



IFATSEA Women's Committee

Report to Executive Board

October 24, 2024

1. At this year's General assembly, the committee's intent was to brief the assembly on both the work from 2023 GA as well as the current 2024 GA. This report will include the details from the past two years of committee activities.

PURPOSE AND SCOPE

THIS COMMITTEE WILL PROVIDE A SAFE SPACE FOR WOMEN ATSEP TO SHARE CURRENT CHALLENGES AND COLLABORATE ON SOLUTIONS.

THE COMMITTEE AIM IS TO PARTICIPATE IN OUTREACH AND ENGAGEMENT ACTIVITIES, TO ADVOCATE FOR OUR MEMBERS, TO PROVIDE OPPORTUNITIES FOR EDUCATION AND NETWORKING.

2. Purpose and Scope – This committee remains committed to our initial purpose of providing a safe space for women ATSEP to share current challenges and collaborate on solutions.

Our aim is to increase representation through outreach and education, as well as advocating for our

members and providing opportunities for education and networking.

COMPOSITION

CO-CHAIRS: CAMELIA ELISEI- ILIESCU (EUROPE)
ENIA KAKOMBU (AFRICA)
SECRETARY: MARIA APARICIO PEREJRA

ALL ATSEP WOMEN ARE WELCOME
IN THIS COMMITTEE

INTERNATIONAL COMPOSITION - NO REGIONAL
COMMITTEES

3. At this year's GA we held our committee elections as per the TOR. The results are in the image to the left. We have two co-chairs and a secretary, all women ATSEP are welcome, and we are a global committee, with no specific regional groups.



MEMBERSHIP

22 countries represented

4 Regions represented

NETHERLANDS
ARGENTINA
KENYA
ROMANIA
UK
USA
CANADA
ZAMBIA
JAMAICA
TANZANIA
JAMAICA
NIGERIA
SOUTH AFRICA
ALBANIA
FRANCE
MEXICO
CHILE
DOMINICAN REPUBLIC
PERU
GHANA
MOROCCO
GERMANY

4. Membership – we started this committee officially in 2022 in Prague with a relatively small number of representatives from affiliate countries. We are beyond proud of the growth of this committee. We have representation from each region and 22 countries as of this year. As with anything, it

has taken time, perseverance, and support from our allies to get to this place.

OUR WORK

- DRAFTED A TOR AT THE 2022 GENERAL ASSEMBLY;
REVIEWED AT 2023 & 2024 GENERAL ASSEMBLY
- held quarterly meetings
- Participated in a joint statements with IFALPA, IFATMA, IFAIMA, IFISA for international women’s day, which was themed “Embracing equality”
- Successful Social Media campaign on the international women’s day

5. Over the past 3 General assemblies we have created and refined our Terms of reference. We held our quarterly meetings virtually. Over the past three years we have collaborated with several international aviation federations in joint statements and campaigns to celebrate International

Women’s Day and World ATSEP day.



OUR WORK

SURVEY

RESPONSES FROM MANY COUNTRIES - AFRICA,
AMERICAS, EUROPE

OUR WORK FOR 2023 GENERAL ASSEMBLY WAS
EXTRACTING DATA

6. Survey Intro – our first major deliverable as a committee was to gather as much data as possible regarding the current status of Women ATSEP across the globe. We created a survey which has been in circulation for 3 years and we continue to refine and aggregate new data as it is received. Last year at

the General assembly, we weren't able to present our results due to the time constraints, but our main work at the 2023 GA was to compile this data and identify main issues we would like to address as a committee.

7. Survey Data- SEE APPENDIX A

From the data represented in Appendix A, we noted that, at a high level, women ATSEP are unequally represented in the different sectors of ATSEP work, even though we possess a high level of education. Our presence is increasing when you look at the newer generation entering the workforce, and yet the opportunities are not as available to Women ATSEP as their male counterparts.

Also notable here is the perception that being able to access the ATSEP career path is not an easy or accessible choice for many women.

CONCLUSIONS

Work is progressing.

Work is still required to increase the presence of
Women ATSEP.

There are both positives and negatives from the data we have collected, but it has further informed our plans for the future.

9. Conclusions- from this data we concluded that although there are definitely positive aspects regarding diversity in hiring and promotion, our gender is still very underrepresented and there were several areas that we felt we might have a positive impact.



10. Identified Issues – From our conclusions we continue to see that the main issues facing women ATSEP remain recruitment, retention, support and dealing with bias once you enter the workforce.

11. From our identified issues we developed a very robust list of goals with associated deliverables:

GOALS/DELIVERABLES

1. Provide a safe space for Women ATSEPs to meet and share current challenges through mentoring each other and recognizing and respecting our unique personalities, and challenges.
 - a. Continue to hold quarterly meetings, and have dedicated committee meetings at General Assembly.
- ◆
2. Advocacy- Lobby organizations, communicate with Private ANSPs and Educational Institutions on topics raised in the committee.
 - a. Ensure representation at ICAO Women’s Committee
- ◆



GOALS/DELIVERABLES

3. Outreach and Engagement - Communicate with Women ATSEPs worldwide, encourage participation in this committee and share experiences and challenges. Encourage the recruitment and retention of women into ATSEP roles.

a. Continue to work with other international organizations on Women specific issues including messaging and sharing best practices.

b. International Women's Day - Coordinate with other international organizations for a joint online town hall event with a keynote speaker on a helpful topic.

GOALS/DELIVERABLES

4. Awareness - Increase visibility of ATSEP work outside our organization and educate our IFATSEA members on our challenges.

a. Social media campaign (details TBD)



5. Education - Provide educational opportunities for our members.

a. ANSP developing training specific for committee, ICAO and UN training opportunities.

b. Using our social media to share event details for opportunities to receive training.



6. Networking

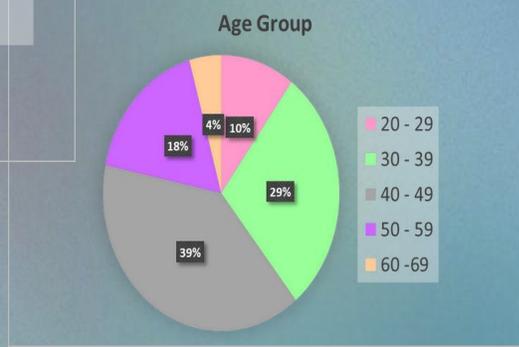
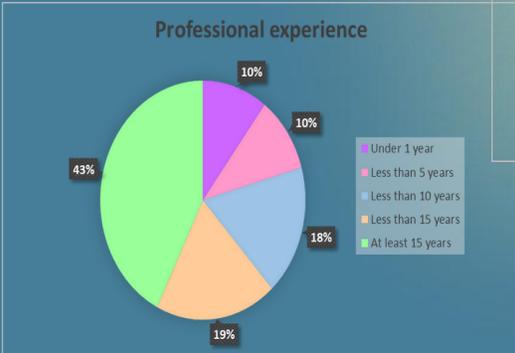
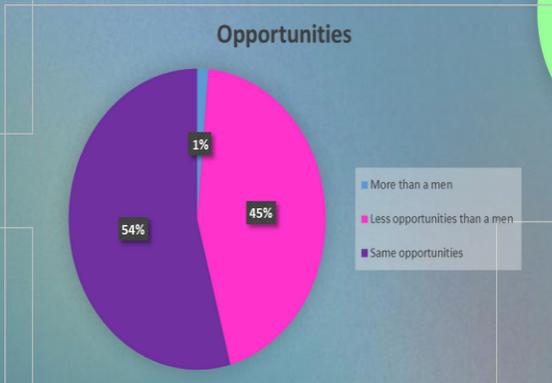
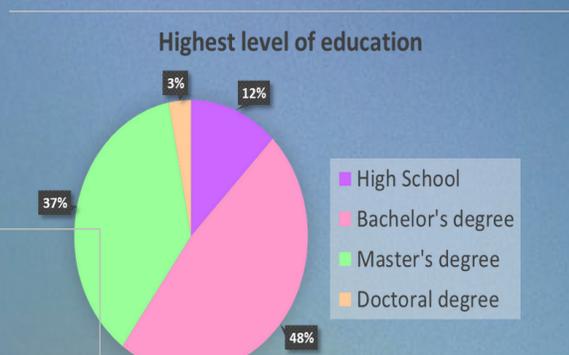
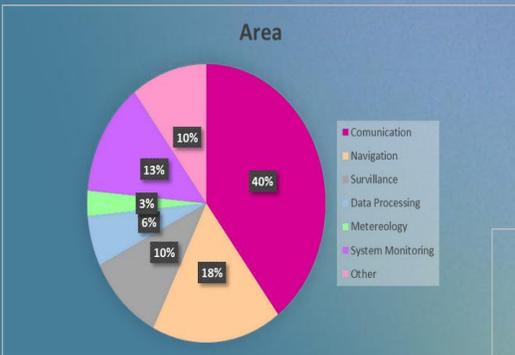
a. Seek out fund development opportunities to sponsor Women ATSEP attendees to General Assembly.



APPENDIX A



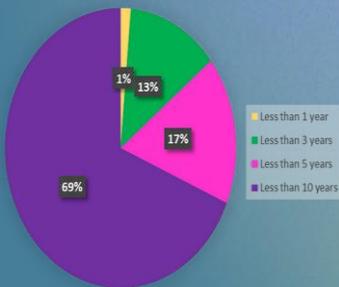
SURVEY DATA



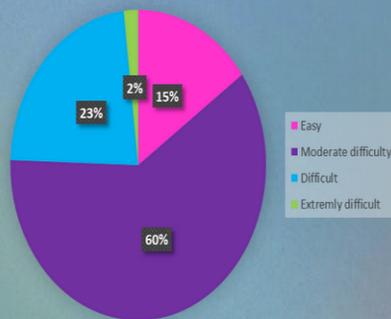


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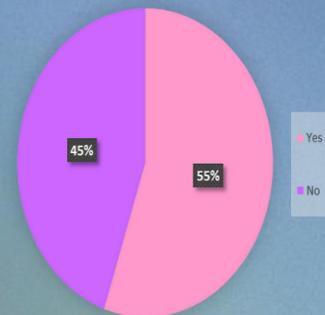
Professional Experience in Role



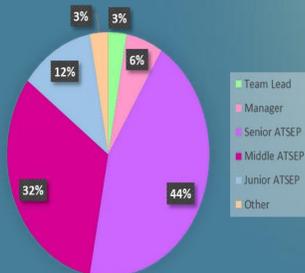
Entering the ATSEP career



Involved ATSEP Training



Job Role



Role in training process

