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(NACC/DCA/11)**

Varadero, Cuba, 28-30 June 2023

**Agenda Item 9: Other Business**

**GENDER EQUALITY - COCESNA**

(Presented by Belize, Costa Rica, the Salvador, Guatemala, Honduras and Nicaragua)

<b>EXECUTIVE SUMMARY</b>	
This working paper provides information on actions proposed by the Central American Corporation for Air Navigation Services (COCESNA) concerning the ICAO Programme for Gender Equality that promotes the participation of women in the global aviation sector.	
<b>Action:</b>	Continue strengthening and fostering gender equality and promoting policies and initiatives within COCESNA, that provide growth opportunity and greater inclusion to female gender within the global sector. aviation
<i>Strategic Objectives:</i>	<ul style="list-style-type: none"><li>• Strategic Objective 2 – Air Navigation Capacity and Efficiency</li></ul>
<i>References:</i>	<ul style="list-style-type: none"><li>• ICAO 41st Assembly, 27 September-7 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 COCESNA supports United Nations' notion, adopted at the 2030 Agenda for Sustainable Development, establishing a series of goals and objectives known as the "Sustainable Development Goals", from which Goal No. 5 consists of attaining genders equality.

1.2 COCESNA, as an International Organization of Central American integration and a world referent, is committed and motivated by the International Civil Aviation Organization (ICAO) initiative of supporting and fostering United Nations' strategic goals, aimed at creating a more dignified and equal world for human beings.

1.3 Working paper 49 of the GREPECAS/20 meeting provided the following information:

## **2. Gender equality programmes and initiatives within aviation**

2.1 According to the World Economic Forum's Global Gender Gap Report, gender parity is essential for economies and societies to thrive. Most of the population in the world are women; for that reason, ensuring gender equality has a major influence on growth, competitiveness, and the future of economies and businesses ([https://www3.weforum.org/docs/WEF\\_GGGR\\_2022.pdf](https://www3.weforum.org/docs/WEF_GGGR_2022.pdf)). Likewise, from an economic perspective, encouraging women to have the same working conditions as men, allows to increase the social and economic development of countries [according to the results of the work of the United Nations Organization for Women (UN Women)]

2.3 The aviation sector must be aware of the benefits that gender inclusion provides in this industry, as aviation is an activity that directly and indirectly benefits society; by incorporating qualified female personnel, both aviation and society are benefitted.

## **3. 41st ICAO Assembly's outcomes about 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 The Assembly also 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 The Assembly invited Member States and encouraged 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, to integrate a gender perspective into their civil aviation policies, plans and processes.

## **4. Current Status:**

4.1 COCESNA is committed to develop and implement women inclusion policies at the corporation level.

4.2 COCESNA neither limits nor excludes women during its hiring process, rather, women are encouraged to participate in said process.

4.3 During the last years, COCESNA has tried to hire female staff in administrative, technical and/or operational positions.

4.4 COCESNA fosters the participation of the female gender in its training processes related to aviation field matters.

4.5 Within COCESNA's hiring process, in the Service Code, Chap. III Article 6 Hiring Process, it is set forth that: "During the personnel selection of the Corporation, the education level, knowledge, experience, integrity and professional ability will be considered, under no circumstances persons will be discriminated for sex, gender, race reasons or political/ideological/religious/party or sect beliefs."

4.6 Out of COCESNA's regional employees (377), it is calculated that 23% are female personnel, considering administrative, technical and operational areas.

4.7 COCESNA has the goal of continuing integrating qualified female personnel within the organization to decrease gender gaps within it.

## **5 Suggested Actions:**

- a) note the information presented;
- b) manage commitment at a regional basis on the aforementioned goal;
- c) urge the States and Organizations on the development of policies, the establishment of goals, and the development of plans promoting gender equality in aviation; and
- d) share lessons learned, and the benefits obtained through this implementation in benefit of other States and international organizations.