

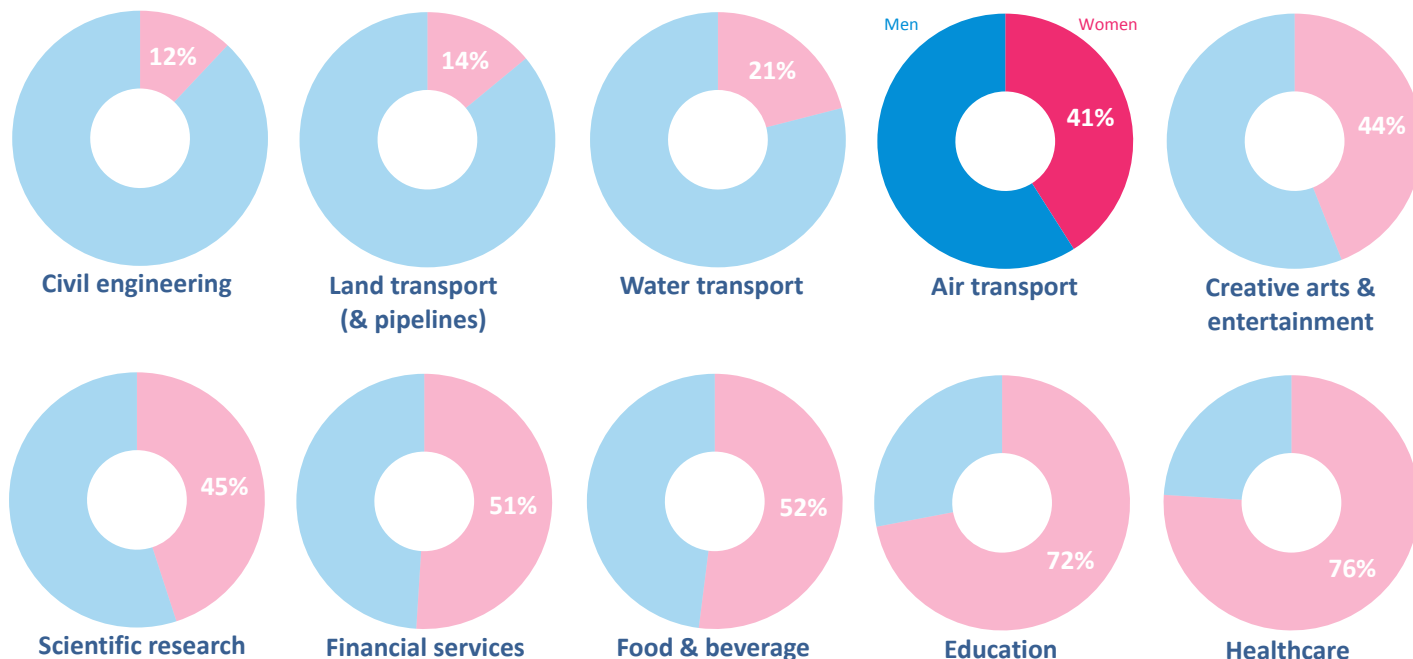


IATA ECONOMICS' CHART OF THE WEEK

10 MARCH 2017

A FAIR GO FOR ALL – CELEBRATING INTERNATIONAL WOMEN'S DAY

Proportion of employees by industry sector and gender (EU28, 2014)



Source: ATAG Benefits Beyond Borders 2016

- The economic arguments for workplace employment diversity are well documented and compelling. They include accessing the best available talent, delivering improvements in both productivity and innovation, reducing staff turnover and strengthening team dynamics.
- In its 2017 *Women in Work Index*, PwC estimate that increasing female employment rates in the OECD countries to match those in Sweden would deliver a US\$6 trillion (or 12%) increase to GDP. More generally, increasing female participation in the labor force is a key way in which countries with aging populations can counter the shrinking of working-age populations (for example, see here: [link](#)).
- As we celebrate International Women's Day this week, how does the air transport industry compare with other industry sectors? Today's chart is reproduced from the latest ATAG *Benefits beyond borders* publication. While global statistics on gender balance at an industry level are scarce, statistics for Europe show that women make up 41% of employees in the air transport industry – not a bad performance relative to other sectors, but with room to improve!
- Indeed, as the ATAG report notes, while women tend to have a slightly higher representation in areas such as aircraft manufacturing and airport operation roles, technical positions in the industry are still likely to be skewed towards men. In fact, in 2014, women still only made up less than 5½% of pilots worldwide. The good news is that imbalances such as these are slowly changing in our industry. And given the magnitude of the potential economic and financial benefits available, the incentive to do more on workplace diversity is clear.

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