

22nd Meeting of the South West Pacific Hydrographic Commission

IHO Workforce of the Future Project Team
(WFPT)



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South West Pacific Hydrographic Commission



Main achievements during the year

- Members
- 2 meetings
- TOR
- Lots of docs reviewed
- Draft Resolution
- discussion

Chair: Evert Flier

Vice-Chair: Manon Larocque

Secretary: Sarah Jones Couture

IHO Secretariat

IHO Director Luigi Sinapi

IHO PRCO Sarah Jones Couture

Member State/ Organization	Name
Australia	Robyn Phillips
Australia	Hilary Thompson
Canada	Manon Larocque (Vice-Chair)
Canada	Sonja Bhatia
Colombia	<u>Yerinelys Santos</u>
Denmark	Hendrik Justus Stang
Kenya	Victoria Obura
New Zealand	Ben Jones
New Zealand	Rachel Gabara
Nigeria	David Olaoluwa Odutola
Norway	Evert Flier (Chair)
Sri Lanka	<u>Harinda Deeshana</u>
UK	Lucy Fieldhouse
USA	Ben Evans
USA	Quentin Stubbs



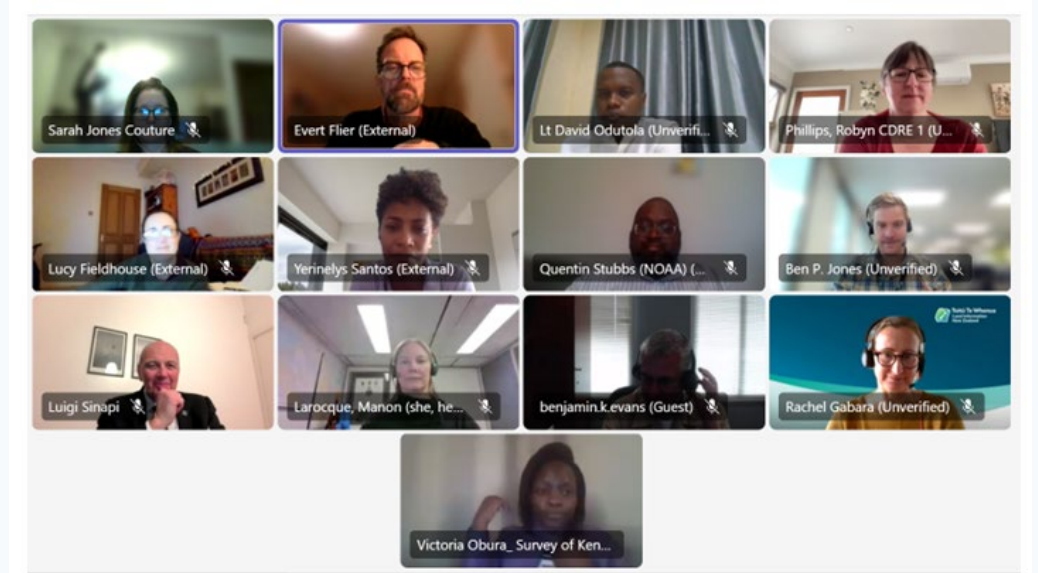
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Main achievements during the year

Develop an IHO resolution to encourage equal opportunities for all; encourage diversity; create an attractive environment for all and take measures to facilitate this; seek to increase diversity in future workforce and IHO meetings



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Main achievements during the year

TITLE	Reference	Last amendment	Reference from 1 st Edition
Inspire, recruit and maintain competent workforce	X/2026	IHO A-4	

Introduction

1. The proper conduct of hydrography depends on the ability of all constitutional elements forming the hydrographic community to inspire, recruit and maintain a competent workforce. By supporting some key strategies, organizational bodies will be able to recruit from a larger talent pool and be able to improve productivity and retention at all levels ranging from national Hydrographic Offices via Regional Hydrographic Commissions to IHO subordinate Committees, Working Groups and Project Teams to the IHO Secretariat:

2. It is resolved that Member States of the International Hydrographic Organization (IHO), and the noted organs strive for a holistic approach that focuses on various aspects of the work environment and employee experience to fully realize the professional and human potential of all, through an inclusive working environment, equal employment opportunities, and to provide improved services that contribute to the sustainable management of human activities in our seas and ocean.

3. The implementation of the following strategies, aim to create a workplace that not only attracts top talent but also retains them for the long term.

- Create an Attractive Work Environment:** Foster a positive and inclusive workplace culture where employees feel valued and appreciated. Recognition and appreciation go a long way in building loyalty.
- Offer Career Development Opportunities:** Employees are more likely to stay if they see opportunities for growth and advancement. Provide training, mentorship, and clear career paths to help them develop their skills and progress in their careers.
- Provide Competitive Compensation and Benefits:** Ensure that compensation packages are competitive and include attractive benefits. This could include health insurance, retirement plans, and other incentives like flexible working hours or remote work options.
- Promote Work-Life Balance:** Encourage a healthy work-life balance by offering flexible work arrangements and supporting employees in managing their personal and professional lives.
- Maintain Open Communication:** Foster a culture of open and transparent communication. Regularly check in with employees through feedback sessions, surveys, and one-on-one meetings to understand their needs and address any concerns.
- Embrace Diversity and Inclusion:** Create an inclusive work environment where diversity is celebrated, and everyone feels they belong. This not only attracts a wider talent pool but also promotes creativity and innovation.

4. An inclusive working culture needs to be fostered in the hydrographic community to create positive change. Work to achieve this goal can be ramped up through raising awareness, partnership in projects, specific events, discussions within leadership teams, and at committee, and working group level. The importance of creating a workforce positive approach is recognized in the IHO Strategic Plan.

Diversity & Inclusion Targets and Indicators

5. Progress on diversity and inclusion can be measured through a range of both qualitative and quantitative targets and indicators:

Qualitative targets	Quantitative indicators
A gender-fair organizational structure, network, and personnel development.	Proportion of people by gender serving in decision-making roles.
An inclusive working culture accustomed to discussing issues of gender equality, diversity, equity, and inclusion.	Proportion of people by gender chairing RHCs and IHO Secretariat and organs.
A family friendly working environment.	Resources allocated to gender equality, diversity, equity, and inclusion.
A working environment that protects against all forms of harassment and violence.	Proportion of leadership who have participated in gender training.
An organisation with professionalized gender equality work.	Number of organs with Terms of Reference specifically dedicated to gender equality, diversity, equity, and inclusion.
An awareness of sex/gender issues in routine works and projects.	

Guidance for the establishment of a Workforce Quality Plan for hydrographic entities

6. A Workforce Quality Plan (WQP) is a recognized systematic and strategic instrument that establishes priorities and concrete objectives (based on a thorough status quo assessment), and the specific measures that will be implemented to improve workforce quality within organisations. This policy instrument strives to sustainably transform organisational processes, cultures and structures to inspire, recruit and maintain a competent workforce whilst combatting and reducing gender imbalances and inequalities. It should be holistic and comprehensive in the way that it addresses the whole entity, engages all relevant stakeholders and tackles several workforce quality issues in the respective organisation. Therefore, WQPs should not focus only on promoting career opportunities and equal access to resources for one gender; rather, they should be inclusive and target women and men in all their diversity.

7. The establishment of a Workforce Quality Plan is recommended to be designed as a tool promoting reflexivity and learning by encompassing monitoring and evaluation activities. Finally, the WQP needs to establish clear responsibilities for different activities and to specify the general governance and leadership accountability for steering the WQP implementation and for the WQP's progress and results.

8. The process of developing and implementing a WQP can be broken down into five different steps, each requiring specific types of activities and interventions.

- Step 1: getting started.** Familiarisation with the WQP concept and how it fits with the specific context of the IHO.
- Step 2: analysing and assessing the status quo.** In this step, sex-disaggregated data is collected, and organisational procedures, processes and practices are critically reviewed to detect any gender inequalities and their causes.
- Step 3: setting up a WQP.** In this step, objectives, targets and measures will be identified to remedy the identified problems, allocate resources and responsibilities, and agree on timelines.
- Step 4: implementing a WQP.** In this step, the planned activities will be implemented, and outreach efforts will be undertaken to gradually expand the network of stakeholders supporting the WQP implementation.
- Step 5: monitoring progress and evaluating a WQP.** The implementation process and the progress achieved will be assessed through monitoring and evaluation of the targets and indicators previously identified. Findings from the monitoring and evaluation exercise(s) will inform adjustments and improvements to the interventions, ensuring the WQP remains responsive and impactful over time.

End of resolution.



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Any other matters of interest

- Next meeting 18/19 Mar 2025 - vtc



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