

Equality, Diversity and Inclusion survey for European Defence, Aeronautics and Space sectors

Towards a genuine Union of Equality



*Vera Pinto
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European Commission*

Union of Equality

“Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited”

Charter of Fundamental Rights of the European Union

*“Strengthening Europe’s commitment to inclusion and equality in all of its senses, irrespective of **sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.**”*

Commissioner Dalli Mission Letter

Why we launched an EU ED&I survey?

- Available Eurostat data limited to few parameters and limited to few countries due to the reliability thresholds
- Space sector related data is in its majority a % of a set of NACE's
- Space downstream sector difficult to measure via NACE's

Aim of this survey is feed into a study aiming:

- To mapping out the status quo, including, having the first **comprehensive demographic statistics of defence, aeronautics and space**, including the current status quo on Equality, Diversity and Inclusion (ED&I), in all its dimensions (sex, ethnic origin, age, disability, sexual orientation, religion and belief).
- To **collect baseline data** to inform DG DEFIS ED&I work, feed into EU policy, and future sectors' strategies.
- To **promote European values** (Equality, Diversity and Inclusion) among the defence, aeronautics and space sectors

The survey is designed for:

- The **European industrial ecosystem involving defence industry, aeronautics and space**, including its **workforce**, in **public, private and research** sectors.
- It takes aprox. **10 minutes to reply**
- **Translated *to the* 24 EU official languages**
- **It is anonymous** and **some questions are optional**:
No attempt to identify the responder.
- If there is interest in knowing the results and follow up activities, responder can provide the email on a separate platform

Structure of the survey:

Employers survey

Addressed to the institution internal policy

- About your institution
- About equality, diversity and inclusion strategy/ action plan/ in place measures
- About discrimination & unequal treatment

Employees survey

Addressed to the individuals:

- About you
- About your work
- About discrimination & unequal treatment experiences or witness

Timeline

We are here



Survey open
April to June
2022

Data analysis
Q3 & Q4
2022

Final results
December
2022

Presentation
results
January 2023

Social Media Kit

Leaflet

Equality Survey Social Media Kit

#EqualitySurvey

DOWNLOADS AVAILABLE BELOW



Use this social media kit to promote the equality, diversity and inclusion survey - foreseen for professionals in the defence, aeronautics and space industries to your network.

DO YOU WORK IN THE DEFENCE, AERONAUTICS AND SPACE SECTORS?

Complete our survey and help make a difference for more equality, diversity and inclusion in these fields.

SCAN ME #EUSpace #EqualitySurvey #EUDefenceIndustry

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Launched by the European Commission, the EU Platform of Diversity Charters has been supporting companies, public institutions and non-profit organisations to put inclusion and diversity at the core of their activities for the past 10 years.

By signing Diversity Charters and participating in their activities, members commit to creating and maintaining an inclusive work environment for their employees, regardless of gender, ethnicity, religion, age, disability and sexual orientation.

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

JOIN THEM!

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Some food for thought...



- Sensitivity of the information shared requires a compromise between ensuring a safe sharing space and collecting information
- Important to ensure good dissemination among all networks. The biggest challenge is to ensure individuals reply to the survey
- Think about intersectionality (e.g. disability, sexual orientation)
- How regular are you repeating the exercise and evaluate progress?

How to reach us?

- By email: defis-equality@ec.europa.eu
- Contact point: Vera Pinto (EC DG DEFIS B1)

Thank you



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