



Global Aviation Gender Summit

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Hosted by



In cooperation with



In collaboration with



AFRICAN WOMEN IN AVIATION

Session 6 : BARRIERS AND ENABLERS - WORKPLACE

Presented by

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Objective

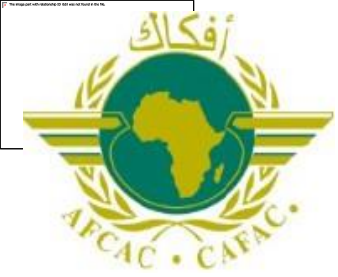
Present barriers and enablers for women in aviation and show efforts being made by AFCAC and AU to promote gender equality in aviation.



Introduction



- ❑ African Civil Aviation Commission (AFCAC) is the Specialized Agency of the African Union (AU) responsible for Civil Aviation matters in Africa, based in Dakar Senegal.
- ❑ Concerning women in aviation, AFCAC is guided by the AU Gender Policy which calls for the advancement and achievement of gender equality between men and women, and the principle of equality and non-discrimination between men and women.



Introduction

- ❑ As a specialized Agency of African Union, AFCAC places great emphasis on the promotion of gender equality and the empowerment of women in order to achieve equal participation of women and men in aviation industry.
- ❑ The AFCAC Strategic Objective on Human Resources Development is to ensure sustainable human resources development for African Aviation and thus aims at encouraging women to join the Aviation industry.





BARRIERS

□ Brain Drain

- The 1st Conference on Brain Drain in African Aviation which was held in Addis Ababa, Ethiopia, on September 2009, highlighted the negative Impact of brain Drain on safety and disruption of air transport services. The trend robs Africa of trained personnel- both men and women.



BARRIERS

❑ Negative perceptions

- That women cannot live up to the high standards of a technology driven aviation sector is one of the main barriers for women to enter the aviation labor market;
- Work/life balance of certain careers in aviation such as Air Traffic Control, Aircraft Maintenance, Pilot, etc. is not achievable/sustainable for women;
- Senior and executive management positions in aviation are still generally dominated by men.



BARRIERS

❑ Education system

In most African countries, an education system does not provide clear pathways for women to select aviation as a career, moreover, the few available courses are not affordable.



ENABLERS/ OPPORTUNITIES

□ Institutionalization

- The global agenda for sustainable development launched by the United Nations in 2015, including Sustainable Development Goal (SDG) No. 5 on Gender Equality and Empowerment of Women; as well as the inter-related ICAO Assembly Resolutions adopted in 2016, called for the institutionalization of gender equality.



ENABLERS/ OPPORTUNITIES

- Through Solemn Declaration on Gender Equality in Africa, the Assembly of Heads of State and Government of Member States of the African Union, at the Third Ordinary Session in Addis Ababa, Ethiopia, from 6-8 July 2004, agreed to expand and promote the gender parity principle adopted regarding the Commission of the African Union to all the other organs of the African Union. Most recently, the 31st AU Summit (1st July, 2018) recommended 50/50 Allocation of Posts Principle.



ENABLERS/ OPPORTUNITIES

❑ African Initiatives and Programs

- Gender mainstreaming was adopted as a strategy to provide greater opportunities for women in aviation;
- The African Union launched the fund for African Women in accordance with the Assembly Decision Assembly/AU/Dec.143 (VII) which was adopted in Addis Ababa, Ethiopia, in January 2007.
- The Objective was to build the capacity of African women in aviation.



ENABLERS/ OPPORTUNITIES

□ African Initiatives and programs

- AFCAC was commissioned to use the opportunity of the African Woman Decade 2010-2020 to identify barriers and challenges that African aviation is facing in promoting gender equality and women's empowerment and define priority actions and mechanisms needed to accelerate progress towards gender equality and to increase women's participation in key positions in the aviation industry.



ENABLERS/ OPPORTUNITIES

- Through Technical Cooperation with the UAE, AFCAC assisted member States to accelerate the human capital development and training since 2013, with more than 25 participants Women Internship Program in Dubai.
- To show institutionalization of the concept, AFCAC takes seriously the gender approach of the various recruitment processes it organizes i.e. all applications are considered to be of equal opportunity, regardless of gender or origin.



ENABLERS/ OPPORTUNITIES

Illustration

- ▶ **37%** of Total of AFCAC Staff are women in AFCAC
- ▶ **33%** of AFCAC Professional Staff are women
- ▶ In addition, for the first time since the establishment of AFCAC, a Woman held the position of Secretary General from 2012-2018.



ENABLERS/ OPPORTUNITIES

- ▶ The 21st plenary session of AFCAC held in N'djamena in May 2010 urged member States to increase the number of women in key positions in the aviation industry and urged AFCAC to work with States, to encourage women to join the aviation industry.
- ▶ AFCAC was further requested to enlist the support of all relevant African institutions and international stakeholders to achieve this objective.



ENABLERS/ OPPORTUNITIES

- ▶ In pursuit of this initiative, AFCAC, concerned with the promotion of women in its strategic objectives and program of activities, embarked on an outreach for gender and development of women in aviation, with a particular focus on the next generation of aviation professionals required by the global aviation community. This is in collaboration with FAA, ICAO and other International partners.



Enablers/Opportunities

- ❑ The current compliment of women in all sectors of aviation have performed exceptionally well and are a living proof that the gender mainstreaming approach i.e. the pluralistic approach that values the diversity among both men and women is the way to go in aviation;
- ❑ By giving women better access to more skilled positions through training and capacity building, AFCAC together with AU member States will expand women's opportunities for leadership and increase their visibility in the African aviation industry.

RECOMMENDATIONS

In order to follow up on the gains that we enjoy today towards gender equality and women empowerment, the following initiatives should be fully pursued:

- Development a culture of gender mainstreaming which involve men and women
- Create awareness among young generation and promote women scholarship programs for key aviation sectors;
- Promote gender mainstreaming as a key strategy for increasing women participation in aviation through the full implementation of international Treaties, Conventions and Resolutions by all African States;

RECOMMENDATIONS

- Apply gender equality in senior and executive management positions in aviation through 50/50 Posts Allocation Principle;
- Organize awareness campaign on gender balance in aviation through effective information dissemination and sharing.
- Include in the action plan to be adopted by the Summit, the establishment of focal points for effective communication and acceleration of its implementation



THANK YOU
SIYABONGA
ENKOSI
DANKIE