



**Welcome remarks
by the Secretary General of the
International Civil Aviation Organization (ICAO)
Mr. Juan Carlos Salazar
to the Opening Ceremony for the Training Awareness Week**

(Virtual, 19 September 2022)

1. Good morning everyone.
2. On behalf of the International Civil Aviation Organization, it is my pleasure to welcome you to the Opening Ceremony of ICAO's *Training Awareness Week*.
3. This event is focused on encouraging a higher participation of women in training, and on raising awareness about the importance of women's career advancement to aviation leadership and technical roles.
4. This special *Training Week*, will begin with an interactive Webinar session made up of a panel of eminent female leaders who are already breaking gender stereotypes in aviation. They include:
 - **Ms. Güliz Öztürk**, CEO of Pegasus Airlines
 - **Ms. Kathy Guilfoyle**, President of the International Aviation Women's Association.
 - **Ms. Hee Jeong Lee**, Executive Vice President of Incheon International Airport Corporation
 - **Ms. Winnie Ngamije**, Deputy Director General at the Rwanda Civil Aviation Authority
 - **And Ms. Jane Hupe**, Deputy Director of Environment in ICAO's Air Transport Bureau.
5. We will be hearing valuable insights from these distinguished panelists into the obstacles women face within the industry; how organizations can build a more inclusive and diverse culture; and about the opportunities we have to narrow the gender gap and accelerate change through female empowerment in aviation.
6. It's important, as we pursue these goals together, to remember that achieving aviation gender equality leads to improved perspective and better decision-making in every domain of air transport and aerospace, with positive impacts on a company or organization's bottom line. At a broader scope, realizing gender

equality and women empowerment holds the greatest potential to eliminate poverty and promote social and economic development, achieve quality education for everyone and achieve the Sustainable Development Goals by 2030, for which aviation is an undisputable enabler.

7. Despite this, however, our sector remains decidedly male-dominated, with women accounting for only 5% of professional pilots and 3% of airline CEOs around the world (source: IATA).
8. And notwithstanding the pioneering contributions and many recent strides made by women in aviation, this lack of female representation is still especially evident at the senior executive and leadership levels.
9. There are several factors explaining this situation, most notably gender-biased norms and stereotypes that have a major impact on women's career progression. Reducing these biases is an important step, and must be a key priority for us.
10. Continued advocacy is a key element to promote female participation in STEM education, to reduce stereotypes as well as to raise awareness about the potential aviation holds for women, and the role of women in bringing in new perspectives, ideas and experience for a more equal future for aviation. It is for this reason that ICAO and the Civil Aviation Authority of Spain will be organizing the Second Global Aviation Gender summit, in 2023 in Madrid. The Summit will provide a platform to exchange ideas and key messages around gender equality and women empowerment in aviation.
11. To mobilize the global aviation community in accelerating gender equality in aviation, I wish to reassure all of you today that ICAO is fully committed to bridging the gender disparity gap. The upcoming 41st Session of our Assembly will be invited to adopt a revised Resolution to strengthen the ICAO Gender Equality Programme promoting the participation of women in the global aviation sector.
12. Together we can accomplish a great deal by empowering women in aviation through better advocacy, mentorship, and training, and by doing more to both attract and retain skilled female professionals.
13. I would like to conclude today by thanking everyone who has helped to make this *Training Awareness Week* possible, including the female trainees enrolled in this week's ICAO courses, and the Webinar participants I introduced earlier.
14. Finally I wish to convey my sincere thanks and gratitude to the Qatar Civil Aviation Authority, for their very generous support and contributions to ICAO's gender equality initiatives, including the 160 professionals from 56 countries participating here in this *Training Awareness Week*.

15. In closing now I will invite His Excellency Mohammed Faleh Al Hajri, President of Qatar's Civil Aviation Authority, to take the floor and say a few words of welcome to today's distinguished guests and participants.

16. Thank you.