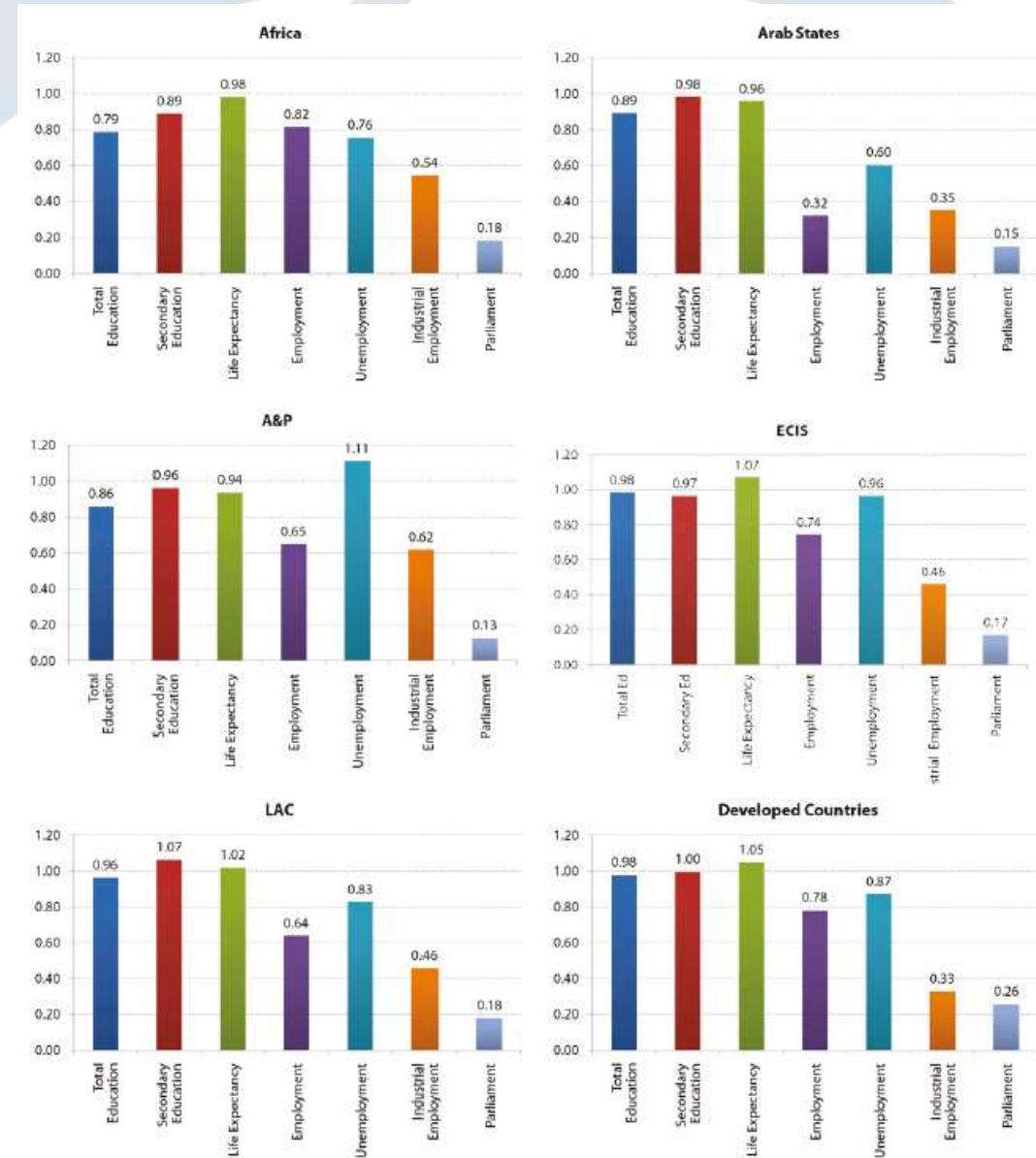


Gender inequality is not perpetuated exclusively through differential access to and control over material resources. Gender norms and stereotypes reinforce gendered identities and constrain the behaviour of women and men in ways that lead to inequality.

Gender inequality

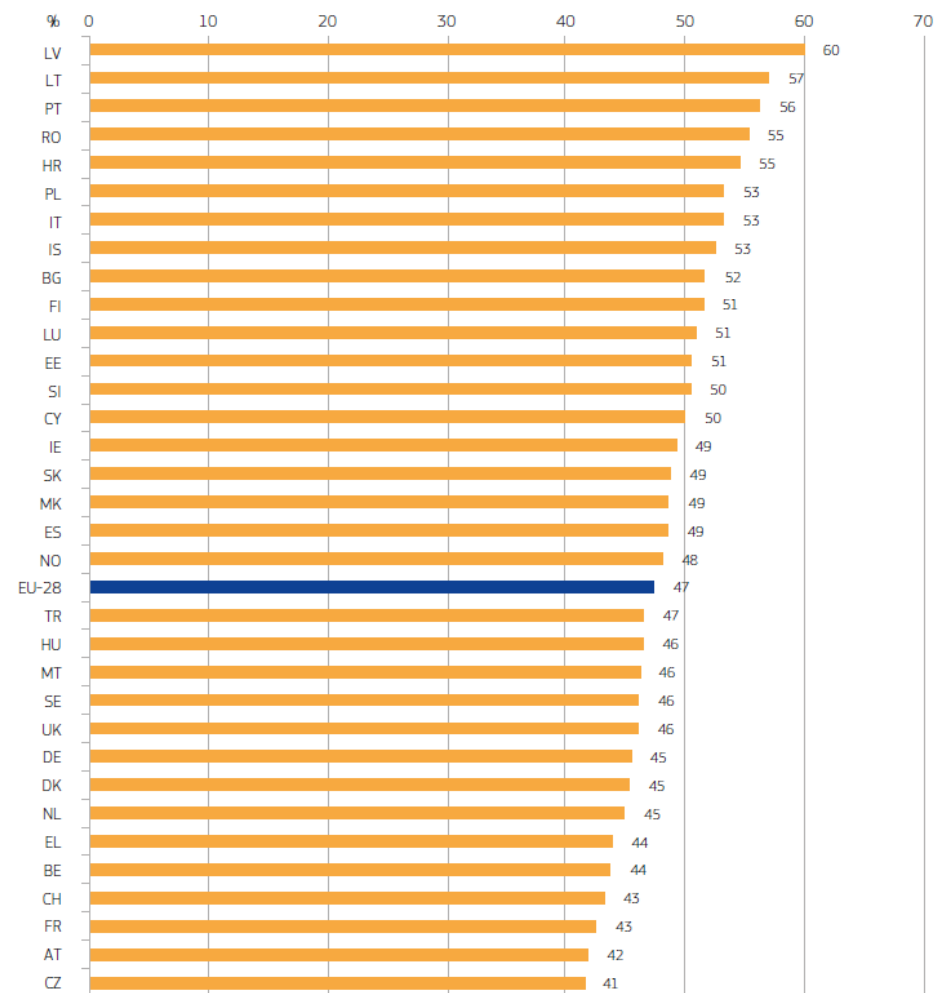
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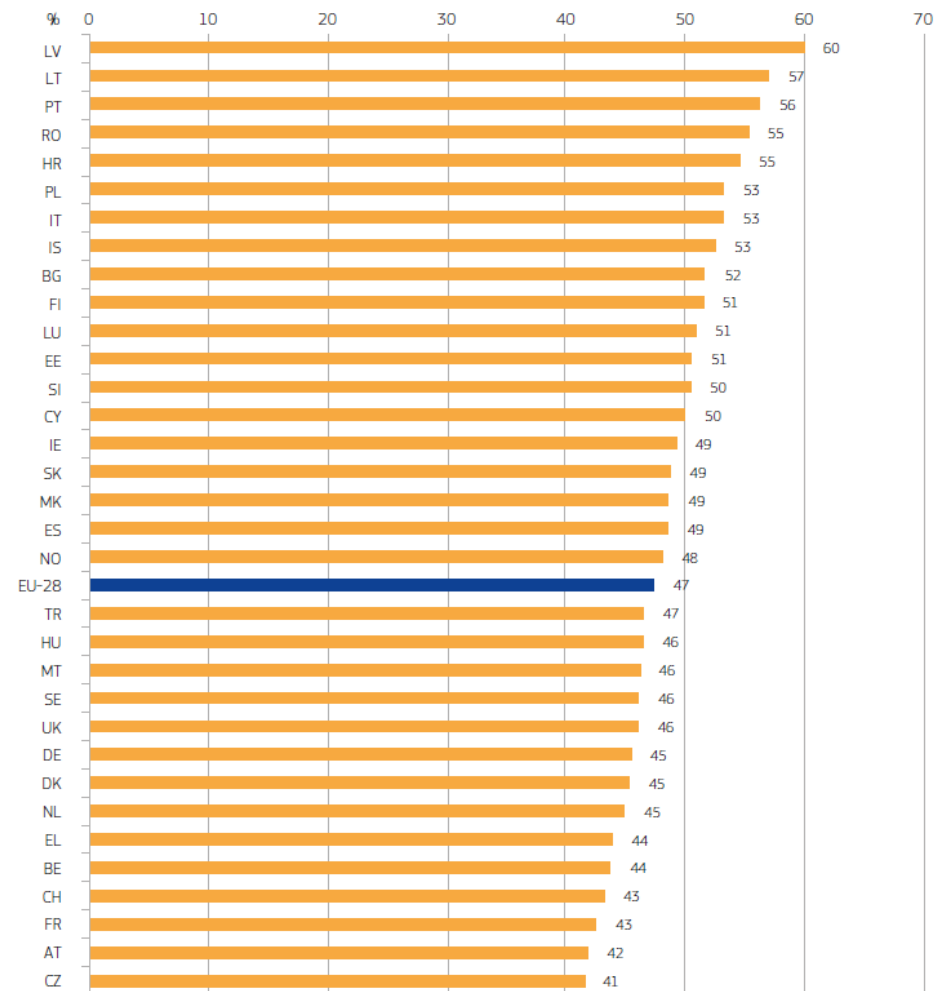
Source: World Bank (2013).

Figure 2.1. Proportion (%) of women ISCED 6 graduates, 2012



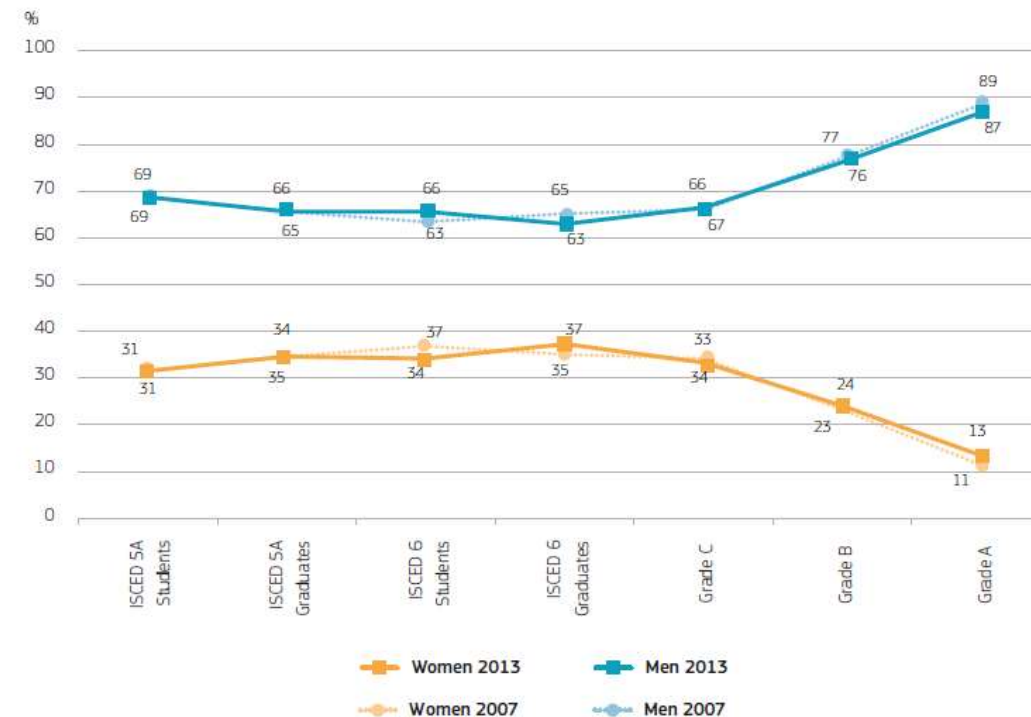
She Figures 2015 (Report). European Commission. 2016.

Figure 2.1. Proportion (%) of women ISCED 6 graduates, 2012



See Figures 2015 (Report). European Commission. 2016.

Figure 6.2. Proportions of women and men in a typical academic career in science and engineering, students and academic staff, EU-28, 2007–2013



The gender gap increases

- in the STEM field
- with the level of career ladder

A light blue stylized graphic of a woman's profile in silhouette, facing left. A large, light blue circular arc is positioned behind the profile, partially enclosing it. The text "What about the GI*E0 sector?" is centered horizontally across the image, overlaid on the profile and the arc.

What about the GI*E0 sector?



We want to get your opinion!

Please answer the questions in the slido poll

Gender Bias in the GI*EO sector and the Copernicus ecosystem

Women initiatives in the GI*EO sector



Women initiatives in the GI*EO sector



The screenshot shows the Space4Women website, a United Nations initiative. The header includes the United Nations logo and the text "Space4Women". A navigation bar lists various topics like "Home", "About", "News", "Events", "Capacity Building", "Space4Women Network", "Discussion Forum", "Space4Women", and "Contact". The main content area features a quote from Peggy Whitson, "I formerly do think that it is critical that we are continuously breaking records, because that represents us moving forward in exploration.", accompanied by an image of her in a space suit. Below this, there's a "Recent News" section with a headline "Space4Women & Space4Water" and a "Twitter" feed showing a tweet from UN Women. An "About Us" section describes the initiative as a project of the United Nations Office for Space Research (UNOSR) to promote women's empowerment in space.



The screenshot shows the Women in Geospatial+ website. The header includes the text "Women in Geospatial+" and a navigation bar with "Home", "Join", "Events", "Press", "Contact", and "Q". The main content area features the text "WOMEN IN GEOSPATIAL+ A PROFESSIONAL NETWORK TO PROMOTE GENDER-EQUALITY IN THE GEOSPATIAL INDUSTRY & ACADEMIA" and a "JOIN AS A MEMBER" button. Below this, there's a "WHAT WE DO" section with the text "We believe in changing the status quo by creating a strong network of Women in Geospatial+ leaders and changemakers." and a "geq" logo.

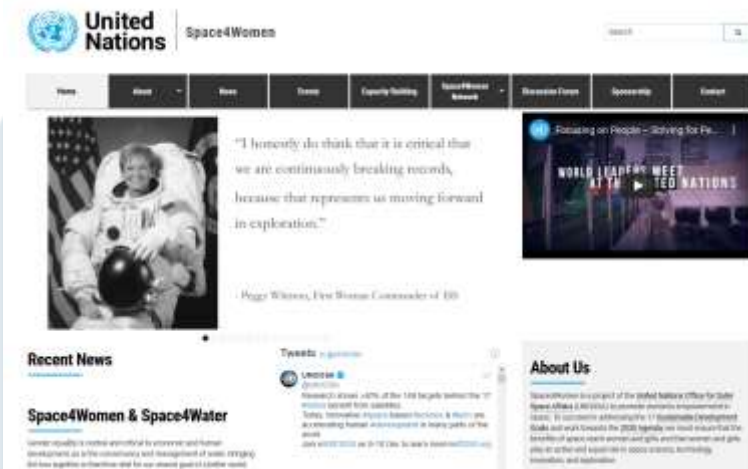


The screenshot shows the Women in Aerospace website. The header includes the WIA logo and a navigation bar with "Home", "About Us", "News", "Events", "Jobs", "Members Only", "Partners", "Global Network", and "Contact Us". The main content area features the text "WOMEN IN AEROSPACE provides programs, professional development, conferences, networking opportunities and annual awards for the aerospace community." and buttons for "BECOME A MEMBER" and "VIEW MEMBERS". Below this, there's an "MISSION & VISION" section with the text "Women in Aerospace (WIA) is dedicated to increasing the leadership capabilities and visibility of women in the aerospace community. We do this by providing professional development, networking opportunities, and annual awards for the aerospace community. Our membership is comprised of individuals and organizations who are passionate about aerospace issues. Through our membership, we provide a platform for a global spectrum of aerospace issues. Through our membership, we provide a platform for a global spectrum of aerospace issues. Through our membership, we provide a platform for a global spectrum of aerospace issues."



The screenshot shows the EUROGI website. The header includes the EUROGI logo and the text "European Umbrella Organisation for Geographic Information". A navigation bar lists "About Us", "EUROGI News", "Activities", "Blog", "Contact", and "Links". The main content area features a "Focus Group 'Women in GI'" section with the text "Dear EUROGI members and sponsors: Women in GI is a Policy Focus Group in EUROGI. The European Umbrella Organisation for Geographic Information (EUROGI) is a non-profit organization that has been established to provide an opportunity for women currently in the European geospatial sector to network and make contacts, and to share experiences. Secondly, to develop policy positions which can be used by EUROGI and possibly other organizations if they wish to promote gender equality within their own organisations. The European Union, Europe-wide and possibly beyond. It is intended to produce a position paper early in the new year. The paper would be drafted and be presented towards a decision-making audience. The paper could possibly have the following broad structure: Introduction, The Current Situation, Prospects, - Vision, Principles, Policies, The Way Forward, Concluding Comments. The Group will be led by myself, a EUROGI Executive Committee member and Associate Professor at the University of Salerno, Italy. It is open to women and men working in the geospatial sector both within EUROGI membership, Europe, and beyond. The Group is one of the policy focus groups within EUROGI's Policy Portfolio initiative. The other focus groups being currently: Geospatial Data Infrastructure and Harmonised Authoritative Geospatial Data." Below this, there's a "Latest News" section with a list of news items and a "EUROGI Members" section with a "Sertit" logo.

Women initiatives in the GI*EO sector



What about Copernicus?



WOMEN IN COPERNICUS



www.womenincopernicus.eu



Women are part of the Copernicus experience
But they are not always visible ... or not enough!

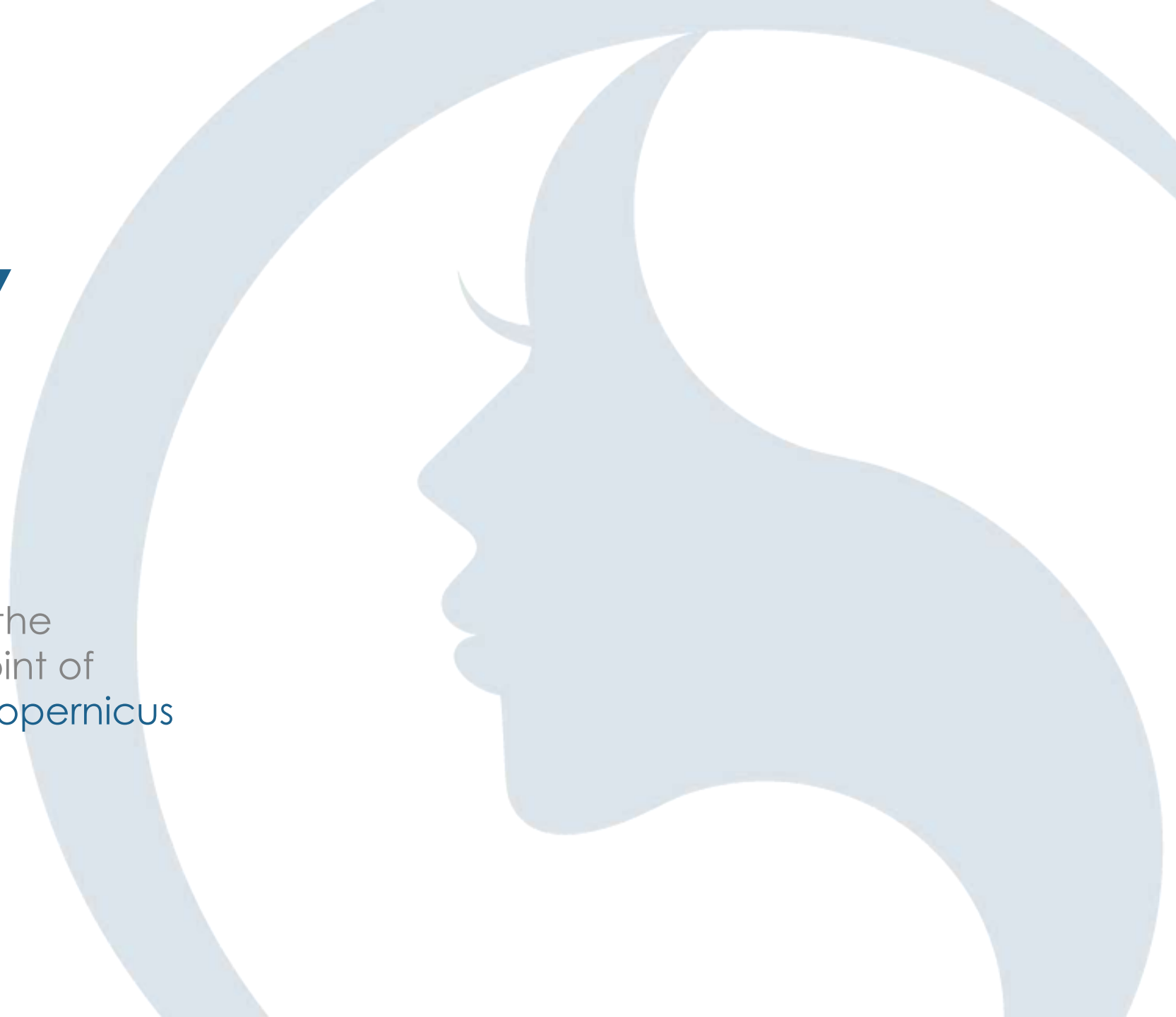
give women in Copernicus a **voice and face**
identify **opportunities and obstacles** in their paths
find possible **solutions for gender-balance** in Copernicus
inspire girls and young women by bringing women to the
forefront of Copernicus



SURVEY

Interviews

We want to shed light into the gender aspect from the point of view of women active in Copernicus



Survey including background, career, barriers, facilitators, education choices



www.womenincopernicus.eu/results



Women in Copernicus, 2020, Global report

Interviews and videos with open personal questions



www.womenincopernicus.eu



<https://youtu.be/bpvUaNzZuD0>



INVOLVEMENT in COPERNICUS



Where in the Copernicus ecosystem are women working?

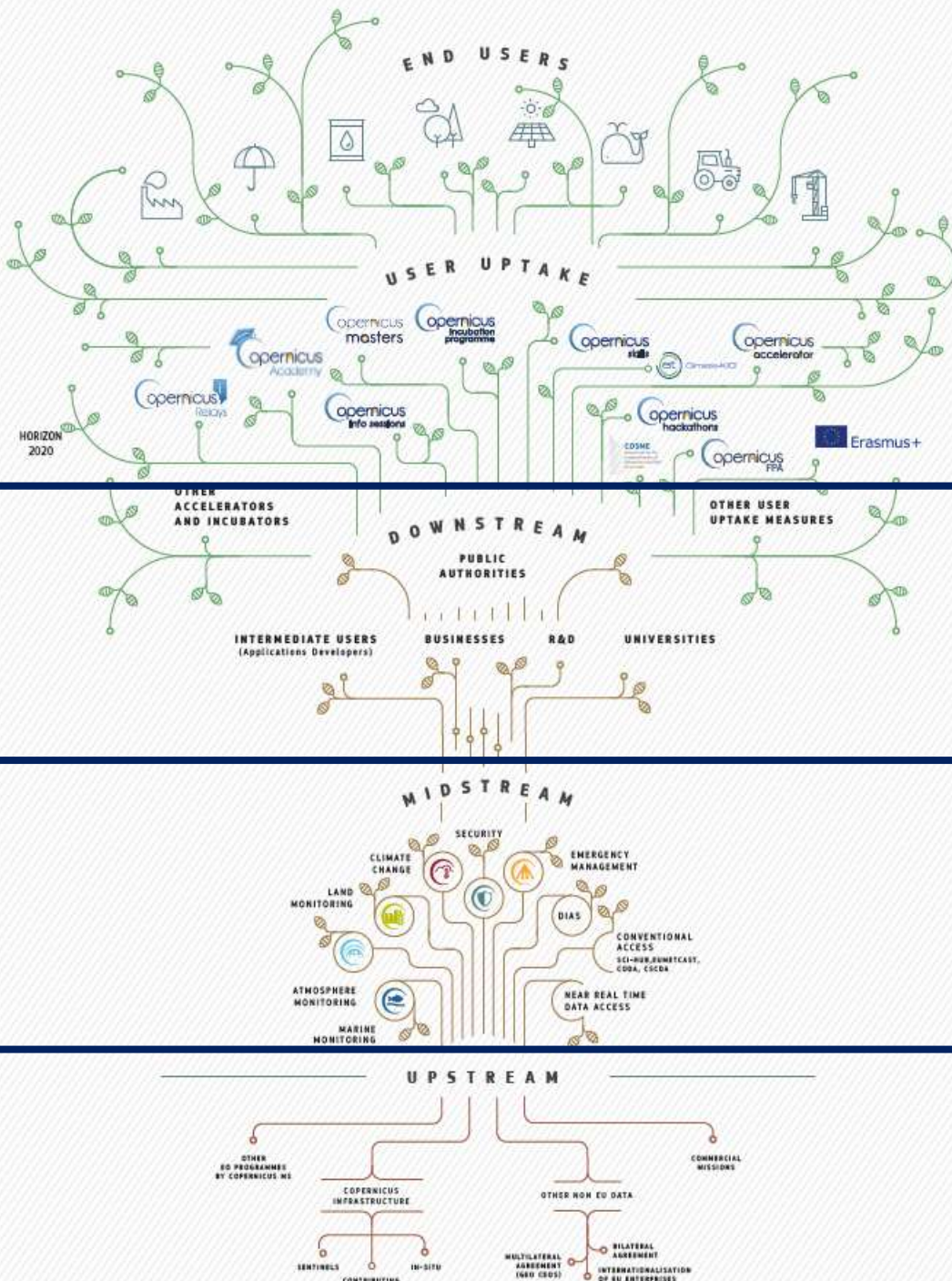
42%

Use of Copernicus data and products

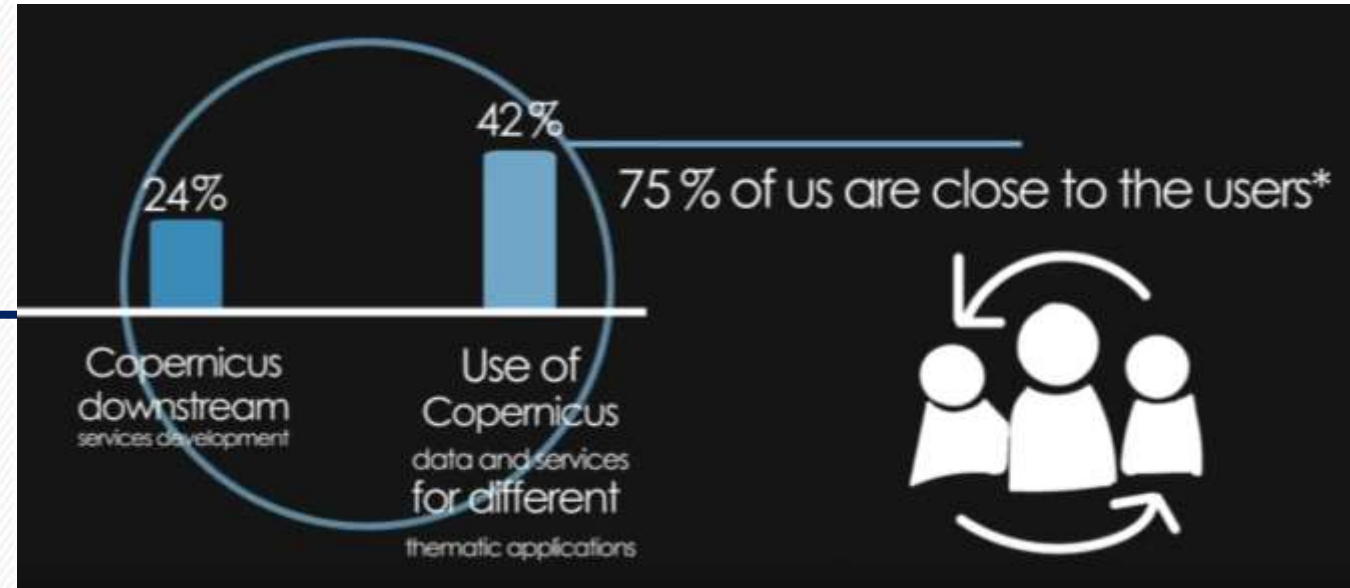
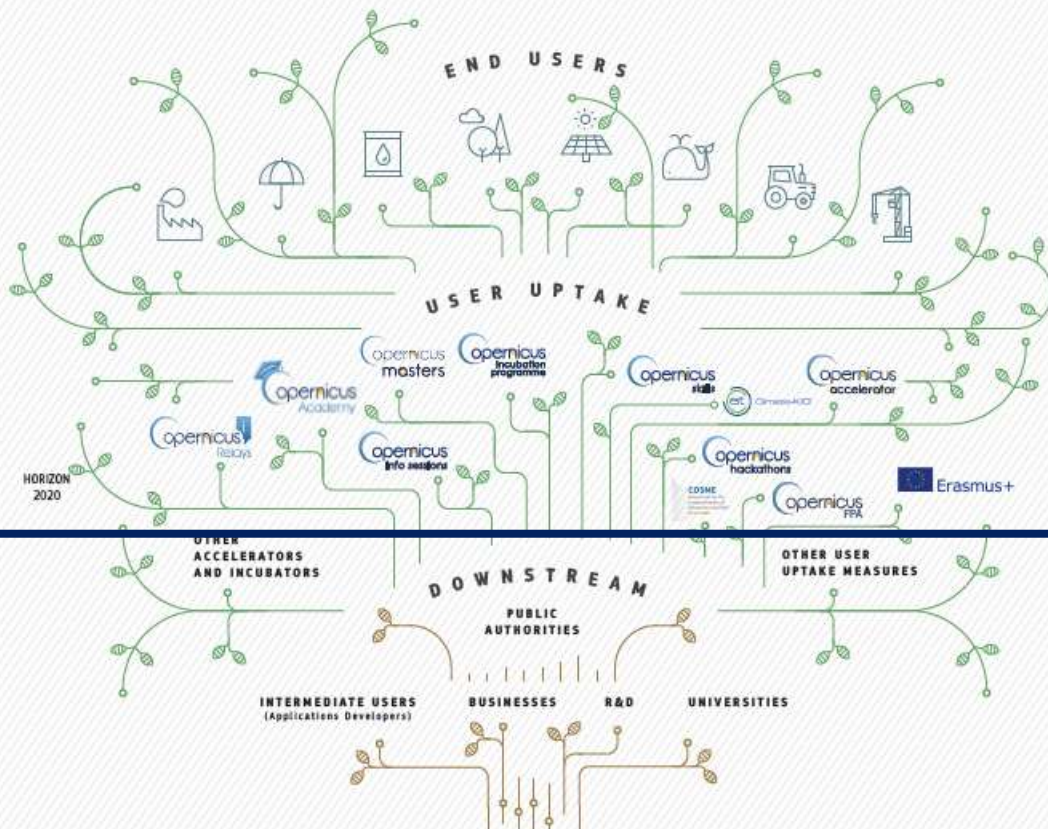
24%

27%

6%



Where in the Copernicus ecosystem are women working?



This is a strength!

as woman can play a crucial role in **increasing the use and usability** of Copernicus data and services

When asked about the accomplishment most proud of
> 50% of the examples are related to service or support of users

proud of results with user-oriented and innovative data-processing
reward the “democratization of data” through the Copernicus program
proud of contributing to solve societal challenges

The notion of user assistance, from training to support for operational services is omnipresent in survey

I am proud to enable the application of Copernicus technology for environmental, ocean and coastal engineering applications so that useful products are provided to different users, leading to scientific improvements that help society

I am proud to develop many innovative information products and services for new customers

The accomplishment I am the most proud of is to have engaged new institutional end users which are now relying on Copernicus services daily



GENDER BIAS in COPENHAGEN



We perceive
a gender bias
in the workplace

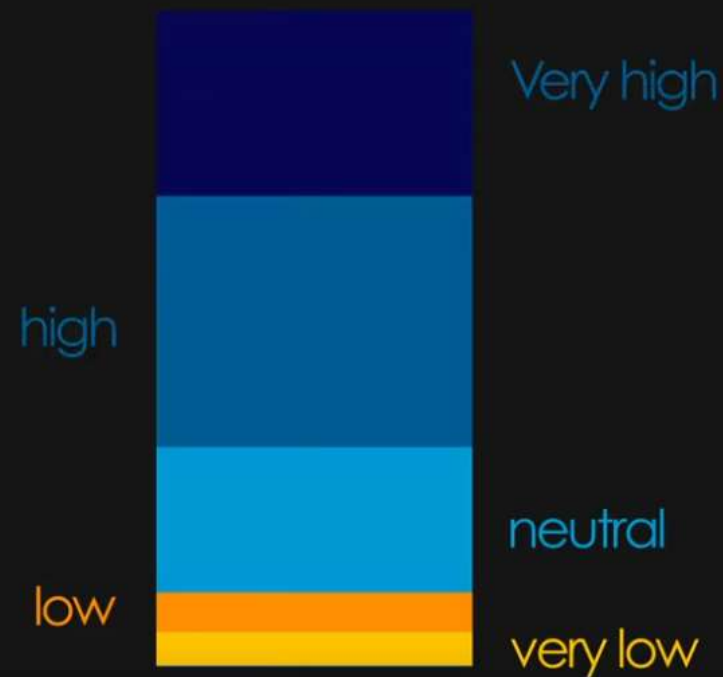




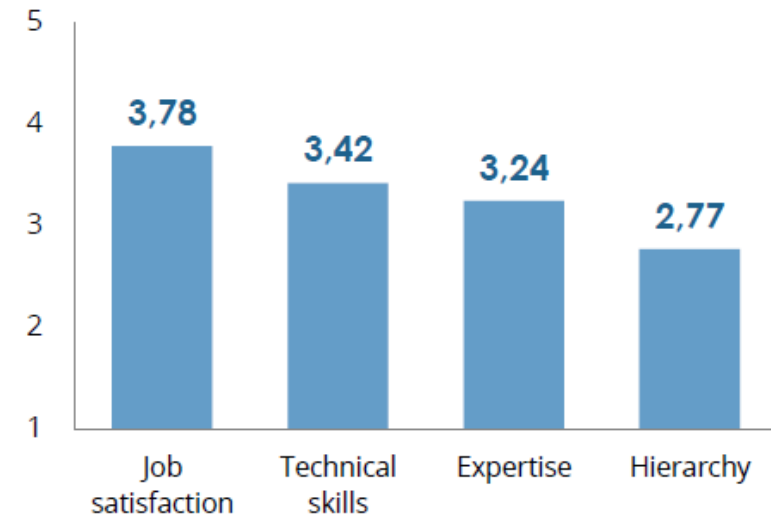
Even with
high education ...



and excellent technical skills ...



...the hierarchical level is still not very high.



It's still difficult to occupy a leading position as a women in the Copernicus field!

BARRIERS

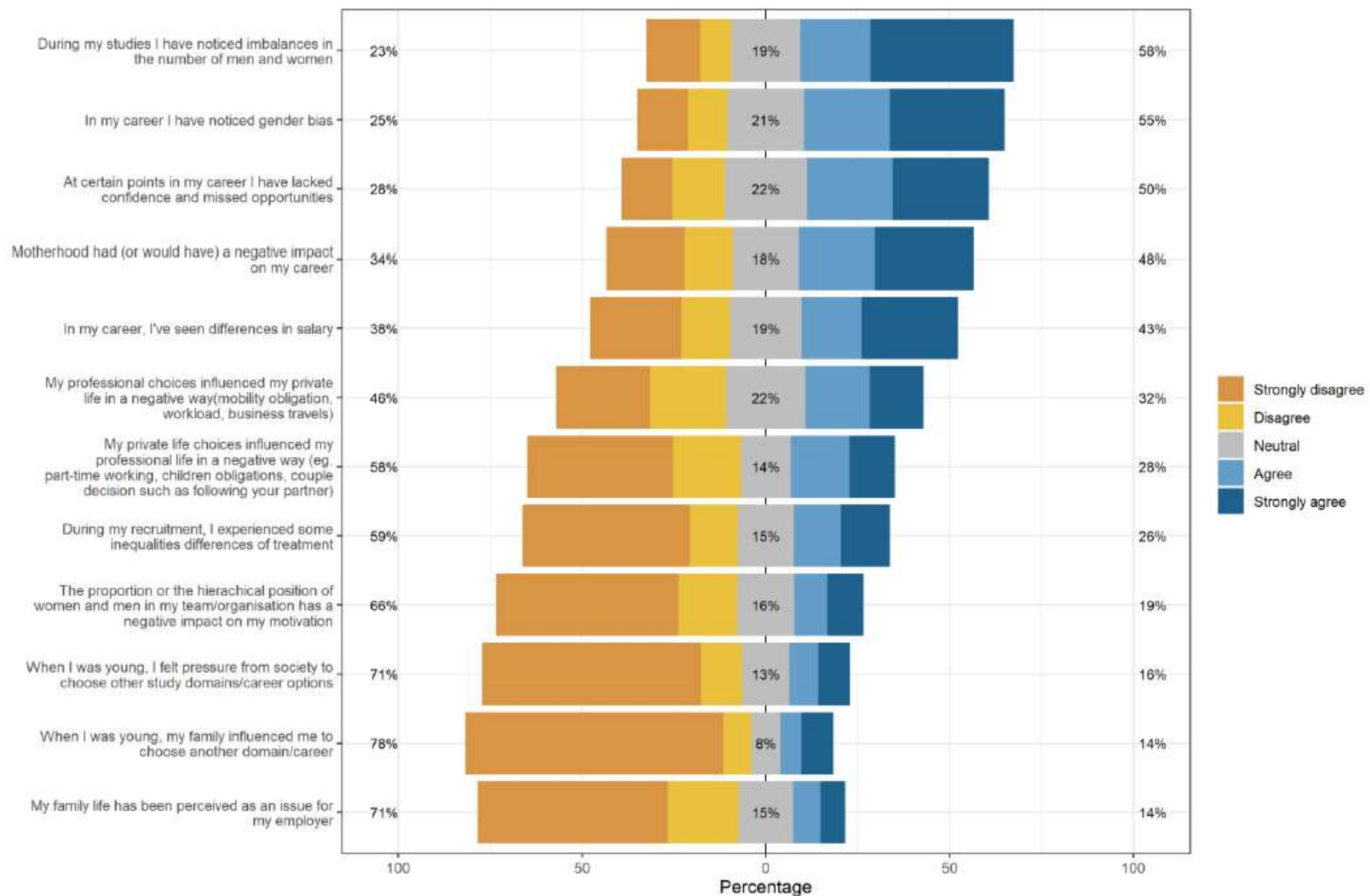




What are the main barriers women working
in the Copernicus ecosystem are facing?

Being a minority is still the main barrier identified by the women taking this survey





Main barriers

What I have seen in the Middle East and in Europe is that there are women studying in STEM, but they somehow disappear in minor roles afterwards



Gender imbalance

We, women in Science, have to work harder to get the same recognition as our male colleagues



3,58

Gender bias

3,47

Lack of self-confidence

I lack of self-confidence in my job because I am a girl. When having questions, I'm often afraid of being considered as stupid



3,34

Motherhood

3,19

Maternity leave and motherhood introduces a gap in a career (will I have the same position or projects when returning?). Working part-time affects credibility, appreciation and position in the company

In the past, when I was working in the private sector, the maternity was perceived as a showstopper, and the

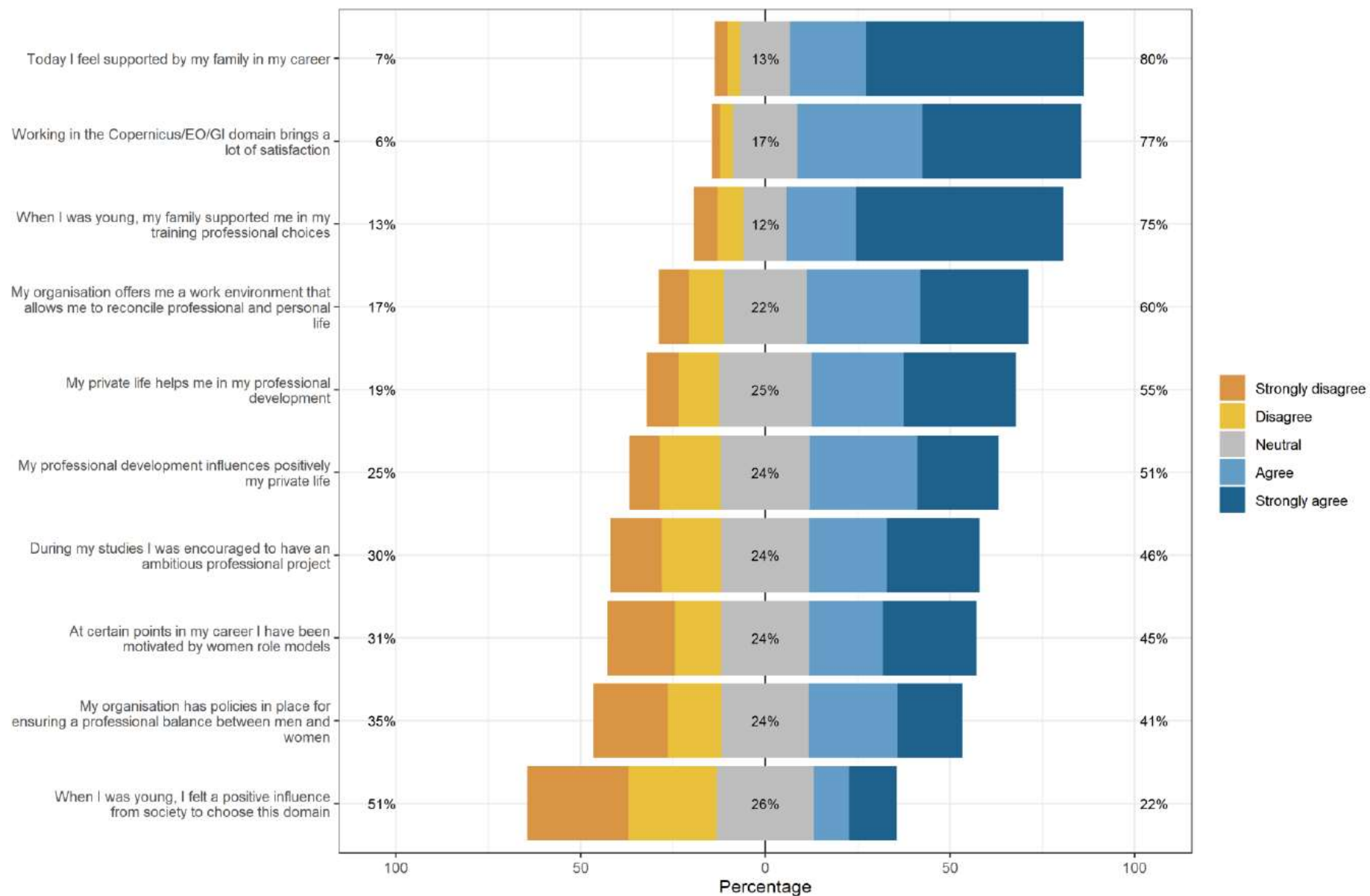


FACILITATORS and SUPPORT





What are the main facilitators women working
in the Copernicus ecosystem are experiencing?



Main facilitators

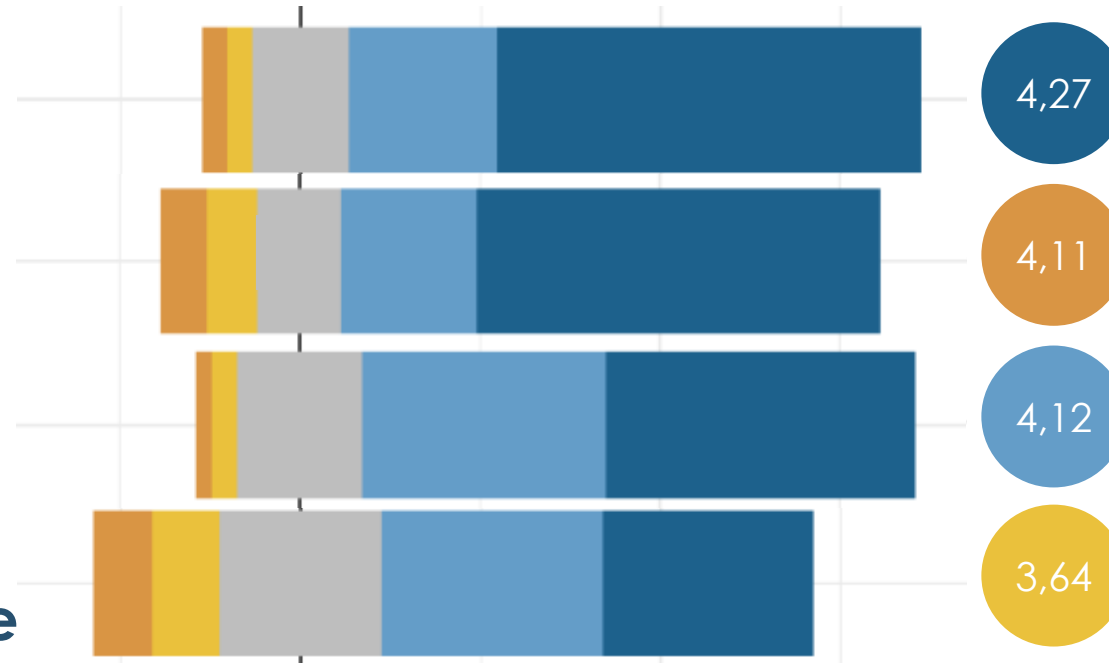
Support of family

...currently

...in the past

Work satisfaction

Reconciliation of
work and private life



Proposed SOLUTIONS



Visibility of role models and existing women

Empathy in the management & team working

Mentoring and coaching systems
with female and men actors

Networks of Women dedicated to exchange
personal experiences and expertise

Implementation of policies to achieve
gender balance in Copernicus-related workplaces



The background is a solid dark blue. On the right side, there is a large, light blue graphic consisting of a circular arc and a stylized profile of a woman's head facing left. The profile is composed of several overlapping, semi-transparent shapes that create a sense of depth and movement.

What is the change you would like to see within the Copernicus ecosystem to eliminate gender bias?


Networking table

The role of women in the Copernicus sector:
an open talk to promote gender balance

TODAY 12:30-1:30 PM

Join us and discuss with us!





Seeing other women's
commitment to the
Copernicus programme is
encouraging

Taking care of women's motivations and their working conditions is an investment in the future of Copernicus!

This project should only be the first step to support women working in the Copernicus ecosystem!

 www.womenincopernicus.eu



Success of Copernicus is built
on many years hard work of
women and men and this
should continue in partnership

Continuation and financial support is needed!

We thank all women participating in the survey and providing interview and videos!



Thanks to all supporting organizations



Women in Copernicus



Nathalie Stephenne
(Public Service of Wallonia)



Marie Jagaille
(Brittany Remote Sensing Group)



Estefania Aguilar Moreno
(University Jaume)



Grazia Fiore
(EURISY)



Barbara Riedler
(University of Salzburg)



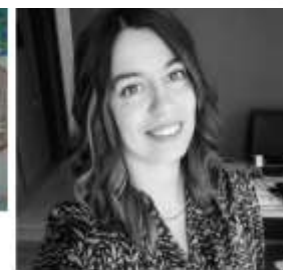
Natassa Antoniou
(EARSC)



Aida Monfort Muriach
(University Jaume)



Women in Copernicus





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