



WORKING PAPER

FOURTEENTH AIR NAVIGATION CONFERENCE

Montréal, Canada, 26 August to 6 September 2024

**Agenda Item 1: Update on the ICAO 2023-2025 Business Plan and Long-term Strategic Planning
1.1: Reprioritization of the ICAO 2023-2025 Business Plan**

SOCIOECONOMIC DIVERSITY AND INCLUSION IN THE AVIATION SECTOR

(Presented by Brazil)

EXECUTIVE SUMMARY

This article proposes to promote sustainable growth in civil aviation through fostering diversity, equity, and inclusion for both passengers and professionals in the sector. The Conference is invited to support the integration of diversity and inclusion topics in ICAO's sustainability agenda beyond gender issues, particularly focusing on socioeconomic inclusion. In this context, it further proposes the promotion of public policies and incentives for funding the training of low-income individuals without compromising the high levels of safety in this new approach.

1. INTRODUCTION

1.1 From a corporate and governmental perspective, there are various theories, supported by evidence, that encourage the adoption of corporate practices aligned with the environment, social, and governance (ESG) agenda and/or Corporate Social Responsibility. This stems from the observation that the adoption of good corporate social responsibility practices, besides the central goal of benefiting society, has been widely associated with benefits for governments and private sector companies, aligning with Organisation for Economic Co-operation and Development (OECD)¹ guidelines and promoting the development of industries and diverse technologies, including the civil aviation sector. In general terms, corporate social responsibility invites everyone, including enterprises, to consider the impacts of their operations on supply chains and commercial relationships with people, the planet, and society, including the need to address the prevention and treatment of any potential negative social impacts.

1.2 In this sense, it is possible to promote social responsibility by incorporating compatible policies to strengthen the adoption of guidelines that protect human rights and business activities, including actions such as: educating and training employees on the subject; coherence of policies on business and human rights; enhancing mechanisms of transparency and social participation; adopting standards, policies, and incentives to promote respect for human rights by companies; combating labor discrimination and fostering social dialogue.

¹ [2001, Corporate Responsibility PRIVATE INITIATIVES AND PUBLIC GOALS, OECD](#)

2. DISCUSSION

2.1 Regarding the social demands affecting the civil aviation sector, a highlighted concern is the risk already identified by international entities of a low supply of workforce, which could lead to increased costs and reduced mobility by air transport, resulting in significant regional and international impacts. Thus, actions aimed at reducing discrimination and increasing the supply of qualified and competent professionals, such as those promoted by the Next Generation of Aviation Professionals (NGAP) programme, are widely recognized.

2.2 On the other hand, while ICAO has been promoting actions and practical measures to increase female participation in the sector, there is a recognized need for greater understanding to promote socioeconomic diversity and inclusion of low-income individuals in both the civil aviation workforce, where they face barriers related to the high cost of professional training necessary to enter the sector, and in the use of services provided by aviation sector companies.

2.3 Inclusion of low-income individuals as professionals in civil aviation is crucial not only to promote diversity within the sector but also to enrich the workforce with different perspectives and experiences without compromising aviation safety. By creating opportunities for individuals from diverse socioeconomic backgrounds, civil aviation expands career possibilities for a broader segment of the population and enhances the sector's ability to meet the growing and varied demands of global aviation. Moreover, it contributes to the economic and social development of these individuals and their communities, generating long-term positive impacts.

3. CONCLUSION

3.1 In order to promote sustainable growth in the aviation sector and maximize positive social impact for passengers and professionals through encouraging diversity and inclusion, fostering aeronautical training and education, and promoting women's participation in civil aviation, while considering the high cost of sector training, the Conference is invited to:

- a) recognize the importance of including diversity and inclusion topics, beyond gender issues, in the ICAO sustainability agenda, particularly socioeconomic inclusion alongside Next Generation of Aviation Professionals (NGAP) programme initiatives; and
- b) foster the adoption of public policies and incentives for funding the training and qualification of low-income individuals in civil aviation professions, especially in developing countries, without disregarding the maintenance of the high safety standards already achieved in aviation.