

IAF/IAA SPACE LIFE SCIENCES SYMPOSIUM (A1)
Interactive Presentations - IAF/IAA SPACE LIFE SCIENCES SYMPOSIUM (IP)

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MEASURING AND COMMUNICATING THE IMPACT OF GENDER EMPOWERMENT
ACTIVITIES IN THE SPACE SECTOR

Abstract

Women's economic empowerment includes women's ability to participate equally in existing markets; their access to and control over productive resources, access to decent work, control over their own time. Empowering women in the economy and closing gender gaps in the world of work are key to achieving the 2030 Agenda for Sustainable Development and achieving the Sustainable Development Goals, particularly Goal 5, to achieve gender equality. The different approaches employed in the sector reflect both a range of motivations for measuring this concept include academic research, donor accountability, evidence-based policy influencing and identifying feminist pathways to change and also a range of perspectives on the most valid and appropriate methods. It is important to understand the purpose that this measurement tool serves for and what has informed some of the choices that have been made. The goal of this is to improve the lives of people around the world by advancing gender equality and empowering STEM women and girls to participate fully in, and equally benefit from, the development of their societies on the space agency. In order to increase gender empowerment in STEM a few pointers may be helpful. Providing an overview of the guiding frameworks for company policies to promote gender equality in the workplace. This includes an introduction to the leading normative instruments and initiatives concerning women's economic empowerment and gender equality at work, and advocacy on international labour standards that underpin expectations for companies concerning gender equality. Consistently communicating from the top that equality and inclusion are company priorities contributes to creating an organizational culture and ensuring that any accompanying initiatives will succeed. Lastly to increase of advocacy on gender empowerment Leadership should extend to ensuring that adequate policies and practices are put in place. Policies should include the necessary pay adjustments to close gender pay gaps and require regular pay equity reviews. In addition, they should provide for the allocation of a special (temporary) budget to eliminate any identified differences in wages between women and men.