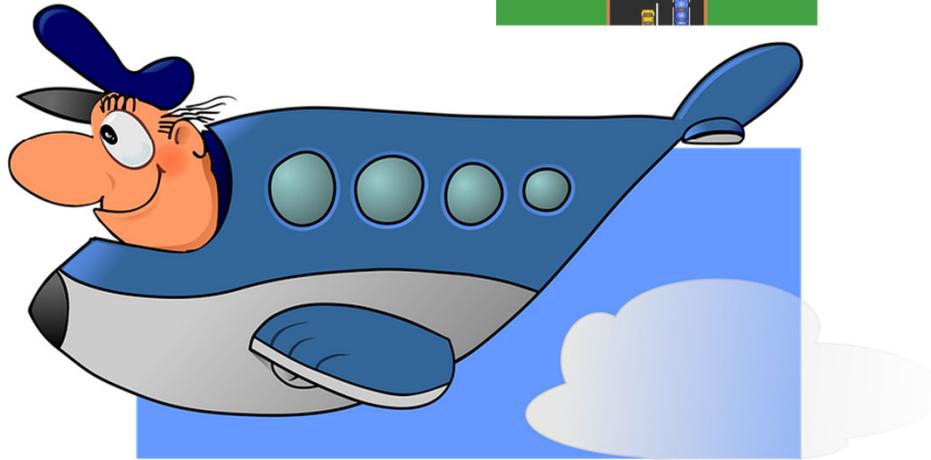
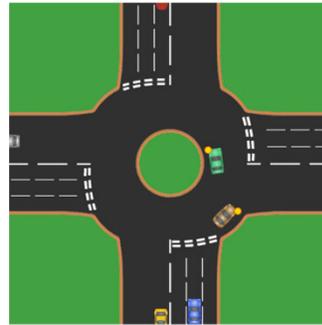


Gender Balance in Aviation

Workshop session 0



An everyday story...



Unconscious bias

→ [Understanding unconscious bias](#)

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

→ Which statement is closer to your opinion:

- I think differences in traditional roles (assistance and care for women, versus technical and management for men) are mostly due to nature/genetics
- I think differences in female and male roles are mostly cultural

Sli.do survey. Event code **#8488**

- How many times more often do men interrupt women than other men?
 - There is no difference
 - ½ of the times so often
 - 3 times more often



National and international initiatives

→ The Zambian [Ministry of Gender](#)



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



→ The European Commission
“Women in Transport” platform



Why Gender Balance

→ Diversity and balance:
innovation and better results

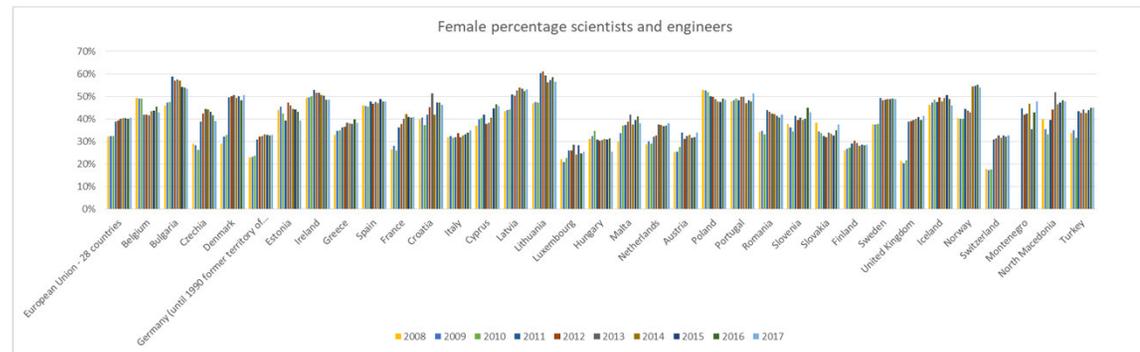


→ A sense of belonging increases
motivation



Aviation and technical figures

- Female pilots in Europe are 5%. In contrast India , country with more female pilots (13%).
- Scientists and engineers in Europe



- Figures in Zambia? [Global Gender Gap Report](#)

Sli.do survey. Event code **#8488**

- In principle, what do you think about initiatives to support gender balance?
 - I support them, they are helpful to improve equality
 - I don't think they are necessary, there is no discrimination
 - I'm against these initiatives, I find them in fact discriminatory against men

How to promote equality?

→ Barriers

- [Unconscious bias](#). Affinity, attribution, performance, likeability, maternal.
- Conscious: Maintain status quo. Inertia to change.
- Women's education: mistakes in a competitive environment (handout)
- Fear of dogmatism and positive discrimination. Equality vs. equity. EASA policy.

→ 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**

- Which of these actions would you find more useful
 - Eliminate or mitigate biases and stereotypes in the home, school and work place in an effort to increase access for girls to STEM education
 - Promote leadership training to middle-level managers in order to prepare them for the senior manager positions
 - Gender quotas
 - Commitment from the top management: policy action plan
 - Promote work-life balance
 - Fostering a coaching and mentoring environment with a gender lens
 - Collecting and disseminating gender disaggregated data

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

Open debate

- Situation in the ZCAA
- Barriers
- Enablers: possible actions
- Future workshops

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>

Thank you!

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