



ASSEMBLY — 36TH SESSION

PLENARY

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

REPORT ON THE RECRUITMENT AND STATUS OF WOMEN IN ICAO

(Presented by the Council of ICAO)

EXECUTIVE SUMMARY

This paper reports on the efforts made and the actions taken to enhance the recruitment and status of women in the ICAO Secretariat in 2004, 2005, 2006 and for the first six months of 2007.

In response to the Assembly's requests, an affirmative action programme for gender, along the lines of equitable geographical representation (EGR) and family-friendly policies were developed. In 2006, an Advisory Body to the Secretary General on Gender Equality and Gender Equity was established. It presented a Policy Framework on Gender Equality and Gender Mainstreaming, which contained a number of recommendations and was circulated to Council Members.

The total number of women in the Professional and higher categories increased from 78 in 2004 to 87 by 30 June 2007. Female staff members were from 22 States in 2004 and 25 at 30 June 2007. The number of female candidates appointed to Professional and higher category positions also increased from 9 (32.14%) in 2004 to 17 (32.08%) in 2006. The number of female candidates appointed to technical posts increased from 2 (22.22%) in 2004 to 6 (35.29%) in 2006. Female candidates applied from 90, 65 and 95 States in 2004, 2005 and 2006 respectively and from 44 States during the first six months of 2007.

Efforts to improve the status of women in the Secretariat included the implementation of gender mainstreaming throughout ICAO, seeking the collaboration of Contracting States in the identification of qualified women, as well as outreach activities to organizations whose members are women in the field of aviation.

In accordance with the directives of the United Nations, ICAO's future activities will continue to place great emphasis on gender mainstreaming, including in all aspects of the training programme. Initiatives will also focus on intensifying efforts to strengthen contacts with Contracting States and with groups of women in aviation in all regions of the world in order to ensure geographical diversity in the applications received. Additionally, the scholarship programme for women which has begun will be further developed.

Action: 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; and
- d) adopt the Resolution at Appendix D.

<i>Strategic Objectives:</i>	This working paper relates to Supporting Implementation Strategy No. 7.
<i>Financial implications:</i>	The 2008-2010 Budget proposals include some financial resources for gender activities in support of the affirmative action programme. The amounts of US \$93,000, \$95,000 and \$97,000 for 2008, 2009 and 2010 respectively, have been included.
<i>References:</i>	Secretary General Memorandum SG 1924/07 dated 27 April 2007, Policy Framework on Gender Equality and Gender Mainstreaming at ICAO (www.icao.int/icaonet)

1. INTRODUCTION

1.1 The Council, in its report to the 29th Session of the Assembly on compliance with and implementation of the principle of equitable geographical representation (EGR), informed the Assembly that a separate report on the recruitment and status of women would be submitted for the Council's consideration on a yearly basis and that it would report on this subject to the Assembly (A29-WP/13, P/4, paragraph 2). In accordance with that decision, the Council reported to the 31st, 32nd, 33rd and 35th sessions of the Assembly on actions it had taken in that regard (A31-WP/11, A32-WP/64, A33-WP/69 and A35-WP/70 refer).

1.2 At its 35th Session, the Assembly instructed the Secretary General to develop an affirmative action programme along the lines of that of EGR and to carefully study and establish family-friendly policies in the context of the ICAO Secretariat. It also instructed the Council to amend Staff Regulation 4.1 of the ICAO Service Code to reflect the much-needed affirmative action programme as urged by the Secretary-General of the United Nations (UN) (A35-WP/313).

1.3 This working paper reports on the efforts made and the actions taken to enhance the recruitment and status of women in the ICAO Secretariat in 2004, 2005, 2006 and up to 30 June 2007.

2. ACTION TAKEN BY THE COUNCIL

2.1 At its 175th Session in 2005, the Council reviewed and noted the proposed affirmative action programme presented by the Secretary General, as well as the action taken regarding the development of family-friendly policies. It amended Staff Regulation 4.1 of the ICAO Service Code to read as follows (amended text in bold):

“The paramount consideration in the appointment and promotion of the staff shall be the necessity for securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible **and ensuring equal gender representation. Subject to the foregoing,** selection of staff members shall be made without distinction as to race, sex or religion.”

2.2 At its 178th Session in 2006, the Council requested the Secretary General to: establish a clear mandate for the Focal Point for Women; increase the number of women in senior-level positions up to at least 20 per cent within the next two years (by mid-2008); include senior female staff on the membership of the Advisory Joint Appeals Board, the Appointment and Promotion Board, as well as female Council Member representation on the Commission for Processing of Applications for Posts at

Director Level (COPAD); urge the Member States to encourage qualified women to apply for positions in the Secretariat and increase the role of women in their respective Delegations.

2.3 The Council also requested the Secretary General to establish a Task Force or Committee with broad female representation to support the Secretary General's efforts to increase the number and level of qualified professional female staff in ICAO. It recalled that, notwithstanding the above, the ICAO Service Code provision which states that "the paramount consideration in the appointment and promotion of staff shall be the necessity for securing the highest standards of efficiency, competence and integrity" would remain the overriding criterion in ICAO's recruitment policy.

2.4 At its 179th Session in 2006, it was agreed to merge this Task Force/Committee with the one previously established by the Secretary General and that it be named an Advisory Body to the Secretary General on Gender Equality and Gender Equity. The Council noted the information presented by the Secretary General on the terms of reference, status and implementation actions of this Advisory Body. It acknowledged the efforts made to improve the recruitment and status of women in the Secretariat. It also noted that the Council would continue to be apprised of the results and further developments on this subject through the annual working paper on the recruitment and status of women, which would henceforth include a report of the Advisory Body to the Secretary General on Gender Equality and Gender Equity.

2.5 In January 2007, the Advisory Body presented a Policy Framework on Gender Equality and Gender Mainstreaming. The Policy Framework contained background information with respect to the recommendations and decisions of the United Nations and comments regarding the progress of ICAO, with some statistical data as at 31 December 2006. It also included a vision statement for ICAO on gender equality, gender mainstreaming and the empowerment of women, as well as identifying some of the challenges and goals for ICAO. It concluded with a number of recommendations to the Secretary General and was circulated to Council Members under separate cover on 27 April 2007 (SG 1924/07).

2.6 Bearing in mind the historic steps taken in 2007, with the appointment of three women to positions of Director at Headquarters, the Assembly working paper includes decisions and actions taken up to 30 June 2007. An Assembly Resolution has also been prepared for the consideration of the 36th Session of the Assembly.

3. IMPLEMENTATION OF AFFIRMATIVE ACTION PROGRAMME

3.1 Data on the representation of women in the Secretariat as at 31 December of 2004, 2005 and 2006 and 30 June 2007 are provided in Appendix A. A few salient points regarding each table in Appendix A are highlighted below:

- a) *Distribution of Total Professional Staff by Gender and Level (Table 1)*. The total number of women in Professional and higher category posts in ICAO increased over the three and a half year period up to 30 June 2007. As at 31 December 2004, there were 78 (25.32 per cent) women, 79 (27.05 per cent) and 83 (28.62 per cent) as at 31 December 2005 and 2006 respectively. As at 30 June 2007, there were 87 women in the Professional and higher categories.

- b) *Female Staff (by Nationality) Occupying Professional Posts (Table 2)*. Female staff in the Professional and higher categories were from 22, 21, 23 and 25 States as at 31 December 2004, 2005, 2006 and 30 June 2007 respectively.
- c) *Applications Received for and Appointments Made to Professional Posts (by Gender and Types of Post) (Table 3)*:
- (i) There has been a slight overall increase in the percentage of applications received from female candidates between 2004 and 2006. In 2004, 433 applications had been received from women (representing 22.06 per cent of the total), 250 (19.07 per cent) in 2005 and 538 (22.02 per cent) in 2006. The number of female candidates appointed also increased from 9 (32.14 per cent) in 2004 to 17 (32.08 per cent) in 2006.
- (ii) Furthermore, the number of female candidates appointed to technical posts increased between 2004 and 2006 from 2 out of 9 (22.22 per cent) in 2004, to 6 out of 17 (35.29 per cent) in 2006.
- (iii) The first female Regional Director in the history of ICAO was also appointed in 2006. Moreover, in 2007, three women were appointed to positions of Director at Headquarters; namely, the posts of Director, Air Navigation Bureau; Director, Air Transport Bureau; and Director, Bureau of Administration and Services.

3.2 Data on the applications received and appointments made in 2004, 2005, 2006 and up to 30 June 2007 are provided in Appendix B.

3.3 Data pertaining to statistics on women throughout the United Nations common system as at 31 December 2004 are provided in Appendix C.

3.4 The draft text of the Assembly Resolution is provided in Appendix D.

3.5 Efforts to improve the status of women in the Secretariat included implementing gender mainstreaming¹ in ICAO, seeking the collaboration of Contracting States in the identification of qualified women, as well as outreach activities to organizations whose members are women in the field of aviation.

a) In compliance with the UN common system strategy of gender mainstreaming, gender equality continued to be emphasized throughout all phases of the recruitment and appointment process for Secretariat posts. With regard to the technical co-operation programme, ICAO ensures that the short lists of qualified experts who meet the project requirements include female candidates from the Roster.

b) Through State Letters, other written communications and direct contacts, the support of all Contracting States has been sought to assist in identifying qualified women for ICAO positions. Female delegates attending ICAO meetings at Headquarters and in the

¹ Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. The ultimate goal of this strategy is to achieve gender equality.

Regional Offices are being contacted to apprise them of the particular outreach to women and to ascertain their interest and suitability for current and/or future vacancies.

c) ICAO continued to network with international professional women's associations related to the aviation industry, as well as other local organizations. The ICAO Focal Point for Women (FPW) also undertook recruitment missions and speaking engagements. Articles were placed in professional journals which specifically target women involved in the aviation and aerospace industry. In 2006, the first ICAO *Women in Aviation International* (WAI) training scholarship was awarded.

d) Workshops specifically dealing with gender issues have been held and the inclusion of gender into all training programmes has been initiated. The Organization has also started to implement gender mainstreaming throughout ICAO. Additionally, activities were undertaken to enhance awareness of gender issues among ICAO staff, including the annual ceremony on International Women's Day and the sharing of information on gender issues from other international organizations. The first of a series of lunchtime talks on gender issues, originally foreseen as one of the future activities under the Affirmative Action Programme outlined in C-WP/12483, was held in June 2007.

e) ICAO's efforts to improve the status and representation of women within the Organization continue to take place within the context of the UN common system. Close contacts are maintained with the Inter-Agency Network on Women and Gender Equality (IANWGE), a network of Gender Focal Points in UN offices, specialized agencies, funds and programmes. The network has played a central role in promoting gender equality throughout the UN system and ICAO's vacancies continue to be posted on their *WomenWatch* website.

4. FAMILY FRIENDLY POLICIES

4.1 Reverse Education Grant (EG) Travel was introduced in June 2005, by which a staff member or his/her spouse could exercise the entitlement of EG travel, instead of the staff member's child when the latter is not able to exercise EG travel.

4.2 In June 2006, family leave was introduced, by which staff members are allowed to use the existing entitlement of seven days of uncertified sick leave in case of a family-related emergency.

4.3 In June 2007, the Council approved the introduction of paternity leave.

5. CONCLUSION

5.1. The Assembly is invited to note the many positive steps taken and the measures adopted in the implementation of the affirmative action programme and to give the Council and Secretariat a mandate to further advance the recruitment and status of women in ICAO. A draft Resolution is presented to the Assembly for its adoption.

**APPENDIX A
STATISTICAL TABLES**

TABLE 1												
Distribution of Total Professional Staff by Gender/Level												
as at 31 December 2004, 2005, 2006 and 2007 *												
Level	2004			2005			2006			2007		
	Male	Female	Total									
SG	1	0	1	1	0	1	1	0	1	1	0	1
D	5	0	5	5	0	5	3	0	3	3	2	5
PO	15	1	16	15	1	16	15	2	17	16	2	18
P-5	43	7	50	42	8	50	39	9	48	37	9	46
P-4	119	31	150	108	33	141	111	34	145	112	35	147
P-3	36	23	59	32	19	51	26	21	47	26	18	44
P-2	11	16	27	10	17	27	12	17	29	13	21	34
P-1	0	0	0	0	1	1	0	0	0	0	0	0
Totals	230	78	308	213	79	292	207	83	290	208	87	295
%	74.68	25.32	100	72.95	27.05	100	71.38	28.62	100	70.51	29.49	100

TABLE 2
Female Staff (by Nationality) Occupying Professional Posts
in ICAO as at 31 December 2004, 2005, 2006 and 2007 *

Country	Numbers			
	2004	2005	2006	2007
Argentina	3	3	3	3
Belgium	1	1	2	2
Brazil	2	2	2	2
Canada	35	35	37	38
China	2	1	1	1
Colombia	2	3	3	3
Egypt	2	2	1	1
France	9	9	8	8
Germany	3	3	3	3
Ghana	1	1	1	1
Guinea	1	1	1	1
Iraq	1			
Ireland	1	1	1	1
Lebanon	1	1	1	1
Mexico	1	2	2	2
Morocco			1	1
Nigeria	1	1	1	2
Pakistan				1
Peru	1	1	1	1
Poland	1	1	1	1
Portugal				1
Spain	2	2	2	2
Thailand	1	1	1	1
United Kingdom	4	3	3	3
United States	3	5	6	6
Venezuela			1	1
Totals	78	79	83	87

* The 2007 figures are as at 30 June 2007.

TABLE 3

**Applications Received for and Appointments Made to
Professional Posts, 2004 - 2007 ^a**

	2004		2005		2006		2007	
	Number	%	Number	%	Number	%	Number	%
<u>Applications Received</u>								
Female Candidates ^b	433	22.06	250	19.07	538	22.02	97	13.40
Male Candidates	<u>1530</u>	<u>77.94</u>	<u>1061</u>	<u>80.93</u>	<u>1905</u>	<u>77.98</u>	<u>627</u>	<u>86.60</u>
Totals	1963	100	1311	100	2443	100	724	100
<u>Appointments Made</u>								
Female Candidates	9	32.14	5	25.00	17	32.08	4	22.22
Male Candidates	<u>19</u>	<u>67.86</u>	<u>15</u>	<u>75.00</u>	<u>36</u>	<u>67.92</u>	<u>14</u>	<u>77.78</u>
Totals	28	100	20	100	53	100	18	100
<u>Types of Post to which Female Candidates were appointed</u>								
Technical	2	22.22	0	0.00	6	35.29	3	75.00
Administrative/services	4	44.44	3	60.00	8	47.06	1	25.00
Language	<u>3</u>	<u>33.33</u>	<u>2</u>	<u>40.00</u>	<u>3</u>	<u>17.65</u>	<u>0</u>	<u>0.00</u>
Totals	9	100	5	100	17	100	4	100

^a The 2007 figures are as at 30 June 2007

^b Applications were received from female candidates from 90, 65, 95 and 44 States in 2004, 2005, 2006 and up to 30 June 2007 respectively.

**APPENDIX B
APPLICATIONS RECEIVED FOR THE 28 POSTS
TO WHICH APPOINTMENTS WERE MADE IN 2004**

Vacancy Notice	Title	Number			Percentage
		Female	Male	Total	Female
PC 2003/27/P-2	P-2 Aeronautical Geographic Information Systems Officer, CART, AIS/MAP, ANB	4	23	27	14.81
PC 2004/02/P-2	P-2 Associate Aviation Security Officer, AO, AVSEC, S&F, ATB	26	73	99	26.26
PC 2004/03/P-2	P-2 Associate Aviation Security Officer, ASA, ATB	16	59	75	21.33
PC 2001/12/P-3	P-3 Building and Services Officer, GS, COS, ADB	8	89	97	8.25
PC 2002/09/P-3	P-3 Treasury Officer, FIN, OSG	62	178	240	25.83
PC 2003/25/P-3	P-3 Assistant to the Director, TCB	31	78	109	28.44
PC 2003/34/P-3	P-3 Personal Assistant to the Secretary General, OSG	90	60	150	60.00
PC 2002/22/P-4	P-4 Regional Officer, Aviation Security, Cairo	1	58	59	1.69
PC 2002/23/P-4	P-4 Regional Officer, Aviation Security Bangkok	4	58	62	6.45
PC 2003/13/P-4	P-4 Language Officer (Translator/Reviser), SP, LBP, ADB (Two posts)	35	22	57	61.40
PC 2003/30/P-4	P-4 Technical Procurement Officer, PST, PRO, TCB	3	60	63	4.76
PC 2003/33/P-4	P-4 Regional Officer, ATM/SAR, Mexico	0	13	13	0.00
PC 2003/36/P-4	P-4 Regional Officer, Aviation Security, Mexico	7	66	73	9.59
PC 2004/04/P-4	P-4 Technical Officer, Air Traffic Management, ANB	9	63	72	12.50
PC 2004/09/P-4	P-4 Technical Officer, AIG, ANB	15	143	158	9.49
PC 2001/24/P-5	P-5 Chief, Arabic Section, AR, LPB, ADB	16	63	79	20.25
PC 2003/09/P-5	P-5 Chief, Airport and Route Facility Management Section, ARFM, ATB	6	21	27	22.22
PC 2003/26/P-5	P-5 Chief, Accident Investigation and Prevention Section, AIG, ANB	5	52	57	8.77
PC 2004/01/P-5	P-5 Chief, Aviation Security Audit Section, ATB	12	76	88	13.64
PC 2004/05/P-5	P-5 Chief, Spanish Section, SP, LPB, ADB	12	16	28	42.86
PC 2004/06/P-5	P-5 Chief, Aviation Medicine Section, ANB	4	11	15	26.67
PC 2004/07/P-5	P-5 Chief, Communications, Navigation and Surveillance Section, ANB	5	48	53	9.43
PC 2002/03/PO	P0 Chief, External Relations and Public Information Office, OSG	43	85	128	33.59
PC 2003/07/PO	Regional Director, Paris	0	18	18	0.00
PC 2003/29/PO	PO Deputy Director, ATB	4	38	42	9.52
PC 2003/32/PO	PO Regional Director, Cairo	2	27	29	6.90
PC 2003/02/DIR	Director, Legal Bureau	13	32	45	28.89
TOTAL		433	1530	1963	22.06

**APPLICATIONS RECEIVED FOR THE 20 POSTS
TO WHICH APPOINTMENTS WERE MADE IN 2005**

Vacancy Notice	Title	Number			Percentage
		Female	Male	Total	Female
SECR 2002/07/P-2	P-2 Associate Conference Services Officer, COS, ADB	13	5	18	72.22
PC 2003/19/P-3	P-3 Accounting Officer, FSV, FIN, OSG	41	64	105	39.05
PC 2004/18/P-3	P-3 Language Officer (Translator), SP, LPB (Two Posts)	52	31	83	62.65
PC 2003/17/P-4	P-4 Standards and Procedures Officer, Air Traffic Services, SPO/ATS, SOA, ANB	4	55	59	6.78
PC 2003/35/P-4	P-4 Technical Officer, Aerodromes, Air Routes and Ground Aids Section (AGA), ANB	6	45	51	11.76
PC 2004/09/P-4	P-4 Technical Officer, Accident Investigation and Prevention Section (AIG), ANB	15	143	158	9.49
PC 2004/11/P-4	P-4 Audit and Evaluation Officer, Office for Programmes Evaluation, Audit and Management Review, OSG	18	43	61	29.51
PC 2004/16/P-4	P-4 Technical Officer, OPSAIR, ANB	7	77	84	8.33
PC 2004/19/P-4	P-4 Regional Officer, Flight Safety, Bangkok	2	25	27	7.41
PC 2004/21/P-4	P-4 Regional Officer, CNS, Cairo	2	28	30	6.67
PC 2004/23/P-4	P-4 Quality Assurance Manager, Safety Oversight Audit Section (SOA), ANB	16	96	112	14.29
PC 2004/24/P-4	P-4 Standards and Procedures Officer, Aerodromes, Air Routes and Ground Aids, Safety Oversight Audit Section (SOA), ANB	13	89	102	12.75
PC 2005/01/P-4	P-4 Analysis and Quality Assurance Coordinator, Aviation Security Audit Section (ASA), ATB	9	74	83	10.84
PC 2005/15/P-4	P-4 Regional Officer, Communications, Navigation and Surveillance, Bangkok	2	36	38	5.26
PC 2005/22/P-4	P-4 Technical Officer, OPS/AIR, ANB	1	36	37	2.70
PC 2004/20/P-5	P-5 Coordinator, Air Transport Programmes, ATB	11	66	77	14.29
PC 2004/17/P-O	P-O Chief, Personnel Branch (PER), ADB	19	40	59	32.20
PC 2005/04/P-O	P-O Deputy Director, Air Transport Bureau, ATB	7	53	60	11.67
PC 2005/08/P-O	P-O Chief, Finance Branch (FIN), OSG	12	55	67	17.91
TOTAL		250	1061	1311	19.07

APPLICATIONS RECEIVED AND APPOINTMENTS MADE FOR 51 POSTS IN 2006

Vacancy Notice	Title	Number			Percentage	Females Appointed	Internal / External
		Female	Male	Total	Female		
2005/14/P-2	Accounting Officer, ASV/ASG, FIN, OSG	35	33	68	51.47	✓	Int.
2006/13/P-2	Associate Security Officer, CAD, ATB	16	37	53	30.19	✓	Ext.
2006/14/P-2	Technical Officer, AVSEC, ATB	24	32	56	42.86	✓	Int.
2006/16/P-2	Supervisor, Social Security & Pension, SER, HRB, ADB	11	13	24	45.83	✓	Int.
2006/28/P-2	Associate Environmental Officer, ENV, ATB	24	21	45	53.33	✓	Ext.
2006/31/P-2	Associate Personnel Officer, FPAU, TCB	22	14	36	61.11	✓	Int.
2006/33/P-2	Programmer Analyst, ICT, ADB	13	41	54	24.07	✓	Ext.
2005/03/P-3	Systems Analyst, SOA, ANB	17	59	76	22.37		Ext.
2005/11/P-3	Systems Analyst, FIN, OSG	18	52	70	25.71		Ext.
2005/13/P-3	Language Officer (T/I), CH, LPB	17	2	19	89.47	✓	Ext.
2005/29/P-3	Technical Officer, SGM, S&F, ATB	23	33	56	41.07		Ext.
2005/32/P-3	Language Officer (T/I), AR, LPB, ADB	11	12	23	47.83	✓	Ext.
2006/15/P-3	Staff Development Officer, SER, HRB, ADB	27	32	59	45.76	✓	Ext.
2006/29/P-3	Procurement Officer, TCB	11	36	47	23.40	✓	Ext.
2006/32/P-3	Regional Officer, Communications, Navigation and Surveillance, Bangkok	1	23	24	4.17		Ext.
2006/36/P-3	Supervisor, Field Personnel Administration Unit, FPS, TCB	19	32	51	37.25		Ext.
2006/37/P-3	Information Technology Security Officer, ICT, ADB	8	24	32	25.00		Ext.
2006/42/P-3	Budget Officer, FSV, FIN, OSG	22	37	59	37.29	✓	Int.
2004/23/P-4	Quality Assurance Manager, SOA, ANB	16	96	112	14.29		Ext.
2005/02/P-4	Aviation Security Audit Team Leader, ASA	24	156	180	13.33		Ext.
2005/05/P-4	Regional Officer, Aerodromes and Ground Aids, Bangkok	0	25	25	0.00		Ext.
2005/06/P-4	Regional Officer, Communications, Navigation and Surveillance, Nairobi	4	29	33	12.12	✓	Int.
2005/07/P-4	Regional Officer, Air Navigation Systems Implementation, Paris	8	47	55	14.55		Ext.
2005/12/P-4	Regional Officer, Flight Safety, Mexico	3	11	14	21.43		Ext.
2005/17/P-4	Regional Officer, Environment, Paris	4	7	11	36.36		Ext.
2005/20/P-4 *	Technical Officer, Accident Investigation and Prevention, ANB	2	70	72	2.78		Ext.
2005/21/P-4	Regional Officer, Air Traffic Management, Cairo	3	21	24	12.50		Ext.
2005/23/P-4	Field Operations Officer, The Americas, TCB	16	90	106	15.09		Ext.
2005/26/P-4	Technical Officer, ICAO Unified Strategy Programme Unit, ANB	16	75	91	17.58		Ext.
2005/30/P-4	Regional Officer, Flight Safety Nairobi	0	41	41	0.00		Ext.
2005/31/P-4	Regional Officer, Flight Safety, Bangkok	1	32	33	3.03		Ext.
2005/34/P-4	Technical Officer (Airworthiness), Flight Safety Section, ANB	8	76	84	9.52		Ext.
2006/08/P-4	Technical Officer, Air Traffic Management, ATM, ANB	8	49	57	14.04		Ext.
2006/20/P-4	Language Officer (T/R), SP, LPB	37	19	56	66.07	✓	Int.
2006/21/P-4	Regional Officer, Communications, Navigation and Surveillance, Mexico	2	17	19	10.53		Ext.
2006/23/P-4	Regional Officer, Meteorology, Dakar	0	7	7	0.00		Ext.
2006/24/P-4	Standards and Procedures Officer, SOA, SSA, OSG	5	51	56	8.93		Int.
2006/25/P-4	Technical Officer, Air Traffic Management, ATM, ANB	8	51	59	13.56	✓	Ext.
2006/27/P-4	Technical Officer, Communications, Navigation and Surveillance, CNS, ANB	3	56	59	5.08		Ext.
2005/19/P-5	Chief, Field Operations Section, Asia and Pacific, TCB	4	34	38	10.53		Int.
2005/24/P-5	Deputy Regional Director, Dakar	2	22	24	8.33		Ext.
2005/25/P-5	Deputy Regional Director, Cairo	2	26	28	7.14		Ext.
2006/03/P-5	Chief, Financial Services Section, Finance Branch, OSG	18	42	60	30.00		Ext.
2006/04/P-5	Deputy Regional Director, Paris	1	46	47	2.13		Int.
2006/06/P-5	Chief, Safety Oversight Audit Section, SA, OSG	0	27	27	0.00		Int.
2006/11/P-5	Chief, Specifications and Guidance Material Section, S&F, ATB	2	15	17	11.76		Int.
2006/17/P-5 *	Chief, Recruitment, Establishment and Studies Section, HRB, ADB	11	28	39	28.21	✓	Ext.
2006/22/P-5	Chief, Economic Analyses and Databases Section, ATB	7	20	27	25.93		Int.
2004/14/P-0	ICAO Regional Director, Dakar	0	37	37	0.00		Ext.
2004/15/P-0	ICAO Regional Director Nairobi	0	25	25	0.00		Int.
2005/09/P-0	ICAO Regional Director, Mexico	4	24	28	14.29	✓	Ext.
TOTAL		538	1905	2443	22.02		

* Two appointments made for each of these posts.

APPLICATIONS RECEIVED AND APPOINTMENTS MADE FOR 18 POSTS IN 2007 ¹

Vacancy Notice	Title	Number			Percentage	Females Appointed	Internal / External
		Female	Male	Total	Female		
2006/30/P-2	Server Administrator, ICT, ADB	5	24	29	17.24		
2006/26/P-4	Technical Officer, Accident Investigation and Prevention, ANB	3	65	68	4.41		Ext.
2006/44/P-4	Regional Officer, Aviation Security, Bangkok	6	22	28	21.43		Ext.
2006/47/P-4	Regional Officer, Systems Implementation (Meteorology), Paris	5	11	16	31.25		Int.
2006/49/P-4	Regional Officer, Aerodromes, and Ground Aids, Mexico	2	33	35	5.71		Ext.
2006/50/P-4	Regional Officer, Flight Safety, Lima	4	34	38	10.53		Int.
2006/51/P-4	Regional Officer, Air Navigation Systems Implementation, Paris	4	21	25	16.00		Ext.
2006/56/P-4	Field Operations Officer, FAP, TCB	5	47	52	9.62	✓	Ext.
2007/06/P-4	Economist, EPM, ATB	4	27	31	12.90		Ext.
2005/27/P-5	Deputy Regional Director, Bangkok	4	46	50	8.00		Ext.
2006/43/P-5	Chief, Aerodromes, Air Routes and Ground Aids Section, ANB	4	27	31	12.90		Int.
2006/45/P-5	Chief, Audit Coordination and Reporting Section, SSA	5	16	21	23.81		Int.
2006/48/P-5	Chief, Arabic Section, LPB, ADB	2	10	12	16.67		Ext.
2006/02/DIR	Director, Technical Co-operation Bureau	10	63	73	13.70		Ext.
2006/34/DIR	Director, Air Transport Bureau	8	55	63	12.70	✓	Ext.
2006/39/DIR	Director, Air Navigation Bureau	1	27	28	3.57	✓	Ext.
2006/41/DIR	Director, Bureau of Administration and Services	17	73	90	18.89	✓	Ext.
2006/46/PO	Chief, Safety and Security Audits Branch, OSG	8	26	34	23.53		Int.
TOTAL		97	627	724	13.40		

¹ As at 30 June 2007

APPENDIX C
Gender distribution of staff in the Professional and higher categories in the organizations of the United Nations system at Headquarters, other established offices and project posts, as at 31 December 2004

Organization	UG ^a		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Total 2004	Percentage of women Dec. 2004	Percentage of women Dec. 2003	Change in percentage points
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W				
FAO	13	2	37	8	119	15	322	63	351	106	155	115	92	100	15	14	1 104	423	1 527	27.7	28.1	-0.4
IAEA	6	1	4	0	28	5	210	23	285	51	218	70	38	27	2	2	791	179	970	18.5	18.6	-0.2
ICAO	2	0	5	0	16	1	102	8	134	33	40	23	13	21	1	2	313	88	401	21.9	24.4	-2.4
ICAT	0	0	1	0	2	0	13	4	16	10	10	8	6	6	0	0	48	28	76	36.8	33.8	3.1
ICJ	1	0	1	0	1	0	3	0	10	2	6	6	6	7	0	0	28	15	43	34.9	33.3	1.6
ICSC	2	0	1	0	2	1	1	0	3	3	3	1	1	2	0	0	13	7	20	35.0	38.1	-3.1
IFAD	4	1	6	1	7	6	46	14	22	19	7	11	8	19	1	2	101	73	174	42.0	39.7	2.3
ILO	7	4	15	4	54	17	274	95	160	124	88	119	28	53	2	8	628	424	1 052	40.3	37.4	2.9
IMO	1	0	5	2	15	1	35	8	18	13	12	13	9	10	0	0	95	47	142	33.1	35.2	-2.1
ITC	1	0	1	0	4	0	25	3	22	10	17	9	12	13	0	1	82	36	118	30.5	28.3	2.2
ITU	5	0	3	0	14	0	72	13	71	15	48	45	24	15	3	3	240	91	331	27.5	26.8	0.7
PAHO	1	2	2	1	12	9	40	32	139	73	26	32	19	20	2	4	241	173	414	41.8	43.8	-2.0
United Nations	68	17	103	34	274	117	753	313	1 312	662	1 203	827	403	444	19	46	4 135	2 460	6 595	37.3	37.0	0.3
UNAIDS	1	2	4	0	10	5	61	28	33	23	1	6	3	16	1	0	114	80	194	41.2	41.1	0.2
UNDP	8	3	54	18	133	55	219	124	219	131	178	88	101	138	13	16	925	573	1 498	38.3	38.4	-0.2
UNESCO	10	1	22	10	55	16	138	68	124	91	122	130	85	132	19	25	575	473	1 048	45.1	44.0	1.1
UNFPA	1	2	7	5	33	15	80	69	41	39	12	22	11	32	4	8	189	192	381	50.4	50.0	0.4
UNHCR	2	1	13	3	55	17	151	58	294	152	282	246	86	121	4	5	887	603	1 490	40.5	40.7	-0.2
UNICEF	3	3	31	11	76	40	245	170	420	299	230	208	69	184	10	16	1 084	931	2 015	46.2	47.9	-1.7
UNIDO	1	1	4	1	26	5	73	9	46	21	43	18	20	21	2	2	215	78	293	26.6	22.4	4.2
UNITAR	1	0	0	0	2	2	0	4	5	3	2	2	2	4	0	0	12	15	27	55.6	48.0	7.6
UNJSPF	1	0	1	1	2	1	6	4	9	7	10	5	1	0	0	0	30	18	48	37.5	37.8	-0.3
UNOPS	2	0	9	1	25	5	90	17	55	30	37	25	17	17	0	0	235	95	330	28.8	30.4	-1.6
UNRWA	1	1	1	0	14	2	18	5	41	4	11	8	4	9	4	1	94	30	124	24.2	26.8	-2.6
UNU	2	0	3	0	7	0	7	0	12	2	11	3	3	6	0	0	45	11	56	19.6	32.0	-12.4

Organization	UG ^a		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Total 2004	Percentage of women Dec. 2004	Percentage of women Dec. 2003	Change in per- centage points
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W				
UPU	0	0	3	0	6	1	7	1	17	5	17	6	2	2	0	0	52	15	67	22.4	20.3	2.1
WFP	4	2	25	9	46	17	143	66	175	104	206	152	104	143	6	12	709	505	1 214	41.6	49.9	-8.3
WHO	20	5	37	13	153	38	454	187	297	182	131	117	50	58	1	0	1 143	600	1 743	34.4	34.7	-0.3
WIPO	6	1	15	2	41	6	66	23	75	48	41	62	21	45	0	1	265	188	453	41.5	41.7	-0.2
WMO	3	0	9	1	10	2	33	11	30	10	6	7	1	1	0	0	92	32	124	25.8	25.9	-0.1
WTO	0	0	0	0	0	0	2	0	10	3	5	4	5	4	2	3	24	14	38	36.8	35.0	1.8
Total	177	49	422	125	1 242	399	3 689	1 420	4 446	2 275	3 178	2 388	1 244	1 670	111	171	14 509	8 497	23 006	36.9	36.3	0.6

Source: Secretariat of the United Nations System Chief Executives Board for Coordination.

^a UG stands for "ungraded", e.g. Under-Secretary-General, Assistant Secretary-General, Deputy Director-General, Assistant Director-General, Director-General, Secretary-General.

APPENDIX D

DRAFT RESOLUTION FOR ADOPTION BY THE 36TH SESSION OF THE ASSEMBLY

Resolution 7/XX:

Gender Equality Programme

The Assembly:

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.

- END -