



ICAO

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North American, Central American and Caribbean Office

INFORMATION PAPER

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**Twelfth North American, Central American and Caribbean Directors of Civil Aviation Meeting
(NACC/DCA/12)**

Placencia, Belize, 9-11 July 2024*

Agenda Item 6: Gender Equality in Aviation Panel

PANEL CONFORMATION AND METHODOLOGY

(Presented by the Secretariat)

EXECUTIVE SUMMARY

This Information Paper details the conformation and methodology to be used in the Gender Equality in Aviation Panel on the challenges to greater participation by women in the aviation field. Rather than just focusing on the hiring stage, the panel will explore how to encourage a greater interest in aviation by women, ensuring women are competitive and do not face barriers in the hiring process, and address structural obstacles to career advancement for women in the aviation sector. The panel will conclude with recommendations to the Meeting on how to alleviate these challenges.

Strategic Objectives:

- Safety
- Air Navigation Capacity and Efficiency
- Security & Facilitation
- Economic Development of Air Transport
- Environmental Protection

1. Introduction

1.1 Gender equality is a human right, enshrined in the UN Charter. Additionally, gender equality is also an urgent imperative and unique opportunity for the aviation sector. Globally, women in technical and leadership positions in the sector are vastly under-represented. This is a matter of concern, not only from a fairness and justice perspective. As women and girls represent half of the world's population, therefore they also are half of its potential.

1.2 The number of women holding positions as pilots, air traffic controllers, and maintenance technicians was 4.9% in 2021 up from 4.5% in 2016. The aviation sector globally has a long journey ahead when it comes to closing the gender gap. How can the sector better attract, recruit, and retain women? What are the bottlenecks to be resolved - some of which go as far back as childhood?

2 Global Aviation Gender Summits

2.1 The Global Aviation Gender Summits in 2018 and 2023, organized in South Africa and Spain respectively looked into some of these barriers, including for example, insufficient girl and young women’s participation in Science, Technology, Engineering and Mathematics (STEM) education; unconscious biases and harmful stereotypes in the workplace; lack of female role models; lack of mentorship programmes, lack of adequate recruitment and retention strategies; insufficient promotion about decent work provisions; insufficient growth opportunities for women in workforce; and most importantly – does data exist to back this up?

2.2 While the 1st Global Aviation Gender Summit focused on challenges, the 2nd edition of the Summit specifically zoomed in on lessons learned, experiences and best practices to address the bottlenecks. The Call to Action of the 2nd Global Aviation Gender Summit captures critical actions for change to be taken by all actors and stakeholders across the aviation sector and other relevant areas of work. These are organized under the 4 thematic streams of work: Data collection and analysis; Gender policies and gender mainstreaming; Decent work, career development and working conditions and Leadership and role models.

3 Panel Conformation and Methodology

3.1 The Gender Equality panel will discuss the topics related to Gender Equality in aviation. From the global to the regional perspective to experiences and best practices as well as the Gender Equality Data Collection and challenges and lessons learned. In addition, the following topics will be discussed more in depth.

- global and regional perspective on gender equality.
 - o NAM/CAR Regions compared to the global situation;
 - o importance of the Assembly Resolutions on Gender Equality to support investments;
 - o how to encourage a greater interest in aviation by women.
- national Gender policies.
 - o situation of women in aviation sector;
 - o impact on the role of women in aviation; and
 - o Innovation for aviation.
- female and diverse workforce in the aviation sector.
 - o actions to increase diversity in the workforce so as to attract, recruit and retain more women in aviation.
- stereotyping.
- importance of role-models, mentoring and coaching.

3.2 The Secretariat will announce the composition of Panel, who will have a Moderator and several panellists. The Panel will invite questions and interventions from the Meeting as time permits.

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3.3 At the end of the discussions, the moderator will brief on the Panel outcomes and main recommendations for the Meeting consideration.

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