

COUNCIL
113th session
Agenda item 4(a)

C 113/4(a)/3
16 November 2014
Original: ENGLISH

RESOURCE MANAGEMENT

(a) Human resources matters, including amendments to the Staff Regulations and Staff Rules

Note by the Secretary-General

SUMMARY

Executive summary: This document reports on senior-level appointments; the recruitment of women; the geographical and age distribution of staff; and staff development and training at 31 October 2014

Strategic direction: 4

High-level action: 4.0.1

Planned output: 4.0.1.5

Action to be taken: Paragraph 7

Related documents: C 112/4(a)/1 and C 113/4(a)/2

SENIOR-LEVEL APPOINTMENTS

1 For information on recent senior-level appointments made by the Secretary-General, the Council is invited to refer to document C 113/4(a)/2.

PRESENCE OF WOMEN IN IMO STAFF

2 As shown in the table below, at 31 October 2014, the percentage of women in the Professional and higher categories stood at 42.66% – a decrease of 0.58% from the 43.24% reported on 31 May 2014, reflecting the retirement of several female staff members during the period.

	Gender		Total	Percentage of female staff
	Female	Male		
SG	0	1	1	0.00%
D.2	1	6	7	14.29%
D.1	4	12	16	25.00%
P.5	12	25	37	32.43%
P.4	9	20	29	31.03%
P.3	18	13	31	58.06%
P.2	17	5	22	77.27%
Total	61	82	143	42.66%

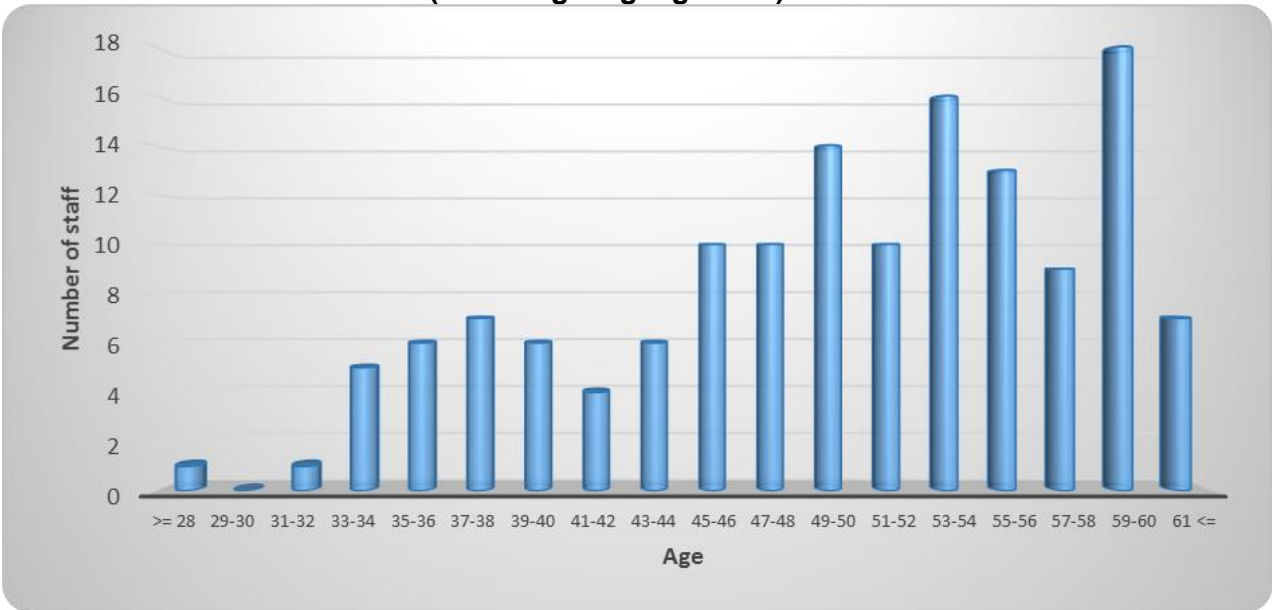
GEOGRAPHICAL DISTRIBUTION

3 A breakdown, at 31 October 2014, of Professional and higher category posts by country, grade and gender (excluding language staff) is shown in the annex. Any significant changes to these figures between now and the time the Council meets will be reported orally.

AGE OF IMO STAFF

4 The median age of staff members in the Professional and higher categories on 31 October 2014 was 51 years. More than 54.5% of staff members in the Professional and higher categories are currently 50 years of age or older. More than 32% of staff members in that group reached early retirement age (55 years of age) on 31 October 2014 and could therefore retire at any time. At present, the average age is 50 years for staff in the Professional and higher categories.

Age of staff in the Professional and higher categories at 31 October 2014 (including language staff)



STAFF LEARNING AND DEVELOPMENT

5 In 2014 staff members have benefited from 24 different in-house training courses across the areas of management, personal development, and information and communication technology. Further training courses will be delivered until the end of the current year. Additionally, classes in the three working languages of the Organization are being offered to all staff. The courses continue to be assessed for their quality and cost effectiveness and the feedback from participants has been very positive.

ASSOCIATE PROFESSIONAL OFFICERS (APOS) AND SECONDEES

6 Nine applications from six Member States were received for the posts published in the 2014 APO programme. Upon completion of the selection process, four candidates were finally selected from the Republic of Angola, the People's Republic of China, Malaysia and the Republic of Korea. The selected candidates have started to join the Organization from 1 November 2014.

ACTION REQUESTED OF THE COUNCIL

7 The Council is invited to take note of the information contained in this document and comment, as it may deem necessary.

ANNEX

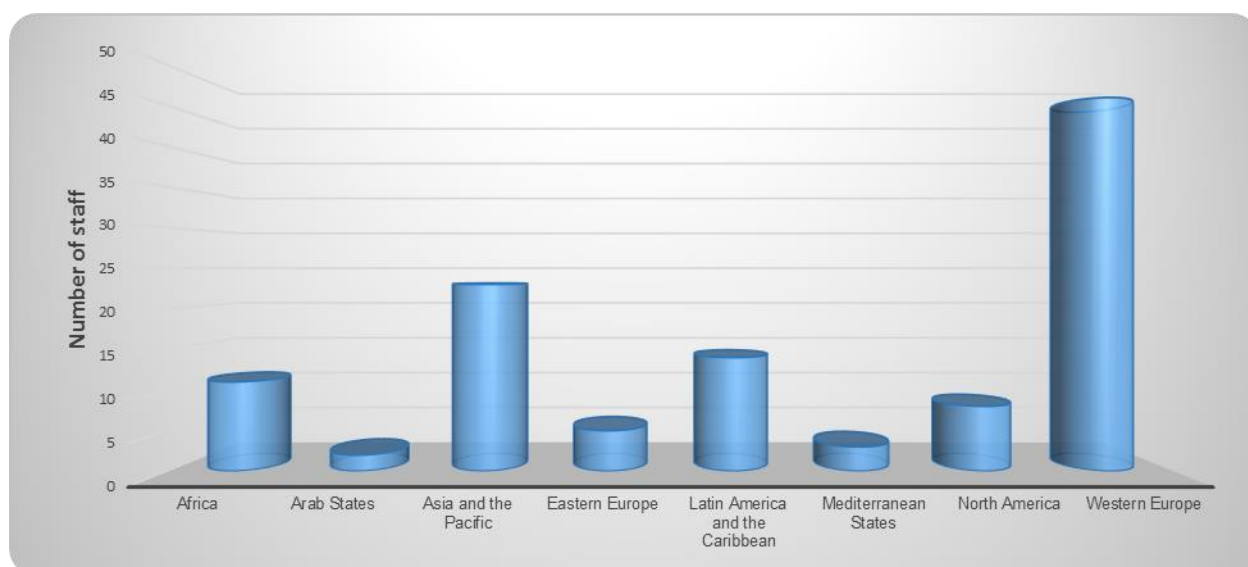
1. Professional and higher category staff by country, grade and gender at Headquarters at 31 October 2014 (excluding language staff)*

(54 Nationalities)	SG	D-2		D-1		P-5		P-4		P-3		P-2		Total		Grand Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Argentina	0	0	0	0	0	0	1	0	1	0	0	1	0	1	2	3
Australia	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
Bangladesh	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Brazil	0	0	0	0	1	1	0	0	0	0	0	0	0	1	1	2
Bulgaria	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Canada	0	0	0	0	0	2	0	0	1	2	0	0	0	4	1	5
China	0	0	0	0	0	0	1	0	1	0	1	0	1	0	4	4
Colombia	0	0	0	0	0	0	0	0	0	0	1	1	0	1	1	2
Croatia	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Cyprus	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Denmark	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Egypt	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Eritrea	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
Ethiopia	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Finland	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
France	0	0	0	0	0	0	1	0	1	3	0	1	0	4	2	6
Germany	0	0	0	1	0	0	0	0	0	1	1	0	0	2	1	3
Ghana	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Greece	0	0	0	0	0	0	0	0	1	0	1	1	0	1	2	3
India	0	0	0	0	1	0	1	1	0	0	0	0	0	1	2	3
Iraq	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Ireland	0	0	0	0	0	0	0	0	0	1	0	1	0	2	0	2
Italy	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Japan	1	0	0	0	0	0	1	0	1	0	0	0	0	0	3	3
Kenya	0	0	0	0	1	0	0	0	0	0	1	0	0	0	2	2
Liberia	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Malaysia	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Malta	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Mauritius	0	0	0	0	0	0	0	0	1	0	0	1	0	1	1	2
Mexico	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Myanmar	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Netherlands	0	0	0	0	0	0	3	0	0	0	0	0	0	0	3	3
New Zealand	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Nicaragua	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Nigeria	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2	2
Norway	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1

* (Regular budget and Trading Fund only).

(54 Nationalities)	SG	D-2		D-1		P-5		P-4		P-3		P-2		Total		Grand Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Pakistan	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Panama	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
Peru	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Philippines	0	0	0	0	0	1	0	0	1	0	0	0	0	1	1	2
Poland	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Republic of Korea	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	2
Romania	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Russia	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
South Africa	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Spain	0	0	0	0	0	0	1	0	0	1	0	2	0	3	1	4
Sri Lanka	0	0	0	0	0	0	1	0	0	0	1	0	0	0	2	2
Sweden	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Trinidad and Tobago	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Turkey	0	0	0	0	0	1	1	0	0	0	0	0	0	1	1	2
United Kingdom	0	0	1	1	1	0	3	2	1	3	0	3	1	9	7	16
United States	0	0	1	0	2	0	0	0	0	0	0	0	0	0	3	3
Uruguay	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Venezuela (Bolivarian Republic of)	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Grand Total	1	1	6	3	11	8	22	4	14	13	8	13	4	42	66	108

**IMO Professional and higher category staff by region
(excluding language staff)**



2. Incumbents in language posts by grade and gender at 31 October 2014*

12 Nationalities	D-1		P-5		P-4		P-3		P-2		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Belgium	0	0	0	0	0	0	1	0	0	0	1	0	1
United Kingdom	0	0	0	1	0	0	0	0	1	0	1	1	2
Canada	0	0	0	1	0	0	0	0	0	0	0	1	1
China	0	1	0	0	0	1	0	0	0	1	0	3	3
France	1	0	1	0	1	2	3	0	1	0	7	2	9
Honduras	0	0	0	1	0	0	0	0	0	0	0	1	1
Kenya	0	0	0	0	0	0	0	0	1	0	1	0	1
Lebanon	0	0	0	0	1	0	0	1	0	0	1	1	2
Peru	0	0	0	0	0	0	0	0	1	0	1	0	1
Russia	0	0	1	0	1	0	0	1	0	0	2	1	3
Spain	0	0	2	0	2	2	1	3	0	0	5	5	10
Uruguay	0	0	0	0	0	1	0	0	0	0	0	1	1
Grand Total	1	1	4	3	5	6	5	5	4	1	19	16	35

3. Vacant posts at 31 October 2014

Vacant posts subject to geographical distribution
(excluding language posts)

Grade	Total
P.4	1
P.3	5
P.2	2
Total	8

Vacant language posts

Grade	Total
P.4	1
P.3	1
Total	2

Total vacant posts in Professional and higher categories

Grade	Total
P.4	2
P.3	6
P.2	2
Total	10

* (Regular budget and Trading Fund only).

4. **Project posts – Breakdown of Professional and higher category staff by country, grade and gender at 31 October 2014**

Counter-Piracy Programme (Djibouti Code of Conduct)

Nationality	Grade	Gender	Duty Station
United Kingdom	D.1	Male	London
Kenya	P.3	Male	Nairobi

GloBallast Partnership Project Management Unit

Nationality	Grade	Gender	Duty Station
France	P.2	Male	London
France	P.2	Female	London

West and Central Africa Maritime Security Project

Nationality	Grade	Gender	Duty Station
Brazil	P.4	Female	London

Regional Marine Pollution Emergency Response Centre for the Mediterranean Sea, Malta (REMPEC)

Nationality	Grade	Gender	Duty Station
Malta	P.5	Male	Malta
Spain	P.4	Male	Malta

IMO Regional Presence for Technical Cooperation in the Eastern and Southern Subregion of Africa (Anglophone) (Kenya)

Nationality	Grade	Gender	Duty Station
Kenya	NOD	Male	Nairobi, Kenya

IMO Regional Presence for Technical Cooperation in the West and Central Subregion of Africa (Anglophone) (Ghana)

Nationality	Grade	Gender	Duty Station
Ghana	NOD	Male	Accra, Ghana

IMO Regional Presence for Technical Cooperation in the West and Central Subregion of Africa (Francophone) (Côte d'Ivoire)

Nationality	Grade	Gender	Duty Station
Côte d'Ivoire	NOD	Male	Abidjan, Côte d'Ivoire

IMO Regional Presence for Technical Cooperation in East Asia, Manila, Philippines

Nationality	Grade	Gender	Duty Station
Philippines	NOD	Female	Manila, Philippines

IMO Regional Maritime Adviser for the Caribbean, Port-of-Spain, Trinidad and Tobago

Nationality	Grade	Gender	Duty Station
Trinidad and Tobago	NOD	Male	Port-of-Spain, Trinidad and Tobago

At 31 October 2014, the total number of National Officers and Professional staff in project posts is 12, of whom 9 are male and 3 are female, coming from 10 countries.
