

**GOVERNMENT OF INDIA  
MINISTRY OF CIVIL AVIATION  
RAJYA SABHA  
UNSTARRED QUESTION NO : 2723  
(TO BE ANSWERED ON THE 18<sup>th</sup> August 2025)**

**WOMEN IN AVIATION SECTOR**

2723. SMT PRIYANKA CHATURVEDI

Will the Minister of CIVIL AVIATION be pleased to state:-

- (a) after Government's announcement in 2024 to increase women's representation in the aviation sector to 25 per cent by 2025, the measures that have been taken since to achieve this target;
- (b) whether Government is on track to achieve this goal by the end of 2025, if not, steps being taken to address the gap;
- (c) details on the evaluations and analysis done of the exit interviews of women leaving aviation organisations, reasons has Government uncovered; and
- (d) the measures being adopted by Government to use these to bring in policy improvements?

**ANSWER**

MINISTER OF STATE IN THE MINISTRY OF CIVIL AVIATION

(Shri Murlidhar Mohol)

(a) & (b) Directorate General of Civil Aviation (DGCA) issued the Gender Equality in Civil Aviation circular on 19.06.2024.

Women currently constitute approximately 30% of the Flight Operations Inspectors (FOIs) in DGCA. Data collected from operators indicates an increase in women's participation, with Air India reporting a 49% women workforce and IndiGo 46%. Some initiatives taken to increase women participation in aviation sector includes:

i. Waiver in Recruitment Fee - Airports Authority of India (AAI) does not charge any registration fee from women candidates in all its recruitment activities to encourage wider women participation .

ii. Recruitment of Women Candidates in Fire Services - With a view to provide equal opportunity to both men and women, the management of AAI has approved recruitment of women candidates to the post of Junior Assistant (Fire Services) for the first time.

iii. Hostel Accommodation to single Female Employees - Keeping in view of safety and security of women employees in AAI, provision of Hostel Accommodation to single female employees has been introduced.

(c) & (d) Most operators conduct structured exit interviews for women employees and incorporate the feedback into their HR planning. Based on these inputs, targeted improvements have been made in workplace facilities, flexible work arrangements, and recruitment practices. Some of the measures introduced in response to exit interview findings, which highlighted the need for better work-life balance for women in aviation are:

(i) Maintaining gender-neutral policies and ensuring a balanced gender mix across departments, with selection based solely on merit.

(ii) Regular nomination of women employees for leadership development programmes.

(iii) Introduction of the MOMS programme (Make Your Mother's Soul) in Air India to support employees during pregnancy and facilitate smooth return to work after childbirth.

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