



International
Civil Aviation
Organization

Organisation
de l'aviation civile
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Organización
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Международная
организация
гражданской
авиации

منظمة الطيران
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国际民用
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5 May 2010

Subject: Gender Equality Programme

Action required: Identification and referral
of qualified female candidates

Sir/Madam,

I have the honour to draw the attention of Contracting States to the Organization's Gender Equality Programme, which has been established in accordance with the ICAO Assembly Resolution A36/27 on Gender Equality. The Resolution stressed that every effort should continue to be made by ICAO to attain gender equality, with full respect for the principle of equitable geographical representation.

The United Nations third Millennium Development goal calls for 50/50 per cent gender balance at all levels. Accordingly, the United Nations continue their efforts to promote gender equality and the empowerment of women through the mainstreaming of a gender perspective in all policies and programmes throughout the United Nations system in order to achieve equal participation of women and men in decision-making processes at all levels and in all areas.

To assist the Organization in reaching its diversity and equality goals, States are requested to encourage qualified women nationals, especially those with a technical background, to apply for positions in ICAO. Furthermore, States are called upon to appoint women as their representatives at the Assembly, in the Council and in other meetings or bodies of the Organization.

I sincerely count on your cooperation and support in achieving this goal.

Accept, Sir/Madam, the assurances of my highest consideration.

Raymond Benjamin
Secretary General