

AIRE's perspective regarding Gender Balance

AIRE acknowledges that the issue of gender gaps in aviation must be addressed structurally as well as that the process of increasing the number of women in aviation is about attracting, recruiting, retaining, and re-integrating.

We understand that addressing these gaps and imbalances would mean the realization of fundamental principles and rights at work, contributing to workspace free from discrimination, violence and harassment.

AIRE supports the promotion of equal opportunities and equal treatment for all, especially women, including through the elimination of gender-based practices and through policies that facilitate women's access to work and career development in technical, accredited and managerial positions.

As part of its commitment, AIRE has co-signed the most recent statement on **Gender Balance, agreed upon by the Sectoral Social Dialogue Committee in Civil Aviation** in November 2024. In this statement, aviation social partners have committed to promoting equal opportunities for women in aviation, establishing supportive funding programs, and fostering a better work-life balance to retain women in the profession while supporting their personal and career development.