



**WORKING PAPER**

**ASSEMBLY — 41ST SESSION**

**EXECUTIVE COMMITTEE**

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

**EQUAL OPPORTUNITIES FOR WOMEN IN INTERNATIONAL CIVIL AVIATION**

(Presented by Uruguay)

**EXECUTIVE SUMMARY**

The present working paper puts forward an overview of gender equality and current initiatives to enhance gender equality and promote gender mainstreaming and women's empowerment.

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

- a) Encourage all stakeholders to incentivize gender equality in the aviation sector by promoting the ICAO Gender Equality Programme, along with the empowerment of women in ICAO and throughout the international aviation sector;
- b) Promote the wider participation of women in the aviation sector through the Latin American Civil Aviation Commission (LACAC) and the Next Generation of Aviation Professionals (NGAP) programme, taking into account the persistent gender disparity in certain aviation professions, where women are underrepresented, and supporting States by adopting relevant initiatives; and
- c) Support and encourage the conduct of studies, both regional and localized, to measure the baseline of women's participation in civil aviation in order to develop a strategy for improvements tailored to local or subregional realities for the promotion in a sustainable manner of women in aviation. Data collection and research can support a range of effective tools for strengthening institutional arrangements designed to underpin gender equality and women's empowerment.

<i>Strategic Objectives:</i>	This working paper relates to all Strategic Objectives...
<i>Financial implications:</i>	
<i>References:</i>	Resolution A39-30, <i>ICAO Gender Equality Programme: promoting the participation of women in the global aviation sector</i> A40-WP/31, <i>Status of the ICAO Gender Equality Programme</i>

<sup>1</sup> Spanish version provided by Uruguay.

## 1. INTRODUCTION

1.1 A number of different elements, such as socio-economic sector, age, ethnic and racial background, or place of residence, are among the factors with an impact on the possibilities of equal opportunities, but in our particular case we will analyse gender inequality in the field of international civil aviation, in the awareness that half of the world's population is made up of women and that they do not always enjoy the same opportunities as men.

1.2 Reality confronts us daily and shows us the different faces of inequality, demonstrating that women are underrepresented in the more senior ranks of aviation in general, which has always been a macho/male domain since its beginnings, reflecting those cultural patterns which condition and frame behaviours.

1.3 With a view to tackling issues relating to sexual harassment, harassment in the workplace and domestic violence, and also gender harassment, a Gender Commission has been formed in the Civil Aviation Authority of Uruguay, composed of lawyers, psychologists, labour relations officials and nursing specialists.

1.4 The requirement for equality does not entail an obligation of "identical treatment"; far from being a feminist initiative, the present working paper demonstrates the need to achieve equal opportunities for women's representation, as set out in Goal 5 of the United Nations Sustainable Development Goals.

## 2. OBJECTIVES

2.1 The objective of this working paper is to promote the participation of women in the regional and global civil aviation sectors, an objective that can only become a reality if we join forces in planning and committing ourselves to policies that redress inequalities of opportunity.

2.2 The incorporation of the concept of gender, which refers to a conceptual tool seeking to show that the differences between women and men are not only biologically determined, but also arise from cultural differences between human beings, can be used as a means of addressing all gender stereotypes and biases that constitute obstacles to equal opportunities for women, with a view to fostering a favourable working environment free of all discrimination.

## 3. CHANGES

3.1 In analysing the inequality of opportunities experienced by women, it is essential to identify the wide range of factors that produce that inequality, in order to identify the necessary strategic changes that will guarantee the full exercise of their rights and opportunities.

3.2 Some possible pathways towards the attainment of these objectives are detailed below:

- Increase opportunities for women to reach senior management positions by identifying the barriers and biases that hinder women's careers in the aviation sector;

- Promote equal access to paid work on equal terms with men, through formal employment of high quality or the development of entrepreneurship and businesses;
- Ensure open and unsegregated educational pathways and vocational training based on equal opportunity for all genders;
- Systematically encourage the role of women in aviation and promote their success;
- Respect and give due consideration and equal opportunity to the appointment of qualified female candidates;
- Encourage women's representation and participation in decision-making in regional and international civil aviation;
- Raise awareness of the Gender Equality Programme and the appointment of gender focal points and their alternates in all directorates and regional offices of the Secretariat;
- Compile data and analyse statistics on aviation personnel, in particular those in management positions, in addition to licence holders (pilots, maintenance personnel and air traffic controllers), disaggregated by gender and age;
- Strengthen cooperation on gender-related activities and events between the International Civil Aviation Organization (ICAO), the International Air Transport Association (IATA) and Airports Council International (ACI), the International Federation of Air Traffic Controllers' Associations (IFATCA), the International Federation of Air Line Pilots' Associations (IFALPA) and Member States; and
- Ensure that better use is made of internships, scholarships, sponsorships and similar programmes to enhance skills development opportunities for women in aviation at national and international levels, through collaboration between ICAO, States, international organizations and aviation industry partners.

#### 4. **FUTURE PRIORITIES**

4.1 Interest and hope are aroused by the recent agreement signed by the President of the Council of the International Civil Aviation Organization (ICAO) and the Director-General of the International Labour Organization (ILO), which has as its principal focus data collection on and promotion of the sustainable development benefits of the aviation professions, in particular for women.

4.2 The Memorandum of Understanding will ensure, with immediate effect, that progress by ICAO and ILO towards gender equality and sustainable development is accelerated through a wide range of joint activities, including research, technical meetings, technical advisory services, training and collaboration in the development of guidelines, tools and methods.

4.3 The tasks of awareness-raising, developing interest and increasing the number of women in aviation involve a wide range of facets, and all States, specifically those in the South American (SAM) Region, together with industrial bodies, are urged to demonstrate strong and concerted leadership and commitment to gender equality in aviation and a determination to work together to make further progress.

4.4 In the light of the above, it is clear that there is a need to establish baselines that correctly reflect regional and subregional realities in order to develop a strategy genuinely conducive to the attainment of gender equality in the sector.

## 5. CONCLUSION

5.1 The Assembly is invited to:

5.1.1 Encourage all stakeholders to incentivize gender equality in the aviation sector by promoting the ICAO Gender Equality Programme, along with the empowerment of women in ICAO and throughout the international aviation sector;

5.1.2 Promote the wider participation of women in the aviation sector through the Latin American Civil Aviation Commission (LACAC) and the Next Generation of Aviation Professionals (NGAP) programme, taking into account the persistent gender disparity in certain aviation professions, where women are underrepresented, and supporting States by adopting relevant initiatives; and

5.1.3 Support and encourage the conduct of studies, both regional and localized, to measure the baseline of women's participation in civil aviation in order to develop a strategy for improvements tailored to local or subregional realities for the promotion in a sustainable manner of women in aviation. Data collection and research can support a range of effective tools for strengthening institutional arrangements designed to underpin gender equality and women's empowerment.

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