



8 MARCH 2019

International Women's Day!



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The theme of this year's International Women's Rights Day is "Thinking equitably, building smart, innovating for change". This day aims to take stock of achievements and to understand future objectives and progress towards greater equity.

This theme obviously echoes the issues and climate issues that we are experiencing and for which we must act whether at the level of our institutions or at a more personal level.

But what is the relationship between Women's Rights Day and this theme?

It is essential ... Because innovations, projects and changes in favor of climate will also have to be feminine.

"Innovation and technology offer unprecedented opportunities, but trends point to a growing digital divide between the sexes, with women being underrepresented in the fields of science, technology, engineering, technology and technology. mathematics and design. " ([Source UN website](#))

And this trend is globally general and is found within our institutions.



Greta Thunberg, Swedish young woman and climate activist

For many years, the Commission has pursued a policy of equal opportunities for men and women and encourages women to hold management positions.

The Commission must also be sensitive to the problem of moral or sexual harassment. It has procedures in place and the topic of harassment is found in several documents and guides for staff. Unit HR-B-5 "Equal opportunities and working conditions" was in charge of the Commission's policy of prevention of psychological and sexual harassment.

Despite this and the indisputable number of qualified and competent women, their presence in key positions still leaves something to be desired within the European

institutions.

Much progress has been made, but further developments are still needed, especially at the level of "mentalities" and "prejudices".

Indeed, in practice, we see that the perception of some managers for the granting of "advantage (s)" allowed in the Regulation and used by many women (part-time, telecommuting ...) are still too often perceived as gifts".

However, it is not !

After all, if technology paves the way for better reconciliation between private and professional life, why should we deprive ourselves of it?

These social advances are not only for the benefit of women, since men are also concerned.

Is the blocking globally cultural anchored in our collective unconscious?

Probably ... There is still a long way to go, including in the staff representation at the Commission composed of a majority of men (or at least where the majority of "important" positions are held by men).

Most of the negotiations on internal regulations directly affecting women (eg "Decision on part-time"), are still too often negotiated between these gentlemen ...

At the moment, SFE is the only union on the Commission presided over by a woman, and from experience we can say that "misconceptions" in the corridors are still commonplace.

Ladies, it's time to act!

Your investment and your active role must become the cornerstone of our society.

And you gentlemen, obviously be the indispensable support for a society and a more equitable institution.

This year we will not be offering an apéritif in honor of women, because it is not a women's party, but it is a day of reflection and debate on the rights of women. Wife.

We want the debate on equal opportunities to be at the heart of European policy and debates within the staff, as well as the one on climate change and the need to quickly bring solutions (global and personal).

We will be present at the event organized by DG HR on March 8, 2019 that we welcome and that we would like to sustain in time, see regular and not only organized this March 8th.

The event will take place from noon to 2 pm in the Alcide De Gasperi room of the Charlemagne building in Brussels.



*Shaesta Waiz, an Afghan-American professional pilot, has traveled the world solo to promote science, technology, engineering and mathematics (STEM) to girls. She told Kabul schoolgirls her story and how she has achieved her ambitions as a daughter of an Afghan immigrant.
Photo PNUD Afghanistan/Omer Sadaat (2017).*

Useful sources :

<http://www.un.org/en/events/womensday/>

Some exceptional women who have innovated with their intelligence and knowledge ...



British. 1935-2007

Karen Spärck Jones is a pioneer in the field of artificial intelligence. She works in particular on the automatic analysis of natural language. Karen Spärck Jones studies the occurrence of words in a text to automatically identify the content, the kind of algorithm that drives search engines like Google. Its slogan: "IT is too important to be left to men. "

Source : https://en.wikipedia.org/wiki/Karen_Sp%C3%A4rck_Jones

Karen Spärck Jones



British. 1815-1852.

Ada Lovelace is the daughter of the English poet Lord Byron. She is passionate very early for mathematics. In 1833, she met Charles Babbage, the designer of the Analytical Machine (a mechanical calculator in short). The machine performs some calculations automatically thanks to punch cards. Ada Lovelace then drafts the first sketches of what will be the computer language. Ada creates the first algorithm for calculating the story. It also predicts the future of computing by imagining the possible uses of automatic calculators. The first programmer in the story was a programmer!

Source : https://en.wikipedia.org/wiki/Ada_Lovelace

Ada Lovelace



Polish / Naturalized French. 1867-1934.

Polish physicist and chemist, naturalized French, exceptional scientist, she is the first woman to have received the Nobel prize.

Source : https://en.wikipedia.org/wiki/Marie_Curie

Marie Curie



Italian-american. 1954- .

Elena Aprile (born March 12, 1954 in Milan) is a physicist experimenting with Italian-American particles. She has been a professor of physics at Columbia University since 1986. She is the founder and spokesperson of the XENON (Dark Matter Experience) international collaboration since 2002. Aprile is known for her work with gas detectors, nobles, and for his contribution to particle astrophysics in the search for dark matter.

https://en.wikipedia.org/wiki/Elena_Aprile - [Source photo](#)

Elena Aprile



Dutch. 1942- .

Christiane Nüsslein-Volhard, born October 20, 1942 in Magdeburg, is a developmental geneticist who received the Nobel Prize in Physiology or Medicine in 1995 for her work on the genetic control of early embryonic development.

https://en.wikipedia.org/wiki/Christiane_N%C3%BCsslein-Volhard

Christiane Nüsslein-
Volhard

In 2011, three women jointly receive the Nobel Peace Prize: Tawakkol Karman, Leymah Gbowee and Ellen Johnson Sirleaf.





Donna Theo Strickland

Canadian. 1959- .

Donna Theo Strickland, born May 27, 1959 in Guelph, Canada, is a pioneering Canadian physicist in the field of lasers. She has been Assistant Professor in the Department of Physics and Astronomy at the University of Waterloo since 1997 and was promoted to Professor in 2018.

In 2018, she won the Nobel Prize in Physics with Frenchman Gérard Mourou and American Arthur Ashkin.

Source : https://en.wikipedia.org/wiki/Donna_Strickland



Nadia Murad

Iraqi. 1993- .

Nadia Murad is an Iraqi human rights activist, of Kurdish origin and from the Yezidi community.

On 16 September 2016, she became a goodwill ambassador for the United Nations for the dignity of victims of human trafficking.

She has received several awards, including the Nobel Peace Prize in 2018.

Source : https://en.wikipedia.org/wiki/Nadia_Murad

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