



A35-WP/313  
EX/115  
5/10/04

INTERNATIONAL CIVIL AVIATION ORGANIZATION

**ASSEMBLY — 35TH SESSION**

**EXECUTIVE COMMITTEE**

**DRAFT TEXT FOR THE REPORT  
ON  
AGENDA ITEM 7**

The attached material on Agenda Item 7 is submitted for consideration by the Executive Committee.

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

7:1 The main documentation for this item consisted of the Annual Reports of the Council for 2001 (Doc 9786), 2002 (Doc 9814) and 2003 (Doc 9826), and a supplementary report covering the activities of the Organization for the first six months of 2004 (Supplement to Doc 9826). The Annual Reports were brought before the Committee at its eighth meeting and the Committee noted the Annual Reports for 2001, 2002 and 2003 and the Supplement for 2004.

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**REPORT ON THE COMPLIANCE WITH THE IMPLEMENTATION OF  
THE PRINCIPLE OF EQUITABLE GEOGRAPHICAL REPRESENTATION  
IN POSTS OF THE SECRETARIAT OF ICAO**

7:2 At its eighth meeting the Executive Committee considered A33-WP/68 which reported on the efforts made and the action taken by the Council in implementing Resolution A24-20 concerning the compliance with and implementation of the principle of equitable geographical representation in posts of the Secretariat of ICAO for the years 2001, 2002 and 2003.

7:3 The Secretary General introduced the paper and pointed out that while the principle of equitable geographical representation and the factor of regional representation continue to be taken into account during the selection process, the paramount consideration was the necessity of securing the highest standards of efficiency, competency and integrity. During the period under review, the number of States represented in the Secretariat in posts subject to equitable geographical representation increased from 77 in 2001, to 78 in 2002 and 79 in 2003, while the number of posts subject to equitable geographical representation increased from 230 in 2001, to 242 in 2002 and 243 in 2003. The number of Contracting States also increased, from 185 as of 1 January 2001 to 188 as of 31 December 2003. As of December 2003, 18 key posts, 4 at the Director level and 14 at the Principal Officer level, were occupied by nationals of 17 Contracting States from 6 different regions.

7:4 The Secretary General also pointed out that the annual floor target for the appointment of external candidates from non- and under-represented States had been fixed at 50 per cent in 1997. In 2001 and 2002, the percentages attained in this respect were 38.4 and 45.4, respectively. In 2003, the floor target had been surpassed as the percentage attained was 66.7. To continue this positive trend, non- and under-represented States were urged to draw ICAO Vacancy Notices to the attention of suitable candidates.

7:5 The Committee noted A33-WP/68 and agreed to recommend that the Assembly adopt paragraph 5.1 of A33-WP/68 inviting the Assembly to endorse the action by the Council and to underline the necessity to intensify the efforts made in implementing the principle of equitable geographical representation through the continuous application of all the relevant past Assembly Resolutions and staff regulations contained in Article 4 of the ICAO Service Code.

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## **REPORT ON THE RECRUITMENT AND STATUS OF WOMEN IN ICAO**

7:6 At its eighth meeting the Executive Committee considered A33-WP/70 which reported on the recruitment and status of women in ICAO during the years 2001, 2002 and 2003.

7:7 The Secretary General presented the paper and drew the Committee's attention to the fact that the Assembly, at its 31st Session, had adopted the Council's targets and action plan to increase the representation of women in the Professional and higher categories by approximately one per cent per annum over the next 10 years starting from a base of 20 per cent in 1993. Subsequently, at its 167th session, the Council agreed to a two-fold action programme which entailed implementing a number of internal and external measures in order to further increase the number of women in the Professional and higher categories in the Secretariat.

7:8 The Secretary General pointed out that gender equality continues to be emphasized throughout all phases of the recruitment and appointment process. Ongoing efforts are also being made to establish closer contact with national administrations in their regions and with female delegates to ICAO meetings in order to identify suitably qualified female candidates for ICAO posts. Opportunities to further improve the recruitment and status of women in ICAO were also being explored by participating in meetings such as the Inter-Agency Network on Women and Gender Equality in New York, and other international meetings such as Women in Aviation International (WAI).

7:9 For the years under review, the number of women in the Professional and higher categories was 74 (22.8 per cent) in 2001, 75 (23.7 per cent) in 2002 and 73 (23.8 per cent) in 2003. The percentages of applications received from female candidates was 21.2 in 2001, 17.6 in 2002 and 19.9 in 2003.

7:10 While acknowledging the progress which had been made to increase the representation of women in the Secretariat, the Committee stressed the need for additional pro-active measures, by the Secretariat as well as by the Contracting States, to further encourage suitably qualified women to apply for Professional and higher level category posts in the ICAO Secretariat. The Committee also emphasized the necessity for Contracting States to implement affirmative action plans at the level of the State to enhance training opportunities for women in the fields of aviation and for the Secretariat to study and implement family-friendly policies in ICAO. A detailed discussion ensued on the matter.

7:11 Following the discussion, the Committee noted A33-WP/70 and agreed to recommend that the Assembly adopt action paragraph 8.1, as amended below:

“The Assembly is invited to:

- a) note that the Council will continue to monitor the steps taken in the implementation of the targets and the action plan for the recruitment and status of women in ICAO;
- b) note that the Secretary General of the United Nations has urged the International Organizations and Specialized Agencies of the United Nations, such as ICAO, to establish programmes in order to reach the ideal proportion of 50% of women representation in the United Nations system;

- c) advise the Council to amend Staff Regulation 4.1 of the ICAO Service Code to reflect an affirmative action plan for the recruitment of women, along the lines as that of equitable geographical representation;
- d) instruct the Secretary General to carefully study and establish more family-friendly policies; and
- e) provide further guidance on the basis of the information contained in this paper.”

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### **STABILITY IN VOLUNTARY FUNDING**

7:12 At its eighth meeting, the Executive Committee considered A35-WP/257, AD/19, presented by Australia on the Stability in Voluntary Funding — Triennium Funding Arrangements between ICAO and Donor States.

7:13 The paper noted that many national administrations have found it increasingly difficult to increase their level of contributions to ICAO’s Regular Programme Budget, and that some States have found it more flexible and easier to provide voluntary contributions, which ICAO has been seeking to fund important programmes that could not be included in the Regular Programme Budget.

7:14 The paper recognized that due to the erratic nature of the receipt of voluntary contributions, planning and implementing activities funded by voluntary contributions has been difficult. The paper stressed that by establishing a proper mechanism for seeking voluntary funding, including the preparation of properly prioritized business plans, performance measures and accountability statements for expenditure, ICAO could stabilize an important source for funding its activities. Such a mechanism could better enable Contracting States to commit to a pre-determined timetable for making voluntary contributions. Such assured flow of funding would facilitate ICAO to better plan the implementation of those activities funded by voluntary contributions.

7:15 The Executive Committee, after careful consideration of the paper, proposes that the Assembly adopt the recommendations contained in the paper, as follows:

- a) recognize the ongoing problems that the Secretary General faces from the erratic nature of voluntary contributions, especially where these are used to fund major activities of the Organization;
- b) recognize the need for national administrations to demonstrate to their governments how their voluntary contributions are used by ICAO;
- c) direct the Council to develop a model voluntary funding arrangement document, incorporating the elements set out in paragraph 3.2 of A35-WP/257, AD/19; and

- d) urge Contracting States that wish to make voluntary contributions to ICAO to conclude voluntary funding arrangements with the Organization using the model document developed by the Council.

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**TRANSITIONAL ARRANGEMENTS BETWEEN ICAO AND  
THE AFRICAN CIVIL AVIATION COMMISSION (AFCAC)**

7:16 At its eighth meeting, the Executive Committee considered a paper presented by the Council (WP/66) regarding the Transitional Arrangement between ICAO and AFCAC in pursuance of Resolution A27-17. The Transitional Arrangement was due to expire on 31 December 2004 and a request had been received from AFCAC to extend the transitional period for a period of three years or for a shorter period if, in the meantime, AFCAC became ready for autonomy. The Council had considered this request in the light of the original intentions of the Assembly at the 27th Session, the progress that had been made in stabilizing the accumulated arrears owed to ICAO, and ICAO's own budgetary situation.

7.17 The Council had concluded that a further extension was acceptable, provided that the transitional period would conclude on 31 December 2006 and that any financial risk to ICAO continued to be minimized and monitored closely by ICAO. In addition, the Council had recognized the need for identifying measures to be taken with a view to phasing out ICAO support to AFCAC during 2005 and 2006. The Council had also emphasized the need for further progress to be made in the repayment by AFCAC of the cumulative amount of advances due to ICAO.

7.18 Appreciation was expressed by a number of African States for the sustained support that had been provided by ICAO to AFCAC, and for the guidance given to help put AFCAC on a stable financial footing and enable AFCAC to achieve financial and operations autonomy by 1 January 2007.

- 7.19 The Committee endorsed the Council's proposals and agreed to recommend that the Plenary:
- a) approve the extension of the transition period to conclude on 31 December 2006; and
  - b) request the Council to draw up a revised transitional arrangement with AFCAC to cover this period, including provisions to ensure that any financial risk to ICAO continues to be minimized and monitored closely by ICAO and that progress is made in the repayment by AFCAC of the cumulative amount of advance to ICAO.

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