



**Closing remarks by  
the Council President of the  
International Civil Aviation Organization (ICAO)  
Mr. Salvatore Sciacchitano,  
to the Global Aviation Gender Summit 2023**

*(Madrid, Spain, 7 July 2023, 1230 to 1330 hours EST)*

*Distinguished delegates,  
Dear colleagues, ladies, and gentlemen,*

It has been an exciting, tremendously inspiring few days here in Madrid, and now we find ourselves at the conclusion of an especially thought-provoking Global Aviation Gender Summit.

Close to 550 participants have contributed to the success of this event, in addition to the many who livestreamed it globally via ICAO TV, and I have been very impressed by its roll-out and conclusions.

Please let me salute all of you for your inspirational messages, calling on the aviation sector to do its utmost to transform the status quo.

The discussions of the past two days and a half have made it crystal clear that aviation needs action to pursue gender equality.

And so today we are calling on all the stakeholders and especially the decision makers in both the public and private sectors to commit to this important objective with vision and determination.

Advancing gender equality in aviation is not only the right thing to do, but a necessary transformation for the future of our sector.

ICAO, EC, ILO, UN Women, ITF have drafted a Call to Action drawn as conclusions of this event. It conveys a strong message of determination and urgency and outlines an array of strategic action points.

Today, I want to outline a few areas where our aviation sector coalition must urgently act together.

It starts with developing better data, which is key in making informed policies and decisions, including by strengthening strategic foresight that allows us to see trends, anticipate needs, and plan accordingly.

Publicity of data will help transparency and stimulate emulation.

We must also do more to mainstream gender equality, ensuring that it informs all aviation policies and planning and gets prioritized in budget plans and investments.

We agreed that our policies and strategies need to reflect core principles of decent work and be targeted toward an enabling working environment conducive to women's career and leadership development.

We additionally learned about the importance of upscaling, and driving increased representation of diverse talents into executive, management, and board roles, and that the setting of targets was critical to these outcomes.

Lastly, we recognized how important it is to promote STEM education access and motivate the younger generations toward careers as skilled aviation professionals.

Concerted action and collaboration with other partners and sectors are critical here as well, including with respect to role models, ambassadors, and mentorship programmes.

On that note, we have been all extremely encouraged and delighted by the announcements made throughout the Summit: namely the contribution from the Government of the United Kingdom on advancing gender equality in aviation especially through the ambassadors programmes, as well as the collaboration between ICAO and EUROCONTROL in support of the Next Generation Of Aviation Professionals Programme.

While this progress in air transport might seem daunting, I am fully convinced that if we don't give up, if we keep pushing forward, we can transform aviation into a beacon of inclusivity, and a global industry of diversity and equality.

Before concluding, I wish to pay tribute to the intervention of Mrs. Pilar Vera of the International Federation of Associations of Family of Aviation Accidents. As outlined by Mrs. Vera, ICAO has a longstanding productive relationship with this Federation that has led to the adoption of dedicated standards and the issuance of guidelines.

Let me finish by thanking our host — the Ministry of Transport, Mobility and Urban Agenda — for their tremendous hospitality.

I also would like to commend the Director General of Civil Aviation, Mr. David Benito Astudillo, and his team, for their remarkable dedication and commitment to assuring our collective success.

On behalf of ICAO, I must also thank the European Commission (EC), the International Labour Organization (ILO), UN Women, and the International Transport Forum (ITF) at the Organization for Economic Co-operation and Development (OECD), for their extremely valuable contributions and partnership in the organization of this Summit.

I would like to personally thank our panellists and moderators and express my gratitude to all delegates and all those who followed the discussions virtually. Lastly, I wish to thank the ICAO team, led by Ms. Thilly De Bodt, that has been working tirelessly during this week.

I will close this Summit with a final call for your resolve and determination, but most importantly with a message of hope that our collective efforts today will result in a more inclusive and ultimately stronger air transport sector.

I wish you all safe journeys back home.

Thank you for your attention.