



INTERNATIONAL CIVIL AVIATION ORGANIZATION

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ASSEMBLY - 32ND SESSION

PLENARY

Agenda Item 7: Annual Reports of the Council to the Assembly for 1995, 1996 and 1997

REPORT ON THE RECRUITMENT AND STATUS OF WOMEN IN ICAO

SUMMARY

This paper reports on the steps taken to improve the recruitment and status of women in ICAO during the years 1995 - 1997 following similar actions taken by other UN system organizations. To this end the Assembly, at its 31st Session, adopted the targets and an action plan established by the Council to increase the representation of women in the Professional and higher categories by approximately 1 per cent per annum over the next ten years starting from a base of 20 per cent in 1993. In 1997 a percentage of 20.8 per cent was achieved. The Assembly also adopted the concept that ICAO is an equal opportunity employer. It is understood, however, that both the principle of equitable geographical representation and the policy of equal opportunity employer are compatible and can and should aim at improving the representation of women in the Professional and higher categories.

Action by the Assembly is in paragraph 7.

REFERENCES

A31-WP/11

Doc 9659, A31-EX, paragraphs 7.7 - 7.9

1. INTRODUCTION

1.1 In its report to the 29th Assembly on the compliance with and implementation of the principle of equitable geographical representation in posts of the Secretariat of ICAO, the Assembly was informed that a separate report on the recruitment of women would be submitted for the Council's consideration on a yearly basis. The Council also had communicated its decision to report on the recruitment and status of women in ICAO to the Assembly (A29-WP/13, P/4, paragraph 2.2 refers). In accordance with that decision, the Council reported to the 31st Session of the Assembly on the action it had taken (A31-WP/11) in that regard. The Assembly

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endorsed the action taken by the Council and urged the Secretary General to improve in particular the status of women in the higher grade levels of the Secretariat (Doc 9659, A31-EX, paragraph 7.9 refers).

1.2 This report is presented in accordance with that undertaking.

2. ACTION TAKEN BY COUNCIL

2.1 During the 148th Session, the Council considered comments of the Personnel Committee on the Annual Report on the recruitment and status of women in ICAO for the year 1995. In noting the progress that had been achieved in the representation of women in posts of the ICAO Secretariat, the Council welcomed the Secretary General's efforts in exceeding the minimum target of at least one per cent to increase the representation of women in professional posts which had been endorsed by the 31st Assembly. The Council noted that the trend in the representation of women and indeed in the number of applications received from female candidates had remained positive for the last two reporting periods.

2.2 The Council, however, cautioned against over-emphasizing the achievements in percentage terms as work still remained to be done to increase further not only the number of women in professional posts, but also to ensure that women are appropriately represented in all senior and supervisory posts in the Secretariat. In this regard, the Council recognized the need for more female candidates to be identified who meet the requirements of such positions in order to counterbalance the number of applications received for administrative and language-related posts. It was also felt that provision of information that would facilitate comparison of ICAO's performance in improving the recruitment and status of women with that of other UN agencies would be of great assistance to the Council in its assessment of the results achieved.

2.3 The Council considered the question of increasing the number of suitably qualified female candidates on the roster that is being developed based on replies received from national administrations in response to the questionnaire of 18 October 1994. The view was expressed that, in addition, efforts could be made to establish contact with institutions that have been specifically established for the training of personnel in the various fields of civil aviation.

2.4 During the same session, the Council decided "... that in future such annual reports by the Secretary General could be circulated under cover of a memorandum from the President of the Council and tabled for discussion only upon specific request by a Representative on the Council".

2.5 In accordance with the above-mentioned decision, the report on the recruitment and status of women in ICAO for the year 1996 was circulated by memorandum dated 23 May 1997. As no request to have the subject tabled for discussion during the 151st Session had been received by the deadline of 6 June 1997, it was considered that Council had noted the information provided therein.

2.6 During the 154th Session, the Council noted the report on the recruitment and status of women covering the year 1997.

3. ACTION IN IMPLEMENTATION OF THE ESTABLISHED TARGET AND ACTION PLAN

3.1 In accordance with the Council decision taken at the 29th Meeting during the 130th Session, information on the recruitment of women, as well as information on the distribution of posts among male and female staff members in the Secretariat in both the General Service and Professional and higher categories, has been reviewed on an annual basis by the Council. The Appendix contains a number of statistical tables for the period 1995-1997 which will assist the Assembly in assessing the efforts that have been made in improving the recruitment and status of women in the Organization.

3.2 Following the setting of a minimum target and adoption of the action plan for the recruitment and improvement of the status of women in ICAO by the 31st Session of the Assembly, the Secretary General has continued to impress upon the ICAO Representatives the necessity to establish closer contacts with national administrations in their regions in order to identify suitably qualified female candidates who could be released or seconded for assignments with the Organization. In addition, the Regional Offices have been requested to encourage female participants attending meetings organized at the regional level to complete Application-for-Employment Forms for evaluation by Headquarters for possible inclusion in the roster.

4. STATUS OF WOMEN IN THE UN SYSTEM

4.1 ICAO has continued to support and monitor the efforts being made toward improving the status and representation of women by individual UN System organizations as well as at the global level in line with the decisions of the UN General Assembly on the subject. In particular, matters in this regard discussed at meetings of the Administrative Committee on Co-ordination and the work done by the Commission on the Status of Women as well as the Ad Hoc Inter-agency Meeting on women are closely followed.

5. TECHNICAL CO-OPERATION PROGRAMME

5.1 The participation of women in technical co-operation programmes can be assessed by both the number nominated for fellowships and those selected for assignments as field experts. In the case of fellowships, ICAO's responsibility is limited to providing the areas of specialization and place of implementation of the fellowship. The nominations of the fellows are the prerogative of the beneficiary Contracting States. Similarly the final selection of experts for field assignments is handled by the host government. In this regard, however, ICAO endeavours to ensure that the short list of qualified experts (ranging from 3 to 10), who meet the requirements of the Terms of Reference supplied by the government, includes female candidates who are available on the roster.

6. WOMEN IN THE GENERAL SERVICE CATEGORY

6.1 The distribution of General Service staff at Headquarters by gender and level as at 31 December 1996 and 1997 is shown in Table 4 of the Appendix. In ICAO female staff members in the General Service category have contributed significantly to the filling of positions in the Professional category. During the period covered by the report, six of them received promotions to the Professional category, five to posts subject to geographical distribution and one to a language position.

7. ACTION BY THE ASSEMBLY

7.1 The Assembly is invited to:

- a) note that the Council will continue to monitor steps taken in the implementation of the targets and the action plan for the recruitment and status of women in ICAO; and
- b) provide further guidance on the basis of the information provided in this paper.

APPENDIX A

TABLE 1

Distribution of Total Professional Staff by Gender/Level
as at 31 December 1995, 1996 and 1997

Level	1995			1996			1997		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
SG	1	-	1	1	-	1	1	-	1
D	4	1	5	4	1	5	4	1	5
PO	15	-	15	15	-	15	19	-	19
P-5	44	5	49	42	6	48	40	6	46
P-4	109	20	129	122	17	139	127	19	146
P-3	44	20	64	40	19	59	37	19	56
P-2	11	19	30	10	19	29	8	17	25
P-1	-	1	1	-	-	-	-	-	-
Total	228	66	294	234	62	296	236	62	298
In %	77.6	22.4	100.0	79.1	20.9	100.0	79.2	20.8	100.0

TABLE 2

Distribution of Staff by Gender/Level in Posts
Subject to Geographical Distribution
as at 31 December 1995, 1996 and 1997

Level	1995			1996			1997		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
D	4	1	5	4	1	5	4	1	5
PO	13	-	13	13	-	13	17	-	17
P-5	38	2	40	36	3	39	34	3	37
P-4	77	8	85	81	7	88	86	7	93
P-3	26	11	37	22	12	34	21	12	33
P-2	10	17	27	7	15	22	7	15	22
P-1	-	1	1	-	-	-	-	-	-
Total	168	40	208	163	38	201	169	38	207
In %	80.8	19.2	100.0	81.1	18.9	100.0	81.6	18.4	100.0

TABLE 3

**Female Staff (by Nationality) Occupying Professional Posts
in ICAO as at 31 December 1995, 1996 and 1997**

Country	Number		
	1995	1996	1997
Argentina	3	3	3
Belgium	1	1	1
Canada	29	27	27
Chile	1	1	1
Colombia	2	2	2
Egypt	1	1	1
France	8	7	8
Germany	2	2	2
Ireland	1	1	1
Japan	1	1	1
Lebanon	-	1	1
Mexico	2	2	2
Peru	1	1	-
Spain	2	2	2
Thailand	1	1	1
Trinidad and Tobago	2	1	1
United Kingdom	7	6	6
United States	<u>2</u>	<u>2</u>	<u>2</u>
Total	66	62	62

TABLE 4

**Distribution of General Service Staff
at Headquarters by Gender and Level**

Level	1996				1997			
	Female	Male	Total	Female Staff %	Female	Male	Total	Female Staff %
G-1	-	-	-	0.0	-	-	-	0.0
G-2	-	4	4	0.0	-	5	5	0.0
G-3	7	6	13	53.9	8	9	17	47.1
G-4	36	9	45	80.0	33	8	41	80.5
G-5	99	17	116	85.3	100	14	114	87.7
G-6	52	19	71	73.2	59	21	80	73.8
G-7	38	11	49	77.6	40	12	52	76.9
G-8	22	11	33	66.7	23	12	35	65.7
G-9	<u>2</u>	<u>2</u>	<u>4</u>	<u>50.0</u>	<u>2</u>	<u>2</u>	<u>4</u>	<u>50.0</u>
Total	256	79	335	76.4	265	83	348	76.1

TABLE 5

**Applications Received Compared to Appointments Made
to Positions Filled, 1995 - 1997**

	<u>1995</u>		<u>1996</u>		<u>1997</u>	
	Number	%	Number	%	Number	%
<u>Applications Received</u>						
Female Candidates	177	19.6	74	12.5	67	7.0
Male Candidates	<u>748</u>	<u>80.4</u>	<u>519</u>	<u>87.5</u>	<u>895</u>	<u>93.0</u>
Total	925	100.0	593	100.0	962	100.0
<u>Appointments Made</u>						
Female Candidates	8	33.3	2	9.5	9	29.0
Male Candidates	<u>16</u>	<u>66.7</u>	<u>19</u>	<u>91.5</u>	<u>22</u>	<u>71.0</u>
Total	24	100.0	21	100.0	31	100.0

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