

GLOBAL AVIATION GENDER SUMMIT
CAPE TOWN, SOUTH AFRICA, 8 TO 10 AUGUST 2018
COMMUNIQUÉ

A joint initiative by South African Civil Aviation Authority (SACAA) and the International Civil Aviation Organization (ICAO), the inaugural Global Aviation Gender Summit was hosted by SACAA, supported by the Government of the Republic of South Africa, through the Department of Transport, from 8 to 10 August 2018 in Cape Town, South Africa. The Summit was co-organized by SACAA and ICAO, in collaboration with the United Nations Educational, Scientific and Cultural Organization (UNESCO) and UN Women.

The Summit was attended by over 500 participants representing ICAO Member States, airports, air navigation service providers, airlines, international organizations, educational institutions, aviation-related professional associations, and industry stakeholders. In addition, over 2000 global viewers on YouTube live stream have followed our discussions throughout the Summit.

Bearing in mind the global agenda for sustainable development launched by the United Nations in 2015, including Sustainable Development Goal (SDG) No. 5 on *Gender Equality and Empowerment of Women*; as well as the following inter-related ICAO Assembly Resolutions adopted in 2016: Resolution A39-30, *ICAO Gender Equality Programme promoting the participation of women in the global aviation sector*; Resolution A39-29, *Next Generation of Aviation Professionals*; and Resolution A39-25, *Aviation's contribution towards the United Nations 2030 Agenda for Sustainable Development*;

The Global Aviation Gender Summit participants came together to advocate for gender equality in the global aviation sector and to better understand the gender divide in a highly specialized field of work by:

urging States and the aviation industry to demonstrate strong, determined leadership and commitment to gender equality in aviation and to work together with a view to making further progress;

mobilizing the global aviation community to discuss existing barriers for gender equality in aviation and to share best practices, programmes and initiatives aimed at overcoming these barriers; and

identifying concrete actions which can be taken to accelerate gender equality in aviation and promoting partnerships amongst interested stakeholders to implement these actions;

Mindful of these points, the Global Aviation Gender Summit participants:

- 1) *Highlighted* the urgency for global collection, analysis and sharing of gender disaggregated data to inform policy makers and to drive action on gender-related policies and programmes in aviation;

- 2) *Examined* how culture, stereotypes and biases impact decisions related to gender and aviation at home, in schools and in the workplace, and *underscored* the need to take measures to eliminate or mitigate against these;
- 3) *Encouraged* States and the aviation industry to enhance the promotion of Science, Technology, Engineering, and Mathematics (STEM) education for girls, as a means of increasing girls' access to STEM education;
- 4) *Identified* the need to optimize the use of internships, fellowships, bursaries and other similar programmes to further opportunities for skills development for women in aviation at the national and international level through collaboration amongst ICAO, States, International Organizations and aviation industry partners;
- 5) *Recognized* the need for the development of gender-responsive government legislation, such as pay equity, parental leave, violence against women, etc.;
- 6) *Promoted* the development of organizational and workplace policies aimed to create enabling work environments for women in aviation, such as flexible working arrangements;
- 7) *Advocated* for leadership and mentoring programmes and initiatives to support women in their career development and access to senior level positions;
- 8) *Emphasized the urgent need* to accelerate gender equality in aviation through partnerships with stakeholders sharing a common vision and goals on gender;
- 9) *Recognized* that diversity and increased female involvement in research and technology will enhance the innovation capacity of organizations;
- 10) *Welcomed* the opportunity for ICAO to collaborate with UNESCO in Education and STEM to foster the development of a future talent pool of women in aviation;
- 11) *Welcomed* the opportunity for ICAO to collaborate with UN Women to promote the HeForShe campaign and to explore the feasibility of introducing the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP), to include national targets at the country level in select States, as a pilot project;

- 12) *Reaffirmed* the need for ongoing dialogue, monitor progress, share best practices in order to continue to build on progress to date and to further accelerate gender equality and the empowerment of women in the aviation sector; and
- 13) *Concluded* that the endorsement of the road map by the ICAO Assembly would advance the implementation of Assembly Resolution A39/30 and globally accelerate gender equality and the empowerment of women in the aviation sector.

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