



WORKING PAPER

ASSEMBLY — 40TH SESSION

ADMINISTRATIVE COMMISSION

Agenda Item 51: Status of ICAO Workforce and Human Resources Management

ADVANCING INITIATIVES THAT SUPPORT WOMEN’S PARTICIPATION IN AVIATION

(Presented by Canada on behalf of Australia and the United Kingdom)

EXECUTIVE SUMMARY

The aviation industry requires forward-thinking and innovation to sustain the demand for economic growth in order to transform and meet the needs of the future. Women are vastly underrepresented and face prevalent barriers in the aviation sector. With diversity linked to innovation and productivity, greater involvement and inclusion of women will support growth.

Becoming employed in new occupations is challenging and creating opportunities to support women’s participation and empowerment in the aviation industry is needed. The Canadian, Australian and United Kingdom Governments along with industry partners have developed initiatives to support diversity in aviation, with a focus on women’s participation. There is much to be learned through the sharing of best practices in the international arena. Canada, Australia and the United Kingdom remain committed and will continue to actively support the issue of advancing initiatives to support women’s participation in the aviation sector both domestically and internationally.

Action: The Assembly is invited to continue working cooperatively with Member States, ICAO, regional and international organizations and the global aviation industry to identify and implement concrete actions aimed at advancing initiatives supporting women’s participation in aviation.

<i>Strategic Objectives:</i>	This working paper relates to all the Strategic Objectives.
<i>Financial implications:</i>	N/A
<i>References:</i>	ICAO - Global Aviation Gender Summit in 2018 2017 <i>Global Gender Gap Report</i> – World Economic Forum A/39-WP/078 ICAO Gender Equality Programme: Promoting the Participation of Women in the Global Aviation Sector The McKinsey Global Institute: <i>The future of women at work</i>

1. INTRODUCTION

1.1 The aviation industry is a network that links people, communities and businesses globally. With industry identifying a significant shortage of aviation personnel over the next 20 years and a need for over 500,000 new pilots, 622,000 maintenance technicians and 858,000 cabin crew to meet the growing worldwide demand¹, there is increasing pressure on this global network to lead in identifying new opportunities to support and sustain economic growth of the industry.

1.2 Although more women are entering the workforce, the aviation industry remains a mostly male-dominated environment. The shortage of women in aviation is well-documented. According to the Canadian Council for Aviation and Aerospace (CCAA), women make up only 30 percent of the Canadian aviation and aerospace workforce, whereas they represent 51.2 percent of the general Canadian workforce.

1.3 There is considerable disparity between genders in aviation. Greater involvement and inclusion of women in the industry could provide much needed labour and, with diversity directly linked to innovation and higher productivity, it makes sense not only for women but the aviation industry as a whole. Welcoming and encouraging this group of workers should be seen as a priority.

2. DISCUSSION

2.1 Studies have shown that more women occupy lower paying jobs. Enabling women to move up the ladder benefits global economies by providing economic opportunities to underrepresented groups and filling the demand for growth. In June 2019, the McKinsey Global Institute published - *The future of women at work* where it was noted that mature economies can expect an increase in high-wage labour demand with low to medium wage labour demand decreasing. The report also noted that emerging economies could expect the same demand.

2.2 Although the benefits of women's participation in the workforce are known, ensuring that women are not only represented in aviation but see themselves in this dynamic field will provoke meaningful changes in the industry as a whole.

2.3 The 2017 Global Gender Gap Report – World Economic Forum highlighted that in both the private and public sector, women do not account for an equal representation of senior level positions. With only 22 percent of senior managerial positions globally being held by women, the recognition from ICAO to enhance role/accountability of aviation leaders by demonstrating commitment from the top is meaningful if we are to make progress towards enabling the advancement of women in leadership roles within the aviation sector.

2.4 Identifying mentors or champions for diversity and inclusion is a tool that has been recognized by all areas of the transportation sector as a way to encourage women to share their experience to not only help others navigate obstacles but to support career development and advancement. Having a mentor or champion play a leadership role will help build awareness and understanding of the significance of diversity in the workplace, and will serve to highlight the need to ensure inclusive considerations are made when developing and adopting policies, programs and practices for the future.

¹ Estimates from Boeing's *Pilot Outlook: 2018 – 2037* and Airbus' *Global Market Forecast 2018-2037*

2.5 At the ICAO Global Aviation Gender Summit in 2018, participants came together to discuss breaking barriers for women in the aviation sector. ICAO challenged the global aviation community to identify concrete actions to accelerate gender equality in aviation. To reach the goal of ensuring the advancement of gender equality in the aviation sector, initiatives need to be identified and promoted with a commitment from the top levels of organizations.

2.6 Awareness and understanding of unconscious bias was a key outcome from the ICAO 2018 Gender Summit and Canada, Australia and the United Kingdom are encouraged by ICAO's recognition of the need to challenge the way of thinking by incorporating a gender lens.

Canada

2.7 As part of the Global Aviation Gender Summit 2018 Roadmap for Enhancing Equality in Aviation, ICAO challenged member states to dispel stereotypes related to gender and aviation through education, communication, media campaigns, messages and inspirational stories. Creating new opportunities for the aviation sector to use a gender inclusive lens in the development and implementation programs and policies is fully supported by Canada.

2.8 Despite efforts to attract women to careers in science, technology, engineering, and math (STEM), women remain underrepresented in high-tech positions. One of the objectives of the Global Aviation Gender Summit in 2018 was to identify concrete actions that can be taken to accelerate gender equality in aviation and promote partnerships amongst interested stakeholders to implement actions.

2.9 Working with partners to strengthen outreach programs and put measures in place to attract women interested in pursuing careers in STEM remains a priority for Canada. In an effort to better understand the issue, Canada has partnered with the Association of Professional Engineers and Geoscientists of Alberta to provide funding to influence workplace culture to increase the participation of women in STEM professions.

2.10 Under its Feminist Foreign Policy, Canada is pursuing a gender-equal approach in all of its international policies and programming, including diplomacy, trade, security, and development. For example, Canada is exploring the inclusion of mandatory chapters on fair and progressive trade, including on gender, in trade negotiations and agreements. In addition, Canada hosted the Women Deliver 2019 Conference, the world's largest conference on gender equality and the health, rights, and wellbeing of girls and women in the 21st century. Canada's Prime Minister attended the conference, and announced increased support for women and girls' health around the world.

2.11 The Government of Canada developed an analytical process, called Gender Based Analysis Plus (GBA+) to assess the different impacts that federal policies, programs, regulations, services and initiatives could have on diverse groups of women, men, and non-binary people. GBA+ also considers other identity factors, like race, ethnicity, religion, age and mental and physical disability. By requiring decision-making processes to include GBA+, the industry, governments, academia etc. will ensure that diverse perspectives be considered when developing, delivering and evaluating policies, programs, initiatives etc.

2.12 Recently, Canada published new regulations for Remotely Piloted Aircraft Systems operating within visual line-of-sight. This new program offered a fresh opportunity to consider a gender inclusive lens. All related technical documents are gender neutral and all outward communications,

including YouTube videos, web content, and internal training courses, present visual images of people from multicultural backgrounds and different genders.

2.13 Gender disparity is not only prevalent in the aviation sector, but across all modes of transportation. Canada is actively championing gender equality in the transportation sector, writ large, on the international stage by working closely with multilateral organizations and fora such as the International Maritime Organization, Asia-Pacific Economic Cooperation, and the International Transport Forum.

Australia

2.14 On 27 July 2018, in Australia the Report of the Expert Panel on Aviation Skills and Training (the Report) was released. The Report was prepared by industry stakeholders with support from the Department of Infrastructure, Transport, Cities and Regional Development. The Report made recommendations to government and industry covering a broad range of issues, and highlighted the lack of gender diversity in the aviation industry. This has been more widely documented, with women accounting for only around three per cent of pilots and one per cent of aircraft engineers in the worldwide aviation industry.

2.15 Training and retaining an increasing number of female aviation professionals will be key to assisting the aviation industry to meet future demands for skilled workers. The Report noted that “If female participation rates could be raised to 10 per cent it would be a significant increase and assist the aviation/aerospace industries to meet its skills demand”, and recommended the development of “a concerted strategy to encourage diversity”.

2.16 Through the Women in the Aviation Industry Initiative (the Initiative) announced on March 7, 2019, the Australian Government is responding to this issue as raised in the Report. The Government has allocated \$4 million over four years to this Initiative. In addition to the Report, the Initiative has also been informed by an Australian Government-led roundtable held at the Avalon International Airshow on March 1, 2019. This roundtable explored ways to promote greater aviation sector diversity and enhanced equality. This activity will complement and support work already underway in the Australian aviation industry and education sector to encourage women to consider aviation as a career. The funding will target grass roots programs and significantly advance outreach to female school and university students to significantly raise awareness of the career opportunities available in the aviation industry.

2.17 In the first instance, some key industry bodies will be engaged to conduct outreach to female school and university students with key messaging and aviation career information. This will be conducted through measures including but not limited to: workshops and conferences targeting key groups; a number of ‘airport experience days’ at aviation facilities; attendance at careers and related exhibitions with targeted printed and digital material aimed at both students and parents. In addition, opportunities for students to meet industry representatives and explore career options and an ambassador program with associated media coverage. Future industry roundtables with key stakeholders is anticipated to further develop opportunities to market aviation career opportunities and related opportunities to promote the industry will emerge during discussions which will be considered on a continuing basis.

United Kingdom

2.18 The United Kingdom Civil Aviation Authority (UK CAA) is proud to be a supporting organisation for the Women in Aviation and Aerospace Charter². The Charter was created at Farnborough Airshow in July 2018 to support the progression of women into senior roles in the aviation and aerospace sectors and aspires to see gender balance at all levels across aviation and aerospace. It recognises that a balanced workforce is good for business – it is good for customers and consumers, for profitability and workplace culture, and is increasingly attractive for investors. In becoming a signatory, organisations pledge actions to help make this a reality. The UK CAA is also updating its approach to STEM outreach activities to inspire a range of young people into aviation and aerospace careers.

3. CONCLUSION

3.1 The need to advance initiatives that support women’s participation in the aviation industry is well documented and requires leadership and commitment from the top levels of Government and non-government organizations to identify, develop and implement policies, programs and practices to ensure there is meaningful change for aviation professionals of the future.

3.2 Advancing initiatives and opportunities for women in the aviation industry will support the economic growth demands of the industry. Leveraging underrepresented groups as early as possible is particularly important to ensure that women have the capacity and capabilities to meet and sustain the demands of the global economy and support the continuous progression of the industry.

3.3 With organizational commitment, leaders can encourage the empowerment of women and men to defy stereotypes and participate in creating culture change to go beyond barriers to leverage diversity through inclusion and advance initiatives that support women’s participation in the aviation sector.

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² <https://www.wiaacharter.com/>