



WORKING PAPER

ASSEMBLY — 41ST SESSION

EXECUTIVE COMMITTEE

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

THE ROLE OF WOMEN IN CIVIL AVIATION

(Presented by Venezuela (Bolivarian Republic of) and supported by Argentina, Bolivia (Plurinational State of), Costa Rica, Dominican Republic and Panama²)

EXECUTIVE SUMMARY

In ICAO Resolution A39-30 of 2016, the Assembly reaffirmed its commitment to promoting gender equality and women's development by supporting United Nations Sustainable Development Goal 5 on achieving gender equality and empowering 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.

In this regard, the Venezuelan State encourages the inclusion of women in key positions in the sector, and it therefore supports ICAO initiatives, and notably the one relating to the promotion of gender equality in civil aviation. This working paper is presented to demonstrate the importance of women in the sector and to evaluate their increasing participation at each level and in the various spheres of competence.

Action: The Assembly is invited to:

- a) Develop targeted information campaigns on women in aviation to showcase their role in the sector;
- b) create programmes to encourage women's active participation in aviation; and
- c) establish a context in which women leaders in States can form networks of women in aviation for the exchange of knowledge and experiences, with a view to motivating upcoming generations to move into the aeronautical sector.

<i>Strategic Objectives:</i>	This working paper relates to all Strategic Objectives.
<i>Financial implications:</i>	
<i>References:</i>	United Nations Sustainable Development Goals Resolution A39-30, <i>ICAO Gender Equality Programme promoting the participation of women in the global aviation sector</i> A39-WP/78, <i>ICAO Gender Equality Programme: Promoting the Participation of Women in the Global Aviation Sector</i> A40-WP/406, <i>Global Aviation Gender Summit Outcomes</i>

¹ Spanish version provided by Venezuela (Bolivarian Republic of).

² States Members of the Latin American Civil Aviation Commission (LACAC)

1. INTRODUCTION

1.1 The Venezuelan State has supported the United Nations initiatives under Sustainable Development Goal 5, whereby women and girls should have, among other things, opportunities to access decent work. In that context, the National Institute of Civil Aeronautics (*Instituto Nacional de Aeronáutica Civil*, (INAC)) of the Bolivarian Republic of Venezuela, with a view to increasing gender equality in the aeronautical sector and in support of the International Civil Aviation Organization (ICAO) Women in Aviation initiative, has considerably expanded the number of women in the Institute, in senior management positions. For example, 9 out of 15 managerial posts are held by women with extensive experience in the sector and a professional career, and these women are also advisors to the Aeronautical Authority in their fields of competence. This represents a break with paradigmatic stereotypes and encourages other women to join the exciting world of aeronautics.

1.2 Women have historically been characterized as determined decision-makers, a trait that will help strengthen the sector and create the equality of opportunity that will allow them to occupy areas traditionally filled by men. To that end, recruitment of professionals now takes place on an equal footing, based on training and experience in the area, in line with the measures established in the United Nations Sustainable Development Goals for 2030.

1.3 Accordingly, the State has promoted equality of opportunity, making it possible for women to hold important technical positions in the various agencies of the national aeronautical sector, posts such as Airworthiness Coordinator, Air Navigation Services Coordinator, Safety Data Collection and Processing System (SDCPS) Coordinator, Air Navigation Services Maintenance Manager, Cybersecurity Coordinator, among others. These are women who have made their way into the exciting world of civil aeronautics and have managed to conquer these spaces by dint of discipline and hard work during their careers. It is courageous women like these who become sources of inspiration for other women and girls wishing to go into this sector. They send a key message to a sector dominated by men but conquered by intelligent, astute women who, striding day by day towards success, pave the way for new generations through tangible achievements that tell women they need to set no limits on their dreams, for they are capable of pursuing any occupation with skill and resolve; they are not competitors but allies in reinforcing their countries' industry and progress.

1.4 The policy of women's active participation in the institution has been established by the trail they have blazed for themselves, based on the principle of inclusion and empowerment at all levels, in furtherance of the proposals of the Global Aviation Gender Summit, held in South Africa in 2018 and presented in ICAO Assembly working paper A40-WP/406, the adoption and strengthening of sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

1.5 At the academic level, the University Institute of Civil Aeronautics (*Instituto Universitario de Aeronáutica Civil*, (IUAC)) and the Civil Aeronautics Training Centre (*Centro de Instrucción de Aeronáutica Civil*, (CIAC)) promote the recruitment of women for training in careers such as commercial pilot or aeronautical engineer; for degree courses in civil aeronautics, specializing in Search and Rescue (SAR) or in Aeronautical Information and Communications (AIC); or for cabin crew or other technical and administrative fields. For more details, please see Appendices B and C.

2. ANALYSIS

2.1 Resolution A39-30 recognized that one of the challenges is to pay more attention to women's rights and gender equality. In this, ICAO plays a leading role by promoting the objectives of the Beijing Declaration and Platform for Action and United Nations Sustainable Development Goal 5. Similarly, in the outcomes of the Global Aviation Gender Summit, as discussed in Assembly working paper A40-WP/406, refers to the urgency for global collection and analysis of gender-disaggregated data to inform policymakers and to drive actions and implementation on gender-related policies in the aviation sector.

2.2 In this regard, the Venezuelan State wishes to note that, according to comparative statistics for female and male staff working in INAC, women account for 50 per cent of senior management (including general managers, line managers and area coordinators), while in technical and administrative areas the proportion is, respectively, 37.55 per cent and 63.52 per cent with respect to male colleagues, according to figures from the INAC Human Resources Department. This demonstrates commitment to the United Nations goal of 50-50 participation (women-men) by 2030. For more details, please see Appendix A.

2.3 Thus awareness of gender equality is a component of organizational culture, in which respect, tolerance and recognition of the technical and professional competencies of all those working in the sector must prevail, regardless of gender.

2.4 Likewise, the measures to be promoted should focus on strengthening the sector, doing away with the barriers arising from stereotypes that hinder women's participation in civil aviation.

3. CONCLUSION

3.1 It is incumbent on the aviation sector to promote and support the ICAO Women in Aviation initiative. Accordingly, the Assembly is invited to promote activities that help foster women's rights for a sustainable world of inclusion and justice, one where significant progress can be made, in the hope of achieving the desired gender equality in international civil aviation.

APPENDIX A

COMPARATIVE STATISTICS FOR 2021 AND 2022 FOR FEMALE AND MALE STAFF AT THE NATIONAL INSTITUTE OF CIVIL AERONAUTICS INAC-VENEZUELA

1. Ratio of female to male staff in senior professional and technical and administrative grades

INAC EMPLOYEES
2ND WEEK OF DECEMBER 2021

TOTAL STAFF:	2751	WOMEN	MEN	% WOMEN STAFF
ACTIVE EMPLOYEES	2462	1027	1435	41.71%
PASSIVE EMPLOYEES	289	152	137	52.60%

STATUS	NO. OF EMPLOYEES	WOMEN	MEN	% WOMEN STAFF
SENIOR MANAGEMENT	41	19	22	46.34%
AERONAUTICAL TECHNICIANS	1232	458	774	37.18%
ADMINISTRATIVE	328	208	120	63.41%

INAC EMPLOYEES
2ND WEEK OF MAY 2022

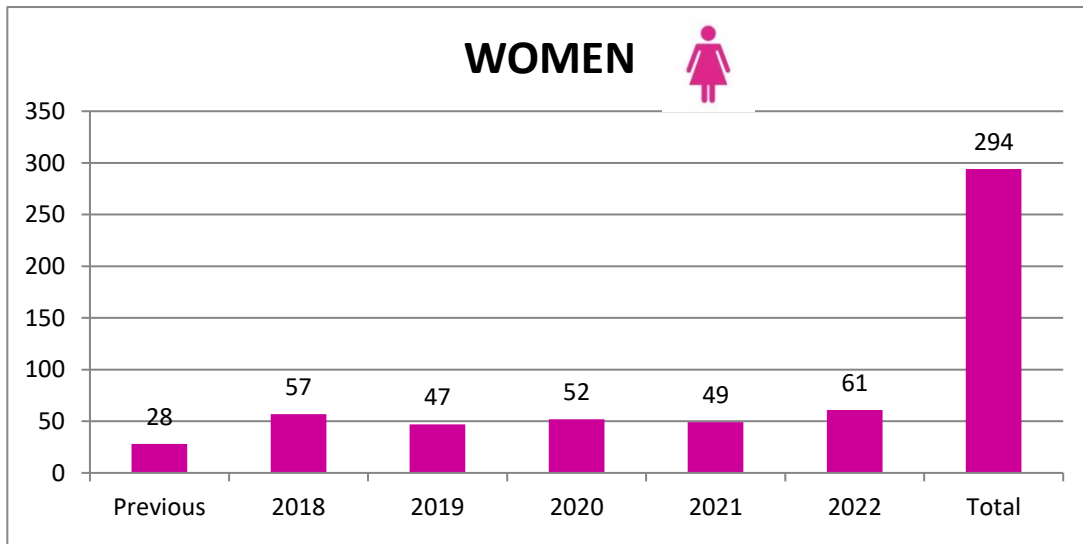
TOTAL STAFF:	2759	WOMEN	MEN	% WOMEN STAFF
ACTIVE EMPLOYEES	2457	1036	1421	42.17%
PASSIVE EMPLOYEES	302	163	139	53.97%

STATUS	NO. OF EMPLOYEES	WOMEN	MEN	% WOMEN STAFF
SENIOR MANAGEMENT	44	22	22	50.00%
AERONAUTICAL TECHNICIANS	1257	472	785	37.55%
ADMINISTRATIVE	318	202	116	63.52%

APPENDIX B

**COMPARATIVE STATISTICS FOR THE ENROLMENT OF WOMEN AT THE
AERONAUTICAL TRAINING CENTRE “MY. (AV) MIGUEL RODRÍGUEZ”**

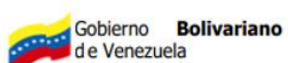
2. **Increase from 2018 to 2022 in enrolment of women students on courses on the various civil aviation systems at the INAC training centre**



APPENDIX C

COMPARATIVE TABLE OF FEMALE AND MALE STUDENTS, UNIVERSITY INSTITUTE OF AERONAUTICS “MY. (AV) MIGUEL RODRÍGUEZ”

3. Ratio of female to male enrolment in degree courses (2008-2022), University Institute of Aeronautics “MY. (AV) Miguel Rodríguez”



Instituto Universitario de Aeronáutica Mayor (Av) "Miguel Rodríguez"



ENROLMENT					
YEAR	WOMEN	%	MEN	%	TOTAL
2008	34	53.1%	30	46.9%	64
2009	35	48.6%	37	51.4%	72
2010	41	52.6%	37	47.4%	78
2011	53	37.9%	87	62.1%	140
2012	75	41.7%	105	58.3%	180
2013	59	34.5%	112	65.5%	171
2014	122	33.5%	242	66.5%	364
2015	111	31.7%	239	68.3%	350
2016	101	31.0%	225	69.0%	326
2017	131	39.0%	205	61.0%	336
2018	135	43.4%	176	56.6%	311
2019	171	47.0%	193	53.0%	364
2020	172	38.4%	276	61.6%	448
2021	214	43.5%	278	56.5%	492
2022	279	49.9%	280	50.1%	559

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