



COUNCIL  
24th extraordinary session  
Agenda item 5(a)

C/ES.24/5(a)/1  
12 September 2007  
Original: ENGLISH

## RESOURCE MANAGEMENT

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

#### Note by the Secretary-General

#### SUMMARY

**Executive summary:** This document reports on staff movements and promotions; the recruitment of women; and the geographical distribution of staff as at 31 August 2007

**Action to be taken:** Paragraph 5

**Related document:** C/ES.24/INF.2

#### Staff appointments and promotions

1 In view of the increased responsibilities and newly-emerging issues allocated to the Office of the London Convention, the Secretary-General decided to upgrade the post of Head, Office of the London Convention to the level of Deputy Director. The incumbent, Mr. R. Coenen, was promoted to this grade with effect from 1 July 2007.

2 The Secretary-General has also made two personal promotions to the D.1 level (one concerning the Chief, Office of General Services, Mr. H. O'Neill and the other the Head of Management Accounting Services, Mr. S. J. Kim) with effect from 1 July 2007. The cost of implementing these promotions will be contained within the approved appropriations. The total number of staff members holding personal promotions at the D.1 level now stands at 7.

#### Recruitment of women

3 On 31 August 2007, the overall percentage of female staff in the Professional and higher categories was 41.5% (38.97%). For grades P.1 to P.5 this was 47.10% (43.75%), while for grades D.1 and above it was 15.38% (20.8%) with 33.3% (33.3%) in the D.2 category. The figures in brackets correspond to the situation as of 31 March 2007.

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### **Geographical distribution**

4 A table showing a breakdown of Professional and higher category posts by country, grade and gender is attached at annex to this document. This summary gives the situation as at 31 August 2007. Further significant changes, if any, will be reported orally to the Council.

### **Action requested of the Council**

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

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## ANNEX

## Breakdown of Professional posts by country, grade and gender at Headquarters

## 1. Incumbents in posts subject to geographical distribution by grade and gender as at 31 August 2007

Country	Uncl.		D.2		D.1		P.5		P.4		P.3		P.2		Total		
	m	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	
Argentina	-	-	-	-	1	-	-	-	1(1)	-	-	1*(1)	-	1(1)	2(1)	2(2)	4(3)
Australia	-	-	-	1	-	-	1	-	-	1	-	-	-	-	1	2	3
Bangladesh	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Belgium	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1
Brazil	-	-	-	-	-	-	1	-	-	1	-	-	-	-	1	1	2
Bulgaria	-	-	-	-	-	-	1	-	-	-	1	-	-	-	2	-	2
Canada	-	-	-	-	-	-	-	1	1(1)	-	-	-	-	-	1(1)	1	2(1)
China	-	-	-	-	2	-	-	-	-	-	-	-	-	-	2	-	2
Colombia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Cyprus	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	-	1
Egypt	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1
Ethiopia	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1	1
France	-	-	-	-	-	-	1	-	1(1)	1(1)	-	1(1)	-	6(5)*	2(1)	8(7)	10(8)
Germany	-	-	-	-	1	-	-	1	-	-	-	-	-	1	1	2	3
Ghana	-	-	-	-	-	-	-	1	-	-	-	1(1)	-	-	-	2(1)	2(1)
Greece	1	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	2
India	-	-	-	-	-	-	2(1)	-	-	-	-	-	-	-	2(1)	-	2(1)
Iran	-	-	-	-	-	-	-	-	-	-	-	-	-	1(1)*	-	1(1)	1(1)
Ireland	-	-	-	-	1*	-	-	-	-	-	-	-	-	1(1)	1	1(1)	2(1)
Italy	-	-	-	-	2*	-	-	-	-	-	1	-	-	2	1	3	
Japan	-	-	1	-	-	-	1	-	-	-	-	-	-	2	-	2	
Kenya	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	1	
Liberia	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	1	
Malaysia	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Malta	-	-	-	-	1	-	-	-	-	-	-	-	-	1	-	1	
Mauritius	-	-	-	-	-	-	-	1(1)*	-	-	1(1)	-	-	-	1(1)	1(1)	2(2)
Mexico	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1	
Morocco	-	-	-	-	-	-	1	-	-	-	-	-	-	1	-	1	
Myanmar	-	-	-	-	-	-	-	-	1(1)	-	-	-	-	1(1)	-	1(1)	
Netherlands	-	-	-	-	1	-	-	-	2	-	-	-	-	3	-	3	

Country	Uncl		D.2		D.1		P.5		P.4		P.3		P.2		Total		
	m	f	m	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	
New Zealand	-	-	-	-	-	-	-	-	-	-	-	-	-	1 (1)	-	1 (1)	1 (1)
Nicaragua	-	-	-	-	1 (1)	-	-	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Nigeria	-	-	-	1	1*	-	-	-	-	-	-	-	-	-	1	1	2
Norway	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Pakistan	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Panama	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1	1
Philippines	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1	1	2
Republic of Korea	-	-	-	-	2*	-	-	-	-	-	1	-	-	-	3	-	3
Romania	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Russian Federation	-	-	-	-	1	-	1	-	-	-	-	-	-	-	2	-	2
Senegal	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Sierra Leone	-	-	-	-	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	1 (1)
Spain	-	-	1	-	-	-	1	-	-	-	-	-	-	-	2	-	2
Sri Lanka	-	-	-	-	-	-	-	-	1	-	-	-	1(1)	-	2 (1)	-	2 (1)
Sweden	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Trinidad and Tobago	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1
Turkey	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
United Kingdom	-	-	1	-	-	1* (1)	2	1(1)	2(1)	2(1)	3 (3)	1 (1)	1 (1)	5* (4)	9 (5)	10 (8)	19(13)
United Republic of Tanzania	-	-	-	-	-	-	-	-	1 (1)	-	-	-	-	-	1 (1)	-	1 (1)
United States of America	-	-	1	-	-	-	3	-	-	-	-	-	-	-	4	-	4
Uruguay	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	1
Venezuela	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
<b>Total – 53 nationalities</b>	<b>1</b>	<b>-</b>	<b>4</b>	<b>2</b>	<b>16*(1)</b>	<b>2(1)*</b>	<b>21(2)</b>	<b>7*(2)</b>	<b>14 (6)</b>	<b>6*(2)</b>	<b>8(4)</b>	<b>7*(4)</b>	<b>5(2)</b>	<b>18*(14)</b>	<b>69(14)</b>	<b>42(21)</b>	<b>111(35)</b>

**N.B.** 1. *Figures in brackets indicate staff members recruited in the General Service category and subsequently promoted to the Professional category.*

2. *\* indicates that personal promotions are included in this total.*

## 2. Incumbents in language posts (including Word Processing Units) by grade and gender as at 31 August 2007

Country	D.1		P.5		P.4		P.3		P.2		Total		
	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	m.	f.	
Argentina	-	-	-	-	-	-	1	-	-	-	1	-	1
Canada	-	-	-	-	1	-	-	-	-	-	1	-	1
China	-	-	2*	-	-	-	-	-	-	-	2	-	2
Colombia	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	1(1)
France	-	-	1	2	1	4	2	2	-	1(1)	4	9(1)	13(1)
Honduras	-	-	-	-	1	-	-	-	-	-	1	-	1
Jordan	-	-	-	-	-	-	1	-	-	-	1	-	1
Russian Federation	-	-	1	-	1	-	-	1	-	-	2	1	3
Spain	1*	-	-	1	1	4	1	2	-	-	3	7	10
United Kingdom	-	-	-	-	1	-	-	-	-	1(1)	1	1(1)	2(1)
Uruguay	-	-	-	-	-	-	1	-	-	-	1	-	1
<b>Totals</b>	<b>1*</b>	<b>-</b>	<b>4*</b>	<b>3</b>	<b>6</b>	<b>8</b>	<b>6</b>	<b>5</b>	<b>-</b>	<b>3(3)</b>	<b>17*</b>	<b>19(3)</b>	<b>36(3)</b>

N.B. 1. Figures in brackets indicate staff members recruited in the General Service category and subsequently promoted to the Professional category.

2. \* indicates that personal promotions are included in this total.

## 3. Vacant posts as at 31 August 2007

Uncl.	D.2	D.1	P.5	P.4	P.3	P.2	Total
<b>Posts subject to geographical distribution</b>							
1	-	-	1	2	3	1	8
<b>Language Posts</b>							
-	-	-	-	-	2	-	2
<b>Totals</b>							
1	-	-	1	2	5	1	10

## 4. Total Professional posts by incumbents' grades as at 31 August 2007

Uncl.	D.2	D.1	P.5	P.4	P.3	P.2	Total
2	6	19*	36*	36*	31*	27*	157

N.B. 1. Figures in brackets indicate staff members recruited in the General Service category and subsequently promoted to the Professional category.

2. \* indicates that personal promotions are included in this total.

## 5. Breakdown of Professional posts by country, grade and gender: field posts as of 31 August 2007

<b>Regional Programme for the Prevention and Management of Marine Pollution in the East Asian Seas, Manila, Philippines</b>			
<b>Nationality</b>	<b>Grade</b>	<b>Gender</b>	<b>Duty Station</b>
Canada	P.5	Male	Philippines
China	P.5	Male	Philippines
Malaysia	D.2	Male	Philippines
Philippines	NOA	5 Females	Philippines
Philippines	NOB	1 Female	Philippines
<b>Regional Marine Pollution Emergency Response Centre for the Mediterranean Sea, Malta (REMPEC)</b>			
<b>Nationality</b>	<b>Grade</b>	<b>Gender</b>	<b>Duty Station</b>
France	D.1	Male	Malta
France	L.3	Male	Malta
Italy	L.3	Female	Malta
Malta	P.4	Male	Malta
Malta	L.4	Male	Malta
Morocco	L.3	Male	Malta
Spain	P.3	Male	Malta
Tunisia	P.3	Female	Malta
<b>GloBallast Partnership Project Management Unit</b>			
<b>Nationality</b>	<b>Grade</b>	<b>Gender</b>	<b>Duty Station</b>
India	L.5	Male	London
<b>IMO Regional Presence for Technical Co-operation in the Eastern and Southern Sub-Region of Africa (Anglophone) (Kenya)</b>			
<b>Nationality</b>	<b>Grade</b>	<b>Gender</b>	<b>Duty Station</b>
Kenya	NOD	Male	Kenya
<b>IMO Regional Presence for Technical Co-operation in the West &amp; Central Sub-Region of Africa (Anglophone) (Ghana)</b>			
<b>Nationality</b>	<b>Grade</b>	<b>Gender</b>	<b>Duty Station</b>
Vacant			
<b>IMO Regional Presence for Technical Co-operation in the West &amp; Central Sub-Region of Africa (Francophone) (Côte d'Ivoire)</b>			
<b>Nationality</b>	<b>Grade</b>	<b>Gender</b>	<b>Duty Station</b>
Côte d'Ivoire	NOC	Male	Côte d'Ivoire
<b>IMO Regional Presence for Technical Co-operation in East Asia, Manila, Philippines</b>			
<b>Nationality</b>	<b>Grade</b>	<b>Gender</b>	<b>Duty Station</b>
Philippines	ICS11	Female	Philippines

The total number of professional staff is 21, of which 12 are male and 9 are female, coming from 13 countries.