



**Twentieth Meeting of the CAR/SAM Regional Planning and Implementation Group  
 (GREPECAS/20)**

Salvador, Brazil, 16 – 18 November 2022

**Agenda Item 2: Global and Regional Developments**  
 2.5 ICAO Assembly 41st. Session Results and Relevant Outcomes

**PROMOTE INITIATIVES IN SUPPORT OF GENDER EQUALITY  
 IN CIVIL AVIATION**

(Presented by Uruguay)

<b>EXECUTIVE SUMMARY</b>	
This Working Paper presents an overview of gender equality and ongoing initiatives to improve gender equality and promote gender mainstreaming and women's empowerment in civil aviation.	
<b>Action:</b>	Suggested actions are presented in Section 4.
<i>Strategic Objectives:</i>	<ul style="list-style-type: none"> <li>• Air Navigation Capacity and Efficiency</li> <li>• Economic Development of Air Transport</li> <li>• Environmental Protection</li> </ul>
<i>References:</i>	<ul style="list-style-type: none"> <li>• Resolution A39-30, <i>ICAO Program on Gender Equality: Promoting the Participation of Women in the Global Aviation Sector</i></li> <li>• A40 WP/31, <i>Status of the ICAO Program for gender equality</i></li> <li>• A41 WP/220, <i>Equal opportunities for female representation in international civil aviation</i></li> </ul>

**1. Introduction**

1.1 Katherine Wright, is referred as "the sister of the Wright brothers", and in a wrong way, because she was part of "[the Wright brothers](#)", responsible for the first powered flight in history, a key player in the advancement of the business aviation, ran the bike shop that financed her brothers' efforts, gathered supplies, co-financed projects with her teacher's salary, assisted in negotiations, and learned French to communicate with European leaders and represent her brothers (very shy) in very important events, in which she spoke with kings, ministers, journalists, etc. One of the few women who was awarded, along with her brothers, with the **Legion d'honneur**.

1.2 Reality confronts us daily and shows us the different faces of inequality, being recognized that women are underrepresented in the upper ranks of aviation in general, a male field since its inception, showing cultural patterns that condition and frame behaviours.

1.3 The demand for equality does not mean the obligation of 'identical treatment', far from being a feminist action, this Study Note expresses the need to achieve equal opportunities with respect to female representation as established in Objective 5 of Sustainable Development of United Nations, Achieving gender equality and empowering all women and girls.

## **2. Objective**

2.1 This note tries to promote the participation of women in the regional civil aviation sector, an objective that can only become a reality if together we plan and commit ourselves to policies that correct inequality in opportunities.

2.2 The incorporation of the gender perspective, which refers to a conceptual tool that seeks to show that the differences between women and men occur not only due to their biological determination but also due to the cultural differences assigned to human beings, is a tool that can be used to fight against all stereotypes and gender biases that constitute obstacles to equal opportunities for women in order to promote a favourable work environment without any discrimination.

## **3. Analysis**

3.1 In the analysis of the inequality of opportunities experienced by women, the multiplicity of factors that produce must be identified, to seek strategic changes in order to guarantee the full exercise of rights and opportunities.

3.2 The strengthening of greater awareness, the development of interest and the increase in the number of women in aviation, includes many aspects for which the States of the Region, together with the industry, to demonstrate solid leadership and commitment to gender equality in aviation, working together to move forward.

3.3 We echo what was expressed by the Committee in A 41, which considered insufficient progress towards gender equality in aviation and recalled the importance of greater commitment, ambitious policies, including human resources policies, and the establishment of measurable goals and targets to minimize the gender gap and improve the representation of women in aviation. In addition, he called for a greater allocation of resources for gender equality, including the provision of financial contributions to support training and capacity-building efforts for women in aviation, especially in developing countries.

3.4 Just as we applaud the initiative of 25by2025, IATA, IFATCA and IFALPA, it is a project for inclusion that encompasses the entire sector and seeks to increase the number of women in senior management positions, either by 25% compared to the figures currently known, or to a minimum representation of 25% by 2025. which is an important step and an excellent example led by the industry to promote gender equality and the representation of women.

For more information: <https://www.iata.org/en/policy/future-of-airlines-2035/25-by-2025/>  
or contact: [25by2025@iata.org](mailto:25by2025@iata.org).

**4. Suggested actions**

4.1 The Meeting is invited to:

- a) develop opportunities, identifying the obstacles and biases that hinder the career of women in the regional civil aviation sector;
- b) support Resolution 41 on the ICAO Program for Gender Equality: promoting the participation of women in the global aviation sector, as well as the appointment of focal points and alternates for gender issues in all bureaus and the Regional Office ;
- c) generate the opportunity to optimize the use of internships, scholarships, sponsorships and other similar programs to increase skills development opportunities for women in aviation on a national and regional scale; and
- d) invite the States of the Region to actively participate in the IATA 25by2025 campaign and other similar initiatives.

— END —