

**59th CONFERENCE OF
DIRECTORS GENERAL OF CIVIL AVIATION
ASIA AND PACIFIC REGIONS**

*Cebu, Philippines
14 to 18 October 2024*

**AGENDA ITEM 5: AVIATION SECURITY AND
FACILITATION**

**EMPOWERING WOMEN IN AVIATION SECURITY
CONFERENCE**

(Presented by DGCA Republic of Indonesia)

INFORMATION PAPER

SUMMARY

The Government of the Republic of Indonesia and the Government of Australia under the Framework for Security Cooperation held Australia-Indonesia Empowering Women in Aviation Security Conference. The program aims to build a network among female human resources in the field of aviation security and to promote ICAO Gender Equality Program in Conjunction with Next Generation of Aviation Professionals (NGAP).

EMPOWERING WOMEN IN AVIATION SECURITY CONFERENCE

1. INTRODUCTION

1.1 Aviation security plays an important role in safeguarding millions of travelers globally. As we are all aware, like other industries, men have predominantly held positions in aviation particularly in aviation security. Nevertheless, the involvement of women in aviation security is quickly progressing, providing opportunities for them to take the lead and make substantial contributions in aviation security.

1.2 Government of the Republic of Indonesia and the Government of Australia under the Framework for Security Cooperation held Australia-Indonesia Empowering Women in Aviation Security Conference. The program aims to build a network among female human resources in the field of aviation security and to promote ICAO Gender Equality Program in Conjunction with Next Generation of Aviation Professionals (NGAP). The activity is expected to enhance aviation security and to attract women to work in the civil aviation sector to pursue career development and to improve leadership skills.

2. DISCUSSION

2.1 The Australian Government sponsored a program of The Aviation Security: Empowering Women; Enhancing Outcomes. The program seeks to establish an informal women in aviation security network. The first activity of the program was a two-day Women in AVSEC Conference.

2.2 Initially before the conference, there was a meeting to celebrate the International Women's Day on 8th March 2024, by bringing together participants from both the Indonesian government and industry. The event provided opportunity to recognize the commitment demonstrated by female aviation security colleagues. The theme for the 2024 International Women's Day was "Invest in Women: Accelerate Progress". This event has given us the opportunity to start the network for women in aviation security.

2.3 The network for women in aviation security was a foundation to continue the program of the Australia-Indonesia Aviation Security: Empowering Women; Enhancing Outcomes by holding a conference on 10 - 11 June 2024 in Singapore. The conference was attended by female aviation security colleagues from across both governments and industries. The network expanded by collaborating with counterparts from Civil Aviation Authority of Singapore and Changi Airport Group.

2.4 Day one of the conference discussed about gender equality, attracting women to the aviation sector, personal career experiences, challenges and opportunities and leadership. There were presenters share about the experiences as women leader in aviation security.

2.5 Regarding the gender equality, the Indonesian Government has launched initiatives to promote gender equality and women's empowerment. These initiatives focus on ensuring equal rights and opportunities for both women and men to enhance their capabilities and pursue careers in aviation. Currently, the number of aviation security inspector are women is 30% from the total number. The percentage of higher officials in the Directorate General of Civil Aviation and industry are also increasing. The number of women in Indonesia's Aviation Security Personnel compared to the total number of the Aviation Security Personnel, is 15.73% of roughly 27000 aviation security personnel throughout Indonesia.

2.6 The women in aviation security also encounter challenges, such as gender stereotypes and biases, unequal opportunities and representation and workplace culture and lack of support. These challenges will impact the women's professional development.

2.7 The Australian women leaders shared experience and their journeys about how to lead a team. Leaders should adopt a coaching mindset and lead by modelling. It allows leaders and leadership

teams to build trust, create an environment of collaboration, develop more effective communication skills, and ultimately lead more productive teams.

2.8 Day two of the conference, the participants visited Changi Airport to observe the implementation of the Innovation and Technology in Aviation Security. During the visit, Changi Airport representatives also demonstrated the gender equality in their operational area, including how the management receives feedback from their employees to improve the system.

2.9 The conference concluded by achieving outcomes that government and industry should implement policies and work together to enforce gender equality by providing equal opportunities for women and men and also it was highlighted that networking is a valuable tool for women's professional development.

3. ACTION BY THE CONFERENCE

3.1 The Conference is invited to note the information contained in this Paper.

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