Challenges and opportunities for enhancing Diversity at ESA

OECD Policy Forum on “Strength Through Diversity”
Paris, 6 June 2019

Ersilia Vaudo Scarpetta
Chief Diversity Officer
European Space Agency – ESA
The European Space Agency

- 22 Member States
- Slovenia as Associate Member
- Canada takes part in some projects under a cooperation agreement
- Cooperation Agreements with Bulgaria, Croatia, Cyprus, Latvia, Lithuania, Malta, and Slovakia
ESA’s locations
EU Platform of Diversity Charters
Diversity @ESA comes in many forms…

**GEOGRAPHY**

**GENERATION**

**GENDER**

**DIFFERENT ABILITIES**

**BACKGROUND**

**SEXUAL ORIENTATION, GENDER IDENTITY & EXPRESSION**
ESA Commitment to Diversity and Inclusiveness

“creating a modern, inclusive working environment where people value diversity in teams, take others' perspectives into account and feel comfortable being themselves”

DG Policy Statement
September 2017
D&I @ESA: Engaging with partners

- Ad-hoc EIROforum WG on D&I
- MS D&I Network
- Collaboration with OECD > ESA/OECD Joint event on Gender and Stereotypes (March 2018)
- Partners with ✔ UNOOSA/Space4Women ✔ Women’s Forum for the Economy & Society ✔ IAU
- Dialogue with space industry
- Partnerships Industry/Universities/Organisations
ESA promoting women and girls in science

11th February 2019
International Day of Women and Girls in Science

First Joint Statement signed by EIROforum Director Generals
ESA supporting LGBT people in STEM

5th July 2018

14th January 2019
The challenges ahead
Boundary conditions on diversity

- Geography
- Geography vs establishments
- Programmes vs corporate
- Experience
The **major challenge** for the 10 years ahead is to **enhance the Agency’s attractiveness** towards a diverse pool of talents

→ Need to leverage on **synergies and common actions with MS**

- The challenge is however larger…
Elements for reflection
# The Global Gender Gap Index 2018

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Doctors are from Venus, Engineers from Mars

Proportion (%) of new entrants into tertiary education that are female

- Education: 80%
- Health and welfare: 70%
- Humanities and arts: 60%
- Social sciences, business and law: 50%
- Services: 40%
- Agriculture: 40%
- Sciences: 30%
- Engineering, manufacturing and construction: 20%

Source: OECD
LEGO celebrates the Women of NASA!
Space sector fighting stereotypes
ESA and Mattel’s “Dream Gap” Project
The Gender Equality Paradox in STEM education

The more gender equality, the fewer women in STEM?

Source: Psychological Science
The Gender Equality Paradox in STEM education

Norway
- High gender equality
- Low % women in STEM

Finland

Sweden

UAE
- Low gender equality
- High % women in STEM

Turkey

Algeria

Tunisia

The more gender equality, the fewer women in STEM?

Source: Psychological Science
The Future of Work

Jobs with high and medium potential for automation
Percentage of jobs with 70% and between 50% and 70% of suitable tasks

Skills at lower demand –
- Technical/Hard skills
- Routine skills

Skills at higher demand:
- Emotional intelligence
- Creativity
- Interpersonal and social skills
- Persuasion
- Big Picture

Source: OECD
Hmmm…

Are we suggesting that it will be easier for a robot to replace men’ skills at work? 😊
Preparing for the Future of Work in the space sector

- Implement **effective measures** to attract a talented and diverse human capital.

- Anticipate the set of skills and competences that the space sector will be needing in the future – reflection with Industry and Member States.

- Initiate a **reflection** – with Academy? With OECD? – on how the teaching of STEM subjects should evolve to prepare for the future of work in aerospace.
Future of Work: Quid of future of STEM? Towards more inclusiveness?