



Women in Aerospace - Europe

Women in Aerospace Finland



Launching Finland's Chapter of WIA-Europe

18 June 2026 | Space Business Forum, Helsinki
Sema Çil, Svenja Fassbender

Finnish Excellence Deserves to Be Seen

Finland produces world-class science and technology quietly.



Finnish humility is a strength.

But in a global aerospace community, staying quiet is a disadvantage. Both men and women understate their work; and for women, this compounds an already unequal system.



Visibility is not self-promotion.

It's making sure Finnish contributions to science and space are known both in Europe and beyond. WIA-Europe Finland wants to be a part of that.

The Gap is Real

~14%

of aerospace engineers are
women

Aerospace Testing International, 2022

17%

of Airbus workforce — targeting
30% by 2030

Airbus public figures

~30.7%

of scientists and engineers in
Finland are women, among the
lowest in Europe ☹️

Eurostat, 2024

This is not only a pipeline problem. It's a visibility and network problem. WIA-Europe exists to fix that.

What is WIA-Europe?

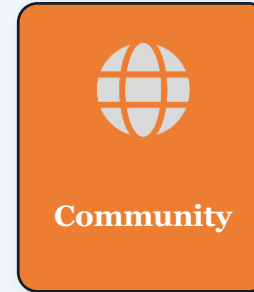
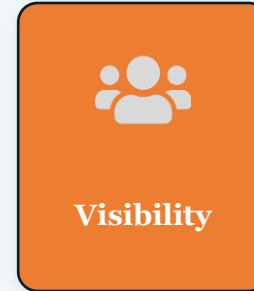
Founded: 2009, non-profit

Mission: Connect women in aerospace, enhance visibility, support career growth, advocate for equality

Network: 20 regional networks across Europe

Global: Part of a global alliance: US (1985), Canada, Mexico, Costa Rica

Recognition: UN COPUOS permanent observer · IAF 3G Diversity Award



20 Regional Networks Across Europe.

Finland is Next.

★ Austria

- Barcelona
- Berlin
- Bremen
- Brussels
- Cologne
- Darmstadt

★ Hungary

- Leiden
- Luxembourg

- Madrid
- Munich
- Paris
- Rome

★ Slovakia

- Strasbourg

★ Switzerland

- Toulouse
- Turin

★ United Kingdom



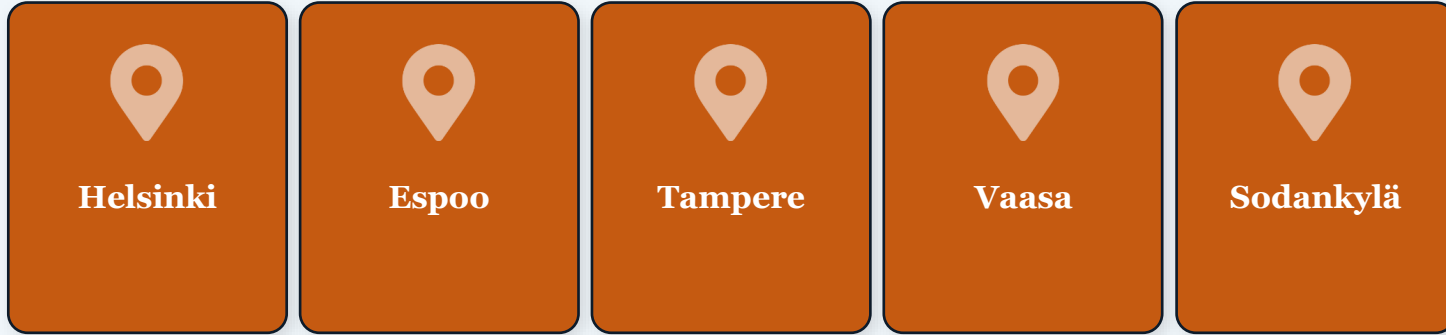
Finland

- Space startups and companies
- FMI
- FGI
- SYKE
- VTT
- Aalto University
- ESA BIC Finland
- ESA Phi Lab
- Kvarken Space Center, Vaasa
- The university researchers working on Space related fields
-

We have everything it takes.

★ *Country-wide model*

Why a Country-Wide Model Makes Sense for Finland



- ✓ Finland's aerospace community is spread across the country. Definitely not concentrated in one city.
- ✓ A single city chapter would leave most of Finland's talent and institutions out.
- ✓ WIA-Europe's Executive Director has confirmed a country-wide model is supported for Finland.

What Membership Gives You



European Network

Access to 20+ regional communities across Europe



Events & Training

Workshops, panels, networking events, Annual Symposium



Grants & Awards

Outstanding Achievement, Student & Young Professional, Inspirational Award



Career Visibility

Speaking opportunities, Member Spotlight, job listings



Mentoring

Formal and informal mentoring within and across networks



Scholarship

50% scholarship in some universities for Space Studies Programs.

(Currently there is WIA-Europe/TU Vienna Academy Scholarship for the Executive MBA Space Architecture & Management program.)

What This Looks Like in Practice

My experience as a WIA-Europe member 😊

WIA-Europe Symposium 2026



AI Tools & Bias in Aerospace

Attended the WIA-Europe Symposium 2026 (Online)

- A multi-day online event covering aerospace careers, startup development, and AI in the sector.

4-7 May 2026 · Online

WIA-Europe Job Listings



Applied via the Network

Found a Lead Project Controller job opening at EUMETSAT through WIA-Europe's corporate member job board and applied directly through the network. Got invited to an interview (the listings are real, and the channel works.)

May 2025

WIA-Europe General Assembly 2026



Shaping the Organisation

Attending the 2026 General Assembly in Prague. (Online)

- An opportunity to engage directly with WIA-Europe leadership and help shape the future of the organisation. Open to all members.

27 June 2026 · Prague & Online

Membership Fees

Individual Membership

Students	€10
Retirees	€20
Corp. Member employees*	€30
Regular	€50
Honorary / Free	€0

* Employees of Platinum or Gold Corporate Members

Startups & SMEs

Startup, <10 employees	€100
Startup, >10 employees	€200
SME (11–20M rev), <10 emp	€150
SME (11–20M rev), >10 emp	€250
SME (>21M rev), <10 emp	€250
SME (>21M rev), >10 emp	€300

Includes branding support, employee memberships & job listings

All memberships are annual and renewed via ClubCollect. Welcome letter within one week of registration.

Two Ways to Be Part of This



Become a Member

- Attend events and workshops
- Access the European network
- Apply for grants and awards
- **No extra commitment needed**



Join the Founding Team

- Help shape and build the network
- Official WIA-Europe recognition
- CV and LinkedIn visibility
- **Less than 1 hr/week on average**

Our Proposed Structure

Layer 1 — Core Leadership

- 2 people (national level) (Sema and Svenja for the 1st year, then we will have elections)
- Primary contact for WIA-Europe HQ
- Oversees strategy and annual reports
- Uusimaa region preferred

Layer 2 — City Hub Representatives

- 1–2 people per city
- Helsinki · Vaasa · Oulu · Tampere · Sodankylä...
- Local face of WIA-Europe in their city
- Supports logistics when city hosts an event

Layer 3 — Functional Support

- 2–3 people (at least) (Events + Communications)
- Coordinates agendas for 4 annual activities
- Manages the official LinkedIn page
- Task-based, flexible workload

The Honest Workload

Core Leadership

Slightly more during event weeks

2–4 hrs/month

City Hub Representatives

Mostly active only when your city hosts

1–2 hrs/month

Functional Support

Flexible, task-based

1–2 hrs/month



Average across the year: **less than 1 hour per week**. Officially recognized by WIA-Europe (this goes on your CV and LinkedIn.) We want to build a community first, a network second. ☺

The Rotate & Share Model

4 events per year · 1 per season · each city hosts once · hybrid format always

Spring



Helsinki

Kickoff webinar / panel
discussion

Summer



Vaasa

Industry-academia meetup

Autumn



Tampere

Networking & career event

Winter



Sodankylä

Student engagement /
workshop

Cities and event formats are illustrative. The community decides together. No single person carries the load more than once a year.

Where We Are in the Process

1

Confirm ecosystem + 10+ interested members



2

Info meeting to build up the team



3

Build the Finland Regional Network team

4

Prepare the formal proposal

5

Submit proposal to WIA-Europe Board

6

Official launch with WIA-Europe President (Christina Giannopapa from EUSPA - EU Agency for the Space Programme)

Join Us Today



Become a Member

- Fill out the registration form at wia-europe.org
- Receive a welcome letter within one week
- Start accessing events, the network, and grants

wia-europe.org/membership



Tell us What You Think

- Scan the QR code and fill in the 2-minute form. Your input shapes what this community becomes.



Questions? sema.cil@uwasa.fi, svenja.fassbender@aalto.fi

Let's Build This Together



What would you want from a Finnish WIA-Europe network?

- ✓ What events or formats would work best for you?
- ✓ Which cities feel underserved right now?
- ✓ What would make you want to come back?

