

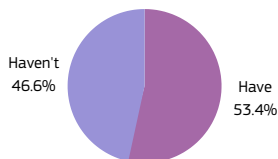
UNION OF EQUALITY: EU DEFENCE, AERONAUTICS AND SPACE SECTORS

SURVEY RESULTS



1. DISCRIMINATION

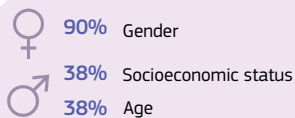
Our survey found that almost half of employees (45%) do not believe that their companies treat everyone equally and a similar percentage of employees (47,2%) do not think that all employees enjoy the same opportunities in the workplace.



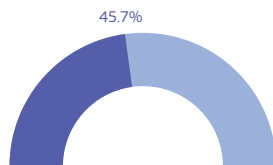
Professionals that disclosed having been victims of discrimination



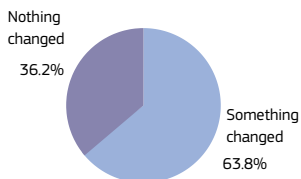
Professionals that disclosed suffering discrimination per gender



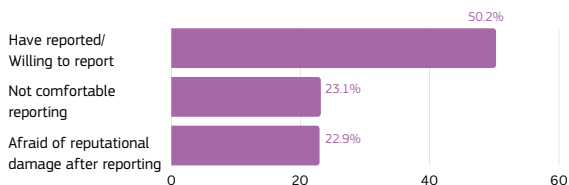
Main cause(s) of discrimination



Discriminated professionals indicating management as the source of discrimination



Professionals that stated that the situation had not changed since reporting



Professionals attitude towards reporting discrimination in the workplace

2. INCLUSION

There is a lack of diversity among employees, primarily in terms of sexual orientation, religious background, and disabilities. As far as the management is concerned, the main issues affecting the level of diversity are related to age, gender, and ethnic and cultural background.



10-29% of senior managerial roles are occupied by women.
43% of employers report no women occupying senior management posts.



70% of employees with disabilities have informed their employers about them.
47% of employees with disabilities are dissatisfied with their companies' accommodations.



63% of employees claim to be able to express themselves freely at work on such topics.



56.6% of employees are comfortable expressing their religious beliefs at work.



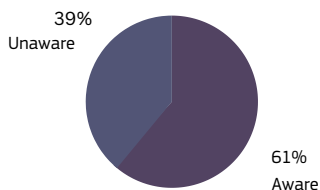
57% of employees are completely comfortable being open about their sexual orientation at work.



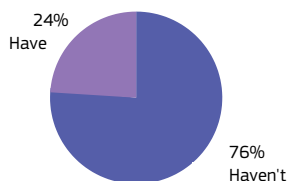
53% of employees believe their sector is not welcoming and inclusive for everyone.

3. NATIONAL AND CORPORATE ED&I POLICIES

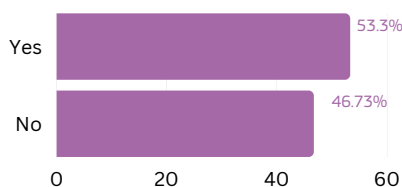
The findings of the survey did not support the idea of inclusivity as more than half of employees (53%) have explicitly expressed the idea that the defence, aeronautics, and space sectors are not welcoming.



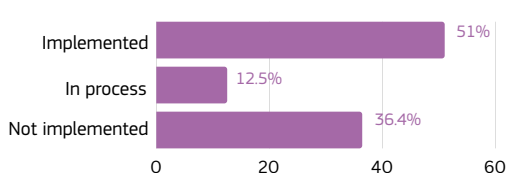
Companies awareness of EU's regulation to ensure quality in the workspace



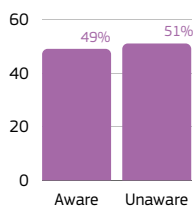
Employers that state having handled discrimination reports



Companies promoting ED&I values during recruitment processes



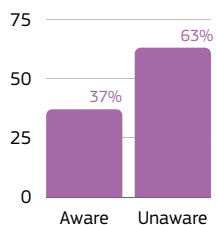
Employers that implemented ED&I strategies at the company level



Employees' awareness of their company's ED&I policies



Employers monitoring their employees' level of satisfaction



Employees' awareness of national ED&I programs being developed

26 National Diversity Charters across the EU with over 14,400 signatories.



JOIN THEM!

