

2016 ICAO/IAWA Photo Contest



Gender Equality in Aviation!

ICAO and the IAWA invite you to showcase your creativity and to explore themes of gender equality and women's empowerment in aviation – through your camera lens!

Entries may be sent to iawa-connect@icao.int | For more information visit www.icao.int/IAWA-photo-contest

#reachfortheskies #planet5050

Submission deadline: 9 September



ICAO





Name: Lisa Bradley



Name: Tom Brusehaver

Country: United States

Narrative

Clear Prop!

This is a picture of my 6 month old granddaughter in her sisters Christian Eagle. Exposing girls at a young age is important to making a lasting impression on all people so they know airplanes are for them.

I built the plane, and took the picture, July 2016.



Name: Julian Nnakidde

Country: Uganda

Taken at Entebbe International Airport on 3 Jul 2016



Name: Mike Nadolski

Country: United States

Photo taken at Farnborough Air Show in July 2016

Siobhan Sweeney Cordova – Executive Vice President, Global M&A/ Corporate Development at AIAC (American Industrial Acquisition Corporation) Picture taken while debuting the “Flight Deck” during a private site visit tour of the Bombardier C Series at the Farnborough Air Show this summer July 2016.

One of AIAC's manufacturing portfolio companies: Arnprior Aerospace (Ex-Boeing Canada Plant, which we acquired in 2005) <http://www.arnprioraerospace.com/> a manufacturer of precision components for the aerospace industry, including tray and rack assemblies for Boeing Jetliners.

Arnprior Aerospace manufactures for the Bombardier C Series the nose landing gear box, canopy frames, windshield post and frame components. We also produce a miscellaneous group of sheet metal components for this airplane all out of the Montreal facility on the C Series.

The Bombardier C Series (also C Series) is a family of narrow-body, twin-engine, medium-range jet airliners by Canadian manufacturer Bombardier Aerospace. The C Series models are the 110-seat CS100 and the 135-seat CS300.



Name: Fallon Blattner

Country: United States

Photo Taken: April 2015

This photo includes myself (right), a UH-60 MEDEVAC Pilot, and my crew chief, Sara Becker (left), after a training flight. Behind us you can see the Bambi Bucket (fire bucket) that we were conducting training with in order to prepare for the firefighting season in Colorado. Both Sara and I have been in the military for 5+ years and are outnumbered by our male counterparts on a daily basis however that doesn't stop us from going for our dreams. This photo portrays two successful, young, driven women who are experts in their fields despite the challenges of being in the military as a female aviator. Additionally, it portrays the friendship and trust that females in aviation have towards one another.



Photographer's name: Forough Jonghani

Country of residence: United Kingdom

Photo taken: January 2007

To whom it may concern, I would like to take part in the contest with this image showing woman in pink and male in blue. This picture was taken in 2007 at the initial Cabin Crew training for All Nippon Airways at ANA flight academy in Tokyo by Mr Jon Cascarella, who was then at that time manager within the training Center! We can say that the balance of men and woman is equal, just as you wish to see it in order to reach the sustainable developments goals on woman, especially in the aviation section. Me myself, am the first woman standing from the left. I started as a cabin attendant. I then did a diploma in aviation management and operations and am currently working for the civil aviation authority in the UK.

Narrative

In many places around the world, woman in aviation are one of the most vulnerable segments of society. In traditional aviation community, woman have very few rights in a male dominated environment. They become part of less valued character of aeronautical engineers and head of flight operations departments only because it was not considered to be a role for a female in our society. Originally this was for the protection of the women and their children in earlier years of the industrialisation, to some extent this is still the case. The lived experience of the women themselves however, attests to the pain of their loss

both of their educational rights and their status as competent woman in the aviation authority etc... In earlier cultures, the woman become the lowest on the status ladder and lose their rights and talents and often the choices for their children to be considered for a so called male position due to the technical nature of the aviation community. Women are still often a hidden group in not only the aviation sector. In the last years national authorities as well as airlines start meeting and consulting about woman and it seems acceptable to be a women in the Aviation sector. I hope that through this image and this contents woman can uphold their rights and live fulfilling lives again being equal to empowered. My image represents the equality on men and woman differentiated in blue and pink to show that it is possible and we are on the right track for gender equality.



Name: Pal Eliza

Country: Germany

Date of the picture: 10 March 2011

The picture illustrates five successful women in aviation present at a conference in March 2011. From left to right can be seen:

- Mrs. Dana Licu – ATM Expert at EUROCONTROL;
- Mrs. Claudia Varlan – Deputy Supervisory Director at ROCAA;
- Mrs. Terry Eisenbart – Executive Vice President at Aloft Aviation Consulting;
- Mrs. Marie-Dominique Dupuy – Safety Analyst at Dubai Air Navigation Services;
- Mrs. Ruxandra Brutaru – Board Member of Happy Tour.

The picture was taken during the second edition of Air Navigation Convention in 2011, having as subject “Professional Opportunities for the Young Aerospace Engineers”. During the first day the organizing team allocated a special afternoon for women. The panel was called “Bridging the gap between gender – how women can compete and succeed in aviation”.

Each and one of these remarkable women took the word and not only spoke about their struggle and success in the field of aviation but also encouraged the young women present at the conference. They showed the path to become a woman with a place at the decision-making table in aviation using their own personal experience.

The most impressive and captivating presentation was the one of Mrs. Terry Eisenbart held. She managed to pass the message that a woman can conquer the aviation world by giving us examples of successful stories and specific jobs that are available for females, especially within a small airline (her area of expertise). With those examples she not only increased the inclusiveness in the aviation workplace but also brought closer the gender equality gaps in the aviation sector.

The picture promotes the efforts of these outstanding women towards enhancing gender equality and the empowerment of women in the air transport sector.

These distinguished women are nowadays leading the way as worldwide agents in aviation, they are encouraging the next generation of women in aviation and are examples for every woman not only in the aviation field but every domain.



A women from the an Airport Construction Project in Ashgabat, Turkmenistan.

Name: Mariola Ziolkowski

Country: Germany

Photo taken: 19 October 2015 during the construction of Ashgabat International Airport, Turkmenistan

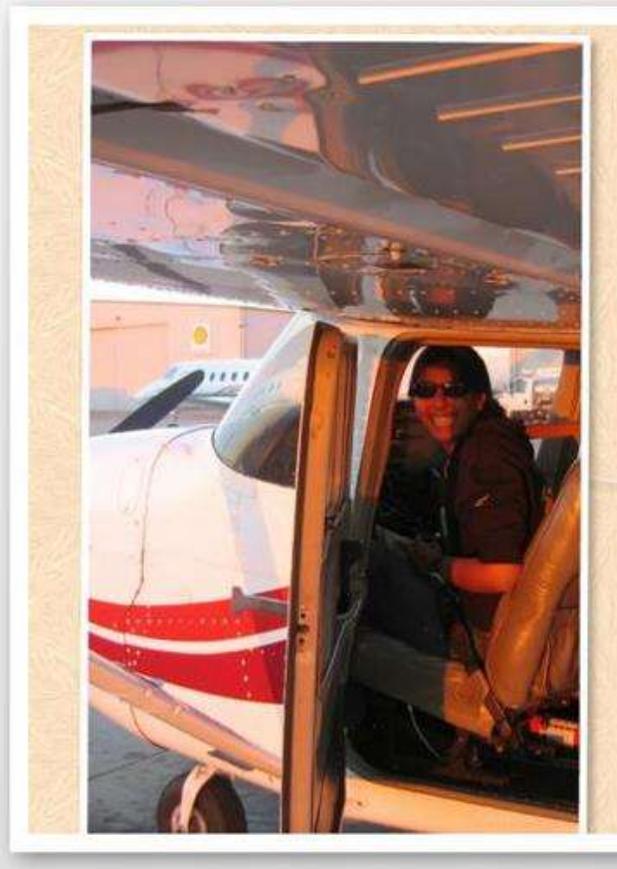
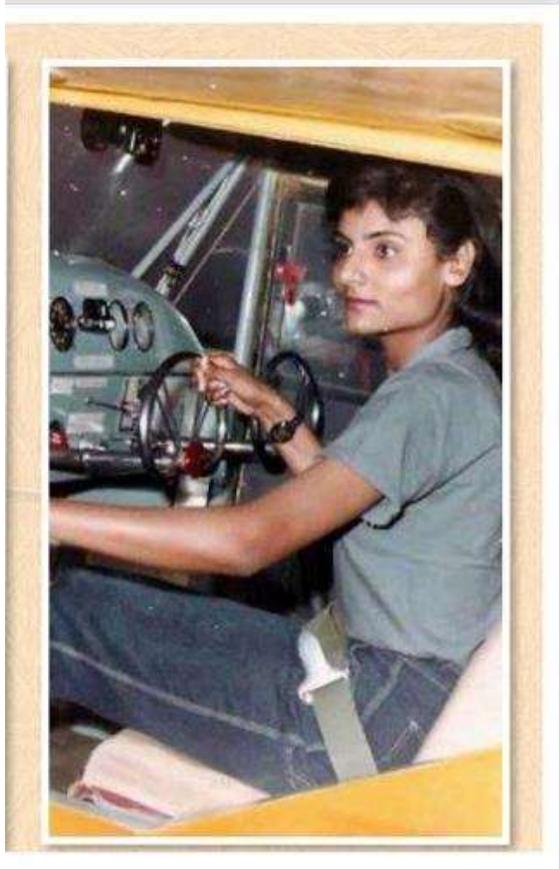
Gender-related statement - Inclusiveness in the aviation workplace

Nowadays we can see more and more female Pilots, Engineers, Finance & HR Managers as well as Executive Directors in many sectors of the aviation industry. Several big airlines already have established variety of Diversity and Inclusion Programs.

For example, at Lufthansa 15% of the senior management jobs are filled by women, whereas 42% of their employees are women, so still there is a way to go. Nevertheless, these numbers are very positive, having in mind that in some airlines females on management positions are only about 3% or not presented at all.

Similar situation is observed at the airports. Some airports (including the external stakeholders involved in the operation) have a large gap to fill when it comes to inclusiveness in the aviation workplace and the involvement of women in airport management positions or airport construction and ORAT (Operational Readiness Airport Transfer) jobs.

For example, in Middle East there is still only one female Airport Director as well as the female presence at airport project is very limited. The photo should encourage more women to apply for airport management positions as well as to take part in airport construction projects.



The left photo is my mom, Sangeeta Joshi, she broke all the stereotypes back in 1980's. She couldn't complete her commercial pilots course because lack of funds but she flew for 40hrs. On the right is me, Rashi Joshi, picture taken by Tarun Mehta, Indian, living in Singapore, was after my first solo in Jan 2007, my partner took the photo and I had no idea this photo existed until I saw mom's photo and realized I had a similar photo.

I went on to finish my flight training and I fly as a captain in one of Asia's airline. I think I had it in my blood from her. Glad to be applying to this contest. Makes me proud.

Extremely proud of every woman who is breaking stereotypes and creating a gender equality for all the others out there.

I hope I win. For mom.



Photographer: Bruno MICHAUX-VIGNES

Model: Fahima BOUBIR

Country: Guadeloupe, France (Caribbean)

Place, month and year the photo was taken: Aéroport Guadeloupe Pôle Caraïbes, June 2016

Fostering the next generation of women in aviation (353 words):

Since my childhood, I have always been fascinated by aviation, especially airports. However, older people were telling me that it was a man's field and that I would never be able to evolve in such an industry. As a determined and airport-passionate young woman, I decided not to hear what people were saying and I sent dozens of applications to airports in the world in order to learn from these fascinating

places. Of course, I received plenty of refusals as well as lacks of responses. Nevertheless, I have never lost hope, even through these long days waiting for a miracle. This wait ended up paying: a positive reply finally arrived. I managed to get my first experience in an airport that believed in my motivation and my willingness to evolve in such an industry. I did my best to learn and to meet the expectations of my managers. I was happy at the end of my mission to know that they were totally satisfied with the work I provided.

Years have now passed and this position helped me entering the French Civil Aviation University (Ecole Nationale de l'Aviation Civile – ENAC). Who could have believed that a young girl whose career dreams were not believed in by others could enter such an important school for aviation?

At the moment I am writing, I graduated from ENAC and I am now in charge of the strategy of an international hub airport.

If I am telling you about my experience today, girls and women of this beautiful world, it is for you to understand that everything is possible. Even in a male-dominated industry, women can succeed. Never give up on your dream or passion just because people tell you that you cannot do it because you are not a man. As long as you have the determination and the willingness to succeed, you will. It started with a student job for me, it ended up turning into an airport top-management career at the age of 25 years old. It could be you tomorrow, so please do not lose hope: the aviation industry is waiting for you!



Name: Kgomotso Phatsima

Country: Botswana

Photo taken: 22 April 16

My name is Lieutenant Kgomotso Phatsima, I am a military pilot and a flight safety officer in Botswana Defence Force.

I have a Master of Science degree in Strategic Management from the University of Derby, a Bachelor of Education (science) majoring in physics and mathematics from the University of Botswana , a post graduate certificate in Enterprise Risk Management from Botswana Accountancy College and a certificate in finance for non-finance managers from the same institution.

History was made in Botswana Defence Force Air Arm in August 2011 as the graduation of its first female officers as military pilots. The journey was not an easy one but through determination, perseverance and hard work I successfully completed Basic Military Flying course and emerge one of the first among the four female officers to graduate as a pilot. This indeed is a great milestone the Defence Force and the nation as a whole has taken towards bridging the gender equality gap in the military aviation sector.

My passion for aviation and the desire to foster and encourage the next generation of women in aviation saw me develop a motivational programme for secondary school students called "Dare to Dream" aimed at encouraging the advancement of women in aviation fields such as astronauts, pilots, aviation doctors, air hostess e.t.c

I visit schools on a monthly basis and carry out motivational talks and inspire the students that it is possible to achieve anything you set your mind to. This picture shows myself at one of the motivational talks at Mater Spei College in Francistown. I am a member of Women in Aviation International and I am currently working on starting our own chapter affiliated with the main body, Women in Aviation Botswana.



Name: Bonnie Posselt

Country: United Kingdom

Photo taken at Middle Wallop on 24 May 2016

I am a Squadron Leader doctor in the Royal Air Force. In addition, at the time I was the only UK trainee in the newly recognised speciality of Aviation and Space Medicine. This photograph was taken just before participating in a motion sickness desensitisation sortie undertaken in the Gazelle aircraft. This is one of the practical methods of treating aircrew who suffer with the debilitating symptoms of motion sickness. I am a STEM ambassador and will continue to encourage young women to consider the many and varied careers in the fascinating world of aviation, in addition to paving the way for the new speciality.

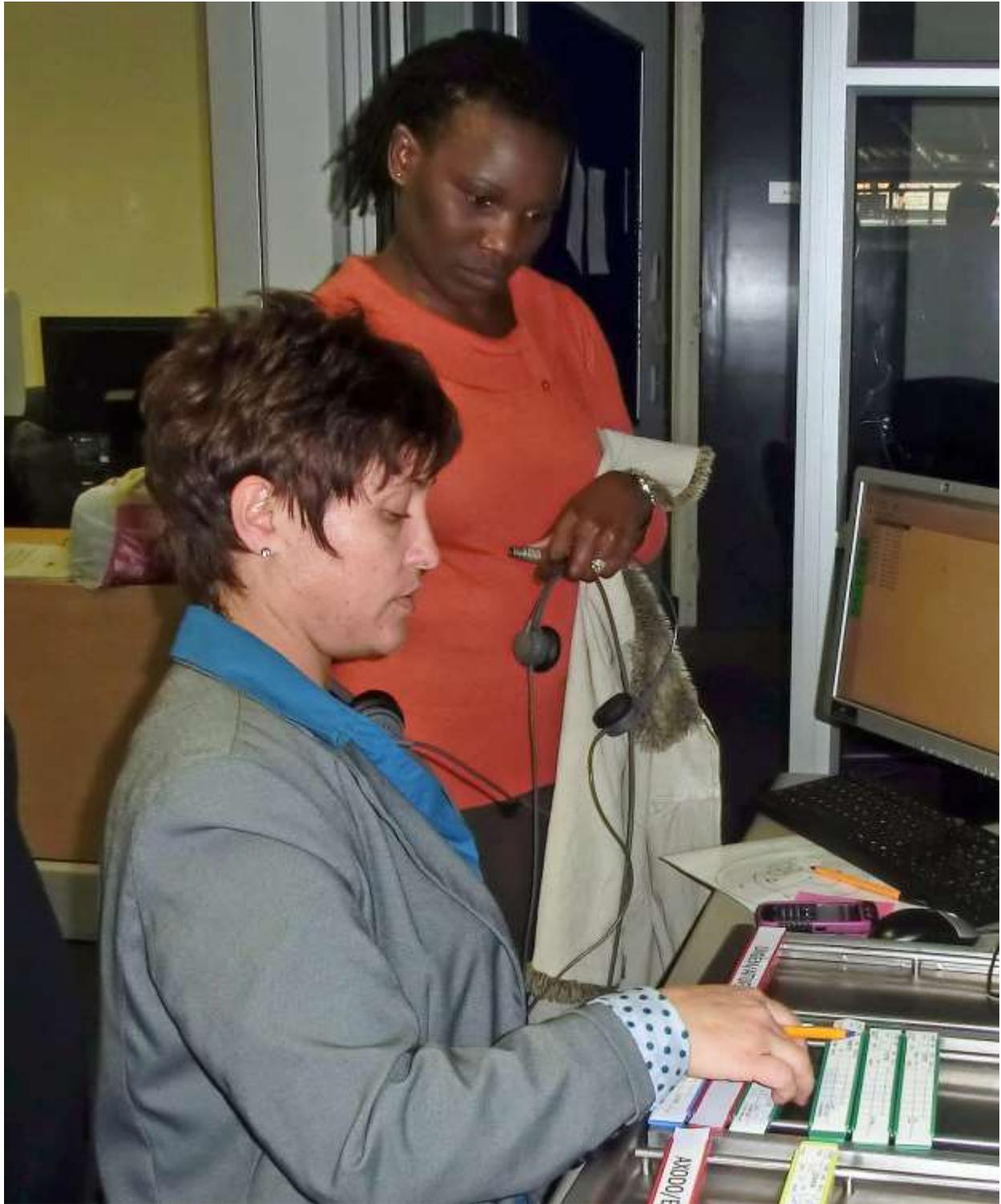


Name: Beatriz Giron Arellano

Country: Mexico

Photo taken: 11 June 2016

La aviacion es lo mas excelso de la actividad humana; es el hombre en busca de la aventura, es el ser que se desprende de la vulgaridad de la tierra, para comulgar con la pureza del cielo y descender a purificar la tierra, despues de haber recibido la comunión de lo infinito soy estudiante de avicon para piloto comercial de ala fija y y estoy orgullsa de poder representar a todas las mujeres que tienen un sueño y una pasion...volar



Photographer: Anders Ellerstrand

Country: Sweden

Photo taken: 26 July 2012

The photo shows the first Namibian surveillance approach controller Mrs Christine Eiman, handing over the position to the second first Namibian surveillance approach controller Mrs Philippine Lundama. It is not a very good photo technically but I believe it has a good message.

Narrative/description:

Namibia gained its independence in 1990. From a history of German colonisation and later a South African apartheid regime, the young nation now became a modern democracy. In 2011 Namibia, assisted by a UN/ICAO Project, introduced surveillance based Air Traffic Control and became the first nation in the world using the new technology – Wide Area Multilateration – to provide surveillance control over its entire airspace.

In 2012 surveillance control was also introduced for approach control of the two airports serving Namibia's capital city Windhoek. The first surveillance approach controller in Namibia was Mrs Christine Eiman, the manager of Eros Tower at Windhoek City Airport. The second surveillance approach controller in Namibia was Mrs Philippine Lundama, who later became the first female Chief Air Traffic Control Officer of Namibia. This historic moment took place 26 July 2012.



Paula Orozco Escobar

Name: Paula Orozco Escobar

Country: Colombia

Photo taken: 10 July 2015

Este avión es un boeing - stearman , kaydet (all models) fue tomada en el aeropuerto jose maría córdoba de rionegro skrg, iba con mi novia le llevaba un regalo era la pulsera con un avión de oro para comprometerme con ella, quise comprometerme delante de este avión ya que es una antigüedad de la aviación, y así como ellos duran nuestro amor va a durar por mucho tiempo! no se necesita de un anillo para comprometerse, para mi la aviación es la felicidad y ella es mi amor! es un buen complemento



Name: Iliana Sánchez Navarro

Country: Mexico

Photo taken: 25 August 2016. San Antonio, Texas.

Description:

Taken during ignition system failure of Learjet air ambulance, at the airport in San Antonio, Texas. The C.P.A. Aurelia Cisneros in charge of supervising the repair, for the aircraft to be reactivated as soon as possible and continue with the transfer of patients.



Name: Ervin Tamayo Iroy

Country: Qatar

Photo taken: March 2011

Veronica Bonje Iroy, a Filipina Electronics Radar Technician of Qatar Civil Aviation Authority is performing Monthly Preventive Maintenance on the ATC Radar Antenna System of one of the ATC Radar Sites at Doha International Airport, Doha, Qatar.



Name: Lindsay Crawley

Country: Auckland, New Zealand

Photo taken: July 2016

Category: Advancement of women in aviation

The Aviation Security Service of New Zealand is a firm believer in the value of gender equality and the empowerment of women in the workplace.

We are committed to supporting, developing and retaining female leaders and are especially proud of our operational female explosive detector dog (EDD) handlers, who represent the breaking of many global and domestic glass ceilings. For example, while the New Zealand Police has over 8,000 sworn staff, it has only two operational female dog handlers. The Aviation Security Service has fewer than 900 staff, yet has three operational female dog handlers.

We recognise the value of a diverse workforce which allows a wide range of perspectives and problem-solving approaches to be brought to the table, and we strive to enhance that diversity, particularly in regards to gender.

This photo is representative of that mission: Lindsay Crawley is a highly skilled and committed leader within the Explosive Detector Dog Unit at New Zealand's largest airport in Auckland. She is the first ever female sergeant and advanced to this status within her first year of joining EDDU.

While Lindsay's growth and swift career progression is fully a product of her expertise, hard work and personal resolve, the Aviation Security Service is proud to support her and considers that her an excellent role model for women in aviation and other typically male-dominated industries.



Name: Larisa Nepochatova

Country: Ukraine

Photo taken: 10 November 2015

Larisa Nepochatova is a first Lady - Aviation Underwriter in Eastern and Central Europe, as well as one of the few Ladies in Aviation Insurance sector in the world. She is a member of IAWA, Aviation Engineer by education and a PhD in Flight Safety. Larisa delivers lectures on several courses in National Aviation University of Ukraine, serving as an inspiration and a leader to a younger generation who are entering the aviation sector. Larisa is founder of BUSIN Insurance Company -an Aviation Specialty Firm with over 24 years of market expertise. Aviation Insurance needs highly-skilled professionals such as Larisa, who has greatly contributed to the development of Ukraine's infant aviation industry and brought its Aviation Insurance market up to the global level. Ukraine is the home of ANTONOV airplane family, renowned for its freighters - An-225 "Mriya" and An-124 "Ruslan" who conjointly set 270 world records. Currently there are new production facilities in development outside of Ukraine and new contract manufacturers joining production. The new An-178 was presented at Dubai Airshow in 2015, where (this photo?) was taken during the IAWA annual conference.



Name: Bedan Thendu

Country: Kenya

Photo taken: 30 AUGUST 2016

Category: ADVANCEMENTS OF WOMEN IN AVIATION

"The women who become controllers are not your average female. Most of them can hold their ground and are not bothered by being in the minority," this is a quote from a lady controller interviewed sometimes back by the Air Traffic controllers' "controller" magazine. This is a clear indication that women have in the past been discriminated against joining aviation related careers. There is need to champion and overcome this discrimination.

The African continent has been largely affected by lack of women in the aviation industry. There has been progress in encouraging women into science inclined careers like aviation though painfully slow despite a number of good initiatives. The difficulty in attracting women into aviation is a complex issue which begins early in life with girls' perception of their role and continues with poor parental, teacher and peer group understanding of the benefits of the aviation career.

There lacks senior women role models and thus the possibilities of fresh women graduates slipping back to lady dominated careers

A recent decision by the Kenyan government to recruit a ladies-only-air traffic controller's class presented a timely opportunity to tackle this issue in the continent. This would not only boost the percentage of women in aviation but also increase the staffing levels at the Kenya Civil Aviation Authority. However out of the expected twenty participants, only two thirds managed to turn up and complete the class work.

The attached photo is a caption indicating the survivors of the ladies-only class! As the chief lecturer at the East African School of Aviation, I am directly involved in molding the students, uplifting their spirits, hopes and determination, nurturing their talents, encouraging them and above all, instilling confidence in their studies. I personally took this photo using my mobile phone as I was taking them through the basics of Approach control on job training in an approach training simulator at Jomo Kenyatta International Airport. I still continue to mentor the students to uphold the need to remain in the aviation career despite being recruited from different professional backgrounds including veterinary, pharmacy and teachings. Some of the members captured in the photo are from very poor backgrounds and the only positive thing remaining in their lives is hope!

The role of encouraging women into aviation careers should not be left to women alone but to all members of the society. This is because, empowering the woman is empowering the society. I believe my position and deeds are a clear indication of the enthusiasm and determination that we should all possess so as to achieve the goal of advancing women in aviation.



Name: Greg Gibson

Woman in photo: Amber Brierly

Country: United States

Category: Inclusiveness in the Aviation Workplace

Description:

This image was captured shortly after I began working my first corporate aviation job in Arizona. I moved from New Zealand to pursue my career and when I was hired received a warm and friendly welcome. Never in my dreams did I expect so amazing opportunities that working in aviation has opened up for me. This shot was taken during a charity event where this Boeing Stearman took Vietnam veterans on scenic flights. The cultural atmosphere in the USA for females working in aviation has been nothing but accepting and inclusive. I want to share my experiences with others and prove that women can achieve whatever they set their mind to.



Name: Consuelo Arto De Prado

Country: Spain

Photo: 30 September 2015

In my generation there were not many woman pilots. It's been a hard way; when I was 15 years old I was the pilot of gliders and the youngest of Spain.

I am the first commercial pilot instructor in Spain and for many years the only woman in a whole company which I used to work for, and where I had many problems due to being pregnant.

Nowadays I am the expert technician in flight operations for the AESA Spanish Civil Aviation Authority and once again I am the first woman in Spain doing this job. My work consists in proficiency checks

instructor and examinador in a simulator or in a plane as I show in this picture.(Tre ,Sfe ,Tri Sfi).type rating conversion, Ato inspection EASA Legislation, FSTD Certification.

I am ATP pilot Spanish and FAA commercial pilot.

Legal Expert in Aviation.

SAFA /SANA inspector.

Actually Expert technician in Flying Operations AESA It has been a huge effort for me to be succesful in what is called "a man world" and I still have some problems but I encourage every woman in this sector to claim her rights and try to reach what we know as "gender equality".



Name: Joanna Hjalmas

Country: United Kingdom

Photo taken: August 2011

For me, this photograph (of me) represents the 'elephant in the room' for gender equality in flying. As much as the aviation industry welcomes women into careers, I find that some people can be too scared to broach the subject of equality. Therefore, this photo shows that women don't have to prove themselves, but rather embrace the fact that we are now considered equal in the piloting arena and have a little fun in the process!



Name: Mikayla Hoff

Country: New Zealand

Photo taken: January 2016

The topic I have chosen to write about is: Fostering the next generation of women in aviation. This photo below represents myself and the plane in which I flew solo in. This also occurred on my eighteenth birthday, in which I want to encourage other women to get into aviation to show them the thrill of it and know that it can lead to an amazing career. Women need to see that aviation is not only a male dominated career and that anyone can step up to the challenge. There is a pilot shortage every day, which is increasing and women can step up and be part of it, just as anyone can. I believe my photo represents the next generation of women in aviation because it shows the passion, and determination I have to become a

pilot. We all have to start out in small planes and work our way up to big planes. Hard work, motivation, passion for aviation and determination, and you've got yourself a pilot.



Name: Eyitayo Abiodun Oyelowo

Country: Nigeria

Photo taken: September/2016

Category: Inclusiveness in the aviation workplace

For a long time now, the world has been a male dominated playground. From boardroom meeting to ivy sports leagues, men have shown courage in these fields, while women were considered incapable, no thanks to the old cliché mentality “She is just a woman”.

Though more recently, women have started standing up for equal opportunities, a lot of women have had to face the heat to prove themselves, break multiple barriers and build careers in male dominated industries and have emerged as winners, paving the way for others to follow.

Aviation is a competitive environment with dozens of different careers within the industry. There are those who design it, build it, fly it, maintain it, and control it to Services providers.

In this industry as well, women have often been led to think certain aviation careers are just for men. There is an estimated 3 percent of women in different careers in the industry, while in aviation Maintenance Repair and Overhaul (MRO), only 3 percent are currently represented.

However, the global aviation MRO industry is projected to grow at a compound annual growth rate of 4.4 percent from 2009 to 2019.

There is a myth that aircraft maintenance profession is for the masculine gender. The good news is; many women have taken this career path and are now finding it very satisfying.

This picture depicts inclusiveness of women in aviation workplace, specifically in Maintenance Engineering. Aircraft maintenance engineers repair, troubleshoot problems, conduct inspections and make upgrades to aircrafts.

The two women shown in the picture are Adams Fatimah Dibola (in scarf) and Oladiran Roseline at the Hangar of the International Aviation College, Ilorin and the Ilorin International Airport, Kwara State, Nigeria, working on a Diamond 5N-BNH.

According to Fatimah, “I love to fix things and be more hands on, so I went for a career in aircraft maintenance. As an aircraft mechanic, I perform scheduled maintenance on propeller planes, airliners, helicopters and other flying machines.

Both Fatima and Roseline are optimistic that as air travel is expected to increase during the decade because of growing economies and population, and this will fuel the demand for female engineers. With companies looking to hire a more diverse workforce, this historically male-dominated profession of aviation maintenance will provide ample opportunities for women. “At least we know now that women can excel in this field.

Today, companies are cultivating diversity within their employment ranks, and have embraced equal opportunities.

This has brought healthy competition in the work place in terms of ideas, creativity and accomplishing strategic objectives in the ever dynamic corporate world.



Name: Sameer Kermalli

Country: Tanzania

Photo taken: January 2013

Liselle, an enterprising young pilot always looked ahead in aviation and even further ahead for women in aviation. Her aim was not only to make a name for herself but to be able to fly in a league which was sadly, exclusively male dominated. Her passion for flying and her determination has led her to be a role model for several girls who have aspired to become aviators. If you can show that the system can be challenged for the better; then there is no greater achievement than that.



Name: Ximena Mendoza

Country: Colombia

Photo Taken: 3 September 2016

Photo Title: BEING A WOMAN WILL NOT STOP YOU FROM BEING A PILOT

BEING A PILOT WILL NOT STOP YOU FROM BEING A WOMAN

I decided to participate in the contest with this photograph because I am absolutely sure that it will inspire all women, who like me, were born to fly toward their dreams. (I am the one in the magazine)

The elements which make this photograph up combine the link between aviation pioneering women with modern day women aviators who nowadays can merge both life and career as one.

This photograph reflects a scene from a woman's day to day life. This woman has successfully become a commander and from this, we can deduce that she successfully uses new technologies, she is a leader when she needs to make decisions, and that without a doubt, she can find solutions in her field for the sole reason of belonging to this line of work and who continues to succeed in her wish to conquer the different destinies that her plane will take her to.

Aviation, like so many other fields, has no gender, but needs a strong passion to take off to the skies.

As women, we have the commitment to open doors for the coming generations so they can find a more inclusive industry where a girl/woman's work can be valued as they furrow the skies

This woman can be any one!



Name: Mark Hamer

Country: United Kingdom

Photo taken: September 2016

Gender Related Statement: Women leading the way as change agents in aviation.

Narrative: Having spent over twenty years as an aviation buyer for several U.K. airlines, and being tasked with vendor management on top of regular duties, Jackie Bailey-Tucker needed a faster, more reliable way to receive supplier self-audit information and approval certificates. The traditional method of paper questionnaires sent to hundreds of suppliers took far too much time to manage and, by the time the last one was received, it was almost time to start over (the task is done every 2 years). Failure to receive the forms in a timely manner would mean a non-conformance raised by Quality against the Purchasing department. Nowhere online provided the information required in one place. Individual supplier websites could be searched in the hope they had loaded the necessary information, but this didn't save any time, nor did it alert buyers if anything changed.

Born of this frustration was AvSMART.aero (Aviation Supplier Monitoring and Approvals in Real Time), helping buyers and suppliers save the time involved in repeatedly sending out and completing self-audit forms. Suppliers can now complete just one electronic form, updated as required, making it available to

all buyers worldwide. Buyers selecting suppliers for their “MyAvSMART” list are told whenever changes are made. Vendors can link their ILS Smart inventory and capability to their online self-audit, potentially avoiding AOG situations when time-critical purchasing decisions are required.

The photograph illustrates the transformation and simplification in aviation vendor management, away from paper self-audit forms to a centralised, online system for managing vendors, with Chief Executive and founder, Jackie Bailey-Tucker, centre.





Name: Maria Rosaria Turchiarelli

Country: Italy

Photo taken: April 1999

Started flying at 16, first female pilot in Southern Italy, it took few years to finally have my father (who's always been afraid to fly) onboard my P66C I-IAAA. Now I'm an Aeronautical Engineer dealing with Reliability and Powerplant in an Airline in love with aircraft since childhood (I definitely grew up in a Non-Aeronautical family..till wonder where this passion is coming from)!



Name: Megan Gray

Country: Australia

Photo Taken: 4 July 2016

In aviation it is a very male dominated role, which pilots are majority men and women are hostess or receptionist in the aviation industry.

At Air Australia, Chuck only has one colour, 'Sky blue', and only one gender "Pilot".

In this photo, you see chuck and me, the CEO and me his Operations Manager, IFR charter Pilot and Flight instructor. I am currently the only women working in this company and I'm equal with all my fellow workmates.

I like to inspire young women and men to push to achieve their dreams as a Commercial pilot or even a private pilot, but that there is no limit to what you can achieve.

I have been lucky in my position and that I worked just as hard as any man to get to where I am, and even harder in some cases prior to Air Australia, as I have come across a few operators that believe women just aren't as good.

From starting at Air Australia, Chuck has put into a high role from day 1, being in charge of a small charter company and flight training school with eight instructors.

To be in charge and have authority was hard at first, but learning to gain respect became important. Chuck inspired me to become better and prove to all. As his only IFR twin pilot for a while, I was given a lot of opportunity to do some great charters in the Navajo, with little experience he gave me that chance and I showed that I can do it, and always be reliable.

Being 24 years old and my dream moving in a larger aviation company one day, I hope that companies will have the same attitude about women. That we are all capable of doing the job and that we can be reliable and efficient.



Name: Tammy Adair

Nationality: Australian

Photo taken; September 2008

"It's all about the passengers!"

I love this photo, I began flying at 16 years of age and have been conquering aviation technology and been leading the way as a change agent in aviation even since. I now have over 12 000 hrs and two beautiful little girls.

I started out as the only female fire spotting pilot at 18, then flew charter passengers and indigenous people to their communities out of Broome in the kimberely region of Western Australia for 5 years. After 8 years of turbo prop flying out of Perth airport- I decided to join the decision-making table in the aviation sector at Air Vanuatu in 2008, As the Human Factors training coordinator and line pilot.

This is where this magic photo was taken.

Inclusiveness in the aviation workplace was at it peak in Vanuatu-given women are not even to attend men's meetings or have any decision making power in the local community-so as a female training captain Advancements of women in aviation actually Bridged the gender equality gaps in Vanuatu. I helped Foster the next generation of women in aviation in Vanuatu, through introducing human factors and not technical skills training to all pilots, ground staff and outer island agents.

While I am now an airline pilot flying a Fokker 100 out of Perth Western Australia- this photo shows a great achievement of equality!

I couldn't understand that while I was flying to all these remote island with people getting on and off - there would be - 12 chickens on / 5 chickens off ect.

Then I realised that a chicken was what the local people took as a gift to the People the were visiting.

This made it all worth while-

I wasn't flying people and chickens, I was flying people to visit and give thanks to loved one !

Real life is not just about numbers- in logbooks but the impact you can have on people's lives and helping facilitate the joys of life!

"You have got to love a chicken"

This Submitted photos is an original, unpublished work.



Name: Luis Fernando Alburqueque

Country: Perú

Photo taken: November 2015, Mexico City, ICAO regional Office.

Description:

Taken during the seminar in November 2015: CAR / SAM Electronic Data of terrain and obstacles (sTODS), during the presentation of the topic " Proposal to use UAV and RPAS for Surveys of electronic data for aerodromes according of regulations for photogrammetry surveys with the generation of stereoscopic pairs and not with the conversion of images to point cloud and traditional topography (total station survey). Presented by Iliana Sanchez Navarro. Consultant and expertise in new technologies to generate mapping.

Importance: It was the first time to be presented use this methodology in Mexico, as an option to not interfere with normal airport operations to generate mapping information more quickly.



Name: Gaia Villani

Country: Italy

Photo taken: 17 March 2013

Aviation is changing, and professional woman pilot is the icon of this change.

Behaviours and thoughts in the cockpit has been modified to open the door to this new world creating the perfect mixed crew as told in the best studies of human factor in aviation.

Woman don't leaves her femininity for the scope to be believed in her role, rather her consciousness and her pride to be part of this changing world, is the energy required to cope with the difficulties that could arise every day. The change is not finished yet.

Gaia Villani

First Officer Airbus A320



Name: Bunkong Nov

Country: Cambodia

Photo Taken: June 2011

I am working with Cambodia Air Traffic Services (CATS) as Manager of Flight Procedure and Airspace Development. The woman in photo is Ms. Sodany Heng (my colleague) working as an Air Traffic Controller at Cambodia Air Traffic Services (CATS), an air navigation service provider in Cambodia. Starting her career with CATS in 2002, Sodany had shown her Management how passionate she was to becoming a successful woman ATC by obtaining her first Aerodrome License at Siem Reap International Airport, which is away from her residence in Phnom Penh. This was a significant social and cultural barrier she broke as it was rare during that time for the Southeast Asian country like Cambodia. Then, Sodany was selected for a scholarship provided by Malaysian Government to study "Approach Control Course" in late 2010, which was again one of the challenges she made to complete her study successfully from one the recognized aviation academies in Malaysia. Now, in the photo, with her undoubted skills, Sodany was selected to join in a training as an Instructor to provide a training called "Understanding of Basic Air Traffic Control" to a number of Cambodian Air Force Officers. The very main objective of the course was to provide basic knowledge of civil aviation to the military personnel and get a mutual understanding and cooperation from them. The course provided not only the lecture but also simulator practice to the trainees. And in the photo, Sodany was commanding the simulator control position and giving advices to the military trainees who was acting as pilots during the simulator.



Photographer's Name: Jane Muthoni Kinuthia

Country: Kenya

Photo taken: 1 September 2016

Category: Fostering the next generation of women in aviation

The photo that I took during the certificate presentation session following a Safety Oversight Managers' Course held at the Singapore Academy on 15 Aug – 1 Sep 2016.

The course provided an overview of the following areas:-

- the fundamental principles contributing to the effective and efficient management of safety oversight activities of a CAA;
- the role and responsibilities of a safety oversight manager; and,
- the ICAO Standards and Recommended Practices (SARPs) and other national civil aviation regulations relating to safety oversight.

The class had participants from fifteen different countries. The gender representation was 12 (gentlemen) and 3 (ladies, myself included).

The course was very beneficial for the civil aviation safety oversight system and I believe it can properly be referred to as fostering the next generation of women in aviation. The three of us were below 40 years.

I captured this moment when Ms. Asmaa Mostafa, my colleague from the Egypt CAA, a Flight Safety Inspector, was being presented a certificate by a fellow woman in Aviation.



Name: Ng Ray Seen

Country: Singapore

Photo taken: February 2010

Category: Bridging gender equality gaps in the aviation sector

We seldom see of women on equal footing with men in many industries, and the aviation sector is not an exception. However, in the more recent years, there has been more inclusiveness of women within, especially taking on roles that had once been thought of as a man's job. Women, can now thread the same ground, walk the same paths and fly the same planes as men. First, there was Amelia Earhart, then there were many. In this picture, the female pilots literally have bridged the gender equality by walking with the men towards their common interest and goal of aviation. Ahead of them, there is nothing but a dream to make



Name: Kevin Gräff

Country: Germany

Photo taken: 29 August 2016

We are the Akaflieg Darmstadt (academic flight group), where students of all parts of the world and of all genders work together to develop, build and fly prototype sailplanes. This picture shows Daria Manushyna, a member of our development team. Actual she is working on our new prototype D-45, which can be seen in the upper left of the picture. The photograph shows the view out of the monitor and shows you, that everybody is a very important part in our work. In the background you can see a very successful prototype, the D-39. Equality is part of Akaflieg since many decades and will always be an important part of our developments.



Name: Jose Gonzalez

Photo taken: July 2015

Narrative: Se trata de la suelta de la piloto Marian Delgado en una Bucker Jungmann original de 1916, avion que mantiene un motor Tigre. Es una foto practicamente unica dado que es un avion del que no hay apenas historia de que sea volado por mujeres, fue un avion para dar instruccion y ahora esta cedido al Aeroclub de Granada y es mantenido en vuelo por Marian y Jose, que lo cuidan y vuelan como si de una joya se tratase, cosa que es.



Name: Sigrid Uik

Country: Estonia.

I'm a Tower and Approach radar controller. I'm also Job Training Instructor and Assessor for both ratings. Years ago, when I started my studies to become an air traffic controller, I was in only the second group to qualify after Estonia got back its freedom from the Soviet Union. In hindsight, I have to admit that, when I first signed up, I didn't really know what I was letting myself in for! But now, I couldn't imagine doing anything else.

When I was just a trainee and I had my school practice in Sweden only one of my instructors was a woman. One day she told me that, when she started, this was so rare in aviation world that sometimes if somebody was calling to her sector and they heard her voice, they asked if they could talk to the controller. Times have changed a lot from this time, however, something for which I'm thankful.

I have guided a lot of excursions at my company, but people often ask me, is this job difficult for women? I always respond by saying that pilots are usually men and they tend to listen to women's voices more carefully than they would a man's! So there is no problem on this side.

This picture was taken at Tallinn TWR on a beautiful summer's day. I'm standing up and chatting to my good colleague and friend. Some years ago, I was her instructor and now we are colleagues, working together and offering each other advice and support. Although, at around 30%, the proportion of women working in the Tallinn Air Traffic control is quite high, it's still a predominately male profession, and sometimes it's good to have a woman beside me.

Gender equality and the empowerment of women are very important to me, and I'm happy to think that my colleagues and I have played a small part in helping to raise that glass ceiling a little bit higher for future generations of women.



Name: Jia-Xin Kwok

Country: Singapore

Photo taken: March 2016

Narrative: I was fortunate enough to be able to cover SilkAir's all-female crew flight held on International Women's Day 2016. I managed to capture this photo whilst the pilots were in the cockpit – only a lady would pull the switch with that much “swag”, as some later commented!

To me, this image is quintessentially feminine and represents inclusiveness in the aviation workplace. Pilots should be assessed based on ability, and this picture symbolises how, like their male counterparts, female pilots fulfil their duties with skill, verve and elegance.



Name: Masoud Taheri

Country: Iran

Photo taken: 31 August 2015

Category: Bridging gender equality gaps in the aviation sector

Narrative: There is Tehran area control center and she is Raha Ashrafi the first Iranian lady who acquire area control surveillance rating.



Name: Marge Koutcher

Country: France

Photo taken: July 2012 in Estonia

"Let's fly, mom!"

Most of our weekends at home start with the excited shout "Let's fly, mom!". Good physical exercise for me and a great way for my kids to develop the balance and confidence regarding their own body and mind. Being the children of parents passionate about aviation and both working in aviation business gives them a great possibility to discover this wonderful world in very early age. That's my duty as a parent - to teach them to always be confident and believe that they can do and be whatever they want to. My duty is also to introduce them all the possible axes of choices and not limit them with dogmas and misbeliefs that there're jobs for boys and for girls and they don't mix. It's too early to say what our girls will be, but for now the younger one (6y), who's passionate about the solar system, says that she wants to be the first person ever to set her foot on planet Mars. It's my personal belief that all kids must be brought up in the gender equal environment so they could take the best decisions concerning their future and live every day to the fullest. Just like their mom ☐

Photographer's name: Heili Mägi (heili.magi@gmail.com - <http://www.heilimagi.com>).

The photo was taken during the family photo shooting by the professional photographer and I have her written permission to represent the photo on this contest.



Name: Georgina Morgan

Country: Australia

Photo taken: April 2015

Category: Fostering the Next Generation of Women in Aviation

This picture is of myself, Amina Karcic and Ella Rooney, (both of whom gave their consent for the photo to be entered), after we won the International Air Law Moot in April, 2015. The moot was held in Beijing, China, and we were the first team from our university to ever compete, as well as the first Australian team to compete in this competition. We were one of only a few all-female teams and the only all-female team in the Grand Final.

When I returned to the competition this year as a coach, I met several young women from across the globe who told me how they had watched our Grand Final performance on YouTube, and how they had seen photos and read about our win. I was told that this had inspired them to enter the Moot, and it was commented upon by judges how there were so many women competing in 2016. Our involvement inspired others to engage with ICAO and to learn more about aviation law.

It was such an honour to hear those comments, and to believe that perhaps in some way, our victory had inspired this change. It is essential, in creating the next generation of women in aviation, that women not

only help each other but empower each other. To me, this photo represents empowerment and the next generation of women in aviation. This photo shows women can empower each other.

The photo was taken on my mobile phone, at my request, by a fellow competitor Vladyslav Danyleiko, who also gave his consent for this photo to be used.



Name: Britt Saue

Country: Estonia

Photo Taken: September 2016

I work both in radar, as an approach controller, and in tower. I've had my licence approximately 8 years, but I haven't lost the passion for what I do. It was hard to choose the one picture I would like to present as my contest photo. We made many, but I had a vision of it being somehow serious. Because working in the tower has always been closer to my heart and we've also managed to capture one of my lovely colleague in the same shot, this pictures caught my attention right away.

I really think we are lucky here, in Estonia, when it comes to gender equality and the empowerment of women. Even though there's only 22% of women working as ATC, I think we can say we are truly appreciated and cared for. My last project, to take part of at work, is CISM (Critical Incident Stress Management). It's a support system to help colleagues to cope with any kind of abnormal situation and stress they may cause and to deal with negative or anxious psychological reactions. And we choose those people for the CISM program ourselves and of course it's a big honour to know that I am someone they feel they can turn to for help and support.

I wish that someday, all women around the world, can say that they feel noticed, appreciated, valued for their knowledge and wisdom. And they can dream big and be whoever they choose. Just as I do here. Sky

is

the

limit!



Name: Maria Hofbauer

Country: United States

Photo taken: May 2015

Category: Fostering the next generation of women in aviation

The first women air traffic controllers began their career during World War II. However the total number of women controllers nationwide has never reached one fourth of the total Controller workforce. In 2016, approximately 16% of the total F.A.A. controller workforce is women. Since 1941, women have had the opportunity to work as Controllers but due to social norms, self-imposed boundaries, or lack of career information, it has been difficult to sell women on Air Traffic Control (ATC) as a career field.

One of the solutions is to expose young girls to the possibilities of aviation careers early on, preferably just before their teenage years. Since 2011, South Florida Aviators Aircraft Fly-In Education Expo (SAFEE) has exposed boys and girls to aviation fields, from pilot, to aircraft mechanic, to ATC.

SAFEE is a two day event like no other in that its mission is to generate interest in aviation through education of underprivileged children. The SAFEE event consists of dozens of aviation themed booths, model airplanes, classroom instruction, aviation flight simulators, demonstration flights, exhibits, contests, special guests, and much more. Hundreds of students from all ages, and from low income families, attend the event.

Since SAFEE's inception five years ago, Maria Hofbauer (shown on photo), a Board member of Professional Women Controllers, Inc. (PWC) and also a Miami Air Traffic Control Support Specialist, has been promoting ATC to young girls. This photo of the 2015 SAFEE event, depicts a group of girls from a public school, listening to Maria speak on the exciting field of Air Traffic Control.

Maria herself is an example of what an education and a career in ATC can do to someone's future. A Cuban political refugee of the late 1960s, Maria, at the age of 9, moved to America looking for the land of opportunity... and she found it. At 17 years old, she found in her public high school library a book on aviation careers. After reading about Air Traffic Control, she knew that aviation and ATC was for her.

That same year, she graduated high school and also received her F.A.A. private pilot's license. Four years later, she graduated from college, during which she also had a part time job and an FAA ATC internship. One month after college graduation, she was hired by the F.A.A. as an Air Traffic Controller. She continued her education and after a couple of years graduated once again, this time with a Master in Business Administration (MBA) in Aviation from Embry-Riddle Aeronautical University (ERAU). As a result of her hard work and perseverance, she achieved the American dream. Her motivational story, somewhat of a rags-to-riches story, inspires us all. Her enthusiastic demeanor encourages children not to give up even when times are difficult or when the goal appears impossible to reach. She not only encourages girls to consider ATC as a career option, she gives them the hope of a better future beyond what they imagined and thus, fostering the next generation of women in aviation.

The photo is my original work that has not been copied from others and does not violate the rights of any other person.



Name: Angelita de Araujo

Country: Brazil

For years women have been fighting for equal rights, and in aviation it hasn't been different.

Since its beginning, aviation has been considered a men-only environment, even because most pilots came from times of war, and in those occasions women had other roles such as assuring the security of their families, helping soldiers with resources for their survival and with part of the war infrastructure (as weapon manufacturing, for example).

With few exceptions, the US had groups of woman aviators in World War II.

Germany was also different as they had in their groups a woman test pilot of the Hanna Haischt airplanes.

Therefore, during World War II, women had an important role in and out of their houses.

The real entry in aviation by women was, however, a little later.

Times were different, and the culture in relation to the role of the woman in the society was very different from nowadays. We can say that the increase of the number of women in aviation happened only in the 80's in many countries.

Needless to say that the number of women in aviation is different from country to country, culture to culture.

The Eastern countries are more open to women in this field.

Every day we seek equality, as we are pilots - and the airplanes don't know the sex of the pilot.

We have the same level of demand in simulators, route checks, and trainings that we take. We fly at any time, and operate on every runways the airline companies use, and the best - the salaries are the same.

The level of respect we get from our coworkers and company is awesome.

We are still the minority, it's true! But I notice that throughout the years this has considerably changed, as the difference between men and women has been a worldwide concern that reflects on the economy of the countries, which seek equality even as a way of increasing the economy and reducing poverty.

The nice thing about it is that women have chosen a variety of fields in aviation, not only in the civil segment, but also in one of the hardest fields which is the military. Yes, we have women flying in the Air Force and the Army, Brazilian specially.

Taking it all into consideration, I am sure that aviation demonstrates a world of dreams (real dreams and full of possibilities) but when they come true they are so intense, with such magnificent beauty and feelings that we disregard the sex - we consider that person to be a human being in love with his or her vocation, that is of being a pilot.



Angélica Helberger la primera mujer piloto que le cambió la historia a Colombia



RESEÑA

Angélica Helberger Frobenius – Nació en Fránckfort (Alemania) en la década de los 40's; estudió sociología en París y posteriormente viajó a Inglaterra donde tuvo a su primera hija Corina; en el año de 1959 llegó a Colombia en búsqueda de su mamá Ruth Frobenius.

En Colombia comenzó a volar junto con su novio en el AEROCUB y una vez integrada en el medio aeronáutico fue apoyada por un grupo de empresarios de la aviación que la motivaron a volar, Inició con 55 horas de vuelo en diferentes aeronaves.

Su carrera en la aviación Inició en SAM en como copiloto de DC3 y DC4 el 1 sept de 1970, posteriormente ingresa a AVIANCA en enero de 1978 ingresa como 1er. oficial de 727, para convertirse en la primera mujer piloto de Boeing 727 en América.

Luego de 7000 horas de vuelo, su vida personal y la carrera laboral se vieron afectadas cuando quedo embarazada y por cuenta de ello las puertas se le cerraron para las cabinas de un avión.

A sus 74 años murió acompañada por sus tres hijos, con la certeza de que fue ella quien logró despejar los cielos a más de 100 mujeres que hoy son pilotos en Colombia. (Fuente periódico El TIEMPO)

Hoy, a través de esta foto tomada por mí en mayo 8 de 2013, quiero hacerle un homenaje póstumo a esa mujer luchadora y orgullosa por sacar adelante su carrera durante una época marcada por el machismo.



Photographer's Name: Enrique Benavides Albesiano

Name: Meyer Andres Ardila Solano

Country: Colombia

Photo taken: September 2016

WOMEN IN AVIATION

The world of aviation has many segments, many fields of action, a world that has been permeated by women at all levels from operational levels to the highest executive positions 12 of 248 companies are led by women, although in lesser extent, every day new roles for young women are generated, the goal eliminate stereotypes of men dominating cars, trains and airplanes.

The workload that demands to be air traffic controller at the airport in Bogota, with the highest rate of density of aircraft in the country is a demanding challenge that tests men and women, for quick decision-making in an orderly safely and quick. And in those regional airports where the workload is not as high, women who have another challenge are facing adverse climate and social conditions of small towns that in some cases lack basic services. Women challenges are faced with professionalism and putting their welfare by consistently providing an essential service. Studies have shown that in times of crisis or high pressure is women whose qualities of collaboration or being good with people that are more suitable.

In Colombia 30 years ago they were very few women were air traffic controllers, but today the ratio is not equal to that of men has been closing the gap at a rate of 70% for men and 30%

women. The road ahead seems better for them to self-generate their own income and manage their own resources,also decide about their bodies and gain full independence.

Women do not have anything to prove, we only recognize their talent and is not only the man who is seen now as the provider of the family. Women can lead, be agents of change, flexible with assigned tasks. So we have to end the privileges that have been taking place for so long, where the conception of the strong man and weak woman was a serious mistake that goes against every model of social sustainability.

We must be grateful to them, improve the working environment with their warmth and give life to any room in which they are partakers, listen, observe and give their contribution to the decisions to be made in the changing world of aviation.

Women are the perfect balance.



Name: Aizhamal Zhorobaeva

Country: Kyrgyzstan

Photo taken: 8 September 2016

Narrative: I met Aigul, she is stewardess, she is one of the thousand women, who's disappointed dream was being pilot. Her dream is like an old plane, rusty airplane, out of maintenance, in parking place of airport. A several years ago she was distracted only because she is a woman.



Name: Timo Saajoranta

Country: Finland

Photo taken: August 2015, in Airbus A320 simulator

Narrative: No matter where you come from, how you look, how young or old you are, are you a boy or a girl - if you can dream it, you can do it!



Name: Poon Marian

Country: Singapore

Photo taken: March 2016

Category: Bridging gender equality gaps in the aviation sector

The 2 1/8" spanner seems daunting in the hands of a female technician who is barely five-foot tall. Shortly after passing out on her training phase, she was told that she was not allowed to go on shift work just like the others just because the nights could get “dangerous”, being alone in an area dominated only by men. All she wanted to do was to learn how to service an aircraft, to learn about the systems, and to eventually move into investigations. All she wanted was to be just like her late dad whom had inspired her in many ways.

Through much sheer determination, she managed to persuade her superiors to allow her to work in Line Maintenance, taking on night shifts. However, she met with much resistance. Being the first female technician to be posted to a department that carries out heavy maintenance, many doubted her ability to survive the elements let alone carry out maintenance work on heavy components that requires high torque values whilst dealing with hazardous hydraulic fluids.

This is a photo of her testimony, hoping to inspire the industry to move forward with gender equality. Why do we keep the door shut to the other half of the population just because society deemed the industry as male-dominated because of rough and harsh conditions?

Beyond gender differences lie the greater values of respect and mutual understanding. It is not all about proving that women can do everything men can do. It is about how one can overcome their physical limitations to thrive even in a physically demanding environment. Take for example, breaking the torque of the aft mounting bolts of a Boeing 787 engine. It takes about 700 ft/lbs to torque the aft mount bolt which is a near impossible task alone, man or woman.

In my experience, adaptability is necessary to overcome the physical and mental challenges. I am not very tall; a simple overhead switch under the aircraft belly may sometimes be out of reach for me. An average person would need almost no effort to flick that switch while I would need to push the maintenance steps to reach for it. People will look down on you. However, you must remember that this industry is beautiful as there is a place for everyone; not everyone can fit into the wing tanks.

I believe that one must learn to have confidence in her strengths while acknowledging her weaknesses. The Asian industry is still very much a closet one where the gender ratios are obviously skewed. To an outsider, it may seem like an uphill battle. As shown is the 2 1/8" spanner, seemingly representing a difficult task, even more so in a girl's hands. However, it was just used to carry out a filter change on the Boeing 747 engine. It is less about how one man or one woman can contribute. Rather it is about how each member can work cohesively with respect, without prejudice. Even I can use the big spanner.



Name: Nabila Abbas

Residence: Choti Zareen District Dera Ghazi Khan (Lower Punjab)

Photo Taken: 2016

Photo Description : The right side image is original of myself while the left side image is merge to show the tribal girl who is relating the background of me.

My background - No education, No awareness, No technologies, No facilities, No advance or modern way of Life, No Freedom, No ideas to flourish, No sense of living and so on as far as I concern to present developed world still this "NO" is endow to my area. I assume perhaps this "NO" is Ok with the people of mine area because where they live , there life exists is a bit luck for them. In an area where Life existence could be much more difficult then what else they should expect from ?

Yes! This is my area. This is in my blood. I'm never judgmental or I should say I've never tried to underestimate my area's fate. Perhaps it has raised me up and I grew up there seeing it's toughest trials and got minor opportunity to suffer a few of them by myself too. My father suffered the hardship of it. Fight the winds of its brutality with lowest circumstances of his life. It's another story of his success which has made me able to make my own story too.

I'm from an area where the girls have restrictions. They are not allowed even to dream because they are told by birth: "Our lives are just to struggle for food , clothes and shelter " and this is it. Not only the men work but the females (girls even kids too) join them to strive in this battle . And this is the aim of them . They were not so much wrong by choosing such an aim as such a poor existence of life force them to earn basics of their lives so that they can breathe.

But despite all dark stages of life, there was a girl who sparkled her eyes with bigger dreams, who breathed the hope of change, who had fancy thinking of "Flying". It was just like a joke to dream for something which is like " alien " stuff to even think for the people of a poor tribe .

Yes! It's me who dreamt an impossible of the world who dreamt: "She Was Born To Fly". I could remember I was so crazy I wrote my first childhood poem in the diary which my father once brought for me and the poem was like this ;

The Heights of sky

The love of Fly

The shinning of star

The swimming of clouds,

Returning my eyes to the desire of dreaming

The saying of people that there is lightning of

Shine in my eyes.

And,

The voice of my heart that continuous recalls :

"She Was Born To Fly "

Age 11 at that time, Grade 5th class

It was a challenge for me as well as for my consciousness that how can I strive my dream living within such conservative people and environment. I had to sustain my decorum of life. Otherwise I was too going to be Tribe -typical girl who put pitchers on their heads and live the balance of it joyfully because it is fate for them but I was like a girl who wanted to create her own fate on the blue sky.

Though I'm thankful to my father who concerned for all his daughters and he created open minded for us to educate. He brought all of us to a small city and there we all sisters started our high schooling . It was a first step climbing the ladder for me to feed my dream with hope.

I completed schooling and then college but throughout I was stuck to the same thing that I want to fly I wanna be a pilot . How this idea came into my mind is concerned with a school trip where we went to an

airport at my grade 5. There I saw the charming life of disciplined, decorum following and punctual people (Pilots) with my stunning eyes .

I found myself as well soul perplexed and worried. I found myself talking every day with the sky and sharing my fancy ideas to it when no one was ready to even listen my passion. It was like shooting archery in the dark. No support , no moral convince and no hope giver. Every one just said do your simple studies as it's a bless for you that we are teaching you otherwise your from that area where the girls even have not seen the School building ever in their lives. So don't dream bigger. Cut your coat according to your cloth. Such wordings anger and restrictions were being imposed on me.

I could remember my words which I wrote down in my diary after I came back from that airport. My diary was the sole friend of mine at that time. It's quality was that it could bear my heavy-loaded words as when no one else could when everyone in family was discouraging me as whole about my dreams , I Was carving these melodious and aspiring words . I didn't care about people Opinions and restrictions. I was told I'm a Baloch girl so I've to limited my wishes And thoughts but my thoughts were not in the cage of anyone's mind. I wasA free, determined and passionate girl . And I decided to move ahead and Search for my own way. I made researches about aviation. In those days access to internet was difficult Because we were not having any T.V r internet type facility in our home. I go through making interactions with people who know little bit about aviation I spent less on study but much on finding initial way to get on the path. It was like I was finding a black cat in the dark room. My family ask me to do pre medical but I was intoxicated with the taste of my own dreams.I did pre medical but forcefully, I was ready to do anything in term of security and assurity by my parents that ok we will concern about your aim but yet do What we are saying. Even I was in such severe circumstances that no one was concerning about my aim or dream. They just blurt out : " Oh Bella u can't fly just get rid of this fuss and do what we Baloch girls should, we can't send you in the far places for such a fancy dream" I wept for many nights, I screamed for months and I strived nearly 7 years to just make my parents understand, to make society assured. Then later I came to know flying is expensive and it was un-affordable for my sole earner father. But I didn't lose heart, I rather engaged myself with 'Bs in aviation management from university of management and technology Lahore pakistan. Lahore is far from my Tribe (DGKHAN) so coming here was Also a big problem but by consistence , self-confident and passion I succeeded To come here. Though there were a lot financial , family-support and cultural problems Raised but I fought for my dreams bravely.



Name: Charu Barupal

Country: India

Photo taken: September 2016

Narrative:

FLY!!

I am oblivion about what comes to a male mind while hearing this word, but for us females, it brings a lot many dreams and emotions!

What surprises me the most is the thing that every girl has dreamt about has been portrayed as a male dominant activity. But no, we are doing it. We walk shoulder to shoulder with males.

A picture speaks a thousand words. And this picture taken at DGAC (French civil aviation authority) depicts women of different age group, nationalities and ethnicity. But, what we all have in common is, our passion for aviation. We, the women of aviation, desire to fly like a plane. We want to liberate ourselves of any shackles, just like these paper planes.

Those heads held high, those smiles, those brightly lit eyes. This is the transformation that a girl would have wished for back in time. Yes, it has happened and the world has gained more from it. We might not be the one to fly an airplane but our energy gives thrust to the industry and ultimately to an airplane.

Like me, there are many females who are the first females to work in an aviation industry from their family. We sure will not be the last ones. We hope inspire millions of other women to just follow their

dream and believe in themselves. We are the change agents and inspirations for many upcoming future aviators.

We are the flyers from yesterday, today and of tomorrow!!



Name: Toty Amirova

Country: Kazakhstan.

On the picture it's my 4 years old niece Alfina and I. Picture was taken at last week by my daughter, Perizat, who is 24 years old. A couple months ago I bought the pilot uniform for little girl in pilot shop of Amsterdam airport and wanted to capture memorable and interesting moments with my niece. The background for the picture that I used is the photo that I took during the flight from the cockpit when I saw the round rainbow for the first time.

At the moment I work for CAC KZ as a Chief Inspector of the Flight OPS department. At the same time I continue to fly in airline Air Astana, as a captain of A-320. I have about 8000 total flight hours, 5000 as Captain.

My example of becoming a first female captain of B-737NG & A-320 in Kazakhstan showed other woman that they can follow their dreams. I fully support equal gender rights, because every woman and girl should have a right to choose their profession. I think representation is very important. Young girls should see woman in all kind of jobs and look up to them.



Name: Charlotte Mills

Country: New Zealand

Photo taken: 6 September 2016

Category: Women leading the way as change agents in Aviation

Change Agent: A person from inside or outside an organisation who helps an organisation transform its self, behaviours and opinions (Cambridge Dictionary, 2016)

I believe the above photo is a great example of women leading the way as a change agent in Aviation. This photo was taken recently of myself facilitating at a SMS (safety management systems) workshop in Queenstown New Zealand. I am team member in the New Zealand Civil Aviation Authority's Implementation Team for introducing SMS to the New Zealand Aviation Industry.

Myself and two other team members are currently travelling around New Zealand facilitating workshops to New Zealand Aviation Organisations to provide advice and guidance around implementing SMS into the NZ system. In February this year New Zealand introduced the requirement for all certified organisations to implement SMS. This is a major change and step forward for our industry here in New Zealand. Our SMS workshops help organisations to understand their requirements under the rule for SMS, implementation and certification requirements, an overview on safety risk management and guidance on monitoring and measuring safety performance.

My involvement with facilitating the workshops is a relevant example of a women leading change in Aviation as this photo demonstrates a women who is strongly involved in bringing the NZ Aviation Industry on board with SMS, often helping organisations to see the requirement to change their behaviours, opinions and safety culture. The workshops that we are facilitating are helping organisations realise that the introduction of SMS into their organisational systems is going to contribute to a industry that is moving forward and making improvements in Aviation Safety and Performance.



Name: Sara Jane Bresee

Country: United States

Photo taken: 7 September 2016

Category: Bridging gender equality gaps in the aviation sector

Narrative: I was inspired to shoot a photo of this agent. She was one of two women, among many men, working at the Delta Air Cargo desk. She was actively engaged in customer service, in-take, shipment routing and warehouse package retrieval. It struck me how critical the Air Cargo providers, and the many woman who staff them, are to the flow of goods and services around the world. These behind-the-scenes women contribute to whether patients get their temperature-controlled medicine on time and other time and climate-critical deliverables. They are the unsung heroes of Aviation



Photographer: Cabin Crew Member

Entrant: Emily Sidoti

Nationality: Australian

Photo Taken: March 2016

My dream to become an Airline Pilot started at the age of 12. I remember telling me Father what I wanted to do and his reply was "why would you want to do that, that is a job for men. Do something more glamorous and become a flight attendant".... To me that was like waving a red fly to a bull! Once you have tasted flight, the passion lives in you forever. No matter how many setbacks I may have been through during my 19 years in aviation, I was determined to reach my goals. As a Captain of Jetstar Airways it is rare opportunity to fly with a female First Officer. Over the last year I had the pleasure of flying with 2 female First Officers equaling a total of 9. 5hours. Compare this to my approx 865 total flying hours for the year. It truly is a brilliant experience flying with another lady next to you. The combination works gracefully and methodically. When all crew are female everyone seems so amazed!

I would love to encourage more females to embrace the fascinating journey of aviation, as challenging as it may be, creating a support network of mentors will help you strive and succeed.

I have 3 daughters and I love being a strong role model to them, enabling them to achieve any dream they desire.



Name: Siobhan Mandich

Country: New Zealand

The photo is a screen shot taken from a CAANZ video of our winch training on 31st May 2016. The video belongs to the CAA NZ and I have permission to use the image. I have also gained permission from all other parties involved.

Such a great initiative!! Thank you, it has been a great experience working on this.

To succeed in the aviation industry as a woman you need to be perceived as being hard, thick-skinned and sometimes heartless. That is what I felt was required from me to succeed. But actually, this is not acceptable and no one should have to accept this way of thinking; anyone who succeeds in aviation lives it, breathes it. Aviation isn't a job, it's a lifestyle. I love the lifestyle but not the journey.

I have positively broken down many of the barriers in this male-dominated industry. As a safety investigator with the government regulator I will continue to champion and support bridging gender equality gaps in the aviation sector. We should no longer accept the thinking that "if aviation was for women the sky would be pink and it would be called a box office not a cockpit".

My photo is of a Safety Investigator from the Civil Aviation Authority of New Zealand (CAANZ) taking part in a winch-training exercise. Due to the vast rugged terrain of New Zealand it's a vital part of our training.

This photo of me is a great representation of bridging gender equality gaps in the aviation sector. Looking at this photo you can't tell if the person in the orange jacket, helmet, and tramping boots is male or female. Of all the elements in this photo, gender should not be a consideration. Instead, consideration should be given to the fact that the person is a capable, well-trained safety investigator competent in their abilities to investigate an accident.

Learning lessons from accidents, and passing those lessons onto the rest of the aviation sector to prevent similar mishaps, is what matters. Not my gender.

My aviation journey began when I was in my early 30s, already married and with two small children. This, and the majority of my fellow students being males in their late teens and early 20s, came with some very interesting challenges.

Pure passion, determination, and the drive to achieve my goals made the difference between accepting those challenges and giving up —this was never an option for me.

I knew that I was one of a few female helicopter pilots in New Zealand, but I wasn't aware just how few there actually are (83 out of a total of 2302). I am also the only female regulatory aviation safety investigator in New Zealand. This has definitely reinforced my immense pride in being a successful woman in this very male-dominated industry.

My goal for entering this competition is to inspire women to believe that your gender should not determine your path in life. Your passion, determination, and drive to achieve your goals are what make the difference. Yes, as a woman you have different challenges to deal with, but it's up to you whether you decide to accept those challenges or not.



Name: Andrea Wadsworth,

Country: New Zealand

Photo taken: July 2016

Category: Women leading the way as change agents in aviation

Working as an Airworthiness Engineer at the Civil Aviation Authority of New Zealand (CAANZ), I discovered the discipline of crashworthiness. Although initially not overly familiar with the topic, it has turned out to be a fascinating combination of my natural interests in aviation, biology, and engineering while also providing me an opportunity to contribute to safety advances within the industry. The attached photo of me and the very Terminator-esque internal skeleton of a ‘crash test dummy’ was taken at the FAA Dynamic Impact Test Procedures class that I recently attended. My big smile goes to show just how much I enjoy the work I’m currently doing in this space!

As a woman, I am a minority within engineering and an even greater minority in the aviation engineering industry. I was one of two women out of 52 total participants attending the course mentioned above. I have experienced gender discrimination first hand, but refuse to let it be a barrier to me pursuing my passions. Because of that, I’m endeavouring to raise awareness of the issues faced by women in the industry and to find ways to overcome them—both for myself and for all the women who come after me. As the only female engineer at CAANZ, I feel an even stronger obligation to continue this work.

To do my part, earlier this year I featured in an article discussing the low numbers of women involved in the aviation industry in the CAANZ’s bi-monthly aviation safety magazine, Vector (see page 3). The article photos hark to the 2015 ‘#ILookLikeAnEngineer’ social media movement to confront stereotypes around female engineers, which went viral and subsequently featured in various mainstream news outlets. The stereotypes discussed by this movement, and the associated frustrations and barriers for female engineers, were powerfully resonant with me.

I recently helped create a Diversity and Inclusion Working Group within CAANZ to promote diversity in all its forms across the organization. Though still in its early stages, we are excited about the benefits a more diverse workforce will bring and look forward to rolling out targeted initiatives in the near future. I view the article as marking a shift in my organisation, where CAANZ began to talk about diversity seriously and with purpose. I’m proud of my organisation for making that shift, and for acknowledging that it still has work to do.

A member of UN Women and a ‘buddy’ to other women in the industry, I also volunteer as a Futureintech Ambassador to encourage more Kiwi children to consider careers in STEM. I visit schools around Wellington to explain what I do in my current role, and through my presentations I hope to open all students’ eyes to the fact that women can and do have exciting and fulfilling jobs within the aviation industry.

I firmly believe that “you can’t be what you can’t see”, so if I can inspire even one girl to consider engineering and aviation as a potential career path, then I’ve done my job.



Name: Dr. Aliya Khaluq B.D.S

Country: India

Photo taken: September 2015

Narrative :

“Women must try to do things as men have tried. When they fail, their failure must be but a challenge to others.”

- Amelia Earhart

When you think of a number in the aviation industry, eleven seems insignificant to most. But to women pilots in India it's a reflection of the challenges that remain to their success—it is the percentage of women pilots in India. To put in perspective, the women are 47% of India's population and the female workforce has indeed grown considerably in other service sectors. Yet, women pilots struggle, not just to find promising jobs but to achieve meaningful advancement in their careers. This is my struggle and the struggle that I try to mentor other women pilots through, hoping to be a change agent that helps bridge the gender equality gap in whatever modest way that I can.

I grew up in an India, where a women's primary responsibility used to be as a homemaker. But my parents instilled in me the confidence to do anything I chose to do, confidence that helped me become a successful national athlete and graduated as a dentist, and later pursue a career in what was my true

passion—flying. I grew up admiring a woman who decided to fly solo across the Atlantic Ocean when flying was still very much a man's job. Amelia Earhart was my hero – someone who proved a woman could accomplish anything a man could. Amelia's story remained with me, reassuring me that women could succeed in aviation, and the joy of flying is not something reserved for men. As I travelled around, I didn't see many women pilots, but I saw an opportunity. Even as a mother, wife, athlete, dentist, and a homemaker, I seized that opportunity.

The journey has not been easy, but it has been truly rewarding. Nothing makes me happier than flying, transporting people and cargo around. Just as I did in my past profession, I wish to continue to serve people. Passengers visiting ailing parents, making it in time for their child's birth, vacationing or just traveling. These are people who trust me to get them there on time safely. I see this trust in their eyes, sometimes with a bit of surprise, but always looking for reassurance that I will get them where they need to be, this trust sees no gender.

My submission is a reflection of my struggles, an expression of the disparity that exists in the Indian aviation. It is time that more women recognize that there is a place for them as pilots. My goal is to create awareness of the inequality, and the opportunities that exist for women, to help with outreach programs in schools, to mentor women seeking to become pilots, and to inspire others as a model pilot. I dream of a day when more women will be on flight decks as pilots, of the day when eleven percent will be a memory of the past. I know it will be a reality one day.



Name: Anke Claessen

Country: New Zealand

Photo taken: April 2015

Category: Inclusiveness in the aviation workplace.

The Aviation Security Service of New Zealand is a firm believer in the value of gender equality and the empowerment of women in the workplace.

We are committed to supporting, developing and retaining females in our workplace and are especially proud of our operational female explosive detector dog (EDD) handlers, who represent the breaking of many global and domestic glass ceilings. For example, while the New Zealand Police has over 8,000 sworn staff, it has only two operational female dog handlers. The Aviation Security Service has fewer than 900 staff, yet has three operational female dog handlers, (and a female national manager who has climbed the ranks within Avsec and is also recognised as a global leader in her field).

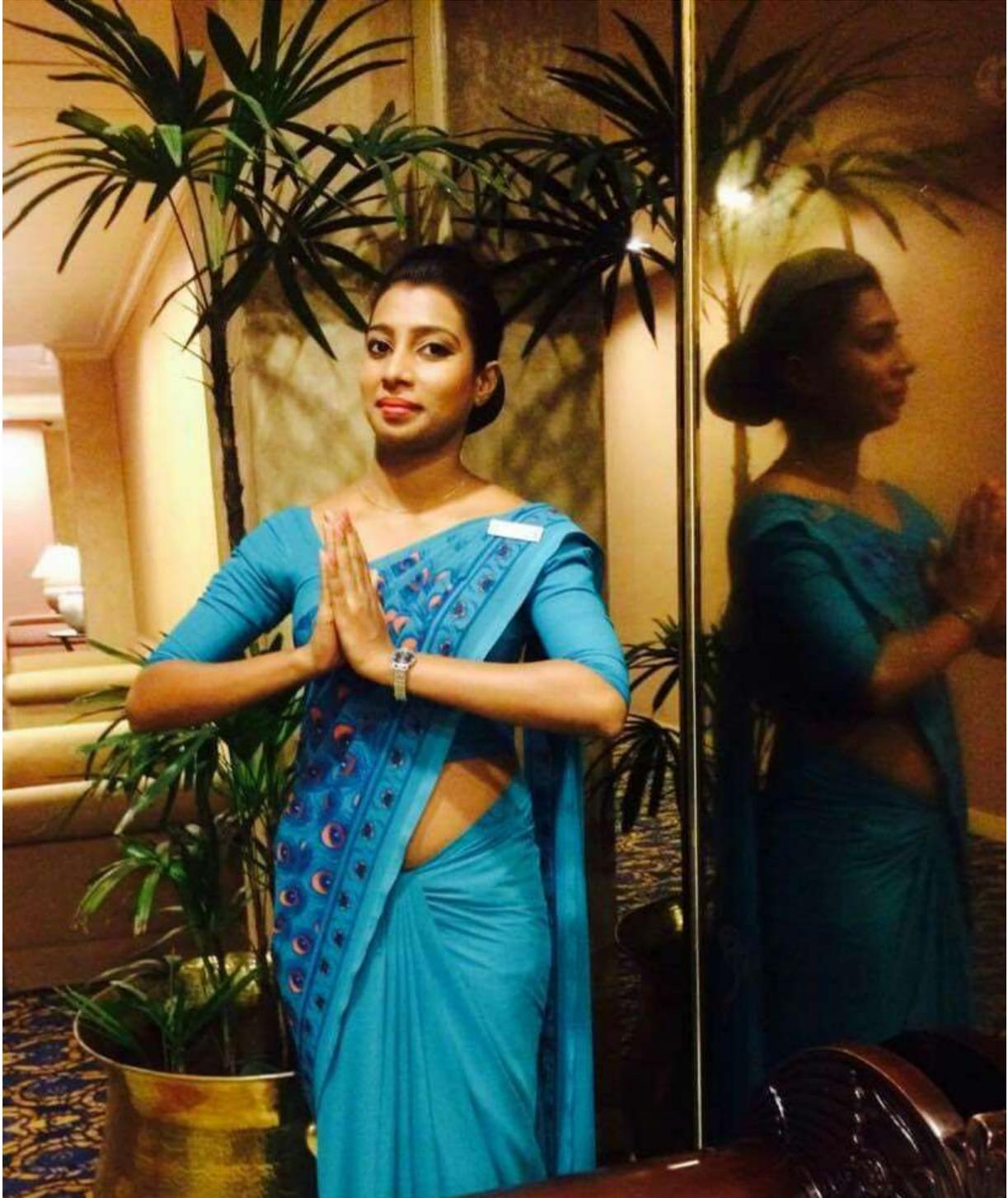
These EDD teams do a very important job protecting travellers, airline crew, airport workers and New Zealand at large by ensuring that no dangerous materials are present on aircraft, or in or around our airports.

Based at New Zealand's main airports—Auckland, Wellington, Christchurch, and Queenstown—the teams search for explosives in car parks, navigation facilities, unattended cars and unattended items/bags, cargo, and aircraft. They also conduct random searches around the airport environment, at check in

counters, screening points, and gate lounges. By being visible they can act as a deterrent for any wrongdoers. They also help other agencies like the Police, Customs and Corrections when there are bomb threats at airports as well as other places.

Avsec recognises the value of a diverse workforce to conduct this important work. Diversity allows a wide range of perspectives and problem-solving approaches to be brought to the table, and we strive to enhance that diversity, particularly in regards to gender.

This photo is representative of that mission: Anke Claessen and her German Shepherd, Kelcie, are the only all-female team in the New Zealand Aviation Security Service's EDD Unit. Currently working at Wellington International Airport, Anke enjoys the camaraderie of her predominantly male EDD colleagues and has found her niche. Avsec is extremely proud of Anke's drive and determination, and is supportive of her continued growth. Having been with Avsec for 6.5 years, Anke is a valuable part of the EDD unit and has helped pave the way for future female handlers.



Name: S. D. Poornika Nirmali

Country: Sri Lanka

Photo taken: DGCA Conference 2016, Sri Lanka.



Name: Karen Patricia Scrimes

Country: Australian

Photo taken: 31 August 2016

Category: Fostering the next generation of women in aviation

Narrative: I wanted to portray a symbolic image of strong and unified women, sending a positive and welcoming message to girls and women saying: “Aviation wants you”. The women you see portrayed in this image are highly experienced aviation specialists from various technical and operational backgrounds. The roles they have performed in the aviation industry have been traditionally male dominated and they have achieved success in their respective fields despite the cultural perception that aviation is a ‘male only’ career.

Presently they work for the Australian aviation regulator where they are fortunate to have the opportunity to influence the limiting effect of cultural beliefs about gender on the emerging career aspirations of women. The difficulty in attracting women into aviation is a complex issue which begins early in life with girls’ perception of their role, as characterised by their toys and continues with poor social understanding of the benefits of an aviation career. These women, (and their female colleagues) say that one of the most rewarding aspects of their careers includes being able to give back to the industry by introducing girls and women to the opportunities that aviation has to offer them. External influences, mentors, and community experiences have enabled the women in this image to acquire the skills and confidence that they needed to become successful aviation leaders. For this reason we should be inspired to provide girls and women with developmental opportunities and mentoring experiences that are likely to help them imagine a career in aviation. Specifically we need to inspire girls to believe that they are equally capable of achieving success in major, industry critical jobs such as piloting, engineering and senior management.

Global statistics continue to highlight the lack of women in critical jobs in aviation. The number of women commercial pilots (worldwide) doggedly remains below 5% and estimates suggest that even poorer representations of women are found in aerospace engineering. The aviation industry is missing out on a wealth of talent and creativity because so few women are employed in these key roles.

My intention was to portray a feeling of multi-generational inclusiveness with a band of confident and experienced women in an aviation setting. In order for young Xanthe (pictured) to contemplate a career in aviation she needs to have compelling, visible role models to encourage her belief that aviation is a worthwhile career choice. It is important to highlight the positive aspects of women's engagement in aviation and dispel the myth that these roles are only available and fulfilling for men.

The photo is an original, unpublished image taken by myself as the photographer. All participants have signed a valid release form which is available if required.

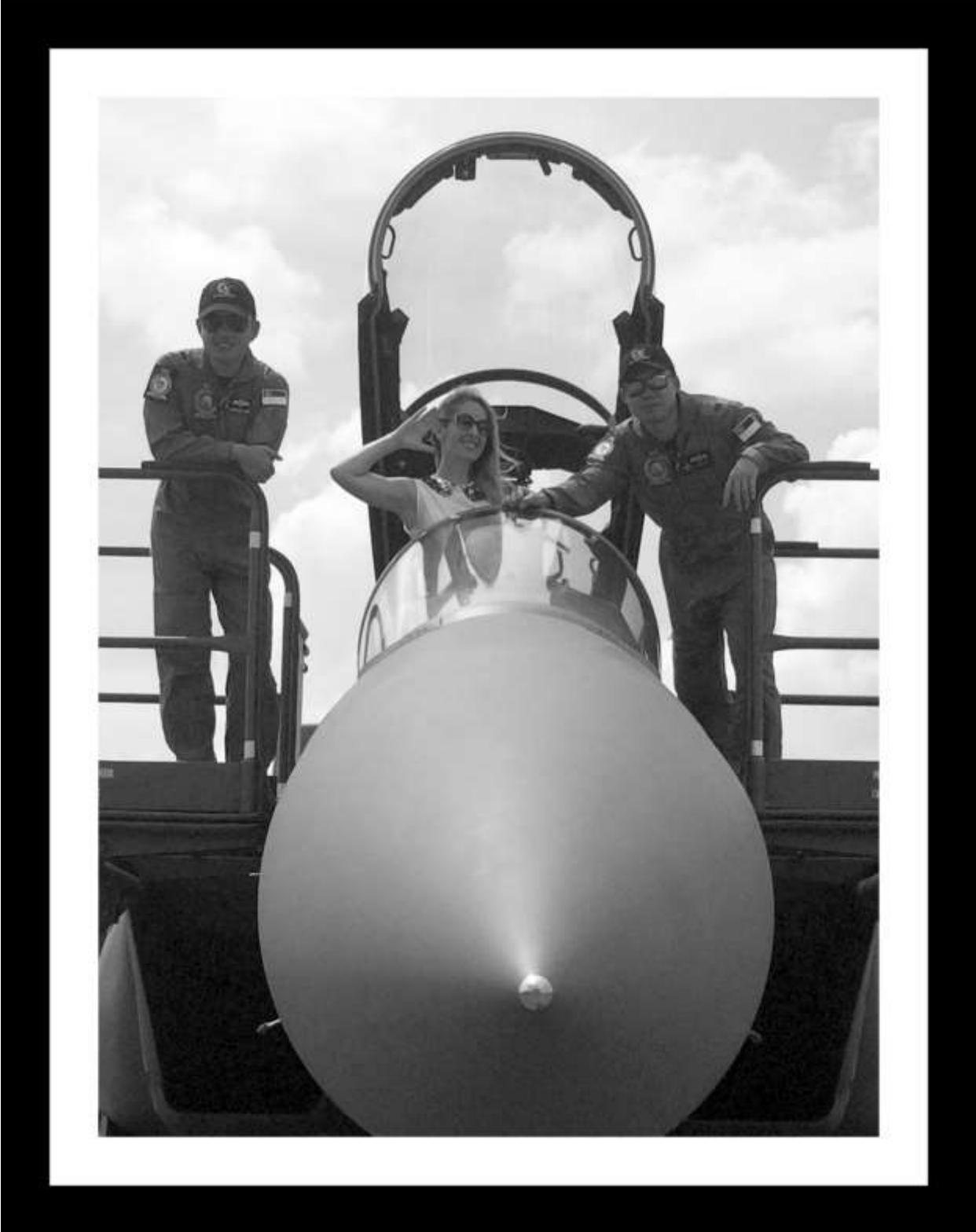


Name: Cholathit Suthiklom

Country: Thailand

Photo taken: May 2013

In other career except pilot career, the proportion of male and female are almost equal. Now a percentage of female pilot is only 6% but the percentage is increasing, with the equal education and opportunity. We can have more female pilot more good pilot. I would like to urge every airlines to hire more female pilot because they can work as good as male pilot can do.



Name: Celine Emmanuelle Bouas

Country: Singapore

Photo taken: Singapore Air show in February 2016

Narrative: This is a humoristic photo of me on the theme Women conquering aviation technology. I have negotiated my way to the cockpit of this F15 for 2 days before getting there.

I have a number of photos in air shows, with aircraft, engines, signing deals but I wanted to send a funny one and one I would not have a problem with corporate confidentiality.

I have it in higher quality if needed.



Name: Alexandra Lindgren Kaoukji

Country: Sweden

Picture taken: 2015

In a male dominated industry I have managed to work my way through

In meeting rooms I am always a lonely woman too

But I love my job every day

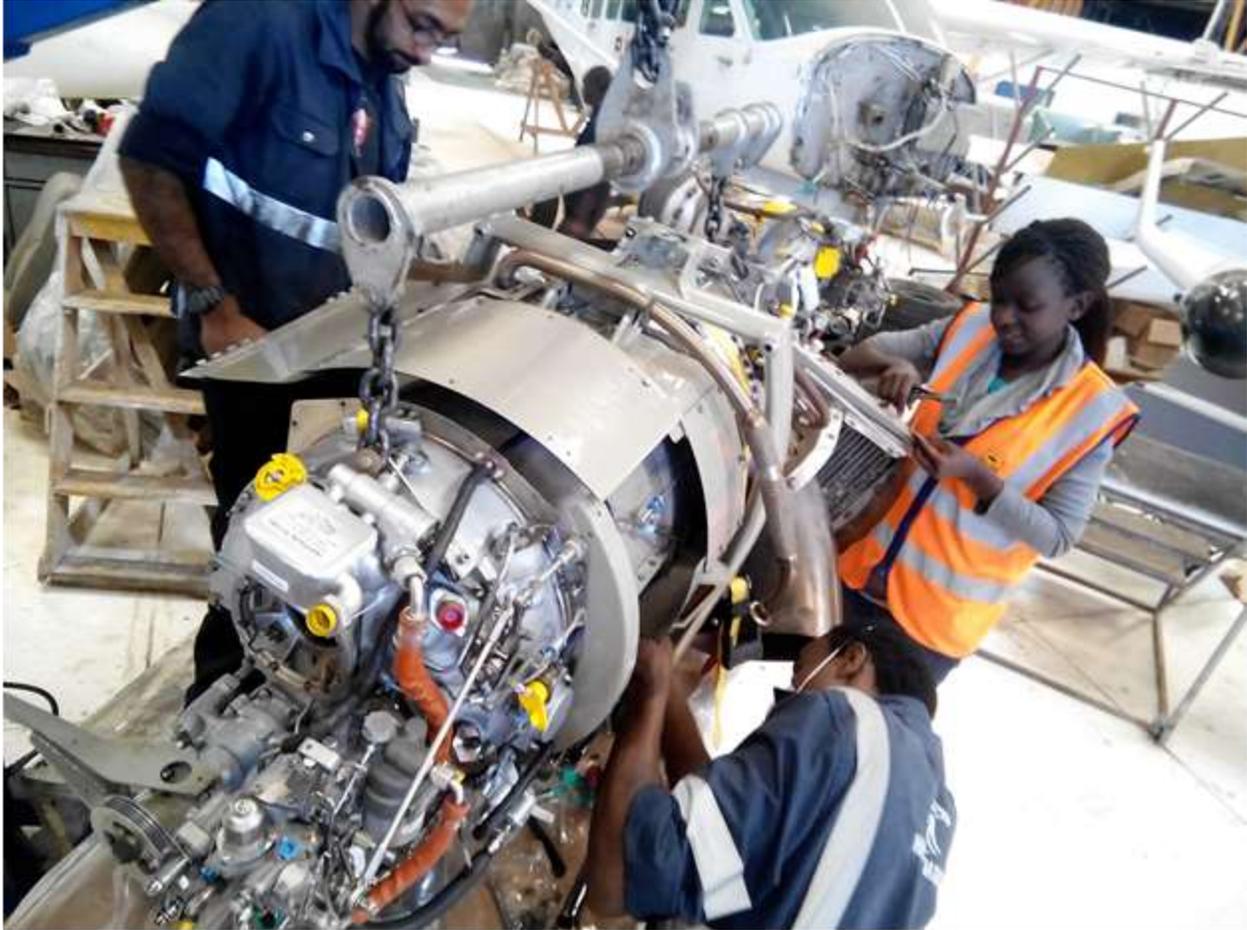
May there be more lucky women coming my way

Once smitten by the world of wings, engines and fuel smell

I promise, you will have many stories to tell

Raise your daughters to love the industry of aviation

They will conquer the world and always have a solid foundation



Photographer: Fridah Njeri Kamau

Country: Kenya

Photo taken: September 2016

My name is Millicent Auma Sulwe. A Kenyan citizen. I am an aircraft technician based at Wilson Airport Kenya.

Aviation engineering is my passion. As a technician my work is to ensure that aircrafts are defying gravity safely.

When I was first employed I was the only lady in my work place and the hangar. The first test for me was to fix a snag that a colleague hard tackled but was unable to correct. Being in an industry that is dominated by men not so many believed in me. I managed to correct the problem and from there hence forth I was given more venues to exercise my skill and continue enhancing flight safety.

Currently we have three more ladies employed after me and many others in other aviation companies in Kenya.

Gender equality is becoming a reality in Kenya in most companies and work places. Women are intellectual beings whose feminism increase quality, ambience of work and thus high work production. with characteristics of keenness...intuition more women are becoming aviation professionals. Due to that we have safer skies.

“Feminism isn’t about making women stronger. Women are already strong. Its about how the world perceives that strength.”- (G.D Anderson)

I am a living proof in a profession that is believed to be a male dominated zone.



Name: Mbuva Mercy Nthoki,

Country: Kenya



Name: Maria Letizia Bernabeo

Country: Italy



Name: Michalina Kawka

Country: Poland

Photo taken: 4 July 2016 – the day of my first audit as compliance monitoring manager

I work as a compliance monitoring manager at ATO Grafprom Aviation located at Bydgoszcz Airport in Poland. It is such a great role to be responsible for keeping the organization procedures in compliance with various regulations. Moreover, it's an honour to cooperate directly with Civil Aviation Authorities and European Aviation Safety Agency keeping high level of safety in our organization.

I began working in general aviation four years ago and I honestly admit that beginnings were difficult. I had no technical background, however my English was good so I was given a chance to work at aircraft engine maintenance company. In a short period of time I noticed that there is no place for women in aviation industry! Funnily enough, even technical documents I had to analyze such as bulletins regarding engines' maintenance were addressed only to men, not to mention being treated 'specially' what does not mean leniently at all... I had to spend hours at workshop analyzing construction of piston engine and later draw up various technical documents. Two years later I changed my job and moved to an approved training organization where I began gaining experience in quality and compliance monitoring. Again, the majority of duties I had to perform on my own spending hours on interpreting various regulations. I realized that performing audits and working with all these compliance records is my calling! Nevertheless, now I am thankful for all these years that taught me a lesson – hard work and determination built my path to success. My personality changed for better, I'm tough-minded and stand up for myself.

Women at the decision-making table in the aviation sector introduce a new angle of looking at many issues and should be given an opportunity to implement changes and contribute to further development of aviation industry.



Name: María Espinel González,

Country: Spain

Category: Women Conquering Aviation Technology

Photo taken: 5 March 2014

The picture shows

- the beauty of aviation
- the empowerment of women (she is the first woman conquering the highest position in the school, Head of Training)
- and the future of the technology (she is wearing the first google glasses!)

It has been my favorite picture since then.

There is only a 3,5% female pilots in Spain, and we need to fight together to change that number. I am currently studying all the international organizations (from a gender equality point of view), such as ICAO Presidents, representatives from all Member States... and the role of Woman in Aviation in Schools, Airlines, Woman in management positions in aviation, Laws regulating/affecting female pilots....



Name: David Mauricio Lara Garcia

Country: Colombia

Photo taken: 2015

La inclusión de la mujeres la aviación a lo largo de los años ha sido de gran importancia para la evolución y surgimiento de este gran medio, la mujer ha y sigue aportando a escribir la historia del mundo aeronáutico y aeroespacial, la mujer tanto en la aviación como en la vida cotidiana es la base de los hogares, profesiones e importantes e importantes descubrimientos en general han participado e incluso han sido liderado por mujeres, representantes del genero femenino en el mundo aeronáutico que han demostrado que las mujeres quieren y pueden incursionar cada día en el medio de la aviacion como Amelia Earhart, sin duda esta mujer fue y aún sigue siendo una celebre fémina por dejar una gran huella para la incursión de las mujeres al mundo aeronáutico al volar sobre una parte del océano pacífico, también fue la primera mujer que cruzo el atlántico en avión como pasajera, en el medio aeroespacial también esta Valentina Tereshkova quien fuera la primera mujer astronauta de la historia, entre otras mujeres que han dejado en alto su genero por marcar y aún seguir escribiendo la presente y futura historia del mundo aeronáutico y aeroespacial, en mi país, Colombia, una de las primeras mujeres aviadoras que incursionaron en esta bella profesión como piloto fue una oficial de la Policía Nacional, por esto orgullosamente envio mi foto de una piloto de la Policía Nacional que representa la importancia y la equidad de la mujer para incursionar como pilotos, tecnicos e ingenieras, en este caso se le ve manejando la tecnología que aplica para el cessna 208 caravan.



Name: Jefferson Tamayo

Country: Colombia

Photo taken: 07 September 2016

DESCRIPCION DE LA FOTOGRAFIA:

la imagen representa la labor de la mujer en un ámbito diferente al de pilotear un avión, pero que esta directamente relacionado con la aviación, AMANDA es una de las 12 mujeres de 105 que existen en Colombia que se desempeñan en los diferentes aeropuertos de Colombia trabajando como técnicas de meteorología y observadores de superficie, funcionarias que son encargadas de suministrar información para mejorar las condiciones y toma de decisiones de una tripulación en el aire, de fondo se evidencia la construcción de la nueva torre de control del aeropuerto Perales en la ciudad de Ibagué, construcción que esta siendo supervisada también por algunas mujeres; el entorno de trabajo de AMANDA evidencia un encierro en alambres de puas que además de prestar aparente seguridad a la estación meteorológica representa la limitación de acceder en pleno año 2016 a ejercer una función laboral en igualdad de condiciones con el genero masculino.



Contestant: Catrina T. Gilbert, Risk Manager at Hartsfield Jackson Atlanta International Airport

Photographer's Name: John McCullough, former employee (co-worker) at Hartsfield Jackson.

Country: United States

Photo Taken: February 2016

Women at the Decision-Making Table in the Aviation Sector

Recently exceeding the historic mark of surpassing 100 million annual passengers, risk management plays a vital role in the safety and security of Hartsfield-Jackson Atlanta International Airport (ATL). Since 2013, Catrina Gilbert has served as the Risk Manager at the World's Most Travelled airport directing an innovative approach to risk management that fosters employee safety and incident prevention enabling the its record keeping to minimize risk exposure. Catrina is responsible for risk identifications and analysis and insurance placement in a variety of areas such as terrorism, liability, pollution, property which has a total insurable value of over \$4 billion.

Additionally, Catrina provides expertise in the areas of construction insurance through the Owner Controlled Insurance Program (OCIP) which insures airport projects under the Capital Improvement Program (CIP), ATLNext, which is budgeted at \$6 billion over the next 25-30 years, with \$1 billion slated for 2017. The OCIP provides opportunities for small and minority contractors to work on major ATL construction projects by providing these firms city-purchased insurance coverage. As the manager of the OCIP Program for ATLNext, Catrina coordinates activities between internal and external stakeholders and mutual aid partners requiring strategic planning, initiatives and leadership.

Target 5.5 of the UN Sustainable Development Goal is to achieve gender equality and empower all women and girls and to ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. Catrina's roll at ATL will help to accomplish this target for generations of young women to come. She provides leadership and results that cannot be ignored or denied. Being a mother of four daughters, she is familiar with the struggles and barriers they will face but as long as women continue to climb as well as reach back and pull others up, those struggles and barriers will be lessened.

Catrina is a proven example of a woman who is knowledgeable both from a technical aspect, but also from an overall airport management perspective, bridging the gender equality gap and by empowering women in aviation. Through a continued desire for life-long learning, Catrina recently completing the Airport Management Professional Accreditation Program (AMPAP) earning her International Airport Professional (IAP) credentials in 2016. Catrina is also a recent graduate of Concordia University's, Airport Executive Leadership Program developed by the Airports Council International (ACI) and the International Civil Aviation Organization (ICAO).



Name: Moreen Namutosi

Country: Uganda

Photo taken 08 September 2016

Gender equality, women empowerment and emancipation, these are but the words you hear today across the media-forums, education institutions and Parliament to mention but a few.

Growing up in a poverty stricken environment this dream of becoming a pilot could have been washed down the drain of the dream killing disease excuses like “my parents cannot afford it, my country has no national airline and there almost no women pilots in my country.”

However the thrill of conquering the skies and rising above even what the opposite gender fears to venture in is what makes me smile all year round.

For me the sky is no longer the limit.

I am now a proud holder of a private pilot's licence, next soaring beyond my horizons to owning my own aircraft fleet.



Name: Sarah McCann

Country: United States

Photo taken: July 2016

Narrative: This photo captures a historic moment between two women leading the aviation industry in the United States. Teri Bristol (left) is the Chief Operating Officer (COO) of the Federal Aviation Administration (FAA) Air Traffic Organization (ATO). Appointed FAA ATO COO in March 2014, she is the first woman to ever hold that leadership position in the federal agency. Trish Gilbert (right) is the National Traffic Controllers Association's (NATCA) Executive Vice President. Gilbert is only the second woman to ever hold that leadership position in the union, and she is the first woman and person ever to serve three consecutive terms in it.

In this photo, Bristol and Gilbert just finished signing the most recent collective bargaining agreement between the two organizations. Standing behind Bristol and Gilbert in this picture are FAA Administrator Michael Huerta and NATCA President Paul Rinaldi. This photo displays a changing aviation industry for women. Though approximately 85 percent of air traffic controllers in the U.S. are male, and thus leadership positions in the FAA and NATCA have been predominately held by men, Bristol and Gilbert are showing women and girls throughout the country and world that they can not only have a voice at the decision-making table in the aviation sector, but also lead the discussions taking place at it.

The relationship that NATCA and the FAA have developed since Gilbert and Bristol have taken their positions in leadership has become one of the strongest and most successful examples of labor-management partnerships. The contract ratification Gilbert and Bristol were signing when this photo was taken has been deemed the best and most collaborative contract ever by both organizations' leaders and members. In fact, NATCA's membership ratified the contract at 98.32 percent, the highest ratification a contract bargaining agreement between the two parties has ever had. Gilbert and Bristol work tirelessly to improve the National Airspace System and the workplace conditions of the men and women who run the system. This photo shows a true professional partnership success, and the happiness they both have after reaching a culmination of all their hard work as leaders. They are empowering women and future leaders of all genders by being strong and dedicated leaders, and this photo exemplifies it.



Name: Maja

Country: Bosnia and Herzegovina

I am Dispatcher and I work 20 years on Mostar Airport .On the picture, you can see me and my best friend Valentina from Mistral Air (Italy)



Name: Vaska Cvetanoska

Country: Australia

Photo taken: 8 September 2016, taken at the Centreline of the New Parallel Runway at Brisbane Airport

Photographer's Name: Maddison Charteris

Summary: fostering the next generation of women in construction

Brisbane Airport's New Parallel Runway (NPR) project is the largest aviation infrastructure project under construction in Australia. With the \$1.4 billion NPR on track to be opened and commissioned in 2020, the new runway will effectively double the capacity of Brisbane Airport, helping to drive Queensland's economy into the future.

The submitted image depicts the NPR's Project Engineer, Vaska Cvetanoska standing on what will be the centreline of Brisbane's new runway. This location is iconic, because the new runway at 2km west of (centreline-to-centreline), and parallel to, the existing 01/19 runway will allow Brisbane Airport to achieve the status of the first capital city airport with the ability to operate the parallel runways simultaneously in opposite directions as its primary mode of operations.

The image accurately represents the enormity of the 360Ha site, with the Air Services Australia control tower visible to the left of the image, and the Brisbane City skyline on the right. The new runway will be comprised of a 3300m long runway, with over 12km of taxiways and all other required airfield infrastructure.

Vaska Cvetanoska has been involved with the NPR Project since she was seconded from her graduate position with GHD Pty Ltd in June 2015. In this initial role, her main responsibilities included: providing direct support to the Phase 2 Project Manager through finalisation of design and preparation of tender documents for the main Airfield contract. She was also responsible for on-site civil engineering design and construction supervision which was essential in supporting the Phase 2 Design stage. Finally, she provided support into the ongoing discussions within the Civil Aviation Safety Authority (CASA) in relation to a number of design issues for the new runway system.

Under the guidance of her manager, Vaska expanded her skill set, growing in confidence in her position throughout her secondment. Given her demonstrated capability and work ethic, she was offered a

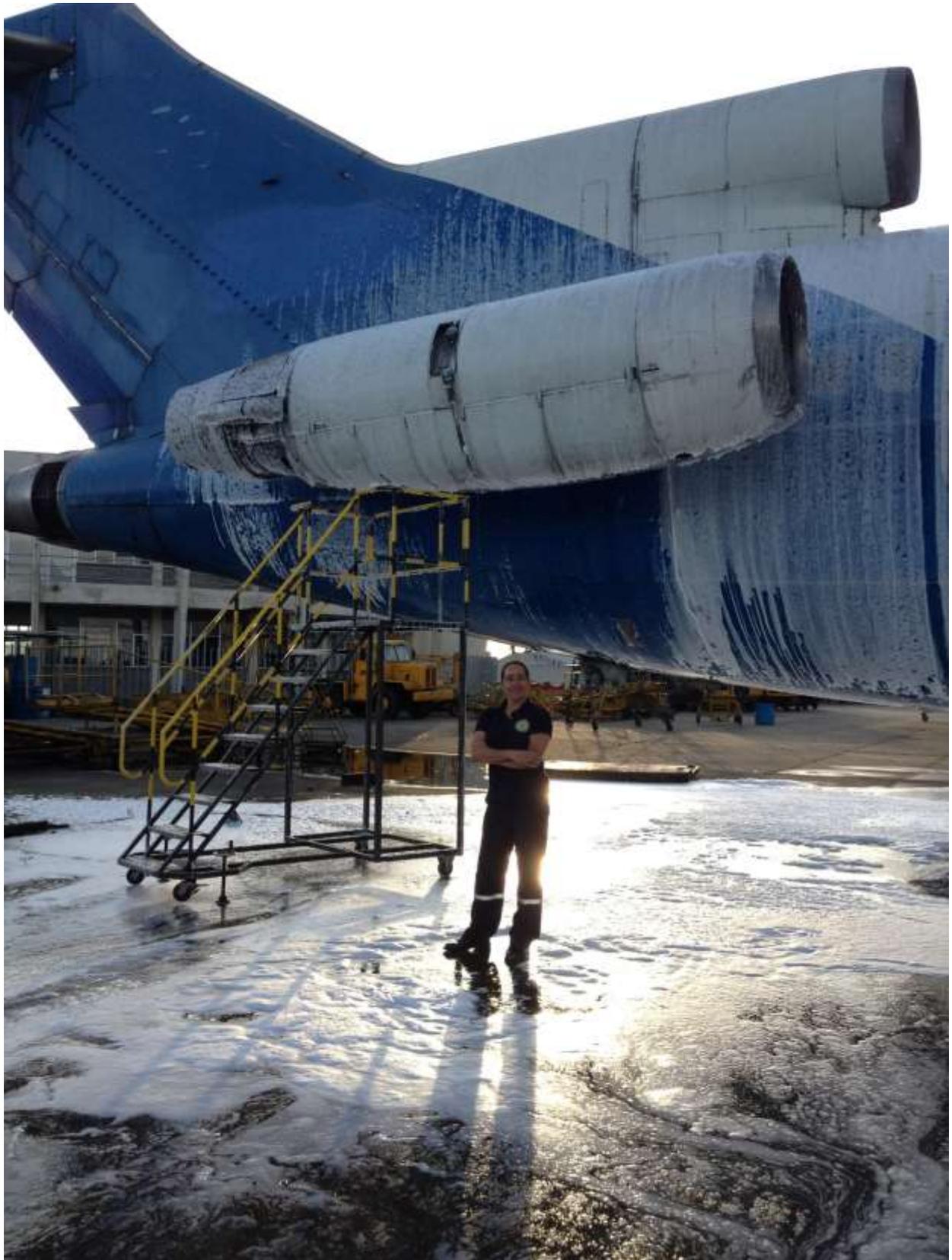
permanent position in August, 2016, as Project Engineer. Her new position involves providing technical support to all Airfield engineering design and technical specifications including on-site civil engineering construction supervisory services associated with the relevant construction contract.

Vaska's manager, Ben Garnett, Project Manager of Phase 2 Design says, "I have seen Vaska grow into her role and her commitment to the project is unquestionable".

"Vaska has consistently achieved the goals provided to her. Her hard work and drive to succeed has resulted in her success and earned her respect within our team and from our contractors...she is a successful young woman in the construction industry", says Mr Garnett.

On this matter, Vaska explains "the support provided by my team throughout my transition to this role is astounding. I would not be as confident within my position as I am, if I had not received the amazing assistance and help from my team and managers".

It was a combination of Vaska's efforts and the NPR team's guidance that has fostered Vaska into the successful employee that she is today.



Name: Martha Elena Vargas Gaitan

Country: Colombia

Photo taken: April 2012

No sabia como empezar pero vi en esta una oportunidad no de realzarme si no de ser la vocera para destacar el diario trabajo de las mujeres en la aviacion.

No solo vuelan si no que tambien formamos parte de una fuerte cadena que hace posible que muchas mujeres vuelen.

Somos el soporte de la aviacion ,mujeres emprendedoras mecanicas,ingenieras aeronauticas,despachadoras,jefes de seguridad aeroportuarias ,controladoras de transito aereo y nosotras las mujeres de FUEGO..

17 años de servicio como Bombero Aeronautico dentro de la aeronautica civil colombiana y primera mujer en ejercer esta noble profesion.

y hoy no solo como bombero si no tambien como instructor de hombres y mujeres a lo largo y ancho de colombia y tambien sur america me siento orgullosa de las 7 mujeres bomberas aeronauticas que actualmente trabajamos para el estado somos servidoras publicas nos debemos a los usuarios del trasporte aereo ofrecemos el servicio mas abnegado y en silencio de la aviacionSalvamos Vidas nuestra presencia diaria dentro de toda la infraestructura aeronautica y aeroportuaria en prevencion hace que volar!!!! sea mucho mas seguro gracias a nuestra GRAN FAMILIA AERONAUTICA Y AEROPORTUARIA .

Alcanzar el exito es realmente amar lo que haces.



Name: Deborah McManus

Country: United States

Photo taken: 7 September 2016

Category: Women conquering aviation technology

At my company this week, I walked by the lab and saw one of our Principal Research Scientists working. I went in and asked what she was doing. She told me optimizing and experimenting to better detect explosives and secure air travel. This made me think. In college my engineering program was less than 14 percent female. Today, I work for an aviation security company that has a female CEO and multiple women in executive and leadership positions. Our labs and assembly floors are filled with highly-educated women who work every day to develop solutions that help secure millions of people of every day. From my eyes, women are not only conquering aviation technology, but laying the groundwork for new innovations for passengers, airlines and airports.



Name: Patricia de Jesús Barrientos.

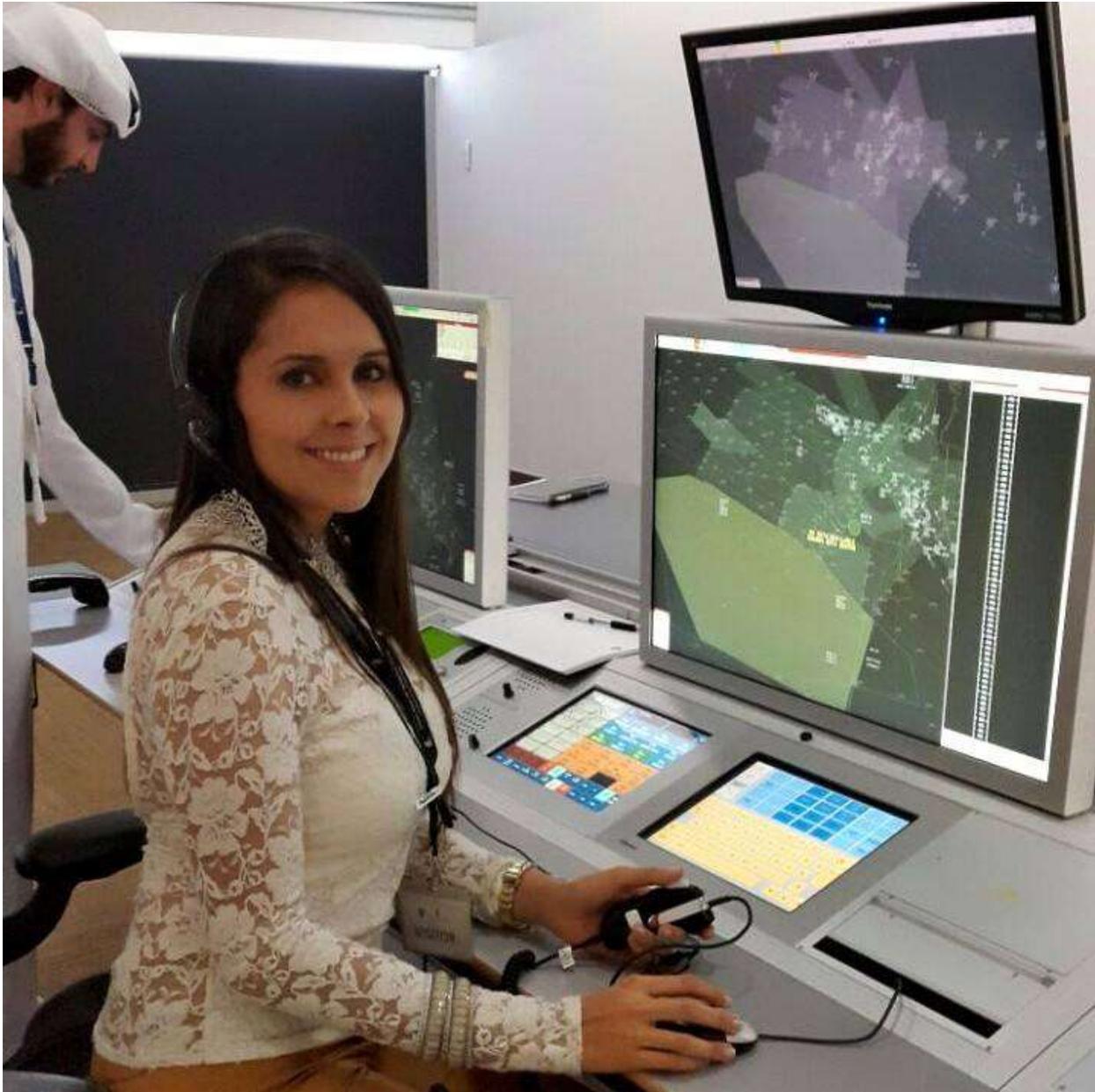
Country: Colombia

Trabajo con la Aeronàutica Civil de Colombia Desde hace 32 años, hoy, en el àrea de la Secretaría de Seguridad Aérea como Asesora para los temas de Medicina Aeroespacial, Factores Humanos e Investigación de Accidentes. Pionera de sus programas en los proyectos y ejecución relacionados. Oficial Civil de los Servicios de Información Aeronàutica, Médica y Cirujana, especialista en Cooperación Internacional y gestión de proyectos para el desarrollo, así como Médica Examinadora para Personal Aeronavegante entre otros.

Descripción:

" La fotografia se produjo en el año 2013, cuando me encontraba en un Airbus y me permitieron tomarles la fotografía a la comandante y su copiloto mujer, luego de observar que tanto la tripulación de vuelo y de cabina eran de género femenino, lo cual para mi fué de gran orgullo.

La parte màs valiosa del sistema Aeronàutico es el SER HUMANO, hoy la MUJER como verdadera LÍDER aumenta su participación en procesos de toma de decisiones, modelo de desarrollo sostenible como lo exige la seguridad operacional en la aviación"



Name: Amy Zuniga

Country: United Arab Emirates

Narrative: I would love to share my adventure in life as an Air Traffic Controller woman, hoping that this will motivate you to follow your dreams, because the same as you did, I dreamed about the sky!

My passion for aviation started since I was a child, my dad is a pilot and I always wanted to be part of this fascinating world, many times people questioned me and asked me why I wanted to work in an environment where men are a majority and that my voice wouldn't be heard, but honestly this only inspired me to work harder and give my best every day.

On April of 2009, I participated in a selection program for a scholarship offered by Costa Rica's Civil Aviation Authority, to become an Air Traffic Controller.

After a year of tests and interviews, out of 600 contestants, thank God, I was one of the selected.

I worked in Costa Rica's main International Airports, Juan Santamaria international Airport and Tobias Bolanos Palma, my voice was heard over the frequencies in Costa Rica.

On 2013, I was selected to be part of Miss Costa Rica Universe, the goal was to share how Costa Rican women were complete, strong and independent. Through this competition I had the opportunity to show women what Air Traffic Control was about, I exposed my professional career on interviews transmitted on television, newspapers and social media. Up until today, I receive messages from woman all over the country who were motivated, asking how they could become an Air Traffic Controller, and this has been the biggest reward ever.

I always was looking for opportunities to grow and develop my career, on December of 2014, I found out about an Internship program for Latin American Women involved in Aviation and part of ICAO offered by the UAE GCAA (United Arab Emirates General Civil Aviation Authority) I submitted my CV, did the required English tests and prayed I was selected to be part of this amazing program.

After a couple of months, I received an email informing me I was selected, on April of 2015, filled with excitement, enthusiasm and dreams, I was flying to Dubai!

I decided to share this photo of me, taken on April of 2015 by Flor Silvera, sitting in front of one of the Air Traffic Controllers Radar Screens at the Sheikh Zayed Air Navigation Centre in Abu Dhabi UAE, which is considered the largest and busiest air traffic management facility in the Middle East as well as one of the world's most technically advanced centres in terms of its design.

For me this picture represents how despite your sex, age or nationality opportunities for women in aviation are developing all over the world, I am a woman from Costa Rica (a third world country) who was selected to share professional knowledge and learn from the best, it was a dream come true!

I had the opportunity to meet and work with important leaders in aviation of the UAE, like Ms. Laila Hareb Al Muhari, Assistant Director General Aviation Strategies and International Affairs at UAE General Civil Aviation Authority (GCAA) she is a remarkable leader for women in aviation, I admire her vision and will always look up to her. Also had the opportunity to participate in workshops offered by Airbus for girls in the UAE, where I met Ms. Carol Anderson member of the IAWA, another great representative of women in aviation.

After this experience, I was inspired and wanted to develop my career to the maximum, therefore, I applied for job openings abroad for Air Traffic Controllers.

After months of studying, doing interviews and simulators, on December of 2015 the Air Traffic Controller woman from Costa Rica was informed that she got a job in Abu Dhabi, UAE!

Thanks to this opportunity, one of the biggest digital newspaper in Costa Rica contacted me for an interview, which I accepted immediately. Sharing my adventure in life as an Air Traffic Controller Woman half way around the world, was the perfect opportunity to encourage woman to follow their dreams in Aviation.

The article was published last August, titled:

“Costa Rican Controls Air Traffic in Abu Dhabi” ([link below](#))

<http://www.crhoy.com/nacionales/costarricense-control-a-el-trafico-aereo-en-abu-dhabi/>

I couldn't be happier of the path God, Aviation and life has guided me through. It has definitely not been an easy challenge, it requires discipline and sacrifices to achieve your goals, but I am sure every woman in Aviation will agree with me, when you work hard and are passionate about what you do, in Aviation NOT EVEN THE SKY IS THE LIMIT!!!

I invite you to follow my blog, where you can find more details about my story.

Here I update my adventures as a Costa Rican Air Traffic Controller Woman and most importantly communicate with people who the same as I dream about the sky. (Link below)

<https://www.facebook.com/AmyZunigaCR/>



Name: Vandana Chellani

Country: United States

Photo taken: 6 September 2016

Narrative:

Women at the decision-making table in the aviation sector

One of my colleagues snapped this photo during my daily meeting with the manufacturing and materials teams. Every day, these two groups meet to discuss our production schedule, potential roadblocks and action plan to ensure we are meeting the needs of our airport customers. The group is comprised of over 50 percent women – all of who are involved directly with either manufacturing or materials procurement to create systems that screen baggage for explosives at airports around the world. Women aren't just at the decision making table, we are leading it and developing strategies and best practices to meet the demands of the industry for years to come.



Name: Verónica Restrepo Echeverría,

Country: Columbia

Photo taken: 2014

La fotografía fué al mando del airbus de mi compañía como piloto transporte de linea..."Para transformar nuestro mundo requerimos lograr la equidad entre los géneros"



Photographer's name: Veronica Carpio

Country: United States

Photo taken: 24 February 2015, Peru

Category: Fostering the next generation of women in aviation

As the world moves towards a more sustainable future, I always tend to feel more connected with the development of women, specifically in the field of aviation. As the International Civil Aviation Organization (ICAO) shows progress with strategies such as “No Country Left Behind” to promote technical cooperation amongst states, I believe it is equally important to foster a “No Person Left Behind” strategy to promote sustainable human capacity building in aviation to face

high demands for qualified professionals in this sector in the near future. The picture I chose is powerful because it illustrates a little girl holding a non-traditional airplane toy for girls, and being introduced to the fascinating and dynamic world of aviation and aerospace at a young age.

The number of women in the aviation field today is staggeringly low, and one of the reasons — according to the *Teaching Women to Fly Research Project* — is that “Girls need to see living aviation female role models.” This is why I decided to mentor this little girl while I was a Peace Corps volunteer in Peru, and teach her that aviation is not an exclusive club: it is not just for the rich, nor is it only for boys.

I’ve been in love with airplanes ever since I can remember. It all started when I stepped foot into a Boeing 727-200 as I boarded my first flight when I was four years old. Little did I know then, but this experience set the foundation for my future, and allowed me to develop tremendous confidence in myself, and gave me permission to endeavor a non-traditional career path male dominated. Having powerful female role models throughout my career helped strengthened my network and gave me the support I needed to succeed in my current role with the Federal Aviation Administration. I admire many women such as Captain Aysha Al Hamili, (United Arab Emirates’ Permanent Representative to ICAO), and Captain Shaesta Waiz who is the first certified, civilian female pilot from Afghanistan and Founder of Dreams Soar Inc. whose mission is to inspire the next generation to pursue STEM and aviation education, globally.

During my time abroad in the Peace Corps in Peru I mentored many young girls in life and leadership skills, career path orientation, and taught them about economic empowerment. I also had the honor to organize an aviation vocational orientation project in collaboration with the Peruvian civil aviation corporation with the guidance of the ICAO SAM office. My vision was to give the young girls in my town including my young mentee including the access to step foot inside an airport, an air traffic control tower, and broaden their future aspirations.

While looking forward to move ahead in my career I always look back to bring someone up. This is why I think my picture not only increases the visibility of women in aviation, but also promotes mentorship efforts towards enhancing gender equality with the next generation of aviation professionals.



Name: Gabriel Orlando Ruiloba Ruiz

Country: Colombia

Photo taken: 28 August 2016



Photographer Name: Christopher Konecnik

Country: United States

Photo Taken: May 2016

Narrative Describing Photo:

Women Conquering Aviation Technology

To conquer is to be victorious. Anyone who has successfully completed a leg in the Air Race Classic can consider themselves winners. An event that is particular to female pilots, the Air Race is a competition that tests character, professionalism, knowledge, skill, ability and most of all communication. This photo was taken of me in my Air Race Classic uniform as I was leaning against the aircraft I was to fly across the United States. The photo represents “Women Conquering Aviation Technology” in many ways. On the right shoulder, stitched in capital white letters is the word “CAPTAIN”. As a twenty-one year old female pilot, to me it is a word that portrays a position of accomplishment, leadership, command, ability, and respect. To hold such a position at such a young age excited me, as you can see in my eyes. I was to represent Purdue University in the Air Race Classic as pilot in command!



Photographer's name: Christina Quinn

Country: Australia

Photo taken: 18 May 2016, Mt Tamborine, Queensland , Australia

Category: Fostering the next generation of women in aviation

Narrative: Lisa Bradley is one of the best instructors in Australia. She instructs and flies in New Zealand in the Summer and in Northern Australia (Queensland) in the Winter.

This "selfie" photograph by Christina Quinn captures the camaraderie, and joy of Tandem Paragliding.

Christina (who is a rookie pilot) had been working all day in her nursing job, but just before sunset she gave her instructor a call - asking if a tandem flight was possible - Lisa had been instructing all day and agreed a sunset flight would be perfect. This photo was taken soon after launch and both pilots were enjoying the smooth lift from the top of Mount Tamborine, Queensland Australia. Sometimes fostering the next generation of Women pilots is nothing more than giving a ride in an empty seat to that up-and-coming women pilot.



Name: Chacko



My name is Patricia Ribeiro Petean, and the participant on the photo is my sister.

Participant: Paula Ribeiro Petean

Photographer's name: Fernando Gazinhato

Country: Brazil.

Photo taken: September 2013

Narrative: My favorite ride when I was little: airfields. A favorite toy: airplanes. A dream: to fly. A career: the same of my father, be a pilot. I remembered my father giving me only one advice: if you want to have the same carrer then you must become better than me. 30 years have passed, and I am an example of equality.



*2016 Photo
Contest
Winner*