



**DIRECTORS GENERAL OF CIVIL AVIATION - ICAO EUROPEAN AND NORTH ATLANTIC
REGIONS
2023 MEETING (EUR/NAT-DGCA/2023)**

(Paris, France, 20 June 2023)

Agenda Item 8: Gender Equality

GENDER EQUALITY

(Presented by the Secretariat)

SUMMARY

This working paper outlines the ongoing initiatives to improve gender equality, the promotion of gender mainstreaming and the empowerment of women, in line with Assembly Resolution A41-26, ICAO Gender Equality Programme promoting the participation of women in the global aviation sector and in support of the Sustainable Development Goals (SDGs), specifically SDG5-Achieve gender equality and empower all women and girls.

In addition, it calls for further engagement, coordination and cooperation across the EUR/NAT area for gender equality in aviation.

1. Introduction

1.1 The 39th Session of the ICAO Assembly adopted Resolution A39-30, *ICAO Gender Equality Programme promoting the participation of women in the global aviation sector*. Following the decision of the Council in its 222nd Session in 2021, further revisions to Resolution 39-30 were presented to the 41st Session of the Assembly in 2022. In this connection, the 41st Session of the ICAO Assembly reviewed the proposal for several revisions to the Assembly Resolution A39-30, which received overwhelming support.

1.2 The Assembly further unanimously requested ICAO to continue to demonstrate leadership in support of gender equality in aviation. Assembly Resolution A41-26 aims to encourage stronger commitment from Member States to advance gender equality and women empowerment objectives through a number of additional actions for the Secretariat which include, among others, production of multi-annual and detailed statistics on gender equality outlining progress made at various levels, inclusion of gender equality as a core element of its human resource strategy and policies, and strengthening partnerships for gender equality between ICAO and relevant stakeholders that includes programmes and projects aimed at increasing the pool of women in the aviation sector and encouraging women to further develop their aviation careers.

2. Discussion

Challenges of gender equality in aviation

2.1 Aviation, through providing connectivity between nations, creation of jobs and facilitating trade and tourism, is a key driver of economic and social development. In the decades since aviation has started to connect the world's peoples, cultures, communities and businesses, its relevance and enormous transformational power to improve people's lives has become even more apparent. Today, millions of passengers take to the skies on over 100,000 daily flights within the aviation sector's global network, with numbers set to grow as the world continues to fully recover from the COVID-19 pandemic.

2.2 Cognizant that gender equality is a prerequisite to realizing sustainable development for all, ICAO has been fully committed to supporting the implementation of the 2030 Agenda for Sustainable Development, including its Sustainable Development Goal (SDG) 5, which underpins all other SDGs, and aims to achieve gender equality and empower all women and girls. Nevertheless, the attainment of gender equality and the empowerment of women within the aviation sector continues to face significant challenges, with progress being persistently marginal.

2.3 For the purpose of collecting and analysing statistics on personnel in civil aviation globally, in the past few years, the Secretariat has been working with the Aviation Data and Analysis Panel (ADAP) on a survey to collect data on aviation licensed personnel (pilots, maintenance personnel and air traffic controllers) segmented by gender and age. During the Third Meeting of the Aviation Data and Analysis Panel (ADAP/3), it was agreed to continue the collection through a survey conducted once every two years to monitor the evolution of personnel by gender, and results will be used to support the ICAO Gender Equality Programme. In this connection, in May 2022, ICAO issued State Letter EC 7/27 – 22/25 in relation to a Survey on civil aviation licensed personnel and training capacity, including collection of data on licensed aviation personnel by gender. The results of this global survey on the status of licensed aviation personnel by gender reveal that the participation of women holding positions as pilots, air traffic controllers, and maintenance technicians has increased on an overall basis from 4.5% globally in 2016, to 4.9% in 2021. These figures are a testament of urgency of action to address the dire gender gap in the sector.

2.4 In March 2023, ICAO issued State Letter M 17.4 – 23/24 "Exchange of best practices on gender equality and the promotion of women in the global aviation sector". 17 EUR/NAT States responded to the State Letter, several of whom showcased their initiatives and activities in support of gender equality. Nevertheless, the progress remains slow, calling for stronger commitment, as well as concrete and targeted actions.

2.5 There are a number of elements and challenges that contribute to the persistent gender gap in the aviation industry. These range from cultural stereotypes and biases as part of early childhood development, education of adolescents in and out of schools and as well as Science, Technology, Engineering and Mathematics (STEM) education, to the lack of enabling policies and work environment, to insufficient investment to advance gender equality in aviation and last but not least, lack of comprehensive data to enable informed decision-making and policy development.

ICAO's efforts in advancing gender equality imperatives

2.6 The ICAO Gender Equality Programme was established in 2017 with the primary aim of facilitating and coordinating targeted programmes and projects to enable progress toward the aspirational goal of gender equality by 2030, especially in Professional and higher levels of employment, within ICAO. The Programme also seeks to influence the attainment of greater gender representation within States and the global aviation sector.

2.7 The ICAO Gender Equality Programme has been implemented through an Implementation Plan that covers a broad spectrum of activities. With the expiry of the first Implementation Plan, the Implementation Plan 2.0 was designed in 2022 to enable the Secretariat to better mainstream and implement

gender equality objectives at ICAO while ensuring a more efficient delivery of its accountabilities as part of the United Nations system.

2.8 The ICAO Secretariat has started work around this new Implementation Plan. Some of the ongoing activities spanning across 2023-2025 are addressed below.

Institutional transformation

2.9 As part of the Implementation Plan, the ICAO Secretariat is looking into conducting an organization-wide assessment of gender equality, strengthening of accountability measures to support compliance, review of the opportunities for improving the working environment driven by the People Strategy, introduction of financial gender markers in ICAO, as well as enhanced outreach through transforming the public website of ICAO related to gender equality and women.

Global Aviation Gender Summit

2.10 Building on the outcomes of the inaugural Global Aviation Gender Summit in 2018 in South Africa, and in line with ICAO Assembly Resolution A41-26 on gender equality, ICAO is organizing Global Aviation Gender Summit 2023, hosted by the Government of Spain and, on its behalf, by the Ministry of Transport, Mobility and Urban Agenda. The Summit is organized in partnership with the European Commission (EC), the International Labour Organization (ILO), UN Women, and the International Transport Forum (ITF) at the Organisation for Economic Co-operation and Development (OECD). Its focus will be on the enablers for change, lessons learned, guidance and tools as well as knowledge sharing in general on gender equality to reduce the existing gender gap in aviation. Governments, international and intergovernmental organizations, private stakeholders, academia, influencers of change from around the world will come together in Madrid to catalyze progress, advocate for change, promote bold actions for achieving gender equality and women empowerment in aviation and trigger mobilisation of all stakeholders.

Outreach Campaigns

2.11 To enhance advocacy and awareness, ICAO launched the global “Women in Aviation Multimedia Engagement Contest”. This contest has received over 280 submissions from around the world. An Award Ceremony has been planned in this regard during the Global Aviation Gender Summit.

Actions at the pan-regional level

2.12 While continuous efforts will be needed at the global level, concrete actions from States and industry at national, sub-regional and pan-regional levels are essential. The EUR/NAT Office is determined to work with its partners to put gender equality and women empowerment at the forefront. Outreach activities and advocacy will continue to be part of this effort. Over the last year, the ICAO EUR/NAT Regional Director, as part of his official visits to States, has addressed and discussed the situation, challenges, opportunities and enablers with respect to Gender Equality in aviation with the management and students of various aviation or transport universities, including in France, Georgia, Kyrgyzstan and Uzbekistan.

2.13 As an example from a pan-regional perspective, the North American, Central American and Caribbean (NACC) Office presented information on the ICAO Gender Equality Programme during the Twentieth Meeting of the Caribbean and South American (CAR/SAM) Regional Planning and Implementation Group (GREPECAS/20), and invited States to take it into account, and to develop and implement policies for the inclusion of women in the aviation environment so as to enable a more creative and innovative environment for the benefit of aviation. Further to Conclusion GREPECAS/20/09, the NACC and SAM States, under ICAO’s coordination, decided to create an Ad hoc Group aimed at ensuring a systematized and harmonized work on gender equality. The Ad hoc Group is developing a project proposal including a plan as well as goals and indicators to develop career opportunities for women in civil aviation, identifying the obstacles and biases that hinder such careers, and establishing guidelines to support the empowerment of women in aviation.

2.14 Pan-regional initiatives to support gender equality should lead in a coordinated and cooperative manner, so as to avoid duplication of efforts and to explore synergies whenever possible. This is particularly important in the EUR/NAT area, where, in addition to international organizations, many regional organizations are established and active. In addition, all opportunities should be seized to give visibility to, and promote across the EUR/NAT area new or ongoing existing initiatives by States and organizations, in particular with respect to fellowship/sponsorship programmes for aviation training specifically directed to young women. In addition, the development of contacts with associations active in promoting gender equality in aviation should be contemplated. Based on the foregoing, the following is proposed:

Draft EUR/NAT-DGCA Conclusion 2023/1 – EUR/NAT support of advancing gender equality in aviation

That the EUR/NAT Regional Director invite States to:

- a) support the ICAO EUR/NAT Office's efforts to:
 - i) foster the exchange of information, experience and best practices across the EUR/NAT area on initiatives related to gender equality in aviation; and
 - ii) promote new or ongoing initiatives by States and organizations across the EUR/NAT area, in particular with respect to fellowship/sponsorship programmes for aviation training specifically directed to young women; and
- b) strongly promote gender equality in aviation and clearly articulate and implement a vision and actions for gender equality in their aviation institutions and industry at the national level; and
- c) consider providing in-kind and voluntary contributions to the ICAO Gender Equality Programme as well as initiatives and activities in support of improving gender equality in aviation, such as scholarships and financial assistance to enable young women and girls to pursue careers in aviation.

3. Action by the Meeting

3.1 The meeting is invited to:

- a) note the information provided;
- b) amend as necessary and endorse the proposed Conclusion; and
- c) provide direction as deemed necessary.

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