



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



# Global Aviation Gender Summit Highlights

10 August 2018

SOUTH AFRICAN



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



## Key Outcomes from the Global Aviation Gender Summit

- Awareness and understanding of “unconscious bias” at the state, organization, cultural and individual level
- Recognition of need to shift mindset to drive inclusive decision-making with a gender lens
- Importance of 2030 Sustainable Development Agenda, especially Goal 5 on Gender Equality and Empowerment of Women, to underpin the need to include gender and diversity in strategic planning
- Necessity for data in benchmarking actions to accelerate gender equality
- Urgency for global collection and analysis of gender disaggregated data to inform policy makers and to drive actions/implementation on gender related policies in aviation sector

SOUTH AFRICAN



CIVIL AVIATION  
AUTHORITY



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



- Need for standardization of data collection and a mechanism for global availability displaying goals and targets
- Imperative to incorporate a gender lens in aviation reports by all stakeholders
- Raise awareness of how culture and stereotypes impact decisions related to gender and aviation at home, in schools, in the workplace
- Advocate/sponsor academic research on the topic of culture and how it impacts gender and aviation
- Dispel stereotypes related to gender and aviation through education, communications, media campaigns, messages, and inspirational stories

SOUTH AFRICAN



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



- Increase outreach to girls on STEM, with a focus on technical studies leading to aviation careers
- Advocate for aviation in global STEM programmes and reports
- Urge Governments to support STEM programmes related to aviation
- Urge aviation sector stakeholders to increase promotion of the sector to youth, facilitating access to education by dispelling stereotypes, and ensuring equal opportunity for girls and boys
- Conducting communication campaign to make aviation sector more known and accessible to young girls and boys
- Put measures in place to attract and retain women in aviation and STEM related careers

SOUTH AFRICAN



CIVIL AVIATION  
AUTHORITY



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



- Putting measures in place to :
  - Attract, select and retain women in aviation;
  - Overcome barriers associated with workplace stereotypes that have hindered women from developing and advancing careers in the aviation male-dominated sector
- Develop policies that eliminate discrimination between genders:
  - Government legislation, such as pay equity and maternity/paternity leave;
  - Organizational policies, such as work/life balance

SOUTH AFRICAN



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



- Advocate for leadership and mentoring programmes and initiatives to support women in their career development facilitating access to leadership positions
- Encourage industry leaders to serve as inspirational role models for women in aviation
- Enhance role/accountability of aviation leaders by demonstrating commitment from the top and serving as “Gender Champions”
- Examine gender equality from the lens of innovation, fueling business and organizational success

SOUTH AFRICAN



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



- Identify what constitutes successful gender partnerships to inspire collaboration with industry stakeholders
- Encourage aviation stakeholders to accelerate gender equality in aviation through partnering with entities who have a shared vision and goals on gender

SOUTH AFRICAN



CIVIL AVIATION  
AUTHORITY



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



# Global Aviation Gender Summit Roadmap for Action

10 August 2018

SOUTH AFRICAN



CIVIL AVIATION  
AUTHORITY



ICAO





# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



## Road Map for Enhancing Gender Equality in Aviation

- **Considering** ICAO Assembly Resolution A39/30 which calls for States and industry stakeholders to take concrete actions to accelerate progress for gender equality in the aviation sector;
- **Considering** ICAO Assembly Resolution A 39/25 which calls for States and industry stakeholders to contribute to the United Nations 2030 Agenda for Sustainable Development
- *and taking into account* the highlights from the Global Aviation Summit held in Cape Town from 8 to 10 August 2018

SOUTH AFRICAN



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



## Road Map for Enhancing Gender Equality in Aviation

- *the following strategic action points* are recommended for consideration by States and industry stakeholders in developing tailored programmes and road maps to enhance gender equality and the advancement of women in aviation;
  - **Policy and Action Plan**
  - **Barriers and Enablers**
  - **Partnerships**
  - **Data**

SOUTH AFRICAN



CIVIL AVIATION  
AUTHORITY



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



## Policy and Action Plan

- Develop policy and action plans:

Government legislation / Organizational policies

- e.g. to ensure women are treated equally and fairly and to address matters such as: pay equity, maternity/paternity leave, work/life balance, flexible working arrangements, development of mentoring and leadership programmes, violence against women etc.

- Advocate and demonstrate commitment from the top

SOUTH AFRICAN



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



## Barriers and Enablers:

- Eliminate or mitigate biases and stereotypes in the home, school and work place in an effort to increase access for girls to STEM education, leading to an increase in the talent pool of women.
- promote leadership training to middle-level managers in order to prepare them for the senior manager positions
- Fostering a coaching and mentoring environment with a gender lens
- Sharing gender related best practices

SOUTH AFRICAN



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



## Data

- ICAO and its Member States, together with international aviation partners, will work together to collect, analyse and transparently share global gender disaggregated data on a voluntary basis that would include goals and targets
- The data would be used for accurate policy / decision-making, driving effective implementation of gender equality actions in the aviation sector

SOUTH AFRICAN



CIVIL AVIATION  
AUTHORITY



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



## Partnerships

- Accelerate gender equality in aviation through partnerships with stakeholders sharing a common vision and goals on gender
- For the aviation sector, in collaboration with UN WOMEN ICAO will:
  - Promote the HeForShe campaign
  - Introduce UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP) at the country level in selected states

SOUTH AFRICAN



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



## Partnerships

- Establish partnerships with
  - UNESCO on education and STEM
  - Industry for:
    - scholarships fellowships and internship opportunities for girls

SOUTH AFRICAN



ICAO



# Global Aviation Gender Summit

Cape Town, South Africa | 8 to 10 August 2018

PLANET  
50-50  
BY 2030!



# Thank You

SOUTH AFRICAN



CIVIL AVIATION  
AUTHORITY



ICAO