



WORKING PAPER

ASSEMBLY — 41ST SESSION

EXECUTIVE COMMITTEE

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

PROMOTING ICAO GENDER EQUALITY PROGRAMME IN LINE WITH THE NEXT GENERATION OF AVIATION PROFESSIONALS (NGAP) INITIATIVE

(Presented by Bangladesh)

EXECUTIVE SUMMARY

Pursuant to Assembly Resolution A39-30, ICAO established an ICAO Gender Equality Programme with the primary aim of facilitating and coordinating targeted programmes and projects to enable progress towards gender equality by 2030. The Assembly Resolution provides a clear focus on professional and higher levels of employment, within ICAO, within States and in the global aviation sector.

Pursuing Assembly Resolution A39-29, ICAO has taken the Next Generation of Aviation Professionals (NGAP) initiative. In order to support growing aviation needs and ensure the safe and efficient operation of the air transportation system, qualified and competent aviation professionals, as well as a diverse aviation workforce, are required.

This working paper presents the greater importance of attaining gender equality and women's advancement in aviation through active engagement of the next generation of aviation professionals by ICAO, States, Industry and the stakeholders. However, there is no policy guideline for the implementation of the ICAO Gender Equality Programme and the NGAP initiative for States and the stakeholders. A provision of such a Guidance Material from ICAO will allow the States and the Industry in implementing and promoting the ICAO Gender Equality Programme in line with the NGAP initiative.

Action: The Assembly is invited to:

- a) urge States, as part of national commitments to gender equality, to work cooperatively with ICAO by sharing best practices, encouraging women to further develop their aviation careers and providing incentives for women participation;
- b) encourage Member States to promote best practices that focus on meeting the needs and values of the next generation of aviation professionals to enable employee productivity, performance, recruitment and retention;
- c) encourage Member States, international and regional organizations, academia and industry to support the NGAP initiative in line with ICAO Gender Equality Programme, as one of the integral elements of capacity building; and
- d) request ICAO to consider providing a unified guideline for the implementation of ICAO Gender Equality Programme.

<i>Strategic Objectives:</i>	This working paper relates to accelerating gender equality in aviation to advance the Sustainable Development Goals and the achievement of ICAO Strategic Objectives
<i>Financial implications:</i>	As per National Budget
<i>References:</i>	Doc 10140, <i>Assembly Resolutions in Force (as of 4 October 2019)</i>

1. **BACKGROUND**

1.1 The 39th Session of the Assembly endorsed the proposed resolution A39-30, “ICAO Gender Equality Programme: promoting the participation of women in the global aviation sector”. To this effect the International Civil Aviation Organization (ICAO) established the ICAO Gender Equality Programme, which has four main objectives for effective implementation: (i) build capacity and enhance awareness for gender equality; (ii) enhance gender representation; (iii) increase awareness and accountability; and (iv) further engagement with external partners.

2. **DISCUSSION**

2.1 **Assembly Resolution A39-30: ICAO Gender Equality Programme - Promoting the participation of women in the global aviation sector**

2.1.1 The ICAO Assembly has reaffirmed its commitment to enhancing gender equality and the advancement of women by supporting the UN Sustainable Development Goals of Agenda 2030, of which Goal 5 is to 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.

2.1.2 In an attempt to promote the UN Sustainable Development Goal 5, ICAO strongly encourages female candidates to apply for ICAO positions, especially in the Professional and higher-level categories in its Vacancy Notices. 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.

2.2 **Assembly Resolution A39-29: Next Generation of Aviation Professionals (NGAP) Initiative - Ensuring there will be enough qualified and competent aviation professionals**

2.2.1 Aviation is a growing industry that is critical for promoting global connectivity while supporting economic development and growth around the world. In order to support growing aviation needs and ensure the safe and efficient operation of the air transportation system, qualified and competent aviation professionals, as well as a diverse aviation workforce, are required. To meet current and future human resources needs, it is important for States and the industry to engage the next generation of aviation professionals.

2.3 **Proposal of Theme Topic for the 58th Directors General of Civil Aviation (DGCA) Conference in the Asia Pacific Region**

2.3.1 To support the objectives of ICAO’s Gender Equality Programme and Next Generation of Aviation Professionals (NGAP) initiative, Bangladesh proposed the “Theme Topic” for the 58th DGCA Conference, which was adopted by the 57th Conference: “*Promoting ICAO Gender Equality Programme in conjunction with Next Generation of Aviation Professionals (NGAP) initiative*”

2.3.2 The 58th Conference of the Directors General of Civil Aviation of the Asia and Pacific Regions will take place in Dhaka in 2023.

2.4 **Encouragement and empowerment of Women**

2.4.1 World Leaders should try to end discrimination against women to accelerate the achievement of women's empowerment and gender equality. It is now imperative for States to encourage more women's participation and concentrate on the empowerment of women professions in the aviation sector. These would be well achieved if the aspiring women are made aware of professional opportunities that await them in the aviation sector.

2.5 **Attracting, educating and retaining Women in Aviation**

2.5.1 There are many ways to attract women to aviation. Enhancing outreach activities by the Member States and the aviation industry, developing opportunities to retain and advance women already within aviation, and establishing clear policies to provide environments that enable women to work more effectively could be the ways to be considered.

2.5.2 Partnerships between government, regional organizations, industry and educational organizations are important to attracting, educating and retaining the next generation of aviation professionals, considering gender equality.

2.5.3 Bangladesh has initiated Bangabandhu¹ Women's Aviation Scholarship Program to support young women in the Aviation profession. This will promote the ICAO Gender Equality Programme in line with the Next Generation of Aviation Professionals (NGAP) initiative. This Scholarship Program encourages women to pursue their dreams in aviation as professional pilots. The scholarship recipients will become role models, to inspire other women to join the flight deck.

3. **CONCLUSION**

3.1 With the increased number of women professionals available to take responsibilities in regional and global aviation, Bangladesh believes that State's commitment is in line with the ICAO Assembly Resolution to advance women's rights. We also believe that engagement of the next generation of aviation professionals would be able to bring sustainable development in aviation.

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1. Bangabandhu "Friend of Bengal" refers to the honorary title of the Father of the Nation, Sheikh Mujibur Rahman.