Dear Rachel,

Thank you for the Committee’s further question about gender pay gap related company targets, following on from my evidence to the Committee on 15 May.

As we discussed during the Committee session, easyJet’s gender pay gap is driven by the large gender imbalance in our industry’s pilot community. In common with other airlines, pilots make up a large proportion of easyJet’s employees, they are paid more highly than our other communities and, most materially, 94% of them are male. In contrast, the majority of our cabin crew are female and their average salaries are lower than for pilots.

One of our key targets is to increase the proportion of new female pilots at easyJet. Three years ago we established the Amy Johnson Initiative to encourage more women to become pilots. When we launched the initiative, in 2015, 6% of new entrant pilots were female and our initial target was to double this to 12% within two years.

We successfully achieved this in our first year, 2016, and at that point we set a new target of 20% female new entrant pilots by 2020%. This is a company target and we report annually on progress, including in the easyJet annual report. The initiative is supported by teams across easyJet, including our Flight Operations, People, Communications and Marketing functions.

Last year we recruited 49 female new entrant co-pilots. That was a 48% increase on the previous year and took the proportion of easyJet new entrant female pilots to 13%.

Our CEO, Johan Lundgren, who joined the company in December 2017, has reaffirmed easyJet’s commitment to the Amy Johnson Initiative and has also commissioned a project to further develop our diversity and inclusion activity. As part of this we are currently reviewing our policies, processes and practices to better understand what we’re currently doing to support diversity and how we can improve. One of the outcomes of this work will be further measures and targets about diversity across easyJet.

I hope this is helpful to the Committee’s inquiry.

Yours Sincerely,

Sophie Dekkers
UK Director