



C-DEC 222/7
11/3/21

COUNCIL — 222ND SESSION

SEVENTH MEETING

(VIRTUAL MEETING ON FRIDAY, 5 MARCH 2021, AT 1000 HOURS)

SUMMARY OF DECISIONS

CLOSED MEETING

Not available

OPEN MEETING

Report on gender consideration in the governing bodies

10. The Council considered this item on the basis of an oral report presented by the Small Group on Gender (SGG).

11. Following consideration, the Council:

- a) expressed appreciation to the Chairperson of the SGG for her dynamic leadership and all the members of the SGG for their outstanding efforts in progressing the task that had been delegated to the Group;
- b) took note of and endorsed the recommendations outlined in the oral report of the SGG;
- c) unanimously adopted the Declaration that had been presented by the SGG, and committed itself to doing everything possible to implement the Declaration;
- d) decided that the mandate of the SGG should be extended so that work on gender equality could continue, leading towards further initiatives, including in relation to an update of Assembly Resolution A39-30 for adoption at the 41st Session of the Assembly in 2022.

12. In adopting the Declaration, the Council agreed that the principle of equitable geographical representation (EGR), was in no way diminished or undermined.

13. The final text of the Declaration is set forth as an Attachment to this C-DEC.

Any other business

14. It was noted that the final meeting of the Advisory Group on CORSIA (AGC) in the current session had not yet been scheduled, which would mean that consideration by the Council of two of the items currently being discussed at the AGC, would need to be deferred to a subsequent meeting of the current session pending the finalization and issuance of the related oral reports.

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ATTACHMENT

DECLARATION ON IMPROVING GENDER REPRESENTATION IN ICAO'S GOVERNING AND TECHNICAL BODIES

Underlining the need to achieve gender equality as set out in Goal 5 of the United Nations Sustainable Development Goals (SDGs), by providing equality of opportunity for women and men in the Council of ICAO and bodies;

Recognizing that half of the world's population is composed of women, but women are underrepresented in the senior ranks of the aviation industry, and in ICAO;

Expressing concern that women are similarly underrepresented in the governing and technical bodies of ICAO;

Recalling Assembly Resolution A39-30: *ICAO Gender Equality Programme*, promoting the participation of women in the global aviation sector;

Acknowledging that the nomination of Representatives to ICAO is the sovereign responsibility of Member States;

Recognizing that the Council, as the governing body of ICAO, must show leadership and deliver concrete actions;

Recognizing that words have meaning, but that actions speak louder than words, Gender Mainstreaming is a tool that can be used to achieve the goal of gender equality; and

Affirming the Council's determination to fight against all gender stereotypes and biases which constitute obstacles to equal opportunities for women and men in our Organization, and setting up a work environment favourable for gender equality;

We, as individual Representatives on the Council of ICAO, and as a collective Council, commit to do everything possible to:

1. not approve any Committee or working group of the Council, or any other group, taskforce or Panel, or otherwise approve the membership of any such group, with a membership comprised only of one gender;
2. not elect a cohort of Vice Presidents which is comprised only of one gender;
3. not elect a cohort of Committee and Group Chairs which is comprised only of one gender;

We further commit to:

4. not approve policies or other official documents containing gender discriminatory to or biased language;
5. work with the Secretariat to ensure that gender discriminatory or biased language in existing ICAO policies or other official documents is identified and removed;

6. use gender neutral language in our own communications in all official languages of ICAO, including our interventions in Council and other meetings, and to create a work environment favourable to gender equality;
7. promote an increase in the number of women having access to the level of responsibility involved in the work of Council, and with this objective, identify obstacles and biases that hinder women's careers in the aviation sector;
8. mark International Women's Day 2021 with its theme ***Women in leadership: Achieving an equal future in a COVID-19 world***, by starting to promote role models for the success of women in ICAO and illustrate the career opportunities in aviation in general and in ICAO in particular, and to form a pool of Council Representatives and members of ICAO's technical bodies ready and willing to undertake such promotion at global, regional and national levels;

Finally, as the Council, we encourage the Member States of ICAO to:

9. systematically promote the role of women in aviation and disseminate their success, in particular in ICAO, using the tools available to them from education to recruitment and promotion of career opportunities; and
10. give due regard and equal opportunity to the nomination of qualified female candidates, when nominating Representatives to ICAO, nominees to the Air Navigation Commission (ANC), and proposed members of ICAO Panels and other groups, with a view to improving the level of female representation in ICAO bodies.

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