

United Nations Entity for Gender Equality
and the Empowerment of Women



“Gender Equality, Changing World of Work and STEM”



ICAO Next Generation of Aviation Professionals
Global Summit

27 November 2017

Presentation by:
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- ❑ Gender Equality and SDGs
- ❑ Changing world of work – where are we today?
- ❑ International policy frameworks on Women's Economic Empowerment: CSW61, High Level Panel on WEE, G7/G20
- ❑ Women's Empowerment Principles (WEPs)
- ❑ Women and STEM: current situation & pipeline
- ❑ STEM Education Ecosystem



- ❑ Gender equality & women’s empowerment central to achieving the Sustainable Development Goals (SDGs)
- ❑ A stand-alone goal (Goal 5), with related targets under other Goals – “twin-track” approach.

Progress

- ❑ Women's employment rate increasing
- ❑ Share of women on boards: 2003-2016 from 8.5% to 23%

Challenges

- ❑ Gender pay gap: 16.7% less per hour
- ❑ Pension gap: 40% lower than men
- ❑ Globally, 40% employers have difficulties finding workers with the required skills.

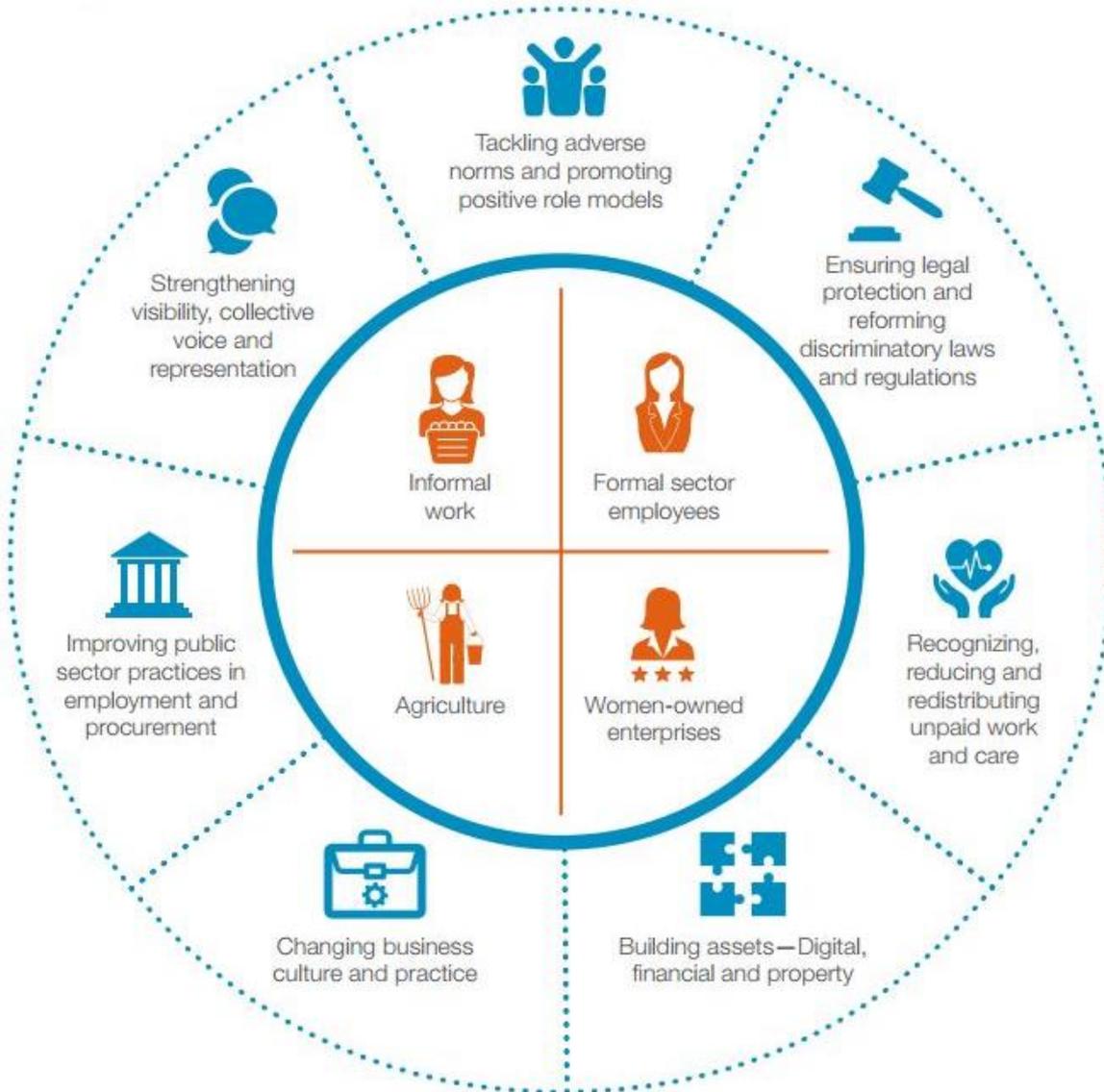


1. Normative and legal frameworks
2. **Education, training and skills** development;
3. Economic and social policies for WEE
4. Growing **informality** of work and **mobility** of women workers
5. Manage **technological and digital change** for WEE
6. Women's collective **voice, leadership and decision-making**
7. **Private sector's** role for WEE



The first-ever [High Level Panel on Women's Economic Empowerment](#):

- ❑ Announced by UN Secretary-General Ban Ki-Moon in January 2016.
- ❑ Final report presented at CSW 61 in March 2017



7 drivers of Women's Economic Empowerment

Gender Gaps in Education:

- ❑ Girls lack of **access to secondary education** in general and to quality STEM in particular – especially challenging in developing countries.
- ❑ Girls start to **self-select out of STEM** starting in middle school and their sense of self-efficacy goes down even when they perform as well as or better than boys.
- ❑ Women **continue to drop out of STEM disciplines in disproportionate numbers during their higher education studies.**
- ❑ Women receive >50% of bachelor's degrees in the biological sciences, **BUT in computer sciences (17.9%), engineering (19.3%), physical sciences (39%) and mathematics (43.1%).**

Gender Gaps in the STEM Sector:

Attrition continues into workforce and leadership positions:

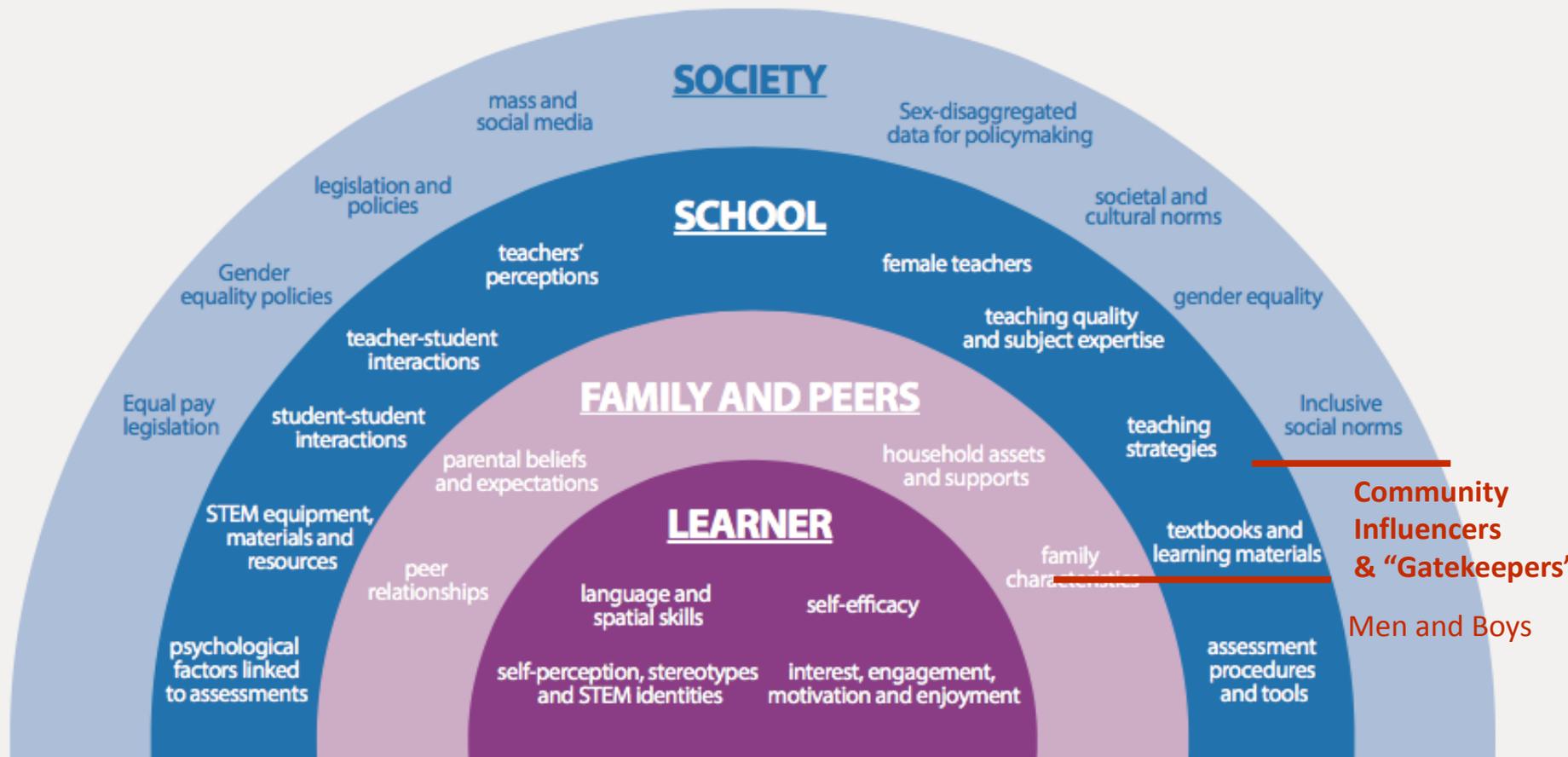
- ❑ In Europe, only 29 of 1,000 female graduates had a degree in computing in 2015, and **just four out of 1,000 went on to have ICT careers.**
- ❑ (US) women in **engineering (15%)** and **computer and mathematical sciences (25%)**. In **energy sector women make up 20%** and mostly in non-technical positions.
- ❑ **ICT sector women make up 6% ministers in government and C-suite** in top 100 companies.
- ❑ **Women in National Academies are at 12%** membership globally.
- ❑ In 2014, about 5% of certified airline or commercial pilots were women in the US.

Some progress:

- ❑ Canada: increase to 18% in Royal Canadian Air Force.
- ❑ Ex: India: 11% women pilots in 2014; China: targeted training of women
- ❑ Aerospace engineers: about 25% in 2014 but only 6% of senior executive level positions in airline companies in 2015

STEM Education Ecosystem

Ecological Framework of factors influencing girls' and women's participation, achievement and progression in STEM studies.



STEM pipeline and the Aviation Sector

- ❑ Inspiration and sparking imagination
- ❑ Demystifying pathways to careers in aviation
- ❑ Outreach, networks and Role Models
- ❑ Technical Training
- ❑ Learning Content & Opportunities
- ❑ Building Bridges
- ❑ Advocacy
- ❑ Technology

Robot counsellor



Garbage Designer



Simplicity expert



Solar technical expert



Health care navigator



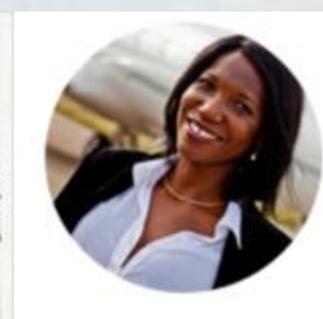
Neighborhood watch



Women in Aviation



Photo credit: Malak Bousod



Featured Learning Paths



Financial Literacy

In today's world, everyone needs to be financial literate. This pathway starts from basic financial concepts and progresses with intermediary to more advanced courses.



Gender IQ

What are the benefits of equality? What are the costs of inequality? What is unconscious bias and do you have it? Gender sensitivity is a crucial 21st Century skill.



Digital Literacy

Computers and the internet are important parts of our everyday life in the 21st century. Are your skills up to date?



Second Chance Education

Learn basic literacy, numeracy, gain new knowledge, skills and credentials.

The Principles

- 1** Leadership Promotes Gender Equality
- 2** Equal Opportunity, Inclusion and Nondiscrimination
- 3** Health, Safety and Freedom from Violence
- 4** Education and Training
- 5** Enterprise Development, Supply Chain and Marketing Practices
- 6** Community Leadership and Engagement
- 7** Transparency, Measuring and Reporting

Leadership (1)

- ❑ CEO Statement of Support
- ❑ Company has Board, CEO, and/or Executive support for gender equality
- ❑ Company has an organization-wide gender equality strategy



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Workplace (2-4)

- ❑ Recruitment & retention
- ❑ Professional development and promotion
- ❑ Equal Pay, Flexi time & Telework
- ❑ Parental leave
- ❑ Zero violence, harassment and sexual exploitation
- ❑ Health, safety, and hygiene



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Market place (5)

- Expand relationships with women-owned businesses in company value chains
- Encourage suppliers and vendors to advance gender equality
- Responsible marketing practices



Thank you!

