

# Breaking Barriers and Perceptions: Promoting Gender Equality and Inclusivity in The Philippine Aviation Industry in Comparison to ASEAN Countries by Identifying Stereotypes of Women in The Workplace

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**Abstract**— The Aviation industry has been characterized as a male-dominated field, and traditionally, the majority of positions in this industry, including pilots, engineers, and top executives, have been occupied by men. This thesis investigated the impact of gender biases and stereotypes on women in the Philippine aviation industry in terms of employment, and work performance. It addressed the gender gap in ASEAN countries, to compare in the Philippines, and aimed to identify strategies for fostering gender inclusivity and diversity, creating a safe working environment for Women, and inspiring women to pursue careers in aviation. By collaborating with industry professionals, the study ensured questionnaire relevance and validity. The researchers employed a comprehensive approach to data evaluation, leveraging meta-analysis to synthesize key findings across diverse studies and literature. Complementarily, thematic analysis was applied to support, compare, and contrast previous research, shedding light on the conceptual relevance to the current study. Furthermore, thematic analysis facilitated an exploration of informants' ideas, thoughts, and opinions, enriching our understanding of each persona's perspective. Findings reveal that despite women's remarkable abilities, gender discrimination limits their recognition in leadership and technical roles. The research highlights persistent gender gaps in ASEAN labor markets, influenced by cultural norms and domestic responsibilities. Recommendations include breaking misconceptions, diversifying women's roles, and promoting their participation in technical and leadership positions. The study suggests a multimodal approach to reduce the gender gap in labor force participation, incorporating workplace equality promotion, educational initiatives, childcare support, and legislative measures to foster diversity in the Aviation field.

**Index Terms**—Stereotypes, Gender Equality, Aviation Industry, ASEAN, Inclusivity, Gender Gap.

## 1. Introduction

This study aimed to understand the underlying reasons for gender inequalities by studying historical data from women who have worked in traditionally male-dominated fields, specifically the aviation industry. The actions, regulations, and cultural modifications that have aided the progress of women in aviation will be discussed in this paper. This study intends to identify both the obstacles that remain and the promising avenues that are leading us to a fairer future. The focus has shifted to sectors that were traditionally controlled by one gender in an era distinguished by progressive ideas and a rising appreciation of the need for inclusiveness and diversity. The thesis explores the controversial topic of Breaking Barriers and Perceptions: Promoting Gender Equality and Inclusivity in The Philippine Aviation Industry in comparison to ASEAN Countries by Identifying Stereotypes of Women in The

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Workplace It brings emphasis to the significant challenges that women have experienced while pursuing professions in aviation.

Being ranked eighth in the Global Gender Gap Report of 2021, the Philippines is one of the Southeast Asian nations with the highest gender equality rates. But despite this accomplishment, the country still faces important gender-related issues that demand attention (Amindo, 2023). The employment growth has not been inclusive for women. Generally speaking, there has been little improvement in gender equality in the labor market, as measured by the share of women in waged employment in the non-agriculture sector (Asian Development Bank, 2013). Although women are essential to civil aviation, they frequently have restricted responsibilities in lower-skilled occupations, which makes their employment insecurity worse (Harvey et al., 2019). Women in the aviation industry face gender biases and stereotypes that affect their employment, promotions, and career performance. They experience significant concerns and are less comfortable discussing these issues with management, which highlights the industry's pervasive male-dominated culture (Stevenson et al., 2021). Gender inequality in the labor market is ascertained here by reference to seven gender gaps (or deficits for women): labor force participation, human capital, the unpaid domestic and care work burden, vulnerable employment, wage employment, decent work, and social protection (Asian Development Bank, 2013). In addressing the gender wage gap in the Philippines, a diverse strategy would be required. Women may obtain higher-paying occupations by encouraging them to seek careers in traditionally male-dominated industries and providing them with educational and training strategies. Enforcing equal pay regulations and raising penalties for noncompliance may help in closing the wage gap between men and women. Finally, initiatives to eliminate workplace gender discrimination may help ensure that women have equal chances for employment, promotion, and salary (Amindo, 2023). Key mechanisms for attaining inclusive growth for women require expanding employment opportunities and ensuring women receive adequate pay and working conditions are essential components of achieving inclusive growth for women (Asian Development Bank, 2013). This involves fostering an environment where women feel valued and encouraged (Brownlow, 2023). The aviation industry needs to put inclusion first and remove barriers that prevent women from seeking professions in aviation. An industry will function to its total capacity if it values, embraces, respects, and assures every individual's safety, whether on the ground or in the cockpit (Seligson, 2019).

The Aviation industry has long been associated with innovation, progress, and global connectivity. The Republic Act No. 9710, also known as Gender and Development (GAD), outlines activities, policies, and programs to promote gender equality and empower women in aviation.

It emphasizes addressing inequalities in all developmental aspects, including government and industries fostering diversity and inclusivity. This not only aligns with social justice but also supports innovation and sustainable growth. Establishing an empowering, violence-free, human rights-respecting environment overcomes past biases hindering women's involvement. Gender Mainstreaming integrates gender concerns into policy and program life cycles for various sectors. It aims to achieve gender equality by addressing the needs, priorities, and experiences of women. Despite the industry's significance, representation of women in various roles remains disproportionately low. Achieving gender balance in the aviation industry, demands collective effort, unwavering commitment, and a vision of an inclusive future. Thus, the gathered data underscores embracing diversity, nurturing inclusivity, and providing equal opportunities within aviation. This enables the industry to fully harness its workforce's potential, fostering innovation, safety, and sustainable growth.

#### *A. Background of the Study*

The aviation industry is a symbol of human progress and innovation, connecting people and cultures across the globe. Historically, it has been male-dominated, with women facing significant barriers to entry and advancement. This thesis discusses the underlying causes of gender inequality in the industry by analyzing historical data from women who have worked in this field. The stereotype of the male pilot and female flight attendant has persisted for decades, limiting women's aspirations and opportunities. These stereotypes have also led to a scarcity of women in technical and leadership roles within the industry. In October 2020, Philippine Airlines achieved a historic milestone by assembling its inaugural all-female flight crew. This all-women crew represented a pivotal moment in fostering greater equality within the aviation sector. A diverse workforce in aviation offers a broader range of perspectives, ideas, and problem-solving approaches, enhancing customer satisfaction and cultural understanding ("In flying, there's no gender: PAL's female pilots on the historic first all-female flight crew," 2020). Over the years, the aviation industry has witnessed remarkable success stories of women who have shattered gender barriers. Women aviators Amelia Earhart, Louise Thaden, Harriet Quimby, and Blanche Scott were consistently determined to achieve greater successful flying missions and challenged other interested women to do the same (Furgurson, 2010). Furthermore, a diverse aviation industry better reflects the global community it serves, enhancing customer satisfaction and cultural understanding. This study aims to answer how gender biases and stereotypes in the Aviation industry affect women's chances in terms of employment and work performance, and what strategies can the Philippine Aviation industry apply to cultivate diversity for all women interested in working in the field.

**B. Theoretical Framework**

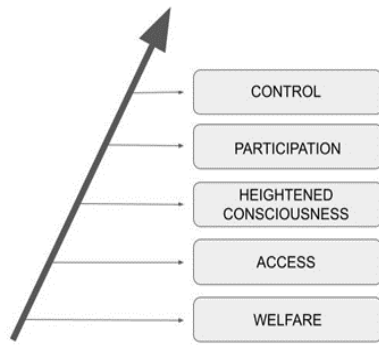


Fig.1. Longwe Framework Paradigm

This framework is also known as the Longwe Framework. The framework proposes five degrees of growth for women in terms of equality. The five stages are listed in ascending order of relevance and significance: Welfare, Access, Conscientisation, Participation, and Control (Longwe, 1990, as cited in Espiritu et al., 2022).

The term "welfare" refers to both men and women's material well-being. At this level, gender gaps refer to discrepancies in the satisfaction of those fundamental requirements and circumstances that directly impact people's welfare.

Access refers to Women's equal access to all governmental services and benefits, as well as to land, labor, credit, training, marketing resources, and all other production-related elements. Longwe, the proponent, emphasized that the principle of equality of opportunity must be used to achieve equality of access. The first step toward empowerment for women is equal access, which is considered as being crucial for their growth (Ministry of Gender, Labour and Social Development, 1999).

Elevated consciousness involves recognizing gender roles as culturally and subject to change, and equal participation of women in policy creation, planning, and administration.

Control is the highest level of fairness and empowerment, where women actively participate in growth, and resources are divided equally among men and women. Closing gender inequalities is a priority for development, and this paradigm is used in development initiatives to assess gender problems (Longwe, 1990, as cited in Espiritu et al., 2022).

**C. Conceptual Framework**

Figure 2 shows the conceptual framework of the study. To develop the foundation of Longwe's Framework and serve as the starting point for gender inclusivity and diversity, "strategies" will be utilized as the first stepping stone. These are the measures that need to be implemented in the aviation industry: (a) conducting training programs; (b) implementing clear policies against harassment that empower women to report incidents and hold perpetrators accountable; (c)

highlighting successful women in aviation through mentorship programs; and (d) organizing public campaigns that can show that aviation is a viable career path for anyone, regardless of their gender.

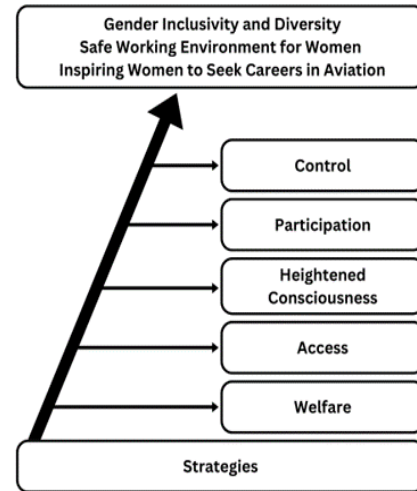


Fig.2. Gender Inclusivity and Diversity in Aviation Paradigm

The gathered strategies were integrated into Longwe's framework, serving as a guide to the flow of the study throughout the whole process. This framework offers a thorough and adaptable approach for evaluating the status of women in any given setting and crafting effective strategies for progress.

The ultimate objective of the study lies in achieving gender inclusivity and diversity, a safe working environment for women, and inspiring women to seek careers in aviation. This is the highest level in the paradigm to complete the process. Organizations should foster a working environment where people of all genders, ethnicities, and personalities feel accepted and respected by actively supporting gender diversity and inclusion in the aviation business. Demonstrating that women can succeed in aviation, helps to fight and dispel gender prejudices and preconceptions. Diverse views, experiences, and skills are brought to the table by diverse staff members, which may result in creative approaches and improved decision-making.

**D. Statement of the Problem**

The study aimed to assess the challenges, perceptions, and strategies for promoting gender equality and inclusivity in the Philippine aviation industry.

Specifically, this study aimed to answer the following questions:

1. How do gender biases and stereotypes in the aviation industry affect women's chances in terms of:
  - a. Employment; and
  - b. Work Performance?

2. What is the percentage of women in the ASEAN countries, particularly in the Philippines, in terms of the gender gap in the labor market?

3. What strategies can the Philippine aviation industry adopt to cultivate and promote the following:

- a. Gender Inclusivity and Diversity;
- b. Safe Working Environment for Women; and
- c. Inspire Women to Seek Careers in Aviation?

4. What challenges do persistent gender stereotypes, limited representation, and the lack of comprehensive programs promoting gender equality pose for women in the aviation industry, hindering their full integration into various roles within the field?

#### E. Significance of the Study

This study would benefit the following:

##### 1) Aviation Industry/Sector

The study aims to narrow the gender gap in the labor market by considering both genders' needs and fulfillment, improving economic efficiency, fostering a sustainable, inclusive environment, and generating innovations. It also addresses the aviation sector's shortage of professionals across various disciplines, suggesting that embracing gender diversity can help companies tap into an underutilized pool of expertise and alleviate these shortages.

##### 2) Airline CoEmployees

This research aims to create a safe working environment for aviation industry employees, including women, to mitigate potential risks and promote equal opportunities. This environment, based on work ethics and performance, will contribute to the developing aviation industry and promote employee happiness, engagement, and retention, ultimately leading to a more stable and skilled workforce.

##### 3) Aviation Students

The study will help to build an atmosphere that encourages female students to follow a male-dominated sector and to be able to create a well-balanced work environment where diversity is valued. Their abilities will be recognized equally with those of other genders, and they will be able to participate in the industry by utilizing their experience and ideas. It includes challenges such as overcoming gender disparities in education, dealing with work assumptions, and battling with standardized beliefs about their physical, mental, and emotional capacities.

##### 4) Future Researchers

The research aims to enhance the understanding of Gender Barriers in the Aviation Industry, providing insights for policy and practice. It focuses on marginalized voices and experiences in gender diversity, examining discrimination against gender identities, intersectionality, and specific obstacles faced by these groups. The research also explores successful instructional practices for gender equality and inclusion, aiming to provide a comprehensive understanding of the growing issues in the industry.

## 2. Methodology

### A. Research Design

The researchers employed a mixed-method research design to investigate how gender biases and stereotypes in the Aviation industry affect women's chances in terms of employment and work performance and assess the challenges, perceptions, and strategies for promoting gender equality and inclusivity for women in the ASEAN countries, particularly in Philippine Aviation industry. The study collected quantitative data by formulating questions with the help of a validation tool. A descriptive approach was used by analyzing data using cross-tabulation and text analysis. Questions in the pilot testing were also validated with the help of three professionals in their respective fields. Additionally, the researchers also used Qualitative Research design by referring to multiple documented studies and literature, also called literature review, regarding the gender biases on women and challenges faced by women in the past to further support the study. For the approach, phenomenology was applied to explore the subject's perspective and experience, and data was further analyzed using meta-analysis. In conclusion, this mixed-method research design allows a more comprehensive approach to understanding gender stereotypes in the field and promotes awareness of gender barriers in the Aviation sector.

### B. Respondents

Flight Operation Officers are experts in the aviation industry, able to review questionnaires to understand the dynamics and challenges faced by women in flight operations roles. They can identify gender stereotypes, ensure technical accuracy, and provide cultural insights. FOOs can validate scenarios and provide qualitative data to complement the questions. They can also participate in interviews or focus groups with aviation professionals to explore gender dynamics. They can also be involved in research study design, guiding industry approaches, target roles, and unique considerations related to gender issues in aviation.

Air Transportation Adviser possesses knowledge in air transportation, including the specific roles, challenges, and dynamics within the aviation industry. They can ensure that the created questions for meta-analysis are tailored to the industry's unique context. Since the adviser is familiar with the curriculum of a Bachelor's in Air Transportation program, they can help ensure that the questionnaire aligns with the topics and issues covered in the academic training of professionals in the field.

Psychometricians can assess the construct validity of the questionnaire, ensuring that it measures the intended psychological constructs related to gender stereotypes and inclusivity accurately. They carefully review the questionnaire to ensure it covers gender perceptions and inclusivity in the workplace. They evaluate each question's performance, including difficulty and discrimination. They assess the reliability of the instrument using statistical methods. To ensure



clarity, comprehension, and cultural sensitivity, they recommend pilot testing the questionnaire before extensive use.

### C. Settings

The scope of targeting women in Philippine aviation is to actively promote gender diversity and inclusivity in an industry historically dominated by men. This initiative seeks to empower women by providing specialized training, mentorship programs, and career advancement opportunities while fostering a supportive network within the aviation community. It also aims to address specific challenges women face in this field, encourage representation, and conduct research to inform policy changes. Three informants, each with beneficial information and insight relating to the status of the labor market in aviation and in general, were interviewed. The information gathered in the interview will be used in the later part of the thematic analysis. However, the limitation of focusing solely on women in ASEAN countries, particularly in the Philippine aviation industry's initiatives that may unintentionally leave out men and fail to address broader diversity aspects within the industry. To ensure a comprehensive and effective approach, it's crucial to consider cultural sensitivity and legal considerations.

### D. Instrumentation

The pilot testing questions were validated by three professionals: a Flight Operations Officer, a Psychometrician, and an Air Transportation Adviser. The pilot testing and survey questionnaires were divided into three part (3) which are:

#### Part 1 - Respondents' Profile

- a. Name (Optional)
- b. Course

#### Part 2 - The Perception of Women, working in the Aviation Industry

- How gender biases and stereotypes in the Aviation industry affect women's chances in terms of: A. Employment, and B. Work Performance,
- What is the percentage of women in the ASEAN countries, particularly in the Philippines, in terms of the gender gap in the labor market, and 3) What strategies can the Philippine aviation industry adopt to cultivate and promote the following: A. Gender Inclusivity and Diversity, B. Safe working environment for women, and C. Inspire women to seek careers in Aviation.

For this study, the interview questionnaire will be used to achieve the main objectives and concern of the study which is to gather essential information about the experiences of our validators in terms of the role of women in aviation, skills, misconceptions, and programs aimed at promoting gender equality, based on experiences of the informants. The questions

are used to plausibly answer the research questions mentioned in the study. The questions are as follows:

- How do you perceive the role of women in the Philippine aviation industry, and what specific qualities or skills do you associate with women in this field?
- Are there any prevailing myths or misconceptions about women's abilities or roles in aviation that you have come across, and how do these perceptions influence decision-making processes within the industry?
- Can you share examples of initiatives or programs aimed at promoting gender equality and inclusivity within the Philippine aviation industry, and in your view, how effective have these efforts been?
- Can you share any personal experiences or observations regarding gender stereotypes that exist within the aviation industry in the Philippines, and how these stereotypes impact the workplace dynamics?
- Considering your insights, what strategies or initiatives do you believe would be effective in encouraging more women to pursue careers in aviation, particularly in roles that are traditionally male-dominated?

#### Part 3 - Possible Solutions Regarding of The Perception of Women, working in the Aviation Industry

### E. Data Analysis

To evaluate the data gathered from various studies and literature, the researchers used meta-analysis as a tool to analyze the key findings from multiple documented sources. The researchers also used thematic analysis to further support, compare, and contrast previous studies to the concept relevant to this research study. It is also used to grasp the ideas or thoughts and opinions of the informants to further understand the purview of each persona regarding the research. In general, these methods serve as an instrument to assess information pertinent to this research's rigorosity.

### F. Ethical Consideration

All the data collected from the validators of the survey are kept in utmost confidentiality. The identities of the validators were protected and remain undisclosed, and collected data strictly adhered to standard data usage policies, ensuring the anonymity of both individuals and institutions. All validators were duly informed and provided their consent to the researchers. Furthermore, the study is void of any plagiarized material. All information or data sourced from external references and studies was appropriately credited to the respective authors.

The paper did not contain more than 10% plagiarized content. The use of generative artificial intelligence (AI) for the

research content is prohibited. Researchers may have used generative AI to rectify grammatical errors and sentence constructions.

### 3. Result And Analysis

*A. How do gender biases and stereotypes in the aviation industry affect women's chances in terms of:*

Table.1. Labor Force Participation in Career Progression and Professional Growth

A. Employment	
What is the perception of equal opportunity for a career progression and professional growth in a company regardless of whether they are men or women?	<b>LABOR FORCE PARTICIPATION</b>

In an industry having equal opportunity for both women and men is quite crucial since there are still notions of gender inequality especially in terms of employment. Both employees and organizations benefit from equal opportunity for career progression and professional growth. It creates a culture of respect and inclusion, where everyone can give their best. However, many women encounter challenges and discrimination in the labor market, especially in sectors like civil aviation. In Asia, women often suffer from significant disadvantages due to gender inequalities and discrimination at work, with their contributions often ignored.

The Philippines is urged to increase employment and decent work opportunities for women in sectors like agriculture, industry, manufacturing, services, and entrepreneurship. To achieve gender equality, policies and practices are required to address the challenges and needs of women employees, stress the need to reduce women's domestic duties, improve their skills, expand job opportunities, and work-life balance. Focusing on gender gaps in various sectors, including civil aviation, and recommends that proactive measures be taken to promote gender equality. Defines principles for achieving labor market gender equality, including equal opportunity, remuneration, and treatment in an employment. The ASEAN is dedicated to promoting human rights and gender equality and ensuring that economic integration benefits both men and women.

The concept of inclusive growth, which promotes enabling every member of society an equal chance to prosper, is promoted by the Asian Development Bank (ADB). Giving women the same access to effective employment opportunities as men constitutes a component of this. Fostering and enhancing women's job opportunities is important for both economic and societal equality. The economy and productivity increase by the full participation of women in the labor market

(Asian Development Bank, 2013). However, achieving such a balance calls for certain approaches. Establishing laws that foster gender equality in 56th the workplace, offering social security to women, and making sure they have the resources and opportunities they need to flourish in their careers are all essential steps. This includes the development of legislation that encourages a balanced representation of genders in the workplace, the provision of social safety nets for women, and the assurance that women have the necessary resources and opportunities to excel in their professional lives. As such, advancing women's career prospects and attaining gender parity are crucial. They are essential to establishing equitable possibilities for all societal members and both social and economic growth.

Table.2. Equal Opportunity of Benefits and Compensation

A. Employment	
What is the perception of equality in terms of compensation and benefits in comparison to colleagues of the men and women who share the same duties and responsibilities?	<b>EQUAL OPPORTUNITY</b>

Workplace flexibility and pro-family policies can boost female employment and its role in the global labor market. However, many women work in vulnerable sectors with limited benefits and social protection. Improved employment opportunities, such as full-time roles in the formal sector, are needed to match the increase in participation. Despite legal provisions for equal pay, a global gender pay gap of 18.8% persists.

In civil aviation, the gender pay gap is significant due to occupational segregation. The Asian Development Bank's strategy for inclusive growth requires sustained growth, productive employment, social inclusion, and equal access to opportunities. Women face challenges in the labor market due to domestic responsibilities, limited resources, and discrimination. Research indicates a common theme of women sharing the same compensation and benefits as their male colleagues and providing maternal and domestic care benefits.

The International Labor Organization (ILO) characterizes decent work as the provision of equitable income, job security, social protection, opportunities for personal development, and gender equality. Women, however, encounter obstacles in the labor market due to domestic responsibilities, scarce resources, and discrimination (International Labour Organization, 2013). From the data provided by four separate research studies, a consistent pattern emerges, indicating that women not only receive comparable compensation and benefits as their male counterparts but also are provided with benefits related to maternity and domestic care. Inclusive growth, according to ADB's strategy, requires sustained growth, productive employment, social inclusion, and equal access to

opportunities. It calls for an increase in productive employment and a decrease in the gender gap (Asian Development Bank, 2013).

Table.3. Programs that Promote Women Engagement in Employment

<b>A. Employment</b>	
What are some plans or programs that could effectively promote diversity while addressing the underrepresentation of women in employment?	<b>WOMEN ENGAGEMENT</b>

Paid employment and social protection programs are key to gender equality. Despite trade liberalization’s impact on gender equality, macroeconomic and trade policies are often seen as “gender neutral.” ASEAN states have gender equality laws, but their impact is limited due to implementation issues and inadequate budget allocation.

The ILO’s Sectoral Policies Department supports governments, employers, and workers in 22 sectors to promote decent work. Four of the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda are particularly relevant for women at work: SDG 4, SDG 5, SDG 8, and SDG 10. The Philippines should enhance women’s participation in TVET programs, ensure access to nontraditional fields, and link these to the labor market. Legislation should be revised to implement “equal remuneration for work of equal value” to reduce the wage gap. Mechanisms for women to report discrimination and sexual harassment at work should be accessible. Women’s voices through trade unions and women’s organizations are crucial. Structural issues and funding challenges should be addressed to improve the labor inspectorate’s effectiveness and coverage, potentially through public-private partnerships and social dialogue.

Female pilots may face challenges when working in a field like aviation, where men predominate and women are underrepresented (Vermeulen & Mitchell, 2007). Their ability to function at work may be adversely affected by this (Matthews et al., 2009). A lack of female role models might cause female pilots to lose focus on their employment objectives, and they frequently encounter discrimination and gender stereotypes while applying for positions or promotions (Yanikoğlu et al., 2020). By providing an environment for collaboration, interaction, and mutual reinforcement, the ASEAN Women in Aviation Initiative aims to assist women working in the ASEAN aviation sector. There exist many possible projects that can improve the diversity of the aviation industry and increase the number of female professionals in the area inside the ASEAN nations (He, 2023). Gender diversity policies are guidelines aimed at ensuring equal treatment for men and women in the workplace. These include fair compensation and promotion based on merit, a commitment to non-discrimination, and the provision of flexible work

schedules. Such policies can help reduce the gender pay gap, enhance employee satisfaction and loyalty, and foster diversity and productivity in the workforce (Forshaw, 2023). The goal of gender diversity policy is to guarantee that men and women are treated equally in the workplace. These consist of offering flexible work hours, a pledge to refrain from discrimination, and just salary and promotions determined by merit. These kinds of policies can improve employee happiness and loyalty, decrease the gender wage gap, and promote diversity and productivity in the workplace (Forshaw, 2023).

Table.4. Safe Working Environment for Women

<b>B. Work Performance</b>	
What is the impact of addressing violence and harassment on the overall working environment in the airline industry?	<b>WORK ENVIRONMENT</b>

Addressing violence and harassment significantly influences the overall work environment in the airline industry. Cultural norms, violence against women, and human trafficking play a role in restricting women’s opportunities. Despite the existence of legal provisions against domestic violence, rape, and sexual violence in ASEAN Member States, their implementation faces challenges.

The International Labor Organization’s (ILO) adoption of the Violence and Harassment Convention is noteworthy as it’s the first-time violence and harassment in the workplace are covered by specific international labor standards. Harassment and violence can create a hostile work environment, potentially driving women away from sectors like aviation. The regional instability in the Philippines, especially in the south, is marked by violence and displacement. These studies underscore the need to address violence against women to foster gender equality in the labor market.

Resolving violence and harassment in the aviation sector may enhance the working environment, foster greater respect for both staff and passengers and boost the sector's profitability. According to Businesswire (2023), the International Transport Workers Federation (ITF), International Federation of Airline Pilots Association (IFALPA), and International Federation of Air Traffic Controller’s Associations (IFATCA) have brought attention to the detrimental consequences of workplace violence and harassment. After 11 years of legal battle, female flight attendants in the Philippines won their case against PAL for forcing them to retire early on the grounds of their gender. A significant number of flight attendants encounter violence and harassment every year, which harms their health and efficiency as well as the industry's standing and bottom line (PelotonRPM, 2019). Resolving these challenges may benefit the industry and society by increasing skills, productivity, diversity, and innovation. The ICAO's Gender Equality

Programme, aims for a 50-50 gender balance in all aviation-related roles by 2030, and the implementation of the ICAO Montreal Protocol 2014 can help achieve this (Businesswire, 2023).

Table.5. Rights of Women towards Domestic Care

<b>B. Work Performance</b>	
What is a specific strategy that can be proposed to solve the unpaid domestic care and work burden of women in the aviation sector?	<b>RIGHTS OF WOMEN</b>

The strategy to alleviate the burden of unpaid domestic care and work for women in the aviation sector is crucial to their roles. This includes examining the obstacles and barriers women encounter in the workforce, such as the significant but often overlooked economic contributions they make through unpaid work like child-rearing and household chores. The influence of traditional gender roles on women's participation in the labor force is also a factor.

There is a need for policies that promote shared parenting, provide flexible or part-time work options for mothers, and balance work and home life. Gender-responsive workplace policies are essential, even in outsourced companies. Women in the Philippines face specific challenges, including low labor force participation, particularly among certain age groups, and a high prevalence of employment in low-productivity sectors. Social protection measures, access to credit and training, and opportunities for skills upgrading are necessary to address these issues.

Offering more excellent and affordable childcare services might be one way to support women in the aviation industry who bear the brunt of a large amount of unpaid domestic childcare. UN Women states that one of the main challenges keeping women from joining the workforce or advancing in their careers is a lack of excellent, fairly cost childcare choices (United Nations Women, 2019). Women frequently have to choose between taking care of their families and pursuing their career goals, or they must balance both paid and unpaid employment. This can limit their prospects for leadership, advancement, and training, and it can also result in fatigue, unhappiness, and even health problems. By having more affordable and high-quality childcare services for female employees, they could potentially reduce their unpaid domestic care duties and achieve a better work-life balance. This might also benefit the aviation industry by increasing women's employment, retention, and satisfaction with work, which would result in a more varied and effective workforce. Furthermore, by giving female employees access to high-quality, affordable daycare, you can support their growth and

general well-being by giving their kids the attention and education they need in a secure, stimulating environment.

*B. What is the percentage of women in the ASEAN countries, particularly in the Philippines, in terms of the gender gap in the labor market?*

Table.6. Gender Gap Percentage of Labor Force Participation Rate (LFPR)

<b>What is the reason for the persistent lower female labor force participation rate compared to men?</b>				
<b>Aspect</b>	<b>Study No. 1</b>	<b>Study No. 2</b>	<b>Study No. 3</b>	<b>Study No. 4</b>
<b>Countries/Region</b>	ASEAN Member States	Philippines	Worldwide	Philippines
<b>Time Period</b>	24 years (1990 - 2014)	11 years (2006 - 2017)	—	12 years (2000 - 2012)
<b>Gender Gap in LFPR</b>	Lao PDR: 3% Vietnam: 10% Cambodia: 12% Singapore: 17.3% Thailand: 19% Brunei: 20% Myanmar: 28% Malaysia: 30% Philippines: 30% Indonesia: 33%	2006: 31% 2015: 27% 2017: 30%	—	2000: 31.9% 2001: 30.6% 2012: 28.5%
<b>Average Gender Gap</b>	19%	30%	—	30%

(Please note that some information, such as the periods or specific countries, might not be directly comparable across studies. The table provides a concise overview of the key findings in each study related to gender gaps in labor force participation.)

Gender disparities in labor force participation have been a persistent concern globally. This analysis examines four studies focusing on the gender gap in labor force participation,



encompassing diverse regions and periods. The studies investigate factors influencing women's engagement in the workforce and variations in participation rates across countries.

Study No. 1 identifies persistent gender inequality in labor force participation across the ASEAN Member States, with Indonesia exhibiting the widest gap (33%) and Lao PDR the narrowest (3%). Study No. 2 highlights a consistent gender gap in labor force participation over a decade, reaching 30% in 2017, with the government aiming to increase female participation to 51.3%. Factors include gender roles, household duties, and education disparities. Study No. 3 presents a global perspective, revealing that while 70% of women desire paid work, only 45% are engaged, and mothers face a triple penalty in employment, wages, and leadership positions. Study No. 4 focuses on the Philippines, indicating a 30% gender gap attributed to factors like domestic work constraints, discrimination, and limited access to resources.

Despite progress, gender disparities persist, varying across regions and periods. Factors such as household duties, education, and cultural expectations significantly influence women's labor force participation. Government initiatives play a crucial role in addressing gender gaps, as seen in Study No. 2's target to increase female participation. While some regions exhibit advancements in narrowing gender gaps, challenges remain, including the impact of cultural norms and domestic responsibilities. Government interventions and targeted policies are vital in fostering more inclusive and equitable labor force participation.

A 2019 study by the World Bank found that the gender gap in labor force participation is persistent, with women being 25% less likely than men to be employed. The study also found that the gap is widest in developing countries, where women are 32% less likely than men to be employed. The gender gap in labor force participation is a complex issue with a variety of causes, including cultural norms, gender discrimination, and lack of access to childcare and education. However, there are several things that can be done to address the gap, including promoting gender equality in education and employment, providing access to affordable childcare, and challenging gender stereotypes.

Table.7. Gender Wage Gap Percentage

What is the gender wage gap in the labor market between male and female employees?				
Aspect	Study No. 1	Study No. 2	Study No. 3	Study No. 4
<b>Countries / Region</b>	ASEAN Member States	Philippines	Worldwide	Philippines
<b>Time Period</b>	23 years (1990-2013)	1 year (2017)	—	1 year (2011)
<b>Gender</b>	Singapore	-5%	British	23% -

<b>Wage Gap</b>	: 20 - 25% Philippines: 5 - 20% Indonesia: 40%		Airways: 10% EasyJet: 46% Ryanair: 72%	30%
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(Please note that some information, such as the periods or specific countries, might not be directly comparable across studies. The table provides a concise overview of the key findings in each study related to the gender wage gap.)

This analysis examines gender wage disparities across four studies, spanning various regions and sectors. The studies reveal persistent gaps in wages, emphasizing differences in sectors, occupations, and the impact of human capital adjustments.

Study No. 1 identifies a high and enduring gender wage gap in ASEAN Member States, particularly pronounced in lower-skilled jobs. The gender wage gap ranges from 20% to 25% in Singapore and from 5% to 20% in the Philippines. Study No. 2 highlights a negative average wage gap of 5% in 2017, but it accentuates significant gender wage gaps present in various occupations, including those traditionally associated with women. Notably, professionals and service and sales workers face gender wage gaps of around 10.0% and almost 25.0%, respectively, indicating disparities within female-dominated roles. Study No. 3 focuses on occupational segregation and its impact on the gender pay gap in civil aviation. It highlights significant disparities in pay rates between male pilots and female cabin crew, with examples from British Airways, EasyJet, and Ryanair showing gaps of 10%, 46%, and 72%, respectively. Study No. 4 focuses on the Philippines, showcasing a complex wage scenario, with adjusted gaps ranging from 23% to 30%, influenced by occupational segregation and extreme gaps in certain industries, notably in domestic work.

Gender wage gaps persist across studies, indicating a multifaceted challenge. Sector-specific nuances and occupational segregation significantly contribute to wage disparities. Adjusting for human capital reveals a more accurate representation of the gender wage gap. Understanding the intricate dynamics of gender wage gaps is crucial. While studies highlight progress, the persistence of gaps, especially in specific sectors and occupations, underscores the need for targeted policies to address this enduring challenge.

A 2020 report by the International Labour Organization (ILO) titled "Global Wage Report 2020-21: Wages and Inequality in the COVID-19 Crisis" found that the gender wage gap remains a persistent challenge, with women earning on average 16.2% less than men globally. The report also found that the gender wage gap is even wider in some sectors, such as manufacturing (29.3%) and agriculture (18.1%). ILO calls for stronger policies to address the gender wage gap, including equal pay laws, pay transparency, and caregiving support.

C. *What strategies can the Philippine aviation industry adopt to cultivate and promote the following:*

Table.8. Gender Inclusivity and Diversity

<b>A. Gender Inclusivity and Diversity</b>	
<p>What impact can inclusivity have on eliminating gender preconceptions regarding the difference in how well men and women perform at work?</p> <p>What is the impact of gender diversity on the Aviation industry as a whole?</p> <p>What potential benefits can a diverse workforce in aviation bring to enhance safety and performance in the industry?</p> <p>What specific policies or initiatives at the organizational or industry level are necessary to promote women in a gender diversity in aviation?</p> <p>What correlations, if any, exist between gender diversity in leadership roles in the overall success and innovation of women within aviation companies?</p> <p>What are the benefits of having more women in leadership positions for both the industry and society?</p>	<p><b>INCLUSIVITY &amp; DIVERSITY</b></p>

The following studies delve into the multifaceted dimensions of gender inclusivity and diversity within the aviation sector, as illuminated by different studies. Each study converges on the common theme of advocating for policies, practices, and initiatives to support women in the workplace, aiming to eradicate gender-based discrimination and foster a more inclusive culture.

Emphasizing the need for policies supporting work-life balance and family support, one set of studies underscores the importance of workplace flexibility, childcare facilities, and paternity leave to empower women in the labor market. This includes a focus on global leadership roles and recommendations to alleviate domestic responsibilities, enhance human capital, and broaden employment opportunities for women. Another set of studies addresses discrimination and advocates for creating an inclusive workplace culture. Strategies involve removing restrictive laws, promoting gender diversity, and championing equal pay. The benefits of gender diversity are highlighted, along with the emphasis on the link between gender-equitable employment and inclusive growth, stressing the importance of reducing employment inequality.

The initiatives noted by IATA in the foremost studies, including government education and awards for diversity and inclusion, show an acknowledgment of the gender role in senior control positions. These projects align with the gathered study by the researchers for restructuring systems to boost gender parity. The IATA awards particularly recognize and have a good time with the achievements of women in the aviation industry, offering function models and highlighting the contributions of girls at specific career stages (Stevenson et al., 2021).

The studies collectively call for a comprehensive approach, intertwining policy measures for work-life balance, elimination of discrimination, and the cultivation of inclusive workplace cultures to achieve gender diversity within the aviation sector.

The combination of policies, initiatives, and collective actions advocated in the studies presents a roadmap for a more gender-inclusive and diverse aviation industry, reflecting potential economic benefits and societal advancements.

Table.9. Safety of Women in the Workplace

<b>B. Safe Working Environment for Women</b>	
<p>What steps is the airline industry taking to prioritize inclusion and remove challenges that might hinder women from pursuing careers in aviation?</p> <p>What changes or reforms are necessary within the system to ensure fair and equal opportunities for all individuals in a workplace?</p>	<p><b>SAFETY</b></p>

The analysis explores research findings focusing on the aviation industry's commitment to creating a safe working environment for women. Two key aspects are discussed: steps taken by the industry to prioritize inclusion and the necessary changes or reforms within the system to ensure fair opportunities for all.

The studies collectively emphasize the importance of addressing discriminatory practices in employment. One study advocates for removing restrictions that hinder women from entering certain occupations or working at night. Another study emphasizes the significance of legislation and policies that guarantee gender equality and eliminate discrimination in employment. It underscores the need to balance social protection, gender equity, and economic efficiency to promote access to work and employment opportunities for women. Additionally, ICAO has released the Air Transport Gender Equality Initiative, which specializes in amassing staff information, participating with global companies, and selling gender equality inside the worldwide aviation network. The resolution also emphasizes ICAO's commitment to growing the pool of female candidates for its expert positions (Velanie, 2023).

The common theme across the studies is a commitment to fostering a safe and inclusive working environment for women

in aviation. Policies, resolutions, and government initiatives play a pivotal role in promoting gender equality and empowering women economically within the sector.

The studies collectively advocate for a comprehensive approach involving policy reforms, industry collaboration, and government support to create a safe working environment and ensure fair opportunities for women pursuing careers in aviation.

Table.10. Inspire Women to Seek Careers in Aviation

<b>C. Inspire Women to Seek Careers in Aviation</b>	
What motivates women to seek and pursue the field of aviation?	<b>INSPIRE</b>
What career options does the aviation field offer for women, regardless of their physical attributes?	
What makes sure that the recruitment and hiring process for aviation positions is fair and unbiased for women?	
What support and resources are available to encourage and promote women in aviation careers?	

The different studies delve into the key findings from research studies regarding women's participation in the aviation industry. It focuses on the motivators for women to enter aviation, the career options available, efforts to ensure fair recruitment, and the resources and support systems accessible to women in the field.

The primary motivators for women entering aviation are centered around financial stability, fair wages, benefits, and the industry's evolving gender inclusivity. Despite existing wage gaps, legal provisions and evolving policies encourage women to pursue aviation careers. Efforts to eliminate gender stereotypes and discrimination in the recruitment process are evident in resolutions and policies, like Resolution A39-30. As with any profession, the hiring process should be fair and unbiased. These steps to ensure that the hiring process is fair. First, firms should establish transparent equal opportunity policies, emphasizing their commitment to diversity and inclusion throughout the recruitment process (Seligson, 2019).

The common themes identified across these studies underscore the aviation industry's commitment to addressing gender disparities. Motivations, career options, fair recruitment, and available resources collectively contribute to creating an environment that encourages and supports women in aviation.

The findings highlight a positive trajectory towards gender inclusivity in the aviation sector. Initiatives and policies in place, combined with ongoing efforts, indicate a commitment to creating equal opportunities for women in aviation.

*D. What challenges do persistent gender stereotypes, limited representation, and the lack of comprehensive programs promoting gender equality pose for women in the aviation industry, hindering their full integration into various roles within the field?*

Table.11. Master Theme and Superordinate Theme

<b>MASTER THEME</b>	<b>SUPERORDINATE THEMES</b>
Qualities or Skills of Women in Aviation Industry	Nurturing & Hospitality
	Versatility
Myths about women when it comes to Field of Aviation	Misconception
Programs aimed at promoting gender equality and inclusivity	“Bawal Bastos Law”
Observations in the aviation industry about women	Gender-related misconceptions affect women

*E. Master Theme 1: Qualities or Skills of Women in Aviation Industry*

*1) Superordinate Theme 1.1: Hospitality*

Informant 1: “Okay so from my own observations, women seem to be more associated with roles which require hospitality and customer service.”

Informant 2: “...Okay, good afternoon. Basically, we have stereotypes when it comes to aviation women. They are limited to passenger assistance-related jobs. So most likely because, if you are a woman, especially in aviation, more likely you will be placed in passenger assistance, okay?”

In the wider aviation world, women’s primary role in hospitality appears as warmth and service lamps. From flight attendants ensuring passengers’ comfort to ground staff orchestrating seamless experiences, women in airline hospitality management infuse travel with care and professionalism. This study delves into the unique contributions and characteristics of these women, shedding light on the important role they play in improving the travel experience in the airline industry.

Persistent stereotypes in the airline industry tend to keep women in passenger support roles, perpetuating the illusion that their primary contribution lies in hospitality and customer service. This bias seems to be rooted in the tradition of gender norms that align women with care-related professions. While it is undeniable that roles in passenger support are essential to a positive travel experience, such stereotypes miss the recognition, and the use of women’s skill sets in the broader context of air travel is incorrectly limited. The observed association of women in hospitality roles ignores their substantial contribution in technical, managerial, and leadership

capacities.

To promote true gender equality and utilize the full potential of women in aviation, it is important to challenge this stereotype by advocating a paradigm shift to acknowledge and respect women's expertise as valuable in all aspects of the business. This approach not only increases diversity and inclusion but also gives women an equal opportunity to excel in any aviation industry.

Addressing gender bias requires breaking stereotypes and actively working to diversify the roles women play in aviation. By challenging preconceived notions and actively recruiting, encouraging, and engaging women in technical, managerial, and leadership capacities, the profession can create an environment that is respected based on their skills and abilities individual if valued rather than expected based on gender. These changes are not only internal tasks. Increase diversity but also encourage respect for culture, and recognition that women can contribute if essential for in all flight operations. Ultimately, embracing gender integration is a strategic approach that benefits both individuals and the industry, fostering innovation, creativity, and a more inclusive work environment.

#### 2) Superordinate Theme 1.2: Versatility

Informant 3: "Women in the industry play an essential role, especially in aviation. The qualities and skills that can be associated with them are: number one is communication skills, next is attention to detail, ability to multitask, leadership qualities, adaptability, and flexibility."

Women play a vital and indispensable role in the dynamic and ever-changing landscape of the aviation industry, offering a unique set of qualities and skills that have elevated the industry to new heights. A focus on ensuring perfection in all aspects, and creating a reliable and safe environment.

The active role of women in the aviation industry is not only symbolic but also a key driving force for business excellence. Their leading contributions are exceptional communication skills, a vital trait to maintain seamless information critical to aviation safety. With careful attention to detail, women in flight ensure their responsibility is fulfilled accurately, underscoring the industry's commitment to non-standard safety standards. Multitasking is a hallmark of their efforts, allowing them to navigate the fast-paced and demanding airline industry. Women in leadership roles bring a unique blend of strength and empathy, creating a force that commands innovation which is encouraged.

Their fundamental changes and changes in the face of industry trends and evolving regulations position them as key figures guiding the industry into the future. Ultimately the qualities and skills associated with women in aviation transcend men's and women's misconceptions and affect the essence of a thriving and resilient workforce

Gender inclusion in the workplace is a cornerstone to diversity and respect. Actively engaging women in leadership roles not only creates a unique perspective but also creates an inclusive culture. This principle is especially true in the airline

industry, where women play an indispensable role. Excellent communication skills, attention to detail, and multitasking contribute to the accuracy and reliability that is critical in the aviation industry. The leadership qualities and adaptability of women enable teams to continue tackling challenges with nimbleness, demonstrating their important influence in shaping the future of aviation.

#### F. Master Theme 2: Myths about women's abilities when it comes to the Field of Aviation

##### 1) Superordinate Theme 2.1: Misconception

Informant 1: "I have this assumption that whenever the aviation industries mentioned those usual roles and services associated with women always comes to mind. For example, if one mentions a flight attendant, one might think of an attractive female attendant in a professional uniform."

Informant 2: "I think one of the misconceptions of people is when it comes to the flight attendant, they tend to think of a female and when it comes to a pilot, they think of a male individual. And this is not intentional until they come to an understanding that there's something wrong, sorry, it is becoming a discrimination against women."

Aviation has long been a symbol of innovation and human progress, with pilots and flight attendants serving as the visible face of an industry that transcends borders. However, despite the progress made towards gender equality in various sectors, a persistent and outdated stereotype persists within the airline industry. The image of a female flight attendant and a male pilot, although they are slowly changing, still dominates the imagination of all people. This misconception not only facilitates diversity in aviation but also perpetuates gender bias that hinders progress toward an inclusive and equitable industry.

The use of the term "collective consciousness" suggests that this stereotype is deeply ingrained in societal perceptions. While acknowledging a gradual evolution, the misconception implies that the pace of change within the aviation industry is slower compared to other sectors. The persistence of the traditional image, with women as flight attendants and men as pilots, oversimplifies the diverse roles individuals can play within aviation.

This suggests that this oversimplification has tangible consequences. It perpetuates gender biases, limiting opportunities for individuals to pursue roles based on their skills and interests rather than gender expectations. The call to action is implicit — challenging and dismantling these stereotypes is not just about achieving gender equality; it is also crucial for fostering a more inclusive and progressive industry.

Over time, the role of flight attendants has evolved, accompanied by significant shifts in their public image. Despite their qualifications, flight attendants have undergone multiple transformations, acquiring a glamorous image that at times eclipses their professional capabilities. This glamorous perception persists, notably in Asian countries, reflecting a



lasting influence that goes beyond the qualifications and responsibilities associated with the role (Lyth, 2009).

*G. Master Theme 3: Programs aimed at promoting gender equality and inclusivity*

*1) Superordinate Theme 3.1: "Bawal Bastos Law"*

Informant 1: "...There are various programs which promote gender equality, God, God related concerns especially "Bawal Bastos Law" for example."

Informant 2: "...we already have rights that are being enforced. Actually, it covers every aspect of the work. Especially when it comes to sexual harassment involving women. So... So, these measures have been implemented to at least protect women in workplaces where men are dominant."

Informant 3: "...I haven't heard of any programs that have been implemented that have been used to promote gender equality and inclusivity. that themes or promotes gender equality. But based on my observation, most companies nowadays hire women and men. I wouldn't say that gender preferences are still a factor in the Aviation industry."

In recent years, there has been a notable and commendable increase in initiatives aimed at empowering women and combating gender discrimination in the workplace. As organizations increasingly recognize the importance of fostering diversity and inclusion, a variety of programs have been implemented to address the unique challenges that women often face in professional settings. These initiatives not only strive to create equal opportunities but also seek to cultivate supportive environments where women can thrive and contribute to their full potential. From mentorship programs and leadership development initiatives to awareness campaigns and policy reforms, these efforts underscore a growing commitment to dismantling gender barriers and fostering a more inclusive and equitable work environment for all.

Established programs or laws that oppose gender inequality are irrefutably being constructed and implemented. The contentment that people who are aware of these programs expresses the promulgation of such decrees. Although some may not be aware of specific programs or laws, they still testify agreeing that gender equality and inclusivity should progress in any industry. These diverse viewpoints emphasize the various nature of the ongoing efforts to promote gender equality, incorporating legal frameworks, workplace dynamics, and broader societal changes.

The recognition of programs and laws aimed at promoting gender equality underscores the importance of continued efforts in this direction. Their acknowledgment suggests that these initiatives play a crucial role in addressing gender-related concerns, especially in industries where inequality persists. The observed necessity for such programs and laws implies that gender disparities remain palpable in certain sectors. Thus, there is a collective understanding that the promotion and enforcement of these measures are vital for fostering a more equitable and inclusive society. This recognition reinforces the

ongoing need for the dissemination and reinforcement of programs and laws designed to combat gender inequality and ensures that societal awareness aligns with the imperative for sustained progress in this crucial area.

Under RA 11313, employers or other persons of authority, influence or moral ascendancy in a workplace shall have the duty to prevent, deter, or punish the performance of acts of gender-based sexual harassment in the workplace (Lazaro, 2023).

*H. Master Theme 4: Observations in the aviation industry about women*

*Superordinate Theme 4.1: Gender-related misconceptions affect women*

Informant 1: "...I've always heard that female pilots have a weaker grip on the yoke of a plane compared to their male counterparts. Have you ever heard about that misconception?..."

Informant 2: "...during my time working in aviation, from what I observed, women who are somewhat soft-spoken or soft-hearted were often assigned to administrative tasks. When we say administrative tasks, it mostly involves documentation... If there are women, they are those with a size similar to men, those who meet the standard height, somewhat brusque in demeanor. That's how they discriminate against other women who are soft-spoken..."

Informant 3: "...Some of the myths about women's abilities when it comes to our field, innovation are: there are some, very sensitive; next is cannot handle work stress or pressure; and lack of confidence."

In many male-dominated professions, women continue to face a pervasive and deeply ingrained form of discrimination based solely on their physical attributes. Despite strides towards gender equality, biases rooted in stereotypes and preconceived notions persist, hindering women's progress in traditionally male-centric industries such as aviation. From subtle microaggressions to overt prejudice, the challenges women encounter in these environments highlight the pressing need for a cultural shift that transcends judgments, fostering an atmosphere where professional competence is valued over physical attributes. Addressing and dismantling these discriminatory practices is not only crucial for the advancement of women in their careers but is also essential for creating workplaces that truly embrace diversity and provide equal opportunities for all.

Many observed attributes of women make a generalized image of how they are perceived in the workplace. These attributes encompass various aspects such as communication styles, leadership approaches, and personal appearance. These preconceived notions can lead to biased evaluations, hindering the objective assessment of women's capabilities.

Given these stereotypical concepts, women are viewed to be inadequate to specific divisions of work thus being a hindrance to their capabilities to male-dominated careers. Misconceptions

about women affect women in a way that they are prejudiced into someone who cannot handle strenuous work. Consequently, these ingrained prejudices not only undermine women's career opportunities but also perpetuate gender-based inequalities in the workplace. These evident opinions about women's misjudgment show a great attestation to the prevailing gender inequality in industries and are something that should be abolished.

Over 42% of women reported that they have been treated differently at work because of their gender (Nilson, 2022). According to the report, the most common issues for female aviation professionals are sexism and sexual harassment, the presence of an 'old boys club', and a lack of female role models and mentors.

Other structural barriers include a lack of transparency around recruitment and selection, as well as the fact that the vast majority of airlines and training organizations refuse to allow pilot trainers to work part-time, which has a disproportionate effect on female aviation professionals. Women make up just 5.26% of the global pilot workforce, but the number of female pilot trainers is even lower. In the UK just 0.9% of type rating examiners, a type of airline trainer, are women. The report shows that 42% of women reported that they have been treated differently at work because of their gender.

#### 4. Discussion

##### A. Conclusions

Based on the results and analysis, the following were concluded:

- As a result of the meta-analysis and thematic analysis on promoting gender equality and inclusivity in ASEAN countries, particularly in the Philippine aviation industry, the research found that women serve important roles in aviation that go beyond misconceptions that restrict them to a higher position. Despite their extraordinary abilities, gender discrimination often overlooks women's potential for leadership and technical roles. It's important to debunk these misconceptions and advocate for a change that acknowledges women's skills across all industry areas to fully utilize their potential. Respect and diversity are based on gender inclusion. Women in positions of authority contribute distinctive viewpoints and promote an inclusive environment. Their capacity to adjust to different environments makes them essential players in shaping the industry's direction. This is particularly true in the aviation industry, where women play a vital role. Their attributes and competencies surpass gender stereotypes, fostering a successful workforce.
- Based on the statistics, gender discrepancies in labor force participation is worldwide, with notable variations enduring throughout various temporal and regional contexts. These differences are greatly influenced by elements including cultural expectations, educational gaps, and home responsibilities. Lao PDR has the smallest gender gap in ASEAN members at 3%, while Indonesia has the most at 33%. Despite the desire of 70% of women to seek employment, only 45% of them do so globally. In the Philippines, discrimination, a lack of resources, and limitations on domestic work have resulted in a 30% gender disparity. Government initiatives are vital in reducing these gender disparities, but problems like the impact of cultural norms and domestic responsibilities remain. This issue is still present, as evidenced by the World Bank's 2019 study, which indicated that women are 25% less likely than men to be employed, with the biggest disparity occurring in developing nations. The four studies on gender wage discrepancies show that there is a persistent and significant gender wage difference, especially in lower-skilled occupations and the ASEAN Member States. Even in fields where women predominate, there are persistent wage inequities, and occupational segregation plays a major role in exacerbating these differences. Adjusted salary discrepancies in the Philippines vary from 23% to 30%, depending on the industry and occupational segregation. According to a 2020 International Labor Organization research, women worldwide make 16.2% less money than males on average, with some industries seeing considerably larger pay disparities.
- Through thematic analysis, the researchers delve into multifaceted dimensions of gender inclusivity and diversity within the aviation sector, as illuminated by different studies. Each study converges on the common theme of advocating for policies, practices, and initiatives to support women in the workplace, aiming to eradicate gender-based discrimination and foster a more inclusive culture. Two key aspects are discussed: steps taken by the industry to prioritize inclusion and the necessary changes or reforms within the system to ensure fair opportunities for all. It focuses on the motivators for women to enter aviation, the career options available, efforts to ensure fair recruitment, and the resources and support systems accessible to women in the field. The combination of policies, initiatives, and collective actions advocated in the studies presents a roadmap for a more gender-inclusive and diverse Aviation industry, reflecting potential economic benefits and societal advancements. The goal is to foster a safe and inclusive working environment for women in aviation. Also, addressing gender disparities, motivations, career options, fair recruitment, and available resources can collectively contribute to creating an

environment that encourages and supports women in Aviation.

- Additionally, the research found that there is still a persistent gender-based discrimination that women face in male-dominated professions, such as the Aviation industry. The challenges women encounter range from subtle microaggressions to overt prejudice, rooted in stereotypes and preconceived notions about their physical attributes. The studies mentioned that women often encounter biased evaluations based on stereotypical concepts related to communication styles, leadership approaches, and personal appearance. These preconceived notions hinder the objective assessment of women's capabilities, contributing to gender-based inequalities in traditionally male-dominated industries. There are 42% of women reporting differential treatment at work based on gender which highlights specific issues faced by female aviation professionals, including sexism, sexual harassment, the existence of an 'old boys club,' and a lack of female role models and mentors.

However, in recent years there have been initiatives aimed at empowering women and addressing gender discrimination in the workplace. These initiatives, ranging from mentorship programs to policy reforms, aim to create equal opportunities and supportive environments for women to thrive professionally. The reference to RA 11313 indicates a specific law that addresses gender-based sexual harassment in the workplace, placing a duty on employers or individuals in authority to prevent, deter, or punish such acts. This legal framework further reinforces the importance of addressing and preventing gender-based harassment and discrimination in professional settings.

### *B. Recommendations*

Based on the discussed conclusions, the recommendations are as follows:

- To advance gender equality in the Aviation Industry/Sector, it is recommended to break misconceptions and diversify women's roles, particularly encouraging them into technical and leadership roles. Women's unique combination of strength and compassion in leadership roles can propel professional excellence and innovation. The gender gap in the industry, emphasized by women's underrepresentation, particularly in pilot training roles, needs to be addressed by the Airline Company and its Employees. This is essential for promoting women's careers, especially for future Aviation Students, and fostering inclusive workplaces. Achieving gender equality in the workplace requires a commitment from everyone involved to challenge and change the norm.
- This calls for a social transition that prioritizes skill

over physical characteristics, eliminates discriminatory practices, and promotes diversity and equal opportunity. For Future Researchers, it is important to acknowledge that women are not just symbolic icons in the aviation sector; they are a force for greatness. Their contributions are crucial to the dynamic environment of the aviation industry. Recognizing and appreciating these accomplishments can ensure a future for the aviation sector that is more innovative, inclusive, and open.

- To reduce the gender gap in labor force participation, the Aviation Industry shall use a multimodal approach. This includes promoting gender equality in the workplace and educational institutions, providing access to affordable childcare, busting gender stereotypes, and enacting certain legislative measures. A multimodal strategy is needed to address the female wage gap, including support for caring services, pay transparency initiatives, and tougher rules like equal pay laws. The existence of gaps notwithstanding advancements emphasizes the necessity of focused policy to address this ongoing issue.
- The study emphasizes addressing discriminatory employment practices, particularly within the aviation sector. It highlights the need to remove restrictions hindering women from certain occupations and advocate for legislation and policies ensuring gender equality and eliminating discrimination. Despite existing wage gaps, legal provisions and evolving policies encourage women to pursue aviation careers. It emphasizes the significance of workplace flexibility, childcare facilities, and paternity leave to empower women in the labor market. Overall, it advocates for a call for comprehensive policies and initiatives to support work-life balance, family support, fair recruitment, and address gender disparities within the aviation industry to create a more gender-inclusive and diverse aviation industry, anticipating economic benefits and societal advancements.
- Structural barriers, such as a lack of transparency in recruitment, limited opportunities for part-time work, and low representation of women in key roles like pilot trainers, are identified as contributing factors to the underrepresentation of women in the aviation industry. Therefore, there needs to be a cultural shift that values professional competence over physical attributes, to address and eliminate gender-based discrimination, promote equality, and create inclusive workplaces that value diversity and provide equal opportunities for all individuals, regardless of gender.

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