
Inclusion & Diversity, an ENERGISER for our Business

HREC Workshop on 18th October

AIRBUS

Gender Equality and WHY?



- IN THE 2017 RANKING OF FEMINISATION AWARDS: AIRBUS IS RANKED 118 (OUT OF 120) OF THE COMPANIES WITH THE LEAST WOMEN

3 in 12
WOMEN in the Board of Directors
Same as 2016

1 in 13
WOMEN in the Executive Committee

17,5%
WOMEN overall

12,4%
WOMEN in senior positions

- Why do we need to change the situation:
 - GENDER-DIVERSE COMPANIES ARE 15% MORE LIKELY TO OUTPERFORM THEIR PEERS
 - COMPANIES WITH MORE WOMEN ON THE BOARD STATISTICALLY OUTPERFORM THEIR PEERS OVER TIME
 - INCLUSIVE TEAMS OUTPERFORM THEIR PEERS BY 80% IN TEAM-BASED ASSESSMENTS

Support Women to Develop



WHAT IS BEING DONE?

- TOP MANAGEMENT SUPPORT
- GENDER TARGETS AND POLICIES
- AWARENESS TO SUPPORT WOMEN
- A RANGE OF WORK-LIFE FLEXIBILITY SOLUTIONS
- EXTERNAL ACTIONS TO ATTRACT FEMALE CANDIDATES
- NETWORKS OF EMPLOYEES ENGAGED IN DIVERSITY



Find us on the Hub: <https://communities.intra.corp/itea/BFB/>

HOW CAN YOU CONTRIBUTE?

As an **EMPLOYEE**

As a **MANAGER**

GET INVOLVED IN BALANCE FOR BUSINESS NETWORK

TEST YOUR STEREOTYPES WITH THE HARVARD IMPLICIT ASSOCIATION TEST

MENTOR A WOMAN (INTERNALLY OR EXTERNALLY)

SPOT AND CHALLENGE SEXIST JOKES

SUPPORT YOUR FEMALE COLLEAGUES IN DIFFICULT SITUATIONS

DO NOT TOLERATE ANY KIND OF DISCRIMINATION

CONSIDER A WOMAN IN YOUR SUCCESSION PLAN

ACCOMPANY WOMEN'S DEVELOPMENT TO BREAK THE GLASS CEILING

CHALLENGE RECRUITMENT SHORT-LISTS WHERE ONLY ONE GENDER IS REPRESENTED

CHALLENGE YOUR PERCEPTION OF FLEXIBLE WORKING ARRANGEMENTS

IDENTIFY ROLE MODELS IN YOUR DEPARTMENT

DO NOT TOLERATE ANY KIND OF DISCRIMINATION

Activities in China



- ✓ Improving the gender balance especially in production area such
 - Female recruiting KPI
 - I unleash my potential program: 9 internal trainers (8 Chinese + 1 Japanese)
- ✓ Increasing female representation in leadership roles
 - EVE event for female talents
 - Exchange outside Airbus for women leadership
 - Female leadership salon
 - Promote women to become high level leaders
 - Female leaders community & network
 - UTalk & Koffee Talk
- ✓ working with universities to promote gender equality for female students

I Unleash My Potential



Female leadership salon



Koffee Talk

Working with University



