



**Agenda**

**Item 6: Other Business**

**URUGUAY AT GLOBAL SUMMIT ON GENDER EQUALITY IN AVIATION**

(Prepared by Uruguay)

**SUMMARY**

This paper presents the analysis of various causes and effects of inequality based on various documented studies in Uruguay and the region, taking into account the recommendations of the 2023 Gender Convention in terms of taking immediate action.

**References:**

- 2nd Global Summit on Gender Equality in Aviation, Madrid, 5-7 July 2023.

**1. Background**

1.1 Spain's Minister of Transport, Mobility and Urban Agenda and ICAO President Salvatore Sciacchitano presided over the opening ceremony of **the 2nd Global Summit on Gender Equality in Aviation 2023**, held from 5 to 7 July 2023 in Madrid. The Secretariat of Transport and Mobility closed the global event, **which has been a success in terms of participation, with some 650 attendees in person and 1,500 online.**

**2. Analysis**

2.1 The situation of inequality in the percentage of positions held by women, only 6% in aviation, has been studied, verified in statistics and manifested in the different instances.

2.2 UN WOMEN and the ILO, which since its constitution has promoted equality in all its forms, among other provisions that ensure equal opportunities for workers regardless of gender, highlighting that work in Uruguay is regulated by labor standards that protect workers from all types of inequality and discrimination.

2.3 To achieve equality in percentages between women and men, especially in senior management positions, female talents should be attracted that have not yet been interested, it needs time and work from all the actors that make up the world of aviation.

2.4 The World Summit on Gender Equality in Aviation in its convocation expresses **"Gender equality is a basic human right, many people, societies and organizations continuously strive to maintain inclusion."** In Uruguay, this inclusion exists and this human right is protected.

2.5 Later in its agenda, the summit expressed: "*In reference to gender in aviation, it is intended to highlight the key role of aviation in driving sustainable development globally, in line with the UN's 2030 Agenda for Sustainable Development, and gender-related trends in aviation as well as the growth prospects of the industry.*"

2.6 In Uruguay, there are legal norms that allow the same opportunities and protect inequalities regardless of gender.

2.7 It was also pointed out that, despite the entry of women into the workplace, many times when they do not find the working conditions that allow for an optimal development of integration, they resign from them due to dissatisfaction in their professional careers.

### 3. **Suggested actions**

3.1 Work on the social and cultural issue that stigmatizes the presence of women in aviation;

3.2 Disseminate and provide training, in order to attract the interest of women in order to increase the number of positions held accordingly, increasing the number of senior management positions in the future; and

3.3 Above all, emphatically reject all types of inequality, ensuring development and permanence in jobs.