



| ICAO

# INTERNATIONAL CIVIL AVIATION ORGANIZATION

A UN SPECIALIZED AGENCY





# Gender Equality in Aviation

# Presentation Overview

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Introduction Gender Equality

ICAO Survey

Gender Gap Challenges

Efforts to advance Gender Equality in Aviation

Rising demand for air travel post pandemic

ICAO NACC Regional Office 2023 Efforts:

01

## Introduction Gender Equality

# GENDER EQUALITY:

- A fundamental human right;
- Critical to all areas of a health society;
- Women and Girls represent 50% of the world's population → 50% of the world's potential.
- Empowerment of women and girls is essential!



01

## Introduction Gender Equality (2)

### GENDER EQUALITY:

- Still far from being achieved globally;
- Progress Gender Equality is stagnating;
- Current pace → will take 131 years to close the world gender gap
- Latin America & Caribbean → 1.7 % increase overall gender parity → closed 74.3% of its gender gap;
- At this rate → parity will be reached in 2076.



## 02 ICAO Survey

### ICAO SURVEY:

- Survey to collect data from States;
- Survey results → a slight increase from 4.5% globally (2016) to 4.9 % (2021);
- The highest increase → In Latin America/Caribbean and Asia Pasific Region.

Global progress in gender equality in licenced aviation personnel is very slow.



03

## Gender Gap Challenges

### CHALLENGES:

- Cultural stereotypes and biases;
- Lack of enabling policies and work environment;
- Insufficient investment to advance Gender Equality in aviation.

Lack of comprehensive data.



## 04

## Efforts to advance Gender Equality in Aviation

### Efforts to advance Gender Equality:

- *Assembly Resolution A41-26: ICAO Gender Equality Programme promoting the participation of women in the global aviation sector.*
- *Mainstreaming of gender equality in ICAO's programmes;*
  - *ICAO Gender Programme Implementation;*
  - *People's strategy – People first;*
  - *Gender Equality in the workplace;*
  - *Transforming the organization's culture to advance Gender Equality;*
  - *Next Generation Aviation Professionals (NGAP) programme.*





04

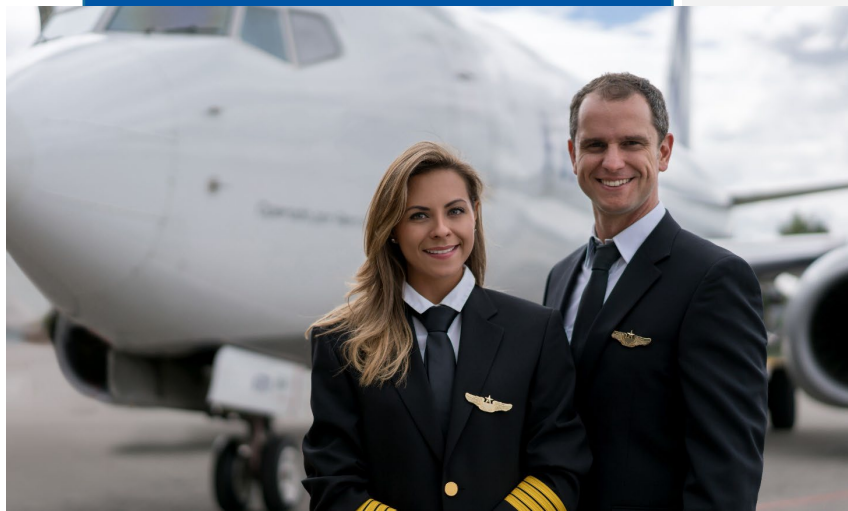
## Efforts to advance Gender Equality in Aviation (2)

### Efforts to advance Gender Equality:

- *Advocacy to achieve full and equal participation of women in aviation.*
- *Compilation of States' Best Practices;*
- *Nomination of Focal Points at State Level;*
- *A Women in Aviation Multimedia Engagement Contest;*

*Global Ambassadors' Programme;*

*Call to action → data collection & analysis.*



05

Rising  
demand for  
air travel post  
pandemic

## Rising demand for:

- Qualified men & women to manage the air transport system;
- To promote aviation as a career of choice with the upcoming new generation;
- To attract and retain skilled male & female Aviation Professionals across all levels.



06  
ICAO NACC  
Regional  
Office 2023  
Efforts:

## ICAO NACC RO 2023 Efforts:

- Supported the ICAO Gender Equality Programme;
- Initiated a campaign to socialize the programme and promote a joint work agenda.
- ICAO NACC Participated in regional events;
- MCAAP allocated \$20,000.00 to support initiatives of the NAM/CAR region to support gender equity.
- Promoted Gender Equality working groups which included several Aviation partners.

07  
Emma  
Catalina  
Encinas  
Aguayo





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Thank You!