

**59th CONFERENCE OF
DIRECTORS GENERAL OF CIVIL AVIATION
ASIA AND PACIFIC REGIONS**

*Cebu, Philippines
14 to 18 October 2024*

AGENDA ITEM 1: THEME TOPIC

TRAINING AND GENDER EQUALITY IN CAAP

(Presented by the Philippines)

SUMMARY

In support of the United Nations' 2030 Agenda and the SDGs, one of ICAO's highest priorities is "to achieve gender parity and empower all women and girls"¹. This is evident especially in ICAO's programs on Gender Equality and the Next Generation Aviation Professionals (NGAP) Programme.

The Civil Aviation Authority of the Philippines (CAAP) is steadfast in its commitment in achieving this through various programs, seminars and courses which incorporate diversity, equity and inclusivity (DEI) and gender equality in the training of its current and prospective personnel. To enhance CAAP's capacity building programs, continuous trainings are being developed or are available for employees.

For 2024, the Civil Aviation Training Center (CATC) Manila has increased the number of trainings available for employees. Also in development are a number of new courses and enhancements to existing ones to address current gaps and incorporate technological advancements and developments in the aviation sector. These trainings are developed and made available for all CAAP employees.

TRAINING AND GENDER EQUALITY IN CAAP

1. INTRODUCTION

1.1 Last July 2023, the ICAO conducted the Global Aviation Gender Summit. According to the concept note of the summit, gender equality is recognized as *a prerequisite to realizing sustainable development*. According to UN Secretary Antonio Guterres, gender equality remains “the unfinished business of our time”². The aviation sector, being highly technical and specialized, recognizes that a lot still needs to be done in terms of gender parity. The ICAO, in its April 2023 released data on global aviation gender equality, shows a slight increase from 2016 to 2021 (from 4.5% in 2016 to 4.9% in 2021)³.

1.2 The Civil Aviation Authority of the Philippines supports the ICAO in its commitment to achieving gender parity and empower not only all women but all genders – in terms of recruitment, promotion and training.

2. DISCUSSION

2.1 As a Member State, the Philippines is cognizant of the recommendations stated in ICAO Resolution A41-26 with respect to gender equality and empowerment specifically in terms of “raising awareness of career opportunities for women in aviation and taking benefit in the respect of role models of women who have succeeded in the sector”⁴.

2.2 In line with that, the CAAP also recognizes the requirement to ensure qualified and competent as well as inclusive aviation workforce to address the growing needs in aviation to ensure a safe and efficient air transport system.

2.3 In the last three years, the CAAP through its Civil Aviation Training Center (CATC) has ramped up recruitment of Next Generation Aviation Professionals (NGAP), specifically for Comprehensive Air Traffic Service (ATS), Communication, Navigation and Surveillance Systems Officers (CNSSO) and Airfield Lighting and Power Technicians as well as increased the number of courses and offered additional short-term courses to enhance soft skills and other technical specializations necessary for promotion and professional development of personnel. Statistics show that the inclusive training initiatives of the CATC have given women and other genders the same opportunities in a field known to be male-dominated. For NGAP technical courses, data for the past five years show that women represent 27% of the graduates (Figure 1). For the non-technical and short-term courses, 33% of course graduates are women and other genders (Figure 2).

Figure 1. Technical Courses

	2020		2021		2022		2023		2024	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CATS	28	17					30	15	41	25
	45		0		0		45		66	
BCNSSO					31	10			39	18
	0		0		41		0		57	
BALPT					21	3	16	5	51	5
	0		0		24		21		56	
	45		0		65		66		179	
TOTAL	MALE: 294				403					
	FEMALE: 109									

Figure 2. Non-Technical and Short-Term Courses

	2020		2021		2022		2023		2024 (as of June 2024)	
Total Number of Courses Conducted (with multiple sessions)	5		13		12		17		23	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Non-Technical and Short-Term Courses	127	53	176	81	146	97	460	182	532	281
TOTAL	MALE: 1,441				2,135					
	FEMALE: 694									

2.4 In the aspect of role models for success, a significant number of former women trainees of the CATC have also been promoted to key positions in the CAAP management such as the chiefs for the Air Traffic Service, the Human Resource Management Department, the Civil Aviation Training Center, Air Navigation Service and others. The next generation of aviation professionals who are also in line to handle management positions have been and are also continuously being capacitated to better equip them to handle future responsibilities and tasks. Currently, 35% of CAAP top management are women (14 out of 39). Other offices or services in CAAP have between 13% to 55% women or other gender representation in key division or departmental management positions. The percentages show that there is still much work to be done but CAAP is committed to increasing and sustaining efforts in support of ICAO's Gender Equality Programme.

3. ACTION BY THE CONFERENCE

3.1 The Conference is invited to note the information contained in this Paper.

— END —

Note:

1. <https://www.icao.int/about-icao/women-in-aviation/Pages/gender-equality-and-icao.aspx>
2. <https://www.icao.int/Meetings/global-aviation-gender-summit-2023/Documents/Concept-Note-Global-Aviation-Gender-Summit-2023-Final.pdf>
3. <https://www.icao.int/Newsroom/Pages/ICAO-releases-survey-data-on-status-of-global-aviation-gender-equality.aspx#:~:text=Montr%C3%A9al%2C%2027%20April%202023%20%E2%80%93%20ICAO's,%2C%20to%204.9%25%20in%202021>
4. ICAO Resolution A41-26 Gender Equality Programme promoting the participation of Women in the global aviation sector