



Attracting and Enabling Women For Future Technical Roles In Aviation

Opportunities, Challenges and Recommendations



Agenda

- Phenomenon
- Opportunities
- Issues
- Barriers
- Initiatives
- Enablers



Opportunities

- Volume of air traffic set to increase 3.441 B (2034)
- Approx. half million additional pilots holding a commercial license until the year 2034 (Boeing)
- Airlines in Europe are expected to create approximately 100.000 additional jobs in a cockpit.





S **♀** **SEM**



ISSUES

Global Aviation Gender Summit
Cape Town, South Africa 8 to 10 August 2018
Day 2 - Thursday 9 August 2018: GENDER EQUALITY IN AVIATION: ENABLERS AND BARRIERS

South Africa 8 to 10 Au

Moderator:
Ms. Justine Sass,
Chief, Section of
Education for
Inclusion and
Gender Equality,
UNESCO

Ms. Anastasia Mikova,
Director,
Hope Foundation and
Co-director of the film WOMAN

Ms. Vanessa D. Velasco,
Director A.I. HORAS, Spain

Ms. Elsa D'Silva,
Founder and CEO,
Red Dot Foundation (Safecity), India

Ms. Zuks Ramasia,
General Manager Operations,
South African Airways

Dr. Meredith Gould,
Gender, Education & Youth
Sr. Advisor, Consultant
World Bank & USAID

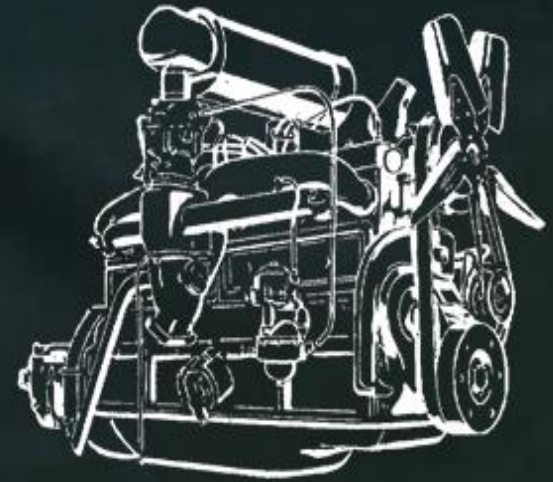
Ms. Monnia W. Hahla,
Chairman of the Board,
Denel Aviation

GLOBAL AVIATION GENDER SUMMIT

STEM



$$\begin{matrix} 3^L & 5/6 & x \\ (\phi) & \infty & \sqrt{\pi} \\ f & [+] & \{ 9 \frac{x}{x} \} \\ \Sigma = 4 & & 1 < 7 \end{matrix}$$



Not only is there a
'leaky pipeline'

in STEM

the
plumbing
itself is

BROKEN



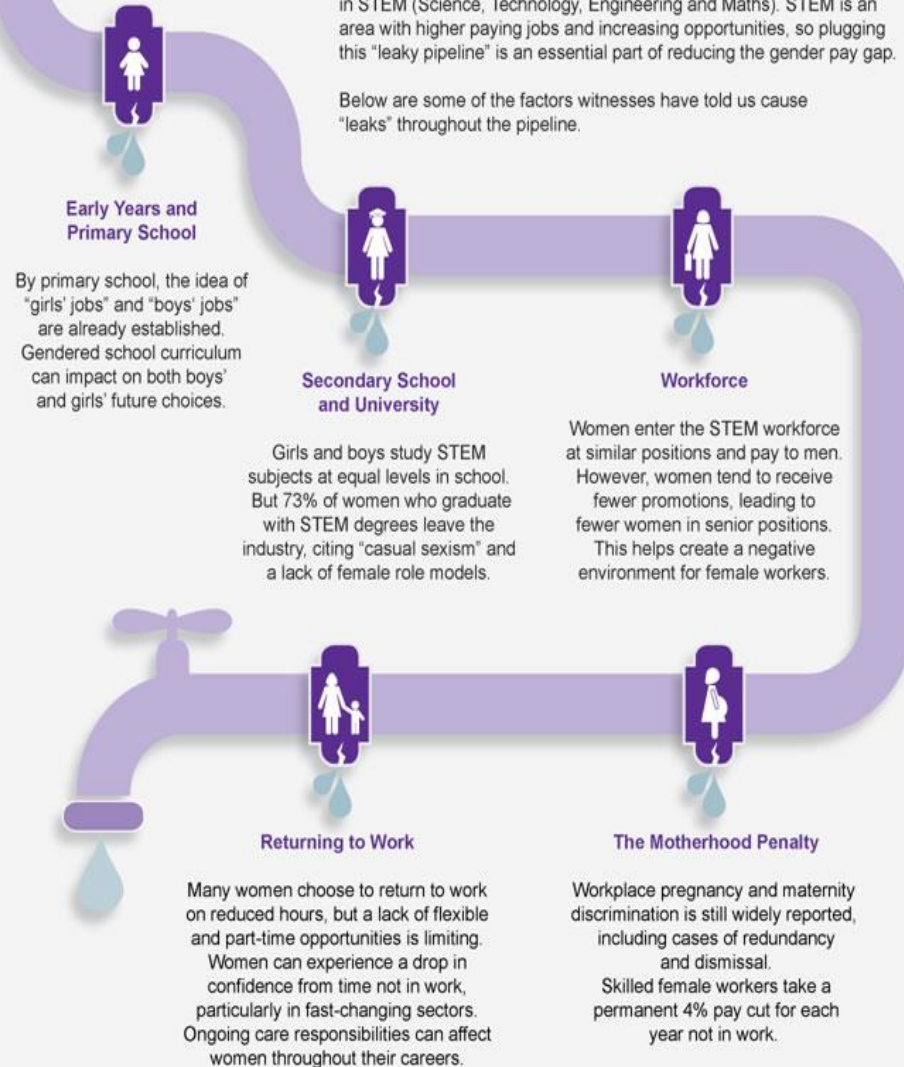
STEM Women.net



The "leaky pipeline"

The inquiry has heard about a "leaky pipeline" in Scotland, particularly in STEM (Science, Technology, Engineering and Maths). STEM is an area with higher paying jobs and increasing opportunities, so plugging this "leaky pipeline" is an essential part of reducing the gender pay gap.

Below are some of the factors witnesses have told us cause "leaks" throughout the pipeline.







7 Types of Bias

1. Prove it again
2. Tightrope
3. Maternal Wall
4. Tug of War
5. Isolation
6. Self-Selection
7. Confirmation



Engage

Grades K - 9

Recruit

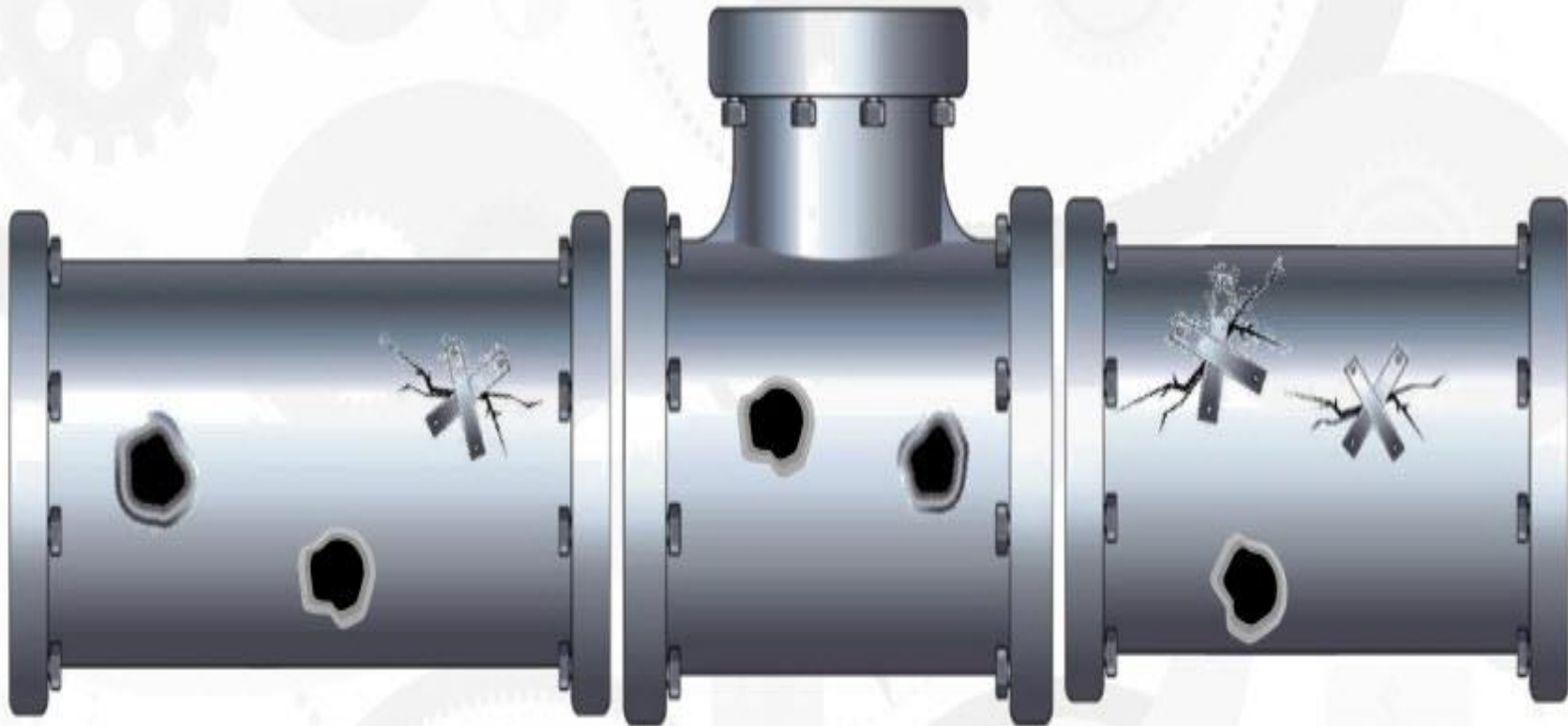
Grades 7 - 12

Retain

BS - PhD

Sustain

Career





WOMEN IN AVIATION ASIA INITIATIVES

- REVERSE MENTORING
- PEER SUPPORT CIRCLES
- FEMALE ROLE MODELS
- MALE SPONSORS
- ACCULTURATION

