

Gender Balance Report

Robonimbus Project

January 2021

Introduction

Despite rising levels of modernisation and industrialisation all around the world, women as of today are consistently and considerably behind men in the degree to which they have access to resources and with regard to standards of living and personal and political freedoms. Overall, women have access to a narrower variety of jobs, get paid less than men in same sector jobs, and have higher unemployment rates than men in all educational background categories. Throughout the globe, men overwhelmingly dominate economic decision-making bodies such as corporate boards and central banks, while women are typically excluded from these positions. Furthermore, women constitute less than 20 percent of the members of legislative assemblies, almost 130 years after women first achieved suffrage in a nation-state. Lack of women's empowerment leads to unfair political, economic, and social conditions for women, as well as under-utilisation of the full potential of the whole society. Hence, it is crucial to grasp the individual and societal dynamics behind women's empowerment. Yet, even before that, we need to clarify what we mean by women's empowerment.

The spread of automation could potentially displace millions of female workers from their current jobs, and many others will need to make radical changes in the way they work. At the same time, shifting population dynamics and growing incomes will drive increased demand for certain jobs. Globally, between 40 million and 160 million women may need to transition between occupations by 2030, often into higher-skilled roles (McKinsey Institute). Navigating these transitions successfully could mean that many women would be well positioned for more productive, better-paid work, allowing them to maintain or even improve on their current share of employment. However, this positive outcome could be challenging for many women to secure. To make these transitions successfully, women will need different skills and more education, mobility to switch jobs easily, and access to technological capabilities that will not only be in demand, but can also open up new ways of working and new sources of economic opportunity. Women face persistent challenges on these three dimensions that will be needed to thrive in the automation era; these challenges have already slowed women's progress toward gender equality in work.

Worldwide, 40 million to 160 million women—7 to 24 percent of those currently employed—may need to transition across occupations (the wide range reflects different paces of automation). For men, the range is comparable at 8 to 28 percent. If women take advantage of transition opportunities, they could maintain their current share of employment; if they cannot, gender inequality in work could worsen.

Turkey is a nation still heavily based upon tradition. Based on traditional values, women within the Turkish society rarely work outside the home or with men they are not related to. High-status job positions in almost all fields, except domestic, are taken by men, whilst the women are expected to stay at home mothers and wives.

Over the past several decades, though, women's empowerment in Turkey has faced a turning point. Turkish women can now work as bankers, teachers, lawyers, engineers and more. A small but encouraging number of women even work as politicians. In spite of this being the case, women in Turkey still are not seen as equals to men. According to U.N. Women, women in Turkey make approximately 44 percent of the earnings that men make.

How can we help?

In light of the information provided above, we as the Robonimbus project team would like to contribute our share to the solution of the problem by adopting policies that promote gender equality, applying a gender quota where necessary, encouraging more and more women to take roles in robotics software sector and connect with national and international NGOs to participate in events and workshops. We are also open to and actively seeking collaboration opportunities with all Eureka stakeholders in creating a difference on the lack of representation of women in robotics field. We also aim to establish McKinsey Institute’s “virtuous cycle” of gender equality in work, and the UN’s Women Empowerment Principles, which can be found below.

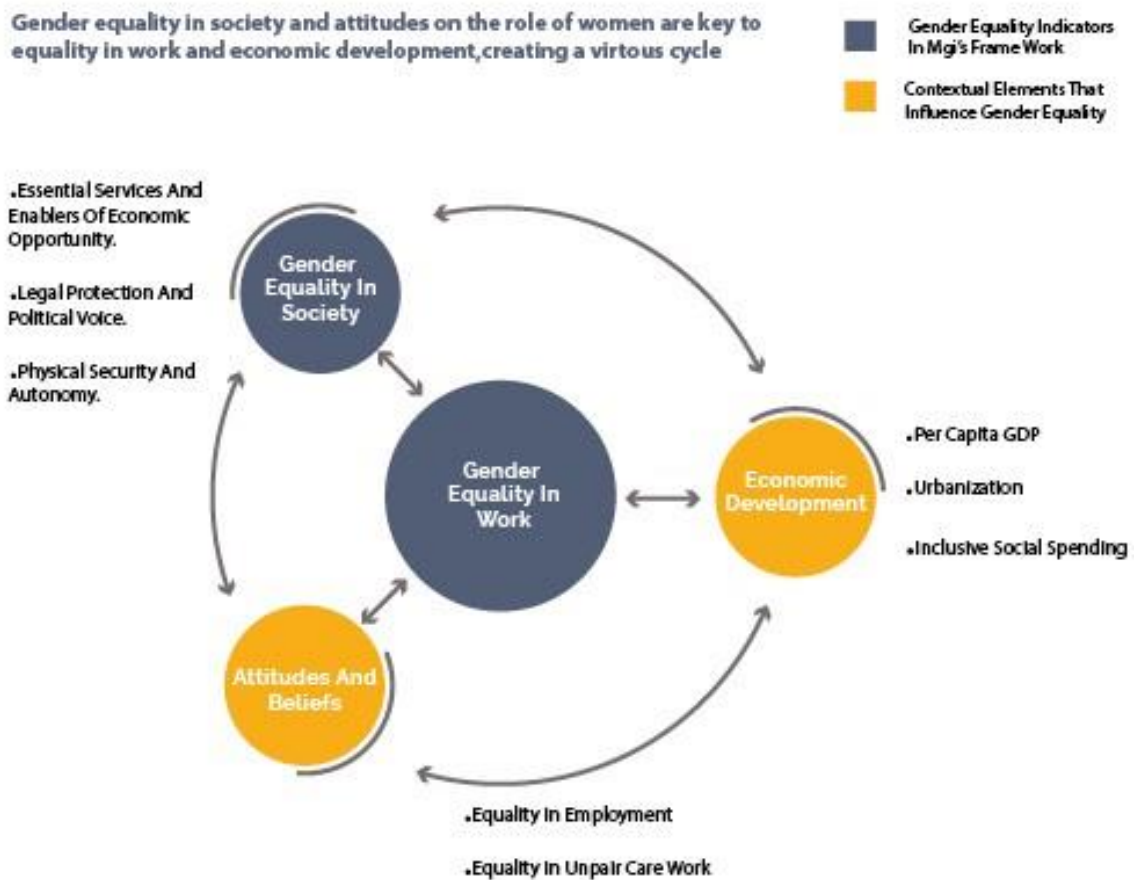


Figure 1: Virtuous cycle of gender equality in work, in society and economic development and attitudes and beliefs (Source: McKinsey Global Institute Analysis)

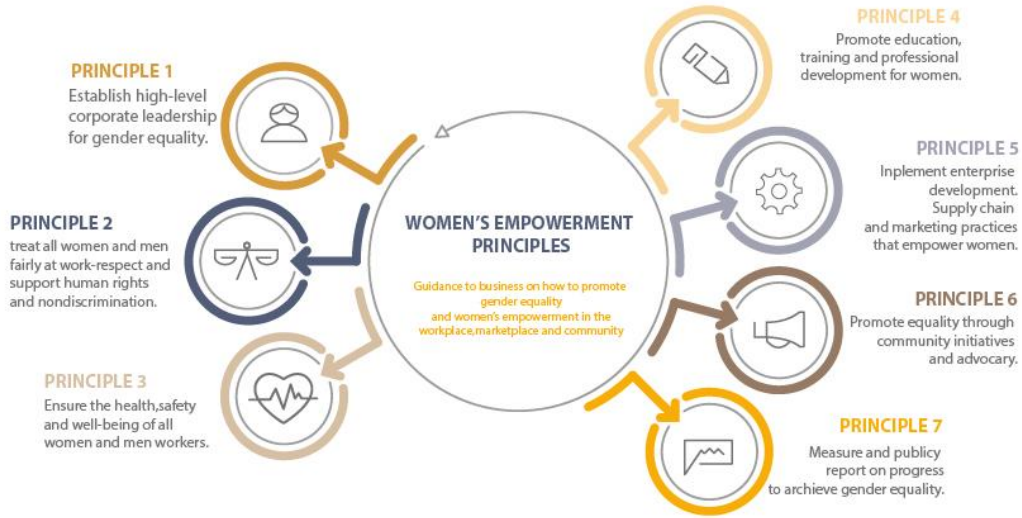


Figure 2: Women's Empowerment Principles (WEPs)
(Official WEP Leaflet)

Objectives

The project has adopted following objectives to establish the gender equality at work:

- At least 40% female employee quota for project team
- Active encouragement from all project team members of young female professionals and students into partaking in robotics industry.
- Active participation to events promoting gender equality, providing inputs/presentations when necessary.

Conclusion

We will work towards gender equality in our project within the abovementioned framework, and have regular monitoring and evaluation of said objectives throughout the project cycle. We hope to learn and adopt any good practices which may be missed in our approach.

