

**57th CONFERENCE OF
DIRECTORS GENERAL OF CIVIL AVIATION
ASIA AND PACIFIC REGIONS**

*Incheon, Republic of Korea
4 – 8 July 2022*

AGENDA ITEM 11: OTHER BUSINESS

- b) Theme Topic for the forthcoming Conference of DGCA's

**PROPOSAL ON THE THEME TOPIC
FOR THE 58TH CONFERENCE OF DIRECTORS GENERAL OF
CIVIL AVIATION ASIA AND PACIFIC REGIONS**

Presented by Bangladesh

SUMMARY

Pursuant to the Assembly Resolution A39-30, ICAO established an ICAO Gender Equality Programme with the primary aim of facilitating and coordinating targeted programmes and projects to enable progress towards the gender equality by 2030. The Assembly Resolution contains a clear focus on professional and higher levels of employment, within ICAO and within States and the global aviation sector.

This paper presents the theme topic for the 58th Conference of the Directors General of Civil Aviation in Asia and Pacific Region highlighting greater importance of attaining gender equality and women's advancement in aviation through active engagement of ICAO, States, Industry and other global stakeholders, and thus promoting ICAO Gender Equality Programme.

PROPOSAL ON THE THEME TOPIC FOR THE 58th DGCA CONFERENCE

1. INTRODUCTION

1.1 The 39th Session of the Assembly endorsed the proposed resolution A39-30, “ICAO Gender Equality Programme: promoting the participation of women in the global aviation sector.” To this effect ICAO established the ICAO Gender Equality Programme, which has four main objectives for effective implementation: (i) build capacity and enhance awareness for gender equality; (ii) enhance gender representation; (iii) increased awareness and accountability; and (iv) further engagement with external partners.

1.2 The ICAO Assembly reaffirmed its commitment to enhancing gender equality and the advancement of women by supporting UN Sustainable Development Goal 5 “Achieve gender equality and empower all women and girls.” In an attempt to promote the UN SDG5 ICAO strongly encourages female candidates to apply for ICAO positions, especially in the Professional and higher-level categories in its Vacancy Notices.

1.3 To support the objectives of ICAO’s Gender Equality Programme, Bangladesh proposes the “Theme Topic” for the 58th DGCA Conference, which is

“Promoting ICAO Gender Equality Programme in conjunction with Next Generation of Aviation Professionals (NGAP) initiative”

1.4 The 58th Conference of the Directors General of Civil Aviation of the Asia and Pacific Regions 2023 will take place in Dhaka, Bangladesh.

2. DISCUSSION

2.1 Demand for qualified workforce

2.1.1 The latest air traffic forecasts illustrate encouraging recovery and higher growth in global air travel. In terms of regional highlights, the pace of recovery in the Asia and Pacific region continues to be more challenging, with a recovery of full seat capacity expected in Asia and Pacific by 2023-24. ICAO’s latest analysis of global air traffic reveals clear signs of a strong global recovery in air traffic, characterized by increasing airline confidence and a range of regional air connectivity and air travel facilitation improvements. The number of air passengers carried from January to April 2022 increased by 65% compared to the same period in 2021, while aircraft flight departures increased by 30%. Airline seat capacity grew by 32% during the same period, and with continuing, supportive conditions increases in air travel demand are expected. This higher growth rate demands a number of qualified workforces for the operation and management of the expanding air transport system.

2.2 ICAO Forecasts on Global Aviation Workforce

Based on ICAO forecasts, by the year 2036, no less than 620,000 new pilots will be needed to fly the world’s 100-seat-and-larger aircraft. There will be 600,000 new commercial airline technicians required around the world by 2036, and to support this growing industry, additional 60,000 managers will be needed. Therefore, for consistency in sustainability, it is expected that women in aviation should be brought into play and provided with equal opportunity.

2.3 Female Workforce Status

It is interesting to note that almost 80% of flight attendants are female, whereas only 5% of pilots are women. According to the Global Gender Gap Report 2017, only 22% female workforce is engaged in the transport sector and the proportion of women in technical or leadership positions in aviation is even lower. It will be now imperative for the States to encourage women’s participation and concentrate on the

empowerment of women professionals in aviation. This would be well achieved if the aspiring women are made aware of the professional opportunities that await them in the aviation sector.

2.3.1 Observation of ICAO USOAP

The observations of the ICAO Universal Safety Oversight Audit Programme (USOAP) of the region have identified a significant dearth of qualified inspectors or aviation personnel having the specialized technical expertise to perform job functions and tasks of the States. This has been adversely affecting the sustainability of safety oversight systems.

2.3.2 ICAO NGAP initiative

In order to address this dearth of qualified Inspectors and/or aviation personnel, ICAO launched the Next Generation of Aviation Professionals (NGAP) initiative to ensure that enough qualified and competent aviation professionals are available in States to operate, manage and maintain the international air transport system in the coming decades, with a particular focus on gender equality.

2.3.3 Encouragement and empowerment

It is now imperative for States to encourage more women's participation and concentrate on the empowerment of women professions in the aviation sector. These would be well achieved if the aspiring women are made aware of professional opportunities that await them in the aviation sector. ICAO and the International Aviation Women's Association (IAWA) collaborate on a sponsorship programme, with the goal of providing development opportunities to qualified female aviation professionals.

2.3.4 Attracting Women to Aviation

There are many ways to attract women to aviation. Enhancing outreach activities by the Member States and the aviation industry, developing opportunities to retain and advance women already within aviation, and establishing clear policies to provide environments that enable women to work more effectively could be the ways to be considered.

2.4 Sustainable economic growth can be achieved by safe, efficient, secure and environmentally responsible air transport connectivity. With the increased number of women professionals available to take responsibilities in the regional and global aviation safety arena, Bangladesh believes that State's commitment in line with the ICAO Assembly Resolution to advance women's rights would bring sustainable achievements for aviation safety.

2.5 Now, I take this opportunity to inform the Conference that Bangladesh will be seeking election to the ICAO Council in Part III at the 41st Session of the ICAO Assembly in 2022. We would appreciate the valuable support from all ICAO Member States for Bangladesh as a Part III candidate.

2.6 Bangladesh recognizes the support already received from many States and would express its sincere appreciation for any support in favour of Bangladesh.

3. ACTION BY THE CONFERENCE

3.1 The Conference is invited to:

- a) Discuss and adopt the proposed Theme Topic for the 58th DGCA Conference of Asia and Pacific Regions; and
- b) Give emphasis accordingly to the matters coming under the theme topic in formulating discussion and information papers.