

COUNCIL
29th extraordinary session
Agenda item 4(a)

C/ES.29/4(a)/1
31 October 2017
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 the gender profile of staff in Professional and higher category posts in the IMO Secretariat and includes the geographical and age distribution of staff in the Professional and higher categories as of 31 October 2017, as well as staff development and training conducted during 2017

Strategic direction: 4

High-level action: 4.0.1

Output: 4.0.1.5

Action to be taken: Paragraph 7

Related document: C 118/4(a)/2

Presence of women

1 As shown in the table below, the percentage of females in the Professional and higher categories (including those in language posts), as of 31 October 2017, was 43.26% – a decrease of 0.31% from the 43.57% reported as at 30 June 2017.

	Gender		Total	Percentage of female staff as at October 2017	Percentage of female staff as at June 2017
	Female	Male			
D.2	1	7	8	12.50%	0.00%
D.1	4	9	13	30.77%	33.33%
P.5	11	21	32	34.38%	37.50%
P.4	6	25	31	19.35%	19.35%
P.3	20	12	32	62.50%	59.38%
P.2	18	6	24	75.00%	76.00%
P.1	1	0	1	100.00%	100.00%
Total	61	80	141	43.26%	43.57%

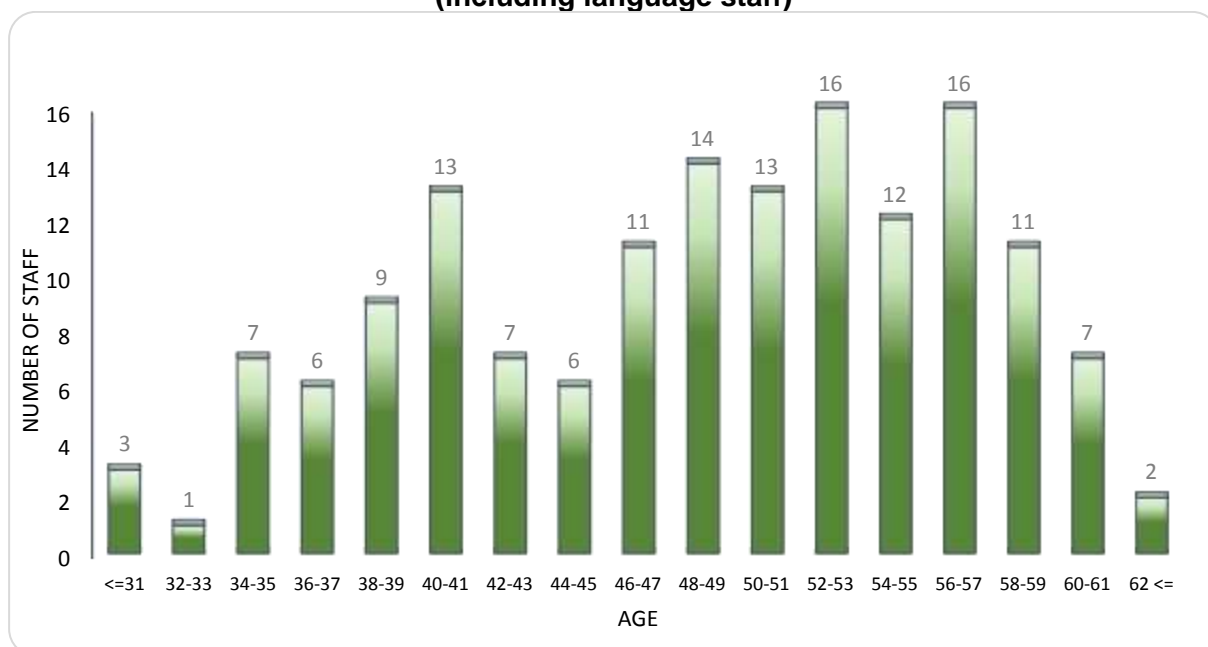
Geographical distribution

2 A breakdown of Professional and higher category posts by country, grade and gender (language posts are listed separately) as of 31 October 2017 is provided for in the annex to this document. Any significant changes to these figures between now and when the Council meets in November 2017 will be updated in the meeting. The annex also contains information on the status of vacant posts.

Age of staff in the Professional and higher categories

3 On 31 October 2017, the average age of staff in the Professional and higher categories is 48 years and the median age is 49 years; more than 49% of staff are 50 years of age or older. Approximately 28% of staff members will have reached early retirement age by 31 October 2017 and could therefore retire at any time, should they choose to do so. In this respect, the Council may wish to recall that as from 1 January 2018 the mandatory age of separation for all staff will increase from the current age of 60 or 62 to 65 for all staff members.

**Age of staff in the Professional and higher categories at 31 October 2017
(including language staff)**



Staff learning and development

4 The focus of 2017 was on completing the training identified in 2016 on core IMO competencies and IT skills. There were also a number of division and role specific training sessions provided to staff, based on individual requests from the respective divisions and staff.

5 The Management Development Programme is being launched in October 2017 and is made available for all staff with supervisory responsibilities. The key objective is to equip IMO managers and supervisors in key aspects of people, team and organizational management. It is aimed at strengthening competencies and building a community of effective managers at IMO, thereby improving overall staff satisfaction and morale. The programme is modular in approach: a total of seven modules over a period of two and a half years. The first module of the programme is entitled Effective Management. The new academic year for language training programmes started in September 2017. Staff development training activities continue to be well attended and well received by staff members.

Junior Professional Officers (JPOs) and secondees

6 Nine JPO positions were advertised as part of the 2017 programme. Nominations were received from seven Member States. The interview and selection processes are ongoing, with an anticipated start date in early 2018. In order to facilitate a more efficient programme, JPO vacancies will henceforth be advertised on a needs basis as opposed to a fixed timetable each 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

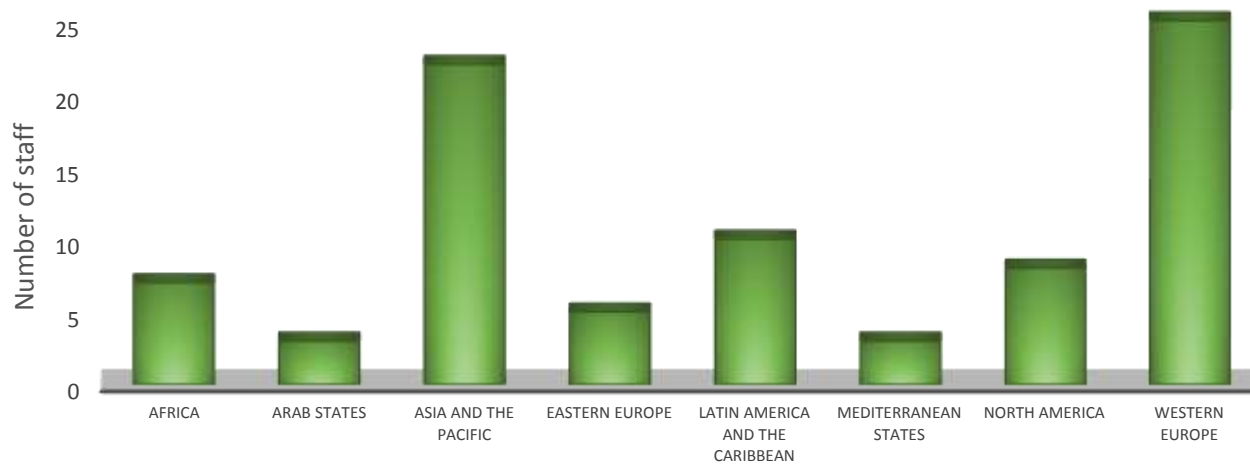
1. Professional and higher category staff by country, grade and gender at Headquarters, excluding language staff and elected officials (Secretary-General)*

47 Nationalities	D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Argentina	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Brazil	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Bulgaria	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Canada	0	0	1	1	0	0	0	1	2	0	0	0	0	0	3	2	5
Chile	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
China	0	1	0	0	0	2	0	1	0	1	0	1	0	0	0	6	6
Colombia	0	0	0	0	0	0	0	0	1	1	0	0	0	0	1	1	2
Croatia	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Cyprus	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	1	0	0	0	0	0	1	0	1
Egypt	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	1	0	0	0	0	0	1	0	1
Ethiopia	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Fiji	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
France	0	0	0	0	0	2	0	0	2	1	1	0	0	0	3	3	6
Germany	0	0	1	0	0	0	1	0	0	1	2	0	0	0	4	1	5
Greece	0	0	0	0	0	0	0	2	0	0	1	0	1	0	2	2	4
India	0	1	0	1	0	0	1	1	0	0	0	0	0	0	1	3	4
Iraq	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
Ireland	1	0	0	0	0	0	0	0	1	0	1	0	0	0	3	0	3
Italy	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2	2
Japan	0	0	0	1	0	1	0	1	0	0	0	0	0	0	0	3	3
Kenya	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Liberia	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	1	0	0	0	0	0	0	0	1	1
Malta	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	2	2
Mexico	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	1	0	0	0	0	0	0	0	1	1
Netherlands	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2	2
New Zealand	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1
Nigeria	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	2
Pakistan	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Panama	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1
Peru	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
Philippines	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1

* Regular Budget and Trading Fund only. All figures are as of 31 October 2017.

47 Nationalities	D-2		D-1		P-5		P-4		P-3		P-2		P-1		Total		Grand Total
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
Poland	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1
Republic of Korea	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2	2
Russian Federation	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	1
Spain	0	0	0	0	1	1	0	1	1	0	1	2	0	0	3	4	7
Sri Lanka	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	2	2
Sweden	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	1
Trinidad and Tobago	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1
Turkey	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2
United Kingdom	0	1	0	0	0	3	1	3	3	1	5	1	0	0	9	9	18
United States	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0	3	3
Uruguay	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	1	0	0	0	0	0	1	0	1
Grand Total	1	7	2	9	7	20	3	18	13	7	15	5	1	0	42	66	108

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



* Regular Budget and Trading Fund only. All figures are as of 31 October 2017.

2. Professional and higher category staff in language posts by grade and gender*

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	
Canada	0	1	0	0	0	0	0	0	0	0	0	1	1
China	0	0	1	0	1	0	0	0	0	1	2	1	3
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	0	0	0	1	0	0	0	1	1
Peru	0	0	0	0	0	0	0	0	1	0	1	0	1
Russian Federation	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
United Kingdom	0	0	0	0	0	1	0	0	0	0	0	1	1
Uruguay	0	0	0	0	0	1	0	0	0	0	0	1	1
Grand Total	1	1	4	1	3	7	7	5	3	1	18	15	33

3. Vacant posts (Professional and higher categories)*

Vacant posts (excluding language posts)

Grade	Total
P.5	2
P.4	2
P.3	5
P.2	2
P.1	2
Total	13

Vacant language posts

P.4	2
P.3	1
Total	3

Total vacant posts

P.5	2
P.4	4
P.3	6
P.2	2
P.1	2
Total	16

* Regular Budget and Trading Fund only. All figures are as of 31 October 2017.

4. **Project posts: Professional and higher category staff by country, grade and gender (as of 31 October 2017)**

Nationality	Grade	Gender	Duty Station
Counter-Piracy Programme (Djibouti Code of Conduct)			
Kenya	P.3	Male	Nairobi
West and Central Africa Maritime Security Project			
Brazil	P.4	Female	London
International Maritime Security Trust Fund			
Denmark	P.3	Male	London
Globallast Programme			
France	P.3	Male	London
GLOMEEP Project Coordination Unit			
Germany	P.2	Female	London
Regional Marine Pollution Emergency Response Centre for the Mediterranean Sea, Malta (REMPEC)			
Spain	P.4	Male	Malta
France	P.3	Male	Malta
Tunisia	P.3	Male	Malta
Global MTCC Network Project			
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)			
Ghana	NOD	Male	Accra, Ghana
IMO Regional Presence for Technical Cooperation in the West and Central Subregion of Africa (Francophone) (Côte d'Ivoire)			
Côte d'Ivoire	NOD	Male	Abidjan, Côte d'Ivoire
IMO Regional Presence for Technical Cooperation in East Asia, Manila, Philippines			
Philippines	NOD	Female	Manila, Philippines
IMO Regional Maritime Adviser for the Caribbean, Port-of-Spain, Trinidad and Tobago			
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)			
Vacant	NOD	–	Nairobi, Kenya

As of 31 October 2017, the total number of National Officers and Professional staff in project posts is 14, of whom 10 are male and 4 are female, coming from 13 countries.