The Gender Mainstreaming Toolkit for the Space Sector - translating ideas into results

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Supporting the Sustainable Development Agenda through gender equality in the space sector

- **Including women and girls** in the design, development and delivery of space-enabled technologies, **taking into account the significant role women play** in disaster-management and response, agriculture and food security, and resources management.

- **Tapping into diverse skillsets** promotes inclusivity in entrepreneurial endeavors and technological advancements that benefit everyone.

- **Empowering women economically** increases the quality of life of women, men, children and families by enabling a greater degree of financial freedom.

- **Fostering inclusive institutions** by challenging discriminatory practices and promoting equal opportunities.

Gender Mainstreaming Toolkit for the Space Sector, p. 8
Purposes of the toolkit

- **Strengthen the capacity of the global space community** to undertake gender mainstreaming efforts.

- **Provide simple and practical measures, examples and tools** to help people who are not gender specialists adapt gender mainstreaming efforts to their unique situations.

- Specifically, the toolkit helps space-related institutions to:
  - **Better recruit and retain talent**: Integrate the perspectives and needs of all women in their work.
  - **Understand and address underlying systemic or structural causes of gender-based inequality** to create policies and targeted interventions at international, national, regional and local levels that include everyone.
  - **Develop adequate accountability mechanisms** to monitor progress at the management level.
Recommended measures

- The toolkit recommends 4 measures, complete with sub-measures.
  - Committing at all levels to advance gender equality
  - Promoting equal opportunities within the organization
  - Creating dedicated programming to empower all women and girls
  - Measuring and reporting on gender equality outcomes

- Institutions are encouraged to adopt these measures based on the context, size and maturity of their organization. The toolkit provides examples of how measures might be adapted to various organization sizes.

- A checklist of the steps to implement the measures is provided in the annex.

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Taking into account international perspectives

- The toolkit recognizes that not all situations are the same and thus aims to provide a series of simple and voluntary practical measures, supported by concrete examples being implemented by Member States, that stakeholders can use to adapt gender mainstreaming concepts to their own work.

- Some of the examples given are
  - **Kenya Space Agency**: adopted a gender-mainstreaming policy in 2020 that addresses all measures in this toolkit
  - **Woman in Space Aotearoa New Zealand**: provides girls direct engagement with female role models through the "Space Up" programme
  - **Republic of Korea Female Space Workforce Development Programme**: focuses on education and leadership training to encourage young women to join the space sector
  - **Costa Rica Geospatial Technologies Rally**: delivers capacity-building initiatives designed to empower women from rural communities

**Box 4.**

**Promoting equal opportunities at Kenya Space Agency**

In 2020, the Kenya Space Agency (KSA) adopted a gender-mainstreaming policy addressing all measures included in this Toolkit. KSA measures include:

- Encouraging applicants from marginalized groups to apply for opportunities and shortlist them in line with affirmative action
- Treating all its employees equally with regards to pay, benefits, transfers, training, promotion, growth and development
- Using affirmative action as a corrective measure for gender imbalances (...) including in recruitment, training, development and promotion, particularly in appointments of heads of sections, committees and governance units.
Thank you!

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