



International Civil Aviation Organization

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ASSEMBLY — 39TH SESSION

EXECUTIVE COMMITTEE

Agenda Item 24: Human Resources Management

CAAC'S SUPPORT FOR ICAO IN HUMAN RESOURCES

(Presented by the People's Republic of China)

EXECUTIVE SUMMARY

The Civil Aviation Administration of China (CAAC) has all along attached importance to cooperation with International Civil Aviation Organization (ICAO). It has provided service and human resource support for ICAO within its capabilities by actively recommending Chinese officials to join ICAO and selecting and sending secondees to work in ICAO Headquarters and regional offices.

Strategic Objectives:

This paper relates to all Strategic Objectives.

Financial implications:

References:

¹ English and Chinese versions provided by China.

1. BASIC INFORMATION ABOUT CHINESE STAFF WORKING AT ICAO

1.1 As of now, there are 22 Chinese employees at ICAO, with 21 of them working at the Headquarters and one in the Asia and Pacific (APAC) Office in Bangkok, including one in the Director category, 11 in the Professional category (including those from the Chinese Language Section and the Interpretation Section) and 10 in the General Services category. Liu Fang, the elected Secretary General of ICAO and previous Director of ICAO's Bureau of Administration and Services (D-2 level), was an official sent by and affiliated to CAAC. Eight others were officials originally sent by CAAC but have turned into ICAO's international staff and have been not affiliated to CAAC anymore. The rest were employed by ICAO through open recruitment.

1.2 ICAO developed the principle of equitable geographical representation in the Professional and higher categories in light of the number of Member States and the payment of contributions. According to the principle, the quota of Professional and higher posts for Chinese nationals is six, and seven are currently employed. Language services staff from the Chinese Language Section and the Interpretation Section of the Bureau of Administration and Services are not included in the quota as decided based on the principle of equitable geographical representation.

2. PROVIDING SUPPORT FOR THE ICAO ASIA AND PACIFIC REGIONAL SUB-OFFICE AS A HOST

2.1 To meet the increasing demand for civil air transport in the Asia and Pacific region, not least Northeast Asia, ICAO set up the Asia and Pacific regional sub-office in Beijing in June 2013, which is responsible for airspace organization and management in the region. The establishment of the sub-office can give a boost to the promotion and application of new technologies in the field of civil aviation in the region and better accommodate the significant growth in air traffic in the Asia and Pacific region. Besides, as ICAO's first regional sub-office in the world, the Beijing Sub-office has been acting as a window and bond, and serving as an international platform for countries to learn new technologies, demonstrate new look, introduce new achievements and pursue new cooperation.

2.2 Since its inception two years ago, the Sub-office has hosted over 50 meetings and training courses of various kinds. A number of flight procedure designers and aerodrome operations management staff from China participated in the training. In addition, as the host country, China not only provides office space for the Sub-office, but also has selected five technical experts and five administrative staff from the civil aviation system to work at the Sub-office.

3. PROVIDING SECONDEES FOR ICAO HEADQUARTERS AND REGIONAL OFFICES

3.1 To support ICAO's work, CAAC signed a five-year Letter of Understanding between CAAC and ICAO on Secondment of Experts respectively in 2011 and 2015, according to which 35 highly qualified professionals with technical and administrative backgrounds from China in three batches were sent to ICAO to work on secondment for a period of one or two years in the five bureaus of Air Navigation, Air Transport, Administration and Services, Technical Cooperation, and Legal Affairs and External Relations. CAAC provided necessary living allowances for the secondees. In 2016, CAAC plans to send 15 more officials to the Headquarters of ICAO, and two to the Bangkok office. In addition,

CAAC is selecting professionals from the civil aviation system to replace staff who have completed their secondment at the Beijing Sub-office to ensure the continuity of support.

3.2 While on secondment, all secondees settled into their posts very quickly, worked diligently, and thus received high evaluation from ICAO. They helped enhance the exchange between China's civil aviation industry and the international civil aviation community, and demonstrated the good attributes of China's civil aviation workforce. As a result of the satisfactory performance demonstrated by the secondees, ICAO has expressed the hope to extend their secondment on many occasions, and has added more high-level professional posts. One has been accepted as a regular employee with the Bureau of Air Navigation.

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