



**ASSEMBLY — 40TH SESSION**

**ADMINISTRATIVE COMMISSION**

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

**STATUS OF THE ICAO GENDER EQUALITY PROGRAMME**

(Presented by the Council)

**EXECUTIVE SUMMARY**

This paper outlines the implementation of the ICAO Gender Equality Programme and the ongoing initiatives to improve gender equality and the promotion of gender mainstreaming, along with the empowerment of women.

**Action:** The Assembly is invited to:

- a) note the progress undertaken and achievements made by the Organization to enhance gender equality and gender mainstreaming;
- b) note the Communique from the Global Aviation Gender Summit 2018 and urge Member States to support the implementation of the roadmap; and
- c) urge Member States to support policy developments which provide for enabling environments for women to pursue and develop careers within the aviation sector.

<i>Strategic Objectives:</i>	This working paper relates to Supporting Implementation Strategies – Gender Equality
<i>Financial implications:</i>	Recognizing that budget discussions are ongoing, it is anticipated that any resources needed beyond those provided through the regular programme will need to come from voluntary contributions or other extra-budgetary funding in the next triennium.
<i>References:</i>	Assembly Resolution A39-30 A39-WP/73, <i>Status of the ICAO Workforce</i> Global Aviation Gender Summit Communique, August 2018, South Africa

## **1. INTRODUCTION**

1.1 In 2016, the 39th Session of the Assembly endorsed the proposed resolution A39-30, *“ICAO Gender Equality Programme: promoting the participation of women in the global aviation sector.”* In this Resolution, the Assembly urged *“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.”*

1.2 The Assembly also urged *“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.”*

1.3 The Assembly requested the Secretary General to establish an ICAO Gender Equality Programme with the primary aim of facilitating and coordinating targeted programmes and projects to enable progress toward the aspirational goal of gender equality by 2030, especially in Professional and higher levels of employment, within ICAO and within States and the global aviation sector.

1.4 Pursuant to Assembly Resolution A39-30, this paper presents a report on the measures implemented and progress being made by ICAO in promoting gender equality since the 39th Session of the Assembly.

## **2. ICAO GENDER EQUALITY PROGRAMME**

2.1 In 2017, further to Assembly Resolution A39-30, the Secretary General established the ICAO Gender Equality Programme.

2.2 The Gender Equality Programme has four main objectives for effective implementation: (i) build capacity and enhance awareness for gender equality; (ii) enhance gender representation; (iii) increase awareness and accountability; and (iv) further engagement with external partners.

2.3 The Secretariat has made efforts in several areas; as follows;

- a) outreach efforts were increased in 2018 with an aim at expanding the number of qualified female candidates to Professional and higher positions, as well as creating greater awareness and visibility for ICAO as an employer of choice for women.
- b) communications and social media undertakings at ICAO have also been enhanced in support of outreach efforts with a focus on the dissemination of vacancy announcements, relevant events, overall gender awareness in aviation and other related activities.

2.4 Progress has been made in the senior level positions (D-1 level), with the appointment of two female candidates for the posts of Chief of the Finance Branch and Regional Director for the European and North Atlantic Office.

2.5 As part of the ICAO Gender Equality Programme, the Secretariat will examine the feasibility of setting targets to enable progress toward the aspirational goal of gender equality by 2030, especially in the Professional and higher levels of employment, taking into account global aviation gender statistics which are expected to be released in 2020. It should be noted that improving gender representation within ICAO will rely heavily on the pool of female candidates available from the global aviation market.

### **3. THE INAUGURAL GLOBAL AVIATION GENDER SUMMIT**

3.1 The inaugural Global Aviation Gender Summit, a joint initiative between the South African Civil Aviation Authority (SACAA) and ICAO, was hosted by SACAA, supported by the Government of the Republic of South Africa, through the Department of Transport, in collaboration with UNESCO and UN Women. The Summit was held from 8 to 10 August 2018 in Cape Town, South Africa. The Aviation Gender Summit was a very successful event with over 500 participants from around the world in attendance and an additional 2,000 watching the livestream globally on the ICAO YouTube Channel.

3.2 The objective of the Summit was to discuss the current situation and the challenges faced by women in aviation, bearing in mind Aviation's contribution towards the United Nations 2030 Agenda for Sustainable Development, including Sustainable Development Goal No. 5, Gender Equality and Empowerment of Women as well as Assembly Resolution A39-30 on the ICAO Gender Equality Programme promoting the participation of women in the global aviation sector. A very unique feature of the Summit was the diversity of attendees with representation from a broad range of disciplines, including: private (industry leaders), public (State and government representatives), academia, aviation, non-governmental organizations (NGOs) and gender experts. It was possibly the first time such a multi-disciplinary forum gathered to discuss a significant, global and strategic theme – gender in aviation. Over the duration of the Summit many leading experts in aviation, education, culture, gender, policy making, among others, discussed the specific issues related to gender in aviation, with topics ranging from early childhood development to career opportunities/advancement for senior level women, and many in between.

3.3 The Global Aviation Gender Summit participants came together to advocate for gender equality in the global aviation sector and to better understand the gender divide in a highly specialized field of work. The Summit urged States and the aviation industry to demonstrate strong, determined leadership and commitment to gender equality in aviation and to work together with a view to making further progress, and to mobilize the global aviation community to discuss existing barriers for gender equality in aviation and to share best practices, programmes and initiatives aimed at overcoming these barriers.

3.4 The Global Aviation Gender Summit highlighted concrete actions that can be taken to accelerate gender equality in aviation, including the urgency for global collection, analysis and sharing of gender disaggregated data to inform policy makers and to drive action on gender-related policies and programmes in aviation; promoting partnerships amongst interested stakeholders; the need for the

A40-WP/31  
AD/3

development of gender-responsive government legislation; and the need for States and the aviation industry to enhance the promotion of Science, Technology, Engineering, and Mathematics (STEM) education for girls.

3.5 The Summit concluded with a roadmap of actions, established by the participants and presented in the form of a Communiqué (Appendix A), aimed at accelerating gender equality and gender mainstreaming and better understanding the gender divide in a highly specialized field of work. The Global Aviation Gender Summit participants resolved that the endorsement of the road map by the 40th Session of the General Assembly would advance the implementation of Assembly Resolution A39-30.

#### **4. CAPACITY BUILDING**

4.1 As part of the Gender Equality Programme, Gender Focal Points and alternates were appointed in all Bureaus and Regional Offices of the Secretariat. Their role is to serve as a catalyst for the promotion and enhancement of gender issues, supporting the heads of Bureaus/Offices in the implementation of the Gender Equality Plan and raising awareness of gender-related issues.

4.2 The Next Generation of Aviation Professionals (NGAP) programme is an initiative designed to ensure that enough qualified and competent aviation professionals are available to operate, manage and maintain the future international air transport system. NGAP encourage collaboration between States and the aviation community to identify long-term human resource needs and establish strategies to attract educate and retain aviation professionals, with a particular focus on gender equality.

4.3 ICAO and the International Aviation Women's Association (IAWA) collaborate on a sponsorship programme, with the goal of providing development opportunities to qualified female aviation professionals, from different regions.

4.4 The Young Aviation Professionals Programme (YAPP) is a developmental programme targeting the next generation of aviation professionals. It is a collaborative effort between ICAO, the International Air Transport Association (IATA) and Airport Council International (ACI). In order to promote gender equality, special consideration is given to qualified female candidates for the Programme. In the 2018-2019 cycle, all three qualified candidates who were selected for the Programme were women.

4.5 Internship opportunities are an effective way to attract young individuals in aviation. Women were selected for over 50 percent of internship opportunities at the Secretariat for the period between 2016 and 2018.

#### **5. AVIATION GENDER EQUALITY STATISTICS**

5.1 For the purpose of collecting and analysing statistics on personnel in the global civil aviation, the Secretariat is working to amend the States' reporting forms to include gender disaggregated data. During the last meeting of the Aviation Data and Analysis Panel (ADAP/2), the Secretariat proposed the creation of a new ICAO Air Transport Reporting Form, G1 – *Employment Statistics of Aviation Licensed Personnel by Gender*, to collect data on aviation licensed personnel (pilots, maintenance personnel and air traffic controllers) segmented by gender and age.

5.2 ICAO has consulted other United Nations bodies (including the International Labour Organization) on the collection of gender data and is refining the proposed form. The form will be finalized in 2019 and will be sent to Member States for collection of statistics for 2020 reporting. Additionally, ICAO conducted a survey on the number of licenced aviation personnel by gender through a State Letter and the results will be announced shortly during the appropriate ICAO forums.

## **6. PARTNERSHIPS AND NETWORKS**

6.1 Several organizations at the global, national and local levels have established partnerships focussed on increasing gender representation in the aviation and aerospace industry.

6.2 ICAO has a long-standing collaborative partnership with UN Women. The two organizations have been working together on the implementation of the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP), and collaborated at the Global Aviation Gender Summit and agreed to continue to work together in the areas of monitoring and reporting on aviation statistics within Member States. Following completion of the first phase of UN-SWAP in 2017, UN Women recognized ICAO's efforts for strengthening accountability mechanisms for gender equality and the empowerment of women; undertaking an assessment of staff capacities in the area of gender equality, particularly at the senior levels; enhancing ICAO's internal gender architecture; and successfully organizing the first Global Aviation Gender Summit.

6.3 ICAO has strengthened relationships with organizations that support gender equality in Science, Technology, Engineering and Mathematics (STEM) such as the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the Women in Engineering Organization, with a view to collaborating on projects of common interest.

6.4 ICAO is a participant in the Sustainable Mobility for All (SuM4All) Initiative which is a unique platform allowing transport stakeholders to come together and speak with one voice, including gender equality and the empowerment of women. The SuM4All includes 53 leading transport organizations and agencies covering all modes of transport and representing UN agencies, private sector, development banks, foundations, donors, inter-governmental organizations, and international associations. ICAO is present on the gender working group (WG) and was instrumental in having STEM included in the catalogue of measures of the Global Roadmap of Action Toward Sustainable Mobility (GRA).

6.5 ICAO is also working with organizations such as the Women's Forum and the World Bank, with a focus on gender mainstreaming.

6.6 A strong relationship including a Memorandum of Understanding (MoU) exists between ICAO and the International Aviation Women's Association (IAWA) supporting an annual women's scholarship programme and working together to build greater awareness and representation of women in aviation globally.

6.7 Cooperation on gender related activities and events continue to be reinforced between ICAO, IATA, and ACI. These organizations work closely together in various activities related to gender equality and mainstreaming.

## 7. CONCLUSION AND FUTURE PRIORITIES

7.1 Sustained efforts by the Secretariat, Member States and the global aviation industry are necessary to meet future needs, given the significant labour shortage forecast for the aviation sector.

7.2 The Global Aviation Gender Summit highlighted the urgency for Member States to facilitate the global collection, analysis and sharing of gender disaggregated data to inform policy makers and to drive actions on gender-related policies and programmes in aviation.

7.3 The Global Aviation Gender Summit further highlighted the need for developing gender-responsive government legislation in order to provide environments that enable women to work more effectively.

7.4 A priority noted in the ICAO Gender Implementation Plan as well as the Global Aviation Gender Summit Communique is the need for Member States to encourage young girls to enrol in Science, Technology, Engineering, and Mathematics (STEM) educational programmes. This will result in an increase in capacity-building opportunities for women in the Next Generation and contribute to relieving some of the labour shortage in the medium to long term.

7.5 Enhancing outreach activities by Member States and the aviation industry aimed at attracting women to aviation, developing opportunities to retain and advance women already within aviation, and establishing clear policies to provide environments that enable women to work more effectively are ways to increase the pool of available resources.

7.6 It is clear that increasing gender representation cannot be a single-pronged approach: there are many aspects to creating greater awareness, developing interest and increasing the number of women in aviation. Strengthening industry perception globally and establishing partnerships and communities of practice, combined with a strong commitment from Member States and industry, are critical to the long-term success of gender equality.

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## APPENDIX A

### GLOBAL AVIATION GENDER SUMMIT CAPE TOWN, SOUTH AFRICA, 8 TO 10 AUGUST 2018 COMMUNIQUÉ

A joint initiative by South African Civil Aviation Authority (SACAA) and the International Civil Aviation Organization (ICAO), the inaugural Global Aviation Gender Summit was hosted by SACAA, supported by the Government of the Republic of South Africa, through the Department of Transport, from 8 to 10 August 2018 in Cape Town, South Africa. The Summit was co-organized by SACAA and ICAO, in collaboration with the United Nations Educational, Scientific and Cultural Organization (UNESCO) and UN Women.

The Summit was attended by over 500 participants representing ICAO Member States, airports, air navigation service providers, airlines, international organizations, educational institutions, aviation-related professional associations, and industry stakeholders. In addition, over 2000 global viewers on YouTube live stream have followed our discussions throughout the Summit.

Bearing in mind the global agenda for sustainable development launched by the United Nations in 2015, including Sustainable Development Goal (SDG) No. 5 on Gender Equality and Empowerment of Women; as well as the following inter-related ICAO Assembly Resolutions adopted in 2016: Resolution A39-30, ICAO Gender Equality Programme promoting the participation of women in the global aviation sector; Resolution A39-29, Next Generation of Aviation Professionals; and Resolution A39-25, Aviation's contribution towards the United Nations 2030 Agenda for Sustainable Development;

The Global Aviation Gender Summit participants came together to advocate for gender equality in the global aviation sector and to better understand the gender divide in a highly specialized field of work by:

*urging* States and the aviation industry to demonstrate strong, determined leadership and commitment to gender equality in aviation and to work together with a view to making further progress;

*mobilizing* the global aviation community to discuss existing barriers for gender equality in aviation and to share best practices, programmes and initiatives aimed at overcoming these barriers; and

*identifying* concrete actions which can be taken to accelerate gender equality in aviation and promoting partnerships amongst interested stakeholders to implement these actions;

Mindful of these points, the Global Aviation Gender Summit participants:

- 1) *Highlighted* the urgency for global collection, analysis and sharing of gender disaggregated data to inform policy makers and to drive action on gender-related policies and programmes in aviation;
- 2) *Examined* how culture, stereotypes and biases impact decisions related to gender and aviation at home, in schools and in the workplace, and underscored the need to take measures to eliminate or mitigate against these;
- 3) *Encouraged* States and the aviation industry to enhance the promotion of Science, Technology, Engineering, and Mathematics (STEM) education for girls, as a means of increasing girls' access to STEM education;
- 4) *Identified* the need to optimize the use of internships, fellowships, bursaries and other similar programmes to further opportunities for skills development for women in aviation at the national and international level through collaboration amongst ICAO, States, International Organizations and aviation industry partners;
- 5) *Recognized* the need for the development of gender-responsive government legislation, such as pay equity, parental leave, violence against women, etc.;
- 6) *Promoted* the development of organizational and workplace policies aimed to create enabling work environments for women in aviation, such as flexible working arrangements;
- 7) *Advocated* for leadership and mentoring programmes and initiatives to support women in their career development and access to senior level positions;
- 8) *Emphasized* the urgent need to accelerate gender equality in aviation through partnerships with stakeholders sharing a common vision and goals on gender;
- 9) *Recognized* that diversity and increased female involvement in research and technology will enhance the innovation capacity of organizations;
- 10) *Welcomed* the opportunity for ICAO to collaborate with UNESCO in Education and STEM to foster the development of a future talent pool of women in aviation;
- 11) *Welcomed* the opportunity for ICAO to collaborate with UN Women to promote the HeForShe campaign and to explore the feasibility of introducing the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP), to include national targets at the country level in select States, as a pilot project;
- 12) *Reaffirmed* the need for ongoing dialogue, monitor progress, share best practices in order to continue to build on progress to date and to further accelerate gender equality and the empowerment of women in the aviation sector; and
- 13) *Concluded* that the endorsement of the road map by the ICAO Assembly would advance the implementation of Assembly Resolution A39/30 and globally accelerate gender equality and the empowerment of women in the aviation sector.

A-3

A40-WP/31  
AD/3  
**Appendix**

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