

Examining effects of cultural beliefs on employment of women pilots in Kenyan airlines

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ABSTRACT

Although there is a rise in the studies on employment of women pilots globally, there is minimal evidence that attempt to interrogate the effects of gender dynamics related on the same. Women airlines pilots are underrepresented in aviation industry accounting for about 4%. Constitution of Kenya 2010 outlines the need for gender equality; this brought the need to study and determine cultural beliefs and its effects on employment of women pilots in Kenya airlines and adopted Gender Schema theory. The study used descriptive research design, semi structured questionnaire surveys, stratified random sampling, simple random and non-probability quota sampling techniques were adopted. Quantitative, qualitative research techniques were used. The study concluded stereotyping, discrimination, prejudice, biasness and cultural sexism influences women pilots underrepresentation at Kenyan airlines. The study recommends breaking the bias by creating awareness.

Key words: Culture belief, Gender Discrimination, Masculine and Patriarchy.

1.0 Introduction

The numbers of women pilots in airlines are still low and women being underrepresented in the aviation industry. Previous researchers indicated a representation of 10% and this included entire women in aviation (pilots, C.E.O, technicians and dispatchers). There been women who rose to occasion and marked milestones in aviation industry; though the pioneers had to persevere, struggle, and remain resilient for the influence of women representation in aviation today. McCarthy, Budd & Ison (2015) state, about 3% of women are commercial airliners pilots and 0.346% are in positions of pilot in command. In IATA Annual report 2020, women are underrepresented on the flight deck. In 2019, IATA started an initiative to have 25% of work force in aviation to be women by 2025, main objective being to promote gender diversity and inclusivity and eradicate women minority in aviation sector. The report further examined how the industry had made strides to increase the number women in top management positions before corona virus pandemic outbreak 2019, and at start of 2021, some airlines had put initiatives to achieve gender equality in aviation. In the report as of September, 2021, 76 airlines had committed to the initiative to promote gender parity and inclusion in aviation. Ferla & Graham (2019) discusses how women talent and skills are put to waste when not given the opportunity to offer piloting services in aviation industry yet there is tremendous growth in aviation as supported by IATA (2017) and Boeing (2017). 11th October, 2021 was the first day to celebrate the girl child, United Nations chose this day to be celebrating girls, ladies and women yearly; where they are encouraged to pursue their dreams, nature their talent and empowered to enhance gender parity and at the same time challenges facing girl child are addressed and possible positive solutions are offered to young girls problems.

Amelia Earhart was the first commercial pilot licensed woman on observation, where two male pilots navigated an aircraft in the Atlantic Ocean in 1928, though she was not on the controls. In 1932 Amelia was a record breaker for navigating an aircraft through the Atlantic Ocean and in 1937 she got lost in the seas while she was trying to navigate around the world, (Luedtke, & Bowen, 1993). Further, Lores Bonney in a solo flight from Brisbane to London managed to fly a five times mileage of what Amelia Earhart had flown and was not appreciated the way Amelia was recognized, assumption was; women belong to the house. Mary Myers was honoured for having

flown many balloons flight in the year of 1880, (David & Ison, 2010). Mary demonstrates how women have a potential to become successful in aviation. Lienhard (1999) suggested women have been in the skies for more than two centuries ago, Genevieve Labrosse was the first woman to jump from a balloon in the year 1797 and Sophie Blanchard was the command of a hydrogen balloon in France the year 1805.

Tehnika described, how Captain Tammie Jo Shults managed to land a Boeing 737 after engine blew away and a lot of people got surprised on learning that this was a super skill by a woman. Captain Ruth Karauri with First Officer Ayoob Harunany who work for Kenya airways on Friday, February 18 caught the attention of the world with their amazing landing amidst Storm Eunice. Captain Ruth credited her training as key in the execution of the near-perfect cross-landing at London's Heathrow Airport. Flying a KQ Boeing 787 on Friday, Karauri managed to steer the plane onto the runway at 4:01 pm as Storm Eunice raged at speeds over 70 Knots flight number KQ100, (Ghati862). Cline (2018), in 2016 4.3% of commercial pilots were women in the United States of America and this is evidence that commercial piloting is a male dominated industry. Higgins et al. (2014) projected a shortage of thirty-five thousand pilots between 2013 and 2031 in USA and the study agreed with Boeing 2017 on shortage of pilots. Stevenson, Cuevas, Rivera, Kirkpatrick, Aguiar, Albelo (2021) in the question what factors enhance women working longer in aviation industry in the USA showed women were uncomfortable performing their duties in a surrounding dominated by men. Turney (2000) acknowledged that the number of women who had joined aviation had increased whereas women entering technical positions were still low. In compliance with Federal Women's Programs (FWP) on equality, from 02nd December, 2021, the acronym NOTAM changed from Notice to Airmen to Notice to Air Missions which is inclusive of all Aviators and Missions of people engaged in the aviation industry.

United Kingdom civil aviation hired around 524 women commercial pilots for airlines and overall commercial pilots for airlines were 10,735 in the year 2007, Cockburn (2009), aviation having 3% of airlines pilots were women, CAA (2013) report showed 4.29% of women commercial airliners pilots were women and British airways had 5.7% of the 450 pilots employed by British Airways as women. Dashper (2019) despite United Kingdom government introducing gender discrimination policies and contingent discrimination on women, most of work places had fewer women. The United Kingdom has a charter that promotes gender balance and this is fuelled through appreciating diversity and inclusivity. The charter enhances gender parity in the aviation industry to delight aviation guests, improve economy; enhance conducive work environment and foster investor's investment in aviation industry in the United Kingdom, (women in Aviation & Aerospace Charter, 2021).

Kenya Airways signed IATA 25by2025 initiative on 13/09/2021 which promotes gender parity in aviation industry; this is an initiative by the 19 sky team members which plans to upgrade representation of women in aviation industry to twenty-five percent by 2025 which is agenda 5 of Sustainable development goal. As of June, 2021, Kenya Airways had three thousand, four hundred and eight two workers and 2,112 of the employees were men which correspond to 60.54 %. The airline is committed to upgrade the number of women working as pilots, technical and operations to enhance gender parity at the organization. Kenya Airways has an objective of having half of the work force become women by 2025.

1.1 Statement of the problem

The reality of low numbers of women pilots in airlines is understudied. Report by Boeing (2017) and Higgins et al. (2014) indicated a big shortage of airlines pilots, a contradiction exists when women are not becoming pilots yet the opportunity is there. Hansen & Oster (1997) found out most senior managers and airlines pilots in aviation airlines are occupied by men; there was discrimination against women working in aviation as airline pilots. IATA annual report 2020 about 5% of women work as airlines pilots, on average of the many studies on women in aviation, the representation is less than 4.5% women airline pilots on the flight deck (Lutte 2019, FAA, 2019b, Harvey, Finnier & Greedharry, 2019 and Cline, 2018). There is underrepresentation of women in aeronautics and flight associated careers which hinders entry of women into aviation sector (Meyer, Cimpian, & Leslie, 2015 and Ison, Herron & Weiland, 2016). According to United Nations 2019 report, there are no laws that hinder discrimination against hiring and women equal rights as men in certain jobs. In 2019, 39% of internationally women work force was about 28.3% in management. Sustainable Development goal five - Gender Equality, objective being to empower women of all ages; gender equality being a human right. Women population is more than 50% of the global population yet they are underrepresented when it comes to airlines pilots. Women and girls when empowered enables to enlarge the economic growth, communities and societies that are health, sound and sustainable; when more women are employed as airlines pilots, gross domestic product will increase. Aviation industry is generally growing and ICAO recommends skilled labours (including pilots) and administration officers will be required in the near future hence women of all ages will be required to offer services in aviation to eliminate airlines pilot shortage. ICAO creates awareness globally, regionally and domestically on the need of empowering women to work as airline pilots as well as remain in aviation industry until they retire; this is done through stakeholders partnerships; women have an impact to the current aviation industry and have to be empowered to meet industry needs as well achieve gender equality. ICAO has Young Aviation Professionals and Aviation scholarship programs, in collaboration with IATA to achieve agenda 2030, empower women as well as enhance gender equality. The last address to the nation in attendance of both houses; – the senate and the parliament on 30th November, 2021; Mr. Uhuru Kenyatta the president of republic of Kenya described how women should be at the centre of decisions making and he wanted to achieve 50% of women presentations in parliament thought the BBI. Constitution of Kenya 2010 articles 27, 59, 91, 250, 172 and 197 provides for equality and freedom from discrimination by having programs and policies that disadvantages groups from previous discrimination, fostering gender equality, mainstreaming and parity for national progress, this implies, in a multi-crew flight deck all genders should be represented. This brought the question, why are women underrepresented in the aviation industry yet the governments and international organizations have policies that promote gender parity, gender mainstreaming and gender equality in promoting women empowerment in the entire world? There was need to carry out research to determine the causes of fewer women pilots in Kenya airlines and the study focused on Kenya Airways. McCarthy, Budd & Ison (2015), in the research women at the flight deck in the United Kingdom heightened sexism comments, behaviors from male passengers and pilots, biasness and prejudice hinder women from becoming airliner pilots. The study determined the effects of cultural beliefs and its effects on employment women pilots in Kenya Airways.

2.0 Theoretical literature review

Report by Global Gender Gap Report 2020 on women employment and empowerment ranked Kenya number 109 globally and number 20 in Africa in gender equality index ranking, whereas Rwanda was ranked number one in Africa and number 9 globally and South Africa scored number 17 globally and number 3 in Africa and this demonstrates how South Africa has taken initiatives in achieving the Agenda 2030 - gender equality for economic sustainability making it the leading economic country in Africa as reported by France24 news during a live broadcast on 18th November, 2019. ICAO objective is to have 50% representation of gender in aviation industry by 2030 through employment. During Global Gender Aviation Summit in South Africa on 8th - 10th October 2018 inclusivity, agenda 2030 in fostering gender equality, policies that enhance gender parity in aviation, patriarchy awareness, girls' aviation schooling, effects of stereotyping, attraction and keeping women in airspace and encouragement for researches to scrutinize on culture beliefs impacts on gender and the aviation industry were deliberated and the effects in fostering women airlines pilots employment, (General Aviation Gender Summit, 2018). Numbers of airliners pilots employed and trained were not sufficient to meet the demands of aviation industry pilots shortage needs because of fewer women airline pilots and airliners pilots number were in demands, with a projected increase by four percent from 2016 to 2036, Cline (2018). Men dominate Jacqueline (2019) aviation industry and strategies around inclusivity should be encouraged because in the long run, the differences in gender will be reduced. Globally, there is a big role played by women, Harvey, Finnier & Greedharry (2019) however, women employed in aviation industry hold positions and roles in areas where less skills, no experience and non-technical expertise are required and this has led to women be insecure at the work places. Keller, Wang, Cooney, Erstad & Lu (2019) further agreed the communities determine believes, behaviours and gender roles in the society on employment of women airlines pilots at large.

2.1 Cultural beliefs

Cockburn (2009), pointed men were perceived to be having better flying characteristics, cultural sexism as the contributing factors. Cultural sexism defines the divergence in gender; this is to assume women encounter different matters due to their gender, this makes it difficult for women to take part in a male dominated industry. Cultural sexism suggests women are different from men hence women have to adapt to the cultural systems and beliefs. According to Hofstede (1998) gender determines people's roles in the communities and major differences in male and female is bodily elements, which lead to communities' and societies opinions on roles and employment associated with males and females, and this explains why women numbers are fewer in commercial pilots. Diggitt magazine termed "gender socialization" the toys given to children tend to relate with careers associated with adults when they grow up; the research focused on "stereotypes and chauvinism in the aviation industry." The magazine outlined how commercial airline pilot is a masculine affair; according to Qatar Airways CEO - Akbar Al Baker; Qatar Airline has to be led by a man since it's a demanding post. Stereotyping hinders women from becoming commercial airline pilot for they believe that is made for men and are better placed when working as a customer care or flight attendant agents. The dress code associated with cabin crew and customer care, "their uniforms included miniskirts" leads to "sexualisation "where their place is to serve male commercial airline pilots.

This was supported by Turney (1994) because women tend to work in cooperation and coordination while sharing ideas and having continuous communications. According to Eiff & Stitt (1993) most of the opportunities and posting in aviation are mostly occupied by men and Luedtke & Bowen (1993) suggested that in a male dominated environment, women are not treated as professionals. Women retention in aviation is at a lower level compared to men, Seymour got interested to know why retention of women was lower compared to men and discovered, negative attitudes, behaviours and personalities of male workers discourages women from joining the technical fields, women are not welcomed and discriminated hence fewer airliners pilots globally and in Kenya as well (Seymour & Hewitt, 1997). Male colleagues and passengers are not easy when women are on controls of an aircraft - case is where a male passenger was uncomfortable during entire flight because entire flight deck was operated by woman airline pilots. Moreover, a women airline pilot complained how she was not respected by fellow male airline pilots. Some male passengers depending on the demographic, do not accept any assistance offered by a crew member who is woman because of the culture sexism. To demonstrate women pilots' confidence is a bit lower when it comes to flying, Stuart (1999) revealed that, most aircrafts were developed and designed to meet the demands of men, a case study on Cessna 152s and 172s is more revealing.

Turney (2000) proposed that, an environment that favour women should be developed so that more women may feel comfortable becoming pilots to enhance gender equality in aviation industry. Ferla & Graham (2019) identified that most women pilots are discriminated by majorly male passengers and male airlines pilots. Discussion on four agendas; assumptions by children at a tender age, aware of gender capabilities, employment desires and flying ability are summarized as 'cultural sexism'. Belief and stereotypes by men on flight deck illustrates women face other problems because they are women hence women to adopt to current social aviation system which makes women disadvantaged due to gender, some women had to adopt by changing behaviour to fit the working environment (Cockburn, 2009 and Leonard, 2019).

3.0 Research design

Research design is the skeleton of the plan, methods, application of techniques the researcher uses in investigating to obtain responses to research questions - it is a blue print, (Mugenda & Mugenda, 2013). Descriptive research design was best-suited design in describing and answering a "what" research questions and precisely described the real situation, (Gowe, 2020). The descriptive research design was employed to describe why women pilots' numbers in Kenyan Airlines were lower for it tested the subject. The study established the effects of gender dynamics on women employment at Kenya Airways. Descriptive research design enabled collect accurate data from respondents in order to determine effects of gender dynamics on women employment in Kenyan airlines. Descriptive research design interrogated cultural, social and economic phenomena in their natural environment and allowed for detailed qualitative or quantitative information or both.

3.1 Site of study

Nairobi County was studied; belongs to 47 counties; the Capital city of Kenya; the third smallest county though most populated and the largest city in Kenya. The County was best-suited target areas of study because of the high numbers of people; JKIA being an international airport situated in Nairobi and Kenya Airways hub located along Mombasa Road; bordering Machakos County.

3.2 Target population

Target population assumes to be the complete suite, as described in Mugenda & Mugenda (2013), members or groups of human being a researcher selects to investigate and examine. The target of the study included all 402 pilots at Kenya airways.

3.3 Sampling techniques

Probability sampling was selected because every member has same opportunity to be part of the sample size and examined, while it minimized biasness and enabled gain better understanding as to why there are fewer women airlines pilots in Kenyan airlines. Stratified random sampling was adopted; samples were classified in two strata: - male and female pilots. Simple random sampling was used on male pilots and non-probability quota sampling was used on women, Mugenda Mugenda (2013) for it purposely selects identified subjects for researcher intended to focus in depth information without generalizations.

3.4 Sample size

Three males (**0.75%**) and entire 22 (**5.47%**) females' pilots at Kenya Airways were targeted as respondents; (100% representation of women).

Table 1. 1 Kenya airways sample size

Population category	Number of pilots	Targeted Pilots	
		Number	(%)
Male pilots	380	3 out of 380	0.75
Female pilots	22	22 out of 22	5.47
TOTAL	402	25	6.22

Source: KQ data and AIMS systems@2021

3.5 Research instruments

Primary data was acquired by use of semi constructed questionnaire survey as Harvey, Finnier & Greedharry (2019) used the same instruments to obtain responses on women work insecurity in aviation. Closed questions were allowed for quantitative data and open ended for quantitative data inputs by the use of comments in the questionnaire. The survey was posted online to cater for pilots who were not be reachable considering airlines pilots work on shifts and away from home and online survey enabled acquire inputs from the targeted sample size for accurate data that is holistic and inclusive for the researcher intended to eliminate the educational gap of fewer women representations in airlines.

3.6 Data collection techniques

Qualitative and quantitative research techniques were used, for in-depth understanding of gender dynamics was desired to determine why women airlines pilots are fewer. Researcher used open ended questions and comments in the structured questionnaire surveys to obtain qualitative data while numerical data was obtained from the unstructured questionnaire surveys questions. Quantitative data was be coded, edited, sorted and entered using Microsoft excel from the collected data obtained from the questionnaires surveys. Kim & Albelo (2020) preferred qualitative approach

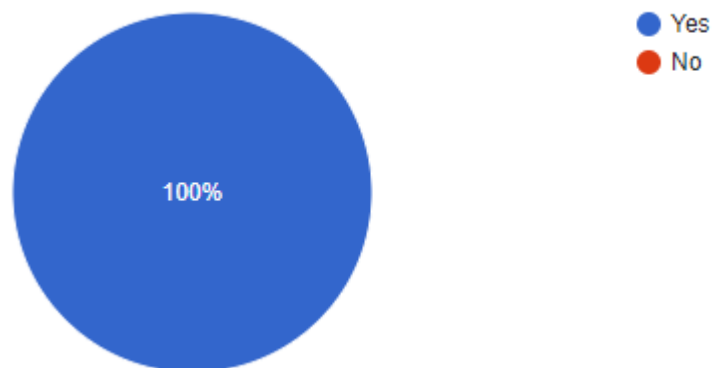
as the ease way of data collection and expressing results to enabled and inform deeper knowledge about underrepresentation of women pilots.

4.0 Data Presentation

4.1 Response rate

Targeting a sample size of 25 pilots (3 male and 22 female), 25 pilots were contacted using a phone; link to the survey was sent to all the respondents by use of both WhatsApp and emails. Out of the 25 pilots contacted, 23 pilots (92%) responded whereas only two pilots (8%) did not take part of the study. The researcher made efforts to contact the two other respondents to fill the questionnaires but was not successful. More than 50% response is proposed to be adequate as Mugenda and Mugenda (2003), 60% is good and above 70% is very good. The researcher continued with the study for a response rate of 92% was equivalent to excellent. All the 23 respondents agreed and accepted informed consent and were above 18 years of age as per the attached figure.

Figure 1. 1 Informed Consent



Source: Research data 2022

4.2 Background information

4.2.1 Gender

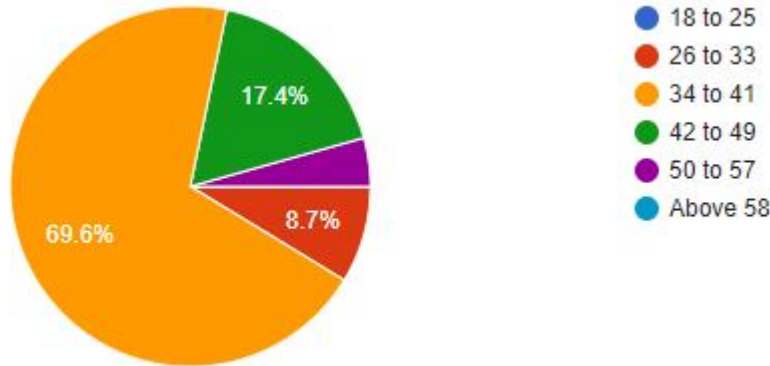
The researcher aimed to determine the gender of the pilots who responded to the study, three (13.0%) male pilots and 20, (87.0%) female pilots took part of the study. The study had targeted three male (PIC, first officer and management) and 22 female pilots; there was a response rate of 100% representation for male pilots and 91% representation of women pilots who were the majority of the respondents as per the researcher intentions.

4.2.2 Age

The researcher examined the age of the pilots who responded; two, 8.7% 26 to 33 years, sixteen, 69.6% 34 to 41 years, four, 17.4% 42 to 49 years and one pilot, 4.35% was between the ages 50 to 57 years and none of the pilots was above 58 years of age. Kenyan pilots retire at the age of 65 years and majority of the respondents were at the age where they were active and energetic to fly

aeroplanes as per the attached diagram. This therefore indicates that, majority of the pilots who responded were between the ages of 34 -41 years.

Figure 1. 2 Age

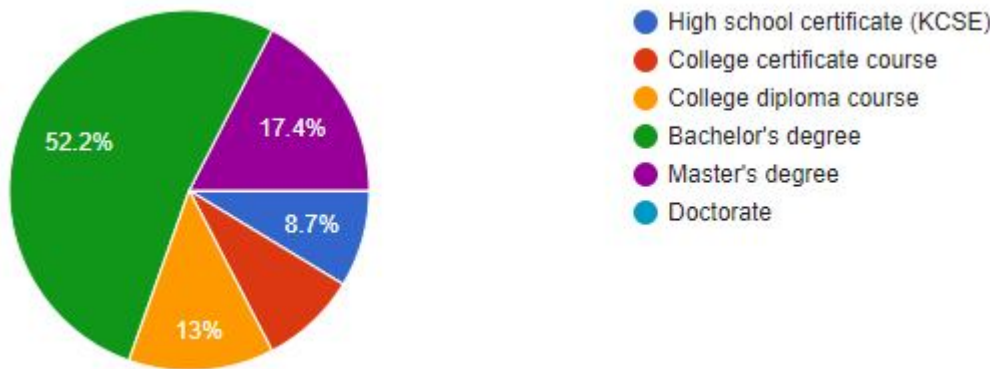


Source: Research data, 2022

4.2.3 Level of education

The researcher studied the level of educational background of the respondents; 2, 8.7% high school certificate, 2, 8.7% college certificate course, 3, 13% college diploma certificate, 12, 52.2% bachelor’s degree and 4, 17.4% had master’s degree whereas none of the pilots had a doctorate as per the attached figure below.

Figure 1. 3 Level of Education



Source: Research data, 2022

4.3 Analysis and discussions

4.3.1 Cultural beliefs effects on employment of women pilots

Respondents were asked to respond to the extent they believed cultural beliefs influences employment of women pilot in Kenyan airlines.

Table 1. 2 Cultural beliefs

Cultural Beliefs	Yes	NO
Is there stereotyping on the flight deck?	17	6
Are women discriminated on the flight deck?	13	10
Is there biasness on women in the flight deck?	16	7
Does prejudice exist on the flight deck?	17	6
Would you say there is cultural sexism on the flight deck?	18	5
Are women pilots sexually harassed on the flight deck?	7	16
Do women pilots face intimidation on the flight deck?	11	12
Are you confident when a woman occupies the flight deck?	21	2
Do you believe men are better pilots?	1	22

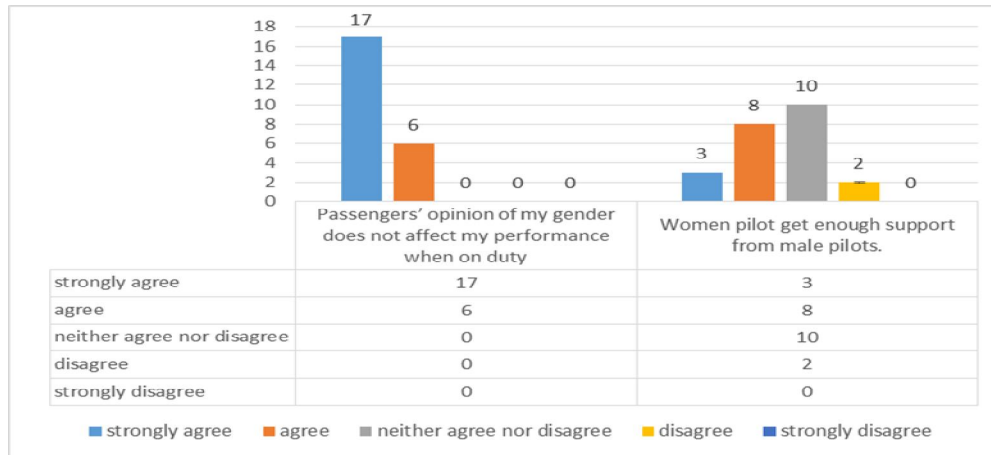
Source: Research data 2022

Results in table 4.1 above indicates the respondents beliefs on cultural beliefs effects on employment of women pilots in Kenyan airlines; 17,73.91%, 13,56.52%, 16,69.57, 17,73.91%), 18,78.26%, 7,30.43, 11,47.83, 21,91.30% and 1,4.35% agreed to stereotyping, discriminated, biasness, prejudice, cultural sexism exists on flight deck. Women pilots are sexually harassed, face intimidation, passengers were confident when cockpit is occupied by a woman and passengers believe men are better pilots respectively and 6,26.09%, 10,43.48%, 7,30.43%, 6,26.09%, 5,21.74%, 16,69.57%, 12,52.17%, 2,8.70% and 22, 95.65 of the respondents respectively responded no. Results from the study indicated 22, 95.65% did not agree men are better pilots than women pilots. Majority of the passengers were confident when the cockpit was occupied by a woman according to the respondents. Cultural belief influences employment of women pilots in Kenya airlines as suggested by Cockburn (2009), Seymour & Hewitt (1997) Ferla & Graham (2019) for women pilots face discrimination, stereotyping, biasness and prejudice in their line of duty. Luedtke & Bowen (1993) suggested women pilots are not treated as professionals and Cockburn (2009) believed men have better flying characteristics.

This indicated that, majority of the pilots who responded believed women are discriminated and face discrimination, biasness, cultural sexism and prejudice in the line of duty. However, majority of the passengers were confident when a woman occupies the flight deck and proposed women are better pilots as men.

The researcher sought to determine pilot's beliefs on whether passenger's opinion of a pilot gender does not affects pilot's performance and whether women pilots were supported by male.

Figure 1. 4 Cultural beliefs



Source: Research data, 2022

Results in figure 4.4 shows that, the respondents beliefs on passenger’s opinion of a pilot gender does not affects pilot’s performance, 17, 73.91% strongly agreed, 6, 26.09% agreed and 0% neither agrees nor disagrees disagree and strongly disagree. All the respondents agreed passenger’s opinion does not affect performance while on duty. Majority of the respondents believed that, passenger’s opinion on pilot gender did not affect performance on the flight deck. McCarthy, Budd & Ison (2015) and Ferla & Graham (2019) had suggested male passengers comments are not positive towards female pilots and are discriminated by male travellers. This indicated that, passenger’s opinion on pilot’s gender did not affect pilot performance.

The researcher determined whether women pilots get support from male pilots; 3, 10.04%, strongly agreed, 8, 34.78% agreed, the majority of respondents, 10, 43.48% neither agreed nor disagreed, 2, 4.35% disagreed and none strongly disagreed. Majority of the respondents neither agreed nor disagreed. Eiff & Stitt (1993) had suggested men occupy most opportunities because they support each other. This is to indicate that, majority of the pilots who responded were not sure if women pilots get the required support from male pilots.

The researcher looked for factors hindering women to become pilots in the societies and communities. Respondents believed woman's place in society was to make a home and belong to the kitchen - cooking, cleaning, raise kids, husband, take care of the family and not command positions of authority or even positions where they can question authority by being assertive and there would be bullying. Women were denied learning because of cultural norms; motherhood - female pilots cannot be good mothers because they will never be home. Woman should not work odd, tough hours like a pilot and are not productive as men; maybe because of maternity leave. Flying is a man's job, women lack of exposure and opportunity, women are not as smart, competent as men, some cultures and religions believe flying is for men. One of the respondents said, “I believe women shy away from aviation for the fear that it will negatively affect their married and/or family life. It is also largely seen as a man’s world and there has not been enough information disbursed to debunk this myth.” This confirms to researches by Cockburn (2009) and Hofstede (1998), where communities discriminate women and does not offer opportunities to girls. This is to imply that, some societies and communities believe men are better pilots than women for they are

smart, confident, and masculine. Most of the respondents believe women belong to taking care of the home and are not as productive as men when they proceed on leave. Some women do not want to become pilots because it makes them be away from family hence this women do not become good mothers. Societies and cultural beliefs contribute to underrepresentation of women pilots.

The researcher attempted to investigate what passengers think of female pilots and determine its influence on employment of women pilots. Pilots who responded expressed suggested that some passengers have genuinely concerned that the pilot is a lady, a good number are in awe and happy that women occupy that space. Some have expressly declined travel based on the female gender of the pilot (a long while ago). Some are excited about a female pilot but some are on edge, having the opinion of women being less able and they may doubt their abilities. Most passengers are in awe and express admiration, happy, very receptive and intrigued; believing women pilot to be competent. A lot ask if women pilots are scared when doing our job. Some passengers get surprised and disbelief when a good flight or landing is accomplished by a woman pilot, if it's a bad flight, blame shifts to a woman, implying a man could have probably handled it better. Confirmation bias, they pay more attention on how the flight goes, if it's well accomplished they suggest women pilots work harder. One of the respondents said, "When I started there seemed to be an uncertainty but today more excitement and curiosity, most are inspired but some remain apprehensive, pleasant and proud."

This is to imply that, passengers have different views on who they believe should be a pilot. Some have a view of any gender can be in the cockpit and others have the opinion the cockpit is for men. This demonstrates that some passengers are in admiration of female pilots, proud of them and even appreciate them while some believe that the woman fly because they have worked harder than men for flight to be accomplished, in case of an emergency or a problem they blame the woman pilot and feel a male pilot could have done better. There have been instances where passengers have refused travel because of a woman pilot.

5.0 Summary

5.1 Response rate and background information

Outcome of the study showed that, there was a response rate of 92%, three (13.0%) male pilots and 20 (87.0%) female. Great number of respondents was between ages 34 – 41 years with a majority having gone through tertiary level of education.

5.2 Cultural beliefs and its effects on employment of women pilots

Great number believed stereotyping, discrimination, biasness, prejudice and intimidations are what female pilots have to endure and go through in the line of duty. Great number agreed women pilots do not get the support they require from the male pilots while on duty. Great numbers suggested women pilots do not get the same opportunity as men pilots, most societies and communities' belief flight deck belongs to men and this is a man's affair, because women are not as smart as men and they lack exposure and women belong home taking care of the homes, husband and raising children. Outcome of passengers believe of female pilots is that, passengers are in admiration of a woman pilot, and get excited and inspired, some become totally surprised while others total doubt women activities on the flight deck and some passengers have had to refuse travel because of the woman pilot handling the flight deck. Some passengers blame women pilot if something goes wrong during the flight and suggest that could be better for a man. Great numbers were okay when flown by a female pilot.

6.0 Conclusions

Cultural beliefs rooted in patriarchy - stereotyping, discrimination, biasness, prejudice and intimidations all influences employment of women pilots. Societies and communities believe women place is to make a home, belong to the kitchen - cooking, cleaning, raise kids, husband, take care of the family and not command positions of authority or even positions where they can question authority by being assertive and there would be bullying. Women pilots can't be good mothers because they are not always available to take care of the family, women cannot work odd jobs like pilots because they are risky and require a lot of learning, flight deck belongs to men, women don't have exposure and are not given the same opportunity as men. Previous researchers had outlined that due to muscularity and poster of men, men are believed to be better pilots, and the study revealed that women pilots are as better pilots as male. Passenger's opinion on pilots gender does not affect pilots' performance while on duty and passengers are okay when either gender is on the flight deck. Communities and societies belief that pilots should be men, it's a man job, however for a person to be a pilot, they must be smart, competent, qualified, trained, and proficient and its costly training fee.

6.1 Recommendations

Break the biasness, create more awareness, and come with initiatives of supporting women pilots sensitizing in communities and societies to change their belief on women becoming pilots for it's a job like any other, women can be better pilots as men. Eliminate socio cultural beliefs, prejudice, biasness, discrimination, stereotypes, and support and African cultures against women. Create awareness on importance of male pilots and male passengers supporting women pilots. Women to be given same opportunity as men; hired on merit, women not to be seen as home makers and taking care of homes. Inform general public women are better pilots as men; to eliminate situations where passenger decline travel because of a woman pilot. Airlines to have a channel to address women related issues. Develop policies that promote gender equality to promote and encourage women become pilots.

6.2 Suggestions for Further reading

Investigate government, airliners and international organizations policies, procedures and practices that hinder discrimination against women in aviation industry and the hiring process and how airlines are handling gender based issues.

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