



ICAO

ECONOMIC DEVELOPMENT

Voluntary Air Transport Fund

## The Air Transport Gender Equality Initiative

Given the rapid expansion of the global air transport and aviation industry, there is a pressing need to guarantee current and future availability of aviation personnel required to ensure a safe, efficient, secure, economically sustainable and environmentally responsible civil aviation sector.

Half of the world's population is made up of women – therefore the attraction and retention of more women with sought-after aviation technical and policy qualifications and experience. Relevant opportunities need to be created at the State, regional and international level in order for more women to seek out, and to be given, chances to pursue a career in the aviation sector and, similarly, to advance their career on an equal footing with their male counterparts.

In support of Resolution A39-30 “ICAO Gender Equality Programme Promoting the Participation of Women in the Global Aviation Sector”, and its commitment to enhancing gender equality by 2030, at all professional and higher levels of employment in the global aviation sector, a new initiative on “Air Transport Gender Equality” will be developed.

This Initiative includes the establishment of air transport gender indicators through the collection of workforce statistics as provided on a voluntary basis from States. Collaboration and ongoing discussion between ICAO with the International Labour Organization (ILO) and United Nations Educational, Scientific and Cultural Organization (UNESCO) will allow cross-organizational learning on best practices in collecting gender related data with the aim of incorporating the information in the “Global and Regional 20-Year Forecasts: Pilots. Maintenance Personnel. Air Traffic Controllers”<sup>1</sup> and the creation of an online platform for sharing data on workforce statistics.

In a broader sense, the initiative also aims at collaborating on programmes, projects, activities, meetings, networking events, etc., to intensify the promotion of gender equality and the advancement of talented women within the global aviation community.

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<sup>1</sup> Doc 9956

## Project Purpose and Description

The “Air Transport Gender Equality Initiative”, by providing statistics and forecasting, will be a practical tool to assist States in identifying gaps in personnel planning and training and gender inequality. In the long-term, regularly updated studies and publications will service as guidance for decision makers to create and to invest in more opportunities for gender equal employment and training in the global aviation industry.

## Budget and Support Requested

Support will be required to fund research and data-collection on gender equality in the air transport sector by recruiting multi-disciplinary professionals tasked with designing and conducting the indicators and studies with the ICAO Secretariat. In addition, support may be provided under the form of technical expertise.

Additional funding for the development of capacity building in/for States and other stakeholders based on the “Air Transport Gender Equality Initiative” would be required.



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For more information on ICAO’s Voluntary Air Transport Fund please visit:  
[www.icao.int/sustainability/Pages/TRAF.aspx](http://www.icao.int/sustainability/Pages/TRAF.aspx)

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