



Gender equality in aviation

The EU perspective



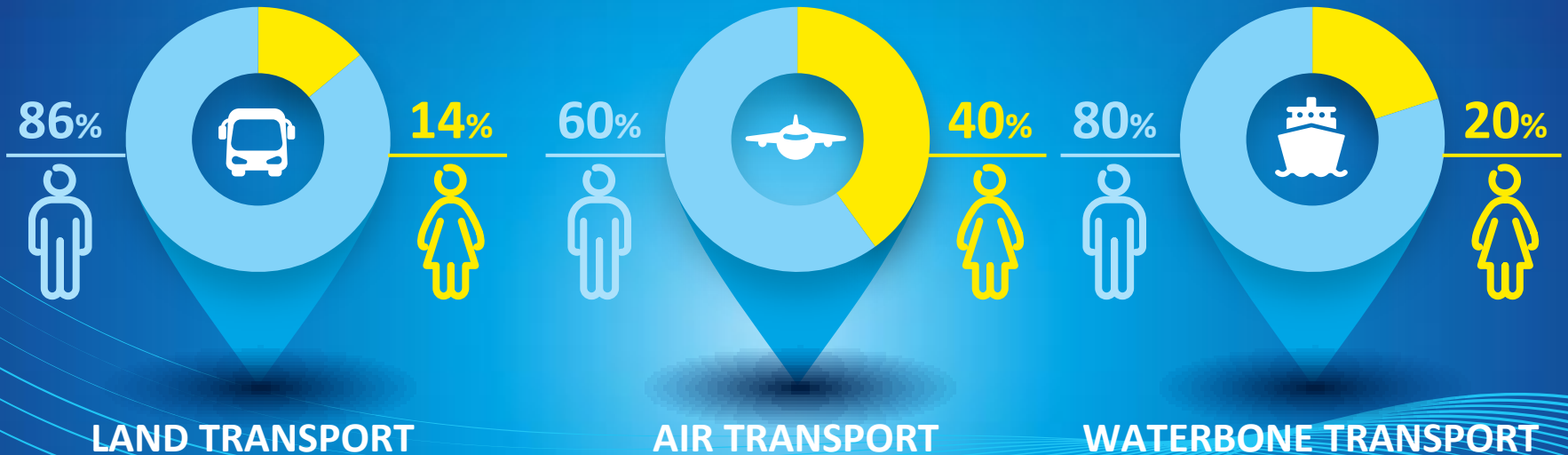
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Mobility and
Transport

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ONLY **22%** OF EU TRANSPORT WORKERS ARE **WOMEN** !

SHARE BY GENDER AND TRANSPORT MODE:



Differences between occupations

40 % of female workers in aviation

But the proportion of female workers is extremely low in more technical professions such as pilots (world average for pilots 4-5%).

Gender balance, a common goal

- One of the few topics on which Unions, employers and policy makers all agree even if their focus may be different
- If we improve gender balance, this will benefit all workers, including male workers.
- Studies show that organizations with inclusive cultures have greater innovation, creativity and results as well as a lower turnover.
- We need to use all talents for the future of the sector

What are the obstacles to a more balanced workforce (1)?

Culture/image/stereotypes

- Outcome of a survey and group sessions with students (aged 16-18) and young workers (aged 19-25).
- Overall conclusion: young people do not know transport jobs well - lack of knowledge about the requirements and selection procedure
- Aviation got the most positive associations overall: "glamorous", "excitement", "travel". Also associated with "well paid", "highly qualified" and "great responsibilities" (except for ground staff).
- However, **persistence of gender stereotypical jobs** (this explains why there are **more female cabin attendants than female pilots** even though the family constraints are similar for both professions)

What are the obstacles to a more balanced workforce (2)?

Working conditions

- Work-life balance**: mobile workers, night and week-end shifts.
- Violence** both from colleagues (incl. managers) and from customers. Also in aviation !
- Recruitment, pay and career opportunities**

3 key stages *Interest before entering the profession (including the cost of studies to become a pilot), entering and working, remaining during one's career*



What are the tools provided by the EU to tackle the issue ? (1) Horizontal tools

- **EU Treaty:** Equality between women and men is one of the European Union's founding values.
- **EU legislation**
 - In force e.g. equal pay** (*Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation*)
 - Proposed: Work-life balance** for working parents and carers (April 2017)
 - See also: **FAQ What is the EU doing for women's rights and gender equality?**
http://europa.eu/rapid/press-release_MEMO-18-1602_en.htm
- **Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention).** All EU Member States and the EU have signed it but not all EU countries have yet ratified it.



(2) Transport specific, action oriented, tools for EU stakeholders

- The online **Declaration** to ensure equal opportunities for women and men in the transport sector

Can be signed online

- The online module to share **good practices** on the Europa Website
- The Women in Transport - **EU Platform for change**

More advanced cooperation tool to increase the employment of women in the sector



Specific objectives of the Platform

- Raising **awareness**
- Collecting **gender disaggregated data**
- Improving the **opportunities** for female employees, for women-owned companies and for women in managerial positions; increasing the number of women in decision-making positions.
- Improving **working conditions** to attract and retain women in the sector by providing better work-life balance, zero tolerance to violence, equal recruitment, pay, training and career opportunities , quality of the working environment and facilities
- **Changing Culture** to eliminate gender stereotypes and make the sector appealing to women (within the company and in the society).



An action oriented tool

- **Platform members** commit to taking specific actions: 19 (EU only !) members from EU transport organisations representing employers and workers (**e.g. CANSO, ECA and ETF**), 4 EU Member States (AT, HR, ES **including the Spanish Aviation Safety Agency**, SE) and an EU Agency (ERA) until now
- **Actions have to be SMART** Specific, Measurable, Achievable, Realistic and Time-bound
- **Examples of actions:** gender neutral vacancies, developing a gender equality plan, improving sanitary facilities, setting targets for the employment of women, launching a campaign, organising open days, implementing a "zero tolerance to violence" policy, etc



What can stakeholders get from participating ?

- **Peer advice**

- **Consultation phase before an action starts:** applications are circulated to other Platform members. Suggestions can be made by the Platform members/secretariat during a period of two months after receipt of the application.

- **During and at the end of an action: exchange of feedback and results** (lessons learnt, transferable elements)

- **Enhanced visibility** (including the use of the Platform label)

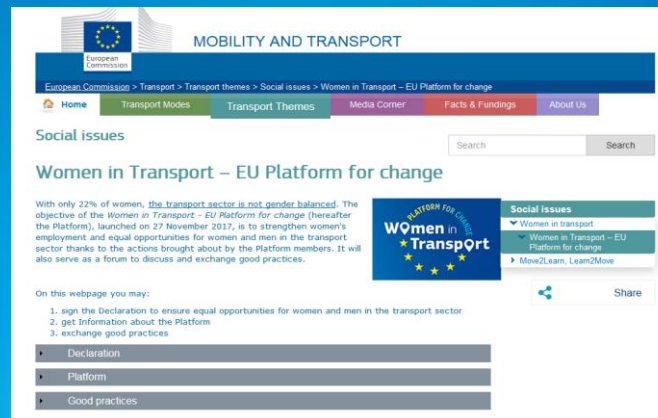


The Logo of the Platform:



For further information

- **Platform Website:**
<https://ec.europa.eu/transport/themes/social/women-transport-eu-platform-change>



- **Contact :** MOVE-more-women-in-transport@ec.europa.eu



Thank you !