



**Agenda Item 4A: Initiatives for the Development and sustainability of air transport in the Region**

**Commitment to promote Gender Equality and Women’s Development in Aviation**

(Working paper presented by URUGUAY)

<b>SUMMARY</b>	
This Working paper presents a Pilot Project on Gender Equality in Civil Aviation.	
<b>References:</b> Resolution A41-26 Conclusion GREPECAS/20/09 SUPPORTING GENDER EQUALITY – PROMOTING THE PARTICIPATION OF WOMEN IN THE GLOBAL AVIATION SECTOR	
<b>ICAO Strategic Objectives:</b>	<ul style="list-style-type: none"> <li>• <i>Air Navigation Capacity and Efficiency</i></li> <li>• <i>Economic Development of Air Transport</i></li> <li>• <i>Environmental Protection</i></li> </ul>

**1. Introduction**

1.1 ICAO, During its 41st period of the Assembly, through Resolution A41-26, 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*

1.2 The ICAO SAM team together with Dinacia-Uruguay in compliance with CONCLUSION GREPECAS 20/09 *Supporting Gender Equality-Promoting Women's Participation in the Global Aviation Sector*, decided to initiate a study on the percentage of women currently occupying professional and higher levels of positions in the aviation sector in Uruguay, as a pilot project involving the Uruguayan Institute of Meteorology (*Instituto Uruguayo de Meteorología - INUMET*), the Concessionaire of the Carrasco Airport Puertas del SUR (PDS) and DINACIA.

**2. Discussion**

2.1 The purpose of this working paper is to share the challenges and results of this initiative in order to present to the General Directors the achievements and actions in favor of this issue, develop opportunities, identify obstacles and biases that hinder women's careers in the civil aviation sector and the industry, and establish an Advisory Guide.

2.2 The UN Women WEP gender gap analysis tool was used, assigning a lead contact to complete the assessment by coordinating with a team to collect relevant gender gap information. The tool covered the policies and practices of the companies/administration related to leadership, workplace and community.

2.3 The results included an overall score, as well as the progress in different approaches for women's empowerment.

### 3. **Results**

3.1 The results were measures within the following percentages:

**Beginner 0 – 25% Intermediate 25 – 50% Advanced 50 – 75% Leader 75 – 100%**

*It was found that both DINACIA and INUMET values ranged between Beginners considered being an "Excellent Start!"*

*It is considered that it would be in the early stages of recognizing the importance of gender equality.*

*There are some policies or programmes in place that are facilitating progress towards gender equality, but it has been identified that there are other opportunities for further achievements.*

*To begin, we must consider the need to formalize a commitment by the administration that gender equality is not only a human right, but that it is positive for the company/administration, and develop a strategy to ensure a more consistent approach to the development of gender equality policies.*

*The road to achieving gender equality may have begun, and with the guidance documents, the pace of change can be accelerated.*

*The Airport Concessionaire achieved a percentage of Intermediate Making progress!*

*Where the company recognizes the importance of gender equality and takes concrete steps to introduce policies and practices, but is still on the way to achieving a strategic approach to implement its commitment, as well as to measure and report on the progress.*

### 4. **Suggested action**

4.1 The Meeting is invited to:

- a) Inquire on the relevant resources to strengthen the approach to ensure non-discrimination and equal opportunities.
- b) Review the results for a team to discuss strengths and opportunities, develop an action plan and begin to generate a Gender KPI.