

FOR MORE WOMEN IN AEROSPACE

SEPTEMBER 2021

**EASN 11TH INTERNATIONAL CONFERENCE ON INNOVATION IN AVIATION AND
SPACE TO THE SATISFACTION OF THE EUROPEAN CITIZENS**

—
VALÉRIE GUÉNON
SAFRAN AIRCRAFT ENGINES



Paris Air Show 2019



In France today : 44% of medical doctors and more than 60% of medical students are women





You are so good in math and science...why do you want to become a doctor and not an engineer ?

Mum, there are no TV series about engineers



Mummy, girls
are magic.
They
always get the
best grades in
school

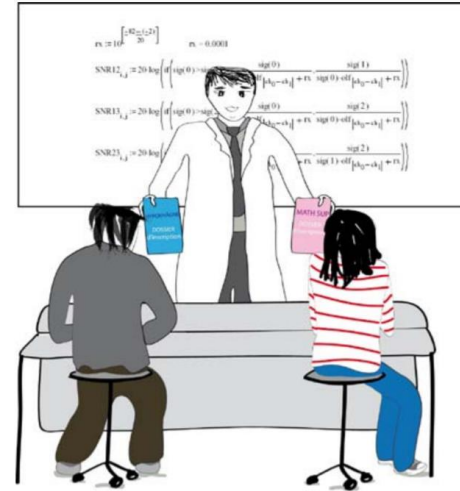


Don't worry son.
In the end, men
have the power
and the money.

Visible obstacles



Invisible obstacles



Europe's Road to Gender Equality in Research: Learning from the best European performer – Portugal

16 June 2021 - EC & Elsevier seminar

A case study on gender equality in the **Portuguese research system**

https://www.elsevier.com/_data/assets/pdf_file/0005/1173263/portugal-gender-report.pdf

- Portugal best performing EU28 member state in terms of women in research
- Women represent nearly 50% of active authors in Portugal

But

- Only 30% in engineering: women are highly represented across the life and health sciences
- Women author less than men and are less cited
- Gender equity is higher in earlier stages of career
- Leaky pipeline, pay gap and more precarious contracts for women
- Glass ceiling: High representation of women among researchers / low in top tier academic positions

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Some takeaways

- Long-term, consistent **public policies and legislation**
 - E.g. A pioneer law established a minimum 40% threshold for women and men in candidate lists for elective decision-making bodies in public higher education institutes whereby the first two candidates cannot be of the same sex.
 - Support scholarships for girls in science since the 1980s
- Promoting gender balance in **evaluation panels and consultative bodies**
- Incentivizing more girls to choose engineering and ICT areas of study, through practical exercises, mentoring and equal pay work experiences. Start as early as possible.
- The power of **networking**
- Policies must be based on **objective, scientific gender based facts figures and data**. Need research in policy areas: economic impact of gender inequality, pay gap, gender stereotypes and their effects, why less and less women in ICT, AI, etc. **Gender must be a dimension of research**
- Implement work-life balance internal practices that support **both women and men**.

Role models



Benjamin Smith confie les commandes d'Air France à Anne Rigail

Benjamin Smith a choisi de confier la direction d'Air France à Anne Rigail, jusqu'alors chargée de « l'expérience client ».

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Ingénieure diplômée de l'Ecole des mines, Anne Rigail a fait toute sa carrière dans l'aérien. - (Yasuyoshi Chiba/AFP)

Networks & visibility



ICAO

WOMEN IN AVIATION
SERIES

8 MARCH 2021
2:00 PM

ROUNDTABLE: INITIATIVES
PROMOTING A MORE INCLUSIVE
AVIATION SECTOR

MODERATOR
DUNIA ABOUD
ICAO

SPEAKERS

JOANNE WONG
A320neo AVIATION

LAHOU KEITA
KEITA SYSTEM

PROF. SUZANNE KEARNS
UNIVERSITY OF WATERLOO

NANCY LARAMÉE
SAFRAN

LILIA JEMAI
TRAVEL

SIMON AZAR
CAF

SAFRAN CORPORATE SOCIAL RESPONSIBILITY STRATEGY **ENGAGE** FOR THE FUTURE

1

Decarbonize aeronautics

1. Make carbon neutral aircraft the R&T priority
2. Reduce CO₂ emissions throughout our value chain
3. Involve employees in the reduction of their carbon footprint

2

Be an exemplary employer

4. Accelerate training in the skills and professions of tomorrow
5. Ensure health and safety of employees, improve the quality of life at work and maintain a thriving social dialogue
6. Encourage equal opportunities and promote diversity

3

Embody responsible industry

7. Uphold the highest standards of ethics
8. Strengthen responsible supply chain management and support suppliers
9. Respect the environment and natural resources

4

Affirm our commitment to citizenship

10. Be at the forefront of innovation to protect citizens
11. Develop partnerships for training and research
12. Enhance professional and social integration

GENDER DIVERSITY : A KEY ISSUE FOR THE FUTURE OF THE GROUP AND THE AERONAUTICS INDUSTRY

A ACTION PLAN AROUND 3 STRATEGIC AMBITIONS

EXEMPLES OF ACTIONS

1 INCREASE THE NUMBER OF WOMEN LEADERS

- Professional equality objectives given to CEOs and presidents,
- Dedicated training programs for women,
- Personalized career follow-up,
- Mentoring and peer coaching,
- Assistance course for taking up a position for executives...

2 STRENGTHENING SAFRAN'S ATTRACTIVENESS FOR WOMEN

- Awareness-raising from school (partner of the "Elles Bougent" association with 350 godmothers, the "Give & Grow" Foundation in the United States, mentoring of young people with the "Article 1 association" ...)
- Active partner of the Paris Dauphine "Women and Science"
- Deployment of obtaining the International Label of Gender Equality (GEEIS) on our sites- Women @ Safran Network ...

3 OPERATE A SUSTAINABLE CHANGE IN CORPORATE CULTURE, TOWARDS MORE INCLUSION AND PROFESSIONAL MIXITY

- Improved our score on the M-F equality INDEX (2021 scores: 89/100)
- Awareness and training in non-discrimination and the fight against unconscious bias
- Visibility given to female jobs at Safran #lovemysafranjob ...

Main Take Away

- Gender based research needed for **evidence and data based analyses** to support decisions
 - Gender bias and stereotypes - Social, economic, psychological, cultural factors and their combined effects on women's choices and career path, self-limitation factors
- Long term, consistent **public policies**
- Initiatives at organisation levels
 - Communication, awareness sessions, networks, training
 - Company policies to help working parents
- Role models and visibility. Experienced women in aerospace must speak to younger women
- Today aviation climate footprint is pushing away students from aerospace