

PRESS RELEASE

100 young women and 100 mentors celebrate 100 years

Thursday, 18 June at the Paris Air Show

Le Bourget, Thursday, 18 June 2009. For the 100th anniversary of the Paris Air Show, 100 female high school and university students met with their 100 mentors, female engineers or technicians employed by a corporate partner of the association Elles Bougent (Women on the Move), to share in the discovery of the aerospace industry. Each student is assigned to a mentor, who answers her questions and guides her in her discovery of the professional world. This event was designed to introduce female students to the products and careers related to this sector of activity, where there are still relatively few female employees in technical positions due to a lack of candidates. The busy schedule included a round table discussion where mentors shared their experiences, a group photo in front of the A380, flight demonstrations and guided visits of the Air Show and the Air and Space Museum. The event was organised in partnership with GIFAS, EADS (34 mentors), Dassault Aviation (10), Safran (31), Thales (3), ALTEN (13), ALSTOM (3), the Air and Space Museum and ESTACA. Elles Bougent also welcomed a new honorary chair, **Jacques Massot**, Senior Vice President HR EADS Headquarters.



When the women of the aerospace industry come together, the entire scientific world wins. Credit goes to Jacques Massot, Senior Vice President HR EADS Headquarters and honorary chair of Elles Bougent, Marie-Sophie Pawlak, association chair, corporate partners GIFAS, EADS, Dassault Aviation, Safran, Thales, ALTEN, ALSTOM, the Air and Space Museum, ESTACA and ECE, and to the 100 mentors and 100 students who gathered around the A380 today to enhance the role of women in technical education programmes and careers.

Guests of honour

Elles Bougent had the honour of welcoming **Catherine Maunoury**, two-time winner of the World Aerobatic Championships, who shared her energy and passion for aeronautics and her experience as a woman competing in a male-dominated field.

Astronaut and former minister delegate for research and new technologies **Claudie Haigneré**, who is also the current chair of the Cité des Sciences et de l'Industrie and chair of the Board of Directors of the Palais de la Découverte, reiterated her support and encouraged the young women through an exclusive Elles Bougent video interview, in which she shared her views on the role of women in aerospace careers.



A message from the association chair, Marie-Sophie Pawlak

“Young women make up **48%** of science students in their last year of high school (around 60,000) but just **10%** (around 6,000) of students in engineering fields. In 2005, this statistic led Elles Bougent to start a broad information campaign directed at female high school and university students. We believe that awareness-raising actions like today’s event early in these women’s lives will generate an interest in professional fields that women often feel excluded from due to a lack of information but also because of social traditions. Our 330 mentors from diverse backgrounds are central to our efforts. Because they love their work, they are in the best position to encourage other women to explore these careers by breaking stereotypes and demanding more gender equality within technical teams.

The fact that we could bring together 100 mentors from all over France and Europe to Le Bourget testifies to their enthusiasm for talking to young women about career possibilities in the aerospace industry. Today was above all an opportunity to offer these young women the chance to meet with their mentors face-to-face to learn from their experiences, receive informed advice and build relationships in an informal environment.”

A new honorary chair

Jacques Massot, Senior Vice President HR EADS Headquarters became honorary chair of Elles Bougent today, taking over from Bruno Guillemet, senior vice-president Human Resources at Alstom Transport. Jacques Massot already has plans for his new position. “I would like to continue the association’s exciting work while contributing my own experience at EADS. Our company instituted a diversity policy in 2003 with the goal of achieving more gender equality and promoting more women to leadership positions.” As the head of diversity at EADS, “I know from experience that diversity is a sound management practice. That is the message shared by all of our corporate partners and one that I will continue to convey to other companies during my year as honorary chair.” Jacques Massot’s first priorities are to “attract new companies” to the association and “increase the number of mentors to reach out to more schools and universities.” He also wants to “break down stereotypes starting in schools and families, encourage young women to explore scientific careers and help them in their job searches.” His message to future scientists is clear: “Yes, you can! There is no such thing as a men-only career.” He knows that the road ahead is long, but he says, “Concrete actions, like the Elles Bougent event today, will have a snowball effect and help us to win the battle, little by little.”



Support from the French government and new partners

Brice Hortefeux, Minister for Labour, Labour Relations, Family, Solidarity and Urban Affairs, also congratulated the association on its “vigorous efforts to encourage as many young people as possible to explore careers in the aerospace industry” and sent his “warmest encouragements to continue the quality work” being done by the association.

Elles Bougent is happy to welcome its new partners, two companies and three higher education establishments:

- **Thales**, a world leader in technology for the aerospace, space, defence, security and transport industries
- **ALTEN**, a technology consulting and engineering firm
- The **ESEO** engineering school
- **ENIT** (Ecole Nationale d'Ingénieurs de Tarbes)
- **ICAM** (Instituts Catholiques d'Arts et Métiers).

With its new members, the association's partners now include 12 companies, 2 professional organisations and 20 higher education establishments.

About Elles Bougent - www.ellesbougent.com - The association was founded with the belief that there are too few women in scientific training programmes. So how do we encourage women to become engineers and technicians in the aerospace, automotive, rail transport and energy industries?

In order to promote diversity in the workplace but also within educational programs, the association decided to partner with both companies and higher education establishments.

Elles Bougent became fully operational at the start of the 2006 academic year and now has 1,450 members (female high school and university students), 330 mentors, 12 corporate partners, 2 professional organisation partners and 20 higher education establishment partners. The association's chair is **Marie-Sophie Pawlak**, who is also a member of the ESTACA staff.

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Partners of Elles Bougent:

Companies: EADS, SNCF, Systra, Bosch, Valeo, Dassault Aviation, PSA Peugeot Citroën, SAFRAN, Airlinair, Alstom, Alten, Thales.

Professional organisations: GIFAS and FIEV.

Higher education establishments: ESTACA, the Pôle Scientifique et Technologique de Ville d'Avray, ENSAM, INGENIEURS 2000, ECE, Ei.CESI, ESSTIN, ISTY, ENSMA, ENSIETA, ENSMM, Ecole des Mines de Douai, the Groupe ECAM, UTBM, SUPMECA, EIGSI, CNAM, ESEO, ENIT, ICAM, and Airemploi Espace Orientation.