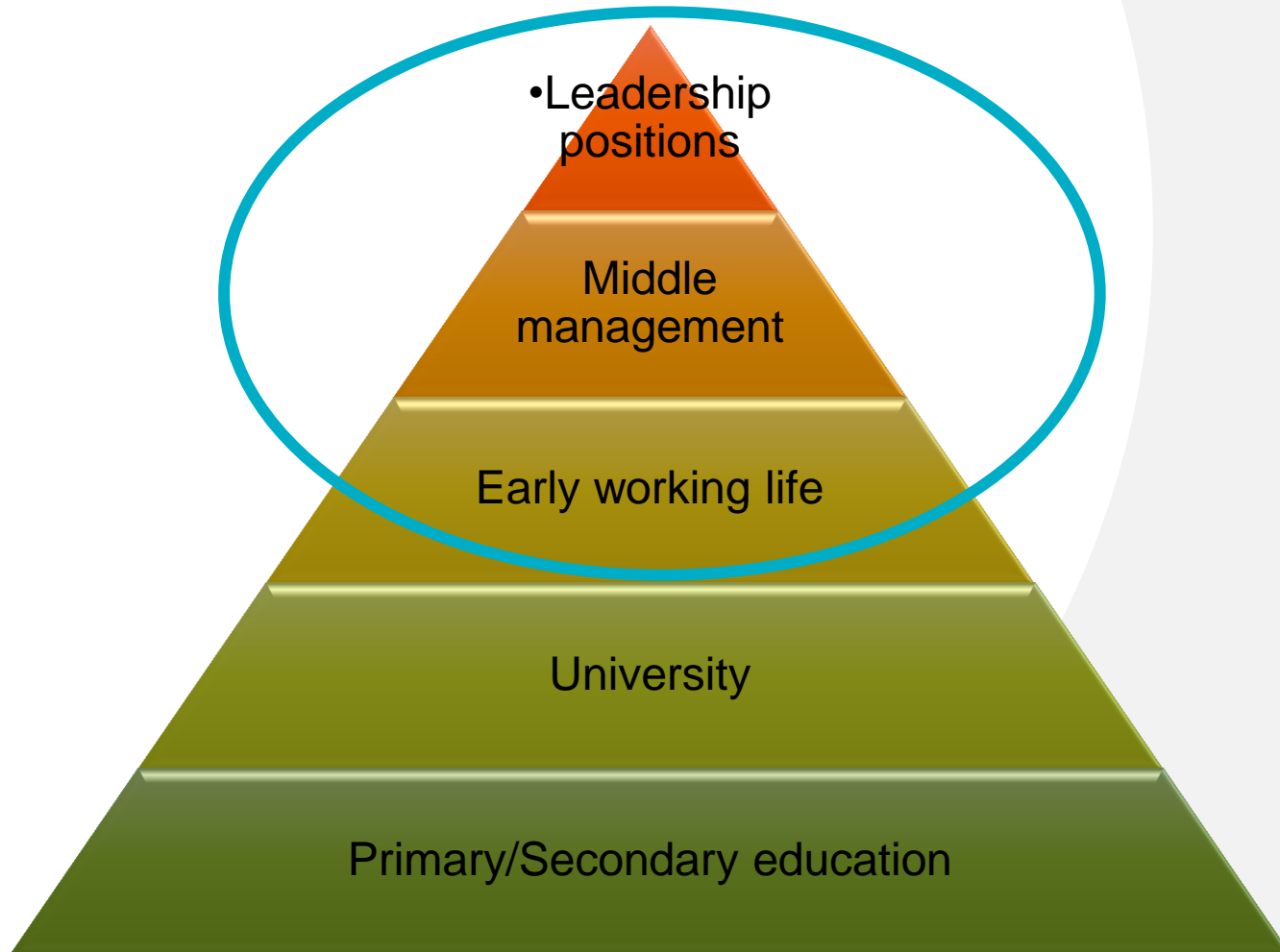




Global Aviation Gender Summit

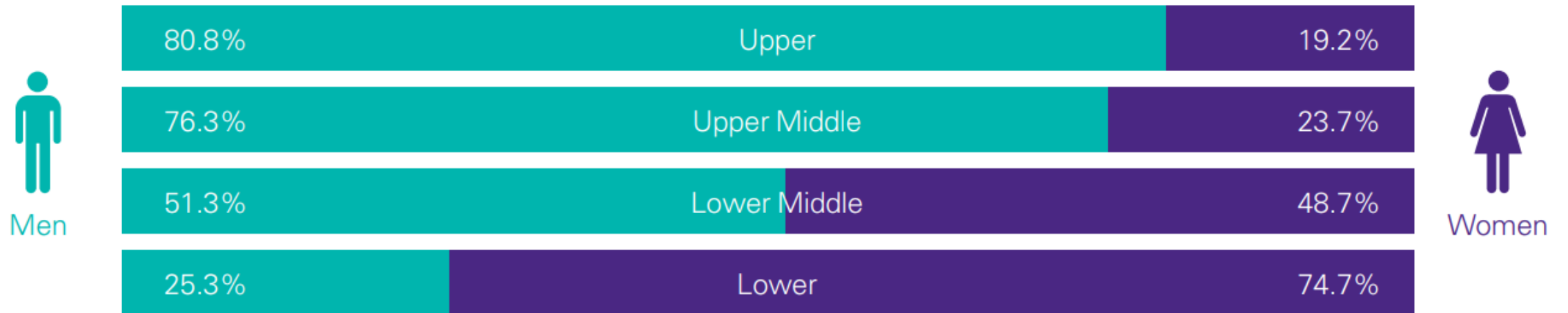
Maria Rueda, UK Civil Aviation Authority

How our industry is unique for gender



How our industry is unique for gender

Proportion of men and women in hourly rate of pay in quartile banding (%):



THE CHALLENGE

- Many more men than women in senior roles and by contrast many more women than men in junior roles
- Gender pay gap for hourly rate of pay: **34%** (mean)

How to resolve the challenge.

Enablers

STRATEGIC APPROACH

- **Women in Aviation and Aerospace Charter** (aspiration to see gender balance at all levels across aviation). How?: one Director responsible, internal targets, publishing progress, Directors' performance pay linked to delivery of targets. 48 companies have signed (airlines, airports, Universities, ...)
- **Diversity and Inclusion Strategy**
 - D&I essential to the future success of the UK CAA and to being a modern employer that attracts, develops and retains great people who can give their best
 - Listened to colleagues. Annual plan, measure outcomes and review plan annually. **Enduring journey, not a one off exercise**
 - CAA Directors personally and collectively commit to drive D&I ambition
 - Six key themes: Environment & working practices, performance & development, search and selection, culture & behaviour, leadership commitments, external voice & partnerships



How to resolve the challenge.

Enablers

TACTICAL APPROACHES



Environment & Working
Practices



Performance & Development



Search & Selection



How to resolve the challenge.

Enablers

TACTICAL APPROACHES



Culture & Behaviour



Leadership Commitments

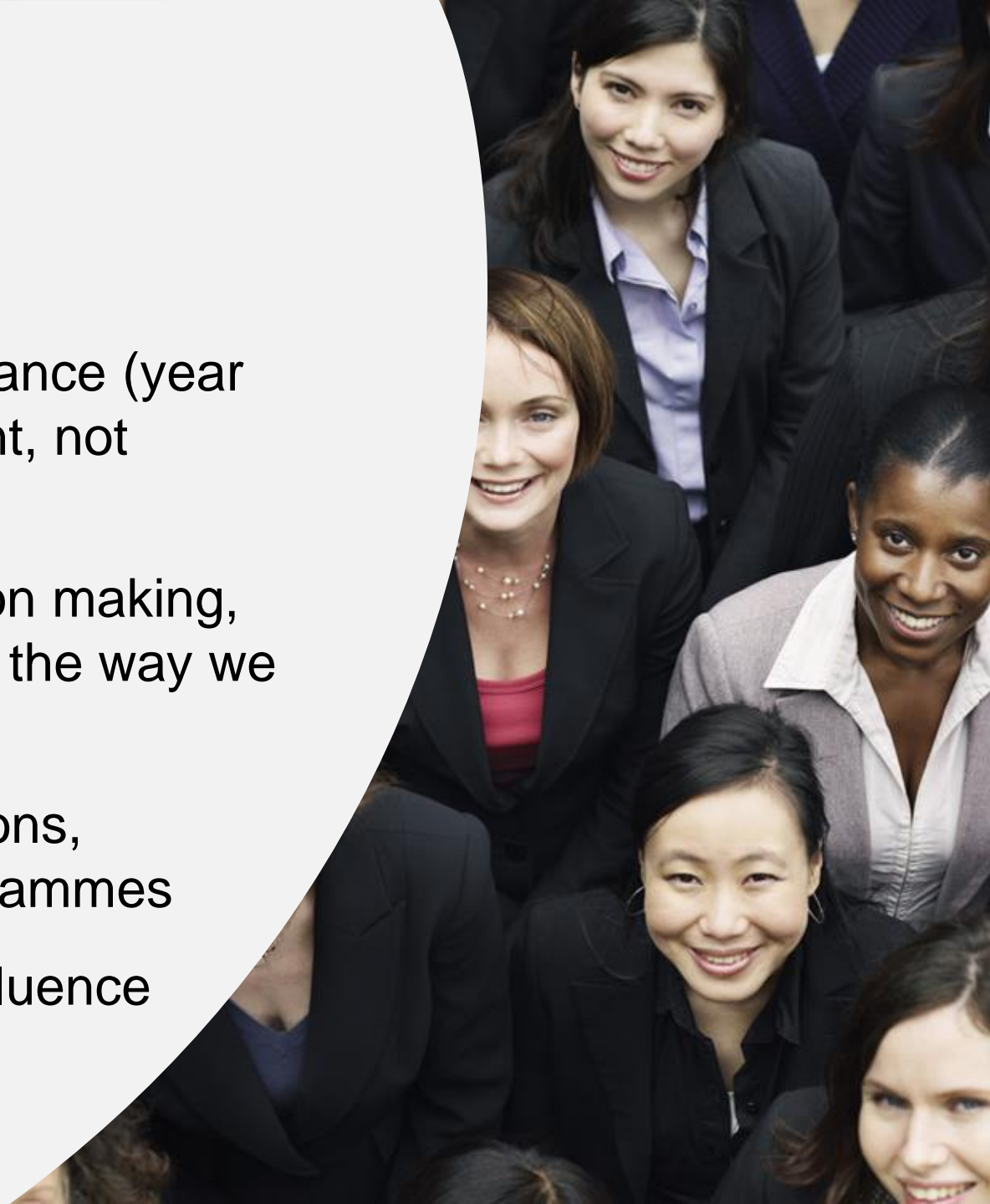


External Voice & Partnerships



Expected outcomes

- More diverse workforce, better gender balance (year on year progress through natural alignment, not quotas)
- D&I is included in ALL employment decision making, policies, procedures and practices (part of the way we work, recruit, develop and promote)
- D&I forms part of our training in all inductions, leadership and management related programmes
- As we develop our D&I maturity we will influence others (suppliers, industry partners)



Benefits

- Widen the internal and external talent pool
- Encourage different opinions, creative ideas, decrease risks
- Lead the industry by example
- Honour our social and moral obligations for equality



What will success look like ...

A day when we don't have to think of it as a man or a woman, but just an aviation professional, encouraging the next generation of aviation professionals





UK Civil Aviation Authority
International Group

Aviation House
Gatwick Airport South
West Sussex RH6 0YR
United Kingdom

www.caa.co.uk/international