



## ETF Women in Aviation Working Group (WAWG)

### Working Paper

#### Item 1 – Introduction

##### Objectives of the working paper

- **Voice women's issues that are common to all profession in aviation**
- **Voice profession-specific issues (air crew, ground staff, ATM)**

Desirable outcome: use the working paper as a basis to describe the life cycle of a flight from a passengers' perspective with women performing all of the jobs required for one single flight. This could be presented in the form of a social media campaign, or an illustrated leaflet. Issues to be gathered bottom up across ETF Civil Aviation committees and sections.

#### Item 2 – Sector-specific issues

##### CABIN CREW

- Vulnerability exacerbated by mobile workplace and changing teams
- Complicated work/life balance
- Isolated at work, never working with the same people
- Sexual harassment on board and during lay overs by customers and co-workers
- Difficulty in being recognised as safety professionals
- Uniforms (big issues): tight, "sexy" etc, still based on stereotypes
- Few operational leaders are women
- Imbalance in treatment between pilots and cabin crew in case of illegal behaviours
- Need for third party to intervene in harassment case

##### ATM

- Low number of women in the ops room
- Women considered less prone to take the risk to go through a costly training
- Education high but very narrow and not reusable in other roles
- FEAST tests: bias recognised in DART. Give equal weight into both oral interview and testing

##### GROUND

- Violence (especially in customer-facing roles)
- Getting into other jobs in the ground (ramp not so many women, most women on the landside)
- Uniforms for ramp: made for men and often not fit for purpose.
- Uniforms at check-in: similar issues as with cabin crew colleagues
- Periods and sanitation: excessive length of time in between toilet breaks.
- Bag weight: excessive for women, but in general for everyone



## | Resources

- [Women and aviation: Quality jobs, attraction and retention \(ilo.org\)](#)
- [ILO conclusions of the technical meeting on aviation](#)
- [Invisible Women | Caroline Criado Perez](#)
- [Aviation for all](#)
- [Elevate aviation](#)
- [Ellas vuelan alto](#)