



Doing Good Together

Diversity & Inclusion edition

Together with our Dutch companies in Brazil, we are gathered to support the local community through many different initiatives and projects.

Because it feels good when doing good together!

Air France-KLM

Fostering equal opportunities in the workplace

In line with Social Rights and Ethics, the Air France-KLM Group pursues a social policy based on integration through work and respect for equal opportunities, combating discrimination and promoting diversity.

They pursue their policy of promoting and raising awareness of diversity and the need to combat discrimination by continuing to support all forms of action towards equal opportunity, equality between men and women, vocational integration of young people, employment of seniors and the transmission of knowledge and skills, as well as maintained employment and recruitment of people with disabilities.

Air France and KLM are committed to equality and respect for sexual orientation and therefore have a number of networks and initiatives in place, such as LGBT networks "**Personn'Ailes**" on the Air France side and "**Over the Rainbow**" for KLM.

The commitment to fostering equal opportunity applies to all recruitment and internal selection processes, as well as to professional development.

- In the Spring of 2019, Air France organised a **Rainbow Morning event** with more than 200 people from the airline and seven

Aware of its role, Air France-KLM Group is committed to promoting professional equality within their teams, and strive to boost a positive dynamic in the areas where they operate.

Gender diversity within teams ensures a better balance on the individual level and has a positive effect on the performance of the organisations. They monitored a new key performance indicator at Air France-KLM: "**% of women in managerial positions**". In 2019, the rate of women in managerial positions increased for all categories of staff compared to 2018:

- Women represent 33% in the top 10% management level positions for ground staff;
- Women represent 5.2% of flight deck crew managerial functions;
- Women represent 65.5% of cabin crew managerial functions.

Both airlines and the Group also have a proactive approach to help people with disabilities into work. **In 2019, the Group employed 2,939 people with disabilities.**

Air France implements the provisions of the 2018-20 agreement on the employment and retention of persons with disabilities. In 2019, the share of employees with disabilities within the total workforce continued to grow to 6.7%.

KLM continues to offer an employment guarantee to individuals, whose disability

LGBT associations during the International Day Against Homophobia and Transphobia. On this occasion the Air France CEO, Anne Rigail, signed the association L'Autre Cercle's LGBT+ commitment charter.

- KLM hosted the annual **Workplace Pride International Conference** around the theme Inclusive Sustainability for more than 300 visitors from all over the world. This is a non-profit organisation dedicated to improving the working conditions of LGBTI worldwide. Fifty years after Stonewall, KLM organised a special **Pride Flight** with an all-gay crew. The focus of LGBTI Over the Rainbow network has been on increasing awareness and discussion.

The Group has also long been committed to gender diversity and equality between women and men.

rate is assessed at below 35%, meaning that they either remain employed by KLM or receive support in securing employment outside the company. KLM offers protection from layoffs to employees whose disabilities render them incapable of work and who are within five years of the legal retirement age. In 2019, a significantly higher success rate was witnessed in finding alternative employment for people who had been unable to return to their original jobs due to disability. This means not only suitable positions within KLM but also the redeployment of incapacitated employees outside KLM. This success was due to the dedicated support of KLM's Reintegration officers and a better program with various providers for a better match on the external labor market.

[Click here](#) and have access to more information on the initiatives from both airlines and the Group.

WOMEN IN AIR FRANCE-KLM GROUP

Air France-KLM Board of Directors	41,2%
Air France-KLM Executive Committee	33,3%
Women in Group total workforce	45,1%
Women in all management positions, including junior, middle and senior management (as % of total management workforce)	33,2%
Women in junior management positions, i.e. first level of management (as % of total junior management positions)	36,0%
Women in top management positions, i.e. maximum two levels away from the CEO or comparable positions (as % of total pilot staff exercising captain functions)	20,5%
Women in pilots managerial functions (as % of total pilot staff exercising captain functions)	5,2%
Women in cabin crew managerial functions (as % of total cabin crews staff exercising pursuer functions)	65,5%

AIR FRANCE KLM



ABN AMRO

ABBI (Brazilian Association of International Banks) Diversity Forum

The **second edition** took place in May 2019, sponsored by 8 banks, with an audience of 330 people. It was a full day of event firstly focused on intersectionality. Many organizations traditionally address issues such as racial inclusion and LGBTQI+, for example, separately. The main idea of intersectional thinking is the study of the overlap or intersection of social identities and related systems of oppression, domination or discrimination. The second topic discussed at the event was the difference between generations that are in the workplace today.

The **third and last edition** took place in September last year and was sponsored by

ABN AMRO sponsor annually the ABBI (Brazilian Association of International Banks) Diversity Forum. Early 2018, after a conversation between Carla Ruggeri (Head of HR at ABN AMRO) and the HR Director of a French bank, the Diversity Forum was created to address controversial issues of prejudice and exclusion as a way to clarify and teach people linked to the financial market. The main objective was to raise awareness on the subject to help the evolution of society.

The **kick-off event** of the ABBI Diversity Forum took place in October 2018, sponsored by 5 banks. It was a full day of event with 4 different panels on gender (with a focus on women in the workplace); LGBT+; cultural differences; and races. They gathered almost 300 people. The feedback was very positive, which helped creating the Diversity Committee at ABBI as a continuity of the annual Forums.

12 banks. Due to the pandemic, the event was held online with a three-day-program. Day 1 was "Gender & Black Lives Matter", and the guest-speakers were Tatiana Vilela, co-director of the documentary "Como Ela Faz?", and Djamila Ribeiro, reference in the fight against racism. On the day before, this documentary was awarded as Best Foreign Short Documentary by Hollywood Women's International Film Festival. ABN AMRO also sponsored this documentary through tax incentive laws. [Watch teaser here](#). Day 2 was "People with disabilities", and Andrea Schwarz, a digital LinkedIn influencer who is a wheelchair user, talked about her experiences. Day 3 was "Violence against women in times of pandemic", a very important topic tackled by Daniela Basile, psychologist and volunteer in the causes of racial equality and combating violence against women. The event reached almost 800 connections.

*Picture from the second edition of the Diversity Forum in 2019.



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Stay safe but keep connected!

Dutch Chamber of Commerce in Brazil - Dutcham

Avenida Brigadeiro Faria Lima, 1779
01452-914, São Paulo-SP, Brazil
CNPJ: 61.786.638/0001-94

+55 (11) 94250-2424
info@dutcham.com.br



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