



International Civil Aviation Organization

**WORKING PAPER**

A37-WP/39

EX/15

8/7/10

**Corrigendum No. 1**

13/09/10

**ASSEMBLY — 37TH SESSION**

**EXECUTIVE COMMITTEE**

**Agenda Item 20: ICAO workforce**

**STATUS OF THE ICAO WORKFORCE**

(Presented by the Council of ICAO)

**CORRIGENDUM NO. 1**

Please replace pages 1 (cover page) and 2 of A37-WP/39 with the attached.



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**STATUS OF THE ICAO WORKFORCE**

(Presented by the Council of ICAO)

**EXECUTIVE SUMMARY**

This paper presents the status of the ICAO workforce for 2007, 2008 and 2009 and includes the status of Equitable Geographical Representation (EGR) and Gender, an analysis of the Professional and Higher Category appointments and their impact on EGR and Gender, and Human Resources (HR) data on age, length of service and retirement projections. It also provides observations based on the statistics and outlines future actions on workforce planning, EGR and Gender.

**Action:** The Assembly is invited to endorse future actions related to:

- a) workforce planning, including the development of succession planning strategies and related guidelines;
- b) strengthening internal monitoring processes and accountability for meeting diversity goals in respect of EGR and Gender; and
- c) exploring learning and development opportunities for candidates from unrepresented and below desirable level States, as well as women candidates.

<i>Strategic Objectives:</i>	This working paper relates to Supporting Implementation Strategies 1, 4 and 7.
<i>Financial implications:</i>	Not applicable
<i>References:</i>	A37-WP/1 Doc 9902, <i>Assembly Resolutions in Force</i> (A36-27, A24-20) Doc 7350, <i>The ICAO Service Code</i>

## 1. INTRODUCTION

1.1 Pursuant to Assembly Resolutions A24-20 and A36-37, the ICAO Council monitors the status of diversity in the workforce of the Secretariat by examining annual statistics and reports on recruitment decisions and their impact on EGR, as well as on Gender.

1.2 This paper presents the information on the composition and status of the workforce for 2007, 2008 and 2009. It also provides observations based on the statistics and outlines future actions on workforce planning, EGR and Gender.

## 2. COMPOSITION AND STATUS OF THE ICAO WORKFORCE

2.1 At 31 December 2009, there were 576 established posts and 194 extra-budgetary (temporary) posts, for a grand total of 770 posts; and 514 staff in established posts and 216 staff in extra-budgetary (temporary) posts, for a grand total of 730 staff (Appendix A refers). With regard to the types of contracts held by staff, statistics show a steady increase in the non-career appointments for Professional and Higher category staff [from 46 per cent (142 out of 310) for 2007 to 54 per cent (167 out of 312) for 2009], as well as a corresponding decline in the number of permanent contracts.

*Observation 1: There was an overall decrease in the number of established budgeted posts from 2007 (698) to 2009 (576) and an increase in the number of posts funded by extra-budgetary sources from 11 per cent (83 out of 781) in 2007 to 25 per cent (194 out of 770) in 2009. The increased use of extra-budgetary posts, coupled with the increase in non-career appointments and decrease in permanent appointments, may have a consequential impact on ICAO's ability to attract and retain high calibre staff.*

2.2 As at 31 December 2009, there were 197 staff in 226 posts subject to EGR, and from the 190 Member States, 74 States were represented in ICAO, of which 72 were in posts subject to EGR. These details, as well as an overall summary of the distribution of the 197 staff in posts subject to EGR by Region, are provided in Appendix B. Comprehensive details of the staff in the Secretariat as at 31 December 2009, by post level, by State and by Region are provided in Appendix C. An overview of the regional and state representation for key posts (D-2 and D-1) is provided in Appendix D.

*Observation 2: Since 2007, the number of Member States has remained constant at 190. There has been a small decrease in the overall percentage of unrepresented States, with a corresponding increase in the number of States represented in the Secretariat in posts subject to EGR.*

2.3 As at 31 December 2009, the overall percentage of women in Professional and Higher categories reached 31.5 per cent, the highest in the history of ICAO. Gender parity has been achieved at the D-2 level (60 per cent), but continues to lag behind at the D-1 (6 per cent), P-5 (15 per cent) and P-4 (28 per cent) levels. At the lower levels, gender parity has also been achieved at the P-2 level (65 per cent) and is close to the target at the P-3 level (42 per cent) (Appendix E-1 refers). In the organizations of the United Nations Common System, the overall average percentage of women in Professional and Higher categories reached 40 per cent, with gender parity being achieved at the P-1 and P-2 levels (Appendix E-2 refers).