



COUNCIL  
102nd session  
Agenda item 5(a)

C 102/5(a)/3  
7 April 2009  
Original: ENGLISH

## RESOURCE MANAGEMENT

### (a) Personnel matters, including amendments to the Staff Regulations and Staff Rules

#### Note by the Secretary-General

#### SUMMARY

<i>Executive summary:</i>	This document reports on the recruitment of women; the geographical and age distribution of staff; and staff development and training as at 31 March 2009
<i>Strategic direction:</i>	Not applicable
<i>High-level action:</i>	Not applicable
<i>Planned output:</i>	Not applicable
<i>Action to be taken:</i>	Paragraph 6
<i>Related document:</i>	C 102/INF.2

#### RECRUITMENT OF WOMEN

1 There has been, over the past twelve months, a welcome increase in the percentage of women at IMO in the Professional and higher positions. As of March 2009, the overall percentage of female staff in the Professional and higher categories stood (as shown in the following table) at 43.8%, as compared to 40.6% in March 2008. For grades P.2 to P.5, the Organization has virtually achieved gender parity, with the percentage of women standing at 48.7% in March 2009 as compared to 45.6% in March of 2008. At grades D.1 and above, the percentage of women stood at 20.0% in March 2009 as opposed to 16.7% in March 2008.

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**All Professional and higher categories  
(including language posts)**

Grade	Gender		Total	Percentage of female staff
	Female	Male		
SG	0	1	1	0.0%
D.2	3	3	6	50.0%
D.1	2	16	18	11.1%
P.5	13	23	36	36.1%
P.4	10	20	30	33.3%
P.3	16	13	29	55.2%
P.2	19	5	24	79.2%
Total	63	81	144	43.8%

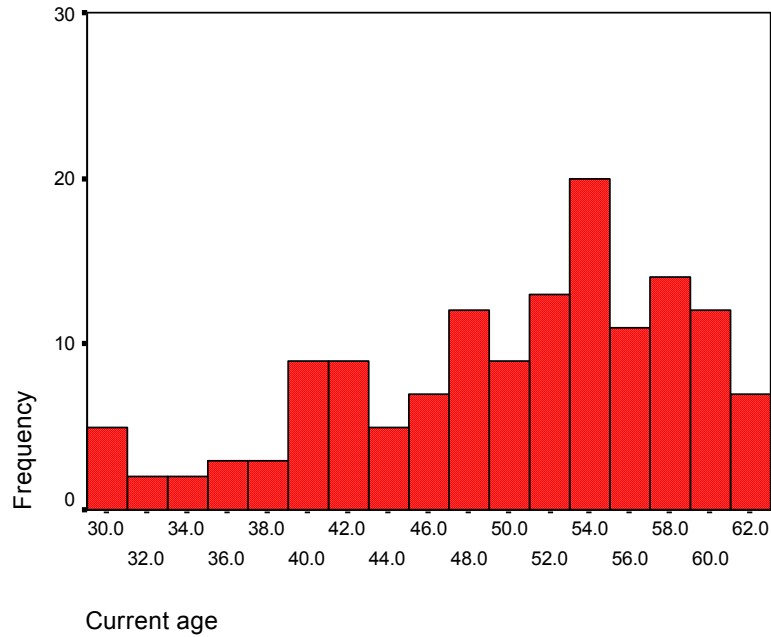
### **GEOGRAPHICAL DISTRIBUTION**

2 A breakdown, as at 31 March 2009, of Professional and higher category posts by country, grade and gender is shown at annex. Further significant changes, if any, will be reported orally to the Council.

### **AGE OF IMO STAFF**

3 There has been no change in the median age of staff members in the Professional and higher categories over the past twelve months. Half of the staff members in that group are 52 years of age or older. The average age stands at 50 years for staff in the Professional and higher categories. More than thirty per cent of the staff members in that group have reached early retirement age (55 years of age) as of March 2009 and could retire at any time. Some 45% of all staff members at the P.5 level and above have already reached early retirement age. As such, it is likely that the turnover rate for Professional and higher grade staff will increase in the immediate future and a number of Professional vacancies will occur. The Organization's Human Resources Services will monitor this situation closely in conjunction with the development of succession and recruitment plans.

**Age of Professional and higher grade staff as of March 2009  
(including language staff)**

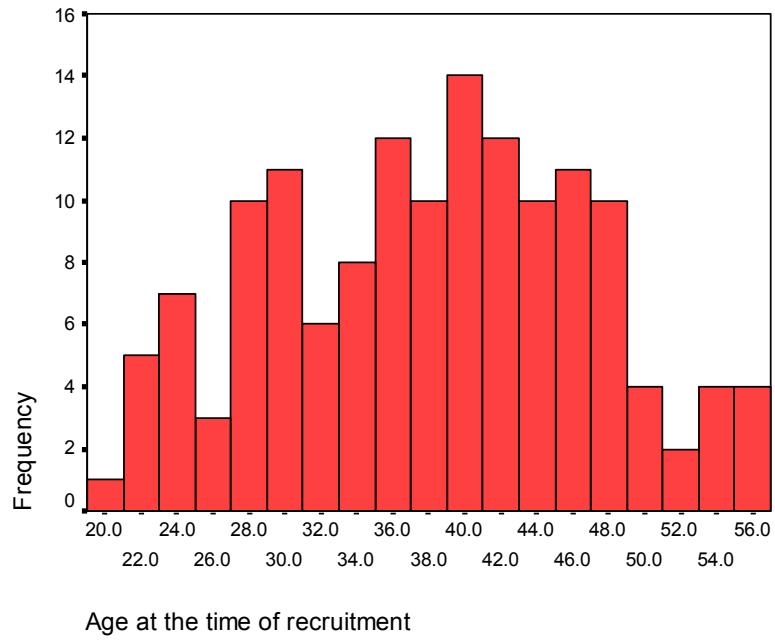


**Age of Professional and higher grade staff as of March 2009 by grade  
(including language staff)**

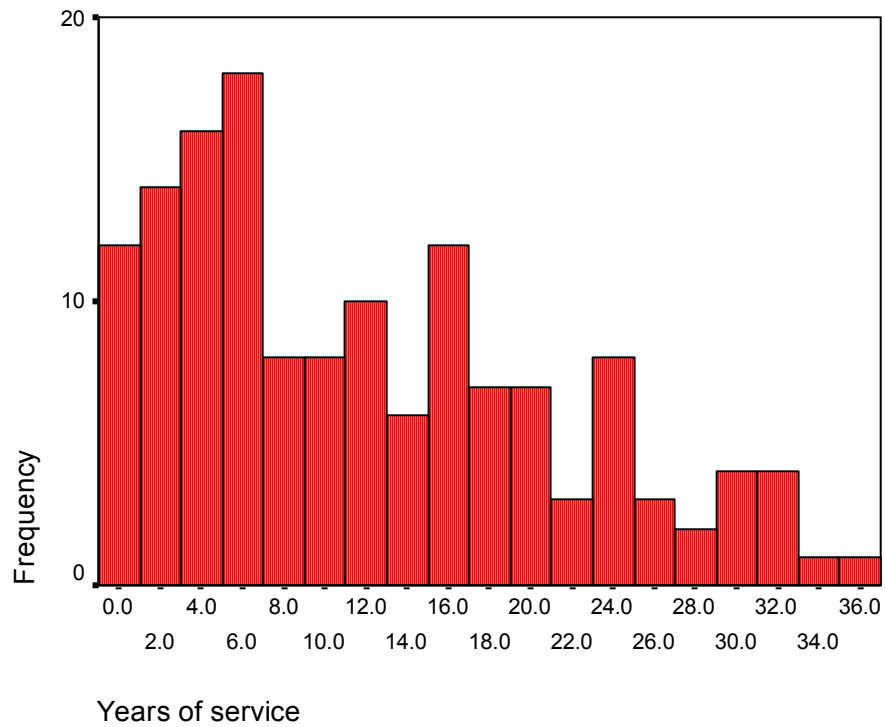
	Less than 35 years of age	Between 35 and 45 years of age	Between 45 and 55 years of age	Between 55 and 62 years of age	More than 62 years of age
D.2				6	
D.1		1	9	7	1
P.5		4	19	12	1
P.4		6	17	7	
P.3	5	13	7	4	
P.2	4	5	9	6	

4 Staff members in the Professional and higher categories enter IMO, on average, at 38.2 years of age. Staff members in the General Service category are also hired relatively late in their careers at an average of 36.4 years of age. With regard to length of service at IMO, it is worth noting that staff members in the Professional and higher categories remain on average for 11.9 years in the Organization. The average turnover rate for this group of staff is, therefore, currently at 8.4%, but this rate will probably accelerate in the near future given the large number of staff approaching mandatory retirement age.

**Age of Professional and higher grade staff at the time of recruitment  
(including language staff)**



**Length of service of Professional and higher grade staff**



**STAFF DEVELOPMENT AND TRAINING**

5 Forty-two courses were offered in the past 12 months, benefiting 336 participants. The courses covered a broad spectrum of subjects, including: project management; teamwork; goal setting and performance management, as well as a wide variety of courses in the area of information technology and communications. Feedback received from participants to these courses has confirmed the suitability of the programme and the quality of its content.

**ACTION REQUESTED OF THE COUNCIL**

6 The Council is invited to take note of the information contained in this document.

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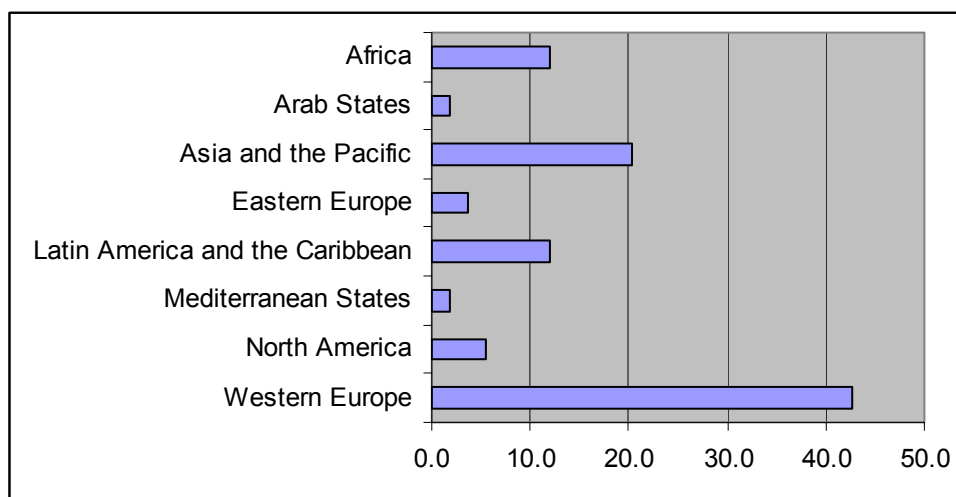
## ANNEX

**1. Professional and higher grade staff by country, grade and gender at Headquarters at 31 March 2009 (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	Total
Argentina	0	0	0	0	1	0	0	0	1	0	1	1	0	1	3	4
Australia	0	1	0	0	0	0	1	0	0	0	0	0	0	1	1	2
Austria	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
Belgium	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Brazil	0	0	0	0	0	0	1	1	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	1	0	0	1	0	0	0	0	1	1	2
China	0	0	0	0	2	0	0	0	0	0	1	0	0	0	3	3
Colombia	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Croatia	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Cyprus	0	0	0	0	1	0	0	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	0	0	1	0	1	0	1
Ethiopia	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
France	0	0	0	0	0	1	1	0	1	0	0	6	0	7	2	9
Germany	0	0	0	0	1	1	0	0	0	0	0	1	0	2	1	3
Ghana	0	0	0	0	0	1	0	0	0	1	0	0	0	2	0	2
Greece	1	0	0	0	0	0	1	0	0	0	0	0	0	0	2	2
India	0	0	0	0	0	0	2	0	0	1	0	0	0	1	2	3
Ireland	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Italy	0	0	0	0	1	0	0	0	0	1	0	0	1	1	2	3
Japan	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	2
Kenya	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Liberia	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Malaysia	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Malta	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Mauritius	0	0	0	0	0	1	0	0	0	0	1	0	0	1	1	2
Mexico	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1
Morocco	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Myanmar	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Netherlands	0	0	0	0	1	0	0	0	2	0	0	0	0	0	3	3
New Zealand	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	2
Nicaragua	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Nigeria	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1	2
Norway	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
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
Philippines	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	2
Portugal	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Rep. of Korea	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	2
Romania	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Russian Fed.	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Senegal	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Sierra Leone	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Spain	0	0	1	0	0	0	1	0	0	0	0	2	0	2	2	4

	SG	D.2		D.1		P.5		P.4		P.3		P.2		Total		Grand
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Sri Lanka	0	0	0	0	0	0	0	0	1	0	0	0	1	0	2	2
Trinidad and Tobago	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	1
Turkey	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
United Kingdom	0	0	1	1	0	2	2	1	3	2	1	2	0	8	7	15
United Republic of Tanzania	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
United States of America	0	0	0	0	1	0	2	0	0	1	0	0	0	1	3	4
Uruguay	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Venezuela	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Grand total	1	3	3	2	15	9	21	4	13	9	6	16	5	43	64	107

**IMO Professional and higher grade staff by region (as a percentage)  
(excluding language staff)**



**2. Incumbents in language posts (including Word Processing Units) by grade and gender as at 31 March 2009**

	D.1		P.5		P.4		P.3		P.2		Total		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
Argentina	0	0	0	0	0	0	0	1	0	0	0	1	1
Canada	0	0	0	0	0	1	0	0	0	0	0	1	1
China	0	0	0	1	0	1	0	0	0	0	0	2	2
Colombia	0	0	0	0	0	0	0	0	1	0	1	0	1
France	0	0	2	0	3	1	4	2	1	0	10	3	13
Honduras	0	0	0	0	0	1	0	0	0	0	0	1	1
Jordan	0	0	0	0	0	0	0	1	0	0	0	1	1
Russian Fed.	0	0	0	1	0	1	1	0	0	0	1	2	3
Spain	0	1	2	0	3	1	2	2	0	0	7	4	11



	D.1		P.5		P.4		P.3		P.2		Total		Grand Total
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	
United Kingdom	0	0	0	0	0	1	0	0	1	0	1	1	2
Uruguay	0	0	0	0	0	0	0	1	0	0	0	1	1
Total	0	1	4	2	6	7	7	7	3	0	20	17	37

### 3. Vacant posts as at 31 March 2009

#### Vacant posts subject to geographical distribution (excluding language posts)

Grade	Total
Uncl.	1
P.5	2
P.4	2
P.3	2
P.2	2
<b>Total</b>	<b>9</b>

#### Vacant language posts

Grade	Total
P.5	1
<b>Total</b>	<b>1</b>

#### Total vacant posts in Professional and higher categories

Grade	Total
Uncl.	1
P.5	3
P.4	2
P.3	2
P.2	2
<b>Total</b>	<b>10</b>

4. **Breakdown of Professional and higher grade posts by country, grade and gender: field posts as of 31 March 2009**

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

Nationality	Grade	Gender	Duty Station
France	D.1	Male	Malta
France	L.3	Male	Malta
Italy	L.3	Female	Malta
Malta	P.5	Male	Malta
Malta	L.4	Male	Malta
Spain	P.3	Male	Malta
Tunisia	P.4	Female	Malta

**GloBallast Partnership Project Management Unit**

Nationality	Grade	Gender	Duty Station
India	P.5	Male	London
Sweden	P.3	Male	London

**IMO Regional Presence for Technical Co-operation in the Eastern and Southern Sub-Region of Africa (Anglophone) (Kenya)**

Nationality	Grade	Gender	Duty Station
Kenya	NOD	Male	Nairobi, Kenya

**IMO Regional Presence for Technical Co-operation in the West and Central Sub-Region of Africa (Anglophone) (Ghana)**

Nationality	Grade	Gender	Duty Station
Ghana	NOD	Male	Accra, Ghana

**IMO Regional Presence for Technical Co-operation in the West and Central Sub-Region 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 Co-operation in East Asia, Manila, Philippines**

<b>Nationality</b>	<b>Grade</b>	<b>Gender</b>	<b>Duty Station</b>
Philippines	NOD	Female	Manila, Philippines

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

<b>Nationality</b>	<b>Grade</b>	<b>Gender</b>	<b>Duty Station</b>
Trinidad and Tobago	NOD	Male	Port-of-Spain, Trinidad and Tobago

The total number of Professional staff in field posts is 14, of which 11 are male and 3 are female, coming from 12 countries.