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WORKING PAPER

ASSEMBLY — 39TH SESSION

EXECUTIVE COMMITTEE

Agenda Item 31: Other high-level policy issues to be considered by the Executive Committee

ICAO GENDER EQUALITY PROGRAMME: PROMOTING THE PARTICIPATION OF WOMEN IN THE GLOBAL AVIATION SECTOR

(Presented by the Council of ICAO)

EXECUTIVE SUMMARY

This working paper presents a proposal with the aim of establishing an *ICAO Gender Equality Programme*. This important initiative involves ICAO, in collaboration with States, taking active steps toward establishing a framework through which gender equality and women’s empowerment can be addressed not only within ICAO, but also in the global aviation sector.

Action: The Assembly is invited to:

- a) approve the proposed *ICAO Gender Equality Programme* as outlined in Section 2; and
- b) approve the Assembly Resolution at Appendix A.

<i>Strategic Objectives:</i>	All Strategic Objectives and all Supporting Implementation Strategies
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<i>Financial implications:</i>	Addressed in Section 3
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<i>References:</i>	<p>C-WP/14361 C-DEC 207/10 A36-WP/149, <i>Report on the Recruitment and Status of Women in ICAO</i> A36-27: <i>Gender Equality</i> Memorandum of the Secretary General SG 1924/07, <i>Policy Framework on Gender Equality and Gender Mainstreaming at ICAO</i> <i>Transforming our world: 2030 Agenda for Sustainable Development</i> setting out the Sustainable Development Goals [United Nations General Assembly (UNGA) Resolution A/RES/70/1] Millennium Development Goals (UNGA Resolution A/RES/55/2) 1995 Beijing Declaration and Platform for Action 2015 Global Leader’s Meeting on Gender Equality and Women’s Empowerment: <i>A Commitment to Action</i> UN Women’s theme for International Women’s Day 2016 – <i>Planet 50-50 by 2030: “Step It Up” for Gender Equality</i></p>
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1. INTRODUCTION

1.1 In 2016, the representation of women on the Council of ICAO is at its highest level since the Council was established under the Chicago Convention in 1944; nevertheless, women represent only 19 per cent of the Council membership (seven out of 36 Members). For the Air Navigation Commission (ANC), this figure is even more modest, at 5 per cent (one woman on a team of 19). Other technical bodies of ICAO, including Panels, the membership of which is drawn from expertise within States and the aviation industry, reflects similar poor results with respect to the participation of women. The Resolution presented in Appendix A hereto, which is recommended for adoption by the Assembly, was drafted with a view to enhancing the commitments made in Assembly Resolution A36-37: *Gender Equality*, and to introducing further measures while also promoting the role of women beyond the ICAO Secretariat. The draft Resolution for adoption by the Assembly will supersede Resolution A36-27.

1.2 ICAO Secretariat gender statistics as of 31 December 2015 further demonstrate the continuing disparity between men and women professional staff within the ICAO Headquarters and Regional Offices. In professional positions, only 30 per cent of the staff were women. Similarly, 33 per cent of new recruits in professional positions were women, while they represented 77 per cent of new recruits in non-professional positions. These results correlate closely with the number of applications received for positions in 2015; 33 per cent women for professional positions and 67 per cent women in non-professional positions (cf. Appendix B). This imbalance within ICAO is, in large part, a reflection of a similar gender imbalance in the field of aviation within States.

1.3 Given the continued rapid expansion of the aviation industry for the foreseeable future, significant benefits could be achieved through the attraction and retention of more women with sought-after aviation technical and policy qualifications and experience. Opportunities need to be created at the State, regional and international level in order for more women to seek out, and to be given, opportunities to pursue a career in the aviation sector and, similarly, to advance their career on an equal footing with their male counterparts. These basic but fundamental actions accord with the UN Sustainable Development Goals (SDGs) which have a target date of 2030, and the outcomes of the 2015 Global Leader's Meeting on Gender Equality and Women's Empowerment: *A Commitment to Action*, in which many States committed to further measures and targets to improve outcomes for women. Therefore, now is an appropriate time for ICAO to step up its efforts in contributing to address UN Sustainable Development Goal 5: *Achieve gender equality and empower all women and girls*.

1.4 More recent initiatives and programmes launched by ICAO, such as the *No Country Left Behind* (NCLB) campaign, the ICAO World Aviation Forum (IWAF), the Young Aviation Professionals Programme (YAPP), the ICAO Global Aviation Training (GAT) Office and the Next Generation of Aviation Professionals (NGAP) Programme expand beyond ICAO's primary focus on the development of technical standards and policies for aviation. Such initiatives broaden ICAO's scope into facilitating the sustainable development of the sector. While these initiatives and programmes may, in part, encourage more women to seek out and develop a career in aviation, more targeted efforts are needed in order to make the greatest progress toward parity for women by the target date of 2030. Furthermore, approving the draft Assembly Resolution set forth in Appendix A will demonstrate and reinforce the commitment to this important goal by both ICAO and States.

2. ICAO GENDER EQUALITY PROGRAMME

2.1 A committee comprising Secretariat employees will be established by the Secretary General with the mandate to further develop and implement the ICAO Gender Equality Programme consistent with the

outcomes sought in Assembly Resolution A36-27: Gender Equality, taking into account policies, programmes and actions arising from that Resolution and the progress made thereon. The committee will report to the Secretary General and to the Human Resources Committee (HRC).

2.2 The HRC will be given the mandate to review the implementation of the *ICAO Gender Equality Programme* and to provide relevant advice where considered necessary or desirable.

2.2.1 Actions to be taken under the auspices of the *ICAO Gender Equality Programme* would include, inter alia:

- the distribution of a State letter encouraging States to consider gender balance when nominating representatives to the governing and technical bodies of ICAO and, in particular, to support women with appropriate aviation technical and policy qualifications and experience and/or transferrable technical and policy qualifications when recruiting, training and promoting professionals within different branches of the aviation sector;
- the establishment of gender indicators through the collection of statistics as provided on a voluntary basis from States, in cooperation with the International Labour Organization (ILO), of the aviation workforce, in particular related to aviation professionals;
- the creation of an online platform for sharing data on workforce statistics;
- the distribution of an annual report on the progress made by ICAO, its Member States and industry stakeholders, including programmes and initiatives implemented by them, and the sharing of best practices concerning the equality and the empowerment of women;
- the development of a theme in recognition of International Women's Day, serving as the overarching concept for all ICAO initiatives concerning gender equality in the global aviation sector;
- the establishment of an annual ICAO event on the subject of gender equality in order to raise awareness and encourage action within the global aviation sector; and
- the development, in cooperation with interested States and industry stakeholders, of projects and training programmes and the establishment of (a) scholarship(s) targeted at women aspiring to pursue careers in aviation.

3. FINANCIAL IMPLICATIONS

3.1 Integration of the *ICAO Gender Equality Programme* developed by the said committee, and its components, would be distributed among the appropriate Bureaux within the Secretariat. Components of the Programme requiring ICAO to develop new online tools and statistical indicators would be funded from the draft Regular Programme Budget resources for the 2017-2018-2019 triennium, subject to its approval by the Assembly. Voluntary contributions from States and industry stakeholders may be sought for specific projects and programmes, as required.

3.2 Information dissemination and data sharing between ICAO, States, and the aviation industry, and State and aviation industry involvement, on a voluntary basis, in certain projects or initiatives within the

framework of the Programme, are expected to have minimal financial impact and should be viewed as important contributions to States' broader commitments to UN Sustainable Development Goal 5.

4. CONCLUSIONS

4.1 In order to achieve the aforementioned goals, ICAO is well-placed to serve as the central coordinator to create a platform to improve opportunities for professional women to enter into, and progress within, the global aviation sector. In collaboration with States and industry stakeholders, the introduction of targeted programmes and projects will contribute to the sustainable development of the global aviation sector and aligns with, and supports, the increasing efforts across the UN network towards achieving better outcomes for women as demonstrated in UN Sustainable Development Goal 5: *Achieve gender equality and empower all women and girls*, and in the UN Women's theme for International Women's Day 2016: *Planet 50-50 by 2030: "Step It Up" for Gender Equality*.

APPENDIX A

RESOLUTION RECOMMENDED FOR ADOPTION BY THE ASSEMBLY

Resolution 39-xx: ICAO Gender Equality Programme promoting the participation of women in the global aviation sector

Recognizing that half of the world's population is made up of women.

Acknowledging that at the Twenty-third Special Session of the United Nations General Assembly (UNGA) in June 2000, upon reviewing the implementation of the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in September 1995, Governments committed to further actions to accelerate the implementation of the Platform for Action and to ensure that commitments for gender equality, development and peace were fully realized;

Considering that UNGA Resolution A/RES/69/151, adopted on 18 December 2014, highlights the need raised in previous resolutions regarding “*Strengthening the institutional arrangements for support of gender equality and the empowerment of women*” and calls upon all actors, including the UN specialized agencies and the private sector, to intensify and accelerate action to achieve the full and effective implementation of the Beijing Declaration and the Platform for Action;

Noting that in September 2015, at the United Nations Sustainable Development Summit 2015, world leaders came together at UN Headquarters in New York to adopt the *2030 Agenda for Sustainable Development*, committing their nations to a new global partnership to reduce extreme poverty and setting out a series of goals and targets known as the Sustainable Development Goals, of which Goal 5 is to achieve gender equality and empower all women and girls;

Welcoming the outcomes of the September 2015 Global Leader's Meeting on Gender Equality and Women's Empowerment: *A Commitment to Action*, in which more than 80 world leaders committed to end discrimination against women and further measures and targets to accelerate the achievement of women's empowerment and gender equality;

Welcoming also the UN Women's theme for International Women's Day 2016: *Planet 50-50 by 2030: “Step It Up” for Gender Equality*, as a timely initiative to assist national leaders in intensifying their commitments to gender equality and women's empowerment and in accelerating momentum for effective implementation;

Stressing that in 2016, 21 years after the adoption of the Platform for Action, significant levels of inequality between women and men persist in critical areas including, but not limited to, access to decent work and closing the gender pay gap;

Recalling ICAO Assembly Resolution A36-27: *Gender Equality*, in particular its resolving clause 1 b), which states that “every effort should continue to be made by ICAO to attain gender equality and equity, with full respect for the principle of equitable geographical representation”;

Recalling also, the 1995 Beijing Platform for Action, in which the Secretary General of the United Nations urged International Organizations and Specialized Agencies of the United Nations, such as ICAO, to establish programmes in order to achieve the goal of 50/50 gender balance at all levels;

Welcoming achievements made by ICAO and States pursuant to ICAO Assembly Resolution A36-27;

Acknowledging that appointments to the ICAO Secretariat are based on merit, while having due regard to the importance of recruiting staff on as wide a geographical basis as possible and ensuring equal gender representation; and

Recognizing that, notwithstanding the extant challenges, ICAO should continue to focus greater attention on women's rights and gender equality by playing its part in furthering the goals of the Beijing Declaration and Platform for Action and UN Sustainable Development Goal 5.

The Assembly:

1. *Reaffirms* its commitment to enhancing gender equality and the advancement of women's development by supporting UN Sustainable Development Goal 5: *Achieve gender equality and empower all women and girls* including by aiming to achieve an aspirational goal of 50-50 (women-men) by 2030 at all professional and higher levels of employment in the global aviation sector;
2. *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;
3. *Urges* States, as part of national commitments to gender equality, to work cooperatively with ICAO by sharing best practices and working in partnership with ICAO on programmes and projects aimed at increasing the pool of women in the aviation sector and encouraging women to further develop their aviation careers, including through the promotion of women in aviation careers by State Ministries responsible for higher education;
4. *Instructs* the Secretary General to establish an *ICAO Gender Equality Programme* by mid-2017 with the primary aim of facilitating and coordinating targeted programmes and projects to enable and make regular reports on progress toward the goal of gender equality by 2030, especially in professional and higher levels of employment, within ICAO, and within States and the global aviation sector;
5. *Requests* the Secretary General to report annually to the Council on the measures implemented and the progress being made in promoting gender equality within all levels of staff categories in the ICAO Secretariat, and on aviation gender equality statistics, to the extent that they are provided on a voluntary basis, in States and the international aviation industry; and
6. *Declares* that this Resolution supersedes Resolution A36-27.

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APPENDIX B

**STATISTICS ON MALE AND FEMALE DISTRIBUTION OF ICAO STAFF
[Headquarters (HQ) and Regional Offices (ROs)]**

1. Male/female staff distribution at the Professional and higher levels (HQ and ROs)

Staff strength by grade and gender (HQ & ROs)

Grade Level	Male	Female	Total	% Male	% Female
SG	--	1	1	0	100
D2	4	--	4	100	0
D1	18	1	19	95	5
P5	42	12	54	78	22
P4	109	34	143	76	24
P3	44	36	80	55	45
P2	16	17	33	48	52
Total	233	101	334	70	30

2. Male/female ratio of new recruits during 2015

Number of new recruits per gender during 2015						
Category	Level	Male	Female	Total	% Male	% Female
P and above	D2	1		1	100	0
	D1	3		3	100	0
	P5	1	1	2	50	50
	P4	10	1	11	91	9
	P3	5	6	11	45	55
	P2		2	2	0	100
Total		20	10	30	67	33
GS	G7		1	1	0	100
	G6	3	2	5	60	40
	G5	3	8	11	27	73
	G4		10	10	0	100
	G3	1	2	3	33	67
	G2					
GS Total		7	23	30	23	77
Grand Total		27	33	60	45	55

3. Male/female ratio of applications received for positions during 2015

Number of applicants per gender during 2015					
Category	Male	Female	Total	% Male	% Female
P and above	1 666	810	2 476	67	33
GS	555	1 149	1 704	33	67
Grand Total	2 221	1 959	4 180	53	47

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