

AEROSPACE INDUSTRY: MAIN TRENDS, DIVERSITY & INCLUSION, WOMEN SHARE

PRODENSA | *MARKET INTELLIGENCE*



INTRODUCTION

Aerospace industry stands as a testament to human ingenuity and technological advancements. Within this dynamic field, D&I trend is obvious, and women have emerged as pivotal contributors, taking active part in taking it further and pushing boundaries. From engineering and design to piloting and leadership roles, women have made significant strides, bringing diverse perspectives and fresh insights to the industry.



INDUSTRY OVERVIEW: *AEROSPACE*



Aerospace industry is undergoing significant changes and facing various challenges. Factors such as the Covid-19 pandemic, geopolitical conflicts, sustainability concerns, supply chain shortages, and the need for skilled personnel are shaping the industry landscape.



Global Market Share

\$851.17 B.
USD

INDUSTRY AREAS:



COMMERCIAL
AVIATION



SPACE
EXPLORATION



MANUFACTURING



MAINTENANCE &
REPAIR



RESEARCH &
DEVELOPMENT

INDUSTRY OVERVIEW: *MAIN TRENDS*



AUTONOMOUS FLIGHT SYSTEMS

Development and implementation of autonomous systems in aircrafts, which can reduce reliance on human pilots and enable improved efficiency, safety, and operational capabilities.

ADDITIVE MANUFACTURING (3D PRINTING)

3D printing allows complex components with reduced waste, offering benefits like lighter weight, improved design flexibility, and faster prototyping.

SUPERSONIC FLIGHT

Aims to bring back commercial supersonic travel, reducing flight times and increasing passenger convenience.

ARTIFICIAL INTELLIGENCE (AI)

AI technologies enhance aerospace tasks such as predictive maintenance, supply chain management, and data analysis, leading to faster decision-making, improved efficiency, and enhanced safety.

INTERNET OF THINGS (IOT)

Maintenance by monitoring and analyzing data from aircraft components, enabling predictive maintenance. This trend enhances efficiency, reduces downtime, and improves safety.

NEW MATERIALS

Advanced materials like graphene in aerospace, offer benefits such as high strength-to-weight ratios and improve energy storage capabilities.

INDUSTRY OVERVIEW: SALARIES & COMPETITION

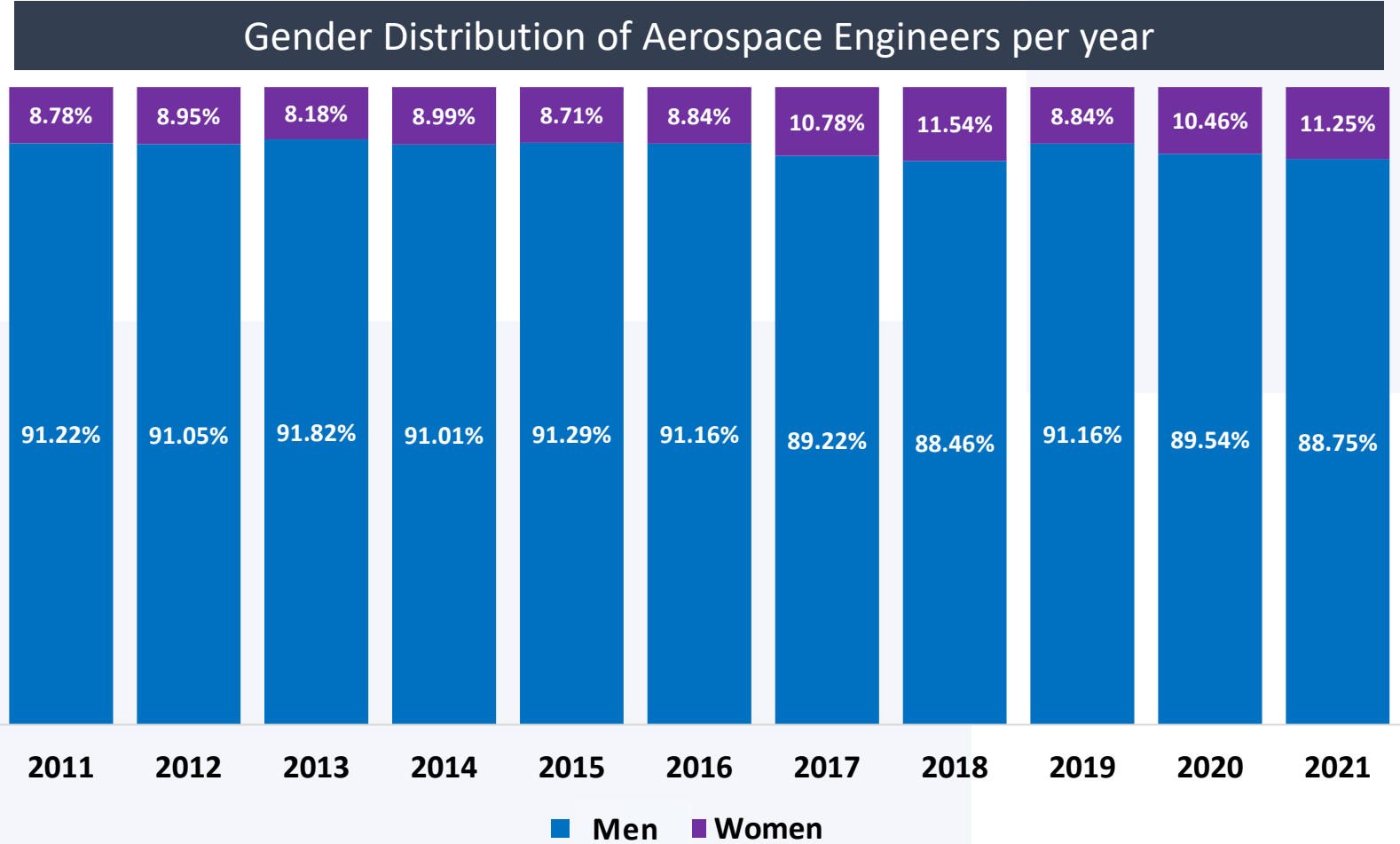


Competitive salaries are crucial in acquiring top talent in any industry and aerospace is not an exception.

They help attract highly skilled professionals, recognize their expertise, and drive innovation and industry advancements since diversity and inclusion focus will keep accelerating, and competition will become harder to those companies that do not seem prepared.

AEROSPACE ENGINEER	
COUNTRY	AVG. ANNUAL SALARY (\$ USD)
United States	\$104K
Germany	\$64K
France	\$43K
United Kingdom	\$48K
Singapore	\$48K
China	\$61K
Canada	\$126K
Japan	\$58K
Mexico	\$28K

INDUSTRY OVERVIEW: *GENDER SHARE*



\$1 = \$1

In aerospace,
women earn the
same as men.

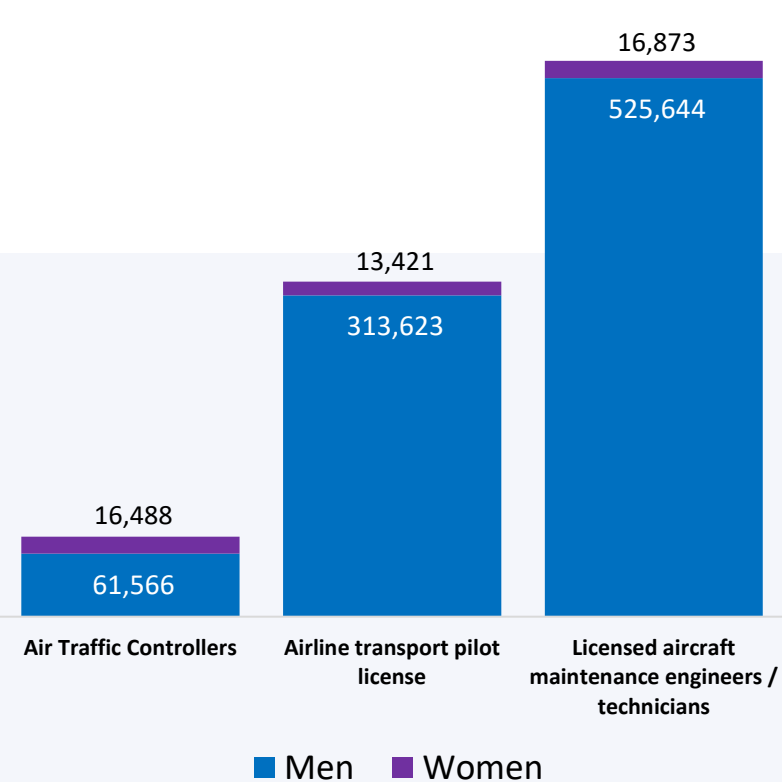
28%

of STEM engineers were
women worldwide in
2021.

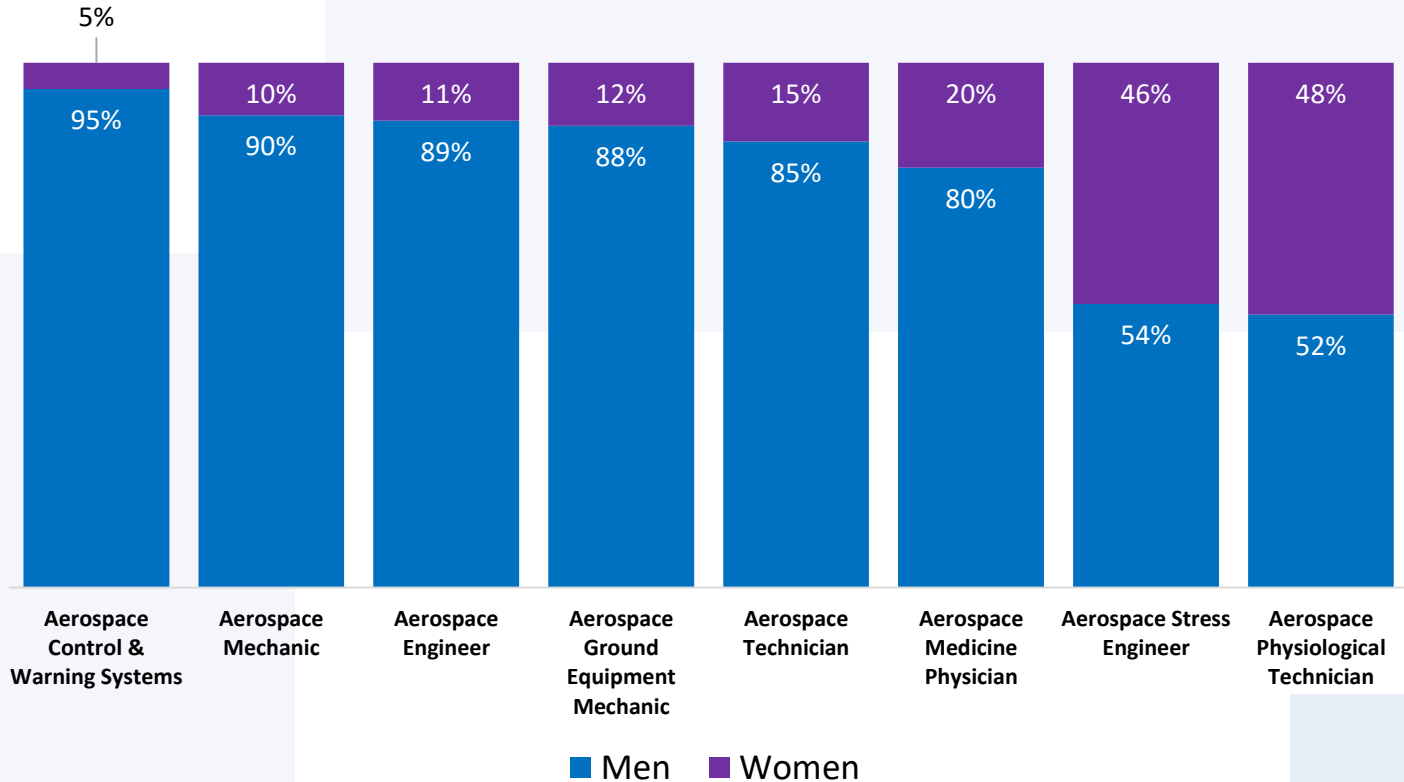
INDUSTRY OVERVIEW: *PERSONNEL GENDER DISTRIBUTION BY FIELDS*



World Aviation Personnel
Gender Breakdown 2023 (ICAO)



US AEROSPACE CAREER PATH
GENDER BREAKDOWN 2022 (ZIPPIA)



SOURCE: INTERNATIONAL CIVIL AVIATION ORGANIZATION, ZIPPIA.

INDUSTRY OVERVIEW: *SOME NOTABLE WOMEN CONTRIBUTIONS*



AREA	CONTRIBUTION
Astronauts and Space Exploration	Tereshkova, Ride, and Jemison made significant contributions as space pioneers, conducting crucial research and inspiring future generations.
Aviation Pioneers	Earhart, Coleman, and Quimby broke barriers as the first women pilots, paving the way for women in aviation.
Engineering and Design	Aerodynamics, materials science, propulsion systems, and avionics: notable figures like H��l��ne Dutrieu and Poppy Northcutt have made significant contributions in the field.
Research and Development	Satellite technology, space medicine, materials science, and robotics: Dr. Mae C. Jemison, an astronaut, has made notable contributions in space life sciences and technology development.
Leadership and Management	Women have risen to leadership positions in aerospace, driving industry direction: Gwynne Shotwell, President and COO of SpaceX, has been instrumental in the company's success. Dr. Ellen Ochoa served as Director of NASA's Johnson Space Center, overseeing human spaceflight activities.
Advocacy and Mentorship	Women in aerospace advocate for gender equality, diversity, and inclusion. They establish mentorship programs and support networks, empowering aspiring women in the industry. Organizations like Women in Aerospace (WIA), International Women in Aviation (IWIA), and Society of Women Engineers (SWE) provide valuable platforms.

INDUSTRY OVERVIEW: *COMPETITIVENESS FOR EQUALITY*



Key players in the industry have implemented various actions to support gender balance, such as setting recruitment goals, creating inclusive workplaces, and supporting STEM initiatives. These companies recognize that embracing diversity brings a wide range of perspectives, fosters innovation, and helps drive their success in the aerospace industry.

SELECTED COMPANIES AND THEIR D&I INITIATIVES



17% of the Airbus workforce and a quarter of the Board of Directors are women. They aim to increase the number of women recruited to 30%.



25% of women population, with 32% of Vice President and above positions and 27% of management positions held by women.



Current President is a female engineer that has made a clear statement on women participation in the space industry. SpaceX sent the first Saudi woman to space.



Contributed to the last decade \$186 million toward community initiatives that have positively impacted 6 million young women and girls around the world.



Active regarding updating gender equality policies to drive them appropriately with new trends to make the workspace feel more leveled between genders.

HOW CAN WE INCREASE WOMEN SHARE IN AEROSPACE? *TOP **PRODENSA** TIPS!*



Offer mentorship and sponsorship programs to support the career growth and advancement of women in the industry.

Ensure fair and transparent recruitment and promotion processes that are free from gender biases.

Promote women role models and showcase their success stories to inspire and motivate women to join the aerospace industry.

Continuously track and measure gender diversity metrics to identify areas for improvement and monitor progress over time.

Provide targeted STEM education and outreach programs to encourage young girls to pursue aerospace-related fields.

Address unconscious biases through awareness training and policies that promote equal opportunities for women.

INCREASE WOMEN SHARE IN YOUR COMPANY: *HOW CAN **PRODENSA** SUPPORT?*



WHO WE ARE

PRODENSA is a family of companies with global presence in **140 countries**, counting over **37 years** of extensive experience created to boost companies' growth & make the international expansion of our Clients simple, smooth and secure.

Our Mission

Your **SINGLE** partner for
successful
&
sustainable
international operations

Our experience

- **37+** years in international operations
- **1000+** successfully delivered projects of 1Mn+ USD
- **300k+** hired candidates
- **20bn+** USD worth of operations and services managed annually

Our Goals

- Providing the best local know-how, globally
- Delivering the best possible Client experience, everywhere

**BOOST YOUR
COMPANY'S
LOCAL GROWTH
& EXPAND
EFFICIENTLY
CROSS- BORDER!**

With

PRODENSA



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TOP-NOTCH CONSULTING

**from best area experts in alliance
with vetted local partners**

- ✓ Strategy Definition
- ✓ Institutional Relations & Partnerships
- ✓ HR & Retention
- ✓ Tax & Legal Advisory

INSIGHTFUL MARKET RESEARCH

**for well-informed
decisions to grow
your business**

- ✓ New Site Selection
- ✓ Product Verification
- ✓ Labor Investigation
- ✓ Competition Analysis

FLEXIBLE OPERATIONS

for maximum efficiency at a reasonable cost

- ✓ HR Function Set-Up
- ✓ Talent Acquisition Support & Outsourcing
- ✓ Tax & Payroll
- ✓ Employer Branding
- ✓ Marketing & Digital Marketing
- ✓ Manufacturing & Supply Chain

*Upon
your need*

PRODENSA
SERVICE SCOPE



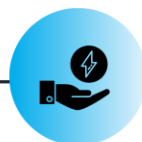


PRODENSA VALUE PROPOSITION



Trusted Partner

- 37+ years of global operations experience
- 1,000+ successful start-up operations
- 300,000+ hired employees
- 20+ billion USD clients' investments managed annually



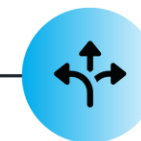
Top Quality

- Merged global teams: local expertise paired with global know-how
- Projects are led by PRODENSA specialist PM team in partnership with carefully selected vetted local partners: top area experts



Real cost-efficiency

- No huge teams or fancy offices to pay for
- Pairing top quality with a reasonable cost
- You only pay for the hours, activities & outcome you require to satisfy your need



Unlimited flexibility

- Pick up the specialist area or service you need
- Just from 10 hours a week
- Or engage several experts in required domains
- Only for as long as you need them



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