



**WORKING PAPER**

**ASSEMBLY — 41ST SESSION**

**EXECUTIVE COMMITTEE**

**Agenda Item 27: Measures towards Gender Equality at ICAO and the Global Aviation Sector by 2030**

**MEASURES TOWARDS GENDER EQUALITY AT ICAO AND THE GLOBAL AVIATION SECTOR BY 2030**

(Presented by the Council of ICAO)

**EXECUTIVE SUMMARY**

The 39th Session of the ICAO Assembly adopted Resolution A39-30, *ICAO Gender Equality Programme promoting the participation of women in the global aviation sector*. The working paper outlines the on-going initiatives to improve gender equality and the promotion of gender mainstreaming and the empowerment of women.

**Action:** The Assembly is invited to:

- a) take note of the progress made by the Organization to enhance gender equality and gender mainstreaming;
- b) recognize the need for strengthened commitment from Member States to advance gender equality and women empowerment objectives and establishing goals and targets to minimize the gap in representation of women in the aviation workforce;
- c) support ICAO's strengthened efforts to deliver on its accountabilities as a specialized entity of the United Nations (UN) system; and
- d) adopt the revised Assembly Resolution which is contained in the Appendix A to this paper

<i>Strategic Objectives:</i>	This working paper relates to all ICAO's Strategic Objectives and Supporting Strategies (SS).
<i>Financial implications:</i>	The ICAO activities referred to in this paper are expected to be undertaken within the resources available in the 2023-2025 Regular Budget and/or from extra-budgetary contributions as guided by the ICAO Business Plan 2023-2025
<i>References:</i>	Assembly Resolution A39-30, <i>ICAO Gender Equality Programme promoting the participation of women in the global aviation sector</i> C-DEC 222/7, including Attachment <i>Declaration on Improving Gender Representation in ICAO's Governing and Technical Bodies</i> A/RES/70/1, <i>Transforming our World: The 2030 Agenda for Sustainable Development</i> Doc10140, <i>Assembly Resolutions in force (as of 4 October 2019)</i>

## 1. INTRODUCTION

1.1 In 2016, the 39th Session of the Assembly adopted Resolution A39-30, *ICAO Gender Equality Programme promoting the participation of women in the global aviation sector*. In this Resolution, States, regional and international aviation organizations as well as the international aviation industry have been urged to demonstrate strong, determined leadership and commitment to advance women's rights and to take the necessary measures to strengthen gender equality.

1.2 Through this Resolution, the Assembly requested the Secretary General to establish an ICAO Gender Equality Programme with the primary aim of facilitating and coordinating targeted programmes and projects to enable progress toward the aspirational goal of gender equality by 2030 within ICAO, and to promote gender equality in aviation globally.

1.3 Pursuant to Assembly Resolution A39-30, this paper outlines the progress made by ICAO in promoting gender equality since the 39th Session of the Assembly as well as measures envisioned to better mainstream gender equality and women empowerment throughout ICAO's programmatic work over the course of the next triennium.

## 2. ICAO GENDER EQUALITY PROGRAMME

2.1 In 2017, and pursuant to Assembly Resolution A39-30, the ICAO Gender Equality Programme was established, with four main objectives for effective implementation: (i) build capacity and enhance awareness for gender equality; (ii) enhance gender representation; (iii) increase accountability; and (iv) further engagement with external partners.

2.2 Through implementation of the Programme in the triennium, progress has been made by the Secretariat in several areas, including advocacy and outreach, consideration for gender in recruitment of staff, targeted training activities, removing gender discriminatory or biased language from existing ICAO policies or other official documents, and engagement with partners in various opportunities, including through conclusion of arrangements related to gender equality, as well as participation in relevant initiatives and mechanisms led by United Nations (UN). However, resource constraints especially as a result of the COVID-19 pandemic, impacted the Secretariat's ability in advancing gender equality objectives.

2.3 The Rules of Procedure for the Council, the Rules of Procedure for Standing Committees of the Council, as well as the Rules of Procedure for technical bodies of the Council, were reviewed and edited to ensure that gender discriminatory or biased language in existing ICAO policies or other official documents were identified and removed. In addition, gender-neutral language was implemented in the ICAO Service Code and Staff Rules.

2.4 To encourage greater participation of female aviation professionals in ICAO courses, the Technical Cooperation Bureau (TCB) through its Global Aviation Training (GAT) section launched an initiative in March 2021 offering a 50 per cent discount on selected ICAO courses to female participants. The Council in its 225th Session welcomed this important initiative and encouraged the Secretariat to consider an extension of the initiative to ensure broader participation, to which the Secretariat agreed.

2.5 For the purpose of collecting and analysing statistics on personnel (pilots, air traffic controllers, maintenance) in global civil aviation, the Secretariat developed a reporting form to include gender disaggregated data. The last meeting of the Aviation Data and Analysis Panel (ADAP/3), held in

June 2021, recommended that the Secretariat should continue the collection of licensed aviation personnel by gender through this form.

2.6 Progress was made with the nomination of female candidates into a number of senior level positions (D-1 level). It is noted, however, that the objective of gender balance in Professional and higher categories of the ICAO Secretariat remains unmet, and that the representation of women decreases progressively at higher professional grade levels, necessitating greater efforts and concrete actions to minimize the gap as much as possible. The percentage of female representation in the professional category has increased minimally from 30.8% as at 31 December 2019 to 33.2% as at 31 May 2022.

2.7 Outreach and advocacy efforts continued including support of UN gender campaigns through regular social media activities, and promotion of ICAO's objectives around gender equality through speaking engagements in various events. Ethical awareness campaigns and trainings on prevention of sexual harassment were conducted. From 2020 to 2022, ICAO celebrated the International Women's Day, in line with UN Women's annual themes chosen for commemoration of the Day in collaboration with partners, and with participation of ICAO Council representatives. In the same vein, ICAO TV introduced the "Women in Aviation" series, to stir discussion and shed light on the role of women and girls in shaping a more equal future post-pandemic.

### **3. GENDER CONSIDERATION IN THE ESTABLISHMENT OF COUNCIL COMMITTEES AND GROUPS**

3.1 During its tenth meeting of the 221st Session, the Council considered the agenda item *Gender Consideration in the Establishment of Council Committees and Groups*.

3.2 The Council agreed to establish a Small Group on Gender (SGG) to consider opportunities to enhance gender equality in the composition of the governing and technical bodies of ICAO. The SGG subsequently developed recommendations for consideration of the Council, which included a draft *Declaration on Improving Gender Representation in ICAO's Governing and Technical Bodies* (Appendix B refers). The Declaration was adopted unanimously by the Council in its 222nd Session. The adoption of the Declaration is a concrete step in demonstrating the leadership of the ICAO Council in promoting the role of women in aviation especially in decision-making and leadership positions, while recalling the importance of equal opportunities in nomination of qualified female candidates when nominating Representatives and other experts and officials to ICAO bodies and groups.

3.3 In the same Session, the Council 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.

### **4. MEASURES ON STRONGER DELIVERY ON ICAO ACCOUNTABILITIES**

#### **4.1 Gender Equality Programme Implementation Plan**

4.1.1 Since its establishment, the Gender Equality Programme has been implemented through an Implementation Plan that covers a broad spectrum of activities. The first Gender Equality Programme Implementation Plan outlined 62 actions covering activities for implementation from 2017 to 2020.

4.1.2 ICAO, as a UN specialized agency, is accountable to promote and advance gender equality imperatives established by the United Nations. The mainstreaming of gender equality and women's empowerment into all work areas of the UN system is outlined in the *United Nations Accountability Framework for Mainstreaming Gender Equality and the Empowerment of Women in United Nations Entities (UNS-WAP)*, which sets out performance indicators for corporate processes and institutional arrangements. Furthermore, a specific *System-wide Strategy on Gender Parity* was launched by the Secretary-General of the United Nations in 2017 to reach gender parity in the United Nations across the system by 2028.

4.1.3 ICAO has been reporting against UN-SWAP indicators for the past few years. The annual performance of the Organization in the past three years vis-à-vis the UN-SWAP requirements indicated that ICAO met or exceeded the requirements for half of performance indicators of UN-SWAP out of 17 applicable, which meant equal performance in comparison with other technical entities of the UN system. The Secretariat also reports, on a biannual basis, against requirements of the System-wide Strategy on Gender Parity. These reports indicate that further improvements are warranted to ensure ICAO's efficient delivery on its accountabilities as part of the UN.

4.1.4 In light of the above, the Secretariat in 2021 initiated an exercise to prepare the Gender Equality Programme Implementation Plan 2.0, which spans over 2022-2025. The Implementation Plan 2.0 strives to enable the Secretariat to better mainstream and implement gender equality objectives at ICAO while ensuring a more efficient delivery on our accountabilities as part of the UN system.

## 4.2 **Advocacy and Promotion of gender equality in aviation**

4.2.1 The ICAO Council during its 225th Session encouraged the Secretariat to work with the SGG on potential actions to enhance gender equality at ICAO, including to possibly outline specific goals or target for the aviation sector as a whole with the objective to enhance representation of women and girls in the workforce of the aviation industry, including their participation in management and decision-making positions. Any such endeavour would be guided by continued exchange with pertinent stakeholders and in light of the existing best practices within States and the industry.

4.2.2 ICAO is working towards implementation of a proposal on a study around gender data and analysis in aviation. It is anticipated that the outcomes of the proposed study will serve as a basis to garner action from States and other stakeholders leading to the collection and analysis of sex-disaggregated data allowing decision-makers to develop policies, plans and frameworks that lead to attracting, retaining and advancing women in the aviation workforce.

4.2.3 Building on the successful organization of the inaugural Global Aviation Gender Summit in 2018 in South Africa, ICAO and the Civil Aviation Authority of Spain will collaborate towards organization of the Second Global Aviation Gender Summit in 2023 in Madrid, Spain. The Summit will provide an opportunity to bring together Member States, international organizations, the aviation sector, civil society, the academic sector, in order to launch new actions, exchange and promote good practices and forge new partnerships.

## 5. **CONCLUSION**

5.1 Improving gender equality and women empowerment in the aviation sector requires a holistic approach and mobilization at all levels including Member States, ICAO's governing and technical bodies, ICAO's Secretariat and the aviation industry.

5.2 Noting that the insufficient progress toward achievement of SDG 5 persists worldwide and across sectors, including in aviation, it remains critical that Member States intensify actions and strengthen their efforts in attracting women to aviation, developing opportunities to retain and advance female workforce of aviation, and establishing concrete policies on enabling work environments for women.

5.3 In this connection, giving due regard to the recommendations of the Declaration on Improving Gender Representation in ICAO's Governing and Technical Bodies, aimed at ensuring equal opportunity in nomination of qualified female candidates when nominating Representatives and other experts to ICAO bodies, groups and meetings, and regular assessment of the progress made in light of the mentioned recommendations are key in ensuring the continued leadership of the governing bodies of ICAO on this matter (Appendix B refers).

5.4 Despite the constraints of the COVID-19 pandemic and reduced dedicated resources for implementation of the Gender Equality Programme, ICAO continues to attach great importance to gender equality and sizes opportunities for advocacy and outreach through various platforms as necessary to empower women, and achieve their further engagement and interest in careers in aviation. The Secretariat remains cognizant of the need for continuous strengthening of industry awareness globally, developing partnerships and encouraging communities of practice among public and private stakeholders of the sector.

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## APPENDIX A

### DRAFT ASSEMBLY RESOLUTION

#### **39-30 41/xx: ICAO Gender Equality Programme promoting the participation of women in the global aviation sector**

*Recognizing* that half of the world's population is made up of women.

*Also recognizing* that promoting gender equality is part of the fight against all discriminations and contributes to greater diversity;

*Acknowledging* that at the Twenty-third Special Session of the United Nations General Assembly (UNGA) in June 2000, upon reviewing the implementation of the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in September 1995, Governments committed to further actions to accelerate the implementation of the Platform for Action and to ensure that commitments for gender equality, development and peace were fully realized;

*Considering* that UNGA Resolution A/RES/69/151, adopted on 18 December 2014, highlights the need raised in previous resolutions regarding "Strengthening the institutional arrangements for support of gender equality and the empowerment of women" and calls upon all actors, including the UN specialized agencies and the private sector, to intensify and accelerate action to achieve the full and effective implementation of the Beijing Declaration and the Platform for Action;

Noting that in September 2015, at the United Nations Sustainable Development Summit 2015, world leaders came together at UN Headquarters in New York to adopt the 2030 Agenda for Sustainable Development, committing their nations to a new global partnership to reduce extreme poverty and setting out a series of goals and targets known as the Sustainable Development Goals, of which Goal 5 is to achieve gender equality and empower all women and girls;

*Welcoming* the outcomes of the September 2015 Global Leader's Meeting on Gender Equality and Women's Empowerment: A Commitment to Action, in which more than 80 world leaders committed to end discrimination against women and further measures and targets to accelerate the achievement of women's empowerment and gender equality;

*Recognizing* that reaching gender equality would increase the volume of qualified human resources available to our aviation sector;

*Welcoming* also the UN Women's themes for celebration of the International Women's Day each year, which make the commemoration of the Day a rallying point to build support for women's rights and participation in the political and economic arenas and decision-making capacities; 2016: Planet 50-50 by 2030: "Step It Up" for Gender Equality, as a timely initiative to assist national leaders in intensifying their commitments to gender equality and women's empowerment and in accelerating momentum for effective implementation;

*Stressing* that in 2022, 27 2016, 21 years after the adoption of the Platform for Action, significant levels of inequality between women and men persist in critical areas including, but not limited to, access to decent work and closing the gender pay gap;

~~*Recalling* ICAO Assembly Resolution A36-27: Gender Equality, in particular its resolving clause 1 b), which states that “every effort should continue to be made by ICAO to attain gender equality and equity, with full respect for the principle of equitable geographical representation”;~~

*Recalling* also, the 1995 Beijing Platform for Action, in which the Secretary-General of the United Nations urged International Organizations and Specialized Agencies of the United Nations, such as ICAO, to establish programmes in order to achieve the goal of 50/50 gender balance at all levels;

*Noting* that reaching gender equality in aviation requires mobilization at four different levels of Member States, ICAO’s governing and technical bodies, ICAO’s Secretariat and the aviation sector, that ICAO must comprehensively and holistically take into account in developing its gender programmes and policies and reporting on their result;

*Recognizing* that ICAO's gender equality policy must be based on comprehensive data and statistics relevant to the four above-mentioned levels and collected and presented on a multiannual basis and accompanied with a geographical distribution;

*Recognizing* that the development of ICAO policies and programmes should be based on broader exchanges between all pertinent stakeholders such as States, other international organizations, the aviation sector, universities and civil society;

*Noting* that as instructed by the Assembly through Resolution A39-30, the ICAO Gender Equality Programme was established in 2017 with the primary aim of facilitating and coordinating targeted programmes and projects to enable and make regular reports on progress toward the goal of gender equality by 2030, especially in professional and higher levels of employment, within ICAO, States and the global aviation sector.

*Welcoming* the progress made by ICAO and Member States pursuant to ICAO Assembly Resolution ~~A36-27~~ A39-30 while regretting that the progress towards gender equality remain limited and too slow;

*Acknowledging* that appointments to the ICAO Secretariat are based on merit, while having due regard to the importance of recruiting staff on as wide a geographical basis as possible and ensuring equal gender representation;

*Recognizing* that, notwithstanding the extant challenges ICAO should continue to focus greater attention on women’s rights and gender equality by playing its part in furthering the goals of the Beijing Declaration and Platform for Action and UN Sustainable Development Goal 5, and that new and ambitious steps are urgently required in order to achieve this objective; and

*Noting* the Resolution adopted by the United Nations General Assembly on 20 July 2022 that decided to proclaim 24 June of each year the International Day of Women in Diplomacy.

The Assembly:

1. *Reaffirms* its commitment to enhancing gender equality and the advancement of women’s development by supporting UN Sustainable Development Goal 5: Achieve gender equality and

- empower all women and girls including by aiming to achieve an aspirational goal of 50-50 (women-men) by 2030 at all professional and higher levels of employment in the global aviation sector;
2. *Also reaffirms* the essential and catalytic role of the Assembly and the ICAO Council in promoting gender equality and empowerment of women and girls, and encourages Member States to take into account the recommendations of the *Declaration on Improving Gender Representation in ICAO's Governing and Technical Bodies*, and give due regard to ensuring equal opportunity in nomination of qualified female candidates when nominating Representatives and other experts to ICAO bodies, groups and meetings;
  3. *Requests* the Secretary General to include an assessment of the progress achieved based on this Declaration in its annual report to the Council on the implementation of the Gender Equality Programme and its Implementation Plan;
  4. *Encourages* States to place a special emphasis to gender equality when proposing candidates for senior and decision-making positions at the ICAO Secretariat;
  5. *Urges* States, regional and international aviation organizations and the international aviation industry to demonstrate strong, determined leadership and commitment to advance women's rights and to take the necessary measures to strengthen gender equality by supporting policies, as well as the establishment and improvement of programmes and projects, to further women's careers within ICAO's governing and technical bodies, the ICAO Secretariat and the global aviation sector;
  6. *Invites* States to consider establishing ambitious goals and targets with respect to gender equality in their aviation workforce, especially in professional, technical and management capacities, as well as matching such commitments with adequate financing through allocation of sufficient budget and mobilization of financial resources from all sources;
  7. *Agrees*, in this respect, that an intermediate goal such as 25by2025 developed by IATA, according to which the number of women in senior positions and under-represented areas should be increased by 25% or up to a minimum of 25% by 2025, should serve as an inspiration for all categories of aviation stakeholders, including ICAO;
  8. *Urges* Member States and encourages stakeholders, where applicable, to address gaps and challenges, take specific, measurable, time-bound actions and mobilize adequate financial resources in order to advance gender equality, strengthen the effectiveness and accountability of institutions at all levels to promote gender equality and the empowerment of all women and girls and, when applicable, integrate a gender perspective into their civil aviation policies, plans and processes;
  9. *Invites* States to raise awareness on the career opportunities for girls and women in aviation and take benefit in this respect of role models of women who have succeeded in the sector;
  10. *Urges* States, as part of national commitments to gender equality, to work cooperatively with ICAO by sharing best practices and working in partnership with ICAO on programmes and projects aimed at increasing the pool of women in the aviation sector and encouraging women to further develop their aviation careers, including through the promotion of women in aviation careers by State Ministries responsible for higher education;

~~Instructs the Secretary General to establish an ICAO Gender Equality Programme by mid 2017 with the primary aim of facilitating and coordinating targeted programmes and projects to enable and make regular reports on progress toward the goal of gender equality by 2030, especially in professional and higher levels of employment, within ICAO, and within States and the global aviation sector;~~

11. ~~Requests 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 the States to support ICAO in this endeavour;~~
12. ~~Requests ICAO to develop a new Gender Equality Programme Implementation Plan 2.0 to enhance gender equality and women empowerment at the organizational level and the aviation sector;~~
13. ~~Further requests ICAO to include gender equality as a core element of its human resource strategy and policies, by developing a comprehensive approach involving in particular recruitment, career development, promotions, training and working conditions so as to allow a better balance between professional and personal life;~~
14. ~~Suggests strengthening partnerships for gender equality between ICAO, and the aviation industry, Member States and civil society, to promote, share and exchange good practices;~~

~~Requests the Secretary General to report annually to the Council on the measures implemented and the progress being made in promoting gender equality within all levels of staff categories in the ICAO Secretariat, and on aviation gender equality statistics, to the extent that they are provided on a voluntary basis, in States and the international aviation industry;~~

15. ~~Encourages ICAO to strengthen the Secretariat's accountability for the implementation of commitments to gender equality and the empowerment of women and girls through the continuous implementation of the ICAO Gender Equality Programme, particularly as part of the United Nations System; and~~
16. ~~Declares that this Resolution supersedes Resolution A36-27 A39-30.~~

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## APPENDIX B

### ICAO COUNCIL 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 call upon 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 priority 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.

— END —