



WORKING PAPER

ASSEMBLY — 41ST SESSION

ADMINISTRATIVE COMMISSION

Agenda Item 54: Status of ICAO Workforce and Human Resources Management

**ON MEASURES OF APPROPRIATE EUR/NAT WORKFORCE MANAGEMENT FOR
AVIATION SECURITY**

(Presented by the Russian Federation)

EXECUTIVE SUMMARY

In light of current events throughout the world related to an increased threat of acts of unlawful interference in civil aviation, as well as growing extremist and terrorist activity, there is a need to strengthen coordination among States with respect to adopting measures to safeguard aviation security on the global and regional levels.

This document proposes we review questions of fair geographical representation in the ICAO Regional Offices and strengthening the workforce at the ICAO European/North American Regional Office (EUR/NAT) with aviation security employees.

Actions: The Assembly is invited to:

- a) Acknowledge the need to strengthen the workforce at the ICAO EUR/NAT Regional Office by appointing thereto aviation security and facilitation (AVSEC/FAL);
- b) Propose that the Council of ICAO request that the ICAO Secretary General set aside under the Regular Programme Budget for 2023–2025 additional funds for the upcoming three-year period to employ two (2) AVSEC/FAL aviation security and facilitation employees in addition to the employees at the EUR/NAT Regional Office funded from the Regular Programme Budget while keeping the extra-budgetary position of the AVSEC employee, which is currently funded by voluntary contributions;
- c) strongly recommend that the Council of ICAO change the aforementioned extra-budgetary position in aviation security to an employee under the Regular Programme in the Regular Budget Proposal for 2025-2028 so that the EUR/NAT Regional Office can soon have no fewer than two (2) staff positions for AVSEC/FAL personnel, and in the future, would have no less than three (3) AVSEC/FAL staff positions funded from the Regular Programme Budget.

¹ Russian version provided by the Russian Federation.

<i>Strategic Objectives:</i>	This working paper relates to the <i>Aviation Security and Facilitation</i> Strategic Objective.
<i>Financial implications:</i>	There is a need to provide resources in the Regular Programme Budget for 2023–2025 for two (2) AVSEC/FAL employees at the EUR/NAT Regional Office. Under the budget proposal of the Regular ICAO Programme for 2025-2028, there is a need to provide for three (3) AVSEC/FAL employees at the Regional EUR/NAT
<i>References:</i>	A39-WP/14 <i>The ICAO Comprehensive Aviation Security Strategy (ICASS)</i> A39-WP/20 <i>The Universal Security Audit Programme Continuous Monitoring Approach (USAP-CMA)</i> A39-WP/28 and A40-WP/4 <i>Report on the ICAO Technical Assistance Programme</i> A40-WP/30 <i>Status of the ICAO Workforce</i> A40-WP/27 <i>Consolidated Statement of Continuing ICAO Policies Related to Aviation Security</i> Doc 10140 <i>Assembly Resolutions in Force</i> (as of 4 October 2019)

1. INTRODUCTION

1.1. Acts of unlawful interference in civil aviation are now the main threat to its security and proper development, as indicated in working paper A40-WP/27.

1.2. The Consolidated Statement of Continuing ICAO Policies Related to Aviation Security and Resolution A40-11, the Consolidated Statement of Continuing ICAO Policies Related to Aviation Security of the Assembly of ICAO.

1.3. According to the matrix (table) of threats and risks to aviation security, developed by experts on the Aviation Security Panel (AVSECP) the Air Navigation Commission and adopted by the Council of ICAO in 2021, from 17 typical types of threats, for 9 of them, the final risks increased.

1.4. In connection with the increasing threat of acts of unlawful interference in civil aviation, ICAO is pursuing a focused policy of adopting measures to strengthen aviation security worldwide. To that end, we are implementing the Universal Security Audit Programme continuous monitoring approach (USAP-CMA) and are implementing the Global Aviation Security Plan (GASeP).

1.5. Priority activities have been defined for the States; Regional Offices are directly involved in each of them to assist the ICAO Member States in implementing them. As part of this work, the most important task is to elevate the security culture, the quality of information collection and exchange, and broaden the use of modern technologies to detect defects and help States eliminate them.

1.6. The EUR/NAT Regional Office has the largest number of States in which it is accredited (56 ICAO Member States) and is the largest in terms of its territorial sphere of responsibility (it includes 11 time zones) and represents the region with the largest number of passenger and cargo trips. Meanwhile, it is the only ICAO Regional Office that does not have staff employees in aviation security and facilitation (AVSEC/FAL) from the ICAO Regular Programme Budget.

2. NECESSARY STAFF INCREASE AT THE ICAO EUR/NAT REGIONAL BUREAU FOR AVIATION SECURITY AND FACILITATION

2.1 Within the formation of the Regular Programme Budget, focused work is under way to strengthen the number of staff employees in aviation security in each ICAO region. Pursuant to the budget as it stands today, the capacity of Regional Offices was additionally strengthened thanks to four new positions for level C-4 aviation security employees.

2.2. It bears noting that in aviation security at the EUR/NAT Regional Office, there is only one employee working in aviation security in a position that still depends on extrabudgetary resources. Meanwhile, the number of ICAO Member States included in this region significantly exceeds that in other ICAO Regional Offices (see Appendix).

2.3 An important aspect of the work of the EUR/NAT Regional Office is that, as noted above, there is a need to coordinate the work of 56 States in 11 time zones.

2.4 We are mindful of the urgent need to strengthen the staff at the EUR/NAT Regional Office with AVSEC/FAL employees, in order to ensure that employees at that Office are not overworked.

3. CONCLUSION

3.1. In connection with the aforementioned, we propose following the example of decisions made respective to other ICAO Regional Offices and strengthening the employee ranks of the EUR/NAT Regional Office by adding AVSEC/FAL employees. We would add two (2) employee positions in aviation security to the Regular ICAO budget for 2023-2025, while keeping the extrabudgetary position for the aviation security employee currently funded by extrabudgetary resources.

3.2 Further, in the three-year period from 2025–2028, we propose changing the aforementioned extrabudgetary position into an employee position within the Regular Programme Budget. As a result, the Regional EUR/NAT Office should soon have two (2) and in the future, three (3) employee positions for AVSEC/FAL employees funded from the Regular Programme Budget.

APPENDIX**ACTUAL AND NEEDED NUMBER OF AVSEC/FAL EMPLOYEES AT ICAO REGIONAL OFFICES**

ICAO Regional Office	Number of ICAO Member States in which the ICAO Regional Office is Accredited	Number of AVSEC/FAL Employees		Funding
		Actual	Needed	
European and North Atlantic (EUR/NAT) Office (Paris)	56	0	3	Voluntary contributions (1 employee)
ICAO Asia and Pacific (APAC) Office (Bangkok)	39	2	2*	From the regular programme budget
ICAO Western and Central African (WACAF) Office (Dakar)	24	2	2*	From the regular programme budget
ICAO Eastern and Southern African (ESAF) Office (Nairobi)	24	2	2*	From the regular programme budget
ICAO North American, Central American and Caribbean (NACC) Office (Mexico)	22	2	2*	From the regular programme budget
ICAO Middle East (MID) Regional Office (Cairo)	15	1	1*	From the regular programme budget
ICAO South American (SAM) Office (Lima)	13	1	1*	From the regular programme budget

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