

**58<sup>th</sup> CONFERENCE OF  
DIRECTORS GENERAL OF CIVIL AVIATION  
ASIA AND PACIFIC REGIONS**

*Dhaka, Bangladesh  
15 to 19 October 2023*

AGENDA ITEM 1:        THEME TOPIC

**PROMOTING ICAO GENDER EQUALITY PROGRAM IN  
CONJUNCTION WITH NEXT GENERATION OF AVIATION  
PROFESSIONALS (NGAP) INITIATIVE**

(Presented by Pakistan)

**INFORMATION PAPER**

**SUMMARY**

This paper addresses the gender equality issues in the Asia & Pacific Region with regard to Aviation and the ICAO NGAP. The paper is prepared by the Civil Aviation Authority Pakistan

## **PROMOTING ICAO GENDER EQUALITY PROGRAM IN CONJUNCTION WITH NEXT GENERATION OF AVIATION PROFESSIONALS (NGAP) INITIATIVE**

### **1. INTRODUCTION**

1.1 Economic development of Pakistan is dependent upon participation of both men and women across industries including aviation sector. Pakistan Civil Aviation Authority (PCAA) is striving to achieve gender equality in aviation sector for the past four decades.

### **2. DISCUSSION**

#### **Overview**

2.1 The evolution of aviation sector in Pakistan has gradually progressed from majority of the workforce being male professionals to now almost 11% of officer level positions occupied by female counterparts. The gender gap is though still wider among various job categories; however, PCAA is working within and outside the organization with partners to create awareness among youth women and men regarding jobs opportunities in the industry.

2.2 To comply with the vision of ICAO Gender Equality Programme, PCAA believes in inclusive development and therefore encourages females to apply for technical as well as non-technical positions against merit and provincial quotas allocated in advertisements as per following parameters;

2.2.1 **Objective:** To attract the most qualified candidates to contribute towards the growth of aviation industry in Pakistan.

2.2.2 **Principle:** Upholding Equal Employment Opportunity, ensuring that all individuals have an equal opportunity to pursue employment based solely on merit.

2.2.3 **Training:** Young professionals undergo comprehensive job skills training at the Civil Aviation Training Institute (CATI) in Hyderabad. This training equips individuals with the necessary knowledge and skills for their respective professions. Moreover, young professionals are given priority to avail local & foreign trainings to enhance their skills and capabilities. For instance, 314 female officials have attained trainings, seminars, conferences and workshops in past five years, which is 25% of total trainings attained by PCAA employees.

2.2.4 **Pay & Benefits Packages:** Equal pay packages and other benefits are offered to the employees without any discrimination of gender. Besides, work-life balance is warranted for employees to keep them motivated.

2.2.5 **Representation in all trades:** PCAA has always encouraged representation of females in all trades / functions where they can excel and display their skills.

2.2.6 **Countrywide Representation:** The Authority being a Federal body encourages and ensures that representation of females in workforce is made from all over Pakistan. The below table depicts example of PCAA's commitment to ensure gender representation among officer cadre;

<b>Domicile</b>	<b>Total</b>
Azad Jammu and Kashmir (A.J.K)	1
Baluchistan	8
Ex-FATA	1
Gilgit-Baltistan (GB)	3
Khyber Pakhtunkhwa (KPK)	8
Punjab	63
Sindh(R)	13
Sindh(U)	31
<b>Grand Total</b>	<b>128</b>

2.2.7 **Safe & Secure Workplace:** A safe & secure workplace is top priority where male & female both work together to achieve organizational vision. Standing Inquiry Committee(s) at Headquarter & locations on ‘‘Protection of Women against Harassment at Workplace’’ have been constituted under the ‘‘ The Protection against Harassment of Women at the Workplace Act 2010’’ with female representation to establish a tolerant and harmonized working environment which is free from gender discrimination and harassment. Such efforts have encouraged female aspirants to opt for career in PCAA.

2.2.8 **Initiative for future planning to enhance gender equality:** Develop strategies and implement actions to engage, educate, and retain the next generation of aviation professionals. Reduce unconscious bias and ensure candidates are evaluated solely on their qualification, implement proactive recruitment strategies to attract more women to aviation roles, improve retention and career advancement for women, increasing representation of women in leadership roles by giving them equal training opportunities.

### 3. ACTION BY THE CONFERENCE

3.1 The conference is invited to note the information contained in this paper.

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