

**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 WOMEN’S PARTICIPATION IN GLOBAL  
AVIATION SECTOR: GENDER EQUALITY PRACTICES IN  
CHINA’S CIVIL AVIATION**

(Presented by the People’s Republic of China)

**INFORMATION PAPER**

**SUMMARY**

Female employees are important participants in various areas of civil aviation, and helping them better leverage their own strengths in the industry is an important topic for the global civil aviation. China attaches great importance to gender equality and continuously promotes female employees’ development along with the industry. This paper provides an overview of the various measures that China has been constantly undertaking to strengthen gender equality and enhance women’s empowerment in civil aviation

## **PROMOTING WOMEN'S PARTICIPATION IN GLOBAL AVIATION SECTOR: GENDER EQUALITY PRACTICES IN CHINA'S CIVIL AVIATION**

### **1. INTRODUCTION**

1.1 Women are the pathfinders of human civilization, who provide the driving force for social progress. Empowering women and eliminating all forms of discrimination play a crucial role in sustainable development. Goal 5 of the United Nations Sustainable Development Agenda explicitly aims to “achieve gender equality and empower all women and girls.” Gender equality is not only a fundamental human right, but also a necessary foundation for a peaceful, prosperous and sustainable world.

1.2 The 39th session of the ICAO Assembly adopted Resolution A39-30, urging States, regions, international aviation organizations, and international aviation sector to prioritize the protection of women's rights and take necessary measures to strengthen gender equality. The 41st session of the ICAO Assembly further advanced these efforts through Resolution A41-26, promoting various measures to strengthen gender equality, mainstream gender issues, and enhance women's empowerment. In 2021, the ICAO Council made a commitment in the “Declaration on Improving Gender Representation in ICAO's Governing and Technical Bodies” to increase the number of women with opportunities to assume responsibilities in the Council.

1.3 Equality between men and women is one of the basic national policies of China. China has established a legal system for the protection of women's rights, which includes more than 100 laws and regulations. In 2021, in accordance with domestic laws and national situations, China adopted the “Programme for Women's Development in China (2021-2030)”. It focuses on areas such as women's health, economic rights, participation in decision-making and management, and sets forward 75 main goals and 93 strategic measures.

1.4 This paper aims to introduce the achievements that China has made in gender equality, identify existing issues, and outline measures to be taken in the aviation sector.

### **2. DISCUSSION**

2.1 China attaches great importance to the training and promotion of women employees, ensuring that women are well respected in the workplace. Currently, the percentage of female officials serving in the Civil Aviation Administration of China (CAAC) has exceeded 30%.

#### **2.2 Continuous Growth of Number of Female Employees**

##### **2.2.1 Female Pilots**

In the 1960s, the first female pilot emerged in China's civil aviation industry. Since then, an increasing number of women have joined this sector. By 2022, the total number of female pilot licenses issued by CAAC has reached 937, representing a 19.5% growth compared to 2018.

##### **2.2.2 Female Security Screeners**

Airport security check involves relatively a significant amount of physical contact. For female passengers, it is generally more acceptable to have a female security officer conduct the procedure. Currently, female security screeners in China's civil aviation sector make up 47.3% of the total number, approaching the target of 50/50 gender balance.

##### **2.2.3 Female Air Traffic Controllers**

The general public perception of air traffic management is that it has high technological content and significant task pressure, which may harm the work-life balance for female

employees. However, in reality, women hold important positions in this field and possess certain advantages during communication and coordination with pilots. Currently, female air traffic controllers in China account for 16% of the total workforce in this field. It is foreseeable that this proportion will continue to increase in the future.

### 2.3 Initiatives Supporting Gender Equality

2.3.1 CAAC actively implements the “Human Rights Action Plan of China (2021-2025)”, ensuring women's equal rights to employment.

2.3.2 CAAC has thoroughly implemented the fundamental national policy of gender equality, striven to encourage employers to establish sound systems and mechanisms for gender equality, promoted the application of the “Manual of Guidance on Promoting Workplace Gender Equality” and developed a working plan of the Labor Union of CAAC to promote the use of this manual. These efforts aim to foster gender equality in the workplace.

2.3.3 The Labor Union of CAAC guides its subdivisions at all levels to include the “Special Rules on the Labor Protection of Female Employees” in the special collective contracts for protecting the rights and interests of female employees. This aims to reduce and address the specific difficulties faced by female workers in their jobs due to physiological factors. Currently, 359 organizations in the sector have signed the special collective contracts, covering 256,068 female workers, with a coverage rate of approximately 90%.

2.3.4 China’s civil aviation shows great concern for the physical and mental health of female employees and advocates for the establishment of regular medical examination scheme for female employees in various organizations. Seven rounds of “Serious Illness Mutual Aid Fund for Civil Aviation Female Employees” have been implemented, providing care and support from the labor union and the female workforce to female employees afflicted with serious illnesses.

2.3.5 A total of 890 baby care rooms have been set up, providing comfortable, safe and cozy resting space for female employees during pregnancy and lactation. From 2015 to 2020, a total of 215608 person-time female employees have used these baby care rooms.

2.4 The proportion of female employees in China’s civil aviation has been steadily increasing. However, there still exists systemic issues, with a low representation of women in certain positions. Women’s involvement in the development of civil aviation still needs to be improved, as achieving the goal of 50/50 gender balance remains a challenging task. China’s civil aviation will further improve its policy framework for gender equality in terms of employment, health, safety, salary and insurance etc.

## 3. ACTION BY THE CONFERENCE

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

— END —