

WIA-E NEWSLETTER

Q1/2020: JAN-MAR



SPACE MAKES YOU DREAM, AND WE DREAM OF A MODERN SOCIETY WITH GENDER EQUALITY AND INCLUSION



Dear Friends,

With the current coronavirus (COVID-19) pandemic and associated disruptions in our private and professional lives, we are all challenged with difficult questions and decisions.

I am sure you have followed closely the evolution of the COVID-19 pandemic as it has spread worldwide, and the measures that have been adopted in various European countries. WIA-E is complying with travel restrictions and recommendations for social distancing by cancelling all live association and local group events and meetings.

Our goals and objectives, however, remain unchanged. While we have to stay concerned, involved, and on top of the current situation, we will not lose sight of the greater vision we have for our community. And I hope you will not lose sight of the greater vision you have for yourself, both personally and professionally.

As we are taking this crisis one day at a time together, we will ensure our continued support to all our Individual

and Corporate Members as well as Local Groups, and will work to provide resources to help you through this challenging time.

For any support from the WIA-E community, please don't hesitate to reach out.

Yours sincerely,

Luisella Guilicchi

President Women in Aerospace Europe

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WIA-E NEWS AND EVENTS

Due to the COVID-19 regulations the following WIA-E events had to be rescheduled:

It is with great regret that we had to cancel the **10 Years WIA-E Anniversary** event planned on 23rd March in Paris. An alternative date is in discussion.

The **General Assembly** will be postponed to the second half of the year. As we monitor the current situation, the date of the event will be announced in due time.

Planning for the following events continues according to schedule:

Speed Mentoring Event during the [IAC 2020 in Dubai](#), 12-16 October.

WIA-E presence at the [NSE ExpoForum](#) in Rome, 9-11 December.

SPOTLIGHT RESEARCH: REFLECTIONS ON WORKING FROM HOME

WIA-E Director of Research Paola Belingheri on advantages and disadvantages of tele-working.

During this period, many of us find ourselves suddenly working from home, possibly together with other family members, including children. While this experience takes some getting used to and brings several challenges, it may also be an opportunity to experiment more flexible working hours and more quality time for oneself or with others. Finally it may also be a prelude, once this period is over, to firms increasingly accepting teleworking (also called telecommuting) and flexible working options for their employees who wish to spend less time physically at the office.

What does research say about tele-working? What are the advantages and disadvantages of this form of work? And what are the best tips to be effective in a tele-working situation?

Here is a round-up of some interesting sources: Research has shown that especially for women, tele-working is a tool that is increasingly adopted to allow achieving work-life balance with the goal of minimising the conflicts between these two aspects through flexible working hours.

Often, tele-working comes about because of informal arrangements, usually verbal agreements between the employee and the supervisor that occasionally enable them to work from home.

More formal arrangements, which are less common, foresee regular hours or days per week devoted to working from home. Regarding job satisfaction, research shows that women (and men) who have access



to informal or formal tele-working arrangements report a higher level of job satisfaction than those who don't. Formal arrangements, usually involving more hours at home, are those that bring about the highest amount of job satisfaction.

On the flip side of the coin, working from home is reportedly less efficient than working from an office setting, due to home work intruding on office work. As teleworking "overtime" often isn't recognised and much less paid, overall the hourly wages result lower the more percentage of working time is spent in teleworking. Moreover, from a social point of view, teleworking can be lonely and less motivating, as well as causing lower self-esteem, as interaction with and feedback from colleagues is more sparse.

An external factor influencing the success of teleworking is the employer's culture and values. A company culture that is "supportive of employees' family and personal situations, and promotes flexibility, tolerance and support for needs and obligations" (Van der Lippe & Lippényi, 2008), which implies that employees' value and dedication isn't measured based on the hours they can be seen working at the company's premises, will result in a higher motivation and success of employees on teleworking.

Many articles abound with tips on how

to successfully telework. The most-cited tips include:

- 1) Develop support networks with colleagues;
- 2) Set personal targets for the completion of work;
- 3) Make appointments to socialise with friends or relatives (in this case online);
- 4) Create a dedicated space for working, preferably physically separate from where you relax. If this isn't possible, use props such as headphones to signal that you are in working mode;
- 5) Develop daily and/or weekly work timetables or schedule.

Do you want to share your teleworking experiences and tips with your fellow WIA-E members? Please write to research@wia-europe.org and we will publish them on the website.

References

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MEET WIA-E PARTNERS

We are proud to continue and strengthen our partnerships with other organisations that share our commitment to the strategic goals of the WIA-E community and are eager to encourage and support the young generation of space leaders.

Together with our partner organisations we strive to build networks that will help us magnify our impact and work through the challenges that we still face in creating diverse representation in the aerospace sector.

Based on mutual agreements with our partners we are constantly exploring opportunities to widen our networks and offer additional benefits to our members in form of discounts for relevant conferences, events, and academic courses.

Learn more about our partner organisations and their next events, and let us know as you look for networking opportunities or want to learn more about specific support and benefits they can offer.



IAF - International Astronautical Federation

<http://www.iafastro.org/>

The Federation is the world's leading space advocacy body with over 270 members, including all key space agencies, companies, societies, associations and institutes across 64 countries. At its annual International Astronautical Congress (IAC) and other thematic conferences, the IAF brings its multidisciplinary and international network to life. IAF and WIA-E works together to advocate commitment to aerospace programme, especially increasing female visibility and scientific/technical breakthrough.

Due to the ongoing and growing threat posed by Covid-19 outbreak, SpaceOps 16th International Conference on Space Operations set to commence 18 May 2020 in Cape Town, has been postponed.

The Global Space Exploration Conference (GLEX) 2020 to take place in St. Petersburg, Russian Federation from 9-11 June 2020, has been postponed to the dates of 1-3 September 2020. The dates will be reconfirmed in June.

The 71st International Astronautical Congress this year will be hosted in the United Arab Emirates, 12-16 October 2020.



cWSW - World Space Week

<https://www.worldspaceweek.org/>

The mission of World Space Week Association (WSWA) is to strengthen the link between space and society through public education, participation, and dialogue on the future of space activity using World Space Week as a focus. The United Nations General Assembly declared in 1999 that World Space Week will be held each year from October 4-10.

The goals of WSW are to provide unique leverage in space outreach and education; to educate people around the world about the benefits that they receive from space; to encourage greater use of space for sustainable economic development; to demonstrate public support for space programs; to excite young people about science, technology, engineering, and math; to foster international cooperation in space outreach and education.

More than 8,000 events in 96 countries celebrated "The Moon: Gateway to the Stars" last year. This year the theme is "Satellites Improve Life."

In 2021, World Space Week celebrates "Women in Space."



NVR - The Netherlands Space Society

<http://www.iafastro.org/societes/netherlands-space-society-nvr/>

The Netherlands Space Society (NVR) is the foremost platform for space professionals from or working in The Netherlands. It organises community-building functions such as film nights, symposia, lectures and much more. In order to offer the very best and most diverse selection of events, they do so both independently and in collaboration with their corporate members.



SIOI
UNA Italy

SIOI - The Italian Society for International Organization

<https://www.sioi.org/>

SIOI is a non-profit organisation operating under the supervision of the Italian Ministry of Foreign Affairs. It was founded in 1944 and it nowadays represents one of the leader societies for international relations, cooperation and liaison with the leading international organisations. The foundation is also a top flight institution in the school of government and in the education of international executives and diplomats addressed to the European Union, the United Nations and the most important international institutions and organisations.



SAPIENZA
UNIVERSITÀ DI ROMA

La Sapienza – University of Rome

<https://www.uniroma1.it/en>

The world's leading university rankings place Sapienza at the top of Italian universities for quality of research, education and international dimension. Sapienza currently offers over 280 degree programmes (Bachelor's and Master's) - among which over 35 are taught in English- 200 vocational master courses and almost 80 PhDs.

Scientific research activity at Sapienza covers an extremely broad spectrum of disciplines, reaching levels of excellence in many areas, including physics and astrophysics, nanotechnologies and aerospace. Nobel Prize winners and internationally renowned scientists have taught and/or studied at Sapienza.



COSPAR – Committee on Space Research

<https://cosparhq.cnes.fr/>

COSPAR promotes scientific research, exploration, and the peaceful use of outer space through international collaboration. It is best known for its biennial scientific assemblies that provide a forum for the world's top space scientists to share discoveries and plans for the future. These events attract currently between 2000 and 3000 participants.

Currently the schedule of preparations for the 43rd Scientific Assembly to be held in Sydney, Australia, 15-22 August 2020, is maintained. However, COSPAR is naturally monitoring the situation closely and will follow guidance from the relevant national public health



SPACE GENERATION
ADVISORY COUNCIL

SGAC - Space Generation Advisory Council

<https://spacegeneration.org/>

The Space Generation Advisory Council in Support of the United Nations Programme on Space Applications is a global non-governmental, non-profit organisation and network which aims to represent university students and young space professionals ages 18-35 to the United Nations, space agencies, industry, and academia. SGAC has permanent observer status in the United Nations Committee on the Peaceful Uses of Outer Space (COPUOS) and currently has a network of 4000 university students and young professionals in the space sector in over 90 countries.

SGAC works diligently to raise awareness among the next generation of space professionals on a global scale working together with the United Nations Office for Outer Space Affairs (UNOOSA) in promoting UN workshops and activities, and in supporting SGAC members to attend UNOOSA workshops, events and High Level Fora.



LSBM - LUISS School of Business and Management

<https://businessschool.luiss.it/en/>

LUISS Business School is a top-level Business school in the world heritage city of Rome, where beauty, history and culture provide an amazing environment. LUISS Business School develops and promotes research in different academic fields with a focus on Strategy and Corporate Renewal, Corporate Governance and Performance Measurement, as well as Innovation and Organization Design. The research is grounded in knowledge of business processes and corporate environments and covers emergent key areas, such as Ethics, Responsibility and Sustainability. The experiential activities and the personal leadership are a bridge between the needs of the corporate and public organizations, and academic world.



YouSpace

YouSpace

<http://www.yospace.be/>

The mission of YouSpace is to help young and ambitious people interested in the Space sector to take their first steps towards achieving their goals, boosting their career and improving Europe's competitiveness. It is dedicated to motivating students towards scientific studies; connecting industry with academia; involving students and young graduates in the sector; encouraging mentoring; and demonstrating the wide range of career opportunities in the Space sector. Their events include "Meeting Space Mentors/Space Mentees", which is organised twice a year, as well as presentations at Belgian universities where space professionals share insights into their core-business and experience in engineering, applications and research.

Their next event presenting career opportunities in Space sector in Belgium is planned for the 5th October 2020.



WIA-E ANNOUNCES NEW CORPORATE MEMBERS

We are proud to welcome our new Corporate Members: **RAL Space** (Gold), **UK Space Agency** (Silver), **Surrey Satellites Technology Ltd** and **Astroscale** (Bronze).

We are excited that the **International Space University**, previously our long-term partner, has decided to upgrade to a Corporate Member status (Non-Profit).

SPOTLIGHT: WIA-E CORPORATE MEMBERS



Observing the Earth for a Better Future: meet Ornella Bombaci, Thales Alenia Space Head of Observation Payload Engineering Department

The Earth observation has become the crucial way of empowering the scientific community, and even further, the entire society, to face the challenges of Climate change and our Planet's health, enabling the responsible environmental decision-making.

This is the focus of Ornella Bombaci's professional efforts: to create the bridge between the state-of-art technology and its practical application, with the aim to improve the quality of our daily lives. Ornella is Head of the Observation Payload Engineering department in the Observation and Navigation domain in Thales Alenia Space in Italy, coordinating a 40-person team that designs, develops and tests microwave instruments for Earth observation.

Her entire career at Thales Alenia Space was dedicated to science: she held various engineering and management positions in Remote Sensing, encompassing systems, ground segments and payloads. A long journey with a variety of technical and managerial challenges, but always gratifying, knowing that the efforts of her team enhance Earth monitoring and security. Ornella explains:



Meet Dr Sarah Beardsley, Head of Space Engineering and Technology at RAL Space

RAL Space joined WIA-E as a gold corporate sponsor in December 2019 at our annual Appleton Space Conference. This was the 15th of these events and I was struck by a notable difference, in 2004 all of our speakers were male, in 2019 our line-up was exactly 50:50.

I'm not going to pretend that we don't work hard to achieve this balance but it was a visible reminder of how far we have come in the past 15 years as an organisation and as an industry.

The division I lead at RAL Space is made up of mechanical, thermal and systems engineers, project managers and technicians. In the UK just 12% of engineers in a group like mine would be women¹. I'm proud to say that a massive 40% of my team are female.

This I believe is the result of the practices we have put at the heart of RAL Space and our parent organisation UK Research and Innovation. We offer family friendly policies including part time and flexible working, shared parental leave, onsite nurseries and other amenities. I have benefited from these policies myself and continue to support my staff to balance work and life while exploring their careers.

cont. Ornella Bombaci

“If it now seems normal that we can observe our planet day and night, under any weather conditions, that’s because of the ongoing technical progress in this field, to which I was lucky enough to contribute. We design, develop and test the remote sensing systems that have completely changed the field of Earth monitoring.

Today, thanks to our state-of-the-art satellites like COSMO-SkyMed, we can help prevent disasters or at least monitor their effects almost immediately, even in remote locations, as shown by recent catastrophic earthquakes.”

Ornella also worked on space exploration programs, such as Cassini to Saturn’s moon Titan, Mars Express and ExoMars 2016. These programs gave scientists a deeper understanding of our Solar System, along with major clues to the Earth’s own history and how to protect our planet.

Another extraordinary discovery was the 20-km-wide lake of liquid water underneath solid ice in the Planum Australe region of Mars, published online by “Science” (First Release) on July 25, 2018. This discovery was based on the analysis of data from the MARSIS sounder (Mars Advanced Radar for Subsurface and Ionosphere Sounding), an instrument Ornella helped design and develop in the early 2000s. By analyzing Martian history in this way, we get a foreshadowing of the possible desertification of Earth but we are also boosting the possibility of human exploration, one of the main challenges of space exploration in the next two decades. In Ornella’s words, *“this was the most concrete example of my real motivation in work: Space for Life.”*

Important aspect of her professional life is the work-live balance she was able to create: as a proud mother of three sons, she is their constant reminder of how it is possible to achieve your dreams through passion and commitment. Ornella is committed to encourage young people to pursue a career in science, reminding them of 3 key concepts for a successful career:

- Teamwork: nothing is achievable alone
- Passion for space and technological progress
- Work without mental barriers: cooperation and visionary innovation is the right mix.

cont. Sarah Beardsley

Any organisation can have gender-friendly policies, but I believe those who embed them in their culture are the ones who are truly successful in improving the gender balance. I think this is what makes us so special – the people here really embrace the positive culture we have – we emphasise the person, value their skills and see the positives in what they can bring, no matter their background.

Our work promoting equality, diversity and inclusion is ongoing. Like many of you, the current situation with coronavirus is forcing us to work in different ways. That is something we have been good at, for example, part-time working for some roles wasn’t considered possible until we tried it – and now we see the positives. This, I believe, has helped our gender balance. Our recruitment team is actively thinking about how we structure, advertise and recruit for posts in order to maximise the audience they will appeal to. Our public engagement team work with schools and communities to promote science and engineering careers for all. And now 18 of us, including Prof Chris Mutlow our Director, are members of WIA-E.

But ultimately I think it is because of the way we work – valuing everyone (not just those of a diverse background) that creates a diverse workforce. We use the words supportive, teamwork (real teamwork) and motivation – we genuinely try to work (and recruit) to our core values.

There are important reasons we invest in promoting diversity. There is a shortage of engineers in the UK and we want to secure the future of our workforce, but we also want to nurture talent and ideas now. Research has shown that diverse groups are more innovative and make better decisions¹. As a leader, this means that my team are positioned to tackle the range of complex challenges involved in getting a spacecraft into orbit.

At the Appleton Space Conference I not only valued the gender diversity amongst speakers but the diversity of voices – 15 years ago we would have only heard from the “leaders in their field”, today we listen to people at different points in their careers, bringing different perspectives and experiences. As an industry at the cutting-edge of innovation, it is only by listening to these voices that we will continue to thrive.

I am looking forward to learning from our new WIA-E community and continuing to champion my colleagues in the aerospace sector.

¹ <https://www.engineeringuk.com/media/1691/gender-disparity-in-engineering.pdf>

² <https://www.forbes.com/sites/eriklarson/2017/09/21/new-research-diversity-inclusion-better-decision-making-at-work/>
<https://hbr.org/2016/11/why-diverse-teams-are-smarter>

A LOCAL GROUP NEAR YOU: GET INVOLVED!

As any professional will tell you, interpersonal connections form the very cornerstone of a successful and fulfilling career. Among WIA-Europe's goals is building our members' careers through our network, and what better network to nurture than one you are already in?

Our local groups are strong, ever-growing and expanding units that meet regularly for networking events, trainings and lectures. These events include professional trainings and workshops with qualified trainers and coaches, company visits, mentoring evenings or simply chatting over drinks and dinner.

In 2019, we were pleased to welcome new LG Groups in Barcelona and Berlin. And we are looking forward to more events coming to Zurich in 2020.

For a full overview of LG Events see our website www.wia-europe.org

Do you have any questions or would you like to be put on the list for a local group, or propose to start one in your area? Feel free to suggest your ideas and play an active role in creating the events you most want to see happen!

Let us know!



Diana Pueyo
Director Regional Development
regional.development@wia-europe.org

CORPORATE MEMBERS

Platinum

ThalesAlenia Space esa

Gold

ESA RAL Space AIRBUS

Silver

UK SPACE AGENCY SES^A LOCKHEED MARTIN
VAEROS EUMETSAT your satellite company CNES OHB

Bronze

RHEA serco SITAEL ASTROSCALE THE SPACE
AIRBUS DLR Netherlands SURREY planetek italia European Global Navigation Satellite Systems Agency

Non-Profit

MINES Albi-Carmoux INTERNATIONAL SPACE UNIVERSITY AIPPS SECURE WORLD FOUNDATION TNO
DLR ESPI nereus ASAS ZARM

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COEPA SPACE GENERATION ADVISORY COUNCIL SAPIENZA UNIVERSITA DI ROMA LUISS BUSINESS SCHOOL NVR IAF

YOUSPACE SIOI

If you want to learn more about Women In Aerospace Europe, please do not hesitate to contact us at

info@wia-europe.org

or take a look at our website

www.wia-europe.org

Please fill in our registration form or visit:

www.wia-europe.org/join



Women in Aerospace Europe Space

Business Park

Huygensstraat 44a

2201 BB Noordwijk

The Netherlands

