



WORKING PAPER

ASSEMBLY — 42ND SESSION

ADMINISTRATIVE COMMISSION

Agenda Item 38: Human Resources Management and Gender Equality

**PROMOTING WOMEN IN GLOBAL AVIATION THROUGH INDIVIDUAL MERIT
AND THE IMPORTANCE OF THE USE OF CLEAR AND ACCURATE LANGUAGE**

(Presented by the United States)

EXECUTIVE SUMMARY

This working paper underscores the important role women play in the global aviation sector and the importance of promoting the participation of women through individual initiative, skills, performance, and hard work, and not from sex-based or other preference programs. This paper discusses the importance of using clear and accurate language and policies that recognize women are biologically female, and men are biologically male, and to avoid focusing on radical causes such as Diversity, Equity, and Inclusion (DEI) and gender ideology. The paper proposes using precise terminology and renaming the “Gender Equality Programme” to the “Empowerment Program for Women” in order to focus on the needs and perspectives of women. It also opposes the use of any sex-based preferences in any ICAO programme and seeks confirmation that no regular budgetary contributions will be used to support the ICAO Gender Equality Programme.

Action: The Assembly is respectfully invited to:

- a) Note the information provided in the working paper;
- b) Approve renaming the Gender Equality Programme” to the “Empowerment Program for Women” in order to remove the ideological term of “gender”;
- c) Request the Secretariat confirm that no regular budgetary contributions will be used to support the ICAO Gender Equality Programme; and
- d) Remove these items from ICAO’s program of work if these recommendations are not adopted.

<i>Strategic Goals:</i>	This working paper relates to all Strategic Goals and all High Priority and Supporting Enablers.
<i>Financial implications:</i>	None

<i>References:</i>	Assembly Resolution A41-26: <i>ICAO Gender Equality Programme promoting the participation of women in the global aviation sector</i> A42-WP/20 - Progress report on the implementation of the ICAO Gender Equality Programme
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1. INTRODUCTION

1.1 The United States strongly supports the protection of women and girls, the defense of their rights, and their empowerment. Under the administration of President Trump, the government of the United States is working to protect and promote the ability of women and girls to engage in all aspects of social, civic, political, and economic life.

1.2 Women, including American women, have been among the great aviation pioneers: from Bessica Raiche and Blanche Stuart Scott, the first American women to solo in 1910; to Harriett Quimby, the first American woman to obtain her pilot's license in 1911; to Amelia Earhart, the first woman to fly across the Atlantic solo in 1932 and the first person to fly solo across the Pacific from Honolulu to Oakland in 1935, among many others.

2. ICAO'S GENDER EQUALITY PROGRAM

2.1 The United States recognizes anticipated future personnel shortages in the global aviation industry, including the future need for highly trained professionals. However, we do not support programs that grant preferences based on sex or other characteristics other than individual merit. Hiring for these critical jobs, upon which the lives of millions of passengers depend every day, must be based solely on ensuring the safety and security of airline passengers and overall job excellence.

2.2 Therefore, ICAO's Gender Equality Program should not support any sex-based preference programs that gives preferences to or disadvantages any individual or group on the basis of sex. This is consistent with Assembly Resolution A41-26: ICAO Gender Equality Programme promoting the participation of women in the global aviation sector, which does not conceive of the use of discriminatory preferences based on sex or other characteristics.

2.3 In this regard, the United States does not support and opposes the use of any sex-based preferences in any program which uses any form of diversity, equity, or inclusion (DEI) precepts. Individuals should be rewarded based on their individual initiative, skills, performance, and hard work, and not from sex-based or other preference programs. The United States seeks confirmation that no regular budgetary contributions will be used to support this program.

2.4 We propose renaming the "Gender Equality Program" to the "Empowerment Program for Women" in order to focus on the needs and perspectives of women.

3. USE OF CLEAR LANGUAGE TO PROTECT AND EMPOWER WOMEN AND GIRLS

3.1 It is the policy of the United States to use clear and accurate language that recognizes women are biologically female and men are biologically male. It is important to acknowledge the biological reality of sex to support the needs and perspectives of women and girls. Use of the term "gender" replaces

the biological category of sex with an ever-shifting concept of self-assessed gender identity and is demeaning and unfair, especially to women and girls. The United States therefore encourages ICAO to utilize precise terminology that recognizes women are biologically female, and men are biologically male.

4. **CONCLUSION**

4.1 The United States remains dedicated to promoting the rights and empowerment of women and girls globally, including in civil aviation. By approving the Actions outlined in this paper, the Assembly will invite all ICAO Member States and aviation stakeholders to work together to create a world where every woman and girl can thrive, contributing to a safer, stronger, and more prosperous future for all.

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