



**GREPECAS Programmes and Projects Committee (PPRC) Fifth Virtual Meeting
 (ePPRC/05)
 Online, 20 – 21 April 2023**

Agenda Item 4: Other Business

GENDER EQUALITY ACTIVITIES IN THE CAR REGION

(Presented by the Secretariat)

EXECUTIVE SUMMARY	
This working paper provides information on the actions carried out in the CAR Region as requested at the GREPECAS/20 Meeting to support gender equality in aviation activities.	
Action:	Suggested actions are listed in numeral 3.
<i>Strategic Objectives:</i>	<ul style="list-style-type: none"> • Air Navigation Capacity and Efficiency • Economic Development of Air Transport
<i>References:</i>	<ul style="list-style-type: none"> • Twentieth Meeting of the CAR/SAM Regional Planning and Implementation Group (GREPECAS/20), Salvador, Brazil, 16 to 18 November 2022: https://www.icao.int/NACC/Pages/meetings-2022-grepecas20.aspx

1. Introduction

1.1 During the Twentieth Meeting of the CAR/SAM Regional Planning and Implementation Group (GREPECAS/20), held in Salvador, Brazil, in November 2022, Conclusion GREPECAS/20/09 was agreed “Supporting Gender Equality – Promoting the Participation of Women in the Global Aviation Sector”.

1.2 Through State Letter Ref.: *E.OSG-NACC96608* dated 16 March 2023, the NACC Office requested support from the NAM/CAR States for the establishment of this Ad-hoc Group with the objective of working in a regional proposal to address this subject.

2. Introduction

2.1 Through the coordination carried out with the NAM/CAR States, the support and designation of Point of Contact was requested to share information on:

- a) Programmes or guidelines that their Administrations have established to promote gender equality in the Organization.
- b) Statistics indicating the number of women working in each area of their Organization (number of Air Traffic Controllers, technical staff, administrative staff, Directors, etc.). The statistics had to indicate the percentages of men and women working in each area.
- c) Lessons learned regarding programmes/policies implemented by their Organization on this important agenda topic for ICAO and the United Nations.

2.2 With the information provided by the States, the ICAO NACC Regional Office is creating a database to establish regional statistics and best practices that will contribute to developing a regional project with the objective of benefiting regional aviation and promoting inclusion of excellent professionals regardless of gender.

2.3 Our region is focused on States incorporating the best professionals into their lines of work, regardless of their gender, and along the way, that preconceived ideas regarding the incorporation of women in this field are put aside.

2.4 To date, data has been received from 5 States/Territories and 2 CAR Organizations, as well as the designation of their specific personnel to work in this field.

2.5 Once the regional statistics have been obtained, the NACC Office will develop a draft on the Guide for the empowerment of women in aviation, which is expected to be presented at GREPECAS/21.

2.6 For the development of this Project ICAO will have the support of specialists from the CAR Region, as well as from UN Women in Mexico.

3. Suggested Actions

3.1 Aviation is an area that directly and indirectly benefits States. In this sense, this Office is highly committed to this initiative due to the social and economic benefits that the incorporation of women in aviation entails. In this sense, it invites the States to:

- a) endorse the regional project for the development of the Guide to support the empowerment of women in aviation;
- b) considering the regional benefits, incorporate the SAM States in this initiative; and
- c) any other action that applies.