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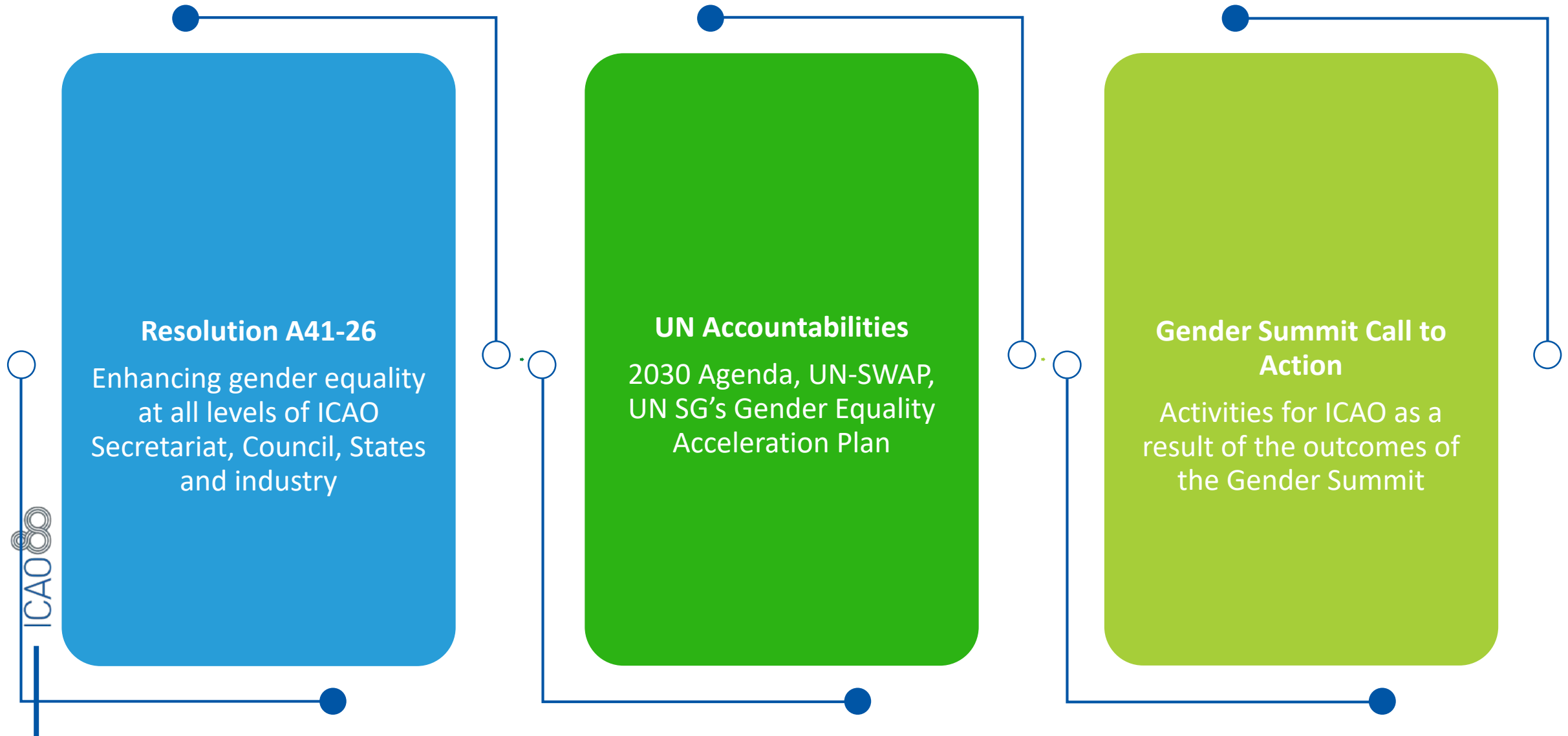


Agenda Item 5: Attracting and Empowering Women in Aviation

Nicolas Rallo

Regional Director, ICAO EUR/NAT

EUR/NAT-DGCA/2025
Paris, France, 17 June 2025



ICAO's Gender Equality Programme

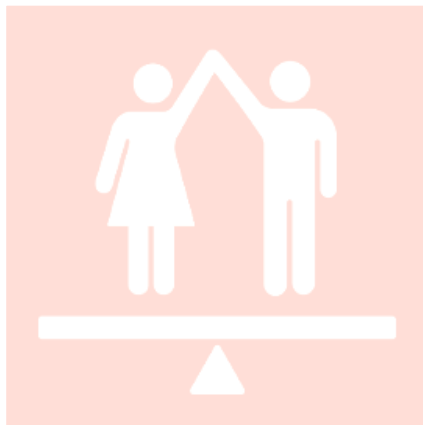
Increased accountability



Building capacity and enhancing awareness



Further engagement with external partners



Enhanced gender representation



- Mandated by Resolution A41-26, SDG 5 and other universal frameworks
- Driven by the UN accountability frameworks
- New Implementation Plan aiming to enhance mainstreaming of gender equality and women's empowerment into ICAO's work and promote gender equality in the global aviation sector

2024-2025 Global Initiatives

Empowering Women Through Events, Training and Policy



High-Level Events

ICAO hosted panels to mark IWD to stir strategic dialogue and promote women representation in aviation

2024: under the theme **‘Inclusive Heights’**

2025: under the theme **‘Only Up’**



Engagement and Partnerships

ICAO Global Network of **Gender Focal Points** launched in 2024

Active engagement with UN Women and collaboration on guidance on **Gender Analysis** in technical areas

ICAO and IMO inter-agency partnership supporting implementation of **UN-SWAP**



Training to Empower

10% discount on ICAO GAT courses for women in aviation

UAE GCAA sponsorship of 123 female professionals from 86 States in Safety Management (self-paced) ICAO course

“Empowering Career and Leadership Development for Women” course offered to 20 ICAO staff in collaboration with McGill University

ICAO Gender Focal Point Network

- A platform for sharing knowledge, best practices and lessons learned among **105 Focal Points** including **33 EUR/NAT States**
- Facilitate coordination of global and regional promotional and outreach
- Leverage information of the network for inclusion of gender-specific objectives, outcomes and indicators, and activities
- Meets twice a year
- A quarterly newsletter launched to share updates from ICAO





ICAO Global Ambassadors Programme

Established in 2025

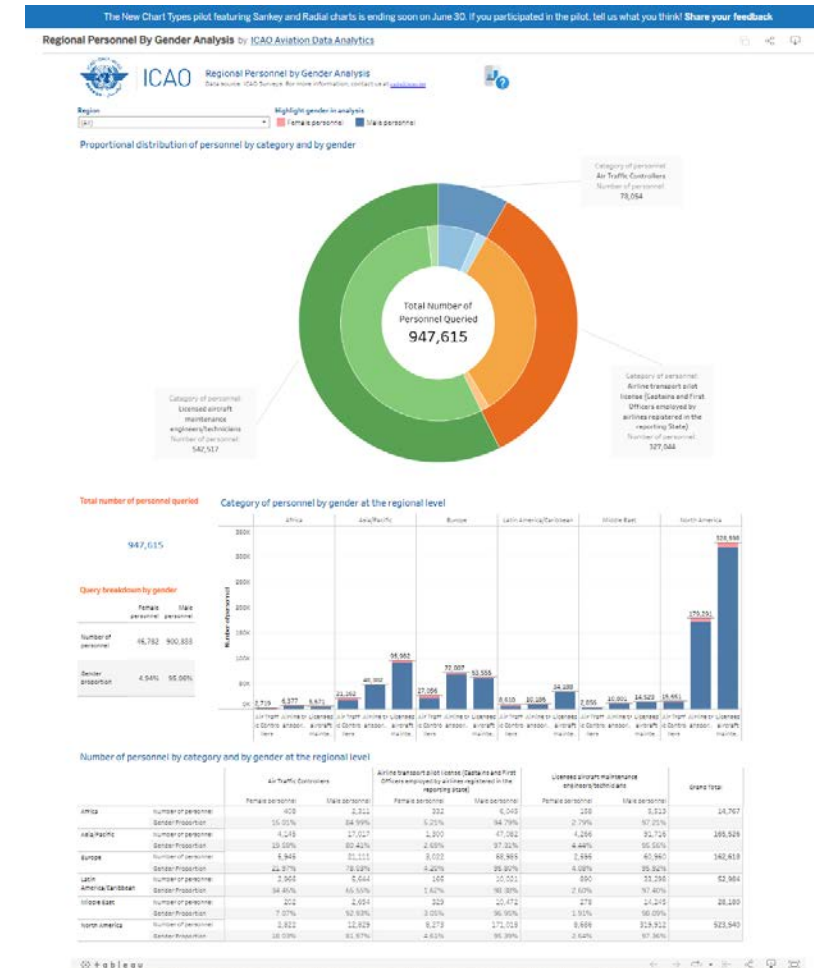
- A key outcome of the Call to Action of the Global Aviation Gender Summit 2023
- Established in 2025 through generous contribution by the United Kingdom, with the objective to promote aviation to all, notably women and youth
- Aligned with the UN system and best practices and adapted to ICAO's strategic goals
- Targets women and youth through providing role models and inspiring advocates



Collection of Data and Statistics

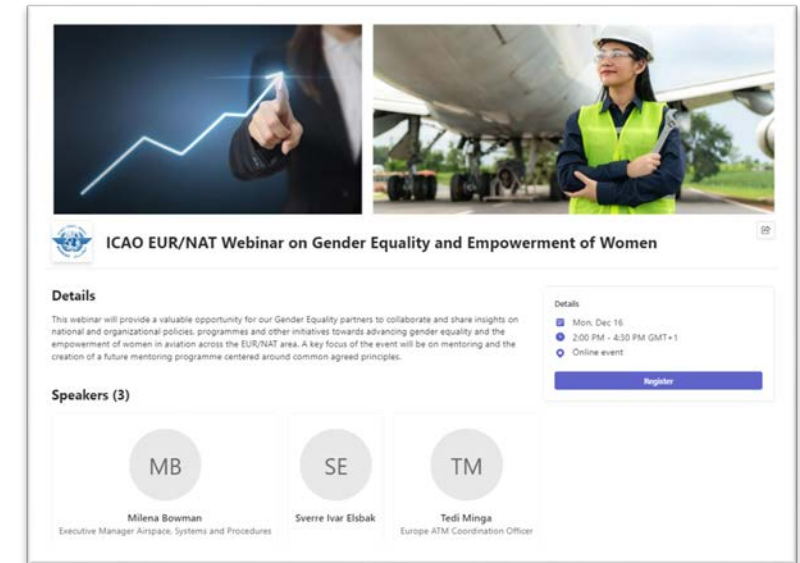
- Worked with Aviation Data and Analysis Panel (ADAP)
- Licensed personnel by gender (pilots, maintenance technicians and air traffic controllers)
- Slight increase from 4.5% globally in 2016 to 5.1% in 2021
- ICAO's Aviation Personnel By Gender Analysis Dashboard:

<https://public.tableau.com/app/profile/icaodataanalytics/viz/RegionalPersonnelByGenderAnalysis/PersonnelbyGender>



Activities at the Regional Level in EUR/NAT

- **ICAO EUR/NAT Office Webinar Series**
 - 16 December 2024 with over 70 participants
 - Opportunity for ICAO partners to share insights and best practices to help attract and empower women in aviation
 - A key focus on mentoring and development of a future mentoring programme
 - Speakers from ICAO, EUROCONTROL, IFALPA, CANSO and ITF
- **Mentoring course launched:** Developed in partnership with EUROCONTROL and ICAO to guide States in establishing effective mentoring programmes
- **2025 ICAO EUR/NAT Workshop on Gender Equality and Empowering Women in Aviation**



First EUR/NAT Regional Workshop on Empowering Women

4 to 5 March 2025



Event Overview

Held in Almaty, Kazakhstan at kind invitation of authorities and aviation industry of Kazakhstan

Over 200 participants across EUR/NAT, including States, industry and students



Key Themes

Platform for sharing best practices, success stories and initiatives to empower women in aviation

Effective policies and strategies to empower women in aviation

Mark International Women's Day



Effective Mentoring

Sessions led by EUROCONTROL and EASA on how effective mentoring programmes can accelerate career growth for women in aviation



EUR/NAT-DGCA Conclusion 2025/1 – Attracting and empowering women in aviation

That the ICAO Regional Director, Europe and North Atlantic invite States and organizations to:

- a) nominate a “Gender Equality Focal Point”, if not already done so, and inform the ICAO EUR/NAT Office accordingly, and inform the office of any changes to the nominated focal point;
- b) participate and actively engage in ICAO global and regional activities to support efforts to attract and empower women in aviation, such as future global and regional meetings, workshops and webinars organized by ICAO;
- c) support the effective implementation of the new ICAO Global Ambassadors Programme, by nominating Ambassadors in response to a State Letter on this subject to be issued in 2025;

EUR/NAT-DGCA Conclusion 2025/1 – Attracting and empowering women in aviation

That the ICAO Regional Director, Europe and North Atlantic invite States and organizations to:

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|----|---|
| d) | enroll in the course on establishing effective mentoring programmes jointly developed by ICAO and EUROCONTROL; |
| e) | develop and implement initiatives within their organizations to help empower women in aviation, including effective mentoring programmes, and share information on such initiatives in relevant fora; and |
| f) | consider providing in-kind and voluntary contributions to the ICAO Gender Equality Programme, including support such as scholarships and fellowship programmes to enable young women and girls to pursue careers in aviation. |



Thank You!