



Item 4A of
The agenda: **Human Resources**

FROM WORDS TO ACTION: PROMOTING GENDER EQUITY IN AVIATION

Working paper presented by Colombia, "*The Country of Beauty*"

SUMMARY

This working paper highlights the importance of promoting gender equity in the aviation sector and modernizing training processes to strengthen human capital. Colombia, the country of beauty, presents outstanding initiatives such as the *Equity Chair* and the *Women's Seedbed*, which aim to close gender gaps and foster inclusive participation in technical, operational, and leadership roles. These actions align with Sustainable Development Goals (SDGs) 4 and 5 and promote a more competitive and equitable aviation sector.

References:

- National Administrative Department of Statistics (DANE). (2024). Labor Market Bulletin.
- Federal Aviation Administration (FAA). (2024). Gender Equity in Aviation Report.
- Spanish Aviation Safety Agency (AESA). (2024). Commercial Pilots Statistics.
- Colombian Civil Aviation Special Administrative Unit (Aerocivil). (2024). Gender Report in Colombian Aviation.
- International Society of Women Airline Pilots (IWALPA). (2024). Global Report on Women in Commercial Aviation.
- International Civil Aviation Organization (ICAO). (2023). Report on Gender Equality in Aviation.
- World Economic Forum. (2023). The Global Gender Gap Report.
- Information from the Women in Aviation Meeting. (2018).

ICAO
Strategic
Objectives

- *Effective human resource management.*
- *Promotion of equity and diversity.*
- *Alignment with ICAO's established international standards.*

1. Introduction

1.1 The aviation sector is a key industry for economic and social development, providing connectivity, employment, and growth opportunities. However, it has historically been marked by low female representation, especially in technical and leadership roles. The inclusion of women in this field is not only a matter of equity but also a strategic necessity to strengthen the sector's competitiveness and sustainability.

1.2 Despite progress in recent decades, the gender gap in aviation remains significant. In Colombia, less than 5% of pilots and aviation technicians are women (Superintendencia de Transporte de Colombia, 2024). Globally, only 5.5% of people working in commercial aviation are women (IWALPA, 2024). Additionally, the International Civil Aviation Organization (ICAO) reports that the participation of women pilots in service increased from 3.6% to 4.0% worldwide between 2016 and 2021 (ICAO, 2023). In the United States, women represent approximately 5% of airline pilots and 10% of all pilots (FAA, 2023). India stands out for having the highest proportion of women pilots, representing 13% of the country's pilots (Directorate General of Civil Aviation India, 2023). However, female presence in leadership roles is even more limited, with only 3% of airline CEO positions occupied by women (IATA, 2023). These figures highlight the urgent need to implement effective measures to encourage female participation at all levels of the sector, ensuring greater equity and leveraging diverse talent to strengthen the industry.

1.3 In response to this reality, Colombia has developed and implemented initiatives to promote gender equity in aviation. Programs such as the *Equity Chair* and the *Women's Seedbed* have been designed to promote the inclusion of women in technical and leadership roles, providing specialized training and creating opportunities within the sector. These actions aim to generate a real and measurable impact in reducing gender gaps.

1.4 This working paper presents a series of strategies and proposals to consolidate progress in gender equity within the aviation sector. It highlights initiatives, best practices, and concrete results obtained to date, with the objective of aligning ICAO Member States' efforts toward a more inclusive and equitable vision of aviation. The international community is invited to adopt these measures and strengthen cooperation in favor of gender equity in aviation.

2. Discussion

2.1 Promoting gender equity in the aviation sector is a joint effort that requires the implementation of public policies, training initiatives, and industry commitment. It is essential to ensure that employment and professional growth opportunities are accessible to all individuals, regardless of gender.

2.2 Current statistics reflect the need for concrete action. Programs such as the *Women's Seedbed* represent a promising initiative to transition from words to action, creating real opportunities for more women to receive training and employment in the aviation sector.

2.3 International cooperation plays a key role in promoting gender equity. ICAO and its Member States must work together to establish global standards that encourage the participation of women in aviation. Additionally, sharing best practices among countries can accelerate the process of inclusion and equity in the industry.

2.4 Finally, measuring progress is essential to evaluate the impact of implemented initiatives.

Developing gender equity indicators will allow for monitoring progress and adjusting strategies as necessary. Gender equity in aviation not only strengthens the sector but also contributes to sustainable development and the reduction of workplace inequalities.

2.5 Colombia reaffirms its commitment to advancing gender equity in aviation through innovative programs such as the *Equity Chair* and the *Women's Seedbed*. These initiatives not only promote inclusion and diversity but also enhance the sector's competitiveness and contribute to sustainable development.

2.6 It is crucial to establish monitoring and evaluation mechanisms to measure the impact of implemented strategies. In this regard, inclusion audits as part of performance indicators serve as a valuable tool to ensure the effectiveness of these policies and promote their continuous improvement.

3. **Suggested Actions**

3.1 The meeting is invited to:

- a) Implement and strengthen educational programs such as the *Equity Chair* in aviation training centers across the region, raising awareness of gender diversity and inclusion in the industry.
- b) Strengthen mentorship and female leadership initiatives, ensuring the creation of support networks for women in aviation.
- c) Expand the reach of *Women's Aviation Seedbeds*, enabling their extension to more regions and their integration with specialized academic programs.
- d) Develop gender equity indicators, including inclusion audits as a key tool in evaluating the impact of these strategies.
- e) Promote strategic alliances with international organizations and aviation associations to share best practices and develop public policies that foster gender equity.
- f) Encourage the hiring of women in technical and leadership roles, promoting incentive schemes for companies that implement inclusive policies.
- g) Consider the approval of a recommendation for ICAO and its Member States to prioritize inclusive policies that address gender gaps and enhance human talent in aviation.
- h) Measure the impact of gender inclusion initiatives using a data platform, based on 2024 baseline figures.

- END-