



**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

**ICAO PROGRAMME FOR GENDER EQUALITY**

(Presented by the Secretariat)

**EXECUTIVE SUMMARY**

This working paper provides information about the ICAO Gender Equality Programme which promotes the participation of women in the global aviation sector and invites States to take into account the information presented and to develop and implement policies for the inclusion of women in the aviation environment to enable a more creative and innovative environment for the benefit of 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> </ul>
<i>References:</i>	<ul style="list-style-type: none"> <li>41<sup>o</sup> session of the ICAO Assembly, 27 September to 07 October 2022: <a href="https://www.icao.int/Meetings/a41/Pages/default_es.aspx">https://www.icao.int/Meetings/a41/Pages/default_es.aspx</a></li> </ul>

**1. Introduction**

1.1 The International Civil Aviation Organization (ICAO) as a part of the United Nations supports and advances the “United Nation Strategic Objectives” with the aim of creating a more dignified and equal world for human beings.

1.2 United Nations (UN) General Assembly Resolution A/RES/69/151, adopted on 18 December 2014, highlights the need, identified in previous resolutions, for "Strengthening institutional arrangements to support gender equality and the empowerment of women".

1.3 In 2015 at the United Nations Headquarters, the 2030 Agenda for Sustainable Development was adopted, committing it is nations to a new global partnership to reduce extreme poverty and establishing a series of goals and targets known as the Sustainable Development Goals, of which Goal 5 is to achieve gender equality.

1.4 Through Resolution A39-30, the ICAO Gender Equality Programme was established with the primary objective of facilitating and coordinating specific Programme and project to enable and regularly report on progress towards the 2030 gender equality goal, especially at professional and higher levels of employment, within ICAO, States and the global aviation sector.

1.5 Other Aviation Organizations have generated Gender Inclusion Programme such as;

1. The International Air Transport Association (IATA) launched the "25by2025Campaign", an initiative aimed at promoting gender diversity in the airline industry with a focus on 2025.
2. International Federation of Air Line Pilots' Associations (IFALPA) promotes the empowerment of female pilots and promotes a diverse workplace, strengthening our pilot profession.
3. Other organizations.

1.6 Even with these programs and initiatives, ICAO during the 41st Assembly last October recognized that the programmes and initiatives of "implementation of gender equality" progress slowly and do not have the expected results.

## **2. Why is it necessary to promote gender equality programmes and initiatives within aviation?**

2.1 According to the World Economic Forum's Global Gender Gap Report ([https://www3.weforum.org/docs/WEF\\_GGGR\\_2022.pdf](https://www3.weforum.org/docs/WEF_GGGR_2022.pdf)) Gender parity is essential for economies and societies to thrive. Most of the population in the world are women for that, ensuring gender equality has a major influence on growth, competitiveness, and the future of economies and businesses.

2.2 According to the results of the work of the United Nations Organization for Women (UN Women), it is shown from an economic perspective, that encouraging women to have the same working conditions as men, increases the social and economic development of countries.

2.3 In all different fields, including aviation. The aviation sector must understand the benefits that gender inclusion provides in this industry, as aviation, is an activity that directly and indirectly benefits society, and by incorporating qualified female personnel, aviation and society benefit.

## **3. 41st ICAO Assembly's outcomes with regard to gender equality.**

3.1 The Assembly reaffirmed its commitment to promote gender equality and women's development by supporting UN Sustainable Development Goal 5, as well as the essential and catalytic role of the Assembly and the ICAO Council in promoting gender equality and the empowerment of women and girls.

3.2 Urged States, regional and international aviation organizations and the international aviation industry to demonstrate strong and determined leadership and commitment to promote women's rights, and to take the necessary steps to strengthen gender equality by supporting policies, as well as the establishment and enhancement of programmes and projects to advance the careers of women in the governing and technical bodies of ICAO, the ICAO Secretariat and in the global aviation sector.

3.3 ICAO has encouraged the integration of staff within the Organization demographically and has goals to continue to integrate qualified female staff within the Organization in order to narrow the gender gaps within the Organization and to be an example of leadership in aviation.

3.4 The Assembly invites Member States and encourages stakeholders, as appropriate, to address gaps and challenges, take specific measurable and time-bound actions and mobilize adequate financial resources to advance gender equality, strengthen the effectiveness and accountability of Institutions at all levels to promote gender equality and the empowerment of all women and girls and, where appropriate, integrate a gender perspective into their civil aviation policies, plans and processes.

#### **4. Suggested Actions**

4.1 In terms of gender equality, it is necessary to target and take advantage of the social and economic benefits of incorporating women in aviation. In this regard, States and Organizations in aviation are invited to:

- a) establish a real commitment to this objective;
- b) develop policies within organizations that promote gender equality;
- c) identify real goals that promote gender equality within aviation;
- d) develop action plans to ensure implementation;
- e) establish mechanisms to measure the achievement of goals and continuous improvement;  
and
- f) share lessons learned and benefits gained from their implementation for the benefit of other States and Organizations.