

IAF SPACE EDUCATION AND OUTREACH SYMPOSIUM (E1)
Enabling the Future - Developing the Space Workforce (5)

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SPACE WORKING ENVIRONMENTS IN ITALY - A COMMITMENT TO OFFER IN BOTH THE
PUBLIC AND PRIVATE SECTOR, INSPIRING EXAMPLES OF INCLUSIVENESS, EQUALITY,
WELLNESS AND ORGANIZATIONAL EFFICIENCY

Abstract

The inspirational horizon of space, joined with highest technologies make our sector an ideal context where human mankind, free from the constraints posed by life on a crowded planet, experience new social, friendlier and more inclusive attitudes. In the Italian experience “space workforce” is establishing itself in the public eye, both in public and private environments, a consistent paradigm.

Space sector’s civil servants in fact, including the Italian Space Agency ASI and a number of space oriented public institutions (INAF, INFN, INGV, CNR) and universities, report higher than average female workers’ shares, compared to the whole Italian Civil Sector. Also, according to ASI’s sectoral data, very positive positioning of women in top management is reported. The outreach actions aimed at publishing this leadership take place within the Forum CUG PA (a nudge association of 200 Public Entities and their respective Internal Committees for Equality and Organisational Wellness set up by Law) where ASI has one of the Members in the Coordination Board, yearly contributing to theme sessions of the National Civil Service Forum Symposium. Gender equality is pursued here with other targets such as healthy aging of the workforce, racial and diversity inclusion, and last but not least organisational conflict management and mediation, coupled with the most advanced soft relational skills training and technologies.

Virtual platforms and tools, together with smart work organisation are the “enabling” technicalities.

ASI is also contributing to the outreach roadmap set up in last November by ESA with its “Diversity and Inclusiveness” Working Group. One Italian Conference date will be held in the current year and the results will merge in the corresponding ESA Conference.

As to the private sector’s workforce, ASI is keeping a constant eye on the gender evolution and leading the effort to keep the trends, in all other fields, complying with the public marks. Already the gender share index is available yearly for the users of a dedicated Agency’s database based on the above Panel of public/private subjects. The same applies to statistics on the workers’ educational level, while a specific survey on gender and top management is connected to this study and will be integrated here. ASI’s database in this field, within the wider statistics on Space Economy, represent the methodological core of a measuring Pilot exercise promoted by ESA’s Space Economy Group, ended in 2016 and whose operational model is accessible on the relative ESA’s webpages (OECD Space Forum).