

Promoting Gender Equality:

Airports To Increase Women Staff To 25% Of Workforce

The Directorate General of Civil Aviation (DGCA), India's Aviation Regulator, has issued an advisory to airports and airlines to boost the presence of women employees within their organizations, aiming to enhance gender equality in the aviation sector. The aviation industry in India currently sees an average of 5-14% women in its workforce, with the highest representation, at 14%, being in the pilot category. Therefore, according to the circular, the DGCA's objective is to achieve a target representation of 25 percent women in various roles within the Indian Aviation Industry by 2025.

The call for increased representation of women aligns with the '25by2025' initiative by the International Air Transport Association, which advocates for adopting global best practices. The circular, titled 'Gender Equality in Civil Aviation Sector', has been issued with a focus on upholding the principle of gender equality and fostering equal opportunities for women in the aviation sector. It also aims to fulfil the International Civil Aviation Organisation's (ICAO) vision of promoting equal opportunities within the aviation industry."

The regulator has proposed various measures, which include implementing a zero-tolerance policy towards sexual harassment, establishing diversity goals, and developing HR policies to achieve them. The circular also recommends broadening the range of job roles available to women and showcasing female role models. It calls on organizations to adhere to government regulations concerning maternity leave and childcare facilities, and to create policies for reintegrating women who have taken career breaks due to parenting responsibilities.

Stakeholders are also encouraged to advance the representation of women in the aviation workforce, implement leadership and mentorship programs tailored for women within their organizations, tackle stereotypes and gender biases, and advocate for improved work-life balance for women employees. This initiative taken by the civil aviation industry to uphold the Gender Equality Principle enshrined in the Constitution is commendable. This effort represents a significant stride towards empowerment of Women, which is also the theme of International Women's Day, 2024 - "Invest in women, Accelerate progress".
