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27/9/07

ASSEMBLY — 36TH SESSION

REPORT OF THE EXECUTIVE COMMITTEE FOR THE GENERAL SECTION OF THE EXECUTIVE COMMITTEE AND ON AGENDA ITEM 7

(Presented by the Chairman of the Executive Committee)

The attached report for the General Section of the Executive Committee and on Agenda Item 7 has been approved by the Executive Committee. Resolution 7/1 is recommended for adoption by the Plenary.

REPORT OF THE EXECUTIVE COMMITTEE TO THE ASSEMBLY

General

1. The Executive Committee of the 36th Session of the Assembly held ... meetings from 18 to 28 September. Mr. Roberto Kobeh González, President of the Council, presided over the first meeting; the remainder were convened under the chairmanship of the President of the Assembly, Mr. Jeffrey N. Shane (United States).

States and Observer Delegations Represented

2. The following 179 Contracting States were represented at all or some of the meetings of the Committee:

Afghanistan	Chile	Guatemala
Albania	China	Guinea
Algeria	Colombia	Guinea-Bissau
Andorra	Comoros	Guyana
Angola	Congo	Haiti
Antigua and Barbuda	Cook Islands	Honduras
Argentina	Costa Rica	Hungary
Armenia	Côte d'Ivoire	Iceland
Australia	Croatia	India
Austria	Cuba	Indonesia
Azerbaijan	Cyprus	Iran, Islamic Republic of
Bahamas	Czech Republic	Iraq
Bahrain	Democratic Republic of the Congo	Ireland
Bangladesh	Denmark	Israel
Barbados	Dominican Republic	Italy
Belgium	Ecuador	Jamaica
Belize	Egypt	Japan
Benin	El Salvador	Jordan
Bolivia	Equatorial Guinea	Kazakhstan
Bosnia and Herzegovina	Eritrea	Kenya
Botswana	Estonia	Kiribati
Brazil	Ethiopia	Kuwait
Brunei Darussalam	Fiji	Kyrgyzstan
Bulgaria	Finland	Lao People's Democratic Republic
Burkina Faso	France	Latvia
Burundi	Gabon	Lebanon
Cambodia	Gambia	Lesotho
Cameroon	Germany	Liberia
Canada	Ghana	Libyan Arab Jamahiriya
Cape Verde	Greece	Lithuania
Central African Republic	Grenada	Luxembourg
Chad		

Madagascar	Peru	Swaziland
Malaysia	Philippines	Sweden
Maldives	Poland	Switzerland
Mali	Portugal	Syrian Arab Republic
Malta	Qatar	Thailand
Marshall Islands	Republic of Korea	The former Yugoslav Republic of Macedonia
Mauritania	Republic of Moldova	Timor-Leste
Mauritius	Romania	Togo
Mexico	Russian Federation	Tonga
Micronesia, Federated States of	Rwanda	Trinidad and Tobago
Monaco	Saint Kitts and Nevis	Tunisia
Mongolia	Saint Lucia	Turkey
Morocco	Saint Vincent and the Grenadines	Turkmenistan
Mozambique	Samoa	Uganda
Myanmar	San Marino	Ukraine
Namibia	Sao Tome and Principe	United Arab Emirates
Nepal	Saudi Arabia	United Kingdom
Netherlands	Senegal	United Republic of Tanzania
New Zealand	Serbia	United States
Nicaragua	Seychelles	Uruguay
Niger	Sierra Leone	Uzbekistan
Nigeria	Singapore	Vanuatu
Norway	Slovakia	Venezuela
Oman	Slovenia	Viet Nam
Pakistan	Solomon Islands	Yemen
Palau	South Africa	Zambia
Panama	Spain	Zimbabwe
Papua New Guinea	Sri Lanka	
Paraguay	Sudan	

3. Observers from the following international organizations were also represented at one or more meetings:

African Civil Aviation Commission (AFCAC)
African Union/Union africaine (AU)
Agency for Air Navigation Safety in Africa and Madagascar (ASECNA)
Airports Council International (ACI)
Arab Civil Aviation Commission (ACAC)
Aviation Working Group (AWG)
Central American Corporation for Air Navigation Services (COCESNA)
Civil Air Navigation Services Organisation (CANSO)
Common Market for Eastern and Southern Africa (COMESA)
East African Community (EAC)
Economic Community of West African States (ECOWAS)
European Civil Aviation Conference (ECAC)
European Community (EC)
European Organisation for the Safety of Air Navigation (EUROCONTROL)

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Fédération aéronautique internationale (FAI)
Flight Safety Foundation (FSF)
Global Express Association (GEA)
International Academy of Aviation and Space Medicine (IAASM)
International Air Carrier Association (IACA)
International Air Transport Association (IATA)
International Association of Institutes of Navigation (IAIN)
International Business Aviation Council (IBAC)
International Coalition for Sustainable Aviation (ICSA)
International Coordinating Council of Aerospace Industries Associations (ICCAIA)
International Council of Aircraft Owner and Pilot Associations (IAOPA)
International Federation of Air Line Pilots' Associations (IFALPA)
International Federation of Air Traffic Controllers' Associations (IFATCA)
International Federation of Air Traffic Safety Electronics Associations (IFATSEA)
International Labour Organization (ILO)
International Law Association (ILA)
International Mobile Satellite Organization (IMSO)
International Transport Workers' Federation (ITF)
International Union of Aviation Insurers (IUAI)
Interstate Aviation Committee (IAC)
Latin American and Caribbean Air Transport Association (ALTA)
Latin American Association of Air and Space Law (ALADA)
Latin American Civil Aviation Commission (LACAC)
Pacific Islands Forum (PIF)
Regional Aviation Safety Oversight System for the Caribbean (RASOS)
Société internationale de télécommunications aéronautiques (SITA)
United Nations Environment Programme (UNEP)
West African Economic and Monetary Union (UEMOA)
World Bank (WB)
World Tourism Organisation (UNWTO)

4. The Secretary General, Dr. Taïeb Chérif, also took part in all meetings of the Committee. Ms. L. Boisvert, Chief of the External Relations and Public Information Office, was Secretary of the Committee. Dr. R. Abeyratne, Mr. D. Antonini, Mrs. J. Hupe, Mr. B. Peguillan, Dr. A. Evans, Mr. R.J. Heighes-Thiessen, Mr. M. Elamiri, Mr. H. Gourdji, Ms. C. Zuzak, Mr. H. Belai, Mr. R. Lambo, Mr. W. Parks III, Mr. A.R. Diallo and Mrs. C. Rideout were Assistant Secretaries. The Précis writers were Miss S. Black and Mrs. D. Cooper.

5. The Minutes of the Meetings are being published as A36-Min. EX/1-....

Agenda

6. The following items were referred by the Plenary to the Executive Committee for its consideration:

- Agenda Item 12: Progress report on the implementation of the ICAO Unified Strategy Programme (USP)
- Agenda Item 13: Progress report on the implementation of the ICAO Universal Safety Oversight Audit Programme (USOAP) under the comprehensive systems approach
- Agenda Item 14: International Financial Facility for Aviation Safety (IFFAS)
- Agenda Item 15: Aviation Security Programme
- Agenda Item 16: Universal Security Audit Programme (USAP)
- Agenda Item 17: Environmental protection
- Agenda Item 18: Passenger and crew health and the prevention of spread of communicable disease
- Agenda Item 19: Technical cooperation – Activities and policy on technical cooperation provided under the United Nations Development Programme (UNDP) and through Trust Fund (TF) arrangements during the period 2004-2006
- Agenda Item 20: Transition to a new policy on technical cooperation
- Agenda Item 21: Assembly resolutions to be consolidated or to be declared no longer in force
- Agenda Item 22: Contributions in arrears
- Agenda Item 23: Increasing the effectiveness of ICAO
- Agenda Item 24: Term limits for the Offices of Secretary General and President of the Council
- Agenda Item 62: Report of the High-level Meeting on a Comprehensive Regional Implementation Plan for Aviation Safety in Africa

A number of papers under Agenda Item 7 (Annual Reports of the Council to the Assembly for 2004, 2005 and 2006) and WP/28 on Agenda Item 9 (Assembly resolutions to be consolidated or to be declared no longer in force and their reference to the Executive Committee and Commissions), referred to it by the Plenary, were also considered by the Executive Committee. All documents and working papers considered by the Committee are listed by agenda item in the Appendix to this Report.

Agenda Item 7: Annual Reports of the Council to the Assembly for 2004, 2005 and 2006

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

7.1 At its seventh meeting, the Executive Committee considered A36-WP/44 which reported on the efforts made and 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 2004, 2005 and 2006.

7.2 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. At the time of finalisation of the report, 72 nationalities were represented in 200 occupied posts subject to equitable geographical representation.

7.3 The Secretary General recalled that the annual floor target for the appointment of external candidates from “un-represented” countries and from countries “below the desirable level” was set by the Assembly at 50 per cent. This target was exceeded in 2004 and 2005 with percentages of 58.3 per cent and 60 per cent respectively. In 2006, the target was not reached and stood at 37.9 per cent. The Secretary General also pointed out that, in 2006, 11 new staff from the targeted countries were appointed. Of these, four were from countries that were not represented in the Secretariat.

7.4 To attain the overarching objective of a competent and diverse workforce, the ongoing support of Contracting States is required in the identification of qualified candidates and in their encouragement of these candidates to apply for vacant positions.

7.5 The Committee noted A36-WP/44 and agreed to recommend that the Assembly be invited to endorse the action taken by the Council and underline the necessity to continue the efforts made in implementing the principle of equitable geographical representation through continuous application of all relevant past Assembly resolutions and staff regulations contained in Article 4 of the ICAO Service Code, and to request the Secretary General to present a report to the next ordinary Session of the Assembly.

REPORT ON THE RECRUITMENT AND STATUS OF WOMEN IN ICAO

7.6 At its seventh meeting, the Executive Committee considered WP/149, which reported on the recruitment and status of women in ICAO during the years 2004, 2005 and 2006. Bearing in mind the historic decisions taken in 2007 with the appointment of three women to posts of Director, the Council had also requested that the report include data up to 30 June 2007.

7.7 The Secretary General presented the paper and drew the Committee's attention to the fact that, as requested by the 35th Session of the Assembly, an affirmative action programme for gender, along the lines of equitable geographical representation (EGR), as well as family-friendly policies had been developed. Moreover, in accordance with the instructions of the Assembly to the Council, Staff Regulation 4.1 of the Service Code had been amended to reflect the fact that "equal gender representation" also had to be ensured when considering the appointment and promotion of staff.

7.8 As requested by Council in June 2006, senior female staff had been appointed to membership of the Advisory Joint Appeals Board and the Appointment and Promotion Board, as well as female Council member representation on the Commission for Processing of Applications for Posts at Director level.

7.9 The Secretary General stated that in 2006, he had established an Advisory Body on Gender Equality and Gender Equity. In January 2007, this Advisory Body had presented a Policy Framework on Gender Equality and Gender Mainstreaming, which contained a number of recommendations and had been circulated to Council Members. These recommendations were all under review. However, the Secretary General was pleased to state that the vision statement incorporated in the Policy Framework Document had been included in its entirety in the new ICAO gender web page which was currently being developed.

7.10 In June 2007, the Council had also requested that an Assembly Resolution be prepared regarding the Gender Equality Programme for adoption by the 36th Session of the Assembly.

7.11 Statistics over the past three and a half years had revealed that there had been a steady increase in the total numbers of women in the Professional and higher categories. In particular, the number of female candidates appointed to technical positions had tripled during that time. In 2006, of the 53 appointments made, female candidates had been ranked for 24 posts, to which 17 women had been appointed. Furthermore, in 2006, a woman had been appointed to a post of Regional Director for the first time in the history of ICAO. In 2007, three women had been appointed to the posts of Director, Air Navigation Bureau, Director, Air Transport Bureau and Director, Bureau of Administration and Services.

7.12 Efforts to improve the status of women in the Secretariat had included compliance with the United Nations (UN) Common System strategy in the implementation of gender mainstreaming. Workshops specifically dealing with gender issues had been held and the inclusion of gender into all training programmes had been initiated. All Contracting States had been contacted and their collaboration sought in identifying qualified women. Outreach activities had also been intensified to organizations whose members were women in the field of aviation.

7.13 Many positive and appreciative comments were made by the Committee regarding the excellent progress which had been made over the past three and a half years. In particular, the appointments of three women from different regions to positions of Director were highlighted. Favourable remarks were also expressed with respect to the proposed Resolution on gender at Appendix D, which would complement the existing one on EGR. However, it was recalled that as a Specialized Agency of the UN, ICAO should comply with the policies of the Common System. Therefore, the suggestion was made that it would be appropriate to make reference to the UN General Assembly Declaration on the elimination of discrimination against women. Accordingly, the Resolution would begin with a quote from the Declaration by:

“*Recalling* various UN declarations and conventions that require States to eliminate discrimination against women, and which *inter alia* call for the advancement of women in all fields, and in particular require States to ensure women participate in the formulation of government policy and the implementation thereof, and to hold public office and perform all public functions at all levels of government;”.

7.14 Bearing in mind the role of the Council, a further suggestion was made that an operative paragraph be included at the end of the Resolution, stating that:-

“3) *Encourages* States to appoint women as their Representatives at the Assembly, in the Council, and in other meetings or bodies of the Organization.”

7.15 There was broad and seemingly unanimous support from the Committee to include these proposed additions to the Resolution. It was also noted that it was, of course, understood that the candidates must be qualified.

7.16 Comments were made regarding the fact that there had been a sudden decline in the number of personnel from the African region in the Secretariat and that African States should encourage competent personnel, including, in particular, women to apply for positions in ICAO, in order to facilitate the efforts of the Secretariat to address this issue. The Secretary General was urged to continue to hire highly qualified applicants from non- and under-represented States. It was noted that for many posts, 10 or 15 years of experience was required. However, it was suggested that it might be helpful to draw in some talented younger persons, perhaps at the P-2 and P-3 levels. It was proposed that a human resources working group establish the ways in which recruitment could be undertaken in order to best serve the Organization in the longer term.

7.17 Bearing in mind the relatively low percentages of female candidates for posts, States were also to encourage their own nationals to apply. Furthermore, the Committee indicated its confidence that on the basis of the Recommendations of the Advisory Body to the Secretary General on Gender Equality and Gender Equity, further steps to improve gender equality and the status of women would be taken in a timely manner.

7.18 Following the discussion, the Committee noted WP/149. The Assembly is invited to:

- a) endorse the action taken by the Secretary General upon the request of the Council;

b) encourage the Council to continue to monitor the steps taken, as well as the measures to be adopted in the implementation of the affirmative action programme for the recruitment and status of women in ICAO;

c) state its recognition and appreciation of the many positive developments that have taken place and give the Council and Secretariat a mandate to further advance the recruitment and status of women in ICAO; and

d) adopt Resolution 7/1.

**RESOLUTION FRAMED BY THE EXECUTIVE COMMITTEE AND RECOMMENDED FOR
ADOPTION BY THE ASSEMBLY**

Resolution 7/1: Gender Equality

The Assembly:

Recalling various UN declarations and conventions that require States to eliminate discrimination against women, and which *inter alia* call for the advancement of women in all fields, and in particular require States to ensure women participate in the formulation of government policy and the implementation thereof, and to hold public office and perform all public functions at all levels of government;

Recalling that the 35th Session of the Assembly, *inter alia*:

- a) noted 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) noted 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 female representation in the United Nations system;
- c) instructed the Secretary General to develop an affirmative action programme along the lines of that of equitable geographical representation;
- d) instructed the Council to amend Staff Regulation 4.1 of the ICAO Service Code to reflect the much-needed affirmative action programme as required by the Secretary-General of the United Nations; and
- e) instructed the Secretary General to carefully study and establish family-friendly policies, in the context of the ICAO Secretariat;

Noting the actions already undertaken by the Secretary General in accordance with these directives and in particular that Staff Regulation 4.1 of the Service Code has been amended to reflect the fact that “equal gender representation” must also be ensured when considering the appointment and promotion of staff; and that women have been appointed to consultative bodies;

Noting the appointment of a woman to a post of Regional Director for the first time in 2006;

Noting the appointment of three women to positions of Director at Headquarters in 2007, thereby increasing the level of representation of women at the Director level from 0% to 60%;

Noting that the number of women appointed to technical posts had risen from 2 to 6 between 31 December 2004 and 31 December 2006, representing an increase from 22% to 35% of the total appointments made;

Noting that in 2006, the Secretary General established an Advisory Body on Gender Equality and Gender Equity and that in January 2007, this Advisory Body had presented a Policy Framework on Gender Equality and Gender Mainstreaming, which contained a number of recommendations to the Secretary General;

Noting that all Contracting States had been contacted and their collaboration sought in identifying and encouraging qualified women to apply for positions in the ICAO Secretariat;

Therefore:

1) *Resolves* that:

a) the Council should continue to monitor and provide support for the steps being taken with respect to improving gender equality in ICAO and is also encouraged to support proposals made by the Secretary General subsequent to the recommendations of the Advisory Body on Gender Equality and Gender Equity.

b) every effort should continue to be made by ICAO to attain gender equality and equity, with full respect for the principle of equitable geographical representation; bearing in mind that the Secretary-General of the United Nations has urged International Organizations and Specialized Agencies of the United Nations, such as ICAO, to establish programmes in order to achieve the goal of 50/50 gender balance at all levels;

c) the Council and the Secretary General should continue to advance the work on the Affirmative Action Programme, which should be renamed the Gender Equality Programme, taking into account ongoing developments of the United Nations, particularly with respect to gender mainstreaming;

d) the family-friendly policies already being established should continue to be developed in the context of the ICAO Secretariat;

2) *Reaffirms* its strong commitment to gender equality and gender equity, in line with the targets and goals of the United Nations, the ICAO Assembly and the ICAO Council and requests the Council to report to the next Assembly on developments made in this regard;

3) *Encourages* States to appoint women as their Representatives at the Assembly, in the Council, and in other meetings or bodies of the Organization.

— END —