



**Twenty-first Meeting of the CAR/SAM Regional Planning and Implementation Group
 (GREPECAS/21)**

Santo Domingo, Dominican Republic, 15 to 17 November 2023

Agenda Item 6: Other Business

ACTIVITIES OF THE SECRETARIAT TO ADDRESS GENDER EQUALITY ISSUES

(Presented by the Secretariat)

EXECUTIVE SUMMARY	
<p>This information note summarizes the activities developed during 2023 by the Secretariat to comply with Conclusion GREPECAS/20/09 on "SUPPORTING GENDER EQUALITY - PROMOTING WOMEN'S PARTICIPATION IN THE WORLD AVIATION SECTOR".</p>	
<i>Strategic Objectives:</i>	<ul style="list-style-type: none"> • Safety • Air Navigation Capacity and Efficiency • Economic Development of Air Transport
<i>References:</i>	<ul style="list-style-type: none"> • Twentieth Meeting of the CAR/SAM Regional Planning and Implementation Group (GREPECAS/20): https://www.icao.int/NACC/Pages/meetings-2022-grepecas20.aspx

1. Introduction

1.1 The Secretariat is following up on the request of the States through conclusion GREPECAS/20/09 adopted during the Twentieth Meeting of the Regional Planning and Implementation Group for the Caribbean and South America, in which the States requested the GREPECAS Secretariat to work on establishing an Ad hoc Group to carry out a systematized and harmonized work, on a firm basis, to develop:

- a) A project proposal that contemplates a plan, goals, and indicators to develop opportunities for women's careers in civil aviation and the aviation industry.
- b) Identifying the obstacles and biases that hinder women's careers within aviation; and
- c) Establishing a Guide to support the empowerment of Women in regional aviation to inform GREPECAS/21.

1.2 The Secretariat has participated in a series of events during 2023 with the aim of requesting the ICAO Gender Equality Program, which promotes the participation of women in the global aviation sector and invites States to take into account the information presented and develop and implement policies

for the inclusion of women in the aviation environment that allows for a more creative and innovative environment for the benefit of aviation, at the same time has initiated a campaign to socialize the Program and promote a joint work agenda.

1.3 The Secretariat has also obtained funds through ICAO's technical cooperation project, the Multiregional Civil Aviation Assistance Program (MCAAP) (RLA09801), to cover part of the activities of the 2024 action plan.

1.4 ICAO has information at the following link:
<https://www.icao.int/about-icao/women-in-aviation/Pages/ES/gender-equality-and-icao.aspx>

2. Activities

2.1 During 2023, the Secretariat has socialized the Project through the following activities:

1. Mexican Aviation Fair (FAMEX).
2. Mexican Airspace Navigation Services Event (SENEAM).
3. Global Business Travel Association (GBTA).
4. In addition to the participation promoting the information of future aviation professionals in the Universities, with the objective of making aviation known to young people in the process of formation.
5. And during 2023, the USOAP program has included three female professionals participating within the audits to a State in the region.

2.2 The Secretariat has held working groups with different aviation stakeholders with the objective of joining efforts together to meet the goals of all, working in a coordinated manner and with common tasks. As part of this effort, the decision was made to carry out a coordinated project between ICAO and the following organizations:

1. The Federal Aviation Administration (FAA) of the United States.
2. The International Air Transport Association (IATA).
3. Airlines: Latin American Airlines (LATAM), French Airlines (AirFrance).
4. The National Chamber of Air Transportation of Mexico (Cámara Nacional de Aerotransportes de México-CANAERO).
5. The information portal of the Aeronautical and Aerospace Industry A21.

2.3 In this regard, the Secretariat informed the Member States of the creation of this regional project led by ICAO and made up of various organizations, which will cover what was requested by the States and will be reported during GREPECAS/22.