

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

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EFFECTIVE PRACTICES TO ENHANCE AND RETAIN WOMEN CONTRIBUTION IN
MOHAMMED BIN RASHID SPACE CENTRE

Abstract

Opportunities for women in the global space industry have become more abundant; however, the number of females in the space workforce remain low. Despite the underrepresentation of females in space science and technology, women in space have been contributing to the advancement of the space sector. Mohammed Bin Rashid Space Centre (MBRSC) is one of the government entities in the United Arab Emirates (UAE) that recognizes the key importance of fostering gender equity and female role models within the space industry. Women occupy all fields in MBRSC including technical and supervisory positions. The current male to female ratio is 58:42 overall and 50:50 at the Assistant Director General level. Females occupy 39

Equitable participation of women in the space industry is vital for number of reasons including optimizing human talent capacity, increasing performance and productivity, delivering innovative solutions, enhancing collective intelligence in the STEM workforce and boosting economic growth. Effective initiatives are necessary to broaden presence of women in STEM. A number of efficient global practices that assist in expanding and retaining the contribution and leadership of females in the space sector are role models and mentors, gender-inclusive curriculum and pedagogy and work-family policies and practices.

This paper will discuss the participation of women in MBRSC and analyze the current situation of females in the global space industry. The study determines to what extent women's participation in space is significant and what practices MBRSC could adopt to facilitate an attainable setting for women to become viable members in the space industry.