
Assembly of States Parties

Distr.: General
25 October 2007

Original: English

Sixth session

New York

30 November to 14 December 2007

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

Addendum

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Series of charts showing situation as at 1 October 2007

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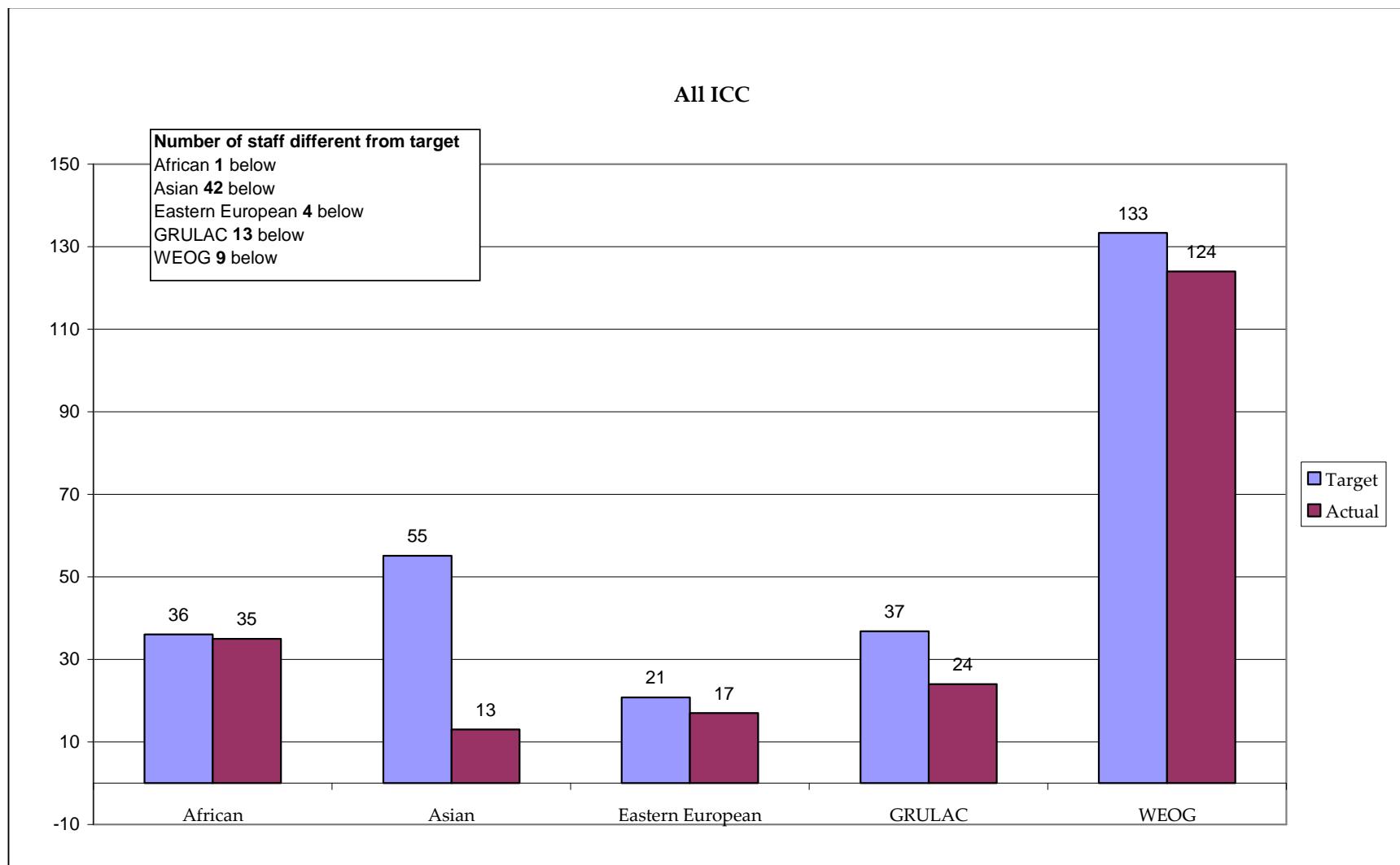


Chart 2: Geographical representation of established posts in the Professional category excluding elected officials and language staff

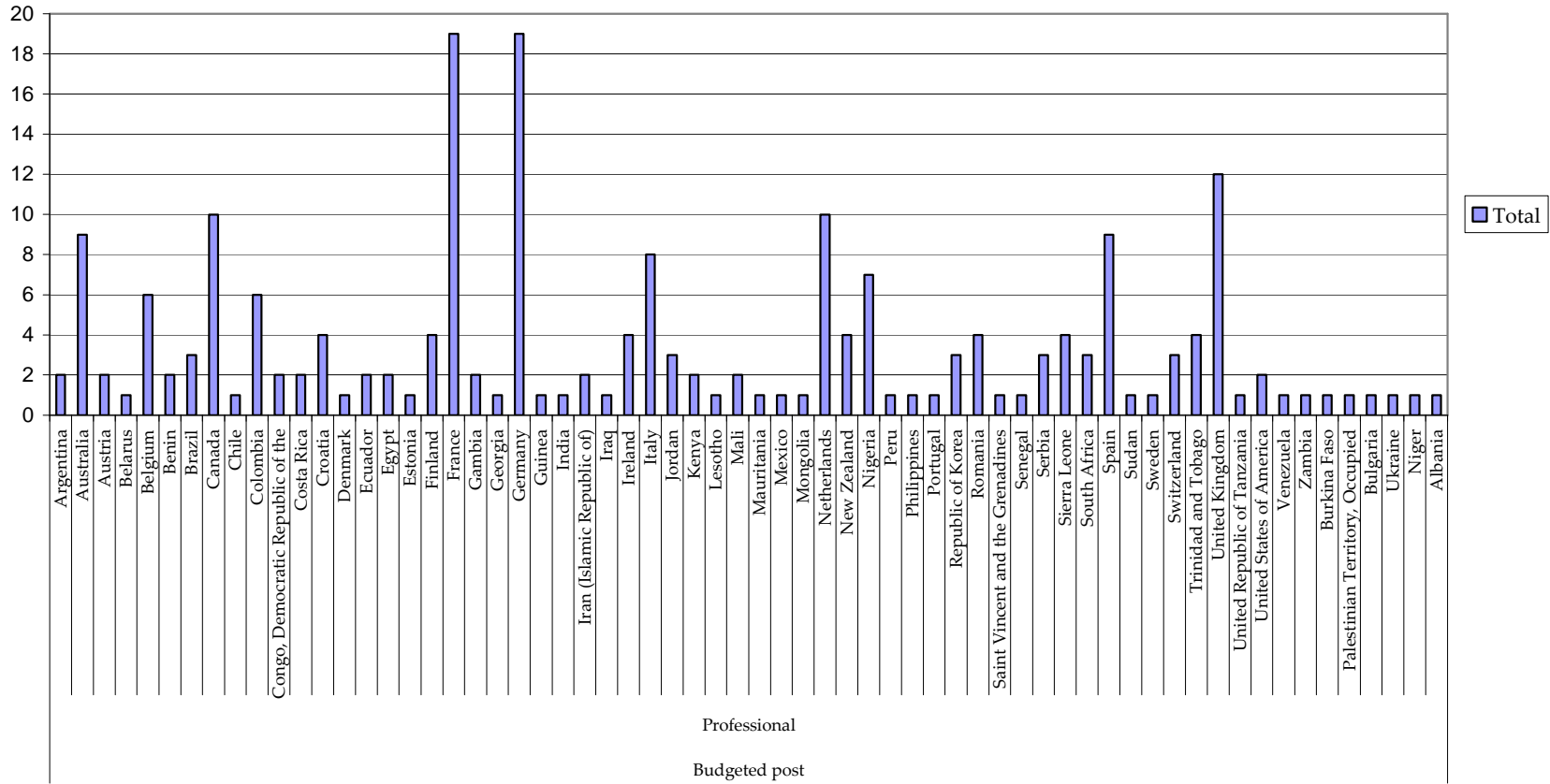


Chart 3: Number of non-States Parties (established Professional posts excluding elected officials)

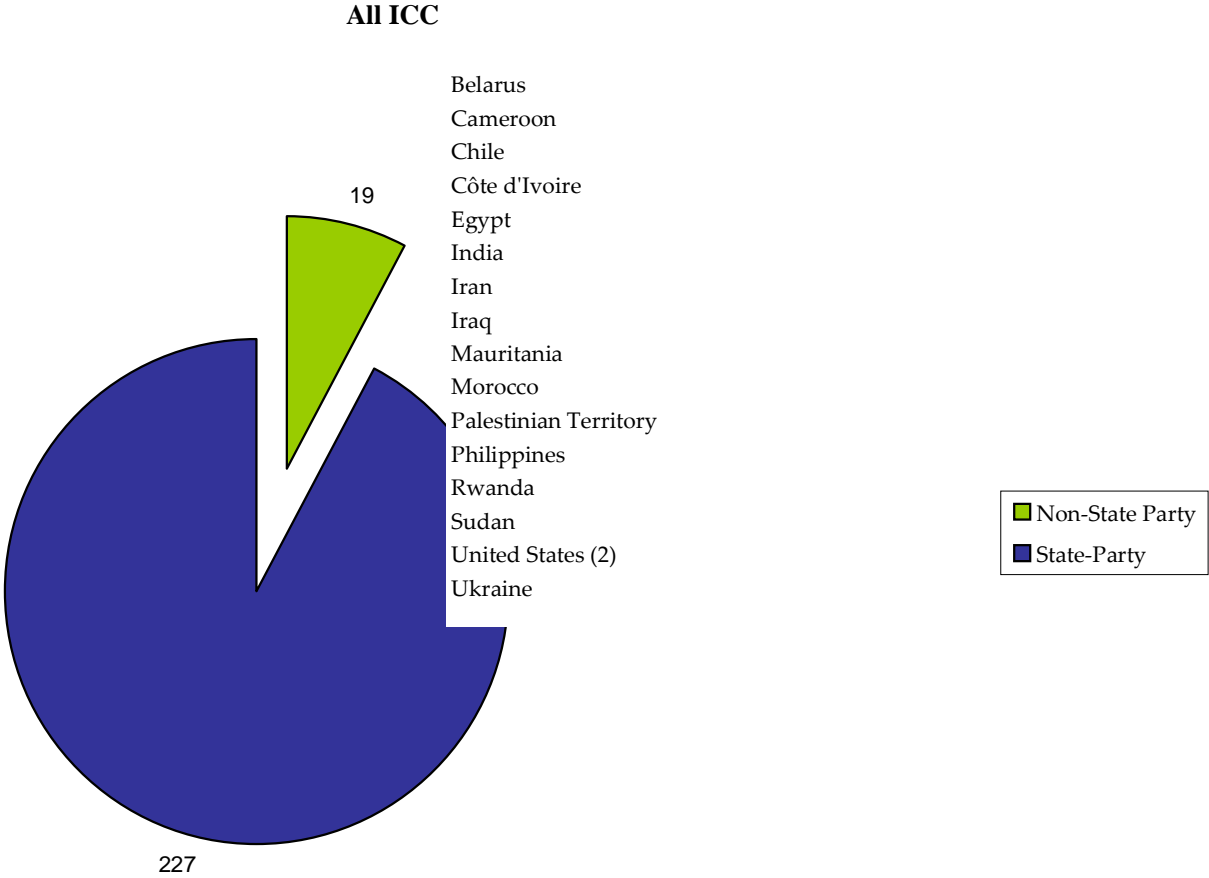


Chart 4: Growth in established posts, temporary staff and consultants/individual contractors compared with targets for established and situation posts 2007 (all ICC excluding elected officials)

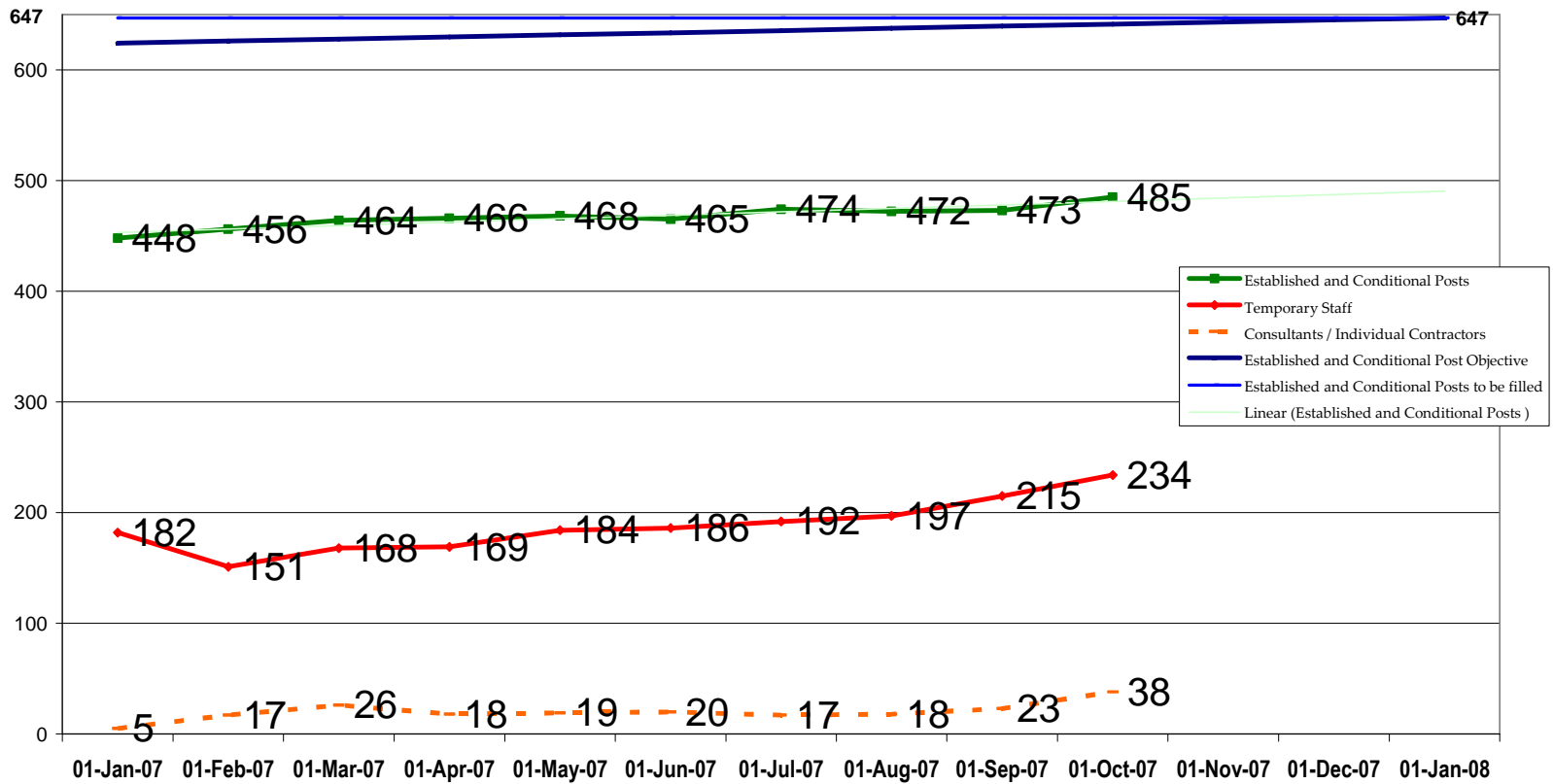


Chart 5: All ICC staff including established posts, temporary staff and consultants (excluding elected officials)

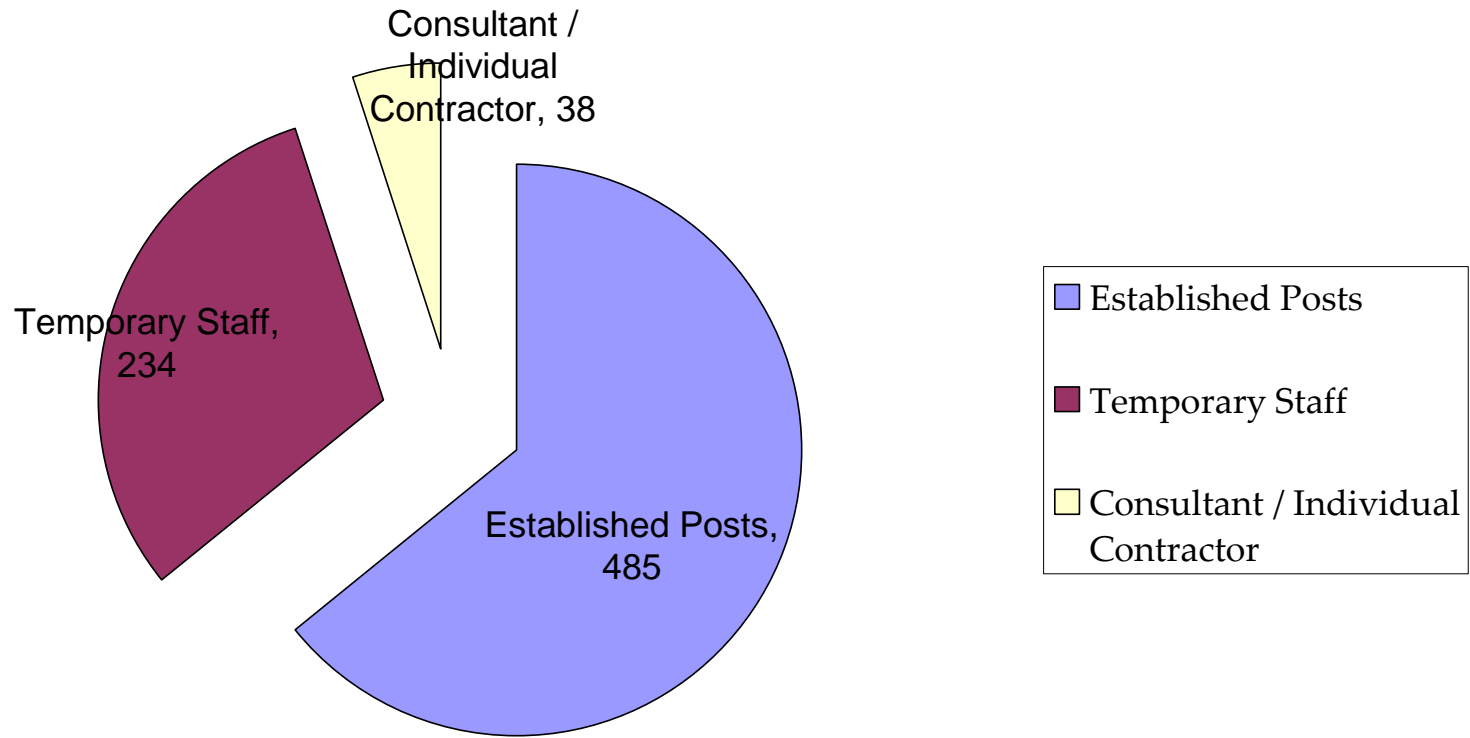


Chart 6: Recruitment activity against established posts (all ICC excluding 4 elected officials)

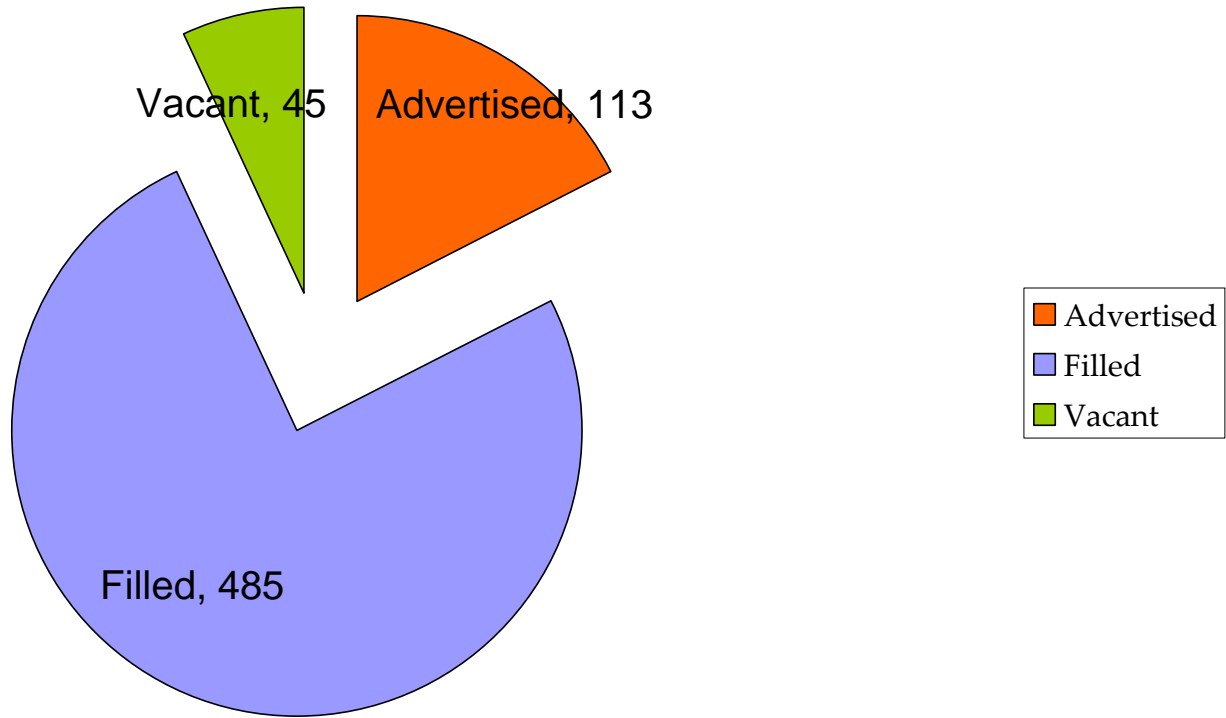


Chart 7: Gender comparison between applicants and staff excluding elected officials (established Professional posts)

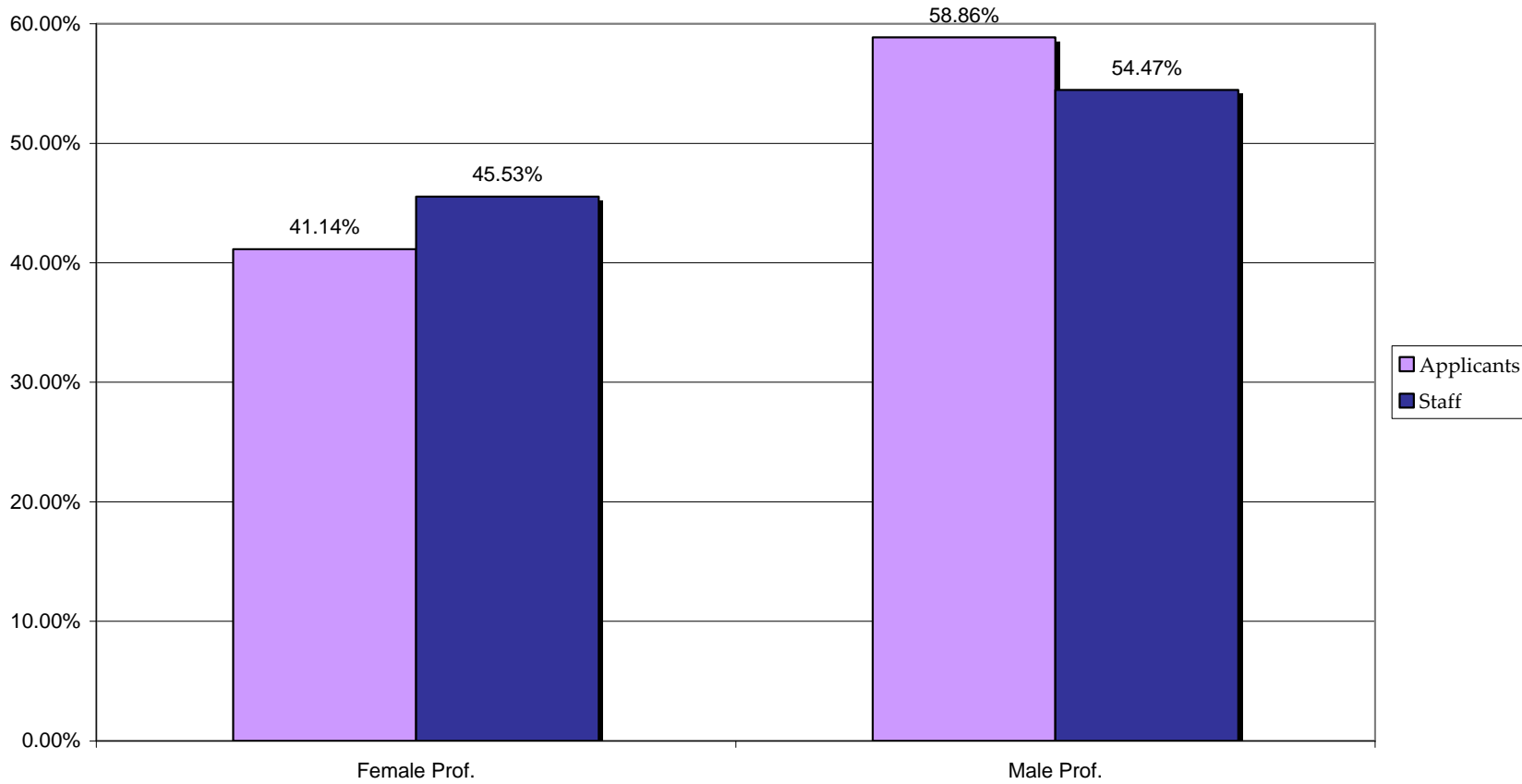


Table 1: Applicants by region (as at 1 October 2007)

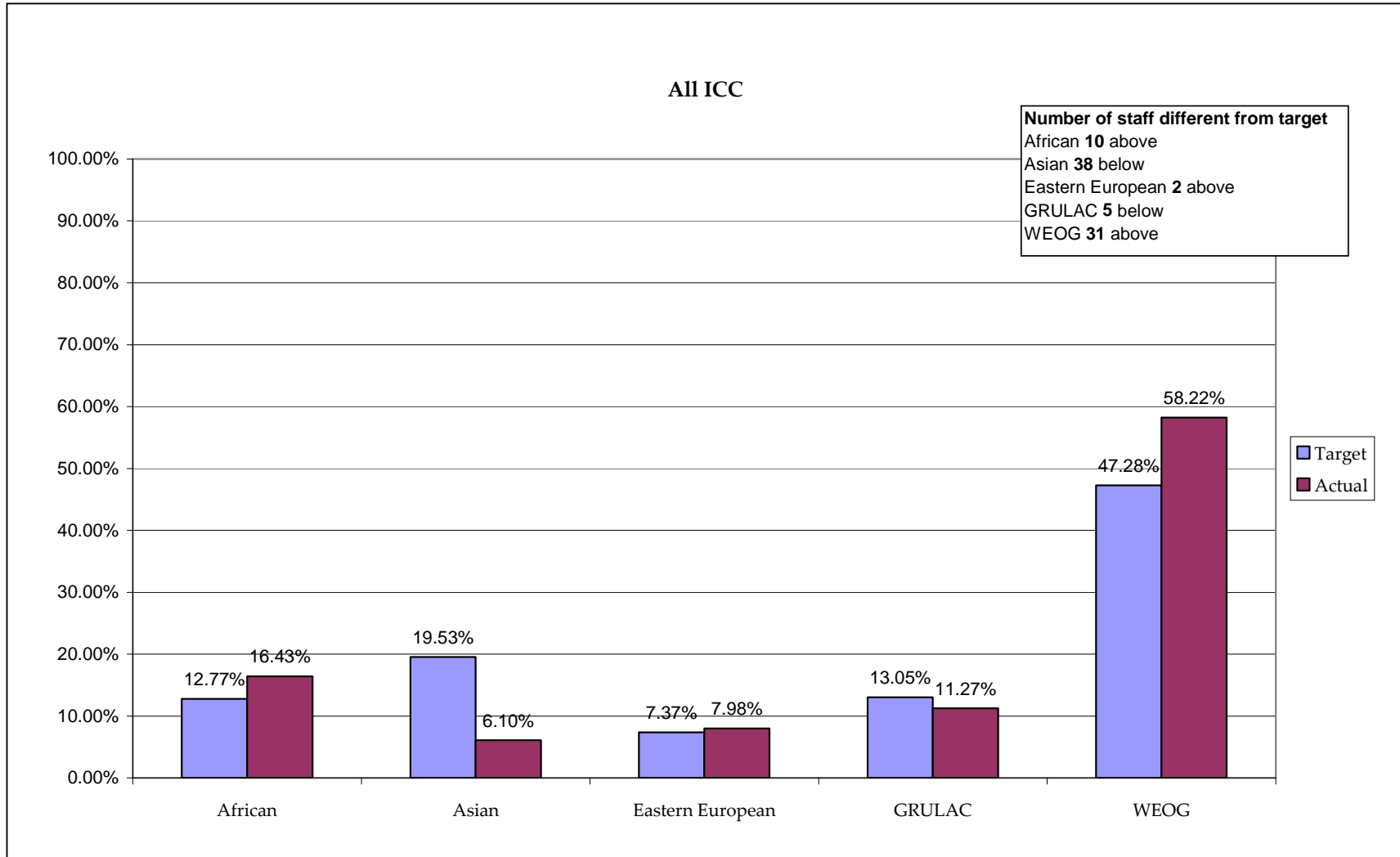
Region	Female	Male	Grand Total
African	987	3,481	4,468
Asian	351	664	1,015
Eastern European	596	414	1,010
GRULAC	323	306	629
WEOG	2,595	2,818	5,413
Grand Total	4,852	7,683	12,535

Table 2: Staff by region (as at 1 October 2007)

Region	Female	Male	Grand Total
African	43	56	99
Asian	11	9	20
Eastern European	19	17	36
GRULAC	19	15	34
WEOG	132	164	296
Grand Total	224	261	485

Annex V

**Geographical representation by region (established Professional posts excluding elected officials and language staff)
Situation as at 1 October 2007 - percentages**



Annex VI Action by the Court 2003-2006

Since the establishment of the International Criminal Court, geographical representation and gender balance have received a great deal of attention within the Organization and in particular within the Human Resources Section.

The reasons for underrepresentation and non-representation and for the difficulty the Court has in recruiting from certain countries are diverse and complex. They include the following:

1. The International Criminal Court is a relatively young organization and is not well known in many key recruitment markets;
2. The lack of competitiveness of the United Nations common system pay package (particularly given the fact that lawyers and legal specialists are highly paid in the private sector);
3. Difficulties experienced in attracting staff with families to The Hague since only one-year contracts are offered for most positions. The Court is now moving towards a three-year contract policy.

There have been numerous initiatives aimed at improving the recruitment of staff on as wide a geographical representation basis as possible and many efforts have been also made to ensure gender equity in the recruitment of staff. The goal is to ensure wider dissemination of information on the career opportunities that exist at the Court in order to attract potential candidates worldwide, particularly from unrepresented and underrepresented States Parties, to target specific areas of expertise and to promote better gender balance.

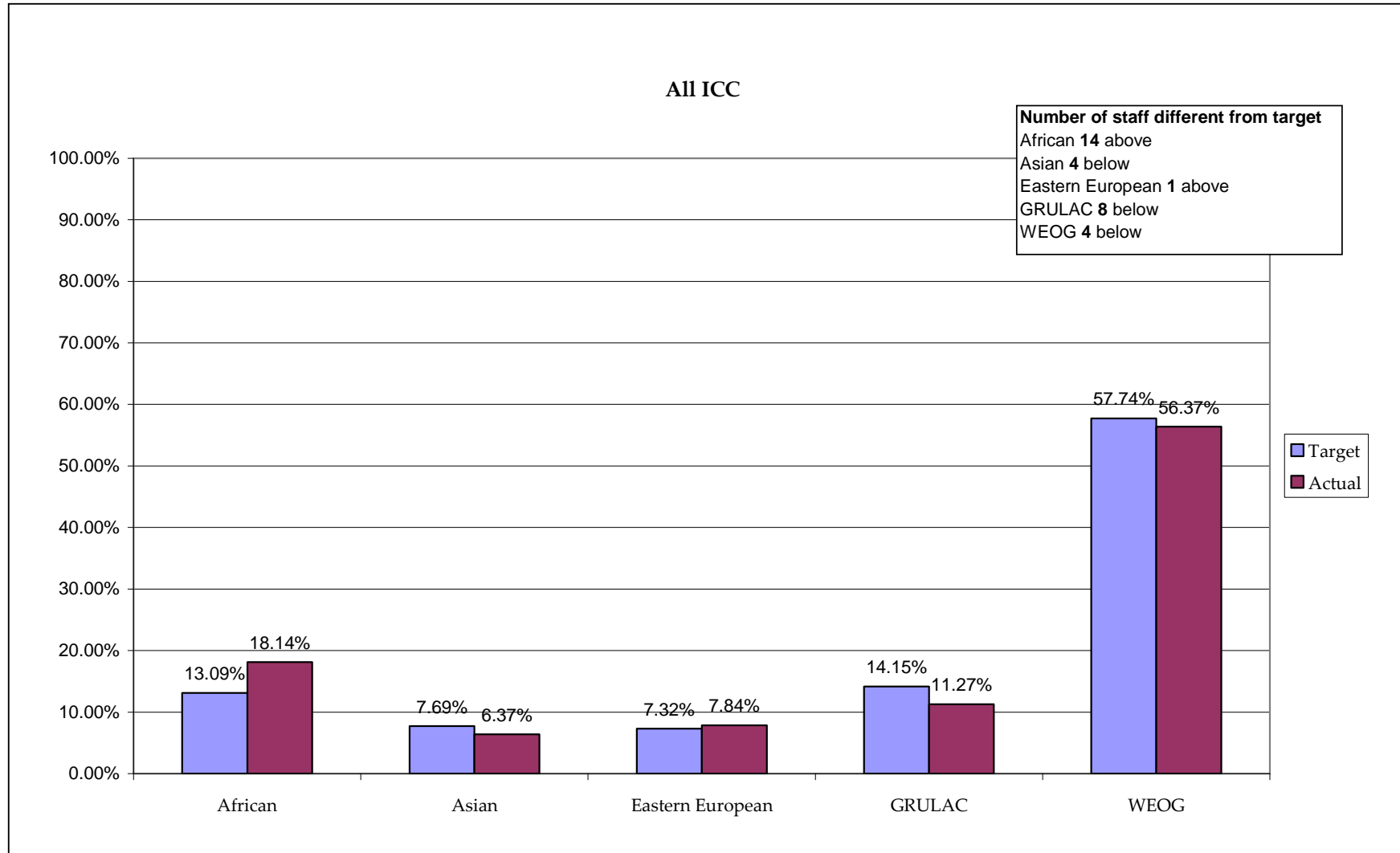
Measures undertaken so far:

1. Notes verbales are sent on a monthly basis to all embassies of States Parties in The Hague;
2. Various meetings have been organized with representatives of certain embassies in The Hague (for example, Bulgaria, Poland, Republic of Korea, South Africa) requesting their assistance. In particular, embassies were requested to identify possible sources of candidates for employment within the Court, including institutions, professional associations and societies in which women are also well represented. This initiative was taken so that those organizations and associations could be informed about the Court's web site and its regularly updated list of vacancies. Thus far, regular contacts have been established with embassies, some of which have agreed to disseminate directly, within their country, information about vacancies at the Court;
3. Various contacts have been established on an ad hoc basis with other international organizations located in underrepresented or non-represented regions (in particular the United Nations, the United Nations Environment Programme (UNEP), the United Nations Human Settlements Programme (UN-Habitat) in Kenya, the African Development Bank (AfDB) in Abidjan, the United Nations in Bangkok, and the United Nations in Santiago, Chile). Senior officials make reference to vacancies and to employment opportunities when on mission in different geographical regions;
4. A new geographical representation chart by country and not by region has been developed and is available to all organs upon request. As a result of this approach, four groupings have been established to indicate the representativeness of States Parties (i.e. unrepresented, underrepresented, within range and overrepresented). Subsequently, the Human Resources Section shortlist issued after the pre-screening of applications was modified and applicants are now listed accordingly;

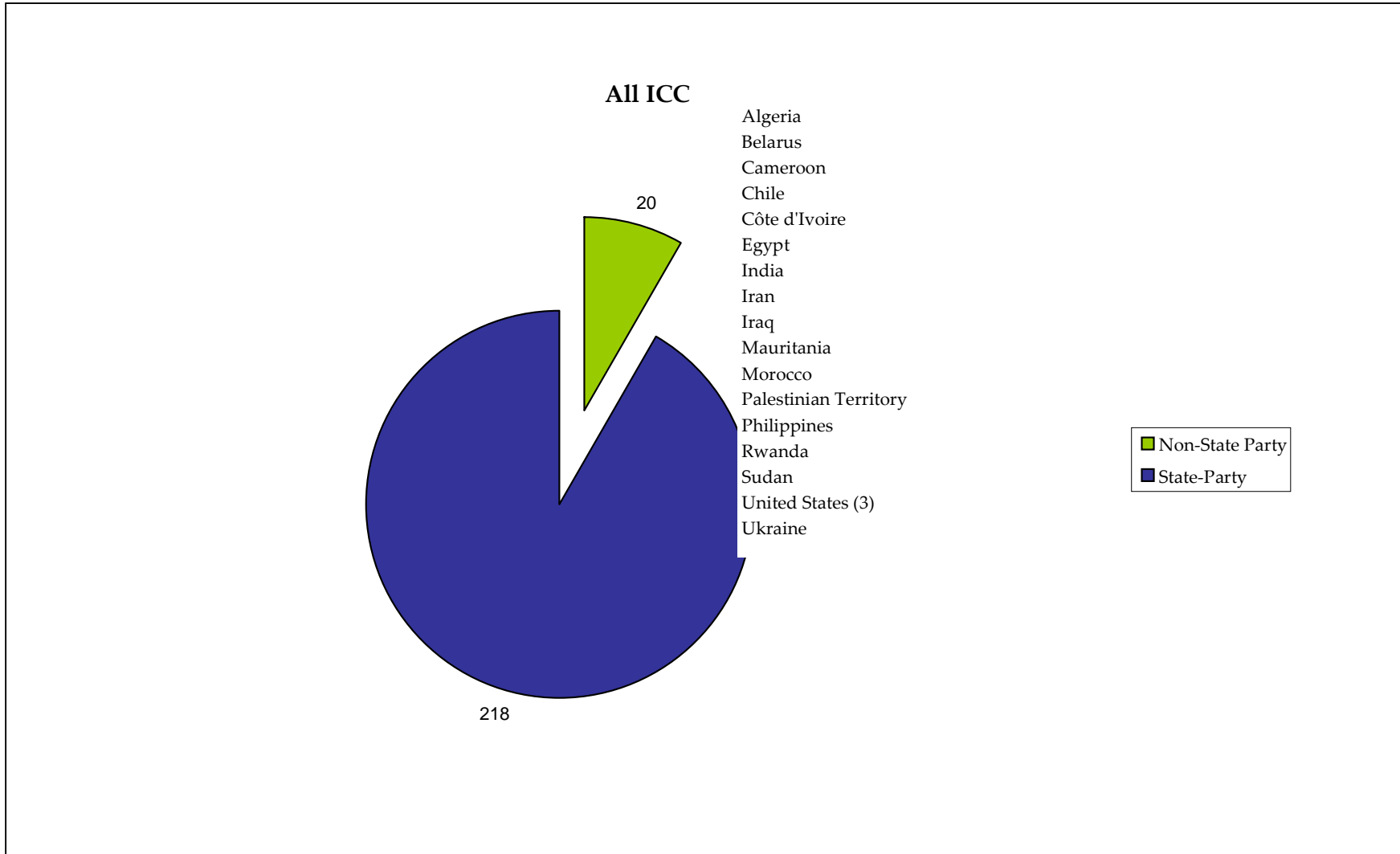
5. During interview panels and Selection Committee meetings, the Human Resources Section always presents statistics on gender balance and geographical representation for the information of the hiring section and the members of the Selection Committee;
6. The Human Resources Section has also compiled a list of around 1,200 addresses of relevant public and private institutions (including governments, Ministries of Justice and of Foreign Affairs, bar associations, other professional associations, universities, non-governmental organizations (NGOs) to which vacancy announcements are sent on a regular basis for posting;
7. Efforts undertaken by the Human Resources Section have also included advertising in international newspapers and magazines (*The Economist*, *The Guardian*, *The Sunday Times*, *El País*, *Le Monde*, *Le Nouvel Observateur*, *Le Point*, *Frankfurter Allgemeine*, *Jeune Afrique L'Intelligent*);
8. Since the enlargement of the European Union, vacancies have been advertised on www.eurobrussels.com to attract qualified candidates from Eastern Europe;
9. Many vacancies have been published on the web site of Lawyers Without Borders (www.lwob.com) and on the web site www.monster.com;
10. A permanent link has been established on the web site of the International Civil Service Commission;
11. Most of the International Criminal Court vacancy announcements clearly state that “applications from qualified female candidates are encouraged”. Some vacancy announcements have also been targeted to increase the representation of Asian, African and Latin American countries;
12. Rosters of candidates have been established on a random basis with significant results (for example, a male staff member from Mongolia; a female staff member from St. Vincent and the Grenadines);
13. The Court's head of recruitment has been meeting with NGOs (namely the Coalition for the International Criminal Court and the Women's Initiatives for Gender Justice) to ask their advice on the best way to address the gender issue at the Court. Regular meetings and brainstorming sessions are being planned. The Coalition for the International Criminal Court provides ongoing assistance to the Court in disseminating its vacancy announcements;
14. New and more effective guidelines on the role and responsibility of the Selection Committee have been in effect since 28 March 2006;
15. A draft set of recruitment guidelines has been developed by the Recruitment Unit and is now under discussion within the Court. The focus has been on geographical representation and gender balance.

Annex VII

Geographical representation by region (established Professional posts excluding elected officials and language staff) Situation as at 1 May 2007 - percentages



Annex VIII
Number of non-States Parties (established Professional posts excluding elected officials)
Situation as at 1 May 2007



Annex IX
Series of charts showing situation as at 1 May 2007

Chart 1: Geographical representation by region (established Professional posts excluding elected officials and language staff) – percentages

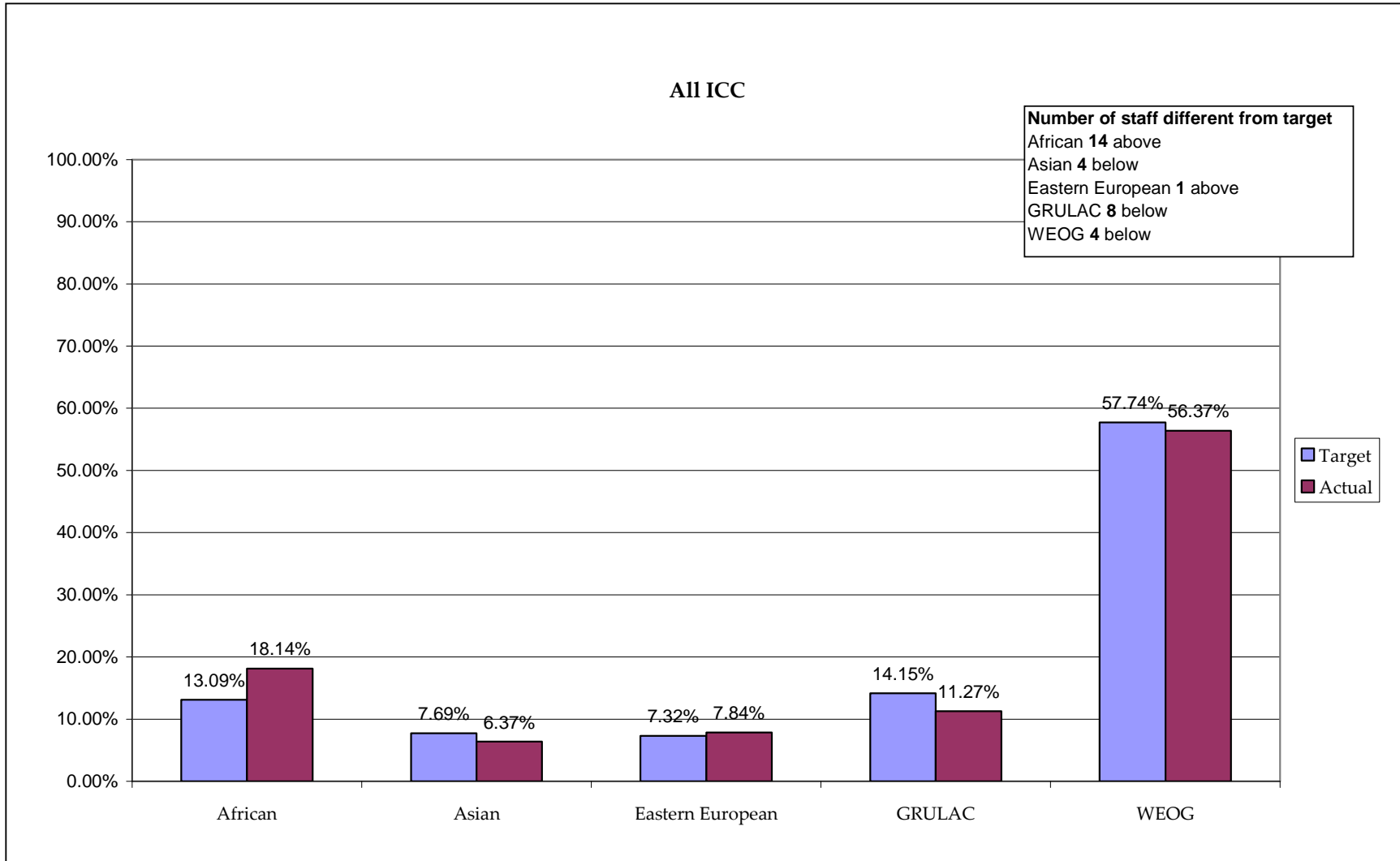


Chart 2: Geographical representation of established posts in the Professional category excluding elected officials and language staff

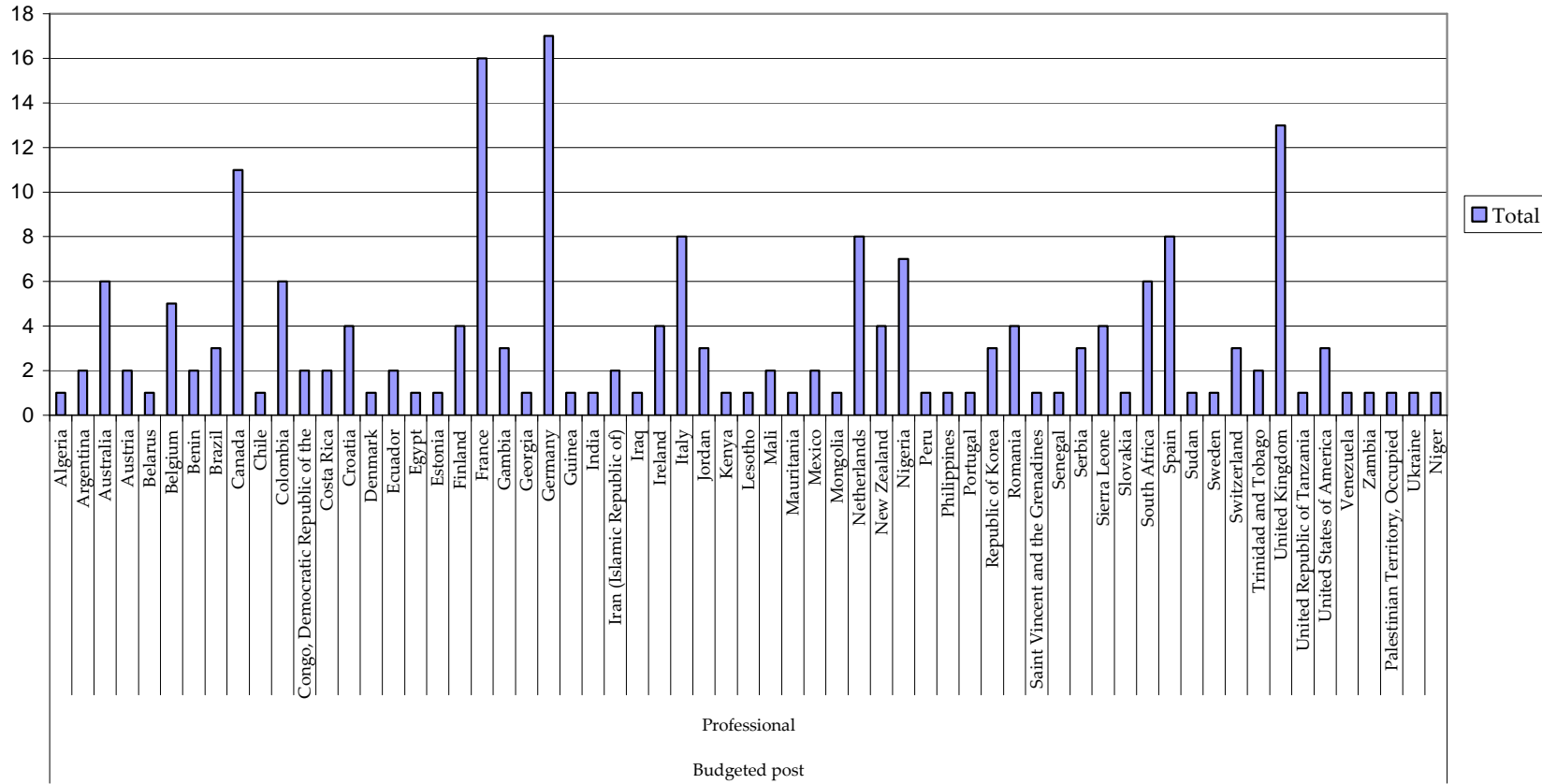


Chart 3: Number of non-States Parties (established Professional posts excluding elected officials)

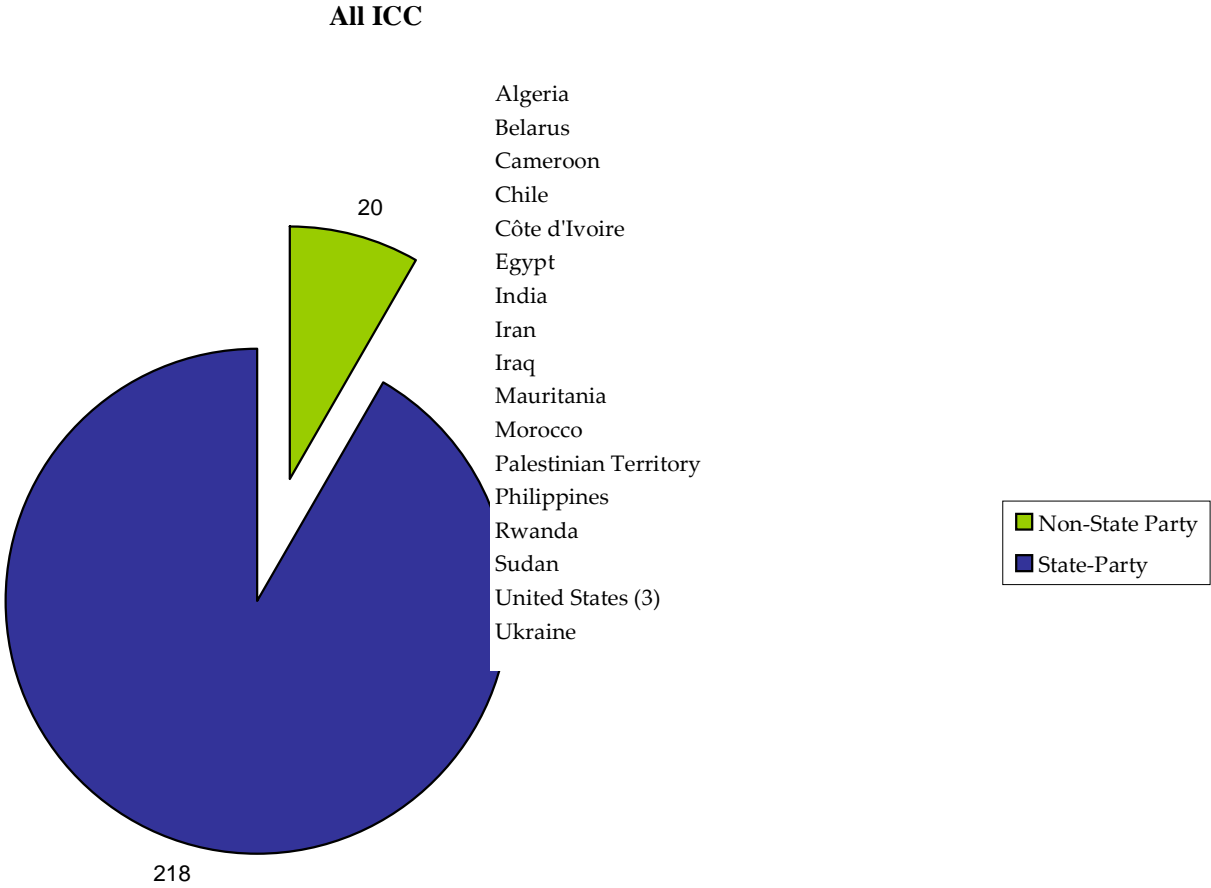


Chart 4: Growth in established posts, temporary staff and consultants/individual contractors compared with targets for established and situation posts 2007 (all ICC excluding elected officials)

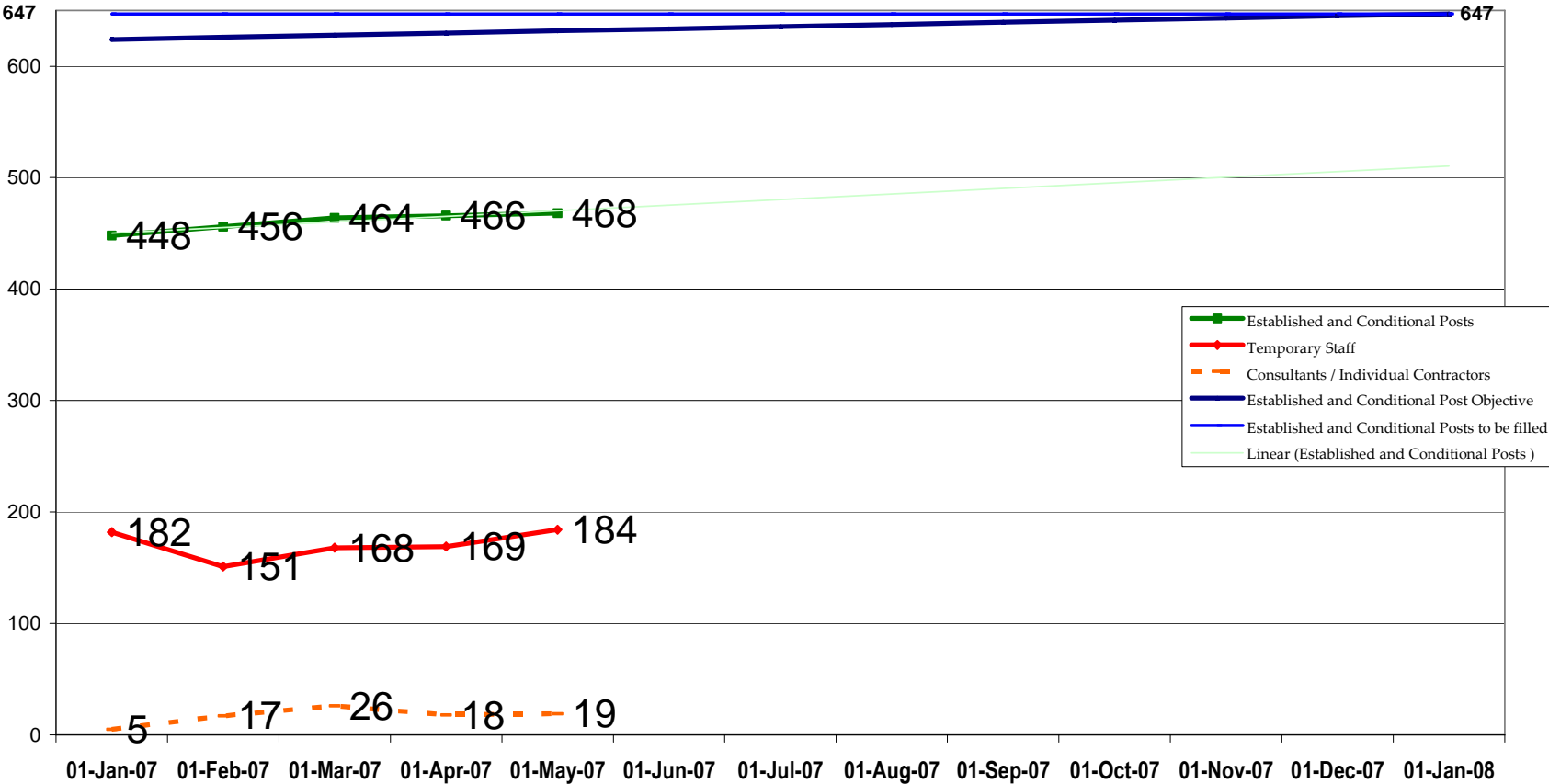


Chart 5: All ICC staff including established posts, temporary staff and consultants (excluding elected officials)

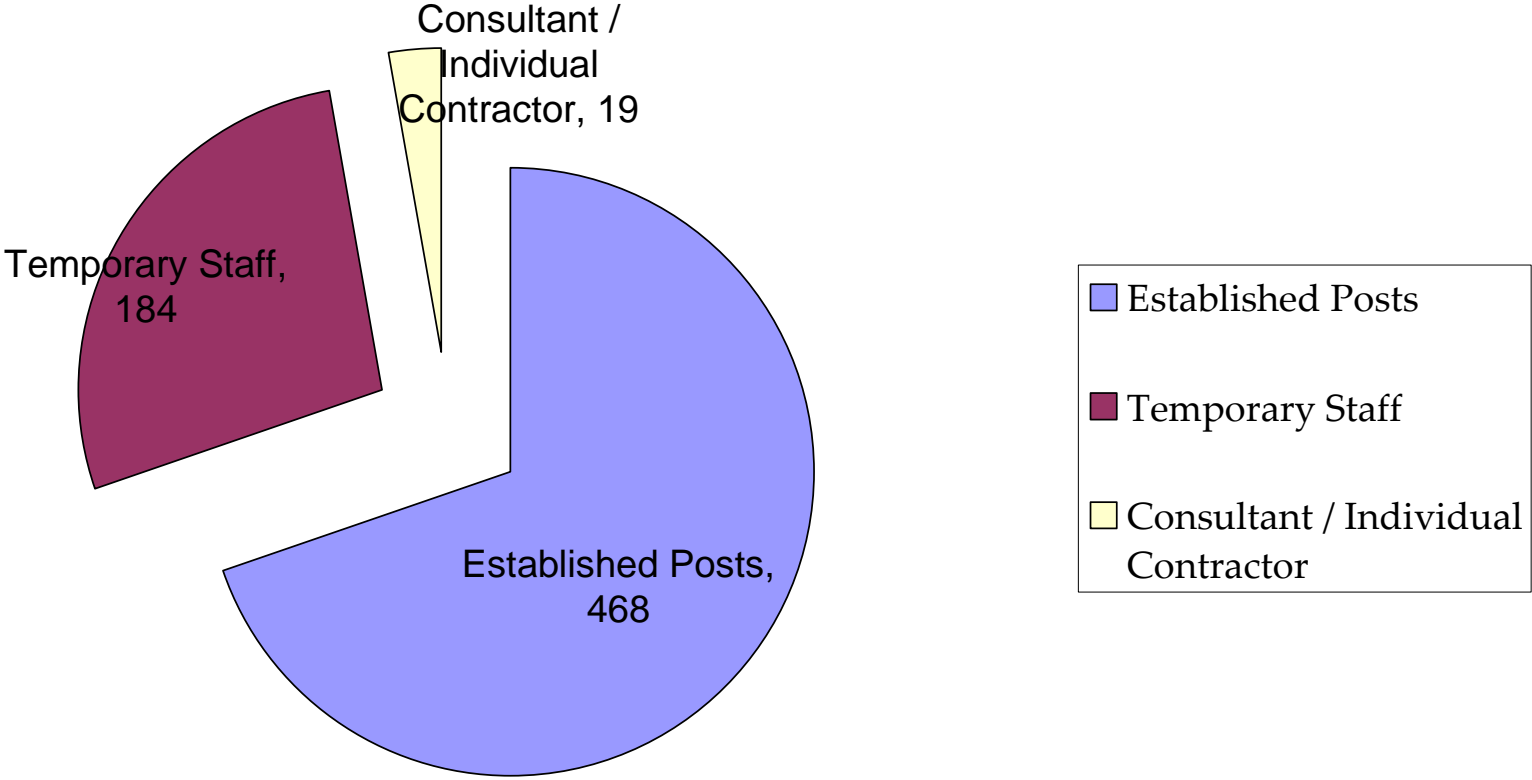


Chart 6: Recruitment activity against established posts (all ICC excluding 4 elected officials)

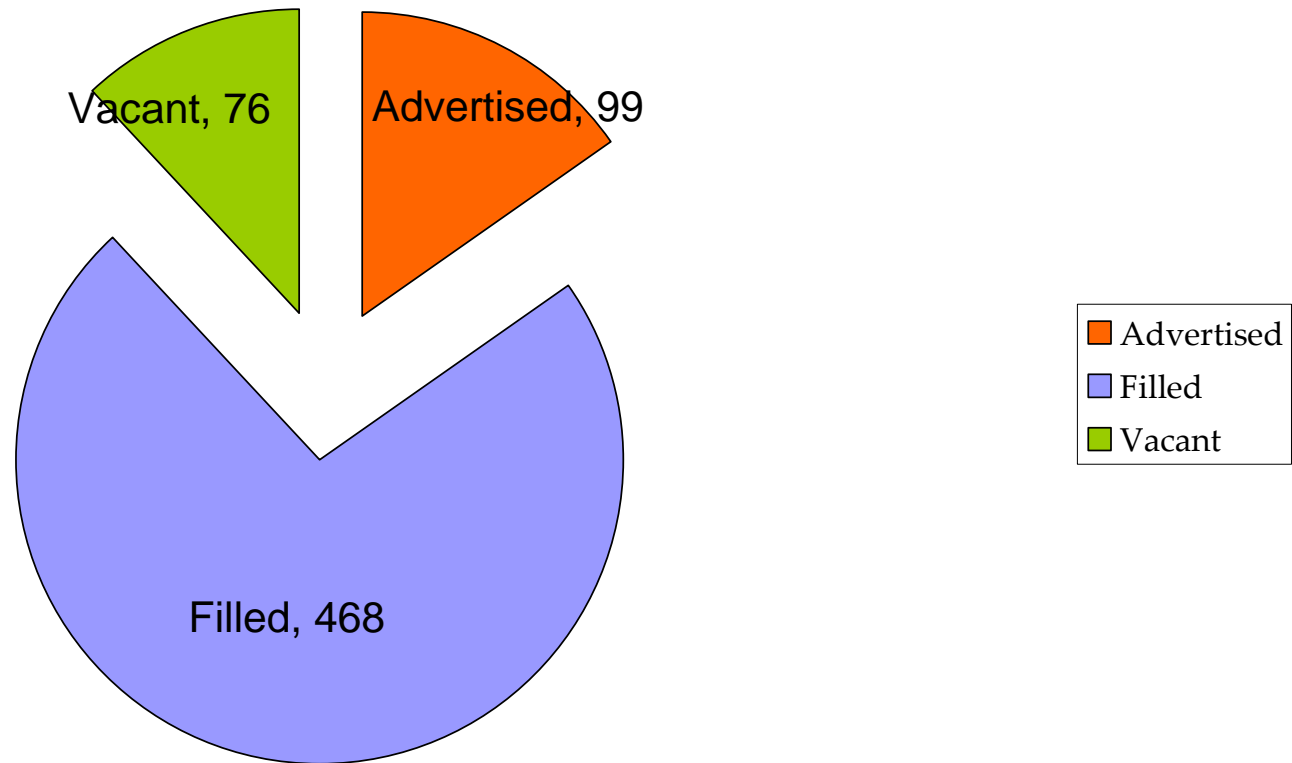


Chart 7: Gender comparison between applicants and staff excluding elected officials (established Professional posts)

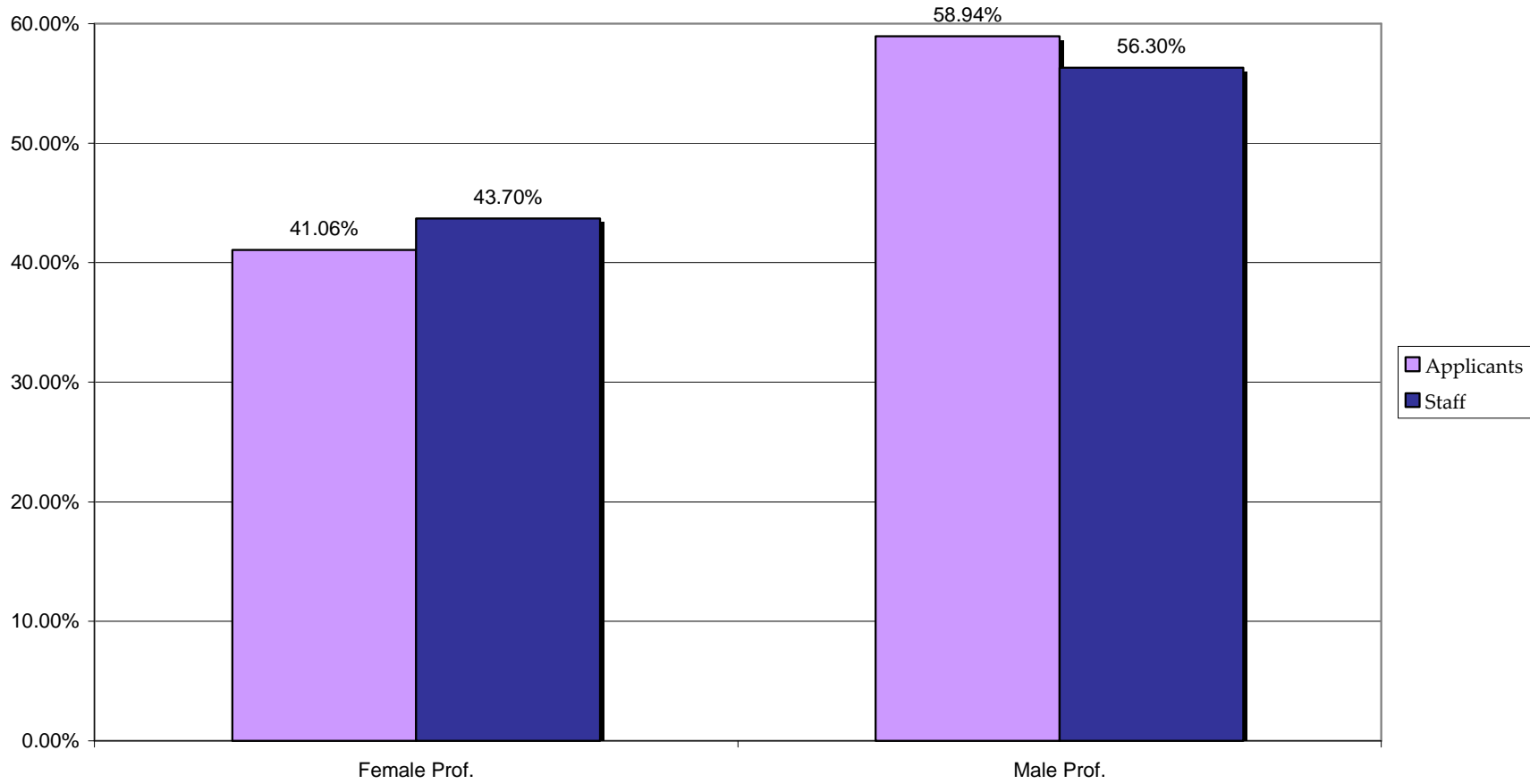


Table 1: Applicants by region (as at 1 May 2007)

Region	Female	Male	Grand Total
African	441	1,855	2,296
Asian	157	360	517
Eastern European	298	240	538
GRULAC	159	183	342
WEOG	1,319	1,673	2,992
Grand Total	2,374	4,311	6,685

Table 2: Staff by region (as at 1 May 2007)

Region	Female	Male	Grand Total
African	40	58	98
Asian	10	8	18
Eastern European	19	16	35
GRULAC	19	14	33
WEOG	128	156	284
Grand Total	216	252	468

Annex X
Geographical representation and gender balance
ICC Professional staff
Status as at 1 May 2007

Number of staff by post, by region

Grade	Region	Nationality	F	M	Grand Total	
D-1	GRULAC	Ecuador		1	1	
		GRULAC Total		1	1	
	WEOG	Canada			1	1
		France	1			1
		Germany		1		1
	Italy			1	1	
	WEOG Total	1	3		4	
D-1 Total			1	4	5	

Grade	Region	Nationality	F	M	Grand Total	
P-5	African	Lesotho		1	1	
		Mali		1	1	
		Senegal		1	1	
		African Total		3	3	
	Asian	Philippines	1			1
		Asian Total	1		1	
	GRULAC	Argentina		1		1
		Mexico	1			1
		GRULAC Total	1	1		2
	WEOG	Belgium			2	2
		France			1	1
		Germany	2	2		4
		Ireland		1		1
Italy		1			1	
Switzerland			1		1	
United Kingdom			2		2	
United States of America		1	1		2	
	WEOG Total	4	10		14	
P-5 Total		6	14		20	

Grade	Region	Nationality	F	M	Grand Total
P-4	African	Gambia		1	1
		Nigeria		2	2
		Sierra Leone	1		1
		South Africa		1	1
		African Total	1	4	
	Asian	Jordan	1		1
	Asian Total	1		1	
	Eastern European	Croatia		1	1

		Serbia	1		1
		Eastern European Total	1	1	2
	GRULAC	Argentina	1		1
		Ecuador	1		1
		Peru	1		1
		Trinidad and Tobago	1	1	2
		GRULAC Total	4	1	5
	WEOG	Canada		1	1
		Finland		1	1
		France	2	3	5
		Germany	1		1
		Netherlands	1	3	4
		Spain	1	1	2
		Sweden		1	1
		United Kingdom	2	3	5
		WEOG Total	7	13	20
P-4 Total			14	19	33

Grade	Region	Nationality	F	M	Grand Total
P-3	African	Benin		2	2
		Congo, Democratic Republic of the		2	2
		Mali	1		1
		Niger		1	1
		Nigeria		1	1
		Sierra Leone	1		1
		South Africa		3	3
		Sudan	1		1
		Zambia	1		1
		African Total	4	9	13
	Asian	Iran (Islamic Republic of)		1	1
		Jordan	1		1
		Asian Total	1	1	2
	Eastern European	Romania		1	1
		Serbia		1	1
		Slovakia	1		1
		Eastern European Total	1	2	3
	GRULAC	Brazil	1	1	2
		Colombia	2	1	3
Costa Rica		1		1	
Mexico		1		1	
Venezuela			1	1	
	GRULAC Total	5	3	8	
WEOG	Australia	2	3	5	
	Austria	1		1	
	Canada	1	1	2	
	Denmark		1	1	
	Finland	1	2	3	
	France	1	5	6	
	Germany		4	4	
	Italy	1	4	5	
		WEOG Total	11	23	34
		New Zealand	1		1
		Portugal	1		1

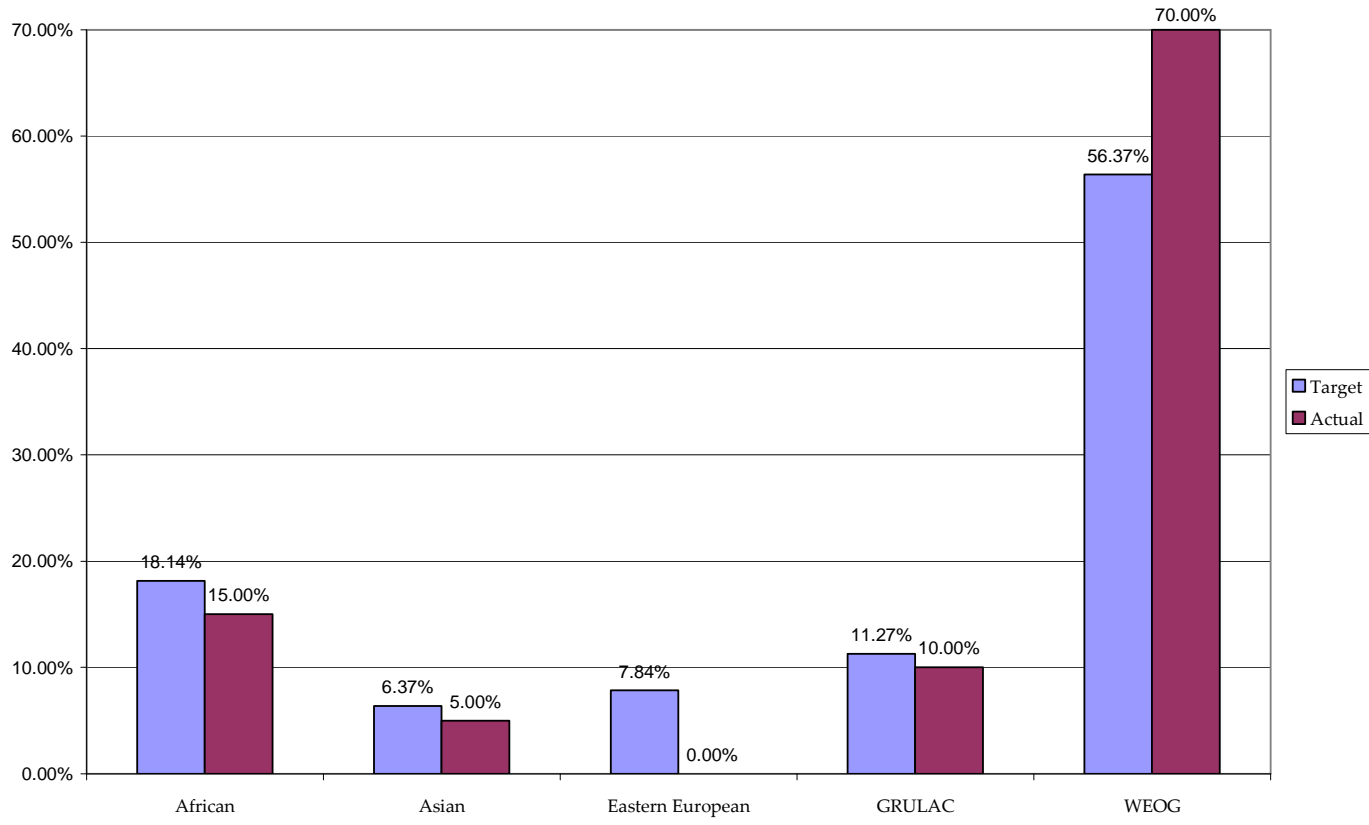
	Spain	1	1
	United Kingdom	3	3
	WEOG Total	9	24
P-3 Total		20	39

Grade	Region	Nationality	F	M	Grand Total
P-2	African	Algeria	1		1
		Egypt		1	1
		Gambia		1	1
		Guinea		1	1
		Kenya		1	1
		Mauritania	1		1
		Nigeria		2	2
		Sierra Leone		2	2
		South Africa	1	1	2
		United Republic of Tanzania	1		1
		African Total		4	9
	Asian	India	1		1
		Iran (Islamic Republic of)		1	1
		Jordan		1	1
		Mongolia		1	1
		Palestinian Territory, Occupied		1	1
		Republic of Korea	1	2	3
	Asian Total		2	6	8
	Eastern European	Belarus		1	1
		Croatia	1		1
		Georgia		1	1
		Romania	2	1	3
		Serbia		1	1
		Ukraine		1	1
	Eastern European Total		3	5	8
	GRULAC	Brazil		1	1
		Colombia	2	1	3
		Costa Rica	1		1
	GRULAC Total		3	2	5
	WEOG	Australia		1	1
		Austria	1		1
		Belgium	1	2	3
		Canada	4	3	7
		France	2	1	3
		Germany	2	4	6
		Ireland	1	1	2
		Italy	1		1
		Netherlands	1	2	3
		New Zealand	3		3
Spain		1	3	4	
Switzerland			1	1	
United Kingdom		1	2	3	
United States of America		1		1	
WEOG Total		19	20	39	
P-2 Total		31	42	73	

Grade	Region	Nationality	F	M	Grand Total
P-1	African	Nigeria	2		2
		African Total	2		2
	Asian	Iraq		1	1
		Asian Total		1	1
	Eastern European	Croatia	1	1	2
		Estonia	1		1
		Eastern European Total	2	1	3
	GRULAC	Chile		1	1
		Saint Vincent and the Grenadines	1		1
		GRULAC Total	1	1	2
	WEOG	Germany	1		1
		Ireland		1	1
		Netherlands	1		1
Spain		1		1	
Switzerland		1		1	
WEOG Total		4	1	5	
P-1 Total		9	4	13	

	<i>F</i>	<i>M</i>	<i>Grand Total</i>
Grand Total	81	122	203

Percentage of staff by post, by region
Chart 1: Percentages P-5 posts



Percentage – D-1 posts

Due to the limited number of only 6 positions concerned, statistic and graphic representations could be misleading, please refer to the exact numbers in table above.

Chart 2: Percentages P-4 posts

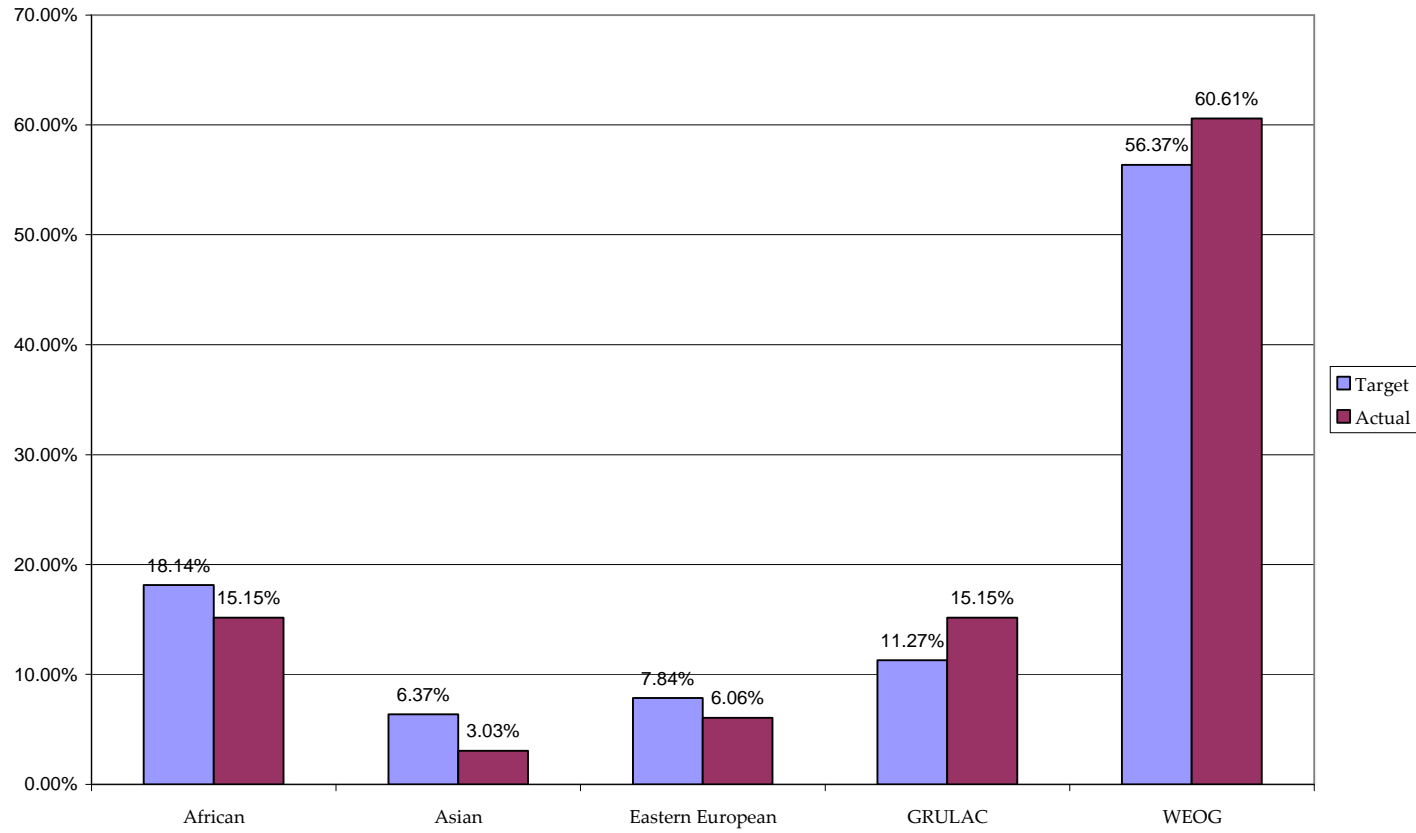


Chart 3: Percentages P-3 posts

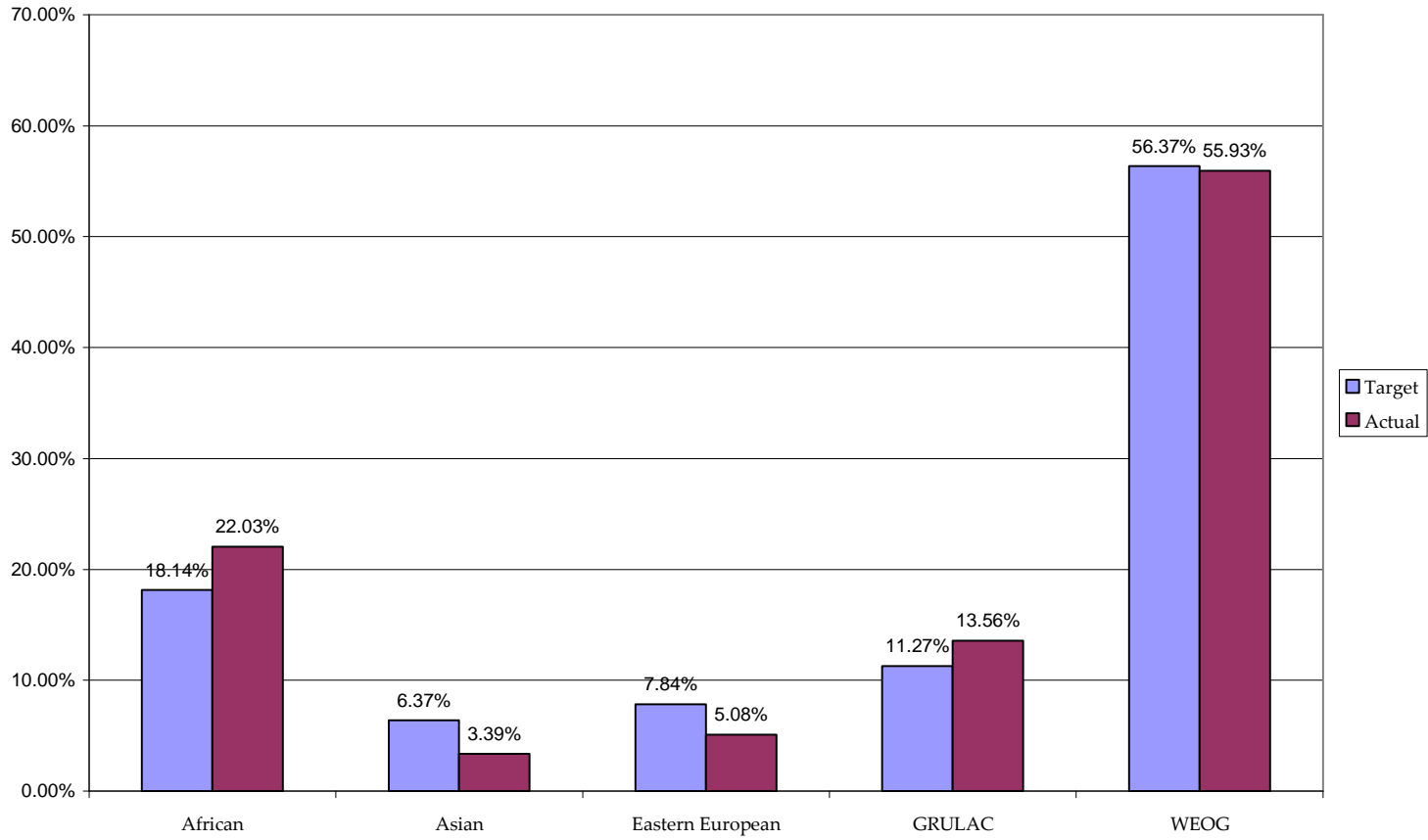


Chart 4: Percentages P-2 posts

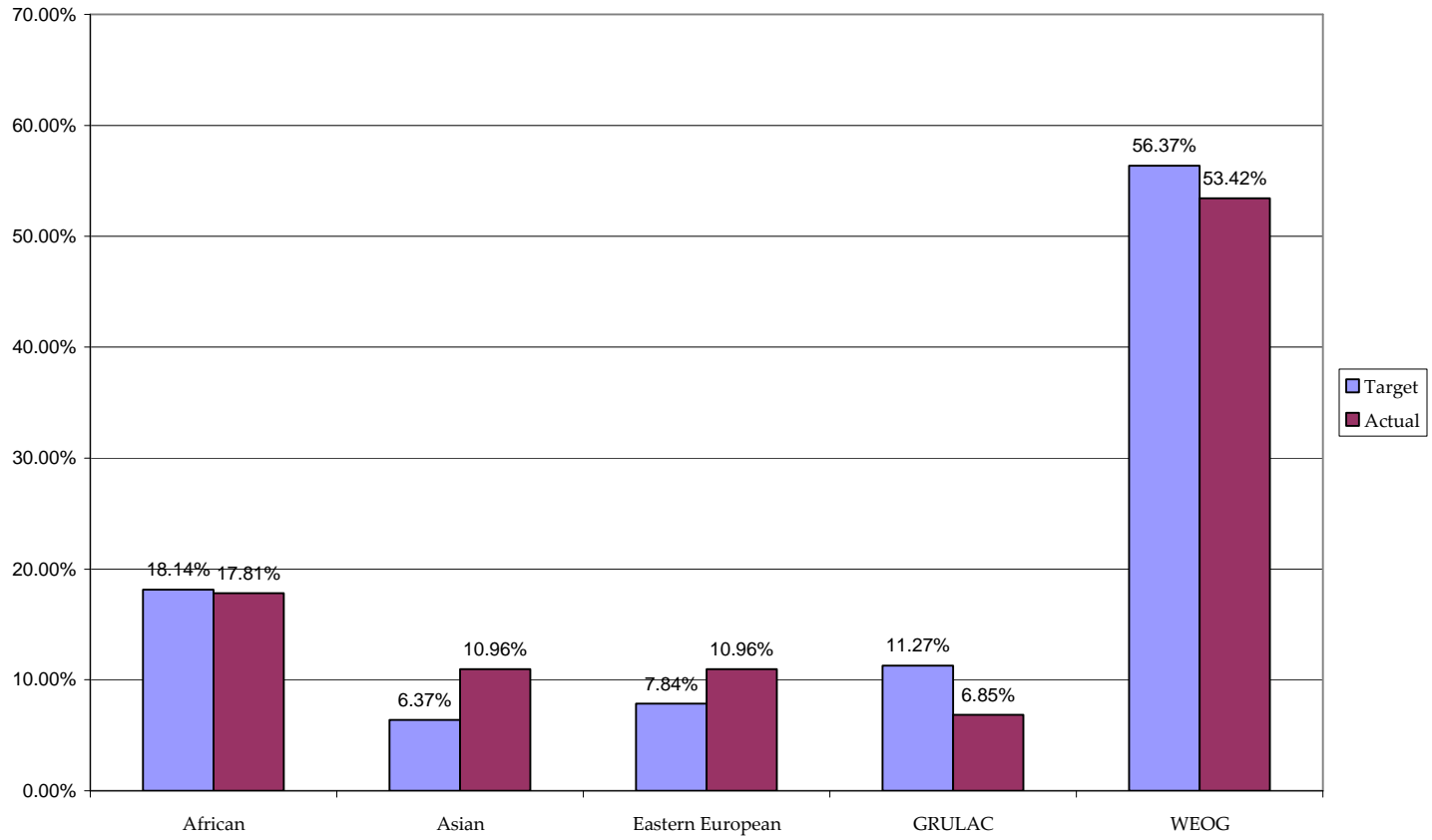
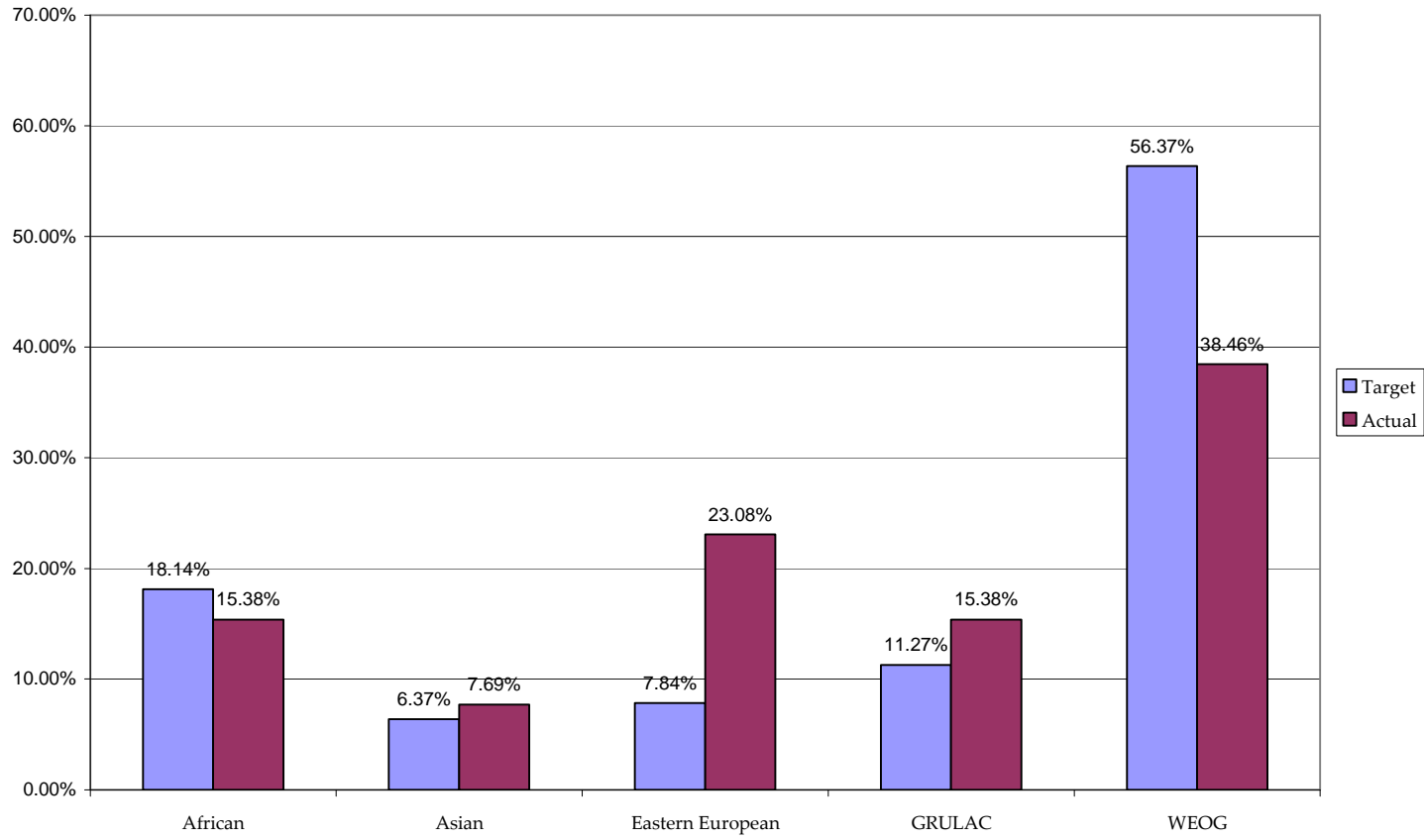
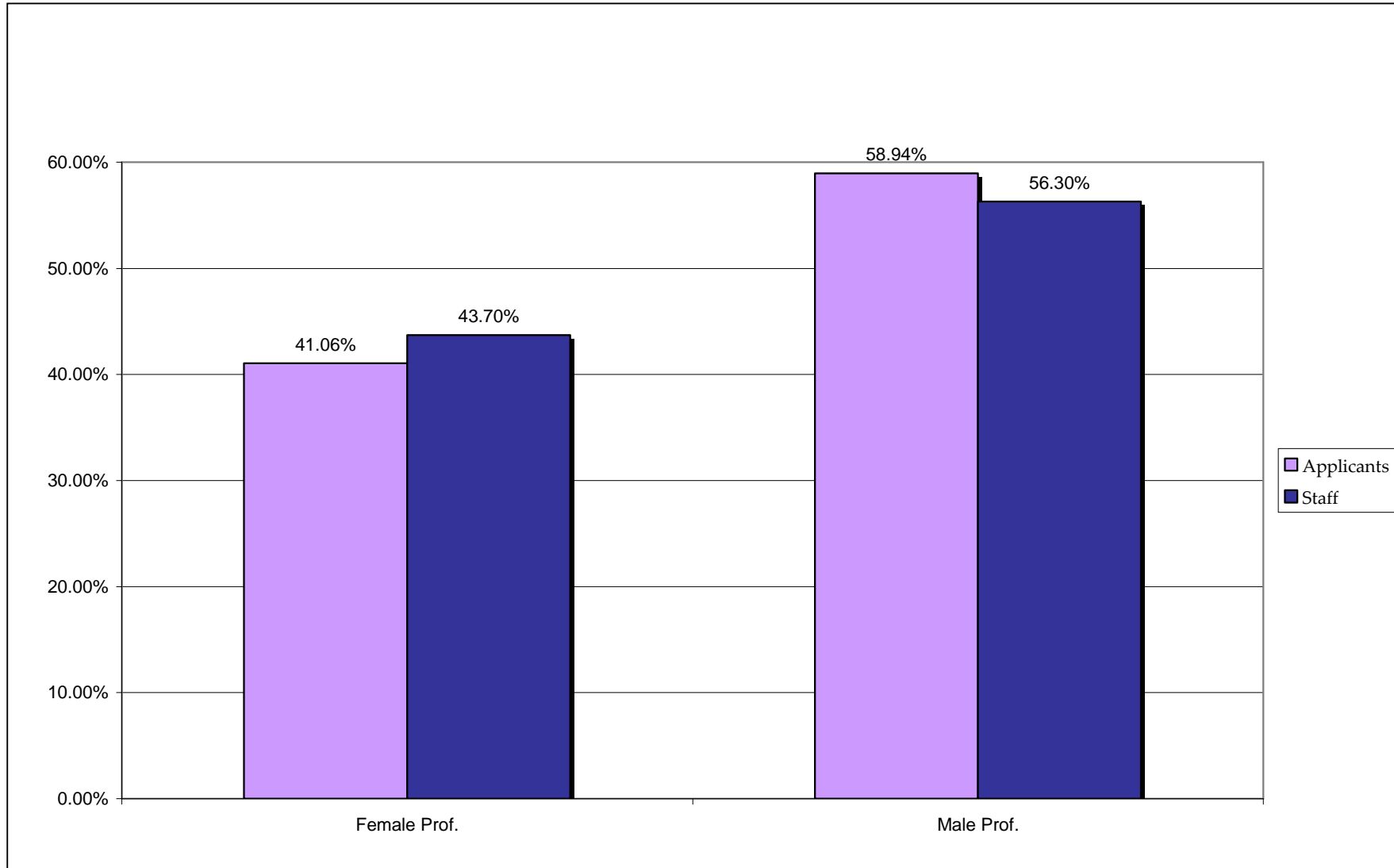


Chart 5: Percentages P-1 posts



Annex XI
Gender comparison between applicants and staff excluding elected officials (established Professional posts)
Situation as at 1 May 2007



Annex XII
**ICC and Geographical Representation among Staff – Research on
Alternative Systems Regarding ‘Desirable Ranges’**

NGO Coalition for the International Criminal Court
Team on ICC Recruitment

Contents

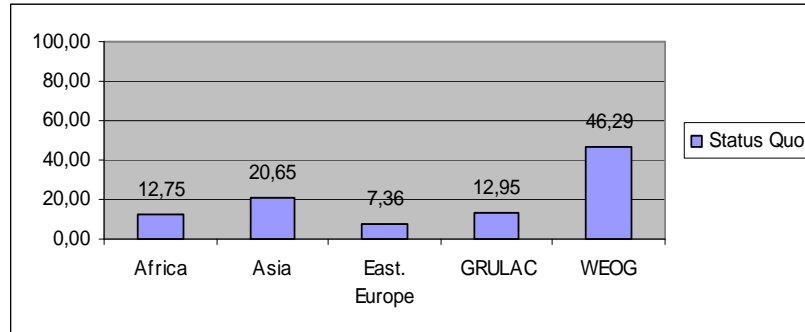
Introduction

1. Geographical Representation at the ICC
2. Geographical Representation at Other Organizations
3. Alternative Calculations of Geographical Representation

Introduction

This paper serves to outline alternatives for the current system of geographical representation of the ICC's Professional staff. The research has been developed since October 2005, when the ICC had 99 States Parties. Given the [upcoming] accession to the Rome Statute of Japan, Japan has also been included in the charts and comparisons. Japanese membership of the ASP has important consequences for (the assessed contributions of the States Parties to the budget and, consequently, for) the target percentages of geographical representation.

According to the current guidelines (*see below*) and with 105 States Parties including Japan, the Court would target to recruit 46,3% of the ICC's personnel from WEOG countries, 20,7% from Asia, 13% from GRULAC (Latin America and the Caribbean), 12,8% from Africa and 7,4% from Eastern Europe (*see chart*).



Concern has been raised with regard to the unequal representation of States Parties within the Court's staff. High percentages are allocated to countries and regions where the Court is not directly involved in conducting investigations and prosecutions. Currently, the lion's share of the Court's work takes place in relation to situations in Africa, but the region has one of the lowest combined target percentages. Geographical representation among staff that properly reflects the work and the mandate of the institution is considered by many to be an essential condition for the legitimacy of the Court. Consequently, it has been argued that the target percentages could be adjusted to better reflect the Court's members and work: now, but also in the future when membership and the Court's focus might change.

This paper:

1. Explains the principles of the current system of geographical representation at the ICC;
2. Compares systems of representation at other international organizations; and
3. Presents three alternatives that seek to address some of the regional imbalance inherent in the system as currently applied by the ICC.

NB:

1. The charts and figures presented in this research are constructed using the assessed contributions for 2007, the adopted budget for 2007 and a membership of 105 States Parties including Japan. Consequently, the **comparisons are hypothetical** as they reflect an imaginary situation where Japan is a State Party as at 1 January 2007. The target percentages for 2008 could change, for example if other States Parties ratify.
2. This research has been developed **since October 2005** to provide background research on geographical representation and should not be interpreted to be arguing for any model in particular.

3. The charts below compare **regions** and not individual States Parties as this paper aims at addressing the regional imbalance described above, even though most systems of geographical representation, the ICC's included, do not take into account regional membership as such.
4. All **data** on geographical representation at the ICC, is obtained from the ICC itself or on the basis of calculations made by the CICC Secretariat. All data concerning other international organizations is based on the report "Comparison of Methods of Calculating Equitable Geographical Distribution within the United Nations Common System" of the Joint Inspection Unit of 1996 (JIU/REP/96/7) and available at www.unsystem.org/jiu/data/reports/1996/en96_07.pdf. Changes may have occurred in the meantime.
5. As at January 2007, the percentages of the **assessed contributions** have changed, also impacting the target percentages for geographical representation. The resulting changes for most States Parties are limited.

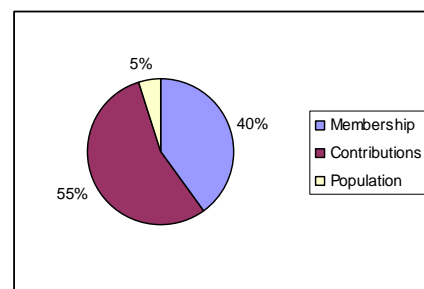
1. Geographical Representation at the ICC

Many international organizations implement a system of "equitable geographical representation" in their human resources policies to ensure that the organization's staff reflects its international character. These systems are based on calculations that prescribe a percentage (mid-point) of the total staff (base number) that should ideally be recruited from each member state. These calculations are made by combining a number of factors that vary per organization, often tailored to the mandate of the organization and the size of its staff.

The ICC applies the same system the UN Secretariat currently uses to determine its mid-point percentages. It is based on a resolution adopted at the first session of the ASP in 2002 (ICC-ASP/1/Res. 10), Article 4:

Geographical representation. For established (i.e., budgeted) posts, and in the case of appointments of at least 12 months' duration, the selection of staff in the Professional category shall be guided in principle by a system of desirable ranges based on that of the United Nations. Nationals from States Parties and from those States having engaged in the process of ratification of or accession to the Statute should have adequate representation on the staff of the Court; however, applications from nationals from non-States Parties may also be considered.

These 'desirable ranges' are target percentages of the ideal number of nationals to be recruited from a State Party. The percentages are calculated by considering three factors: the total number of Member States, a State's contribution to the budget and its population size. These factors are attributed with weights that determine the final outcome. Substantial weight is given to the membership factor (40%), which is equal for each Member State, most importance is given to the State's contribution to the organization's budget (55%) and the final 5% is determined according to the population size of the country (*see chart*).



For example, the target percentage of the Netherlands as a State Party to the ICC is calculated by adding 0,38% of the Court's Professional staff on the basis of the Membership Factor (40% divided by 105 States Parties leaves 0,38% per State); 1,49% of the posts on the basis of the Contributions Factor (this number is different for every country and depends on the percentage the country contributes to the organization's budget); and 0,05% on the basis of the population factor. This totals 1,92% and is the Court's target percentage for Dutch

nationals. If we do the same calculation for Benin, the result is 0,40% (Benin's assessed contribution to the budget is low), for Japan, it would be 13,99% ([to be] the largest contributor to the ICC's budget – a budgetary cap of 22% has been taken into account).

Many organizations and also the ICC apply a certain degree of flexibility. To ensure equitable geographical representation of Dutch nationals, the Court can deviate 15% from the 1,92% as explained above. This "desirable range" of Dutch nationals at the Court is between 1,63% and 2,21%. As the Court currently employs approximately 200 permanent Professional staff, this results in a target of a minimum of three Dutch employees and a maximum of four.

This system applies only to permanent (minimum one-year contracts) professional (jobs that require an academic background) positions. Linguists, as translators and interpreters, are generally excluded from geographical distribution. As a result, only a small percentage of for example the UN's staff is recruited under a policy of geographical representation. For the ICC, about one third of its staff is subject to the policy.

For reasons of comparison, the following three charts show what geographical distribution at the ICC would look like if only one of the three factors described above is applied.

Chart 1 shows geographical distribution when only the membership factor is applied. All of the Court's staff is distributed equally over the States Parties, giving each almost 1%.

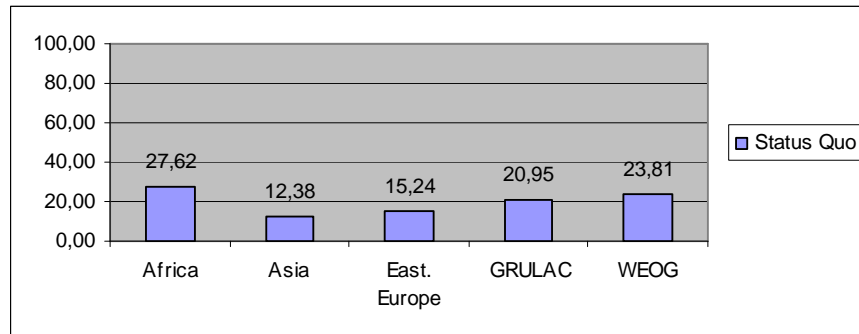


Chart 2 shows geographical distribution when only the contributions factor is applied. These figures reflect the percentage of what all States Parties per region contribute to the ICC's budget.

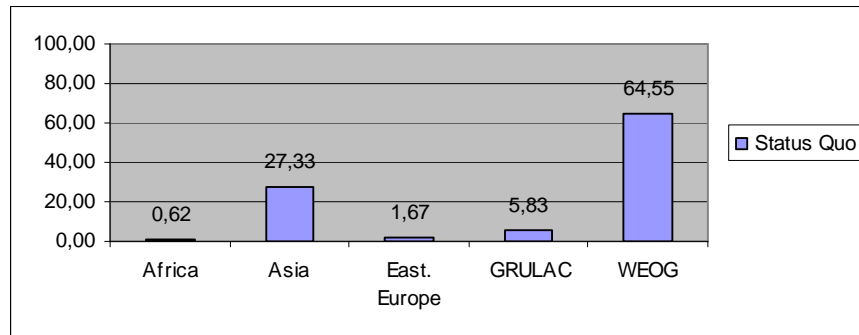
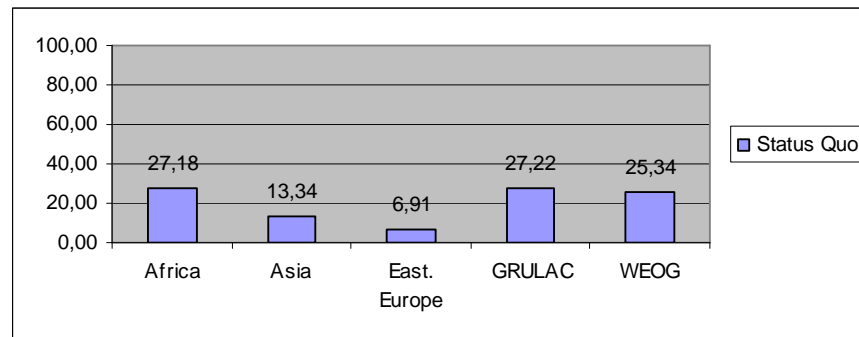


Chart 3 shows the geographical distribution when only the population factor is applied. The figures reflect the combined populations of the States Parties in the respective regions.



As shown above, the contributions factor makes the biggest difference in the ICC's system and the nationalities of large contributors are have more representation within the Court's staff. With an ICC membership of 105 States Parties, most of these States Parties are located in the WEOG regional group (Western European countries, Australia, Canada and New Zealand) and in Asia, i.e. Japan. This regional balance can change when other countries ratify.

2. Geographical Representation at Other Organizations

To provide more context to this policy of geographical representation, different approaches at organizations of the UN family are compared below. Organizations often have different percentages for desirable ranges, varying from 0% to 25%.

Where relevant, the percentage ratios are inserted between brackets. The ICC's system of a membership factor of 40%, a contributions factor of 55% and a population factor of 5%, would become [M40-C55-P5].

Category 1:

- The United Nations Secretariat,
 - World Health Organization (WHO), and
 - United Nations Industrial Development Organization (UNIDO)
- Apply the same factors as the ICC [M40-C55-P5] as explained above.

Category 2:

- United Nations Development Program (UNDP),
- United Nations High Commissioner for the Refugees (UNHCR), and
- United Nations Children's Fund (UNICEF)

Do not implement a fixed policy of geographical representation, and only apply an empirical principle of geographical distribution.

Category 3:

- The International Telecommunication Union (ITU),
- World Meteorological Organization (WMO), and the
- International Maritime Organization (IMO)

Employ less staff members than they have member states and strive to recruit empirically equal numbers from regional groups, without applying set percentages.

Category 4:

- The International Labour Organization (ILO), [M26-C74]
- Food and Agriculture Organization (FAO), [M19-C81]
- United Nations Educational, Scientific and Cultural Organization (UNESCO), [M70-C30]
- International Civil Aviation Organization (ICAO), and the [M46.6-C53.4]
- World Intellectual Property Organization (WIPO) [M25-C75]

Apply only the membership factor and the contribution factor. The ILO, FAO and ICAO apply the contribution factor a posteriori, meaning that the percentages as stated in the brackets vary depending on membership and number of staff. WIPO's membership factor is applied to seven constituent regions as its number of employees is smaller than the number of member states.

Category 5:

- The Universal Postal Union (UPU) [M100]

Has a very small staff in comparison with the number of member states and only applies a *regional* membership factor

Category 6:

- The International Atomic Energy Agency (IAEA) [C100]

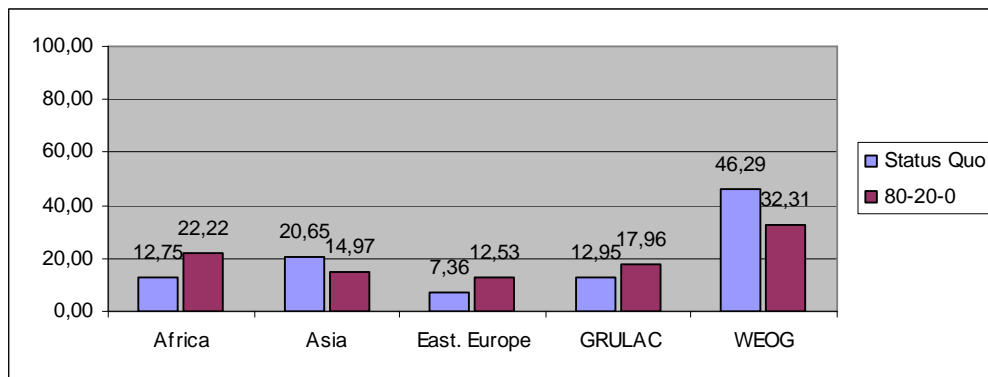
Applies an informal principle of geographical distribution solely based on member states' contributions.

3. Alternative Calculations of Geographical Representation

Three suggestions for alternative calculations of geographical representation are introduced below, partly using the methods that other organizations apply. The final model is specifically tailored to the mandate of the Court.

Alternative 1 [M80-C20] (see category 4 above):

Only the membership and contributions factors are applied. The chart shows the regional breakdown when the ICC would apply a membership factor of 80% and a contributions factor of 20%. As a result, regions with large contributors as Asia and WEOG lose to the other regions.

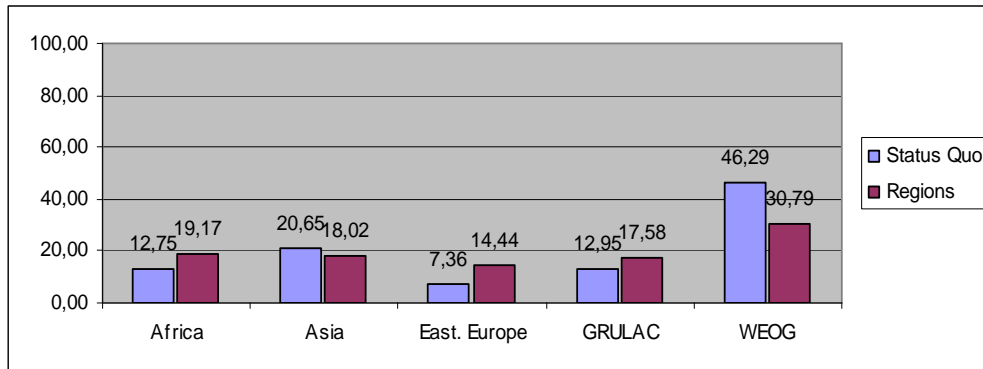


Advantage: States Parties are more equally represented.

Disadvantage: Balance can change when more countries join the Court.

Alternative 2 [M40-C20-RM40] (see category 5 above):

The chart shows geographical distribution with a membership factor of 40%, a contributions factor of 20% and an additional **regional membership factor** of 40%. The national membership factor divides 40% equally over all States Parties (i.e. 0,38% per state) and the regional membership divides 40% equally over all regions (i.e. 8% per region) and *then* over all States Parties in that region.

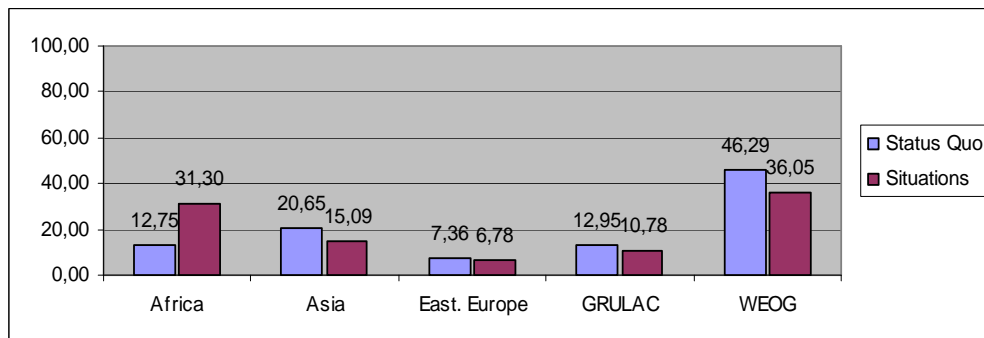


Advantage: regions with fewer States Parties are better proportioned.

Disadvantage: States Parties in regions with many *potential* States Parties might lose in the long term.

Alternative 3 [M40-C40-S20]:

The ICC has a mandate that is very different from other existing international organizations. The Court runs potentially sensitive investigations in countries that are not necessarily a State Party or represented within the Court's staff. This can be the justification for introducing a new factor based on the region where, for example, the ICC is running investigations. The chart shows geographical representation with a membership factor of 40%, a contributions factor of 40% and a **situations** factor of 20% for the **region(s)** where the Court is running investigations. As currently, all situations are located in Africa, this 20% is entirely divided among the African States Parties.



Advantage: reflects Court's work.

Disadvantage: possible poses a large burden on the Court's human resources division: investigations might come and go quicker than staff is recruited.

Appendix I Scenario status quo

100

States Parties	Membership Factor	Contribution corr. ICC/cap	Contributions Factor	Population	Population Factor	Target % CICC	Actual #
	40.00%		55.00%		5.00%		
Afghanistan	0.38	0.00103	0.00	29,929,000	0.08	0.47	0
Albania	0.38	0.00616	0.00	3,563,000	0.01	0.40	0
Andorra	0.38	0.00822	0.01	71,000	0.00	0.39	0
Antigua & Barbuda	0.38	0.00205	0.00	69,000	0.00	0.38	0
Argentina	0.38	0.33393	0.26	39,538,000	0.11	0.75	2
Australia	0.38	1.83612	1.42	20,090,000	0.06	1.86	6
Austria	0.38	0.91138	0.71	8,185,000	0.02	1.11	2
Barbados	0.38	0.00925	0.01	279,000	0.00	0.39	0
Belgium	0.38	1.13229	0.88	10,364,000	0.03	1.29	5
Belize	0.38	0.00103	0.00	280,000	0.00	0.38	0
Benin	0.38	0.00103	0.00	7,460,000	0.02	0.40	2
Bolivia	0.38	0.00616	0.00	8,860,000	0.02	0.41	0
Bosnia and Herzegovina	0.38	0.00616	0.00	4,026,000	0.01	0.40	0
Botswana	0.38	0.01438	0.01	1,640,000	0.00	0.40	0
Brazil	0.38	0.90008	0.70	186,113,000	0.52	1.60	3
Bulgaria	0.38	0.02055	0.02	7,450,000	0.02	0.42	0
Burkina Faso	0.38	0.00205	0.00	13,925,000	0.04	0.42	0
Burundi	0.38	0.00103	0.00	6,371,000	0.02	0.40	0
Cambodia	0.38	0.00103	0.00	13,607,000	0.04	0.42	0
Canada	0.38	3.05884	2.37	32,805,000	0.09	2.85	11
Central African Republic	0.38	0.00103	0.00	3,800,000	0.01	0.39	0
Chad	0.38	0.00103	0.00	9,944,000	0.03	0.41	0
Colombia	0.38	0.10789	0.08	42,954,000	0.12	0.58	6
Comoros	0.38	0.00103	0.00	691,000	0.00	0.38	0
Congo	0.38	0.00103	0.00	3,039,000	0.01	0.39	0
Costa Rica	0.38	0.03288	0.03	4,016,000	0.01	0.42	2
Croatia	0.38	0.05137	0.04	4,496,000	0.01	0.43	4

Cyprus	0.38	0.04521	0.04	780,000	0.00	0.42	0
Dem. Rep. of Congo	0.38	0.00308	0.00	60,086,000	0.17	0.55	2
Denmark	0.38	0.75931	0.59	5,432,000	0.02	0.99	1
Djibouti	0.38	0.00103	0.00	477,000	0.00	0.38	0
Dominica	0.38	0.00103	0.00	69,000	0.00	0.38	0
Dominican Republic	0.38	0.02466	0.02	8,950,000	0.03	0.43	0
Ecuador	0.38	0.02158	0.02	13,364,000	0.04	0.44	2
Estonia	0.38	0.01644	0.01	1,333,000	0.00	0.40	1
Fiji	0.38	0.00308	0.00	893,000	0.00	0.39	0
Finland	0.38	0.57950	0.45	5,223,000	0.01	0.85	4
France	0.38	6.47421	5.02	60,656,000	0.17	5.57	16
Gabon	0.38	0.00822	0.01	1,389,000	0.00	0.39	0
Gambia	0.38	0.00103	0.00	1,593,000	0.00	0.39	2
Georgia	0.38	0.00308	0.00	4,677,000	0.01	0.40	1
Germany	0.38	8.81278	6.84	82,431,000	0.23	7.45	17
Ghana	0.38	0.00411	0.00	21,030,000	0.06	0.44	0
Greece	0.38	0.61238	0.47	10,668,000	0.03	0.89	0
Guinea	0.38	0.00103	0.00	9,468,000	0.03	0.41	1
Guyana	0.38	0.00103	0.00	765,000	0.00	0.38	0
Honduras	0.38	0.00514	0.00	6,975,000	0.02	0.40	0
Hungary	0.38	0.25071	0.19	10,007,000	0.03	0.60	0
Iceland	0.38	0.03802	0.03	297,000	0.00	0.41	0
Ireland	0.38	0.45723	0.35	4,016,000	0.01	0.75	4
Italy	0.38	5.21862	4.05	58,103,000	0.16	4.59	8
JAPAN	0.38	15.18374	13.25	127,464,000	0.36	13.99	0
Jordan	0.38	0.01233	0.01	5,760,000	0.02	0.41	3
Kenya	0.38	0.01027	0.01	33,830,000	0.09	0.48	1
Latvia	0.38	0.01849	0.01	2,290,000	0.01	0.40	0
Lesotho	0.38	0.00103	0.00	1,867,000	0.01	0.39	1
Liberia	0.38	0.00103	0.00	3,482,000	0.01	0.39	0
Liechtenstein	0.38	0.01027	0.01	34,000	0.00	0.39	0
Lithuania	0.38	0.03185	0.02	3,597,000	0.01	0.42	0
Luxembourg	0.38	0.08734	0.07	467,000	0.00	0.45	0
Malawi	0.38	0.00103	0.00	12,159,000	0.03	0.42	0

Mali	0.38	0.00205	0.00	12,292,000	0.03	0.42	2
Malta	0.38	0.01747	0.01	399,000	0.00	0.40	0
Marshall Islands	0.38	0.00103	0.00	59,000	0.00	0.38	0
Mauritius	0.38	0.01130	0.01	1,231,000	0.00	0.39	0
Mexico	0.38	2.31904	1.80	106,203,000	0.30	2.48	2
Mongolia	0.38	0.00103	0.00	2,791,000	0.01	0.39	1
Montenegro	0.38	0.00103	0.00	631,000	0.00	0.38	0
Namibia	0.38	0.00616	0.00	2,031,000	0.01	0.39	0
Nauru	0.38	0.00103	0.00	13,000	0.00	0.38	0
Netherlands	0.38	1.92449	1.49	16,408,000	0.05	1.92	8
New Zealand	0.38	0.26304	0.20	4,036,000	0.01	0.60	4
Niger	0.38	0.00103	0.00	11,666,000	0.03	0.41	1
Nigeria	0.38	0.04932	0.04	128,772,000	0.36	0.78	7
Norway	0.38	0.80350	0.62	4,593,000	0.01	1.02	0
Panama	0.38	0.02363	0.02	3,039,000	0.01	0.41	0
Paraguay	0.38	0.00514	0.00	6,348,000	0.02	0.40	0
Peru	0.38	0.08014	0.06	27,926,000	0.08	0.52	1
Poland	0.38	0.51477	0.40	38,635,000	0.11	0.89	0
Portugal	0.38	0.54149	0.42	10,566,000	0.03	0.83	1
Republic of Korea	0.38	2.23273	1.73	48,423,000	0.14	2.25	3
Romania	0.38	0.07192	0.06	22,330,000	0.06	0.50	4
Saint Kitts & Nevis	0.38	0.00103	0.00	40,000	0.00	0.38	0
Saint Vincent & Grenadines	0.38	0.00103	0.00	118,000	0.00	0.38	1
Samoa	0.38	0.00103	0.00	177,000	0.00	0.38	0
San Marino	0.38	0.00308	0.00	29,000	0.00	0.38	0
Senegal	0.38	0.00411	0.00	11,127,000	0.03	0.42	1
Serbia	0.38	0.02158	0.02	10,829,000	0.03	0.43	3
Sierra Leone	0.38	0.00103	0.00	6,018,000	0.02	0.40	4
Slovakia	0.38	0.06473	0.05	5,431,000	0.02	0.45	1
Slovenia	0.38	0.09864	0.08	2,011,000	0.01	0.46	0
South Africa	0.38	0.29797	0.23	44,344,000	0.12	0.74	6
Spain	0.38	3.04959	2.37	40,342,000	0.11	2.86	8
Sweden	0.38	1.10044	0.85	9,002,000	0.03	1.26	1
Switzerland	0.38	1.24943	0.97	7,489,000	0.02	1.37	3

Tajikistan	0.38	0.00103	0.00	7,164,000	0.02	0.40	0	
The FYR of Macedonia	0.38	0.00514	0.00	2,045,000	0.01	0.39	0	
Timor-Leste	0.38	0.00103	0.00	1,041,000	0.00	0.38	0	
Trinidad & Tobago	0.38	0.02774	0.02	1,089,000	0.00	0.41	2	
Uganda	0.38	0.00308	0.00	27,270,000	0.08	0.46	0	
United Kingdom	0.38	6.82459	5.29	60,442,000	0.17	5.84	13	
United Republic of Tanzania	0.38	0.00616	0.00	36,766,000	0.10	0.49	1	
Uruguay	0.38	0.02774	0.02	3,416,000	0.01	0.41	0	
Venezuela	0.38	0.20550	0.16	25,375,000	0.07	0.61	1	
Zambia	0.38	0.00103	0.00	11,262,000	0.03	0.41	1	
Total	105	40.00	69	55.00	1,784,416,000	5.00	100	187

Regional Groups							
Africa	29				Af	12.75	32
Asia	13				As	20.65	7
East. Europe	16				EE	7.36	14
GRULAC	22				LA	12.95	22
WEOG	25				WE	46.29	112
Total					T	100	187

Source:
ASP

Source:
UN A/RES/61/237
of February 2007

Source:
CIA Factbook

Source:
ICC
may-07

Non-States Parties

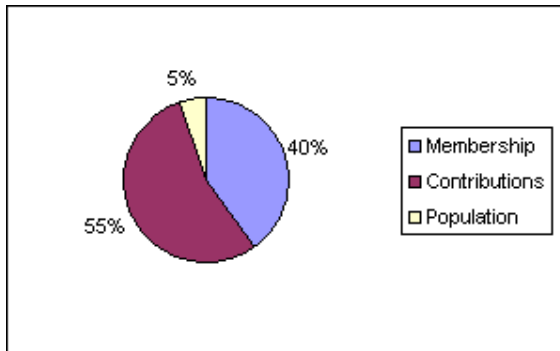
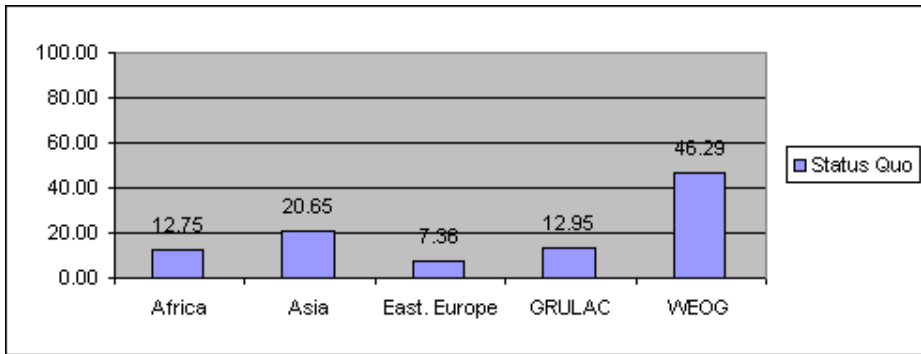
Algeria	1
Belarus	1
Chile	1
Egypt	1
India	1
Iran	2
Iraq	1
Mauritania	1

Palestinian Territory,
Occupied
Philippines
Sudan
Ukraine
USA

1
1
1
1
3

Total

203



Last updated: 10 May 2007

Appendix II Scenario 1

100

States Parties	Membership Factor	Contribution corr. ICC/cap	Contributions Factor	Population	Population Factor	Target	Actual %	Actual #
	80.00%		20.00%		0.00%			
Afghanistan	0.76	0.00103	0.00	29,929,000	0.00	0.76	0.47	0
Albania	0.76	0.00616	0.00	3,563,000	0.00	0.76	0.40	0
Andorra	0.76	0.00822	0.00	71,000	0.00	0.76	0.39	0
Antigua & Barbuda	0.76	0.00205	0.00	69,000	0.00	0.76	0.38	0
Argentina	0.76	0.33393	0.10	39,538,000	0.00	0.86	0.75	2
Australia	0.76	1.83612	0.53	20,090,000	0.00	1.29	1.86	6
Austria	0.76	0.91138	0.26	8,185,000	0.00	1.03	1.11	2
Barbados	0.76	0.00925	0.00	279,000	0.00	0.76	0.39	0
Belgium	0.76	1.13229	0.33	10,364,000	0.00	1.09	1.29	5
Belize	0.76	0.00103	0.00	280,000	0.00	0.76	0.38	0
Benin	0.76	0.00103	0.00	7,460,000	0.00	0.76	0.40	2
Bolivia	0.76	0.00616	0.00	8,860,000	0.00	0.76	0.41	0
Bosnia and Herzegovina	0.76	0.00616	0.00	4,026,000	0.00	0.76	0.40	0
Botswana	0.76	0.01438	0.00	1,640,000	0.00	0.77	0.40	0
Brazil	0.76	0.90008	0.26	186,113,000	0.00	1.02	1.60	3
Bulgaria	0.76	0.02055	0.01	7,450,000	0.00	0.77	0.42	0
Burkina Faso	0.76	0.00205	0.00	13,925,000	0.00	0.76	0.42	0
Burundi	0.76	0.00103	0.00	6,371,000	0.00	0.76	0.40	0
Cambodia	0.76	0.00103	0.00	13,607,000	0.00	0.76	0.42	0
Canada	0.76	3.05884	0.89	32,805,000	0.00	1.65	2.85	11
Central African Republic	0.76	0.00103	0.00	3,800,000	0.00	0.76	0.39	0
Chad	0.76	0.00103	0.00	9,944,000	0.00	0.76	0.41	0
Colombia	0.76	0.10789	0.03	42,954,000	0.00	0.79	0.58	6
Comoros	0.76	0.00103	0.00	691,000	0.00	0.76	0.38	0
Congo	0.76	0.00103	0.00	3,039,000	0.00	0.76	0.39	0
Costa Rica	0.76	0.03288	0.01	4,016,000	0.00	0.77	0.42	2
Croatia	0.76	0.05137	0.01	4,496,000	0.00	0.78	0.43	4
Cyprus	0.76	0.04521	0.01	780,000	0.00	0.78	0.42	0

Dem. Rep. of Congo	0.76	0.00308	0.00	60,086,000	0.00	0.76	0.55	2
Denmark	0.76	0.75931	0.22	5,432,000	0.00	0.98	0.99	1
Djibouti	0.76	0.00103	0.00	477,000	0.00	0.76	0.38	0
Dominica	0.76	0.00103	0.00	69,000	0.00	0.76	0.38	0
Dominican Republic	0.76	0.02466	0.01	8,950,000	0.00	0.77	0.43	0
Ecuador	0.76	0.02158	0.01	13,364,000	0.00	0.77	0.44	2
Estonia	0.76	0.01644	0.00	1,333,000	0.00	0.77	0.40	1
Fiji	0.76	0.00308	0.00	893,000	0.00	0.76	0.39	0
Finland	0.76	0.57950	0.17	5,223,000	0.00	0.93	0.85	4
France	0.76	6.47421	1.88	60,656,000	0.00	2.64	5.57	16
Gabon	0.76	0.00822	0.00	1,389,000	0.00	0.76	0.39	0
Gambia	0.76	0.00103	0.00	1,593,000	0.00	0.76	0.39	2
Georgia	0.76	0.00308	0.00	4,677,000	0.00	0.76	0.40	1
Germany	0.76	8.81278	2.55	82,431,000	0.00	3.32	7.45	17
Ghana	0.76	0.00411	0.00	21,030,000	0.00	0.76	0.44	0
Greece	0.76	0.61238	0.18	10,668,000	0.00	0.94	0.89	0
Guinea	0.76	0.00103	0.00	9,468,000	0.00	0.76	0.41	1
Guyana	0.76	0.00103	0.00	765,000	0.00	0.76	0.38	0
Honduras	0.76	0.00514	0.00	6,975,000	0.00	0.76	0.40	0
Hungary	0.76	0.25071	0.07	10,007,000	0.00	0.83	0.60	0
Iceland	0.76	0.03802	0.01	297,000	0.00	0.77	0.41	0
Ireland	0.76	0.45723	0.13	4,016,000	0.00	0.89	0.75	4
Italy	0.76	5.21862	1.51	58,103,000	0.00	2.27	4.59	8
JAPAN	0.76	15.18374	4.40	127,464,000	0.00	5.16	13.99	0
Jordan	0.76	0.01233	0.00	5,760,000	0.00	0.77	0.41	3
Kenya	0.76	0.01027	0.00	33,830,000	0.00	0.76	0.48	1
Latvia	0.76	0.01849	0.01	2,290,000	0.00	0.77	0.40	0
Lesotho	0.76	0.00103	0.00	1,867,000	0.00	0.76	0.39	1
Liberia	0.76	0.00103	0.00	3,482,000	0.00	0.76	0.39	0
Liechtenstein	0.76	0.01027	0.00	34,000	0.00	0.76	0.39	0
Lithuania	0.76	0.03185	0.01	3,597,000	0.00	0.77	0.42	0
Luxembourg	0.76	0.08734	0.03	467,000	0.00	0.79	0.45	0
Malawi	0.76	0.00103	0.00	12,159,000	0.00	0.76	0.42	0
Mali	0.76	0.00205	0.00	12,292,000	0.00	0.76	0.42	2
Malta	0.76	0.01747	0.01	399,000	0.00	0.77	0.40	0
Marshall Islands	0.76	0.00103	0.00	59,000	0.00	0.76	0.38	0

Mauritius	0.76	0.01130	0.00	1,231,000	0.00	0.77	0.39	0
Mexico	0.76	2.31904	0.67	106,203,000	0.00	1.43	2.48	2
Mongolia	0.76	0.00103	0.00	2,791,000	0.00	0.76	0.39	1
Montenegro	0.76	0.00103	0.00	631,000	0.00	0.76	0.38	0
Namibia	0.76	0.00616	0.00	2,031,000	0.00	0.76	0.39	0
Nauru	0.76	0.00103	0.00	13,000	0.00	0.76	0.38	0
Netherlands	0.76	1.92449	0.56	16,408,000	0.00	1.32	1.92	8
New Zealand	0.76	0.26304	0.08	4,036,000	0.00	0.84	0.60	4
Niger	0.76	0.00103	0.00	11,666,000	0.00	0.76	0.41	1
Nigeria	0.76	0.04932	0.01	128,772,000	0.00	0.78	0.78	7
Norway	0.76	0.80350	0.23	4,593,000	0.00	0.99	1.02	0
Panama	0.76	0.02363	0.01	3,039,000	0.00	0.77	0.41	0
Paraguay	0.76	0.00514	0.00	6,348,000	0.00	0.76	0.40	0
Peru	0.76	0.08014	0.02	27,926,000	0.00	0.79	0.52	1
Poland	0.76	0.51477	0.15	38,635,000	0.00	0.91	0.89	0
Portugal	0.76	0.54149	0.16	10,566,000	0.00	0.92	0.83	1
Republic of Korea	0.76	2.23273	0.65	48,423,000	0.00	1.41	2.25	3
Romania	0.76	0.07192	0.02	22,330,000	0.00	0.78	0.50	4
Saint Kitts & Nevis	0.76	0.00103	0.00	40,000	0.00	0.76	0.38	0
Saint Vincent & Grenadines	0.76	0.00103	0.00	118,000	0.00	0.76	0.38	1
Samoa	0.76	0.00103	0.00	177,000	0.00	0.76	0.38	0
San Marino	0.76	0.00308	0.00	29,000	0.00	0.76	0.38	0
Senegal	0.76	0.00411	0.00	11,127,000	0.00	0.76	0.42	1
Serbia	0.76	0.02158	0.01	10,829,000	0.00	0.77	0.43	3
Sierra Leone	0.76	0.00103	0.00	6,018,000	0.00	0.76	0.40	4
Slovakia	0.76	0.06473	0.02	5,431,000	0.00	0.78	0.45	1
Slovenia	0.76	0.09864	0.03	2,011,000	0.00	0.79	0.46	0
South Africa	0.76	0.29797	0.09	44,344,000	0.00	0.85	0.74	6
Spain	0.76	3.04959	0.88	40,342,000	0.00	1.65	2.86	8
Sweden	0.76	1.10044	0.32	9,002,000	0.00	1.08	1.26	1
Switzerland	0.76	1.24943	0.36	7,489,000	0.00	1.12	1.37	3
Tajikistan	0.76	0.00103	0.00	7,164,000	0.00	0.76	0.40	0
The FYR of Macedonia	0.76	0.00514	0.00	2,045,000	0.00	0.76	0.39	0
Timor-Leste	0.76	0.00103	0.00	1,041,000	0.00	0.76	0.38	0
Trinidad & Tobago	0.76	0.02774	0.01	1,089,000	0.00	0.77	0.41	2
Uganda	0.76	0.00308	0.00	27,270,000	0.00	0.76	0.46	0

United Kingdom	0.76	6.82459	1.98	60,442,000	0.00	2.74	5.84	13	
United Republic of Tanzania	0.76	0.00616	0.00	36,766,000	0.00	0.76	0.49	1	
Uruguay	0.76	0.02774	0.01	3,416,000	0.00	0.77	0.41	0	
Venezuela	0.76	0.20550	0.06	25,375,000	0.00	0.82	0.61	1	
Zambia	0.76	0.00103	0.00	11,262,000	0.00	0.76	0.41	1	
Total	105	80.00	69	20.00	1,784,416,000	0.00	100	100.00	187

Regional Groups									
Africa	29					Af	22.22	12.75	32
Asia	13					As	14.97	20.65	7
East. Europe	16					EE	12.53	7.36	14
GRULAC	22					LA	17.96	12.95	22
WEOG	25					WE	32.31	46.29	112
Total						T	100	100	187

Source:
ASP

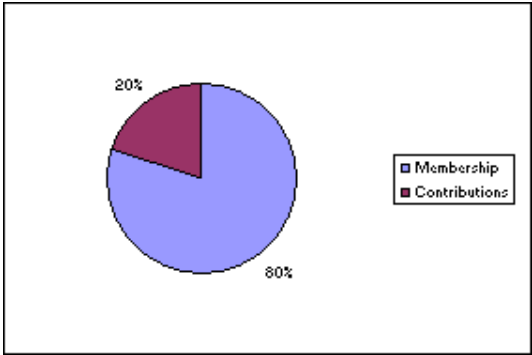
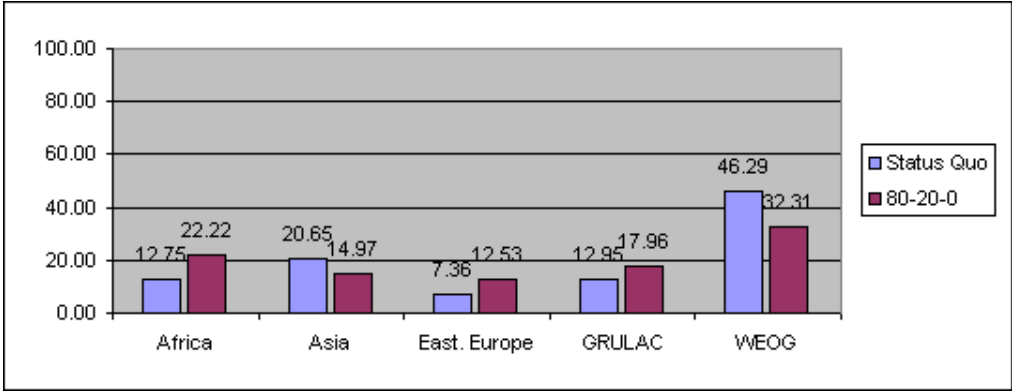
Source:
UN A/RES/61/237
of February 2007

Source:
CIA Factbook

Source: Sheet 1
Source: ICC
may-07

Non-States Parties

Algeria	1
Belarus	1
Chile	1
Egypt	1
India	1
Iran	2
Iraq	1
Mauritania	1
Palestinian Territory, Occupied	1
Philippines	1
Sudan	1
Ukraine	1
USA	3
Total	203



Appendix III Scenario 2

100

States Parties	Membership Factor	Contribution corr. ICC/cap	Contributions Factor	Population	Population Factor	Regional Membership	Regional Factor	Target	Actual %	Actual #
	40.00%		20.00%		0.00%		40.00%			
Afghanistan	0.38	0.00103	0.00	29,929,000	0.00	0.08	0.62	1.00	0.47	0
Albania	0.38	0.00616	0.00	3,563,000	0.00	0.06	0.50	0.88	0.40	0
Andorra	0.38	0.00822	0.00	71,000	0.00	0.04	0.32	0.70	0.39	0
Antigua & Barbuda	0.38	0.00205	0.00	69,000	0.00	0.05	0.36	0.75	0.38	0
Argentina	0.38	0.33393	0.10	39,538,000	0.00	0.05	0.36	0.84	0.75	2
Australia	0.38	1.83612	0.53	20,090,000	0.00	0.04	0.32	1.23	1.86	6
Austria	0.38	0.91138	0.26	8,185,000	0.00	0.04	0.32	0.97	1.11	2
Barbados	0.38	0.00925	0.00	279,000	0.00	0.05	0.36	0.75	0.39	0
Belgium	0.38	1.13229	0.33	10,364,000	0.00	0.04	0.32	1.03	1.29	5
Belize	0.38	0.00103	0.00	280,000	0.00	0.05	0.36	0.74	0.38	0
Benin	0.38	0.00103	0.00	7,460,000	0.00	0.03	0.28	0.66	0.40	2
Bolivia	0.38	0.00616	0.00	8,860,000	0.00	0.05	0.36	0.75	0.41	0
Bosnia and Herzegovina	0.38	0.00616	0.00	4,026,000	0.00	0.06	0.50	0.88	0.40	0
Botswana	0.38	0.01438	0.00	1,640,000	0.00	0.03	0.28	0.66	0.40	0
Brazil	0.38	0.90008	0.26	186,113,000	0.00	0.05	0.36	1.01	1.60	3
Bulgaria	0.38	0.02055	0.01	7,450,000	0.00	0.06	0.50	0.89	0.42	0
Burkina Faso	0.38	0.00205	0.00	13,925,000	0.00	0.03	0.28	0.66	0.42	0
Burundi	0.38	0.00103	0.00	6,371,000	0.00	0.03	0.28	0.66	0.40	0
Cambodia	0.38	0.00103	0.00	13,607,000	0.00	0.08	0.62	1.00	0.42	0
Canada	0.38	3.05884	0.89	32,805,000	0.00	0.04	0.32	1.59	2.85	11
Central African Republic	0.38	0.00103	0.00	3,800,000	0.00	0.03	0.28	0.66	0.39	0
Chad	0.38	0.00103	0.00	9,944,000	0.00	0.03	0.28	0.66	0.41	0
Colombia	0.38	0.10789	0.03	42,954,000	0.00	0.05	0.36	0.78	0.58	6
Comoros	0.38	0.00103	0.00	691,000	0.00	0.03	0.28	0.66	0.38	0
Congo	0.38	0.00103	0.00	3,039,000	0.00	0.03	0.28	0.66	0.39	0
Costa Rica	0.38	0.03288	0.01	4,016,000	0.00	0.05	0.36	0.75	0.42	2
Croatia	0.38	0.05137	0.01	4,496,000	0.00	0.06	0.50	0.90	0.43	4
Cyprus	0.38	0.04521	0.01	780,000	0.00	0.08	0.62	1.01	0.42	0
Dem. Rep. of Congo	0.38	0.00308	0.00	60,086,000	0.00	0.03	0.28	0.66	0.55	2

Denmark	0.38	0.75931	0.22	5,432,000	0.00	0.04	0.32	0.92	0.99	1
Djibouti	0.38	0.00103	0.00	477,000	0.00	0.03	0.28	0.66	0.38	0
Dominica	0.38	0.00103	0.00	69,000	0.00	0.05	0.36	0.74	0.38	0
Dominican Republic	0.38	0.02466	0.01	8,950,000	0.00	0.05	0.36	0.75	0.43	0
Ecuador	0.38	0.02158	0.01	13,364,000	0.00	0.05	0.36	0.75	0.44	2
Estonia	0.38	0.01644	0.00	1,333,000	0.00	0.06	0.50	0.89	0.40	1
Fiji	0.38	0.00308	0.00	893,000	0.00	0.08	0.62	1.00	0.39	0
Finland	0.38	0.57950	0.17	5,223,000	0.00	0.04	0.32	0.87	0.85	4
France	0.38	6.47421	1.88	60,656,000	0.00	0.04	0.32	2.58	5.57	16
Gabon	0.38	0.00822	0.00	1,389,000	0.00	0.03	0.28	0.66	0.39	0
Gambia	0.38	0.00103	0.00	1,593,000	0.00	0.03	0.28	0.66	0.39	2
Georgia	0.38	0.00308	0.00	4,677,000	0.00	0.06	0.50	0.88	0.40	1
Germany	0.38	8.81278	2.55	82,431,000	0.00	0.04	0.32	3.25	7.45	17
Ghana	0.38	0.00411	0.00	21,030,000	0.00	0.03	0.28	0.66	0.44	0
Greece	0.38	0.61238	0.18	10,668,000	0.00	0.04	0.32	0.88	0.89	0
Guinea	0.38	0.00103	0.00	9,468,000	0.00	0.03	0.28	0.66	0.41	1
Guyana	0.38	0.00103	0.00	765,000	0.00	0.05	0.36	0.74	0.38	0
Honduras	0.38	0.00514	0.00	6,975,000	0.00	0.05	0.36	0.75	0.40	0
Hungary	0.38	0.25071	0.07	10,007,000	0.00	0.06	0.50	0.95	0.60	0
Iceland	0.38	0.03802	0.01	297,000	0.00	0.04	0.32	0.71	0.41	0
Ireland	0.38	0.45723	0.13	4,016,000	0.00	0.04	0.32	0.83	0.75	4
Italy	0.38	5.21862	1.51	58,103,000	0.00	0.04	0.32	2.21	4.59	8
JAPAN	0.38	15.18374	4.40	127,464,000	0.00	0.08	0.62	5.40	13.99	0
Jordan	0.38	0.01233	0.00	5,760,000	0.00	0.08	0.62	1.00	0.41	3
Kenya	0.38	0.01027	0.00	33,830,000	0.00	0.03	0.28	0.66	0.48	1
Latvia	0.38	0.01849	0.01	2,290,000	0.00	0.06	0.50	0.89	0.40	0
Lesotho	0.38	0.00103	0.00	1,867,000	0.00	0.03	0.28	0.66	0.39	1
Liberia	0.38	0.00103	0.00	3,482,000	0.00	0.03	0.28	0.66	0.39	0
Liechtenstein	0.38	0.01027	0.00	34,000	0.00	0.04	0.32	0.70	0.39	0
Lithuania	0.38	0.03185	0.01	3,597,000	0.00	0.06	0.50	0.89	0.42	0
Luxembourg	0.38	0.08734	0.03	467,000	0.00	0.04	0.32	0.73	0.45	0
Malawi	0.38	0.00103	0.00	12,159,000	0.00	0.03	0.28	0.66	0.42	0
Mali	0.38	0.00205	0.00	12,292,000	0.00	0.03	0.28	0.66	0.42	2
Malta	0.38	0.01747	0.01	399,000	0.00	0.04	0.32	0.71	0.40	0
Marshall Islands	0.38	0.00103	0.00	59,000	0.00	0.08	0.62	1.00	0.38	0
Mauritius	0.38	0.01130	0.00	1,231,000	0.00	0.03	0.28	0.66	0.39	0

Mexico	0.38	2.31904	0.67	106,203,000	0.00	0.05	0.36	1.42	2.48	2
Mongolia	0.38	0.00103	0.00	2,791,000	0.00	0.08	0.62	1.00	0.39	1
Montenegro	0.38	0.00103	0.00	631,000	0.00	0.06	0.50	0.88	0.38	0
Namibia	0.38	0.00616	0.00	2,031,000	0.00	0.03	0.28	0.66	0.39	0
Nauru	0.38	0.00103	0.00	13,000	0.00	0.08	0.62	1.00	0.38	0
Netherlands	0.38	1.92449	0.56	16,408,000	0.00	0.04	0.32	1.26	1.92	8
New Zealand	0.38	0.26304	0.08	4,036,000	0.00	0.04	0.32	0.78	0.60	4
Niger	0.38	0.00103	0.00	11,666,000	0.00	0.03	0.28	0.66	0.41	1
Nigeria	0.38	0.04932	0.01	128,772,000	0.00	0.03	0.28	0.67	0.78	7
Norway	0.38	0.80350	0.23	4,593,000	0.00	0.04	0.32	0.93	1.02	0
Panama	0.38	0.02363	0.01	3,039,000	0.00	0.05	0.36	0.75	0.41	0
Paraguay	0.38	0.00514	0.00	6,348,000	0.00	0.05	0.36	0.75	0.40	0
Peru	0.38	0.08014	0.02	27,926,000	0.00	0.05	0.36	0.77	0.52	1
Poland	0.38	0.51477	0.15	38,635,000	0.00	0.06	0.50	1.03	0.89	0
Portugal	0.38	0.54149	0.16	10,566,000	0.00	0.04	0.32	0.86	0.83	1
Republic of Korea	0.38	2.23273	0.65	48,423,000	0.00	0.08	0.62	1.64	2.25	3
Romania	0.38	0.07192	0.02	22,330,000	0.00	0.06	0.50	0.90	0.50	4
Saint Kitts & Nevis	0.38	0.00103	0.00	40,000	0.00	0.05	0.36	0.74	0.38	0
Saint Vincent & Grenadines	0.38	0.00103	0.00	118,000	0.00	0.05	0.36	0.74	0.38	1
Samoa	0.38	0.00103	0.00	177,000	0.00	0.08	0.62	1.00	0.38	0
San Marino	0.38	0.00308	0.00	29,000	0.00	0.04	0.32	0.70	0.38	0
Senegal	0.38	0.00411	0.00	11,127,000	0.00	0.03	0.28	0.66	0.42	1
Serbia	0.38	0.02158	0.01	10,829,000	0.00	0.06	0.50	0.89	0.43	3
Sierra Leone	0.38	0.00103	0.00	6,018,000	0.00	0.03	0.28	0.66	0.40	4
Slovakia	0.38	0.06473	0.02	5,431,000	0.00	0.06	0.50	0.90	0.45	1
Slovenia	0.38	0.09864	0.03	2,011,000	0.00	0.06	0.50	0.91	0.46	0
South Africa	0.38	0.29797	0.09	44,344,000	0.00	0.03	0.28	0.74	0.74	6
Spain	0.38	3.04959	0.88	40,342,000	0.00	0.04	0.32	1.58	2.86	8
Sweden	0.38	1.10044	0.32	9,002,000	0.00	0.04	0.32	1.02	1.26	1
Switzerland	0.38	1.24943	0.36	7,489,000	0.00	0.04	0.32	1.06	1.37	3
Tajikistan	0.38	0.00103	0.00	7,164,000	0.00	0.08	0.62	1.00	0.40	0
The FYR of Macedonia	0.38	0.00514	0.00	2,045,000	0.00	0.06	0.50	0.88	0.39	0
Timor-Leste	0.38	0.00103	0.00	1,041,000	0.00	0.08	0.62	1.00	0.38	0
Trinidad & Tobago	0.38	0.02774	0.01	1,089,000	0.00	0.05	0.36	0.75	0.41	2
Uganda	0.38	0.00308	0.00	27,270,000	0.00	0.03	0.28	0.66	0.46	0
United Kingdom	0.38	6.82459	1.98	60,442,000	0.00	0.04	0.32	2.68	5.84	13

United Republic of Tanzania	0.38	0.00616	0.00	36,766,000	0.00	0.03	0.28	0.66	0.49	1	
Uruguay	0.38	0.02774	0.01	3,416,000	0.00	0.05	0.36	0.75	0.41	0	
Venezuela	0.38	0.20550	0.06	25,375,000	0.00	0.05	0.36	0.80	0.61	1	
Zambia	0.38	0.00103	0.00	11,262,000	0.00	0.03	0.28	0.66	0.41	1	
Total	105	40	69	20.00	1,784,416,000	0	5	40	100	100.00	187

Regional Groups											
Africa	29								19.17	12.75	32
Asia	13								18.02	20.65	7
East. Europe	16								14.44	7.36	14
GRULAC	22								17.58	12.95	22
WEOG	25								30.79	46.29	112
Total									100	100	187

Source:
ASP

Source:
UN A/RES/61/237
of February 2007

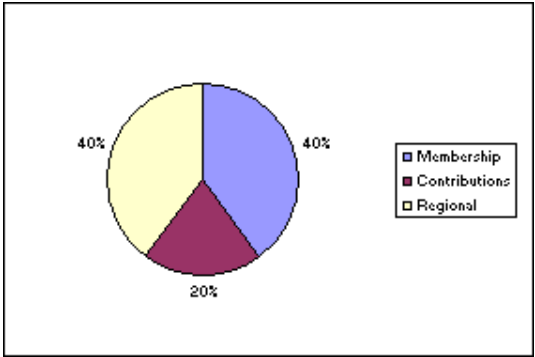
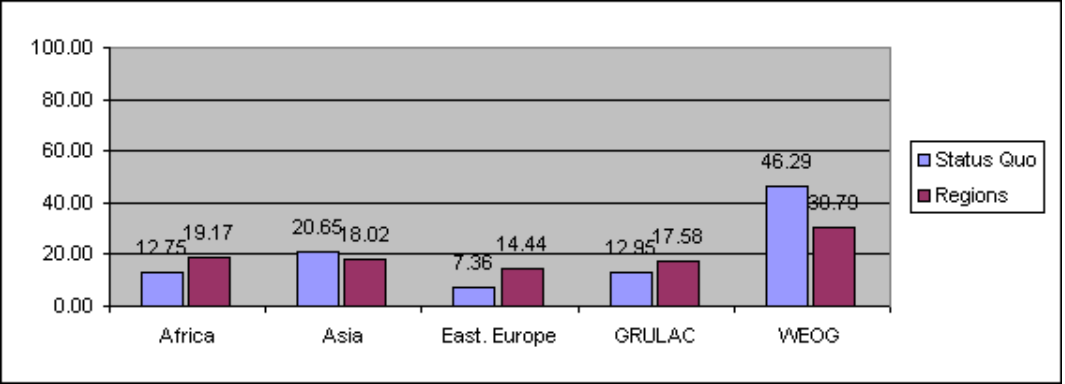
Source:
CIA Factbook

Source:
ASP

Source:
Sheet 1
Source:
ICC
may-07

Non-States Parties

Algeria											1
Belarus											1
Chile											1
Egypt											1
India											1
Iran											2
Iraq											1
Mauritania											1
Palestinian Territory, Occupied											1
Philippines											1
Sudan											1
Ukraine											1
USA											3
Total											203



Appendix IV Scenario 3

100

States Parties	Membership Factor	Contribution corr. ICC/cap	Contributions Factor	Population	Population Factor	Situations	Situations Factor	Target	Actual %	Actual #
	40.00%		40.00%		0.00%		20.00%			
Afghanistan	0.38	0.00103	0.00	29,929,000	0.00	0.00	0.00	0.38	0.47	0
Albania	0.38	0.00616	0.00	3,563,000	0.00	0.00	0.00	0.38	0.40	0
Andorra	0.38	0.00822	0.00	71,000	0.00	0.00	0.00	0.39	0.39	0
Antigua & Barbuda	0.38	0.00205	0.00	69,000	0.00	0.00	0.00	0.38	0.38	0
Argentina	0.38	0.33393	0.19	39,538,000	0.00	0.00	0.00	0.57	0.75	2
Australia	0.38	1.83612	1.06	20,090,000	0.00	0.00	0.00	1.45	1.86	6
Austria	0.38	0.91138	0.53	8,185,000	0.00	0.00	0.00	0.91	1.11	2
Barbados	0.38	0.00925	0.01	279,000	0.00	0.00	0.00	0.39	0.39	0
Belgium	0.38	1.13229	0.66	10,364,000	0.00	0.00	0.00	1.04	1.29	5
Belize	0.38	0.00103	0.00	280,000	0.00	0.00	0.00	0.38	0.38	0
Benin	0.38	0.00103	0.00	7,460,000	0.00	0.10	0.69	1.07	0.40	2
Bolivia	0.38	0.00616	0.00	8,860,000	0.00	0.00	0.00	0.38	0.41	0
Bosnia and Herzegovina	0.38	0.00616	0.00	4,026,000	0.00	0.00	0.00	0.38	0.40	0
Botswana	0.38	0.01438	0.01	1,640,000	0.00	0.10	0.69	1.08	0.40	0
Brazil	0.38	0.90008	0.52	186,113,000	0.00	0.00	0.00	0.90	1.60	3
Bulgaria	0.38	0.02055	0.01	7,450,000	0.00	0.00	0.00	0.39	0.42	0
Burkina Faso	0.38	0.00205	0.00	13,925,000	0.00	0.10	0.69	1.07	0.42	0
Burundi	0.38	0.00103	0.00	6,371,000	0.00	0.10	0.69	1.07	0.40	0
Cambodia	0.38	0.00103	0.00	13,607,000	0.00	0.00	0.00	0.38	0.42	0
Canada	0.38	3.05884	1.77	32,805,000	0.00	0.00	0.00	2.15	2.85	11
Central African Republic	0.38	0.00103	0.00	3,800,000	0.00	0.10	0.69	1.07	0.39	0
Chad	0.38	0.00103	0.00	9,944,000	0.00	0.10	0.69	1.07	0.41	0
Colombia	0.38	0.10789	0.06	42,954,000	0.00	0.00	0.00	0.44	0.58	6
Comoros	0.38	0.00103	0.00	691,000	0.00	0.10	0.69	1.07	0.38	0

Congo	0.38	0.00103	0.00	3,039,000	0.00	0.10	0.69	1.07	0.39	0
Costa Rica	0.38	0.03288	0.02	4,016,000	0.00	0.00	0.00	0.40	0.42	2
Croatia	0.38	0.05137	0.03	4,496,000	0.00	0.00	0.00	0.41	0.43	4
Cyprus	0.38	0.04521	0.03	780,000	0.00	0.00	0.00	0.41	0.42	0
Dem. Rep. of Congo	0.38	0.00308	0.00	60,086,000	0.00	0.10	0.69	1.07	0.55	2
Denmark	0.38	0.75931	0.44	5,432,000	0.00	0.00	0.00	0.82	0.99	1
Djibouti	0.38	0.00103	0.00	477,000	0.00	0.10	0.69	1.07	0.38	0
Dominica	0.38	0.00103	0.00	69,000	0.00	0.00	0.00	0.38	0.38	0
Dominican Republic	0.38	0.02466	0.01	8,950,000	0.00	0.00	0.00	0.40	0.43	0
Ecuador	0.38	0.02158	0.01	13,364,000	0.00	0.00	0.00	0.39	0.44	2
Estonia	0.38	0.01644	0.01	1,333,000	0.00	0.00	0.00	0.39	0.40	1
Fiji	0.38	0.00308	0.00	893,000	0.00	0.00	0.00	0.38	0.39	0
Finland	0.38	0.57950	0.34	5,223,000	0.00	0.00	0.00	0.72	0.85	4
France	0.38	6.47421	3.75	60,656,000	0.00	0.00	0.00	4.13	5.57	16
Gabon	0.38	0.00822	0.00	1,389,000	0.00	0.10	0.69	1.08	0.39	0
Gambia	0.38	0.00103	0.00	1,593,000	0.00	0.10	0.69	1.07	0.39	2
Georgia	0.38	0.00308	0.00	4,677,000	0.00	0.00	0.00	0.38	0.40	1
Germany	0.38	8.81278	5.11	82,431,000	0.00	0.00	0.00	5.49	7.45	17
Ghana	0.38	0.00411	0.00	21,030,000	0.00	0.10	0.69	1.07	0.44	0
Greece	0.38	0.61238	0.35	10,668,000	0.00	0.00	0.00	0.74	0.89	0
Guinea	0.38	0.00103	0.00	9,468,000	0.00	0.10	0.69	1.07	0.41	1
Guyana	0.38	0.00103	0.00	765,000	0.00	0.00	0.00	0.38	0.38	0
Honduras	0.38	0.00514	0.00	6,975,000	0.00	0.00	0.00	0.38	0.40	0
Hungary	0.38	0.25071	0.15	10,007,000	0.00	0.00	0.00	0.53	0.60	0
Iceland	0.38	0.03802	0.02	297,000	0.00	0.00	0.00	0.40	0.41	0
Ireland	0.38	0.45723	0.26	4,016,000	0.00	0.00	0.00	0.65	0.75	4
Italy	0.38	5.21862	3.02	58,103,000	0.00	0.00	0.00	3.41	4.59	8
JAPAN	0.38	15.18374	8.80	127,464,000	0.00	0.00	0.00	9.18	13.99	0
Jordan	0.38	0.01233	0.01	5,760,000	0.00	0.00	0.00	0.39	0.41	3
Kenya	0.38	0.01027	0.01	33,830,000	0.00	0.10	0.69	1.08	0.48	1
Latvia	0.38	0.01849	0.01	2,290,000	0.00	0.00	0.00	0.39	0.40	0
Lesotho	0.38	0.00103	0.00	1,867,000	0.00	0.10	0.69	1.07	0.39	1
Liberia	0.38	0.00103	0.00	3,482,000	0.00	0.10	0.69	1.07	0.39	0
Liechtenstein	0.38	0.01027	0.01	34,000	0.00	0.00	0.00	0.39	0.39	0
Lithuania	0.38	0.03185	0.02	3,597,000	0.00	0.00	0.00	0.40	0.42	0
Luxembourg	0.38	0.08734	0.05	467,000	0.00	0.00	0.00	0.43	0.45	0

Malawi	0.38	0.00103	0.00	12,159,000	0.00	0.10	0.69	1.07	0.42	0
Mali	0.38	0.00205	0.00	12,292,000	0.00	0.10	0.69	1.07	0.42	2
Malta	0.38	0.01747	0.01	399,000	0.00	0.00	0.00	0.39	0.40	0
Marshall Islands	0.38	0.00103	0.00	59,000	0.00	0.00	0.00	0.38	0.38	0
Mauritius	0.38	0.01130	0.01	1,231,000	0.00	0.10	0.69	1.08	0.39	0
Mexico	0.38	2.31904	1.34	106,203,000	0.00	0.00	0.00	1.72	2.48	2
Mongolia	0.38	0.00103	0.00	2,791,000	0.00	0.00	0.00	0.38	0.39	1
Montenegro	0.38	0.00103	0.00	631,000	0.00	0.00	0.00	0.38	0.38	0
Namibia	0.38	0.00616	0.00	2,031,000	0.00	0.10	0.69	1.07	0.39	0
Nauru	0.38	0.00103	0.00	13,000	0.00	0.00	0.00	0.38	0.38	0
Netherlands	0.38	1.92449	1.12	16,408,000	0.00	0.00	0.00	1.50	1.92	8
New Zealand	0.38	0.26304	0.15	4,036,000	0.00	0.00	0.00	0.53	0.60	4
Niger	0.38	0.00103	0.00	11,666,000	0.00	0.10	0.69	1.07	0.41	1
Nigeria	0.38	0.04932	0.03	128,772,000	0.00	0.10	0.69	1.10	0.78	7
Norway	0.38	0.80350	0.47	4,593,000	0.00	0.00	0.00	0.85	1.02	0
Panama	0.38	0.02363	0.01	3,039,000	0.00	0.00	0.00	0.39	0.41	0
Paraguay	0.38	0.00514	0.00	6,348,000	0.00	0.00	0.00	0.38	0.40	0
Peru	0.38	0.08014	0.05	27,926,000	0.00	0.00	0.00	0.43	0.52	1
Poland	0.38	0.51477	0.30	38,635,000	0.00	0.00	0.00	0.68	0.89	0
Portugal	0.38	0.54149	0.31	10,566,000	0.00	0.00	0.00	0.69	0.83	1
Republic of Korea	0.38	2.23273	1.29	48,423,000	0.00	0.00	0.00	1.67	2.25	3
Romania	0.38	0.07192	0.04	22,330,000	0.00	0.00	0.00	0.42	0.50	4
Saint Kitts & Nevis	0.38	0.00103	0.00	40,000	0.00	0.00	0.00	0.38	0.38	0
Saint Vincent & Grenadines	0.38	0.00103	0.00	118,000	0.00	0.00	0.00	0.38	0.38	1
Samoa	0.38	0.00103	0.00	177,000	0.00	0.00	0.00	0.38	0.38	0
San Marino	0.38	0.00308	0.00	29,000	0.00	0.00	0.00	0.38	0.38	0
Senegal	0.38	0.00411	0.00	11,127,000	0.00	0.10	0.69	1.07	0.42	1
Serbia	0.38	0.02158	0.01	10,829,000	0.00	0.00	0.00	0.39	0.43	3
Sierra Leone	0.38	0.00103	0.00	6,018,000	0.00	0.10	0.69	1.07	0.40	4
Slovakia	0.38	0.06473	0.04	5,431,000	0.00	0.00	0.00	0.42	0.45	1
Slovenia	0.38	0.09864	0.06	2,011,000	0.00	0.00	0.00	0.44	0.46	0
South Africa	0.38	0.29797	0.17	44,344,000	0.00	0.10	0.69	1.24	0.74	6
Spain	0.38	3.04959	1.77	40,342,000	0.00	0.00	0.00	2.15	2.86	8
Sweden	0.38	1.10044	0.64	9,002,000	0.00	0.00	0.00	1.02	1.26	1
Switzerland	0.38	1.24943	0.72	7,489,000	0.00	0.00	0.00	1.11	1.37	3
Tajikistan	0.38	0.00103	0.00	7,164,000	0.00	0.00	0.00	0.38	0.40	0

The FYR of Macedonia	0.38	0.00514	0.00	2,045,000	0.00	0.00	0.00	0.38	0.39	0
Timor-Leste	0.38	0.00103	0.00	1,041,000	0.00	0.00	0.00	0.38	0.38	0
Trinidad & Tobago	0.38	0.02774	0.02	1,089,000	0.00	0.00	0.00	0.40	0.41	2
Uganda	0.38	0.00308	0.00	27,270,000	0.00	0.10	0.69	1.07	0.46	0
United Kingdom	0.38	6.82459	3.96	60,442,000	0.00	0.00	0.00	4.34	5.84	13
United Republic of Tanzania	0.38	0.00616	0.00	36,766,000	0.00	0.10	0.69	1.07	0.49	1
Uruguay	0.38	0.02774	0.02	3,416,000	0.00	0.00	0.00	0.40	0.41	0
Venezuela	0.38	0.20550	0.12	25,375,000	0.00	0.00	0.00	0.50	0.61	1
Zambia	0.38	0.00103	0.00	11,262,000	0.00	0.10	0.69	1.07	0.41	1
Total	105	40.00	69	1,784,416,000	0.00	3	20	100	100.00	187

Regional Groups										
Africa	29					3	Af	31.30	12.75	32
Asia	13					0	As	15.09	20.65	7
East. Europe	16					0	EE	6.78	7.36	14
GRULAC	22					0	LA	10.78	12.95	22
WEOG	25					0	WE	36.05	46.29	112
Total							T	100	100	187

Source:
ASP

Source:
UN A/RES/61/237
of February 2007

Source:
CIA Factbook

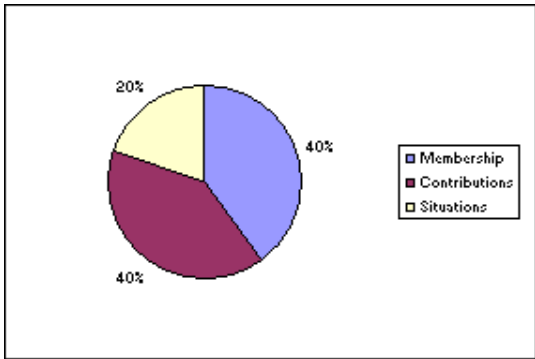
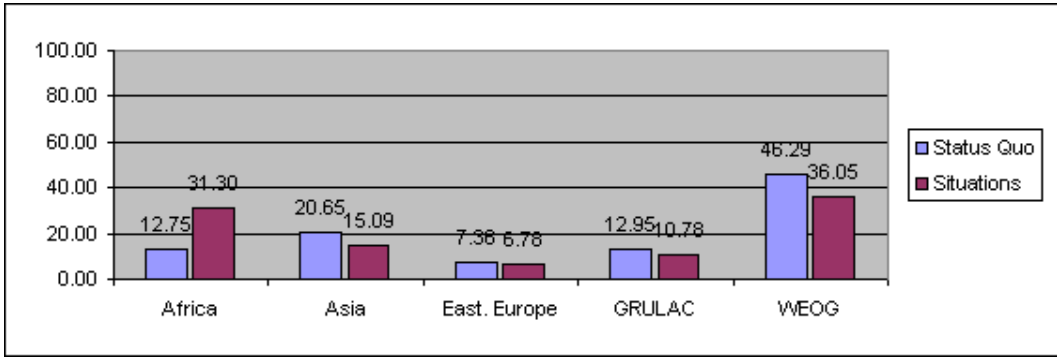
Source:
ICC

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Sheet 1

Source:
ICC
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Non-States Parties

Algeria	1
Belarus	1
Chile	1
Egypt	1
India	1
Iran	2
Iraq	1
Mauritania	1
Palestinian Territory, Occupied	1
Philippines	1
Sudan	1
Ukraine	1
USA	3
Total	203



Annex XIII
Communications received from a State Party not represented
in The Hague Working Group

(1) Text of a message, sent via e-mail on 20 February 2007, from the Permanent Mission of Namibia to the United Nations to the Coordinator of The Hague Working Group

Your Excellency Ambassador Fuentes-Berain,

EQUITABLE GEOGRAPHICAL REPRESENTATION AND GENDER BALANCE IN THE RECRUITMENT OF STAFF MEMBERS OF THE INTERNATIONAL CRIMINAL COURT (ICC)

Thank you for your e-mail of 14 February 2007 telling me how things work regarding the above-mentioned and sharing the related "statistics"/chart and explanation provided by the Court. I would have preferred to further discuss this very pertinent issue at meetings of The Hague Working Group (THWG), but Namibia not being represented in The Hague, like many developing States Parties, including most African States Parties, I am physically restrained from doing so and compelled to respond to you in this way.

I also reiterate my personally expressed and previously e-mailed appreciation of your and the Secretariat's dissemination of my e-mail of 15 January 2007, which was addressed to the Secretariat in response to the latter's distribution of the agenda for the first 2007 meeting of THWG.

While copying this e-mail to the recipients of your e-mail as well as to African colleagues of mine here in New York, let me also take this opportunity to publicly share my congratulations on the permanent appointment of the Director of the Secretariat of the Assembly of States Parties (ASP).

I am, of course, delighted that H.E. Ambassador Blaak from Uganda will be facilitating the topical item and she can be assured of my strong support towards "the proper assessment of the current situation".

Let me now come to proportional and/or equitable geographical representation, or the lack thereof, in the Court in its entirety, which is what matters, not only that of the staff contingent.

I agree with your interpretation of paragraph 22 of resolution ICC-ASP/5/Res.3 regarding the mandate.

You would recall, however, subsequent to the African interventions at the closing session of the resumed 5th session of the ICC ASP in New York on 1 February 2007, the President pointed to the existence of the relevant facilitator in The Hague, then - according to the President - the Ambassador of Kenya, and invited the conveyance/submission of all raised concerns to her.

I shall certainly proceed in that vein, possibly requiring a retroactive and expanded enabling paragraph to be agreed upon at the 6th ASP here in New York later this year. Or the Bureau in the meantime might consider expanding the mandate, in the spirit of the President's above-mentioned referral.

Hence, as per the explicit invitation of the President, I have the honour to attach a spreadsheet respectively on the proportional geographical representation, or rather the current lack thereof, in the ICC Bench and the Bureau. It would be highly appreciated if this information could be shared with the entire THWG.

Unlike you do, at least implicitly, I cannot, for a variety of reasons, accept the premise on which the Court's "statistics"/chart is based, i.e. according to its current guidelines the Court targets to recruit no less than 57.74% of the ICC's staff from WEOG, while Africa, Asia, Eastern Europe and GRULAC share the rest, i.e. 42.26%. In this regard, I refer to a research paper entitled "ICC AND GEOGRAPHICAL REPRESENTATION AMONG STAFF: RESEARCH ON ALTERNATIVE SYSTEMS REGARDING 'DESIRABLE RANGES'" prepared by the NGO Coalition for the ICC, which is useful and very much appreciated. Suffice for me to say at this point is that for justice to be done it must be seen; hence the importance of membership and population, particularly those of the situation countries, as variables/factors in determining equitable geographical representation or "desirable ranges".

Nevertheless, even if Africa is deemed by some, including - at least implicitly - yourself, to be represented within or even beyond range in the staff contingent, I repeat my contention that Africa is distinctly underrepresented at the higher and top levels of the staff contingent and the Court as a whole, i.e. be it elected judges and officials (who should be subject to the principle of proportional geographical representation) or appointed staff members (subject to the principle of equitable geographical representation). And I repeat that, for example, none of the organs, nor the ASP Secretariat, nor the New York Liaison Office are headed by an African. And I emphasize that geographical representation must not only be proportional/ equitable in terms of numbers, but also in terms of levels.

The need for "the highest standards of efficiency, competency (sic) and integrity" and the fact that efficient and competent people with integrity are not confined to one or two geographic regions goes without saying.

The crux of this whole matter really is: to retain or increase its legitimacy, the ICC in its entirety must be representative of its whole membership and its primary constituency at all levels, including at the higher and top levels.

What would have been the reaction, for example, if neither the Prosecutor, nor the ASP Secretariat Director, nor the Head of the New York Liaison Office were from Latin America?

Trusting in your due consideration, Your Excellency, while reiterating my trust in, and appreciation of, your and THWG's spirited, exemplary and continual efforts - of course with the active and full and continual support of the whole infrastructure of the Court and the Secretariat - in the interest of all States Parties.

Sincerely,
Jens Prothmann
Counsellor (Legal Affairs)
Permanent Mission of Namibia to the United Nations
NEW YORK

P.S.: It would be highly appreciated if this communication and its attachment, as previously requested, could be shared with the whole THWG, especially in view of the second 2007 meeting of THWG tomorrow, Wednesday, 21 February 2007.
(1 appendix)

Appendix

A) Geographical Composition of ICC Bench (18 Judges, including recently resigned judge)

1. Currently

Africa	= 3
Asia	= 2
Eastern Europe	= 2
GRULAC	= 4
WEOG	= 7

2. Balanced/Proportional Geographical Representation

REGIONAL GROUPS	NO. OF STATES PARTIES	% OF STATES PARTIES	NO. OF JUDGES	ROUNDED NO. OF JUDGES
Africa	29	27.88%	5.0184	5
Asia	12	11.54%	2.0772	2
Eastern Europe	16	15.38%	2.7684	3
GRULAC	22	21.15%	3.807	4
WEOG	25	24.04%	4.3272	4

3. Thus, Africa is currently underrepresented with 2 judges, Asia is within range, Eastern Europe is underrepresented with 1 judge, GRULAC is within range and WEOG is overrepresented with 3 judges.

B) Geographical Composition of ICC Bureau (21 Members)

1. Currently

Africa	= 5
Asia	= 3
Eastern Europe	= 4
GRULAC	= 4
WEOG	= 5

2. Balanced/Proportional Geographical Representation

REGIONAL GROUPS	NO. OF STATES PARTIES	% OF STATES PARTIES	NO. OF BUREAU MEMBERS	ROUNDED NO. OF BUREAU MEMBERS
Africa	29	27.88%	5.8548	6
Asia	12	11.54%	2.4234	3
Eastern Europe	16	15.38%	3.2298	3
GRULAC	22	21.15%	4.4415	4
WEOG	25	24.04%	5.0484	5

3. Thus, Africa is currently underrepresented with 1 member and Eastern Europe is overrepresented with 1 member.

(2) Text of a note verbale ref. 6/2 from the Permanent Mission of Namibia to the United Nations, dated 19 March 2007

The Permanent Mission of the Republic of Namibia to the United Nations presents its compliments to the Liaison Office of the International Criminal Court (ICC) to the United Nations and has the honour, with reference to the currently topical issues of equitable geographical representation and gender balance, to propose the following:

1. that the new formula/desirable ranges for equitable geographical representation, which would be solely applicable to appointed Professional staff and not elected officials/bodies, be based on a 40% membership factor, 40% situation factor and 20% contributions factor [with reference to the related research papers prepared by the NGO Coalition for the International Criminal Court (CICC)], thereby effectively reflecting the nature of the ICC, its membership, its purpose and role, its activities and its primary constituency.

This revised, truly equitable geographical representation is proposed to be applied at all levels, including the higher and top levels, of the Professional staff through attrition over a to-be-determined reasonable time period; and

2. that gender balance also be achieved at all levels, including the higher and top levels, through attrition over a to-be-determined reasonable time period.

In this connection, the Permanent Mission further has the honour to suggest that the Bureau of the Assembly of the States Parties (ASP) consider expanding the mandate of the pending report on geographical representation and gender balance to also include proportional geographical representation (on the basis of sovereign equality) with regard to elected officials and bodies of the ICC, as already suggested and implicitly agreed to by the President of the ASP at the Resumed 5th Session of the ASP and at the immediately subsequent Bureau meeting on 1 February 2007 [*vide* section (d) paragraph 24 of the Official Records of the Resumed 5th ASP Session as well as the last paragraph of section 2 of the Agenda and Decisions of the Bureau of 1 February 2007].

Further, rather than THWG's current attempts (because many developing States Parties, including most African States Parties, are not represented in The Hague) to engage non-mandated and non-seized Embassies based in Brussels in/on issues which – by their very nature – require the participation of as many States Parties as possible, the Bureau might wish to consider to (also) allocate such issues, including the aforementioned equitable/proportional geographical representation and gender balance, to the obviously well-placed and suitable New York Working Group (NYWG), where all States Parties are represented through mandated and seized Missions (*vide* Article 112 paragraph 6 of the Rome Statute). This would be particularly feasible in the case of issues such as the to-be-achieved new formula/desirable ranges for equitable geographical representation and gender balance, which are policy matters within the mandate of the ASP requiring very little active input from the Court itself. If need be, the New York Liaison Office of the ICC could provide such input.

The Permanent Mission would highly appreciate it if this note, together with the two enclosures on the proportional geographical representation in the Bench and in the Bureau, could be conveyed forthwith to the Bureau, the NYWG, and THWG, for their due dissemination and consideration, as well as for inclusion in the related to-be-presented “detailed report to the sixth session of the Assembly of States Parties on the status thereof, including, if necessary, any proposals to further improve geographical and gender balance in the recruitment process;” (*vide* operative paragraph 22 of resolution ICC-ASP/5/32).

While thanking in advance for the kind and speedy conveyances, the Permanent Mission of the Republic of Namibia to the United Nations avails itself of this opportunity to renew to the Liaison Office of the International Criminal Court to the United Nations the assurances of its highest consideration.

New York, 19 March 2007

The Liaison Office of the International Criminal Court
to the United Nations
NEW YORK

c.c.: The Permanent Missions of the United Nations of African States Parties
to the Rome Statute of the International Criminal Court
NEW YORK

(1 appendix)

Appendix

A) Geographical composition of ICC Bench (18 Judges, including recently resigned judge)

1. Currently

Africa	= 3
Asia	= 2
Eastern Europe	= 2
GRULAC	= 4
WEOG	= 7

2. Balanced/Proportional geographical representation

REGIONAL GROUPS	NO. OF STATES PARTIES	% OF STATES PARTIES	NO. OF JUDGES	ROUNDED NO. OF JUDGES
Africa	29	27.88%	5.0184	5
Asia	12	11.54%	2.0772	2
Eastern Europe	16	15.38%	2.7684	3
GRULAC	22	21.15%	3.807	4
WEOG	25	24.04%	4.3272	4

3. Thus, Africa is currently underrepresented with 2 judges, Asia is within range, Eastern Europe is underrepresented with 1 judge, GRULAC is within range and WEOG is overrepresented with 3 judges.

B) Geographical composition of ICC Bureau (21 Members)

1. Currently

Africa	= 5
Asia	= 3
Eastern Europe	= 4
GRULAC	= 4
WEOG	= 5

2. Balanced/Proportional geographical Representation

REGIONAL GROUPS	NO. OF STATES PARTIES	% OF STATES PARTIES	NO. OF BUREAU MEMBERS	ROUNDED NO. OF BUREAU MEMBERS
Africa	29	27.88%	5.8548	6
Asia	12	11.54%	2.4234	3
Eastern Europe	16	15.38%	3.2298	3
GRULAC	22	21.15%	4.4415	4
WEOG	25	24.04%	5.0484	5

3. Thus, Africa is currently underrepresented with 1 member and Eastern Europe is overrepresented with 1 member.

**(3) Text of e-mails from the Permanent Mission of Namibia to the United Nations,
sent to the Secretariat of the Assembly of States Parties**

(a) E-mail dated 30 April 2007

Dear Madam/Sir,

Thank you for your e-mail of Friday, 27 April 2007, forwarding the Agenda and "decisions" of the Third meeting on 18 April 2007 of The Hague Working Group (THWG). The information is appreciated.

Note that, like many ICC experts of developing States Parties, including most ICC experts of African States Parties, I was not able to attend said meeting, not being present in The Hague, nor Brussels, for that matter.

Hence, with reference to various previous Namibian communications on this matter, I am compelled to reserve my position on the contents of section 1. entitled Geographical representation and gender balance in the recruitment of staff of said Agenda and "decisions", meaning that any agreement/decision in said section requires further and significantly broader consultations, particularly here in New York, where many ICC experts of developing States Parties, including most experts of African States Parties, are present.

Kindly forthwith share this communication with THWG and all recipients of your above-mentioned e-mail.

Thanking you in advance for your due and speedy consideration.

Sincerely,

Jens Prothmann
Counsellor (Legal Affairs)
Permanent Mission of Namibia to the U.N.
NEW YORK

(b) E-mail dated 1 May 2007

Dear Madam/Sir,

Further to my e-mail of yesterday evening and with reference to the sixth paragraph of the Agenda and "decisions" of the Third meeting on 18 April 2007 of The Hague Working Group (THWG), please note that, the co-ordinator and facilitator being subsidiaries of the Assembly of States Parties through the Bureau and THWG, "the initiative of the Coordinator and facilitator to hold a meeting on geographical representation and gender balance in Brussels" would be in breach of Article 112 (6) of the Rome Statute, which solely provides for meetings at the seat of the Court or at the Headquarters of the United Nations.

Many ICC experts of developing States Parties, including most ICC experts of African States Parties, being based in New York at the Headquarters of the United Nations, I again, as in previous Namibian communications, urge that related meetings/consultations take place in New York, through a locally appointed co-facilitator.

This would also be both in the spirit and letter of Article 112 (6) of the Rome Statute.

Please urgently convey the above-mentioned to THWG and all recipients of your e-mail of Friday, 27 April 2007, distributing the Agenda and "decisions" of the Third meeting on 18 April 2007 of THWG.

Trusting in your due and speedy consideration.

Sincerely,

Jens Prothmann
Counsellor (Legal Affairs)
Permanent Mission of Namibia to the U.N.
NEW YORK

(4) Text of a note verbale ref. 6/2 from the Permanent Mission of Namibia to the United Nations, dated 21 May 2007

The Permanent Mission of the Republic of Namibia to the United Nations presents its compliments to the Secretariat of the Assembly of States Parties to the Rome Statute of the International Criminal Court and has the honour, in response to the Secretariat's e-mail of Tuesday, 15 May 2007, conveying the invitation of The Hague Working Group (THWG) to its meeting on Wednesday, 23 May 2007, to request, in view of Namibia, like many developing States Parties, including most African, Caribbean and Pacific States Parties, not being able to participate in meetings of THWG, the conveyance to, and dissemination among, THWG and all States Parties of this verbal note prior to above-mentioned THWG meeting on 23 May 2007.

The Permanent Mission reiterates that many developing States Parties, including most African, Caribbean and Pacific States Parties, are not represented at the seat of the International Criminal Court and are thus denied the opportunity to actively, personally and regularly interact on equal terms on *inter alia* the issue of equitable geographical representation and gender balance.

Moreover, all these developing States Parties, due to their non-representation at the seat of the Court, are also denied the opportunity to participate in meetings of THWG and other related meetings at the seat of the Court, thus withholding them from expressing their views and ideas on *inter alia* this matter on the floor in an open, transparent and broadly representative debate towards a truly reflective, fully inclusive and legitimate report, if - indeed - required (Resolution ICC-ASP/IRes.10 was adopted without a preceding report).

Considering the above-mentioned as well as the letter and spirit of Article 112, paragraph 6 of the Rome Statute, which provides for Assembly of States Parties activities at the seat of the Court and at the Headquarters of the United Nations, it is more than self-evident that a (co-) facilitator on equitable geographical representation and gender balance should have long past been appointed in New York, thereby assuring that all States Parties have equal opportunity in the consultations/debate on this matter.

As apparently planned in the near future (in conjunction with the forthcoming Princeton intercessional meeting of the Special Working Group on the Crime of Aggression), one by-the way meeting/consultation in New York, while appreciated as an additional effort and kind gesture, is not sufficient and far from creating equal opportunity for the many States Parties not represented in The Hague.

Meetings in Brussels on this matter are no alternative nor substitute neither, particularly considering 1) the implicit provision of Article 112, paragraph 6 for such activities to take place in The Hague and/or New York and 2) the lack of broad experience and expertise there.

Finally, the Permanent Mission has the honour to point out that the interim system of desirable ranges for equitable geographical representation currently applied by the International Criminal Court is not a statutory provision, but the result of Resolution ICC-ASP/I/Res.10 of the Assembly of States Parties, and hence does not fall within the purview of the Review Conference, but should be addressed in the interest of truly equitable geographical representation, and consequent improved legitimacy of the Court, by means of a new resolution of the Assembly of States Parties.

While conveying, in view of various previous unheeded Namibian communications, the aforementioned for the record, the Permanent Mission of the Republic of Namibia to the United Nations avails itself of this opportunity to renew to the Secretariat of the Assembly of States Parties to the Rome Statute of the International Criminal Court the assurances of its due consideration.

New York, 21 May 2007

(5) Text of a note verbale ref. 6/2 from the Permanent Mission of Namibia to the United Nations, dated 13 June 2007

The Permanent Mission of the Republic of Namibia to the United Nations presents its compliments to the Liaison Office of the International Criminal Court to the United Nations and has the honour to request the forthwith conveyance of this verbal note and the enclosed talking points [for the Namibian intervention at the Third Meeting of the New York Working Group (NYWG) of the Assembly of the States Parties (ASP) to the Rome Statute] to the Bureau, the NYWG and The Hague Working Group, for their due dissemination and consideration.

The Permanent Mission also has the honour to reiterate that, according to Article 12, paragraph 6 of the Rome Statute, the ASP's activities, including, by implication, those of its subsidiaries such as its two Working Groups and their co-ordinators and/or facilitators, are restricted to the seat of the Court or the Headquarters of the United Nations; the Rome Statute does not, for example, provide for meetings at the Headquarters of the European Community.

The Permanent Mission further has the honour to emphasise that a speedy revision and change of the interim guidelines/desirable ranges/formula for equitable geographical representation currently applied as per resolution ICC-ASP/1/Res. 10 would also significantly reduce the volatility of the Professional staff composition, as is currently being faced with the imminence of only **one** new State Party. A significant reduction of the contributions factor and a significant increase in the membership factor, while also accounting equally for contributions as well as situations, would not only be more just, but also less fluctuating/volatile.

Finally, the Permanent Mission wishes to recall that, according to the Article 123 of the Rome Statute, the Review Conference shall only "consider any amendments to" the "Statute" and its "review may include, but is not limited to, the list of crimes contained in article 5." Hence, the Review Conference cannot consider decisions by the ASP, not anything beyond what is enshrined in Article 123.

While thanking in advance for the favourable consideration and speedy conveyances, the Permanent Mission of the Republic of Namibia to the United Nations avails itself of this opportunity to renew to the Liaison Office of the International Criminal Court to the United Nations the assurances of its highest consideration.

New York, 13 June 2007

The Liaison Office of the International Criminal Court
To the United Nations
NEW YORK

- c.c.: 1) The Permanent Missions to the United Nations of the States Parties to the Rome Statute of the International Criminal Court, NEW YORK
2) The Secretariat of the Assembly of the States Parties to the Rome Statute of the International Criminal Court, THE HAGUE

(1 appendix)

Appendix

Namibian talking points at the third meeting of the New York Working Group of the Assembly of States Parties to the Rome Statute of the International Criminal Court, 6 June 2007

1. Ambassador/Mr. Coordinator, thank you very much for the floor and for conveying this meeting.
2. I also thank Ambassador Blaak for passing by on her way to Princeton and brief us on her meetings and consultations at the seat of the Court and in Brussels.
3. The issue of equitable geographical representation and gender balance is of utmost importance for Namibia and, in our view, will determine the future legitimacy and success, or not, of the International Criminal Court.
4. I shall first address procedural issues and then dig into the substance.
5. As we all know, many developing States Parties and members of the Assembly, including most Africa, Caribbean and Pacific States Parties, are not represented at the seat of the Court.
6. All these States Parties are thus denied the opportunity to participate in regular consultations and meetings debating this all-important matter affecting all of us, not only those represented in The Hague.
7. Hence, it is completely incomprehensible to me that there is no facilitator on this matter here at U.N. HQs, where all States Parties are represented, thereby ensuring equal opportunity.
8. This situation becomes even more baffling when considering that on the equally all-important issue of co-operation there is co-facilitator in New York and in The Hague.
9. Mr. Co-ordinator, I ask in exasperation, if this excellent arrangement is possible for the issue co-operation, why not for the issue of equitable geographical representation and gender balance?
10. Mr. Co-ordinator, meetings and consultations in Brussels are no alternative for consultations and meetings in New York. Firstly, the great majority of Missions in Brussels are not seized with ICC matters and, secondly, there is little experience and expertise regarding the ICC. Thirdly, and most importantly, the Rome Statute does not provide for ASP activities at EU HQs, but only for activities at the seat of the Court and at U.N. HQs.
11. The above-mentioned is for the record, now I shall address the substance.
12. Nearly thirty percent of the States Parties are African, all situation countries are in Africa and all indictees are African. And yet, Africans are conspicuously underrepresented in the Court, particularly amongst the elected officials as well as at the higher and top levels of the appointed professional officials.
13. None of the organs of the Court are headed by an African, nor is the Secretariat of the ASP.

14. Ignoring the recent resignations of two WEOG judges and one GRULAC judge, only three out of eighteen judges are African, whereas seven are from WEOG, despite the fact that WEOG has significantly less States Parties, no situation countries and no indictees.
15. A similar situation exists with regard to the Professional staff of the Court. In view of the current unsatisfactory guidelines/formula/desirable ranges, which give far too much weight to the contributions factor/variable, WEOG is entitled to nearly sixty percent of the Professional staff, while all the other four regional groups, Africa, Asia, Eastern Europe and GRULAC, together share only forty percent, thus rendering the Court unrepresentative.
16. Ambassador Blaak's explicit mandate according to operative paragraph 22 of resolution ICC-ASP/5/32 is to make "proposals to **further improve** (my emphasis) geographical and gender balance".
17. Hence, firstly, the ASP should revisit its resolution ICC-ASP/1/Res.10 on equitable geographical representation and gender balance, which according to its 4th pre-ambular paragraph only "sets **interim** (my emphasis) guidelines for the application of these principles during **the transitional period of the establishment** (my emphasis) of the Court".
18. Hence, a new resolution is required to set permanent guidelines or desirable ranges, granting most weight to the membership factor/variable, while also recognizing as lesser factors/variables contributions and situations, keeping in mind that both are subject to greater fluctuations. Contributions, of course, more so, as can be gleaned from the current debate and statistics regarding **one**, *i.e.* Japan's, imminent ratification.
19. Such desirable ranges for equitable geographical representation would be truly equitable, just and legitimate, whereas the current ones are not.
20. Secondly, the ASP should re-visit the procedures for the election of judges and simply base it on proportional geographical representation, while also ensuring gender balance and relevant experience, competence and excellent.
21. Ambassador/Mr. Co-ordinator, a justice system will only work if the people it is supposed to serve have confidence in it. The ICC is not about those who have money, power, and justice, but primarily about those who need justice. The ICC, particularly its elected as well as higher and top professional officials, must be fully representative of its States Parties, its activities and its primary constituency. Only then will the Court continue to develop into a truly universal institution.
22. Thank you very much, Ambassador/Mr. Co-ordinator.

(6) Text of a note verbale ref. 6/2, dated 5 September 2007, from the Permanent Mission of Namibia to the United Nations

The Permanent Mission of the Republic of Namibia to the United Nations presents its compliments to the New York Liaison Office of the International Criminal Court (ICC) and has the honour, in view of the imminently forthcoming 14th Meeting of The Hague Working Group of the Bureau of the Assembly of States Parties, to refer to the “Agenda and decisions” of the 11th Meeting of the said working group.

Particular attention is drawn to section 3 entitled: “Geographical representation and gender balance in the recruitment of staff” (especially the last three paragraphs thereof), the annex containing the “Draft elements, submitted by the facilitator, Ambassador Mirjam Blaak (Uganda), for possible inclusion in the report of The Hague Working Group to the Bureau”, as well as “Scenario 3”, the statistical rendition/elaboration of option 4 in the draft elements on page 7.

Namibia welcomes the draft elements submitted by the facilitator, Ambassador Blaak from Uganda, for inclusion in the draft report on equitable geographical representation. Namibia, particularly welcomes the three options for new and revised desirable ranges in the recruitment of ICC staff, especially option four including the situations factor, which ensures truly equitable geographical representation and is in the interest of the great majority of States Parties (vide “Target” and “Actual” columns of “Scenario”).

The Permanent Mission wishes to emphasize that the content of the draft elements, including the options, were widely discussed and are fully within the mandate of the facilitator, Ambassador Blaak, while also taking due cognizance of the temporary nature of the current inequitable and unworkable (e.g. and inter alia they are subject to massive fluctuations through the accession of merely one new State Party) desirable ranges adopted as an interim arrangement in resolution ICC-ASP/1/Res.10.

Hence, contrary to the suggestion of The Hague Working Group, where many developing States Parties, including most African, Caribbean and Pacific States Parties are not represented, the options ought to be included in the report to the Bureau and, ultimately, in the report to the Assembly of States Parties.

The Permanent Mission finally has the honour to request immediate conveyance of this note to all States Parties, as well as dissemination thereof at the forthcoming 14th Meeting of The Hague Working Group.

While thanking in advance for the due consideration, the Permanent Mission of the Republic of Namibia to the United Nations avails itself of this opportunity to renew to the New York Liaison Office of the International Criminal Court the assurances of its highest consideration.

(7) Text of a note verbale ref. 1/4/5/12/6, dated 10 September 2007, from the Ministry of Foreign Affairs of Namibia

The Ministry of Foreign Affairs of the Republic of Namibia presents its compliments to the Secretariat of the Assembly of States Parties to the Rome Statute of the International Criminal Court and has the honour to refer to the draft report on *inter alia* equitable geographical representation, which was conveyed at 15H43 on 7 September 2007, *i.e.* not even one working day before the 14th meeting of The Hague Working Group where, it is assumed, said report is to be introduced and discussed.

Considering the above-mentioned extreme short notice, the usual diplomatic channel *via* Namibia's Permanent Mission to the United Nations is not followed in this instance and only general comments are conveyed.

While the Ministry of Foreign Affairs acknowledges the efforts of the facilitator, Ambassador Blaak from Uganda, and is cognizant of the unenviable circumstances in and under which the draft report was prepared and finalized, it is regretted that the whole slant of the draft report on equitable geographical representation and, in particular, all related recommendations do not adequately reflect the importance and urgency of reviewing and replacing the current undesirable ranges and consequent inequitable geographical representation.

The very fact that the word "equitable" is seldom to be found in the draft report, particularly not in the title nor in the headings, is indicative of the just mentioned and of the non-representation in The Hague and its Working Group of many developing States Parties, including most African, Caribbean and Pacific States Parties, who are negatively affected by the current undesirable ranges and inequitable geographical representation.

The fundamental fact is that the mandate in resolution ICC-ASP/4/Res.4, paragraph 23, and reiterated in resolution ICC-ASP/5/Res.3, paragraph 22, calls for an assessment and improvement of the equitable geographical representation in the Court, which the draft report's recommendations do not address at all.

The Ministry of Foreign Affairs would appreciate the immediate conveyance of this note to all States Parties and the dissemination thereof at this afternoon's meeting of The Hague Working Group.

The Ministry of Foreign Affairs of the Republic of Namibia avails itself of this opportunity to renew to the Secretariat of the Assembly of States Parties to the Rome Statute of the International Criminal Court the assurances of its highest consideration.