



ASSEMBLY — 42ND SESSION

ADMINISTRATIVE COMMISSION

Agenda Item 38: Human Resources and Gender Equality

SUPPORTING THE ICAO GENDER EQUALITY INITIATIVE

(Presented by Kazakhstan)

EXECUTIVE SUMMARY	
This paper submits for the consideration of the Assembly the actions taken by Kazakhstan in supporting and promoting the ICAO Gender Equality Programme and its initiatives.	
<i>Strategic Goals:</i>	This information paper relates to ICAO High priority enabler on Gender Equality and Attracting New Talent. ICAO will expand on its ambition to achieve ICAO's Strategic Goals, and contribute to the UN Sustainable Development Goals, by achieving gender equality. Viewing international aviation as a vital enabler within the UN SDGs and to address multisector challenges affecting aviation, ICAO aims to expand opportunities for all as we seek out the best possible talent including the next generation of aviation professionals.
<i>Financial implications:</i>	
<i>References:</i>	Assembly Resolution A41-26, ICAO Gender Equality Program promoting the participation of women in the global aviation sector Doc 10184, <i>Assembly Resolutions in Force (as of 7 October 2022)</i>

1. INTRODUCTION

1.1 Aviation plays a vital role in driving economic and social progress by connecting countries, generating employment, and promoting trade and tourism. In doing so, it significantly contributes to the achievement of the United Nations 2030 Agenda for Sustainable Development. ICAO committed to the United Nations 2030 Agenda and the respective Sustainable Development Goals, and the Goal number 5 is to achieve gender parity and empower all women and girls. The goal aims to eliminate discrimination of women and girls, ensure their access to resources and opportunities, and promote their full participation in society. In recent years it is one of ICAO's top priorities.

1.2 Despite being recognized as a forward-thinking and innovative industry, the aviation sector has yet to realize its full potential, partly due to the insufficient representation of women across all tiers of the workforce, particularly in technical roles, leadership, and key decision-making positions. Across the globe, individuals, communities, and organizations are actively working to promote inclusive

environments. Despite these efforts, cultural and social norms in many societies continue to restrict girls' and women's access to education and employment. These barriers limit their participation in the workforce, reducing their chances to gain experience, develop skills, and pursue career advancement opportunities.

2. ICAO GENDER EQUALITY PROGRAMME

2.1 Gender equality is essential to the sustainable growth and development of the aviation industry. ICAO is firmly dedicated to advancing gender equality within its own structures, including its Regional Offices, as well as among Member States and the broader aviation sector. This commitment is reflected in its various initiatives, most notably the ICAO Gender Equality Programme, which supports the implementation of Assembly Resolution A41-26 on promoting the participation of women in global aviation.

2.2 ICAO promotes accountability to its gender equality commitments at both global and regional levels. Through the Global Network of Gender Focal Points, ICAO maintains ongoing communication with Member States, enabling the exchange of updates, best practices, and initiatives related to gender equality. This network plays a crucial role in strengthening awareness, fostering collaboration, and building a more inclusive and diverse aviation sector.

3. PROMOTION OF GENDER EQUALITY IN AVIATION SECTOR OF KAZAKHSTAN

3.1 Kazakhstan is continuously trying to contribute to a safer, more sustainable, and harmonized global air transport system. Kazakhstan actively aligns its efforts with the United Nations 2030 Agenda and its Sustainable Development Goals (SDGs), with a particular emphasis on SDG 5: "Achieve gender equality and empower all women and girls."

3.2 Kazakhstan is actively facilitating and advancing initiatives to embed gender equality across all sectors of aviation, with a strong focus on promoting equal opportunities for women, especially in technical roles and leadership positions.

3.3 This commitment was further reinforced at the Regional Workshop on Gender equality and Empowerment of women in aviation, which was held in Almaty, Kazakhstan on the 4th and 5th of March 2025. Hosted by the Ministry of Transport of Kazakhstan, the event brought together aviation professionals, industry leaders, and students to discuss practical strategies for advancing gender equality in the aviation sector and served as a platform for dialogue, knowledge sharing, and strategic planning to enhance gender equality and highlighted effective policies and practices in the aviation sector. The commitments and insights shared during the event is expected to play a vital role in shaping future efforts to build a more inclusive and gender-equal aviation industry, particularly within the EUR/NAT area.

3.4 Increasing the number of women in aviation reflects a gradual shift in attitudes toward traditionally male-dominated professions. Kazakhstan has taken steps at the highest levels to promote gender equality in aviation. The country has implemented a law on state guarantees of equal rights and opportunities for men and women, a national gender equality strategy, and policies requiring employers to increase female representation in leadership roles.

3.5 Kazakhstan has 34 female pilots out of 1,459, while globally, women make up 5% of airline pilots. The country's aviation sector employs more than 9,500 women, including 2,005 flight attendants, 104 air traffic controllers, and about 400 professionals in engineering and technical roles.

4. **CONCLUSION**

4.1 Finally, Kazakhstan remains committed to supporting the meaningful participation of all active members of the international civil aviation community in ICAO meetings and related activities, provided they adhere to international standards and regulations. The involvement of such participants is vital to the effective development and implementation of global aviation policies, particularly in the areas of safety, security, and sustainability.

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