

Gender equality: what is aviation doing about it?

December 2022



Pushing for gender balance



In 2019, IATA launched its “25by2025” initiative as a voluntary industry-wide campaign that focuses on improving female representation in the industry.

Signatories have committed to reaching 25% of leadership positions being held by women in 2025, or to deliver a 25% improvement in such numbers by that year



In 2021, Change Horizon and Meantime Communications launched the Women in Aviation & Logistics movement

WAL, that has now evolved into a Swiss-based not-for-profit association, is offering a female experts database, regular awareness webinars, monitoring of gender balance at events and industry associations and a cross-industry women mentoring program.

Tracking the numbers: more is needed!

6% of **airlines** have a female CEO

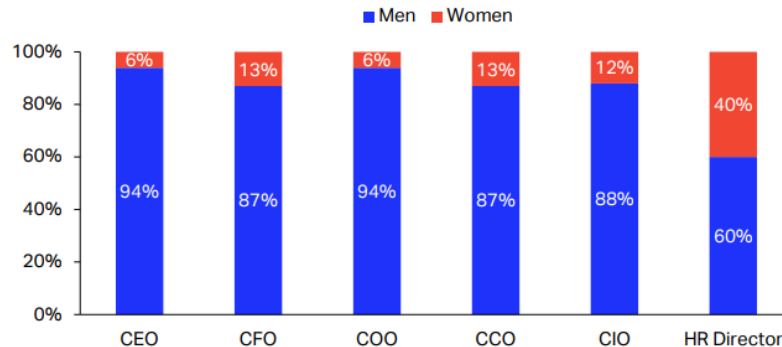
11% of women in the Boardrooms of **industry associations** and 16% in executive teams

Only 16% of speakers at aviation & logistics **events** are women

- The range goes from 0% to 24%
- The 13 global industry associations monitored are all managed by males

- 26 in-person global air cargo events monitored in 2022
- No improvement compared to last year
- 5 events had less than 5% of female speakers
- Only 3 had 25% or slightly more (28%)

Women in Leadership Positions at Airlines in 2021



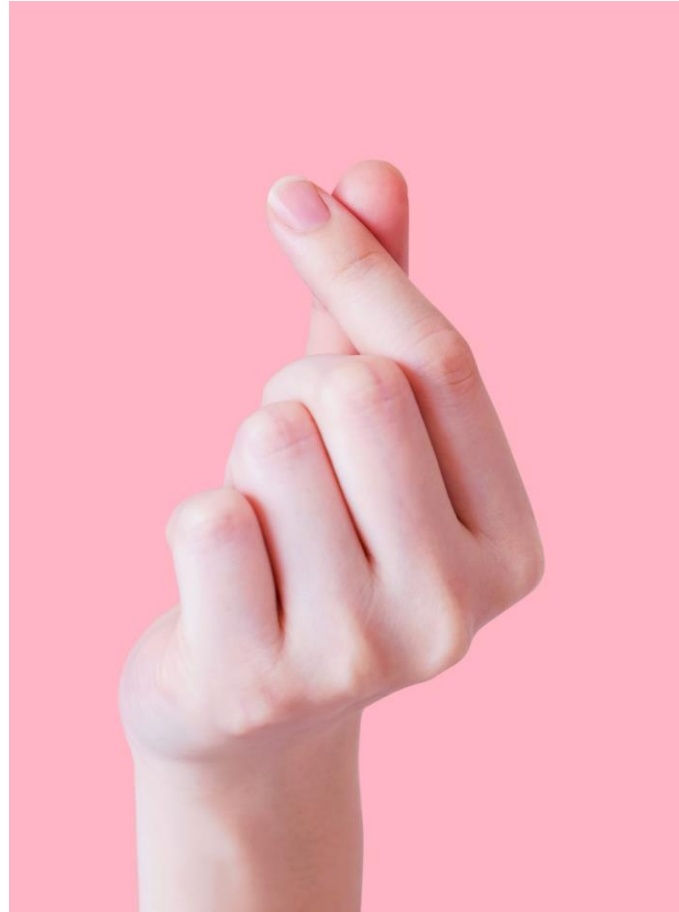
Source: FlightGlobal

Still no transparent data at industry and company levels!

Every action counts and it's everyone's business!

Change, small and big, at every level is possible:

- **Individual:** join the discussion, mentor a colleague, fight unconscious bias
- **Corporate:** track your D&I related numbers, set targets, offer open & safe dialogue opportunities, adapt your HR policies, develop an internal mentoring program
- **Industry:** track & report facts, provide guidelines & best practices, celebrate women's achievements



This is not a women's issue: **men allies are critical!**

We are not competing amongst ourselves: **women should help other women!**

WAL Mentorship Program



The program helps women at every stage of their career to develop **executive presence**, **strategic thinking**, improve **personal branding** and gain **influence**.

BUILDING ON SUCCESS

Following the success of the 1st Mentorship Program, which connected 54 professionals for 4 months of mentoring, the 2nd edition is planned to launch in 2023

SPONSORSHIP OPPORTUNITY

WAL is actively seeking sponsorship to boost its programs and collect gender-related data in air cargo



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The need for mentoring will only increase as ever more women are joining our industry



Our mission is to influence, drive, support and celebrate the sustainable transformation of aviation and logistics sector.

Let's connect

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The logo for CHANGE HORIZON is displayed within a black rectangular border. The word "CHANGE" is in a bold, black, sans-serif font, and the word "HORIZON" is in a bold, red, sans-serif font, positioned directly below "CHANGE".

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