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When replying please quote

Reference : EUR/NAT 23-0233.TEC (RAN/SUL)

19 July 2023

Subject : **Advancing gender equality in aviation - exchange of information on policies, programmes and other initiatives**

Dear Madam/Sir,

1. I wish to refer to the outcomes of the Meeting of the Directors General of Civil Aviation of the ICAO European and North Atlantic Regions (EUR/NAT-DGCA/2023) held at the European and North Atlantic (EUR/NAT) Office of ICAO in Paris, France, on 20 June 2023 and in particular *Conclusion 2023/5* in support of advancing gender equality in aviation (**Attachment A** refers).

2. I also wish to refer to the SL M17.4 23/4 (**Attachment B** refers) and the [Compilation of Best Practices and Experiences in Enhancing Gender Equality in Aviation](#), which captures the responses received by States on the afore mentioned SL, the outcomes of the Global Aviation Gender Summit 2023 held in Madrid, Spain, from 5 to 7 July 2023, and in particular the [Call to Action the Summit has resulted in](#). My team and I, supported by ICAO Headquarters colleagues, are committed to advancing gender equality in aviation in a collaborative approach, avoiding duplication of efforts and promoting synergies.

3. Our office is envisaging the organization of a webinar on this topic in cooperation with partner organizations, and updates shall be addressed to you in due course. In the meantime, to start preparing for the sharing of information and experience across the EUR/NAT area, we shall be grateful if you could review and build on the information available in the above-mentioned Compilation to better capture information on your national or organizational policies, programmes and other initiatives towards advancing gender equality in aviation, including:

- data collection and analysis on gender representation in aviation;
- acceleration of progress toward equal representation of women in aviation, including through development of policies, guidelines and toolkits for the sector at the national level as well as establishing targets for increased women representation;
- financing and investment to gender equality and women empowerment in aviation;
- career development particularly to help achieve equal representation of women in senior and leadership positions;
- scholarship, sponsorship and mentorship programmes;
- outreach activities to promote aviation careers to women and girls; and
- enabling working environment including through family friendly policies and prevention of discrimination against women in the workplace.

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.../...

4. I shall be grateful if you could provide us with the name, title and email address of a focal point within your Organization to coordinate with us on matters related to gender equality via email to the ICAO EUR/NAT gender equality focal points: Ms. Leyla Suleymanova at lsuleymanova@icao.int and Ms. Chloe Thomas at cthomas@icao.int .
5. I thank you for your engagement and look forward to our cooperation in advancing gender equality in aviation.

Yours faithfully,



Nicolas Rallo

2023.07.19

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Nicolas Rallo

Regional Director

European and North Atlantic Office

Attachment(s): **Attachment A** – EURNAT DGCA *Conclusion 2023/5*

Attachment B – ICAO State letter M 17.4 – 23/24 of 23 March 2023

ATTACHMENT A**EUR/NAT-DGCA Conclusion 2023/5 – EUR/NAT support of advancing gender equality in aviation**

That the EUR/NAT Regional Director invite States to:

- a) support the ICAO EUR/NAT Office's efforts to:
 - i) foster the exchange of information, experience and best practices across the EUR/NAT area on initiatives related to gender equality in aviation;
 - ii) promote new or ongoing initiatives by States and organizations across the EUR/NAT area, in particular with respect to fellowship/sponsorship programmes for aviation training specifically directed to young women;
 - b) strongly promote gender equality in aviation and clearly articulate and implement a vision and actions for gender equality in their aviation institutions and industry at the national level;
 - c) consider providing in-kind and voluntary contributions to the ICAO Gender Equality Programme as well as initiatives and activities in support of improving gender equality in aviation, such as scholarships and financial assistance to enable young women and girls to pursue careers in aviation; and
 - d) participate and actively engage in global, regional and national events on gender equality.
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de Aviación Civil
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авиации

منظمة الطيران
المدني الدولي

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航空组织

Tel.: +1 514-954-8219 ext. 6747

Ref.: M 17.4 – 23/24

23 March 2023

Subject: Exchange of best practices on gender equality and the promotion of women in the global aviation sector

Action required: Reply to this letter by 28 April 2023

Sir/Madam,

1. I have the honour to refer to the International Civil Aviation Organization (ICAO)'s Global Aviation Gender Summit 2023, to be held in Madrid, Spain from 5 to 7 July 2023 (cf. M 17/4.1 – 22/102), generously hosted by the Government of Spain and, on its behalf, the Ministry of Transport, Mobility and Urban Agenda.

2. This event is being organized in close collaboration with UN Women, the International Labour Organization (ILO), the European Commission as well as the International Transport Forum (ITF), and will offer a unique opportunity to give momentum to the implementation of actions contained in Resolution A41-26 adopted by the ICAO Assembly, during its 41st Session. With a view to achieving the Sustainable Development Goal 5 of the United Nations 2030 Agenda for Sustainable Development, it will encourage stronger commitment from States to advance gender equality and women empowerment objectives in aviation.

3. In preparation of the 2023 Global Aviation Gender Summit, there is great value in gathering information about how States promote, at the national level or through regional or other initiatives, gender equality in their aviation ecosystems. Such information could form a compilation of best practices that States, ICAO and the aviation sector could draw inspiration from in advancing their policies in order to promote gender equality in aviation. A questionnaire to enable ICAO to obtain such information is contained in Attachment A to this Letter.

4. Furthermore, in order to facilitate further communication between ICAO and States on gender equality in aviation, ICAO would be grateful if you could consider appointing a specific focal point in your administration on the topic of gender equality and the promotion of women in the global aviation sector.

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5. With this in mind, ICAO invites you to respond to the questionnaire in the Attachment A to this letter, by 28 April 2023. Your timely response will contribute to the successful outcome of the Global Aviation Gender Summit in Madrid.

6. I also take this opportunity to encourage you to consider sponsorship and exhibition opportunities offered as part of the Global Aviation Gender Summit 2023, and support overall activities of the ICAO Gender Equality Programme through voluntary contributions for advancing gender equality in aviation.

7. For any other queries regarding the Global Aviation Gender Summit 2023 or Attachment A to this letter, please contact GenderEvent@icao.int.

8. Accept, Sir/Madam, the assurances of my highest consideration.



Juan Carlos Salazar
Secretary General

Enclosures:

- A — Identification of the best practices and focal points
on Gender Equality in Aviation at the State Level
- B — ICAO Assembly Resolution A41-26

ATTACHEMENT A to State Letter M 17.4-23/24**IDENTIFICATION OF BEST PRACTICES AND FOCAL POINTS ON GENDER
EQUALITY IN AVIATION AT THE STATE LEVEL****General information**

1. Name of the State: _____
2. Department/office responsible for gender equality: _____
3. Email/contact details: _____

1. Data gathering

- a) Does your State gather data on women's empowerment in the aviation sector? What data on which level (Government, industry, etc.)?
- b) What mechanisms have you put in place to gather such data?
- c) Do such mechanisms involve interaction with all aviation stakeholders, including the industry?
- d) At what interval is such data updated?
- e) What are the challenges in collecting data related to gender?
- f) Can you provide insights of the most significant data already gathered, such as percentages of women employed as engineers or airline pilots, or in senior management roles, in particular? Do you have precise information about the positions and salaries concerned?

2. Initiatives to promote gender equality in aviation

- a) Has your State launched any initiative to promote gender equality and women empowerment in the aviation sector?
- b) Can you briefly describe the main objectives and the functioning of such initiatives?
- c) Do such initiatives involve promotion of women in decision-making and leadership roles?
- d) Do such initiatives entail organizing regular events, workshops and other awareness raising opportunities?
- e) Do such initiatives involve partnership with aviation stakeholders and which ones (industry, trade unions, academia, civil society, etc.)?

3. Targets and potential obligations

- a) Has your State set out quantitative targets to promote gender equality and women's empowerment in aviation sector or has put in place any kind of obligations?
- b) Has your aviation sector put in place or envisaged such targets?

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- c) What mechanisms could be envisaged in order to advance gender equality in aviation particularly in relation to the Assembly Resolution A41-26, and the aspirational goal of 50-50 by 2030, in line with the 2030 Agenda for Sustainable Development?
- d) How aspirational goals and initiatives championed by the industry such as the 25by2025 initiative set out by the International Air Transport Association (IATA) can be promoted?

4. Promoting career opportunities in aviation to young women and girls

- a) Has your State or industry taken initiatives in order to promote career opportunities in aviation to young women and girls?
- b) Do you have other policies in place to promote access of young women and girls to highly technical skills that would also be used in the aviation sector?
- c) What kind of partnership do they involve, in particular with the education sector?
- d) Are women who have already succeeded in aviation mobilized as « role models »?

5. Main obstacles to the empowerment of women

- a) In your view, what are the main obstacles to women accessing the widest possible range of career opportunities in aviation?
- b) What can be done to overcome such obstacles?

6. Exchange of best practices and focal point

- a) Do you see value in exchanging on best practices for gender equality and women's empowerment in aviation?
- b) What could be the role of ICAO in support of such exchanges, as well as on any topic relating to gender equality and women's empowerment in aviation?
- c) Would you be ready to put in place a network of focal points in order to better communicate and exchange information on a regular basis?
- d) Please provide name and contact information of your proposed focal point:

ATTACHMENT B to State Letter M 17.4-23/24**A41-26: ICAO GENDER EQUALITY PROGRAMME PROMOTING THE PARTICIPATION OF WOMEN IN THE GLOBAL AVIATION SECTOR**

Recognizing that half of the world's population is made up of women;

Also recognizing that promoting gender equality is part of the fight against all discriminations and contributes to greater diversity;

Acknowledging that at the Twenty-third Special Session of the United Nations General Assembly (UNGA) in June 2000, upon reviewing the implementation of the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in September 1995, Governments committed to further actions to accelerate the implementation of the Platform for Action and to ensure that commitments for gender equality, development and peace were fully realized;

Considering that UNGA Resolution A/RES/69/151, adopted on 18 December 2014, highlights the need raised in previous resolutions regarding "Strengthening the institutional arrangements for support of gender equality and the empowerment of women" and calls upon all actors, including the UN specialized agencies and the private sector, to intensify and accelerate action to achieve the full and effective implementation of the Beijing Declaration and the Platform for Action;

Noting that in September 2015, at the United Nations Sustainable Development Summit 2015, world leaders came together at UN Headquarters in New York to adopt the 2030 Agenda for Sustainable Development, committing their nations to a new global partnership to reduce extreme poverty and setting out a series of goals and targets known as the Sustainable Development Goals, of which Goal 5 is to achieve gender equality and empower all women and girls;

Welcoming the outcomes of the September 2015 Global Leader's Meeting on Gender Equality and Women's Empowerment: A Commitment to Action, in which more than 80 world leaders committed to end discrimination against women and further measures and targets to accelerate the achievement of women's empowerment and gender equality;

Recognizing that gender equality and decent work could increase the volume of qualified human resources available to our aviation sector;

Welcoming also the UN Women's themes for celebration of the International Women's Day each year, which make the commemoration of the Day a rallying point to build support for women's rights and participation in the political and economic arenas and decision-making capacities;

Stressing that in 2022, 27 years after the adoption of the Platform for Action, significant levels of inequality between women and men persist in critical areas including, but not limited to, access to decent work and closing the gender pay gap;

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Recalling also, the 1995 Beijing Platform for Action, in which the Secretary-General of the United Nations urged international organizations and Specialized Agencies of the United Nations, such as ICAO, to establish programmes in order to achieve the goal of 50/50 gender balance at all levels;

Noting that reaching gender equality in aviation requires mobilization at four different levels of Member States, ICAO's governing and technical bodies, ICAO's Secretariat and the aviation sector, that ICAO must comprehensively and holistically take into account in developing its gender programmes and policies and reporting on their result;

Recognizing that ICAO's gender equality policy must be based on comprehensive data and statistics relevant to the four above-mentioned levels and collected and presented on a multiannual basis and accompanied with a geographical distribution;

Recognizing that the development of ICAO policies and programmes should be based on broader exchanges between all pertinent stakeholders such as States, other international organizations, the aviation sector, universities and civil society;

Noting that as instructed by the Assembly through Resolution A39-30, the ICAO Gender Equality Programme was established in 2017 with the primary aim of facilitating and coordinating targeted programmes and projects to enable and make regular reports on progress toward the goal of gender equality by 2030, especially in professional and higher levels of employment, within ICAO, States and the global aviation sector.

Welcoming the progress made by ICAO and Member States pursuant to ICAO Assembly Resolution A39-30 while regretting that the progress towards gender equality remains limited and too slow;

Acknowledging that appointments to the ICAO Secretariat are based on merit, while having due regard to the importance of recruiting staff on as wide a geographical basis as possible and ensuring equal gender representation;

Recognizing that, notwithstanding the extant challenges, ICAO should continue to focus greater attention on women's rights and gender equality by playing its part in furthering the goals of the Beijing Declaration and Platform for Action and UN Sustainable Development Goal 5, and that new and ambitious steps are urgently required in order to achieve this objective; and

Noting the Resolution adopted by the United Nations General Assembly on 20 July 2022 that decided to proclaim 24 June of each year the International Day of Women in Diplomacy.

The Assembly:

1. *Reaffirms* its commitment to enhancing gender equality and the advancement of women's development by supporting UN Sustainable Development Goal 5: Achieve gender equality and empower all women and girls including by aiming to achieve an aspirational goal of 50-50 (women-men) by 2030 at all professional and higher levels of employment in the global aviation sector;
2. *Also reaffirms* the essential and catalytic role of the Assembly and the ICAO Council in

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promoting gender equality and empowerment of women and girls, and encourages Member States to take into account the recommendations of the Declaration on Improving Gender Representation in ICAO's Governing and Technical Bodies, and give due regard to ensuring equal opportunity in the nomination of qualified female candidates when nominating Representatives and other experts to ICAO bodies, groups and meetings;

3. *Requests* the Secretary General to include an assessment of the progress achieved based on this Declaration in its annual report to the Council on the implementation of the Gender Equality Programme and its Implementation Plan;

4. *Encourages* States to place a special emphasis on gender equality when proposing candidates for senior and decision-making positions at the ICAO Secretariat;

5. *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;

6. *Invites* States to consider establishing ambitious goals and targets with respect to gender equality in their aviation workforce, especially in professional, technical and management capacities, as well as matching such commitments with adequate financing through allocation of sufficient budget and mobilization of financial resources from all sources;

7. *Agrees*, in this respect, that an intermediate goal such as 25by2025 developed by IATA, according to which the number of women in senior positions and under-represented areas should be increased by 25 per cent or up to a minimum of 25 per cent by 2025, should serve as an inspiration for all categories of aviation stakeholders, including ICAO;

8. *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;

9. *Invites* States to raise awareness on the career opportunities for girls and women in aviation and take benefit in this respect of role models of women who have succeeded in the sector;

10. *Urges* States, as part of national commitments to gender equality, to work cooperatively with ICAO by sharing best practices and working in partnership with ICAO on programmes and projects aimed at increasing the pool of women in the aviation sector and encouraging women to further develop their aviation careers, including through the promotion of women in aviation careers by State Ministries responsible for higher education;

11. *Requests* ICAO to produce multi-annual and detailed statistics on gender equality outlining progress made at all levels and to present such statistics in its annual report on the implementation of the Gender Equality Programme and its Implementation Plan and, every 3 years, to the Assembly and invites States to support ICAO in this endeavour;

12. *Requests* ICAO to develop a new Gender Equality Programme Implementation Plan 2.0 to

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enhance gender equality and women empowerment at the organizational level and the aviation sector;

13. *Further requests* ICAO to include gender equality as a core element of its human resource strategy and policies, by developing a comprehensive approach involving in particular recruitment, career development, promotions, training and working conditions so as to allow a better balance between professional and personal life;

14. *Suggests* strengthening partnerships for gender equality between ICAO, and the aviation industry, Member States, international organizations, and civil society, to promote, share and exchange good practices;

15. *Encourages* ICAO to strengthen the Secretariat's accountability for the implementation of commitments to gender equality and the empowerment of women and girls through the continuous implementation of the ICAO Gender Equality Programme, particularly as part of the United Nations System; and

16. *Declares* that this Resolution supersedes Resolution A39-30.

— END —