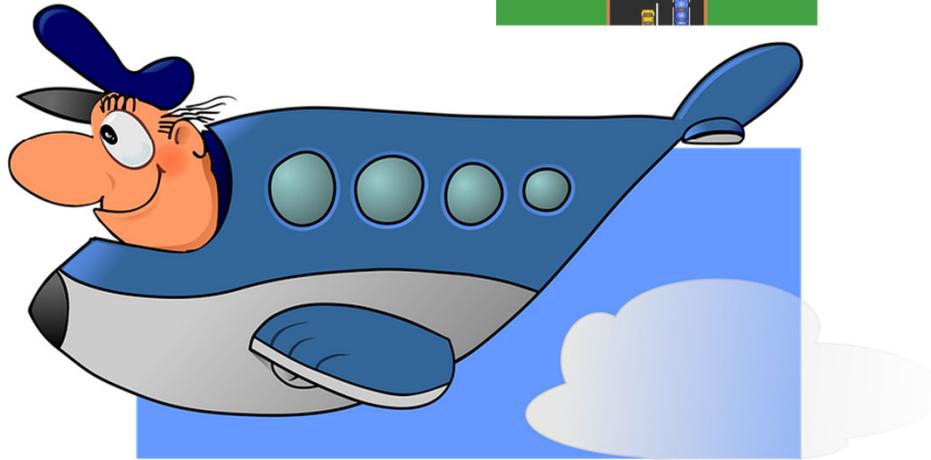
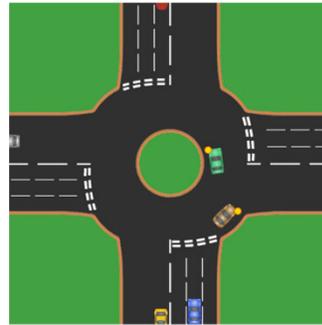


Gender Balance in Aviation

Workshop



An everyday story...



Unconscious bias

→ [Understanding unconscious bias](#)

→ [Sli.do survey](#). Event code **# 8488**

→ Do you consider yourself sexist?

→ Yes

→ No

In fact, studies have shown that **people who believe they are objective, or that they are not sexist, are less objective and more likely to behave in a sexist way**

Sli.do survey. Event code # 8488

- During performance assessments, what kind of adjectives do you tend to receive?
 - Task oriented: e.g. Analytical, competent
 - Relationship focussed: e.g. Compassionate, enthusiastic

- Have you ever been called “too emotional”
 - Yes
 - No



- [Sexism at work: how can we stop it? Handbook for the EU institutions and agencies | European Institute for Gender Equality \(europa.eu\)](#)

National and international initiatives

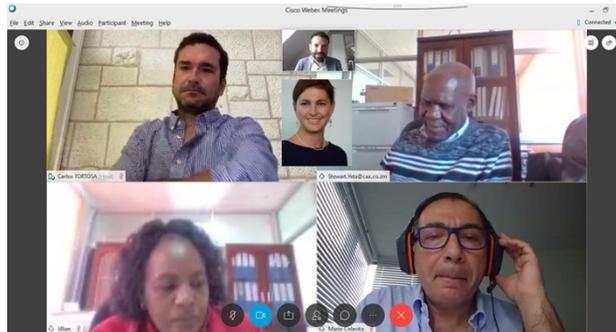
→ The Zambian [Ministry of Gender](#)



→ The European Commission
[“Women in Transport” Platform](#)



ZCAA-EASA partnership



International initiatives Icao

→ The ICAO 2018 Cape Town
[Global Aviation Gender Summit](#)



→ ICAO TV [Women in Aviation Series](#)



Why Gender Balance

- Diversity and balance: innovation and better results
- Recruit to add talent, not to get the same talent



- A sense of belonging increases engagement



Sli.do survey. Event code # 8488

- What is closer to your situation?
 - I feel included in my team. I am well informed, and my opinion and arguments count for group decision-making
 - Sometimes I feel excluded, but I can live with it
 - I suffer from lack of influence and appreciation in my team

- Lack of sense of belonging results in disengagement.
- Lack of engagement reduces performance



Aviation and technical figures

- Figures in Zambia: [Global Gender Gap Report](#)
- Zambia is 45th of 153 countries, between Australia and Panama, and above the USA.
- Zambia is among the 10 best world performers in closing the gap of Economic Participation and opportunity

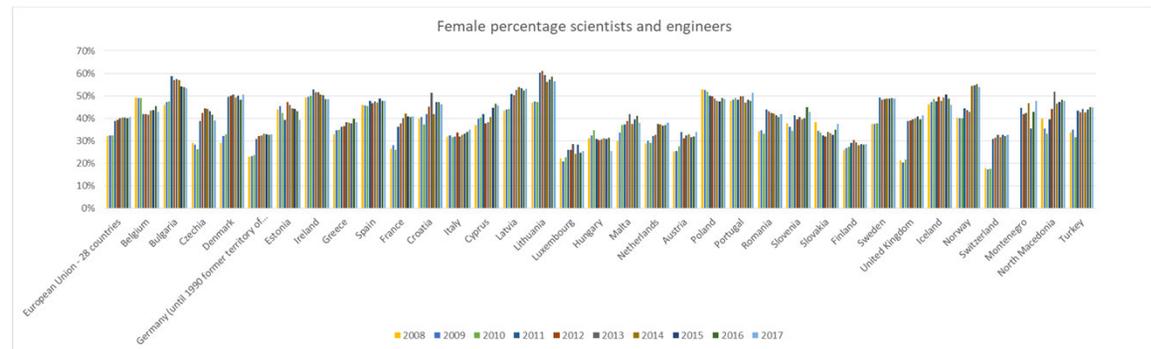


Aviation and technical figures

→ Female pilots in Europe are 5%. In contrast India , country with more female pilots (13%).



→ Scientists and engineers in Europe



How to promote equality? Barriers

→ Unconscious bias.

→ Affinity

→ Performance

→ Attribution

→ Likeability

→ Maternal

→ Double discrimination and intersectionality

→ Conscious: Maintain status quo. Inertia to change

→ Women's education: what works and not in a competitive environment (see notes)

→ Fear of dogmatism and positive discrimination

→ Equality vs. equity.

→ Company policy.



Affinity bias



Performance bias



Attribution bias



Likeability bias



Maternal bias



Double discrimination
& intersectionality

Sli.do survey. Event code # 8488

- Which of these statements do you concur with? (multiple choice)
 - At my work it is more difficult for a woman to have influence
 - It is more difficult for LGBT+ to have influence
 - Gender or sexual orientation don't play any role at my work.
 - There is full equality of opportunities and inclusion, formally and in the day-by day exchanges
 - It is easier for a woman to have influence

- What is closer to your situation?
 - I'm satisfied with my development path
 - I'm dissatisfied with my development path



Most useful initiatives at EASA

- Regular communications: Statistics, Girl's day,...
- Interactive session
- Soft skills training:
 - Assertiveness, effective communication, emotional intelligence
- Greek goddesses and gods mini-workshop

In work

- Guidance for managers flexible working arrangements
- Role models videos
- Task allocation for fairness, motivation and development (technical and admin staff)
- Speaking in public club, Mentoring programme

Maersk business case

- Global maternity leave policy
 - extended leave and 20% reduced working hours at full contractual pay up to six months after returning to work
 - aimed at increasing the retention of women following childbirth or adoption, from the current 70 % to 90 %



How to promote equality?

→ Enablers

- Wish for fairness. Healthy work atmosphere. Be an example. Better society for the next generation.
- Raising awareness of bias. Active promotion of diversity and inclusion
- Continued support and empowerment of staff
- Two-way communication channels

Sli.do survey. Event code # 8488

- Do you consider yourself a good listener?
 - Yes, I ask colleagues about their situation and opinion, and then listen to them with true attention
 - No, I recognise that I'm more intent to say my piece, and not patient enough to really listen

- During meetings, do you make sure that quiet voices are heard?
 - Yes, I make a point of it
 - No, normally I don't pay attention to this

What can I do to improve inclusion?

- Share about yourself
 - Build connection and trust
- Recognise your mistakes
 - Give permission to be vulnerable
 - Give leeway to stumble and learn
- Growth mindset
 - Be courageous to enquire, and fix errors
- Create moments of belonging
 - Accept others for who they truly are



***“Diversity is having a seat at the table,
inclusion is having a voice, and
belonging is having that voice be heard.”***



Open debate with Lilian, Carla and Carlos

- Personal experiences
- The perspective of men
- Situation in Zambia
- Barriers
- Enablers: possible actions

References

- <https://womensleadership.stanford.edu/voice>
- <https://www.raeng.org.uk/publications/reports/closing-the-engineering-gender-pay-gap>
- <https://leanin.org/50-ways-to-fight-gender-bias>
- <https://womenintheworkplace.com/>
- [EC Women in Transport Platform website.](#)

References:

- [Sexism at work: how can we stop it? Handbook for the EU institutions and agencies | European Institute for Gender Equality \(europa.eu\)](#)
- [The Power of Belonging | Pat Wadors Talent Connect 2016 - YouTube](#)

Thank you!

Visit the EU ASSP II Zambia project website for all materials
<https://www.eu-assp-z.org/2020-gender-equality-in-aviation>

Please fill the evaluation form at the end of the workshop to
give us feedback and request a statement of attendance:
<https://ec.europa.eu/eusurvey/runner/Genderequality>

easa.europa.eu/connect



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