



A36-WP/351  
EX/114  
26/9/07

**ASSEMBLY — 36TH 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 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 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 Programme**

*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 Organization.

— END —