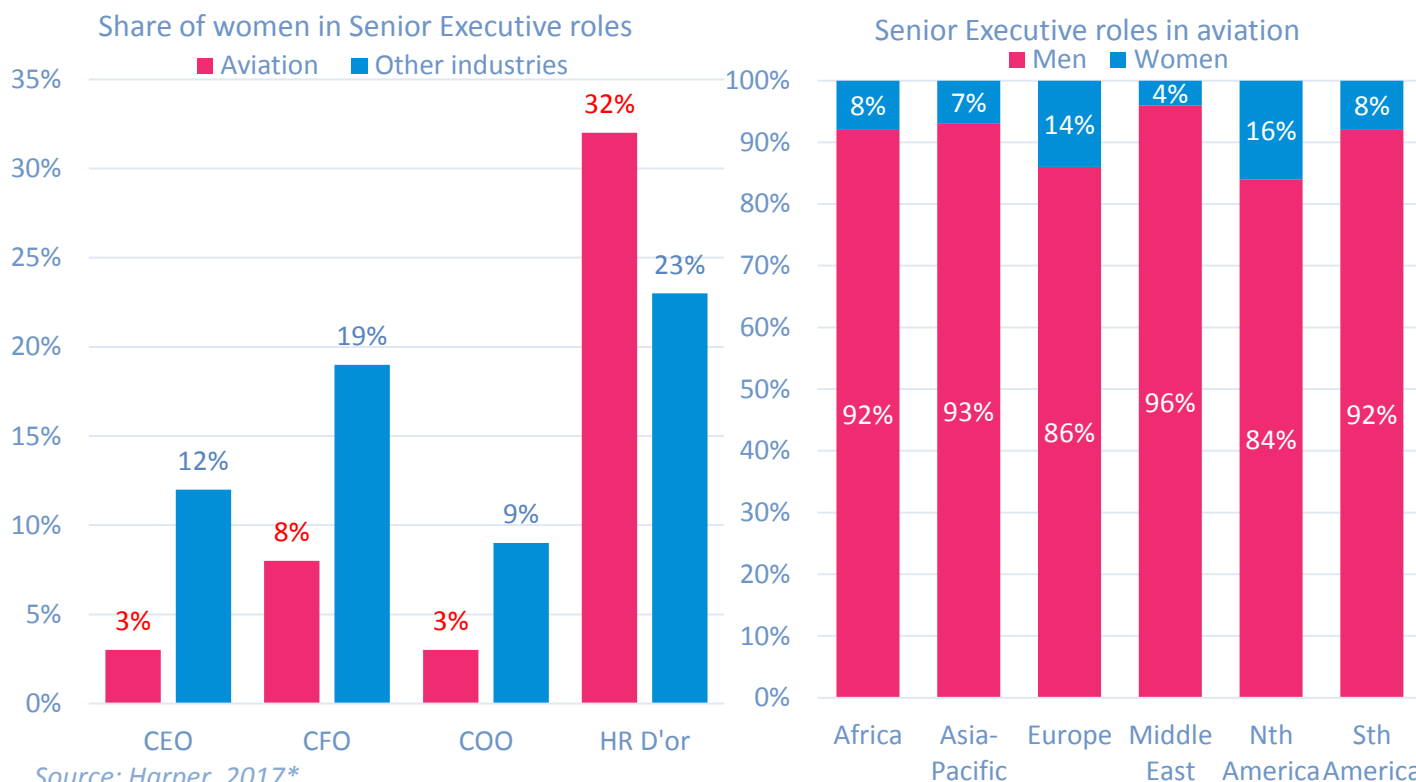




IATA ECONOMICS' CHART OF THE WEEK

09 MARCH 2018

INTERNATIONAL WOMEN'S DAY 2018 – AVIATION HAS FURTHER TO GO



- As we celebrate *International Women's Day* this week, today's chart looks at how gender diversity across a range of Senior Executive positions in the airline industry compares against other industries and how it varies across regions.
- The first panel of the chart shows that the share of women holding CEO, CFO and COO roles in the world's Top 100 airline groups is low – both in absolute terms and relative to the broader cross-industry survey. Just 3% of airline CEOs and COOs and 8% of CFOs are women, against the – still low – outcomes of 12%, 9% and 19% respectively in the broader survey. When it comes to HR Directors, the situation is reversed; around 1/3 of airline HR Directors are women, against 23% in the broader sample.
- The second panel shows the gender split in senior roles at the leading airline groups, classified by their geographic region. North America and Europe are the best performers on this measure, with 16% and 14%, respectively, of these roles being filled by women. Africa, Asia-Pacific and South America are all around 8%, and the Middle East lags the other regions, at 4%.
- Closer to home, IATA's corporate governance structure includes six strategic Industry Committees which advise the Board of Governors. Positions on these Committees are filled by senior representatives from IATA-member airlines. At present, women account for 20% of the total number of roles on these Industry Committees. Although this compares favorably to the figures presented above, that's not to suggest it is the appropriate proportion.
- As these data clearly indicate, notwithstanding increased awareness and progress, the issue of gender diversity in the air transport industry (as well as in our own organization) remains very much a work-in-progress.

* Harper, L. (2017), *Airlines lag trends for women at top*, *Airline Business* 33, pp16-19.

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