

**Tenth session**

New York, 12-21 December 2011

Report of the Bureau on equitable geographical representation and gender balance in the recruitment of staff of the International Criminal Court**Note by the Secretariat**

Pursuant to paragraph 45 of resolution ICC-ASP/9/Res.3, of 10 December 2010, the Bureau of the Assembly of States Parties hereby submits for consideration by the Assembly the report on equitable geographical representation and gender balance in the recruitment of staff of the International Criminal Court. The present report reflects the outcome of the informal consultations held by the New York Working Group of the Bureau.

I. Introduction

1. The report of the Bureau on the equitable geographical representation and gender balance in the recruitment of staff of the International Criminal Court (“the Court”)¹ was considered by the Assembly of States Parties (“the Assembly”) on 10 December 2010. The Assembly endorsed the recommendations contained therein and recommended that the Bureau “continue to engage with the Court to identify ways to improve equitable geographical representation and increase the recruitment and retention of women in higher level professional posts, without prejudice to any future discussions on the suitability, or otherwise, of the current model, as well as to remain seized of the issue of geographical representation and gender balance and to report thereon to the tenth session of the Assembly.”²

2. The facilitator, Ms. Glenna Cabello de Daboin (Venezuela, Bolivarian Rep. of), convened two informal consultations on the issue of geographical representation and gender balance in the recruitment of staff, on 5 October and 10 November 2011 respectively.

3. At its first meeting, the Working Group considered the informal Human Resources standard statistics, dated 31 July 2011, submitted by the Court, and submitted to the Committee on Budget and Finance in August 2011, as well as the subsequent recommendations of the Committee on Budget and Finance in this regard.

4. Pursuant to recommendation 11 of the 2010 report of the Bureau on equitable geographical representation and gender balance in the recruitment of staff of the International Criminal Court, the Court submitted an updated version of its informal report on equitable geographical representation and gender balance, dated 7 November 2011. The Court’s report was discussed at the second informal consultations of the Working Group.

¹ ICC-ASP/9/30.

² *Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, Ninth session, New York, 6-10 December 2010* (ICC-ASP/9/20), vol. I, part III, ICC-ASP/9/Res/3, para. 45.

5. The Working Group prepared a draft provision for inclusion in the omnibus resolution (annex).

II. Findings

6. Statistics provided, as at 31 March 2011, show that female staff comprise 48.32 per cent of the Court's professional staff, while male staff comprise 51.68 per cent.³

7. The most recent data illustrates that 185 males and 173 females are among the Professional and Director levels of staff, including elected officials and language staff.⁴ Of the entire Court staff however, there is a disparity of 377 males and 318 females.⁵

8. The staff at the Professional and Director levels consists of 322, excluding 36 language staff, positions of which 61.63 percent belong to the same region. The statistics provided by the Court reveal that, as at 31 October 2011, 29 States are overrepresented, 16 are in balance, 15 are underrepresented, while 56 are not represented.

9. As at 31 October 2011, 16.61 per cent of staff had been recruited from African States, 6.27 per cent from Asian States, 7.21 per cent from Eastern European States, 9.09 per cent from Latin America and Caribbean States (GRULAC), and 60.82 per cent from Western Europe and other States (WEOG).

10. Based on the current number of States Parties to the Rome Statute, the Court projects to recruit 12.96 per cent of its staff from Africa, 18.26 per cent from Asia, 8.35 per cent from Eastern Europe, 14.52 per cent from Latin America and the Caribbean (GRULAC), and 45.91 per cent from Western European other States (WEOG).

III. Recommendations

1. All post levels at the Court should reflect equitable geographic representation and gender balance.
2. The Court should continue to build on the progresses it has made in the recruitment of female staff, particularly at senior levels.
3. Vacancy announcements should also be circulated to Permanent Missions to the United Nations in New York and to Embassies in The Hague.
4. Employment opportunities should be presented in a more user-friendly manner on the webpage of the International Criminal Court.
5. Vacancy announcements that are circulated via periodicals and publications should be included in periodicals and publications that have circulation in States that are underrepresented or not represented at the Court, including in domestic periodicals and publications of those States.
6. The Court should provide information on the results of the assessment centre exercises for senior positions, and whether these shall be used in the future for staffing senior positions at the Court.⁶
7. The Court should also provide information on whether the recruitment of consultants, who are not staff of the Court, takes into account equitable geographic representation and gender balance.
8. The Court shall provide a copy of the guidelines containing detailed information on the management of the JPO Programme.

³ ICC-ASP/10/5.

⁴ Ibid.

⁵ Informal report of the Court on equitable geographical representation and gender balance in the recruitment of staff of the International Criminal Court, dated 7 November 2011.

⁶ ICC-ASP/10/9.

9. The Court should review and improve all personnel policies and procedures. These rules and procedures should be consolidated into a Human Resources Management Manual to be used as a main reference source by all programs covering GTAs, consultants and others.⁷
10. The Court should be given a timeframe of one year within which to address some of the outstanding issues on the subject, including a full account of costs, benefits, problems and prospects related to all forms of recruitment activities, and report thereon to the Assembly of States Parties at its eleventh session.

Annex

Draft provision for inclusion in the omnibus resolution

Requests the Court to submit a comprehensive report on Human Resources to the Assembly at its eleventh session, which would include an update on the implementation of the recommendations on the topic which would be made by the Committee on Budget and Finance in April 2012.

⁷ ICC-ASP/10/5.