



WORKING PAPER

ASSEMBLY — 40TH SESSION

EXECUTIVE COMMITTEE

Agenda Item 12: Aviation Security — Policy

**ON MEASURES TO IMPROVE THE WORKFORCE STATUS WITH AVIATION
SECURITY EMPLOYEES IN THE EUR/NAT OFFICE**

(Presented by the Russian Federation)

EXECUTIVE SUMMARY

In light of current world events related to a growing threat of acts of unlawful interference in civil aviation, and mindful of recent terrorist acts at civil aviation facilities committed in States of the European region, and growing extremist and terrorist activity in the world, there is an increasing need to strengthen the regulatory actions targeted at improving measures to ensure aviation security both globally and regionally.

To that end, ICAO is doing focused work to strengthen the central apparatus and each of the ICAO regional offices with staff aviation security (AVSEC) employees.

This paper proposes considering a proposal to follow the example of other regional ICAO offices and strengthen the AVSEC workforce at the EUR/NAT office.

Action: The Assembly is invited to:

- a) acknowledge the need to strengthen the AVSEC workforce at the EUR/NAT office;
- b) propose that the Secretary General commit within the ICAO Regular Budget for the next triennium 2020-2022 additional funds for two staff AVSEC employees in addition to the EUR/NAT positions funded from the ICAO Regular Programme Budget, while retaining the extra-budgetary AVSEC employee position, which is currently funded by voluntary contributions; and
- c) urgently recommend that the Council of ICAO in the ICAO Regular Programme Budget for 2023-2025 convert the aforementioned extra-budgetary AVSEC employee into a staff position within the Regular Programme so that the EUR/NAT office would soon have no fewer than two (2) AVSEC staff positions and later would have no fewer than three (3) staff positions funded by the Regular Programme Budget.

<i>Strategic Objectives:</i>	This working paper is linked with the Strategic Objective <i>Security and Facilitation</i> .
<i>Financial implications:</i>	To change the approaches associated with providing an AVSEC employee position from extra-budgetary sources (from voluntary donations), by allocating in the Regular Programme Budget for 2020-2022 resources to provide, in the near term, for two (2) AVSEC staff employees at EUR/NAT.

¹ Russian version provided by the Russian Federation.

<i>References:</i>	A39-WP/14 <i>ICAO Comprehensive Aviation Security Strategy (ICASS)</i> A39-WP/20 <i>Implementation of the Universal Security Audit Programme - Continuous Monitoring Approach (USAP-CMA)</i> A39-WP/28 <i>Report on the ICAO Technical Assistance Programme</i> A39-WP/73 <i>Status of the ICAO Workforce</i>
--------------------	--

1. INTRODUCTION

1.1. In connection with the ongoing and in some regions, increasing threat levels of acts of unlawful interference in civil aviation, the ICAO Headquarters pursue a focused policy to strengthen measures to ensure global aviation security. To that end, *the Universal Security Audit Programme Continuous Monitoring Approach (USAP-CMA)* is being implemented and work is being done to implement the *Global Aviation Security Plan (GASeP)*.

1.2. States' priority areas of work have been defined and ICAO regional offices are directly involved in working on them to assist ICAO Member States in implementing them. First and foremost is the work to elevate the quality of information collection and exchange, to expand the use of modern detection technologies and to increase the capabilities of States as they correct deficiencies.

1.3. Right now, given existing events, there is a growing need for increasing coordination between ICAO and Member States to improve measures to ensure aviation security measures both globally and regionally. In the work in this area, regional ICAO offices are involved broadly, while the sphere of their tasks in this area is constantly broadening.

2. FUNCTIONAL AVSEC OBJECTIVES OF ICAO REGIONAL OFFICES

2.1. Within the responsibilities of ICAO regional offices to ensure aviation security, a whole series of tasks are executed, depending on the specifics of each of the seven ICAO regions, including:

- a) organizing work to implement the Global Aviation Security Plan overall and, in particular, organizing work to implement the regional "roadmap";
- b) providing assistance to Member States of the regional ICAO office to implement measures of the Global Aviation Security Plan, develop and execute measures of the GASeP regional "roadmap";
- c) providing assistance over the course of implementing the Universal Security Audit Programme Continuous Monitoring Approach (USAP-CMA) in the region;
- d) providing assistance to ICAO region Member States in the process of preparing for audits within the USAP-CMA, as well as providing support to the ICAO Headquarters (ICAO AVSEC Audit Section) in the organization of preparatory measures to conduct audits in Member States of the regions;
- e) providing assistance to States of the region while preparing plans to correct deficiencies, as well solving problems that spark Significant Security Concerns (SSeC), identified as a result of audit events under USAP-CMA;
- f) assisting Member States as they implement ICAO Standards and Recommended Practices (SARPs) in Annex 17 *Security: Safeguarding International Civil Aviation*

from Acts of Unlawful Interference, as well as applicable provisions on issues of AVSEC, Annex 9 *Facilitation* and new amendments to it;

- g) coordinating activities when providing technical assistance to States of the region, including while running training practicums, implementing programmes to modernize the AVSEC system of certain States, determine the needs of States of the region to elevate AVSEC measures;
- h) coordination and organization of regional AVSEC Working Group meetings;
- i) offering assistance within the regional network of ICAO AVSEC;
- j) assisting with holding ICAO training courses, seminars, practicums in the region;
- k) organizing and holding regional meetings of directors of ICAO training centres and other training centres of States who train AVSEC personnel, to develop a consolidated position on a series of issues of how the training process is set up;
- l) interaction of efforts with regional organizations on AVSEC matters, participation in thematic meetings, forums, and conferences; and
- m) a series of other issues depending on the specifics of each of the ICAO regions.

3. STRENGTHENING THE AVIATION SECURITY WORKFORCE AT ICAO REGIONAL OFFICES

3.1. In connection with the foregoing, while drafting the Regular Budget, focused work has been put into strengthening the workforce of aviation security staff employees in each of the ICAO regions. Pursuant to the budget as formed today, the functions and potential of regional offices was further strengthened thanks to the creation of four new positions for C-4-level aviation security employees.

3.2. However, it bears noting that the situation at EUR/NAT is completely different. Right now, there is one aviation security employee there whose salary still depends on voluntary contributions from the Aviation Security Fund. Meanwhile, it bears noting that this region is one of the largest in terms of territorial reach and the number of ICAO Member States, since this regional office coordinates the activities of 56 ICAO Member States, which significantly exceeds the number of Member States in other ICAO regions.

4. CONCLUSION

4.1. In connection with the foregoing, following the example of decisions made with respect to other ICAO regional offices, consider the possibility of strengthening the complement of aviation security staff employees in the ICAO EUR/NAT Office by including two staff positions for aviation security employees into the Regular Programme Budget while maintaining the extra-budgetary position of an aviation security employee funded currently by voluntary contributions. Then, in the 2023-2025 triennium it would be advisable to convert the extra-budgetary position to a staff position within the Regular programme budget. As a result, the EUR/NAT office would have in the near term two (2), and later three (3) staff positions in aviation security financed by the Regular Programme budget.

APPENDIX

THE NUMBER OF AVIATION SECURITY STAFF EMPLOYEES AT ICAO REGIONAL OFFICES WITHIN THE ICAO REGULAR BUDGET PROPOSAL FOR THE UPCOMING 2020-2023 TRIENNIUM

Regional ICAO bureau	Number of Aviation Security Staff Employees	Funding	Number of ICAO Member States accredited within the ICAO region
ICAO Asia and Pacific (APAC) Office (Bangkok)	2	From the ICAO regular programme budget	38
ICAO Middle East (MID) Regional Office (Cairo)	1	From the ICAO regular programme budget	15
ICAO Western and Central African (WACAF) Office (Dakar)	2	From the ICAO regular programme budget	24
ICAO South American (SAM) Office (Lima)	1	From the ICAO regular programme budget	13
ICAO North American, Central American and Caribbean (NACC) Office (Mexico)	2	From the ICAO regular programme budget	21
ICAO Eastern and Southern African (ESAF) Office (Nairobi)	2	From the ICAO regular programme budget	24
European and North Atlantic Office (Paris) (EUR/NAT)	-	Voluntary donations (one employee)	56

— END —