



# 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** **♀** **STEM**





# 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

**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

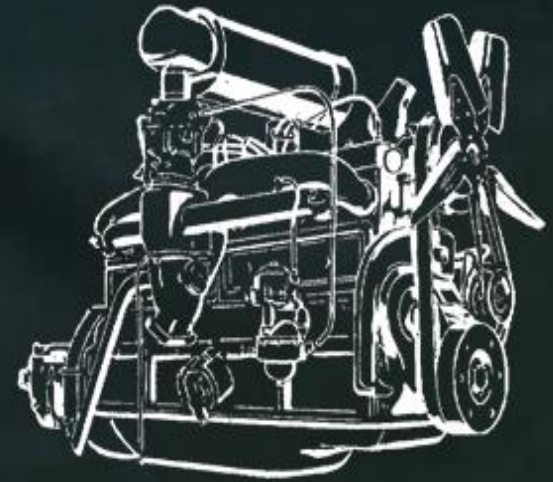
Ms. Monifa W. Hahla,  
Chairman of the Board,  
Denel Aviation

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**



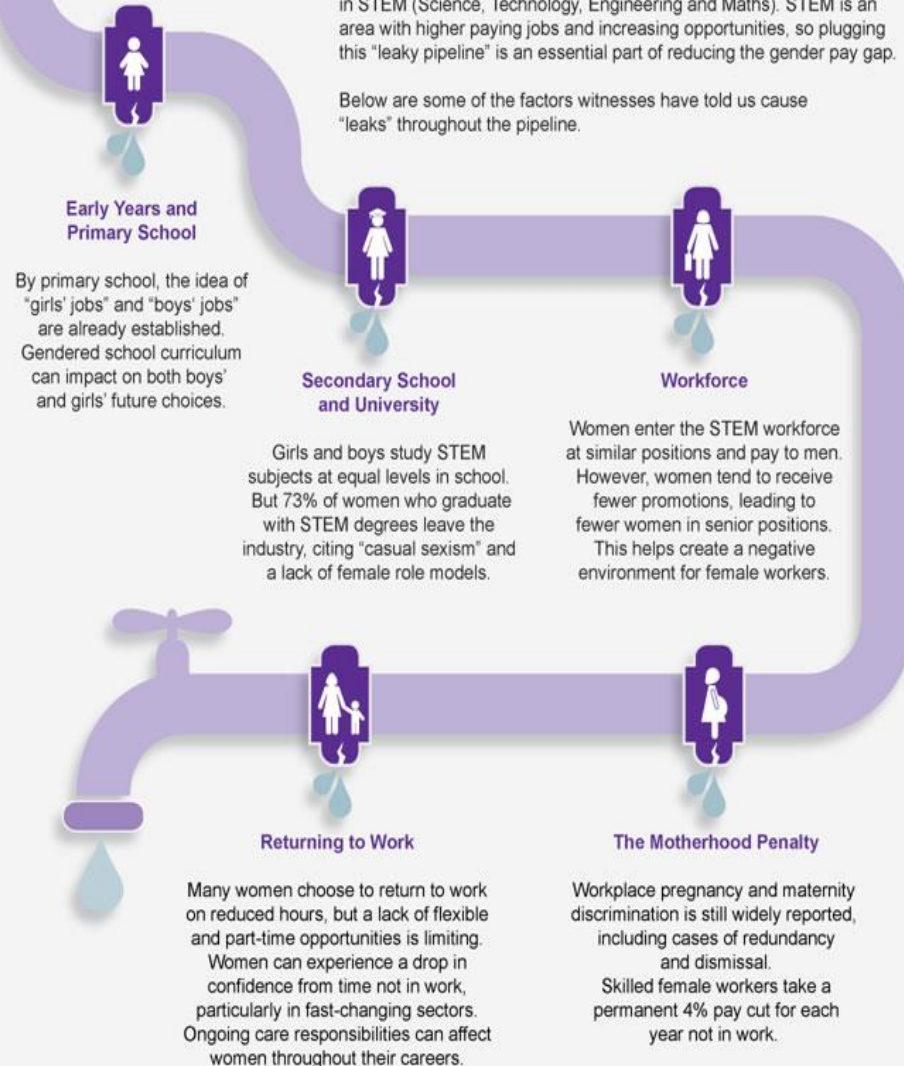
STEM Women.net



## 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**

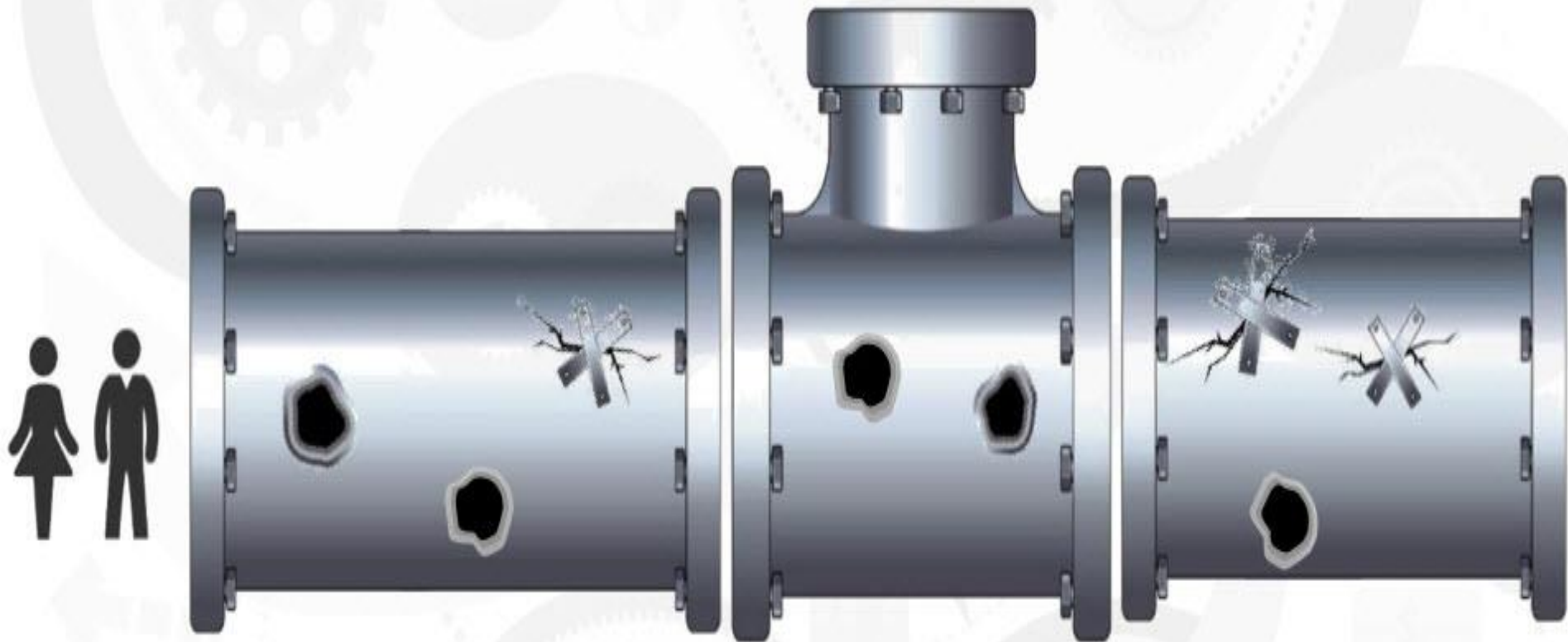
Grades 7 - 12

**Retain**

BS - PhD

**Sustain**

Career





# WOMEN IN AVIATION ASIA INITIATIVES

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



