



ICAO

International Civil Aviation Organization
North American, Central American and Caribbean Office

INFORMATION PAPER

NACC/DCA/09 — IP/12
19/06/19

**Ninth Meeting of the North American, Central American and Caribbean Directors of Civil Aviation
(NACC/DCA/09)**

Port-of-Spain, Trinidad and Tobago, 25 to 27 June 2019

Agenda Item 10: Other Business

INITIATIVES IMPLEMENTED IN THE DOMINICAN REPUBLIC RELATED TO GENDER EQUALITY IN AVIATION

(Presented by Dominican Republic)

EXECUTIVE SUMMARY

The Dominican Republic has provided a proactive support to the Global initiatives towards the Gender Equality, achieving leadership at the national level applying best practices that allow the inclusion and empowerment of women in aviation.

The International Civil Aviation Organization (ICAO) has stated that Gender Equality in aviation must be pursued and accelerated by all actors in the global aviation community, including users, industry partners in the private sector and ICAO itself, through the ICAO Gender Equality Program and the Next Generation of Aviation Professionals Program.

In this sense, the Dominican Institute of Civil Aviation has created a Gender Equality Committee establishing Policies and Commitments, making alliances with UN Women, with the United Nations Development Program (UNDP Dominican Republic), with the Ministry of the Women, the Ministry of Higher Education and with Universities and Educational Institutions to work on the inclusion of the gender perspective in academic programs and with actions aimed at the entire aviation community to achieve equal opportunities for women and men, and to encourage that more women enter to the sector to close the existing gender gap.

<i>Strategic Objectives:</i>	<ul style="list-style-type: none">• Safety• Air Navigation Capacity and Efficiency• Economic Development of Air Transport
<i>References:</i>	<ul style="list-style-type: none">• ICAO Assembly Resolution A39-25, 2016.• ICAO Assembly Resolution A39-30, 2016.• ICAO Assembly Resolution A39-29, 2016.• ICAO Global Aviation Gender Summit, 2018.

1. Introduction

1.1 Aviation contributes positively to the Sustainable Development Goals outlined in the UN 2030 Agenda, so it is essential that in order to apply them effectively, it requires the support of States and the private sector to achieve a correct approach of diversity, inclusion and participation of women in the aeronautical sector.

1.2 The International Civil Aviation Organization (ICAO) has included two important programs, such as the Gender Equality Program and the Next Generation of Aviation Professionals Program, through which it has made a commitment towards of common objectives, so States must joint efforts for compliance in a timely manner. In 2018, ICAO organized the First Global Aviation Gender Summit, which set an important milestone worldwide that will allow an increase in initiatives to reduce the gender gap in aviation.

1.3 The NACC Office, on the occasion of the 60th anniversary of its foundation, expressed the need for the States of the Region to create employment opportunities in the technical field of aviation for young women. Therefore, in this regard, the States and the Civil Aviation Authorities of the Region must work together to ensure balance in professional opportunities and gender equality in aviation, mainly motivating women to enter this sector and support the initiative No Country Left Behind (NCLB).

1.4 The Dominican Republic, aware of its commitment with civil aviation, presents its initiatives to all the States of the Region, reaffirming its interest in fulfilling global objectives and making its best practices available to the aeronautical community of the region, working together towards gender equality and women empowerment in aviation.

2. Discussion

2.1 The Dominican Republic has incorporated key elements to advance and deepen in the area of gender equality and women's human rights by stating that the State should promote equality of fundamental rights between women and men, so that in the National Development Strategy 2030, this theme appears as one of its transversal axes.

2.2 The Dominican Institute of Civil Aviation (IDAC) is among the first 4 institutions of the Dominican State that is applying for the Certification of the Gender Equality Seal, which is a program of the Ministry of Women, the Ministry of Labor, National Competitiveness Council and the United Nations Development Program (UNDP), for the implementation of the Quality Management Model for Gender Equality in organizations and companies.

2.3 The IDAC has created a Gender Equality Committee which has defined objectives and policies that allow an adequate approach in Gender Equality throughout the institution. In this sense, it has also carried out initiatives for the preparation of registers and reports of data related to gender in order to take action to close the existing gender gap, orienting it towards equal opportunities.

2.4 The IDAC has made Strategic Alliances and Approaches with national and international organizations to joint efforts toward the implementation of policies and strategies that allow more opportunities to joint efforts for the implementation of policies and strategies to allow more opportunities for women and to achieve gender equality.

2.5 The IDAC, through its Academia Superior de Ciencias Aeronáuticas (ASCA), has developed initiatives to promote the aeronautical professions with a focus on gender equality, in the schools of the different communities and in private schools, motivating more women to study careers related to aviation and STEM (Science, Technology, Engineering and Math). Also collaborating very actively with ICAO NGAP Program.

2.6 The IDAC together with ASCA have sponsored different meetings, recognitions and activities of integration that highlight the role of women in aviation, such as the Panel held in the Seminar of Operational Safety in 2017, with the name "Operational Safety has no Gender", in the same way has provided different programs with gender approach that contribute to gender balance in aviation.

2.7 The IDAC, through the ASCA, is working directly with the Ministry of Higher Education, Science and Technology, with the Ministry of Women and Universities to work on the mainstreaming of the gender perspective in the curriculum.

3. Conclusion.

3.1 The valuable role that women have played in the development of aviation has been present since its origins. In the recent decades, the number of women in the different professions related to aviation has increased; However, the number of women in the industry is very small. This is a challenge that we must face, including initiatives that promote women's participation in aviation and guarantee equal opportunities for women and men who are part of aviation.

3.2 The Dominican Republic, with the objective of promoting gender inclusion and equality in aviation, has implemented valuable initiatives that promote women's participation in aviation to reduce the existing gap, that's why has worked directly motivating its personnel including policies and strategies based on Gender Equality, achieving an organizational culture with openness to diversity, and equal opportunities for men and women. In the same way, it has expanded its contributions to the entire aeronautical community and society to work with a common approach.

3.3 We recommend the Civil Aviation Authorities of the Region to develop and apply the policies that allow equal opportunities between women and men in professional, labour and training fields and we invite them to join efforts with public and private institutions to promote equal opportunities in the sector.