ASSEMBLY — 37TH SESSION

**REPORT OF THE EXECUTIVE COMMITTEE
ON
AGENDA ITEMS 19 AND 20**

(Presented by the Chairman of the Executive Committee)

The attached report on Agenda Items 19 and 20 has been approved by the Executive Committee

Note.— After removal of this covering sheet, this paper should be inserted in the appropriate place in the report folder.

(3 pages)

Agenda Item   19:   Human Resources management

19.1   At its fifth meeting, the Executive Committee considered WP/38 outlining the ongoing initiatives to improve human resources management and to promote ethics, efficiency and transparency throughout the Organization.

19.2   Significant progress has been achieved in the area of human resources management through the comprehensive review of the ICAO Service Code, the modernization of recruitment policies and processes, the development of a new performance management system, as well as the increased use of new technology to enhance administration processes. The ongoing nature of reform and modernization of human resources management of the organization is underscored, as is the need to promote ethics, efficiency and transparency. A comprehensive framework for ethics in the workplace is under development and will form part of the ICAO Service Code, for implementation in July 2011.

19.3   The Executive Committee noted with appreciation the achievements detailed in WP/38 and invites the Assembly to:

> a) endorse the measures taken by the Secretariat and the direction provided by the Council for the ongoing improvements of human resources management in the Organization;
>
> b) Affirm the importance of attracting, retaining and motivating a competent and diverse workforce, capable of delivering outcomes of the highest standards through the ongoing assessment and recognition of their contribution to the achievement of the goals of the Organization; and
>
> c) Request the Secretariat to continue its efforts towards the modernization of its human resources management policies, processes and systems that support the creation of a results-oriented culture through effective performance measurement and staff development.

Agenda Item   20:   ICAO workforce

20.1   At its fifth meeting, the Executive Committee considered WP/39 dealing with the status of the ICAO Workforce. This paper presented the status of the ICAO workforce for 2007, 2008 and 2009 and included 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 provided observations based on the statistics and outlined future actions on workforce planning, EGR and Gender.

20.2   The Executive Committee noted the information provided in the working paper and commended the efforts made to improve EGR and Gender. With regard to Gender, the Committee recognized the positive developments and upward trend in the representation and status of women in Professional and Higher Category posts, having reached 31.5 per cent as at 31 December 2009, the highest percentage in the history of ICAO. However, out of the 30 UN Organizations who reported on gender at the same date, ICAO's results ranks 26th. It was therefore imperative that the ICAO Secretariat, as well as the Member States, continue to work together to further improve the representation of women in the Secretariat.

20.3   With regard to EGR, reference was made to the nationalities of staff in Professional posts in the Regional Offices. A mention was made that recruitment to these posts should not be limited to nationals of the Region.

20.4   With the view to achieving and maintaining a diverse, flexible and motivated workforce, the Executive Committee invites the Assembly to endorse the future actions outlined in the report, as follows:

a) Workforce planning, including the development of succession planning strategies and related guidelines;

b) Seeking the assistance of Member States in identifying and encouraging qualified candidates from unrepresented and below desirable level States, as well as qualified women candidates to apply for ICAO posts;

c) Strengthening internal monitoring processes and accountability for meeting diversity goals in respect of EGR and Gender; and

d) Exploring learning and development opportunities for candidates from unrepresented and below desirable level States, as well as women candidates.

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