



*International Civil Aviation Organization*

**Fourteenth Meeting of the Asia Pacific Air Navigation Planning  
Implementation Regional Group (APANPIRG/14)**

Bangkok, Thailand, 4 to 8 August 2003

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**Agenda Item 3: CNS/ATM Implementation and Related Activities**

**HUMAN RESOURCE DEVELOPMENT IN AIR NAVIGATION SERVICE**

(Presented by Nepal)

**1. Introduction**

1.1 CAAN is the aeronautical authority for the development and management as well as implementation of the Civil Aviation activities of Nepal. In order to perform this role efficiently and effectively, it needs to strengthen its institutional capabilities. For this purpose CAAN has completed study of Human Resource Development with the help of Katmandu School of Management (KUSOM) recently. The report include a guidelines for HRD plan for a period of five years and to support its institutional capacity and service quality enhancement goal.

1.2 CAAN's core business are identified as delivery of passenger service, airport facilities & flight operations services as well as development of Civil Aviation Industry by regulating & facilitating them. Similarly commercial utilization of their assets & facilities in order to produce significant performance result in these core business, a wide range of HRD action plan is to be identified.

**2. CAAN's Challenges**

2.1 Being a mountainous and landlocked country, Nepal needs to depend upon air transportation for efficient domestic as well as international movements of people and goods. It is the only means of access to many remote parts of the country as well as links Nepal to the out side world.

2.2 Key industry indicator suggest a continuous and considerable growth of the industry in the 1990s although there has been some slack in the last two years due to major international and national events that adversely affected traveling and trade. To keep pace with the growing demand, the supply of services also considerably expanded as can be seen from the rapid increase in the numbers of fleets, frequency and aircraft movement and number of domestic and international airlines operator.

### Growth Profile of the Civil Aviation Industry

	Year					
<b>Growth Indicators</b>	1991	1996	1998	1999	2000	2001
<b>Passenger movement</b>						
Domestic	215957	576852	1130749	1404984	1399625	871818
International	730933	958268	1044002	1100331	1061343	977948
<b>Cargo Movement</b>						
Domestic (in MT)	326	999	1012	-	2480	1912
International (in MT)	14	14892	13863	-	17001	13565
<b>Aircraft Movement</b>						
Domestic	-	31173	66569	98288	100068	55165
International	7474	7680	8251	8426	8150	7994
<b>Airlines operators</b>						
Domestic	4	10	23	27	30	21
International	10	10	14	15	15	15
<b>Aircraft registered</b>	21	47	63	67	75	78
<b>Airports</b>	44	44	44	44	44	45

### 3. Improvement in Air Navigation System

3.1 There is a need for development in the area of physical infrastructure, installation, maintenance and operation of CNS/ATM and equipment for providing services. CAAN has been able to meet the ICAO Standard since only licensed staffs are allowed to perform their duties. There are the cases on misunderstanding and difference in perceptions on the parameter responsible for flight delay & flight routes between CAAN and airlines operator. These grievances have been solved by having proper ATS coordination between the adjacent FIRs.

3.2 Similarly CAAN is allocating certain percentage of its revenue for development of HRD and equip HRD units. At the same time Civil Aviation Training Centre has been upgraded to Civil Aviation Academy to provide different types of training for Civil Aviation sector in accordance with ICAO standard. But there are some fields, identified as need to be developed are skill upgradation in CNS/ATM, Air Traffic Management, Airport Planning, AIS/SAR, Electrical and Mechanical.

### 4. Conclusion

4.1 The meeting is invited to take note of the improvement in Human Resource Development in Air Navigation Services and suggest the action plan to further strengthening the HRD.