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COUNCIL  
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Agenda item 3(a)

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## RESOURCE MANAGEMENT

### (a) Personnel matters, including amendments 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 March 2006

**Action to be taken:** Paragraph 5

**Related documents:** None

#### Staff promotions and transfers

1 On the retirement of Mr. R. G. Jones (United Kingdom) from the post of Director, Administrative Division, at the end of 2005, the Secretary-General made the following promotions and transfers which took effect from 1 January 2006:

- (i) Mr. A. Winbow (United Kingdom) was promoted to Director (D.2), Administrative Division;
- (ii) Mr. J. Espinoza Ferrey (Nicaragua) was transferred from the Maritime Safety Division to the position of Head (D.1), Policy and Planning Unit in the Office of the Secretary-General; and
- (iii) Mr. Min Kyung-Rae (Republic of Korea) was promoted to the post of Deputy Director (D.1), Sub-Division for Implementation and Co-ordination in the Maritime Safety Division.

2 The Secretary-General has also made one personal promotion to the D.1 level with effect from 1 January 2006. The cost of implementing this promotion will be contained within the approved appropriations. The total number of D.1 personal promotions now stands at eight.

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**Recruitment of women**

3 On 31 March 2006, the overall percentage of female staff in the Professional and higher categories was 35.1% (35.6%). For grades P.1 to P.5 this was 39.3% (38.5%) while for grades D.1 and above was 16.7% (21.3%) with 33.3% (33.3%) in the D.2 category. The figures in brackets correspond to the situation as of 1 October 2005.

**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 March 2006. 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 March 2006

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)	2(1)	1(1)	3(2)
Australia	-	-	-	1	-	-	1	-	-	-	-	-	-	-	1	1	2
Bangladesh	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Belgium	-	-	-	-	-	-	1 (1)*	1	-	-	-	-	-	-	1 (1)	1	2 (1)
Brazil	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	1
Bulgaria	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Canada	-	-	-	-	-	-	-	-	-	1	-	-	1 (1)	-	1 (1)	1	2 (1)
China	-	-	-	-	2	-	-	-	-	-	-	-	-	-	2	-	2
Colombia	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Cyprus	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Denmark	-	-	-	-	1*	-	-	-	-	-	-	-	-	-	1	-	1
Egypt	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
Eritrea	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1
Ethiopia	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
France	-	-	1	-	-	-	1	-	1 (1)	1 (1)	-	-	-	3 (2)	3 (1)	4(3)	7(4)
Germany	-	-	-	-	1	-	-	1	-	-	-	-	-	-	1	1	2
Ghana	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	1
Greece	1	-	-	-	-	-	-	-	1	-	-	-	-	-	2	-	2
India	-	-	-	-	-	-	2(1)	-	-	-	-	-	-	-	2 (1)	-	2 (1)
Ireland	-	-	-	-	-	-	1	-	-	-	-	-	-	1 (1)	1	1 (1)	2 (1)
Italy	-	-	-	-	2*	-	-	-	-	-	-	-	-	-	2	-	2
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)
Mexico	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	-	1
Morocco	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Myanmar	-	-	-	-	-	-	-	-	1(1)	-	-	-	-	-	1 (1)	-	1 (1)
Netherlands	-	-	-	-	-	-	1	-	1	-	-	-	-	-	2	-	2

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)	2 (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
Poland	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Republic of Korea	-	-	-	-	1	-	1	-	-	-	-	-	-	-	2	-	2
Romania	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
Russian Federation	-	-	-	-	1	-	2	-	-	-	-	-	-	-	3	-	3
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	-	2	3(2)	1 (1)	1(1)	2(2)	2(1)	8(3)	7(5)	15(8)
United Republic of Tanzania	-	-	-	-	-	-	-	-	1 (1)	-	-	-	-	-	1 (1)	-	1 (1)
United States of America	-	-	1	-	-	-	3	-	-	-	-	-	-	-	4	-	4
Venezuela	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	1
<b>Total – 53 nationalities</b>	<b>1</b>	<b>-</b>	<b>4</b>	<b>2</b>	<b>14*(1)</b>	<b>2(1)</b>	<b>25*(2)</b>	<b>5(1)</b>	<b>13(4)</b>	<b>7*(3)</b>	<b>4(1)</b>	<b>3(1)</b>	<b>7(4)</b>	<b>10(7)</b>	<b>68(12)</b>	<b>29(13)</b>	<b>97(25)</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 March 2006

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	-	-	-	2(1)	-	2(1)
Canada	-	-	-	-	1	-	-	-	-	-	1	-	1
China	-	-	1	-	1	-	-	-	-	-	2	-	2
Colombia	-	-	-	-	-	-	-	-	-	1(1)	-	1(1)	1(1)
France	-	-	1	3	1	3	2	1	-	2(2)	4	9(2)	13(2)
Honduras	-	-	-	-	1	-	-	-	-	-	1	-	1
Russian Federation	-	-	1	-	1	-	-	-	-	-	2	-	2
Spain	1	-	-	-	1	4	-	2	-	-	2	6	8
United Kingdom	-	-	-	-	1	-	-	-	-	1(1)	1	1(1)	2(1)
Uruguay	-	-	-	-	-	-	1	-	-	-	1	-	1
<b>Totals</b>	<b>1</b>	<b>-</b>	<b>4(1)</b>	<b>3*</b>	<b>7</b>	<b>7</b>	<b>4</b>	<b>3</b>	<b>-</b>	<b>4(4)</b>	<b>16(1)</b>	<b>17(4)</b>	<b>33(5)</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 March 2006

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	3	10
<b>Language Posts</b>							
-	-	-	-	-	5	-	5
<b>Totals</b>							
1	-	-	1	2	8	3	15

## 4. Total Professional posts by incumbents' grades as at 31 March 2006

Uncl.	D.2	D.1	P.5	P.4	P.3	P.2	Total
2	6	17*	38*	36	22	24	145

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

<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
Republic of Korea	P.4	Female	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>
Croatia	P.5	Male	Malta
France	D.1	Male	Malta
Tunisia	P.3	Female	Malta
Malta	P.4	Male	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>TCD – Maritime/Port Security</b>			
Ghana	P.3	Female	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>
Ghana	NOD	Female	Ghana
<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 20, of which 9 are male and 11 are female, coming from 13 countries.