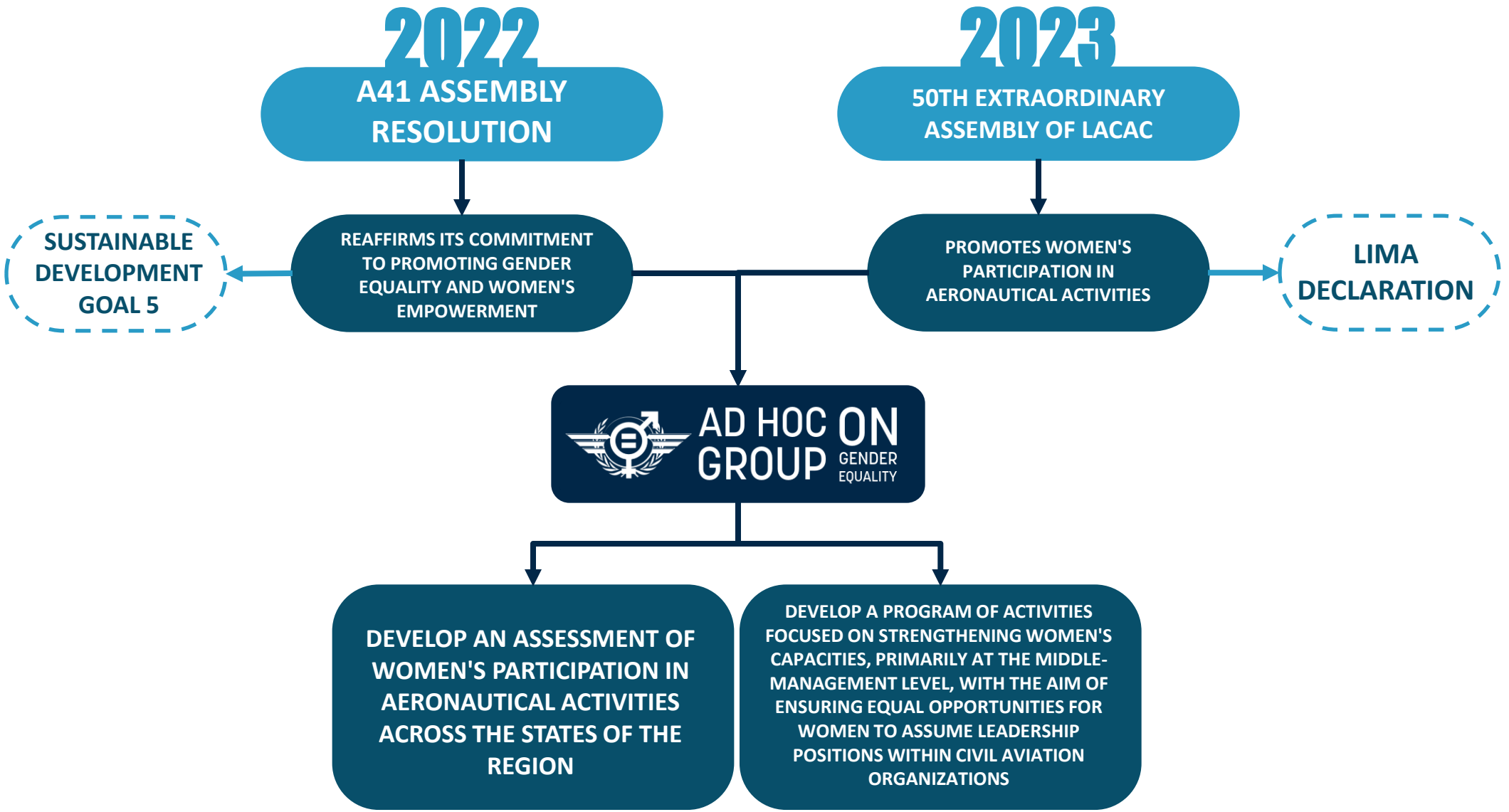
GENDER EQUALITY MACRO-TASK

WORKSHOP ON HUMAN RESOURCE MANAGEMENT IN CIVIL AVIATION AUTHORITIES



THE PATH TOWARD GENDER EQUALITY



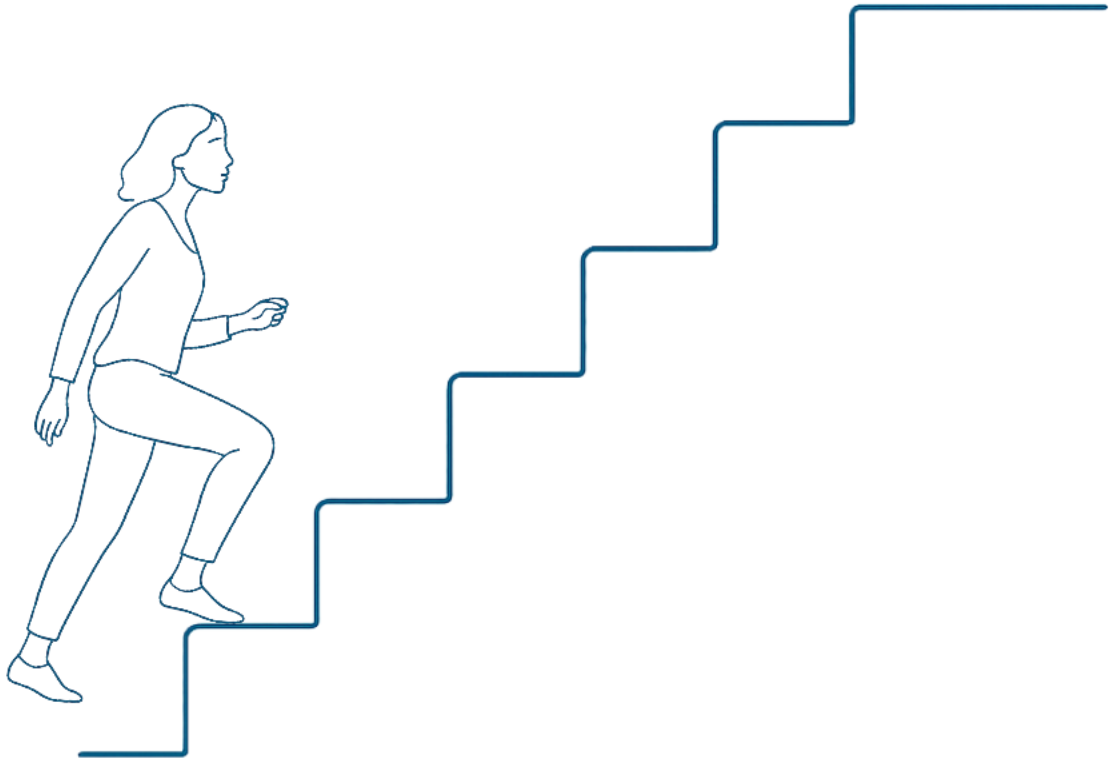
THE PATH TOWARD GENDER EQUALITY





2024-2025 AD HOC GROUP ON GENDER EQUALITY

1 REGIONAL STATUS ASSESSMENT



THE PATH TOWARD GENDER EQUALITY



GENDER EQUALITY AD HOC GROUP

REGIONAL ASSESSMENT INITIATIVE

SURVEY



73% PARTICIPATION (16/22 STATES)

THE FOLLOWING COUNTRIES DID NOT PARTICIPATE: ARUBA, BELIZE, HONDURAS, JAMAICA, NICARAGUA, AND PANAMA

DOMINICAN REPUBLIC DATA DATA FROM THE DOMINICAN REPUBLIC REFLECT THE COMBINED RESPONSES OF BOTH AVIATION AUTHORITIES

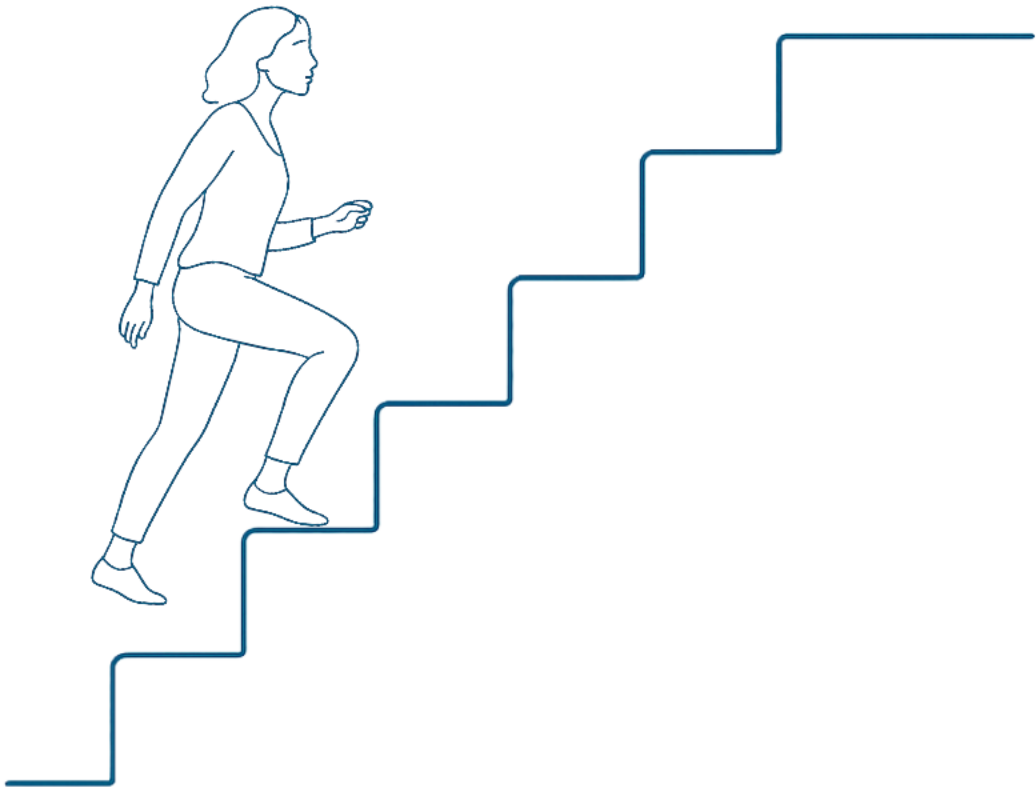
ANALYZE WOMEN'S PARTICIPATION IN THE CIVIL AVIATION AUTHORITIES' WORKFORCE

IDENTIFY INITIATIVES THAT FACILITATE WOMEN'S ENTRY INTO AVIATION CAREERS

ASSESS PROGRESS IN GENDER EQUALITY POLICIES AT THE INSTITUTIONAL AND STATE LEVELS

2024-2025 AD HOC GROUP ON GENDER EQUALITY

2 UNDERSTANDING CURRENT REALITIES AND EXPECTATIONS



THE PATH TOWARD GENDER EQUALITY

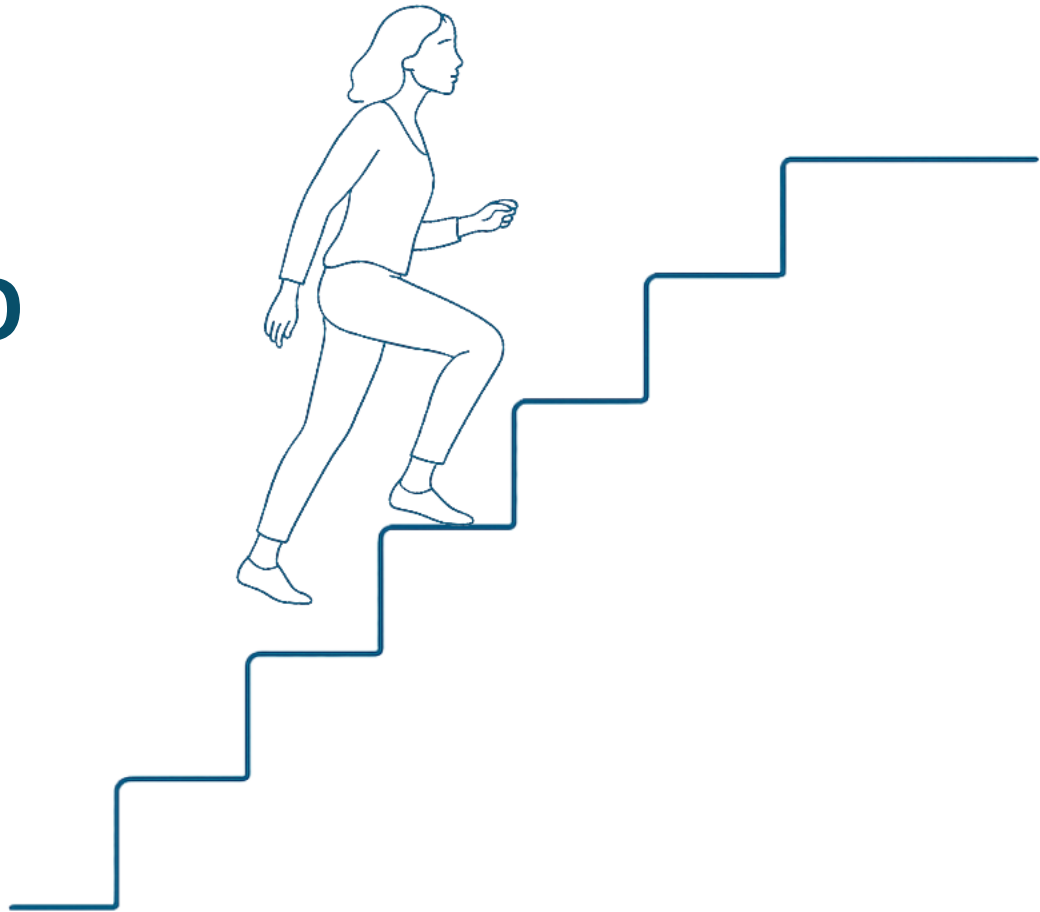
VIRTUAL PANEL DISCUSSION

“Transformative Dialogues: Experiences and Challenges in Implementing Gender Policies in Civil Aviation Authorities across Latin America and the Caribbean”



2024-2025 AD HOC GROUP ON GENDER EQUALITY

3 CONCRETE ACTIONS TO CLOSE THE GAPS



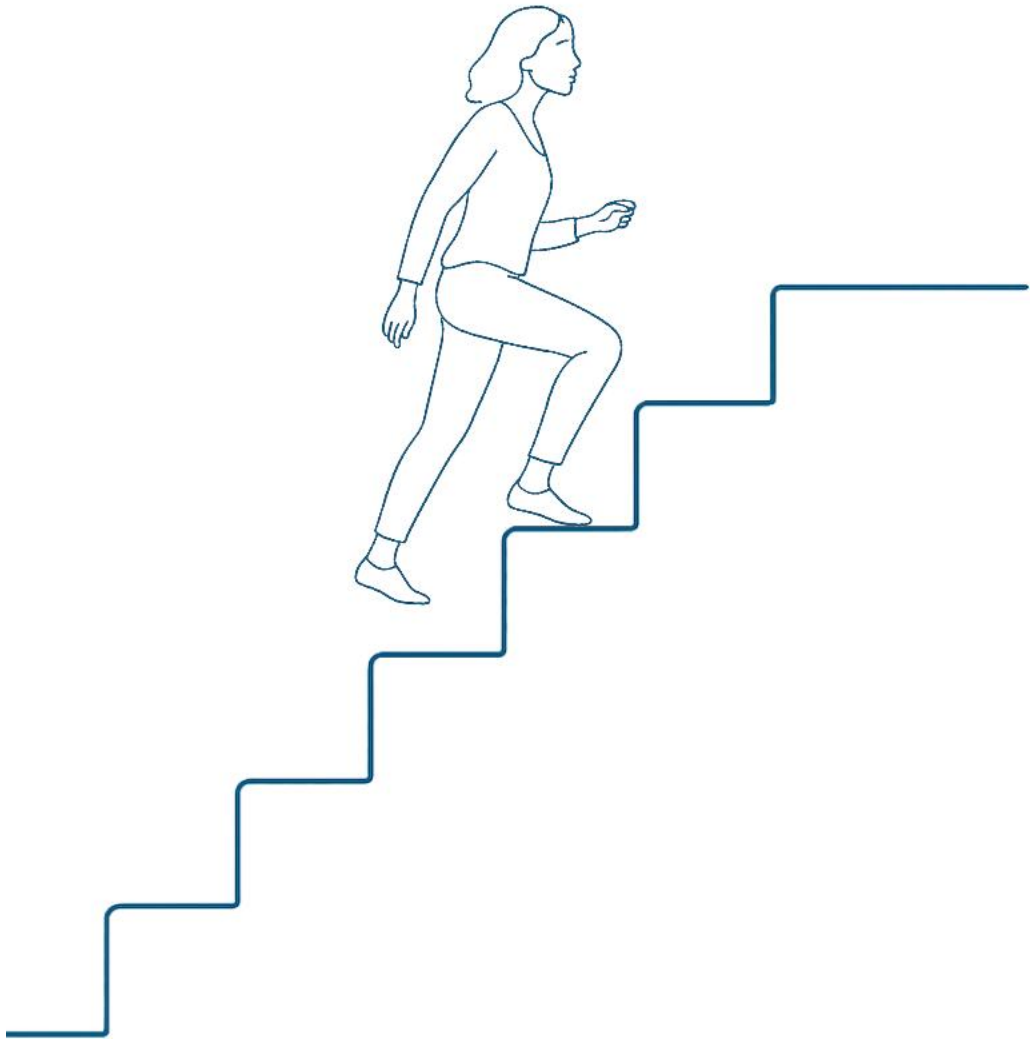
FIRST OPERATIONAL TRAINING COURSE EXCLUSIVELY FOR WOMEN





2024-2025 AD HOC GROUP ON GENDER EQUALITY

4 SURVEY OF FEMALE EMPLOYEES WORKING CIVIL AVIATION AUTHORITIES (CAAs)



THE PATH TOWARD GENDER EQUALITY



GENDER EQUALITY AD HOC GROUP

REGIONAL ASSESSMENT INITIATIVE

2024 SURVEY (73%)

2025 SURVEY (59%)

DATA COLLECTION FROM CAAs

COMPREHENSIVE OVERVIEW OF THE REGION'S SITUATION

COLLECTION OF FEMALE EMPLOYEES' PERCEPTIONS

THE PATH TOWARD GENDER EQUALITY

DISTRIBUTION OF WOMEN IN CIVIL AVIATION AUTHORITIES (CAAs)

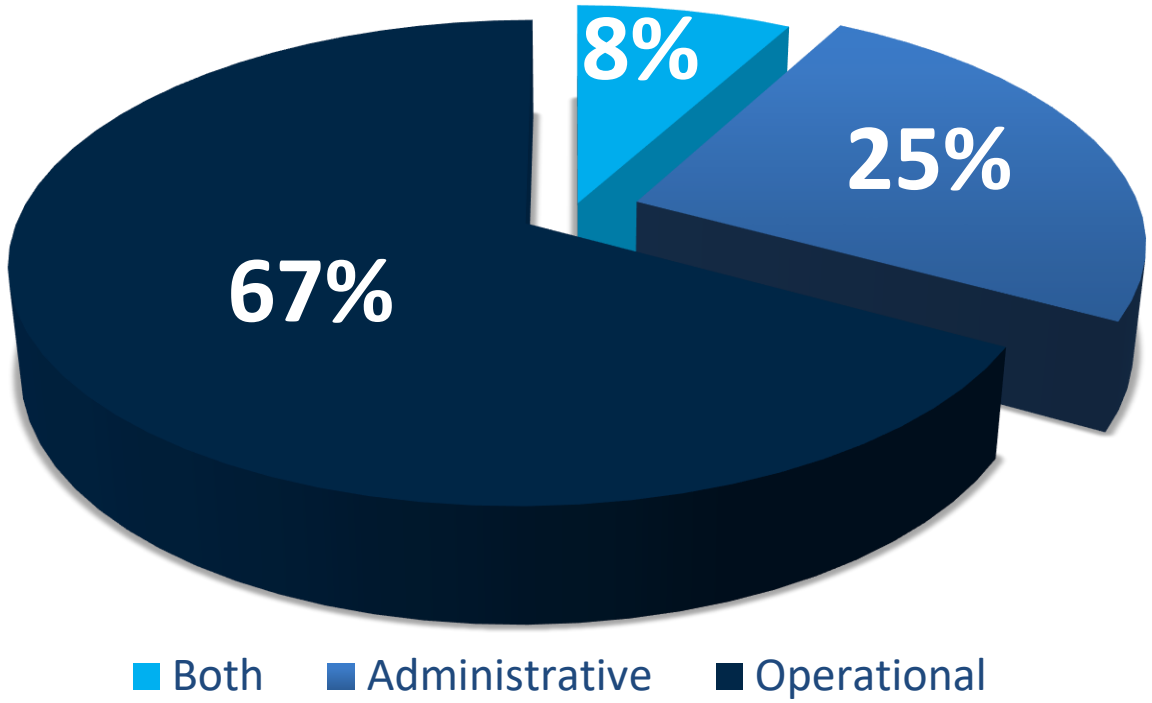


47,56%
ADMINISTRATIVE POSITIONS



28,75%
OPERATIONAL POSITIONS

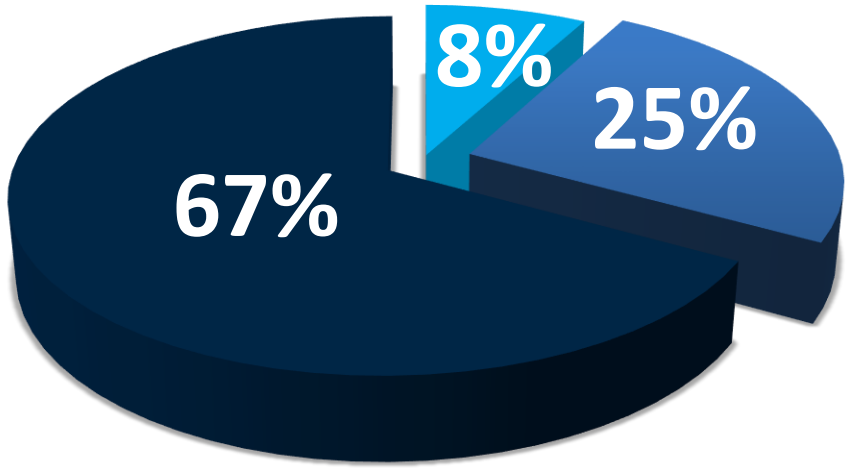
SURVEY OF CIVIL AVIATION AUTHORITIES (CAAs)



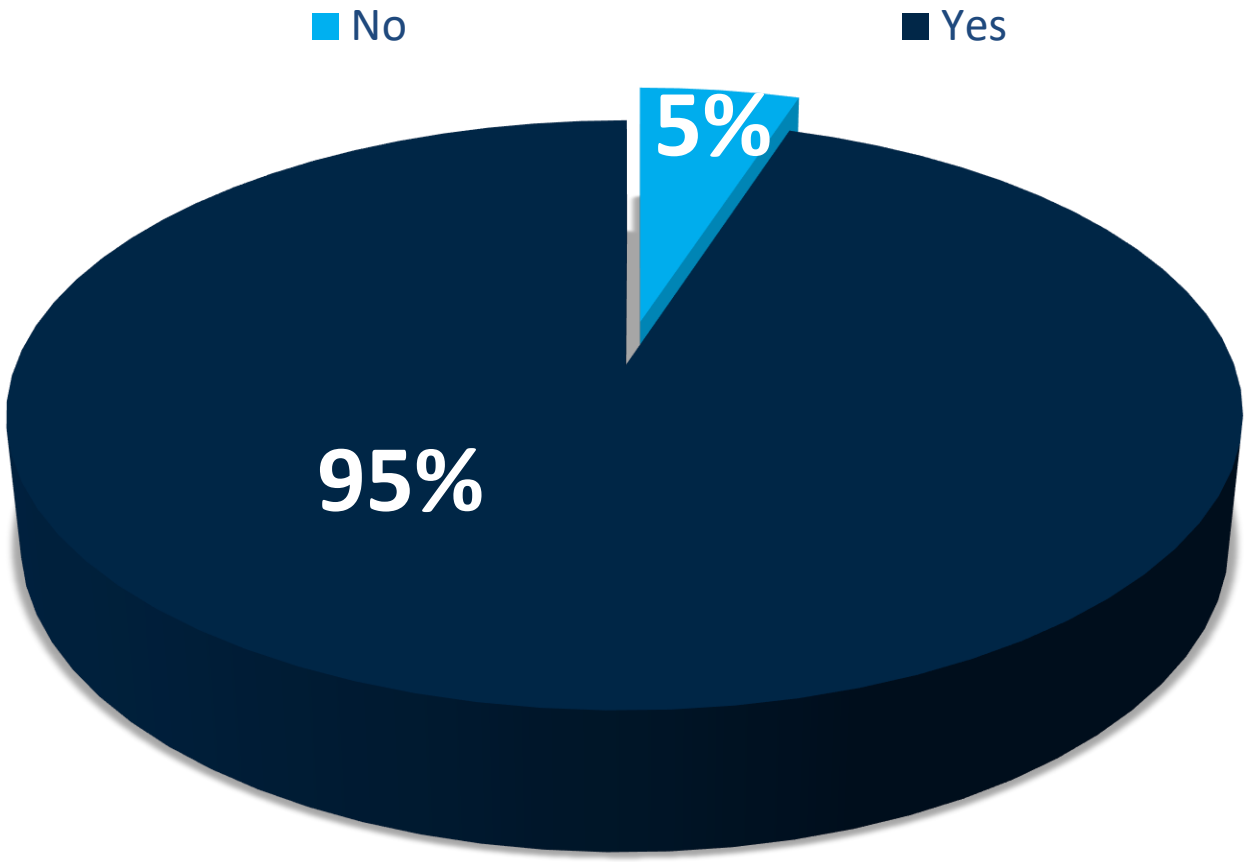
SURVEY OF FEMALE EMPLOYEES WORKING AT CIVIL AVIATION AUTHORITIES

THE PATH TOWARD GENDER EQUALITY

DO YOU PERCEIVE YOURSELF AS BELONGING TO THE SAME CATEGORY ASSIGNED TO YOU BY YOUR ORGANIZATION?







SURVEY OF FEMALE EMPLOYEES WORKING AT CIVIL AVIATION AUTHORITIES

THE PATH TOWARD GENDER EQUALITY

LEADERSHIP DISTRIBUTION

DIRECTORS



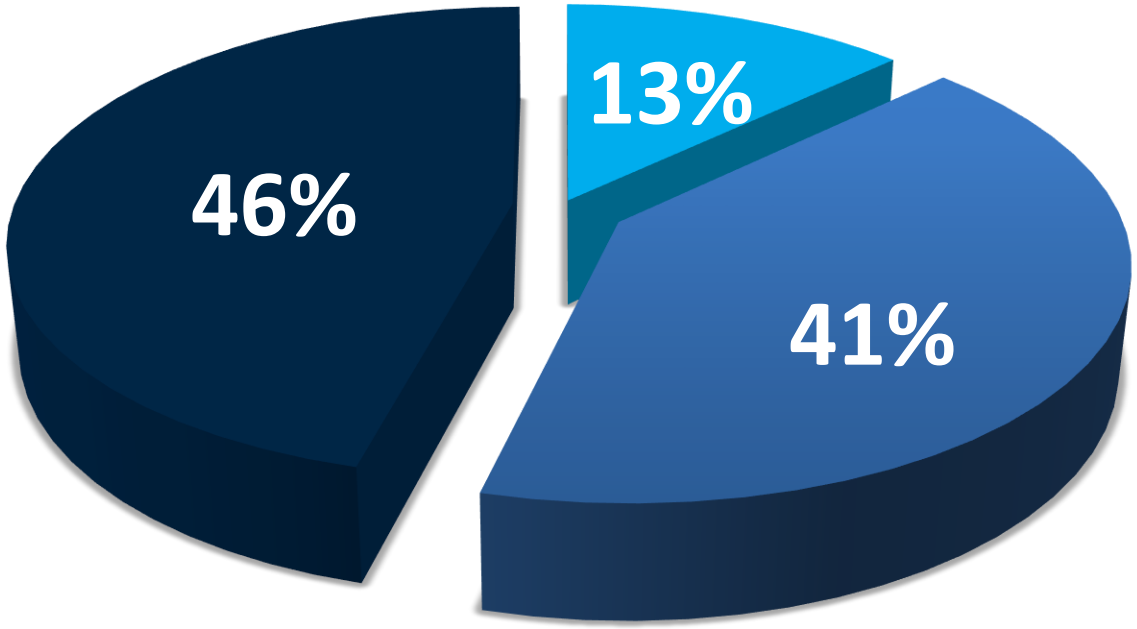
DEPUTY DIRECTORS



MIDDLE MANAGEMENT POSITIONS



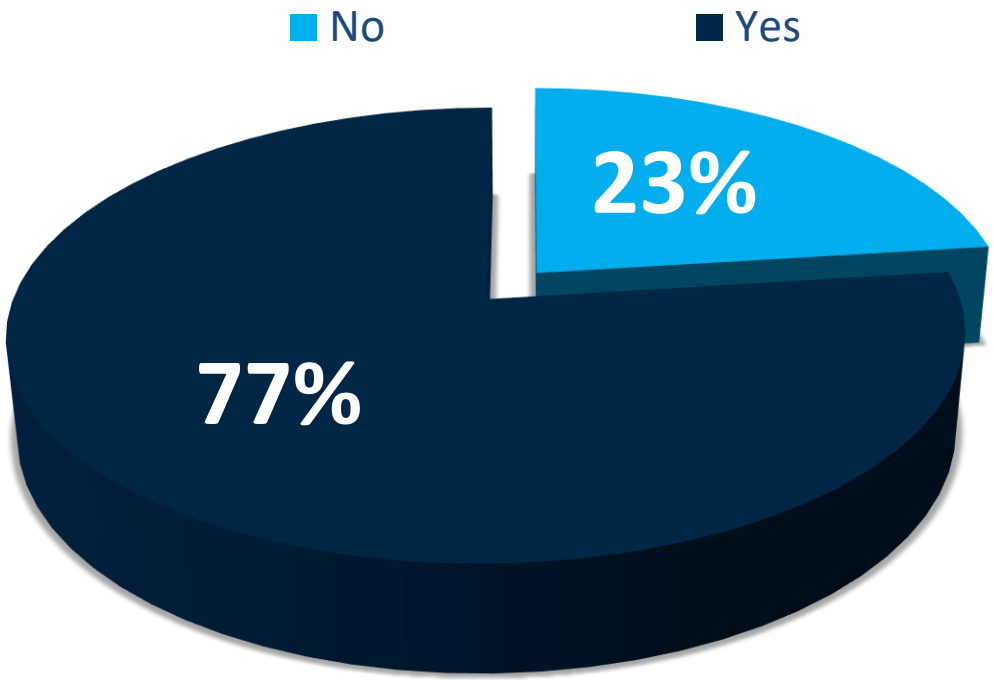
SURVEY OF CIVIL AVIATION AUTHORITIES (CAAs)



SURVEY OF FEMALE EMPLOYEES WORKING AT CIVIL AVIATION AUTHORITIES

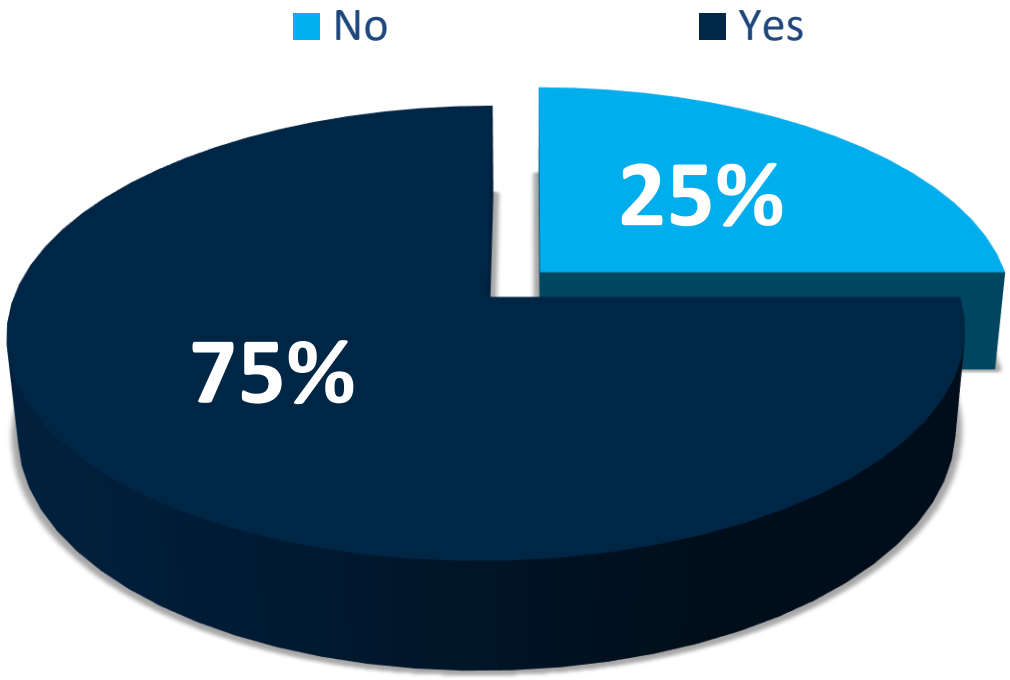
THE PATH TOWARD GENDER EQUALITY

Do you believe that your organization upholds the principle of equal pay for equal work?



SURVEY OF CIVIL AVIATION AUTHORITIES (CAAs)

Do you believe that women's technical or professional opinions are valued equally to those of their male counterparts in your institution?



SURVEY OF FEMALE EMPLOYEES WORKING AT CIVIL AVIATION AUTHORITIES

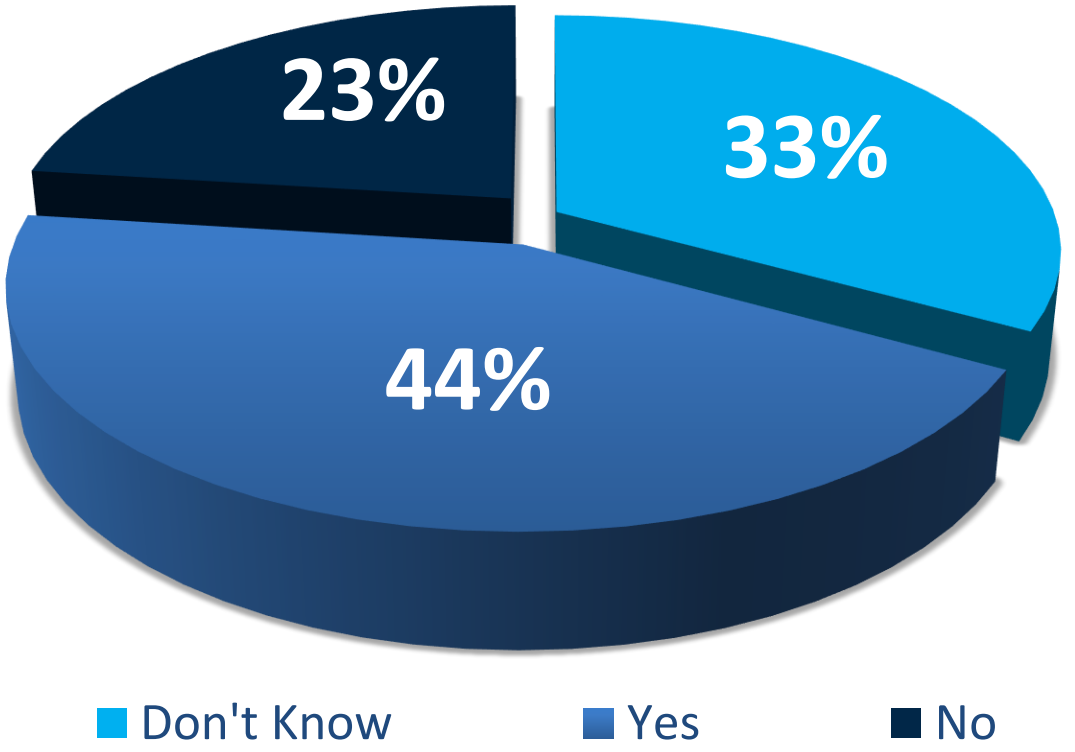


THE PATH TOWARD GENDER EQUALITY

Does your organization have a formally established Gender Policy?

44% OF CAAs REPORT HAVING ONE

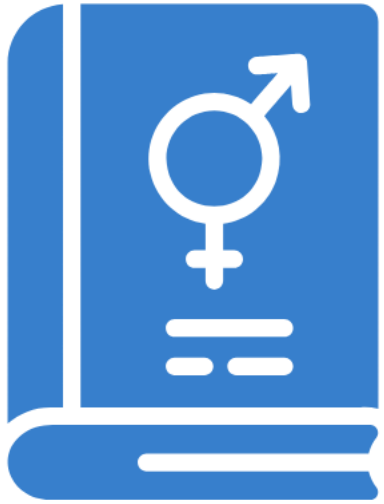
SURVEY OF CIVIL AVIATION AUTHORITIES (CAAs)

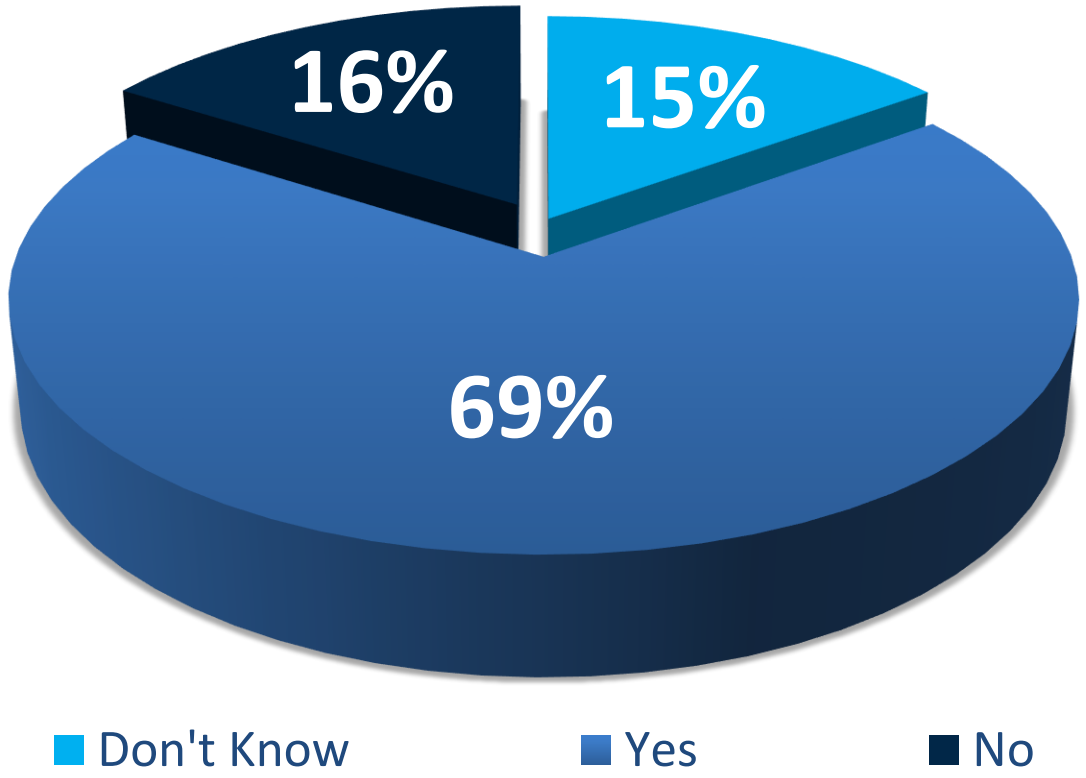


SURVEY OF FEMALE EMPLOYEES WORKING AT CIVIL AVIATION AUTHORITIES

THE PATH TOWARD GENDER EQUALITY

If yes, do you believe that this policy is effectively implemented in your institution?

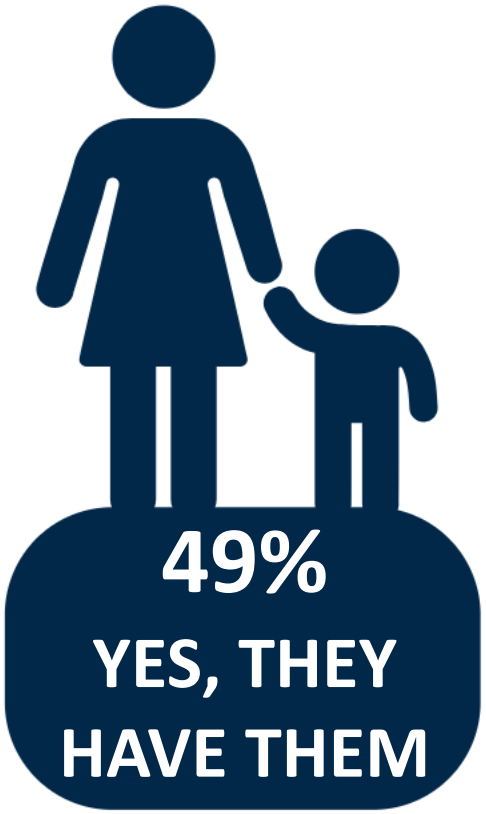




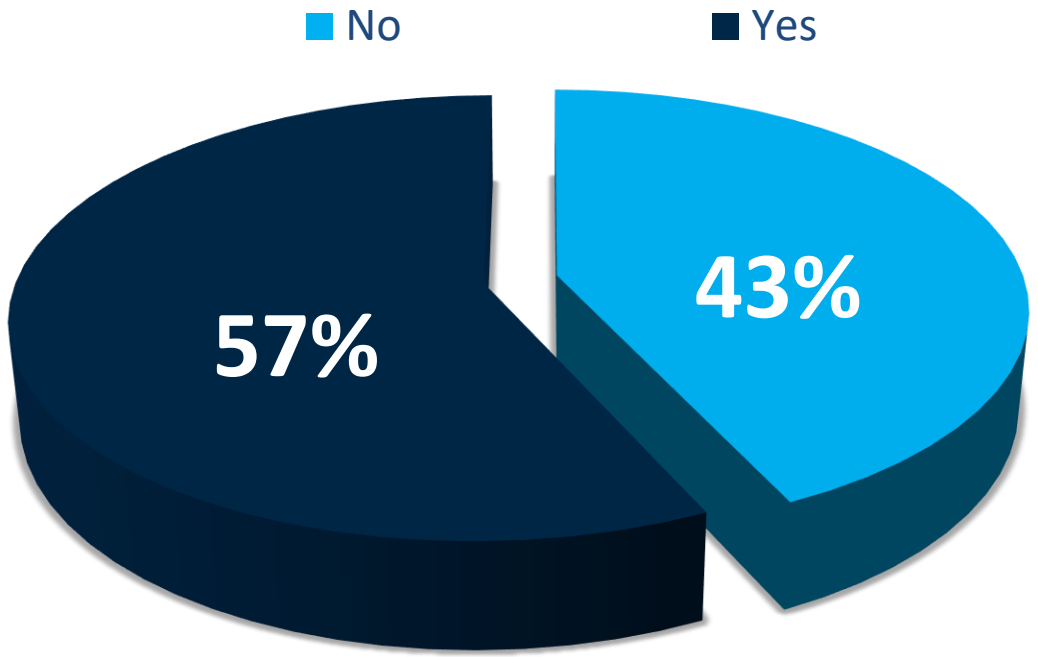
Encuesta a las funcionarias que trabajan en las AAC

THE PATH TOWARD GENDER EQUALITY

Has your organization implemented measures to promote work-life balance?



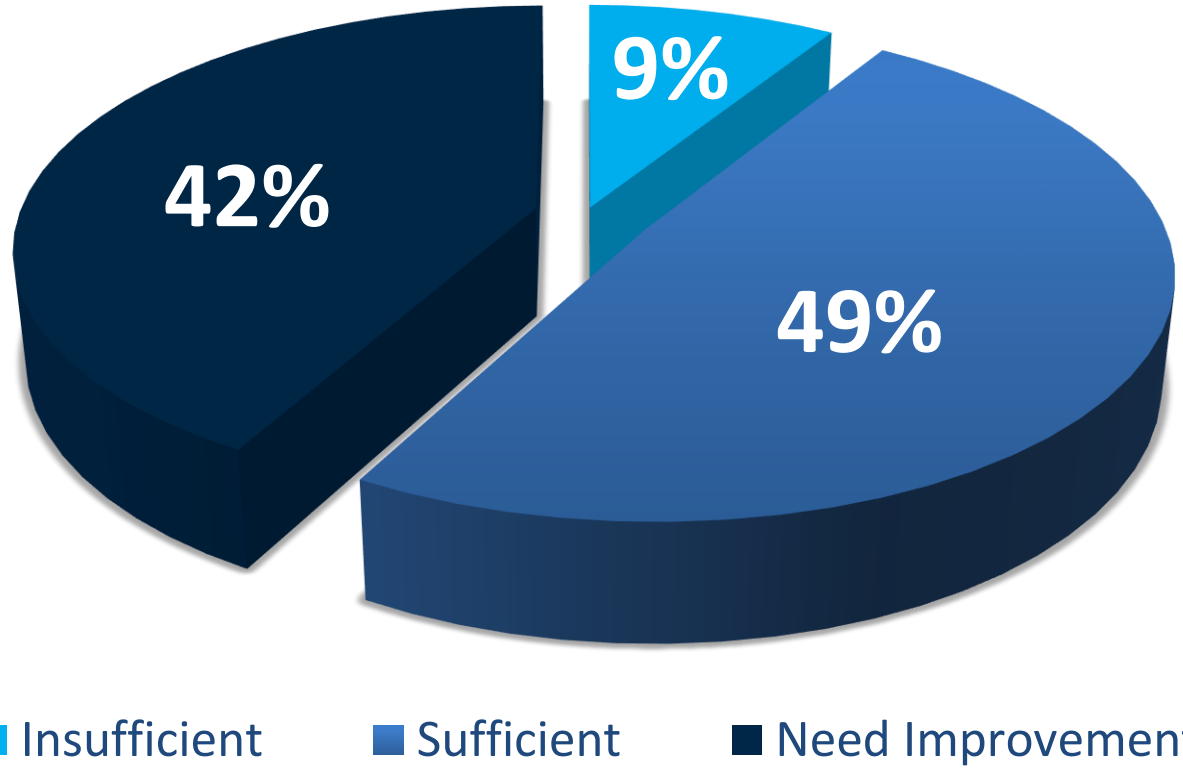
SURVEY OF CIVIL AVIATION AUTHORITIES (CAAs)



SURVEY OF FEMALE EMPLOYEES WORKING AT CIVIL AVIATION AUTHORITIES

THE PATH TOWARD GENDER EQUALITY

If you have work-life balance measures in place, how would you rate them?

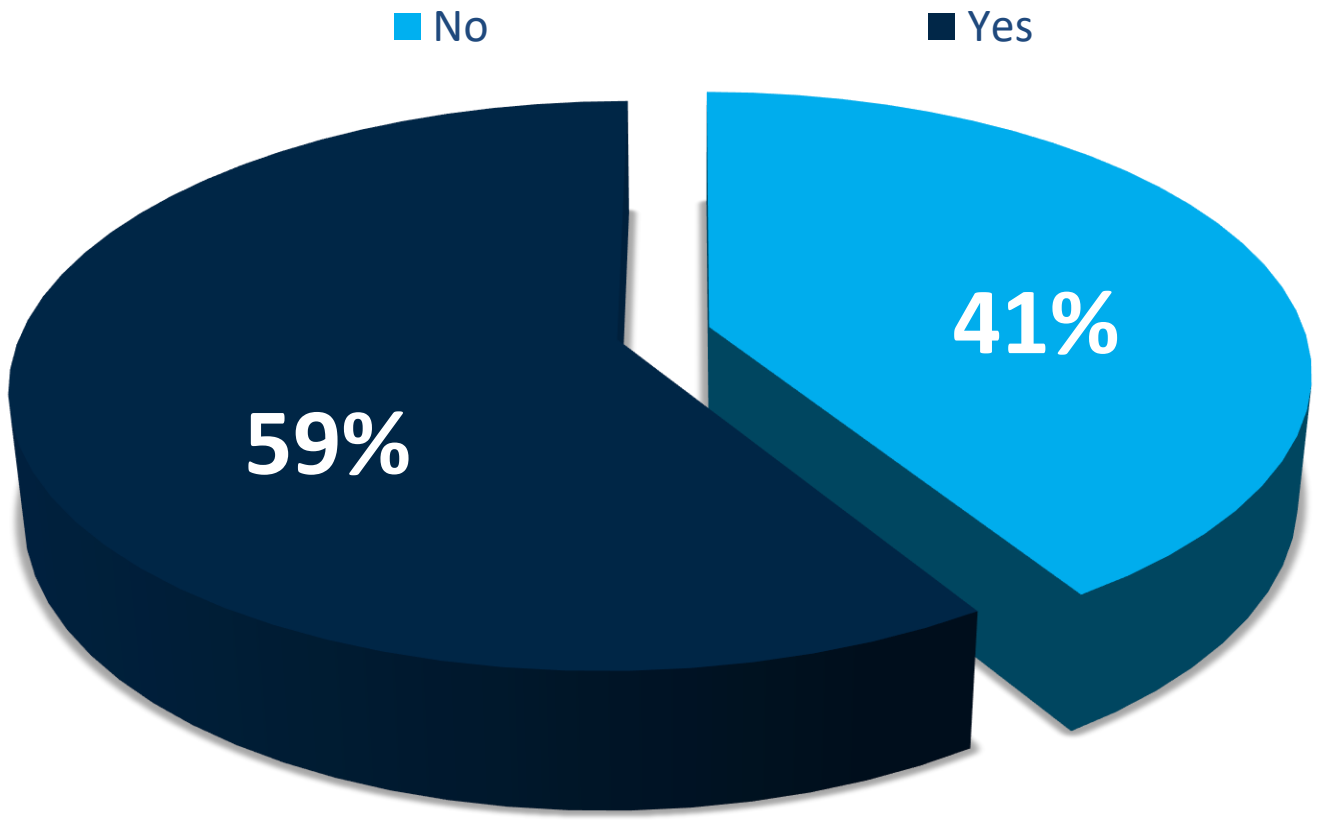




THE PATH TOWARD GENDER EQUALITY

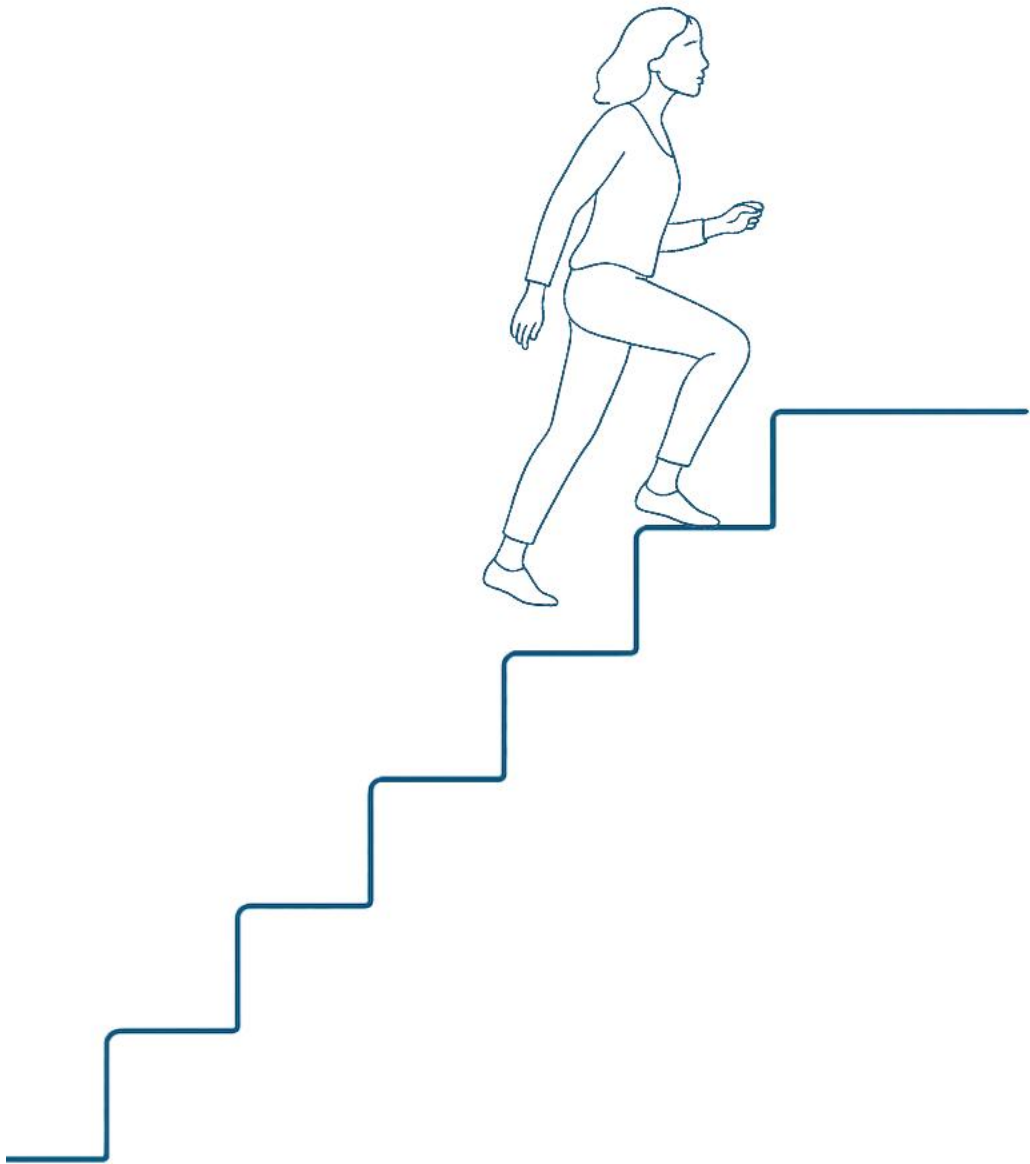
¿Ha recibido usted algún tipo de capacitación en cuya selección se haya priorizado a mujeres?





2024-2025 AD HOC GROUP ON GENDER EQUALITY

5 VISIBILITY OF WOMEN IN CAAs



FIRST SUMMIT OF WOMEN WORKING IN CAAs

“Accelerating Change: Women Leaders Transforming Aviation in Latin America”





THE PATH TOWARD GENDER EQUALITY

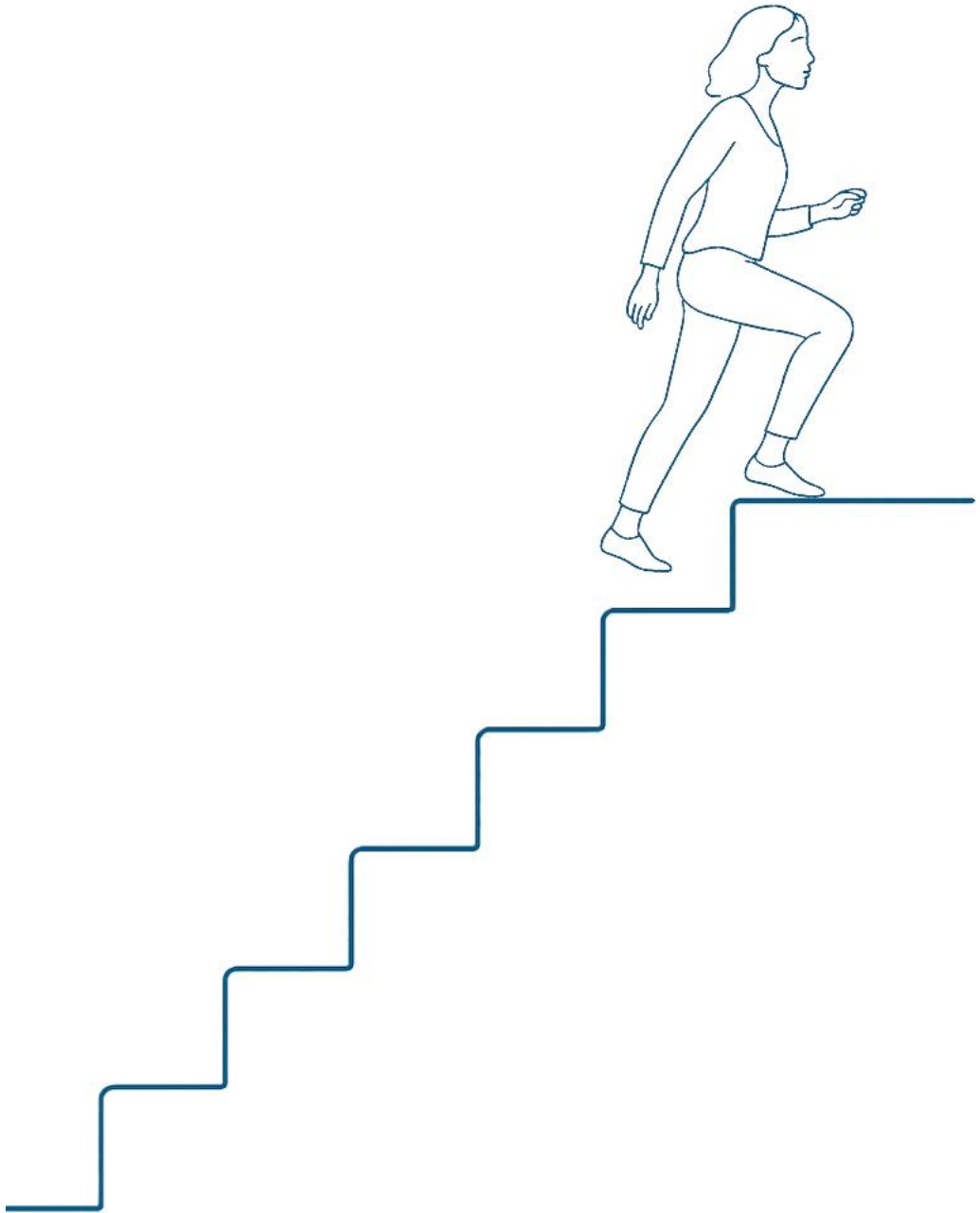
WOMEN'S NETWORK



ALIANZA LATINOAMERICANA DE MUJERES EN LA AVIACIÓN

Alma

2024-2025 AD HOC GROUP ON GENDER EQUALITY



6 REGIONAL COORDINATION AND PRESENCE

THE PATH TOWARD GENDER EQUALITY

ICAO ASSEMBLY — 42ND SESSION
ADMINISTRATIVE COMMISSION

PROMOTING A COMPREHENSIVE AND HOLISTIC APPROACH TO GENDER BALANCE AT ICAO: HIGHLIGHTING THE REALITIES OF WOMEN IN CIVIL AVIATION AUTHORITIES

Presented by Chile, with contributions from Brazil, Costa Rica, the Dominican Republic, Ecuador, Guatemala, Peru, Uruguay, and the support of 12 member States of LACAC.



> ***The Commission commends LACAC for developing a regional analysis covering all women working at all levels and in all functions within civil aviation administrations. Furthermore, it welcomes the proposal and requests that ICAO, through the Expert Group on Aviation Data and Analysis (ADAP), expand its data collection and analysis to include all women working in civil aviation administrations, regardless of their positions, and incorporate new variables into data collection instruments, such as breakdowns by area, grade, and function, to provide a comprehensive approach to aviation data collection.***

THE PATH TOWARD GENDER EQUALITY



THE PATH TOWARD GENDER EQUALITY

STRATEGIC OBJECTIVE **D**

ADVANCE GENDER EQUALITY IN CIVIL AVIATION ACROSS THE REGION BY PROMOTING WOMEN'S PARTICIPATION AND LEADERSHIP IN ALL AREAS OF THE SECTOR

STRATEGIC OBJECTIVE D

ADVANCE GENDER EQUALITY IN CIVIL AVIATION ACROSS THE REGION BY PROMOTING WOMEN'S PARTICIPATION AND LEADERSHIP IN ALL AREAS OF THE SECTOR

	LE – D1	LE – D2	LE – D3
	PROMOTE THE EQUITABLE PARTICIPATION OF WOMEN IN TECHNICAL, OPERATIONAL, AND MANAGEMENT AREAS, REDUCING INSTITUTIONAL AND CULTURAL BARRIERS THAT LIMIT THEIR PROFESSIONAL DEVELOPMENT	PROMOTE WOMEN'S LEADERSHIP THROUGH TRAINING, SCHOLARSHIPS, AND MENTORSHIP	STRENGTHEN THE ALMA NETWORK (LATIN AMERICAN WOMEN IN AVIATION ALLIANCE) AS A REGIONAL PLATFORM FOR COOPERATION AND VISIBILITY
2026	2ND VIRTUAL PANEL DISCUSSION ✓	STATISTICAL MONITORING TOOL ✓ STATISTICAL MONITORING DATA COLLECTION	IMPLEMENTATION AND ONGOING OPERATION OF THE "ALMA" WOMEN'S NETWORK
2027	3RD WOMEN'S PANEL DISCUSSION 2ND WOMEN'S SUMMIT GUIDELINES FOR NON-STEREOTYPICAL COMMUNICATION	2ND OPERATIONAL TRAINING COURSE (EXCLUSIVELY FOR WOMEN)	

Alma

ALIANZA LATINOAMERICANA DE MUJERES EN LA AVIACIÓN

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