

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

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**AGENDA ITEM 6: ECONOMIC DEVELOPMENT OF AIR  
TRANSPORT**

**WOMEN'S ROLE IN THAILAND'S AVIATION INDUSTRY:  
HOW THAILAND'S AVIATION INDUSTRY DEVELOPED IN  
TERMS OF GENDER EQUALITY**

(Presented by Thailand)

**INFORMATION PAPER**

**SUMMARY**

This Paper discusses how Thailand's aviation industry can enhance its awareness of gender equality.

## **WOMEN’S ROLE IN THAILAND’S AVIATION INDUSTRY: HOW THAILAND’S AVIATION INDUSTRY DEVELOPED IN TERMS OF GENDER EQUALITY**

### **1. INTRODUCTION**

1.1 The current global population is projected to reach 8,045,311,447 in 2023, with a worldwide sex ratio of 1.018, indicating a slightly higher male population. The Asia-Pacific region, home to 60% of the world’s population, encompasses highly populous countries such as China and India. Thailand, ranked 20th globally, has a population of 66,090,475, with 32,270,615 men and 33,819,860 women. The higher female population ratio in Thailand signals a growing trend towards promoting women’s empowerment and encouraging gender equality and diversity in employment.

1.2 Gender equality is a critical issue in any society, ensuring equal opportunities and rights for all, regardless of gender. Upholding equal treatment for men and women leads to a more just and fair society. However, traditional cultures pose significant barriers to achieving gender equality, perpetuating the expectation for men to be primary breadwinners and hold positions of power, while women are often confined to domestic responsibilities and subordinate roles.

1.3 With modernization and globalization, there has been a notable shift in gender representation in Thai society over the past century. Thailand has made substantial progress in promoting gender equality implementing various policies and initiatives to empower women and uphold their rights.

1.4 In the aviation sector, Thailand has shown significant progress over the years in promoting inclusivity and diversity. The industry has witnessed a rise in female representation and increased opportunities for women to excel in various roles. However, challenges persist, underscoring the need for further advancements toward achieving genuine gender equality.

### **2. THE CURRENT ROLES OF WOMEN IN THAILAND’S AVIATION INDUSTRY**

2.1 According to the World Economic Forum’s 2023 Global Gender Equality Index, Thailand is ranked 74<sup>th</sup> out of 146 countries worldwide, showing a five-place improvement from the previous year. In terms of equality in participation and economic opportunities, Thailand ranks relatively high, securing the 24th position. The Gender Equality Act, B.E. 2558 (2015), protects citizen rights from discrimination and is considered relatively effective. Presently, seven out of eight airlines employ both male and female flight attendants, and six out of eight major airlines welcome female pilots. However, the gender ratio remains disproportionate.

2.2 In Thailand, 106 men and 46 women work as inspectors, showcasing a significant gender disparity, with a notably higher number of men than women in this field. Striving for gender equality in all professions is crucial to ensuring fair and equal opportunities for everyone. Conversely, the role of an Air Traffic Controller (ATC) breaks down gender barriers, with a higher representation of women at the operational level, demonstrating 573 women to 554 men.

<b>Department</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Personnel Licensing Department	13	3	16
Flight Operations Standards Department	21	12	33
Airworthiness and Aircraft Engineering Department	26	5	31
Aerodrome Standards Department	9	2	11
Air Navigation Service Standards Department	23	10	33

Aeromedical Standards Department	2	0	2
Aviation Security and Facilitation Standards Department	12	14	26
<b>Total CAAT's Aviation Safety/Security Inspectors</b>	<b>106</b>	<b>46</b>	<b>152</b>

Table 1: Number of CAAT's Aviation Safety/Security Inspectors

	Male	Female
Air Traffic Controller (ATC)	554	573
Total	1127	

Table 2: Number of Air Traffic Controllers in Thailand

2.3 The role of female executives has become more prominent and normalized since Thailand saw its first female Prime Minister in 2011. A report by Grant Thornton in November 2019 revealed that 86% of Thai companies had women in senior management positions, surpassing the global average of 83%. The aviation industry is no exception, with a growing presence of women in senior positions. Notable examples include Mrs. Sarinee Angsusingha, the Former President of Aeronautical Radio of Thailand (AEROTHAI), currently serving on the Board of Commissioners of the Civil Aviation Authority of Thailand (CAAT), and Miss Charita Leelayudth, the Former Director of Thai Smile Airways Co Ltd from September 2021 to December 2022, who is presently serving as an advisor to the Civil Aviation Authority of Thailand's Board of Commissioners.

2.4 On the regulatory side, Miss Matima Ariyachaipanich, a female aviation specialist, has been seconded by the Civil Aviation Authority of Thailand to serve as a Flight Safety Officer at the ICAO Asia and Pacific Regional Office (APAC) in Bangkok. She has actively participated as Flight Safety Expert in numerous regional technical assistance missions, including the Combined Action Team (CAT) Mission and the Combined Action Team Implementation of Inspector Competency (CATIIC). Additionally, she holds the role of an ICAO Universal Safety Oversight Audit Programme (USOAP) Auditor, playing a crucial role in enhancing flight safety.

2.5 Over the past decade, female experts from AEROTHAI have made significant contributions to the international aviation industry. Notably, Ms. Saifon Obromsook has played a pivotal role in ensuring airspace safety in the Asia/Pacific region since 2017. Currently in her second term as Chairperson of the ICAO Asia/Pacific Regional Airspace Safety Monitoring Advisory Group (RASMAG), she leads efforts to assist States in achieving the established level of airspace safety for international airspace within the region. Another remarkable female specialist from AEROTHAI is Dr. Amornrat Jirattigalachote, who has been sharing her expertise in air navigation system modernization at both regional and global floors. Since 2019, she has served as Co-Chair of the ICAO Asia/Pacific System-Wide Information Management Task Force (SWIM TF), driving the SWIM development within the region. Additionally, Dr. Jirattigalachote holds the position of Chairperson of the Aviation System Block Upgrade Panel Project Team (ASBU PPT) under the ICAO Global Air Navigation Plan Study Group (GANP SG), contributing to the development of GANP and its ASBU framework since the 6th edition. Furthermore, she presently serves as the Vice-Chairperson of the ICAO Trust Framework Panel, a body responsible for developing provisions to establish a globally harmonized framework enabling the trusted exchange of data and information among aviation stakeholders.

2.6 Additionally, a number of airlines in Thailand have participated in the IATA 25by2025 campaign, a global initiative aiming to change the gender balance within the aviation industry. The objective is to increase the number of women in senior positions and under-represented areas by 25% or up to a minimum of 25% by 2025, fostering a more diverse and inclusive aviation industry.

### **KEY SUCCESS**

2.7 Regular awareness campaigns are essential to maintain a gender balance in Thailand to ensure that it does not become an impediment to Thailand's encouraged growth in the aviation sector. Fostering inclusivity and empowering individuals to reach their full potential can pave the way for social and economic development.

### **3. ACTION BY THE CONFERENCE**

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

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