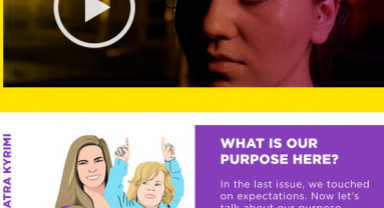
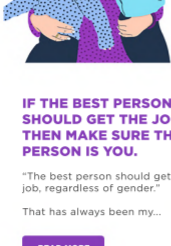




SEPTEMBER 2022 - ISSUE IV



EDITORIAL KLEOPATRA KYRIMI



WHAT IS OUR PURPOSE HERE?

In the last issue, we touched on expectations. Now let's talk about our purpose.

Our vision for Sarens Women is to be a catalyst for bigger ideas. This is about so much more...

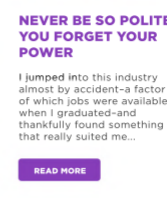
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IF THE BEST PERSON SHOULD GET THE JOB, THEN MAKE SURE THAT PERSON IS YOU.

"The best person should get the job, regardless of gender."

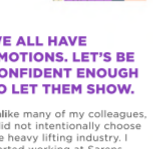
That has always been my...

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ALEXANDRA LAMBRECHT, CFO

HEATHER CROCKETT, OPERATIONS PROJECT MANAGER



NEVER BE SO POLITE, YOU FORGET YOUR POWER

I jumped into this industry almost by accident—a factor of which jobs were available when I graduated—and thankfully found something that really suited me...

[READ MORE](#)

WE ALL HAVE EMOTIONS. LET'S BE CONFIDENT ENOUGH TO LET THEM SHOW.

Unlike many of my colleagues, I did not intentionally choose the heavy lifting industry. I started working at Sarens...

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RANI BROUILLARD, HUMAN RESOURCES COORDINATOR

PICTURES YOU NEED TO SEE



Mother of a social Europe

A new street in Brussels is to be named after Belgian equal rights Belgian lawyer Eliane Vogel-Polsky. In the 1970s, Vogel-Polsky won a case that would go down in European history as a turning-point for working women.

She was particularly interested in human rights and the rights of workers. In the 1960s, she conducted several studies into equality in the workplace, finding time and again that women were not considered for many types of jobs and were paid less for the same work.

In one report, Vogel-Polsky referred to "the complete unwillingness of society to raise girls to have the same professional opportunities as boys". She searched for the right case to take to the European Court of Justice in defence of women's rights in the workplace. While she found plenty of options, women were usually too afraid of losing their jobs to file suit against their employers.

Finally in the 1970s, she represented Gabrielle Defrenne in the now-famous Defrenne v Sabena case. Defrenne had been forced to retire from her job as flight attendant at the age of 40, unlike her male counterparts. The grounds for the dismissal were that flight attendants were at the time required to conform to rigid rules regarding age and physical appearance, and it was thought that men looked fine until 50 but women did not. This was Sabena's policy at the time, which affected women's earning potential and pension.

Vogel-Polsky argued that the policy was discriminatory on the grounds of gender under then article 119 of the Treaty of Rome. The court agreed, and set a precedent across the European Economic Community that allowed women to invoke article 119 for any unfair labour treatment. It also created a legal means to ensure that management policies and collective labour agreements treated male and female employees the same.

The Defrenne judgments are considered both judiciously and symbolically as a cornerstone of European law. Vogel-Polsky has since been described as the 'mother of a social Europe'.



Two sisters to change tennis history

One of the strongest and most powerful women to ever play the game, Serena Williams has certainly left her mark on tennis. Together, Serena and her sister, Venus, have been a dominant force in women's tennis since the late 1990s. Together, they have won 14 Grand Slam Doubles titles. With 23 Grand Slam Singles titles, including the 2017 Australian Open, Serena now owns the Open Era record for Grand Slam singles titles by a tennis player, male or female.

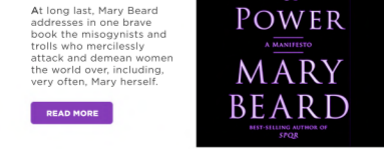
THINGS YOU NEED TO KNOW

- As of 1 September 2021, there are 26 women serving as Heads of State and/or Government in 24 countries. At the current rate, gender equality in the highest positions of power will not be reached for another 130 years.

- Just 10 countries have a woman Head of State, and 13 countries have a woman Head of Government.

- Only 21 per cent of government ministers were women, with only 14 countries having achieved 50 per cent or more women in cabinets. With an annual increase of just 0.52 percentage points, gender parity in ministerial positions will not be achieved before 2077.

- The five most commonly held portfolios by women ministers are: Family/children/youth/elderly/disabled; followed by Social affairs; Environment/natural resources/energy; Employment/labour/vocational training, and Women affairs/gender equality.



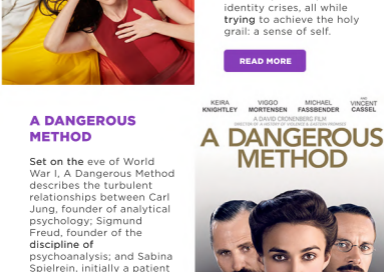
WOMEN IN EXECUTIVE GOVERNMENT POSITIONS

Source: <https://www.unwomen.org/>

Scientists and Engineers in the EU in 2019

REASON FOR FEWER WOMEN IN STEM

According to a survey, two-thirds of primary school children are interested in science; however, as they progress into middle school, the proportion of girls who are interested drops dramatically. Many females who had previously taken advanced scientific courses had dropped them by the time they reach high school. These statistics were then validated by Florida Gulf Coast University and the University of Colorado, which hypothesized the reasons for the drop in female interest. When it comes to learning computer science skills in secondary school, girls are given lesser focus than boys. As a result, female college students studying STEM subjects typically fall behind their male colleagues. Furthermore, because the majority of leaders in the industry are men, female students lack role models. Historically, males have dominated scientific areas.



Source: U.S. Census Bureau, 1970, 1980, 1990 and 2000 Censuses; 2010 and 2019 American Community Surveys, 1-Year Estimates.

Source: <https://insights2techinfo.com/role-of-women-in-stem-in-2022/>

BOOKS YOU NEED TO READ



THE HANDMAID'S TALE: THE GRAPHIC NOVEL

Everything Handmaids wear is red: the colour of blood, which defines us. Offred is a Handmaid in the Republic of Gilead, where women are prohibited from holding jobs, reading, and forming friendships.

[READ MORE](#)

WOMEN & POWER: A MANIFESTO

At long last, Mary Beard addresses in one brave book the misogynists and trolls who mercilessly attack and demean women the world over, including, very often, Mary herself.

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MOVIES YOU NEED TO WATCH

WORKIN' MOMS

Warm, loyal PR executive Kate and her longtime friend, no-nonsense psychiatrist Anne, attend a judgmental mummies' group, where they meet timid IT tech Jenny and blindly optimistic real estate agent Frankie. The four quickly form an unlikely friendship, sharing struggles of urban motherhood filled with the chaos of toddlers, tantrums, careers, and identity crises, all while trying to achieve the holy grail: a sense of self.

[READ MORE](#)

A DANGEROUS METHOD

Set on the eve of World War I, A Dangerous Method describes the turbulent relationships between Carl Jung, founder of analytical psychology; Sigmund Freud, founder of the discipline of psychoanalysis; and Sabina Spielrein, initially a patient of Jung and later a physician and one of the first female psychoanalysts.

[READ MORE](#)

