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## Issues to be discussed:

**GENDER EQUALITY AND  
ICAO**

**ICAO Resolution A41-26**

**GENDER EQUALITY  
PROGRAMME**

**GENDER EQUALITY AND ITS  
EFFECTS**

**WOMEN IN AVIATION**

**NECESSARY ACTIONS TO  
PROMOTE GENDER  
EQUALITY**



## GENDER EQUALITY AND ICAO

To ensure that women and girls have full and equal access to and participation in science, as well as to achieve a greater degree of gender equality and the empowerment of women and girls, ICAO committed to the [United Nations 2030 Agenda](#) and their respective Sustainable Development Goals (SDGs). In fact, SDG 5, "*Achieve gender equality and empower all women and girls*".



## GENDER EQUALITY AND ICAO

Increasing the number of women in the aviation industry is also a crucial part of the response to estimated staff shortages across the industry in the coming years. In turn, engaging young women in science, technology, engineering, and mathematics (STEM) is critical to developing the next generations of women in aviation and to maintaining female representation in the industry in the future, long term.



02

A41-26:

ICAO GENDER  
EQUALITY  
PROGRAMME:  
PROMOTING THE  
PARTICIPATION OF  
WOMEN IN THE  
GLOBAL AVIATION  
SECTOR

#TimeIsNow





1. Recognizing that women constitute half of the world's population;
2. Also recognizing the promotion of gender equality;
3. Recognizing that gender equality and work could increase the volume of qualified human resources available to the aviation sector;
4. gender equality in aviation requires mobilization at all four levels of Member States, ICAO Governing and Technical Bodies, the ICAO Secretariat and the aviation industry;
5. Recognizing that ICAO's gender equality policy must be based on comprehensive data and statistics that are relevant to the above four areas, which must be collected and presented on a multi-year basis and accompanied by a geographical distribution.

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02

A41-26:

ICAO GENDER  
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PROGRAMME:  
PROMOTING  
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SECTOR



- *“Urges States, regional and international aviation organizations and the international aviation industry to demonstrate strong and 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 in the global aviation sector”*
- *“Urges Member States and encourages stakeholders, where applicable, to address gaps and challenges, take specific, measurable, time-bound actions and mobilize adequate financial resources in order 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, when applicable, integrate a gender perspective into their civil aviation policies, plans and processes”*

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ICAO PROGRAMME  
FOR GENDER  
EQUALITY

ICAO Programme for Gender Equality, with four main objectives for its effective implementation:



1. build capacity and raise awareness on gender equality;
2. improve gender representation;
3. increase accountability; and
4. increase engagement with external partners.

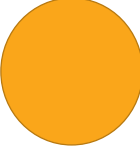


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GENDER  
EQUALITY  
AND ITS  
EFFECTS



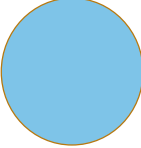
**Regional Level**

Our region, especially in the Caribbean Islands where aviation is represented with a large percentage of women, is at the forefront in many areas that need to improve.



**Benefits**

The promotion of gender equality generates direct benefits in terms of improved productivity, higher growth and innovation.



**Impact**

What results in greater potential for career development, diversity of opinion and stability for different Organizations.

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PILOTS


AIRLINES CEOs

WOMEN IN AVIATION






The percentage that represents the number of female commercial airline pilots worldwide is close to 5.2%.



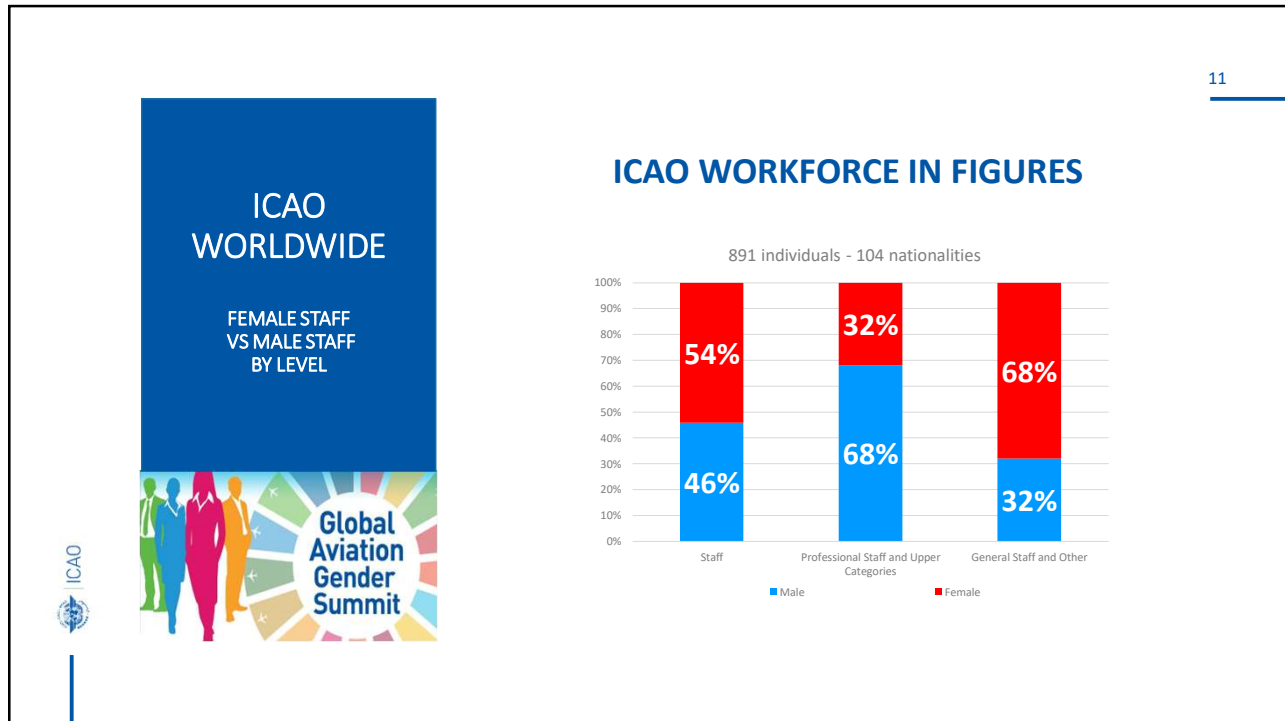
Only 3% of airline CEOs are women, a lower percentage compared to other industries.



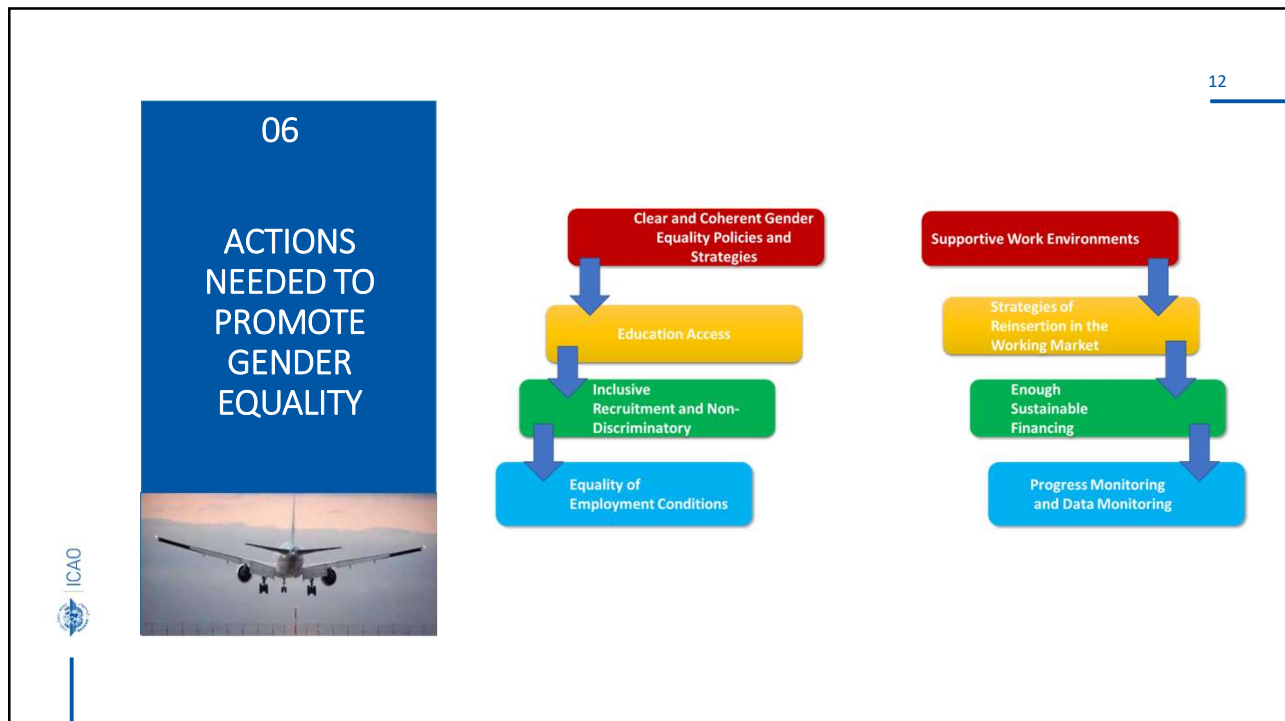
\* Source: Interamerican Development Bank (IDB)

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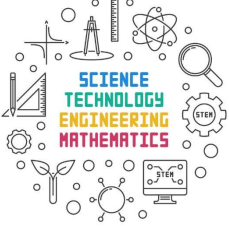


## AVIATION FUTURE CHALLENGES




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- **The role of women in the growth and recovery of the sector**
- **Current trends in technology and innovation in the sector**
- **Need to promote the increase of women in Science, Technology, Engineering, Mathematics (STEM)**



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## CURRENT TRENDS IN TECHNOLOGY AND INNOVATION IN THE SECTOR



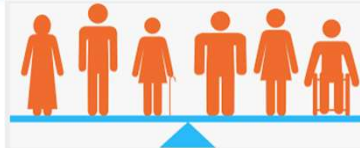
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- **Electric Vertical Take-off and Landing (eVTOL)**
- **Boarding by Biometrics (eVTOL)**
- **System Wide Information Management (SWIM)**
- **Artificial Intelligence (AI)**

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**GENDER EQUALITY IS NOT A MATTER OF WOMEN, IT IS A MATTER OF MEN AND WOMEN WORKING TOGETHER, TAKING ADVANTAGE OF OUR DIFFERENCES AND ABILITIES TO MAKE THIS WORLD A BETTER PLACE TO LIVE**



More than thinking about men or women, it is important that we all see ourselves as human beings with different abilities that together allow us to be better, more competitive and efficient.



**NEED TO PROMOTE THE INCREASE OF WOMEN IN SCIENCE, TECHNOLOGY, ENGINEERING, MATHEMATICS (STEM)**

**Women in STEM Professions**




According to UNESCO, in the world, women represent only 35% of those who study higher education in STEM and women represent less than 30% of scientific researchers. Gender gaps reduce the possibilities for innovation and new perspectives to address current and future challenges.






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Why are we here?

1. To promote gender equality and raise awareness.
2. There is a lot of work space in aviation.
3. It is possible to have a career and be a mother at the same time.
4. The importance of breaking barriers to make an easier path for women in aviation.




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ICAO TARGET  
TO CREATE  
GENDER  
EQUALITY.

1. Provide equal opportunities to men and women.
2. What are the challenges faced by women to reach the same professional positions as a man.
3. Being a woman, being a mother, having a career and breaking barriers in the role of leading areas of aviation




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GREPECAS/20/09  
CONCLUSION

GREPECAS 20  
NOVEMBER 2022

**SUPPORT TO GENDER EQUALITY – PROMOTE  
WOMEN’S PARTICIPATION IN THE GLOBAL AVIATION  
SECTOR**

It was requested to establish an Ad-hoc Group to prepare a Project proposal that includes a plan, goals and indicators to develop opportunities for the career of women in civil aviation and the aviation industry, identifying the obstacles and biases that hinder the career and establish a Guide to support the empowerment of women in regional aviation to report to the GREPECAS/21 Meeting.



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GREPECAS/20/09  
CONCLUSION

GREPECAS 20  
NOVEMBER 2022

**The ICAO NACC Regional Office has developed the  
following actions in reply to the requests both by ICAO  
Headquarters and by mandate of our States through  
the GREPECAS:**

1. Carrying out a regional survey to the States with the objective of establishing real measurements of our region, best practices and lessons learned.
2. Creation of a regional project with the aim of obtaining the results requested by the GREPECAS.
3. Meetings with organizations such as UN Women, Mexican Women's Organizations, among others, to familiarize themselves with the objectives of the project and for them to support us with their work and experience.
4. We have requested the support of the MCAAP Project to obtain resources to support the activities proposed by the project.
5. Include in the project men and women who, with their experience in management, may enrich the project.
6. The goal is to present the results of the project to the GREPECAS/21 meeting

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