

EUROPEAN SPACE WEEK

#EUSpaceWeek

ONLINE EDITION



Women in Copernicus

EU Space for Equality, Diversity and Inclusion

Marie Jagaille

Organised by:



European
Global Navigation
Satellite Systems
Agency



Under the auspices of:



EU Space Programme:



Copernicus

EGNOS



At the start of the Women in Copernicus project

A will



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

A support



We obtained a budget from **CoRdiNet** and also worked on a **voluntary basis**

2 tools



Survey including background, career, barriers, facilitators and educational choices (July - September 2020, 460 answers)



Interviews and videos with open and personal questions (August - October 2020)



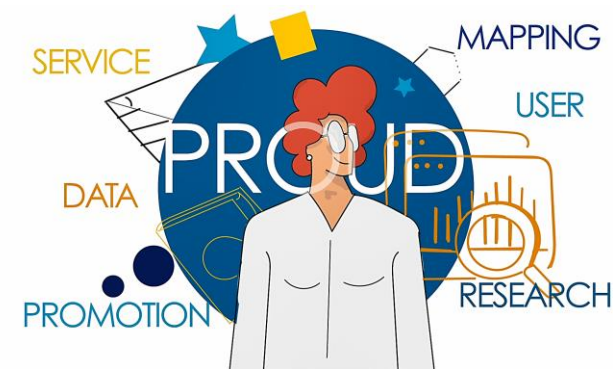
Who are Women in Copernicus (WiC) ?

We are **highly involved** in Copernicus, we want to be **visible**, we are **proud** of our job, often **close to the users** and want to talk about it

50% of the examples of accomplishment described in the survey are related to **services or support to users**

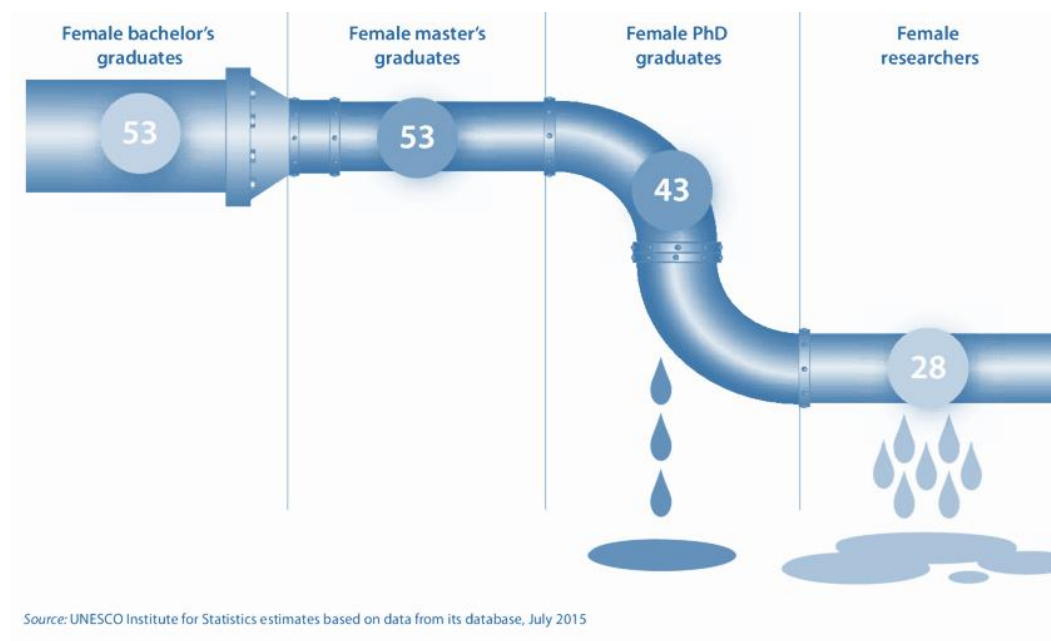
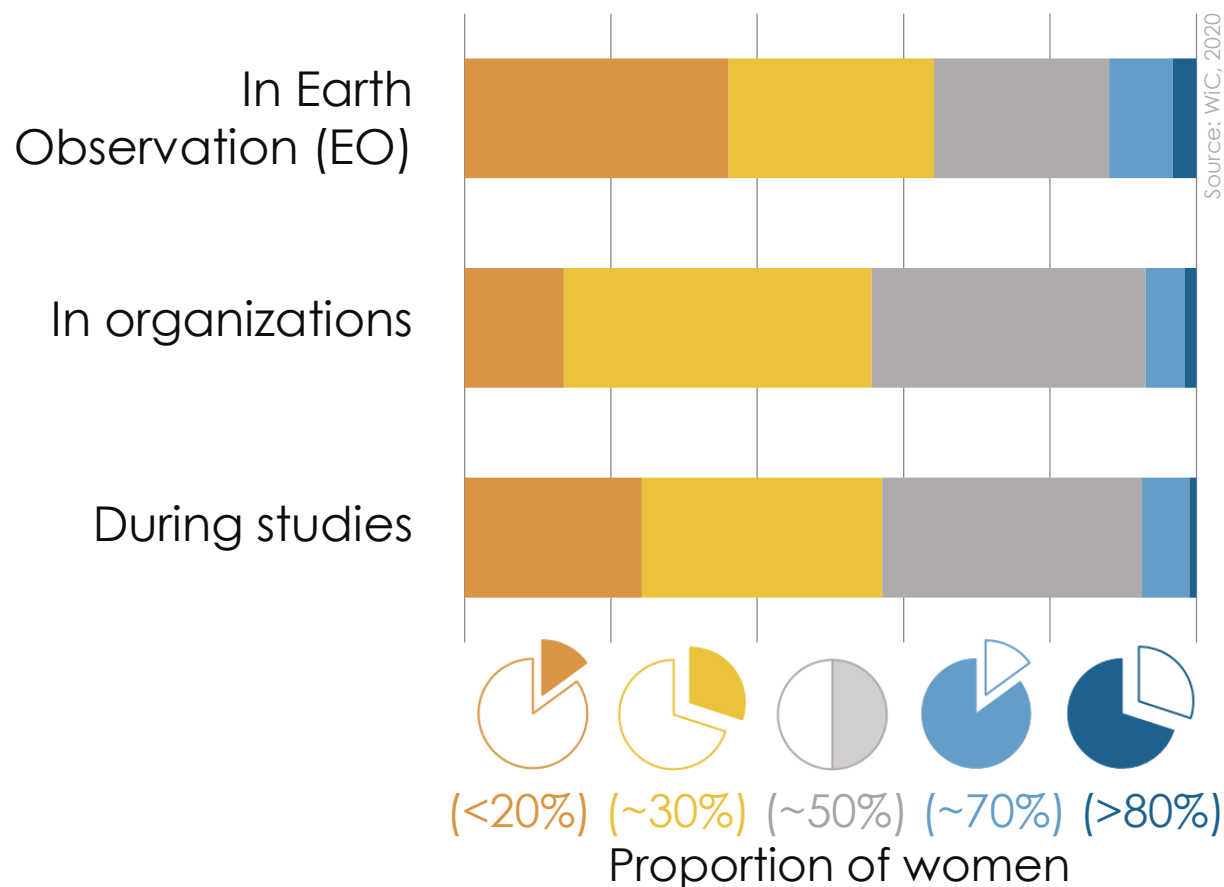


User-oriented
Innovative
Data-processing
Democratization of data
Solve societal challenge





Being in minority is the main barrier and is perceived both in studies and carriers



Boys clubs
Male oriented events
The only women at the board



Many women have already felt a lack of self-confidence

Responsible of missed opportunities in their careers

50%

Identified as a barrier for girls in choosing STEM careers

63%

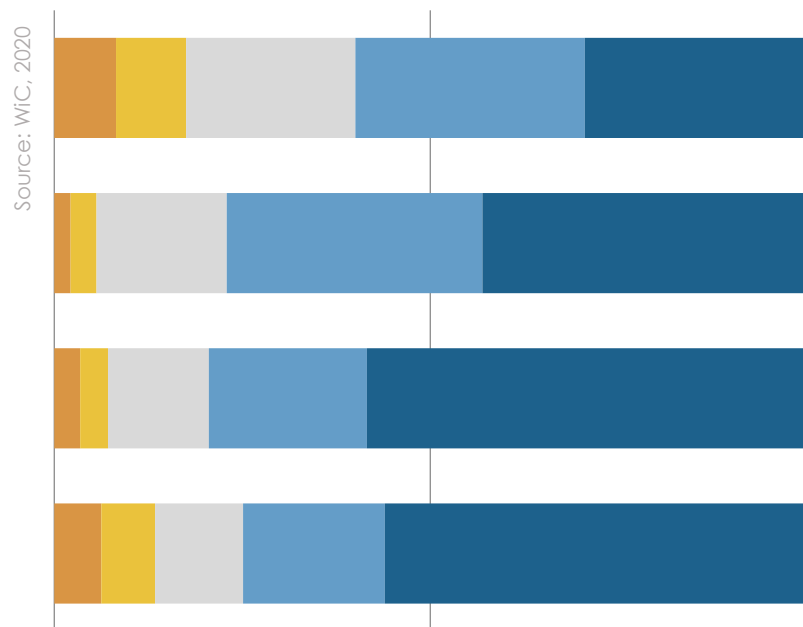
Women do not apply for jobs if they are not fully qualified while men do

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





Main facilitators



- 4,3 Support of family...
...currently
- 4,1 ...in the past
- 4,1 Work satisfaction
- 3,6 Reconciliation of
work and private life



very low (1) (2) (3) (4) (5) very high



Proposed solutions

Visibility of role model and **all existing women**

Empathy in the management and team working

Mentoring and **coaching** with female and men actors



Network of women dedicated to exchange personal experiences and expertise

Policies to achieve gender balance in Copernicus related-workplaces

Women are a strength for Copernicus

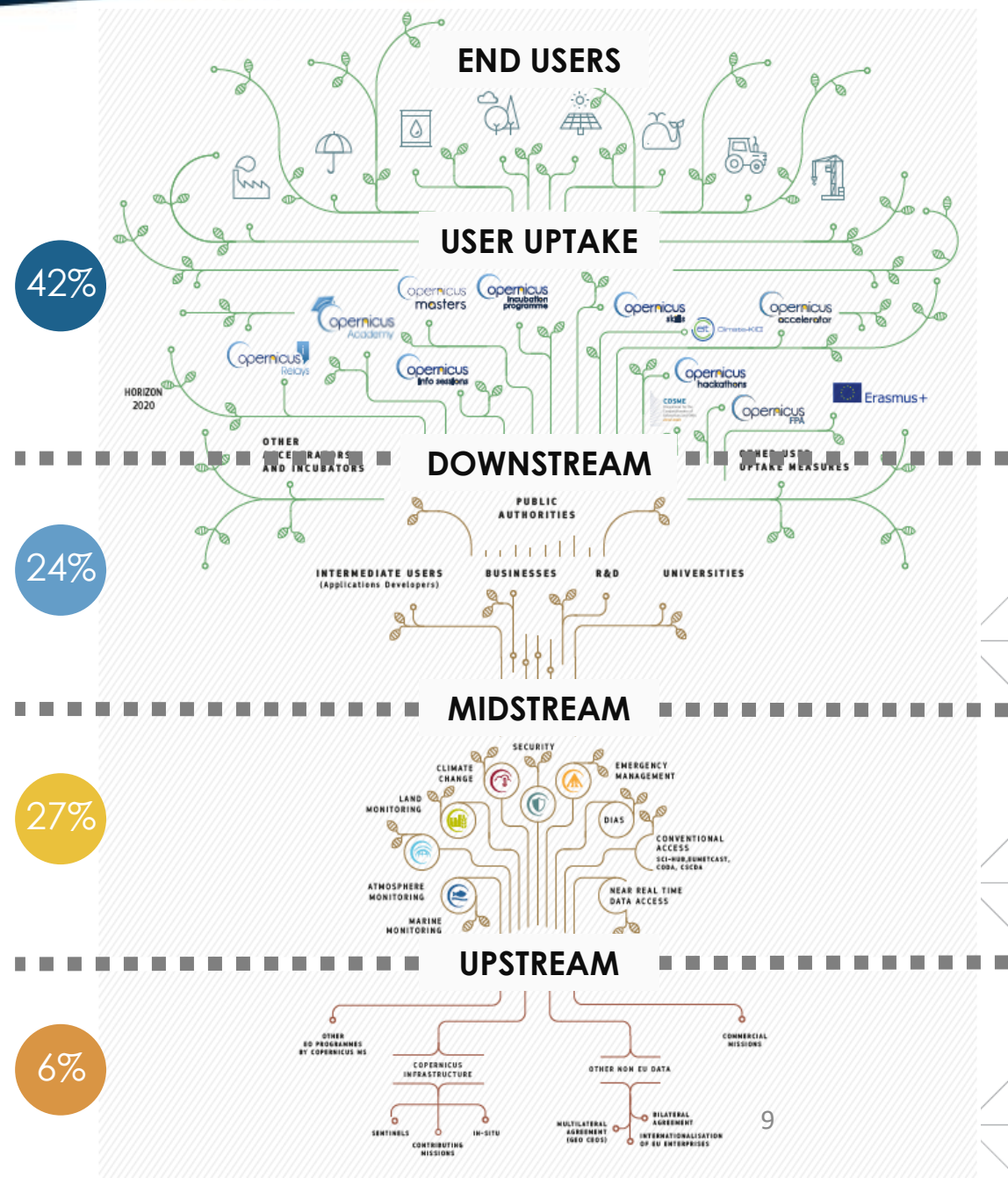
Close to the users 75%

With a high interest in support and application

With aim of being useful, solve societal challenges

"Gender equality is a core principle of the European Union, but it is not yet a reality. In business, politics and society as a whole, we can only reach our full potential if we use all of our talent and diversity. Using only half of the population, half of the ideas or half of the energy is not good enough."

President Ursula von der Leyen





We need to work together, women and men



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

The project should be the first step to support women working in the Copernicus ecosystem

Continuation and financial support is needed, we do not have the time to wait for 108 years* !

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



* Global Gender Gap Report 2018 *"it will still require 108 years to achieve full parity"*



Thanks to the team and all supporting organizations

 <http://womenincopernicus.eu/>



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Wallonia)



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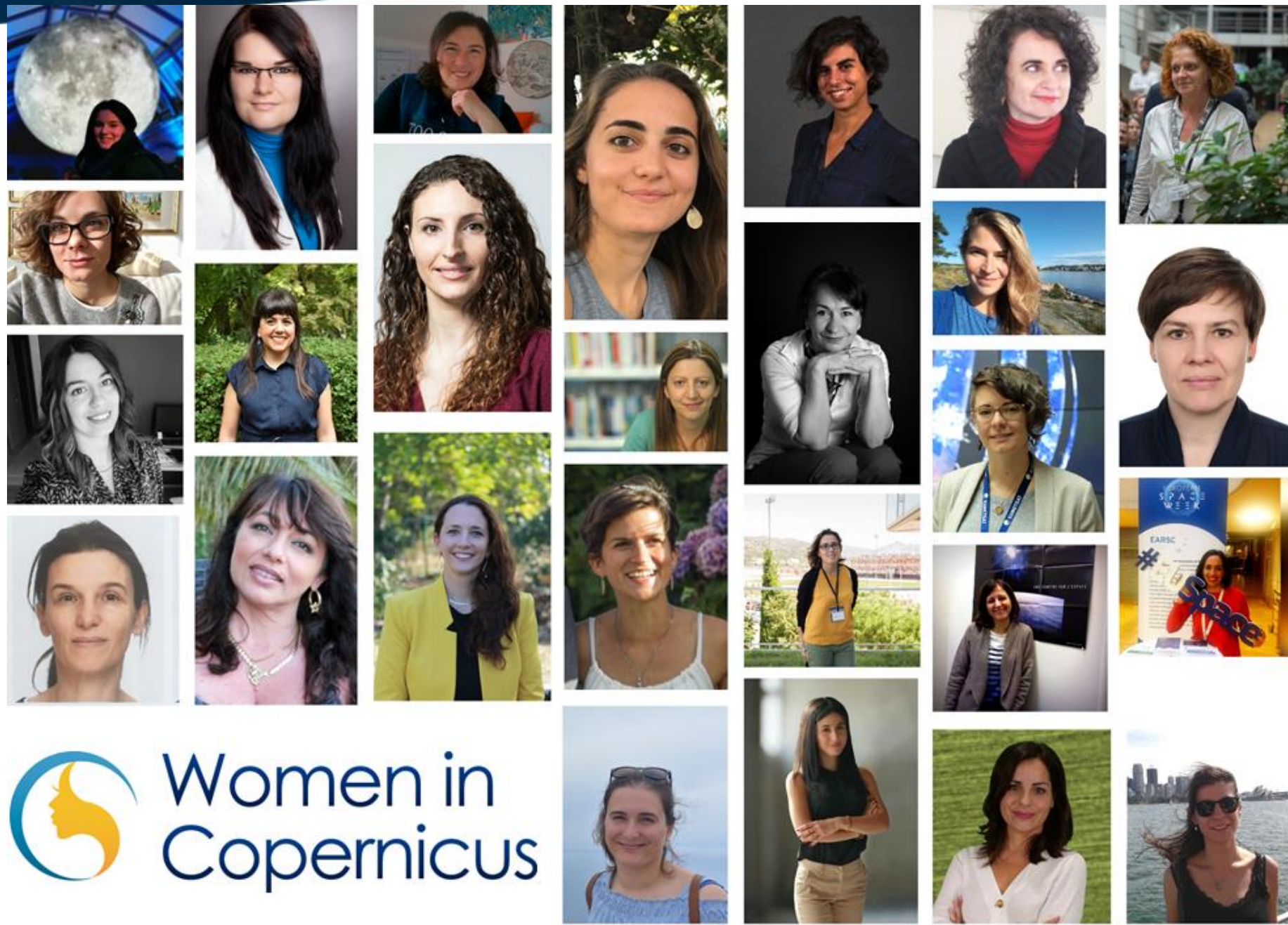


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(EARSC)



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



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Copernicus

Linking space to user needs



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