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ASSEMBLY — 41ST SESSION

REPORT OF THE EXECUTIVE COMMITTEE ON AGENDA ITEM 27

(Presented by the Chairperson of the Executive Committee)

The attached report on Agenda Item 27
has been approved by the Executive Committee.

Note.— After removal of this covering sheet, this paper should be inserted in the appropriate place in the report folder.

(8 pages)

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

Advancing gender equality in the Organization and the aviation industry

27.1 The Executive Committee reviewed WP/48 Revision No.1, Measures towards Gender Equality at ICAO and the Global Aviation Sector by 2030, presented by the Council. The Committee noted the implementation work undertaken by ICAO during the current triennium and encouraged ICAO, Member States, and all stakeholders to demonstrate greater ambition and intensified action at all levels through a holistic approach in enhancing gender equality in aviation.

27.2 The Committee noted the insufficient progress toward gender equality in aviation and recalled the importance of strengthened commitment, ambitious policies, including human resources policies, and establishing goals and measurable targets to minimize the gender gap and enhance representation of women in aviation. Furthermore, it encouraged increased allocation of resources for gender equality, including provision of financial contributions to support training and capacity building efforts for women in aviation especially in developing countries.

27.3 The Committee underscored that the collection of data remains essential in understanding the full picture around the persistent gender gap in aviation as well as measuring the progress toward gender equality and the empowerment of women in aviation. In the same vein, the Committee supported the plans for conducting an analysis by ICAO around the importance of data for informed policy setting and decision making purposes, as outlined in WP/48 Revision No.1.

27.4 The Committee further supported the future areas of priority for the Organization's work around gender equality as outlined in the Working Paper. This includes the plans for gender mainstreaming at ICAO through the United Nations system-wide Action Plan on Gender Equality and the Empowerment of Women and urged ICAO to draw upon best practices in the UN system especially in collaboration with UN Women.

27.5 The Committee welcomed the organization of the Second Global Aviation Gender Summit in 2023 in Madrid, Spain, and encouraged Member States to actively participate in, and support, this important event.

27.6 The Committee expressed strong support of the Working Paper and agreed to further amend the draft Resolution as appended to WP/48 Revision No.1 in Preambular Clause 7 and Operative Clause 14, to reflect the role of decent work in increasing the volume of qualified human resources available to aviation, and the importance of stronger partnerships with international organizations respectively.

27.7 In this connection, the Committee invited the Assembly to adopt the revised Assembly Resolution which is contained in the Appendix to WP/48 Revision No.1.

27.8 In light of the discussion, the Committee agreed to submit for adoption by the Plenary, the following resolution:

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 and decent work ~~would~~ could 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 achievements 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; and

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. ~~2.~~ *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 per cent or up to a minimum of 25 per cent 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. ~~3.~~ *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;

- ~~4. 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, international organizations, and civil society, to promote, share and exchange good practices;
- ~~5. 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; and~~
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. ~~6. Declares~~ that this Resolution supersedes Resolution ~~A36-27~~ A39-30.

States' Activities and Initiatives

27.9 The Committee reviewed WP/219, presented by Bangladesh, in relation to promoting the ICAO Gender Equality Programme in line with the Next Generation of Aviation Professionals (NGAP) initiative. The Committee supported the actions outlined in the Working Paper and acknowledged the importance of increased leadership by States in advancing gender equality, sharing best practices on career development for women, capacity building and enhancing women's representation and noted the correlation between the objectives of the NGAP initiative and gender equality imperatives.

27.10 The Committee reviewed WP/263, presented by India related to the policies and initiatives driving the work around gender equality in India. The Committee welcomed the efforts and progress made by India and underscored the importance of policy development by the Member States as

well as the industry for a holistic and systematic approach in ensuring gender equality in the industry at the national level.

27.11 The Committee reviewed WP/564, presented by South Africa and United Kingdom related to the promoting global aviation gender equality. The Committee took note, with appreciation, of the initiatives undertaken by South Africa and the United Kingdom in advancing gender equality. The Committee acknowledged that gender inequality remains a significant issue in the industry and recalled the importance of exchanging best practices and experiences. The Committee supported the proposal made in the Working Paper inviting Member States to develop action plans with concrete timelines and to report at subsequent Assemblies on their progress. In this respect, the Committee encouraged ICAO to continue to work with States in their endeavours for advancing gender equality, especially building on the lessons learned and outcomes of the 2018 Global Aviation Gender Summit.

27.12 The Committee reviewed WP/220, presented by Uruguay, related to promotion of women participation in the regional and global civil aviation sectors, through a number of possible pathways such as promoting equal access to job opportunities, education and training, women's representation and participation in decision-making, raising awareness, collection of data, and strengthened collaborations and partnerships. The Committee welcomed the proposals made to incentivize gender equality in the aviation sector by promoting the ICAO Gender Equality Programme and the Next Generation of Aviation Professionals. The Committee further encouraged ICAO to consider developing studies and analysis that can help States in their efforts around gender equality.

27.13 The Committee reviewed WP/563, presented by Venezuela and supported by Argentina, Bolivia, Costa Rica, Dominican Republic and Panama, related to the role of women in the aviation industry. The Committee welcomed Venezuela's efforts in enhancing gender equality, and especially achieving gender parity at the senior management level. The Committee expressed support for proposals on raising awareness on gender equality, taking a programmatic approach to tackle issues on gender equality at the national level, and exchanging knowledge and experience by women leaders in the industry to inspire the next generation.

27.14 The Committee further reviewed WP/264, presented by AFCAC on behalf of 54 African States, outlining activities around gender undertaken in the region, and urging Member States and ICAO to demonstrate stronger commitment and leadership. The Committee noted the progress made in the region, and supported the proposals to encourage the development of roadmaps and implementation plans by States and promote women's representation in senior positions, as well as their participation in aviation forums and meetings and facilitate capacity building for women in aviation. The Committee also requested ICAO to continue to support States through advocacy, development and dissemination of analysis, reports and guidance as well as facilitating collection of data. In addition, the Committee underscored the importance of considering the effects of COVID-19 on women and prioritise them in recovery programmes. The Committee further acknowledged the need for States to allocate more resources to prioritise gender equality programmes.

Industry-led Initiatives

27.15 The Committee reviewed WP/67, presented by IATA, IFATCA, and IFALPA and applauded the 25by2025 initiative as an important step and an excellent example championed by the industry in advancing gender equality and women's representation.

27.16 The Committee recognized the leadership role of the industry stakeholders as key partners for Member States and ICAO in promoting gender equality in the sector. In this regards, the Committee invited Member States to encourage their industry players to actively engage in IATA's 25by2025 campaign as well as similar initiatives.

— END —