



ASSEMBLY — 42ND SESSION

ADMINISTRATIVE COMMISSION

Agenda Item 38: Human Resources Management and Gender Equality

ENHANCING DATA-DRIVEN APPROACHES TO GENDER EQUALITY IN AVIATION

(Presented by New Zealand and co-sponsored by Canada)

EXECUTIVE SUMMARY

This paper presents a proposal to help close the gender data gap and increase the number of women in aviation through data-driven solutions. The paper outlines the great importance of collecting, using and sharing gender-disaggregated data and statistics and the need for the International Civil Aviation Organization (ICAO), Member States and industry to increase their data-driven efforts to achieve gender equality.

Action: The Assembly is invited to:

- Acknowledge that gender equality remains a significant issue in aviation and that there are opportunities to hasten progress towards the attainment of the United Nations Sustainable Development Goal 5: Gender Equality in line with the ICAO Gender Equality Programme;
- Urge ICAO to develop a set of data collection guidelines that will assist Member States and the international aviation industry to expand the collection and use of gender data and statistics, to better inform targets and policies with respect to gender equality; and
- Encourage ICAO, Member States and the international aviation industry to work cooperatively with one another by sharing data and statistics aimed at increasing the number of women working in aviation.

<i>Strategic Goals:</i>	This working paper relates to the essential role of the Assembly in promoting gender equality and the empowerment of women and girls in the global aviation sector.
<i>Financial implications:</i>	Implementation of the actions contained in this Paper by the ICAO Secretariat are understood to be subject to availability of funds such as voluntary contributions.
<i>References:</i>	A/RES/70/1, <i>Transforming our World: The 2030 Agenda for Sustainable Development</i> ICAO Assembly Resolution A41-26, <i>ICAO Gender Equality Programme: promoting the participation of women in the global aviation sector</i> (Doc 10184, Assembly Resolutions in Force (as of 7 October 2022) Call to Action of the 2023 ICAO Global Aviation Gender Summit, Madrid, Spain, <i>Rising to the Challenge, A Call to Action for Moving from Aspirations to Achieving Gender Equality in Aviation</i>

1. INTRODUCTION

1.1 The International Civil Aviation Organization (ICAO) Assembly Resolution A41-26: the ICAO Gender Equality Programme, regarding the promotion of the participation of women in the global aviation sector, called for several actions to be taken by ICAO and Member States.

1.2 In particular, the Assembly recognized that ICAO's gender equality policy must be based on comprehensive data and statistics relevant to Member States, ICAO's governing and technical bodies, ICAO's Secretariat and the aviation sector.

1.3 Furthermore, the Assembly also requested ICAO to produce multi-annual and detailed statistics on gender equality, outlining progress made at all levels and to present such statistics in its annual report on the implementation of the Gender Equality Programme and its Implementation Plan and, every 3 years, to the Assembly and invites States to support ICAO in this endeavour.

1.4 According to ICAO's 2021 global survey on the status of licensed aviation personnel by gender, only 5.1 per cent of pilot, air traffic controller and maintenance technician positions were held by women in 2021. This was a slight increase from 4.5 per cent globally in 2016.

1.5 In addition, the ICAO Global Aviation Gender Summit in Madrid in 2023 resulted in a "Call to Action" that identified data collection and analysis as a key priority in order to address the aviation sector's gender equality challenges. Specifically, all actors and stakeholders across aviation were called to commit to capacity-building activities in support of Member States and industry in collecting and analysing data.

2. DISCUSSION

2.1 Gender data challenges and opportunities

2.1.1 While progress is being made on collecting, using, and sharing more gender data, significant challenges still exist that need to be addressed, such as:

- a) Standardised metrics and reporting frameworks are lacking across Member States. Establishing more consistent collection of data and reporting would enable greater visibility and understanding of progress towards gender equality and the benefits diversity brings.
- b) The collection of gender data is generally limited to licensed personnel resulting in a lack of visibility for some aviation occupations. This limited scope should be expanded to include other roles such as flight attendants, baggage handlers, ground crew and regulators as well as roles in newer domains such as cybersecurity and emerging technologies.
- c) Privacy and confidentiality of gender data remain a concern. While risks may exist, these can be mitigated through partnerships that enable secure sharing of gender data.

2.2 **Driving change with gender data**

2.2.1 To unlock the opportunities presented by a more data-driven approach to achieving gender equality, a vital first step is to ensure that reliable data is collected and presented in a globally consistent manner. To this end, New Zealand recommends that the Council Small Group on Gender, with the support of the ICAO Secretariat and Member States, develop a set of guidelines that States, and industry can use to shape their gender data collection activities.

2.2.2 These guidelines should include the following:

- a) Standardized language and definitions to enable easier comparison of data and results.
- b) Defined objectives and methods for collecting and analysing gender data such as to address gender pay gaps and workforce diversity.
- c) Methodologies for collecting gender data across a broader range of aviation job categories, including both licenced and non-licenced professions.
- d) Procedures to ensure gender data is aggregated and anonymized to maintain privacy and confidentiality.
- e) Protocols for sharing data between States, within States, with ICAO, and with industry.

3. **CONCLUSION**

3.1 A globally consistent approach to closing the gender data gap is needed to fully utilize data-driven approaches to achieving greater gender equality in aviation. A set of clear and consistent data collection guidelines will support States, ICAO and industry to increase their collection, usage and sharing of gender data to create meaningful change and progress towards a substantial increase in the number of women working in aviation and ultimately gender equality.

— END —

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- 4 -