



# GLOBAL AVIATION GENDER SUMMIT

## Cape Town, South Africa

### 8-10 August 2018

#### Draft Concept Note

### Executive Summary

1. Aviation connects people, cultures and businesses across the globe and strengthens socio-economic development worldwide. According to the latest long-term traffic forecasts, both air passenger traffic and air freight traffic are expected to more than double by 2034, compared to 2016.<sup>1</sup> In 2016, airlines worldwide carried around 3.8 billion passengers annually with 7.1 trillion revenue passenger kilometres (RPKs). Fifty-three million tonnes of freight were transported by air, reaching 205 billion freight tonne kilometres (FTKs). Every day, around 100,000 flights transport over 10 million passengers and around USD 18 billion worth of goods. The international air transport sector today supports the employment of 62.7 million people worldwide and contributes 2.7 trillion dollars in global Gross Domestic Product.<sup>2</sup>
2. Aviation is a forward-looking industry that stimulates development, innovation and entrepreneurship and which continuously seeks to enhance its efficiency and effectiveness. While aviation and transport in general do not have a unique Sustainable Development Goal within the 2030 United Nations Agenda for Sustainable Development it is unquestionable that both are key enablers in the advancement of the SDGs. In 2017 ICAO mapped how its 2017-2019 Business Plan is contributing towards 15 of the 17 SDGs, including SDG 5 which aims to end all forms of gender inequality and empower women and girls globally.

<sup>1</sup> <https://www.icao.int/sustainability/Documents/AVIATION-BENEFITS-2017-web.pdf>

<sup>2</sup> *ibid.*



3. Estimates vary, but available data tends to indicate that roughly 5.18 per cent of the pilots worldwide are women.<sup>3</sup> While global numbers are hard to come by, estimates of the number of women in aviation in non-pilot careers at the national level can drop to below 5 per cent (e.g. mechanics and flight engineers) and rise to as high as 79 per cent (e.g. flight attendants).<sup>4</sup> While more disaggregated data on gender and aviation careers across States would be useful to enrich existing analysis, it is evident that one of the ways in which further improvements in the aviation sector can be made is to make the industry more gender balanced.
4. In 2016, the ICAO Assembly reaffirmed its commitment to gender equality and the promotion of women in the global aviation sector through Resolution A39-30 *ICAO Gender Equality Programme*. The ICAO 39th General Assembly also urged 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, establishing and improving programmes and projects to further women’s careers within ICAO’s governing and technical bodies, the ICAO Secretariat and the global aviation sector. Pursuant to Resolution A39-30, on 11 September 2017, the ICAO Secretary General established the *ICAO Gender Equality Programme* which main objectives are to: build capacity and enhance awareness for gender equality; enhance gender representation; increase accountability; and further engagement with external partners. To assist in operationalizing the Programme, a Gender Equality Implementation Plan consisting of specific actions which are to be undertaken was also established.
5. To mobilize the global aviation community in accelerating gender equality in aviation the South African Civil Aviation Authority (SACAA) will host the first ever Global Aviation Gender Summit from 8 to 10 August in Cape Town, South Africa. It will be co-organized

<sup>3</sup> [http://www.iswap.org/content.aspx?page\\_id=86&club\\_id=658242](http://www.iswap.org/content.aspx?page_id=86&club_id=658242)

<sup>4</sup> <https://www.wai.org/about-wai>



by ICAO, in close collaboration with UNESCO and will take place in the Cape Town International Convention Center.<sup>5</sup>

6. The Summit aims to advocate and advance gender equality and empowerment of women in the global aviation sector. This will happen through the identification of bottlenecks and opportunities to enhance gender balance from a life cycle perspective - as young girls and boys grow up to become adolescent females and males onwards to adult women and men. This approach will illustrate the importance to advocate gender equality in aviation throughout the different stages of life.
7. The Summit will include components that will stimulate discussions on:
  - Data for gender equality in aviation;
  - Interlinkages between the 2030 Agenda for Sustainable Development, gender equality and aviation;
  - Barriers to and opportunities for gender equality in aviation as they relate to:
    - Cultural stereotypes and early childhood development
    - Education of adolescents in and out of schools; as well science, technology, engineering and mathematics (STEM) education;
    - Gender equality in the aviation-related workplace;
  - Gender equality in leadership positions: the importance of coaching and mentoring women in aviation-related jobs;
  - Gender equality and innovation;
  - Partnerships for gender equality in aviation

## Objectives

8. The objectives of the Global Aviation Gender Summit are to advocate for increased opportunities and participation of women in the global aviation sector by:

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<sup>5</sup> <https://www.cticc.co.za>



- Urging States and the aviation industry to demonstrate strong, determined leadership and commitment to gender equality in aviation, and to work together to press for progress;
- Mobilizing the global aviation community to discuss existing barriers for gender equality in aviation and to share best practices, programmes and initiatives aimed at overcoming these barriers; and
- Identifying concrete actions which can be taken to accelerate gender equality in aviation and promoting partnerships amongst interested stakeholders to implement these actions.

## Background

9. The air transport sector is set to grow exponentially over the next decade. Currently, the sector directly and/or indirectly supports the employment of some 62.7 million people worldwide and contributes USD2.7 trillion in global Gross Domestic Product (GDP). Airplanes move over 4.1 billion people and over a third of the world's freight by value on 37 million flights yearly. Every day, around 100,000 flights transport over 10 million passengers and around USD 18 billion worth of goods. Historically, air transport has doubled in size every fifteen years and has grown faster than most other industries.<sup>6</sup>
10. As the sector continues to grow, so does the number of qualified men and women required to successfully manage the air transport system. It is therefore imperative to attract and retain sufficient numbers of skilled male and female professionals across all levels to contribute to the operation and management of the expanding global transport system. Women continue to be under-represented in highly specialized disciplines around the world, including in aviation. According to data from the International Society of Women Airline Pilots, there are 7,409 female pilots across the world, accounting for less than six percent of total pilots.<sup>7</sup> The existing data on non-pilot professions do not look very promising either.<sup>8</sup>

<sup>6</sup> <https://www.icao.int/sustainability/Documents/AVIATION-BENEFITS-2017-web.pdf>

<sup>7</sup> [http://www.iswap.org/content.aspx?page\\_id=86&club\\_id=658242](http://www.iswap.org/content.aspx?page_id=86&club_id=658242)

<sup>8</sup> US 2017 Active Civil Airmen Statistics, available at: [https://www.faa.gov/data\\_research/aviation\\_data\\_statistics/civil\\_airmen\\_statistics/](https://www.faa.gov/data_research/aviation_data_statistics/civil_airmen_statistics/)



Although there is a drive to increase the number of women in science, technology, engineering and math (STEM) fields, including aviation, recruitment and retainment remain a challenge.

11. ICAO’s Secretary General, Dr. Fang Liu, is determined to bring gender equality to the forefront of the aviation industry. Guided by the resolution promoting the participation of women in the global aviation sector adopted by its 39th Session of the Assembly,<sup>9</sup> ICAO is identifying an array of initiatives to assist in removing barriers to women’s entry into aviation. As part of these efforts, ICAO has developed a Gender Equality Programme and accompanying Gender Equality Implementation Plan that outline the principles and actions which will be pursued to intensify the collective efforts for gender equality throughout the global aviation sector. In intensifying its efforts to advancing gender equality in aviation, ICAO proposes to work in partnership with ICAO Member States, organizations of the United Nations, such as UNESCO, as well as other industry partners who have a shared vision on gender equality and STEM.

## Gender equality and aviation: global legal and policy frameworks

12. Gender equality is not only a basic human right, but its achievement has enormous socio-economic ramifications. Empowering women fuels thriving economies, spurring productivity and growth. Yet gender inequalities remain deeply entrenched in every society. Over many decades, the United Nations has made significant progress in advancing gender equality, including through landmark agreements such as the “Beijing Declaration and Platform for Action” and the “2030 Sustainable Development Agenda” as well agency-specific policies and frameworks.
13. *The Beijing Declaration and Platform for Action* – The Fourth World Conference on Women in September 1995 in Beijing, which is described as one of the largest gathering of women in history, concluded with adopting the Beijing Declaration and Platform for Action.

<sup>9</sup> Resolution A39-30, *ICAO Gender Equality Programme promoting the participation of women in the global aviation sector*.



As a defining framework for change, the Platform for Action made comprehensive commitments under 12 critical areas of concern. Even more than 20 years later, it remains a powerful source of guidance and inspiration.<sup>10</sup> Reviews and appraisals of the implementation of the Beijing Platform for Action have been held in global and national levels since the adoption of this Platform for Action in 1995.<sup>11</sup>

14. *The 2030 Agenda* – “Transforming our World – the 2030 Agenda for Sustainable Development” including its 17 Sustainable Development Goals (SDGs) and 169 targets was adopted on 25 September 2015 by Heads of State and Government at a special UN summit. The 2030 Agenda for Sustainable Development is a plan of action for people, the planet and prosperity and aims to achieve sustainable development by 2030 worldwide, ensuring that no one is left behind. The scale, ambition and approach of the 2030 Agenda are unprecedented. The SDGs are global in nature and universally applicable, taking into account national realities, capacities and levels of development and specific challenges. All countries have a shared responsibility to achieve the SDGs, and all have a meaningful role to play locally, nationally as well as on the global scale. The 2030 Agenda integrates in a balanced manner the three dimensions of sustainable development – economic, social and environmental. The 2030 Agenda is also indivisible, in a sense that it must be implemented as a whole, in an integrated rather than a fragmented manner, recognizing that the different goals and targets are closely interlinked. While gender equality has a dedicated SDG it is also an integral part of the entire agenda.

15. *ICAO Assembly Resolution A39-30 on ICAO’s Gender Equality Programme* – The ICAO Assembly Resolution A39-30 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. This Resolution

<sup>10</sup> “The Beijing Platform for Action: inspiration then and now”, see more at: <http://beijing20.unwomen.org/en/about>

<sup>11</sup> <http://www.unwomen.org/en/how-we-work/intergovernmental-support/world-conferences-on-women>





instructed the Secretary General to establish an ICAO Gender Equality Programme through which ICAO displays its commitment and actions to advance gender equality within the Organization. The Gender Equality Programme also aims to promote gender equality in the global aviation community. All of these efforts in the long run support the achievement of the UN SDGs and in particular SDG 5 which aims to achieve gender equality and empower all women and girls as well as further the goals of the Beijing Declaration and Platform for Action.<sup>12</sup>

## Critical Issues in advancing gender equality in aviation

16. Gender equality is achieved when women and men, girls and boys, enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviors, aspirations and needs of women and men are equally valued and favored.<sup>13</sup> Gender equality is not achieved by “chance”. It can only be achieved after deliberate consideration and analysis of a number of critical and often inter-related issues, leading to targeted planning and implementation efforts to advance gender equality in a particular economic sector. The aviation sector would benefit from careful consideration and integration of these issues in its collective plans and efforts to achieve gender equality:
  
17. **Sex-disaggregated data** – Data and its correct interpretation play a vital role in steering the world community to enhanced development across the globe. However, currently there is no comprehensive overview of data and statistics on gender in the aviation industry. Lack of sex-disaggregated data and statistics in aviation has resulted in an incomplete picture of the issue of gender equality in the industry. Such data and gender analysis are critical for identifying gaps, challenges as well as opportunities to advancement of gender equality goals and aspirations. Disaggregated data on gender and measures for gender equality can provide us with insights on trends, bottlenecks and lessons learned. Most importantly, data

<sup>12</sup> [https://www.icao.int/Meetings/a39/Documents/Resolutions/10075\\_en.pdf](https://www.icao.int/Meetings/a39/Documents/Resolutions/10075_en.pdf)

<sup>13</sup> Gender Equality Division, Department of Justice and Equality, What is Gender Equality? <http://www.genderequality.ie/en/GE/Pages/WhatisGE>



are needed toward planning, defining indicators, effective monitoring and tracking the progress made. The 2030 Agenda for Sustainable Development contains a strong commitment to the disaggregation of data. The 2030 Agenda calls for the follow-up and review processes for the SDGs to be based upon evidence and data disaggregated by “income, gender, age, race, ethnicity, migratory status, disability, geo-graphic location and other characteristics relevant in national contexts” (para 74(g), and Target 17.18).

18. **Cross-cutting linkages** – International air transport spurs socio-economic progress by supporting increased trade, attracting businesses and tourism and encouraging investments which boost productivity. Economic activity that would otherwise not exist can be attracted by improved air transport connectivity especially in the least developed countries (LDCs), landlocked developed countries (LLDCs), and small island developing states (SIDS). Air transport is often also critical and the only lifeline during emergencies. Transport and aviation do not have a unique SDG, but the international community recognizes their essential role in achieving the 2030 Agenda for Sustainable Development. ICAO mapped how its 2017-2019 Business Plan and Strategic Objectives are supporting the 2030 Sustainable Development Plan and illustrated how its work is linked to 15 of the 17 SDGs<sup>14</sup>.
  
19. Gender equality and women empowerment are uniquely captured in SDG 5 of the 2030 Sustainable Development Agenda. However, gender equality is an enabler and accelerator for all the Sustainable Development Goals (SDGs). The gender-responsive implementation of the 2030 Agenda for Sustainable Development offers an opportunity to achieve not only SDG 5 (gender equality), but to contribute to progress on all 17 Sustainable Development Goals (SDGs). UN Women’s flagship report “Turning the promises into action – Gender Equality in the 2030 Agenda” demonstrates why these interlinkages are critically important and how progress on some fronts may be undermined by regression or stagnation on others. It argues how potential synergies may be lost if siloed approaches to implementation take precedence over integrated, multi-sectoral strategies.

<sup>14</sup> <https://www.icao.int/about-icao/aviation-development/Pages/SDG.aspx>





20. **Cultural stereotypes** - Providing women and girls with equal access to education, health care, work opportunities, and representation in political and economic decision-making processes fuels sustainable economies and benefit societies at large. The roles of women and men in society are culturally determined and differ in time and place. Gender is a cultural and social construct, defined by the relations between women and men, and the norms and values regarding ‘masculine’ and ‘feminine’ roles and behaviors.<sup>15</sup> To better grasp the gender divide in a highly specialized field of work such as aviation it is essential to look at the enablers and barriers to a STEM education, choosing a career and working in the aviation sector. Choices might be influenced by cultural stereotypes early on in life and impacted by well-meaning parents and teachers, including peer pressure. Gender roles in movies and TV shows as well as marketing and advertising campaigns have real consequences on kids' self-esteem, relationships -- and even their future careers.<sup>16</sup> For example, for children in earliest stages of childhood, play is life and toys are the tools of early learning. The way girls and boys play with specific toys might affect brain development. Collective beliefs about ‘typical male’ or ‘typical female’ roles might contribute to the creation of stereotypes that may limit or enable opportunities for women and men to act within their cultural context.<sup>17</sup> This might require conscious changes in behavior and organizational culture, as well as the transformation of gender equality commitments into concrete implementation plans.

21. **Gender sensitive approach to education:** Girls’ education goes beyond successfully getting girls into school. It is also about ensuring that girls learn and feel safe while in school; complete all levels of education and acquire the skills to effectively compete in the labor market; learn the socio-emotional and life skills necessary to navigate and adapt to a changing world; make decisions about their own lives; and contribute to their communities, societies and the world.

<sup>15</sup> Gender Equality-Heritage and Creativity, UNESCO Report, available at: [http://uis.unesco.org/sites/default/files/documents/gender-equality-heritage-and-creativity-2014-en\\_1.pdf](http://uis.unesco.org/sites/default/files/documents/gender-equality-heritage-and-creativity-2014-en_1.pdf)

<sup>16</sup> <https://www.commonsemmedia.org/blog/gender-stereotypes-are-messing-with-your-kid>

<sup>17</sup> <http://eige.europa.eu/gender-mainstreaming/policy-areas/culture>



22. According to the European Institute for Gender Equality (EIGE) gender-related challenges in the education system are an obstacle for economic growth and better career opportunities, especially for women. One of the main challenges is that girls and boys tend to choose subjects according to traditional gender roles. Teachers and parents have a key role to play in overcoming this barrier.<sup>18</sup> In December 2016 UNESCO released the Global Education Monitoring (GEM) Report<sup>19</sup> of which findings show the extent to which secondary school textbooks from the 1950s until 2011 missed or misrepresented key priorities now known as crucial to achieve sustainable development, including gender equality. It also looked at the roles of teachers in both perpetuating and challenging gender stereotypes in the classroom, as well as the importance of creating a positive and safe school environment to encourage girls’ participation in particular in STEM subjects.

23. **Gender equality and STEM** – Education systems and schools play a fundamental role in the selection of career paths by students, including in STEM. Gender differences in STEM education participation at the expense of girls are already visible in early childhood care and education and become more visible at higher levels of education. UNESCO reports that girls appear to lose interest in STEM subjects with age, particularly between early and late adolescence<sup>20</sup>. This lowered interest affects participation in advanced studies at secondary-level, including in fields of study that would lead to aviation-related careers. In 2017 the World Bank reported that the proportion of women receiving engineering or computer science degrees in specific countries actually fell between 2004 and 2014, and the picture is similar around the world. The reasons for this are multiple and complex, but three things seem to matter most: 1) aspirations that are molded by social norms and parental expectations; 2) information failures that affect the decision to enter and stay in a STEM field; and 3) institutional factors that constrain women’s ability to enter a STEM job.<sup>21</sup> UNESCO advocates that these bottlenecks require “a systematic, comprehensive, integrated, sustainable, multidisciplinary and multisectoral approach” that should lead to a gender response that is mainstreamed in national legislation, policies and programmes.

<sup>18</sup> <http://eige.europa.eu/news-and-events/news/education-key-breaking-gender-stereotypes>

<sup>19</sup> <https://en.unesco.org/gem-report/textbooks-pave-way-sustainable-development>

<sup>20</sup> Cracking the code: Girls’ and women’s education in science, technology, engineering and mathematics (STEM), UNESCO, 2017

<sup>21</sup> Ana Maria Munoz-Boudet, Senior Social Scientist, World Bank, in “STEM fields still have a gender imbalance. Here’s what we can do about it”, available at: <https://www.weforum.org/agenda/2017/03/women-are-still-under-represented-in-science-maths-and-engineering-heres-what-we-can-do>



24. In February 2018, *The Atlantic*<sup>22</sup> featured the findings of an interesting study<sup>23</sup> showing a worldwide pattern whereby the number of women graduating from STEM fields is lower in countries with higher levels of gender equality. The study tends to indicate that women who are living in less equal societies chose STEM as a means to financial freedom. This conundrum proposes a different perspective on why women in STEM continue to be constantly under-represented despite considerable efforts to change this trend. The outcomes of such an analysis would require all stakeholders to be ever more creative about attracting girls and women to STEM and retaining women into specialized fields of work, including aviation.

25. **The workplace: gender equality in aviation-related jobs** – A 2015 Report by the McKinsey Global Institute<sup>24</sup> found that USD28 trillion, or 26%, could be added to the global annual Gross Domestic Product (GDP) by 2025 if women and men participated in the economy at identical levels. However, women continue to be underrepresented in managerial positions, especially at the senior and middle management levels. In most of the 67 countries where data exists, less than a third of senior and middle management positions were held by women between 2009 and 2015.<sup>25</sup>

26. Diversity and inclusiveness are grounding principles for gender equality. Although it is well accepted that diversity and inclusiveness make good business sense and are the right things to do, individuals, societies and organizations constantly have to work at diversity and inclusiveness. In a wide range of economies, a variety of social circumstances limit girls’ and women’s access to technology and therefore their ability to gain proficiency in its use. These range from lower participation in the labour market—and therefore fewer opportunities to learn on the job—to lower access to technology in the home. Finally, there

<sup>22</sup> <https://www.theatlantic.com/science/archive/2018/02/the-more-gender-equality-the-fewer-women-in-stem/553592/>.

<sup>23</sup> <http://journals.sagepub.com/doi/10.1177/0956797617741719>

<sup>24</sup> <https://www.mckinsey.com/global-themes/employment-and-growth/how-advancing-womens-equality-can-add-12-trillion-to-global-growth>

<sup>25</sup> <https://unstats.un.org/sdgs/files/report/2017/TheSustainableDevelopmentGoalsReport2017.pdf>



is evidence that, when women do have the relevant mathematical and technology skills, unconscious biases can influence their peers' recognition of their capabilities<sup>26</sup>.

27. A recently released Pew Research Centre study<sup>27</sup> talks to gender inequalities in STEM, which are especially common in work environments which employ more men than women. The research then continues to compare jobs in STEM with other industries. Generally, it is believed that STEM jobs pay better, attract more of the brightest young people and are well-respected. Although the impression exists that these jobs are difficult to get, careers in STEM appear to have more flexibility for balancing work and family compared to jobs in other industries.
28. The study then continues to offer data on potential reasons for under-representation of women in STEM jobs. Research tends to indicate that children often encounter science, technology, engineering and math through their early education. Most of the non-STEM workers considered working in STEM while in school or in their 20s rather than later in life. The most common reasons these workers give for not pursuing a STEM job or career were cost and time barriers, such as the amount of money and the number of years required for specialized training. Based on the above, innovative strategies are needed to remove gender equality bottlenecks in the workplace and to attract and retain women in aviation-related jobs.
29. **Gender equality: coaching and mentoring in support of leadership** – According to the Global Gender Gap Report 2017, women's share of senior level positions both in the public and private sectors is not trending towards equal representation. Currently, only 22 per cent of individuals holding senior managerial positions globally are women.<sup>28</sup>
30. Coaching and mentoring are important instruments for fostering women's careers. While the benefits of mentoring seem obvious, the Journal of Research in Gender Studies set out

<sup>26</sup> [Global Gender Gap report, World Economic Forum](http://www.weforum.org/reports/the-global-gender-gap-report-2017)

<sup>27</sup> <http://www.pewsocialtrends.org/2018/01/09/women-and-men-in-stem-often-at-odds-over-workplace-equity/>

<sup>28</sup> <https://www.weforum.org/reports/the-global-gender-gap-report-2017>



to unpack the concept of mentoring and analyze the evidence.<sup>29</sup> It found that there is not always a clear understanding of the definition of mentoring. In addition to reviewing the benefits of mentoring on the mentee, the Journal also researched the impact on the mentors, the role of group mentoring, and mentoring as an instrument to change institutions.

31. In December 2016 the Harvard Business Review published the findings of a survey<sup>30</sup> looking into the benefits of mentoring and coaching in support of career advancement and more specifically the role of “male champions” on women’s professional trajectory. Overall the survey underscores that to address the glass ceiling in women’s careers in corporate and non-for-profit settings gender inclusiveness should be addressed – since *both* men and women are needed to advance women’s leadership. Men have a critical role to play in empowering women beyond their current role and levelling the playing field for all talent, but they are often an untapped resource in diversity and inclusion efforts aimed at eliminating gender bias.
32. From interviews with C-level male and female senior officials in Fortune 500 companies and NGOs a few interesting key behavioral themes associated with gender inclusive leadership surfaced that support women’s career advancement: e.g. using senior level authority to push workplace culture toward gender equality; thinking of gender inclusiveness as part of effective talent management; providing gender-aware mentoring and coaching; fostering the development of leadership skills for others.
33. **Gender equality and innovation** – Hewlett-Packard<sup>31</sup> states that the current lack of gender equality worldwide hinders business performance and growth across all industries. This is supported by 2018 McKinsey “Deliver Through Diversity” report<sup>32</sup>, which found that increased diversity leads to stronger financial performance. HP is convinced that diversity is really core to innovation. For this global tech company, true innovation really comes from

<sup>29</sup> Viviana Meschitti, Helen Lawton Smith, “Does Mentoring Make a Difference for Women Academics? Evidence from the Literature and a Guide for Future Research”, Journal of Research in Gender Studies 7(1), 2017, available at: <http://eprints.bbk.ac.uk/18871/1/6-Meschitti%26Lawton%20Smith.pdf>

<sup>30</sup> <https://hbr.org/2016/12/the-men-who-mentor-women>

<sup>31</sup> <https://www.forbes.com/sites/michelleking/2018/01/26/want-an-innovative-business-start-with-gender-equality/#6e232e232d63>

<sup>32</sup> <https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>



businesses with a diverse employee base relationship between innovation and gender equality.

34. The Nordic Ministers for Gender Equality continue to assert that gender equality is a foundation for innovation.<sup>33</sup> They advocate social responsibility and sustainability including gender equality as essential components not only of companies’ innovation policies, but also the industry industrial and commercial activities. The 2018 Swedish presidency of the Nordic Ministers for Gender Equality<sup>34</sup> includes a focus on men’s engagement in the gender equality discourse. Participation of men in gender equality work is a cross-cutting theme in Sweden’s gender equality work. It is essential to explore and consider the role of men in various situations in society, in the labour market and in the family to promote gender equality.
35. Another voice on gender equality and innovation<sup>35</sup> offers the suggestion to reframe the current gender equality discourse and propose it as an innovation challenge to drive organizational change rather than a business case which profiles gender diverse companies as outperforming male dominated industries.
36. **Partnership for gender equality in aviation** –To achieve impactful change in the global civil aviation sector with respect to diversity, inclusion and gender equality it is essential to have evidence-informed commitments that are sustainable, enshrined in policy and supplemented with concrete plans and partnerships. Gender inequality is complex in nature; it cuts across all sectors, interlinks with other areas of development, and requires solutions from many actors, including those in government, UN, academia, corporations and non-governmental organizations (NGOs).
37. The world of international development is not new to creating partnerships that aim at addressing complex and challenging issues to support the achievement of the 17 SDGs (a few examples include the Polio Eradication Initiative, Umbrella Facility for Gender

<sup>33</sup> <https://www.huffingtonpost.com/dagfinn-hoybraten/why-gender-equality-is-a-b-6815908.html>

<sup>34</sup> <https://norden.diva-portal.org/smash/get/diva2:1190647/FULLTEXT01.pdf>

<sup>35</sup> <https://www.gendereconomy.org/tedxvaughanwomen/>





Equality, Alliance for Green Revolution in Africa). Being successful at implementing the “Transforming Our World - 2030 Agenda for Sustainable Development” vision is requiring different sectors and actors to work together in an integrated manner by pooling financial resources, knowledge and expertise. This is recognized in SDG 17 which seeks to encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships.

38. However, partnerships often struggle with governance, accountability, resourcing and sustainability issues which can limit the outreach and potential benefits from the very start. Both the *World Bank*<sup>36</sup>, *Mckinsey&Company*<sup>37</sup> and others have looked at these challenges and identified lessons learned in implementing different types of partnerships in support of gender equality. These might include suggestions such as promoting buy-in and active involvement of the senior-most leaders; establishing clear, simple partnership mission statements that member organizations can rally around; developing a compelling rationale to get partners involved and maintain engaged; finding and deploying the unique strengths of each partner; clearly defining the operating model for the partnership and conducting rigorous monitoring and evaluation.

## Profile of participants

39. The Summit is scheduled to be attended by up to 500 participants. High officials from Education, Labour, External Affairs or portfolios related to gender and diversity are invited. Directors General of Civil aviation, senior officials and decision makers in civil aviation authorities, airports, air navigation service providers, airline industry, aviation associations, UN and international organizations, academia and training institutions are welcome to attend. The participation of both women and men is critical in achieving a successful and impactful Summit.

<sup>36</sup> <http://blogs.worldbank.org/ppps/5-ways-public-private-partnerships-can-promote-gender-equality>

<sup>37</sup> <https://www.mckinsey.com/industries/social-sector/our-insights/partnering-for-parity>



## Organization

40. The Global Aviation Gender Summit will be hosted by the South African Civil Aviation Authority and co-organized by ICAO, in close collaboration with UNESCO. The Summit will take place on 8-10 August 2018 in Cape Town International Convention Center, Cape Town, South Africa.
41. The Summit will be conducted in English with simultaneous interpretation in Arabic, Chinese, French, Russian and Spanish. The Summit will include plenary presentations, TED talks, debates, storytelling, networking opportunities etc. The outcomes of the Summit will be informed by take away points made at the end of each panel.
42. The Summit will have a chair, moderators and Master of Ceremony.
43. The objective of the Global Aviation Gender Summit is to advocate for increased opportunities and participation of women and young girls in the global aviation sector by:
  - Urging States and the aviation industry to demonstrate strong, determined leadership and commitment to gender equality in aviation, and to work together to press for progress;
  - Mobilizing the global aviation community to discuss existing barriers for gender equality in aviation and to share best practices, programmes and initiatives aimed at overcoming these barriers; and
  - Identifying concrete actions which can be taken to accelerate gender equality in aviation and promoting partnerships amongst interested stakeholders to implement these actions.

## Expected Outcomes

44. The expected outcomes will be:



- A plan of action to accelerate gender equality and women’s advancement in aviation through active engagement of States, industry and other global stakeholders;
- Increased commitment from States and industry to achieve gender equality;
- Establishment of global community of practice for gender in aviation for sharing of data, policies, programmes, projects, etc.;
- Promotion of partnerships amongst interested stakeholders to implement identified actions;
- Update to ICAO Council and 40th Assembly.

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