

## International Aviation Organizations Condemn Workplace Harassment and Violence

**MONTREAL-** The International Federation of Air Line Pilots' Associations (IFALPA), the International Federation of Air Traffic Controllers' Associations (IFATCA), and the International Transport Workers' Federation (ITF), are united in their condemnation of all forms of workplace harassment and violence. Workplace harassment happens in all sectors, all global regions, and in all industries. However, in a world shifting rapidly towards total condemnation of workplace harassment, aviation often lags behind other industries.

It is impossible to address workplace harassment, particularly sexual and gender-based harassment, in the aviation industry without an examination and understanding of its severe gender imbalance. Women make up fewer than 5% of airline pilots, 3% of aircraft maintenance engineers and technicians, and only about 20% of air traffic controllers worldwide. This lack of diversity continues to support an environment of exclusion.

If we are to maximize the potential of aviation professionals worldwide, we must all unite to counteract this imbalance. The culture of aviation must accelerate to the level of other industries if we are to attract and retain the skilled workforce required to address the staffing shortages – for pilots, ATC, cabin crew, and ground crew.

We call on the entire aviation industry to establish practices in alignment with the [International Labour Organization's Convention No.190](#)- on the elimination of violence and harassment at work. We call on States to ratify both the ILO C190, as well as the [ICAO Montreal Protocol 2014](#) to prevent violence from unruly passengers.

Further, we urge the international aviation community to actively support ICAO's Gender Equality Programme promoting the participation of women in the global aviation, and to follow ICAO as it *"Reaffirms its commitment to enhancing gender equality and the advancement of women's development by supporting UN Sustainable Development Goal 5: Achieve gender equality and empower all women and girls including by aiming to achieve an aspirational goal of 50-50 (women-men) by 2030 at all professional and higher levels of employment in the global aviation sector..."*

[IFALPA](#), [IFATCA](#), and the [ITF](#) are united in condemning all forms of workplace harassment in the aviation industry. We encourage every employer to establish and maintain a safe working environment, free from harassment and intimidation. *["A positive atmosphere, open interaction, and a functional work community elevates the wellbeing of employees."](#)*

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Note to Editors:

About ITF - The International Transport Workers' Federation (ITF) is a democratic, affiliate-led federation of unions recognised as the world's leading transport authority. We fight passionately to improve working lives, connecting trade unions from 154 countries to secure rights, equality and justice for their members. We are the voice for 18.5 million transport workers who move the world.

About IFALPA - The International Federation of Air Line Pilots' Associations represents more than 100,000 pilots in nearly 100 countries. The mission of IFALPA is to promote the highest level of aviation safety worldwide and to be the global advocate of the piloting profession, providing representation, services, and support to both our members and the aviation industry.

About IFATCA - The International Federation of Air Traffic Controllers' Associations (IFATCA) represents more than 130 associations around the world. As the professional voice of Air Traffic controllers, we enjoy a worldwide reputation amongst all partners in Air Traffic Management with representation in many areas, including ICAO and Eurocontrol. Promoting safety and efficiency in international air navigation is paramount to us.