

ENGAGEMENT. Safran is a partner in “Women on the move”, an association that aims to encourage young women to pursue engineering and technical careers. *Safran Magazine* sketches a portrait of three of the Group’s “godmothers” who are supporting this initiative.

WOMEN ENGINEERS SPEAK OUT

The “glass ceiling” in the very masculine world of engineering is beginning to crack. Since September 2006 the French association *Elles bougent* (“Women on the move”) has offered young women students, from high schools, vocational schools, universities, or the first year of engineering school, a chance to meet women who are already working in the profession, one of whom may even become their “godmother”, or mentor. Safran’s corporate human resources department has supported this initiative since the outset, and Caroline Diebolt, in charge of school partnerships and relations at Safran, is on the association’s board of directors.

For the Group, this is an excellent way of introducing young women students to its technical and scientific disciplines as early as possible, and encouraging them to pursue technical careers. It will also help meet Safran’s ambitious goal of making women 30% of new hires in the coming years.

At the same time, Safran encourages its women engineers to participate in these actions to raise awareness, in particular by becoming godmothers in the “Women on the move” association. Their role is to explain their jobs, support the younger women in making professional choices, and of course answer their questions and address their concerns. Below are short profiles of three Safran “godmothers”. ■

MORE

For more information see the association’s website: www.ellesbougent.com (French only)



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YOLANDE BRAULT,

28, methods engineer in the engineering department at Snecma

Yolande Brault discovered the association during the Safran Discovery Days orientation event for new management staff in October 2008. She quickly decided to sign up. Although she has only participated in a single event, the initiative “100 girls, 100 godmothers, 100th anniversary”, at the 2009 Paris Air Show, she already has a number of projects. “I’d like to go directly into the high schools to meet with students. We have to change the ideas of young women and address their concerns about family life, because they

consider this profession as one that will take up all their time.” Her present job was a natural outcome of her pronounced taste for all things mechanical. “I never really thought about the fact that there aren’t many women,” she admits. After taking technical courses at university, Yolande entered the Sup’Aero engineering school (since merged with ENSICA to form ISAE), and then joined Snecma after graduation. “You shouldn’t be shy just because you’re a woman, nor deny your femininity. It all builds character!”

Martine Moyer joined Sagem Sécurité’s border control department in July 2008. That same year she discovered the association during an open house at her alma mater, Polytechnique. Today, Martine Moyer is mentoring a student, as she explains: “It’s important for her to know how this business works. We should organize informal meetings to form real mentoring bonds, like ‘godmother looking for goddaughter’, or vice versa.”

Drawing on her own experience, Martine Moyer notes, “Today, there’s too much media pressure on parity, which raises doubts in young women. They’re afraid to get pregnant, afraid of not having enough time to spend with their family.” She also wants to emphasize that there are no more restrictions than in other sectors. “Professions like ours enable us to be involved in current history and to contribute to changing society.”



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MARTINE MOYER,

51, head of the Biometric matching system program at Sagem Sécurité



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CHANTAL GRÉSILLION,

50, head of the center of industrial expertise in combustion, Turbomeca

A Turbomeca employee since 1986, Chantal Grésillion joined “Women on the move” at the 2007 Paris Air Show. Like many other “godmothers”, she doesn’t mentor one young woman in particular, but gets involved through the association’s website. “Our relations are via the forum. I get requests for help in finding internships, questions on careers, or job openings at Turbomeca,” she explains.

Chantal Grésillion didn’t hesitate a minute in choosing an engineering career. Emphasizing that young women shouldn’t be scared of the sciences, she says: “Engineering schools offer a broad array of jobs as soon as you leave school, and also allow you to work in many different sectors throughout your career.” Based on her own career in engineering and production, she summarizes her experience: “You never get bored, and you’re always learning something new.”