



ASSEMBLY - 35TH SESSION

PLENARY

Agenda Item 7: Annual Reports of the Council to the Assembly for 2001, 2002 and 2003

**REPORT ON THE COMPLIANCE WITH THE IMPLEMENTATION
OF THE PRINCIPLE OF EQUITABLE GEOGRAPHICAL
REPRESENTATION IN POSTS OF THE SECRETARIAT OF ICAO
(RESOLUTION A24-20)**

SUMMARY

This paper reports on the efforts made and the action taken by the Council in implementing Resolution A24-20. To this end, in 1987 the Council established a floor target of 45 percent of appointments of candidates from non- and under-represented States each year. In 1997, the Council revised the floor target of external appointments of candidates from non- and under-represented States to 50 percent. During 2001, 2002 and 2003, the percentages attained were 38.4, 45.4 and 66.7 respectively.

Action by the Assembly: as in paragraph 5.1

1. INTRODUCTION

1.1 The 24th Session of the Assembly adopted Resolution A24-20 concerning the compliance with, and implementation of, the principle of equitable geographical representation (EGR). In accordance with operative paragraph 1 of that resolution, the Council reported to the 32nd Session of the Assembly on the action it had taken (A32-WP/32, paragraph 4-1). The Assembly endorsed the action taken by the Council and underlined the necessity of intensifying efforts to implement the principle of EGR through the continuous application of all the relevant past Assembly resolutions and regulations contained in Article 4 of the ICAO Service Code (Doc 9659, A31-EX paragraph 7.6 and Doc 9723, A32-EX paragraph 32 refer).

1.2 This report is presented in accordance with that request.

2. ACTION TAKEN BY THE COUNCIL

2.1 In accordance with operative paragraph 1 of Resolution A24-20, the Council is required to review appointment and promotion practices, establish recruitment and related personnel policies and adopt the necessary measures to give effect to the principle of EGR. In this regard six detailed reports setting out the action taken by the Council following the adoption of Resolution A24-20 were submitted to the 26th Session (A26-WP/11), 27th Session (A27-WP/40), 29th Session (A29-WP/13, P/4), 31st Session (A31-WP/10, P/4), 32nd Session (A32-WP/32) and 33rd Session (A33-WP/68) of the Assembly respectively. The additional reviews carried out by the Council since then are summarized below.

3. EFFORTS MADE IN IMPLEMENTING RESOLUTION A24-20

3.1 In accordance with operative paragraph 1(e) of Resolution A24-20 the Secretary General has submitted annual progress reports to the Council, and as requested by the Council since 4 March 1985, additional brief semi-annual reports. The Council has reviewed these reports.

3.2 The present paper reports on the three year period 2001-2003. During this period, the number of States represented in the Secretariat in posts subject to EGR has increased from 77 in 2001 to 78 in 2002 and to 79 in 2003. The annexes contain a number of statistical tables which will assist the Assembly in assessing the efforts made in implementing the principle of EGR. The number of posts subject to EGR has increased from 230 in 2001 to 242 in 2002 and to 243 in 2003 (Appendix A, Table 1 refers). The number of applications for posts subject to EGR to which appointments were made was 554 in 2001 (15 posts), 1117 in 2002 (25 posts) and 808 in 2003 (15 posts). Of the 13 external appointments made in 2001, 11 in 2002 and 9 in 2003, 5 appointments or 38.4% were from nationals of non- or under-represented States in 2001, 5 or 45.4% in 2002 and 6 or 66.7% in 2003 (Appendix A, Table 2 refers). The breakdown of applications received by groups of States and by Regions is shown in Tables 6 and 7 respectively (Appendix A). The status of Professional and Higher Category staff in posts subject to EGR by Region/State is given in Appendix B, while the staff in posts not subject to EGR is provided in Appendix C.

3.3 During the years under review, the number of Contracting States increased from 185 as of 1 January 2001 to 188 as of 31 December 2003. In accordance with Resolution A24-20 and the corresponding Council decision taken during its 114th Session, the Appointment and Promotion Boards and the Commission for the Processing of Applications for Posts at Director Level (COPAD) continued to take into account the principle of EGR and the question of regional representation during the selection process.

3.4 At its 167th session in 2002, the Council approved that the procedure presently used to calculate the number of posts subject to EGR be maintained and that temporary posts be excluded when assessing EGR. The Council requested the Secretary General, however to provide in the future annual progress reports on the implementation of EGR some supplementary information on temporary posts. The Council also decided that such reports should no longer be regarded as being confidential in nature and designated as "restricted" and be considered in open meetings of the Council.

3.5 During its 169th Session the Council requested the Secretary General to increase the efforts to implement the principle of equitable geographical representation bearing in mind that the recruitment policy should continue to be guided by paragraph 4.1 of the ICAO Service Code. This states that the paramount consideration in the appointment and promotion of the staff shall be the necessity of securing the highest standards of efficiency, competency and integrity. During the same session, the Council agreed that

it was no longer necessary to report on items which were not directly related to EGR when submitting the annual and semi-reports.

3.6 As of 31 December 2003, 18 key posts, 4 at Director level and 14 at the Principal Officer level, were occupied by nationals of 17 States from 6 different regions (Appendix D). The nationalities and source of recruitment for candidates appointed in the years 2001, 2002 and 2003 are provided in Appendix E.

3.7 In addition to the reports in this paper on appointments made in the years 2001, 2002 and 2003, information on appointments made to posts subject to EGR during the first six months of 2004, as well as appointments to posts not subject to EGR, may be found at Appendix F.

4. **FINANCIAL IMPACT OF THE PROPOSED ACTION**

4.1 The proposals contained in this working paper have no direct budgetary implications for the immediate future.

5. **ACTION BY THE ASSEMBLY**

5.1 The Assembly is invited to

- a) endorse the action taken by the Council and underline the necessity to intensify the efforts made in implementing the principle of EGR through the continuous application of all the relevant past Assembly resolutions and staff regulations contained in Article 4 of the ICAO Service Code; and
- b) request the Secretary General to present a report to the next ordinary Session of the Assembly.

APPENDIX A
STATISTICAL TABLES

The following statistical tables provide data on the representation of States and Regions, and the composition of the staff subject to the principle of equitable geographical representation (EGR). The reference periods for Tables 2, 6 and 7 are for the full year, and the reference periods for the remaining tables are as at 31 December 2001, 31 December 2002 and 31 December 2003 as appropriate.

Table 1
Total number of posts and staff in the Secretariat and
number of posts subject to EGR and number of staff in posts subject to EGR

	2001				2002				2003			
	Total		EGR		Total		EGR		Total		EGR	
	Posts	Staff	Post	Staff	Post	Staff	Post	Staff	Post	Staff	Post	Staff
<u>P and above</u>												
Regular Programme	309	258	211	200	318	269	222	201	318	263	222	193
AOSC	27	18	19	18	27	19	20	19	27	14	21	16
Other Funds (AFCAC and ECAC only) not TF	11	9	-	-	12	11	-	-	11	11	-	-
<u>GS</u>												
Regular Programme	385	338	-	-	396	341	-	-	396	346	-	-
AOSC	57	40	-	-	53	43	-	-	53	45	-	-
Other Funds [AFCAC, ECAC, LACAC and TF (AVSEC)]	20	18	-	-	28	22	-	-	34	30	-	-
TOTALS	809	681	230	218	834	705	242	220	839	709	243	209

Table 2
Appointments made to posts subject to EGR

Groups of States	2001				2002				2003			
	Ext.		Ext. & Int.		Ext.		Ext. & Int.		Ext.		Ext. & Int.	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Unrep (A)	1	38.4	1	33.4	2	45.4	2	24.0	0	66.7	0	40.0
Below (B)	4		4		3		4		6		6	
At (C)	4	30.8	5	33.3	2	18.2	5	20.0	0	0.0	2	13.3
Above (D)	4	30.8	5	33.3	4	36.4	14	56.0	3	33.3	7	46.7
TOTALS	13	100.0	15	100.0	11	100.0	25	100.0	9	100.0	15	100.0

Table 3
Groups of States based on Levels of Representation

Groups of States							
		2001		2002		2003	
		No.	%	No.	%	No.	%
Unrepresented	(A)	110	58.8	110	58.5	109	58.0
Below Desirable	(B)	8	4.3	7	3.7	11	5.9
At Desirable Level	(C)	36	19.3	38	20.2	36	19.1
Above Desirable	(D)	33	17.6	33	17.6	32	17.0
TOTALS		187	100.0	188	100.0	188	100.0

Table 4
Staff subject to EGR by groups of States based on Levels of Representation

Groups of States							
		2001		2002		2003	
		No.	%	No.	%	No.	%
Unrepresented	(A)	0	0.0	0	0.0	0	0.0
Below Desirable	(B)	30	13.8	27	12.3	36	17.2
At Desirable Level	(C)	38	17.4	44	20.0	42	20.1
Above Desirable	(D)	150	68.8	149	67.7	131	62.7
TOTALS		218	100.0	220	100.0	209	100.0

Table 5
Staff subject to EGR by Regions

Regions							
		2001		2002		2003	
		No.	%	No.	%	No.	%
AFI		41	18.8	44	20.0	43	20.6
ASIA/PAC		30	13.8	30	13.6	27	12.9
EUR(E)		14	6.4	14	6.4	14	6.7
EUR(W)		47	21.5	45	20.5	41	19.6
LAM/CAR		27	12.4	29	13.2	30	14.4
MID		3	1.4	4	1.8	4	1.9
NAM		56	25.7	54	24.5	50	23.9
TOTALS		218	100.0	220	100.0	209	100.0

Table 6
Number of Applications received for posts to which appointments
were made in 2001, 2002 and 2003
(by Groups of States)

Groups of States	2001		2002		2003	
	No.	%	No.	%	No.	%
Unrepresented (A)	98]	31.8	210]	34.6	113]	28.8
Below Desirable (B)	78		176		120	
At Desirable Level (C)	151	27.2	234	20.9	158	19.6
Above Desirable (D)	227	41.0	497	44.5	417	51.6
TOTALS	554	100.0	1117	100.0	808	100.0

Table 7
Number of Applications for posts to which appointments
were made in 2001, 2002 and 2003
(by Region)

Regions	2001		2002		2003	
	No.	%	No.	%	No.	%
	AFI	126	22.7	238	21.3	147
ASIA/PAC	116	21.0	248	22.2	175	21.7
EUR(E)	50	9.0	60	5.4	62	7.7
EUR(W)	74	13.4	153	13.7	135	16.3
LAM/CAR	54	9.7	102	9.1	51	6.3
MID	52	9.4	101	9.0	68	8.4
NAM	82	14.8	215	19.3	170	21.0
TOTALS	554	100.0	1117	100.0	808	100.0

Table 8
Non-career Staff in posts subject to EGR
(2001, 2002, 2003)

Non-Career Staff	2001	2002	2003
Number	88	86	82
Percentage of total number of staff subject to EGR	40.4	39.1	39.2

APPENDIX B

**PROFESSIONAL AND HIGHER CATEGORY STAFF IN POSTS SUBJECT TO EGR
STATUS OF STATES IN EACH REGION
31 DECEMBER 2003**

REGION/STATE	DIR	PO	GRADE					TOTAL STAFF	DESIRABLE LEVEL	STATUS	WEIGHTED TOTAL
			P5	P4	P3	P2	P1				
AFI											
Algeria	-	1	-	-	-	-	-	1	1	C	1.5
Angola	-	-	-	-	1	-	-	1	1	C	0.8
Benin	-	-	-	-	-	-	-	-	1	A	-
Botswana	-	-	-	1	-	-	-	1	1	C	1.0
Burkina Faso	-	-	1	-	-	-	-	1	1	C	1.3
Burundi	-	-	-	-	1	-	-	1	1	C	0.8
Cameroon	-	-	-	1	-	-	-	1	1	C	1.0
Cape Verde	-	-	-	-	-	-	-	-	1	A	-
Central African Republic	-	-	-	-	-	-	-	-	1	A	-
Chad	-	-	-	-	-	-	-	-	1	A	-
Comoros	-	-	-	-	-	-	-	-	1	A	-
Congo	-	-	-	-	-	-	-	-	1	A	-
Cote d'Ivoire	-	-	-	-	1	-	-	1	1	C	0.8
Dem. Republic of the Congo	-	-	-	-	-	-	-	-	1	A	-
Djibouti	-	-	-	-	-	-	-	-	1	A	-
Egypt	-	-	1	2	1	-	-	4	1	D	4.1
Equatorial Guinea	-	-	-	-	-	-	-	-	1	A	-
Eritrea	-	-	-	-	-	-	-	-	1	A	-
Ethiopia	-	-	1	1	-	-	-	2	1	D	2.3
Gabon	-	-	-	1	-	-	-	1	1	C	1.0
Gambia	-	-	-	-	1	1	-	2	1	D	1.4
Ghana	-	-	1	-	1	-	-	2	1	D	2.1
Guinea	-	-	-	-	-	-	-	-	1	A	-
Guinea-Bissau	-	-	-	-	-	-	-	-	1	A	-
Kenya	-	-	1	1	-	1	-	3	1	D	2.9
Lesotho	-	-	1	-	-	-	-	1	1	C	1.3
Liberia	-	-	-	-	-	-	-	-	1	A	-
Libyan Arab Jamahiriya	-	-	-	-	-	-	-	-	1	A	-
Madagascar	-	-	-	-	-	-	-	-	1	A	-
Malawi	-	-	-	-	-	-	-	-	1	A	-
Mali	-	-	-	1	-	-	-	1	1	C	1.0
Mauritania	-	-	-	-	-	-	-	-	1	A	-
Mauritius	-	-	-	2	-	-	-	2	1	D	2.0

STATUS CODE

WEIGHTS

A = Unrepresented
 B = Below desirable level
 C = At desirable level
 D = Above desirable level

D = 1.8
 PO = 1.5
 P-5 = 1.3
 P-4 = 1.0
 P-3 = 0.8
 P-2 = 0.6
 P-1 = 0.5

REGION/STATE	DIR	PO	GRADE					TOTAL STAFF	DESIRABLE LEVEL	STATUS	WEIGHTED TOTAL
			P5	P4	P3	P2	P1				
AFI Cont'd											
Morocco	1	-	-	1	-	-	-	2	1	D	2.8
Mozambique	-	-	-	-	-	-	-	-	1	A	-
Namibia	-	-	-	-	-	-	-	-	1	A	-
Niger	-	1	-	1	-	-	-	2	1	D	2.5
Nigeria	-	-	-	2	-	-	-	2	1	D	2.0
Rwanda	-	-	-	-	1	-	-	1	1	C	0.8
Sao Tome and Principe	-	-	-	-	-	-	-	-	1	A	-
Senegal	-	-	1	1	-	-	-	2	1	D	2.3
Seychelles	-	-	-	-	-	-	-	-	1	A	-
Sierra Leone	-	-	-	-	-	-	-	-	1	A	-
Somalia	-	-	-	-	-	-	-	-	1	A	-
South Africa	-	-	-	2	-	-	-	2	2	C	2.0
Sudan	-	-	-	1	-	-	-	1	1	C	1.0
Swaziland	-	-	-	-	-	-	-	-	1	A	-
Tanzania	-	1	-	2	-	-	-	3	1	D	3.5
Togo	-	-	-	1	-	-	-	1	1	C	1.0
Tunisia	-	-	-	1	1	-	-	2	1	D	1.8
Uganda	-	-	-	-	-	-	-	-	1	A	-
Zambia	-	-	-	-	-	-	-	-	1	A	-
Zimbabwe	-	-	-	-	-	-	-	-	1	A	-
TOTAL - AFI	1	3	7	22	8	2	-	43	40	D	45.0
ASIA/PAC											
Australia	-	-	2	4	-	-	-	6	3	D	6.6
Bangladesh	-	-	-	-	-	-	-	-	1	A	-
Bhutan	-	-	-	-	-	-	-	-	1	A	-
Brunei Darussalam	-	-	-	-	-	-	-	-	1	A	-
Cambodia	-	-	-	-	-	-	-	-	1	A	-
China	-	-	-	2	2	-	-	4	3	D	3.6
Cook Islands	-	-	-	-	-	-	-	-	1	A	-
Dem. People's Rep. of Korea	-	-	-	-	-	-	-	-	1	A	-
Fiji	-	-	1	-	-	-	-	1	1	C	1.3
India	1	-	1	2	1	-	-	5	1	D	5.9
Indonesia	-	-	-	-	-	-	-	-	1	A	-
Japan	-	-	-	1	1	-	-	2	18	B	1.8
Kiribati	-	-	-	-	-	-	-	-	1	A	-
Lao People's Dem. Republic	-	-	-	-	-	-	-	-	1	A	-
Malaysia	-	1	-	1	-	-	-	2	2	C	2.5
Maldives	-	-	-	-	-	-	-	-	1	A	-
Marshall Islands	-	-	-	-	-	-	-	-	1	A	-
Micronesia	-	-	-	-	-	-	-	-	1	A	-
Mongolia	-	-	-	-	-	-	-	-	1	A	-
Myanmar	-	-	-	-	-	-	-	-	1	A	-

REGION/STATE	DIR	PO	GRADE					TOTAL STAFF	DESIRABLE LEVEL	STATUS	WEIGHTED TOTAL
			P5	P4	P3	P2	P1				
ASIA/PAC Cont'd											
Nauru	-	-	-	-	-	-	-	-	1	A	-
Nepal	-	1	-	1	-	-	-	2	1	D	2.5
New Zealand	-	-	-	2	-	-	-	2	1	D	2.0
Palau	-	-	-	-	-	-	-	-	1	A	-
Papua New Guinea	-	-	-	-	-	-	-	-	1	A	-
Philippines	-	1	-	-	-	-	-	1	1	C	1.5
Republic of Korea	-	-	-	-	-	-	-	-	4	A	-
Samoa	-	-	-	-	-	-	-	-	1	A	-
Singapore	-	-	-	-	-	-	-	-	2	A	-
Solomon Islands	-	-	-	-	-	-	-	-	1	A	-
Sri Lanka	-	-	-	1	-	-	-	1	1	C	1.0
Thailand	-	-	-	-	-	1	-	1	2	B	0.6
Tonga	-	-	-	-	-	-	-	-	1	A	-
Vanuatu	-	-	-	-	-	-	-	-	1	A	-
Viet Nam	-	-	-	-	-	-	-	-	1	A	-
TOTAL - ASIA/PAC	1	3	4	14	4	1	-	27	52	B	29.3
EUR(E)											
Albania	-	-	-	-	-	-	-	-	1	A	-
Armenia	-	-	-	-	-	-	-	-	1	A	-
Azerbaijan	-	-	-	-	-	-	-	-	1	A	-
Belarus	-	-	-	-	-	-	-	-	1	A	-
Bosnia and Herzegovina	-	-	-	-	-	-	-	-	1	A	-
Bulgaria	-	-	-	1	-	-	-	1	1	C	1.0
Croatia	-	-	-	-	-	-	-	-	1	A	-
Czech Republic	-	-	-	-	-	-	-	-	1	A	-
Estonia	-	-	-	1	-	-	-	1	1	C	1.0
Georgia	-	-	-	-	-	-	-	-	1	A	-
Hungary	-	-	-	-	-	-	-	-	1	A	-
Kazakhstan	-	-	-	-	-	-	-	-	1	A	-
Kyrgyzstan	-	-	-	-	-	-	-	-	1	A	-
Latvia	-	-	-	-	-	-	-	-	1	A	-
Lithuania	-	-	-	-	-	-	-	-	1	A	-
Moldova	-	-	-	-	-	-	-	-	1	A	-
Poland	-	-	-	1	-	-	-	1	1	C	1.0
Romania	-	-	-	1	-	-	-	1	1	C	1.0
Russian Federation	-	1	-	5	1	-	-	7	2	D	7.3
Serbia and Montenegro	-	-	1	1	-	-	-	2	1	D	2.3
Slovakia	-	-	-	1	-	-	-	1	1	C	1.0
Slovenia	-	-	-	-	-	-	-	-	1	A	-
Tajikistan	-	-	-	-	-	-	-	-	1	A	-
The former Yugoslav Rep. of Macedonia	-	-	-	-	-	-	-	-	1	A	-
Turkmenistan	-	-	-	-	-	-	-	-	1	A	-

REGION/STATE	DIR	PO	GRADE					TOTAL STAFF	DESIRABLE LEVEL	STATUS	WEIGHTED TOTAL
			P5	P4	P3	P2	P1				
EUR(E) Cont'd											
Ukraine	-	-	-	-	-	-	-	-	1	A	-
Uzbekistan	-	-	-	-	-	-	-	-	1	A	-
TOTAL - EUR (E)	-	1	1	11	1	-	-	14	21	B	14.6
EUR (W)											
Andorra	-	-	-	-	-	-	-	-	1	A	-
Austria	-	1	-	-	-	-	-	1	2	B	1.5
Belgium	-	-	-	1	-	-	-	1	2	B	1.0
Denmark	-	-	1	-	-	-	-	1	2	B	1.3
Finland	-	-	2	-	-	-	-	2	2	C	2.6
France	-	-	3	3	-	2	-	8	7	D	8.1
Germany	1	-	-	5	2	-	-	8	10	B	8.4
Greece	-	-	-	1	-	-	-	1	2	B	1.0
Iceland	-	-	-	-	-	-	-	-	1	A	-
Ireland	-	-	-	1	-	-	-	1	1	C	1.0
Italy	-	-	1	1	-	-	-	2	5	B	2.3
Luxembourg	-	-	-	-	-	-	-	-	1	A	-
Malta	-	-	-	-	-	-	-	-	1	A	-
Monaco	-	-	-	-	-	-	-	-	1	A	-
Netherlands	-	1	-	2	-	-	-	3	3	C	3.5
Norway	-	-	-	-	-	-	-	-	2	A	-
Portugal	-	1	-	-	-	1	-	2	1	D	2.1
San Marino	-	-	-	-	-	-	-	-	1	A	-
Spain	-	-	-	2	-	-	-	2	3	B	2.0
Sweden	-	-	-	3	-	-	-	3	2	D	3.0
Switzerland	-	-	-	-	-	-	-	-	2	A	-
United Kingdom	-	-	1	4	1	-	-	6	7	B	6.1
TOTAL - EUR (W)	1	3	8	23	3	3	-	41	53	B	43.9
LAM/CAR											
Antigua and Barbuda	-	-	-	-	-	-	-	-	1	A	-
Argentina	-	-	-	2	1	-	-	3	2	D	2.8
Bahamas	-	-	-	-	-	-	-	-	1	A	-
Barbados	-	-	-	-	-	-	-	-	1	A	-
Belize	-	-	-	-	-	-	-	-	1	A	-
Bolivia	-	-	-	1	-	-	-	1	1	C	1.0
Brazil	-	-	2	3	1	-	-	6	3	D	6.4
Chile	-	1	1	-	-	-	-	2	1	D	2.8
Colombia	-	-	-	2	-	-	-	2	1	D	2.0
Costa Rica	-	-	-	1	1	-	-	2	1	D	1.8
Cuba	1	-	-	1	-	-	-	2	1	D	2.8
Dominican Republic	-	-	-	-	-	-	-	-	1	A	-
Ecuador	-	-	1	-	-	-	-	1	1	C	1.3
El Salvador	-	-	-	-	-	-	-	-	1	A	-

REGION/STATE	DIR	PO	GRADE					TOTAL STAFF	DESIRABLE LEVEL	STATUS	WEIGHTED TOTAL
			P5	P4	P3	P2	P1				
LAM/CAR Cont'd											
Grenada	-	-	-	-	-	-	-	1	A	-	
Guatemala	-	-	-	1	-	-	-	1	C	1.0	
Guyana	-	-	-	-	-	-	-	1	A	-	
Haiti	-	-	-	-	-	-	-	1	A	-	
Honduras	-	-	-	-	-	-	-	1	A	-	
Jamaica	-	-	-	-	-	-	-	1	A	-	
Mexico	-	-	1	-	-	1	-	2	C	1.9	
Nicaragua	-	-	-	-	-	-	-	1	A	-	
Panama	-	-	-	1	1	-	-	2	D	1.8	
Paraguay	-	-	-	-	-	-	-	1	A	-	
Peru	-	-	-	1	-	1	-	2	D	1.6	
Saint Kitts and Nevis	-	-	-	-	-	-	-	1	A	-	
Saint Lucia	-	-	1	-	-	-	-	1	C	1.3	
Saint Vincent/Grenadines	-	-	-	-	-	-	-	1	A	-	
Suriname	-	-	-	-	-	-	-	1	A	-	
Trinidad and Tobago	-	-	-	-	-	-	-	1	A	-	
Uruguay	-	-	-	2	-	-	-	2	D	2.0	
Venezuela	-	-	-	-	1	-	-	1	C	0.8	
TOTAL - LAM/CAR	1	1	6	15	5	2	-	30	D	31.3	
MID											
Afghanistan	-	-	-	-	-	-	-	1	A	-	
Bahrain	-	-	1	-	-	-	-	1	C	1.3	
Cyprus	-	-	-	-	-	-	-	1	A	-	
Iran, Islamic Rep. of	-	-	-	1	-	-	-	1	C	1.0	
Iraq	-	-	-	-	-	-	-	1	A	-	
Israel	-	-	-	-	-	-	-	2	A	-	
Jordan	-	-	-	-	1	-	-	1	C	0.8	
Kuwait	-	-	-	-	-	-	-	1	A	-	
Lebanon	-	-	-	-	-	-	-	1	A	-	
Oman	-	-	-	-	-	-	-	1	A	-	
Pakistan	-	-	1	-	-	-	-	1	C	1.3	
Qatar	-	-	-	-	-	-	-	1	A	-	
Saudi Arabia	-	-	-	-	-	-	-	2	A	-	
Syrian Arab Republic	-	-	-	-	-	-	-	1	A	-	
Turkey	-	-	-	-	-	-	-	2	A	-	
United Arab Emirates	-	-	-	-	-	-	-	1	A	-	
Yemen	-	-	-	-	-	-	-	1	A	-	
TOTAL - MID	-	-	2	1	1	-	-	4	B	4.4	
NAM											
Canada	-	1	4	15	9	10	-	39	D	34.9	
United States	-	2	4	5	-	-	-	11	B	13.2	
TOTAL - NAM	-	3	8	20	9	10	-	50	D	48.1	

**APPENDIX C
PROFESSIONAL AND HIGHER CATEGORY STAFF
IN REGULAR PROGRAMME POSTS NOT SUBJECT TO EGR
31 DECEMBER 2003**

Contracting States	Grade								Totals	Language Staff	Other Personnel
	SG	DIR	PO	P5	P4	P3	P2	P1			
Algeria	1	-	-	-	-	-	-	-	1		1
Argentina	-	-	-	-	2	1	-	-	3	3	
Austria	-	-	-	-	1	-	-	-	1	1	
Belgium	-	-	-	-	1	-	-	-	1	1	
Bulgaria	-	-	-	-	1	-	-	-	1		1 ¹
Cameroon	-	-	-	-	1	1	-	-	2	2	
Canada	-	-	-	1	7	5	3	-	16	16	
Chile	-	-	-	-	1	-	-	-	1	1	
China	-	-	-	1	3	3	-	-	7	7	
Colombia	-	-	-	-	1	-	-	-	1	1	
Egypt	-	-	-	1	3	-	-	-	4	4	
France	-	-	1	2	4	3	-	-	10	4	6 ²
Germany	-	-	-	-	-	1	-	-	1		1 ³
Iraq	-	-	-	-	-	1	-	-	1	1	
Ireland	-	-	-	1	-	-	-	-	1		1 ⁴
Lebanon	-	-	-	-	-	1	-	-	1	1	
Mexico	-	-	-	-	1	-	-	-	1	1	
Niger	-	-	-	-	-	1	-	-	1		1 ⁵
Russian Federation	-	-	1	1	11	3	-	-	16	16	
Spain	-	-	-	-	2	-	-	-	2	2	
Sudan	-	-	-	-	1	-	-	-	1	1	
Switzerland	-	-	-	-	1	-	-	-	1		1 ¹
Syrian Arab Republic	-	-	-	-	1	-	-	-	1		
Ukraine	-	-	-	-	1	-	-	-	1	1	
United Kingdom	-	-	-	2	-	-	-	-	2	2	
United States	-	-	-	-	2	1	-	-	3	1	
Uruguay	-	-	-	1	1	-	-	-	2	2	
TOTALS	1	-	2	10	46	21	3	-	83	71	12

¹ 1 X P-4 funded by ECAC.

² 1 X PO, 1 X P-5, 1 X P-4, 3 X P-3 funded by ECAC.

³ 1 X P-3 funded by ECAC.

⁴ 1 X P-5 funded by ECAC.

⁵ 1 X P-3 funded by AFCAC.

APPENDIX D
REGION AND STATE OF INCUMBENTS OF KEY POSTS SUBJECT TO EGR
(AS AT 31 DECEMBER 2001, 2002 and 2003)

Region/State	Status of						Number of Directors						Number of Principal Officers					
	Region			State			Region			State			Region			State		
Years	'01	'02	'03	'01	'02	'03	'01	'02	'03	'01	'02	'03	'01	'02	'03	'01	'02	'03
Africa Algeria Morocco Niger Tanzania	D	D	D	C	C	C	1	1	1				3	3	3	1	1	1
				C	D	D				1	1	1						
				D	D	D										1	1	1
				D	D	D										1	1	1
ASIA/PAC India Malaysia Nepal Philippines	B	B	B	D	D	D	1	1	1	1	1	1	3	3	3			
				D	C	C				1	1	1				1	1	1
				D	D	D										1	1	1
				C	C	C										1	1	1
Europe (E) Russian Federation	B	B	B	D	D	D							1	1	1	1	1	1
Europe (W) Austria Germany Netherlands Portugal United Kingdom	B	B	B	B	B	B	1	1	1				4	4	3	1	1	1
				B	B	B				1	1	1				1	1	1
				D	D	D										1	1	1
				D	D	D										1	1	1
Latin America/Caribbean Chile Cuba	D	D	D	D	D	D	1	1	1				1	1	1	1	1	1
				D	D	D				1	1	1						
North America Canada United States	D	D	D	B	D	D	1	1					3	3	3			
				B	B	B				1	1					3	2	2
Totals							5	5	4				15	15	14			

STATUS CODE: A = Unrepresented
B = Below desirable level

C = At desirable level
D = Above desirable level

APPENDIX E
NATIONALITIES AND SOURCE OF RECRUITMENT
FOR CANDIDATES APPOINTED DURING 2001, 2002, 2003

Level/Title	Nationality	Source
2001		
P-3 R.O., AIS, Cairo	Tunisia	External
P-4 T.O. AGA, ANB	China	External
PO ICAORD Lima	Chile	Internal
P-3 R.O. Air Transport, Dakar	Angola	Internal
P-4 Budget Officer, FIN, OSG	Germany	External
P-4 Aeronautical Meteorology, Bangkok	Bulgaria	External
P-4 Statistical Officer, STA, ATB	India	External
P-5 C/ARFM, ATB	Australia	External
P-4 R.O. Aeronautical Meteorology Mexico	Costa Rica	External
P-4 R.O., ATM, Paris	Estonia	External
P-4 T.O. OPS/AIR, ANB	United States	External
P-4 T.O. OPS/AIR, ANB	Netherlands	External
P-4 Procurement Officer, TCB	France	External
P-4 Aviation Security Officer, AVSEC, ATB	United States	External
P-4 R.O. Safety Oversight, Bangkok	United States	External
2002		
P-5 C/FSV, FIN, OSG	Canada	Internal
P-5 C/FSV, FIN, OSG	Brazil	External
P-5 Deputy Regional Director, Nairobi	Kenya	External
P-4 C/FPAU, FPS, TCB	Pakistan	External
P-5 R.O., A.T., Bangkok	Australia	External
P-5 C/ASV, FIN, OSG	Canada	Internal
P-2 Administrative Officer, Bangkok	Thailand	External
P-5 C/MET, ANB	Finland	Internal
P-5 C/ATM, ANB	United States	Internal
D/ADB	India	External
P-4 C/RDS, ADB	Slovakia	External
P-4 T.O., ATM, ANB	Panama	Internal
P-4 T.O., AGA, ANB	United States	External
P-4 Standards & Procedures, SOA, ANB	United States	External
P-4 Standards & Procedures, SOA, ANB	Peru	External
P-4 Standards & Procedures, SOA, ANB	Morocco	Internal
D/ATB	Morocco	Internal
D/TCB	Cuba	Internal
P-4 Legal Officer, LEB	Belgium	Internal
P-3 Accounting Officer, FIN, OSG	Gambia	External
P-4 AVSEC Officer, AVSEC, ATB	Canada	Internal
P-4 Field Operations Officer, FAF, TCB	Nigeria	Internal
P-3 Legal Officer, LEB	China	Internal
P-2 Training Officer, PEL/TRG, ANB	Canada ¹⁾	Internal
P-4 Accounting Officer, FIN, OSG	Canada	Internal
2003		
P-4 R.O., ATM, Bangkok	United States ²⁾	External
P-4 R.O., ATM, Bangkok	Australia	External
P-4 R.O., ATM, Dakar	Nigeria	External
P-5 Chief, Field Procurement Section, TCB	Spain	Internal
P-4 Technical Officer, CNS, ANB	Germany	External
P-4 Technical Officer, ATM, ANB	Sweden	Internal
P-4 Technical Officer, MET, ANB	United Kingdom	External
P-3 R.O., ATM/SAR, Bangkok	Japan	External
P-5 Technical Team Leader, Paris	Australia	Internal
P-5 Chief, Staff Services Section, PER, ADB	Pakistan	Internal
P-5 Chief, Information and Communication Technology Section, ADB	United States	External
D/ANB	United States	External
P-4 Aviation Security Training Officer, Dev, AVSEC, S&F, ATB	France	Internal
P-2 Technical Programme Support Officer, Office of the Director, ANB	Japan	External
P-2 Précis Writer, Office of the Director, ANB	Canada ¹⁾	Internal

¹⁾ With effect on EGR (promoted from the GS category)

²⁾ Candidate declined offer of appointment

APPENDIX F

Table 1
NATIONALITIES OF CANDIDATES APPOINTED TO POSTS SUBJECT TO EGR
1 JANUARY 2004 TO 30 JUNE 2004

Level/Title	Nationality	Status	Source
P-3 Treasury Officer, FSV/FSY, FIN, OSG	Guinea	Unrep	External
P-4 Technical/Procurement Officer, PST, PRO, TCB	Italy	Below	External
Director, Legal Bureau	France	Above	External
P-3 Building Services Officer, GS, COS, ADB	Canada	Above	External
P-3 Assistant to the Director, TCB	Brazil	Above	External
P-5 Chief, Accident Investigation and Prevention Section, ANB	Brazil	Above	External
P-5 Chief, Airport and Route Facility Management Section, ARFM, ATB	Sweden	Above	Internal
PO Deputy Director, Air Transport Bureau, ATB	United Kingdom	Below	Internal

Table 2 *
NATIONALITIES OF CANDIDATES APPOINTED TO POSTS NOT SUBJECT TO EGR
1 JANUARY 2004 TO 30 JUNE 2004

Level/Title	Nationality	Source
P-4 Language Officer (Translator/Reviser), SP, LPB, ADB	Canada	Internal
P-4 Language Officer (Translator/Reviser), SP, LPB, ADB	Argentina	Internal
P-2 Associate Aviation Security Officer, AO, AVSEC, S&F, ATB	Lebanon/Canada	External
P-4 Regional Officer, Aviation Security, Cairo	Lebanon/USA	External
P-4 Regional Officer, Aviation Security, Mexico	United States	External
P-4 Regional Officer, Aviation Security, Bangkok	Australia	External

* Provided for information purposes only.