

COUNCIL
117th session
Agenda item 5(a)

C 117/5(a)/2
29 November 2016
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 at 31 October 2016 as well as staff development, training and other human resources statistics for 2016

Strategic direction: 4

High-level action: 4.0.1

Output: 4.0.1.5

Action to be taken: Paragraph 7

Related documents: C 116/5(a)/1 and C 116/5(a)/2

Senior-level appointments

1 Following the retirement of Mrs O. O'Neil and Mr. J.O. Espinoza-Ferrey on 31 July 2016 and in line with the policies on succession and evolution of the Secretariat, the Secretary-General appointed Mr. Y. Li to the post of Director of the Conference Division (D.2), and Mr. N. Charalambous to the post of Director of the Administrative Division (D.2). Mr. Charalambous at the same time retains the duties of Director of the Technical Cooperation Division until further notice. In addition, following the retirement of Mrs. P. Tansey from the post of Senior Deputy Director of the Technical Cooperation Division, the Secretary-General appointed Mr. J. Shiundu to the post of Senior Deputy Director of the Technical Cooperation Division (D.1).

Presence of women in IMO staff

2 As shown in the table below, at 31 October 2016, the percentage of women in the Professional and higher categories (including those in language posts) was 42.66% – an increase of 0.6% from the 42.07% reported on 31 May 2016.

	Gender		Total	Percentage of female staff
	Female	Male		
S-G	0	1	1	0.00%
D.2	0	7	7	0.00%
D.1	3	7	10	30.00%
P.5	12	22	34	35.29%
P.4	6	25	31	19.35%
P.3	20	15	35	57.14%
P.2	19	5	24	79.17%
P.1	1	0	1	100.00%
Total	61	82	143	42.66%

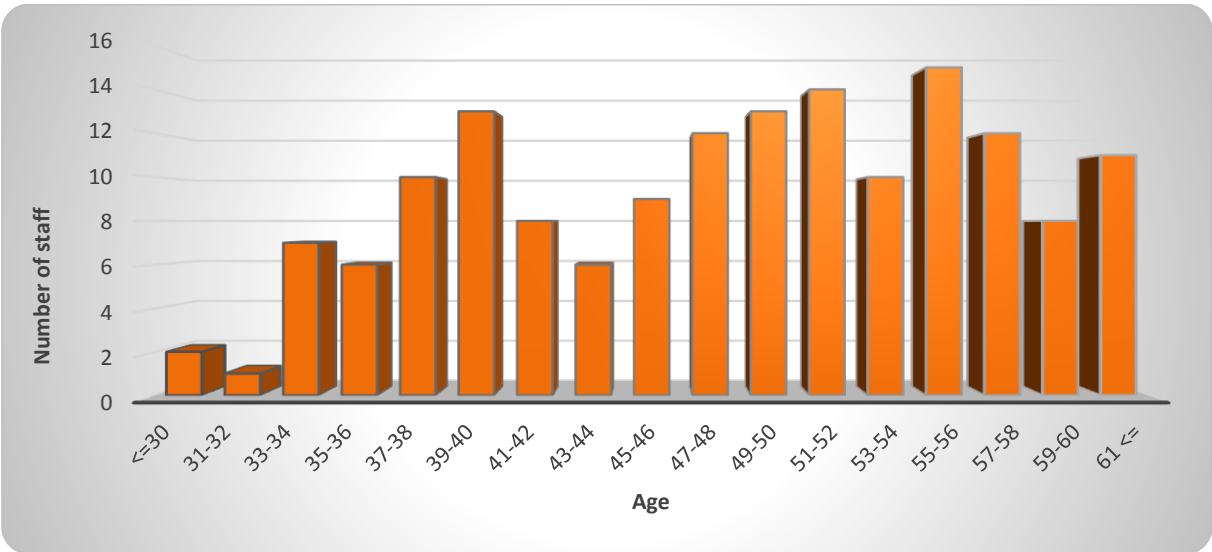
Geographical distribution

3 A breakdown, at 31 October 2016, of Professional and higher category posts by country, grade and gender (language posts are listed in a separate table) is reflected in the annex. Any significant changes to these figures between now and the time the Council meets will be reported orally. The annex also contains information about vacant posts at 31 October 2016.

Age of IMO staff

4 The median age of staff members in the Professional and higher categories on 31 October 2016 was 49 years. More than 47% of staff members in the Professional and higher categories are currently 50 years of age or older. More than 29% of staff members had reached early retirement age on 31 October 2016 and could therefore retire at any time. At present, the average age is 48 years for staff in the Professional and higher categories. In this respect, the Council may wish to recall that as from 1 January 2018, the age of 65 years will become the mandatory age of separation for all staff in the Professional and higher categories.

Age of staff in the Professional and higher categories at 31 October 2016 (including language staff)



Staff learning and development

5 The IMO Training Catalogue was prepared following a learning needs analysis, focusing on key learning requirements. Staff were invited to register their interest and a total of 215 registrations were received. Courses are being scheduled over 2016-2017. The new mandatory Management Development Programme for staff with supervisory responsibilities will commence on a modular basis in 2017. In addition to the courses listed in the catalogue, a number of Section-specific specialized training courses are being organized.

Junior Professional Officers (JPOs) and Secondees

6 The JPO programme for 2016 has commenced with the announcement of six JPO positions. The deadline for the receipt of applications was 31 October 2016. The Human Resources Service is in the process of collating the applications and scheduling the next steps of the selection process. It is anticipated that the selected candidates will join IMO early in the new year.

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 2016 (excluding language staff)*

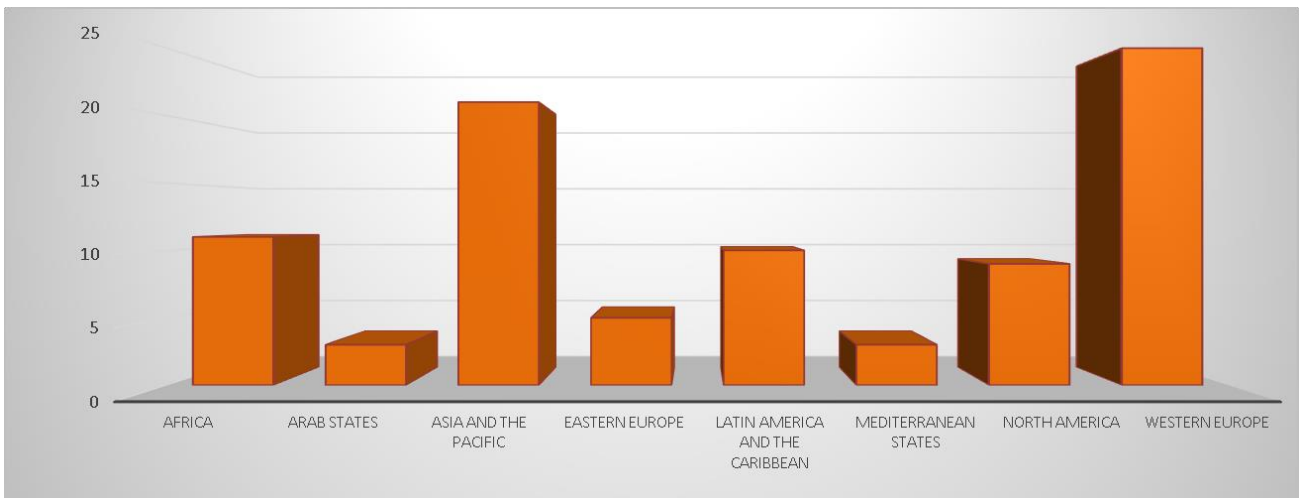
49 Nationalities	S-G		D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Argentina	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	1	2	
Brazil	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Bulgaria	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Canada	0	0	0	1	0	1	0	0	1	2	0	0	0	0	0	4	1	5	
Chile	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	
China	0	0	1	0	0	0	2	0	0	0	2	0	1	0	0	0	6	6	
Colombia	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	2	
Croatia	0	0	0	0	0	1	0	0	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	0	0	1	1	
Czechia	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	
Denmark	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2	
Egypt	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	
Eritrea	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1	
Ethiopia	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	
Finland	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1	
France	0	0	0	0	0	0	2	0	0	1	0	2	0	0	0	3	2	5	
Germany	0	0	0	1	0	0	0	1	0	0	1	1	0	0	0	3	1	4	
Ghana	0	0	0	0	0	1	0	0	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	0	2	2	4	
India	0	0	1	0	0	0	1	1	0	0	0	0	0	0	0	1	2	3	
Iraq	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1	
Ireland	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	2	0	2	
Italy	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	2	
Japan	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	2	
Kenya	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	2	2	
Liberia	0	0	1	0	0	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	0	0	1	1	
Malta	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	2	
Mauritius	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	1	2	
Mexico	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Morocco	0	0	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	0	0	3	3	
New Zealand	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	
Nigeria	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	2	
Pakistan	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1	
Peru	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1	

* (Regular budget and Trading Fund only).

Philippines	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	1	1	2
Poland	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Republic of Korea	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	3	3
Russia	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Spain	0	0	0	0	0	1	1	0	1	1	0	1	1	0	0	3	3	6
Sri Lanka	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2
Sweden	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Trinidad and Tobago	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
Turkey	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
United Kingdom	0	0	1	0	0	0	3	1	2	3	1	5	1	0	0	9	8	17
United States	0	0	1	0	2	0	0	0	0	1	0	0	0	0	0	1	3	4
Uruguay	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Zambia	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	1
Grand Total	1	0	7	2	7	9	20	3	18	13	10	16	4	1	0	44	67	111

* (Regular budget and Trading Fund only).

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



2. Incumbents in language posts by grade and gender at 31 October 2016*

11 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	
Canada	0	0	0	1	0	0	0	0	0	0	0	1	1
China	0	0	0	0	0	1	0	0	0	1	0	2	2
France	1	0	1	0	0	3	5	0	1	0	8	3	11
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	0	0	0	2	0	2
South Africa	0	0	0	0	0	0	0	1	0	0	0	1	1
Spain	0	0	1	0	1	2	2	3	0	0	4	5	9
Uruguay	0	0	0	0	0	1	0	0	0	0	0	1	1
Grand Total	1	0	3	2	3	7	7	5	3	1	17	15	32

3. Vacant posts at 31 October 2016

Vacant posts subject to geographical distribution
(excluding language posts)

Grade	Total
P.5	3
P.2	2
Total	5

Vacant language posts

Grade	Total
P.4	5
P.3	1
P.2	1
Total	7

Total vacant posts in Professional and higher categories

Grade	Total
P.5	3
P.4	5
P.3	1
P.2	3
Total	12

* (Regular budget and Trading Fund only).

4. **Project posts – Breakdown of Professional and higher category staff by country, grade and gender at 31 October 2016**

Counter-Piracy Programme (Djibouti Code of Conduct)

Nationality	Grade	Gender	Duty Station
Kenya	P.3	Male	Nairobi

West and Central Africa Maritime Security Project

Nationality	Grade	Gender	Duty Station
Brazil	P.4	Female	London

International Maritime Security Trust Fund

Nationality	Grade	Gender	Duty Station
Denmark	P.3	Male	London

Globallast Programme

Nationality	Grade	Gender	Duty Station
France	P.3	Male	London

GLOMEEP Project Coordination Unit

Nationality	Grade	Gender	Duty Station
Germany	P.2	Female	London

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

Nationality	Grade	Gender	Duty Station
Spain	P.4	Male	Malta
France	P.3	Male	Malta
Tunisia	P.3	Male	Malta

Capacity Building for Climate Mitigation in the Maritime Shipping Industry IMO-EU

Nationality	Grade	Gender	Duty Station
Georgia	P.4	Female	London
United Kingdom	P.2	Male	London

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

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

Nationality	Grade	Gender	Duty Station
Vacant	NOD	–	Nairobi, Kenya

At 31 October 2016, the total number of National Officers and Professional staff in project posts was 14, of whom 10 are male and 4 are female, coming from 13 countries.