

**58th CONFERENCE OF
DIRECTORS GENERAL OF CIVIL AVIATION
ASIA AND PACIFIC REGIONS**

*Dhaka, Bangladesh
15 to 19 October 2023*

AGENDA ITEM 1 THEME TOPIC

WOMEN IN LEADERSHIP MENTORING PROGRAM

(Presented by Australia and the Republic of Indonesia)

INFORMATION PAPER

SUMMARY

This paper highlights the collaboration between Australia and Indonesia in promoting women's empowerment and career progression in the aviation sector through capacity building initiatives and mentoring programs.

The paper encourages:

1. Collaboration on gender equality initiatives in the aviation sector.
2. Reviewing existing recruitment and cultural practices that hinder the advancement of female leaders in the workforce.
3. Recognising the benefits of mentoring programs in supporting women's advancement in the workforce.

WOMEN IN LEADERSHIP MENTORING PROGRAM

1. INTRODUCTION

1.1 The International Civil Aviation Organization (ICAO) is actively promoting gender equality in the aviation sector through its Gender Equality Programme, which aligns with the United Nations' Sustainable Development Goal 5.

1.2 Under the Indonesia Transport Safety Assistance Package (ITSAP) Australia's transport (including aviation) agencies, coordinated by the Australian Department of Infrastructure, Transport, Regional Development, Communications and the Arts (Infrastructure), collaborate with their Indonesian transport counterparts, to implement gender equity activities focusing on providing mentoring and leadership opportunities for women.

1.3 Activities to date include establishment of a locally based gender research analyst in Indonesia to provide advice to transport agencies on how gender equity can deliver outcomes that improve organisational performance, diversity and human capital., a hybrid format webinar on "embracing equity in the aviation sector: promoting inclusive leadership" with more than 650 participants and supporting 20 officers from Indonesian transport agencies to participate in a women in leadership course in partnership with the Queensland University of Technology.

1.4 In addition, under ITSAP, the Australian Civil Aviation Safety Authority (CASA) and Airservices Australia collaborated with the Directorate General of Civil Aviation (DGCA) Indonesia and AirNav Indonesia have launched Women in Leadership Mentoring programs.

1.5 These programs are designed to provide support, guidance, and mentorship to emerging female leaders in the aviation sector. They offer a safe and confidential space for mentees to explore new ideas, test their assumptions, and develop their leadership skills.

1.6 Additionally, the participants have the opportunity to attend conferences and events that further empower and inspire them to advance their careers.

1.7 By fostering gender equality, providing support and guidance to emerging female leaders, and promoting the development of diverse talent, these mentoring programs play a crucial role in creating a more inclusive and diverse aviation sector that empowers women to thrive and lead.

2. DISCUSSION

2.1 The Women in Leadership Mentoring program developed by CASA delivered in 2022 to 2023 aimed to provide support and guidance to emerging female leaders in the aviation sector.

2.2 Prior to this program, participants were sponsored by ITSAP to undertake an "Inclusive and Transformative Leadership training" program conducted by Prospera. The training served as the foundation to the program overall, enhancing participants communication and leadership skills.

2.3 Over six months, two CASA mentors provided confidential, safe mentoring sessions to two female mentees from the DGCA. The program offered an unbiased sounding board for the mentees to explore new ideas and test their assumptions. Supporting material such as articles, journals and Ted Talks were also shared with participants during the course of the program to inspire discussion and reflection, and enhance their personal development.

2.4 The participants also attended a Women in STEMM (Science, Technology, Engineering, Mathematics, and Medicine) Leadership Conference in Melbourne, held in March 2023. This conference provided an opportunity for the participants to establish stronger relationships and meet face to face.

2.5 The mentoring program and conference were designed to empower and support female leaders and promote gender equality in the aviation sector. This program highlights the importance of mentorship and support for emerging female leaders, and the need for continued efforts to ensure gender equality in the aviation sector.

2.6 In 2023 to 2024, Women@Airservices, an employee network at Airservices Australia, and the Srikandi group at AirNav Indonesia are partnering on a mentoring program between the two organisations. The mentoring program aims to provide opportunities for women in the Srikandi network and inspire the next generation of leaders to advance their careers.

2.7 The program is based on the existing Women@Airservices Mentoring Program, where female Airservices Australia employees are matched with male or female mentors from Airservices.

2.8 The collaborative program has been designed to provide comprehensive support and guidance to female Srikandi mentees over a structured nine-month period. Mentees are carefully matched with mentors from Airservices Australia, ensuring a diverse range of perspectives and experiences.

2.9 Communication between mentors and mentees is facilitated through convenient electronic means such as Teams or Zoom. Throughout the program, participants will have access to valuable guiding resources and materials, as well as online training sessions at the beginning, middle, and end of the nine-month journey.

2.10 This holistic approach aims to empower mentees, foster meaningful connections, and drive positive change in the aviation sector.

3. ACTION BY THE CONFERENCE

3.1 The Conference is invited to note the information contained in this Paper.

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