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**RESOLUTION A.879(21)**  
**adopted on 25 November 1999**

**LONG-TERM WORK PLAN OF THE ORGANIZATION**  
**(UP TO 2006)**

**THE ASSEMBLY**

RECALLING resolution A.846(20) by which it approved the subjects for consideration in the long-term work plan of the Organization in the period up to 2004,

RECALLING ALSO that it requested the Council, the Maritime Safety Committee, the Legal Committee, the Marine Environment Protection Committee, the Technical Co-operation Committee and the Facilitation Committee to keep the respective lists of subjects under review in the light of developments in the work of the Organization while continuing to bear in mind the directives contained in resolution A.500(XII) on the objectives of the Organization and resolution A.777(18) on the Work Methods and Organization of Work in Committees and their subsidiary bodies,

HAVING CONSIDERED the proposal of the Council for the long-term work plan which has been prepared in the light of the views of the Maritime Safety Committee, the Legal Committee, the Marine Environment Protection Committee, the Technical Co-operation Committee and the Facilitation Committee, as well as resolution A.900(21) on the Objectives of the Organization in the 2000s,

1. APPROVES the long-term work plan comprising an indicative list of subjects for consideration by the Organization for the period up to 2006 as set out in the Annex to the present resolution;
2. REQUESTS the Council, the Maritime Safety Committee, the Legal Committee, the Marine Environment Protection Committee, the Technical Co-operation Committee and the Facilitation Committee to keep the respective lists of subjects under review in the light of developments in the work of the Organization, while continuing to bear in mind the directives contained in resolution A.500(XII), resolution A.777(18) and resolution A.900(21) and to report or recommend, as necessary, to the Assembly at its twenty-second regular session;
3. FURTHER REQUESTS all Committees, when considering proposals for future work, to ensure that the subjects proposed are those on which significant work could reasonably be envisaged in the foreseeable future;

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4. EMPHASIZES that all proposed items, and especially those involving amendments to existing conventions, particularly those which have been in force for a short period, should be evaluated by reference to the directives in resolution A.500(XII), and that due attention should be given to the requirement that a well-documented "compelling need" must be demonstrated for new or revised standards;

5. REITERATES ITS REQUEST to the Council, the Maritime Safety Committee, the Legal Committee, the Marine Environment Protection Committee, the Technical Co-operation Committee and the Facilitation Committee, when reviewing the long-term work plan and in making recommendations for the work programme for subsequent periods, to bear in mind the desirability of scheduling not more than one conference in each year, save in exceptional circumstances.

## ANNEX 1

The following is an indicative list of subjects for consideration by the Maritime Safety Committee, the Legal Committee, the Marine Environment Protection Committee, the Technical Co-operation Committee and the Facilitation Committee for the period up to 2006. This list is not exhaustive and the subjects are not listed in order of priority:

### **MARITIME SAFETY COMMITTEE**

1 The following is an indicative list of subjects approved by the Maritime Safety Committee for the period up to 2006. This list is not exhaustive and the subjects are not listed in order of priority.

2 The items listed below marked with an asterisk are considered to be high priority items. The remainder should be considered as such, and work on them initiated accordingly, only after proposals substantiating their importance and urgency have been submitted and endorsed by the Committee or a compelling need to do so has been clearly established and the Committee has agreed that urgent action should be taken on them.

#### **I Objectives**

1 Pursuant to the provisions of Articles 1 and 28 of the Convention on the International Maritime Organization, to encourage the general adoption of the highest practicable standards in respect of matters concerning maritime safety and efficiency of navigation, including any matter within the scope of the Organization, concerned with the construction and equipment of ships (and other marine vehicles), training and qualification of seafarers and fishing vessel personnel, manning of ships from a safety standpoint, aids to navigation, rules for the prevention of collisions, search and rescue, handling of cargoes, maritime safety procedures and requirements, hydrographic information, log-books and navigational records, marine casualty investigations, salvage and any other matter directly affecting maritime safety (e.g. fire safety, maritime communications and the safe transport of cargoes generally), and with due regard to the contents of resolutions A.500(XII), A.777(18) and A.900(21).

2 To provide the necessary machinery for performing any duties assigned to it and to maintain such close relationship with other bodies as may further the purposes of the Organization.

#### **II General subjects\***

- \* 1 Implementation, enforcement, monitoring, technical interpretation and improvement of conventions, codes, recommendations and guidelines
- \* 2 Role of the human element in the prevention of maritime casualties and accidents
- \* 3 Promotion and maintenance of a safety culture
- \* 4 Shipboard and shore-based management for the safe operation of ships
- \* 5 Formal safety assessment
- 6 Procedures for the control of ships, including deficiency reports
- \* 7 Casualty statistics and investigations into serious casualties

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\* The subjects marked with an asterisk are considered as high priority subjects.

- 8 Harmonization of survey and certification requirements
- 9 Prevention of piracy and unlawful acts against ships
- 10 Co-operation with the United Nations and other international bodies on matters of mutual interest
- 11 Technical input in technical co-operation projects

### **III Specific subjects**

#### **Items related to ship's construction, equipment, machinery and electrical installations**

- 1 Safety aspects of the design, construction, machinery, electrical installations, equipment and operation of specific types of ships
- 2 Intact stability, subdivision, damage stability and load lines of ships
- 3 Manoeuvrability of ships
- 4 Matters pertaining to fire protection, detection and extinction, fire test procedures and other matters related to fire safety on board ships
- 5 Safe evacuation, survival and recovery following maritime casualties or in case of distress
- 6 Tonnage measurement of ships
- 7 Safety-related aspects of fishing vessels

#### **Items related to navigation and radiocommunications**

- 8 Measures to improve navigational safety, including ships' routeing, requirements and standards for navigational aids (including the development of functional requirements of shipborne navigational systems and requirements), ship-reporting systems and vessel traffic services
- 9 Monitoring the operation of the global maritime distress and safety system and other maritime radiocommunication matters (including maritime safety information, shipborne radio equipment and operational procedures) and the provision of maritime search and rescue services

#### **Items related to training, certification and watchkeeping**

- 10 Training, watchkeeping and operational procedures for maritime personnel, including seafarers, fishing vessel personnel, maritime pilots, VTS operators, those responsible for maritime safety on mobile offshore units and shore-based port personnel
- 11 Seafarers' certificates of competency

### **Items related to cargo handling**

- 12 Safe handling and carriage by sea of solid and liquid bulk cargoes
- 13 Safe handling and carriage of dangerous goods in packaged form, including portable tanks, unit loads, other cargo transport units, shipborne barges and intermediate bulk containers (IBCs)
- 14 Emergency procedures and safety measures for ships carrying dangerous goods, medical first aid in case of accidents involving dangerous goods, and the safe use of pesticides in ships
- 15 Safe cargo stowage and securing and container safety matters
- 16 Safety at the ship/port interface
- 17 Transboundary movement of hazardous waste

### **LEGAL COMMITTEE**

#### **Subjects**

- 1 Consideration of the legal status of novel types of craft, such as air-cushion vehicles, operating in the marine environment
- 2 A possible convention on the regime of vessels in foreign ports
- 3 Possible revision of maritime law conventions in the light of proven need and subject to the directives in resolutions A.500(XII), A.777(18) and A.900(21)

### **MARINE ENVIRONMENT PROTECTION COMMITTEE**

#### **I Objectives**

1 Pursuant to the provisions of Articles 1 and 38 of the Convention on the International Maritime Organization, to encourage adoption of the highest practicable standards in matters concerning the prevention and control of marine pollution from ships with due regard to the contents of resolutions A.500(XII), A.777(18) and A.900(21). More immediately to promote world-wide acceptance, implementation and uniform interpretation of the International Convention for the Prevention of Pollution from Ships, 1973, as modified by the Protocol of 1978 relating thereto (MARPOL 73/78) as well as the International Convention for Oil Pollution Preparedness, Response and Co-operation, 1990 (OPRC 1990).

2 To adhere to the principles and declaration adopted by UNCED in the field of marine environment protection and response to pollution incidents, including the principle of precautionary approach.

3 To provide the necessary machinery for performing any duties assigned to it and to maintain such close relationship with other bodies as may further the purposes of the Organization.

4 To promote, in co-operation with UNDP, UNEP, the World Bank, in particular the Global Environment Facility (GEF) and national development agencies, IMO's programmes of technical co-operation in the field of marine environmental protection, including the management and execution of large scale projects.

## II Specific subjects

- 1 Implementation, enforcement, amendment and uniform interpretation of the provisions of MARPOL 73/78 and related Codes, recommendations and guidelines, and monitoring of the effectiveness with which the Convention is implemented, including:
  - .1 enforcement mechanism and procedures for the control of ships and discharges under MARPOL 73/78;
  - .2 examination of the role of the human element in all measures aimed at the elimination of intentional pollution and minimization of accidental discharge of harmful substances;
  - .3 penalties for infringement of provisions of MARPOL 73/78;
  - .4 review of Annexes I and II;
  - .5 review of Annex III;
  - .6 measures to promote the entry into force and implementation of Annex IV;
  - .7 clarification of application of MARPOL requirements to FPSOs and FSUs;
  - .8 identification of oil pollution sources; and
  - .9 development of guidelines including amendments to "MARPOL: How to do it".
- 2 Reports regarding casualty investigations by Member States in relation to marine pollution incidents
- 3 Reports by Parties regarding implementation of MARPOL 73/78, which is mandatory under the Convention (MEPC/Circ.318)
- 4 Follow-up action to UNCED, in particular with respect to the implementation of Agenda 21 regarding the prevention of degradation of the oceans from sea-based sources, including:
  - .1 prevention of marine pollution from offshore oil and gas activities; and
  - .2 issues arising from chapters 17 and 19 of Agenda 21.
- 5 Review of the standards for the design, construction and operation of oil and chemical tankers, including those for pollution prevention equipment
- 6 Measures to promote the entry into force and implementation of MARPOL Annex VI on prevention of air pollution from ships, including:
  - .1 development of guidelines;
  - .2 IMO Study on greenhouse gases; and

- .3 measures for monitoring the sulphur content of residual fuels.
- 7 Evaluation of chemicals under the provisions of Annex II to MARPOL 73/78 and the IBC Code, including:
  - .1 application of new GESAMP Hazard Profile;
  - .2 review of the list of products in the IBC Code;
  - .3 assessment of hazards of new products; and
  - .4 development of database for bulk chemicals.
- 8 Implementation of the Harmonized System of Survey and Certification under MARPOL 73/78
- 9 Identification and protection of special areas and particularly sensitive sea areas (PSSAs), including a review of resolution A.720(17)
- 10 Implementation of the ISM Code with regard to effective management for the prevention and control of marine pollution
- 11 Implementation of the INF Code and related matters, including environmental impact assessment
- 12 Consideration of measures to minimize the risks of introducing harmful aquatic organisms and pathogens through discharges from ships' ballast water and associated sediments, with a view to preparing a legally binding instrument on ballast water management, together with implementation guidelines thereto, for adoption by a diplomatic conference
- 13 Consideration of measures to minimize the harmful effects of the use of anti-fouling systems for ships with a view to preparing a legally binding instrument on harmful anti-fouling systems, together with implementation guidelines thereto, for adoption by a diplomatic conference
- 14 Promotion of the provision of adequate reception facilities in ports and use thereof by ships, including the application of environmentally sound techniques for the treatment and ultimate disposal of ships' wastes and the development of a practicable scheme for the establishment and operation of reception facilities
- 15 Development of Formal Safety Assessment (FSA) procedures as well as addressing environmental indexing of ships
- 16 Development of measures to prevent and control marine pollution from small craft
- 17 Development of measures for the prevention of marine pollution by noxious solid substances carried in bulk
- 18 Implementation, enforcement, amendment and uniform interpretation of the provisions of the OPRC Convention, and implementation of the OPOR Conference resolutions, including:
  - .1 national capacity-building for marine pollution preparedness and response;

- .2 promotion of bilateral and regional arrangements for marine pollution preparedness and response;
  - .3 promotion of training and transfer of technology;
  - .4 development of guidelines and training materials for response measures, including the development and updating of anti-pollution manuals; and
  - .5 extension of the OPRC Convention to include harmful substances other than oil with a view to adopting the OPRC-HNS Protocol at a diplomatic conference in 2000.
- 19 Matters related to the 1973 Intervention Protocol, including revision of the list of substances and list of experts and the development of a directory for relevant centres of expertise
- 20 Co-operation with the United Nations, including matters referred to it and other international bodies on matters of mutual interest

### **III Priorities**

In considering the specific subjects of the long-term work plan, the Committee agreed to give high priority to the following subjects:

- .1 extension of the OPRC Convention to cover hazardous and noxious substances;
- .2 harmful aquatic organisms in ships' ballast water;
- .3 promotion of the provision of adequate reception facilities in ports and use thereof by ships;
- .4 harmful effects of ships' anti-fouling systems;
- .5 measures to promote the entry into force and implementation of Annexes IV and VI of MARPOL 73/78;
- .6 evaluation of chemicals under the provisions of Annex II of MARPOL 73/78 and the IBC Code; and
- .7 Review of Annexes I and II of MARPOL 73/78.

## **TECHNICAL CO-OPERATION COMMITTEE**

### **I Objectives**

1 Pursuant to the provisions of the IMO Convention, the Technical Co-operation Committee: (a) establishes guidelines for the development and implementation of the IMO Integrated Technical Co-operation Programme (ITCP); (b) considers and prioritizes technical co-operation programmes and projects for the implementation of activities for which IMO acts as the executing or co-operating agency; and (c) considers any other matters relating to IMO's functions in the technical co-operation field, including the mobilization of resources and the allocation of such funds of the Organization as may be approved by the Assembly for technical co-operation purposes.

2 IMO's technical co-operation mission is to assist developing countries by contributing to the enhancement of their capacity to comply with international rules and standards relating to maritime



safety and the prevention and control of marine pollution, giving priority to technical assistance programmes which focus on human resources development and institutional capacity-building.

3 In this regard, the ITCP establishes priority areas of assistance in four main areas of concentration, taking into account also the relevant issues concerning the ship/port interface, namely:

- .1 maritime safety and related aspects of shipping and ports;
- .2 marine environment protection;
- .3 maritime legislation; and
- .4 facilitation of international maritime traffic.

4 In addition to the above, the ITCP addresses the need for technical assistance in the following matters which are generic to the four main areas of concentration and which also concern the effective implementation of related IMO instruments, guidelines and recommendations:

- .1 women in development;
- .2 suppression of unlawful acts;
- .3 drug use and alcohol abuse; and
- .4 piracy.

## **II Structure of the ITCP**

5 The substantive Committees of the Organization develop technical co-operation subprogrammes in their respective areas of responsibility. These are subsequently integrated within the framework of the ITCP, on the basis of thematic priorities established by the substantive Committees, and the policies and strategies adopted by the Technical Co-operation Committee. Accordingly, the ITCP defines IMO's technical co-operation objectives, policies, priorities and guiding principles, as well as the modalities for developing, delivering and co-ordinating a truly integrated programme of technical assistance.

6 In accordance with the principles previously endorsed by the IMO Assembly and contained in UN General Assembly resolutions 44/211, 47/199 and 50/120, the ITCP is articulated and is to be implemented, wherever possible, on the basis of the decentralized management of IMO's technical co-operation activities. Accordingly, the ITCP reflects a regional programme approach, to encourage the development of co-ordinated and integrated perspectives on maritime matters in each developing region.

## **III Specific subjects**

7 To ensure the continuous and successful development of the ITCP, the Technical Co-operation Committee will monitor and, as appropriate, develop directives and guidance for:

- .1 the Organization's technical co-operation policies and strategies, in the light of:
  - developments in the regulatory framework of the Organization;
  - impact assessments of activities carried out previously;
  - general socio-economic development trends;
  - guidelines established through the UN General Assembly, the Economic and Social Council, the triennial reviews of the UN system's operational activities for development and the Agenda for Development; and
  - relevant global or sectoral conferences;

- .2 the development of appropriate technical assistance programmes relating especially to flag State implementation, port State control and other priority subjects identified by the IMO organs;
- .3 the Organization's structural requirements for the effective delivery of the ITCP, including arrangements at Headquarters and in the developing regions;
- .4 the mobilization and allocation of financial or in-kind resources for the ITCP, including the promotion of technical and economic co-operation among developing countries (TCDC and ECDC) and the successor arrangements to the support costs formulae of the United Nations Development Programme;
- .5 the follow-up to UNCED, Agenda 21 and other UN plans of action that have an impact on IMO's work, giving special regard to sustainable maritime development and its required financing, including the development of relevant programmes, extra-budgetary activities and financial mechanisms based on the internalization of costs;
- .6 the further integration of women in the maritime and port sectors, including modalities for the effective implementation of resolutions TC 1(39), TC 2(40) and TC 3(45) and any necessary follow-up to the Beijing Conference of 1995;
- .7 continued and expanded support to global, regional and national maritime training institutions, including the development of financial mechanisms to ensure their sustainability, the relationship between the World Maritime University and its Branches and the effective implementation of the STCW and STCW-F Conventions; and
- .8 the Committee's methods and organization of work, taking into account the directives contained in resolutions A.500(XII), A.777(18) and A.900(21).

## **FACILITATION COMMITTEE**

### **Subjects\***

- \* 1 Implementation, interpretation and improvement of the Convention on Facilitation of International Maritime Traffic (FAL), 1965, and its annex
- \* 2 Facilitation activities within the remit of the Organization, including:
  - .1 promotional activities carried out in co-operation with Member Governments, FAL Contracting Governments and organizations concerned; and
  - .2 facilitation aspects of forms and certificates emanating from other activities of the Organization.
- \* 3 Development of uniform electronic message systems for the arrival, stay and clearance of ships, persons and cargoes
- 4 Examination of elements of conventions, codes and recommendations of a facilitation nature elaborated by other organizations

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\* The subjects marked with an asterisk are considered as high priority subjects.

- 5 Consideration and formulation of proposals for the general review of the FAL Convention or its annex, including harmonization with other relevant United Nations conventions
- 6 Formalities connected with the arrival, stay and departure of ships, persons and cargo
- 7 Methods of handling cases involving inadequately documented passengers
- \* 8 Adoption of measures to facilitate the entry and departure of ships, persons and cargo not covered by the FAL Convention
- 9 Facilitation aspects of IMO's work on prevention and suppression of unlawful acts at sea and in ports
- 10 Facilitation aspects of measures to prevent and suppress illicit drug trafficking
- 11 Facilities for elderly and disabled passengers
- \* 12 Ship/port interface matters
- \* 13 Prevention and resolution of stowaway cases.

## ANNEX 2

**INTERNATIONAL MARITIME ORGANIZATION TERMS OF REFERENCE  
FOR ORGANIZATIONAL REVIEW****Background**

The International Maritime Organization (IMO) is the specialized agency of the United Nations concerned with safety of shipping and protection of the marine environment. It was established in January 1959 under a convention adopted by the United Nations in 1948. It has 157 Member States and two Associate Members and is governed by an Assembly comprising all Member States, which meets every two years, and between sessions by a Council comprising 32 Member States elected by the Assembly.

IMO works through a number of technical committees and sub-committees comprising representatives of its Member States, which draw on the assistance and advice of appropriate UN bodies or specialized agencies and of more than 30 inter-governmental, and nearly 50 non-governmental, organizations.

The IMO Secretary-General heads a Secretariat of some 300 staff who are international civil servants drawn from IMO Member States. There are 125 Professional posts in the Secretariat, responsible for a wide range of professional, technical and administrative functions, and 177 General Service staff. Some 75% of the IMO annual budget is represented by staff salaries and allowances.

Recently, IMO has implemented initiatives aimed at achieving greater efficiency:

- programme budgeting was introduced in the 1998-1999 biennium to improve transparency and accountability;
- a zero nominal growth (ZNG) budget was adopted in the 1998-1999 biennium, encouraging greater scrutiny of priorities and streamlining of work programmes to promote staff productivity and lower administration costs; a ZNG budget will also be applied in the 2000-2001 biennium;
- investment in information technology has been increased, resulting in improved efficiency in manpower usage;
- the Organization's Committees have introduced new guidelines on their working practices which improve their effectiveness and promote agenda management.

These initiatives reflect the Secretary-General's commitment to the efficient and effective delivery of the Organization's programmes and of the safety and environmental policy objectives of Member States.

These reforms take place against a wider background of organizational changes within national administrations in response to continuing constraints on public expenditure. Significant advances in administrative and management practices aimed at improving efficiency and productivity have been complemented by a revolution in computer and communication technology. Contemporary human resource management policies have been vital to increasing efficiency. There has been a movement towards less hierarchical and flatter organizational structures, with an increasing emphasis on developing management leadership skills to reduce bureaucracy and provide staff with greater autonomy and flexibility.

Notwithstanding a background of continuing financial constraints, the new millennium will bring new challenges to the Organization, as recently re-affirmed by the Assembly in the resolution on Objectives of the Organization in the 2000s. The Council and the Assembly have also welcomed the Secretary-General's proposal to strengthen the Organization's strategic planning and his plans to present a five-year plan to complement the Organization's biennium budgetary process.

In order to prepare the Organization for these new challenges and initiatives, the Council invited the Secretary-General to commission a review of the organizational structure and human resource policies within the Secretariat. The review should take account of the Organization's core objectives, as defined in the IMO Convention, and of the role and responsibilities of the Committees and the prevailing Committee structure in establishing and delivering the Organization's safety and environmental policies

### **Purpose of the review**

The purpose of the review is to examine, report and make recommendations on the organizational structure of the IMO Secretariat, its administrative practices, work methods and human resource management policies, with the aim of:

- further promoting effective, efficient and economical use of staff resources in achieving the IMO's organizational goals and responsiveness to stakeholder needs;
- reflecting contemporary management practice consistent with the Organization's international character;
- optimising the Organization's recent investments in the use of information technology, taking account of recent developments in communication and computer systems, both to secure efficiency gains and improved service to Member States;
- facilitating the reallocation of resources to meet changes in budgetary and work priorities;
- reducing reliance on high staff vacancy levels, which add to uncertainty in organizational planning and staff placement, as a budgetary mechanism;
- further delegating financial authority to line management, consistent with the maintenance of appropriate controls over the use of the Organization's funds and its assets, and in accordance with the Organization's Financial Regulations and Rules; and
- securing the efficient use of the Organization's accommodation and promoting efficient facilities management.

The review will be overseen by the Secretary-General, who is to receive quarterly progress reports and a final report by 31 December 2000, with an interim report to the Council in June 2000.