











ICAO EUR/NAT Webinar on Gender Equality and Empowerment of Women in Aviation

16 December 2024

Today's Schedule

- Opening Remarks Mr. Nicolas Rallo, ICAO EUR/NAT Regional Director
- Presentation 1 Thilly De Bodt, ICAO (Our Moderator)
- Presentation 2 Rhea Chatterjee, ITF
- Presentation 3 Milena Bowman, EUROCONTROL
- Presentation 4 Tedi Minga, CANSO
- Presentation 5 Sverre Ivar Elsbak, IFATCA
- Moderator discussion
- Audience Q & A
- Gender Equality Workshop information



Webinar Guidelines

- Don't be shy Use MS Teams Q & A box for questions
- You may also use the raise hand feature if you prefer to speak your question, during the Q & A session
- Today's presentations will be made available on the ICAO EUR/NAT Gender Equality webpage shortly after the event (Link shared in Chat)
- The session is being recorded and the recording will be shared with attendees and also posted on our website





Opening Remarks

Nicolas Rallo
ICAO EUR/NAT Regional Director



Our Speakers

Thilly De Bodt - Moderator

Head ICAO Gender Equality Programme
Capacity Development and Implementation Bureau
ICAO

Rhea Chatterjee

Assistant Secretary – Civil Aviation and Tourism Services International Transport Workers' Federation

Milena Bowman

Executive Manager Airspace, Systems and Procedures EUROCONTROL

Tedi Minga

Europe ATM Coordination Officer CANSO

Sverre Ivar Elsbak

IFATCA





Presentations





EUR-NAT Gender Equality Webinar

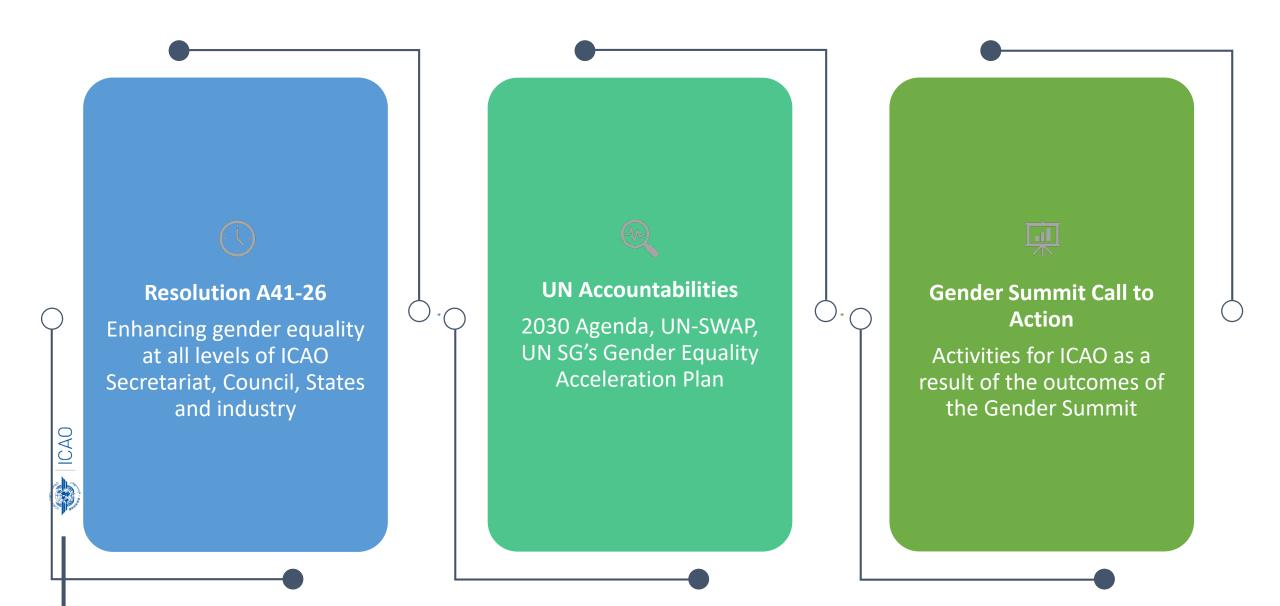
Thilly De Bodt
Capacity Development and Implementation Bureau
ICAO

16 December 2024

SAFE SKIES. SUSTAINABLE FUTURE.



A MANDATE RESPONDING TO 3 STREAMS OF ACCOUNTABILITIES

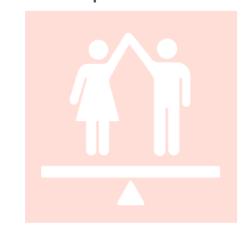


ICAO GENDER EQUALITY PROGRAMME

Increased accountability



Further engagement with external partners



Building capacity and enhancing awareness



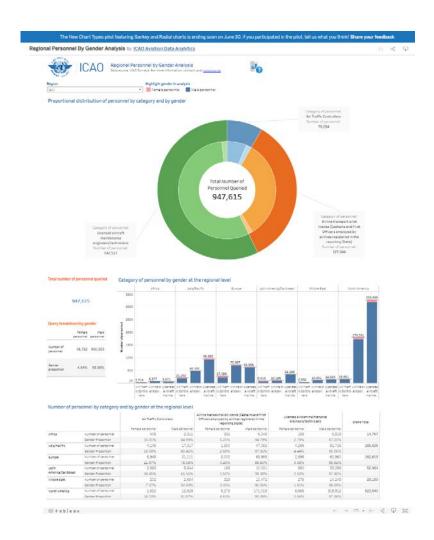
Enhanced gender representation



- Mandated by Resolution A41-26, SDG 5 and other universal frameworks
- Driven by the UN accountability frameworks
- ➤ New Implementation Plan aiming to enhance mainstreaming of gender equality and women's empowerment into ICAO's work and promote gender equality in the global aviation sector



- Worked with Aviation Daya and Analysis Panel (ADAP)
- Licensed personnel by gender (pilots, maintenance technicians and air traffic controllers)
- ➤ Slight increase from 4.5% globally in 2016 to 4.9% in 2021
- > ICAO's Aviation Personnel By Gender Analysis Dashboard





- ➤ Inaugural Summit in 2018- Cape Town, South Africa
- ➤ 2023 Summit- Madrid, Spain, leading to a Call to Action inviting the aviation ecosystem to work together to dismantle the barriers that women and girls face and change the makeup of the aviation workforce



- Women in Aviation Multimedia Engagement Contest
- Celebration of International Women's Day every year
- Regional events
 - Promotion on social media





- ➤ A key outcome of the Call to Action of the Global Aviation Gender Summit 2023
- ➤ With the objective to engage, inspire and call upon women and girls to consider careers is the aviation industry
- ➤ Best practices and examples of ambassador programmes across the UN system are being explored by the Secretariat.
- > Expected launch in Q2/Q3 2025







A new network of gender focal points established in 2024!

- A platform for sharing knowledge, best practices and lessons learned among 105 Focal Points!
- Facilitate coordination of global and regional promotional and outreach
- Leverage information of the network for inclusion of genderspecific objectives, outcomes and indicators, and activities
- ➤ Meets twice a year
- >A quarterly newsletter launched to share interesting updates on gender from ICAO, announce upcoming meetings, and help promote gender-related events and initiatives from States and Regions



MENTORING AT ICAO

- ➤ ICAO Mentoring Programme launched in October 2024
- Mentees apply to be matched with experienced ICAO colleagues and gain expert insights on a variety of areas
- Areas include technical, administrative, career/leadership development and gender support
- ➤ Gender-focused mentoring is designed to support and foster inclusivity and equality for female staff's professional and career development









Thank You

ICAO Headquarters Montréal European and North Atlantic (EUR/NAT) Office Paris

> Middle East (MID) Office

Western and Central African (WACAF) Office Dakar

> Asia and Pacific (APAC) Office Bangkok

Asia and Pacific

Beijing

(APAC) Sub-office

North American
Central American
and Caribbean
(NACC) Office
Mexico City

South American (SAM) Office Eastern and Southern African (ESAF) Office Nairobi



TOWARDS A GENDER EQUAL CIVIL AVIATION INDUSTRY





GLOBAL RECOGNITION



- International Labour Organization: Conclusions and recommendations on the promotion of decent work to shape a green, sustainable and inclusive economic recovery for the civil aviation sector, April 2023
- International Civil Aviation Organization: Rising to the challenge: A call to action for moving from aspirations to achieving gender equality in aviation, July 2023



GENDER PROGRAMME



Priority areas

- Eliminating violence and harassment
- Safe and inclusive uniforms
- Parental support
- Leadership development

Inclusive processes and structures

- Gender inclusive data collection
- Women in all decision- making
- Safe and open spaces
- Support and allyship







Best practice and recommendations on

- Third party violence
- Safe commute
- Safe and adequate sanitation

Report available:

https://www.itfglobal.org/en/resources/ make-work-safe-eliminating-violenceand-harassment-against-aviationworkers







Gender Equality and Empowerment for Women

Milena Bowman Executive Manager ASP EUROCONTROL









The European Air Traffic Management System





Geographic area (million km2)



civil ANSPs





17,794

Number of air traffic controllers



55,130

Total staff



15.3



68



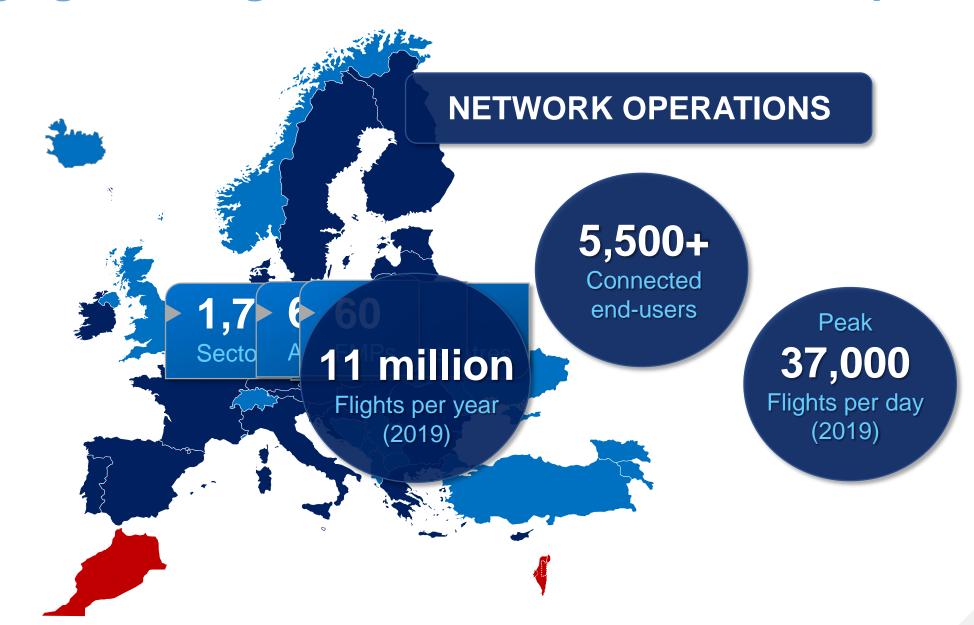


Flight hours controlled (million) Number of en-route facilities

Number of terminal facilities/approach control Airports with (normally) >10 flights a day



Managing one Single Aviation Network over Europe







EUROCONTROL and DEI



EUROCONTROL's dual role

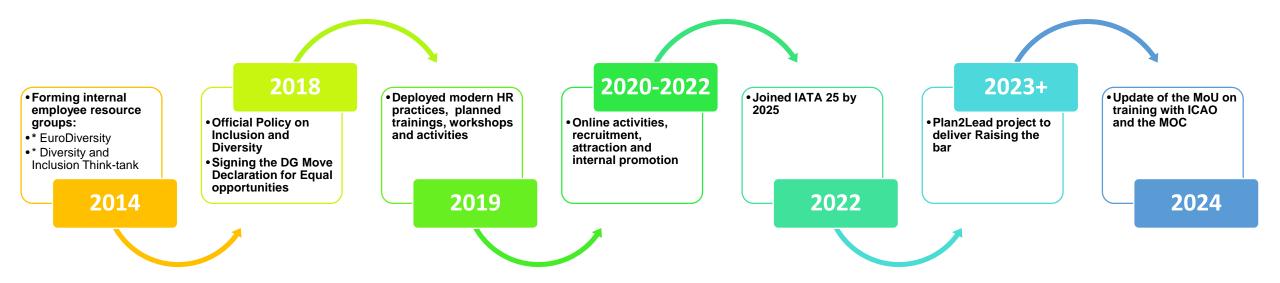
Role model (Internal activities)



Support aviation (International activities)



Internal Milestones





Some internal activities...

















Attraction & Outreach



- Open Days for girls in both HQ and MUAC
- Hackathon for girls
- University and job fairs
- Internship programs
- University exchanges
- PhD and Masters supervision
- Instagram, TikTok, Facebook, YouTube outreach

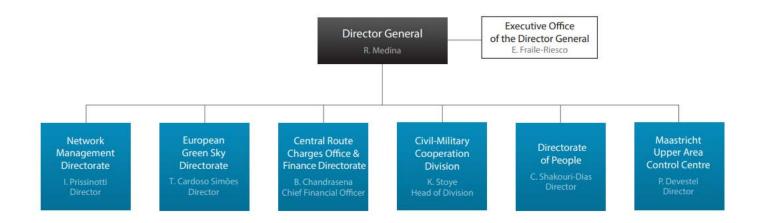








Results so far....



- Reached 30%- 70% gender balance among the staff members; Director level in gender balance
- In MUAC, for example, managerial positions held by women increased from

Diversified internal statutory committees

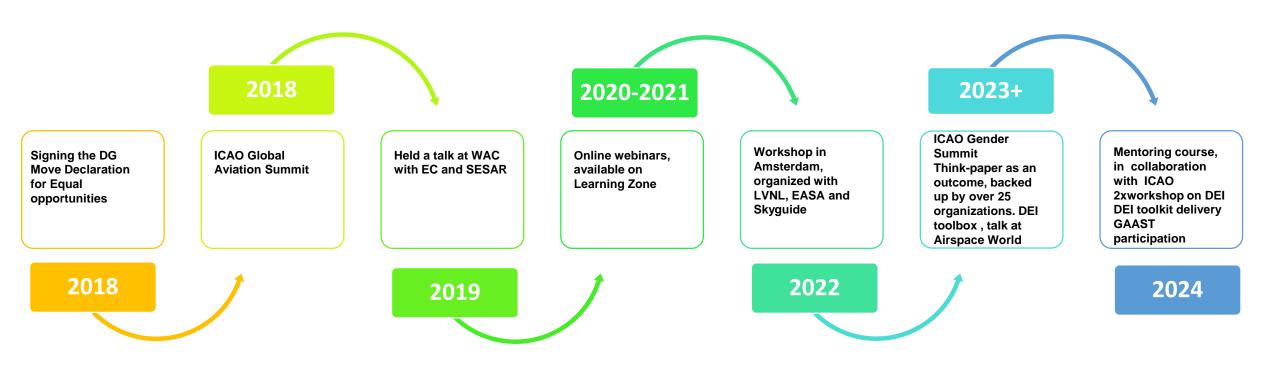
2024 sustainable pipeline

	AD5	AD7	AD8	AD9	AD10	AD11	AD12	AD14	AD6	Total AD	MUND
F		1	1	3		1				6	7.06%
M	1	3	9	12	12	22	15	4	1	79	92.94%
Total	1	4	10	15	12	23	15	4	1	85	100.00%

2018

	AD6-AD9	AD9- AD11	7.512- AD15	total		
F	18	6	1	25	21.55%	
M	38	36	17	91	78%	

EUROCONTROL Activities supporting our stakeholders





2024+ External support to our stakeholders

- Social dimension of increased demand- Recruiting, training and retaining enough people is an issue for everyone
- Competitive labour market combined with generational and technological transition poses new challenges
- Diversity activities and programmes can help but also can backfire- managing an effective outreach and attraction is important
- Working together builds on the industry organisational knowledge to exchange best practices and leverage the power of networks
- Economically we can leverage economies of scale if we collaborate



PRESS RELEASE

EUROCONTROL and ICAO: strengthening partnership for aviation training 27 August 2024

THIS COVERS

CELT LIS TRAVENIE AND SHELS



MENTORING course

Objectives

- •By the end of the course the participants will be able to explain: Fundamentals of mentoring
- Mentoring in aviation
- Phases of a mentoring program
- Basics of being an effective mentor/mentee
- Reverse mentoring





Diversity Equity & Inclusion Toolkit Edition 01, November 2024 With the support of **EASA**

DEI Toolkit

- DEI toolkit: hosted a workshop Nov 28-29; delivered a DEI toolkit to the stakeholders including:
 - Engaging the organisation on DEI
 - Implementing Learning Initiatives and Training
 - HR best practices for DEI (including outreach, attraction, retention and development)
 - DEI collaborations and partnerships
 - Metrics
 - Communication



Core objectives

- Sharing of best practices and experiences
- Creation of catalogues of measures for implementation by States and Industry
- Broaden the reach of actions taken by individual actors to increase their impact
- Enhance collaboration and coordination of programmes and measures
- Contribute to the work of ICAO, leading up to the 42nd ICAO General Assembly

WS/1 Value proposition	WS/2 Outreach and attraction	WS/3 Retention and development	WS/4 Culture and environment	WS/5 Future of work
Claudio Marturano (T-C Alliance)	Milena Bowman (EUROCONTROL)	Lean Nelson (South Africa CAA)	Cate Bichara (independent expert working	Suzanne Action Gervais (Canada Airline Association
Sherman Tan (Civil Aviation Authority of Singapore)	Milena Oliveira Marques da Rocha Capeluppi (ANAC Brazil)	Antonio Gonzalez (EASA)	with EASA) VACANT	Alina Aronberga (Air Baltic)



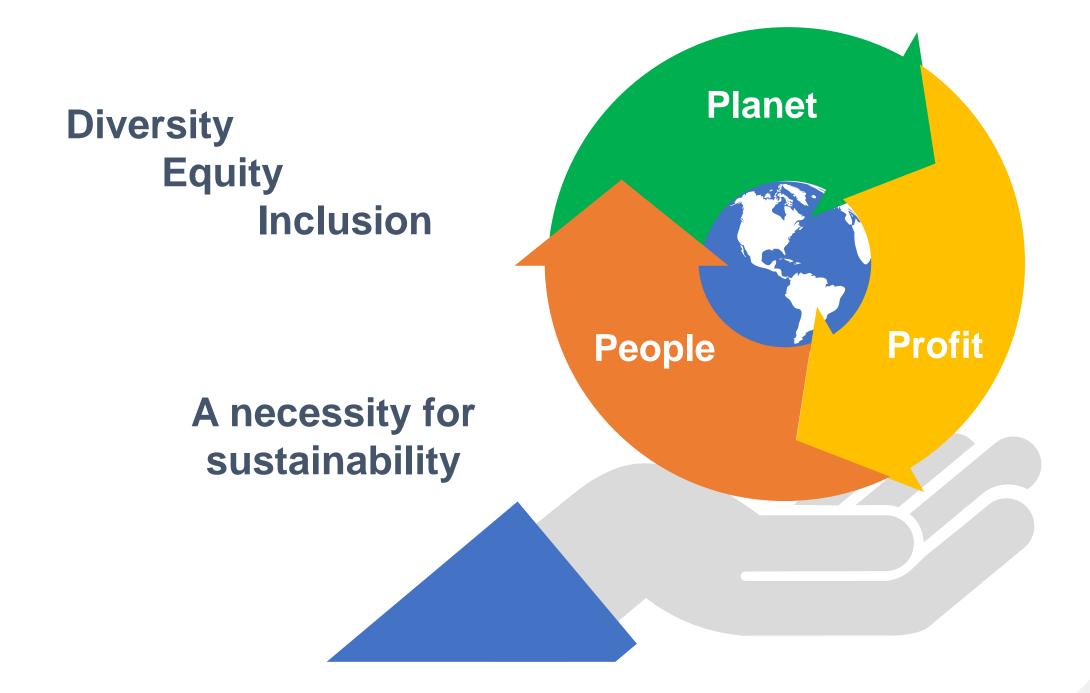


Working together:

alleviating segmentation, alignment of activities, economies of scale, more effective, building on each other experiences



ICAO, EUROCONTROL, EASA, IATA, CANSO





Supporting European Aviation









canso.org

Gender Equality and Empowerement of Women

ICAO Europe Webinar

16 December 2024



Who we are

Voice of Air Traffic Management



191 Members



96 technology and other service providers



95 ANSPS



90% of world traffic



Soaring Through the Glass Ceiling

Taking the global aviation and aeropace industry to new heights through diversity and inclusion

















Soaring Through the Glass Ceiling

Key enablers

- Publicly recongnize and highlight female role models
- Ensure unquestionable senior leadership commitment to DEI
- Level set expectations with individual contributors and management
- Ensure that more women have a seat at the table
- Invest in more inclusive talent management and succession processes



Soaring Through the Glass Ceiling

Primary inhibitors

- Lack of opportunity for advacement or upward mobility
- Lack of female executives or board members
- Systemic policies and practices that close off potential career paths
- Organisations that don't prioritise or promote diversity
- The challnges associated with navigating gender biases





canso.org

CANSO Gender Statistics



What does the data show

ICAO's own data – licenced personnel – ATC



- 78,054 air traffic controllers
- 16,488 women, 61,566 men
- Female 21% male 79%
- Region with highest female % is Latin America/Caribbean at 34.45%
- Region with lowest female % is Middle East with 7.07%
- ATC has materially higher female participation than the average across all licenced personnel of 4.9%



Number of personnel by category and by gender at the regional level

		Air Traffic Controllers	
		Female personnel	Male personnel
Africa	Number of personnel	408	2,311
	Gender Proportion	15.01%	84.99%
Asia/Pacific	Number of personnel	4,145	17,017
	Gender Proportion	19.59%	80.4196
Europe	Number of personnel	5,945	21,111
	Gender Proportion	21.97%	78.03%
Latin	Number of personnel	2,966	5,644
America/Caribbean	Gender Proportion	34.4596	65.55%
Middle East	Number of personnel	202	2,654
	Gender Proportion	7.0796	92.93%
North America	Number of personnel	2,822	12,829
	Gender Proportion	18.03%	81.9796



What does CANSO collect?

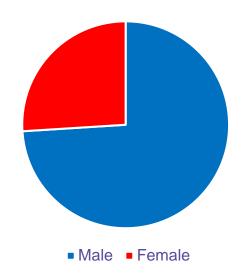
- For over 12 years CANSO's human resources workgroup has undertaken a HR survey that has collected gender data amongst other information – voluntary, low participation
 - Male/Female ATC
 - Male/Female all company employees
 - From time to time an examination of specific employment groups such as Engineers/ATSEP
 - This year collecting gender data of incoming ab initio students hoping to find that percentage of those incoming is higher than current balance
- A resolution on data passed by the members at the 2022 AGM enables us to collect certain data from <u>all</u> ANSP members annually (collection now in progress for data as of Dec 31, 2023)
 - Male/Female/other ATC
 - Male/Female/other all company



Gender

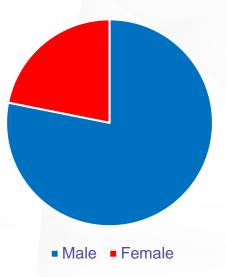
ANSP Company wide

 The percentage of females employed by CANSO ANSPs is now 26% of total employees



ATC Only

 The percentage of female ATCOs is now 21% of total (in line with ICAO #s)



Note no comprehensive data on other employee categories Note no data is currently collected from ATM suppliers who represent an important part of the overall aviation community



2024 AGM Resolution

- A resolution before the CANSO AGM next week on Diversity and Inclusion will, amongst a number of other measures:
 - Task CANSO with formulating goals and targets concerning diversity and inclusion in our aviation workforce, especially in professional, technical and management capacities.

And

 Request CANSO to produce annual statistics on gender equality and overall workforce demographics to monitor progress effectively.



Thank you



Equity, Diversity and Inclusion Task Force
EDITF

IFATCA's mission statement:

To enhance air traffic safety

To promote the air traffic control profession

To shape the future of air traffic management

Today's agenda:

- History of DEI in IFATCA
- What have IFATCA done with DEI?
- Why have we succeeded?
- The future of DEI in IFATCA



Sverre Elsbak

Approach Controller in Oslo, Norway

Board member NATCA since 2004

Board member Avinor ANS since 2014

Chair IFATCA EDITF since 2019

Avinor diversity and inclusion board since 2024





INTERNATIONAL FEDERATION OF AIR TRAFFIC CONTROLLERS' ASSOCIATIONS



PURPOSE

The International Federation of Air Traffic Controllers Associations (IFATCA) wants to provide an environment free from discrimination and harassment for all its members. All participants to any IFATCA activities, events or meetings should feel safe, respected and valued by all the other participants. IFATCA adopts the following Code of Conduct and expects its staff, its members, its leadership and any other IFATCA participants to abide by it.

DEFINITIONS

A. Discrimination

It is discrimination to make any decision or judgment based on another person's race, ethnicity, religion, colour, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by applicable law.

B. Harassment

It may include actions such as to dropping, gossip, negative sto jokes. It may also be threatening hostile acts that relate to sex, race or other protected categories. Horizontal include written or graphic material down or shows hostility toward group based on protected charmaterial could be sent by tradition means, or distributed through of the premises of an activity, even

C. Sexual Harassment

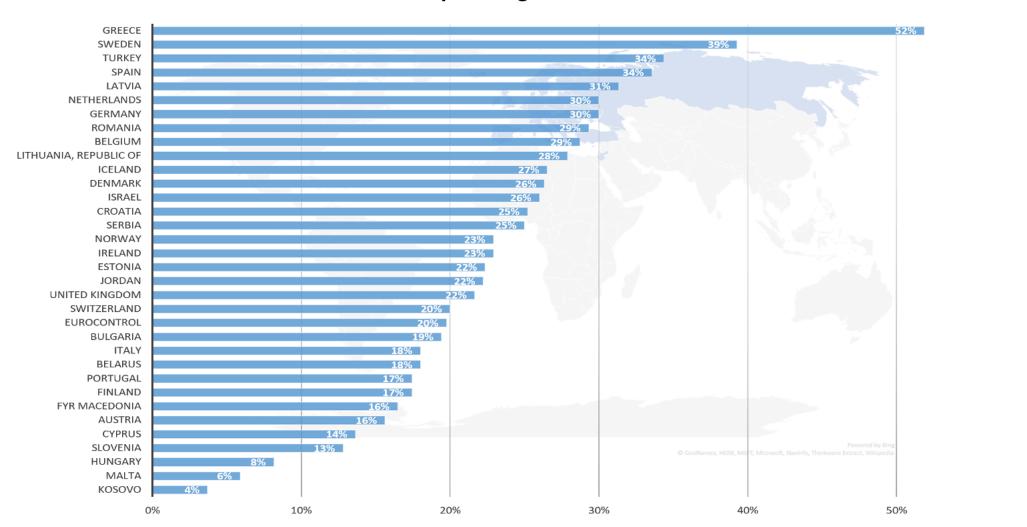
Sexual harassment is unwere advances or requests for sexual also involve other verbal, visu behaviour of a sexual nature. inappropriate behaviour by a pender toward a person of the segender.

EXPECTED BEHAVIOUR

IFATCA expects its staff, its leadership and any other participactivities, events, or meetings to

European Region

European Region % Woman ATCs



60%

Member Associations that did not return data:
Albania, Bosnia & Herzegovina, Czech Republic, Georgia, Luxembourg, Montenegro, Poland*, Russia, Serbia, Ukraine





Executive Board #ChooseToChallenge

We choose to challenge gender bias in aviation



#ChooseToChallenge



























We choose to challenge gender bias and inequality in aviation

We choose to challenge gender bias and inequality in aviation























We choose to challenge gender bias and inequality in aviation









#choosetochallenge





Chair



Sverre AMA



Rossana

Co-Chair



Betsy AMA



Gale

EUR



Natasha ASP



Greg

EUR



Katarina ASP



Asuka

AFM



Lumbiwe AFM



The IFATCA Equity Diversity and Inclusion plan was adopted in Jamaica 2023

https://www.ifatca.org/ifatca-net/documents-manuals-2-2/



Highlights from IFATCA EDI Plan:

- Where possible, and without lowering standards of quality, aim towards a diverse and equal composition of representatives in IFATCA working groups, task forces, panels.
- Assist Member Associations to promote Equity, Diversity and Inclusion within their own organizations.
- To work with other Aviation bodies to develop examples of good practice which can be promoted to our MAs, employers and within the aviation sector.

IFATCA Commitment for the future:

- Continuously work to promote Equity, Diversity and Inclusion within our profession.
- Continue to promote Equity, Diversity and Inclusion at Regional and Annual Meetings.
- Encourage all Member Associations to take action to ensure a diverse and equal composition of representatives, without lowering standards of quality, at all levels within their Association, on their executive boards and on their committees.
- Provide guidance material on Equity, Diversity and Inclusion for our Member Associations.

IFATCA Executive Board 2019

IFATCA Executive board 2024

EXECUTIVE BOARD OF IFATCA



Duncan AuldPresident and Chief Executive Officer



Helena Sjöström Deputy President



Mark Taylor Executive Vice-President Finance



Peter Van Rooyen Executive Vice-President Professional



Ignacio Baca Executive Vice-President Technical



Jean-François Lepage ICAO ANC Representative



Fateh Bekhti Executive Vice-President Africa and Middle East



John Carr Executive Vice-President Americas



Anthony Ang Executive Vice-President Asia and Pacific



Tom Laursen Executive Vice-President Europe







Why is EDI so important within IFATCA?

- Members feel safe, seen, valued and included
- We become a better Federation
- More diverse views on different topics
- More diverse representation

What is our goal?

- IFATCA focus on why EDI is important to us we DON'T tell others what to do
- EDI should improve our members day to day living
- Inclusion is the key to diversity
- Start locally expand regionally –> succeed globally

What is the EDITF working on now?

- Working with EASA and Eurocontrol on creating EDI Toolkit for ATM
- Working with the IFATCA Comms Team to promote EDI within IFATCA
- Expand the collaboration with international aviation bodies























Moderator Discussion





Audience Q & A









ICAO EUR/NAT Workshop on Gender Equality 2025

- 4-5 March 2025 in Almaty, Kazakhstan
- We welcome your ideas for the programme in the chat
- ➤ Poll question Which of the following proposed agenda topics do you feel would be most valuable for the workshop?





