

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

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PUBLIC AND PRIVATE SPACE WORKING ENVIRONMENTS IN ITALY – NEW PROGRESSES
AND INTERNATIONAL COMPARISONS IN THE “INCLUSIVENESS ORIENTED” EDUCATION
AND OUTREACH SYSTEM PROPOSE A MODEL OF WORKFORCE WELLNESS AND
ORGANISATIONAL EFFICIENCY

Abstract

The Italian Space Agency – ASI’s commitment to education and outreach for equality and inclusiveness in the space workforce is positively progressing, from the early stage described to this Symposium last year. Surely, space, with its limitless inspirational appeal, is an effective leverage for innovative behavioural patterns, and ultimately workforce wellness and efficiency. And this happens beyond the boundaries of space itself. The postulate is a progressive coincidence between the highest levels of openness to technological innovation and challenges of space and the highest levels of openness and transparency in corresponding workforce organizational patterns.

Following ASI’s example, the leading Government entity in space, an increase is reported (2018), by national standards, in both the public and private Space Panel entities, in the number and quality of personnel “lifelong learning” initiatives regarding “soft skills” in human/organizational relationship oriented to equality/inclusiveness. The same happens with inhouse conflict mediation “rooms” offered to Personnel, at all ranks and levels, to implement a culture of positive, transparent and effective communication, and decrease litigations. The third pillar of inclusiveness policies, consistent with this Symposium, is the increase of Smart Work solutions in employees contracts. Smart Work (now a mandatory scheme for the Civil Service in Italy according to Dir.FP 7/2017) is not just a legal, more flexible - family friendly, framework for employed workers. In reality, it underpins a different working style requiring experimentation and targeted workforce training, because it’s based on enhanced personal responsibility/motivation to outputs, as well as wide use of virtual tools. Concerning this, ICT is a mainstay also for the functioning of the abovesaid “communicational” challenges.

The measurement of these progresses is valuable as it’s benchmarked to indexes at European (Germany,UK) and Extra-European level. For this, the active coordination of ASI within the DI ESA and IAF Working Groups has proved helpful. This implies, mostly, the common definition of 3G(Gender, Generation and Geography) as the areas where the outcomes of inclusiveness policies should be monitored. A separate specific measurement of these outcome indexes was carried out in this study(2018),

mainly focused on Gender access, and corresponding career expectation, offering useful international total references for public and private employment. Some initial indexes focused on Generation access are available too,as well as for the Geography area. It generally appears an above average performance of our sector, worldwide, even if there is still a dichotomy between more advanced trend in Public than in Private workforce.