



WORKING PAPER

ASSEMBLY — 40TH SESSION

ADMINISTRATIVE COMMISSION

Agenda Item 51: Status of ICAO Workforce and Human Resources Management

PROPOSAL FOR THE INCLUSION OF THE GENDER PERSPECTIVE IN STRATEGIC PLANNING

(Presented by the Dominican Republic)

EXECUTIVE SUMMARY

The International Civil Aviation Organization (ICAO) has indicated that gender equality in aviation must be accelerated actively by all stakeholders in the world aviation community, as a contribution to the implementation of the United Nations 2030 Agenda for Sustainable Development through Assembly Resolution A39-30 *ICAO Gender Equality Programme promoting the participation of women in the global aviation sector that urges* “States, regional and international aviation organizations and the international aviation industry to demonstrate strong, determined leadership and commitment to advance women’s rights and to take the necessary measures to strengthen gender equality by supporting policies, as well as the establishment and improvement of programmes and projects, to further women’s careers within ICAO’s governing and technical bodies, the ICAO Secretariat and the global aviation sector”.

This paper gives an account of action taken by the Dominican Republic, that has proactively supported global gender equality initiatives achieving leadership as a model State institution with good practices that support women’s inclusion and empowerment in aviation, being the first CAA to obtain the Gender Equality Seal, granted by the United Nations Program for Development (UNDP), another milestone in public administration.

Action: The Assembly is invited to:

- a) urge States to act and include the gender perspective in their strategic planning by promoting equal opportunities for men and women and by encouraging more women to enter the sector in order to close the existing gender gap;
- b) urge States to adopt measures at the highest level to work in a coordinated manner on gender equality issues;
- c) promote, through the civil aviation instruction centres, the inclusion of research and educational projects, by taking gender mainstreaming into consideration and by proactively promoting aviation and STEM education and careers in order to attract more women into the sector; and
- d) urge States to join forces with public and private institutions and organizations to increase equal opportunities for women and men, and to support the establishment of bodies that encourage women’s participation in aviation.

¹Spanish version provided by the Dominican Republic.

<i>Strategic Objectives:</i>	This working paper relates to Strategic Objectives – Gender Equality
<i>Financial implications:</i>	Resources are required to prepare the necessary guidelines and training packages to assist States in adopting SDG 5 on gender equality in Civil Aviation.
<i>References:</i>	Sustainable Development Goal #5 Achieve gender equality and empower for all women and girls. Assembly Resolution A39-30, A39-WP/73, <i>Status of the ICAO Workforce</i> . Communiqué from the Global Aviation Gender Summit, August 2018, South Africa.

1. INTRODUCTION

1.1 Aviation contributes positively to the Sustainable Development Goals highlighted in the United Nations 2030 Agenda, which makes it crucial, if they are to be effectively achieved, to win State and private sector support in order to take the correct approach geared to diversity, inclusion and women's participation in the aviation sector.

1.2 In 2017, pursuant to Assembly Resolution A39-30, the Secretary General established the ICAO Gender Equality Programme, with four primary goals for effective implementation: (i) build capacity and enhance awareness for gender equality; (ii) enhance gender representation; (iii) increase accountability; and (iv) further engagement with external partners.

1.3 The Dominican Republic has incorporated key elements in order to advance and increase gender equality and women's human rights, by declaring that the State must promote equality of basic rights between men and women, which is therefore one of the cross-cutting themes of the National Development Strategy 2030.

1.4 The Dominican Civil Aviation Institute (IDAC) is one of the first four Dominican State institutions to have decided to act and has accordingly adjusted internal policies to permit gender equality; it has, moreover, drawn up an action plan in order to ensure implementation.

1.5 Accordingly, in view of the need to make significant changes that would contribute to improved management and, consequently, to the civil aviation system, a pilot programme was initiated in the public sector jointly with four State institutions. The programme is designed to promote gender equality in firms and organizations, and to establish a quality management model for gender equality in the Dominican Republic.

2. DISCUSSION

2.1 IDAC began to take action in 2018 in order to close gaps and create equal opportunities for men and women covered by the mission of the institution, in line with the goals of the gender programme.

2.2 To enhance gender representation, it has established a Gender Equality Committee, whose functions are comprised of; the promotion of inclusion as an integral part of personal, professional and institutional development, awareness-raising, and the promotion and strengthening of gender mainstreaming throughout the institution.

2.3 To increase accountability, it has instituted a gender equality policy that comprises commitments such as:

- a) promotion of a working environment conducive to gender equity;
- b) promotion of gender equality in the aviation sector;
- c) staff training and capacity building in gender equality;
- d) guarantee equal opportunities for men and women, and of non-discrimination on the ground of gender in decision making.

2.4 To build capacity and enhance awareness for gender equality, IDAC has spearheaded initiatives, through its Higher Academy of Aeronautical Sciences (ASCA), by taking a gender equality approach in promoting aviation professions in schools in the various communities and in colleges, thus encouraging more women to study for careers in aviation and in science, technology, engineering and mathematics (STEM). It similarly cooperates actively in ICAO's Next Generation of Aviation Professionals programme.

2.5 IDAC, together with ASCA, has conducted meetings, recognitions and integrative activities that highlight the role of women in aviation, such as the Panel at the 2017 Safety Seminar entitled *Operational Safety has no Gender* and has delivered various gender programmes that will contribute to the gender balance in aviation.

2.6 IDAC, through ASCA, is working directly with the Ministry of Higher Education, Science and Technology, the Ministry of Women and universities in order to mainstream the gender approach in the curriculum. It has similarly developed a civil aviation education curriculum in the Dominican Republic to promote civil aviation among secondary school pupils. To date, IDAC has taught this curriculum to 311 pupils, 51 per cent of whom were female.

2.7 **For further engagement with external partners**, IDAC has made strategic alliances with and has approached national and international institutions to join forces in implementing policies and strategies conducive to greater opportunities for women and the achievement of gender equality.

3. CONCLUSION

3.1 The civil aviation authorities in the region must formulate and implement institutional policies conducive to equal professional, labour and training opportunities for men and women. The civil aviation authorities are encouraged to roll out gender equality initiatives and concurrently share good practices so that the gender gap can thus be narrowed cooperatively.

3.2 It is recommended that the civil aviation authorities in the region join in the initiatives taken under ICAO's Gender Equality programmes in order to meet the needs of the up and coming aviation staff by taking an approach that guarantees gender balance in the various aviation professions.