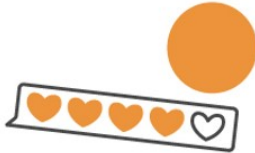




460 participants !!! Women are part of Copernicus

- They are well present in the Copernicus programme
- They want to be visible
- They are proud of their job and want to talk about it
- They perceive a gender bias in their workplace
- They propose solutions and tools to make Copernicus more gender-balanced



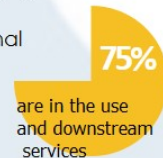
These women are highly involved in Copernicus

- More than half of respondents described their favourite accomplishment in Copernicus
- These women are proud of the results they obtained by data-processing, results are often user-oriented and innovative
- Women reward the "democratisation of data" allowed by Copernicus
- Job satisfaction (around 3,8/5) is one of the top facilitators in their career



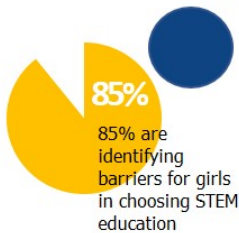
Most respondent women (75%) work in the operational and downstream services

- The big majority of respondents work in the Copernicus downstream services - close to the users - or are themselves using Copernicus data and services in various sectors of application
- These women show a high level of job satisfaction and involvement in the Copernicus programme
- The notion of user assistance, from training to support for operational services is omnipresent: more than half of the examples of achievement mentioned by these women are related to services or support to users



This survey confirms the existence of a gender bias in the Copernicus sector, which is perceived by women both during their studies and their careers

- Even with high education (more than 50% PhD), high expertise (around 3,2/5) and excellent technical skills (more than 3,4/5), the hierarchical level of these women is not high (around 2,8/5)
- It is still difficult to be a woman in Copernicus
- There is a lack of confidence: these women are proud of their results, however, only a few of them claim to be experts or to be proud of their technical skills



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

- These women, with education in STEM (more than 85%) identify the following barriers for women willing to pursue their studies in a STEM discipline: stereotypes and missing role-models (both identified by 70% of respondents); lack of confidence; imbalances in gender figures; messages transmitted in culture and television.



How to improve the Copernicus system ?

They propose tools and solutions to eliminate the gender bias:

- Identify and give visibility to role-models but also to all existing women as part of the system
- Establish mentoring system with male and female mentors
- Create virtual places open to men to talk, listen and share personal experiences and expertise
- Develop listening, coaching and networking in order to increase women self-confidence
- Promote empathy in the management and team working practices
- Implement policies aimed at achieving gender balance in the workplace