



Assembly of States Parties

Distr.: General

5 August 2022

Original: English

Twenty-first session

The Hague, 5-10 December 2022

Proposed Programme Budget for 2023 of the International Criminal Court

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List of abbreviations and acronyms

ACN	Advisory Committee on Nominations
ASG	Assistant Secretary-General
ASP	Assembly of States Parties
AULO	African Union Liaison Office
AV	Audio-visual
BCS	Budget Control System
BPC	Business Planning and Consolidation
BS	Budget Section
CAB	Classification Advisory Board
CAR	Central African Republic (Bangui)
CBF	Committee on Budget and Finance
CIV	Côte d'Ivoire (Abidjan)
CMS	Court Management Section
CMT	Crisis Management Team
CO	Country Offices
CoCo	Coordination Council
CSS	Counsel Support Section
D	Director
DEO	Division of External Operations
DJS	Division of Judicial Services
DMS	Division of Management Services
DRC	Democratic Republic of the Congo (Kinshasa and Bunia)
DRS	Digital Recording System
DS	Detention Section
DSA	Daily subsistence allowance
EO	External Offices
EOSS	External Operations Support Section
FO	Field Office
FPC	Financial Planning and Control
FS	Finance Section
FSS	Forensic Science Section
FTE	Full-time equivalent
GEO	Georgia
GRGB	Geographical Representation and Gender Balance
GS	General Service
GS-OL	General Service (Other Level)
GS-PL	General Service (Principal Level)
GSS	General Services Section
GTA	General temporary assistance
HQ	Headquarters
HR	Human resources
HRS	Human Resources Section
IAS	Investigative Analysis Section
IBA	International Bar Association
ICC	International Criminal Court
ICCPP	International Criminal Court Protection Programme
ICS	International Cooperation Section
ICT	Information and communication technologies
IER	Independent Expert Review
IEU	Information and Evidence Unit
IGO	Intergovernmental organization
IKEMS	Information, Knowledge and Evidence Management Section

IMSS	Information Management Services Section
INTERPOL	International Criminal Police Organization
IOM	Independent Oversight Mechanism
IOP	Immediate Office of the Prosecutor
IOR	Immediate Office of the Registrar
IPSAS	International Public Sector Accounting Standards
IRS	Initial Response System
IT	Information technologies
JCCD	Jurisdiction, Complementarity and Cooperation Division
KBU	Knowledge-Base Unit
KEN	Kenya (Nairobi)
LAS	Legal Advisory Section (in OTP)
LBY	Libya
LO	Legal Office
LRV	Legal Representative for Victims
LSS	Language Services Section
LSU	Language Services Unit
MIS	Management information system
MLI	Mali
NGO	Non-governmental organization
NO-C	National Professional Officer Category C
NPO	National Professional Officers
OD-DEO	Office of the Director of the Division of External Operations
OD-DJS	Office of the Director of the Division of Judicial Services
OD-DMS	Office of the Director of the Division of Management Services
OEA	Office of External Affairs
OIA	Office of Internal Audit
OPCD	Office of Public Counsel for the Defence
OPCV	Office of Public Counsel for Victims
OTP	Office of the Prosecutor
P	Professional
PIOS	Public Information and Outreach Section
RMT	Registry Management Team
RSM	Residual Security Measures
SAP	Enterprise Resource Planning System
SAS	Situation Analysis Section
SG	Strategic goal
SO	Strategic objective
SS	Services Section
SSS	Security and Safety Section
SUD	Darfur, Sudan
TFV	Trust Fund for Victims
UGA	Uganda (Kampala)
UNCS	United Nations Common System
UNDSS	United Nations Department of Safety and Security
UNJSPF	United Nations Joint Staff Pension Fund
USG	Under-Secretary-General
VAMS	Victims Application Management System
VPRS	Victims Participation and Reparations Section
VTC	Video conferencing
VWS	Victims and Witnesses Section
WCF	Working Capital Fund

Foreword by the Principals of the International Criminal Court

The Hague, Netherlands, 28 July 2022

We are pleased to present the Proposed Programme Budget for 2023 for the consideration of the Assembly of States Parties (“the Assembly”).

The organs of the International Criminal Court (“the Court”) have worked closely and concertedly to compile and present the leanest possible, carefully reflected budget request, while also providing a coherent, detailed and self-explanatory budget document. In doing so, the organs have built on continued efforts to hone the budget process by engaging in active dialogue and coordination from the outset of the budget planning cycle.

In 2023, the Court will face an unprecedented workload, in terms of both volume and complexity, with operations in 16 situations before the Court, simultaneous trial hearings in 3 courtrooms in 3 cases, 6 cases in (pre)-trial, ongoing reparations proceedings in 5 cases and at least 10 investigations. These factors, combined with worldwide inflationary pressures and increases in the price indices for goods, utilities and services, have led the Court to propose a total budget of €175,327.4 thousand, representing an increase for 2023 of approximately €24,057.5 thousand, or 15.9 per cent, over the approved budget for 2022.

The significant increase in the Court’s activities in 2023 is indicative of the continued importance of the Court’s unique mandate, as entrusted by the States Parties. The Court is greatly appreciative of the strong support – not least political and financial – that the States Parties have offered in the course of 2022.

The Court is fully aware of the ongoing pressures and economic challenges faced by States Parties, many of which are still recovering from the global financial impact of the COVID-19 pandemic. Every effort has been made to reprioritize resources and to achieve savings, efficiencies and reductions in costs that could decrease the Court’s overall budget request.

This budget document represents the vision and plans of the Court and its leadership. The priorities set out in the Court-wide and organ-specific strategic plans for the period 2023-2025 are a testament to the Court’s reinforced commitment to enhancing its functioning and performance through a disciplined budget that adequately meets the operational and resource needs of the Court. An integral part of the strategic plans is formed by the findings and recommendations of the Independent Expert Review. We are fully committed to the review process and to implementing the relevant recommendations, in close consultation with and with guidance from the States Parties.

We believe that the requested funds are not only necessary for the Court to do the work required of it in 2023 but that they will also contribute to increasing the sustainability and efficiency of the Court’s functioning in the future, mainly through more expeditious judicial proceedings and enhanced fair trial safeguards; more effective and focused preliminary examinations, investigations and prosecutions; enhanced impact on the ground; and a more secure information environment for the Court’s operations. In essence, achieving such capacity goes to the core of the Court’s statutory duty towards the victims, survivors and affected communities who continue to look to our organization with hope and expectation.

We hope that the carefully formulated Proposed Programme Budget for 2023 will be received with the Assembly’s understanding and approval. The Court remains available to engage in dialogue with the States Parties and the Assembly on its proposal, in our joint commitment to the Rome Statute system of international criminal justice. We thank you for your consideration.

Yours faithfully,

[Signed]

Piotr Hofmański
President

[Signed]

Karim A. A. Khan QC
Prosecutor

[Signed]

Peter Lewis
Registrar

I. Overview of the Proposed Programme Budget for 2023, budget priorities and operating parameters

A. Introduction

1. The International Criminal Court (“the Court”) was established 20 years ago by the Rome Statute – adopted 24 years ago – as the only independent, permanent international court with jurisdiction over the most serious crimes of international concern. The Court’s jurisdiction is complementary to that of domestic criminal courts, meaning that it acts only when a State is unwilling or unable genuinely to exercise its primary jurisdiction over Rome Statute crimes.

2. Unlike domestic courts of law, the Court performs various functions and activities which in national systems are handled by separate offices, ministries or agencies. The functions and activities of the Court include conducting preliminary examinations, investigations, prosecutions and trials; providing protection for victims and witnesses; managing the courtrooms, which encompasses the provision of interpretation, translation, transcription and security services; overseeing participation, reparations and assistance for victims; guaranteeing legal aid and the rights of the Defence; providing general public information, ensuring the publicity of the proceedings, and outreach to victims and affected communities; running the Detention Centre; and managing all Court premises and operations at Headquarters and at the external offices, including in the situation countries.

3. In 2023, the Court expects to operate in 16 “situations”, geographically designated as follows: Afghanistan, Bangladesh/Myanmar, Burundi, the Central African Republic (CAR) II, Côte d’Ivoire (CIV), Darfur (Sudan), the Democratic Republic of the Congo (DRC), Georgia, Kenya, Libya, Mali, Palestine, Philippines, Uganda, Ukraine and Venezuela I. These situations are currently the subject of investigations and/or cases at different phases of judicial proceedings (pre-trial, trial, appeals or reparations).

4. The Office of the Prosecutor (OTP) will continue to ensure that adequate resources are allocated to situations with cases in pre-trial and trial proceedings, specifically CAR II, Darfur (Sudan), Mali and Kenya (article 70). Additionally, the OTP will continue its work in conducting investigations across situations while remaining seized of three situations under preliminary examination: Guinea, Nigeria and Venezuela II.

5. The Court has prepared its Proposed Programme Budget for 2023 by focusing on the resources that are crucial to enable the Court to appropriately respond to the increasing demands for justice and accountability in a greater number of situations of conflict and widespread violence worldwide. The efforts of the Court to implement its mandate, in cooperation with States Parties and other stakeholders, have concretely translated into a significant increase in the level of courtroom and investigative, as well as reparations activities. Given the complex circumstances faced by the Court, it has had to carefully consider ways of enhancing and sustaining its long-term capacity to deliver on its mandate, while being mindful of the financial constraints of States Parties. Accordingly, the Court has diligently prepared its budget proposal, ensuring that additional funds are requested only after all possible steps and efforts have been undertaken to contain the additional requirements through the reduction and reprioritization of resources, as well as through the identification of savings and efficiencies.¹

6. The Court is proposing a total budget of **€175,327.4 thousand**, representing an increase for 2023 of approximately **€24,057.5 thousand**, or **15.9 per cent**, over the approved budget for 2022. On the recommendation of the Committee on Budget and Finance (“the Committee”) at its twenty-fifth session,² the figures for the proposed regular budget are presented separately from interest on the Host State Loan for the Court’s permanent premises. As suggested by the Committee, this is to improve transparency and allow a comparative assessment of the resources needed for the Court’s activities in 2023. Including the interest and capital repayment under the Host State Loan in respect of the Permanent Premises Project

¹ *Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, Seventeenth session, The Hague, 5-12 December 2018* (ICC-ASP/17/20), vol. I, part III, ICC-ASP/17/Res.4, para. K.1.

² *Official Records ... Fourteenth session ... 2015* (ICC-ASP/14/20), vol. II, part B.3, para. 12.

of €3,585.1 thousand, the Court's Proposed Programme Budget for 2023 amounts to €178,912.5 thousand, or an increase of 15.5 per cent.

7. The proposed budget also factors in the priorities set in the Court-wide and organ-specific strategic plans for the period 2023-2025. Accordingly, the proposed budget for 2023 has been carefully assessed against the plans of and the unprecedented workload facing the Court, including the vision of the Court's leadership; the Court's goals and stakeholder expectations – including those of victims and affected communities of atrocity crimes – regarding its overall performance and effective discharge of its mandate; the complexity of the Court's operating environments (involving matters of security, cooperation and political support); and the significant and increasing volume of demands for intervention by the Court. The Court believes that the requested funds will contribute to increasing tangible results and long-term efficiencies, mainly through more expeditious judicial proceedings and enhanced fair-trial safeguards; more effective and focused preliminary examinations, investigations and prosecutions; enhanced impact on the ground; and a more secure information environment for the Court's operations.

8. The impact of the substantial additional requirements to support developments in prosecutorial and judicial activities will result in an increase to the budget for 2023 over the budget for 2022. The budget increase presented is based on a sound assessment of the operational needs of the Court, as well as the result of careful efforts to absorb new costs where possible through reprioritization, redeployments, reductions, savings and efficiencies, including as a result of multiple improvement exercises.

9. The Court is constantly evaluating its internal processes as part of its commitment to continuous improvement, to leverage the current global reality to its advantage and to evaluate the suitability of some of its structures and working methods in the new environment. In the light of the increasing workload of the Court (seen in a greater volume of judicial and prosecutorial activities), the Court needs to retain and reinforce its existing capabilities for the future. States' investment in the Court's capabilities over the years have allowed the Court to show resilience, flexibility, readiness and adaptability in the face of new challenges and ever-increasing demands on its mandate and activities.

10. In all, the Proposed Programme Budget for 2023 puts forward the budgetary requirements that are necessary to respond to a number of positive operational developments for the Court as a whole. It reflects a thoroughly considered budget proposal prepared with due regard for responsible and disciplined budget planning and the necessary resource requirements of the Court to effectively undertake its mandate under the Rome Statute.

Table 1: Overview of the Proposed Programme Budget for 2023

Programme Budget 2023		2022	Resource Changes		Proposed
		Approved Budget (thousands of euros)	Amount	%	2023 Budget (thousands of euros)
MP I	Judiciary	12,385.7	1,614.4	13.0	14,000.1
MP II	Office of the Prosecutor	49,546.4	9,791.8	19.8	59,338.2
MP III	Registry	79,219.2	11,187.9	14.1	90,407.1
MP IV	Secretariat of the Assembly of States Parties	3,025.6	(13.8)	(0.5)	3,011.8
MP V	Premises	2,270.0	267.0	11.8	2,537.0
MP VI	Secretariat of the Trust Fund for Victims	3,227.2	1,073.1	33.3	4,300.3
MP VII-5	Independent Oversight Mechanism	820.8	117.2	14.3	938.0
MP VII-6	Office of Internal Audit	775.0	19.9	2.6	794.9
<i>Subtotal</i>		<i>151,269.9</i>	<i>24,057.5</i>	<i>15.9</i>	<i>175,327.4</i>
MP VII-2	Host State Loan	3,585.1	-	-	3,585.1
Total ICC		154,855.0	24,057.5	15.5	178,912.5

B. High-level Court-wide strategic budget priorities for 2023

11. The Court's Principals, through the Coordination Council ("CoCo"), have identified a number of strategic budget priorities for the Court's activities in 2023. It is important to note that these priorities and activities reflect what can reasonably be planned and anticipated for 2023 at the time of writing of this document, taking into account the degree of uncertainty intrinsic to the judicial nature of the Court's mandate. Accordingly, the projections may subsequently be affected by the realities and continuously evolving context of the judicial and prosecutorial work of the Court.

12. In formulating the budget priorities and main cost drivers, the Court's Principals have relied on the new cycle of the Court-wide Strategic Plan for 2023-2025, which builds on the previous plan to ensure continuity and consistency between the corporate planning cycles of the Court: strategic planning, risk management and budget planning. The goals of the strategic plan constitute the cornerstone of the Court's planning approach and feature prominently in its budget planning for 2023. The planning is complemented by the distinct strategic plans for the same period for the OTP, the Registry and the Trust Fund for Victims (TFV), and further informed by the vision, strategic direction and independent judgment of the Court's leadership.

13. The Court's overriding objective is to achieve an effective, efficient and universal system of international criminal justice, under the Rome Statute, in which to independently conduct fair and expeditious investigations and trials when national authorities are unable or unwilling to genuinely do so. The three main strategic areas which encompass all Court activities and are reflected in the respective strategic plans of each organ, continue to be judicial and prosecutorial performance; cooperation and complementarity; and organizational performance.

14. As a direct consequence of the Court's overarching strategic objectives, the following areas have been identified as underpinning the prioritization of resource allocations and requirements for 2023, with a view to ensuring the Court's ability to deliver on its mandate:

1. Conduct and support fair and expeditious judicial proceedings

15. The conduct of fair and expeditious pre-trial, trial and appeal proceedings before the Chambers is at the core of the Court's mandate.

16. In 2023, the resources needed to run and support trial hearings and the corresponding workload will increase significantly with three cases, (*Abd-Al-Rahman, Said*, and *Yekatom and Ngaïssona*), ongoing in the courtroom throughout the year, and two cases (*Al Hassan* and *Gicheru*) expected to be at the deliberations stage. In order to avoid costly medium- and long-term inefficiencies, as well as to ensure fair and expeditious proceedings as mandated by the Rome Statute, the simultaneous use of the three courtrooms with the corresponding support capacity is required in 2023.

17. In comparison to most domestic proceedings, those of the Court are exceptionally complex in terms of the cases presented and the procedural rules to be followed. The sheer number of witnesses, volume of evidence and number of languages involved, coupled with the need for security on the ground and cooperation from national jurisdictions, make trials resource-intensive and often lengthy. Delays affecting part of one trial can affect other aspects of the Court's operations and budget – such as detention, legal aid, or witness costs. Efficiency is therefore crucial, and the Court continues to work tirelessly to expedite proceedings.

18. At the pre-trial level, the confirmation hearing is scheduled to take place in the *Mokom* case in January 2023. If the charges are confirmed, trial preparations could commence in 2023, triggering additional resource requirements. In addition, if any of the persons for whom warrants of arrest have been issued by the Pre-Trial Chambers are arrested and surrendered to the Court on short notice (as has happened in the past), this would lead to an increase in activity at the pre-trial level and a potential concomitant increase in the level of required resources. Importantly, the OTP's new investigations have generated a considerable increase in the workload of the Pre-Trial Division and are expected to lead to even greater demands on the judges in 2023.

19. In 2023, reparations proceedings will be ongoing in five cases. The implementation of reparations, administered by the TFV, is expected to continue in the *Lubanga*, *Katanga*, *Al Mahdi* and *Ntaganda* cases and to start in the *Ongwen* case. Should there be a conviction in the *Al Hassan* case, sentencing and reparation proceedings will follow.

20. It is anticipated that the Appeals Chamber will be seized of a number of interlocutory appeals in pending situations and cases. Other final appeals may reach, or may be pending before the Appeals Chamber arising from the *Al Hassan* and *Gicheru* cases. Depending on when the *Ongwen* reparations order is handed down, there may be corresponding appeals that extend into 2023. Additionally, depending on developments in the other judicial divisions, notably in the Pre-Trial Division in relation to current or recent events, there may be a steady stream of appeals reaching the Appeals Division.

21. It is foreseen that at least seven persons will remain in detention in 2023. Therefore, two cell-blocks of six cells will be required, that is, an additional block of six cells over and above the one block budgeted for in 2022. Up to eleven defence teams and up to eight teams of legal representatives of victims will need to be financed by legal aid in 2023, in compliance with the existing legal aid framework and, as enshrined in the Rome Statute, the Rules of Procedure and Evidence and the Regulations of the Court. Judicial developments, including the confirmation of charges in the *Said* case and the transfer of Mr Mokom to the Court's custody, have automatically increased these costs. In order to improve transparency of the Court's budget baseline comparisons, it should be noted that trial activities in the *Said* case were not budgeted for 2022, given that the Pre-Trial Chamber's decision on the confirmation of the charges was issued at the end of 2021 after the approval of the 2022 programme budget. They now, however, form part of the Court's judicial assumptions.

2. Conduct investigations across situations, support six cases in (pre-)trial, and reparations proceedings in at least five cases, including through operations in the field

22. Article 53 of the Rome Statute mandates the Prosecutor to initiate investigations in situations where he or she determines that there is a reasonable basis on which to proceed. The jurisdiction of the Court covers the most serious crimes of concern to the international community, and its operations often take place in very challenging security and cooperation environments.

23. On the basis of current activities in 2022, the OTP will continue to take forward its work in relation to those situations with cases in pre-trial and trial proceedings, namely Darfur (Sudan), Mali, CAR II.a and CAR II.b and Kenya (article 70). Additionally, the OTP will be conducting investigations across situations. Investigations are often the most resource-intensive activity conducted by the OTP. As reflected in the proposed budget, particular focus and consequent allocation of resources are needed to ensure that the OTP is able to seize critical investigative opportunities in line with its priorities.

24. The OTP does not presently benefit from sufficient resources in order to effectively discharge its mandate with respect to the range of situations in relation to which it is currently engaged. The Office has sought to address this through prioritisation of resources and identifying efficiencies in working modalities wherever possible in order to increase the speed, efficiency and effectiveness of operations. While prioritisation is essential in light of current resource limitations, all situations will continue to be monitored in order to identify, for example, new leads or prospects of arrest or to continue engaging with witnesses in cases pending arrests. The Prosecutor will continue to assess on an ongoing basis how best to organize the Office's work throughout 2023.

25. While prioritisation can be used to address some of the resource limitations presently faced by OTP, for the mid- and long-term efficiency and viability of its operations, it is critical that the Office is able to strengthen its staff capacity. In this regard, the OTP have proposed a series of targeted additions to its staffing requirements, focusing in particular on strengthening capacity with respect to analysis, forensics, the investigation of sexual and gender-based crimes and eDiscovery. These additional staffing requirements also reflect the overall strategic priority of the Office to have investigators, analysts and other operational staff located close to or in situation countries so as to maximise the impact of their activities. The details of OTP planning are explained in the budget proposal for Major Programme II.

26. The OTP is currently seized of preliminary examinations in three situations: Guinea, Nigeria, and Venezuela II. The preliminary examination in the situation in Nigeria has been completed. The remaining preliminary examinations are in advanced stages of analysis. The Prosecutor is conducting a comprehensive review of all preliminary examinations as well as of the Office's overall policy on preliminary examinations. This review will guide the future conduct by the Office of preliminary examinations. The OTP has continued to make efforts to optimize its internal processes and enhance synergies between preliminary examinations and investigations, including by improving integration across the OTP's pillars to ensure greater continuity and a smoother transition from the preliminary examination stage to the investigation stage, should that be warranted.

27. The Registry continues to provide the Court with support in administrative and operational matters both at Headquarters and in the country offices. In 2023, the Registry is expected to provide operational support to facilitate the simultaneous trial activities in the *Yekatom and Ngaïssona*, *Said* and *Abd-Al-Rahman* cases, in the pre-trial activities in the *Mokom* case, as well as to the activities in the situations currently under investigation. Following close coordination with the OTP and in order to meet the OTP's requirement for support to its intensive investigations, the Registry will establish a country office in Ukraine. Similarly, to provide more effective support to the ongoing trial in the *Abd Al Rahman* case, the Registry will establish a new country office in Sudan. In this context, the Registry will downsize the country offices in the DRC (Kinshasa), Côte d'Ivoire and Georgia as well as prioritize its resources in the country offices in Uganda and Bunia. Furthermore, the Registry is required to provide protection and/or support to an increased number of witnesses, in particular in relation to new referrals for witness protection in the situations in Sudan, Libya, Burundi, Afghanistan, the Philippines, Myanmar/Bangladesh and Ukraine. The Registry will also provide support for the ongoing reparations proceedings, including support to the TFV in the implementation of reparations.

28. The TFV continues to implement Court-ordered reparations in 2023. The start of implementation in the *Ongwen* case is subject to the Trial Chamber issuing an order for reparations. The TFV situation-related rehabilitation programmes will be carried out in seven situation countries in 2023 to redress the harm of victims, including in the Court's situation countries where prosecutions ended without convictions. In 2023, the TFV will focus on raising awareness of its activities and results, and strengthening its expertise in implementing reparations with a view of sharpening its profile to increase revenue. In addition, particular focus will be placed on the acquisition processes leading to multi-annual donor agreements.

3. Increases as a result of other requirements

29. The Court's Major Programmes do not operate in isolation and some Court-wide budgetary elements also have an impact on the level of resources required per Programme. In addition to the anticipated increase in judicial and investigative activities, the **inflationary pressures** faced worldwide mean that the increase is needed with a view to the recovery of capacity to sustain operations. In particular, unavoidable worldwide inflationary pressures have resulted in increases in the price indices for goods, utilities and services for which the Registry is the Court-wide service provider and has contracts in place. Similarly, increases in United Nations Common System entitlements have resulted in additional **staff costs** for the Court in the last years.

30. The Court presented medium-term and long-term **capital replacement** plans in 2021. After review by the Committee, it recommended that they be reassessed in the light of budgetary appropriations for 2021, taking into account the need to minimize operational risks for the Court and giving priority to maintenance over replacement whenever economically sensible. For 2022, the Court updated the plan reflecting the minimum, but necessary investments. Taking into consideration inflation, a similar plan has been prepared for the 2023 Proposed Programme Budget in compliance with States' request to focus on minimum necessary investments.

31. Investments in **technology improvement** projects were limited in 2022 because of the end of the five-year cycle of the previous IT/IM strategy and because the Court's requested capital replacements for IT infrastructure in the courtroom, data centre and network were not made. In 2023, the Court will require funding for the 2022 unfunded capital replacements and the projected 2023 capital replacements for the courtroom, data centre and

network – all essential to the Court’s daily operations. The Court’s next IT/IM Strategy will run from 2023 – 2025, supporting the Court’s overall strategy with key focus areas on judicial technologies, consolidating and optimizing IT infrastructure and services, transitioning the Court to leverage cloud-based technologies, and enhancing related information security capabilities. The operational costs and strategic capital investments will be requested during the annual budget proposal. Further details are provided in Annex IX.

C. Overview of the situations and cases in 2023

Situation in the Islamic Republic of Afghanistan

32. On 5 March 2020, the Appeals Chamber authorized the Prosecutor to commence an investigation into alleged crimes under the jurisdiction of the Court, in relation to the situation in the Islamic Republic of Afghanistan.

33. On 27 September 2021, following the *de facto* change in government, the Prosecutor filed an application in which he sought authorization from Pre-Trial Chamber II to resume the OTP’s investigation in the situation in Afghanistan, notwithstanding the former government’s deferral request of 26 March 2020. The application and the related proceedings are currently pending before the Pre-Trial Chamber.

34. The OTP has continued to prepare the foundation for the commencement of investigative activities, if authorized by the Pre-Trial Chamber. This preparatory work includes the identification, analysis and management of risks, assessment of security and logistical issues, and where appropriate, preservation of evidence. The Prosecutor has confirmed that, if authorization is granted, taking into account the limited resources available to the OTP, as well as the relative gravity of the alleged crimes, the OTP will focus on the investigation of crimes allegedly committed by the Taliban and the Islamic State-Khorasan Province (“IS-K”).

Situation in the Republic of Burundi

35. On 9 November 2017, Pre-Trial Chamber III authorized the Prosecutor to open an investigation into crimes against humanity within the jurisdiction of the Court allegedly committed in Burundi or by nationals of Burundi outside Burundi from 26 April 2015 to 26 October 2017, the day before the withdrawal of Burundi from the Rome Statute became effective on 27 October 2017.

36. In 2023, the OTP intends to finalize its investigative activities in the situation, including through the conduct of missions to a number of countries and continuing efforts to maintain and build cooperation networks in the region in support of the investigation.

Situation in the Central African Republic II.a and II.b

37. On 30 May 2014, the Central African Republic (CAR) referred to the Court the situation in its territory since 1 August 2012.

38. Investigations in the CAR II situation focus on crimes allegedly committed during renewed violence in the country from 2012 onwards, with a focus on the crimes allegedly committed by the different parties to the conflict, including by (groups linked to) the Séléka (CAR II.a) and (groups linked to) the anti-Balaka (CAR II.b).

39. In relation to the latter, following investigative and cooperation efforts, two suspects were apprehended in 2018: Mr Alfred Yekatom and Mr Patrice-Edouard Ngaïssona. On 11 December 2019, Pre-Trial Chamber II partially confirmed the charges of war crimes and crimes against humanity against both individuals and committed them to trial. The trial opened on 16 February 2021 before Trial Chamber V and is expected to continue throughout 2023. In relation to CAR II.b, a warrant of arrest for Mr Maxime Jeoffroy Eli Mokom Gawaka was issued under seal on 10 December 2018 for war crimes and crimes against humanity allegedly committed in various locations in the CAR, including Bangui, Bossangoa, the Lobaye Prefecture, Yaloké, Gaga, Bossemptélé, Boda, Carnot and Berberati, between at least 5 December 2013 and at least December 2014. Mr Mokom was surrendered to the Court on 14 March 2022.

40. On 22 March 2022, Mr Maxime Jeoffroy Eli Mokom Gawaka made his first appearance before Pre-Trial Chamber II. The opening of the confirmation hearing is scheduled for 31 January 2023.

41. In relation to CAR II.a, the warrant of arrest for Mr Mahamat Said Abdel Kani, also known as “Mahamat Said Abdel Kani” and “Mahamat Saïd Abdelkani” (“Mr Said”), was issued under seal on 7 January 2019 for war crimes and crimes against humanity allegedly committed in Bangui, CAR in 2013. Mr Said was surrendered to the Court on 24 January 2021. On 9 December 2021, Pre-Trial Chamber II partially confirmed the charges brought by the Prosecutor and committed him to trial. The trial is scheduled to open on 26 September 2022 before Trial Chamber VI.

42. Investigative activities in support of the CAR II.a and CAR II.b cases – including missions to the situation country – will continue in 2023 with a view to finalizing investigative activities. The OTP will also work with the local authorities and the Special Criminal Court in the Central African Republic as part of its efforts to encourage accountability efforts at the national level.

43. The TFV’s assistance activities started in 2020 to address the harm suffered by victims in both the CAR I and the CAR II situations.

Situation in the Republic of Côte d’Ivoire

44. On 3 October 2011, Pre-Trial Chamber III granted the Prosecutor’s request to open an investigation *proprio motu* in the situation in Côte d’Ivoire, with respect to alleged crimes within the jurisdiction of the Court committed since 28 November 2010, as well as with regard to crimes that may be committed in the future in the context of this situation. On 22 February 2012, Pre-Trial Chamber III decided to expand its authorization for the investigation in Côte d’Ivoire to include crimes within the jurisdiction of the Court allegedly committed between 19 September 2002 and 28 November 2010.

45. The OTP currently anticipates that it will continue with a view to finalizing its investigative activities in 2023 in relation to those crimes committed during the post-electoral violence by pro-Ouattara forces (CIV II). The Office expects that in 2023, it will be able to make a decision in relation to potential prosecutions.

46. As part of its assistance mandate, the TFV’s rehabilitation programme, with three implementing partners, continues into its third year by providing rehabilitation to address the harm suffered by victims in the context of a situation within the jurisdiction of the Court.

Situation in Darfur (Sudan)

47. Pursuant to resolution 1593 of 31 March 2005, the United Nations Security Council referred to the Court the situation in Darfur. Investigations were opened in June 2005.

48. Taking into account developments on the ground since August 2021, the OTP has been working to further advance cooperation for its investigations, create the conditions for a continuous presence of its staff in Sudan, and advance investigations in relation to suspects who remain at large.

49. Mr Ali Muhammad Ali Abd-Al-Rahman was transferred to the Court’s custody on 9 June 2020, after voluntarily surrendering in the CAR. He made his initial appearance on 15 June 2020. According to the Document Containing the Charges, Mr Abd-Al-Rahman is suspected of thirty-one (31) counts of war crimes and crimes against humanity allegedly committed between August 2003 and at least April 2004 in Darfur, Sudan. The confirmation hearing took place from 24 to 26 May 2021. On 9 July 2021, Pre-Trial Chamber II confirmed all the charges of war crimes and crimes against humanity brought against Ali Muhammad Abd-Al-Rahman and committed him to trial. On 5 April 2022, the trial in this case opened before Trial Chamber I and is currently ongoing. This represents the first trial before the Court stemming from a referral of a situation from the United Nations Security Council.

50. The OTP will continue to ensure adequate resources are allocated in relation to the proceedings concerning Mr Abd-Al-Rahman while also continuing to take forward investigations in relation to the situation. The Prosecutor will also continue to address the

United Nations Security Council every six months in accordance with Security Council resolution 1593 (2005).

Situation in the Democratic Republic of the Congo (DRC)

51. On 3 March 2004, the Government of the DRC referred to the Court the situation prevailing on its territory since 1 July 2002. The investigations in the situation have led to a number of cases, which have involved charges including the crimes against humanity of murder, rape and sexual slavery; and the war crimes of murder, directing attacks against a civilian population, rape and sexual slavery, pillaging, and enlisting and conscripting children into armed conflict.

52. In relation to the *Ntaganda* case, on 30 March 2021 the Appeals Chamber confirmed Trial Chamber VI's decisions on conviction and sentence finding Mr Ntaganda guilty of 18 counts of war crimes and crimes against humanity and sentencing him to 30 years of imprisonment. On 8 March 2021, Trial Chamber VI delivered its Order on Reparations, to be made to victims through the TFV. The Chamber ordered the TFV to prepare a draft implementation plan for its approval, clearly specifying the objectives, outcomes and activities identified as necessary to give effect to the Order. The TFV expects to conclude the implementation of reparations in *Katanga* in early 2023.

53. The OTP has continued to monitor and receive information on the situation in the DRC, including allegations of serious crimes committed recently, and it will continue to closely follow developments and to encourage and assess the measures taken at the domestic level to address them.

54. Through its partners, the TFV will continue to provide rehabilitation measures in the context of its assistance mandate to address the harm suffered by victims in a situation within the jurisdiction of the Court, in particular in the provinces of North and South Kivu and in Ituri.

Situation in Georgia

55. On 27 January 2016, following a preliminary examination of the situation prevailing in Georgia since 2008, and in the absence of effective proceedings at the national level, Pre-Trial Chamber I granted the Prosecutor authorization to commence an investigation into the situation in Georgia in relation to crimes falling within the Court's jurisdiction allegedly committed in and around South Ossetia between 1 July and 10 October 2008.

56. The investigation led the Prosecutor to file an application for warrants of arrest on 10 March 2022 for three individuals for the alleged commission of war crimes. On 30 June 2022, Pre-Trial Chamber I issued the public redacted versions of the warrants of arrest for Mr Mikhail Mayramovich Mindzaev, Mr Gamlet Guchmazov and Mr David Georgiyevich Sanakoev.

57. In 2023, the OTP anticipates reducing resources in relation to the situation in Georgia, placing focus on effective action with respect to existing arrest warrants.

58. By 2023, the TFV will be implementing, in the context of its assistance mandate, a programme providing rehabilitation to victims of the crimes falling within the jurisdiction of the Court.

Situation in the Republic of Kenya

59. On 31 March 2010, Pre-Trial Chamber II authorized the Prosecutor to open an investigation *proprio motu* into the situation in the Republic of Kenya involving crimes against humanity within the jurisdiction of the Court allegedly committed between 2005 and 2009.

60. In recent years, the Office has encouraged the surrender of individuals subject to warrants of arrest relating to article 70 offences against the administration of justice. As a result, Mr Gicheru, a lawyer formerly based in Kenya, surrendered to the authorities of the Netherlands on 2 November 2020 and was surrendered to the custody of the Court on 3 November 2020, pursuant to a warrant of arrest issued by the Court for alleged offences against the administration of justice.

61. On 15 July 2021, Pre-Trial Chamber A confirmed the charges against Mr Gicheru and committed him to trial and on 15 February 2022, the trial opened before Trial Chamber III. Closing statements were heard on 27 June 2022.

62. In 2023, the OTP anticipates reducing resources allocated to the situation in Kenya, placing focus on effective support for the remaining stages of the trial relating to Mr Gicheru.

63. By 2023, the TFV will be implementing, in the context of its assistance mandate, a programme providing rehabilitation to address the harm suffered by victims of sexual and gender-based crimes in the context of a situation within the jurisdiction of the Court.

Situation in the State of Libya

64. Pursuant to resolution 1970 of 26 February 2011, the United Nations Security Council referred to the Prosecutor the situation in Libya as of 15 February 2011. On 3 March 2011, the OTP opened an investigation into the situation in Libya in relation to alleged crimes within the jurisdiction of the Court allegedly committed since 15 February 2011.

65. The investigation has thus far produced three cases, originally against five suspects, involving charges for alleged crimes against humanity and war crimes. Warrants of arrest remain to be executed for suspects in the situation in Libya.

66. Despite the challenging security and political situation in Libya, the OTP has continued to make progress in the existing and potential new cases, and continues to collect, receive and process evidence concerning alleged crimes.

67. The OTP is conducting two active investigations in relation to allegations of continued crimes committed by armed groups in Libya. In parallel, the OTP continues to cooperate with other States and organizations, focusing on crimes committed against migrants.

68. In April 2022 the Prosecutor outlined a renewed strategy for action in relation to the Libya situation in his 23rd report to the United Nations Security Council pursuant to resolution 1970 (2011). The Prosecutor confirmed that the OTP considers the investigation phase of its work in relation to crimes committed in 2011 to be completed and it does not intend to pursue new cases. The Prosecutor further confirmed that under appropriate operational and cooperation conditions, ongoing and planned investigative activities should lead to the collection of sufficient evidence for the OTP to seek further warrants of arrest.

69. In 2023, the OTP will continue its investigations with a view to meeting identified benchmarks set out in the most recent report of the Prosecutor to the United Nations Security Council.

Situation in the Republic of Mali

70. On 13 July 2012, the Government of Mali referred to the Court the situation prevailing on its territory since January 2012. After conducting a preliminary examination of the situation, the OTP opened an investigation on 16 January 2013 into alleged crimes committed on the territory of Mali since January 2012.

71. Mr Al Hassan Ag Abdoul Aziz Ag Mohamed Ag Mahmoud was surrendered to the Court on 31 March 2018 and is now in the Court's custody. The confirmation hearing took place from 8 to 17 July 2019. The trial opened on 14 July 2020 and is currently ongoing. It is expected to continue in 2023.

72. The OTP continues to consider that further work is required in Mali if domestic authorities are to take on the full burden of investigation and prosecution of crimes falling within the jurisdiction of the Court. However, in a continued effort to prioritize the use of resources, the OTP considers that it will have to limit its activities in relation to the situation in Mali to trial support in 2023 and residual investigations.

73. In 2022, the TFV is starting a programme to provide rehabilitation to victims of the crimes falling within the jurisdiction of the Court, in particular in and around Gao and Mopti, Mali.

74. In the *Al Mahdi* case, in line with the Trial Chamber's Order for Reparations, the TFV expects to complete the delivery of individual and symbolic reparations in 2022, and

continue in 2023 with the implementation of collective reparations awards for the benefit of the community of Timbuktu.

Situation in People's Republic of Bangladesh/Republic of the Union of Myanmar

75. On 14 November 2019, Pre-Trial Chamber III authorized the Prosecutor to proceed with an investigation into the alleged crimes within the Court's jurisdiction in the situation in the People's Republic of Bangladesh/Republic of the Union of Myanmar. This authorization followed the Prosecutor's request on 4 July 2019 to open an investigation.

76. Since the investigation was opened in January 2020, the OTP has conducted a significant number of missions in order to engage with relevant government ministries, UN agencies, civil society partners and the diplomatic community. In addition, the OTP has conducted several outreach activities with affected communities, and advanced operational and logistical issues to facilitate investigative activities in the Rohingya camps in Bangladesh.

77. In spite of the safety and security situation, the OTP has managed to conduct a number of missions in 2021 and 2022, making significant progress in the collection of evidence. This included a visit by the Prosecutor to Bangladesh in February 2022. In 2023, the OTP will continue its investigative activities in relation to this situation.

Situation in the State of Palestine

78. On 1 January 2015, the Palestinian Government lodged a declaration under article 12(3) of the Rome Statute accepting the jurisdiction of the Court over alleged crimes committed "in the occupied Palestinian territory, including East Jerusalem, since June 13, 2014". On 2 January 2015, the Government of Palestine acceded to the Rome Statute by depositing its instrument of accession with the UN Secretary-General. The Rome Statute entered into force for Palestine on 1 April 2015.

79. On 3 March 2021, the former Prosecutor announced the opening of the investigation into the Situation in the State of Palestine. This followed Pre-Trial Chamber I's decision on 5 February 2021 that the Court could exercise its criminal jurisdiction in the Situation and, by majority, that the territorial scope of this jurisdiction extends to Gaza and the West Bank, including East Jerusalem.

80. In 2023, the OTP will continue its investigative activities in relation to this situation, and also extend its cooperation network with a variety of relevant stakeholders.

Situation in the Republic of the Philippines

81. On 15 September 2021, Pre-Trial Chamber I authorized the Prosecutor to commence an investigation into crimes within the jurisdiction of the Court allegedly committed on the territory of the Republic of the Philippines ("Philippines") between 1 November 2011 and 16 March 2019, in the context of the so-called "war on drugs" campaign.

82. On 18 November 2021, the Prosecutor informed the Pre-Trial Chamber that on 10 November 2021, the Philippines had requested that he defer to the Philippines' "investigations and proceedings" relating to its nationals or others within its jurisdiction "with respect to the alleged crimes against humanity of murder under Article 7(1)(a) of the Statute 'committed throughout the Philippines between 1 July 2016 and 16 March 2019 in the context of the so-called "war on drugs" campaign, as well as in the Davao area between 1 November 2011 and 30 June 2016'".

83. On 24 June 2022, the Prosecutor filed an application before Pre-Trial Chamber I seeking authorization for the OTP to resume its investigation in the situation in the Philippines. The conclusion of this process and the outcome of any related judicial proceedings will inform the activities of the OTP in relation to this situation in 2023.

Situation in the Republic of Uganda

84. On 16 December 2003, the Government of Uganda referred to the Court the situation prevailing on its territory since 1 July 2002 concerning the Lord's Resistance Army (LRA).

85. On 29 July 2004, the OTP opened an extended investigation into the situation concerning Northern Uganda, with a focus on alleged war crimes and crimes against humanity, irrespective of the perpetrator. On 8 July 2005, Pre-Trial Chamber II issued warrants of arrest under seal for top LRA commanders, namely, Joseph Kony, Vincent Otti, Raska Lukwiya, Okot Odhiambo and Dominic Ongwen, on charges of crimes against humanity and war crimes. The Chamber terminated proceedings against Raska Lukwiya and Okot Odhiambo following their deaths. The warrants of arrest for Mr Kony and Mr Otti remain unexecuted.

86. On 6 May 2021, Trial Chamber IX sentenced Mr Ongwen to 25 years of imprisonment, following the trial judgment in which the Chamber found him guilty of a total of 61 crimes. Appellate and reparations proceedings may continue into 2023, likely followed by the implementation of reparations activities by the TFV.

87. In 2023, the OTP will prioritize actions aimed at facilitating trials in relation to the individuals subject to outstanding arrest warrants.

88. In the context of its assistance mandate, the TFV will continue in 2023 with its rehabilitation programme providing, in particular, remedial surgery and prostheses, as well as psychosocial support and trauma-based counselling to victims in Northern Uganda.

Situation in Ukraine

89. On 28 February 2022, the Prosecutor announced that he would seek authorization to open an investigation into the situation in Ukraine, based on the OTP's earlier conclusions arising from its preliminary examination, and encompassing any new alleged crimes falling within the jurisdiction of the Court.

90. On 2 March 2022, the Prosecutor announced that he had proceeded to open an investigation on the basis of referrals by 39 States Parties. The number of referrals has since increased to 43 States Parties. In accordance with the overall jurisdictional parameters conferred through these referrals, and without prejudice to the ultimate focus of the investigation, the scope of the situation encompasses any past and present allegations of war crimes, crimes against humanity or genocide committed on any part of the territory of Ukraine by any person from 21 November 2013 onwards.

91. The OTP is currently actively deploying to Ukraine and the region, and engaging in cooperation and coordination efforts with a variety of domestic and international stakeholders, including States Parties and international and regional organizations. These efforts will be strengthened going forward.

92. In 2023, the OTP will seek to strengthen its investigative activities in relation to this situation, including through the establishment of a field presence. This will be crucial in supporting rapid and effective responses to evidence-collection opportunities and the deepening of partnerships with national authorities, civil society organisations and other relevant actors.

Situation in the Bolivarian Republic of Venezuela I

93. On 3 November 2021, the Prosecutor announced that the preliminary examination in Venezuela had been concluded with a decision to proceed with investigations. The Prosecutor's announcement was coupled with the joint signing of a Memorandum of Understanding (MoU) with the Government of Venezuela, setting the stage for sustained dialogue and cooperation in relation to the situation. Since then, the OTP has sought to explore means and modalities to continue its engagement with the Venezuelan authorities while progressing its investigation.

94. In 2023, the OTP will continue to strengthen these efforts, including by establishing an office in Caracas in support of the cooperation with the Venezuelan authorities and facilitation of technical assistance under the framework of the MoU.

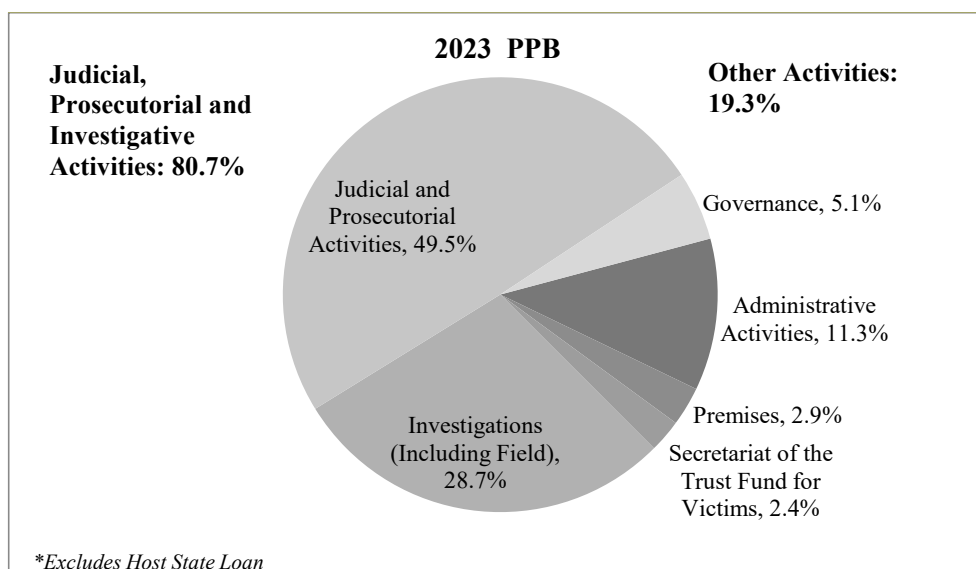
95. On 20 April 2022, the Prosecutor notified the Pre-Trial Chamber that on 16 April 2021, the Government of Venezuela had requested that he defer the investigation “in favour of the actions carried out by the appropriate national authorities of Venezuela”. The Prosecutor further informed the Pre-Trial Chamber of his intention to seek its authorization to resume its investigation. The outcome of article 18 proceedings will inform the investigative activities of the OTP in 2023.

D. Macroanalysis

96. The following chart breaks down the Court’s Proposed Programme Budget for 2023 by activity. The operations of the Court under “Judicial, Prosecutorial and Investigative Activities” are the main drivers of the Court’s Proposed Programme Budget for 2023, amounting to 80.7 per cent of the total budget. “Other Activities” (19.3 per cent) comprise administrative functions (11.3 per cent), governance (5.1 per cent) and maintenance costs related to the premises (2.9 per cent). Estimates related to the interest on the Host State Loan for the permanent premises are excluded from the macroanalysis.

1. Judicial, Prosecutorial and Investigative Activities

97. Under this category, resources related to “Judicial and Prosecutorial Activities” (49.5 per cent) include, among other items, support to victims and witnesses, legal aid, information technology, language services and support for reparations activities provided by the Registry. These resources are required for the conduct and support of judicial proceedings. Activities under “Investigations (Including Field)” are estimated at 28.7 per cent and relate to the active investigations to be carried out by the OTP, including activities in the field. The remaining activities, under “Secretariat of the Trust Fund for Victims” (2.4 per cent), relate to the enhancement of that body’s organizational capacity to ensure that it can implement its mandate and activities, including during the implementation stage of reparations proceedings.



2. Other Activities

98. The activities under this category include administrative functions, governance and maintenance costs related to the premises. The Secretariat of the Assembly of States Parties, the Independent Oversight Mechanism, the Office of Internal Audit and a small part of the Registry (e.g. the Court’s Liaison Office to the United Nations in New York and the funds related to the Gender Equality Focal Point and the ombudsperson) are grouped under “Governance”.

E. Savings and efficiencies

99. Since its fifteenth session in November 2016, the Assembly has requested the Court to present a sustainable budget proposal for the following year in which proposed increases are requested only after all possible steps have been taken to finance such increases through savings and efficiencies.³ In addition, the Assembly has also requested the Court to present an annex to the programme budget with detailed information about the savings and efficiencies achieved in the current year and estimates for the following year.⁴ Subsequently, savings and efficiencies were reported in the programme budgets since the 2018 edition.⁵

100. At its twentieth session in December 2021, the Assembly renewed its request for the Court to present proposed increases above the level of the 2022 approved budget only when necessary for the purpose of mandated activities and after all possible steps have been taken to finance such increases through savings and efficiencies.⁶ The following four categories to be employed in the savings and efficiencies report were agreed in previous years and continue to be used:

- a. *Savings* (two subcategories): (i) costs incurred in the previous/current financial period and no longer appearing in the following programme budget, resulting in a reduction in the baseline; and (ii) increases in costs avoided through newly introduced policies, procedures and/or negotiations with suppliers or service providers, resulting in the same baseline;
- b. *Efficiencies*: activities which limit or avoid requests for additional resources and/or provide increased productivity, resulting in the same baseline but avoiding any increase in costs;
- c. *Non-recurrent costs*: one-off decreases in resource requirements due to non-continuation of activities, resulting in a reduction in the baseline; and
- d. *Additional cost reductions*: workload-related changes resulting in a reduction in the baseline.

101. One of the Court's main strategic goals remains the promotion of a culture of continuous improvement with a view to engaging staff in the identification and implementation of savings and efficiencies. Consequently, as indicated in last year's proposed budget document⁷ and noted by the Assembly,⁸ it becomes increasingly difficult to differentiate between "savings and efficiencies" initiatives to be reported as one-off efforts in the proposed budget annex and structural good managerial practices leading to long-term improvements for the Court. This year's efforts have nonetheless been affected by the wide-ranging variation in the workload in different situations and cases before the Court. The Court closely follows all judicial and investigatory developments so as to be able to take advantage of its inner flexibility to redeploy resources when possible or abolish and cancel others when they are no longer required and redeployment is not an option. This is reflected in a higher than usual amount of efficiencies and savings related to categories c. and d. listed above.

102. Accordingly, Table 2 below summarizes savings and efficiencies achieved in 2022 and in preparation for the 2023 Proposed Programme Budget, according to the agreed categories above. All initiatives are described in detail in Annex XVI. The Court has achieved organization-wide savings and efficiencies in the amount of €2,212.7 thousand (1.4 per cent). This is calculated by (1) taking the sum-total of 2023 reductions in the baseline and 2022 costs avoided as a result of savings and efficiencies, and (2) dividing that sum by the 2022 programme budget (excluding the Host State Loan). In total, the Court's reduction to the baseline, including savings indicated earlier but also taking into account non-recurrent costs and additional cost reductions, amounts to €1,537.5 thousand.

³ *Official Records ... Fifteenth session ... 2016* (ICC-ASP/15/20), vol. I, part III, ICC-ASP/15/Res.1, para. L.1.

⁴ *Official Records ... Fifteenth session ... 2016* (ICC-ASP/15/20), vol. I, part III, ICC-ASP/15/Res.1, para. L.2.

⁵ *Official Records ... Sixteenth session ... 2017* (ICC-ASP/16/20), vol. II, part A, paras. 38-51 and annex X; *Official Records ... Seventeenth session ... 2018* (ICC-ASP/17/20), vol. II, part A, paras. 35-41; *Official Records ... Eighteenth session ... 2019* (ICC-ASP/18/20), vol. II, part A, paras. 31-36; *Official records ... Nineteenth session ... 2020* (ICC-ASP/19/20), vol. II, part A, paras. 34-38 and ICC-ASP/20/10, paras. 34-38.

⁶ *Official Records ... Twentieth session ... 2020* (ICC-ASP/20/20), vol. I, part III, ICC-ASP/19/Res.1, para. K.1.

⁷ ICC-ASP/20/10, para. 36.

⁸ *Official Records ... Twentieth session ... 2020* (ICC-ASP/20/20), vol. I, part III, ICC-ASP/19/Res.1, para. K.6.

Table 2: Total savings and efficiencies for 2023 (thousands of euros)

<i>Major Programme</i>	<i>Category</i>	<i>2022 Costs Avoided (Baseline Maintained)</i>	<i>2022 Efficiencies</i>	<i>2023 Reduction in Baseline</i>
MP II - Office of the Prosecutor	Efficiencies	-	92.2	-
	Savings	350.0	-	316.1
MP III - Registry	Additional cost reduction	-	-	588.3
	Efficiencies	-	25.2	-
	Savings	207.8	-	280.5
	Non-recurrent costs	-	-	352.7
Court-wide Total		557.8	117.4	1,537.5

Table 3: Total Court: Proposed budget for 2023

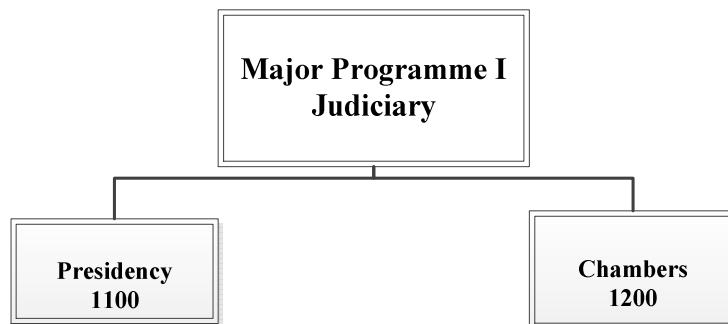
ICC	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
<i>Judges</i>	3,988.6	-	3,988.6	5,076.1	163.1	3.2	5,239.2
Professional staff				65,576.2	4,961.4	7.6	70,537.6
General Service staff				25,438.0	802.5	3.2	26,240.5
<i>Subtotal staff</i>	88,668.9	-	88,668.9	91,014.2	5,763.9	6.3	96,778.1
General temporary assistance	19,079.3	42.3	19,121.5	21,806.1	10,959.9	50.3	32,766.0
Temporary assistance for meetings	1,072.0	-	1,072.0	894.9	749.1	83.7	1,644.0
Overtime	218.0	-	218.0	343.7	11.0	3.2	354.7
<i>Subtotal other staff</i>	20,369.2	42.3	20,411.5	23,044.7	11,720.0	50.9	34,764.7
Travel	2,064.9	303.4	2,368.3	4,119.4	1,756.3	42.6	5,875.7
Hospitality	7.6	-	7.6	28.0	10.0	35.7	38.0
Contractual services	3,887.8	294.3	4,182.0	3,324.3	588.7	17.7	3,913.0
Training	360.0	-	360.0	659.1	35.6	5.4	694.7
Consultants	859.9	74.5	934.4	720.7	549.8	76.3	1,270.5
Counsel for defence	3,913.0	624.6	4,537.6	5,196.7	(7.3)	(0.1)	5,189.4
Counsel for victims	1,531.7	-	1,531.7	1,906.6	431.4	22.6	2,338.0
General operating expenses	13,747.1	856.4	14,603.6	14,280.9	2,349.0	16.4	16,629.9
Supplies and materials	909.3	4.3	913.6	1,097.2	(25.4)	(2.3)	1,071.8
Furniture and equipment	560.8	-	560.8	802.0	722.4	90.1	1,524.4
<i>Subtotal non-staff</i>	27,842.1	2,157.6	29,999.6	32,134.9	6,410.5	19.9	38,545.4
Total	140,868.7	2,199.9	143,068.6	151,269.9	24,057.5	15.9	175,327.4
<i>Host State Loan</i>	3,585.1	-	3,585.1	3,585.1	-	-	3,585.1
Total Including Host State Loan	144,453.9	2,199.9	146,653.7	154,855.0	24,057.5	15.5	178,912.5

Table 4: Total Court: Proposed staffing for 2023

ICC	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	1	3	-	9	45	91	188	185	29	551	-	19	406	425	976
New	-	-	-	-	-	3	8	13	1	25	-	-	8	8	33
Redeployed	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	(1)	-	(2)	-	-	(3)	-	(1)	(18)	(19)	(22)
Proposed 2023	1	3	-	9	44	94	194	198	31	574	-	18	396	414	988
GTA Positions (FTE)															
Approved 2022	-	-	-	-	1.04	10.79	52.34	67.30	10.00	141.47	-	11.59	71.35	82.94	224.41
Continued	-	-	-	-	1.04	11.04	52.58	71.99	10.00	146.66	-	6.50	71.74	78.24	224.90
New	-	-	-	0.50	2.25	3.25	15.25	29.25	10.25	60.75	6.75	9.67	40.08	56.50	117.25
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	0.25	0.25	0.25
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	(2.00)	(3.00)	(7.00)	(1.00)	(13.00)	-	-	(4.00)	(4.00)	(17.00)
Proposed 2023	-	-	-	0.50	3.29	12.29	64.83	94.24	19.25	194.41	6.75	16.17	108.08	131.00	325.41

II. Proposed Programme Budget for 2023

A. Major Programme I: Judiciary



Introduction

103. Major Programme I is composed of the Presidency and the Chambers.

104. The Presidency's three primary areas of responsibility are: legal, external relations and administrative. The primary responsibility of Chambers is to conduct judicial proceedings. In 2023, the Chambers will be managing a changing workload arising from developments that occurred in 2021 and 2022, including (potential) trial preparations, trials, reparations proceedings, several final and interlocutory appeals, and other situations and cases at the pre-trial level. The Judiciary will continue its efforts to enhance the efficiency and consistency of proceedings before the Court, strengthen the cooperation of States Parties and use the available resources flexibly and in the most efficient way. In this regard, in 2023 work will continue on the assessment and implementation of the Independent Expert Review (IER) on both Court-wide and Judiciary-specific recommendations.

105. The budget for Major Programme I is based on the judicial activities required under the Court's budget assumptions for 2023, which were determined as part of an inter-organ effort.

106. Major Programme I has prepared its budget for 2023 mindful of the consequences of the COVID-19 pandemic and, in particular, its impact on global economies. To demonstrate the sensitivity of Major Programme I to this reality, this budget aims to present only the bare minimum of what is needed, implementing all possible savings and efficiencies, resulting in an increase of €1,614.4 thousand as compared with the approved budget for 2022. It is important to recall in this regard, and in line with the Court's budget practices, that the priorities and assumptions on which this proposal is built reflect what can reasonably be anticipated for 2023 at the time of writing of this document. In the light of the usual challenges presented by the uncertainty of judicial proceedings, the resources that will actually be required may subsequently be affected by the realities of the Court's judicial and prosecutorial work. Accordingly, given OTP's increased number of investigative activities in 2022-23, it is likely that the Pre-Trial Division may be seized of a higher number of requests.

107. The need for the Presidency and the Chambers to discharge their respective mandates in full is paramount; therefore the resources requested are crucial to ensure that the essential operations of the Judiciary, including the conduct of fair and expeditious pre-trial, trial and appeal proceedings before the Chambers, proceed without unnecessary delay in accordance with the Rome Statute.

Table 5: Major Programme I: Proposed budget for 2023

Major Programme I Judiciary	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
<i>Judges</i>	3,988.6	-	3,988.6	5,076.1	163.1	3.2	5,239.2
Professional staff				4,831.2	154.5	3.2	4,985.7
General Service staff				901.0	19.6	2.2	920.6
<i>Subtotal staff</i>	5,423.5	-	5,423.5	5,732.2	174.1	3.0	5,906.3
General temporary assistance	1,566.5	-	1,566.5	1,458.4	1,277.2	87.6	2,735.6
Temporary assistance for meetings	1.4	-	1.4	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	1,567.9	-	1,567.9	1,458.4	1,277.2	87.6	2,735.6
Travel	29.7	-	29.7	75.2	-	-	75.2
Hospitality	3.0	-	3.0	11.0	-	-	11.0
Contractual services	3.3	-	3.3	-	-	-	-
Training	3.8	-	3.8	27.8	-	-	27.8
Consultants	-	-	-	5.0	-	-	5.0
General operating expenses	0.0	-	0.0	-	-	-	-
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	39.8	-	39.8	119.0	-	-	119.0
Total	11,019.9	-	11,019.9	12,385.7	1,614.4	13.0	14,000.1

Table 6: Major Programme I: Proposed staffing for 2023

I	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	-	3	3	21	12	-	39	-	1	11	12	51
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	3	3	21	12	-	39	-	1	11	12	51
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	-	4.58	8.00	-	12.58	-	-	-	-	12.58
Continued	-	-	-	-	-	-	5.00	8.00	-	13.00	-	-	-	-	13.00
New	-	-	-	-	-	-	-	11.00	-	11.00	-	-	-	-	11.00
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	-	-	5.00	19.00	-	24.00	-	-	-	-	24.00

1. Programme 1100: The Presidency

Introduction

108. The Presidency's strategic priorities, grouped according to its three primary areas of responsibility, are as follows:

- a. Legal: to carry out its legal and judicial functions under the Rome Statute, pursuant to its responsibility for the proper administration of the Court. This includes the preparation and approval of Court-wide administrative issuances; judicial review of certain decisions of the Registrar; timely assignment of situations and constitution of Chambers;⁹ procedural and substantive coordination of judges' plenary sessions, retreats and meetings; and international cooperation, in particular with regard to enforcement responsibilities under Part X of the Rome Statute, including the negotiation and conclusion of Court-wide cooperation agreements with States and the enforcement of sentences of imprisonment and fines.¹⁰
- b. External relations: to build and maintain relations with States, the Assembly of States Parties ("the Assembly") and its subsidiary organs, intergovernmental organizations, international and regional courts and civil society in order to enhance cooperation with, awareness of and support for the Court.¹¹ As the public face of the Court, the President (or the Vice-Presidents, on his or her behalf) engages with senior representatives of such entities and delivers speeches, gives interviews and issues public statements on pertinent issues concerning the Court. The Presidency also leads the inter-organ coordination of Court-wide external relations matters and steers the Court's efforts to promote the universal ratification of the Rome Statute.
- c. Administrative: as part of the Presidency's overall responsibility for the proper administration of the Court (with the exception of the Office of the Prosecutor), to contribute actively to the governance of the Court, under the Presidency's own strategic leadership; to interact with various oversight bodies on matters related to the supervision of the Court's administration by the Assembly, as provided by the Rome Statute; to discharge the administrative functions of the Judiciary; and to coordinate on Court-wide matters of common concern, including both external and internal governance matters, budget matters, oversight mechanisms, risk management and strategic planning.

Presidency's objectives

109. The Presidency's objectives are:

- a. within its areas of responsibility, to contribute to supporting Chambers in the efficient conduct of pre-trial, trial and appeal proceedings;
- b. to engage in effective Court-wide efforts on international cooperation and discharge all its responsibilities related to the enforcement of sentences of imprisonment and fines, as provided under Part X of the Rome Statute;
- c. to advance the review of judicial processes – focusing on procedures in the trial preparation and hearing stages, victim processes and the conclusion of trials and appeals – and consulting States Parties, participants and other stakeholders, as appropriate;

⁹ In line with Strategic Goal 1 of the Court-wide Strategic Plan for 2023-2025: "Increase the expeditiousness and efficiency of the Court's core activities of preliminary examinations, investigations, trials and reparations, while preserving the independence, fairness and highest legal standards and quality of its proceedings, and protecting the safety and well-being of the persons involved, in particular victims and witnesses".

¹⁰ In line with Strategic Goal 4 of the Court-wide Strategic Plan for 2023-2025: "Further foster political support and develop the modalities of cooperation and operational support for all parties as regards preliminary examinations, investigations, protection of witnesses, implementation of arrest warrants and judicial proceedings".

¹¹ In line with Strategic Goal 4 (see above) and Strategic Goal 5 of the Court-wide Strategic Plan for 2023-2025: "Discuss and devise with States and other stakeholders new strategies to increase the ability of the Rome Statute System to address the shared responsibility to close the impunity gap, including through encouraging domestic implementation of the Rome Statute and other measures of complementarity by States Parties (including providing support and assistance to victims)".

- d. together with the other organs, to further improve dialogue between the Court, the Assembly and its subsidiary bodies;
- e. to build trust in the Court among States, international and regional organizations, NGOs and other key partners and stakeholders; to encourage effective cooperation with the Court; to use all opportunities to highlight and underscore to non-States Parties the benefits of joining the Court; and to conclude relevant agreements with States;
- f. to ensure effective resource management, including by identifying and implementing further efficiency measures and improving the management of staff performance; and to operate in line with appropriate performance indicators for judicial processes and relevant judicial support;
- g. to further improve the Court's budget processes as part of a Court-wide effort;
- h. to ensure effective risk management; and
- i. to fully integrate the relevant strategic goals from the Court-wide Strategic Plan for 2023-2025 into the functioning of the Presidency, in particular goals 1, 4 and 5 on cooperation and complementarity and goals 6 to 9 on organizational performance.

Judicial priorities – cooperation and transparency

110. The Presidency will continue working to enhance and encourage the cooperation of States Parties with the Court. Robust and effective State support is essential to the effective discharge of the Court's mandate. States give weight and effect to the Court's work by implementing its decisions (for example, executing warrants of arrest), providing financial and logistical support and enforcing sentences. The Presidency will refocus efforts to fortify its relationships with States Parties, in pursuit of the Court's mandate to hold to account those who commit the most serious crimes of concern. A key component of this will be to continue close, attentive engagement in the Court's response to the IER process. The Presidency will spearhead efforts, rooted in the Court's standards of ethical conduct, to promote a culture of fiscal responsibility, transparency and accountability that inspires trust in the Judiciary and in the Court as a whole, both internally and externally. These efforts will aim to provide States Parties, the public and other key partners and stakeholders with the full picture of how the Court operates – subject to the necessary confidentiality considerations.

Judicial priorities – delivering justice

111. The Judiciary forecasts a high workload in 2023. The main judicial priority for the Presidency will be to focus on the effective and efficient use of resources to ensure that it delivers on its core mandate expeditiously and expediently. This will entail continuing the flexible use of resources to facilitate the smooth conduct of pre-trial activities, trial and appeal proceedings and the discharge of the Presidency's important responsibility to ensure the proper administration of the Court. A key component of this process will be the annual judicial retreats organized by the Presidency. These retreats provide the ideal forum to concentrate efforts to refine and set out new best practices to improve the Judiciary's ability to carry out its core mandate.

Budget resources

€1,383.0 thousand

112. The requested amount has increased by €37.7 thousand (2.8 per cent) as compared with the 2022 Approved Programme Budget. This increase is due to increases in staff entitlements linked to the UNCS. The requested number of posts remains identical to that in 2022, as does the funding level for non-staff costs.

*Presidency allowances**€28.0 thousand*

113. The Proposed Programme Budget for 2023 includes €28.0 thousand to cover the special allowance of the President¹² and that of the First or Second Vice-President when acting as President.¹³ The regular remuneration of the Presidency's three members is included in Sub-programme 1200.

Staff resources**€1,257.5 thousand**

114. The amount requested for established posts has increased by €37.7 thousand (3.1 per cent). The Presidency comprises 11 established posts, all of which are recurrent.

*Established posts: Professional and General Service**€1,257.5 thousand*

115. The Presidency support staff is led by a Chef de Cabinet to the President (P-5) who is responsible for staff management, strategic planning and guidance, and for representing the Presidency at working, strategic and senior levels at inter-organ and external meetings. The current structure also includes the Head, Legal and Enforcement Unit (P-4), whose unit includes one Legal Officer (P-3) and one Associate Legal Officer (P-2) who are responsible for coordinating and providing substantive legal support to the Presidency. The external relations functions of the Presidency are currently performed by one External Relations Adviser (P-3) and one Administrative Assistant (External Relations) (GS-OL). The administrative functions of the Presidency are performed by one Policy and Administration Adviser (P-3) and one Associate Administrative Officer (P-2). The remaining Presidency staff is composed of one Personal Assistant to the President (GS-PL), one Administrative Coordinator to the Judiciary (GS-OL) and one Administrative Assistant (GS-OL) assigned to the Chef de Cabinet who provide wide-ranging administrative and logistical support.

Non-staff resources**€97.5 thousand**

116. Non-staff resources are required for travel, hospitality, training and consultants. The proposed amount remains the same as that approved for 2022.

*Travel**€75.2 thousand*

117. The requested amount remains the same as that approved for 2022. In 2023, the President (or the Vice-Presidents, on his behalf) will continue working to build confidence in the Court, which requires travel to engage with States, civil society, professional associations and other stakeholders. The President also travels annually to the seat of the United Nations to present the Court's annual report to the General Assembly.

118. The Presidency's travel funds are required for all official travel by judges and by staff of the Presidency and Chambers, including the President, the Vice-Presidents and other judges, to represent the Court at important external events. These funds also cover two judicial retreats, the costs associated with the opening of the judicial year and a limited amount of necessary travel by Presidency and Chambers staff to support the Presidency's external role or to provide expert contributions to external events where funding from the organizers is unavailable. These costs are recurrent.

*Hospitality**€10.0 thousand*

119. The requested amount remains unchanged and is required for goodwill and hospitality costs associated with visits by Heads of State or Government, ministers and other senior representatives of States (including ambassadors) and intergovernmental organizations to meet with the President or the Vice-Presidents. The hospitality budget is also used to cover the Judiciary's contributions to Court events, such as Diplomatic Briefings,

¹² Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, Nineteenth session, The Hague, 14-16 December 2020 (ICC-ASP/19/20), vol. I, part III, ICC-ASP/19/Res.3, Annex I, para.1.

¹³ Ibid., para. 2.

the NGO Roundtable and welcome and signing ceremonies, which are jointly funded by all organs. These costs are recurrent.

Training

€7.3 thousand

120. The requested amount remains the same as that approved for 2022. The Presidency continues to require this budget item in 2023, mainly to provide its staff with specific training relevant to their legal and external relations functions and in the areas of management and, to a lesser extent, language skills. These costs are recurrent.

Consultants

€5.0 thousand

121. The requested amount remains unchanged from the amount approved for 2022. The resources are required to cover the costs of external consultants' advice on matters within the mandate of the Judiciary, including enforcement-related matters. These costs are recurrent.

Table 7: Programme 1100: Proposed staffing for 2023

1100 The Presidency	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
<i>Judges</i>	-	-	-	28.0	-	-	28.0
Professional staff				905.2	30.9	3.4	936.1
General Service staff				314.6	6.8	2.2	321.4
<i>Subtotal staff</i>	852.5	-	852.5	1,219.8	37.7	3.1	1,257.5
General temporary assistance	196.9	-	196.9	-	-	-	-
Temporary assistance for meetings	1.4	-	1.4	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	198.4	-	198.4	-	-	-	-
Travel	10.0	-	10.0	75.2	-	-	75.2
Hospitality	3.0	-	3.0	10.0	-	-	10.0
Contractual services	3.0	-	3.0	-	-	-	-
Training	2.7	-	2.7	7.3	-	-	7.3
Consultants	-	-	-	5.0	-	-	5.0
General operating expenses	0.0	-	0.0	-	-	-	-
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	18.8	-	18.8	97.5	-	-	97.5
Total	1,069.6	-	1,069.6	1,345.3	37.7	2.8	1,383.0

Table 8: Programme 1100: Proposed staffing for 2023

1100	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	-	1	1	3	2	-	7	-	1	3	4	11
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	1	1	3	2	-	7	-	1	3	4	11
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Continued	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

2. Programme 1200: Chambers

Introduction

122. The Chambers form the judicial organ of the Court.¹⁴ As mandated by the Rome Statute, the main role of the Chambers is to ensure that the proceedings are “fair and expeditious” and “conducted with full respect for the rights of the accused and due regard for the protection of victims and witnesses”.¹⁵ In discharging their functions, the Pre-Trial, Trial and Appeals Chambers receive support from legal and administrative staff.

Chambers’ objectives

123. The Chambers’ objectives are:

- a. to ensure the expeditious, fair and efficient conduct of pre-trial, trial and appeal proceedings;
- b. to continue to reduce the length of Court proceedings by implementing reforms (taking into consideration, *inter alia*, the recommendations made in the IER report), with a focus on streamlining proceedings and avoiding duplication of effort between the pre-trial and trial phases and during the presentation of evidence and the sentencing and reparations stages. This includes updating and improving the Chambers Practice Manual;
- c. to continue operating in line with the performance indicators developed for judicial processes;¹⁶
- d. to continue developing and implementing effective victim application and representation systems in consultation with the Registry;
- e. to ensure effective management of staff and non-staff resources;
- f. to provide effective and efficient support to the various Chambers by the legal and administrative staff;
- g. to further improve the management of staff performance through the new Court-wide performance appraisal system; and
- h. to continue to fully integrate the relevant strategic goals from the Court-wide Strategic Plan for 2023-2025 into the functioning of the Chambers, in particular goals 1 to 3 on judicial and prosecutorial performance and goals 6 to 9 on organizational performance.

Chambers’ priorities – improving the consistency of the Court’s jurisprudence

124. In line with Strategic Goal 1 of the Court-wide Strategic Plan for 2023-2025, the Chambers have been and will continue to be closely engaged in practice improvements to enhance the efficiency of judicial proceedings and to harmonize its jurisprudence through examination and analysis of its decisions.

125. The Chambers have maintained their focus on consolidating judicial practice at the pre-trial, trial (including reparations) and appeal phases. The judges are carrying on important work to amend and improve practices relating to judicial proceedings generally, while already implementing the best practices identified collaboratively at judicial retreats.

¹⁴ Pursuant to articles 34(b) and 36(1) of the Rome Statute, the Chambers are composed of 18 judges and organized into three divisions: Pre-Trial, Trial and Appeals. In consultation with the judges, the Presidency decides on the assignment of judges to judicial divisions and assigns situations and cases to the Pre-Trial and Trial Chambers. The Appeals Division deals with interlocutory and final appeals against decisions taken in the other divisions. Within the confines of the Rome Statute, a flexible approach to workload allocation among the judges will continue to be adopted to allow for the most effective use of resources and to avoid requests for new resources even if the workload in some divisions and chambers increases. Depending on the workload in a given division, pre-trial judges may be assigned to trial and reparations work and trial judges to pre-trial work, and both pre-trial and trial judges may be assigned to specific appeals where there is a conflict of interest or where other circumstances require the temporary replacement of an appeals judge.

¹⁵ Article 64(2) of the Rome Statute.

¹⁶ Chambers Practice Manual, deadlines regarding decision of the Trial Chamber, p. 23, and deadlines regarding decisions of the Appeals Chamber, p. 24.

Flexible allocation of staff

126. The Chambers have, for a number of years, implemented an approach of flexible staff assignment across the three divisions according to need. In line with this approach, the Chambers have managed staffing resources in a flexible, justifiable and transparent manner, on the basis of actual workload requirements, in order to handle their dynamic workload. This approach ensures that the Chambers receive optimal support across all three divisions, depending on the circumstances, with sufficient staff continuity to avoid disruption and delays.

Judges' costs

€5,211.2 thousand

127. Continued funding is requested for the full complement of 18 full-time judges.

128. At its nineteenth session, the Assembly adopted a resolution to amend the conditions of service and compensation of the Court's judges by replacing them with the conditions attaching to the level of Under-Secretary-General (USG) in the UNCS, including participation in the United Nations Joint Staff Pension Fund.¹⁷ The resources requested herein are calculated in accordance with the provisions of that resolution.

129. As 2022 was the first year in which only the UNCS was used as the scale for judges' entitlements, Annex VI(a) in the Proposed Programme Budget for 2022 concerning judges' costs retained separate line items for salary, pension contributions, medical aid cover, dependency allowance, education grant, service-incurred injury insurance and other specific costs. Following careful monitoring of the implementation of the UNCS, a change to the budgeting format for judges' costs (illustrated in Annex VI) is considered appropriate to bring it into line with that system. This change in approach uses the USG system to cover all previous line items, with the costs of arrival and departure of judges retained as separate line items.

Activity assumptions*Forecast judicial activities*

130. On the basis of the activity assumptions used for this budget proposal, the overall workload of the Chambers in 2023 is forecast to be higher than in 2022. Five trials are forecast to be ongoing, with significant trial hearings expected to take place throughout the 12-month period in three of those cases¹⁸ and the other two cases to be at the deliberations stage.¹⁹ However, in the event that additional suspects are transferred to the Court, charges in the case currently at the confirmation stage (Mokom) are confirmed, or additional requests arise out of ongoing investigations or situations, the workload will further increase in 2023, necessitating additional resources. Significant work on reparations will continue in the Ongwen and Ntaganda cases and in the Lubanga, Katanga and Al Mahdi cases to a lesser extent. The ongoing flexible assignment of staff on fixed-term appointments (established and GTA-funded), which is a crucial judicial priority, is expected to continue, leading to greater synergy between judicial operating requirements and the Chambers' pool of knowledge and expertise. This approach will be essential to ensuring that the Chambers' workload (with high levels of trial hearings, in particular) can be handled within the requested resource levels. For 2023, Chambers are requesting an increase in staff resources as compared with those approved for 2022. It must be stressed, however, that this requirement is based on the currently foreseeable forecast workload and staffing level. A lower staffing level impacts the pace of the proceedings, which would inhibit the expeditious conduct and completion of the cases as mandated by the Rome Statute. Similarly, as mentioned above, should there be an increase in the number of situations or cases before the Pre-Trial Chambers or trials before the Trial Chambers, in particular if the charges are confirmed in the Mokom case, additional staff resources will be essential and will have to be requested.

¹⁷ *Official Records ... Nineteenth session ... 2020* (ICC-ASP/19/20), vol. I, part III, ICC-ASP/19/Res.3, para. 1.

¹⁸ Yekatom and Ngaïssona, Abd-Al-Rahman and Said.

¹⁹ Al Hassan and Gicheru.

Pre-Trial Division

131. The Pre-Trial Division handles all applications made in the course of preliminary examinations or regarding the initiation of an investigation or the preservation of evidence during an investigation. It also deals with the entire first phase of judicial proceedings, up to and including the decision whether to confirm the charges and send a case to trial.

132. Pre-trial judges are involved in appeals, trial hearings and reparations matters simultaneously.

133. The Pre-Trial Chambers are currently seized of 21 situations: Uganda; the Democratic Republic of the Congo; Darfur, Sudan; the Central African Republic I; Kenya; Libya; Côte d'Ivoire; Mali; the Registered Vessels of the Union of the Comoros, the Hellenic Republic and the Kingdom of Cambodia; the Central African Republic II; Georgia; Gabon; Burundi; Afghanistan; Palestine; Venezuela I; Bangladesh/Myanmar; Venezuela II; Bolivia; Philippines; and Ukraine.

134. The Mokom case is currently pending at the confirmation of charges stage before Pre-Trial Chamber II, with the confirmation hearing provisionally scheduled for 31 January 2023. The decision on the confirmation of the charges is expected around the end of the first quarter 2023. Depending on that decision, trial preparations in that case may take place in 2023, with the possibility of hearings starting in late 2023.

135. The nature of proceedings before the Pre-Trial Chambers is such that some major filings and developments, such as applications for the initiation of investigations on the basis of preliminary examinations conducted by the Office of the Prosecutor, applications brought under article 56, applications for warrants of arrest, initial appearances and confirmation proceedings, cannot be predicted far in advance. Furthermore, the Pre-Trial Division regularly receives requests and applications which by nature must remain confidential, with the result being that their (often considerable) impact on the workload of the Chambers is not immediately visible to the public. The increased number of situations currently under investigation or which may come before the Pre-Trial Chambers may result in applications to the Pre-Trial Chambers by parties and participants to the various proceedings in 2023. Moreover, any of the persons for whom warrants of arrest are outstanding may be arrested and surrendered to the Court on short notice, as has happened on a number occasions in recent years. In sum, therefore, it is safe to assume that not only the workload in the Pre-Trial Division will not decrease in 2023 in comparison with previous years, but is in fact likely to increase, notably on the basis of the information currently known on the OTP's planned activities.

Trial Division

136. The Trial Division is composed of the Trial Chambers, whose mandate is to conduct trials following the confirmation of charges by the Pre-Trial Chambers. This mandate starts with the preparation of trials, continues with the trials and comes to an end with the conclusion of the reparations phase. The Trial Chambers are required to ensure, in accordance with article 64 of the Rome Statute, that a trial is fair and expeditious and is conducted with full respect for the rights of the accused and due regard for the protection of victims and witnesses.

137. Currently, six judges are assigned to the Trial Division. Together with six judges from the Pre-Trial Division, they are assigned in various combinations to Trial Chambers. The six judges of the Trial Division may also be temporarily attached to the Appeals Division to hear interlocutory or final appeals.

138. The budget proposal for Major Programme I assumes that trial hearings will be held in three cases in 2023, with two further trials at the deliberations stage. The Al Hassan, Yekatom and Ngaïssona, and Abd-Al-Rahman cases are currently at the trial hearing stage. While hearings are expected to conclude in the Al Hassan case by the end of 2022, hearings are expected in the Yekatom and Ngaïssona and the Abd-Al-Rahman cases throughout 2023. It is to be noted that the Yekatom and Ngaïssona case involves two accused, which is a complicating factor because of the higher volume of evidence and number of submissions. In addition, the Said case, which is currently at the trial preparation stage, will start in court on 26 September 2022 and hearings are expected to continue throughout 2023.

139. Furthermore, following the conclusion of trial hearings, there will be deliberations in the Gicheru and Al Hassan cases in 2023. The Al Hassan case will generate a considerable workload at the deliberations stage given the volume of evidence and the complexity of the case.

140. Significant work on reparations requiring adequate legal support will also continue in 2023. The reparations phase in Ongwen began in 2021 and an order for reparations is forecast to be issued in 2022, with implementation and monitoring thereafter. In Lubanga, Katanga, Al Mahdi and Ntaganda, the monitoring and supervision of implementation are expected to continue throughout 2023.

141. In sum, a significant number of hearings are expected to take place during 2023, engaging the Court's courtrooms and other relevant resources. In particular, securing adequate staff resources, both during the hearings and during deliberations, and to support the reparations proceedings, will be essential to the proper and timely conduct of these proceedings.

142. As discussed in paragraph 134, above, subject to the outcome of the confirmation proceedings, trial preparation and hearings in the Mokom case may take place in 2023. This would place increased pressure on the budget of Major Programme I. With five trials already expected to take place (three in court throughout the year and two at the deliberations stage), such an increase in the Trial Division's workload would require additional staff resources. However, in line with the Court's policy of budgeting only for activities that are certain, no request for additional resources is being made in this budget proposal in respect of possible trial proceedings in the Mokom case. If this case does proceed to trial, additional resources may have to be requested in line with the relevant provisions of the Financial Regulations and Rules.

143. In conclusion, in 2023 the Trial Chambers will be dealing with a heavy workload across a number of cases that is expected to be more resource intensive than in 2022, as three trials will be in court throughout the year, two cases will be at the deliberations and preparation of judgment stages – which could lead to sentencing and reparations – and work on reparations in five cases will be continuing.

Appeals Division

144. The Appeals Division is composed of five judges, one of whom is the President of the Court. The principal statutory function of the Appeals Chamber is to hear final appeals against decisions of acquittal or conviction and sentencing, and against decisions relating to reparations, and interlocutory appeals against some decisions of the Pre-Trial and Trial Chambers rendered in the course of proceedings. Final appeals involve a substantial workload, since the entirety of the trial proceedings, including the evidence admitted, may have to be reviewed and additional evidence may have to be assessed. At the same time, interlocutory appeals may raise complex and important issues, and their outcome may have a significant impact on the Court as a whole.²⁰ The Appeals Chamber may also be seized of other matters, such as requests for a review of a sentence.

145. Subject to judicial developments in the other divisions, there may be appeals arising in three cases: Ongwen (Reparations order), Al Hassan (article 74) and Gicheru (article 74).²¹

146. Final appeals involve the review of vast quantities of evidence and complex factual and legal submissions. Moreover in this phase, they often involve novel issues. Interlocutory appeals also often involve novel and significant issues. Both types of appeal are required to be lodged within a tight timeline and will entail a heavy workload in 2023.

147. The Appeals Chamber is also expected to hear interlocutory appeals from cases which are presently before the Pre-Trial and Trial Chambers, which means that several complex matters will be placed before the Appeals Chamber at the same time.

²⁰ See, for example, *The Prosecutor v. Saif Al-Islam Gaddafi and Abdullah Al-Senussi*, "Judgment on the appeal of Libya against the decision of Pre-Trial Chamber I of 31 May 2013 entitled 'Decision on the admissibility of the case against Saif Al-Islam Gaddafi'", 21 May 2014, ICC-01/11-01/11-547-Red.

²¹ The nature of the appeals process is such that, until decisions are issued by the Trial Chambers in the Al Hassan and Gicheru cases, it cannot be said that a final appeal is "certain" to be entered. However, it is highly likely that any decision of the Trial Chamber (either to convict or acquit) will be appealed.

Budget resources**€12,617.1 thousand**

148. The requested amount has increased by €1,576.7 thousand (14.3 per cent).

Staff resources**€7,384.4 thousand**

149. The requested amount has increased by €1,413.6 thousand (23.7 per cent). This increase is due to a request for essential GTA-funded resources required in connection with activities at the trial and pre-trial levels.

150. Mindful of Strategic Goal 9 of the Court-wide Strategic Plan for 2023-2025,²² the Judiciary is continuing its efforts to improve the efficiency and expeditiousness of judicial proceedings, in part through increased operational flexibility in staff assignment, which reflects the Court's commitment to the disciplined use of resources. To the extent possible, operational staff shortages are addressed with available resources by flexible redeployment between the divisions and chambers and simultaneous assignment to cases or applications at the pre-trial, trial or appeal phases. In line with this flexible approach to staffing, legal staff assigned to a particular division or chamber have also been simultaneously assigned to cases in other divisions and chambers to absorb changing workloads where possible. It is expected that when a resource-intensive stage of proceedings concludes, the legal staff assigned to it will be redeployed to work on other cases or situations across Chambers.

151. The ongoing flexible assignment of staff on fixed-term appointments (established and GTA-funded) is expected to continue, leading to greater synergy between judicial operating requirements and the Chambers' pool of knowledge and expertise, and will be essential to ensuring that the Chambers' workload (with high levels of trial, in particular) can be handled within the requested resource levels. For 2023, Chambers are requesting an increase in staff resources as compared with those approved for 2022. It must be stressed, however, that this requirement is based on the forecast workload and staffing level. A lower staffing level may cause disruption to workflows and operational delays, which would prevent the expeditious conduct of the proceedings mandated by the Rome Statute. Similarly, as mentioned in the activity assumptions, should there be an increase in the number of trials, in particular if the charges are confirmed in the Mokom case, or in the number of requests made before the Pre-Trial Chambers, additional staff resources will be essential and will have to be requested.

152. The proposed staffing structure of the Chambers comprises 40 established posts and 24 GTA-funded positions, an increase of 11.42 FTE GTA positions as compared with the level approved in 2022. Staff resources are presented jointly for all three divisions, on the basis of the principle of flexible staff assignment.

*Established posts: Professional and General Service**€4,648.8 thousand*

153. The Chambers are served by 40 established posts. The Head of Chambers' Staff (P-5) is responsible for strategic planning and work processes in the Chambers. The incumbent oversees and leads coordination and communication between divisions, and provides support to the judges and overall managerial leadership to legal and administrative staff of the Chambers. Each division is supported by one Senior Legal Adviser (P-5) or Legal Advisers (P-4) (one in the Appeals Division and one in the Trial Division), who offer essential division-specific expertise, provide guidance to and manage the pre-trial, trial and appeals staff and coordinate their work on cases. The Chambers are further staffed by: 18 Legal Officers (P-3), who provide high-level legal advice and support to the chambers to which they are assigned and coordinate the legal support teams of their respective chambers, as required; 10 Associate Legal Officers (P-2), who assist with analysis of submissions, preparation of decisions and judgments, and the day-to-day logistics of courtroom activities; and 8 Administrative Assistants (GS-OL), who provide wide-ranging administrative and logistical support to the judges and staff.

²² Strategic Goal 9: "Manage resources in an effective, coherent, transparent, responsible and adaptable manner and further develop the sustainability and resilience of the Court against identified risks".

General temporary assistance

€2,735.6 thousand

154. The work of the divisions remains critically dependent on the availability of sufficient GTA-funded legal support at the P-3 and P-2 levels. The continuation of previously approved GTA-funded resources is therefore essential for the efficient functioning of the Chambers. All GTA-funded positions are considered multi-year, since they are used as a pool of resources and allocated on a needs basis. This requirement is reviewed annually. Accordingly, the level of GTA-funded resources requested for 2023 is higher than that approved in the 2022 programme budget, as follows:

155. Five *Legal Officers (P-3)*, funded for a total of 60 months. *Continued. Multi-year.* As in previous years, more experienced legal staff at the P-3 level continue to be needed to coordinate and supervise teams and to assist with specific assignments in cases, such as in-depth legal research and analysis, preparation of draft decisions on issues emerging during the proceedings and provision of in-court support.

156. Eight *Associate Legal Officers (P-2)*, funded for a total of 96 months. *Continued. Multi-year.* These staff provide necessary legal support for the judicial work of the Chambers. The requested positions are required, *inter alia*, to provide the following specific support: analysis and summarization of large volumes of evidence and submissions; in-court note-taking and summarization of hearings; liaison with the Registry, parties and participants, where needed; analysis of applications for reparations; and performance of any other relevant tasks necessary to ensure the proper functioning of the divisions.

157. Eleven *Associate Legal Officers (P-2)*, funded for a total of 132 months. *New. Multi-year.* These legal staff will provide essential, supplementary legal support in Chambers in the light of the workload resulting from the Yekatom and Ngaïssona, Said, Abd-Al-Rahman and Al Hassan trials and pre-trial activity. As with other cases, this support will be needed during pre-trial proceedings, trial preparation and trial hearings. As with the existing GTA-funded P-2 resource requests in respect of the other cases before the Chambers, these eleven positions are required, *inter alia*, to provide the following specific support: assisting with pre-trial proceedings, trial preparation and trial hearings (as needed); analysis of filings in the case and drafting of decisions and orders; analysis of large volumes of evidence and related submissions; in-court note-taking and summarization; liaison with the Registry, parties and participants, where needed; analysis of applications for reparations; and performance of any other relevant tasks necessary to adequately support the Chambers.

Non-staff resources**€21.5 thousand**

158. Non-staff resources are required for hospitality and training. The requested amount remains the same as the amount approved for 2022.

Hospitality

€1.0 thousand

159. The requested amount remains unchanged and is necessary to cover hospitality costs associated with visits to judges by diplomatic and other high-level visitors, such as renowned legal scholars and figures of the international legal community. These costs are recurrent.

Training

€20.5 thousand

160. The requested amount remains the same as that approved for the 2022 budget. Funding is composed of €13.3 thousand for staff training and an additional €7.2 thousand for judges' training. The amount for staff training is required for the development of professional skills, including legal writing and linguistic capacity-building, specialized training on new developments in international humanitarian law, international criminal law, human rights law and evidence (e.g. digital forensics), and further development of coordination, communication, managerial and leadership skills. The amount earmarked for judges' training will be used to fund language immersion programmes for the judges. These costs are recurrent.

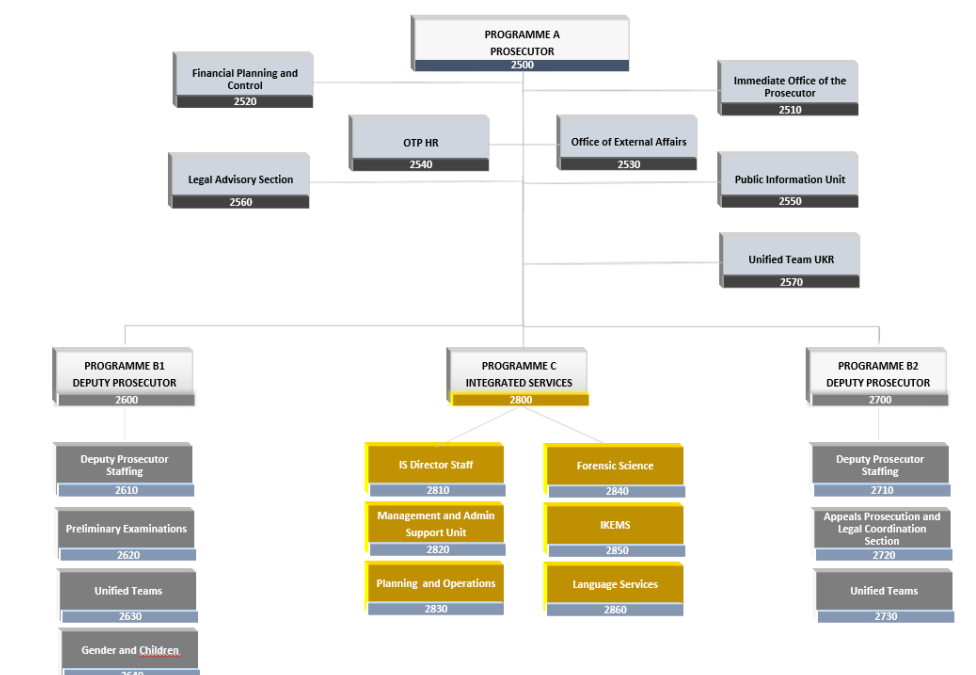
Table 9: Programme 1200: Proposed Budget for 2023

1200 Chambers	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
<i>Judges</i>	3,988.6	-	3,988.6	5,048.1	163.1	3.2	5,211.2
Professional staff				3,926.0	123.6	3.1	4,049.6
General Service staff				586.4	12.8	2.2	599.2
<i>Subtotal staff</i>	4,571.1	-	4,571.1	4,512.4	136.4	3.0	4,648.8
General temporary assistance	1,369.5	-	1,369.5	1,458.4	1,277.2	87.6	2,735.6
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	1,369.5	-	1,369.5	1,458.4	1,277.2	87.6	2,735.6
Travel	19.7	-	19.7	-	-	-	-
Hospitality	-	-	-	1.0	-	-	1.0
Contractual services	0.3	-	0.3	-	-	-	-
Training	1.0	-	1.0	20.5	-	-	20.5
Consultants	-	-	-	-	-	-	-
General operating expenses	-	-	-	-	-	-	-
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	21.0	-	21.0	21.5	-	-	21.5
Total	9,950.2	-	9,950.2	11,040.4	1,576.7	14.3	12,617.1

Table 10: Programme 1200: Proposed staffing for 2023

1200	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	-	2	2	18	10	-	32	-	-	8	8	40
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	2	2	18	10	-	32	-	-	8	8	40
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	-	4.58	8.00	-	12.58	-	-	-	-	12.58
Continued	-	-	-	-	-	-	5.00	8.00	-	13.00	-	-	-	-	13.00
New	-	-	-	-	-	-	-	11.00	-	11.00	-	-	-	-	11.00
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	-	-	5.00	19.00	-	24.00	-	-	-	-	24.00

B. Major Programme II: Office of the Prosecutor



Introduction

161. The mission of the Office of the Prosecutor (OTP or “the Office”) embraces the effective and efficient conduct of preliminary examinations, investigation and prosecution of perpetrators of genocide, crimes against humanity, war crimes and the crime of aggression, in accordance with its mandate under the Rome Statute. The Office will pursue this mission independently, impartially and objectively, consistent with its statutory duties and its core values of *Dedication, Integrity and Respect*.

162. The proposed budget of the OTP for 2023 is driven by the following interlinked imperatives:

- a. to effectively address the workload of the Office in a manner that will allow it to properly discharge its mandate, particularly in the light of the current increase in demand;
- b. to bring the work of the Office closer to affected communities through, among others, setting-up country offices close to or in situation countries;
- c. to effectively implement the reorganization of the Office’s structure by incorporating the necessary changes based on the Prosecutor’s assessment – one year after taking office – so as to further unify, integrate and enhance investigative and prosecutorial action;
- d. to implement essential modernization of the infrastructure of the Office, in particular, with respect to technological tools; and
- e. to ensure effective implementation of the Court-wide Strategic Plan for 2023-2025 and the newly adopted Strategic Goals and key performance indicators for the period 2023-2025.

163. Since the Prosecutor took office on 16 June 2021, the OTP has made significant efforts to strengthen, streamline and integrate its functions in order to effectively implement its investigative and prosecutorial activities. This has included a significant internal reorganization to simplify workflows and reporting lines, create greater synergies across all components of the Office and simultaneously empower staff while strengthening management oversight.

164. As reflected in the proposed budget, the Prosecutor is committed to continuously enhancing the overall effectiveness and governance of the OTP and ensuring that staff expertise and resources are properly allocated and harnessed. In doing so, the Prosecutor seeks to ensure that investigations and prosecutions are conducted in accordance with the highest international standards that will withstand strict judicial scrutiny in the courtroom.

165. The Office is also striving to enhance its performance and manage its workload and resources by building partnerships with other actors, including domestic prosecution authorities of States Parties, by ensuring, where possible, a more effective exchange of information and evidence to address Rome Statute crimes.

166. In the past year there has been a surge in workload for the Office, placing significant additional pressure on resources that were already insufficient to allow it to properly fulfil its mandate. This increase in requirements is driven, *inter alia*, by new investigations in Venezuela, Ukraine and the Philippines in addition to ongoing trials in CAR II.b (Mr Maxime Jeoffroy Eli Mokom Gawaka), CAR II.a (Mr Mahamat Said Abdel Kani) and Mali (Mr Al Hassan Ag Abdoul Aziz Ag Mohamed Ag Mahmoud).

167. The unprecedented referral of the Ukraine situation to the Prosecutor of the Court by 43 States Parties has given rise to particular resource needs, given the potential geographical breadth and scope of crimes committed. Additionally, as the Office is carrying out investigations during an active conflict, immediate opportunities arise for investigative progress, in conjunction with additional needs with respect to staffing, security, language services, witness protection and mission support.

168. The proposed budget reflects a decision to establish a formal field presence in relation to the situations in Bangladesh, Sudan, Venezuela and Ukraine. This is in line with the Prosecutor's vision to deepen cooperation with national authorities, civil society organizations and other relevant actors by bringing the work of the Office closer to the communities impacted by Rome Statute crimes. These moves to the field are being conducted in close cooperation with the Registry and Presidency. Further steps will be taken in the coming months for the designation of country offices and the finalization of relevant arrangements with national authorities before 2023.

169. In recent months, the OTP has received strong support from States Parties in the form of contributions to the OTP Trust Fund for Advanced Technology and Specialized Capacity, established in March 2022, and through the secondment of experts from national authorities. Contributions to the Trust Fund will serve as an accelerant to the immediate modernization of the work of the Office, while the regular budget proposed for 2023 will ensure that the OTP has the core, stable resource base needed for it to effectively fulfil its mandate. This proposed budget establishes a critical framework into which the additional injection of resources of the Trust Fund and the secondment of national experts can be integrated.

170. The OTP has continued to cooperate closely with the Registry and the other Major Programmes to ensure States have a thorough understanding of the financial impact of and the specific challenges faced in terms of the Office's operational issues, and to demonstrate responsiveness to stakeholders' expectations by providing a transparent, consistent and fiscally responsible proposal.

OTP activities in 2023: preliminary examinations, investigations and prosecutions

171. The planned activities for 2023 and corresponding resources are driven by (1) the significant increase in the workload of the Office, (2) the effort of the Office to continue prioritizing activities and allocating resources to maximize the impact and expeditiousness of its activities, and (3) the lessons learned during the Prosecutor's first year in office. In addition to strengthening its field presence through the establishment of country offices close to or in situation countries, the Office also continues to budget for the capacity and flexibility to take rapid advantage of emerging investigative opportunities, including where there is a need for the sudden limited deployment of staff.

Situations under preliminary examination

172. The OTP is currently seized of preliminary examinations in three situations: Guinea, Nigeria, and Venezuela II. The preliminary examination in the situation in Nigeria has been completed and is currently subject to consideration on the next immediate steps to inform any future decision the Prosecutor will make on the situation.²³ The remaining preliminary examinations are in advanced stages of analysis. The Prosecutor is conducting a comprehensive review of all preliminary examinations as well as of the Office's overall policy on preliminary examinations. This review will guide the future conduct by the Office of preliminary examinations.

173. With respect to the preliminary examination into the Situation in the Plurinational State of Bolivia ("Bolivia"), on 14 February 2022 the Prosecutor announced his determination that there was not a reasonable basis to believe that alleged crimes within the jurisdiction of the International Criminal Court had been committed within the context of the referred situation. In particular, the Office concluded that the alleged conduct under examination did not satisfy the contextual elements for crimes against humanity. Accordingly the Prosecutor concluded his assessment with a decision not to proceed with an investigation and notified his decision to the Government of Bolivia as the referring State.

174. With respect to the preliminary examination in relation to the situation in Colombia. On 28 October 2021, based on thorough legal and factual analysis of the information available, the Office concluded that there was not a reasonable basis to believe that potential cases arising from an investigation of the situation would be admissible. This was because, based on an assessment of the facts as they presently exist, the national authorities of Colombia could not be characterised as being inactive, nor unwilling or unable to genuinely investigate and prosecute relevant Rome Statute crimes. Accordingly, the Prosecutor decided to close the preliminary examination, subject to possible reconsideration upon a significant change of circumstances.

175. In closing this preliminary examination Colombia, the Office concluded a Cooperation Agreement with the Government of Colombia, establishing a reinforced framework for engagement and defining the mutual roles the Office and the Government will undertake to ensure that progress achieved by domestic prosecutorial and judicial entities in Colombia is sustained and strengthened.

176. The OTP has continued to make efforts to optimize its internal processes and enhance synergies between preliminary examinations and investigations, including by improving integration across the Office's pillars to ensure greater continuity and a smoother transition from the preliminary examination phase to the investigation phase, should that be warranted.

Situations under investigation, and cases before the Court

177. The proposed budget for 2023 provides for the resources needed to conduct essential investigative, prosecutorial and appellate activities. In line with the Office's strategy, cases pending trial or in the trial phase remain a high priority. At the same time, investigations are often the most resource-intensive activity conducted by the Office. As reflected in the proposed budget, particular focus, and consequent allocation of resources, is needed to ensure that the OTP is able to seize critical investigative opportunities in line with its priorities.

178. Based on the current activities in 2022, the OTP will prioritize resources in relation to those situations with cases in the pre-trial and trial phases, namely Darfur (Sudan), Mali, CAR II.a and CAR II.b and Kenya (article 70). Additionally, the OTP will be conducting investigations across situations. The Prosecutor will continue to assess on an ongoing basis how best to organize the Office's work taking into account, *inter alia*, considerations relating to prioritization, completion and resource constraints.

²³ See: <https://www.icc-cpi.int/news/icc-prosecutor-mr-karim-aa-khan-qc-concludes-first-official-visit-nigeria>

Strategic and budgetary considerations related to the OTP's core activities: preliminary examinations, investigations and prosecutions

179. At present, the OTP is seized of an unprecedented number of cases and investigations. This is reflected in the Office's budget assumptions for 2023.

180. While the Office, under the guidance of the Prosecutor, has reviewed and set priorities by balancing operational demands against the resources made available by the States Parties, and by selecting the most viable avenues for investigations and prosecutions, a budget that is not commensurate with its carefully planned and essential resource needs will have a negative impact on the progress of its activities. Ultimately, insufficient resources will render the OTP and the Court as a whole incapable of meeting the legitimate expectations of victims and affected communities.

181. Action in relation to new investigations require specific skills and the allocation of additional resources, including the recruitment of new staff. For instance, where immediate opportunities for collection of testimonial, digital and forensic evidence are identified, in particular where the alleged commission of Rome Statute crimes may be ongoing, additional staffing is required in order to ensure investigative opportunities are not lost. The commencement of investigative activities in relation to a situation will also require the recruitment of new translators, transcribers and field interpreters to address the language needs of the Office. While some of these resources needs can be met through reallocation of staff from other situations through prioritisation, this process is not sufficient to meet the needs of the Office in 2023, in particular given that the majority of situations are faced with simultaneous increased workloads.

182. In line with standard practice, staff resources at the Office are allocated and deployed flexibly between cases to maximize their effective use and the quality of outcomes while ensuring the completion of ongoing work. The Prosecutor has sought to optimize the allocation of staff, in accordance with his commitment to enhance linguistic and cultural diversity and sensitivity, and ensure the proper use of staff skills and expertise. This optimization of staff resources underpins the unified teams concept.

183. Because of the nature of the Office's mandate and operations, the majority of the resources requested are staff-related. In the proposed budget for 2023, total staff costs account for 91.8 per cent of the funds requested by the Office.

184. The Office has undertaken extensive efforts to reduce the need to request additional resources wherever possible. The Office has sought to continually seek ways to reduce costs by reprioritizing and reallocating existing resources. In line with the Prosecutor's vision for change, staff resources at the Office are allocated and deployed flexibly between cases to maximize their effective use and the quality of outcomes while ensuring the completion of ongoing work. This optimization of staff resources underpins the unified teams concept outlined in the budget submission for 2022.

185. As the Court-wide savings and efficiencies exercise has been performed for some years already, the possibility of achieving substantial additional material savings is in general limited. The OTP – in the context of its commitment to continuous improvement – constantly reviews its processes with the aim of performing more efficiently while maintaining the required level of quality in its results. These efficiencies are usually quantified in terms of existing staff time freed up, enabling current resources to absorb the largest possible share of the extra work arising from increased activity.²⁴

186. The total savings in the form of cost avoidance included in the budget proposal for 2023 amount to €751.0 thousand. The agreement entered into by the Forensic Science Section with an external partner that provides pro bono forensic experts for specific field

²⁴ The Court has presented its methodology to the Committee and the following categories have been agreed upon: 1. *Savings* (two categories): (i) costs incurred in the previous/current financial period and no longer appearing in the following programme budget, resulting in a reduction in the baseline; and (ii) increases in costs avoided through newly introduced policies, procedures and/or negotiations with suppliers or service providers, resulting in the same baseline; 2. *Efficiencies*: activities which limit or avoid requests for additional resources and/or provide increased productivity, resulting in the same baseline but avoiding any increase in costs; 3. *Non-recurrent costs*: one-off decreases in resource requirements attributable to non-continuation of activities, resulting in a reduction in the baseline; and 4. *Additional cost reductions*: workload-related changes resulting in a reduction in the baseline.

activities will allow the Office to benefit from specialized expertise that would have otherwise cost €350.0 thousand.

187. Part of the savings and efficiencies come from recourse to National Professional Officers (NPO), as new resources available to staff unified teams in the field. The NPO category has been implemented following the discussion held between the Court and the Committee in 2021 and approval by the Assembly of the recommendation on this new category. As explained in the later sections of this narrative describing the staffing requests of each programme, the Office is requesting a total of nine NPOs. The affected positions would have cost €270.9 thousand more had they been requested as international recruits.

188. The Office continues to look into alternative accommodation and facilities for staff that are deployed in the field. These solutions allow for reductions in the applicable DSA rate during missions and lower rental costs for safe interview rooms. Two locations have been identified and included in the budget proposal for 2023, for a total expected benefit of €43.2 thousand.

189. The Office has also made use of redeployment of staff from situations and cases with decreasing workload to those that are facing a surge in 2023. In so doing, the Office has avoided additional costs and reduced the net increase in the overall resources requested.

190. Identifying areas where the Office can make efficiency gains is an ongoing exercise. Since 2012, results have been documented and communicated to the Committee and the States Parties. Savings and efficiency gains have been integrated into the OTP's approved budget. The table below shows the OTP results since 2017.

	2017	2018	2019	2020	2021
Budget (€ '000)	44,974.20	45,991.80	46,802.50	47,383.4	47,334.8
Savings and Efficiencies (€ '000)	367.7	240.6	625.5	516.1	410.9
Savings + Efficiencies over Budget	0.8%	0.5%	1.4%	1.1%	0.9%

191. Similar to previous budget submissions, the proposal for 2023 is based on both estimates for 2023 activities and trends in the implementation of specific budget items in past years.

Parameter	2022	2023
Number of active investigations	8 ²⁵	10 ²⁶
Unsealed warrants of arrest pending execution	13 ²⁷	16 ²⁸
Number of preliminary examinations	8 ²⁹	3 ³⁰
Number of (pre-)trial teams (OTP)	5 ³¹	6 ³²
Number of final appeals	1 ³³	3 ³⁴

²⁵ Eight active investigations: Bangladesh/Myanmar, Burundi, Côte d'Ivoire (CIV II), Darfur, Sudan, Georgia, Libya III, Libya IV and Libya V.

²⁶ Ten active investigations: Afghanistan, Bangladesh/Myanmar, Burundi, Côte d'Ivoire (CIV II), Darfur, Sudan, Libya, Palestine, Philippines, Ukraine and Venezuela I. The three cases in the Libya situation listed in 2022 have been grouped under *Libya* in 2023.

²⁷ CIV I *bis*(1); Darfur I (1), IV and V (2), III (1); DRC IV (1); Kenya article 70(2); Libya I (1), Libya II (1); Libya III (2); and Uganda (2).

²⁸ CIV I *bis*(1); Darfur I (1), IV and V (2), III (1); DRC IV (1); Kenya article 70(2); Libya I (1), Libya II (1); Libya III (2); Georgia (3) and Uganda (2).

²⁹ Bolivia, Colombia, Guinea, Nigeria, the Philippines, Ukraine, Venezuela I and Venezuela II.

³⁰ Guinea, Nigeria, and Venezuela II.

³¹ CAR II.b (*Yekatom and Ngaïssona*), Darfur (*Abd-al-Rahman*), Kenya article 70 (*Gicheru*) and Mali II (*Al Hassan*). In 2022 these cases are included as trials. At the time of the submission of the 2022 proposed budget, the following case is awaiting confirmation of charges and has been included in the parameters as pre-trial: CAR II.a (*Said*).

³² CAR II.a (*Said*), CAR II.b (*Yekatom and Ngaïssona*), Darfur (*Abd-al-Rahman*), Kenya article 70 (*Gicheru*) and Mali II (*Al Hassan*). In 2023 these cases are included as trials. At the time of the submission of the 2023 proposed budget, the following case is awaiting confirmation of charges and has been included in the parameters as pre-trial: CAR II.b (*Mokom*).

³³ The nature of the appeals process is such that, until a judgment is issued by a Trial Chamber, it cannot be said that a final appeal is certain. However, it is highly likely that a judgment of a Trial Chamber (be it a conviction or an acquittal) will result in at least one appeal from one or more of the parties. For 2022 the Court included one appeal in the *Ongwen* case in its assumptions.

³⁴ *Ongwen* (Reparations order), *Al Hassan* (Art. 74), *Gicheru* (Art. 74).

192. The OTP's budget proposal continues to be informed by the implementation of strict budgetary discipline. The OTP has worked on two fronts: (a) careful scrutiny of internal requests in relation to both staff and non-staff resources; and (b) enhancement of synergies and coordination with the Registry's functions. The Office strives to use the available resources as wisely as possible. However, as even the Independent Expert Review highlights, there are areas where the Office needs more resources.

193. The Office has been seeking to use innovative means to address this resource shortfall in the immediate term, including through the establishment of the OTP Trust Fund for receipt of contributions in support of the enhancement of technological tools, psychosocial support and specialised capacity in SGBV crimes and crimes against children, as well as encouraging the secondment of national experts to the Office. The response to this request for short-term assistance has been positive, allowing the Office to inject additional resources to the most urgent priority areas and catalyse a process of modernization in its work.

194. While the immediate injection of extra budgetary resources has allowed the Office to accelerate some areas of its work, it is crucial that the Office benefits from the necessary core, stable resource base needed to effectively carry out its mandated activities. The budget proposal for 2023 outlines a transparent assessment of those baseline needs, establishing the essential resource framework into which extra budgetary contributions and secondments can be integrated.

Staff Costs

195. One major cost driver of the 2023 budget is the increase in the United Nations Common System (UNCS) that is to be applied to the salary scale for staff. The impact of the UNCS on the staff composition of the OTP is €1,455.20 thousand, which accounts for 2.9 per cent of the increase over last year's budget (and 14.9 per cent of the proposed increase).

196. In the proposed budget for 2023, 13 new Established posts and 73 new GTA positions (54.25 FTE) are requested. Eight positions are requested for conversion and four positions have been discontinued.³⁵ The requested increase is determined by the need to build adequate capacity in the Office to manage the workload linked to the assumptions included in the 2023 proposal, notably, the significant increase in the number of situations under investigations by the Office.

197. The new investigation in the situation in Ukraine is one of the main drivers for staff requests. The increase due to the situation in the Ukraine amounts to €4,449.8 thousand, or 45.4 percentage points of the overall proposed increase over last year's budget. As outlined below, the Office has sought to deploy staff to Ukraine on mission travel since the beginning of the investigation in order to capitalize on evidence-collection opportunities and rapidly establish cooperation frameworks with relevant counterparts. Reflecting this approach, the 2023 proposal foresees the continued presence in Ukraine of a team with the necessary knowledge, skills and technical capacity in order to meet address the investigative and analytical demands identified through initial work of the unified team in 2022.

198. The resource requirements needed in order to effectively address the needs of the unified team for the Ukraine situation has been assessed considering multiple factors including the potential scale and geographic scope of alleged crimes under investigation, the assessed challenges and opportunities faced by the Office in obtaining key information and evidence, and the need to ensure an effective interface between the Office and all relevant national actors on the ground. The additional resources requested would allow the Office to act nimbly and effectively with respect to this situation, supporting the progress of investigative actions that may allow the outcomes of the work in this area to have a demonstrable impact, in real-time.

199. Shorter-term support provided by States Parties and relevant institutions in the form of secondments of national experts has been factored into the core resources requested in relation to the Ukraine situation in this budget, as outlined further below in this narrative.³⁶

³⁵ For details on the staffing changes, please refer to the staffing tables in each Programme.

³⁶ See paragraphs: 255-260, 262-264, 274, 282-286.

200. The linguistic skills needed to support the investigative and prosecutorial activities foreseen in 2023 represent a further major cost driver. Translators, transcribers and field interpreters that with sufficient standard languages involved in the current and new investigations are essential in supporting the overall work of the Office, in particular as it seeks to enhance its field-based presence.

201. As per consolidated practice, the specialized unit in the Office, that is, the Language Services Unit, is requesting the necessary profiles to be hired through GTA funds to maximize the flexible use of resources. Wherever possible, the OTP and the Registry will jointly conduct the recruitment of such profiles to ensure a common roster is created and potential synergies can be exploited.

202. The technological transition in the Office represents another cost driver in the 2023 PPB. The modernization of the OTP's information systems will be funded largely through the voluntary contributions pledged in 2022. However, the upgraded systems will require a limited number of internal staff with the dedicated responsibility to manage and maintain the new tools now being put in place. It is considered that the establishment of an eDiscovery and Data Analysis Unit within the Information Knowledge and Evidence Management Section will be critical in ensuring the long-term sustainable impact of this moment of modernisation. Wherever possible, existing positions with skills that are no longer required have been discontinued to limit the financial impact.

203. Details on the eDiscovery and Data Analysis Unit can be found in the section of the budget narrative that explains the Integrated Services Division's (Programme 2800) proposal.

Non-Staff Costs

204. The significant increase in workload of the Office is also reflected in the non-staff costs anticipated in the budget proposal for 2023. Increases are projected in areas including travel and language services, despite a series of measures having been taken to reduce the need for the Office to seek additional resources.

205. In 2023, the Office will continue to draw on the lessons learned during the pandemic that have allowed it to maximize value for money with respect to the conduct of field-based missions by staff. Measures that will assist in reducing overall travel costs include increased utilization of video-assisted remote interviewing (Audio Video Link or AVL), increased presence of staff in the field on a long-term basis thereby reducing the need for mission travel, identification of more cost-efficient accommodation solutions during missions and recourse to Headquarters-based interviews for witnesses who can travel to the Netherlands, where appropriate.

206. Despite the continued implementation of these measures, the reduction in restrictions on travel globally has led to an increase in the number of missions undertaken by staff in exercise of mandated activities in 2022 in comparison to 2021. This trend will continue in 2023, particularly as necessary investigative activities that were postponed during the pandemic are now prioritized. The impact of inflationary pressures on fuel costs more generally is also reflected in the increase in resources required for travel during the budget period, compounded by the fact that a number of new investigations are in geographical areas in which the Court does not yet have an established field presence, with a consequent impact on logistics. Mission travel and other operational costs associated with national experts seconded to the Office are also addressed through non-staffing costs.

207. The Office has prepared its budget proposal mindful of the factors mentioned above. However, while the funds requested for travel show an increase as compared to the 2022 approved budget, it should be noted that the amount requested is lower than the amounts approved in pre-pandemic years.³⁷ As the transition to a more substantial staffing presence in the field takes place in 2023, increased benefits will be seen with respect to reduction in mission travel costs.

208. The increase in workload and in the number of activities has an impact on the funds requested for other budget lines. In order to guarantee language support to the unified teams, the capacity of LSU must be strengthened in a way that maximizes both effectiveness and flexibility. Wherever circumstances allow, synergies with the Registry are sought. However,

³⁷ The amounts approved in 2018, 2019 and 2020 were €2.92 million, €3.22 million and 3.09 million, respectively.

the volume of evidence and the languages involved often exceed in-house capacity. Recourse to outsourcing through vetted individual contractors is then necessary. In addition, the actual amount spent for contractual services in 2021 exceeded the estimated cost that was requested through the budget, and the projected implementation of this budget line in 2022 is also high. It is important for the Court to strive to make estimates of the funds requested that are as accurate as possible, using figures from past implementation and expected levels of future activities. This explains the increase in contractual services requested in the 2023 proposal.³⁸

209. The Court has made progress in the implementation of a common platform for the administration of training through e-learning tools. All Major Programmes benefit from these positive developments. However, some specific training is still necessary depending on the mandate and type of activities performed by the staff in the different Major Programmes. The OTP collaborates closely with the Registry's Organizational Development Unit in the Human Resources Section to identify opportunities for joint inter-organ training and soft-skill development, where possible. At the same time, the OTP has a centralized training budget to address its annual training needs and make sure that staff receive adequate training to be able to perform their activities.

210. A total of €100.0 thousand is requested for the 2023 PPB, the same amount as in the 2022 approved budget. This remains a significant reduction in pre-2022 levels, during which €290.0 thousand was approved for OTP-specific training.³⁹ Implementation and assessment of OTP-specific training programmes will continue to be led by the OTP-HR Liaison Office (OTP-HR).

211. Where specialised expertise required for the conduct of investigative and analytical activities is not available within OTP staffing, the Office is required to collaborate with external experts, hired under consultancy contracts. Funds are requested in the 2023 budget to obtain specific expert assistance in investigative and trial support activities including exhumations and forensic analysis, digital evidence corroboration, voice and facial recognition analysis, and the production of ballistic reports. The increase in the number of trials and investigations rendered the 2022 approved budget insufficient to address the needs of the Office for consultancy services. However, in 2023, the Office will seek where possible to draw on some of the additional resources made available by States Parties through voluntary contributions to the OTP Trust Fund to address specialized consultancies in technical fields. Reflecting this, the funds requested for this line in the regular budget remain the same as in 2022.

212. The investigative and prosecutorial activities of the Office require frequent deployment to situation countries and interaction with victims and witnesses in those and other countries where members of the affected communities are located. The expenses to support victim and witness-related activities and field operations are charged to general operating expenses. Although the Office is implementing alternative measures to limit the financial impact of its operations (remote interviewing, alternative accommodation solutions, etc.) and has taken the lessons learned from the COVID-19 experience into account when formulating its requests, the increased workload foreseen for 2023 requires additional funds in comparison to the 2022 approved amount.⁴⁰ The requested amount for 2023 takes into account the increased field presence and the costs in relation to accommodation of staff and lease of premises when these costs are not covered by the Registry.

213. Lastly, funds are requested to support OTP-specific information management.

214. The Office, in close cooperation with the Registry, is undertaking a fundamental modernization of its systems through architectural enhancements that will lay the groundwork for the OTP's transition to a cloud-based environment and the harnessing of tools including artificial intelligence and machine learning. This essential injection of resources into the technological infrastructure of the Office is primarily being addressed through voluntary contributions made to the OTP Trust Fund. As these enhancements are

³⁸ The amounts approved in 2018, 2019, and 2020 are €579.5 thousand, €579.5 thousand and €527.0 thousand, respectively.

³⁹ Since 2017, the training budget has been approved at €290.0 thousand. In the light of liquidity constraints, COVID-19 limitations and budget pressure coming from UNCS increases, training programmes were sharply reduced in 2020 and 2021.

⁴⁰ It should be noted that the actual amounts spent in the period 2017-2019 peaked at €898.3 thousand. In addition, in 2023 the Office will manage more situations and cases. This has a direct impact on the number of victims and witnesses with whom the Office staff interact (and this has an impact on the level of expenses incurred).

being developed and implemented, the Office still needs limited funds to maintain the existing applications that support its operations.⁴¹

215. On the basis of the required activities planned for 2023, the OTP proposed budget shows an increase of €9,791.8 thousand (19.8 per cent), from €49,546.4 thousand to €59,338.2 thousand. Wherever possible, redeployment of resources from situations and cases that require a lower level of activities than those demanding higher efforts has been implemented. This has partially mitigated the impact of the new activities. The table below summarizes the net increase per major budget item:

Major Programme II	2022	Resource Change		2022
Office of the Prosecutor	(€ '000)	Amount	%	(€ '000)
Staff costs	34,031.2	2,777.2	8.2%	36,808.5
Other staff costs	11,934.4	5,613.2	47.0%	17,684.7
Non-staff costs	3,580.8	1,401.4	39.1%	4,982.1
Total	49,546.4	9,791.8	19.8%	59,338.2

⁴¹ See paras. 279-282 for details on the justifications of funds.

Table 11: Major Programme II: Proposed budget for 2023

Major Programme II Office of the Prosecutor	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				28,766.0	2,539.0	8.8	31,305.0
General Service staff				5,265.3	238.2	4.5	5,503.5
<i>Subtotal staff</i>	<i>32,435.8</i>	<i>-</i>	<i>32,435.8</i>	<i>34,031.3</i>	<i>2,777.2</i>	<i>8.2</i>	<i>36,808.5</i>
General temporary assistance	10,357.8	19.9	10,377.7	11,934.4	5,613.2	47.0	17,547.6
Temporary assistance for meetings	12.8	-	12.8	-	-	-	-
Overtime	12.6	-	12.6	-	-	-	-
<i>Subtotal other staff</i>	<i>10,383.3</i>	<i>19.9</i>	<i>10,403.1</i>	<i>11,934.4</i>	<i>5,613.2</i>	<i>47.0</i>	<i>17,547.6</i>
Travel	1,172.5	208.9	1,381.4	1,973.7	747.4	37.9	2,721.1
Hospitality	3.0	-	3.0	5.0	10.0	200.0	15.0
Contractual services	336.0	134.4	470.3	370.0	560.0	151.4	930.0
Training	1.7	-	1.7	100.0	-	-	100.0
Consultants	74.0	16.7	90.7	100.0	-	-	100.0
General operating expenses	878.9	11.9	890.8	677.0	229.0	33.8	906.0
Supplies and materials	69.9	4.3	74.2	115.0	25.0	21.7	140.0
Furniture and equipment	80.9	-	80.9	240.0	(170.0)	(70.8)	70.0
<i>Subtotal non-staff</i>	<i>2,616.9</i>	<i>376.2</i>	<i>2,993.1</i>	<i>3,580.7</i>	<i>1,401.4</i>	<i>39.1</i>	<i>4,982.1</i>
Total	45,435.9	396.0	45,832.0	49,546.4	9,791.8	19.8	59,338.2

Table 12: Major Programme II: Proposed staffing for 2023

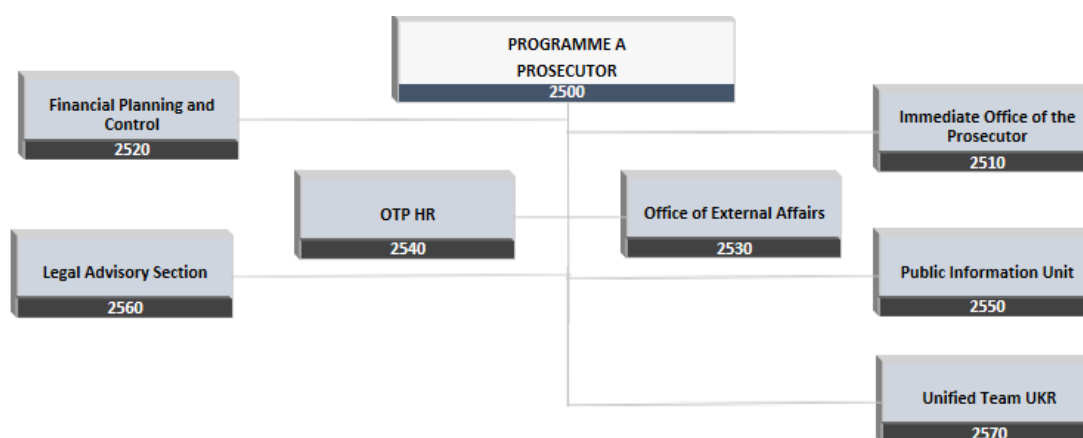
II	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	1	2	-	3	18	37	78	79	24	242	-	1	79	80	322
New	-	-	-	-	-	1	7	8	-	16	-	-	4	4	20
Redeployed	-	-	-	-	-	-	-	-	1	1	-	-	-	-	1
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	1	2	-	3	18	38	85	87	25	259	-	1	83	84	343
GTA Positions (FTE)															
Approved 2022	-	-	-	-	1.00	7.50	34.50	28.00	8.00	79.00	-	1.00	30.67	31.67	110.67
Continued	-	-	-	-	1.00	8.00	34.50	28.50	8.00	80.00	-	1.00	30.67	31.67	111.67
New	-	-	-	-	1.50	3.25	12.00	14.00	2.25	33.00	6.00	-	21.25	27.25	60.25
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	(2.00)	(5.00)	-	(7.00)	-	-	-	-	(7.00)
Proposed 2023	-	-	-	-	2.50	11.25	44.50	37.50	10.25	106.00	6.00	1.00	51.92	58.92	164.92

1. Programme A: Prosecutor Pillar - Programme 2500

Introduction

216. Following the reorganization of the Office and the opening of the investigation in Ukraine, the following sub-programmes are part of Programme A:

- a. Immediate Office of the Prosecutor
- b. Office of External Affairs
- c. Legal Advisory Section
- d. Public Information Unit
- e. Financial Planning and Control Unit
- f. OTP-HR Office
- g. Unified Team – Ukraine



1. Immediate Office of the Prosecutor

217. The Immediate Office of the Prosecutor (IOP) provides support and critical services to the Prosecutor and the Office with marginal resources, facilitating the Office's overall aims of being an effective and efficient organ of the Court. IOP performs a variety of critical support, review and advisory functions, notably providing substantive advice and administrative support to the Prosecutor in the implementation of his functions, while more broadly ensuring quality control and management of the Office. On behalf of the Prosecutor, IOP also acts as an interface with the other organs of the Court ensuring effective inter-organ relations and communication as well as cooperation in the overall administration of the Court, and works closely with all components of the Office to organize and record meetings for senior management, implement the Prosecutor's instructions on any matter so requested and ensure consistency in standards and approach in line with the Prosecutor's vision and lessons learned.

218. IOP supports the Legal Advisory Section in the development and maintenance of the Office's professional and ethical standards and their application in the day-to-day functioning of the Office.

219. In its support functions, IOP also ensures, in close collaboration with OTP-HR, that recruitment processes foster the objective of balanced gender and geographical representation at all post levels in the Office, in furtherance of its internal performance targets, Strategic Goal 8 of the OTP Strategic Plan for 2023-2025, the recommendations of the IER report and the Prosecutor's vision for the Office.⁴² IOP also supports OTP-HR in processing human resource matters and staff requests addressed to the Prosecutor.

⁴² See *Independent Expert Review of the International Criminal Court and the Rome Statute – Final Report*, 30 September 2020, paras. 64 and 138, and R15.

220. IOP works with the Financial Planning and Control Unit to support the Prosecutor's judicious management of the Office's budget by implementing synergies and sound budgetary practices.

221. IOP further ensures coordination on a wide-range of inter-organ institutional matters and harmonization of practices in relation to human resources and public information. In close collaboration with the Office's Public Information Unit, IOP also supports the Office's public information and external messaging.⁴³

222. IOP likewise supports the Office of External Affairs, to ensure a strategic and unified approach to diplomatic and other external engagements in line with the Prosecutor's vision and instructions.

223. In line with the IER,⁴⁴ and to further strengthen the capacity of IOP given the varied nature and complexity of the tasks within its purview and its limited resources, the Prosecutor requests the addition of one Special Assistant (P-4) to contribute to the extensive responsibilities assumed by IOP, as explained further in the details of the Established posts requests in paragraph 269 below.

224. Reflecting the fact that responsibility for oversight of action in relation to the Ukraine situation has been brought directly under the Prosecutor so as to preserve the balance of work across the two pillars led by the Deputy Prosecutors, IOP also provides immediate support to the Prosecutor with respect to this oversight function. This includes supporting the Prosecutor in relation to external engagements and high-level cooperation interventions relevant to the Ukraine situation. This is an additional line of work for the Immediate Office in 2023.

2. Office of External Affairs

225. Political support and cooperation, in addition to a general awareness and understanding of its mandate and work, are vital to ensuring effective and efficient conduct by the Office of its preliminary examinations, investigations and prosecutions, especially considering that the Court has no enforcement powers of its own. This support is also essential for the preventive and complementary functions of the Court.

226. Under the direction of the Prosecutor, the Office of External Affairs (OEA) guides the diplomatic and external engagements of the Office. The OEA, under the supervision of the Head, International Cooperation Section (P-5), comprises two components: (a) general cooperation and external relations; and (b) judicial cooperation.

227. Given the imperative nature of the above functions and the nuanced, and at times, sensitive nature of such engagements, this function is placed as a separate office reporting directly to the Prosecutor in the Office's organizational structure. This is informed by the importance that the Prosecutor attaches to the Office's cooperation needs and its interaction and dialogue with States and other external actors, as highlighted also in Strategic Goal 2 of the OTP Strategic Plan for 2023-2025 and the IER report.⁴⁵ Strengthening partnerships and proactive engagement with national authorities are critical components of the Prosecutor's efforts to enhance the Office's own performance, while at the same time providing tangible support to domestic proceedings in relation to core international crimes and other serious crimes, in a manner consistent with the Rome Statute.

228. The general cooperation and external relations team, under the guidance of the Prosecutor and in close collaboration with IOP, conducts and supports the establishment and management of OTP's external networks of support with diplomatic communities, international and regional organizations, NGOs and other relevant interlocutors. The team coordinates and provides external relations support and advice to the Office's leadership, notably the Prosecutor and Deputy Prosecutors, and in relation to various decision-making

⁴³ See *Independent Expert Review of the International Criminal Court and the Rome Statute – Final Report*, 30 September 2020, R56.

⁴⁴ See *Independent Expert Review of the International Criminal Court and the Rome Statute – Final Report*, 30 September 2020, para. 154, which recognizes that IOP does not appear to have the resources to fulfil all of its functions efficiently.

⁴⁵ See *Independent Expert Review of the International Criminal Court and the Rome Statute – Final Report*, 30 September 2020, in particular the recommendations in relation to the importance of maintaining relations with the UN and other organizations (R152 -R153) and the continued development of partnerships, cooperation, raising awareness, etc. (R272 *et seq.*).

processes and products of the Office, including those relating the Office's strategies and policies and the Assembly. The team also ensures a coordinated approach on all transversal external relations matters at the inter-organ level.

229. The judicial cooperation team provides strategic, technical and operational advice, guidance and quality control to all judicial assistance requests and responses sent on behalf of the unified teams. The team also centralizes a judicial cooperation tracking and compliance system and oversees all communications and records related to outgoing and incoming requests for assistance in the database. This function also plays a leading role in developing and overseeing strategies to reinforce and extend the transversal network of cooperation partners, for example by discussing cooperation agreements where needed, by engaging with new States Parties and non-States partners and networks of law enforcement and judicial actors, and negotiating and facilitating access to diversified sources of evidence – including access to technical or financial evidence or information from sensitive sources.

230. In 2023, the post of *Director, Office of External Affairs (D-1)*,⁴⁶ will be repurposed to Principal Trial Lawyer (D-1) and redeployed to Programme 2600. This repurposing is consistent with the vision of the Prosecutor and the priority he has given to strengthening the teams engaged in trials and investigations. This process was started with the 2022 budget where the post of Director of Prosecution (D-1) was repurposed to Principal Trial Lawyer (D-1).⁴⁷

231. In parallel, the IOP will provide enhanced support to OEA in order to ensure that cooperation activities continue to benefit from effective strategic guidance aligned with the vision of the Prosecutor to significantly strengthen collaboration with national authorities, international and regional organisations and other relevant actors.

3. Legal Advisory Section

232. The Legal Advisory Section (LAS), working with other parts of the OTP as necessary, responds to requests for legal advice from the Prosecutor and the prosecution pillars and other components of the Office. These requests may concern the OTP's investigations and prosecutions, core operations, administrative law and other internal matters. LAS also represents the OTP in the development and revision of Court-wide policies and administrative issuances, and other regulatory instruments. LAS has developed an electronic system to assist in identifying and recording lessons learned so as to enhance the quality and efficiency of operations, as also addressed in OTP Strategic Goal 7. LAS also facilitates the development and maintenance of the OTP's professional and ethical standards, and coordinates the development of the OTP's internal regulatory framework. LAS is therefore responsible for coordinating the revision of the OTP's Regulations and Operations Manual and updating the OTP Code of Conduct, as necessary.

233. LAS manages online legal tools for the OTP and provides or facilitates related training as needed, and is responsible for OTP input into the development of a Court-wide case law database. Additionally, LAS is responsible for the development of a legal-academic network for the OTP, which includes organizing a series of guest lectures by external experts.

234. Lastly, LAS is responsible for advising the Prosecutor on staff-related administrative law matters, including cases involving litigation, the application and interpretation of Staff Regulations and Rules, as well as administrative instructions, in consultation with OTP-HR and IOP, as appropriate.

4. Public Information Unit

235. As part of the reorganization of the Office, and in line with the IER recommendations, the Public Information Unit (PIU) was moved from IOP. It stands as a separate unit that reports directly to the Prosecutor.⁴⁸ In the execution of its functions, PIU will work closely with IOP, in addition to the OEA external relations team and the unified

⁴⁶ The incumbent will retire in September 2022. Therefore, the post being repurposed will be vacant.

⁴⁷ That Principal Trial Lawyer was provisionally redeployed to the Deputy Prosecutors' pillar in the 2022 budget submission. After the decision on the allocation of situations and cases, the Principal Trial Lawyer repurposed in 2022 has been assigned the lead of the Unified Team – Ukraine.

⁴⁸ See *Independent Expert Review of the International Criminal Court and the Rome Statute – Final Report*, 30 September 2020, R56.

teams, as appropriate, to ensure that the strategic communication of the Office is in line with and of the standard required by the Prosecutor. Under the direction and guidance of the Prosecutor, PIU is responsible for the OTP's strategic communication and public information functions. Under the direction and guidance of the Prosecutor, PIU facilitates and prepares public information and messaging; publicizes OTP policies, strategies and activities where appropriate; and advances the OTP's interests in the public domain.

236. In line with the IER recommendations, and to further strengthen the capacity of PIU, an Associate Public Information Officer (P-2) is requested.⁴⁹ This additional staffing resource will be of particular importance in supporting the development of a new strategic communication strategy for the Office, in close consultation with the other organs of the Court. Partnership with media outlets and consultants from the private sector will also be sought, possibly on a pro bono basis, to reinforce the Office's communication capacity.

5. Financial Planning and Control Unit

237. The Registry provides the largest part of the administrative common services to the organs of the Court. As shown in the cost ratios report prepared by the Court for the Committee, the Registry manages 97 per cent of all the administrative activities at the Court.⁵⁰

238. The Financial Planning and Control Unit (FPCU) adopts a flexible approach and ensures effective coordination with the Registry to allow the seamless provision of services, within a continuum of activities aimed at meeting client needs with minimum resources.⁵¹ The *Cour des Comptes*, former external auditors of the Court, indeed commended the high level of integration of administrative functions between the Registry and the Office of the Prosecutor.⁵²

239. FPCU performs activities which are essential to supporting OTP management and the Office's operations, in accordance with the relevant articles of the Rome Statute that establish the governing framework of the Court.⁵³

240. FPCU's main objective is to facilitate the full implementation of legislative mandates and compliance with the Court's policies and procedures with respect to the management of the financial resources of Major Programme II, ensuring the prudent stewardship of funds for the effective delivery of the programme of work and for staff of the Office as foreseen in the budget assumptions. FPCU also provides the operational functions of the Office with the necessary financial and budget support to fulfil their mandates and to ensure that the activities of the unified teams can be carried out.

241. In performing its activities in a professional, effective, efficient and accountable manner, FPCU contributes to the achievement of the Office's Strategic Goal 7.

242. The Senior Manager also represents the OTP in financial, budgetary and resource-related matters before the Assembly, its Bureau and working groups, the Committee, the External Auditors, the Audit Committee, the Office of Internal Audit and

⁴⁹ See *Independent Expert Review of the International Criminal Court and the Rome Statute – Final Report*, 30 September 2020, R55.

⁵⁰ See *Report of the Court on Cost Ratios*, CBF/36/4, 18 March 2021.

⁵¹ In its comments to the External Auditors' report, the Committee "... noted the efforts by the Court to establish efficient procedures within the framework of the Rome Statute through the implementation of the synergies project whose results were shared to the Assembly and the Committee". Indeed, through an inclusive and thorough process of consultation the Court carried out comprehensive inter-organ synergy exercises in 2016 and early 2017, during which it identified areas that work well but also duplications and inefficiencies in its operations. It has proposed and implemented solutions for those areas in need of redress. See *Overall response of the International Criminal Court to the "Independent Expert Review of the International Criminal Court of the Rome Statute System – Final Report" – Recommendations on unified governance (R1-R11)*, 14 April 2021, para. 44.

⁵² See *Audit Report on the Administrative Management of the Departments of the Presidency and the Office of The Prosecutor* (July 2021).

⁵³ The group of five independent experts which was constituted by UN Secretary-General Mr Kofi Annan to conduct a review of the effective operation and functioning of international tribunals indeed concluded that the Office of the Prosecutor should "assume administrative responsibility with regard to its own budget, its staff, including language staff and public information, and the care and protection of its potential witnesses during investigations and also, if necessary, while trials are in progress". *Report of the Expert Group to Conduct a Review of the Effective Operation and Functioning of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda*, UNGA, A/54/634, 22 November 1999.

other stakeholders. Lastly, the senior manager represents the Office in Court-wide initiatives and projects in this field.

243. In furtherance of the commitment to continuous improvement, FPCU has also looked into existing internal procedures to ensure that they incorporate and reflect any changes that may have come about since their initial promulgation and to seize the opportunity for potential improvements within the Office and in the interface with the Registry functions mandated to finalize the affected processes.⁵⁴

244. FPCU plays a fundamental role, above all, in ensuring that the key functions of monitoring and controlling proper budget implementation and relevant reporting are performed to a high standard.⁵⁵ FPCU ensures such controls on all OTP financial transactions before they are transmitted to the Registry's functions for administrative finalization.⁵⁶ The volumes have grown significantly since the last workload assessment. Therefore, additional resources are justified not only by the volume and diversity of the activities carried out but also by the need for an effective administrative interface and ongoing and smooth relations between the OTP and the Registry. Details on these requests are provided in paragraph 281.

245. In addition, FPCU provides OTP senior management with analyses and evaluations of trends and of the potential financial impact of Office operations during budget implementation, so that the Prosecutor may be promptly and transparently advised on ways to achieve the OTP's goals in full compliance with the Court's financial and governance framework.

246. FPCU is engaged in the continuous improvement of the quality of its processes and in the timeliness and accuracy of the information it provides to the Office to assist management in the decision-making process. A new and more detailed dashboard has been designed and is currently being implemented with the assistance of the relevant functions of the Registry.

6. OTP-HR Office

247. The OTP-HR Office (OTP-HR) manages the human resources needs of the OTP in a continuum of services and business partnership with the Human Resources Section (HRS) of the Registry to ensure a well-qualified and motivated workforce as well as the provision of strategic HR advice to the Prosecutor.

248. In line with article 42(2) of the Rome Statute, OTP-HR manages all OTP human resource management matters and staff requests requiring the Prosecutor's consideration and/or approval pursuant to the Staff Regulations and Rules and other applicable instruments. It closely coordinates and liaises with HRS on human resources policy formulation and implementation.

249. The synergies exercise performed by the Court and presented to the Committee and the Assembly⁵⁷ found strong coordination and a continuum of services between HRS and OTP-HR. In effect, OTP-HR allows for the direct provision of strategic human resource management advice to the Prosecutor, utilizing an embedded group of human resource professionals with their finger on the pulse of the needs of the OTP and an ability to react to emerging situations and provide critical expertise. While the more transactional aspects of HR administration are firmly rooted in the services of the Registry's HRS, OTP-HR complements the OTP in achieving objectives and allowing for a flexible and engaged workforce with the ability to adapt to changing circumstances.

⁵⁴ For example, the Office of Internal Audit provided advisory services to review the procurement process of IT equipment within the OTP (Review of Procurement process of IT equipment within the OTP - OIA.09.20). The internal standard operating procedure will be updated to better clarify the specific roles of the OTP functions. This will also assist the Registry's Procurement Unit in more effectively managing the requests and finalizing the procurement process under its control.

⁵⁵ Policies and procedures developed by FPCU are often used as a standard for the Court. For instance, the Office of Internal Audit suggested that in preparing the Standard Operating Procedure for Miscellaneous Obligor Documents, the Court could use the internal guidelines developed by the OTP as a reference. See Audit on Miscellaneous Obligor Documents (MOD) Usage, OIA.06.19.

⁵⁶ For instance, FPCU consolidates requests for equipment and software from business users in an OTP procurement plan, verifies budgetary compliance and coordinates with the Registry's Procurement Unit to ensure timely and effective delivery of goods and services.

⁵⁷ See *Report of the Court on Inter-Organ Synergies* – CBF/26/13, *Second Report of the Court on Inter-Organ Synergies* – CBF/27/8, and *Report of the Court on Inter-Organ Synergies* – CBF/28/12.

250. OTP-HR participates as a vital representative on a number of inter-organ working groups and committees including the Classification Advisory Board, the Staff Wellbeing and Engagement Committee, in consultations with the Focal Point on Gender Equality, engagement with the Staff Union Council as well as a multitude of separate working groups and bodies, representing the views and the position of the OTP in these essential mechanisms of institutional control, coordination and progress.

251. The HR Liaison and Coordination Officer (P-3) is also responsible for consulting and advising the Prosecutor and OTP managers on all matters related to HR management, and presenting a consolidated OTP view for consideration by the Prosecutor on HR-related issues such as draft administrative instructions, reclassification requests and proposed conversions of GTA positions. Lastly, OTP has a centralized training budget. While its annual training needs analysis and implementation is planned, managed and enacted by OTP-HR, close collaboration exists with the Registry's Organizational Development Unit in HRS to identify opportunities for joint inter-organ training and soft-skill development, where possible.

252. In the new reorganization of the Office, OTP-HR has been moved from IOP and now reports directly to the Prosecutor. In the day-to-day fulfilment of its functions, OTP-HR will continue to work closely with IOP in its workflow and delivery of services.

253. The resources of OTP-HR have remained largely stagnant for over a decade while the size and activities of the Office have grown significantly, consequently placing added strain on the Office's limited OTP-HR resources. Given this reality and the increasing complexity of the Office's HR landscape, OTP-HR needs to be adequately resourced, especially in the light not only of the growing and evolving HR issues facing the OTP as a result of the continued implementation of the OTP reorganization, but also of the IER recommendations.⁵⁸ A properly resourced OTP-HR will result in greater efficiency and effectiveness of the Office as a whole, and more efficient implementation of the annual budget through, *inter alia*, timely recruitments and handling of issues related to human resources.

254. Moving forward, requirements for in-house, strategic provision of HR advice will also increase, reflecting the overall increase in activities of the Office. At the same time, the synergetic relationship with the Registry's HRS for the administrative HR functions will also be reinforced. The additional resources requested for 2023 are indicated and justified further below in this narrative in the section on GTA.⁵⁹ OTP-HR currently comprises an HR Liaison and Coordination Officer (P-3) and a Staff Assistant (GS-OL), both established posts.

7. Unified Team - Ukraine

255. On 28 February 2022, the Prosecutor announced that he would seek authorization to open an investigation into the situation in Ukraine on the basis of the Office's earlier conclusions arising from its preliminary examination, and encompassing any new alleged crimes falling within the jurisdiction of the Court.

256. Following the referrals by 39 States Parties on 1 March 2022, the Prosecutor announced on 2 March 2022 that he had opened an investigation on the basis of the referrals received. The number of referrals from States Parties has since increased to 43. In accordance with the overall jurisdictional parameters conferred through these referrals, and without prejudice to the ultimate focus of the investigation, the scope of the situation encompasses any past and present allegations of war crimes, crimes against humanity or genocide committed on any part of the territory of Ukraine by any person from 21 November 2013 onwards.

257. The Office is currently actively deploying to Ukraine and the region, and engaging in cooperation and coordination efforts with a variety of domestic and international stakeholders, including States Parties and international and regional organizations. These efforts will be strengthened going forward as the Office seeks to secure information and evidence in the immediate context of the conflict. The rapid deployment of investigators and analysts on the ground will be crucial in preserving the integrity of evidentiary material,

⁵⁸ See *Independent Expert Review of the International Criminal Court and the Rome Statute – Final Report*, 30 September 2020, para. 176.

⁵⁹ See para. 115.

identifying witnesses and survivors who may be able to provide crucial testimony with appropriate support, and establishing the cooperation modalities with national authorities and other actors in order to secure relevant information and evidence.

258. Reflecting this approach, while a number of team members will be allocated to the HQ and will make missions to Ukraine when required, the largest part of the team will be stationed in the Ukraine itself. The largest component of the team will be composed of staff recruited through GTA contracts, allowing for future flexibility with respect to deployment and resource allocation. International staff members will be supplemented by a limited number of National Professional Officers who will contribute with their specific knowledge of the situation and region.

259. The Prosecutor has placed the investigation in the Ukraine situation under the leadership of the Principal Trial Lawyer (D-1)⁶⁰ who will report directly to him so as to ensure the work of the team is guided by direct strategic input from the Prosecutor while also ensuring that the balance of work across Programmes B1 and B2 is maintained. This structure is intended to allow the Deputy Prosecutors to continue to provide sufficient strategic guidance in relation to the situations in their respective pillars.

260. Arrangements for the accommodation of staff and office space have been discussed with the Registry to ensure the most effective and efficient use of resources.

Budget resources

€9,493.6 thousand

261. During his first year in office, the Prosecutor has reviewed the structure of the Office with a view to identifying further opportunities to streamline and increase efficiency of work processes. The conduct of this assessment has led to further adjustments to the structure and composition of the Office in comparison with to the approved budget for 2022. Such adjustments aim at strengthening the Office in all its components and functions to ensure timely and efficient delivery upon the mandate of the OTP. Critically, as reflected throughout the budget submission, additional baseline resources have been identified in order that the Office can effectively deliver its mandated activities.

262. With respect to Programme A - 2500, a key change is reflected the creation of a Unified Team to deal with the investigation in the Ukraine. This team reports directly to the Prosecutor. In IOP, two new Established posts are requested: one Special Assistant (P-4) and one Legal Assistant (GS-OL), in IOP and in the Legal Advisory Section, respectively. Resources are requested for the continuation of existing GTA positions previously approved in the 2022 budget. A request is made for additional GTA positions, as explained below.

263. Conversion of two long-existing GTA positions, one Special Assistant (P-3) and one Associate Administration Officer (P-2), is requested. Such conversions are justified by the continuous structural need of the roles and functions involved and are compliant with the applicable Staff Regulations and Rules as well as with the established policies of the Court for this matter. The conversion of these positions has a positive financial impact on the budget proposal as they will be subject to the reduction due to the application of the relevant vacancy rate.

264. The Programme is requesting seven (7) NPO positions to provide specific expertise to the unified team in the operations conducted in the country office in Ukraine. The NPO category was recommended for adoption by the Committee and approved by the Assembly at its twentieth session in December 2021.

Staff resources

€8,373.5 thousand

265. Programme A comprises 1 elected official, 42 established posts, 32 GTA positions⁶¹ (24.75 FTE), and 7 NPO positions (4.67 FTE). In addition, as explained in paragraph 285, two United Nations Office of Legal Affairs (UNOLA) staff working for the Court are financed through GTA funds by the Office (50 per cent) and the Registry (50 per cent).

⁶⁰ This post was approved in 2022.

⁶¹ Two UN OLA resources, one P-3 Legal Officer and one P-2 Associate Legal Officer, dedicated to the Court as per Court agreement are financed through GTA funds but are not Court staff.

Established posts: Professional and General Service

€4,982.5 thousand

266. The Programme has the following established posts:

<i>Title</i>	<i>Grade</i>	<i>Number</i>
<i>Immediate Office of the Prosecutor</i>		
Senior Adviser	P-5	1
Adviser	P-4	1
Special Assistant ⁶²	P-4	1
Special Assistant ⁶³	P-3	1
Special Assistant to the Prosecutor ⁶⁴	P-2	2
Personal Assistant to the Prosecutor	GS-PL	1
Administrative Assistant	GS-OL	1
		8
<i>Office of External Affairs</i>		
Head, International Cooperation Section	P-5	1
Judicial Cooperation Adviser	P-4	1
External Relations Adviser	P-3	1
Associate Judicial Cooperation Adviser	P-2	1
Judicial Cooperation Assistant	GS-OL	2
Administrative Assistant	GS-OL	1
		7
<i>Public Information Unit</i>		
Public Information Officer	P-3	2
Public Information Assistant	GS-OL	1
		3
<i>Legal Advisory Section</i>		
Legal Adviser	P-4	1
Associate Legal Adviser	P-2	1
Associate Programme Officer	P-2	1
Legal Assistant ⁶⁵	GS-OL	1
		4
<i>Financial Planning and Control Unit</i>		
Senior Manager	P-5	1
Administration Officer	P-3	1
Associate Administration Officer ⁶⁶	P-2	2
Finance and General Administration Assistant	GS-OL	3
		7
<i>OTP HR Liaison Office</i>		
HR Liaison and Coordination Officer	P-3	1
HR Staff Assistant	GS-OL	1
		2
<i>Unified Team UKR - HQ</i>		
Principal Trial Lawyer ⁶⁷	D-1	1
Senior Investigator	P-4	1
Associate Investigator	P-2	2
Analyst	P-3	1

⁶² New post. See para. 269 below.⁶³ This position is requested for conversion. The GTA position has been approved for more than three years and the function is necessary to properly and effectively distribute the workload within IOP.⁶⁴ One position is repurposed from the Associate Legal Adviser formerly in LAS.⁶⁵ New post. See para. 272.⁶⁶ One post converted from GTA.⁶⁷ Redeployed from Pillar B1.

International Cooperation Adviser	P-3	1
Analyst (PES)	P-3	1
Associate Legal Officer (PES)	P-2	1
Associate Analyst ⁶⁸	P-2	1
		9
<i>Unified Team UKR - Field</i>		
Associate Investigator	P-2	2
		2
Total		42

267. The immediate office of the Prosecutor has a leading role in supporting the Prosecutor in developing the strategy for the Office and coordinating its implementation. As the activities of the Office have increased, the need for enhanced coordination capacity has also arisen, as well as additional needs with respect to external engagement by IOP with States, international and regional organisations and civil society actors. The IOP is also steering the implementation of the new Strategic Plan, as well as that of the relevant recommendations from the Independent Review Experts that affect the Office and the Court, adding to existing workload. In addition, the Immediate Office - through its different units and sections - is actively engaged with the other organs in the improvements and amendments to the Court's regulatory framework to foster measures to achieve a more flexible workforce and an increased direct presence in the field.

268. Reflecting these increased demands, the Prosecutor requires enhanced support to strengthen the legal, policy and organizational expertise and advice available to him in his immediate office, the position of Special Assistant (P-3) has therefore been retained in the Immediate Office of the Prosecutor in order to provide additional assistance in the preparation and implementation policy decisions on behalf of the Prosecutor, as well as ensuring effective liaison with the other components of the OTP to maintain efficient workflows across the Office. This Special Assistant (P-3) GTA position has been approved in the budget of the Office since 2017 and is proposed for conversion into an established position in compliance with the applicable Administrative Instruction.

269. In addition, it is proposed to establish a new position of Special Assistant (P-4) in order to strengthen the provision of strategic advice to the Prosecutor and enhance the ability of IOP to engage at a senior level with relevant external counterparts. The establishment of this position is viewed as crucial in ensuring the Office is able to address increased demands with respect to cooperation and coordination with partner entities.

270. The second position requested for conversion is Associate Administration Officer (P-2). The Associate Administration Officer is an integral part of the core structure of FPCU. Keeping this position as GTA is not consistent with the critical role and function performed by this position, including that of Certifying Officer for the OTP.⁶⁹ The Associate Administration Officer (P-2) position has been approved since 2016.

271. The combined savings from the conversion of these two positions amount to €18.9 thousand.

272. The workload in LAS has increased substantially in the last year, including through the performance of additional tasks related to the enhancement of the field presence of the Office, the processing of contribution agreements in support of extra budgetary contributions made to the OTP Trust Fund, and the provision of advice and support on human resources and administrative matters.

273. A Legal Assistant (GS-OL) is therefore requested for the Legal Advisory Section. This profile is needed to manage and allocate the workload of the section in a more effective and efficient way. In the past years, the LAS has found the means to finance this profile using its available approved resources. This request will also eliminate the recourse to an Unapproved GTA position, in furtherance of the CBF recommendations on the matter.

⁶⁸ Repurposed post: formerly Information Analyst in 2830.

⁶⁹ In the OTP, the financial and control functions are centralized in the FPCU where there are only four Certifying Officers (including the post being discussed).

General temporary assistance

€3,391.0 thousand

274. Reflecting the overall increase in activities undertaken in the last year, the Programme continues to require GTA resources to support its work. The extension of the current resources is therefore necessary. In addition, new positions are requested to strengthen the functions of the Programme and specifically to build the necessary capacity for the Ukraine Unified Team following referral of this situation by 43 States Parties. Details for each requested position are provided in paragraphs 276 to 285 below.

275. The breakdown of GTA positions⁷⁰ is as follows:

<i>Title</i>	<i>Grade</i>	<i>Number</i>	<i>Months</i>	<i>FTE</i>	
<i>Immediate Office of the Prosecutor</i>					
Personal Assistant to the Prosecutor	GS-OL	1	9	0.75	New
Administrative Assistant	GS-OL	1	9	0.75	New
		2	18	1.50	
<i>Public Information Unit</i>					
Head, Public Information Unit	P-4	1	12	1.00	Continued
Associate Public Information Officer	P-2	1	9	0.75	New
		2	21	1.75	
<i>OTP HR Liaison Office</i>					
Associate HR Officer	P-2	2	18	1.50	New
HR Staff Assistant	GS-OL	1	12	1.00	New
		3	30	2.50	
<i>Financial Planning and Control Unit</i>					
Associate Administration Officer	P-2	1	9	0.75	New
Finance and General Administration Assistant	GS-OL	1	9	0.75	New
		2	18	1.50	
<i>Unified Team UKR - HQ</i>					
Trial Lawyer	P-4	1	12	1.00	Continued
<i>Unified Team UKR - Field</i>					
Trial Lawyer	P-3	2	18	1.50	New
Associate Trial Lawyer	P-2	2	18	1.50	New
Case Manager	P-1	1	9	0.75	New
Trial Support Assistant	GS-OL	1	9	0.75	New
Analyst	P-3	2	18	1.50	New
Analysis Assistant	GS-OL	3	27	2.25	New
Senior Investigator	P-5	1	9	0.75	New
Senior Forensic Coordinator	P-5	1	9	0.75	New
Senior Investigator	P-4	1	9	0.75	New
Investigator	P-3	5	45	3.75	New
Forensic Officer	P-3	1	9	0.75	New
Associate Investigator	P-2	1	9	0.75	New
International Cooperation Adviser	P-4	1	9	0.75	New
		22	198	16.50	
Total		32	297	24.75	

⁷⁰ The two UNOLA staff whose cost is charged 50 per cent to the OTP and 50 per cent to the Registry are not included in this table. However, details of these positions can be found in para 285 below.

276. In addition to its specific activities, IOP has increased its role in supporting the diplomatic and external engagements of the Office. This has led to a surge in activities involving stakeholders, diplomatic delegations and in the number of missions conducted by the Immediate Office. Two GTA positions (1.5 FTE) are requested to meet crucial resource needs for 2023 to address the high demands placed on IOP: *Personal Assistant to the Prosecutor* (GS-OL) and *Administrative Assistant* (GS-OL).

277. As recognized by the IER report, PIU is a strategic function of the Office. The independent experts recommended increasing the in-house capacity to direct the media narrative, increasing involvement with civil society and local media organizations, or the general management of communications.⁷¹ Under the direction of the Head, Public Information Officer (P-4), the Associate Public Information Officer (P-2) will execute the strategic communication policy of the Office and manage other aspects of PIU.

278. Three GTA positions (2.25 FTE) are requested to meet crucial resource needs for 2023 to address the continuing high demands placed on OTP-HR. The positions of *Associate Human Resources Officer* will provide the necessary professional expertise and competence and act as the bridge between the leadership of the OTP-HR Office and the operational implementation roles of the Staff Assistants.

279. The addition of these positions will provide opportunities for further delegation of certain responsibilities and serve as a back-up to the HR Liaison and Coordination Officer. These positions will be responsible, under delegated authority, for a portion of the management of the provision of HR guidance to heads of section and unit as well as providing initial review of proposed policy changes and management of staff-related issues. In addition, it is anticipated that these roles will assume supervisory, although not managerial, functions over the HR Staff Assistants, freeing more time for the HR Liaison and Coordination Officer to provide the strategic advisory functions necessary to the Prosecutor in the fulfilment of his administrative responsibilities under the Statute.

280. The additional *HR Staff Assistant* position will ensure the continued processing of requests, provision of statistical data, drafting of correspondence and liaison with FPCU and other inter- and intra-organ stakeholders for the smooth running of HR operations. Given the continued and anticipated increase in demands on OTP-HR and the need for the continued provision of services, these additional positions are critical for the Office to achieve the Prosecutor's vision and respond to the challenges faced.

281. FPCU is requesting two GTA positions to manage the dramatic increase in the Unit's workload: one *Associate Administrative Officer* (P-2) and one *Finance and General Administration Assistant* (GS-OL). Each of these positions accounts for 0.75 FTE. In 2015, eight staff (including the senior manager) were involved in financial and budgetary tasks. Since then, OTP activities have further increased and become more complex. The budget has grown by almost 50 per cent; the number of active investigations has doubled from 5 to 10 (up 100 per cent); and the number of approved OTP staff (excluding individual contractors and STAs) has grown by about 69 per cent. All of this has a direct impact on the number of activities, transactions, controls and certification that must be managed in FPCU. In comparison, the addition of 1.5 FTE represents a marginal increase. In order to ensure the effective provision of core budgetary and financial services to the Office and guarantee efficient engagement with the relevant functions of the Registry, staffing additions to the FPCU are needed.

282. As reflected above, the opening of the investigation in relation to the situation in Ukraine following referral by 43 States Parties has given rise to increased resource requirements in order to support urgent deployment of the Office to collect information and evidence in relation to alleged crimes that continues to be generated as the conflict continues. The Office also requires resources in order to effectively engage with the wide range of actors presently involved in actions relevant to the documentation and investigation of alleged crimes, including national authorities, civil society organisations and relevant international and regional institutions. Without the provision of additional resources, the existing investigative and analytical capacity of the Team would be stretched beyond current capacity, negatively impacting work across all situations.

⁷¹ See *Independent Expert Review of the International Criminal Court and the Rome Statute – Final Report*, 30 September 2020, paras. 158 and 160, and R55-R56.

283. In this context, the Office intends to establish enhancing investigation and cooperation capacity in the situation country. These efforts require budgetary funds to build an adequate team of investigators, analysts, forensic experts, lawyers and international cooperation advisers that will be deployed in the field on a permanent basis. Reflecting this, the Office requests 24 GTA positions⁷² (18.25 FTE) for the newly established Ukraine team,⁷³ led by a Principal Trial Lawyer.⁷⁴

284. These resources will be complemented by seven (7) NPOs deployed to the same field office, as well as by those who will be allocated to Headquarters.

285. The *Legal Officer* – UN-based (New York) (P-3) (0.5 FTE), continued in OEA, is retained as a United Nations staff member by UNOLA to process and coordinate, within the UN system, all requests for assistance from the OTP. This is an essential component of the efficient and timely execution of all requests. Since the position also handles requests for assistance sent by the Registrar on behalf of Chambers or defence counsel, the remaining costs of the position will be shared by the Immediate Office of the Registrar. On the same conditions, further to an agreement between UNOLA and the Court, a second UN-based GTA position at the P-2 level (0.5 FTE) is requested for 2023 to support the approved P-3 position, in view of the significantly increased workload arising from requests from the Court (both OTP and Registry), including that related to field activities and disclosure obligations, within the framework of the Relationship Agreement between the UN and the Court. The requested GTA funds include the amounts necessary to cover the costs of these two UN-based positions.

National Professional Officers

286. Seven National Professional Officers (NPO) are requested to staff the field office of the Ukraine Unified Team. The cost of these positions is included under General Temporary Assistance in the budget proposal. The breakdown of NPO positions is shown in the table below. The creation of these positions in the NPO category allows the Office to secure these resources with efficiencies of €248.5 thousand compared to a scenario in which similar positions were recruited as international staff, while also allowing the Ukraine Unified Team to benefit from the knowledge and experience of staff members with an in-depth understanding of contextual factors relevant to the situation.

<i>Title</i>	<i>Grade</i>	<i>Number</i>	<i>Months</i>	<i>FTE</i>	
<i>Unified Team UKR - Field</i>					
Analyst	NO-C	2	16	1.50	New
Investigator	NO-C	3	18	2.25	New
Forensic Officer	NO-C	1	8	0.75	New
Country Expert	NO-C	1	8	0.75	New
Total		7	56	4.67	

Non-staff resources

€1,120.1 thousand

287. Non-staff resources are requested for travel, hospitality, contractual services, training and consultants. The requested resources are recurrent unless otherwise indicated.

Travel

€515.1 thousand

288. In order to foster political support and enhance cooperation among States Parties, non-States Parties, international organizations, other cooperation partners and affected communities it is necessary for the Prosecutor to undertake missions abroad. In doing so, the Prosecutor seeks to further the Office's investigations and efforts to arrest and prosecute individuals sought by the Court, thereby maximizing the impact of the Rome Statute.

289. In many instances, personal high-level engagement directly by the Prosecutor has yielded positive results in further advancing investigations and prosecutions, and generally

⁷² One Trial Lawyer P-4 is requested to be continued in 2023.

⁷³ Other resources in support functions will be allocated to the field office or to the HQ. The number and roles of these other resources can be found in the Integrated Services Division section of this narrative.

⁷⁴ See Established post list.

building critical diplomatic and political support, by helping to address concerns and questions at the highest levels of decision-making. The Prosecutor occasionally participates in other international events where strategic benefits for the Office are identified and, with a view to limiting the travel budget, where costs are covered by the organizers independently of the Office. The travel budget also covers limited missions by PIU and travel by external special advisers to the Prosecutor appointed under article 42(9) of the Rome Statute who, by virtue of their mandate, are occasionally required to travel to the seat of the Court.

290. OEA staff conduct missions on transversal cooperation and external relations issues and in relation to situations under preliminary examination or investigation in order to secure and foster cooperation or gather information and attend key meetings with State officials. OEA staff will also continue to accompany the Prosecutor, including on situation-related missions. These missions continue to be targeted and planned so as to use the travel budget as efficiently as possible. At the same time, the cost of travel has increased because of safety measures and other COVID-19 related expenses. The volume of travel is likewise expected to increase due to the need to address.

291. A large component of the Unified Team - Ukraine will be based in the situation country. However, the team requires funds to cover the cost of missions to interview victims and witnesses who fled the Ukraine to take refuge in neighbouring countries, as well as missions undertaken by staff from the Headquarters and experts who join the team to perform special tasks in relation to the investigative and analytical activities.

292. An increase is requested for the Prosecutor and his team to travel to the twenty-second session of the Assembly, which is planned to be held in New York.

293. Other staff of the Programme undertake a limited number of missions in pursuit of their respective functions.

Hospitality

€15.0 thousand

294. Since the start of the Prosecutor took up his position, the Office has received a significant increase in requests for high-level meetings from States and regional and international organisations. The requested amount for hospitality in 2023 reflects this increase in high-level engagements.

295. These resources are for hospitality to cater for international delegations, diplomats and high-level dignitaries visiting the OTP. Some of these resources are earmarked for Court-wide events with costs shared among the organs.

Contractual services

€290.0 thousand

296. Since the start of the Prosecutor took up his position, the Office has received a significant increase in requests for high-level meetings from States and regional and international organisations. The requested amount for hospitality in 2023 reflects this increase in high-level engagements.

297. Funds to support independent public information missions in countries of operation, for the rental of appropriate facilities for press conferences and for the production and distribution of informational material (€40.0 thousand) are also requested.

Training

€100.0 thousand

298. Training is vital to creating a cohesive, shared working culture within the OTP and enhancing the quality of the Office's deliverables, its overall performance and its efficiency. Training has been identified by the IER report as a key tool to strengthen and improve the skills of the staff as well as to provide motivation and engagement.⁷⁵ The requested amount is €100.0 thousand, which is the same as in 2022 and well below the level of funding that was approved in pre-COVID-19 pandemic years (€290.0 thousand).

299. For general training, the Office will rely on online training courses made available through the Court's HR e-learning platform (LinkedIn Learning, etc.). The Office is however

⁷⁵ See *Independent Expert Review of the International Criminal Court and the Rome Statute – Final Report*, 30 September 2020, paras. 133, 172-174, and R67-R68.

mindful of the fact that it must also provide adequate specialised training, enhancing the skills of staff based on operational and cooperation needs. The HR e-learning platform does not provide for all specific forms of training that may be necessary.

300. Moreover, as in many national systems, certain categories of professionals within the Office are required to attend specific training to maintain their qualification or to obtain certification to the requisite standards.

301. The Office will continue to work with the other organs, organizations and national authorities to ensure maximum cost-effectiveness, for example, by looking for synergies and opportunities to engage in joint training, sharing annual advocacy and appellate training costs with the ad hoc tribunals or engaging reputable organizations that are willing to offer services on a pro bono basis.

Consultants

€100.0 thousand

302. The requested amount equates to approximately seven work-months at P-5 level, although the actual level of the consultants will be determined on the basis of the work required and individual experience. The budget remains centralized in IOP to ensure coordination across operational activities. The funds requested are the same as in the 2022 approved budget.

303. In accordance with article 42(9) of the Rome Statute, the Prosecutor will continue to engage the services of consultants on thematic issues such as sexual and gender-based crimes, crimes against children and cultural heritage.

304. Consultancy funds will also be used as needed to engage specific expert assistance in investigative and trial support activities. All efforts will continue to be made to keep such costs to a minimum through planning and scrutiny of such expenses.

General Operating Expense

€100.0 thousand

305. General Operating Expenses address the needs of the Office with respect to aspects of operational activities, supporting in particular the expenses incurred in relation to engagement with witnesses and victims by the Unified Teams. To ensure proper accountability and transparency with respect to the use of such funds, GEO expense funds will be allocated to the Unified Teams for use in their operational engagements. As reflected above, the majority of Unified Teams are in Programme 2600 and Programme 2700, with the Unified Team in relation to the situation in Ukraine allocated under Programme 2500 (Sub-Programme 2570).

Table 13: Programme A: Prosecutor Pillar: Proposed budget for 2023

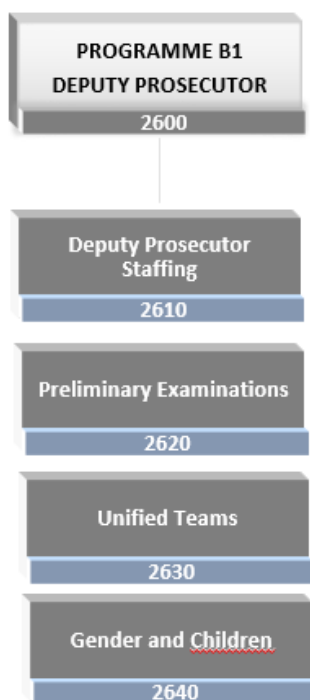
Programme A Prosecutor	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				2,833.9	1,348.0	47.6	4,181.9
General Service staff				781.0	19.6	2.5	800.6
<i>Subtotal staff</i>	-	-	-	<i>3,614.9</i>	<i>1,367.6</i>	<i>37.8</i>	<i>4,982.5</i>
General temporary assistance	-	-	-	252.4	3,138.6	1,243.5	3,391.0
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	-	-	-	<i>252.4</i>	<i>3,138.6</i>	<i>1,243.5</i>	<i>3,391.0</i>
Travel	-	-	-	31.8	483.3	1,519.8	515.1
Hospitality	-	-	-	5.0	10.0	200.0	15.0
Contractual services	-	-	-	-	290.0	-	290.0
Training	-	-	-	100.0	-	-	100.0
Consultants	-	-	-	100.0	-	-	100.0
General operating expenses	-	-	-	-	100.0	-	100.0
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	-	-	-	<i>236.8</i>	<i>883.3</i>	<i>373.0</i>	<i>1,120.1</i>
Total	-	-	-	4,104.1	5,389.5	131.3	9,493.6

Table 14: Prosecutor Pillar: Proposed staffing for 2023

2500	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	1	-	-	1	3	4	5	7	-	21	-	-	11	11	32
New	-	-	-	-	-	1	1	1	-	3	-	-	1	1	4
Redeployed	-	-	-	-	-	-	3	5	-	8	-	1	(2)	(1)	7
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	1	-	-	1	3	5	9	13	-	32	-	1	10	11	43
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	0.50	0.50	1.00	-	2.00	-	-	-	-	2.00
Continued	-	-	-	-	-	1.00	0.50	1.00	-	2.50	-	-	-	-	2.50
New	-	-	-	-	1.50	1.50	7.50	5.75	0.75	17.00	4.67	-	6.00	10.67	27.67
Redeployed	-	-	-	-	-	1.00	1.00	-	-	2.00	-	-	-	-	2.00
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	(1.00)	(1.00)	-	(2.00)	-	-	-	-	(2.00)
Proposed 2023	-	-	-	-	1.50	3.50	8.00	5.75	0.75	19.50	4.67	-	6.00	10.67	30.17

2. Programme B1: Prosecution Pillar – Programme 2600

Introduction



1. The Deputy Prosecutors

306. On 7 March, 2021, the two Deputy Prosecutors elected by the Assembly of the States Parties, Mr Mame Mandiaye Niang and Ms Nazhat Shameem Khan were sworn in. Under the delegated authority of the Prosecutor, the two Deputy Prosecutors manage the two prosecution pillars across which the Prosecutor has assigned the situations addressed by the Office based on a unified team concept.

307. At the time of the submission of 2022 budget proposal, the Prosecutor had held his position for one month. While the vision of the Prosecutor was duly reflected in the pillar-based reorganization of the Office, the refinement of some structural and operational details were necessarily left to a thorough evaluation to be performed during 2022 as implementation of the pillar-based structure of the Office was taken forward. For instance, in the 2022 budget proposal the two Deputy Prosecutors' pillars were presented as one programme as the decision on the allocation of situations and cases to be allocated to each deputy Prosecutor had not yet been finalised.

308. This budget proposal provides a more detailed and complete view of how the pillar-based system will be implemented.

309. Programme 2600 is headed by Deputy Prosecutor Nazhat Shameem Khan and contains unified teams addressing the situations shown in the table below:

Situation	WBS code
<i>Investigation</i>	
Afghanistan	FOP-AFG
Bangladesh/Myanmar	FOP-MMR
Georgia	FOP-GEO
Libya	FOP-LBY
Palestine	FOP-PSE
Philippines	FOP-PHL
Sudan	FOP-SUD
Venezuela	FOP-VEN
<i>Trial</i>	
Kenya	CIS-KEN
Sudan	CIS-SUD

2. Unified teams

310. Unified Teams are constituted to address each situation addressed by the Office and incorporate lawyers, investigators, analysts, international cooperation advisers and country experts. By integrating staff involved across the investigative, analytical and trial proceedings stages of work in relation to a situation, the Unified Teams build situation-specific knowledge that maintain a continuity of resources and expertise. This modality also ensures enhanced standardization of working methods to facilitate the transition from preliminary examination to the investigation and trial phases.

311. In line with the priority of the Prosecutor to render the investigative activities of the Office more effective and to bring its work closer to affected communities, the Office is implementing a strategy of increased field presence. This new approach is visible in the 2023 Proposed Programme Budget, where parts of some of the Unified Teams are stationed in the situation countries. The details of this allocation is shown further down in the tables which list the staff resources (Established and GTA) of this pillar.

3. Preliminary Examination Section

312. The Preliminary Examination Section (PES) continues to support the exercise of the responsibilities of the Office for determining whether a situation meets the legal criteria established by the Rome Statute to warrant investigation. PES ensures that the Office effectively conducts a preliminary examination of all communications and situations that come to its attention based on the statutory criteria and the information available.

313. Preliminary examinations also serve to lay a foundation for cooperation in situations where investigations are opened. Further to the recommendations of the Independent Expert Review (IER), the Prosecutor has sought to expedite and, where appropriate, close several preliminary examinations.

314. In 2023, a proportion of PES staffing resources are being allocated to the Unified Teams so as to transfer the knowledge and skills of relevant staff members to support ongoing investigations. In doing so, the Office seeks to maximise the utilisation of analytical resources - as well as provide the opportunity for staff to rotate on assignment thereby enriching their professional experience. This reflects one of the goals of the evolution from Integrated Teams to Unified Teams reflected in the budget submission for the Office in 2022.

4. Gender and Children Unit

315. The Gender and Children Unit (GCU) will report hierarchically to one Deputy Prosecutor but will also report functionally to the second Deputy Prosecutor, thus providing specific expertise to both pillars.

316. Sexual and gender-based crimes, and crimes against or which affect children, are not incidental to conflict but are often a calculated and desired means of inflicting harm upon an entire community. The Prosecutor has outlined an increased imperative to ensure an even more strategic and focused approach to investigating and prosecuting these extremely serious and traditionally underreported crimes. The Prosecutor will receive strategic advice from the Head, Gender and Children Unit, who will participate regularly in senior management meetings.

317. With the reinforced focus on GCU, the Office will strive to ensure that the occurrences and patterns of such crimes are identified at the earliest possible opportunity and incorporated at all stages of the investigative and trial process in line with the Prosecutor's strategic priorities and policies.

318. The experts in GCU will help overcome the reluctance of survivors to speak out about their experiences, often because of their unfamiliarity with the process itself. To encourage participation, survivors must therefore be provided with enough information to familiarize themselves with the process, be encouraged to ask questions and receive all the answers. In that way, they will understand the role of GCU, the purpose of its investigations, the manner in which their stories will be used, the possible implications of their cooperation and participation in an investigation/prosecution and, very importantly, the subsequent stages.

319. The work of GCU will be integrated into the prosecution pillars to ensure that staff are properly assisted in all phases of the activities of the Office with specialized knowledge and expertise. GCU, with the support of the Prosecutor and Deputy Prosecutors, will ensure that staff receive both core and specialized training on the subject and that resources are appropriately allocated, as well as coordinating a network of gender focal points across the teams with professionals of different profiles (analysts, investigators, lawyers).

320. The activities undertaken by GCU will also ensure that children are recognised as a separate class of victims and ensure their effective participation in investigations and prosecutions. The impact of crime on children can be extremely severe and long term. This must be taken into account when assessing support needs during investigations and as a relevant factor in sentencing. Accountability for crimes against and which affect children will be a priority for the Office.

321. In this budget submission two new posts are requested to strengthen GCU and allow the unit to play the required strategic role across situations addressed by the Office, as outlined above. Specifically, the Office requests the addition of the positions of expert on SGBC (P-3) and expert on crimes against children (P-3). The composition of GCU will be further assessed once the new organizational structure is in place and activities begin to be implemented. The addition of these posts will also increase the ability of the GCU to absorb additional expertise with respect to SGBC and crimes against children through the secondment of national experts by States Parties to the Office addressing these thematic areas. Through the establishment of a core basis of expertise within the Office this will set a stronger platform through which such contributions can be effectively leveraged and the impact of the work of the Unit multiplied across situations.

322. Resources for assisting with psychological support to victims and witnesses who had been previously included in GCU will be allocated to the integrated services pillar, under POS - 2830.

Budget resources

€18,169.0 thousand

323. The Programme's activities are characterized by, and dependent upon, the collective work of professionals specialized in the field of international criminal law, investigations, analysis and other areas relevant to criminal investigations. The vast majority of the budget is therefore concentrated in staff resources.

324. Focus has been placed on finding savings and efficiencies by eliminating waste from processes, re-examining internal procedures and streamlining cooperation with other divisions and parties where possible. The lessons learned from the COVID-19 pandemic continue to contribute to this exercise as well.

325. All existing resources have been assigned to cases and situations, including to absorb new investigation and prosecution needs to the extent possible.

Staff resources **€16,678.2 thousand**

Established posts: Professional and General Service *€11,904.2 thousand*

326. The 2600 Programme prosecution pillar is headed by one Deputy Prosecutor (ASG), assisted by one Personal Assistant, one Special Assistant to the deputy Prosecutor, one Senior Coordinator (Legal)⁷⁶ and one Senior Coordinator (Investigative/Analytical) who are allocated to the direct staffing of the Deputy Prosecutor.

327. The pillar will benefit from the reallocation of the post of former Director, Office of External Affairs (Sub-Programme 2530) which will be repurposed to a Principal Trial Lawyer (D-1) in Sub-Programme 2630. This is consistent with the vision of the Prosecutor to strengthen the teams managing trials and investigations and thereby increase results in cases brought before the Court.

328. The other post of Principal Trial Lawyer, which resulted from the repurposing of a previous D-1 post in the former Prosecution Division, has been reallocated to the 2500 Programme to lead the Unified Team - Ukraine.

329. This prosecution pillar will have the following established posts:

<i>Title</i>	<i>Grade</i>	<i>Number</i>
Deputy Prosecutor	ASG	1
Special Assistant to the Deputy Prosecutor ⁷⁷	P-3	1
Personal Assistant to the Deputy Prosecutor	GS-OL	1
Senior Coordinator (Investigation/Analysis)	P-5	1
		4
<i>Gender and Children Unit</i>		
Head, Gender and Children Unit	P-4	1
		1
<i>Preliminary Examination Section</i>		
Legal Adviser	P-4	1
Legal Officer ⁷⁸	P-3	1
Analyst	P-3	1
Associate Legal Officer	P-2	1
Assistant Analyst	P-1	1
		5
<i>Unified Teams (HQ)</i>		
<i>International Cooperation Advisers</i>		
International Cooperation Adviser	P-3	2
		2
<i>Analysts</i>		
Analyst	P-3	4
Associate Analyst	P-2	2
Analysis Assistant	GS-OL	2
Legal Officer	P-3	1
Associate Legal Officer	P-2	1
Associate Analyst	P-2	2
Assistant Analyst	P-1	1
		13

⁷⁶ This is a GTA position: see the GTA staff table for details.

⁷⁷ This post will remain unfunded in 2023.

⁷⁸ This post is requested for conversion.

<i>Title</i>	<i>Grade</i>	<i>Number</i>
<i>Investigators</i>		
Team Leader	P-4	2
Senior Investigator	P-4	3
Investigator	P-3	15
Associate Investigator	P-2	10
		30
<i>Lawyers</i>		
Principal Trial Lawyer ⁷⁹	D-1	1
Senior Trial Lawyer	P-5	3
Trial Lawyer	P-4	4
Trial Lawyer	P-3	6
Legal Officer	P-3	1
Associate Trial Lawyer	P-2	6
Assistant Legal Officer	P-1	3
Case Manager	P-1	4
Trial Support Assistant	GS-OL	2
		30
<i>Unified Teams (Field)</i>		
<i>Venezuela</i>		
International Cooperation Adviser	P-4	1
Trial Lawyer	P-4	1
Associate Analyst	P-2	1
Assistant Legal Officer	P-1	1
		4
<i>Bangladesh/Myanmar</i>		
International Cooperation Adviser	P-3	1
Senior Investigator	P-4	1
Associate Investigator	P-2	2
Associate Trial Lawyer	P-2	1
		5
<i>Sudan</i>		
Investigator	P-3	1
Trial Lawyer	P-3	1
		2
Total		96

330. At the time of the submission of 2022 budget proposal, the Prosecutor had been at the helm of the Office for about one month. While the vision of the Prosecutor was duly reflected in the pillar-based reorganization of the Office, the refinement of some structural and operational details were necessarily left to a thorough evaluation to be performed during 2022. For instance, in the 2022 proposal the two Deputy Prosecutors' pillars were presented as one programme since the decision on the split of situations and cases to be allocated to each deputy Prosecutor had not yet been finalised.

331. Benefitting from the assessment done in 2022, the needs of the different pillars have been further detailed. The 2023 budget proposal reflects this evaluation. The increased workload in the Prosecutor's pillar (Programme 2500) following the opening of the Ukraine investigation and the reorganization of the Office of External Affairs calls for a strengthened Immediate Office. The redeployment of the Special Assistant (P-3) from the IOP to the Deputy Prosecutor pillar could not be implemented. Nevertheless, the Deputy Prosecutor needs a Special Assistant to support her activities. This is why one Special Assistant to the

⁷⁹ Repurposed from Director, Office of External Affairs (D-1), formerly in Sub-Programme 2530.

Deputy Prosecutor (P-3) is requested in the 2023 PPB. This post will be left unfunded in 2023.

332. One GTA position, Legal Officer (P-3), is requested for conversion. The position has been requested and approved since 2017. The conversion is justified by the continuous structural need of the role and functions involved and is compliant with the applicable Staff Regulations and Rules as well as with the established policies of the Court for this matter. The conversion of this position has a positive financial impact (€10.3 thousand) on the budget proposal as it will be subject to the reduction due to the application of the relevant vacancy rate.

General temporary assistance

€4,774.0 thousand

333. Resources are requested for the continuation of existing GTA positions previously approved in the 2022 budget. Thirteen new GTA positions (10.00 FTE) are requested. These resources are crucial to enabling the Programme to continue conducting its mandate effectively in 2023.

334. GTA positions are requested on a multi-year basis, as follows:

<i>Title</i>	<i>Grade</i>	<i>NumberMonths</i>		<i>FTE</i>	
Senior Coordinator (Legal)	P-5	1	12	1.0	Continued
Assistant to the Deputy Prosecutor	P-1	1	9	0.75	New
		2	21	1.75	
<i>Gender and Children Unit</i>					
Children Expert	P-3	1	9	0.75	New
SGBC Expert	P-3	1	9	0.75	New
		2	18	1.5	
<i>Preliminary Examination Section</i>					
Analyst	P-3	1	12	1.0	Continued
		1	12	1.0	
<i>Unified Teams (HQ)</i>					
<i>International Cooperation Advisers</i>					
International Cooperation Adviser	P-3	1	12	1.0	Continued
International Cooperation Adviser	P-3	1	9	0.75	New
		1	12	1.0	
<i>Analysts</i>					
Analyst	P-3	4	48	4.0	Continued
Analyst (Military)	P-3	1	12	1.0	Continued
Analysis Assistant	GS-OL	6	72	6.0	Continued
		11	132	11.0	
<i>Investigators</i>					
Senior Investigator	P-4	1	12	1.0	Continued
Senior Investigator	P-4	1	12	1.0	New
Associate Investigator	P-2	5	60	5.0	Continued
Situation-Specific Investigation Assistant	GS-OL	2	24	2.0	Continued
		9	108	9.0	
<i>Lawyers</i>					
Trial Lawyer	P-4	2	24	2.0	Continued
Trial Lawyer	P-3	1	12	1.0	Continued
Associate Trial Lawyer	P-2	1	12	1.0	Continued
Assistant Legal Officer	P-1	1	12	1.0	Continued
Case Manager	P-1	1	12	1.0	Continued
		6	72	6.0	

<i>Title</i>	<i>Grade</i>	<i>NumberMonths</i>		<i>FTE</i>	
<i>Country Experts</i>					
Country Expert ⁸⁰	P-3	1	9	0.75	Continued
Associate Country Expert	P-2	4	36	3.00	New
		5	45	3.75	
<i>Unified Teams (Field)</i>					
<i>Venezuela</i>					
Administrative Assistant	GS-OL	1	9	0.75	New
		1	9	0.75	
<i>Sudan</i>					
Administrative Assistant	GS-OL	1	9	0.75	New
		1	9	0.75	
<i>Bangladesh/Myanmar</i>					
Associate Country Expert	P-2	1	9	0.75	New
Administrative Assistant	GS-OL	1	9	0.75	New
		2	18	1.50	
Total		42	468	39.00	

335. As elected and senior members of the Court, the Deputy Prosecutors are required to undertake a range of activities that require executive support through their immediate offices. The workload of these immediate offices has become increasingly burdensome, reflecting the overall increase in activities of the Office and the significant acceleration in the number of requests for engagement and cooperation received from States Parties and other partner entities. Additional support is therefore needed to address the identified needs of front office under this pillar, including with respect to: diplomatic outreach and meetings with multiple external actors, including preparation of notes, speaking notes for events, and follow-up communications; close supervision and oversight of teams and their missions and plans; the provision of strategic advice with respect to the overall activities under the pillar and engagement with external partners; and support for a range of administrative tasks, planning and staff issues.

336. As reflected above, the anticipated redeployment of the Special Assistant (P-3) from the IOP to the Deputy Prosecutor pillar, as proposed in the 2022 budget, could not be implemented due to the extraordinary demands faced by the Immediate Office of the Prosecutor during this year. Nevertheless, in light of the increased demands outlined above, the Deputy Prosecutor requires a Special Assistant to support her activities. Reflecting this, request is made for the addition of a Special Assistant to the Deputy Prosecutor (P-3) in the 2023 PPB. This post will be left unfunded in 2023. In addition, one Assistant to the Deputy Prosecutor (P-1) (0.75 FTE) position is required to further strengthen the Immediate Office of the Deputy Prosecutor. The *Children Expert (P-3)* and *Sexual and Gender-Based Crimes (SGBC) Expert (P-3)* positions are requested to provide legal and operational support to all unified teams regarding SGBC and crimes against children, including strategic approaches, interview modalities, legal characterization and gender analysis; to provide training to staff on SGBC and crimes against children, to develop/monitor best practice standards and to conduct research on legal developments relating to SGBC and crimes against children; and to represent the Office at external engagements relating to SGBC and crimes against children as well as to maintain networks with experts, civil society and academia. As explained in paragraphs 315 to 322 above, children must be properly recognized as a separate class of victims and the Office must ensure their effective participation in investigations and prosecutions. This explains why two distinct specialized positions, one for Children and one for SGBC, are required.

337. Reflecting the increased activity across the work of the Office and in particular identified opportunities with respect to enhancing collaboration with key partners in support of investigations, more support is needed by the Unified Teams with respect to cooperation, outreach, and positive complementarity. Both Programme 2600 and Programme 2700 request a new International Cooperation Adviser (P-3). The request is for 9 months, or 0.75 FTE.

⁸⁰ Former Investigator P-3 position repurposed.

338. One *Senior Investigator* (P-4) position is required to strengthen the Libya Unified Team. In April this year the Prosecutor outlined a renewed strategy with respect to the Libya situation, detailing a set of key priorities and associated benchmarks. This enhanced strategic approach also reflected the position of the Libya situation as a priority given its status as a referral from the United Nations Security Council. As reflected in the report of the Prosecutor there are significant investigative opportunities and the potential to rapidly advance the work of the Unified Team in the coming months. The position of Senior Investigator will be crucial in leading the investigative aspect of the activities of the Unified Team. The position was requested in previous submissions as an approved GTA but eventually had to be funded through savings in other areas.

339. During his first year in Office, the Prosecutor has identified a specific need to enhance knowledge and awareness across Unified Teams with respect to key contextual factors relevant to situation countries. Developing a stronger understanding of the legal, political and social context in which crimes took place, as well as enhancing an understanding of the current political dynamics in place relevant to situations is crucial in accelerating investigations and building a more stable basis on which cases can be constructed.

340. To address this, the Office is seeking to equip the Unified Teams with additional country-specific expertise, requesting five (5) Associate Country Experts (P-2). These experts will be assigned to the Unified Teams managing the following situations: Afghanistan, Darfur (Sudan), Venezuela, Bangladesh/Myanmar, Libya.

341. In line with the Prosecutor's vision to increase the presence of the Office in or close to situation countries, a number of new field offices will be opened. The modality of the presence has been discussed with the Registry to ensure effective inter-organ coordination and maximise the efficient use of resources. Local administrative support is therefore necessary in Venezuela, Sudan and Bangladesh. Three Administrative Assistant (GS-OL) positions, one for each field presence, are requested for 2023.

National Professional Officers

342. Two National Professional Officers (NPO) are requested to staff the country offices of the unified teams. The cost of these positions is included in the budget proposal under GTA. The breakdown of NPO positions is shown in the table below. Thanks to the implementation of the NPO category, the Office can secure these resources with efficiencies of €22.4 thousand compared to a situation in which the equivalent positions were recruited as international staff.

<i>Title</i>	<i>Grade</i>	<i>Number</i>	<i>Months</i>	<i>FTE</i>	
<i>Unified team (Field)</i>					
Analyst	NO-C	1	8	0.67	New
Investigator	NO-C	1	8	0.67	New
Total		2	16	1.34	

Non-staff resources

€1,490.8 thousand

343. The requested amount is required for travel, contractual services and general operating expenses. When the proposed budget for 2022 was submitted, the two Deputy Prosecutors had not yet been elected. The proposal presented the resources of the prosecution pillars together with the caveat that the actual split of staff and non-staff costs would be done once the Deputy Prosecutors had been elected and the split of situations and cases agreed. When the budget was approved, the funds for travel were split equally between the two pillars. Now that the allocation has been finalized, the request for funds to finance missions has been linked to the actual situation and cases managed by each pillar. Unless otherwise indicated, the resource request is recurrent.

Travel

€1,040.8 thousand

344. The Office as a whole continues to pay considerable attention to identifying savings and efficiencies related to travel. Programme 2600 will manage eight investigations in different phases. The increased field presence of the Office and the adoption of a flexible

approach to the use of resources will help to offset a part of the travel costs for 2023. In addition, measures to reduce accommodation and DSA costs in the situation countries where teams are deployed on mission will continue to be sought.

345. The 2023 budget reflects an estimated increase in the volume of missions undertaken by Office staff compared to the past two years, which were heavily conditioned by the pandemic limitations, as Unified Teams seek to reengage in-person with affected communities, national authorities and other key actors in-person to accelerate investigations. In addition to the necessary increases in the number of missions compared to the height of the pandemic, there is also a cost aggravation due to higher flight fares linked to surge in demand for flights globally combined with continued limited capacity of airlines, as well as exogenous factors such as the recent increases in the cost of fuel. The funds requested for Programme 2600 take into account all these factors.

346. PES staff, supported as needed by OEA, conduct a limited number of missions in relation to situations under preliminary examination to secure and foster cooperation or to gather information and attend key meetings with state officials. These missions continue to be targeted and planned so as to use the travel budget as efficiently as possible.

347. Members of the Unified Teams will be required to regularly go on mission in support of ongoing investigations. Travel is also required at the pre-trial and trial stages of a case to take article 68 statements, prepare witnesses and support witnesses testifying via video link. These travel costs are recurrent.

348. Lastly, an increase is requested for the Deputy Prosecutor to travel to the twenty-second session of the Assembly, which is planned to be held in New York.

Contractual services

€150.0 thousand

349. Funds are requested to support the deployment of United Nations Volunteers staff to support the work of this pillar. UN Volunteers are a talent-management solutions available to the UN system and linked entities including the ICC. The ability to deploy UN volunteers and will allow the Office to draw on qualified, highly motivated junior professionals to meet the increased demands faced by the Office at limited cost in comparison with staffing categories. The deployment of UN volunteers will also provide the Office with a flexible solution as different categories of UN Volunteers are available to meet the specific needs of relevant Unified Teams and other sections within the Office. This is particularly valuable with respect to the work of the Unified Teams where UN Volunteers can be deployed to address specific junior-level substantive functions including data analysis, forensics, legal analysis and general support to the activities of more senior members of the Unified Teams.

General Operating Expenses

€300.0 thousand

350. General Operating Expenses address the needs of the Office with respect to aspects of operational activities, supporting in particular the expenses incurred in relation to engagement with witnesses and victims by the Unified Teams. To ensure proper accountability and transparency with respect to the use of such funds, GEO expense funds will be allocated to the Unified Teams for use in their operational engagements. As reflected above, the majority of Unified Teams are in Programme 2600 and Programme 2700, with the Unified Team in relation to the situation in Ukraine allocated under Programme 2500 (Sub-Programme 2570). The funds requested for this Programme are correlated to the volume of missions that the Unified Teams under the pillar led by Deputy Prosecutor Khan have planned to undertake. The volume of missions is a good indicator of the amounts of GOE that are necessary to support the operations of Programme 2600 and Programme 2700.

Table 15: Deputy Prosecutor: Proposed budget for 2023

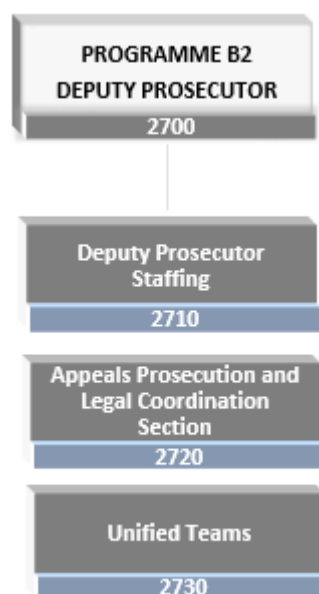
Programme B1 Deputy Prosecutor	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				10,487.4	1,054.3	10.1	11,541.7
General Service staff				213.0	149.5	70.2	362.5
<i>Subtotal staff</i>	-	-	-	<i>10,700.4</i>	<i>1,203.8</i>	<i>11.3</i>	<i>11,904.2</i>
General temporary assistance	-	-	-	3,516.5	1,257.5	35.8	4,774.0
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	-	-	-	<i>3,516.5</i>	<i>1,257.5</i>	<i>35.8</i>	<i>4,774.0</i>
Travel	-	-	-	941.3	99.5	10.6	1,040.8
Hospitality	-	-	-	-	-	-	-
Contractual services	-	-	-	-	150.0	-	150.0
Training	-	-	-	-	-	-	-
Consultants	-	-	-	-	-	-	-
General operating expenses	-	-	-	-	300.0	-	300.0
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	-	-	-	<i>941.3</i>	<i>549.5</i>	<i>58.4</i>	<i>1,490.8</i>
Total	-	-	-	15,158.2	3,010.8	19.9	18,169.0

Table 16: Deputy Prosecutor: Proposed staffing for 2023

2600	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	1	-	1	5	13	32	30	7	89	-	-	3	3	92
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	1	1	-	3	5	-	-	2	2	7
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	1	-	1	5	14	33	30	10	94	-	-	5	5	99
GTA Positions (FTE)															
Approved 2022	-	-	-	-	1.00	3.00	11.00	1.00	1.00	17.00	-	-	6.50	6.50	23.50
Continued	-	-	-	-	1.00	3.00	12.00	5.00	2.00	23.00	-	-	7.50	7.50	30.50
New	-	-	-	-	-	1.00	2.25	3.75	0.75	7.75	1.33	-	2.25	3.58	11.33
Redeployed	-	-	-	-	-	-	(1.00)	1.00	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	1.00	4.00	13.25	9.75	2.75	30.75	1.33	-	9.75	11.08	41.83

3. Programme B2: Prosecution Pillar – Programme 2700

Introduction



The Deputy Prosecutors

351. On 7 March, 2021, the two Deputy Prosecutors elected by the Assembly of the States Parties, Mr Mame Mandiaye Niang and Ms Nazhat Shameem Khan were sworn in. Under the delegated authority of the Prosecutor, the two Deputy Prosecutors manage the two prosecution pillars across which the Prosecutor has assigned the situations addressed by the Office based on a unified team concept.

352. At the time of the submission of 2022 budget proposal, the Prosecutor had held his position for one month. While the vision of the Prosecutor was duly reflected in the pillar-based reorganization of the Office, the refinement of some structural and operational details were necessarily left to a thorough evaluation to be performed during 2022 as implementation of the pillar-based structure of the Office was taken forward. For instance, in the 2022 budget proposal the two Deputy Prosecutors' pillars were presented as one programme as the decision on the allocation of situations and cases to be allocated to each deputy Prosecutor had not yet been finalised.

353. This budget proposal provides a more detailed and complete view of how the pillar-based system will be implemented.

354. Programme 2700 is headed by Deputy Prosecutor Mame Mandiaye Niang and manage the situations and cases shown in the table below:

Situation	WBS code
<i>Investigation</i>	
Burundi	FOP-BDI
Côte d'Ivoire II	FOP-CIV
Democratic Republic of Congo	FOP-DRC
Uganda	FOP-UGA
<i>Pre-Trial</i>	
CAR II.b (Mokom)	
<i>Trial</i>	
CAR II.a (Said)	CIS-CAR II.a
CAR II.b (Yekatom & Ngaïssona)	CIS-4T3
Mali (Al Hassan)	CIS-8T2

1. Unified teams

355. Unified Teams are constituted to address each situation addressed by the Office and incorporate lawyers, investigators, analysts, international cooperation advisers and country experts. By integrating staff involved across the investigative, analytical and trial proceedings stages of work in relation to a situation, the Unified Teams build situation-specific knowledge that maintain a continuity of resources and expertise. This modality also ensures enhanced standardization of working methods to facilitate the transition from preliminary examination to the investigation and trial phases.

356. The details of this allocation is shown further down in the tables which list the staff resources (Established and GTA) of this pillar.

2. Financial Investigation Unit

357. The Office has identified a need to strengthen its capacity with respect to financial investigations from the early stages of work on lines of enquiry in situations. This is required in order to strengthen its ability to collect financial evidence for Article 5 crimes and to identify and trace proceeds, property, assets and instrumentalities of crimes for the purpose of an eventual forfeiture by the Chambers. It is therefore proposed to establish a Financial Investigations Unit in order to ensure that Unified Teams across the Office can draw on dedicated and specialized capacity in this area as part of their investigative work.

358. By enhancing its financial investigative capacity, not only will the OTP reinforce its investigations and prosecutions with relevant financial evidence, but as cases move towards the judicial stages, it will also be able to provide the Chambers and the Registry with comprehensive and relevant information about the known assets and property of suspects and request the required protective measures. With asset tracing activities taking place at the investigation stage, the Court as a whole will be more effective in identifying and securing assets and property from defendants to be used to cover defence costs, and to be used as reparations to victims in case of a conviction. Effective financial investigation and asset tracing activities are also important to the Office's capacity to trace and arrest fugitives and to reduce the financial capability of a defendant and their support network to commit crimes and to interfere with the proceedings.

359. In recent decisions, the Pre-Trial Chamber has indicated that the OTP is expected to increase its efforts with regard to financial investigations. States Parties have also highlighted the need for the Office and the Court to strengthen financial investigation activities for multiple purposes.⁸¹ Equally, the IER fully acknowledged the importance of financial investigations and asset tracing activities taking place at the investigation stage and strongly advocated for the creation of such capacity in the OTP.⁸²

360. The Office has identified a need to strengthen its capacity with respect to financial investigations from the early stages of work on lines of enquiry in situations. This is required in order to strengthen its ability to collect financial evidence for Article 5 crimes and to identify and trace proceeds, property, assets and instrumentalities of crimes for the purpose of an eventual forfeiture by the Chambers. It is therefore proposed to establish a Financial Investigations Unit in order to ensure that Unified Teams across the Office can draw on dedicated and specialized capacity in this area as part of their investigative work.

361. The financial investigators will provide expert support to the Unified Teams across both prosecutorial pillars in planning and implementing financial investigation and asset tracing activities from the outset of investigations. They will also be responsible, in collaboration with the Senior Coordinators, for the development of standards, operational procedures and trainings in the field of financial investigations; ensuring required coordination and interaction with the Registry, upon their intervention in the proceedings; and developing further cooperation with States and other relevant external entities working in this area. In this first year of the functioning of this new Unit, the Office will seek to complement this capacity through the allocation of seconded national experts.

⁸¹ See Assembly of States Parties - Paris Declaration 2017 (ICC-ASP-16-17).

⁸² See pages 246 to 247 and Recommendations 283 and 287 of the Report of the Independent Review Expert of the International Criminal Court and the Rome Statute System.

3. Appeals Prosecution and Legal Coordination Section

362. The Appeals Prosecution and Legal Coordination Section (APLCS or “Appeals Section”), headed by a Senior Appeals Counsel (P-5), reports hierarchically to the Deputy Prosecutor in the 2700 Programme. However, the Section also reports functionally to the second Deputy Prosecutor in the 2600 Programme, thus providing specific expertise to both prosecution pillars.

363. Over the years, the Appeals Section has been conducting an increasing volume of complex appellate work, both in written filings and oral hearings on final and interlocutory appeals before the Appeals Chamber, which is expected to continue in 2023 and beyond. This also extends to post-appellate work such as on reparations, compensation, revision, and enforcement and reduction of sentence proceedings and ancillary litigation such as that relating to articles 19 and 53 of the Rome Statute.

364. The Appeals Section is also the primary legal advisory section in the Office, servicing all components of the unified teams. The legal advisory work for trial teams includes providing legal advice on complex issues, drafting and settling charges and documents containing the charges, attending formalized evidence review sessions, drafting on multiple legal and procedural issues in pre-trial and closing briefs and trial filings, and coordinating legal positions among trial teams. As the centre of legal research in the Office, the Section also keeps updated case digests of all decisions of the three Chambers, which trial teams use in their work; analyses Chambers’ decisions; provides memos on procedural and substantive issues; and organizes legal training and meetings for prosecutors, investigators and others in the Office.

365. Litigation before the Pre-Trial, Trial and Appeals Chambers has become increasingly voluminous and complex, and therefore trial teams have a major need for coordinated legal advice and positions, and assistance in their written submissions. The Senior Appeals Counsel and the Section’s lawyers are ever more called upon by trial teams to assist in those tasks. At the same time, the appeals and post-appeals work conducted by the Section has constantly been growing in volume, size and complexity.

366. The Section also monitors the numerous and often very voluminous Court decisions issued each year, reviews them for possible appeal, brings requests to appeal as necessary and responds to Defence requests. The Appeals Chamber now holds lengthy oral appeal hearings for most final and interlocutory appeals, involving numerous questions raised before and during the hearings, and this also increases the work handled by the Senior Appeals Counsel and Section appeals counsels.

367. The Section drafts and provides significant input on policies and guideline documents produced by the Office. Additionally, the Senior Appeals Counsel participates in discussions and decision-making in relation to all legal, policy and strategic matters in the Office, and reviews the most significant filings and other documents presented by all trial teams, PES and other sections of the Office. The Senior Appeals Counsel has additional functions that include reviewing filings produced by trial teams and management functions with respect to ensuring provision of training to staff and participating in various working groups designed to improve the performance of the Office, both in cases and in relation to staff development.

368. The Appeals Section provides support and coordination in organizing extensive training and lectures for prosecutors and staff from other parts of the Office on topics such as written and oral advocacy, international human rights law and international criminal law. This includes, *inter alia*, a legal meeting for all OTP prosecutors, where legal and procedural developments relevant to the Office are discussed, and regular internal advocacy training – encompassing oral motion advocacy and witness examination training – in both English and French.

Budget resources

€12,956.9 thousand

369. As in the case of Programme 2600, the activities of Programme 2700 are characterized by, and dependent upon, the use of professionals specialized in the field of international criminal law. The vast majority of the budget is therefore concentrated in staff resources.

370. The resources allocated to Programme 2600 and Programme 2700 are based on the split of situations and cases between the two Deputy Prosecution pillars decided by the Prosecutor. Most of the current trials are assigned to Programme 2700. Therefore, the weight of lawyers in the staff composition of this pillar is higher than that of other profiles, such as, for instance, investigators and analysts.

371. Under Programme 2700, investigative activities have a greater focus on the provision of direct support to ongoing trial proceedings. This implies a relatively lower volume of missions to the field in comparison to the other prosecution pillar. Existing country offices offer the necessary logistical support. Therefore, the 2023 budget proposal does not include requests for additional country office presence for staff from Programme 2700.

372. All existing resources have been assigned to cases and situations, including to absorb new investigation and prosecution needs to the extent possible.

Staff resources

€12,271.7 thousand

Established posts: Professional and General Service

€9,165.6 thousand

373. The Programme 2700 prosecution pillar is headed by one Deputy Prosecutor (ASG), assisted by one Administrative Assistant. One Senior Coordinator (Legal) and one Senior Coordinator (Investigative/Analytical) as well as a Special Assistant to the Deputy Prosecutor are allocated to the direct staffing of the Deputy Prosecutor.

374. This prosecution pillar will have the following established posts:

<i>Title</i>	<i>Grade</i>	<i>Number</i>
Deputy Prosecutor	ASG	1
Personal Assistant to the Deputy Prosecutor	GS-OL	1
Special Assistant to the Deputy Prosecutor ⁸³	P-3	1
Senior Coordinator (Legal)	P-5	1
Senior Coordinator (Investigative/Analytical)	P-5	1
		5
<i>Appeals Section</i>		
Senior Appeals Counsel	P-5	1
Appeals Counsel	P-4	3
Appeals Counsel	P-3	3
Case Manager	P-1	1
Trial Support Assistant	GS-OL	1
		9
<i>Unified Teams (HQ)</i>		
<i>International Cooperation Advisers</i>		
International Cooperation Adviser	P-3	2
Associate International cooperation Adviser	P-2	2
		4
<i>Analysts</i>		
Analyst (Crime Pattern)	P-3	1
Analyst	P-3	1
Associate Analyst	P-2	2
		4

⁸³ This post will be left unfunded in 2023.

<i>Title</i>	<i>Grade</i>	<i>Number</i>
<i>Investigators</i>		
Team Leader	P-4	1
Senior Investigator	P-4	1
Investigator	P-3	5
Associate Investigator	P-2	9
		16
<i>Lawyers</i>		
Senior Trial Lawyer	P-5	5
Trial Lawyer	P-4	6
Trial Lawyer	P-3	7
Associate Trial Lawyer	P-2	12
Assistant Legal Officer	P-1	6
Case Manager	P-1	3
Trial Support Assistant	GS-OL	2
		41
Total		79

375. At the time of the submission of 2022 budget proposal, the Prosecutor had been at the helm of the Office for about one month. While the vision of the Prosecutor was duly reflected in the pillar-based reorganization of the Office, the refinement of some structural and operational details were necessarily left to a thorough evaluation to be performed during 2022. For instance, in the 2022 proposal the two Deputy Prosecutors' pillars were presented as one programme since the decision on the split of situations and cases to be allocated to each deputy Prosecutor had not yet been finalised.

376. Benefitting from the assessment done in 2022, the needs of the different pillars have been further detailed. The 2023 budget proposal reflects this evaluation. The increased workload in the Integrated Services Division (Programme 2800) made the redeployment of the Special Assistant to the Director of Prosecution (P-3) from the ISD to the Deputy Prosecutor pillar not feasible. Nevertheless, the Deputy Prosecutor needs a Special Assistant to support his activities. This is why one Special Assistant to the Deputy Prosecutor (P-3) is requested in the 2023 PPB. This post will be left unfunded in 2023.

General temporary assistance

€3,106.1 thousand

377. Resources are requested for the continuation of existing GTA positions previously approved in the 2022 budget. No new GTA positions are requested. These resources are crucial to enabling the Programme to continue conducting its mandate effectively in 2023.

378. GTA positions are requested on a multi-year basis, as follows:

<i>Title</i>	<i>Grade</i>	<i>Number</i>	<i>Months</i>	<i>FTE</i>	
Personal Assistant to the Deputy Prosecutor	GS-OL	1	12	1.0	Continued
Assistant to the Deputy Prosecutor	P-1	1	9	0.75	New
		2	21	1.75	
<i>Appeals Section</i>					
Associate Appeals Counsel	P-2	1	12	1.0	Continued
		1	12	1.0	
<i>Unified Teams (HQ)</i>					
<i>Analysts</i>					
Analyst	P-3	2	24	2.0	Continued
Analysis Assistant	GS-OL	2	24	2.0	Continued
		4	48	4.0	

<i>Title</i>	<i>Grade</i>	<i>NumberMonths</i>		<i>FTE</i>	
<i>Investigators</i>					
Investigator	P-3	5	60	5.0	Continued
Associate Investigator	P-2	3	36	3.0	Continued
Situation-Specific Investigation Assistant	GS-OL	4	48	4.0	Continued
		12	144	12.0	
<i>Financial Investigations Unit</i>					
Investigator ⁸⁴	P-3	1	12	1.0	Continued
Investigator	P-3	1	9	0.75	New
		2	21	1.75	
<i>Lawyers</i>					
Trial Lawyer	P-4	1	12	1.0	Continued
Trial Lawyer	P-3	1	12	1.0	Continued
Associate Trial Lawyer	P-2	1	12	1.0	Continued
Case Manager Coordinator	P-2	1	12	1.0	Continued
Assistant Legal Officer	P-1	3	36	3.0	Continued
Trial Support Assistant	GS-OL	1	12	1.0	Continued
		8	96	8.0	
<i>International Cooperation Advisers</i>					
International Cooperation Adviser	P-3	1	9	0.75	New
		1	9	0.75	
Total		30	351	29.25	

379. As reflected under Programme 2600, as elected and senior members of the Court, the Deputy Prosecutors are required to undertake a range of activities that require executive support through their immediate offices. The workload of these immediate offices has become increasingly burdensome, reflecting the overall increase in activities of the Office and the significant acceleration in the number of requests for engagement and cooperation received from States Parties and other partner entities in the last year.

380. Additional support is therefore needed to address the identified needs of the immediate office of the Deputy Prosecutor under this pillar, including with respect to: diplomatic outreach and meetings with multiple external actors, including preparation of notes, speaking notes for events, and follow-up communications; close supervision and oversight of teams and their missions and plans; the provision of strategic advice with respect to the overall activities under the pillar and engagement with external partners; and support for a range of administrative tasks, planning and staff issues. To address this need, one Assistant to the Deputy Prosecutor (P-1) (0.75 FTE) position is required to strengthen the Immediate Office of the Deputy Prosecutor under this pillar.

381. Reflecting the increased activity across the work of the Office and in particular identified opportunities with respect to enhancing collaboration with key partners in support of investigations, more support is needed by the Unified Teams with respect to cooperation, outreach, and positive complementarity. Both Programme 2600 and Programme 2700 request a new International Cooperation Adviser (P-3). The request is for 9 months, or 0.75 FTE.

382. As explained in paragraphs 357 to 361 above, the Office has identified a key need to significantly enhance its financial investigative capacity. To address this the Office proposes the establishment of a Financial Investigation Unit which will report hierarchically to Programme 2700, but will assist both Deputy Prosecutors' teams. The minimal initial capacity for such an Office needs to be at least two investigators. While one resource will be redeployed from other teams, a second one is requested as a new GTA (9 months, or 0.75 FTE). Where possible, the Office will seek to supplement this core expertise through the secondment of national experts.

⁸⁴ To assume the role of Head of FIU (Financial Investigations Unit). One additional GTA position is requested. Other investigators to be secured through secondments in 2023.

Non-staff resources**€685.2 thousand**

383. The requested amount is required for travel, contractual services and general operating expenses. When the proposed budget for 2022 was submitted, the two Deputy Prosecutors had not yet been elected. The proposal presented the resources of the prosecution pillars together with the caveat that the actual split of staff and non-staff costs would be done once the Deputy Prosecutors were elected and the split of situations and cases agreed. When the budget was approved, the funds for travel were split equally between the two pillars. Now that the allocation has been finalized, the request for funds to finance missions has been linked to the actual situation and cases managed by each pillar. Unless otherwise indicated, the resource request is recurrent.

*Travel**€425.2 thousand*

384. Due to the higher weight of trials in the workload of this pillar, the number of missions is lower in comparison to that of Programme 2600. The funds requested to cover the cost of missions to the situation countries affected and other locations where victims and witnesses are located amounts to €405.1 thousand. Travel of prosecutors is required at the pre-trial and trial stages of a case to take article 68 statements, prepare witnesses and support witnesses testifying via video link.

385. Lastly, an increase is requested for the Deputy Prosecutor to travel to the twenty-second session of the Assembly, which is planned to be held in New York.

386. Travel costs are recurrent.

*Contractual services**€100.0 thousand*

387. Funds are requested to support the deployment of United Nations Volunteers staff to support the work of this pillar. UN Volunteers are a talent-management solutions available to the UN system and linked entities including the ICC. The ability to deploy UN volunteers and will allow the Office to draw on qualified, highly motivated junior professionals to meet the increased demands faced by the Office at limited cost in comparison with staffing categories. The deployment of UN volunteers will also provide the Office with a flexible solution as different categories of UN Volunteers are available to meet the specific needs of relevant Unified Teams and other sections within the Office. This is particularly valuable with respect to the work of the Unified Teams in this programme where UN Volunteers can be deployed to address specific junior-level substantive functions including trial support, legal analysis and general support to the activities of more senior members of the Unified Teams.

*General Operating Expense**€160.0 thousand*

388. The same principle of situation split and nature of the activities used for travel costs has been applied to the request for funds for general operating expenses estimated to be incurred by Programme 2700 in 2023. This budget line caters for operational support, in particular, expenses incurred in relation to witnesses and victims with whom the unified teams interact. Previously, the funds for this type of expenditure were centralized in POS in the Investigation Division. The investigators allocated to the Integrated Teams (now unified teams) were also in the Investigation Division. In the new pillar structure implemented since 2022, the unified teams are split into the Deputy Prosecution pillars (Programme 2600 and Programme 2700) according to the situations allocation decided by the Prosecutor, and POS is under the Integrated Services Division (Programme 2800). As investigators deployed to the field incur expenses in relation to witnesses and victims, to ensure proper accountability and transparency, it was decided to allocate funds to the unified teams in Programme 2600 and Programme 2700, and request separate general operating expenses funds for the activities managed by POS (such as logistical support to operations) under Programme 2800. The funds requested for the Deputy Prosecution pillar under this budget line are correlated to the volume of missions that the unified teams in each pillar have planned to undertake. The volume of missions is a good indicator of the amounts of general operating expenses that are necessary to support the operations of Programme 2600 and Programme 2700.

Table 17: Deputy Prosecutor: Proposed budget for 2023

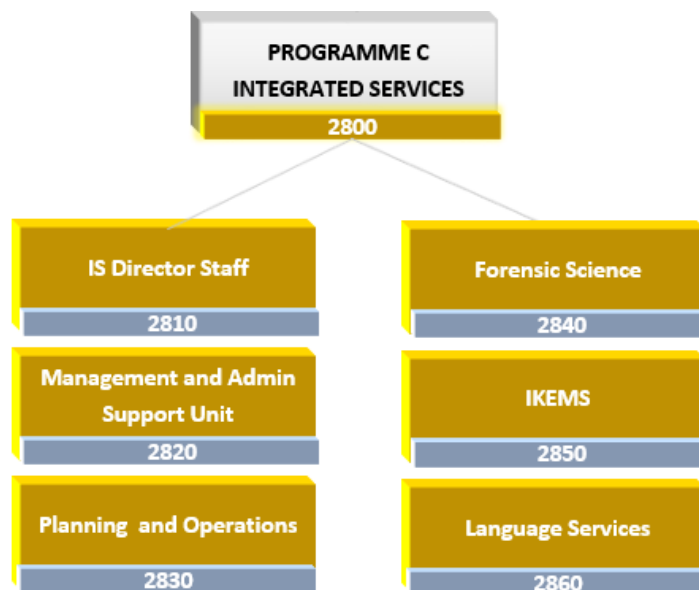
Programme B2 Deputy Prosecutor	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				9,902.8	(954.7)	(9.6)	8,948.1
General Service staff				284.0	(66.5)	(23.4)	217.5
<i>Subtotal staff</i>	-	-	-	10,186.8	(1,021.2)	(10.0)	9,165.6
General temporary assistance	-	-	-	3,142.3	(36.2)	(1.2)	3,106.1
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	-	-	-	3,142.3	(36.2)	(1.2)	3,106.1
Travel	-	-	-	583.0	(157.8)	(27.1)	425.2
Hospitality	-	-	-	-	-	-	-
Contractual services	-	-	-	-	100.0	-	100.0
Training	-	-	-	-	-	-	-
Consultants	-	-	-	-	-	-	-
General operating expenses	-	-	-	-	160.0	-	160.0
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	-	-	-	583.0	102.2	17.5	685.2
Total	-	-	-	13,912.1	(955.2)	(6.9)	12,956.9

Table 18: Deputy Prosecutor: Proposed staffing for 2023

2700	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	1	-	-	7	13	22	28	13	84	-	-	4	4	88
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	(1)	(4)	(4)	(2)	(11)	-	-	(1)	(1)	(12)
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	1	-	-	7	12	18	24	11	73	-	-	3	3	76
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	2.00	11.00	10.50	4.00	27.50	-	1.00	7.50	8.50	36.00
Continued	-	-	-	-	-	2.00	10.00	6.50	3.00	21.50	-	1.00	6.50	7.50	29.00
New	-	-	-	-	-	-	1.50	-	0.75	2.25	-	-	-	-	2.25
Redeployed	-	-	-	-	-	(1.00)	(1.00)	(1.00)	-	(3.00)	-	-	-	-	(3.00)
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	-	1.00	10.50	5.50	3.75	20.75	-	1.00	6.50	7.50	28.25

4. Programme C: Integrated Services Pillar – Programme 2800

Introduction



389. Essential to the reorganization of the Office's structure is the creation of an integrated services pillar that will centralize the specialized support functions that provide cross-cutting support to the Office. This pillar will be headed by a newly established Director, Integrated Services (D-1) and supported by a Management and Administrative Support Unit.

390. The following sections/units will comprise this integrated services pillar:

- Planning and Operations Section (POS)
 - Suspect At Large Tracking Team (SALTT)
 - Security and Protection Unit
 - Field Operations Unit
 - Planning Unit
- Forensic Science Section (FSS)
 - Forensic Unit
 - Imagery Unit
- Information Knowledge and Evidence Management Section (IKEMS)
 - Business Solutions Development Unit
 - Information and Evidence Unit
 - Cyber Unit
 - eDiscovery and Data Analysis Unit
- Language Services Unit (LSU)
- Management and Administrative Support Unit

391. In order to ensure the success of the Office's reorganization and its current and future operations, adequate staff and non-staff resources must be provided to the components of this pillar. The Information Knowledge and Evidence Management Section and the Forensic Science Section will need updated applications and systems to strengthen disclosure processes and to conduct advanced cyber and open-source investigations, as well as additional resources to support forensic operations. These enhancements will support the entire Office in performing its activities.

392. Where possible and appropriate, the Office will seek to leverage partnerships with academia and the private sector to offset costs. This cost-sharing approach is consistent with the findings and recommendations of the IER report, which stresses the need for the Office to make use of a combination of increased in-house capacity and increased cooperation with national authorities, intergovernmental organizations and other stakeholders with the capacity to assist the OTP with specialized collection of evidence.⁸⁵

1. Planning and Operations Section

393. The structure of the Planning and Operations Section (POS) has been reorganized to better focus the services that this section provides to the Office, and the unified teams in particular. POS now consists of four units: (1) Suspect At Large Tracking Team (SALTT), which tracks the suspects subject to the Court's warrants of arrest, in coordination with the equivalent team of the Registry and law enforcement agencies; (2) the Security and Protection Unit (SPU), which is responsible for witness management and guarantees that the Office's investigative strategy is developed in such a way that foreseeable risks to persons interacting with the OTP are properly managed; (3) the Field Operations Unit (FOU), which ensures the confidentiality and security of field deployments and provides operational support for missions, including those of the Prosecutor; and (4) the Planning Unit which assists the unified teams in planning their missions.

394. The SALTT function previously existed within the structure of the OTP. The unit has been brought to POS as there is a natural synergy within the information and intelligence generated for threat assessments and that of the tracking function – capacity, capabilities and networks equally serve witness protection. If it is in the same section, there is naturally a closer and better facilitation of internal intelligence sharing and coordination. The lines of communication SALTT requires with the Registry are already well established within POS, which acts as an operational focal point for security, field operations and witness protection.

395. The SPU and FOU redistribute existing and enhanced roles and responsibilities of the previous ORSU and PSU into units that are better homologized, one taking responsibility for assessments, safety and security of both staff and witnesses while the other focuses on establishing and supporting a greater field presence. The FOU Operations Risk and Field Officers will be individually assigned to specific situations and embedded with the unified teams, in order to facilitate the best service for the teams. Most of these officers are current OTP staff, while the Office is requesting one additional post to address growing operational needs.

396. In addition to the substantive support staffing in the Unified Teams, the enhancement of field presence also requires the allocation of appropriate resources with respect to the support for field operations, mission support and security arrangements.

397. Reflecting this, staffing resources have been allocated by Registry and the Office of the Prosecutor in order to be able to effectively provide such support in relation to the situations outlined above. An overview of this staffing is provided below.

398. With respect to the situation in Ukraine, both Registry and the Office of the Prosecutor have incorporated resources for operations, security, witness protection/support and broader field support. Specifically, the Registry has allocated a Field Security Officer (P-3), an Associate Field Security Officer (P-3), an Administrative and Operations Officer (NO-C) and an Administrative Assistant (G5). The Victims and Witnesses Section of the Registry will also deploy a VWS standard situation team to Ukraine comprising one Associate Team Leader (P-2), one Associate Field Case Officer (P-2), one Associate Welfare Officer (P-2) and two Field Case Management Assistants (GS-OL). The Country Office in Ukraine will be overseen by the Chief of Country Office who is based in Georgia and who will manage the Country Office in Georgia at the same time. Supplementing this, the OTP has allocated an Operations Risk and Field Officer (P-3), two Field Operations Assistants (GS-OL) and one Field Operations Coordinator (GS-OL).

399. With respect to the situation in Sudan, both Registry and the Office of the Prosecutor have incorporated resources for operations, security, witness protection/support and broader field support. Specifically, the Registry has allocated a Chief of Country Office (P-5), a Field

⁸⁵ See *Independent Expert Review of the International Criminal Court and the Rome Statute System - Final Report*, 30 September 2020, para. 750 and R272.

Security Officer (P-3), an Administration and Operations Officer (P-3) and an Administrative Assistant (G-5). The Victims and Witnesses Section of the Registry will also deploy a VWS standard situation team to Sudan comprising one Associate Team Leader (P-2), one Associate Field Case Officer (P-2), one Associate Welfare Officer (P-2) and two Field Case Management Assistants (GS-OL). Supplementing this, the OTP has allocated an Operations Risk and Field Officer (P-3), and a Field Operations Coordinator/Field Operations Assistant (GS-OL).

400. With respect to the situation in Bangladesh/Myanmar, reflecting the fact that it is anticipated that the initial field presence in relation to this situation will be limited to staff of the Office of the Prosecutor, the OTP has allocated an Operations Risk and Field Officer (P-3), a Field Operations Coordinator/Field Operations Assistant (GS-OL) and a Field Operations Coordinator/Field Operations Assistant (GS-OL). This is in addition to the OTP administrative support staff allocated to the field presence in this situation as outlined in section II of this Report.

401. With respect to the situation in Venezuela I, reflecting the fact that it is anticipated that the initial field presence in this situation will be limited to staff of the Office of the Prosecutor, the OTP has allocated an Operations Risk and Field Officer (P-3), a Field Operations Coordinator/Field Operations Assistant (GS-OL) and a Field Operations Coordinator/Field Operations Assistant (GS-OL). This is in addition to the OTP administrative support staff allocated to the field presence in this situation as outlined in section II of this Report.

402. In addition to the above, as detailed in the relevant annexes to the 2023 PPB, the OTP has also allocated financial resources in relation to the above situations so as to support additional logistical aspects including individual contracts for drivers and security staff. These resources are allocated in POS in the Integrated Services Division.

403. POS works closely and in a complementary manner with the Registry, sharing responsibilities along a continuum of services, within the separation of powers under the Court's governance structure as laid down in the Rome Statute. In the case of Ukraine and Sudan where a presence of both OTP and Registry staff is anticipated, these resources will dovetail with financial resources allocated by the Registry for these situations.

404. Finally, the newly formed Planning Unit will provide what was an existing but piecemeal activity in an efficient effective and consolidated manner. The Unit will provide the necessary operational and logistical coordination and forward planning to align, prepare and facilitate the field deployment of and ongoing support to the unified teams.

2. Forensic Science Section

405. The Forensic Science Section (FSS) provides scientific support to investigations and prosecutions as well as preliminary examinations. It is composed of two units: (1) the Forensic Unit and (2) the Imagery Unit. In addition, FSS maintains the Executive Secretariat of the OTP Scientific Advisory Board and develops standard operating procedures and guidelines relating to scientific activities. The Scientific Advisory Board, composed of the sitting presidents of the 18 most representative institutions of the international scientific community, meets annually and advises the Office on recent developments in new and emerging technologies, scientific methods and procedures that could potentially enhance the collection, management and analysis of testimonial, documentary and scientific evidence. The Forensic Science Section is responsible for, among other activities:

- a. Crime scene investigation;
- b. On-site identification, preservation, and collection of forensic evidence at an incident site;
- c. On-site crime scene survey, aerial photography, standard photography, and other visual documentation;
- d. Medical examinations of living persons;
- e. Initial assessment, on-site exhumations, autopsies and the identification process;

- f. Development of forensic systems and processes, e.g. in relation to reference DNA samples and assistance with interviewing family members of missing persons;
- g. Coordination of all forensic work;
- h. Forensic video, image and audio analysis, including authentication, geolocation and other comparison analysis, as well as video editing and timeline analysis of persons and objects within a video that are of relevance to an investigation;
- i. Administration of maps and related data, with increased decentralization and accessibility to end users; and
- j. New techniques for the production and presentation of evidence, including 3D digital modelling techniques for buildings, incident sites, and other evidence and visual presentation in court.

406. The Office has seen an increased need for the provision of forensics support to the work of Unified Teams, including in relation to the new investigation in the situation in Ukraine, placing a further burden on the limited resources of the Section. To address this, continual efforts are being made to address the shortage of in-house capacity, for example through case prioritisation, efficiency gains and where possible leveraging partnerships including through the secondment of national experts to the Office with expertise in forensic activities.

3. Information Knowledge and Evidence Management Section

407. The Information Knowledge and Evidence Management Section (IKEMS), headed by an Information Management Coordinator, combines the OTP's information knowledge and evidence management operations into one consolidated section. IKEMS aims to maintain a coordinated, flexible and operationally responsive IKEM support capacity throughout the OTP, in order to support the full spectrum of OTP information, evidence, eDiscovery, disclosure and archiving operations. IKEMS is leading the OTP-wide modernization process by implementing specialized software applications crucial to supporting the investigative and prosecutorial activities of the OTP.

408. The Information Management Coordinator leads the four IKEMS units: the Information and Evidence Unit (IEU), the Business Solutions Development Unit (BSDU), the eDiscovery and Data Analysis Unit (EDAU), and the Cyber Unit (digital, mobile and telecommunications forensics, cyber investigations, etc.). The Information Management Coordinator by extension, acts as the Office's focal point for all IKEM issues.

409. BSDU is responsible for:

- a. overseeing the integrity and cohesion of the OTP's data, information and solution architectures;
- b. coordinating the OTP's approach to and framework for knowledge management;
- c. conducting business analyses, process review and mapping, requirements gathering, eLearning and needs assessments on behalf of the Prosecutor, for all OTP business streams;
- d. managing OTP solutions development initiatives through in-house programme and project evaluation, as well as intra- and inter-organ collaboration; and
- e. maintaining direct (embedded) information management support to OTP unified teams, from preliminary examinations to the pre-trial phase.

410. IEU is responsible for:

- a. evidence management, including ingestion, registration, chain-of-custody, physical and digital storage, custodianship, and retrieval;
- b. provision of advice to the OTP on the collection, handling and digitization of evidence;

- c. management of administrative processes surrounding material collected and submitted under article 15; and
 - d. witness interview and technical mission support services, including centralized equipment management and distribution, safe storage and transfer of evidence.
411. EDAU is responsible for:
- a. direct eDiscovery and big data analysis support to OTP investigations, including technology assisted review;
 - b. developing and implementing technical tools and eDiscovery practices to support complex cases through digital evidence processing, enrichment and search-related support;
 - c. providing training in digital evidence analysis and related systems and tools;
 - d. overseeing all disclosure-related support activities; and
 - e. applying or developing new techniques to address complex evolving evidence, in order to build cases of the highest international standards.
412. The Cyber Unit is responsible for:
- a. providing digital forensic expertise in processing and analysis of devices and electronic data including: acquisition, integrity verification, extraction, reporting and expert testimony, as well as data preservation/recovery and/or password recovery;
 - b. providing direct support to investigations during digital evidence searches, seizures or specialized collection activities;
 - c. information security operational threat, risk and vulnerability analyses and assessments of the situation-specific digital and telecommunications space; and
 - d. providing technical and advanced training in digital evidence handling and online investigation activities, as well as digital forensic support to non-operational internal/external parties (IOM, IOP, LAS or Defence Teams).

4. Language Services Unit

413. The Language Services Unit (LSU) supports the core language needs of the Office, with the majority of its work focused on interpretation, transcription and translation for investigations and prosecutions, while also assisting IOP and other support sections (e.g. PIU, OTP/HR, LAS).

414. The Unit provides support in these three principal activity areas across a broad spectrum of languages. Based on the assumptions, the Unit anticipates having potentially to handle – in varying volumes and in combination with the working languages English and French – some 25 or so languages, e.g.: Arabic, Dari, and Pashto (AFG); Kirundi and Swahili (BDI); Bambara, Guéré, Dioula, Modré (CIV II); Arabic and Fur (DAR); Bengali, Burmese and Rohingya (BGD/MMR); Arabic (LBY); Cebuano, Filipino and Tagalog (PHL); Arabic and Hebrew (PLS); Ukrainian and Russian (UKR); Spanish (VEN I); Arabic, Tamasheq and Songhay (MLI II); Sango (CAR II.a and CAR II.b); as well as for instance, German, Swedish, Italian, Dutch, Polish and other eastern European languages for cooperation matters or evidence. A number of these languages are non-mainstream languages of lesser diffusion while the variants of Arabic require specific familiarity with that form of Arabic.

415. LSU is requesting a meaningful increase in resources in this budget, while remaining faithful to the principle of operating with a blend of internal staff providing adequate in-house linguistic expertise for quality management combined with external freelance resources and machine language-processing, with a view to responding to the need for more expeditious investigations while maintaining financial effectiveness and fit-for-purpose quality. The Unit also seeks to remain mindful of maintaining surge capacity in the languages of English, French and Arabic, while conversely managing volumes by flattening workload peaks and troughs where operationally feasible.

416. Against the backdrop of the considerable increase in activities across the Unified Teams, the Language Services Unit must also re-size accordingly within the translation, transcription and interpretation teams in order to keep pace. This is particularly needed with respect to situations in which the Office seeks to establish an enhanced field presence, with increased engagement with affected communities, national authorities and other external partners on the ground giving rise to specific interpretation and translation needs. Some LSU staff are also planned to be assigned to country offices to provide linguistic support to the locally-based Unified Teams' members.

417. In line with past practice, LSU continues to use its resources flexibly as language needs evolve, meaning that, while additional posts are being requested, a number of existing posts are proposed to be discontinued or re-purposed. The requested posts are meant to respond to the primary situation-language needs identified (notably in the priority investigations), whereas for instance the core English/French and Coordination teams remain static and languages anticipated to be more marginal are planned to be handled through outsourcing. Further, the Unit remains mindful of the impact that the leveraging of language-processing tools (i.e. machine translation and transcription) is already having on areas of the language industry. While the significant efforts being undertaken currently to introduce these tools across the work of the Office may already make evidence accessible for relevance-assessment purposes, the shift from computer-assisted translation to human-assisted post-editing will also, in a foreseeable future, become an increasing factor around the language resources and profiles needed as the technology further matures, consistent with the language-specificities and the (format-dependent) processability of the material types handled by the Office.

5. Management and Administrative Support Unit

418. The Management and Administrative Support Unit (formerly Integrated Services Administrative Team) supports ISD and the prosecutorial pillars (and other parts of the Office, where needed) by providing efficient administrative and management support in accordance with agreed quality and within agreed timelines.

419. The goals of the Unit are to provide timely administrative support to the OTP; to support strategic planning/KPIs and risk management, and contribute to its integration with the budget; to support intra- and cross divisional planning through the provision of the relevant management information systems; and, through review, to optimize and enhance the efficiency of processes for which ISD is responsible.

Budget resources

€18,718.7 thousand

420. The requested resources are the result of the reallocation of existing sections into the integrated services pillar. In particular, the staff perimeter has not changed. The adjustments to some posts have been designed to be budget neutral while addressing the need to have profiles that more closely match the mandate of this pillar.

421. The non-staff cost resources have been evaluated and estimated on the basis of the level of support needed to service the Office's planned and anticipated activities. Details are provided in the paragraphs below concerning non-staff costs.

Staff resources

€17,032.7 thousand

422. Within delegated authority and under the direct supervision of the Prosecutor, the Director, Integrated Services, is responsible for managing the reliable and cost-effective delivery of integrated services within the Office. The Director leads in ensuring that the Office is adequately supported through all relevant service functions, technologies and equipment, and that appropriate services are available to support the implementation of the Office's mandate. The Director, Integrated Services, defines, implements and manages a large number of services that are needed to achieve the defined goals of high quality and cost efficiency within the categories of planning and operations, information knowledge and evidence management, forensic science and language support. The Director works with the heads of section to develop new approaches and strategies that promote the use of modern tools and advanced technology as mechanisms to strengthen the effectiveness of the Office.

423. In 2023, the Programme will comprise 131 established posts and 69 GTA positions (64.17 FTE) including Field Interpreters.

424. Conversion of one long-existing GTA position in the Management and Administrative Support Unit, Project Officer (P-3) is requested. This conversion is justified by the continuous structural need of the role and functions involved and is compliant with the applicable Staff Regulations and Rules as well as with the established policies of the Court for this matter. The conversion of this position also has a positive financial impact on the budget proposal as it will be subject to the reduction due to the application of the relevant vacancy rate. The savings from the conversion of this position amount to €10.3 thousand.

425. In order to meet its operational needs, the creation of the following posts in IKEMS is requested: One Data Engineer at the P-3 level, four Information and Evidence Officers (of which three have eDiscovery and one has Disclosure-specific expertise) and two Associate Information and Evidence Officers (of which one has eDiscovery and one has Disclosure-specific expertise), at the P-3 and P-2 levels respectively, one Associate Analyst (eDiscovery/RFA) at the P-2 level, one Senior Evidence Assistant (Audio Visual) (GS-OL), one eDiscovery and Data Analysis Assistant (GS-OL), and one Evidence Processing Assistant (GS-OL).

426. The cost of these posts will be partially offset by the discontinuation of the following four established posts: two Data Processing Assistants (GS-OL), one Evidence Assistant (GS-OL), and one Database Coordinator (P-1). The posts affected have been left vacant to ensure the planned organizational improvement has no impact on any incumbent staff. The savings from the discontinuation of these posts amount to €311.0 thousand.

427. Conversion of four long-existing GTA positions in IKEMS – two Associate Electronic Evidence Officers (P-2) one Associate Database Coordinator (P-2), and one Information Officer (P-2) – are requested. These conversions are justified by the continuous structural need of the roles and functions involved and are compliant with the applicable Staff Regulations and Rules as well as with the established policies of the Court for this matter. In addition, given the OTP's crucial need for digital evidence processing capacity and systems modernization, these posts are now vital to its core evidence processing capacity. The conversion of these positions also has a positive financial impact on the budget proposal as they will be subject to the reduction due to the application of the relevant vacancy rate. The savings from the conversion of these positions amount to €34.3 thousand.

428. This second internal reorganization project, which also entails change of titles and work surveys for some posts,⁸⁶ has been presented to the Classification Advisory Board and all the positions proposed or affected have been reviewed by an external classifier in compliance with the existing regulations of the Court.

Established posts: Professional and General Service

€10,756.2 thousand

429. The Programme has the following established posts:

<i>Title</i>	<i>Grade</i>	<i>Number</i>
Director, Integrated Services	D-1	1
		1
<i>Management and Administrative Support Unit</i>		
Project Officer ⁸⁷	P-3	1
Administrative Assistant	GS-OL	9
		10
<i>Planning and Operations Section</i>		
Head, Planning and Operations Section	P-5	1
<i>SALTT</i>		
Investigator	P-3	1
Analyst	P-3	1

⁸⁶ For example, the posts of Senior Evidence Assistant (Audio Visual), (GS-OL), eDiscovery Assistant (GS-OL) and Evidence Processing Assistant (GS-OL) are created by repurposing existing posts and not by requesting new ones.

⁸⁷ Requested for conversion.

Associate Investigator	P-2	1
		3
<i>Security and Protection Unit</i>		
Head, Protection Strategies Unit	P-4	1
<i>Cluster 1</i>		
Protection Strategies Officer (PHL, AFG, Staff)	P-3	1
Protection Strategies Assistant	GS-OL	2
<i>Cluster 2</i>		
Protection Strategies Officer (BDI, CIV, PEs, Staff)	P-3	1
Associate Protection Strategies Officer (SUD, Trial)	P-2	1
Associate Protection Strategies Officer (CAR II.b) ⁸⁸	P-2	1
Protection Strategies Assistant	GS-OL	2
<i>Psychosocial Support</i>		
Associate Victims Expert	P-2	3
<i>Threat Analysis Cell</i>		
Information Analyst	P-2	1
Assistant Analyst	P-2	1
<i>Field Witness Management</i>		
Operations Officer	P-3	1
Protection Strategies Assistant (UKR)	GS-OL	1
Protection Strategies Assistant (SUD)	GS-OL	1
		17
<i>Field Operations Unit</i>		
Head, Operational Risk and Support Unit	P-4	1
Witness Management Assistant / Operations Assistant	GS-OL	1
<i>Mission Planning Centre (MPC)</i>		
Operations Assistant (MPC Coordinator)	GS-OL	1
Operations Assistant	GS-OL	1
Administrative Assistant	GS-OL	3
<i>CAR Field Team</i>		
Operations Risk and Field Officer	P-3	1
Field Operations Coordinator	GS-OL	1
<i>SUD Field Team</i>		
Operations Risk and Field Officer	P-3	1
<i>UKR Field Team</i>		
Operations Risk and Field Officer	P-3	1
Field Operations Coordinator	GS-OL	2
<i>VEN Field Team</i>		
Field Operations Coordinator	GS-OL	2
<i>Bangladesh/Myanmar Field Team</i>		
Operations Risk and Field Officer	P-3	1
Field Operations Coordinator	GS-OL	2
		18
<i>Planning Unit</i>		
Operations Officer / Planning Officer	P-3	1
Associate Victims Expert / Associate Planning Officer	P-2	1
Associate Planning Officer ⁸⁹	P-2	1
Field Operations Coordinator / Planning Officer Assistant	GS-OL	1
		4

⁸⁸ New post.⁸⁹ New post.

<i>Information Knowledge and Evidence Management Section</i>		
Information Management Coordinator	P-5	1
Project Coordination Assistant	GS-OL	1
		2
<i>Information and Evidence Unit (IEU)</i>		
Head, Information and Evidence Unit	P-3	1
Associate Information and Evidence Officer	P-2	1
Data Processing Assistant	GS-OL	5
Information Storage Assistant	GS-OL	1
Senior Evidence Assistant	GS-OL	2
Senior Evidence Assistant (A/V) ⁹⁰	GS-OL	1
Evidence Assistant	GS-OL	2
Evidence Processing Assistant ⁹¹	GS-OL	1
Archive and Vault Manager	GS-OL	1
		15
<i>Business Solutions Development Unit (BSDU)</i>		
Systems Architect	P-4	1
Knowledge Management Officer	P-3	1
Data Engineer ⁹²	P-3	1
Information Officer (Evidence and Analysis Systems)	P-2	2
Information Officer ⁹³	P-2	1
Associate Business Solutions Officer	P-2	1
Data Processing Manager	P-2	1
Senior Information Management Assistant	GS-OL	1
Information Management Assistant	GS-OL	6
		15
<i>eDiscovery Unit (EDAU)</i>		
eDiscovery and Data Analysis Officer	P-4	1
Information and Evidence Officer (Disclosure) ⁹⁴	P-3	1
Information and Evidence Officer (eDiscovery) ⁹⁵	P-3	3
Associate Information and Evidence Officer (Disclosure) ⁹⁶	P-2	1
Associate Information and Evidence Officer (eDiscovery) ⁹⁷	P-2	1
Associate Electronic Evidence Officer ⁹⁸	P-2	2
Associate RFA Analyst (eDiscovery) ⁹⁹	P-2	1
Analysis Assistant (Data Analysis)	P-2	1
Associate Database Coordinator ¹⁰⁰	P-2	1
Database Coordinator	P-1	2
eDiscovery Assistant ¹⁰¹	GS-OL	1
Disclosure/Search Assistant	GS-OL	1
Information Storage Assistant	GS-OL	1
		17
<i>Cyber Unit</i>		
Cyber Forensic Investigator	P-3	3

⁹⁰ New post.⁹¹ New post.⁹² New post.⁹³ Converted from GTA position.⁹⁴ New post.⁹⁵ New posts.⁹⁶ New post.⁹⁷ New post.⁹⁸ Converted from GTA positions.⁹⁹ New post.¹⁰⁰ Converted from GTA position.¹⁰¹ New post.

Information Storage Assistant	GS-OL	1
		4
<i>Forensic Science Section</i>		
Head, Forensic Science Section	P-5	1
Forensic Officer	P-3	2
Associate Analyst (Geographic Information Systems)	P-2	1
Associate Analyst	P-2	1
		5
<i>Language Services Unit</i>		
Language Coordinator	P-4	1
Reviser (one English and one French)	P-4	2
<i>Translation Team</i>		
Translator (English)	P-3	1
Translator (French)	P-3	1
Translator (Arabic)	P-3	1
Associate Translator (English)	P-2	1
Associate Translator (French)	P-2	1
Associate Translator (Arabic)	P-2	1
Language Services Assistant	GS-OL	1
<i>Transcription Team</i>		
Senior Transcript Coordinator	GS-OL	1
Transcript Coordinator and Reviewer	GS-OL	1
Transcript Reviewer	GS-OL	4
Transcription Assistant	GS-OL	1
<i>Interpretation Team</i>		
Interpretation Coordinator	P-3	1
Language Services Assistant (HQ)	GS-OL	2
		20
Total		131

430. In IKEMS, the Information and Evidence Officers, Associate Information and Evidence Officers, Associate Analyst (RFA), and eDiscovery Assistant all ensure that the OTP has a robust and sustainable minimum industry standard eDiscovery capacity.

431. The resource needs identified in IKEMS reflects its central role in the essential modernization process presently being undertaken with respect to the technological framework of the Office, in particular regarding the storage, processing and analysis of evidence.

432. With increased hybridization of the OTP work environment, an increased field presence and growing need for supporting remote and digitally recorded witness interviews, all combined with the influx of new equipment and rising tempo of operational support requirements, Senior Evidence Assistant (A/V) (GS-OL) post will help fill a major OTP service and support gap with respect to audio visual technical support in all of the above areas.

433. The Evidence Processing Assistant (GS-OL) combines the former roles of Data Processing Assistant and Evidence Assistant into a single role with increased responsibilities for incoming Article 15 and other evidence collection/ingestion activities that will comprise the early stages of the EDRM process and evidence processing lifecycle. The role crystalizes the new unified and streamlined approach to evidence processing and management and strengthens existing evidence processing capacity in light of the creation of the new eDiscovery and Data Analysis Unit.

434. The Data Engineer supports specialized (investigation and forensic) systems as well as specialized OTP core business applications and processes through business development initiatives aiming to further leverage business intelligence information across the OTP's business streams in support of operational and strategic decision-making. The post is

expected to support the development of in-house data analytics solutions, including machine learning and engage in research and development initiatives to identify new or alternative solutions to data challenges in operations management and operational support activities while also supporting the Systems Architect and Information Management Coordinator in formulating requirements for business data-dependent in-house solutions and by technically assessing commercially available alternative options to ensure the highest levels of efficiency are attained and maintained, when selecting, developing or implementing data architectures.

435. The *Information and Evidence Officer (Disclosure)* (P-3) provides specialised disclosure technical and evidence database support to the unified investigation and prosecution teams through the use of dedicated tools and by developing techniques, specialised scripts, and programs or algorithms that exploit large, structured and unstructured data sets within the framework of the OTP's systematic application of an organ-wide Electronic Discovery Reference Model (EDRM).

436. The *Information and Evidence Officer (eDiscovery)* (P-3) provides specialised eDiscovery technical and system development efforts to support the unified investigation and prosecution teams through the use of dedicated tools and by developing techniques, specialised scripts, and programs or algorithms that exploit large, structured and unstructured data sets within the framework of the OTP's systematic application of an organ-wide Electronic Discovery Reference Model (EDRM).

437. The *Associate Information and Evidence Officer (Disclosure)* (P-2) provides specialised disclosure technical and evidence database support to the unified investigation and prosecution teams through the use of dedicated tools and by developing techniques, specialised scripts, and programs or algorithms that exploit large, structured and unstructured data sets within the framework of the OTP's systematic application of an organ-wide Electronic Discovery Reference Model (EDRM).

438. The *Associate Information and Evidence Officer (eDiscovery)* (P-2) provides specialised eDiscovery technical and system development efforts to support the unified investigation and prosecution teams through the use of dedicated tools and by developing techniques, specialised scripts, and programs or algorithms that exploit large, structured and unstructured data sets within the framework of the OTP's systematic application of an organ-wide Electronic Discovery Reference Model (EDRM).

439. In an effort to reduce OTP response times to RFA requests from States by at least 50% over the course of the next 12 months, and to ensure its sustainability thereafter, the Associate *RFA Analyst (eDiscovery)* (P-2) ensures RFAs are received, processed and responded to in a timely manner and coordinates between the eDiscovery and Data Analysis Units, Information and Evidence Unit and Cyber Units to not only coordinate but harmonise the OTP's approach, breadth and depth to RFA requests by States Parties.

440. The *eDiscovery Assistant (GS-OL)* assists in developing specialised eDiscovery solutions to support the unified investigation and prosecution teams through the use of dedicated tools and by assisting with the development of techniques, specialised scripts, and programs or algorithms that exploit large, structured and unstructured data sets within the framework of the OTP's systematic application of an organ-wide Electronic Discovery Reference Model (EDRM).

General temporary assistance

€6,276.5 thousand

441. The Programme continues to require GTA resources to support the Office's activities. The extension of most of the current resources is therefore necessary. Wherever possible, the changes that are requested have been made budget neutral by the discontinuation of existing approved posts. Details of each requested position are provided in paragraphs 442 to 458 below.

442. The breakdown of requested GTA positions for 2023 is as follows. Unless otherwise indicated, GTA resources are recurrent and multi-year:

<i>Title</i>	<i>Grade</i>	<i>NumberMonths</i>		<i>FTE</i>	
<i>Office of the Director, ISD</i>					
Special Assistant to the Director ISD ¹⁰²	P-3	1	12	1.00	Continued
		1	12	1.00	
<i>Management and Administrative Support</i>					
Assistant Planning and Control Officer	P-1	1	12	1.00	Continued
		1	12	1.00	
<i>Planning and Operations Section</i>					
<i>Security and Protection Unit (Cluster 1)</i>					
Associate Protection Strategies Officer ¹⁰³	P-2	4	48	4.00	Continued
<i>Security and Protection Unit (Cluster 2)</i>					
Associate Protection Strategies Officer ¹⁰⁴	P-2	2	24	2.00	Continued
<i>Security and Protection Unit (Threat Analysis Cell)</i>					
Associate Protection Strategies Officer	P-2	1	12	1.00	Continued
<i>Psychosocial Support</i>					
Psychosocial expert ¹⁰⁵	P-2	1	12	1.00	Continued
<i>Field Witness Management</i>					
Protection Strategies Assistant ¹⁰⁶	GS-OL	2	24	2.00	Continued
Protection Strategies Assistant ¹⁰⁷	GS-OL	1	9	0.75	New
		11	129	10.75	
<i>Field Operations Unit</i>					
Operations Risk and Field Officer ¹⁰⁸	P-3	1	12	1.00	Continued
Field Operations Coordinator ¹⁰⁹	GS-OL	1	12	1.00	Continued
Field Operations Coordinator ¹¹⁰	GS-OL	1	12	1.00	Continued
Field Operations Coordinator ¹¹¹	GS-OL	1	9	0.75	New
		4	45	3.75	
<i>Planning Unit</i>					
Planning Officer	P-4	1	9	0.75	New
Assistant Planning Officer	P-1	3	27	2.25	New
		4	36	3.00	
<i>IKEMS-IEU</i>					
Assistant Information and Evidence Officer	P-1	2	24	2.00	Continued
Evidence Assistant	GS-OL	1	12	1.00	Continued

¹⁰² Redeployed: formerly Special Assistant to the Director of Prosecution.

¹⁰³ One APSO for each of the following situations: (1) UKR, (2) SUD, (3) LBY, and (4) BGD/MMR.

¹⁰⁴ Allocated to CAR II.a and CAR II.b.

¹⁰⁵ See para. 446 for details.

¹⁰⁶ One Allocated to LAT HUB, and one allocated to CAR.

¹⁰⁷ Allocated to Asia HUB.

¹⁰⁸ Allocated to LAT HUB.

¹⁰⁹ Allocated to SUD.

¹¹⁰ Allocated to LAT HUB.

¹¹¹ Allocated to Asia HUB.

		3	36	3.00	
<i>IKEMS-BSDU</i>					
Application Management Officer	P-3	1	12	1.00	Continued
eLearning Officer	P-2	1	12	1.00	Continued
Technical Assistant (Information Systems)	GS-OL	1	12	1.00	Continued
		3	36	3.00	
<i>IKEMS-Cyber Unit</i>					
Head, Cyber Unit	P-4	1	12	1.00	Continued
		1	12	1.00	
<i>Forensic Science Section</i>					
Forensic Officer	P-3	2	24	2.00	Continued
		2	24	2.00	
<i>Language Services Unit</i>					
Translation Officer	P-3	1	12	1.00	Continued
Translator	P-3	6	72	6.00	Continued
Language Services Assistant	GS-OL	2	18	1.50	Continued
Transcript Reviewer	GS-OL	5	60	5.00	Continued
Transcript Reviewer ¹¹²	GS-OL	2	18	1.50	New
Transcript Reviewer ¹¹³	GS-OL	5	45	3.75	New
Transcription Assistant	GS-OL	1	12	1.00	Continued
Interpreter / Translator ¹¹⁴	P-2	3	27	2.25	New
Associate Interpretation Coordinator	P-2	2	24	2.00	Continued
Language Assistant ¹¹⁵	GS-OL	8	96	8.00	New
Field Interpreter	GS-OL	8	38	3.17	Continued
Field Interpreter	GS-OL	1	6	0.50	New
		44	428	35.67	
Total		69	770	64.17	

443. The Planning Unit will provide the effective coordination and planning for the unified teams. As well as the essential logistical and support service coordination, such as mission planning, interpretation, psychosocial and protection support needs, effective resource planning, in terms of anticipating and planning for longer term field deployments, recruitment, and identification of equipment needs for example will allow the unified teams to focus on their investigative activity.

444. The Planning Unit would consist of:

- One *Project Officer (P-3)*; and
- Three *Assistant Planning and Control Officers (P-1)*

445. In order to effectively support this requirement, a Project Officer (P-3) will organize and manage the activity of the Unit. The Project Officer will develop the necessary terms of reference and templates for the planning activities. This will include information requirements, scheduling and the development of coordination and communication requirements. The Project Officer will also be responsible for developing crisis management readiness for the Office. The Project Officer will be supported by three (3) Assistant Planning and Control Officers (P-1). There will be an Assistant Planning and Control Officer supporting the Project Officer for the planning needs of the pillars as well as designated Assistant Planning and Control Officers to support the two major ongoing investigations, in Darfur (Sudan) and Ukraine.

446. POS uses external experts to provide psychosocial support to victims and witnesses. The resources are hired through individual contractor agreements. The level of expertise

¹¹² Allocated to Headquarters.

¹¹³ Allocated to the country offices.

¹¹⁴ Allocated to a country office.

¹¹⁵ Two staff allocated to Headquarters and six staff allocated to country offices.

required is equivalent to a P-2 professional. The total estimated duration of the engagement is 12 months for 2023. For budgetary purposes, the request is presented as one line. The funds requested are an increase on previous years (previously 6 months) due to a significant increase in the number of vulnerable and traumatized witnesses the Office anticipates to interact with.

447. The opening of new situations combined with an increased field presence requires an increased capacity to undertake field operations and witness management activities. The reorganization of POS (ORSU and PSU) has optimized the allocation of resources, and redeployment of positions from one geographical location to another (where feasible) has minimized the need for additional resources. However within the SPU, an additional field resource is required to cover witness management for the Bangladesh/Myanmar investigation as well as supporting other regional activities – this will consist of:

448. One *Protection Strategies Assistant* (GS-OL)

449. Within the Field Operations Unit, similar to the SPU, while resources have been reorganized and redeployed to ensure the most efficient use of the staff, the increase in both geographical spread and numbers of staff deployed to the field require an additional resource to ensure operations are adequately covered. As such an additional position is requested.

450. One *Field Operations Coordinator* (GS-OL)

451. In keeping with its continuous assessment of resource needs framed against the constantly evolving service demands as preliminary examinations and situations evolve through the phases, LSU has reviewed its current posts and determined that the following changes should be introduced. The proposed changes will also address and resolve the issue of the utilization of unapproved GTAs. These changes also come in response to the commentary contained in the IER report (paragraphs 181-183),¹¹⁶ the increased workload at the preliminary examination phase and the lessons learned, and operational changes ensuing from the COVID-19 pandemic.

452. Following the submission of the applications for warrants of arrest in the Georgia situation in early 2022, it was determined that Georgian translation skills were no longer required in-house. Accordingly, it is proposed that the P-2 Associate Translator position providing Georgian translation be discontinued while the related P-3 Translator position would be repurposed to another language.

453. It is proposed therefore that one position be discontinued:

454. One *Associate Translator (Georgian)* (P-2).

455. Further, with a view to the foreseen languages, but without attempting to cater for each and every eventuality through the use of staff positions, but also mindful to create core capacity, most specifically for the Ukraine and Venezuela teams, and bolster support for the priority investigations, it is proposed that the following positions be created:

- *Three Interpreter/Translators* (UKR, VEN and DAR/LBY situations) (P-2);¹¹⁷
- *Eight Language Assistants* (various situation languages) (G-5); and
- *Seven Transcript Reviewers* (various situation languages) (G-4).

456. The three Interpreter/Translator positions are similarly requested for situations for which no support is currently budgeted (UKR and VEN) or for the priority situations (DAR/LBY). These new roles are being proposed in response to a need to cater for in-house interpretation capacity for sensitive high-level, diplomatic meetings and other similar critical or delicate missions or assignments for which formally-qualified, in-house interpretation expertise is required. As a dual role, these positions will also provide self-reviewed translations in non-peak periods.

457. The eight Language Assistant (G-5) positions are requested either to support activities in the Ukraine situation (five posts), to create some internal capacity for situation languages where none presently exists (one for the Philippines, and one for Bangladesh/Myanmar) and to add some support for priority investigations (one for Libya/Darfur). These positions are primarily directed at providing field interpretation in

¹¹⁶ See, Report of the Independent Review Expert of the International Criminal Court and the Rome Statute System.

¹¹⁷ The exact grade will be determined by the classification process.

support of active investigations, though they can support transcription or draft translation if so required. The five positions requested for Ukraine for instance would be based in the field, essentially to support witness interview activities, and would be complemented with freelance resources on a needs basis.

458. The seven Transcript Reviewer (G-4) positions are also requested either to provide basic in-house quality assurance for situation languages for which there is no coverage presently (two for Ukraine, one for the Philippines, one for Bangladesh/Myanmar, one for Afghanistan, one for Venezuela) or where there is a need to build some additional surge capacity for priority cases (one Arabic for Libya and Darfur). While – akin to the other new positions requested here – this may not immediately cover all the potential languages ultimately required, the Transcription Team will remain agile and flexible in its use of human resources and exploitation of machine transcription. These positions are always requested in combination with one of the working languages for maximum resource effectiveness.

Non-staff resources

€1,686.0 thousand

459. Non-staff resources are requested for travel, contractual services, general operating expenses, supplies and materials, and furniture and equipment. This last category includes items in relation to information management projects, and low-cost evidence collection equipment such as pen drives, recorders, external drives, dongles and similar items. All office furniture, such as tables, cabinets and desks, are managed by the Registry's Facilities Management Unit and budgeted under Major Programme III. Unless otherwise indicated, the resources requested are recurrent.

Travel

€740.0 thousand

460. POS will continue to look to reduce accommodation and DSA costs in the situation countries where teams are deployed for missions. The increase in field presence and a more flexible approach to the use of resources will help to reduce the volume of mission deployments. It is anticipated that, by maintaining this approach, savings can be made in operation costs in 2023. The measures the Office has implemented will ensure that the OTP will continue to be as efficient as possible, adapting travel arrangements to maintain the most effective balance between flight and DSA costs and the efficiency and progress of the investigations.

461. Missions in the field require local and international travel by interpreters recruited by LSU to provide the necessary support for investigation- and prosecution-related activities during the preliminary examination, investigation, pre-trial and trial phases. This budget item further includes funds for a number of missions to situation countries to assess and recruit field interpreters.

462. The requested amount also provides for a limited number of missions for technical staff to provide support to field deployments, manage, deploy, repatriate or write off IKEMS equipment and supplies currently located in field offices and to participate in professional symposiums and conferences.

463. Lastly, FSS will continue to require resources to deploy with the teams when forensic missions are needed.

Contractual services

€390.0 thousand

464. Contractual services are needed to supplement internal projects or provide resources for special requirements and peaks in activity that cannot be effectively and promptly handled in-house through additional recruitment. For example, translation and transcription outsourcing remains critical to supplement the Office's in-house capacity where confidentiality constraints allow, to ensure that the most effective blend possible of internal and external resources is exploited with a mind to financial responsibility in dealing with activity peaks due to case-specific, time-bound workloads that must be transcribed in, or translated into or out of, languages for which no in-house capacity exists or is required.

*General operating expenses**€346.0 thousand*

465. As explained in paragraphs 305, 350 and 388, following the reorganization of the Office and the allocation of unified teams in the Deputy Prosecution pillars, the funds requested for general operating expenses are split into Programme 2500, Programme 2600, Programme 2700 and Programme 2800 (under POS). This explains the difference in the amount requested for this Programme in comparison to the 2022 approved budget.

466. This budget item is a recurrent cost necessarily incurred by the attendance of witnesses at interviews and the Office's fulfilment of its duty of care to witnesses during all phases of activities (preliminary examinations, investigations, trials and remaining residual cases).

467. The funds requested in general operating expenses are based on a number of factors: the need to interact with new witnesses in ongoing investigations while satisfying a continuing duty of care to existing witnesses, and longer-term rental of accommodation for staff during missions.

468. Part of the general operating expenses is for accommodation agreements, such as in the Central African Republic, which provide an economical solution in comparison to expensive hotel accommodation for ongoing operations. The accommodation also provides a safe and healthy controlled environment for staff members in a location with very limited medical facilities. The same concept has been applied to other situations where the Office is establishing a field presence. Country office presence is discussed and coordinated with the relevant functions of the Registry to ensure the most effective and efficient utilization of the Court's budget resources.

469. The funds requested include €10.0 thousand for annual maintenance of one OTP-specific software application used to support investigative analysis.

*Supplies and materials**€140.0 thousand*

470. An amount of €27.0 thousand is requested for the renewal of annual subscriptions to OTP-specific journals and other professional subscriptions (e.g. International Association of Prosecutors) and for purchasing key reference volumes necessary to support the Office's core activities. The amount for this budget line has been assessed with a view to providing the goods and services needed by the Office, while limiting the financial impact wherever possible. However, the unit cost of the subscriptions that have been identified as necessary for 2023 has increased and the amount requested reflects market prices. Subscriptions to online databases, services and journals shared by the entire Court are centralized by the Court Library and the Information Management Services Section (IMSS).

471. The funds requested are needed to renew OTP-specific software subscription licences. A portion of this budget item is allocated for purchasing digital and electronic consumables for the purposes of evidence collection (e.g. memory cards, encrypted hard drives) and for equipment used by investigators, such as cameras, recording devices and batteries.

472. A smaller part of the funds is requested to replace and integrate specific materials and supplies (e.g. human remains pouches, rubber gloves, consumables and instruments) needed for the forensic investigation of crime scenes and to purchase satellite imagery needed for pre- and post-incident analysis of crime scenes.

*Furniture and equipment**€70.0 thousand*

473. The requested amount for furniture and equipment relates to the portion of IT investments funded through the OTP budget. These expenditures relate to OTP-specific items which form part of agreed investments in key initiatives, including inter-organ initiatives, aimed at achieving prosecutorial goals.

474. These initiatives relate to increasing in-house efficiencies through meticulous business process reviews and the development and/or identification of solutions aimed at investigation and witness management, language service request management, interpretation coordination and project management workflows within OTP. These initiatives directly

support investigative and prosecutorial needs as well as the OTP's overall service and support capacity for core business activities.

475. The second group of initiatives consists of the broad-scope implementation of forensic capture, triage and storage of digital materials requiring additional processing, analysis and review before registration; and development and enhancement of OTP tools and ability to collect and process specialized and/or digital or open-source information and/or evidence, as well as to conduct online investigations in support of its core investigative and prosecutorial activities.

476. The voluntary contributions are expected to cover the cost of a series of new tools and modernization initiatives that will bring the Court to the minimum industry standard in evidence management and eDiscovery. In addition, they will allow it to ingest and process the increasing volumes of digital evidence that new cases generate. While these contributions are likely to sustain the OTP's modernization needs until 2026, the operating and maintenance expenses of this new tooling will become part of the OTP's annual baseline IT costs.

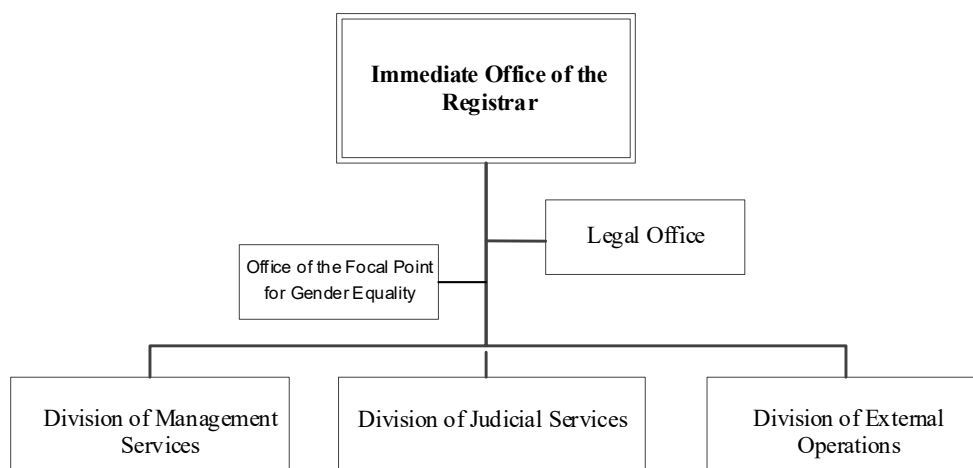
Table 19: Integrated Services: Proposed budget for 2023

Programme C Integrated Services	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				5,541.9	1,091.4	19.7	6,633.3
General Service staff				3,987.3	135.6	3.4	4,122.9
<i>Subtotal staff</i>	-	-	-	9,529.2	1,227.0	12.9	10,756.2
General temporary assistance	-	-	-	5,023.2	1,253.3	25.0	6,276.5
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	-	-	-	5,023.2	1,253.3	25.0	6,276.5
Travel	-	-	-	417.6	322.4	77.2	740.0
Hospitality	-	-	-	-	-	-	-
Contractual services	-	-	-	370.0	20.0	5.4	390.0
Training	-	-	-	-	-	-	-
Consultants	-	-	-	-	-	-	-
General operating expenses	-	-	-	677.0	(331.0)	(48.9)	346.0
Supplies and materials	-	-	-	115.0	25.0	21.7	140.0
Furniture and equipment	-	-	-	240.0	(170.0)	(70.8)	70.0
<i>Subtotal non-staff</i>	-	-	-	1,819.6	(133.6)	(7.3)	1,686.0
Total	-	-	-	16,372.0	2,346.7	14.3	18,718.7

Table 20: Integrated Services: Proposed staffing for 2023

2800	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	1	3	7	19	14	4	48	-	1	61	62	110
New	-	-	-	-	-	-	6	7	-	13	-	-	3	3	16
Redeployed	-	-	-	-	-	-	-	(1)	-	(1)	-	(1)	1	-	(1)
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	1	3	7	25	20	4	60	-	-	65	65	125
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	2.00	12.00	15.50	3.00	32.50	-	-	16.67	16.67	49.17
Continued	-	-	-	-	-	2.00	12.00	16.00	3.00	33.00	-	-	16.67	16.67	49.67
New	-	-	-	-	-	0.75	0.75	4.50	-	6.00	-	-	13.00	13.00	19.00
Redeployed	-	-	-	-	-	-	1.00	-	-	1.00	-	-	-	-	1.00
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	(1.00)	(4.00)	-	(5.00)	-	-	-	-	(5.00)
Proposed 2023	-	-	-	-	-	2.75	12.75	16.50	3.00	35.00	-	-	29.67	29.67	64.67

C. Major Programme III: Registry



Introduction

477. The Registry is headed by the Registrar, the principal administrative officer of the Court, and is the organ responsible for the non-judicial aspects of the administration and servicing of the Court. It is divided into three divisions, all crucial for ensuring fair, expeditious and transparent judicial proceedings as well as support to investigations and Registry clients: the Division of Management Services (DMS), the Division of Judicial Services (DJS) and the Division of External Operations (DEO). Within the Office of the Registrar, the Immediate Office helps the Registrar provide strategic leadership, coordination and guidance to all Registry divisions and sections, while the Registry Legal Office is responsible for supporting the performance of the Registrar's legal functions.

478. Judicial proceedings form the core of the Court's work and cannot be undertaken without the necessary services and functions provided by the Registry. As a neutral support platform, the Registry is responsible for supporting judicial proceedings through functions such as court and records management, facilitation of witness testimony, facilitation of victim participation in proceedings, administration of legal aid and support to counsel, court interpretation and translation services, information technology management, security, management of the detention facilities, facilitation of judicial cooperation and assistance, ensuring the public nature of the proceedings, communication (in particular with affected communities) and field operations in support of the work of the judges, parties and participants. Without these Registry functions, judicial proceedings would not be possible, as the participants in the proceedings – including the judges, the Office of the Prosecutor (OTP), the defence, and victims and witnesses – would not have the necessary technical, operational and language support or, where applicable, the necessary financial support structures to ensure fair and expeditious judicial proceedings. The Registry's resource requirements with regard to these functions are directly driven by judicial and prosecutorial developments.

479. The administrative and managerial services provided by the Registry are crucial to the smooth functioning of the Court as a whole. The Registry manages human resources, budgeting, finance, procurement, facilities, travel, security and staff well-being, and coordinates Court-wide executive functions such as risk management, reporting to governing bodies, audit and compliance. In addition, the Registry's administrative services support the expeditious conduct of judicial proceedings with regard to witness transport, courtroom security and courtroom equipment required by the parties. While resource requirements in relation to these Registry functions directly depend on the service needs of all areas of the Court, the Registry has over the years maintained a relatively stable capacity to cope with emerging needs.

Overview of Registry budget requirements for 2023

480. The proposed 2023 budget for the Registry amounts to **€90,407.1 thousand**, which represents an increase of **€11,187.9 thousand**, or **14.1 per cent**, over the 2022 approved budget of €79,219.2 thousand.

481. The Registry's proposed increase of 14.1 per cent is directly linked to judicial and prosecutorial activities. It is dictated by the duty of the Registry to provide support to the other organs while fulfilling its own obligations of, among others, legal aid management, victim support, witness protection, public information and outreach.

482. In the light of the substantial increase in workload, the Registry has carefully assessed ways to enhance and sustain its long-term capacity to deliver its mandate, while being mindful of the financial constraints of States Parties. With this proposal, the Registry seeks to make the necessary adjustments so that the increased workload can be addressed with a minimum of resources. Accordingly, additional funds are requested only after all possible steps and efforts have been undertaken to contain the additional requirements through the reduction and reprioritization of resources, as well as through the identification of savings and efficiencies.

Strategic priorities for 2023

483. The Registry's Strategic Plan for 2023-2025 is guided and closely linked to the implementation of the relevant recommendations of the Independent Expert Review (IER).

484. In preparing its proposed budget for 2023, the Registry was guided by the underlying principles of the Registry Strategic Plan for 2023-2025, also enshrined in the Court-wide Strategic Plan for the same period, in particular, the Court-wide strategic goal concerning Organizational Performance, which is to: "Manage resources in an effective, coherent, transparent, responsible and adaptable manner, which reflects the culture of continuous improvement, and further develop the sustainability, and resilience of the Court against identified risks". In other words, the proposed budget for 2023 is driven by measures aimed at adapting the Registry's operations, processes and systems to the requirements of enhanced flexibility and scalability, with a view to ensuring the sustainability and resilience of the organization.

485. Accordingly, the Registry's priority is to strive for continuous improvement by becoming more efficient and providing more effective services in all areas, including management services, judicial services and external operations services. With the objective of continuous improvement incorporated into its operational principle, the Registry aims to promote an established cultural change within the organ and the Court as a whole.

486. In relation to management services, the Registry will continue to prioritize improvements to geographical representation and gender balance in the staff of the Court, as well as diversity and inclusion, in line with the Strategy on Gender Equality and Workplace Culture. Moreover, the Registry is committed to promoting a desired organizational culture and values. In this regard, the priority is to establish systems, such as the Leadership Framework, that creates an environment where staff are encouraged to improve their capacity and performance. This must be strengthened through mechanisms that promote staff engagement and well-being, and a culture of respect and accountability.

487. With respect to judicial services, the Registry's core priority is to ensure the effective delivery of support to judicial proceedings, including providing the necessary resources, systems and equipment to support hearings and the parties and participants in the courtrooms. The Registry will continue to ensure effective support is provided to witnesses and victims, including in their participation in proceedings before the Court. It is also one of the key priorities of the Registry to strengthen the structure and organizational mechanisms of the defence teams and the teams of legal representatives of victims.

488. In regard to external operations, the Registry will focus on the IER recommendations pertaining to the country offices and the ICC Liaison Office to the United Nations. The Registry aims to finalize the field engagement strategy, which will be used to adapt the capacity of country offices to the realities of investigative and judicial activities and the related workload and give further flexibility to the Chiefs of Country Offices in terms of recruitment and procurement. Additionally, strategic priorities in 2023 will include

enhancing the environment for cooperation with States, evaluation of the Victims and Witnesses Section (VWS) and the implementation of a strategic framework for communications. The Registry will aim to provide quality support to States, as well as to regional and international organizations to encourage full and timely cooperation with respect to, among others, the protection of witnesses and the execution of warrants of arrest. The Registry will also prioritize the development of an arrest strategy and reinforce the Registry's capacity in the tracing and arrest/surrender of suspects at large, in anticipation of the issuance of new warrants of arrest following intensified OTP investigations in 2023, and/or with a view to the execution of existing outstanding warrants.

Main cost drivers of the proposed increase

489. The proposed increase is attributable to four main cost drivers:

- i. Supporting increased judicial activities, including supporting trial hearings in three cases simultaneously in 2023 (**€5.9 million**);
- ii. Increased support to the OTP's investigative activities, including enhanced support in the field, as well as support to reparation activities (**€1.4 million**);
- iii. Unavoidable inflationary pressures, including the application of the UN Common System, and the price index increases concerning goods, utilities and services for which the Registry is a Court-wide service provider (**€2.9 million**); and,
- iv. The implementation of strategic priorities, such as those concerning the establishment of an ombudsperson and the gender equality focal point, improvements in the recruitment process, workforce planning and mobility, improvements to the procurement process, and enhanced capabilities in relation to budget monitoring and implementation in line with the objectives set out in the Registry's Strategic Plan, as well as other administrative requirements (**€1.0 million**).

Support for judicial activities - three courtroom teams, support for victim-related activities and legal aid

490. Resource requirements in the Registry are significantly driven by its judicial support responsibilities and duty to provide efficient and effective support to the increased level of judicial activities and the fast-paced proceedings. These investments will ensure continuous and expeditious judicial proceedings, safeguarding the rights of the parties and participants and avoiding costly inefficiencies to the Court.

491. In 2023, the Registry is required to support a significant increase in trial activities, with hearings in three cases (*Abd-Al-Rahman, Said*, and *Yekatom and Ngaïssona*) throughout the year with an estimated 400 days of hearings, and two cases (*Al Hassan* and *Gicheru*), expected to be at the deliberations phase. In addition, reparation proceedings will be ongoing in five cases, and at the pre-trial level, the confirmation hearing in the *Mokom* case is scheduled for January 2023. The anticipated judicial workload will require additional resources including, in particular, for the simultaneous use of three courtrooms with the corresponding support capacity. The additional courtroom capacity is necessary to avoid costly medium and long-term inefficiencies, as well as to ensure fair and expeditious proceedings as mandated by the Rome Statute. It is expected, as demonstrated in past years, that the pace of ongoing proceedings will further accelerate in 2023, demanding the requisite capacity in the Registry to uphold the Judiciary's proven commitment to the efficient running of proceedings.

492. In order to ensure the efficient management and organization of hearings, additional resources are requested to increase the capacity of the Registry to run three courtrooms simultaneously for the confirmation hearing in one case at the pre-trial phase and at least three cases at trial expected to be held simultaneously throughout the year. Importantly, as the trials will continue for the whole of 2023, the Registry will need additional capacity to sustain these proceedings simultaneously, notwithstanding slight differences between the actual hearing days and the number of forecast hearing days. Resources are also proposed for the increased workload related to supporting the defence and the participation and representation of victims in proceedings before the Court.

493. It is foreseen that at least seven persons will remain in detention. Thus, an additional block of six cells is required to accommodate the higher number of suspects, accused persons or convicted persons at the Detention Centre, entailing rental costs. Additional resources are further required for the provision of translation and interpretation services to assist in the conduct of all Court proceedings in 2023, to safeguard the right of suspects and accused persons to understand the proceedings and the right of witnesses to testify in their own language.

494. Furthermore, up to eleven defence teams and eight teams of legal representatives of victims will need to be financed by legal aid in 2023, in compliance with the existing legal aid framework and, as enshrined in the Rome Statute, the Rules of Procedure and Evidence and the Regulations of the Court. Judicial developments, including the confirmation of charges in the *Said* case and the transfer of Mr Mokom to the Court's custody, have also automatically increased these costs. Legal aid is requested to fund increases in the teams of legal representatives for victims as per the legal policy. The additional resources required for the different defence teams have been fully offset by reductions in other defence teams as a result of the application of the legal aid policy in line with changes at the stages of the different proceedings.

495. Lastly, to avoid technical disruption during judicial proceedings, additional resources are requested to replace end-of-life equipment in the courtrooms, without which hearings cannot take place, as well as for the IT/IM strategy.

Increased support to investigative activities by the OTP, including enhanced support in the field, as well as support to reparation activities

496. The Registry's resources are also heavily affected by the evolution in OTP investigations, leading to shifts in regional support requirements. The improved coordination between the organs has allowed the Registry to carefully plan for the transition and redeployment of activities. Additional resources are required to support activities in situations under investigation in Libya, Afghanistan, Palestine, Myanmar/Bangladesh, the Philippines, Venezuela and Ukraine.

497. Following close coordination with the OTP and in order to meet its requirement to support intensive investigations in Ukraine, the Registry will establish a country office in Ukraine. The Registry will also establish a new country office in Sudan in order to provide more effective support to the ongoing trial in the *Abd-Al-Rahman* case. On the other hand, the Registry will downsize the country offices in Kinshasa, DRC, Côte d'Ivoire and Georgia and prioritize its resources in the country offices in Uganda and Bunia, DRC. In addition, the Registry will have to provide protection and/or support to an increased number of witnesses, in particular in relation to new referrals for witness protection in the situations in Sudan, Libya, Burundi, Afghanistan, the Philippines, Myanmar/Bangladesh and Ukraine. The Registry will also continue to provide support for the ongoing reparation proceedings, including support to the Trust Fund of Victims in the implementation of reparations.

498. So far, the Registry has been supporting the Court's activities in Sudan from Headquarters or from Uganda. The Registry decided that the smooth conduct of the trial proceedings in the *Abd-Al-Rahman* case, would be facilitated if the Court had a basic field set-up and representation in Sudan to provide the necessary support to trial activities and to liaise closely with the Sudanese authorities as well as the UN agencies. Therefore, in early 2022, the Registry initiated discussions with the Sudanese authorities on developing a legal framework to allow the Court's field presence in Sudan. As soon as the required legal framework is in place and all the proper arrangements have been made, the Registry will deploy a VWS standard situation team and establish a Registry basic field set-up for support functions in Sudan by the end of 2022. Since the majority of the staff resources required to support activities in Sudan will be redeployed from the approved staff resources for 2022 in Uganda, there will be no major financial impact on the staff required for the establishment of the country office in Sudan. Additional non-staff resources will be required mainly for the set-up of the office premises in Sudan and mission support. The new Chief of Country Office in Sudan will oversee activities in Uganda and the DRC.

499. In order for the Registry to meet the OTP's support requirements for its intensive investigations in Ukraine and for the protection/support of witnesses, both organs decided that it would be necessary to set up a country office in Ukraine. As soon as the necessary

legal framework allowing the Court to set up its presence has been finalized, the Registry will deploy a field set-up to Ukraine to provide support functions to enable it to discharge its mandate. This will result in an increase in the staff resources requested by the Registry for 2023. For prudent and diligent budget planning, and in the light of the complex context of the situation, the Registry is requesting resources which can be accurately estimated at the time of the proposed budget based on planned activities and foreseeable developments.

500. The budgetary increases resulting from the establishment of country offices in Sudan and Ukraine are largely offset by the abolishment/defunding of a number of field positions in the country offices in the DRC, Uganda, Côte d'Ivoire, Mali and Georgia; the reduction of the field presence of the country offices in Kinshasa, DRC, Côte d'Ivoire and Georgia; and decreased activities planned in the DRC, Uganda, Côte d'Ivoire, Mali and Georgia. The OTP, VWS and TFV will maintain a small presence in Côte d'Ivoire in 2023 to conduct residual activities, including the provision of security, diplomatic, outreach and logistical support. Therefore in 2023, the country office in Côte d'Ivoire will move its premises to a flexible workspace which will allow the office to be further downsized in 2024, without the further need to relocate to other premises. The residual activities in Côte d'Ivoire will be overseen by the Chief of Country Office who will be based in Mali. Meanwhile, for 2023 the country office in Georgia will maintain only two field staff members to implement its exit strategy and will reduce its office space for 2023 to one room at the current flexible workspace. Beyond overseeing the residual activities in Georgia, the Chief of Country Office (Georgia) will take the lead on activities to be conducted by the country office in Ukraine. Lastly, only one field staff member will remain in Kinshasa, DRC, to serve as the focal point for the Congolese authorities and provide outreach support to the reparations activities conducted by the TFV for the implementation of judicial orders.

Reductions, savings and efficiencies

501. The Registry has proactively sought to mitigate the impact of the aforementioned surges in resource needs by implementing a series of measures aimed at increasing flexibility and scalability and by reassessing the required level of support for projected activities in 2023.

502. The proposed overall increase in the Registry's budget would have been higher had it not been for the reductions achieved across the Registry of approximately €3.7 million, including savings and efficiencies amounting to €1.5 million. These efforts illustrate the continuous effort of the Registry to implement the leanest possible operations. The Registry continues to focus on efficiencies and savings improvements, the details of which are provided in the annex to the budget.

503. Importantly, from 2017 to 2021 the Registry's approved budget remained at a comparable level, with some years even showing reductions. Accordingly, for many years, the Registry has been able to absorb additional pressures, including the increase in price indices and staff costs, within a reduced baseline. Even the approved increase for 2022, which was necessary to support a considerable increase in judicial activities, represented a net increase of 2.7 per cent, in comparison to the resources approved for the Registry in 2018. This not only demonstrates the Registry's commitment to request only the resources it needs to deliver on its mandate, but also serves as a recognition that, in the current circumstances, an investment is needed to ensure that the Registry can support the substantial increase in judicial, investigative and reparations activities anticipated in 2023.

504. The table below provides an overview of the main cost drivers for the requested increases in 2023 as well as the main reductions, savings and efficiencies. Other increases and decreases are more minor and have the effect of cancelling each other out for the purpose of the macro analysis.

Table 21: Calculation of net increase based on variances in the proposed budget for 2023

	<i>Additional costs</i>	<i>Reductions</i>	<i>Net Increases</i>
<i>Inflationary pressures</i>	€0.8 million	-	€0.8 million
<i>UN Common System application</i>	€2.1 million	-	€2.1 million
<i>Support to judicial activities</i>	€7.4 million	€1.5 million	€5.9 million
<i>Support to investigative activities and field operations</i>	€3.1 million	€1.7 million	€1.4 million
<i>Implementation of administrative and corporate strategic priorities</i>	€1.6 million	€0.6 million	€1.0 million
<i>Total</i>	<i>€14.9 million</i>	<i>€3.7 million</i>	<i>€11.2 million</i>

Conclusion

505. The Registry's proposed budget for 2023 is the result of a rigorous approach, with full awareness of the difficult economic conditions faced by many of the States Parties and with deep appreciation for the financial support the Court and the Registry have received thus far.

506. With the total of €11.2 million in additional resources to support five trials – hearings in three ongoing trials continuing at an accelerated pace – through three courtroom teams; provide legal aid for defence teams and teams of legal representatives of victims; support victim-related activities and OTP investigations in ten (10) situations, including in new situation countries; and facilitate two important Court-wide initiatives, the Registry has nonetheless managed to significantly reduce the total increase by approximately €3.7 million, thanks to its considerable efforts to find reductions, savings and efficiencies in its continuous aim for budgetary self-discipline.

Table 22: Major Programme III: Proposed budget for 2023

Major Programme III Registry	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				28,999.5	1,729.2	6.0	30,728.7
General Service staff				18,647.0	448.9	2.4	19,095.9
<i>Subtotal staff</i>	<i>47,380.4</i>	<i>-</i>	<i>47,380.4</i>	<i>47,646.5</i>	<i>2,178.1</i>	<i>4.6</i>	<i>49,824.6</i>
General temporary assistance	4,893.6	22.4	4,916.0	5,948.7	3,646.8	61.3	9,595.5
Temporary assistance for meetings	894.0	-	894.0	824.9	749.1	90.8	1,574.0
Overtime	183.4	-	183.4	334.7	10.0	3.0	344.7
<i>Subtotal other staff</i>	<i>5,971.0</i>	<i>22.4</i>	<i>5,993.5</i>	<i>7,108.3</i>	<i>4,405.9</i>	<i>62.0</i>	<i>11,514.2</i>
Travel	588.4	94.5	682.9	1,471.1	624.1	42.4	2,095.2
Hospitality	-	-	-	4.0	-	-	4.0
Contractual services	2,566.7	159.9	2,726.6	2,032.6	263.8	13.0	2,296.4
Training	317.3	-	317.3	472.7	41.0	8.7	513.7
Consultants	703.5	57.8	761.2	538.5	507.0	94.2	1,045.5
Counsel for defence	3,913.0	624.6	4,537.6	5,196.7	(7.3)	(0.1)	5,189.4
Counsel for victims	1,531.7	-	1,531.7	1,906.6	431.4	22.6	2,338.0
General operating expenses	10,591.2	844.5	11,435.7	11,322.9	1,894.5	16.7	13,217.4
Supplies and materials	834.4	-	834.4	970.7	(50.4)	(5.2)	920.3
Furniture and equipment	467.0	-	467.0	548.6	899.8	164.0	1,448.4
<i>Subtotal non-staff</i>	<i>21,513.0</i>	<i>1,781.4</i>	<i>23,294.4</i>	<i>24,464.4</i>	<i>4,603.9</i>	<i>18.8</i>	<i>29,068.3</i>
Total	74,864.5	1,803.8	76,668.3	79,219.2	11,187.9	14.1	90,407.1

Table 23: Major Programme III: Proposed staffing for 2023

III	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	1	-	3	22	44	85	90	5	250	-	15	309	324	574
New	-	-	-	-	-	1	-	5	1	7	-	-	3	3	10
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	(1)	-	(2)	-	-	(3)	-	-	(18)	(18)	(21)
Proposed 2023	-	1	-	3	21	45	83	95	6	254	-	15	294	309	563
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	2.25	7.68	21.63	1.00	32.55	-	10.59	36.60	47.19	79.75
Continued	-	-	-	-	-	2.00	7.00	24.49	1.00	34.49	-	5.50	36.49	41.99	76.49
New	-	-	-	-	0.75	-	2.25	3.50	8.00	14.50	0.75	9.67	18.08	28.50	43.00
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	0.25	0.25	0.25
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	(1.00)	-	(2.00)	(1.00)	(4.00)	-	-	(3.00)	(3.00)	(7.00)
Proposed 2023	-	-	-	-	0.75	1.00	9.25	25.99	8.00	44.99	0.75	15.17	51.83	67.75	112.74

1. Programme 3100: Office of the Registrar

Introduction

507. The Office of the Registrar (OTR) encompasses the Immediate Office of the Registrar (IOR) and the Registry Legal Office (RLO).

508. The IOR directly supports the Registrar in providing strategic leadership, coordination and guidance to all Registry divisions, sections and offices, as well as in managing and supervising the Registry as a whole. The IOR also facilitates the flow of information to and from the Registry divisions and ensures proper high-level coordination with the other organs of the Court and external stakeholders. The IOR supports the Registrar in the performance of his or her executive functions and coordinates the remaining executive functions delegated to the Directors of Registry divisions.

509. The RLO is responsible for performing the legal functions arising from the duties assigned to the Registrar under the legal framework of the Court, both as a criminal court and an international organization. The RLO ensures the quality and consistency of legal approaches throughout the Registry and across a range of subject matters. In so doing, it coordinates the Registry's Legal Network. Its practice areas, which broadly correspond to the Registry's three divisions, are regulatory and compliance, judicial matters, and external operations. Thus, for example, the RLO handles staff litigation issues and advises on procurement matters and administrative issuances. It also coordinates Registry submissions in judicial proceedings and advises on detention and counsel matters. Furthermore, the RLO negotiates and prepares agreements and arrangements between the Court and third parties, and advises on the interpretation and application of the Headquarters Agreement and other agreements.

510. For the first time, the OTR budget includes two independent functions created to provide Court-wide services, namely the Focal Point for Gender Equality and the Ombudsperson. These functions were included in the Registry-wide budget approved for 2022, but not as part of any of the offices or divisions of the Registry. They are now included in the OTR for administrative purposes and for increased transparency in the budget request, and have no impact on the independent, separate and Court-wide nature of their work.

Operating environment and priorities

511. The IOR will continue to ensure that the Registry as a whole is able to successfully perform the administrative and operational tasks demanded of it in 2023. In this regard, the IOR ensures appropriate inter-organ coordination, provides the required support for the work of the Registry Management Team (RMT), enables the Registrar to ensure that high-quality services are delivered to the organs of the Court and that the Registrar is able to discharge substantive responsibilities on matters such as witness protection, legal aid and support to counsel, and outreach. In addition to these tasks, the IOR also supports the Registrar in preparing for and implementing the Court-wide and Registry Strategic Plans.

512. An important and substantial part of the IOR's work in 2023 will be linked to implementing the planned activities in the first year of the Registry Strategic Plan (2023-2025) and the Court's Strategic Plan (2023-2025), as well as continuing to implement the recommendations of the Independent Expert Review.

513. The RLO's strategic priorities for 2023, apart from providing routine legal services across the Registry, will include continuing to revise the administrative legal framework of the Court and providing support in implementing the recommendations of the Independent Expert Review, a number of which require legal analysis.

514. In 2023, the Focal Point for Gender Equality will continue the work carried out by the interim Focal Point for Gender Equality, raising awareness, conducting training, providing counselling to staff, and assisting the Court's senior management in driving change with regard to gender-related policies and mainstreaming gender-related aspects within the Court's administrative framework.

515. The Ombudsperson, who will be hired on a consultancy basis, will play a crucial role in, among others, providing a mediation service to staff members and elected officials, as well as other personnel working at the Court (e.g. interns, visiting professionals, consultants, individual contractors, counsel and members of counsel teams).

Budget resources**€2,173.6 thousand**

516. The requested amount has increased by €515.6 thousand (31.1 per cent). A considerable portion of the increase corresponds to the placement of the Office of the Focal Point for Gender Equality (OFPGE) under the structure of the OTR.

Staff resources**€1,926.0 thousand**

517. It is proposed that the OTR will comprise 15 established posts. One of these posts is a new requested established post and one is a proposed conversion from a GTA position.

*Established posts: Professional and General Service**€1,926.0 thousand*

518. The proposed amount for established posts represents an overall increase of €298.3 thousand (18.3 per cent) in comparison to €1,627.7 thousand approved for 2022. In addition to the application of the UNCS (€57.9 thousand), the two main reasons for this increase are: (i) the introduction of a new Associate Programme Officer (Strategic Planning) (P-2) established post in the IOR; and (ii) the conversion from a six-month GTA to an established post of the function of the Focal Point for Gender Equality (P-4) approved in 2022.

519. *One Associate Programme Officer (P-2), IOR. New.* Presently, there are no approved resources dedicated to strategic planning in either the Court's or the Registry's budget. Since January 2021, the IOR has had to bridge that gap using a Junior Professional Officer (JPO), fully funded by a State Party. However, over the past two years, the JPO has proved instrumental in assisting the IOR with preparing and collecting data, providing analysis, and reporting on the Registry's Strategic plans, as well as in the activities related to the Court-wide Strategic Plan. This has been crucial for the Registry and the Court, which have intensified their efforts on strategic planning, largely as a result of the feedback from States Parties and other stakeholders. As part of the new Court-wide approach, the Registry assumes a coordination role, which leads to additional workload. The JPO will be discontinued from 2023, having come to the end of the cycle with no further funding. There is therefore a clear need for adequate resources to maintain the hard-achieved momentum and to assist with various aspects and stages of strategic planning, including preparation of the draft plans, consultation with the relevant internal and external stakeholders, finalization of the plans, keeping track of the progress made through development of KPIs, and regular reporting to, among others, the Assembly and its subsidiary bodies. One post of Associate Programme Officer (Strategic Planning) (P-2), to assist the Chief of Staff within the IOR and the Registrar in this regard is deemed essential to permanently close the existing gap. It is the most cost-effective way of ensuring that the important strategic planning work of the Registry and Court can continue.

520. *Request to convert one Gender Equality Focal Point (P-4) GTA position into an established post.* The Gender Equality Focal Point will continue to be needed in 2023 to provide independent strategic and policy advice to the Court's senior management in driving change with regard to gender-related policies and mainstreaming gender-related aspects within the Court's administrative framework. In addition, the incumbent will support Court-wide efforts to raise awareness, conduct training and provide counselling to staff. In the proposed programme budget for 2022, the Court requested an established post for six months, as recruitment was to take place in the second half of 2022. The Assembly approved the position for six months, but as a GTA. The Court believes that it is important that the function be approved as an established post, given the independent, unique, and crucial role of the Gender Equality Focal Point. With an established post, the Court will be able to attract many more experienced applicants to the role. The experience and qualities that the selected candidate will bring will be essential in successfully pursuing the large number of gender-related policies and projects at the Court. As the Court has not yet filled the approved GTA position, it respectfully requests the Assembly to approve this function as an established post.

*Non-staff resources**€247.6 thousand*

521. The overall amount requested for non-staff resources for the OTR has increased by €217.3 thousand (717.2 per cent) in comparison to the approved budget for 2022. As explained below, the proposed increase is mostly attributable to the integration of consultancy resources into the OTR's budget, amounting to €144.0 thousand, for the Court-wide services of an Ombudsperson in 2023, and €30.0 thousand for the continuation of training requirements for the work of the Focal Point for Gender Equality. Additionally, there is an increase in travel in the IOR linked to the expected travel of the Registrar to the session of Assembly in New York, and in the RLO in connection with their mandated activities.

*Travel**€57.8 thousand*

522. The resources continue to be required for the Registrar to travel to one country office as part of the Staff Engagement strategy and to strengthen the relationship with the situation country and local authorities in the light of the various ongoing trials. An increase is requested for the Registrar's travel to the twenty-second session of the Assembly which is scheduled to convene in New York rather than The Hague.

523. The requested amount for the RLO has increased by €18.6 thousand. The RLO's proposed travel budget of €27.0 thousand will cover travel and related expenses incurred in the performance its mandate, including (i) attendance at the annual meeting of legal counsel of specialized agencies of the United Nations system and related organizations; and (ii) implementation of judicial decisions regarding the certification of prior recorded testimony pursuant to rule 68(2)(b) of the Rules of Procedure and Evidence. The significant increase in travel requirements is exclusively due to the unprecedentedly high number of missions the RLO is expected to conduct for the certification of prior recorded testimonies in the five cases expected to be in the trial phase in 2023.

*Hospitality**€4.0 thousand*

524. The proposed budget for hospitality remains unchanged. A limited hospitality budget is necessary for the purposes of increasing support and cooperation among States Parties and key external parties. These resources are recurrent.

*Training**€36.8 thousand*

525. The recurrent proposed training budget for the OTR, excluding the training costs for the Focal Point for Gender Equality, remains unchanged from that approved for 2022. The amount is required to cover the training needs of RLO staff. In the light of the RLO's complex and broad mandate, it is imperative to invest in both substance and skills-based training.

526. The overall proposed increase reflects changes related to the integration of the training for the Focal Point for Gender Equality in the OTR budget in 2023, instead of under the Registry as a whole. The proposed amount for training for the Focal Point for Gender Equality remains unchanged. This means that there is effectively no increase at Registry level.

*Consultants**€149.0 thousand*

527. The proposed resources for consultants in the OTR have increased by €149.0 thousand.

528. The increase is attributable to the consultancy costs for the Ombudsperson (€144.0 thousand). In 2022, the consultancy costs for the Ombudsperson were not under the OTR, but were included in the approved budget of the Registry as a whole, for six months only. The increase at Registry level is, therefore, effectively €72.0 thousand, or an additional six months of consultancy services, to ensure continuity throughout 2023.

529. The requested amount of €5.0 thousand, for the RLO, is required to cover consultancy and specific legal expertise required at Headquarters and in the field, particularly concerning matters involving domestic legislation and jurisdiction. Securing timely, sound and accurate legal advice and assistance on such issues is essential in order to manage the Court's legal risks and defend its position in legal proceedings.

Table 24: Programme 3100: Proposed budget for 2023

3100 Office of the Registrar	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				1,472.1	295.0	20.0	1,767.1
General Service staff				155.6	3.3	2.1	158.9
<i>Subtotal staff</i>	<i>1,508.8</i>	-	<i>1,508.8</i>	<i>1,627.7</i>	<i>298.3</i>	<i>18.3</i>	<i>1,926.0</i>
General temporary assistance	236.8	-	236.8	-	-	-	-
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	<i>236.8</i>	-	<i>236.8</i>	-	-	-	-
Travel	1.0	-	1.0	19.5	38.3	196.4	57.8
Hospitality	-	-	-	4.0	-	-	4.0
Contractual services	20.8	-	20.8	-	-	-	-
Training	-	-	-	6.8	30.0	441.2	36.8
Consultants	-	-	-	-	149.0	-	149.0
General operating expenses	-	-	-	-	-	-	-
Supplies and materials	0.1	-	0.1	-	-	-	-
Furniture and equipment	2.6	-	2.6	-	-	-	-
<i>Subtotal non-staff</i>	<i>24.5</i>	-	<i>24.5</i>	<i>30.3</i>	<i>217.3</i>	<i>717.2</i>	<i>247.6</i>
Total	1,770.2	-	1,770.2	1,658.0	515.6	31.1	2,173.6

Table 25: Programme 3100: Proposed staffing for 2023

3100	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	1	-	-	2	2	4	2	-	11	-	1	1	2	13
New	-	-	-	-	-	1	-	1	-	2	-	-	-	-	2
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	1	-	-	2	3	4	3	-	13	-	1	1	2	15
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	1.00	-	-	-	1.00	-	-	-	-	1.00
Continued	-	-	-	-	-	1.00	-	-	-	1.00	-	-	-	-	1.00
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	(1.00)	-	-	-	(1.00)	-	-	-	-	(1.00)
Proposed 2023	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

2. Programme 3200: Division of Management Services

Mandate and responsibilities

530. The Division of Management Services (DMS or “the Division”) provides administrative and management services to support the operations of the Court as a whole. DMS is led by the Director, Division of Management Services, and consists of the Office of the Director (OD-DMS), the Human Resources Section (HRS), the Budget Section (BS), the Finance Section (FS), the General Services Section (GSS) and the Security and Safety Section (SSS).

531. OD-DMS is responsible for the overall direction and delivery of all administrative and managerial support to the Registry and the Court. It is responsible for a number of critical executive functions including strategic resource planning and monitoring, risk management and reporting on organizational performance. OD-DMS coordinates audit compliance throughout the Court as well as Court-wide efforts to meet the reporting requirements of oversight bodies including the Committee, the Audit Committee and The Hague and New York Working Groups. It provides the strategic framework and operational support for the use of the Court’s Enterprise Resource Planning (ERP) system, SAP, through its SAP team, and supports the delivery of SAP-related projects aimed at automating work processes. OD-DMS also implements policies and programmes to ensure the physical, mental and emotional well-being of staff through the Occupational Health Unit (OHU).

532. The Division provides a wide range of services in the area of human resources management, such as strategic advice on human resources issues, policy development, staff grievances, recruitment, post management, administration of contracts (staff and non-staff), benefits, entitlements and payroll, insurance and pension matters. Emphasis is also placed on performance management, staff training and managerial development. In relation to the Court’s budget process, the Division provides centralized budget oversight and ensures maximum efficiency in the utilization of resources. This includes coordinating and preparing the annual programme budget, supplementary budgets and Contingency Fund notifications; monitoring budget performance; and reporting on budgetary issues. The Division is also responsible for monitoring, evaluating, forecasting and reporting on budget implementation.

533. Furthermore, the Division provides financial management services, and coordinates and produces the financial statements of the Court, including the Trust Fund for Victims (TFV). It manages, monitors and reports on all Court funds. It is also responsible for carrying out all disbursement activities, managing assessed contributions, treasury operations, including cash flow projections to monitor liquidity risk, and accounting and financial reporting. In addition, DMS provides assistance and guidance in relation to financial policies and processes across the Court.

534. In the area of general services, the Division is responsible for daily operations at the Headquarters premises, including the management of soft services such as catering, cleaning, utilities and services to the conference cluster, in addition to hard services such as building maintenance, repairs and replacements. In the country offices, DMS is responsible for assessing and adapting premises in line with operational requirements. Through its Procurement Unit, it provides value for money on goods and services required by the Court and other services in the following areas: fleet management, shipping, transport (including support for the transport of witnesses to and from Headquarters), mail operations, asset management and warehousing. All of the Court’s official travel, visa services and residency permits in The Hague and administrative functions related to privileges and immunities are also arranged by DMS.

535. DMS provides a safe and secure working environment at Headquarters, through uninterrupted, round-the-clock security and safety services, including for the safe and undisturbed conduct of Court hearings. The Division provides security to all persons to whom the Court owes a duty of care to ensure their safety and security, and ensures the security of the Court’s tangible and intangible assets. DMS is responsible for safety and security policy development, both for the country offices and Headquarters, and liaises with the host State on security-related matters.

Budget resources**€21,275.7 thousand**

536. Over the past five years, DMS has maintained its structure and resources at relatively stable levels, capitalizing on efficient solutions that have allowed the Division to adapt to changes in operational needs. In fact, the approved budget for 2022 presents an overall reduction of €559.2 thousand (2.9 per cent) in comparison to the approved budget for 2018, and a reduction of €723.7 thousand (3.8 per cent) in comparison to the approved budget for 2020. While the Division will continue to deliver its mandate using a flexible and efficient approach to provide support to the Court, the considerable increase in judicial and investigative workload and other unavoidable inflationary pressures have resulted in an additional net requirement of €2,800.1 thousand (15.2 per cent).

537. The overall proposed increase in DMS is due to (i) unavoidable inflationary pressures, including the application of the UNCS, and the price index increases for the goods, utilities and services for which DMS is the Court-wide service provider (€938.2 thousand), (ii) the provision of additional security and logistics services to support the expected increase in judicial activity, which will be conducted in three courtrooms (€537.6 thousand), (iii) increased support requirements for investigative activities by the Office of the Prosecutor, including enhanced support in the field (€491.6 thousand) and (iv) the implementation of strategic priorities, such as those concerning improvements to the recruitment process, workforce planning and mobility, the procurement process, enhanced capabilities in relation to budget monitoring and implementation in line with the objectives set out in the Registry's Strategic Plan, and other administrative requirements (€832.8 thousand).

Staff resources**€16,212.8 thousand**

538. The overall proposed amount of €16,212.8 thousand for established posts and GTA positions represents an increase of €1,336.2 thousand from the 2022 baseline of €14,876.6 thousand. Of the proposed increase, €490.6 thousand corresponds to the application of UNCS, approximately €536.5 thousand corresponds to additional resources to support requirements in judicial activities, and €236.4 thousand is requested to ensure security support to increased investigative activities and field operations.

539. The Division continues to assess resources requirements on the basis of anticipated actual workload. Accordingly, DMS has analysed its staffing structure and proposes the changes described below. The changes include a new P-2 established post, and the conversion of one P-2 and of two GS-OL positions. The conversion from GTA into established posts yields a cost reduction of approximately €30.3 thousand in the light of the application of the vacancy rate. Furthermore, additional GTA positions are necessary to support security requirements in relation to the increase in judicial proceedings. Similarly, a more flexible approach is being proposed to use individual contractors to support the increased requirements in logistics and transportation connected to judicial activities. It should be noted that for 2022, the Division put forward and implemented a number of reductions to its baseline, including the discontinuation of one GS-PL (GTA), and the abolishment of three established posts at GS-OL level.

*Established posts: Professional and General Service**€14,427.3 thousand*

540. The requested staff costs represent an increase of €781.8 thousand (5.7 per cent). As explained above, the increase of €453.2 thousand is due to the application of the UNCS. Furthermore, €233.6 thousand corresponds to continued requirements that should be considered in conjunction with the consequent reduction of €265.5 thousand in the proposed GTA budget as a result of the proposed conversions into established posts. The additional €95.0 thousand is requested in the Budget Section for a new position to enhance the analytical capabilities of the Registry. The proposed changes in the staffing structure are described below.

541. One *Associate Budget Planning and Monitoring Officer (P-2), 12 months. New.* The BS in the Registry provides all the necessary services to the Court including budget management, budget reporting and strategic and technical advice. In recent years, the BS has been increasingly required to produce more qualitative reports and advice to senior management demanding additional analytical capacity in order to ensure quality of service

in a swiftly changing operational environment. The new position is requested to support the work of the BS in the analysis and forecast of expenditures, provision of fund management information and strategic advice and management of transfers of funds, implementation of budget allotments, the collection and analysis of Court-wide input and data to develop performance reports and reports to external stakeholders on expenditures and forecasts. In addition, the post will support the BS in strengthening the administration of resources and providing advice on actions and enhancements to continue to ensure the most economical use of resources and refine the systems and processes required for the budgeting function to maximize outputs and achieve efficiencies.

542. *Request to convert one Associate Administrative Officer (P-2) GTA position into an established post, which will generate minor savings.* The current GTA position, serving OD-DMS, was initially proposed as a new established post in the Proposed Programme Budget for 2019 but was approved on a GTA basis because the structure of the Registry was still quite recent. Previously, the functions of this position had been performed by a Junior Professional Officer. These resources have therefore been made available for the last six years, and the need is expected to continue. The request for conversion responds to the need to continue supporting the Director in the day-to-day running of the Office and in the management of the Division from a budgetary, financial, general services, human resources and security and safety perspective, and to the year-round need to address requirements from external stakeholders such as the Committee, The Hague Working Group, the Assembly of States Parties, the External Auditor and the Audit Committee. Support is also needed for the coordination, guidance and oversight of audit compliance; strategic planning initiatives; and assessment and implementation of the Independent Expert Review recommendations within the Division. Finally, the post would also contribute to assisting the Director on various intra-organ matters and Registry-specific requirements.

543. *Request to convert one Occupational Health Nurse (GS-OL) position into an established post; request to convert one Field Paramedic (GS-OL) GTA position into an established post; these changes will generate minor savings.* The positions of Occupational Health Nurse and Field Paramedic were created pursuant to a decision not to renew a medical services contract with an external vendor, which both generated savings and ensured sustainable support. The continued insourcing of those positions is required to meet permanent operational needs. These positions enhance the Registry's ability to provide required medical and welfare services and result in more efficient workflows. The Occupational Health Nurse addresses pressing health issues and implements preventive programmes and measures, while providing backup when the Court's medical staff are on leave or attending mandatory training to maintain certifications. The Field Paramedic maintains and manages medical equipment, pharmaceuticals and relevant infrastructure for field operations; assists with remote (high-risk) missions; trains field staff on first aid and emergency protocols; writes and maintains standard operating procedures for field medical support; and writes reports and situation updates as needed. The Field Paramedic is based in The Hague and can be dispatched quickly and efficiently to deal with medical emergencies in the field or support critical missions.

General temporary assistance

€1,460.8 thousand

544. As indicated, in the light of the additional operational requirements expected in 2023 in respect of judicial activities and Court hearing days, the requested amount represents a net increase of €544.4 thousand (59.4 per cent), reflecting a proposed increase of €536.5 thousand for new positions to ensure security and logistical support to courtroom activities, as well as an increase of €236.4 thousand to ensure security support to increased investigative activities and field operations. These increases are partially offset by the expected reduction of €265.5 thousand in GTA costs as a result of the proposed conversions to established post. In addition, the costs associated with the application of the UNCS to GTA positions amount to €37.4 thousand. New GTA requirements and those that DMS proposes to continue in 2022 are described below.

545. *One Human Resources Officer (Legal and Policy) (P-3), 12 months. Continued. Multi-year.* The Human Resources Officer (Legal and Policy) is required to continue supporting the Court's policy developments, act as Secretary to the Advisory Board on Compensation Claims and support early resolution of contract disputes.

546. One *Associate ERP Systems Officer (P-2)*, 12 months. *Continued. Multi-Year.* The position continues to be required to assist with preparation for the replacement of the current SAP ERP system and related projects and changes under the 2023-2025 information technology/information management strategy pending endorsement by the Information Management Governance Board. This includes support with projects and changes to keep the current SAP ERP system up to date and support in preparing and developing a Court-specific road map for the transition to a new (SAP) ERP platform. The transition is recommended for all SAP customers as the current ERP system reaches its end of life in 2027, after which it will no longer be supported by the supplier. The new (SAP) ERP platform is expected to better support administrative business processes with increased usability and performance. The position is also required to assist with the implementation of miscellaneous SAP automation projects and SAP knowledge management and training, including the publication of SAP training materials in the learning management system to facilitate online and remote SAP learning. The position is also required to cope with the SAP team's high workload in the light of the high level of SAP service requests and the continuous demands for system changes as a result of the travel and procurement process reviews.

547. One *Associate Procurement Officer (P-2)*, 12 months. *Continued. Multi-year.* This position is needed to track contracts, perform the role of Secretary to the Procurement Review Committee, and accommodate the expansion and improvement of the vendor database and the increase in the amount of complex procurement.

548. Six *Security Officers (GS-OL)* 12 months. *Continued* and Four *Security Officers (GS-OL)* 12 months *New. Multi-year.* The approved budget for 2022 includes resources for six GTA Security Officers (GS-OL) (4.5 FTE) required to be continued for 12 months each into 2023. Four additional GTA Security Officers (GS-OL) are required for 12 months in 2023. The expansion to three concurrently operating courtrooms in 2023 would ordinarily require a total of 16 GTA Security Officers to escort defendants and ensure the safety and security of hearing participants and public observers. However, based on a revised business model and careful consideration of the activities expected in 2023, a flexible and more efficient approach is proposed whereby staffing needs can temporarily be covered by a combination of 10 GTA Security Officers and maintaining overtime capacity. This proposed approach would allow the Registry to achieve savings of approximately €218.0 thousand (as measured considering the cost of six GS-OL positions against the cost of overtime to cover for extended courtroom hours) while ensuring the required flexibility and enabling the provision of security and safety services in line with the development of judicial proceedings and courtroom requirements.

549. Three *Senior Security Officers (GS-OL)* 12 months. *New.* To provide close protection and security liaison to support the Court's elected officials during their travel and on mission. As a result of the Court's raised profile, these positions are required to ensure the safety of senior Court officials who are travelling more frequently to ongoing conflict areas, by providing security mitigation and protection commensurate to the risks. The increased need for close protection requires additional resources in order to avoid compromising regular travel, mission and field activities. The absence of dedicated close protection capacity and limited security planning and coordination places a strain on existing SSS resources and poses substantial risks to the security and safety of ongoing field operations.

550. One *Staff Counsellor (P-3)*, 12 months. *Continued. Multi-year.* The position is needed as additional staffing for the OHU to deliver on the Secondary Trauma Survey prevention project. In carrying out their duties and responsibilities, many staff members are directly or indirectly exposed to evidence or stories of crimes committed in cases before the Court. Studies have shown that intense exposure to potentially traumatizing material can lead to the development of psychological or physical symptoms similar to those of Post-Traumatic Stress Disorder (PTSD), such as numbness, sadness, anxiety, sleep and concentration problems or muscular pain and headaches. In January 2019, the Coordination Council and the Staff Wellbeing and Engagement Committee endorsed a three-year project on Secondary Trauma prevention ("the STS project").

*Overtime**€324.7 thousand*

551. The requested amount shows a slight increase of €10.0 thousand (3.2 per cent) to compensate for on-call duty and out-of-hours travel-related requests. Overtime resource requests are recurrent and fluctuate to cope with operational needs. Overtime requirements are reassessed annually.

552. As a way of achieving savings in GTA requirements, SSS continues to require €234.7 thousand in overtime, of which €137.1 thousand is requested to cover security and safety services for Court hearings in three simultaneous courtrooms in 2023. The remainder continues to be required for security and safety services during official Court holidays; and the night differential for GS-OL staff working evenings and nights.

553. In the area of general services, despite the expected increase in workload to support more courtroom hearing days, overtime requirements remain unchanged in the amount of €84.0 thousand, mainly to accommodate out-of-hours driver services, facilities staff, travel assistants and, occasionally, procurement buyers. Overtime will be needed for the local transport of some of the 130 witnesses expected to appear at Court hearings in 2023.

554. An amount of €6.0 thousand also continues to be required for time-bound activities such as the preparation of the annual proposed and approved programme budgets, and for periods of accounting close, financial reporting and external auditing.

Non-staff resources**€5,062.9 thousand**

555. The non-staff budget proposal for DMS represents an overall net increase of €1,463.9 thousand (40.7 per cent) against the approved budget for 2022. Despite the considerable additional pressures anticipated in 2023, DMS is presenting a budget for non-staff costs at a level consistent with the average approved budget for non-staff costs of €5,033.4 thousand during the pre-pandemic years (2016-2020). Over the years, DMS has been consistently identifying ways to contain and reduce its non-staff costs through continued reprioritization and the search for efficiencies which has resulted in a consistent reduction in requirements since 2017. In fact, in comparison to the 2017 approved level, there is a reduction of €245.0 thousand to DMS's proposed non-staff budget for 2023. Given the anticipated increase in judicial and investigative activities, the inflationary pressures faced worldwide, and the need to cater for the Court's return to its full occupancy, it is essential for the Division to recover capacity.

556. Consequently, the overall proposed increase in non-staff costs in DMS is due to: (i) unavoidable inflationary pressures resulting in increases in the price indices for goods, utilities and services for which DMS is the Court-wide service provider and has contracts in place (€447.6 thousand), (ii) increased support requirements by the Office of the Prosecutor for investigative activities, including enhanced support in the field (€275.6 thousand) and (iii) administrative requirements, as well as the implementation of strategic priorities, such as improvements in the recruitment process, workforce planning and mobility, improvements to the procurement process, and the SAP transition plan in line with the objectives set out in the Registry's Strategic Plan (€740.7 thousand).

*Travel**€323.8 thousand*

557. The requested amount represents an increase of €194.1 thousand (149.7 per cent) of which most is required to support the safety and security of field operations and investigative activities. Accordingly, SSS requests additional resources in the amount of €158.7 thousand to ensure security support for an increased number of field operations, including missions to situation countries. An amount of €84.2 thousand continues to be required to ensure security support for the Presidency, the Prosecutor and the Registrar during official travel to situation countries and other locations. These resources will also cover travel to the country offices to provide operational support for inspections, compliance verification and policy assurance, and for participation in security management and coordination meetings with UNDSS, the Inter-Agency Security Management Network and INTERPOL.

558. Travel resources in the amount of €23.4 thousand are also requested in OHU for health risk assessment missions to situation countries where new presences are being established, or long-term operational missions are planned. In addition, OHU will need to conduct missions to

existing duty stations in order to perform medical and psychological post-COVID-19 risk assessments.

559. An additional €16.3 thousand is required in the Division for travel to the session of the Assembly of States Parties to be held in New York. The proposed amount of €41.2 thousand will cover travel to attend relevant United Nations system conferences on finance (accounting standards/IPSAS, treasury services, etc.) and budget matters, and to attend meetings with relevant UN bodies to keep abreast of the latest inter-agency developments on ERP projects, SAP initiatives and efficiency efforts, which are especially important given the Court's upcoming SAP transition to a new platform. The amount will also cover human resources-related travel to the field and General Services staff travel to field locations for the physical inventory of the Court's country office assets and assessment of the maintenance status of facilities and vehicle fleets for the purposes of capital replacement planning and to ensure that vehicles are maintained to standard and used appropriately.

Contractual services

€384.1 thousand

560. The requested amount has increased by €161.7 thousand (72.7 per cent) in comparison to the level approved for 2022.

561. An amount of €100.0 thousand is required to engage external experts to facilitate decision making and assess the transition readiness of the Court's current SAP landscape and the Court's deployment options upon transitioning to a new platform, and to support the creation of a Court-specific implementation road map. The required resources are non-recurrent.

562. Additional resources corresponding to €70.0 thousand are required in GSS to cater for the continuous need for adjustment after the return to the premises and full occupancy of the building, including the provision of logistical support to special activities at Headquarters, and the implementation of office space adaptations in connection with the continued reorganization of the OTP.

563. The remaining resources are requested to cover United Nations laissez-passer renewal; building management software maintenance; external printing and postage costs; the annual fee for the formal agreement between the Court and INTERPOL; key-holding services for the residences of elected officials; rental of the shooting range to conduct firearms training and certification; consulting services provided for the STS project, and related debriefing of the Head of OHU and the Staff Counsellor; and the yearly mandatory cost-sharing contribution to the United Nations system network of medical officers, which works on implementing best practices and international guidelines within the United Nations system and its affiliated agencies. These resource requirements are recurrent.

Training

€331.5 thousand

564. The requested amount has increased by €16.8 thousand (5.3 per cent) in comparison to the approved budget for 2022. The resources requested show a reduction of €49.6 thousand in comparison to the 2021 level, which is due to a more efficient approach to training whereby the majority of the Court's corporate training and knowledge-sharing is provided online. The Court's online learning platform offers a library of flexible, cost-effective tutorials in several languages on personal and professional goal achievement and performance management. It also includes language courses and the Court's onboarding programme for new staff.

565. The increase is attributed to additional requirements in GSS in the amount of €17.7 thousand for training in UN contracts and supplier relations, and the UN Leadership for Programme Support and Administrative Services. This training is required in connection with the implementation of Registry's Strategic Plan in compliance with the external expert review and recommendations on the procurement process.

566. For Human Resources, an amount of €173.3 thousand is requested, representing a reduction of €10.4 thousand. These resources are required mainly to cover the Court's corporate training programmes, including the Court's corporate leadership development programme, in line with the commitment made in the Registry's Strategic Plan for 2019-2021 to agree and disseminate a Court-wide leadership framework and make available the relevant training. Additional specialized training in French is requested under a cost-sharing

programme with Alliance Française. Funds are also requested for the mentoring programme for women and for online learning platforms through LinkedIn.

567. In the area of security, an amount of €95.5 thousand is required to ensure the provision of mandatory training for security staff and other staff involved in emergency response, in full compliance with Court and host State regulations. The mandatory training includes first aid, fire and emergency response and (in the case of Security Officers) firearms training and specialized topics such as transport of defendants and close protection. Training on safe and secure approaches in the field environment will continue to be delivered in collaboration with the host State military.

568. An amount of €24.5 thousand is required for medical training. The Medical Officer, the Senior Nurse and the Occupational Health Nurse/Paramedic are required to maintain their accreditations, authorizations, skills and BIG registration in the Netherlands, for which they must attend mandatory specialized training courses.

569. An amount of €20.5 thousand is required mainly for technical training related to the upcoming transition to the new SAP system, specialized training in financial reporting, mandatory training for drivers and management training. Training resource requirements are recurrent.

Consultants

€347.2 thousand

570. The requested amount has increased by €327.1 thousand (1,627.4 per cent). An additional amount of €224.6 thousand is requested in GSS to engage experts in connection with the Registry's Strategic Plan for the implementation of the external expert review and recommendations on the procurement process. Furthermore, €121.1 thousand is proposed in HRS for a number of efforts directly related to the implementation of the Registry's Strategic Plan; including an annual pulse survey to assess staff well-being and engagement; the implementation of recommendations in relation to the improvement of the recruitment process; the establishment of job families and competency mapping to initiate the transition to more generic job profiles and support the planning and mobility required for a more flexible workforce. These resources are non-recurrent.

571. Limited resources are also required mainly for an expert consultant to provide support on the administration of the Court's insurance programmes.

General operating expenses

€3,386.0 thousand

572. The proposed amount has increased by €688.2 thousand (25.5 per cent). All resource requirements below are recurrent.

573. Approximately €419.0 thousand of the increase is the direct result of inflationary increases in the price indices of utilities and services. This is particularly reflected in the increase for heating and cooling costs by €337.0 thousand due to the price increase in the energy market. Similarly, a price increase of €87.6 thousand is expected in the cleaning contract. Importantly, no increases are expected for electricity in 2023 as prices were locked in a multi-year contract. Nevertheless, a significant increase in electrical consumption is likely in future years.

574. The bulk of general operating expenses are related to general services in the amount of €2,621.4 thousand and include cleaning at Headquarters; electricity and electrical transmission; heating and cooling; adjustments to premises in The Hague and in situation countries; grounds maintenance; waste management; freight forwarding; vehicle and equipment maintenance at Headquarters; water; and commercial insurance policies. The remainder is made up of smaller items such as furniture repair, sewage charges, pest control, parking permits and other sundries.

575. Additional resources in the amount of €123.8 thousand are required in HRS for initiatives in furthering the Registry's Strategic Plan, including for LinkedIn recruiter seats for candidate sourcing and improving gender and geographical balance in applications, video interview system and a competency assessment system, as well as for the digital personnel files and HR service platform. Furthermore, resources in the amount of €36.8 thousand continued to be required for the Court's software licensing fees for its online learning management system.

576. An amount of €341.0 thousand is required to cover maintenance fees for SAP licenses, fixed costs related to SAP software maintenance and SAP SuccessFactors cloud service subscription fees. These costs are fixed and directly related to the number of users at the Court. They are optimized by retaining the most economical license type according to user needs. An amount of €17.0 thousand is required to cover license costs and data maintenance for the digital medical filing system (healthcare management software) which allows the Court to perform health risk assessments, recommend prevention programmes and provide management with validated up-to-date information.

577. An amount of €176.0 thousand is required for the following security-related services: (i) the United Nations Security Management System membership fee; (ii) mandatory inspections and preventative and corrective maintenance of security screening equipment (X-ray machines, walkthrough metal detectors and handheld metal detectors); (iii) maintenance of firearms and other security and training equipment; (iv) maintenance and update of the computer-based X-ray training system (Quadratica) required for the recertification of Security Officers; and (v) maintenance and upgrades of the SCAAN (Security Communications and Analysis Network) application, which provides a comprehensive, reliable digital solution to deliver timely, effective and efficient communication and assistance to staff members in any situation, especially during an emergency or crisis.

578. An amount of €70.0 thousand continues to be required to cover banking service fees and charges.

Supplies and materials

€230.3 thousand

579. The proposed amount has increased by €26.0 thousand (12.7 per cent). All resource requirements below are recurrent. Of the increase, €18.4 thousand corresponds to inflationary increases in the price indices of goods.

580. Resources amounting to €171.0 thousand are required to cover items under the framework contract for supplies, stationery, toner and paper; building management supplies; building management hardware and electrical supplies; uniforms for drivers and other General Services staff; fuel and supplies for vehicles; and Court robes. Resources amounting to €59.3 thousand are requested for security and safety purposes, for first aid kits, maintenance of emergency equipment (evacuation chairs, etc.) and replacement of protective equipment (concealed body armour for personnel involved in liaison/close protection services at Headquarters and in situation countries) that is reaching the end of its useful life.

581. Resources are also required to cover the Pass and ID Office's essential needs for the issuance of passes; supplies and materials for firearms training; and replacement of uniforms, safety footwear and other materials and equipment used by Security Officers.

Furniture and equipment

€60.0 thousand

582. The requested amount has increased by €50.0 thousand (500 per cent). The increase reflects the need for the replacement of power generators in the country offices in CAR and Uganda. In order to ensure business continuity in the country offices, the replacement of end of useful life generators is crucial, as the offices have erratic power supply through the national grids and face frequent intermittent power outages. The required resources are non-recurrent.

Table 26: Programme 3200: Proposed budget for 2023

3200 Division of Management Services (DMS)	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				4,220.7	344.0	8.2	4,564.7
General Service staff				9,424.8	437.8	4.6	9,862.6
<i>Subtotal staff</i>	<i>13,774.3</i>	-	<i>13,774.3</i>	<i>13,645.5</i>	<i>781.8</i>	<i>5.7</i>	<i>14,427.3</i>
General temporary assistance	749.6	-	749.6	916.4	544.4	59.4	1,460.8
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	166.2	-	166.2	314.7	10.0	3.2	324.7
<i>Subtotal other staff</i>	<i>915.9</i>	-	<i>915.9</i>	<i>1,231.1</i>	<i>554.4</i>	<i>45.0</i>	<i>1,785.5</i>
Travel	111.4	-	111.4	129.7	194.1	149.7	323.8
Hospitality	-	-	-	-	-	-	-
Contractual services	252.8	-	252.8	222.4	161.7	72.7	384.1
Training	243.4	-	243.4	314.7	16.8	5.3	331.5
Consultants	112.6	-	112.6	20.1	327.1	1,627.4	347.2
General operating expenses	2,559.1	-	2,559.1	2,697.8	688.2	25.5	3,386.0
Supplies and materials	149.7	-	149.7	204.3	26.0	12.7	230.3
Furniture and equipment	20.0	-	20.0	10.0	50.0	500.0	60.0
<i>Subtotal non-staff</i>	<i>3,449.0</i>	-	<i>3,449.0</i>	<i>3,599.0</i>	<i>1,463.9</i>	<i>40.7</i>	<i>5,062.9</i>
Total	18,139.1	-	18,139.1	18,475.6	2,800.1	15.2	21,275.7

Table 27: Programme 3200: Proposed staffing for 2023

3200	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	1	5	9	12	6	-	33	-	8	136	144	177
New	-	-	-	-	-	-	-	2	-	2	-	-	2	2	4
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	1	5	9	12	8	-	35	-	8	138	146	181
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	-	2.00	3.00	-	5.00	-	-	5.36	5.36	10.36
Continued	-	-	-	-	-	-	2.00	3.00	-	5.00	-	-	8.00	8.00	13.00
New	-	-	-	-	-	-	-	-	-	-	-	-	8.83	8.83	8.83
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	(1.00)	-	(1.00)	-	-	(2.00)	(2.00)	(3.00)
Proposed 2023	-	-	-	-	-	-	2.00	2.00	-	4.00	-	-	14.83	14.83	18.83

3. Programme 3300: Division of Judicial Services

Introduction

583. The Division of Judicial Services (DJS or “the Division”) is responsible for providing support for the judicial proceedings of the Court, as well as corporate information technology/information management and language services. It comprises the Office of the Director (OD-DJS), the Court Management Section (CMS), the Information Management Services Section (IMSS), the Detention Section (DS), the Language Services Section (LSS), the Victims Participation and Reparations Section (VPRS), the Counsel Support Section (CSS), the Office of Public Counsel for Victims (OPCV) and the Office of Public Counsel for the Defence (OPCD).

584. DJS provides a number of services that are crucial for the implementation of the Court’s core mandate. As part of its support for judicial proceedings, it manages the courtrooms and organizes hearings, including hearings by video link. In addition, DJS is responsible for the management of Court records and the functioning of the eCourt system. It helps victims participate in the various phases of Court proceedings, including reparations proceedings, and facilitates the appointment of reparations experts where appropriate. Through CSS, it also manages legal aid for indigent victims and defendants and coordinates all assistance provided to counsel by the Court. DS ensures safe, secure and humane conditions for persons in the Court’s custody and the smooth functioning of the detention facilities according to international standards. Although substantively independent of the Registry, OPCV and OPCD fall under DJS for administrative purposes. Working under the mandates set out in the Regulations of the Court, they provide substantive legal support to victims and defence teams, respectively. In addition, OPCV may, upon appointment by a Chamber of the Court or by the victims, represent victims in Court proceedings.

585. The Division’s services are not limited to courtroom activities. DJS provides two types of corporate services: (1) information technology and information management support, including IT services and systems to support all of the Court’s daily judicial, administrative, investigative and governance activities; and (2) language services, including translation, court and conference interpretation, and field and operational interpretation in more than 30 situation-related languages.

Budget resources

€42,663.1 thousand

586. The Division’s proposed budget for 2023 represents an overall net increase of €5,311.8 thousand (14.2 per cent), mostly attributable to the request for additional resources to address the impact of the fast-paced and increased level of judicial activities (new requirements in relation to five ongoing trials and an estimated 400 days of hearings in 2023, with at least three trials running simultaneously throughout the year, as indicated in the budget assumptions) and the consequent need of additional resources for the use of three courtrooms. As explained below, resources are also required to cope with inflationary pressures including on staff costs and travel, and price index increases on goods and services.

587. An overall reduction of approximately €2,001.9 thousand has been achieved throughout the Division, partially off-setting the additional requirements.

Support to increased judicial activities

€4,180.3 thousand

588. Resource requirements in the Division are driven by its judicial support responsibilities and duty to provide efficient and effective support to the increased level of judicial activities and the fast-paced proceedings. These investments will ensure continuous and expeditious judicial proceedings, safeguarding the rights of the parties and participants and avoiding costly inefficiencies to the Court.

589. An additional amount of €1,835.1 thousand is required by LSS for the provision of translation and interpretation services to assist in the conduct of all Court proceedings in 2023, to safeguard the right of suspects and accused persons to understand the proceedings and the right of witnesses to testify in their own language.

590. A net increase of €424.1 thousand is requested for legal aid to fund increases in the teams of legal representatives for victims as per the legal policy. The additional resources

required for the different Defence teams have been fully offset by reductions in other Defence teams as a result of the application of the legal aid policy in line with changes at the stages of the different proceedings.

591. In order to ensure the efficient management and organization of hearings, additional resources in the amount of €593.0 thousand are requested to increase the capacity of the Division to run three courtrooms simultaneously for the confirmation hearing in one case at the pre-trial phase and at least three cases at trial expected to be held simultaneously throughout the year. Importantly, as the trials continue for the whole of 2023, additional capacity will be required to sustain these proceedings simultaneously, notwithstanding slight differences between the actual hearing days and the number of forecast hearing days. In other words, by requesting resources to fully fund three courtrooms, any reasonable fluctuation in the planned hearing days will not impact this capacity.

592. Additional resources in the amount of €159.3 thousand are proposed for the increased workload related to supporting the defence and the participation and representation of victims in proceedings before the Court. The DS requires a net increase of €426.1 thousand for the rental costs of an additional block of six cells as a result of the higher number of suspects, accused persons or convicted persons at the Detention Centre.

593. Lastly, to avoid technical disruption during judicial proceedings, an additional €742.7 thousand is requested in IMSS, mainly to replace end-of-life equipment in the courtrooms, without which hearings cannot take place as well as for the migration of evidentiary data from Ringtail into the JWP, as per the IT/IM Strategy in 2023. Notably, the total net additional requirement in IMSS for 2023 (€1,140.6 thousand) is below the sum of the additional resources required for IT/IM Strategy in 2023 (€200.6 thousand), the overall proposed capital replacements (€980.0 thousand), the UNCS and inflationary increases (€398.0 thousand), which total €1,578.6 thousand. This was possible as a result of savings of approximately €438.0 thousand achieved through the continual optimization of the Court's lights-on costs.

Inflationary increases (including UNCS, travel and inflation) €889.0 thousand

594. The unavoidable impact of the application of the UNCS in DJS amounts to €560.0 thousand. Similarly, the impact of increases in the price indices for goods and services has resulted in an additional requirement of €277.6 thousand in the Division, mostly in relation to services and contracts managed by IMSS, as well as an increase of €51.4 thousand in travel costs caused by the increase in transport fares.

Other increases (including field support and support to the Assembly of States Parties) €242.6 thousand

595. Additional resources in the amount of €101.0 thousand are also proposed as a consequence of enhanced investigative and field activities, including in new situations under investigation. Lastly, an additional €141.6 thousand has been requested to support interpretation into English and French for the meetings of the subsidiary bodies of the Assembly, in particular, the Advisory Committee on Nominations in regard to the upcoming judicial election process in 2023.

Staff resources €25,353.7 thousand

596. The staff resources requested for 2023 amount to €25,353.7 thousand and represent a net increase of €3,461.9 thousand (15.8 percent) consisting of an overall increase of €808.1 thousand in established posts and an increase of €2,653.8 thousand in GTA and TAM. As indicated, this amount includes the €560.0 thousand in the Court's staff costs linked to the application of the UNCS.

597. Furthermore, in line with the aforementioned cost-drivers, the core increase in staff costs directly relates to the increase in judicial activities, with €596.8 thousand corresponding to resources required in CMS to manage and organize courtroom support activities for the simultaneous use of three courtrooms throughout 2023; €1,869.1 thousand for language requirements in connection with the ongoing judicial proceedings; and €141.1 thousand for other requirements following the increase in judicial activities, relating to, among others,

defence support, the participation and representation of victims and detention costs. Similarly, approximately €72.1 thousand of the increase in staff costs requested is for field support operations, including for the new situations under investigation, and €80.9 thousand is requested for a position in IMSS to support the evidentiary data migration into the Judicial Workflow Platform (JWP). Lastly, €141.6 thousand corresponds to additional TAM requirements to provide interpretation services for meetings of subsidiary bodies of the Assembly.

Established posts: Professional and General Service

€18,720.0 thousand

598. The total proposed increase in established posts amounts to €808.1 thousand (4.5 per cent), including €488.5 thousand which relates to the Court-wide application of the UNCS. As explained below, the remaining increase of €259.3 thousand is the result of requests for conversion of three GTA positions into established posts to reflect and meet actual ongoing operational requirements in the Division. The increase in established posts as a result of the proposed conversions is offset by a consequent reduction in GTA costs, in effect producing some savings. The proposed changes in the staffing structure are described below.

599. *Request to convert one Assistant Legal Officer (P-1) GTA position into an established post, which will generate minor savings.* Since 2015, the current GTA position has covered a constant and increasing workload in VPRS. The continued need for this position to perform core functions and manage a sustained level of activities makes the temporary nature of a GTA position unsuitable to meet the permanent operational requirements of VPRS. Besides legal analysis and preparation of legal correspondence with multiple partners, the Assistant Legal Officer also coordinates multiple simultaneous workflows relating to victim representations under article 15(3) of the Rome Statute and reparations proceedings. This coordination role is indispensable to the smooth running of the workflows of the entire team and Section.

600. *Request to convert one Data Processing Assistant (GS-OL) GTA position into an established post, which will generate minor savings.* Since 2016, the current GTA position has performed functions that are core to the Section's operations, making the temporary nature of a GTA position inadequate to cover ongoing operations. The Data Processing Assistant's key tasks include registration of applications and verification of the chain of custody of application forms. This role is essential to populating and updating the VPRS database (Victim Application Management System) and transmitting victim applications for entry into the record of the case.

601. *Request to convert one Associate Legal Officer (P-2) GTA position into an established post, which will generate minor savings.* The position was originally approved in the 2016 budget and continues to be essential for the satisfactory fulfilment of OPCV's mandate. The incumbent assists counsel in a variety of situations and cases depending on the workload of other staff and priorities in the proceedings. The fact that this GTA position has consistently been requested as a recurrent resource shows that it is needed on an ongoing basis. The workload of the OPCV is not limited to ongoing trial proceedings or only based on hearing days but includes the preparation of written submissions and reparations proceedings which are very demanding and time-consuming. Therefore, the workload of OPCV staff members covering ongoing proceedings on trial and on appeal remain identical in terms of written submissions and regular consultations with victims.

General temporary assistance

€5,205.7 thousand

602. On the basis of the anticipated increase in judicial activity in 2023, a net increase of €1,954.2 thousand (60.1 per cent) is requested for GTA in the Division. As detailed below, the proposed increase corresponds mainly to the increased requirements of €609.4 thousand in CMS to properly resource its capacity to support simultaneous courtroom proceedings in at least three trials throughout the year, and €1,404.4 thousand in LSS to support increased language requirements in the judicial proceedings currently before the Court. This is in addition to the enhanced requirements to support field operations, including through field interpretation, and the additional interpretation services requested to support meetings of the Assembly's subsidiary bodies, including the Advisory Committee on Nominations. Of the

increase, €71.5 thousand arises out of the application of the UNCS in the Division's GTA costs.

603. The requested amount for GTA resources in CMS has increased by €609.4 thousand to enable it to fully resource its capacity to support five full-time trials totalling 400 hearing days, in at least three trials running simultaneously throughout the year. As detailed below, one new GTA eCourt Assistant (GS-OL) is being requested for 9 months. All other positions are continued from 2022 and are required in 2023 for 12 months. Three GTA positions have been discontinued for 2023: one eCourt Project Manager (P-4), one Text Processor (French) (GS-OL) and one Text Processor (English) (GS-OL), resulting in a reduction of approximately €217.0 thousand.

604. One *Associate Legal Officer/Courtroom Officer (P-2), 12 months. Continued, Multi-year*. This position is required to provide continuous support for hearings and related back-office activities, including the verification and certification of situation and case records as part of the JWP project, with a view to the migration of existing records into the new system.

605. One *Associate Legal Officer/Courtroom Officer (P-2), 12 months. Continued, Multi-year*. This position is required to ensure continuous support to hearing activity, once the case of *Said* proceeds to the trial hearings phase.

606. One *AudioVisual Production Assistant (GS-OL), 12 months. Continued, Multi-year*. This position is required to ensure continuous support to hearing activity, once the cases of *Said* proceeds to the trial hearings phase.

607. One *Court Clerk (GS-OL), 12 months. Continued, Multi-year*. This position is required to ensure continuous support to hearing activity, once the case of *Said* proceeds to the trial hearings phase.

608. Two *Court Reporters (English) (P-2), 12 months each. Continued, Multi-year*. These positions are required to complement the in-house core team to support increased hearing activity.

609. One *Court Reporter (French) (P-2), 12 months. Continued, Multi-year*. This position is required to complement the in-house core team to support increased hearing activity.

610. Four *Text Processors (French) (GS-OL), 12 months each. Continued, Multi-year*. These positions are required to complement the in-house core team to support increased hearing activity.

611. Two *Text Processors (English) (GS-OL), 12 months each. Continued, Multi-year*. These positions are required to complement the in-house core team to support hearing activity.

612. One *eCourt Assistant (GS-OL), 9 months, New, Multi-year*. This position is required to complement, on a continuous basis, the existing in-house core team to support three simultaneous hearings and provide related support.

613. The GTA resources proposed for IMSS have increased by €82.5 thousand as compared to the 2022 approved programme budget.

614. One *Information Management Assistant (Web-based Collaboration) (GS-OL), 12 months. Continued, Multi-year*. This position was transferred in 2017 from the Secretariat of the Assembly of State Parties to the Registry and has been included as of 2018 in the annual budget for IMSS. This position remains essential to ensuring transparency for the Court's governing bodies and the public. The incumbent is responsible for maintaining the IT systems which provide documentation and information for the Assembly and its subsidiary bodies via the Secretariat's website.

615. One *JWP Software Programming Officer (P-2), 9 months. New, Multi-year*. The position is requested as part of the limited resources required in the Division in the context of the 2023-2025 IT/IM Strategy. Since 2021, the required support has been funded through approved contractual services for the JWP project. As of 2023, in the light of the continued support required, the GTA position will consolidate judicial records into the JWP and manage the technical migration of evidentiary material from legacy systems into the JWP.

616. The amount requested for GTA resources in DS has increased by €16.5 thousand as compared to the 2022 approved programme budget.

617. Two *Associate Legal Officers (P-2), 6 months each. Continued. Multi-year.* The Associate Legal Officers are required to support DS in implementing active monitoring orders for the full year. The positions are required to review the translated summaries or transcripts of non-privileged telephone calls and visits and to submit legal filings to each issuing Chamber on a regular basis. Any suspected breaches of orders for the active monitoring of non-privileged telephone calls and visits must be brought to the Chambers' attention in a timely manner. All redactions ordered by the Chambers must be made and maintained.

618. One *Administrative Assistant (G-5), 12 months. Continued. Multi-year.* The Administrative Assistant is required to support DS in coordinating and implementing interpretation resources and technical solutions, while maintaining accurate and up-to-date physical records in various databases in compliance with the four judicial orders for active monitoring of the non-privileged telephone calls and visits of four detained persons.

619. For LSS, the requested amount has increased by €1,404.4 thousand (74.8 per cent). The Division's strategic choice is to recruit temporary courtroom interpreters for situation-related languages on GTA contracts rather than through TAM, as the recruitment of GTA positions is more cost-efficient than TAM and ensures better staff availability for other tasks such as translation.

620. As detailed below, in the two CAR cases, namely, *Said* and *Yekatom and Ngaïssona*, resources in Sango are required to provide interpretation to the accused and the Sango-speaking witnesses. As the two cases are expected to run simultaneously, additional capacity is requested in 2023 when trial proceedings open in the *Said* case. Arabic resources are required to provide interpretation to the accused in the *Abd-Al-Rahman* case, as well as for residual requirements in the context of the *Al Hassan* case. In addition, Fur resources are required to provide interpretation for witnesses in the *Abd-Al-Rahman* case, while reduced capacity is required for the same purpose in Tamasheq in the *Al Hassan* case. Additional capacity is also required for Ukrainian and Russian for essential document translation and operational interpretation to meet Registry service requests in the context of the Ukraine situation. Three GTA Arabic Court Interpreters (P-3) approved in 2022 will be discontinued in 2023 as a result of a reassessment of needs based on the current context of the *Abd-Al-Rahman* and the *Al Hassan* cases.

Interpretation of judicial proceedings

621. Four *Associate Court Interpreters (Sango) (P-2), 4.0 FTE, 12 months Continued.* Yekatom and Ngaïssona and Mahamat Said Abdel Kani CARII - Court capacity. The Sango team provides interpretation in both cases from and into Sango and French to the accused and the Sango speaking witnesses.

622. Four *Paraprofessional Interpreters (Sango) (P-1), 12 months, New.* Yekatom and Ngaïssona and Mahamat Said Abdel Kani CARII - Court capacity. As four interpreters are required per case, in order to complement the Division's capacity to provide Sango interpretation in two simultaneous cases, four additional Paraprofessional Interpreters Sango (P-1) are requested. The positions are requested to complement the existing capacity to provide interpretation from and into Sango and French to the accused and the Sango speaking witnesses in order to support simultaneous hearings in the two CAR cases. While these positions are new requirements in the context of the 2023 proposed budget, they are a continuation of resources engaged in 2022 through use of the Contingency Fund.

623. Two *Language Assistants (Sango) (GS-PL), 12 months. Continued.* Yekatom and Ngaïssona and Mahamat Said Abdel Kani CARII - Court capacity and ancillary activities. The Language Assistants will continue to provide field and operational interpretation, as well as translation. There is a continuous demand for Sango language assistance from the DS, VWS, VPRS and CSS. Without these posts it would not be possible to provide language services as per the orders of the Chamber. The second Language Assistant is required to ensure uninterrupted service and implementation of regulations 174 and 175 of the Regulations of the Registry.

624. *Three Court Interpreters/Translators Arabic (P-3), 12 months each. Continued.* Abd-Al Rahman, Darfur, Sudan - Court capacity. The team provides Arabic interpretation to the accused and interprets from Arabic into English and French the testimony of Arabic speaking witnesses.

625. *Four Paraprofessional Interpreters (Fur / Sudanese Arabic) (P-1), 12 months Continued.* Abd-Al Rahman, Darfur, Sudan - Court capacity. The team provides Fur and Sudanese Arabic interpretation to facilitate the Court testimony of Fur and Sudanese Arabic speaking witnesses.

626. *Two Language Assistants (Arabic) (GS-PL), 12 months. Continued. Multi-year.* Provision of ad hoc Arabic language services to all Registry sections in support of requirements in the situations in Mali, CAR, Libya, Darfur, Sudan and Palestine, and in particular to the DS to meet the daily needs of Arabic speaking detainees.

627. *Two Language Assistants (Fur) (GS-PL), 12 months. New.* Abd-Al Rahman, Darfur, Sudan - Court capacity. The Language Assistants will provide operational language support from Fur and Sudanese Arabic as required to the VWS, VPRS, PIOS and other service users within the Registry. Without these posts it would not be possible to provide language services as per the orders of the Chamber. The second Language Assistant is required to ensure uninterrupted service and implementation of regulations 174 and 175 of the Regulations of the Registry.

628. *Two Language Assistants (Tamasheq) (GS-PL), one for 12 months and one for 6 months. Continued.* Al Hassan Mali - Court capacity. The Language Assistants will continue to provide language support from Tamasheq as required to the DS and VWS. Without these posts it would not be possible to provide language services as per the orders of the Chamber. The second Language Assistant is required to ensure uninterrupted service and implementation of regulations 174 and 175 of the Regulations of the Registry.

629. *One Language Assistant (Ukrainian/Russian) (GS-PL), 12 months. New. Multi-year.* The Language Assistant for Ukrainian and Russian is required for essential document translation and operational interpretation to meet Registry service requests in the context of the Ukraine situation.

630. *One Administrative Assistant (GS-OL), 6 months. New. Multi-year.* The administrative assistant will support the increasing administrative workload for Court interpretation and operational and field interpretation services which are necessary to ensure timely delivery of interpretation services in support of all active situations and cases.

Translation (judicial)

631. *One Reviser Arabic (P-4), 12 months. Continued. Multi-year.* Translation and revision of official Court translations. An in-house Arabic Reviser is required to ensure that quality standards are maintained in view of the large volume of translation requests from and into Arabic, including filings.

Field interpretation

632. The number of field and operational interpretation days requested by service users is 1,816 on the basis of the specific service requests received for 2023. Taking into account budgetary and resource constraints, a reduction of 76 days is applied based on average expenditures over the previous three years. Field and Operational Interpreters are called upon to provide services which are core to the business of the Court in situation languages – languages of lesser diffusion in some locations – at short notice and in remote locations. In order to be able to provide these services, a wide network of connections and accredited interpreters must be maintained. The accredited field interpreters are recruited at Headquarters for operational assignments as GS-PL and as G7/1 for field assignments on location (locally recruited).

633. *Accredited field and operational interpreters (GS-PL or G7/1), 80 months. New.* Representing an increase of 15.7 months compared to 2022. Field interpretation requirements (Individual Contractors) are included in GTA. Field interpreters are recruited on special service agreement (SSA) contracts. All requested funds are based on service requests from

clients which change every year, in addition to the requirement to provide field and operational interpretation for different situations and cases:

Field and Operational Support – CAR

634. For the situation in the CAR, field and operational interpreters in Sango will have to be deployed for an estimated 14 working months to support VWS, VPRS, missions undertaken by counsel, TFV and OPCV field visits and activities related to witness protection and support in the field.

Field and Operational Support – Côte d'Ivoire

635. For the case and situation in Côte d'Ivoire, field and operational interpreters in Dyula and other Côte d'Ivoire situation languages will be deployed for 1 working month in total. The interpreters will be deployed to support 20 days of TFV field visits.

Field and Operational support – DRC

636. For the cases and situations in DRC, field and operational interpreters will be deployed to support missions undertaken by counsel, TFV and OPCV for 4 working months in total as per service requests.

Field and Operational support – Georgia

637. For the Georgia situation, field and operational interpreters in Georgian, Ossetian and Russian will have to be deployed for an estimated 0.7 working months in total to support VPRS, TFV and outreach missions.

Field and Operational support – Mali

638. For the Mali situation, for meetings with victims, witnesses, intermediaries and Defence counsel clients, field and operational interpreters in Bambara, Songhay and especially Tamasheq will have to be deployed for an estimated 11.6 working months in total to support CSS, VWS, PIOS and TFV.

Field and Operational support – Uganda

639. For the *Ongwen* case, field and operational interpreters will be deployed to support CSS and TFV for Acholi, Ateso and other situation languages for 1 month.

Field and operational support – Libya

640. For the Libya situation, field and operational interpreters will be deployed to support VWS risk and psychosocial assessments related to protection and support referrals and case management in Arabic for an estimated 2.3 working months.

Field and operational support – Burundi

641. For the Burundi situation, a total of 6 working months is estimated for field and operational interpreters to be deployed to support VWS risk and psychosocial assessments related to protection, support referrals and case management.

Field and operational support – Afghanistan

642. For the Afghanistan situation, 1 working month is estimated for field interpreters to be deployed to support VWS risk and psychosocial assessments related to protection, support referrals and case management.

Field and operational support – Myanmar / Bangladesh

643. For the Myanmar / Bangladesh situation, a total of 5.5 working months is estimated for field interpreters to be deployed to support VPRS meetings and training with victims and intermediaries, PIOS outreach missions to the affected communities, online training and VWS risk and psychosocial assessments related to protection, support referrals and case management.

Field and operational support – Darfur, Sudan

644. For the Darfur, Sudan situation, a total of 21.3 working months is estimated for field and operational interpreters to be deployed for telephone communication requirements of counsel, missions undertaken by counsel, VPRS interactions with victims and intermediaries in the field, remote meetings and training sessions with victims and intermediaries, PIOS outreach missions to the affected communities and VWS assessments related to protection and support.

Field and operational support – Kenya

645. For the Kenya situation, a total of 1.9 working months is estimated for field interpreter support to TFV field visits and to support VWS risk and psychosocial assessments related to protection and support referrals and case management.

Field and operational support – Ukraine

646. For the Ukraine situation, a total of 3.8 working months is estimated for field interpreter support to missions undertaken by counsel, VPRS meetings and training sessions with victims and intermediaries, VWS risk and psychosocial assessments related to protection, support referrals and case management, and PIOS outreach missions.

Field and operational support – Venezuela

647. For the Venezuela situation, a total of 3.4 months is estimated for field interpreter support to missions undertaken by counsel and VWS risk and psychosocial assessments related to protection, support referrals and case management.

Field and operational support – Philippines

648. For the Philippines situation, 0.5 month is estimated for field interpreter support to missions undertaken by counsel.

Field and operational support – FOP OPS and CIS OPS

649. For essential terminology work with field interpreters in situation languages that are not supported in-house, a total of 2.0 working months is required.

650. The proposed GTA requirements in VPRS present a net reduction of €106.1 thousand in comparison to the 2022 approved budget, as a result of the proposed conversion of two GTA positions into established posts, as explained in paragraphs 599 and 600 above. The following GTA positions will continue to be required in 2023.

651. One *Data Processing Assistant, (GS-OL), 12 months, Continued. Multi-year.* Despite efficiencies gained through innovative and enhanced use of IT technology in application collection, the sheer numerical increase as well as the increase in diversity and complexity (conditions in the field, multiple cases per situation with overlap of victim communities etc.) require the continuation of this position. The position provides data entry, data assessment and relevant reporting capacity for the Section to be able to carry out its mandate within deadlines set by the Chambers.

652. One *Associate Legal Officer (P-2) 12 months. Continued. Multi-year.* This position is required to support the field coordination work of VPRS. The Section is tasked with continuing to engage effectively with intermediaries, civil society and victim representatives

in situations where the Court does not maintain a field presence. Such engagement will be required at all stages of proceedings and in a variety of situations including those in Ukraine, Venezuela, Darfur, Sudan, Burundi, Afghanistan, Palestine and Bangladesh/Myanmar. In order for VPRS to carry out the necessary field activities and duly provide the required level of service to victims in accordance with the Statute, the GTA position of Associate Legal Officer (P-2) will be indispensable.

653. One *Associate Legal Officer (P-2)*, 12 months. *Continued. Multi-year.* This position is required to provide additional legal support to VPRS with a focus on ensuring streamlined coordination and collaboration between VPRS and the TFV in the growing number of cases where they operate hand-in-hand at the reparations stage of proceedings. At present, VPRS provides different kinds and levels of support depending on the specific arrangements in each case. The position provides support in the areas of legal assessment of victim dossiers, mapping and/or sampling. This requires a centralized dispatch and support function on the part of VPRS. As most of the relevant services require legal analysis and assessment, the required GTA role includes a legal component. The position assists the Section as a whole at times of peak activity, as required.

654. The GTA resources proposed for OPCD have increased by €54.0 thousand in comparison to the 2022 approved programme budget as a result of the request for one new GTA position to support the increase in judicial activities.

655. One *Associate Legal Officer (P-2)*, 6 months. *New.* The GTA position is required to ensure that OPCD fulfils its mandate covering all situations and cases before the Court. The increase in cases and situation-level litigation (e.g. Ukraine, Venezuela), as well as the simultaneous hearings in at least three trial proceedings throughout the year, have resulted in an increase in OPCD's workload in 2022 and it is anticipated that this will continue into 2023. This additional work for the Office is represented by research and drafting assistance and advice, as well as case management support to the Defence. While OPCD is able to absorb additional work generally, the advent of new cases and early-stage litigation means that this additional GTA position will still be needed in 2023.

Temporary assistance for meetings

€1,408.0 thousand

656. The requested amount has increased by €699.6 thousand (98.8 per cent) in comparison to the previous year because of the simultaneous trial proceedings in at least three cases. In-house resources need to be reinforced with freelancers to provide the requested services for the hearings. Without adequate funding for freelance interpreters, trials may come to a halt due to lack of interpretation. Of the increase, €141.6 thousand corresponds to interpretation into English and French for meetings of the Assembly's subsidiary bodies, in particular of the Advisory Committee on Nominations in regard to the upcoming judicial election process in 2023.

657. Freelance interpreters are needed to reinforce in-house resources as follows:

Interpretation of judicial proceedings

658. *Abd-Al Rahman* trial: Recruitment of 4 ENG/FRA freelancers for 40 weeks; and,

659. *Yekatom and Ngaïssona* trial: Recruitment of 3 ENG/FRA freelancers for 20 weeks, in the context of simultaneous trials (*Abd-Al Rahman, Yekatom and Ngaïssona, Said Abdel Kani*).

Other interpretation

660. Assembly - recruitment of 6 ENG/FRA/SPA freelancers for 12 virtual meetings; one meeting per month.

661. Assembly - recruitment of 4 freelancers for 7 Advisory Committee on Nominations meetings.

662. Assembly - recruitment of 4 ENG/FRA freelancers for 3 days for the roundtables with candidates.

663. Assembly - recruitment of 4 ENG/FRA freelancers for 6 cooperation meetings.

- 664. CSS - recruitment of 4 ENG/FRA freelancers for 4 disciplinary hearings of 3 days.
- 665. VPRS - recruitment of 4 ENG/RU freelancers for 4 training days.
- 666. VPRS - recruitment of 4 ENG/UKR freelancers for 4 training days.
- 667. CSS - recruitment of 4 ENG/FRA freelancers for a 5-day seminar.

Translation

668. The English Translation Unit (ETU) and the French Translation Unit (FTU) will continue to rely mainly on in-house resources to meet the needs of their clients, calling on occasional external support during peak times and for specific projects that require additional staff to be recruited on a short-term basis. Off-site contracts are a more economical option than on-site contracts to compensate for the shortfall in staff, because this mode of remote working entails no travel costs and no post adjustment. For ETU, the workload for 2023 is anticipated to be in line with that of 2022. Efficiencies will continue to be achieved: the French Translation Unit has two staff members who can translate into another language (English and Arabic) and other staff will continue to assist with occasional interpretation assignments.

669. The Situation Languages Translation Unit (SLTU) relies primarily on external resources, given the range of situation languages for which there are insufficient in-house resources to meet the demand (including Arabic, Sango and Tamasheq) or for which in-house resources are non-existent (among others Dari, Pashto, Burmese, Bengali, Rohingya, Georgian, Hebrew, Zaghawa, Fur, Russian, Ukrainian, Tagalog and Spanish). Efficiencies are achieved by assigning staff interpreters (Sango, Arabic) to translations from / into Sango or Arabic whenever their schedule allows. The Unit outsources language combinations that cannot be provided by in-house LSS language staff.

Overtime

€20.0 thousand

670. The proposed amount is attributable to IMSS and remains unchanged from the 2022 approved budget. The resources continue to be required to accommodate IMSS's enhanced information security practice of vulnerability scanning across the Court's IT infrastructure, which requires additional out-of-hours maintenance by technicians, as well as to compensate staff needed to complete complex work such as upgrades to core Court systems and security fixes that can only be performed outside business hours so as not to disrupt Court activities.

Non-staff resources

€17,309.4 thousand

671. The proposed net increase in non-staff resources amounts to €1,849.9 thousand (12.0 percent). Of that increase, €329.0 thousand is the result of price index increases in travel, goods and services as a result of inflation. The increase is mostly driven by the additional €980.0 thousand required in IMSS for IT capital replacement to replace end-of-life hardware, including critical end-of-life infrastructure in the data centre, courtroom hardware, including the replacement of end-of-life workstations in two courtrooms, and network infrastructure. As explained below, an additional €119.8 thousand is required in 2023 in non-staff costs for the IT/IM Strategy. A net increase of €424.1 thousand is required in legal aid for victims as a result of the application of the Court's legal aid system to planned judicial activities and related assumptions for 2023. An increase of €499.8 thousand is required in regard to detention costs for the rental of an additional block of six cells on account of the increase in the number of suspects, accused or convicted persons in detention. These increases have been partially offset by reductions and savings throughout the Division, and in particular in the non-staff IMSS proposed budget, mostly in relation to continued improvements in the management of the lights-on costs.

Travel

€596.6 thousand

672. The resources requested for travel have increased by €108.4 thousand (23.5 percent). Of the total increase, €51.4 thousand results from the impact of price index increases on travel costs in the Division as a result of inflation. Resources are mainly requested for LSS (€56.9 thousand), OPCV (€28.3 thousand), VPRS (€10.6 thousand) and

OPCD (€4.0 thousand). These requirements are directly linked to the increase in judicial activities.

673. In addition to the resources mentioned above, OPCV will need travel resources to cover the expected increase in judicial activity in 2023 (specifically reparations proceedings, which require extensive field work). Travel resources will also be required generally to support the discharge of OPCV's mandate in ongoing trial, appeals and reparations proceedings and to enable necessary consultations with clients.

674. Travel resources are required in CSS for the travel of members of the disciplinary boards for counsel to attend hearings in The Hague, and for missions to encourage lawyers from situation countries to apply for admission to the List of Counsel, which contributes to reducing the cost of appointments *in situ*.

675. DJS also requires travel resources for missions undertaken to provide relevant judicial services. In CMS, travel resources of €32.7 thousand are required in 2023 for travel by ALO/Courtroom Officers to provide support for remote testimony by video link. It is estimated that 50 percent of all witnesses will testify remotely via video link. However, CMS has now trained field staff to provide the necessary technical support for witness testimony via remote video link without the aid of CMS staff from Headquarters. Accordingly, it is estimated that, in areas where the Court has a country office or other field presence that can support witness testimony via video link, 85 per cent of remotely-testifying witnesses will testify with the support of CMS-trained field staff. The remaining 15 per cent will testify with CMS support at other locations, 70 per cent of which are expected to be in Europe and 30 per cent elsewhere. In areas where the Court does not have a country office or field presence that can accommodate remote video link testimony, all remotely-testifying witnesses are expected to be supported by a CMS staff member who has travelled from Headquarters to the location. Likewise, of those locations, 70 per cent are expected to be in Europe and 30 per cent elsewhere.

676. The missions planned for IMSS in 2023 are to ensure business continuity in the field, in line with IMSS's biennial scheduled maintenance visits to all country offices. The remainder of the amount requested is for travel by the Chief of IMSS and the Information Security Officer to the country offices to conduct information security assessments. These visits afford an opportunity to assess the level of IT services provided by Headquarters and to audit information security practices.

677. Other judicial services requiring travel include interpretation provided by LSS and facilitation of victim participation by VPRS. The requested amount in LSS is for travel of field interpreters to support VWS field missions. Resources in VPRS are required owing to the growing number of investigations in countries where work needs to be carried out in the absence or in advance of the establishment of presences. Resources in OPCD remain unchanged and are required for situation-related travel for representation duties pursuant to appointments under Article 56 of the Statute.

Contractual services

€590.3 thousand

678. The resources requested for contractual services has decreased by €7.2 thousand (1.2 per cent).

679. IMSS requests €410.6 thousand, a net increase of €26.8 thousand (7.0 per cent). The requested amount mainly relates to the need to consolidate ICT systems and data in line with the IT/IM strategy. In particular, the funds are required for a project to migrate legacy evidence to the newly implemented JWP system. While the JWP system is now up and running, it currently only applies to new cases although in the long run, all legacy data also needs to be integrated in this new platform. The amount required for the 2023 integration project is estimated at €300.0 thousand. The remaining funds are requested for consultancy expertise on maintenance of running systems, in particular continued support to resolve high complexity incidents with SAP and SharePoint, maintenance of high availability networking and data centre, and to support courtroom infrastructure and services (€86.0 thousand). Additionally, €24.6 thousand is requested for the Court's legacy and archives material project and for the Auditor's software upgrade. It should be noted that the funds for the legacy project were requested last year but were not approved by the Committee. If these funds are not approved this year, the system will have to run unsupported.

680. Resources in the amount of €123.7 thousand are required in LSS, representing a reduction of €34.0 thousand. Outsourcing remains essential to the provision of translation services, as not all languages are available in-house. Translations in the Court's working languages may also be outsourced where all in-house translation resources are already being used at capacity. Furthermore, outsourcing is necessary for judicial cooperation purposes to enable translation from and into the languages of communication chosen by States Parties. Most such languages are not supported in-house. The rates paid by the Court for outsourced translation have not changed since 2003.

681. The amount requested by VPRS remains at the level approved for 2022 (€6.0 thousand). The resources in question are required, particularly where country offices cannot assist, for specialized services and facilities needed by VPRS staff (and not available in-house) to carry out relevant activities in the field with victims and victim groups.

682. The amount requested by OPCV (€50.0 thousand) remains at the level approved for 2022 and continues to be needed for OPCV's participation in ongoing judicial proceedings and to reimburse transport fees to victims who travel from their place of residence to a safe location to meet with counsel.

Training

€65.0 thousand

683. The amount proposed remains at the same level as that of the approved budget for 2022. The staff training resources requested for 2023 are essential to enable DJS to cope with changes in its workload and to cover any additional expertise required. A number of sections must maintain a certain level of technical expertise if the Registry is to provide optimal services to all of the Court's organs, including Chambers and the OTP. Training is proposed for the following sections under their recurring expenses: IMSS (€59.0 thousand), VPRS (€5.4 thousand) and OPCD (€0.6 thousand). Training in IMSS continues to be focused on providing staff with the technical skills and knowledge required to maintain certifications, in particular those necessary for the mandatory upgrade of core Court infrastructure such as the network, firewall, email, operating systems and SharePoint, which equips the Court's Intranet with content repositories and custom applications. If IMSS fails to keep staff certifications and training up-to-date, it will increasingly have to rely on vendors for routine maintenance and upgrades, thus increasing contractual service costs. As the most cost-efficient solution, and where possible, it is recommended that training be completed online or that a trainer be engaged to conduct programmes at the Court's premises.

Consultants

€469.8 thousand

684. The amount requested for the Division has increased by €21.6 thousand (4.8 per cent).

685. The amount requested in OPCV of €434.8 thousand has increased by €12.2 thousand. These resources are recurrent and are required to cover expenses for field counsel in cases where counsel from OPCV are appointed to represent victims in the proceedings. Practice has shown that the support of field-based counsel and assistants based in situation countries is essential to maintaining continuous contact with victims, keeping them regularly updated about the proceedings and collecting their views, concerns, and evidence in a language they understand. The collection of completed applications and evidence is particularly important at the reparations stage of proceedings. Costs are calculated on the basis of the actual consulting contracts entered into.

686. Resources for OD-DJS (€5.0 thousand) are required to assess applications for the List of Experts. An increase of €5.0 thousand (100 per cent) has been requested in VPRS to conduct mapping of victim communities in cases at different stages of proceedings, including new situations. The resources requested for OPCD (€20.0 thousand) remain unchanged.

Counsel for defence

€5,189.4 thousand

687. This budget item is highly dependent on judicial assumptions. The requested amount has decreased by €7.3 thousand (0.1 per cent) as a result of the application of the Court's legal aid system to planned judicial activities and related assumptions for 2023. The proposed budget for defence counsel will fund the defence teams of Mr Ongwen, Mr Al Hassan, Mr Ngaïssona, Mr Yekatom, Mr Ntaganda, Mr Abd-Al-Rahman, Mr Gicheru,

Mr Said and Mr Mokom, and includes provisions for reduced funding in the cases of Mr Al Mahdi, Mr Banda and Mr Gaddafi.

688. An additional sum is proposed for duty and ad hoc counsel appointed by the Registrar and Chambers, respectively, under the conditions established in the Rome Statute, the Rules of Procedure and Evidence and the Regulations of the Court.

Counsel for victims

€2,338.0 thousand

689. This budget item is highly dependent on judicial assumptions. The amount requested has increased by €431.4 thousand (22.6 per cent) as a result of the application of the assumptions on which the 2022 Proposed Programme Budget is based. The amount requested is required to fund existing external teams of legal representatives for victims currently participating in proceedings before the Court. This figure includes external teams in the *Ongwen* case and the common legal representatives of victims in the *Lubanga* (two teams), *Katanga*, *Al Hassan*, *Al Mahdi*, *Ongwen*, *Yekatom* and *Ngaissona*, *Said* and *Abd-Al-Rahman* cases.

General operating expenses

€6,427.7 thousand

690. The amount proposed has increased by €469.6 thousand (7.9 per cent). Of the proposed amount of €6,427.7 thousand, €4,004.6 thousand is attributable to resources required in IMSS, €2,393.4 thousand to resources required in DS, €11.0 thousand to resources required in OPCV and €18.0 thousand to resources required in VPRS.

691. The amount proposed for IMSS is €4,004.6 thousand, representing an increase of €68.3 thousand. General operating expenses represent the largest component of IMSS non-staff costs and include (a) rental of furniture and equipment, (b) communications and (c) maintenance of furniture and equipment.

692. The remaining resources requested in IMSS are required to cover contractual obligations connected to the maintenance of services and hardware provided by IMSS for all the systems that the Court and its staff use on a daily basis at Headquarters and elsewhere. Any additional reductions in general operating expenses would require the Court to discontinue specific services and systems currently in use, thus disrupting operations and risking non-compliance with multi-year contractual obligations.

693. The requirement of €2,393.4 thousand for DS has increased by €413.0 in rental costs following the increase in the number of cells rented from six to twelve as per the Product Price Agreement as a result of the increase in the number of suspects, accused or convicted persons in detention. Other costs include medical care and items specific to ensuring respect for detained persons' religious and cultural backgrounds as part of their well-being, and costs for indigent detained persons to call family and make privileged calls to defence teams. These costs are recurrent. Additional resources will be required if charges are confirmed in the cases currently at the pre-trial phase.

694. The requirement of €11.0 thousand proposed for OPCV is to cover the cost of renting premises where victims can be met safely and in a way that preserves the privileged relationship between counsel and client.

695. The requirement of €18.0 thousand proposed for VPRS is required, particularly where country offices cannot assist, for special facilities needed by VPRS staff to carry out relevant activities in the field with victims and victim groups in a secure and conducive environment. This includes facility rental costs, in-country travel and victim-related expenses, and limited external printing of explanatory booklets and materials for victims regarding participation and reparations.

Supplies and materials

€329.6 thousand

696. The amount proposed represents an increase of €13.9 thousand (4.4 per cent). Most resources in the Division's budget for supplies and materials are required by IMSS (€304.9 thousand), DS (€7.5 thousand), LSS (€8.0 thousand), CMS (€7.2 thousand) and VPRS (€2.0 thousand).

697. The amount requested for CMS is required for the purchase of LTO-6 cartridges for daily audio-visual recording of courtroom proceedings, and to run the distribution/streaming system (live streaming, delayed streaming and footage of witness testimony without facial distortion). The LTO recording system runs as a backup/fail-safe concurrently with the IPV digital recording and archiving system. No LTO-5 cartridges need to be purchased for 2023 as the existing inventory is sufficient.

698. The €304.9 thousand requested for IMSS represents a net increase of €13.1 thousand (4.5 per cent). The amount proposed for IMSS in 2023 is comprised wholly of recurrent costs, and includes resources for the continued provision of library reference materials and resources such as digital and print subscriptions to serials and monographs, used daily by OTP, Chambers and the Registry for legal research. Resources are also needed to cover basic printing supplies (toner cartridges and paper), backup tapes, replacement of memory cards, archival supplies to preserve the Court's legacy records, audio-visual supplies for courtrooms and offices and end-user requests for language-specific keyboards, encrypted drives and laptop batteries.

699. For LSS, DS and VPRS the proposed amounts remain largely unchanged from those approved for 2022 and include, respectively, resources for up-to-date dictionaries and materials, for uniforms and for supplies to store original victim applications and materials for field missions.

Furniture and equipment

€1,330.0 thousand

700. The amount proposed for furniture and equipment in 2023 represents an increase of €819.5 thousand (160.5 per cent) from the amount of €510.5 thousand approved for 2022, solely in IMSS.

701. For 2023, the Division is requesting additional resources in the amount of €980.0 thousand to replace end-of-life hardware. Of this figure, €240.0 thousand is to replace critical end-of-life infrastructure in the data centre, €465.0 thousand is for courtroom hardware, including the replacement of end-of-life workstations in two courtrooms and the remaining €275.0 thousand is for network infrastructure and this has been included in the total Court-wide IT costs detailed in Annex X (b). In 2022, the Court forecast €621.0 thousand for 2023. This forecast was based on the provision of the €438.0 thousand requested for 2022. No funding for IT capital replacements was approved for 2022 and consequently the Court has more end-of-life infrastructure accumulated from 2022 and 2023 for replacement.

702. The remaining resources are required in recurrent costs for lights-on items, which vary annually owing to obsolescence and wear and tear. The Court uses furniture and equipment until it is no longer usable or compatible with the rest of the Court's information technology infrastructure. Failure to replace end-of-life infrastructure would prevent the Court from keeping its systems up to date and lead to additional security risks.

Table 28: Programme 3300: Proposed budget for 2023

3300 Division of Judicial Services (DJS)	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				12,711.9	631.4	5.0	13,343.3
General Service staff				5,200.0	176.7	3.4	5,376.7
<i>Subtotal staff</i>	<i>18,111.5</i>	<i>-</i>	<i>18,111.5</i>	<i>17,911.9</i>	<i>808.1</i>	<i>4.5</i>	<i>18,720.0</i>
General temporary assistance	2,093.5	22.4	2,115.9	3,251.5	1,954.2	60.1	5,205.7
Temporary assistance for meetings	894.0	-	894.0	708.4	699.6	98.8	1,408.0
Overtime	17.2	-	17.2	20.0	-	-	20.0
<i>Subtotal other staff</i>	<i>3,004.7</i>	<i>22.4</i>	<i>3,027.1</i>	<i>3,979.9</i>	<i>2,653.8</i>	<i>66.7</i>	<i>6,633.7</i>
Travel	36.6	3.9	40.5	461.2	108.4	23.5	569.6
Hospitality	-	-	-	-	-	-	-
Contractual services	1,492.4	-	1,492.4	597.5	(7.2)	(1.2)	590.3
Training	47.9	-	47.9	65.0	-	-	65.0
Consultants	389.3	57.8	447.0	448.2	21.6	4.8	469.8
Counsel for defence	3,913.0	624.6	4,537.6	5,196.7	(7.3)	(0.1)	5,189.4
Counsel for victims	1,531.7	-	1,531.7	1,906.6	431.4	22.6	2,338.0
General operating expenses	6,035.8	557.6	6,593.4	5,958.1	469.6	7.9	6,427.7
Supplies and materials	370.6	-	370.6	315.7	13.9	4.4	329.6
Furniture and equipment	420.4	-	420.4	510.5	819.5	160.5	1,330.0
<i>Subtotal non-staff</i>	<i>14,237.6</i>	<i>1,243.9</i>	<i>15,481.5</i>	<i>15,459.5</i>	<i>1,849.9</i>	<i>12.0</i>	<i>17,309.4</i>
Total	35,353.8	1,266.4	36,620.2	37,351.3	5,311.8	14.2	42,663.1

Table 29: Programme 3300: Proposed staffing for 2023

3300	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	1	7	23	36	42	5	114	-	2	74	76	190
New	-	-	-	-	-	-	-	1	1	2	-	-	1	1	3
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	1	7	23	36	43	6	116	-	2	75	77	193
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	1.75	3.68	10.39	1.00	16.81	-	10.59	8.19	18.78	35.59
Continued	-	-	-	-	-	1.00	3.00	13.00	1.00	18.00	-	5.50	12.00	17.50	35.50
New	-	-	-	-	-	-	-	1.25	8.00	9.25	-	9.67	1.25	10.92	20.17
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	(1.00)	(1.00)	(2.00)	-	-	(1.00)	(1.00)	(3.00)
Proposed 2023	-	-	-	-	-	1.00	3.00	13.25	8.00	25.25	-	15.17	12.25	27.42	52.67

4. Programme 3800: Division of External Operations

Introduction

703. The Division of External Operations (DEO) is responsible for the Registry's functions in the areas of cooperation, analysis, external communication, protection of witnesses and facilitation of their appearance before the Court, and field operations. In addition to the Office of the Director (OD-DEO), DEO comprises three sections at Headquarters, namely, the Victims and Witnesses Section (VWS), the External Operations Support Section (EOSS) and the Public Information and Outreach Section (PIOS). DEO also includes the external representations of the Court in situation countries (country offices) and at United Nations Headquarters in New York.

704. The Court's country offices are established, as appropriate, in situation countries to carry out the Registry's mandated tasks in relation to witnesses, victims and communication, and to provide support for the activities of the Office of the Prosecutor (OTP), counsel for the defence and for victims and the Trust Fund for Victims (TFV). In 2023, the Court will operate offices in eight situation countries, namely, the existing offices in the Central African Republic (CAR), Côte d'Ivoire, the Democratic Republic of the Congo (DRC), Georgia, Mali and Uganda, as well as new offices in Sudan and Ukraine. The size and staffing composition of each country office is determined on a case-by-case basis, taking into account the stage of the Court's engagement in the situation country, the specific circumstances of the situation and the need to support activities in neighbouring countries. Country offices are time-bound, scalable representations in situation countries. Multiple factors are considered in assessing the best way to provide in-country/regional support for investigative and judicial activities. Depending on the stage of proceedings, the situation and the context on the ground, presences vary between small representation offices and more complex operations needed to address multifaceted requirements. The Court's Liaison Office to the United Nations in New York ("Liaison Office") supports external relations with diplomatic representations to the United Nations and the cooperation activities of all organs of the Court in relation to the United Nations itself.

705. Through coordination and support from the Court's Headquarters in The Hague, the Division ensures that administrative, logistical and security issues concerning the Court's external representations are addressed effectively and efficiently. In this regard, DEO centralizes the Court's mission planning capacity and supports its crisis management procedures. DEO also provides its clients with high-quality targeted analysis of security and sociopolitical developments relevant to the Court's work. Through VWS, DEO is responsible for providing protective measures, security arrangements, counselling, logistical and other assistance to witnesses, victims appearing before the Court and others who are at risk on account of testimony by such witnesses.

706. The Division is also responsible for the Court's external communication and, in this regard, ensures the timely and accurate delivery of information on the mandate and activities of the Court through a variety of media to both key stakeholders and the general public. This includes, in particular, outreach activities aimed at victims and affected communities in situation countries. The Registry's statutory responsibilities regarding international cooperation and judicial assistance, for example in relation to the arrest and surrender of persons subject to warrants of arrest, execution of summonses to appear, transfer of detained witnesses, implementation of interim release or release of acquitted persons and facilitation of judicial site visits, are also discharged by DEO.

Budget resources

€24,294.7 thousand

707. The overall proposed budget for 2023 for DEO represents an increase of €2,740.3 thousand (12.7 per cent) as compared with the 2022 approved budget. Such an increase in both staff and non-staff resources is driven by the need to (1) facilitate the simultaneous trial activities in the *Yekatom and Ngaïssona* case, the *Said* case and the *Abd-Al-Rahman* case as well as the pre-trial activities in the *Mokom* case, and (2) support activities in the situations currently under investigation in Libya, Afghanistan, Palestine, Bangladesh/Myanmar, the Philippines, Venezuela and Ukraine. The required resources proposed by DEO for 2023 also reflect the establishment of country offices in Sudan and Ukraine anticipated by the end of 2022 and the (further) downsizing of the country offices in the DRC (Kinshasa),

Côte d'Ivoire and Georgia scheduled in 2023, which will mark major changes to the Registry's field presence. Furthermore, the Registry is required to provide protection and/or support to an increased number of witnesses, in particular in relation to new referrals for witness protection in the situations in Sudan, Libya, Burundi, Afghanistan, the Philippines and Myanmar/Bangladesh and Ukraine. Support is also provided by the Registry in relation to ongoing reparation proceedings, including support to the TFV in the implementation of reparations.

708. The increase requested by DEO in its non-staff resources is mainly driven by the increased requirements for VWS to cater for the protection and/or support of witnesses in the situations in Darfur, Libya, Afghanistan, the Philippines, Bangladesh/Myanmar and lastly Ukraine, which was referred to VWS after the submission of the 2022 budget proposal or will be referred to VWS in 2023 as per the OTP's service requests. The additional resources required by VWS are explained in detail below. It should be noted that the resources required to support a sizeable number of witnesses and their dependants already under the care of VWS have a tremendous financial impact. Despite the best efforts of the Registry to reach out to States which have signed an agreement with the Court on witness relocation, a sustainable solution through international relocation could not be found for these witnesses and thus they remain under the care of VWS until they can be relocated to a State. Support from States to sign agreements with the Court on witness relocation and to enter the witnesses into their domestic system would immensely reduce the cost and funding needs for managing protected witnesses and victims.

709. Additional resources are also required to allow PIOS to conduct outreach activities in the situations currently under investigation in Bangladesh/Myanmar, Afghanistan, Ukraine and Venezuela as well as for the publicity of the *Abd-Al-Rahman* trial. The simultaneous trial activities in the *Yekatom and Ngaïssona* case, the *Said* case and the *Abd-Al-Rahman* case as well as the pre-trial activities in the *Mokom* case also require the reinforcement of the capacity of the VWS team at Headquarters and in the Country Office (CAR) (for the cases of the situation in the CAR) to provide support to the increasing judicial activities anticipated in 2023. Lastly, as per DEO's priority for 2023, DEO will require limited resources to build up local/regional/international networks to collect information regarding the whereabouts of suspects at large and to develop/implement arrest strategies for the execution of outstanding warrants of arrest.

Staff resources

€17,846.3 thousand

710. Proposed staff resources for DEO represent an increase of €1,567.3 thousand (9.6 per cent) as compared with the 2022 approved budget. Following diligent budget preparation, the requested increase under established posts has been largely offset by the abolishment of 10 positions and the defunding of three posts (in addition to the posts already defunded for 2022) located in the DRC, Uganda, Côte d'Ivoire, Mali and Georgia, as detailed below, and the implementation of measures to identify further efficiencies and savings. The increase results from adjustments to the UNCS (€981.7 thousand) and the requests for (1) eight new positions under general temporary assistance to support the OTP's investigation and to ensure the security and welfare of the witnesses and victims in the situation in Ukraine, (2) five new positions under general temporary assistance in Sudan to facilitate the *Abd-Al-Rahman* trial and to provide support to the witnesses and victims in the situation in Darfur, (3) one established post in VWS to be funded again to provide psychological/welfare support to witnesses during the simultaneous trials in the *Yekatom and Ngaïssona* case, the *Abd-Al-Rahman* case and the *Said* case at Headquarters, (4) two new positions under general temporary assistance in PIOS to support the audiovisual production for the aforementioned simultaneous trials as well as the pre-trial activities in the *Mokom* case, and (5) one new established post in OD-DEO to enhance the capacity of the office to manage the increasing number of country offices and field operations. The requested increase is driven mainly by the need to provide support to the OTP investigation in the situation in Ukraine as well as to the witnesses and victims in that situation as a result of that investigation, and the simultaneous trial activities in the *Yekatom and Ngaïssona* case, the *Abd-Al-Rahman* case and the *Said* case as well as the pre-trial activities in the *Mokom* case.

711. In the context of the situation in Ukraine, VWS requires a situation team to be based in the country, as such teams form the basic set-up requirement¹¹⁸ necessary for the VWS to implement its mandate. Therefore, in addition to the redeployment of two Professional positions, from Côte d'Ivoire and Georgia, respectively, to Ukraine, additional resources under general temporary assistance to constitute this basic set-up requirement are required. As a significant level of diplomatic, operational and security support will be requested by the OTP for its intensive investigation in Ukraine, where there are still ongoing armed conflicts, and by VWS to discharge its mandate to protect and provide support to witnesses and victims in Ukraine in an extremely complex operating environment, the Registry will, through close coordination with the OTP, deploy a field team forming a basic set-up¹¹⁹ comprising administrative and security staff only to ensure the security of the Court's activities. Such a Registry basic field set-up will be led by the Chief of Country Office (Georgia) who has been newly tasked to oversee the support to be provided by the Registry to the intensive operations to be conducted by the OTP and VWS in Ukraine, while also continuing to oversee the Court's residual activities in Georgia.

712. In anticipation of the opening of the country office in Sudan by late 2022, it is essential that the Registry deploy the same VWS situation team and basic field set-up as indicated in the preceding paragraph to facilitate smooth trial proceedings in the *Abd-Al-Rahman* case and provide support for the safety and welfare of the witnesses and victims in the situation in Darfur. It should be noted that the required posts/positions were already approved or redeployed to Uganda for 2022 to support the Court's activities in Sudan from Uganda, with the exception of one position of Field Case Management Assistant to be requested under general temporary assistance for 2023.¹²⁰ For 2023, owing to the precarious political situation in Sudan and the time-bound nature of field positions, the Registry requests that the posts approved for 2022 in Uganda to form the Registry basic field set-up in Sudan be abolished and instead that they be deployed to Sudan under general temporary assistance. The post of Chief of Country Office in Uganda is further abolished to create a new position of Chief of Country Office in Sudan under general temporary assistance which will also oversee the activities in the DRC and Uganda. VWS will also abolish the two posts of Field Case Management Assistant in the DRC and request a new position with the same function in Sudan instead of requesting the redeployment of one of the posts in the DRC to Sudan. However, the established Professional posts forming the standard VWS situation team will be redeployed from Uganda to Sudan since the incumbents are recruited for multiple duty stations and are intended to be redeployed whenever a need arises. The differences in the salary scales between the Uganda and Sudan duty stations as well as between established posts and positions under general temporary assistance will result in a slight increase despite the fact that no new positions are requested in essence.

713. The same rationale applies to the other posts whose abolishment is being requested for 2023, including those which were also defunded for 2022.¹²¹ The Registry does not foresee the need for their redeployment to other duty stations in the coming years and will request additional resources under general temporary assistance when a need arises in other situation countries. The Registry however requests the defunding of five posts in the Country Office (Côte d'Ivoire) because of the Court's reduced activities in that country and the limited support required from the office for 2023. Following the OTP's announcement that it is to continue its investigation in the situation in Côte d'Ivoire, instead of requesting all the posts that are no longer justified in the light of the limited support required from the country office, the Registry requests that they be maintained without funding. Should the continuing investigation conducted by the OTP in the CIV II situation result in the issuance of any warrants of arrest, the Registry will consider requesting that the unfunded posts be funded again if there is a significant increase in activities in-country. In the meantime, the post of Chief of Country Office (Côte d'Ivoire) is requested to be redeployed to the office in Mali which will oversee residual activities in Côte d'Ivoire.

¹¹⁸ The VWS standard situation team comprises one Associate Team Leader, one Associate Field Case Officer, one Associate Welfare Officer and two Field Case Management Assistants.

¹¹⁹ The Registry basic set-up in the field comprises one Administration and Operations Officer, one Field Security Officer and/or one Associate Field Security Officer and one Administrative Assistant.

¹²⁰ (1) One established Associate Team Leader, (2) one Associate Field Case Officer under general temporary assistance, (3) one established Associate Welfare Officer, (4) one Field Case Management Assistant under general temporary assistance, (5) one established Administration and Operations Officer, (6) one established Field Security Officer and (7) one established Administrative Assistant.

¹²¹ For details, please refer to paragraph 718 below.

714. As indicated above, the increase in the requested staff resources has been largely offset by the abolishment and defunding of field positions. Following the closing of the country office premises in the DRC (Kinshasa) in 2022, only one Field Assistant (Outreach) will remain in that office to maintain a minimal liaison function with the Congolese authorities and to conduct outreach activities for the DRC cases during their reparations phase, as requested by the TFV, which results in the abolishment of one post of Senior Driver. In 2023, the country offices in the DRC (Bunia) and in Uganda will provide support to the reparations activities in both situation countries and will scale down their resources by abolishing two posts in the Country Office (DRC) in Bunia and four posts/positions in the Country Office (Uganda), including that of Chief of Country Office in both countries. As indicated above, the Court's activities in the DRC and Uganda will be overseen by the newly requested position of Chief of Country Office in Sudan. In addition, it is anticipated that the *Al Hassan* case will be at the deliberations stage for a large part of 2023 and thus two Field Assistant positions under general temporary assistance will be discontinued, leaving two Field Assistants remaining in the Country Office (Mali) to provide support to the necessary outreach and victims participation/reparations activities in both the *Al Hassan* case and the *Al Mahdi* case. Lastly, owing to the downsizing of the Country Office (Georgia), two positions under general temporary assistance will be discontinued and one position under general temporary assistance is requested to be redeployed to the Country Office (CAR) to support the above-mentioned simultaneous trial activities.

715. In order to further offset the increase requested by DEO in its staff resources, measures to achieve savings and efficiencies have been identified. First of all, the Registry requests the redeployment of the post of Associate Field Security Officer in the Country Office (DRC) in Bunia to the Country Office (Uganda) in view of the savings in salaries which will be achieved on account of the difference in salary scales between these two duty stations. Cost analysis conducted by the Registry shows that a saving of approximately €27.9 thousand could be achieved taking into consideration the need for the Associate Field Security Officer to travel from Kampala, Uganda to Bunia, DRC, to provide security support to missions to be conducted in the DRC. The requested redeployment is considered appropriate given the anticipated decrease in reparations-related activities in the DRC through proper planning to enable the Associate Field Security Officer to effectively monitor the security situation in the DRC from Uganda with the assistance of the Local Security Assistant remaining in Bunia, DRC.

716. Requesting the services of individual contractors under general temporary assistance instead of new positions to cope with the additional workload resulting from the increase in judicial activities and the need to cover missing resources in some country offices is also intended to achieve savings and efficiencies. For 2023, DEO will no longer retain the Senior Driver post in the country offices in the DRC (Kinshasa) and the Driver posts in Côte d'Ivoire, and the Field IT Technician positions in the Country Office (Côte d'Ivoire). Activities pertaining to the simultaneous trials of the *Yekatom and Ngaïssona* case and the *Said* case as well as to the *Mokom* case during its pre-trial phase create a significant need for the Country Office (CAR) to reinforce its capacity in different aspects to support the increasing judicial activities. Instead of requesting a number of new positions to fulfil different functions, the Country Office (CAR) intends to create a pool of individual contractors to enhance its surge driver and IT-related capacity for peak activities and to address special needs in implementing its outreach strategy. In the light of the residual needs in the country offices in the DRC (Kinshasa) and in Côte d'Ivoire, which do not warrant the retention of (Senior) Driver or of Field IT Technician in the Country Office (Côte d'Ivoire), DEO believes that further savings and efficiencies could be achieved by resorting to individual contractors for their services whenever a need arises, without having staff from Headquarters or from other country offices travel to provide the necessary support.¹²²

717. For 2023, DEO requests only one new position of Administration and Operations Officer in the country office in Ukraine under the newly created category of National Professional Officer, as it is considered that other newly requested Professional positions are not suitable to be undertaken by national staff. It is important that the positions of Field

¹²² For 2023, the Field IT Technician in the Country Office (Uganda) will continue to cover the residual needs in the Country Office (DRC) in Kinshasa and in Bunia. A review will be conducted of the savings and efficiencies which could be achieved by resorting to the IT support under a Special Service Agreement (SSA) in Côte d'Ivoire at the end of 2023 and determining whether the Country Office (DRC) in Kinshasa and in Bunia could also resort to the SSA IT support to achieve further savings and efficiencies, should there be any residual needs for the coming years.

Security Officer and Associate Field Security Officer are internationally recruited so as to allow the Court to comply with the practices and the framework set out in the United Nations Security Management System (UNSMS), of which the Court is a part. In accordance with its security policies, there are certain UN security forums that national staff cannot join, such as the UN Security Management Team. At these coordination meetings, the most important security strategies in a certain area of interest are debated and approved, and the absence of the Court's own security expert would lead to a situation in which certain security measures could be imposed on the Court that would be in conflict with its mandate and/or for which the Court would not have given its consent or feedback. The newly requested VWS Professional positions in the field will also be occupied by internationally recruited staff, as the incumbents of these positions will have access to the most confidential information pertaining to the witnesses and victims referred to VWS for protection. Should new field Professional positions be required to build the capacity of any country office at a later stage (for instance, capacity pertaining to outreach and victims participation and reparations), the Registry will consider requesting them under the category of National Professional Officer, where sensible and applicable, subject to the operating environment in the relevant situation country.

Established posts: Professional and General Service

€14,751.3 thousand

718. The amount requested for established posts represents an increase of €289.9 thousand (2.0 per cent) as compared with the 2022 approved budget. The Registry proposes the following changes to its established posts in DEO as compared with the resources approved for 2022:

Posts already defunded for 2022 to be abolished for 2023

- (a) One Field Assistant (GS-OL) (DRC-Kinshasa).
- (b) One Local Security Assistant (GS-OL) (DRC-Kinshasa).
- (c) Three Drivers (GS-OL) (DRC-Kinshasa).
- (d) One Cleaner (GS-OL) (DRC-Kinshasa).
- (e) One Field Assistant (GS-OL) (DRC-Bunia).
- (f) One Driver (GS-OL) (CAR).

Posts to be abolished for 2023

- (a) One Chief of Country Office (P-5) (Uganda).
- (b) One Field Assistant (VPR) (GS-OL) (Uganda).
- (c) Two Drivers (GS-OL) (Uganda).
- (d) One Administration and Operations Officer (P-3) (Uganda for the situation in Darfur, Sudan).
- (e) One Field Security Officer (P-3) (Uganda for the situation in Darfur, Sudan).
- (f) One Administrative Assistant (GS-OL) (Uganda for the situation in Darfur, Sudan).
- (g) One Senior Driver (GS-OL) (DRC-Kinshasa).
- (h) Two Drivers (GS-OL) (DRC-Bunia).
- (i) Two Field Case Management Assistants (GS-OL) (DRC-Kinshasa - VWS).
- (j) One Driver (GS-OL) (Mali).

Posts already defunded for 2022 to remain unfunded for 2023

- (a) One Case Management Assistant (GS-OL) (Headquarters - VWS).
- (b) One Analyst Assistant (GS-PL) (Headquarters - VWS).
- (c) One Field Security Officer (P-3) (Côte d'Ivoire).
- (d) One Field Assistant (GS-OL) (Côte d'Ivoire).
- (e) One Driver (GS-OL) (Côte d'Ivoire).

Posts to be defunded for 2023

- (a) One Administrative Assistant (GS-OL) (Côte d'Ivoire).
- (b) Three Drivers (GS-OL) (Côte d'Ivoire).
- (c) One Cleaner (GS-OL) (Côte d'Ivoire).

Posts to be redeployed to other duty stations for 2023

- (a) One Associate Field Security Officer (P-2) (DRC-Bunia). Redeployed to Uganda.
- (b) One Associate Team Leader (P-2) (Uganda for the situation in Darfur, Sudan - VWS). Redeployed to Sudan.
- (c) One Associate Welfare Officer (P-2) (Uganda for the situation in Darfur, Sudan - VWS). Redeployed to Sudan.
- (d) One Chief of Country Office (P-5) (Côte d'Ivoire). Redeployed to Mali.
- (e) One Associate Field Case Officer (P-2) (Côte d'Ivoire - VWS). Redeployed to Ukraine.

Post defunded for 2022 to be funded for 2023

719. One Senior Welfare Assistant (GS-PL) (Headquarters - VWS). It is requested that this post be funded again owing to the need to build the capacity of VWS to be able to provide the required services at an adequate level to witnesses appearing before the Court in four proceedings in 2023, i.e. the *Yekatom and Ngaïssona* trial, the *Said* trial, the *Abd-Al-Rahman* trial and the confirmation hearing in the *Mokom* case.

Post to be repurposed for 2023 within the same section

720. One Situation Desk Assistant (GS-OL) (Headquarters - EOSS). It is requested that this post be repurposed as one Analyst Assistant (GS-OL) (Headquarters - EOSS). Owing to internally adapted operational efficiencies and the prolonged absence of the need to fill this post, it is requested that it be repurposed as the post of Analyst Assistant in the Country Analysis Unit within the same section, i.e. EOSS, with no request for additional resources. The present request aims to build the Registry's capacity in the activities pertaining to the execution of outstanding warrants of arrest and the surrender/transfer of suspects at large. The Analyst Assistant will provide crucial support in the monitoring, collection and evaluation of information as well as in the development and implementation of arrest strategies.

New Posts requested for 2023

721. One Associate Administrative Officer (P-2) (Headquarters - OD-DEO). Since the creation of DEO, it has opened, scaled up and down and closed a number of country offices as well as provided support to Court activities in the situation countries where there is no Registry presence. These efforts are led by OD-DEO. This post will act as the focal point at Headquarters for the country offices to coordinate services required by the latter to be provided by the Registry. Such a post will also play an important role in ensuring the smooth opening and closing of country offices through seamless collaboration between the country offices and Registry service sections at Headquarters. In the light of the intensified investigative activities conducted by the OTP in the newly emerging situations where the Registry has no field presence, this post is considered essential and required to assist the two External Affairs Coordinators in leading coordination for support to the activities in these situation countries. Over the years, OD-DEO has developed a framework for the Registry's field engagement, which requires extensive analysis of the need to support the Court's operations on the ground and how to provide the required support most efficiently and effectively. This position will also enhance OD-DEO's capacity to monitor operational needs on the ground, to conduct cost analysis on the use of existing resources as well as the redeployment of resources among country offices in order to achieve savings and efficiencies and to develop plans on the opening, scaling up and down and closing of the country offices.

General temporary assistance

€2,929.0 thousand

722. The resources requested for general temporary assistance (GTA) within DEO have increased by €1,227.9 thousand (72.2 per cent) from the 2022 approved budget. In total for 2023 the Registry will request (1) the continuation of 24 GTA positions, (2) the redeployment of 4 GTA positions, (3) 15 new GTA positions, (4) the discontinuation of 6 GTA positions and (5) individual contractors.

Positions to be continued

723. *One Associate Confidential Accounts and Planning Officer (P-2), 12 months. Continued. Multi-year.* This position is responsible for confidential financial operations related to the protection of victims and witnesses in situations before the Court, especially where the international movement of persons is concerned. The incumbent supports highly secret relocations, liaises with external partners and provides assistance to Team Leaders and handlers during sensitive operations. This position is a proven long-term need insofar as it is critical to the efficient functioning of the Court's protection programme (ICCPP), which requires the highest level of secrecy. The confidential accounts systems established by VWS incorporate regular interaction with external third parties and the handling of significant amounts of confidential funds, using sensitive working practices which require a specific level of professional commitment. In addition to these functions, the position also provides the proven long-term support needed in fund monitoring and budget and finance administration, from which VWS has benefited significantly in complex operations in past years to achieve savings and efficiencies. The complexity of VWS operations and the need for workable policies to achieve efficiencies and savings entail continuous monitoring, review and analysis which preserve the absolute confidentiality of VWS operations. The continuous need for this position is in line with the centralization of all financial and budget functions within the planning team, including the management of field finances and the development of a more controlled approach to budget analysis, monitoring and efficiency measures. The position has proven its benefits to VWS and the Registry through better resource management and the achievement of significant improvements.

724. *One Associate Witness Protection Training Officer (P-2), 12 months. Continued. Multi-year.* This position supports the implementation of VWS's specialized witness protection training and development plan. It is required to enable VWS to continue its training strategy and to ensure the development, coordination, maintenance and delivery of the VWS training programme, which equips staff with a consolidated understanding of protection, risk and case management concepts necessary to implement the Section's mandate. The incumbent also works with staff to apply the required standards of operations, a necessity since confidentiality challenges in witness protection and risk reduction techniques are constantly evolving. Furthermore, protection processes must be adapted to changing sociopolitical situations in any particular region of operations. The continuing professional development of VWS staff members in the area of witness protection is therefore critical to the efficient functioning of the Section and to the protection of the Court's witnesses and victims.

725. *One Associate Case Development Officer (P-2), 12 months. Continued. Multi-year.* This position provides the continuity necessary for case development and information-gathering in situations before the Court. This unique position within the VWS case development team is required to support VWS in monitoring and reviewing the security situation not only in the CAR, Darfur, Mali and Libya but also in the new situation countries of Afghanistan, Ukraine, Bangladesh/Myanmar and the Philippines and in other conflict/post-conflict areas where the Court operates. The position specifically brings the necessary military expertise to ensure that threat actors operating in those conflict zones are properly identified, that their military/rebels' strategies, capabilities and modus operandi are analysed and understood, and that the risk they pose to witnesses and victims in hostile environments is assessed accordingly.

726. *One Team Leader (P-3), 12 months. Continued. Multi-year.* This position in VWS exercises the coordination functions and manages day-to-day operations from Headquarters, including overseeing activities in relation to trial operations as well as logistics and manages international witnesses and victims movements for the other situation teams. This position is also in charge of VWS operations in terms of witness and victim movements. In addition, the

incumbent is responsible for the coordination work and arrangements necessary for the successful implementation of international relocations and appearances before the Court of witnesses and victims. Efficiency has been identified over the years through this arrangement without the need to request additional resources.

727. Two *Associate Analysts (P-2)*, 12 months. *Continued. Multi-year.* Resources are required to provide analysis and research work in relation to (1) the witnesses appearing before the Court in the three trials and (2) the situations under investigation and other newly emerging situations. Together with the one established Associate Analyst post, these two positions provide the necessary support to the lead Analyst in analysis and information-gathering, monitoring and review of security contexts. The Associate Analysts in the team share the analytical workload in relation to the situations in Mali, the CAR, Burundi, Darfur, Libya, Palestine, Bangladesh/Myanmar, Ukraine and the Philippines. They also assist the situation teams in identifying possible risks and provide advice in relation to protection operations and support in other situations in Côte d'Ivoire, Uganda, the DRC, Venezuela, Afghanistan and other conflict/post-conflict areas where VWS conducts witness-related operations. The need for their continuation in 2023 is justified owing to the high level of activities pertaining to a number of extremely different and complex situations and cases currently managed by VWS and in the light of the OTP's projections for its activities in 2023. For each situation, analysts are required to develop expert knowledge in order to be able to deliver situational analysis, but also threat and risk assessments specific to individual witnesses and victims in the situations assigned to them. This requires a high level of investment for each situation and an expert understanding of the specific threat to witnesses, of the threat actors' intent and capabilities and of the various dynamics in-country as well as relevant languages skills in order to be able to understand pertinent information and documents, including open source material. Therefore, to perform at the best level for the safety and security of the witnesses and victims, a minimum of two Associate Analysts is required to deliver high-quality analytical products for all the situations that need to be covered.

728. One *Associate Outreach Officer (P-2)*, 12 months. *Continued.* The country office in Sudan scheduled to be established in 2023 will not perform the Court's functions related to outreach and public information, which will continue to be undertaken by PIOS from Headquarters and through the deployment of outreach missions to Sudan. This position, with Arabic-language capacity and knowledge of the culture of Darfur/Sudan, is essential to establish and maintain networks as well as to develop and implement action plans to ensure publicity of the *Abd-Al-Rahman* trial.

729. Three *Field IT Technicians (GS-OL) (Uganda, Mali and the CAR)*, 12 months each. *Continued. Multi-year.* The positions of Field IT Technician in Uganda, Mali and the CAR continue to be required to support (1) the reparations-related activities in Uganda, the DRC¹²³ and Mali, (2) the assistance programmes conducted by the TFV in Uganda, the DRC, Mali and the CAR, (3) the judicial activities in the CAR, including witness appearances via video teleconferencing in the three CAR cases and (4) witness appearances via video teleconferencing from Uganda for the cases in other situations. In general, the services this position provide are akin to those provided by the Service Desk of the Information Management Services Section (IMSS) and by Audio-Visual Assistants. This position supports daily information and communications technology (ICT) activities and facilitates general troubleshooting, problem solving and mitigation of ICT risks. In addition, the Field IT Technicians are critical to ensuring that services regarding internet connectivity, mobile data and printing (where rented) are in accordance with contracts and in line with the operational requirements of the country offices. Field IT Technicians also assist the Administration and Operations Officers in the country offices with ICT asset management and advise them on end-of-life devices and the disposal thereof. In addition, as the Court has transitioned into an e-Court, there is an obvious need for country offices to have a Field IT Technician to support Court proceedings by setting up and supporting video teleconferencing sessions for hearings and for meetings with Headquarters.

¹²³ A pilot phase has been implemented for savings and efficiencies by extending the geographical area of responsibility of the IT Assistant based in Uganda. Since 2020, this IT Assistant position has been covering three offices (Kinshasa, Bunia, Kampala). This pilot arrangement has so far been successful, thanks to the remote support provided by the Information Management Services Section.

730. One *Field Assistant (VPR) (Uganda) (GS-OL)*, 12 months. *Continued. Multi-year.* As the *Ongwen* case has entered into the reparations phase, the Victim Participation and Reparations (VPR) team of the Country Office (Uganda) will continue to support the relevant reparations activities in 2023. The abolishment of the one established post of Field Assistant (VPR) requested by the Country Office (Uganda) as indicated in paragraph 718 leaves the present Field Assistant (VPR) position the only one to assist the Field Officer (VPR) (P-3) to continue engaging with the victims in the *Ongwen* case and in the situation in Uganda to equip them with the relevant information, manage their overwhelming expectations and assist in reparations activities as per any judicial orders.

731. Two *Field Assistants (VPR) (CAR) (GS-OL)*, 12 months each. *Continued. Multi-year.* These positions augment the VPR and outreach teams based in the CAR. The incumbents work under the direct supervision of the Field Officer (Outreach and VPR) (P-3) and the Field Officer (VPR) (P-3). In order to meet the increased workload and productivity demands generated by the proceedings in the simultaneous trials of the *Yekatom and Ngaïssona* case and the *Said* case as well as in the *Mokom* case during its pre-trial phase, the Country Office (CAR) has a continuing need to maintain its capacity to adequately support activities related to victim participation and outreach in 2023. These positions will continue to deliver multiple capabilities (language skills, access to certain communities and improved gender representation) across the full spectrum of VPR and outreach activities that the country office requires to deliver effectively on its mandate. These positions mutually reinforce the related established posts by providing needed capacity and also enhance business continuity, in addition to resilience so that operational momentum can be sustained during periods of leave, rest and recuperation and illness. Efficiencies and savings have been identified without requesting new positions despite the significant increase in judicial activities in the CAR except for the request for additional resources for individual contractors as indicated in paragraph 760 in order to reinforce surge capacities of the Country Office (CAR).

732. One *Senior Driver (GS-OL) (CAR)*, 12 months. *Continued. Multi-year.* The requested position will continue to be based in the Country Office (CAR) to enable a more effective use of driver capacity (thereby reducing overtime and compensatory time off) for transport as well as light maintenance of generator assets (with the incumbent ensuring timely servicing and repairs and identifying related cost savings and efficiencies). It also allows the Senior Driver functions to be delivered notwithstanding driver mission deployment. The economic management of the transport capacity and assets of the country office will be essential in a year when requests for mission support from outside the country office from parties and participants have increased significantly.

733. One *Field Case Management Assistant (CAR) (GS-OL)*, 12 months. *Continued. Multi-year.* This position is required to support the Associate Field Case Officer in the CAR in managing the field operations pertaining to the trial as well as the pre-trial activities in the CAR situation and protection-related activities conducted by VWS. Its main focus is the liaison and management of direct contacts between VWS and the witnesses as well as support for the implementation of trial/pre-trial activities and protection and support activities in the situation in the CAR.

734. One *Field Security Officer (P-3) (Mali)*, 12 months. *Continued. Multi-year.* The Field Security Officer is required to lead the country office's full field security team and to enable the country office in Mali, one of the most dangerous countries in which the Court is operating, to provide security support at an adequate level. The Field Security Officer will continue to undertake critical security monitoring and risk assessments and to provide briefings and support to field operations. With the remainder of the trial activities in the *Al Hassan* case and the implementation of the reparations plan in the *Al Mahdi* case, while the context remains one of the most severe and unpredictable, the need for this position continues. Owing to the continued defunding of the post of Field Security Officer in Côte d'Ivoire, the incumbent of the position of Field Security Officer in Mali will, with the assistance of the Associate Field Security Officer in Mali, oversee the work of the Local Security Assistant in Côte d'Ivoire, the only security staff member in that country for 2023, and provide support to the security needs in Côte d'Ivoire.

735. One *Local Security Assistant (GS-OL) (Mali)*, 12 months. *Continued. Multi-year.* This position, based in the Country Office (Mali), continues to be required to support the field security team in Mali. As stated in the description of the position of Field Security Officer, the context in Mali remains one of the most severe and unpredictable, and the

resources to ensure that activities can be conducted in as safe and secure an environment as possible remain essential to field operations. The Local Security Assistant provides support to the two other members of the field security team in Mali.

736. One *Field Assistant (VPR)* and one *Field Assistant (Outreach) (GS-OL) (Mali)*, 12 months each. Continued. Multi-year. It is anticipated that the *Al Hassan* case will be at the deliberations stage for a large part of 2023. Therefore, one Field Assistant (VPR) and one Field Assistant (Outreach) are considered sufficient to provide the necessary support to the Field Officer (VPR) (P-3) and the Field Officer (Outreach) (P-3) in performing Registry outreach and victim participation and reparations responsibilities in both the *Al Mahdi* and *Al Hassan* cases. As indicated in paragraph 718, the positions of another Field Assistant (VPR) and Field Assistant (Outreach) requested for 2022 will be discontinued for 2023. The Registry will continue its outreach activities and its interaction with victims and affected communities in both cases to keep them abreast of the judicial proceedings in 2023.

737. One *Senior Driver (GS-OL) (Mali)*, 12 months. Continued. Multi-year. The position of Senior Driver continues to be required in the Country Office (Mali) to manage and coordinate the other drivers and the vehicle fleet. The retention of a Senior Driver for the Country Office (Mali) will align the driver support capacity of that country office with that of country offices in other situation countries which support the same level of activities. This position continues to be required owing to the remainder of the judicial activities in the *Al Hassan* case as well as the reparations activities in the *Al Mahdi* case in 2023.

738. Three *Drivers (GS-OL) (Mali)*, 12 months each. Continued. Multi-year. Owing to the remainder of the judicial activities in the *Al Hassan* case and the reparations activities in the *Al Mahdi* case in Mali in 2023, these positions continue to be required to provide support to users to guarantee operational continuity. The three Drivers currently provide transportation services under the supervision of the Senior Driver.

739. One *Associate Team Leader (P-2) (Mali)*, 12 months. Continued. Multi-year. This position is required to provide the necessary support in relation to field case management and protected witnesses and victims. The Mali team is required to provide support to the remaining trial activities and field operations in 2023, including support for initial response systems (IRS), other operational mechanisms necessary for the OTP and management of the witnesses remaining under the care of the VWS. This position will lead the VWS field team and assist the Team Leader responsible for the Mali situation at Headquarters in the daily management of protection-related issues, manage the IRS and follow-up on referrals for protection and support made by parties. The incumbent will conduct threat and risk assessments for inclusion in the ICCPP and provide recommendations on witness protection measures.

Positions to be redeployed

740. One *Associate Field Case Officer (Uganda) (P-2)*, 12 months. Continued and redeployed to Sudan. Multi-year. This position was redeployed to Uganda in 2022 to support the basic set-up for the situation in Darfur. This position, among others, had already proven essential in 2021 to VWS's capacity to cope with the surge in the number of referrals made by the OTP in the *Abd-Al-Rahman* case. This position will continue to be required to support the witnesses already referred who are now under the care of VWS as well as those expected to be referred in 2023 by the OTP as well as the Defence for *Abd-Al-Rahman* in 2023.

741. One *Field Case Management Assistant (Uganda) (GS-OL)*, 12 months. Continued and redeployed to Sudan. Multi-year. This position was approved for 2022 to support the work of the Associate Field Case Officer in managing the field operations pertaining to the activities related to the trial and protection/support in the situation in Darfur conducted by VWS from Uganda. Following the scheduled establishment of a Court presence in Sudan, this position will be redeployed to Sudan to provide support in-country. Its main focus will be liaison and management of direct contacts between VWS and the witnesses in the situation in Darfur.

742. One *Associate Team Leader (P-2) (Georgia)*, 12 months. Continued and redeployed to Ukraine. Multi-year. This position will be redeployed to Ukraine for 2023 to form part of the basic set-up required for that situation. This position will lead the VWS field team in Ukraine and provide assistance to the relevant Team Leader or VWS Senior Manager at

Headquarters responsible for that situation. The incumbent will initiate the necessary activities to implement field operations, including liaison functions with recognized bodies necessary to facilitate the work of VWS, set up IRS and follow up on referrals for protection and/or support made by the OTP. The incumbent will conduct threat and risk assessments for inclusion in the ICCPP, provide recommendations on witness protection measures and other operational mechanisms necessary to support the OTP's activities and subsequently manage the witnesses referred to the care of VWS. The incumbent will oversee the general conduct of VWS operations in Ukraine and, together with the Associate Field Case Officer for Ukraine, implement systems and mechanisms required to conduct case management and operational measures relevant to the protected witnesses and victims.

743. One *Administrative Assistant (GS-OL) (Georgia), 12 months. Continued and redeployed to the CAR. Multi-year.* Owing to the downsizing of the Country Office (Georgia), the Registry requests the redeployment of this position to the Country Office (CAR) to support increasing needs in the CAR. This position will primarily deliver the required additional capacity to facilitate a resilient continuity of service for the appearance of witnesses in the *Yekatom and Ngaïssona* case and the *Said* case via videoconferencing. In order to support the simultaneous trials in the *Yekatom and Ngaïssona* case and the *Said* case, this additional position of redeployed Administrative Assistant will also reinforce the country office's capacity to perform the Courtroom Officer's duties during the anticipated concurrent witness appearances via videoconferencing from the Country Office (CAR). This position will also enhance the capacity of the country office's core administration and operations team (which has remained at the same level since the reopening of the country office in 2017) to provide the required operational support to the pre-trial activities pertaining to the *Mokom* case.

New Posts requested for 2023

744. One *Chief of Office (P-5) (Sudan), 9 months. New. Multi-year.* The Chief of Country Office is responsible for the safety and security of all Court personnel and assets in the country and the provision of support to all activities carried out in the country by the different parties and participants to the Court's proceedings. The precarious operating environment and unstable political situation in Sudan require a high-level official present in-country to facilitate close coordination with the Sudanese authorities as well as to garner cooperation from the diplomatic community, UN agencies and civil society, which is key to the smooth and uninterrupted trial proceedings in the *Abd-Al-Rahman* case. Therefore, following the establishment of the country office in Sudan foreseen for the end of 2022, the position of Chief of Country Office in Sudan is requested to lead the Court's activities in-country and provide adequate support to the *Abd-Al-Rahman* trial in 2023. The Chief of Country Office will also collect first-hand information and conduct analyses of the political and security situation as well as of the operating environment on the ground in a timely fashion. The Chief of Country Office will also oversee activities in Uganda and the DRC.

745. One *Administration and Operations Officer (P-3) (Sudan), 9 months. New. Multi-year.* The position of Administration and Operations Officer, which forms part of the Registry basic field team, will be responsible for the coordination and effective delivery of logistic and administrative services in support of the Court's field operations in Sudan. The incumbent will be responsible for office management pertaining to human resources, supervision of personnel, finance, procurement and general services within their delegation of authority. In order to support the trial activities in the *Abd-Al-Rahman* case, this position will also provide support to the appearance of witnesses in that case via videoconferencing. In addition, since the Court's operations in Sudan rely heavily on the cooperation of the Sudanese authorities and support of the UN agencies, the key responsibilities of this position will be close coordination with the focal points of the Sudanese government to secure the cooperation of the host State as well as with the relevant UN agencies for their operational support. The Administration and Operations Officer also supervises the organization of day-to-day operations and provides support to special operations, such as the relocation of victims and witnesses and the transfer of detained witnesses or suspects to Headquarters.

746. One *Field Security Officer (P-3) (Sudan), 9 months. New. Multi-year.* This position of Field Security Officer, which forms part of the Registry basic field team, is the only position in the country office to ensure the security and safety of Court personnel and assets in the country. Therefore, the security capacity of such a Registry field team would require

reinforcement from time to time during the absence of the Field Security Officer in Sudan by sending security staff from other country offices in Africa to Sudan on mission. It is unknown when the current political turmoil in Sudan will end, which makes the present position even more essential to provide security support at an adequate level. This position will undertake critical security monitoring and operational security and risk assessments as well as provide briefings and support to field operations. The Field Security Officer also serves as the security focal point for the host government, UNDSS and Court Headquarters. The incumbent will also undertake to develop the security contingency plan for the country office in the event that the Court needs to urgently exit from the situation country.

747. One *Administrative Assistant (GS-OL) (Sudan), 9 months. New. Multi-year.* Under the direct supervision of the Administration and Operations Officer, this position forms part of the Registry basic field team and will provide broad administrative support functions in support of the Court's field operations in Sudan, which may include coordination of various areas of work such as mission support, budget and finance, procurement, supply and transportation. This position will also undertake the Courtroom Officer's duties during the appearance of witnesses in the *Abd-Al-Rahman* case via videoconferencing to achieve the efficiencies and savings indicated in paragraph 743.

748. One *Field Case Management Assistant (GS-OL) (Sudan), 9 months. New. Multi-year.* This position, together with the one existing Field Case Management Assistant as indicated in paragraph 741, form the basic VWS team for the situation in Darfur to support the work of the Associate Field Case Officer in managing the field operations pertaining to the trial and activities related to protection/support in the situation in Darfur, Sudan conducted by VWS. Its main focus will be liaison and management of direct contacts between VWS and the witnesses in the situation in Darfur, Sudan.

749. One *Associate Welfare Officer (P-2) (Ukraine), 9 months. New. Multi-year.* This position forms part of the basic VWS team for the situation in Ukraine to provide support to victims and witnesses. It is responsible for assessing the witnesses' psychosocial needs and vulnerability and will ensure the implementation of measures approved by VWS management. The incumbent will also liaise with service providers and coordinate efforts in medical and mental health care for witnesses and victims and prioritize the safety, physical and psychological well-being, dignity and privacy of all referred witnesses and victims.

750. Two *Field Case Management Assistants (GS-OL) (Ukraine), 9 months. New. Multi-year.* These positions are required to support the Associate Field Case Officer in the new situation in Ukraine in terms of the management of all activities related to field operations on the ground and to directly assist in the implementation of VWS's mandate. Their main focus will be the liaison and management of direct contacts between VWS and the witnesses as well as supporting the implementation of any related activities.

751. One *Associate Analyst (P-2) (Headquarters - VWS), 9 months. New. Multi-year.* The requested position also forms part of the basic VWS team for the situation in Ukraine to provide analysis and research work from Headquarters, which is essential to the operational team. This position will undertake information-gathering and analysis, and the monitoring and review of all information relevant to the security and safety of witnesses and victims associated not only with the situation in Ukraine but also with the situation in Georgia. Therefore, this position requires specific and expert knowledge as well as relevant language skills in order to be able to deliver situational analysis and threat and risk assessments specific to the individual witnesses and victims in the situations in Ukraine and in Georgia. This position will provide situation threat and risk analysis and individual threat assessments for each witness and victim referred to VWS for protection in these two situations. It will also assist the situation team in identifying possible risks in advance and provide advice in relation to field operations and the protection of witnesses and victims. The capacity of the VWS case development team for its threat and risk assessment of all other situation countries where the Court operates, as indicated in paragraph 727, will be reinforced by this position.

752. One *Field Security Officer (P-3) (Ukraine), 9 months. New. Multi-year.* The Field Security Officer forms part of the Registry basic field team and leads the country office's field security team (consisting of one Field Security Officer and one Associate Field Security Officer at this stage) which is responsible for the security and safety of Court personnel and assets in the country. In the light of the ongoing armed conflicts in Ukraine, this position is critical for the provision of security support at an adequate level. This incumbent will

undertake critical security monitoring and operational security and risk assessments as well as provide briefings and support to field operations. The Field Security Officer also serves as the security focal point for the host government, UNDSS and Court Headquarters. The incumbent will also develop the security contingency plan for the country office in the event that the Court needs to urgently exit from the situation country.

753. One *Associate Field Security Officer (P-2) (Ukraine)*, 9 months. New. Multi-year. The Associate Field Security Officer works under the supervision of the Field Security Officer to provide security support to the Court's activities in the country. Considering the ongoing armed conflicts in Ukraine, along with the OTP's intensive investigative activities and the protection of witnesses and victims by VWS, it is considered paramount to strengthen the capacity of the Registry basic field team with additional field security staff to be able to provide the necessary security support to the Court's missions at an adequate level as well as to cover for the services to be provided by the Field Security Officer during his/her absence.

754. One *Administration and Operations Officer (NO-C) (Ukraine)*, 9 months. New. Multi-year. The position of Administration and Operations Officer forms part of the Registry basic field team and will be responsible for the coordination and effective delivery of logistic and administrative services in support of the Court's field operations in Ukraine. The incumbent will be responsible for office management pertaining to human resources, supervision of personnel, finance, procurement and general services within their delegation of authority. In addition, since the Court's operations in Ukraine rely heavily on the cooperation of the Ukrainian government, this position's key responsibilities will be close coordination with the host government for its operational support. The Administration and Operations Officer also supervises the organization of day-to-day operations and provides support to special operations, such as the appearance of witnesses via videoconferencing as per article 56 of the Rome Statute and the transfer of suspects to Headquarters. Efficiencies and savings could be achieved by requesting this position under the category of National Professional Officer, whereby the incumbent will have the relevant qualifications as well as in-depth local knowledge to navigate through the foreseeable challenging operating environment in the country to provide the necessary mission support.

755. One *Administrative Assistant (GS-OL) (Ukraine)*, 9 months. New. Multi-year. Under the direct supervision of the Administration and Operations Officer, this position forms part of the Registry basic field team and will provide broad administrative support functions in support of the Court's field operations in Ukraine, which may include coordination of various areas of work such as mission support, budget and finance, procurement, supply and transportation. Due to the foreseeable challenging operating environment in the country, this position is essential to assist the Administration and Operations Officer and form part of a strong administrative and operations team of the country office.

756. One *Audio-Visual Technician (GS-OL)*, 12 months. New. The position is required for the production of radio and TV programmes as well as social media videos on the expected third trial for outreach and public information purposes. The incumbent is responsible for the technical aspects of the production, editing and subtitling of the programmes. It is also the responsibility of the incumbent to design graphics for the programme and perform all post-production work, such as audio and video mix and colour correction, as well as the editing of stock footage for the international media. The incumbent will support the distribution of programmes mainly for journalists by providing copies of tapes, DVDs and other formats requested by broadcast media. The position also supports distribution by digitizing and uploading files with audio and video content to the website, social networking sites, FTP server, etc.

757. One *Audio-Visual Production Assistant (GS-OL)*, 12 months. New. This position is required to follow the expected third trial on a daily basis, draft daily summaries of the hearings and produce the first draft of the script for radio and TV programmes for outreach purposes. The incumbent will also maintain content related to the trial on the Court's YouTube channel and assist in the electronic dissemination of the programmes produced to journalists and other stakeholders.

Individual contractors

758. Driver requirements: Individual contractors operating under Special Service Agreements (SSAs) are needed for six months in the Country Office (Uganda), for two

months in the Country Office (DRC) in Kinshasa and for six months in the Country Office (Côte d'Ivoire) owing to the absence of any driver position in the latter two country offices and the abolishment of two Driver posts in the former.

759. IT requirements: Individual contractors operating under SSAs are needed for (1) two months in the Country Office (Côte d'Ivoire) owing to the absence of a Field IT Technician position in that office to provide support to TFV activities as well as to the appearance of witnesses in other situations via videoconferencing, and (2) for six months in the Country Office (CAR) to be able to provide surge capacity as a result of the simultaneous trials in 2023 and a concurrent confirmation hearing in the *Mokom* case which will require IT support.

760. Outreach requirements: Individual contractors operating under SSAs are needed for 12 months in the Country Office (CAR) to provide support related to outreach and public information to fulfil the planned and anticipated activities necessary for delivery of the mandated activities at an acceptable level for the *Yekatom and Ngaïssona* case, the *Said* case and the *Mokom* case. Among other activities, this support provides the Country Office (CAR) with Sango/French translation capacity and access to the local specialized social and online media network, while bringing an enhanced gender balance and perspective across the whole of the country office.

Temporary assistance for meetings

€166.0 thousand

761. The amount requested for SSA Witness Assistants for trial support represents an increase of €49.5 thousand (42.5 per cent) from the previous year to support the anticipated number of trial witnesses during their testimony in The Hague. The requested amount covers a total of 127 trial witnesses scheduled to testify in 2023, approximately half of whom will be directly supported by the SSA Witness Assistants. The requested amount is required to provide the necessary routine support, taking into consideration, *inter alia*, the languages of the witnesses during trial testimony at the seat of the Court.

762. The *Al Hassan*, the *Yekatom and Ngaïssona* and the *Said* trials will require active resource engagement, whereby the use of SSA resources is key to supporting witness needs during these trials in The Hague.

Non-staff resources

€6,448.4 thousand

763. The non-staff resources proposed by DEO for 2023 represent an increase of €1,173.0 thousand (22.2 per cent) over 2022. The requested non-staff resources are mostly recurrent and the requested increase is mainly driven by the need to conduct activities pertaining to the situations currently under investigation and results primarily from (1) the increased requirements for VWS to cater for the protection and/or support of witnesses in the situations in Darfur, Libya, Afghanistan, the Philippines, Bangladesh/Myanmar; and lastly Ukraine, which was referred to VWS after the submission of the 2022 budget proposal or will be referred to VWS in 2023 as per the OTP's service requests, and (2) the increase required by PIOS to support the Court's outreach activities in the situations in Bangladesh/Myanmar, Afghanistan, Ukraine and Venezuela. Part of the increase requested by DEO is necessary to facilitate the appearance of witnesses in the simultaneous trials in 2023 and the outreach activities to be conducted by PIOS in Sudan for the publicity of the *Abd-Al-Rahman* trial.

764. As indicated above, the resources requested for the country office in Ukraine will cover the travel needs of that office as envisioned at the time of the drafting of this narrative. Despite the request for those limited travel resources, the anticipated establishment by late 2022 both of the country office in Sudan to facilitate the *Abd-Al-Rahman* trial activities and the country office in Ukraine to support the intensive investigation conducted by the OTP in that country will result in an increase in the non-staff resources proposed by DEO for 2023. The resources requested for the Country Office (CAR) to support the simultaneous trials in the *Yekatom and Ngaïssona* case and the *Said* case as well as the pre-trial activities pertaining to the *Mokom* case also represent an increase. The increases in non-staff resources requested for the country offices in Ukraine, Sudan and the CAR have been completely offset by the reductions proposed by the country offices in Uganda, the DRC, Mali, Côte d'Ivoire and Georgia. Therefore, the resources requested for the country offices are cost neutral.

765. Following the downsizing of the Country Office (Côte d'Ivoire), its premises will be moved as of June 2023 to a fully furnished, flexible workspace whose rental cost will cover services such as utilities, insurance, cleaning services, A/C and office maintenance. Internet services, previously budgeted under the IMSS budget, will then be included in the rental cost as of that date. The move to a flexible workspace will also allow the Court to easily accommodate a further downsizing of the office in 2024 without the need to move again to other premises. Savings to be achieved by the move may not be salient for 2023 given that the current premises will be maintained until the relocation to the new premises is finalized in June 2023 and that the move itself will incur certain expenditures (e.g. moving costs, refurbishment of the current premises, deposit for the new premises, one-month overlap for rental costs for both premises and disposal and relocation of assets and vehicles). It is anticipated that this move will generate significant savings as of 2024.

766. The premises of the Country Office (Georgia) are already located in the same type of flexible workspace to which the Côte d'Ivoire office will be relocated, thus allowing the office space to be easily reduced to just one room for 2023. Such a reduction has yielded important savings. In addition, further savings have been achieved by the complete closing of the office premises in Kinshasa, DRC in 2022 and the planned decrease in activities, in particular in Côte d'Ivoire, the DRC and Georgia for 2023.

Travel

€1,144.0 thousand

767. The requested resources represent an increase of €283.3 thousand (32.9 per cent) over the approved budget for 2022. The overall increase in the travel resources requested by DEO has been largely offset by the continuous implementation of a principle across the DEO sections and country offices to budget only for essential travel for operational purposes as well as to establish and maintain vital contacts and networks. It should also be noted that the COVID-19 pandemic had an adverse effect on the ability of DEO to undertake most kinds of travel. The resumption of travel to many destinations will make it possible to undertake necessary travel engagements which were put on hold over the past two years.

768. The travel resources requested by VWS have increased by €164.7 thousand (36.4 per cent) over the approved budget for 2022. Notably, €109.8 thousand is the result of inflationary increases in travel costs. The requested amount will allow VWS to conduct the necessary missions for (1) implementing new requests for referral of witnesses as well as managing the existing and ongoing witnesses referred to VWS under its protection and support, (2) facilitating assisted moves, (3) ensuring the appearance of trial witnesses before the Court and (4) conducting assessments and implementing the IRS and/or risk reduction measures in the existing cases. The requested increase is driven by the need to (1) implement new witness referrals for protection in the situations in Libya and in Darfur and the new witness referrals for support in the situations in Burundi and in the CAR and (2) support activities in the new situations in Ukraine, Philippines, Bangladesh/Myanmar and Afghanistan that would involve assessments, relocation, support, assisted moves and, where necessary, IRS missions.

769. The travel resources required by EOSS (€61.5 thousand) represent an increase of €30.1 thousand (95.9 per cent) as compared with the approved budget for 2022. They are requested to facilitate recurrent EOSS mandated mission travel for purposes of network building and maintenance needing in-country and person-to-person presence (Africa, non-Europe and South America) to secure States' cooperation with a view to judicial cooperation, support for the Court's operations and more signatories of voluntary cooperation agreements, such as relocation agreements and agreements for (interim) release. For 2023, as per the above-mentioned priority of DEO, an additional amount of €29.1 thousand is requested to allow EOSS to reinforce its capacity with regard to the execution of the Court's warrants of arrest. Missions are required to interact with certain States' authorities and to build local/regional/international networks, strengthen relationships with these networks to collect information regarding the whereabouts of suspects at large and to develop/implement arrest strategies in order to create an environment where their arrest and surrender could be possible. The remaining increase of €1.0 thousand requested by EOSS is required as a result of the increase in airfares.

770. For 2023 PIOS requests an increase of €5.6 thousand (17.7 per cent) over the approved budget for 2022 in its proposed resources for travel (€37.2 thousand) for 2023 to

facilitate missions to conduct outreach activities for the situations currently under investigation, i.e. missions to Bangladesh, Latin America, Tunisia and another Arab country with regard to the situation in Libya, in addition to a number of European countries to reach out to the Arabic-speaking diaspora and the affected communities in relation to the situation in Ukraine and to cultivate cooperation with other international organizations and media. Since the country office in Sudan in its basic set-up form will not possess the functions to conduct extensive outreach and public information activities, PIOS will conduct two outreach missions to Sudan. The increase requested by PIOS for 2023 is required to facilitate the outreach missions concerning the situations in Ukraine, Venezuela and Libya.

771. Travel resources requested by external offices (€373.1 thousand), representing an increase of €81.3 thousand (27.9 per cent), are primarily due to the anticipated opening of the country offices in Sudan and in Ukraine by late 2022. The travel resources requested by the external offices are recurrent and needed to support the Occupational Health Unit's visit to the country offices to monitor the physical and psychological health of the field staff as well as to assess the post COVID-19 impact on staff welfare and medical facilities, provide operational support to parties and participants and the TFV for in-country and external missions, conduct security assessments and facilitate travel by country office staff to conduct outreach and victim participation and reparations activities. The amount requested is particularly crucial for the necessary arrangements to be put in place to ensure the security of missions to the areas where the security situation is volatile, such as Mali, the CAR, Darfur, Sudan, Chad, Ukraine and areas outside the Bunia security perimeter.

772. Additional resources have been requested for the country offices in Ukraine, Sudan, Mali, Uganda and Georgia. In addition to the increase caused by higher airfares compared to 2021, resources for travel have been requested for the country offices in Sudan and in Ukraine, which were not requested for 2022, to conduct security assessments, provide mission support and cover for the travel of the chiefs of these two country offices to other duty stations overseen by them, since they are both responsible for the management of multiple country offices. Additional travel resources are also requested for the country offices in Mali and in Uganda owing to the increase in activities related to outreach/public information and victim reparations in implementing judicial orders in both situation countries.

773. The aforementioned increase requested for the country offices in Ukraine, Sudan, Mali, Uganda and Georgia has been partially offset by the reduction identified by the country offices in the DRC, Côte d'Ivoire and the CAR as a result of the decreasing activities in the DRC and Côte d'Ivoire. The Country Office (CAR) will continue to develop its use of third-party delivered informational products via radio, social media, TV and its billboard campaign. This campaign has been instrumental in building the Court's justice brand and providing an enduring "presence", notwithstanding a reduced use of historic face-to-face outreach missions. Therefore, it has helped to offset the impact of those reduced outreach missions and their associated costs. Travel costs have also been reduced by more effective leverage of local security knowledge via a network of third-party security advisers and better security information management.

774. The resources required by OD-DEO (€55.5 thousand), representing an increase of €1.6 thousand (3.0 per cent), are needed to facilitate the same activities as in the previous budget year, including regular visits to the existing country offices as well as the new country offices in Sudan and in Ukraine, visits to (new) situation countries, such as Bangladesh, and other States to develop/maintain networks and create partnerships between the Court and States (both States Parties and non-States Parties), and travel for liaison with the United Nations, European Union agencies and NGOs to maintain the Court's dialogue with those actors.

Training

€80.4 thousand

775. The resources requested for training have increased by €24.2 thousand (43.1 per cent) as compared with the 2022 approved training budget. For 2023, DEO continues to prioritize the mandatory (licensing-related) training required to maintain the Division's capacity to discharge its mandates as well as low-cost language and other online learning opportunities aimed at building the capacities of the field staff to better fulfil the needs of their day-to-day work.

776. The resources requested for the country offices (€54.7 thousand) have increased by €21.4 thousand (64.3 per cent) as compared with the 2022 approved training budget to facilitate the mandatory (licensing-related) training necessary to maintain their security capacity (such as firearms certification and defensive armoured vehicle driving) and some non-mandatory training in the form of online French and English language courses which are essential to facilitate the effective performance of the Court's personnel in the field. The requested increase is required for the mandatory (licensing-related) security training for the field security staff (to be) newly recruited in Sudan and in Ukraine and the mandatory refresher armoured vehicle driving training for the Drivers in the country offices in the CAR and Mali which takes place every two years, thus in 2023.

777. The amount requested for EOSS (€5.0 thousand) remains the same as that approved for 2022. Resources are recurrent and required for online specialist training in line with the operational mandate of the Section in support of the activities of the Court.

778. The training resources requested by VWS (€7.7 thousand) will cover the cost of training requested by the TFV for VWS to provide training in 2023 in mitigating measures with regard to the implementation of reparations awards where there are no ongoing trials as well as training on measures to be put in place to implement reparations awards for victims in two different cases that are linked. A slight increase (€2.7 thousand) has been requested to cater for additional training requested by the TFV for the same purpose but for the victims located in Uganda.

779. The resources requested by PIOS for training (€13.0 thousand) remain the same as those approved for 2022 to continue supporting the need to improve the presentation skills of Court staff members in view of the increased number of online events (such as conferences, presentations and virtual visits to the Court), post COVID-19 pandemic, to achieve savings and efficiencies. PIOS will again organize training in three languages for staff members to enhance their presentation skills.

Contractual services

€1,322.0 thousand

780. The requested resources represent an increase of €109.3 thousand (9.0 per cent) over the approved budget for 2022. Such an increase results mainly from an increase of €94.1 thousand requested by PIOS to cater for the outreach activities scheduled for (1) the situations in Bangladesh/Myanmar and in Palestine during the investigation stage pursuant to judicial orders, (2) the new situations in Afghanistan, Ukraine and Venezuela, and (3) the situation in Darfur, Sudan, which will focus on ensuring the publicity of the *Abd-Al-Rahman* trial within the affected communities. Resources are required in particular for the organization of hybrid information sessions (Court staff from Headquarters together with locals in one room to overcome Internet connection constraints) with crucial stakeholders (law professors, NGOs, journalists) in Sudan, Bangladesh and Palestine. The requested resources further aim to cover limited in situ outreach activities to be organized during missions to refugee camps in Bangladesh, Darfur and Chad, as well as with regard to the situations in Venezuela and Ukraine, which will entail costs for room rental, interpretation and mobilization. Furthermore, funds will be required to bring a small group of stakeholders from Palestine, Israel and Sudan to The Hague. In addition, resources are required to ensure regular screening of the summaries of the proceedings in the *Abd-Al-Rahman* case and other video material produced by PIOS. Funds are also needed to maintain the Outreach Monitoring and Evaluation Database of outreach activities, used by teams in the field and at Headquarters to assess and monitor the quality and impact of operations.

781. The design of communication campaigns aimed at increasing awareness of the Court using new and innovative communications tools, such as animations, infographics and other shareable resources, will continue to be developed to further ensure the effective dissemination of public information in several languages to the affected communities as well as to the general public and key stakeholders in legal, academic and youth-oriented fields. Lastly, funds are also required to publish and disseminate op-eds and press releases worldwide; produce USBs and printed versions of Court publications; upgrade and maintain the Visitor Centre; strategically build contacts with influencers to increase the impact of the activities, in line with the Court's social media strategy; and upgrade the Court's website services and develop new features.

782. For 2023, the resources requested for the external offices (€891.5 thousand) have increased slightly by €7.1 thousand (0.8 per cent) as compared with the approved budget for 2022. The requested resources continue to be required for security measures to be implemented in the country offices, transportation and protection services for missions, local police support in situation countries on a cost recovery basis, local cost sharing for UNSMS, outreach and victim participation and reparations activities in the field. The increases in the resources requested by the country offices in Sudan and in the CAR have been offset almost completely by the decreases proposed by the other country offices and thus the resources requested by the Court's external offices are more or less cost neutral despite a significant scale-up of the activities in Sudan and the CAR.

783. In addition to an amount of €19.8 thousand requested for the Country Office (Uganda) for support to activities in Sudan from Uganda for 2022 following the commencement of the *Abd-Al-Rahman* trial and the anticipated opening of a country office in Sudan, an additional amount of €73.5 thousand is requested for the country office in Sudan for 2023. The requested amount will cover the rental costs of the office premises in Sudan, vehicles, security measures to be implemented in the country office, and mission support provided by the UN and UNSMS cost-shared budget. The Court has been relying heavily on the UN to provide the necessary mission support on a contractual and cost recovery basis and thus the required resources are requested for contractual services rather than for general operational expenses.

784. An increase of €6.3 thousand (1.8 per cent) as compared with the approved resources for 2022 is requested by the Country Office (CAR) to cover, primarily, operational activities pertaining to outreach/public information as well as victim participation and reparations. Of the total requested amount, 16 per cent (€358.1 thousand) relates to the cost-share arrangements for security and medical care provided by the UN and the Government of the Central African Republic. Innovative approaches are being explored to reduce those costs; however, prudent planning demands that they be budgeted for in 2023, including circa €8.0 thousand of COVID-19-related testing capacity. This last element may be returned in savings if the COVID-19 environment continues to improve. Pop-up cinemas and thematic (generic justice- or case-related) billboard campaigns deliver exceptional value for money in terms of cost per person reached. The widely recognized billboard campaigns provide an enduring information delivery capacity. Each series of the overarching billboard campaign delivers a two-month multi-location information effect. The feedback from the population in the CAR at events such as street corner "pop-up cinemas" provides compelling testimony about the effectiveness of the billboard campaigns and radio station broadcasts. Billboard locations are targeted to maximize intended audience reach and effect. Detailed billboard content design ensures that the messaging does not become outdated. Notwithstanding the effectiveness of these innovative approaches, "face-to-face" outreach will continue to play an important role in reaching certain audiences, particularly outside Bangui. Following the resumption of routine operations outside Bangui pertaining to outreach/public information and victim participation and reparations, the requested resources will allow for this level of activity to be continued throughout 2023 and to include events related to the confirmation hearing in the *Mokom* case regardless of the outcome of that hearing.

785. The resources requested by VWS (€17.9 thousand) have increased by €8.1 thousand (82.7 per cent). The requested amount will cover (1) annual support and maintenance of the witness case management system (W-CMS), (2) compulsory specialized first aid training in view of the support which may be required by witnesses during emergencies, (3) defensive driving training in difficult operating environments¹²⁴ and (4) the training requested by the TFV on how to mitigate risks to beneficiaries when implementing reparations awards while there is an ongoing trial and on the risk-mitigating measures to be put in place to implement reparations awards for victims in Mali and possibly in Uganda.

786. The amount requested for EOSS remains unchanged at €15.0 thousand (0.0 per cent). The required resources are recurrent and are needed to provide support to suspect-at-large activities, predominantly for third-party information services relating to the monitoring of information on the whereabouts of the Court's suspects at large.

¹²⁴ Such training requires the contractual engagement of specialists from relevant areas to conduct training programmes whereas other witness protection training will be provided by in-house experts.

General operating expenses

€3,403.7 thousand

787. The proposed budget for general operating expenses (GOE) represents an increase of €736.7 thousand (27.6 per cent) as compared with the resources approved for 2022. Such an increase mainly results from the resources requested by VWS (€2,405.9 thousand) for 2023 which have increased by €785.6 thousand (48.5 per cent) as compared with the resources approved for 2022.

788. The amount requested by VWS is used to support, among other requirements, the implementation of international and regional relocations, assisted moves and other relevant protection measures, IRS (to ensure 24/7 extraction capability in VWS's areas of operations and provide safe havens in the event of life-threatening situations and other such emergencies), case management, psychosocial support to witnesses and victims and the appearance of witnesses and victims at trial, which is key to enabling VWS to fulfil its mandate of providing protection, security arrangements, counselling and other appropriate assistance to witnesses and victims under its care.

789. Of the above-mentioned increase requested by VWS for 2023 (€785.6 thousand), €570.3 thousand is directly attributed to those activities planned for the new situations in Ukraine, Afghanistan, the Philippines and Bangladesh/Myanmar. The remaining amount of €215.0 thousand is the net increase attributed to (1) new witness referrals for protection and support anticipated for the existing situations in Darfur, Sudan and Libya and (2) the implementation of IRS in all situations.

790. Despite the fact that fewer resources are required to facilitate the appearance of trial witnesses owing to the reduced number of witnesses anticipated to appear for 2023 as compared with the previous year, expenditure associated with the care of protected witnesses remains high. Taking into account the costs already incurred in the past year, it is anticipated that an amount of €2,405.0 thousand will be required for 2023 to facilitate the appearance of witnesses at trial and to cater for witnesses under protection and/or support.

791. The breakdown of the resources required by VWS for 2023 is as follows:

Existing situation

792. Of the total resources requested by VWS for GOE, the amount of €1,226.8 thousand (51.0 per cent of the total GOE budget proposed by VWS) will be used to protect and cater for those witnesses currently under the care of VWS and the amount of €270.0 thousand (11.0 per cent of the total GOE budget proposed by VWS) will cover the cost of IRS. Currently VWS is managing around 77 witnesses under protection (and their dependants) who are regionally or internationally relocated, move-assisted or receiving protective measures in the respective situation countries and will continue to be protected in 2023. It is important to note that the cost of witness case management in the situations in the CAR, Libya, Mali and Darfur are higher not only because of their particularly difficult operational context but also because of the higher number of protected beneficiaries involved.¹²⁵ The requested amount for witness protection also includes €294.0 thousand (12.0 per cent of the total requested GOE budget) to support the new victims and witnesses who are yet to be referred to VWS for protection or support as requested by the OTP for 2023 for the situations in Darfur, Libya, the CAR and Burundi.

New situations

793. The Court's assumptions and the anticipated referrals of witnesses and victims for VWS protection and support for 2023 present a high volume of activity in the situations in Ukraine, Afghanistan, Bangladesh/Myanmar and the Philippines. The resources required by VWS to meet the OTP's service requirements for its investigative activities amount to €570.3 thousand and constitute approximately 72.0 per cent of the total increase requested in the VWS's GOE budget from the 2022 level and 24.0 per cent of the present proposed GOE budget. For 2023, VWS requests resources to cater for the support required for 26 of a total of 38 witnesses to be referred for protection (the remaining 12 are from existing cases)

¹²⁵ Large family compositions are culturally common in these situation countries, which usually results in a higher number of beneficiaries. Of this proposed GOE budget, 39.0 per cent is attributable to the cost of managing clients already under the care of VWS care and their dependants.

and 18 of a total of 34 witnesses to be referred for support (of which only five referrals pertaining to the situation in Ukraine will be budgeted for). The resources required for the remaining 29 witnesses and victims to be referred for support may have to be either absorbed by VWS with available funds or a request may have to be made for additional resources from elsewhere within the Registry.

Trial testimony

794. The resources requested by VWS to facilitate trial testimony for 2023 amount to €320.0 thousand, or 13 per cent of the total budget proposed for GOE. In 2023, 127 witnesses are expected to appear for trial testimony, half of whom are expected to appear at Headquarters while the remainder of witnesses are scheduled to testify through videoconferencing. The aforementioned resources requested by VWS for 2023 will be sufficient to support the witnesses who will appear at Headquarters only.

795. The resources requested for the external offices (€969.3 thousand) have decreased by €50.9 thousand (5.0 per cent), which partially offsets the above-mentioned increase requested by VWS. The requested resources are needed primarily to cover office running costs, including rental of country office premises and related maintenance, utilities (water and electricity) and other miscellaneous operating costs (such as petty cash expenditures, premises and vehicle fleet insurance and maintenance). Efficiencies and savings have been identified so that the resources for GOE requested by the country offices in Uganda, Côte d'Ivoire and Georgia represent a reduction of €97.9 thousand as compared with the GOE resources approved for them for 2022. Such a reduction has been achieved mainly by (1) the removal of the rental costs for much smaller premises in Kinshasa which were closed in early 2022 and costs for office maintenance, the move of office premises in Côte d'Ivoire as of June 2023 to much smaller premises whose rental cost not only is lower but also covers the utilities and office maintenance, and the significant decrease in the size of the office premises in Georgia in the light of the downsizing of the country office; (2) the further reduced number of Court vehicles in Uganda, the DRC, Côte d'Ivoire and Georgia, leading to the reduction in vehicle fuel and maintenance requirements; and (3) the reduced costs corresponding to the decreasing number of staff based in the DRC, Uganda, Mali, Côte d'Ivoire and Georgia.

796. The increase of €110.2 thousand requested by the Country Office (CAR) and for the country office to be established in Sudan will thus be completely offset by the above-mentioned reduction of €97.9 thousand. The increase requested by the Country Office (CAR) is due to the cumulative effect of a number of factors including a contractually agreed 8 per cent rise in office and associated area rental costs; the implementation, in accordance with recommended procurement principles and maintenance best practice, of a multi-year contract for office maintenance services; and increased use of the services of the United Nations Multidimensional Integrated Stabilization Mission in the Central African Republic (MINUSCA) to facilitate travel to the provinces. A small portion of GOE resources required to support the Court's activities in Sudan was budgeted by the Country Office (Uganda) to provide the required services from Uganda. Since the Registry expects a country office to be established in Sudan by late 2022, additional resources are required for the rental of office premises, office maintenance and utilities. Once a country office is established in Sudan, it is foreseen that additional expenses may be incurred. The Registry will endeavour to absorb such additional expenses within its approved budget for 2023.

797. The proposed resources for PIOS (€28.5 thousand) have increased by €2.0 thousand (7.5 per cent) and are required to cover (1) the maintenance of film editing equipment and servers for daily production as well as small maintenance material, (2) the licences for Dropbox and other Internet providers used on a daily basis for production and distribution of audiovisual products and Creative Cloud (Adobe/Premiere Pro), and (3) recurrent costs such as rental of equipment for The Hague International Open Day.

Supplies and materials

€360.4 thousand

798. The proposed budget for supplies and materials represents a decrease of €90.3 thousand (20.0 per cent) as compared with the resources approved for 2022. The large reduction in the resources requested by the DEO for 2023 is achieved by a reduction of €112.4 thousand proposed by all country offices except for the country office in Sudan which

requires an amount of €12.0 thousand to build the capacity of the newly set-up field presence. The requested resources are required to purchase consumable items to support day-to-day operations, including fuel for vehicles and generators, office supplies, light IT equipment, air conditioners, drinking water, emergency rations and personal protection equipment (PPE) to be used by field staff. The proposed reduction of €112.4 thousand results from the decreasing number of staff in the country offices in Uganda, the DRC (Kinshasa and Bunia), Côte d'Ivoire, Mali and Georgia.

799. The resources requested by EOSS, VWS and PIOS remain at the same level as those approved for 2022, which will cover (1) the subscription cost of the VWS Case Development Team for existing contracts and throughout 2023 as well as VWS's portion of the licence cost of Statistical Product and Service Solutions software maintained by IMSS for analysis in social science and (2) the continued Court-wide commercial analysis subscriptions (BBC Monitoring, The Economist and Africa Intelligence online), and a new additional requirement of Experian's International Identity Verification Product Sheet/Credit Reports in support of freezing of assets management. The amount requested for PIOS (€12.0 thousand) is recurrent and has increased by €2.0 thousand (20.0 per cent) to cover the renewal of software and licences, memory cards required for publication design and social media visuals, and camera memory cards used to create the visuals.

Furniture and equipment

€58.4 thousand

800. The proposed budget for furniture and equipment represents an increase of €30.3 thousand (107.8 per cent) as compared with the 2022 approved budget. The increase results from the additional resources requested by PIOS (€30.0 thousand) to provide a media asset management solution for the audiovisual team to enable faster access to videos of the proceedings and other judicial events, which is used on a regular basis for production of summaries of the proceedings for country offices as well as for production of videos for social media. The requested resources will also cover the need for accessories for cameras, PC monitors, mobile phones, equipment for filming, equipment for live streams to replace obsolete ones and new ones to meet new technological communications needs.

801. For 2023, the amount of €13.4 thousand is requested by the country offices primarily to replace the worn-out workplace furniture and equipment. Compared to a zero budget proposed by the Country Office (CAR) for 2021 and 2022, for 2023 it will require an amount of €5.8 thousand to augment the heavily degraded printing capacity and to purchase additional security equipment. Such an increase has been offset by the reductions proposed by the country offices in the Côte d'Ivoire and Mali and thus the resources requested by the country offices for 2023 remain at the same level as those approved for 2022.

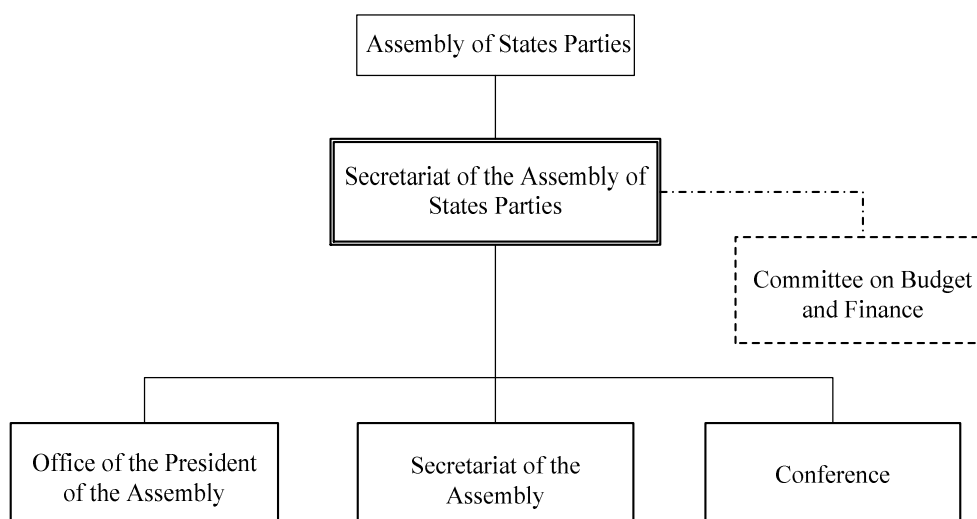
Table 30: Programme 3800: Proposed budget for 2023

3800 Division of External Operations (DEO)	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				10,594.8	458.8	4.3	11,053.6
General Service staff				3,866.6	(168.9)	(4.4)	3,697.7
<i>Subtotal staff</i>	<i>13,985.8</i>	<i>-</i>	<i>13,985.8</i>	<i>14,461.4</i>	<i>289.9</i>	<i>2.0</i>	<i>14,751.3</i>
General temporary assistance	1,813.6	-	1,813.6	1,701.1	1,227.9	72.2	2,929.0
Temporary assistance for meetings	-	-	-	116.5	49.5	42.5	166.0
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	<i>1,813.6</i>	<i>-</i>	<i>1,813.6</i>	<i>1,817.6</i>	<i>1,277.4</i>	<i>70.3</i>	<i>3,095.0</i>
Travel	439.4	90.6	529.9	860.7	283.3	32.9	1,144.0
Hospitality	-	-	-	-	-	-	-
Contractual services	800.7	159.9	960.6	1,212.7	109.3	9.0	1,322.0
Training	26.0	-	26.0	56.2	24.2	43.1	80.4
Consultants	201.6	-	201.6	-	79.5	-	79.5
General operating expenses	1,996.3	286.9	2,283.2	2,667.0	736.7	27.6	3,403.7
Supplies and materials	314.0	-	314.0	450.7	(90.3)	(20.0)	360.4
Furniture and equipment	24.0	-	24.0	28.1	30.3	107.8	58.4
<i>Subtotal non-staff</i>	<i>3,802.0</i>	<i>537.4</i>	<i>4,339.4</i>	<i>5,275.4</i>	<i>1,173.0</i>	<i>22.2</i>	<i>6,448.4</i>
Total	19,601.4	537.4	20,138.8	21,554.4	2,740.3	12.7	24,294.7

Table 31: Programme 3800: Proposed staffing for 2023

3800	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	1	8	9	33	40	-	91	-	4	98	102	193
New	-	-	-	-	-	-	-	1	-	1	-	-	-	-	1
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	(1)	-	(2)	-	-	(3)	-	-	(18)	(18)	(21)
Proposed 2023	-	-	-	1	7	9	31	41	-	89	-	4	80	84	173
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	-	2.00	8.24	-	10.24	-	-	23.05	23.05	33.29
Continued	-	-	-	-	-	-	2.00	8.49	-	10.49	-	-	16.49	16.49	26.99
New	-	-	-	-	0.75	-	2.25	2.25	-	5.25	0.75	-	8.00	8.75	14.00
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	0.25	0.25	0.25
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	0.75	-	4.25	10.74	-	15.74	0.75	-	24.75	25.50	41.24

D. Major Programme IV: Secretariat of the Assembly of States Parties



Introduction

802. The Secretariat of the Assembly of States Parties (SASP or “the Secretariat”) provides the Assembly, its Bureau and its subsidiary bodies with administrative and technical assistance in the discharge of their functions under the Rome Statute.¹²⁶ The conference-servicing functions of the Secretariat include planning, preparing and coordinating meetings of the Assembly and its subsidiary bodies and receiving, translating, reproducing and distributing their documents, reports and decisions. The Secretariat also provides substantive services to the Assembly and its subsidiary bodies. Its substantive service functions include, *inter alia*, legal and substantive secretarial services such as the provision of documentation, reports and analytical summaries, and advisory services within the Secretariat on legal and substantive issues relating to the work of the Assembly.

803. The Secretariat has four standing programmes: Programme 4100 (Conference), Programme 4200 (Secretariat of the Assembly of States Parties), Programme 4400 (Office of the President of the Assembly) and Programme 4500 (Committee on Budget and Finance).

Budget resources

€3,011.8 thousand

804. The proposed budget for 2023 represents a net decrease of €13.8 thousand (0.5 per cent) in comparison to the 2022 approved budget. The proposed budget contains some costs which occur every three years and are thus not part of the usual Major Programme IV budget: (a) cost of travel of nine members of the Advisory Committee on Nominations of Judges (ACN), a subsidiary body of the Assembly which, in principle, meets on a triennial basis (during the year when the Assembly is to elect six judges), and (b) cost of travel of Secretariat staff to New York to service the twenty-second session of the Assembly for nine working days.¹²⁷

805. Despite the triennial costs referred to above, a 0.5 per cent decrease in resources was attained through a combination of measures, including synergies and readjustments of staff resources, with a view to meeting the actual needs of the Secretariat in a flexible manner while bearing in mind efficiency considerations and synergy effects. This decrease was also made possible by the triennial reduction in the contractual services budget, which occurs when a session of the Assembly is held in New York and facilities and services costs are paid to the United Nations.

¹²⁶ Such bodies include the Bureau’s working groups (the New York and Hague Working Groups), the Advisory Committee on Nominations of Judges, the Committee on Budget and Finance and the Audit Committee. Although it is based in The Hague, the Secretariat provides substantive services to the Presidency of the Assembly, the Bureau and its New York Working Group through the preparation of pre-session and post-session documentation.

¹²⁷ The Assembly will meet in New York in the first half of December 2023.

Staff resources**€1,961.0 thousand**

806. The Secretariat has 10 established posts (six Professional-level staff and four GS-level staff) and 11 general temporary assistance (GTA) (4.75 FTE) positions (seven at Professional level (4.16 FTE) and four at GS-level (0.59 FTE)). As noted below, four positions are proposed as unfunded in the light of the ASP session taking place in New York.

807. The request for a number of short-term GTA staff contained in the 2022 approved budget has been eliminated, as in some cases greater efficiencies and improved working methods allow the work to be undertaken with existing resources or with support from the Secretariat of the United Nations when the Assembly has its sessions in New York.

*Established posts: Professional and General Service**€1,304.3 thousand*

808. The amount requested for established posts has increased by €173.7 thousand (15.4 per cent) as a result of the conversion of one *Legal Officer (P-3)* from a GTA position to an established post and the abolishment of one *Documentalist/Archivist (GS-PL)* post. The Secretariat is endeavouring to have the functions of that GS-PL post carried out by other administrative staff in Major Programme IV. The Secretariat currently comprises one *Director, Secretariat of the Assembly of States Parties (D-1)*, one *Executive Secretary to the Committee on Budget and Finance (P-5)*, one *Legal Officer (P-4)*, two *Legal Officers (P-3)*,¹²⁸ one *Special Assistant to the Director (P-2)*, one *Senior Administrative Assistant (GS-PL)*, one *Meetings and Administrative Assistant (GS-OL)* and two *Administrative Assistants (GS-OL)*. With the exceptions below, all Secretariat staff carry out their functions under the supervision of the Director. Secretariat staff provide both substantive services (in the case of the Legal Officers) and technical services (in the case of conference-servicing and administrative staff) to the Assembly and its subsidiary bodies.

809. As regards reporting lines, the Special Assistant to the President of the Assembly (GTA) reports directly to the President of the Assembly of States Parties. The Executive Secretary to the Committee on Budget and Finance reports directly to the Chair of the Committee on Budget and Finance. In addition to the specific duties of the post, the Executive Secretary continues to perform general functions within the Secretariat as a whole, in particular as regards the financing and administration of Major Programme IV. On the recommendation of the Committee, in 2015, the Assembly approved the appointment of the Executive Secretary to the Committee on Budget and Finance as Secretary to the Audit Committee,¹²⁹ in addition to the above-mentioned duties. The two Administration Officers (see below) and the Senior Administrative Assistant assist the Executive Secretary in servicing the two Committees, as does the rest of the Secretariat, to the extent required.

*General temporary assistance**€576.7 thousand*

810. The amount requested has increased by €24.2 thousand (4.4 per cent) owing to changes to the UN Common System. The Secretariat currently has four full-time GTA positions and various other, shorter-term GTA positions serving the Assembly and its subsidiary bodies.

811. One *Senior Legal Officer (P-5), 0.5 months. Continued. Multi-year*. Substantive servicing of the Assembly and its working groups (preparation of pre-session and in-session documentation/papers and draft reports) is provided for a limited number of days by a Senior Legal Officer (P-5). This additional officer supplements the Legal Officers in the Secretariat's core staff given the increased workload during the weeks preceding the Assembly session and also during the session.

812. One *Legal Officer (P-4), 0.5 months. Continued. Multi-year*. Substantive servicing of the Assembly and its working groups (preparation of pre-session and in-session documentation/papers and draft reports) is provided for a limited number of days by a Legal Officer (P-4). This additional officer supplements the Legal Officers in the Secretariat's core staff.

¹²⁸ One Legal Officer position which has been a GTA position since 2017 would be converted into an established post, as the need for that post is recurrent and well established, to assist with the substantive servicing of the budget in the budget facilitation.

¹²⁹ *Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, Fourteenth session, The Hague, 18-26 November 2015 (ICC-ASP/14/20)*, vol. II, part B.3, para. 145.

813. One *Administration Officer (P-3)*, 12 months. *Continued. Multi-year.* The incumbent assists the Executive Secretary to the Committee on Budget and Finance in preparing for the two sessions of the Committee and in following up on the implementation of Committee recommendations and related matters, including preparation for sessions of the Audit Committee. The presence of this position also provides an opportunity for the Executive Secretary to cover more meetings of The Hague Working Group and to report to the Committee on major budgetary, financial and administrative matters.

814. One *Administration Officer (P-3)*, 1 month. *Continued. Multi-year.* The incumbent assists the Executive Secretary to the Committee on Budget and Finance with taking minutes and preparing reports on the two sessions of the Committee and the two sessions of the Audit Committee.

815. One *Legal Officer (P-3)*, 12 months. *New. Multi-year.* The incumbent would provide substantive support to the Secretariat on several mandates entrusted by the Assembly, including on the budget and budget-related topics.

816. One *Special Assistant to the President (P-3)*, 12 months. *Continued. Multi-year. Until the end of the term of office of the current President of the Assembly.*¹³⁰ The Special Assistant is based in New York and supports the President during visits to New York on United Nations-related matters concerning the Court. The incumbent provides substantive and technical support to the President in the preparation of statements and correspondence, and in respect of coordination with key stakeholders, and contributes to the planning and implementation of the President's external relations and communications strategy, in particular by providing advice on issues and developments affecting the President's external relations activities. The incumbent also provides, as required, policy, legal and strategic support and advice to the President on complex issues pertaining to the President's mandate and functions. The incumbent assists with the preparation of official communications, coverage of meetings (note-taking, etc.) concerning Assembly-related issues at United Nations Headquarters and continuous engagement with observer States to promote the universality of the Rome Statute. Furthermore, the incumbent provides substantive services to the Bureau and the New York Working Group, and to sessions of the Assembly, under the direction of the Secretariat. Technical servicing will continue to be undertaken by the Court's Liaison Office to the United Nations in New York.

817. One *Special Assistant to the Director (P-1)*, 12 months. *Continued. Multi-year.* The incumbent assists the Director of the Secretariat with, *inter alia*, logistical preparations for sessions of the Assembly, management of the participation of NGO representatives, media affairs and the organization of side events. The incumbent also provides assistance with other logistical activities throughout the year and organizes meetings of the Director with Court officials and representatives of States Parties.

818. One *Administrative Assistant (GS-OL)*, 1 month. *unfunded.* The Secretariat requires an *Administrative Assistant* during the months leading up to and including the annual session of the Assembly. The Administrative Assistant assists the Director with logistical preparations for the session of the Assembly. In the light of the Assembly session that will take place in New York this position together with other three GTA positions, namely, one *Service Assistant (GS-OL)*, one *Document Assistant (GS-OL)*, and one *Registration Assistant (GS-OL)*, are proposed as unfunded in the 2023 proposed budget and will return to the pool of staffing the following year in 2024.

Temporary assistance for meetings

€70.0 thousand

819. The proposed amount includes the cost of interpretation for meetings of the Assembly, the Bureau and subsidiary bodies including the ACN, which will hold a seven-day session. The amount requested remains the same as the previous year. The Secretariat will seek to limit the financial burden of interpretation by coordinating with the Registry to use in-house interpreters in The Hague whenever possible.¹³¹

¹³⁰ Until December 2023.

¹³¹ This support from the Registry for interpretation in at least one of the Court's two working languages is contingent on the Registry's interpreters not being occupied with judicial proceedings. Interpretation into other official languages must be outsourced.

*Overtime**€10.0 thousand*

820. The proposed amount has increased by €1.0 thousand (11.1 per cent). Overtime is paid to General Service staff who are required to provide the assistance described above and who have to work beyond normal working hours, including weekends, during and in relation to the session of the Assembly and the sessions of the Committees.

Non-staff resources**€1,050.8 thousand**

821. The amount proposed has decreased by €212.7 thousand (16.8 per cent), owing mainly to the holding of the twenty-second session of the Assembly in New York, where certain expenditures are not incurred, such as for rental of the rooms and security. The non-staff resources include the travel of nine members of the ACN to The Hague for a session of seven working days and the travel of the Secretariat staff to New York to service the twenty-second session of the Assembly. Non-staff resources are needed for travel, hospitality, contractual services, training, general operating expenses, supplies and materials and furniture and equipment. All non-staff resources are recurrent.¹³²

*Travel**€591.9 thousand*

822. The amount proposed for travel has increased by €164.1 thousand (38.4 per cent) owing to the travel of nine members of the ACN to The Hague and the travel of Secretariat staff to New York to service the twenty-second session of the Assembly.¹³³ The travel budget reflects the cost of travel of members of the Committee to attend its sessions; for the Chair of the Committee to attend meetings with the New York and Hague Working Groups and Court officials; and for a few members of the Committee to visit country offices. The travel budget also covers the cost of travel for the Office of the President of the Assembly, including visits to the seat of the Court in The Hague and to New York.¹³⁴ In addition, it covers the travel of five members of the Audit Committee to The Hague.

*Hospitality**€7.0 thousand*

823. The amount proposed for hospitality remains unchanged. Hospitality resources are mainly used for the two sessions of the Committee and the two sessions of the Audit Committee.

*Contractual services**€427.9 thousand*

824. The amount proposed has decreased by €373.8 thousand (46.6 per cent), owing mainly to the cost of holding the twenty-second session of the Assembly at United Nations Headquarters in New York, which includes ancillary services and facilities at the venue, hiring of some security personnel, printing, equipment, outsourced translation¹³⁵ and some external printing. This budget line item also includes the annual fees for the External Auditor.

*Training**€6.0 thousand*

825. The amount proposed for training has decreased by €1.5 thousand (20.0 per cent) owing mainly to the use of online courses. Training is used to keep staff members up-to-date in their specific fields of work.

¹³² The travel costs for Secretariat staff to service Assembly sessions in New York are incurred every three years, as are the travel costs for the ACN who travel to The Hague once every three years, unless there is a need for additional meetings.

¹³³ In recent years, the Assembly has held its annual sessions as follows: two sessions in The Hague, followed by one session at United Nations Headquarters in New York. The latter venue entails a decrease in some budget items (such as contractual services) but an increase in travel costs.

¹³⁴ The President of the Assembly for the period 2021-2023, Ms Silvia Fernández de Gurmendi (Argentina), is based in Buenos Aires, Argentina. Her three-year term of office ends in December 2023 at the conclusion of the twenty-second session of the Assembly.

¹³⁵ The funds allocated for translation reflect the level of expenditure on translations of recurring/standard documentation in the previous year. In 2021, translation costs for Major Programme IV amounted to approximately €280.0 thousand (€40.0 thousand of this amount was for the translation of documents for the Committee and the Audit Committee).

*General operating expenses**€4.5 thousand*

826. The amount proposed for general operating expenses has decreased by €1.5 thousand (25.0 per cent) owing to a reduction in the printing of documents in line with a “paper-light” approach. General operating expenses cover the cost of mailing some documents and publications to States Parties. These materials are sent via regular post, registered mail or courier. If, in accordance with the trend in international organizations, a “greener”/paperless policy were to be adopted, this particular budget item could be considerably reduced.

*Supplies and materials**€8.5 thousand*

827. The amount proposed for supplies and materials remains unchanged. It covers the cost of office supplies, including stationery used by Secretariat staff (paper, toner, pens, memo pads, folders, etc.) and stationery for the two sessions of the Committee, the two sessions of the Audit Committee, the annual session of the Assembly and the regular meetings of The Hague Working Group.

*Furniture and equipment**€5.0 thousand*

828. The amount proposed for furniture and equipment remains unchanged. The Secretariat continues to promote efficiency through savings on the costs of printing, transporting, storing and distributing paper copies of documents. Increased use of this “paper-light” approach and of the Assembly website and extranets may further reduce the need for printed material in the medium term.

Table 32: Major Programme IV: Proposed budget for 2023

Major Programme IV Secretariat of the Assembly of States Parties	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				799.3	166.8	20.9	966.1
General Service staff				331.3	6.9	2.1	338.2
<i>Subtotal staff</i>	<i>1,108.6</i>	-	<i>1,108.6</i>	<i>1,130.6</i>	<i>173.7</i>	<i>15.4</i>	<i>1,304.3</i>
General temporary assistance	411.3	-	411.3	552.5	24.2	4.4	576.7
Temporary assistance for meetings	150.4	-	150.4	70.0	-	-	70.0
Overtime	22.0	-	22.0	9.0	1.0	11.1	10.0
<i>Subtotal other staff</i>	<i>583.6</i>	-	<i>583.6</i>	<i>631.5</i>	<i>25.2</i>	<i>4.0</i>	<i>656.7</i>
Travel	143.8	-	143.8	427.8	164.1	38.4	591.9
Hospitality	1.6	-	1.6	7.0	-	-	7.0
Contractual services	888.9	-	888.9	801.7	(373.8)	(46.6)	427.9
Training	-	-	-	7.5	(1.5)	(20.0)	6.0
Consultants	0.2	-	0.2	-	-	-	-
General operating expenses	5.0	-	5.0	6.0	(1.5)	(25.0)	4.5
Supplies and materials	0.8	-	0.8	8.5	-	-	8.5
Furniture and equipment	12.5	-	12.5	5.0	-	-	5.0
<i>Subtotal non-staff</i>	<i>1,052.8</i>	-	<i>1,052.8</i>	<i>1,263.5</i>	<i>(212.7)</i>	<i>(16.8)</i>	<i>1,050.8</i>
Total	2,745.1	-	2,745.1	3,025.6	(13.8)	(0.5)	3,011.8

Table 33: Major Programme IV: Proposed staffing for 2023

IV	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	1	1	1	1	1	-	5	-	2	3	5	10
New	-	-	-	-	-	-	1	-	-	1	-	-	-	-	1
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	(1)	-	(1)	(1)
Proposed 2023	-	-	-	1	1	1	2	1	-	6	-	1	3	4	10
GTA Positions (FTE)															
Approved 2022	-	-	-	-	0.04	0.04	3.08	-	1.00	4.17	-	-	0.58	0.58	4.75
Continued	-	-	-	-	0.04	0.04	3.08	-	1.00	4.17	-	-	0.58	0.58	4.75
New	-	-	-	-	-	-	1.00	-	-	1.00	-	-	-	-	1.00
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	(1.00)	-	-	(1.00)	-	-	-	-	(1.00)
Proposed 2023	-	-	-	-	0.04	0.04	3.08	-	1.00	4.17	-	-	0.58	0.58	4.75

Table 34: Programme 4100: Proposed budget for 2023

4100 ASP Conference	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				-	137.1	-	137.1
General Service staff				-	-	-	-
<i>Subtotal staff</i>	-	-	-	-	137.1	-	137.1
General temporary assistance	130.9	-	130.9	259.4	0.6	0.2	260.0
Temporary assistance for meetings	110.7	-	110.7	40.0	-	-	40.0
Overtime	5.4	-	5.4	9.0	1.0	11.1	10.0
<i>Subtotal other staff</i>	246.9	-	246.9	308.4	1.6	0.5	310.0
Travel	8.7	-	8.7	37.3	33.1	88.7	70.4
Hospitality	-	-	-	-	-	-	-
Contractual services	731.5	-	731.5	645.2	(370.2)	(57.4)	275.0
Training	-	-	-	-	-	-	-
Consultants	0.2	-	0.2	-	-	-	-
General operating expenses	5.0	-	5.0	3.0	(2.0)	(66.7)	1.0
Supplies and materials	0.8	-	0.8	5.0	-	-	5.0
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	746.2	-	746.2	690.5	(339.1)	(49.1)	351.4
Total	993.2	-	993.2	998.9	(200.4)	(20.1)	798.5

Table 35: Programme 4100: Proposed staffing for 2023

4100	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New	-	-	-	-	-	-	1	-	-	1	-	-	-	-	1
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	-	-	1	-	-	1	-	-	-	-	1
GTA Positions (FTE)															
Approved 2022	-	-	-	-	0.04	0.04	1.00	-	1.00	2.08	-	-	0.58	0.58	2.67
Continued	-	-	-	-	0.04	0.04	1.00	-	1.00	2.08	-	-	0.58	0.58	2.67
New	-	-	-	-	-	-	1.00	-	-	1.00	-	-	-	-	1.00
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	(1.00)	-	-	(1.00)	-	-	-	-	(1.00)
Proposed 2023	-	-	-	-	0.04	0.04	1.00	-	1.00	2.08	-	-	0.58	0.58	2.67

Table 36: Programme 4200: Proposed budget for 2023

4200 ASP Secretariat	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				615.8	19.9	3.2	635.7
General Service staff				231.6	4.8	2.1	236.4
<i>Subtotal staff</i>	<i>816.8</i>	-	<i>816.8</i>	<i>847.4</i>	<i>24.7</i>	<i>2.9</i>	<i>872.1</i>
General temporary assistance	45.0	-	45.0	-	-	-	-
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	16.6	-	16.6	-	-	-	-
<i>Subtotal other staff</i>	<i>61.5</i>	-	<i>61.5</i>	-	-	-	-
Travel	0.1	-	0.1	9.3	89.8	965.6	99.1
Hospitality	0.1	-	0.1	1.0	-	-	1.0
Contractual services	-	-	-	-	-	-	-
Training	-	-	-	3.3	0.1	3.0	3.4
Consultants	-	-	-	-	-	-	-
General operating expenses	-	-	-	-	-	-	-
Supplies and materials	-	-	-	3.5	-	-	3.5
Furniture and equipment	12.5	-	12.5	5.0	-	-	5.0
<i>Subtotal non-staff</i>	<i>12.7</i>	-	<i>12.7</i>	<i>22.1</i>	<i>89.9</i>	<i>406.8</i>	<i>112.0</i>
Total	891.0	-	891.0	869.5	114.6	13.2	984.1

Table 37: Programme 4200: Proposed staffing for 2023

4200	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	1	-	1	1	1	-	4	-	1	3	4	8
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	(1)	-	(1)	(1)
Proposed 2023	-	-	-	1	-	1	1	1	-	4	-	-	3	3	7
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Continued	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Table 38: Programme 4400: Proposed budget for 2023

4400 Office of the President of the Assembly	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				-	-	-	-
General Service staff				-	-	-	-
<i>Subtotal staff</i>	-	-	-	-	-	-	-
General temporary assistance	126.2	-	126.2	149.8	18.4	12.3	168.2
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	126.2	-	126.2	149.8	18.4	12.3	168.2
Travel	47.3	-	47.3	98.5	21.9	22.2	120.4
Hospitality	-	-	-	-	-	-	-
Contractual services	-	-	-	6.0	-	-	6.0
Training	-	-	-	-	-	-	-
Consultants	-	-	-	-	-	-	-
General operating expenses	-	-	-	-	-	-	-
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	47.3	-	47.3	104.5	21.9	21.0	126.4
Total	173.5	-	173.5	254.3	40.3	15.8	294.6

Table 39: Programme 4400: Proposed staffing for 2023

4400	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	-	1.00	-	-	1.00	-	-	-	-	1.00
Continued	-	-	-	-	-	-	1.00	-	-	1.00	-	-	-	-	1.00
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	-	-	1.00	-	-	1.00	-	-	-	-	1.00

Table 40: Programme 4500: Proposed budget for 2023

4500 Committee on Budget and Finance	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				183.5	9.8	5.3	193.3
General Service staff				99.7	2.1	2.1	101.8
<i>Subtotal staff</i>	<i>291.8</i>	<i>-</i>	<i>291.8</i>	<i>283.2</i>	<i>11.9</i>	<i>4.2</i>	<i>295.1</i>
General temporary assistance	109.2	-	109.2	143.3	5.2	3.6	148.5
Temporary assistance for meetings	39.7	-	39.7	30.0	-	-	30.0
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	<i>148.9</i>	<i>-</i>	<i>148.9</i>	<i>173.3</i>	<i>5.2</i>	<i>3.0</i>	<i>178.5</i>
Travel	87.7	-	87.7	282.7	19.3	6.8	302.0
Hospitality	1.5	-	1.5	6.0	-	-	6.0
Contractual services	157.4	-	157.4	150.5	(3.6)	(2.4)	146.9
Training	-	-	-	4.2	(1.6)	(38.1)	2.6
Consultants	-	-	-	-	-	-	-
General operating expenses	-	-	-	3.0	0.5	16.7	3.5
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	<i>246.7</i>	<i>-</i>	<i>246.7</i>	<i>446.4</i>	<i>14.6</i>	<i>3.3</i>	<i>461.0</i>
Total	687.4	-	687.4	902.9	31.7	3.5	934.6

Table 41: Programme 4500: Proposed staffing for 2023

4500	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	-	1	-	-	-	-	1	-	1	-	1	2
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	1	-	-	-	-	1	-	1	-	1	2
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	-	1.08	-	-	1.08	-	-	-	-	1.08
Continued	-	-	-	-	-	-	1.08	-	-	1.08	-	-	-	-	1.08
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	-	-	1.08	-	-	1.08	-	-	-	-	1.08

E. Major Programme V: Premises of the Court

Introduction

829. This programme was established to provide for the maintenance of the headquarters of the Court in The Hague. Preventive and corrective maintenance and the capital replacement programme are outsourced to a main contractor.

Budget resources

€2,537.0 thousand

830. In its report on capital replacements to the Committee at its thirty-fourth session,¹³⁶ the Court detailed a five-year plan for capital replacements. However, the amounts associated with this plan for the 2021 and 2022 programme budgets have been reduced to avoid exceeding the approved level of resources of the 2020 budget for Major Programme V.

831. Because the budget envelope for Major Programme V has remained unchanged since 2020, the actual price index increase in the facility management industry in the Netherlands since that year has been absorbed and the resources available for capital replacements have further decreased. In its report to the Committee at its thirty-seventh session,¹³⁷ the Court informed it that, owing to budgetary constraints, the methodology originally adopted by the Court to estimate medium- and long-term capital replacements has shifted from following industry standards and manufacturers' instructions to replacing only those vulnerable elements that have already broken down or show signs of imminent breakdown.

Consultants

€40.0 thousand

832. In accordance with one of the first outcomes of consultations between the Court and the pro bono expert appointed by the States Parties on matters relating to the Court's capital replacements programme, the budget proposal also includes an amount of €40.0 thousand for an assessment to be undertaken by an external consulting company to re-evaluate the replacement periods of building components in order to establish the final capital replacements budget.

General operating expenses

€2,497.0 thousand

833. This proposal is composed of two main elements: (i) preventive and corrective maintenance (recurring) and (ii) planned capital replacements (variable). It includes an estimated increase of 10.0 per cent for inflation in the contract for maintenance and capital replacement as compared with the 2022 programme budget, since continued absorption of the significantly more drastic price increases expected this year is not realistic and would pose a considerable risk to the operability of the property. The proposed amounts are €2,132.2 thousand for preventive and corrective maintenance and €364.8 thousand for capital replacements.

834. The actual price index increase will be established according to the provisions of the contract with the vendor Heijmans, competitively procured by the Court in 2018 and effective since 1 January 2019: "The fees and rates indicated in Articles 13.1 and 13.2 may be adjusted once per year, for the first time one (1) year after the Commencement Date (i.e. on 1 January 2020). The adjustment shall be equal to the BDB index for maintenance of the technical installations for office buildings, with base year April 2012, rounded to two decimal places. The indexation is based on the year-on-year method whereby the month of July is the reference month. If the Contractor wishes to make use of the possibility to index the fees and rates, the Contractor shall submit the indexation request in writing to the Court no later than two months before the intended effective date of that indexation".

835. The amount for capital replacements is based on those assets that urgently need to be replaced in 2023. The amount originally planned for 2023 and reported accordingly to the Committee was €1,409.7 thousand. The cumulative funding gap since 2020 will have reached €1,920.4 thousand by the end of 2022. Because of the limited availability of funds

¹³⁶ ICC-ASP/19/8.

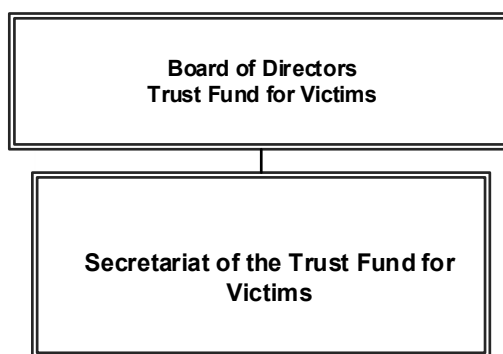
¹³⁷ ICC-ASP/20/8.

for capital replacements, some activities will be postponed and only essential elements for the day-to-day functioning of the building will be replaced, and only when irrevocably obsolete or defective.

Table 42: Major Programme V: Proposed budget for 2023

Major Programme V Premises	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				-	-	-	-
General Service staff				-	-	-	-
<i>Subtotal staff</i>	-	-	-	-	-	-	-
General temporary assistance	-	-	-	-	-	-	-
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	-	-	-	-	-	-	-
Travel	-	-	-	-	-	-	-
Hospitality	-	-	-	-	-	-	-
Contractual services	-	-	-	-	-	-	-
Training	-	-	-	-	-	-	-
Consultants	-	-	-	-	40.0	-	40.0
General operating expenses	2,270.0	-	2,270.0	2,270.0	227.0	10.0	2,497.0
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	2,270.0	-	2,270.0	2,270.0	267.0	11.8	2,537.0
Total	2,270.0	-	2,270.0	2,270.0	267.0	11.8	2,537.0

F. Major Programme VI: Secretariat of the Trust Fund for Victims



Introduction

836. The Trust Fund for Victims (TFV or “the Trust Fund”) at the Court responds to the harm suffered by victims as a result of the crimes under the jurisdiction of the Court. The TFV’s mandate on reparations is twofold: (1) to fund and implement reparations ordered by the Court against a convicted person;¹³⁸ and (2) to use its “other resources” to fund and implement reparative measures, in particular of a rehabilitative nature, for the benefit of victims in the Court’s situation countries.¹³⁹

837. The significant growth since 2020 of the volume and complexity of the TFV’s activities has stabilized in 2022. Court-ordered reparations, for which funding has increased, have garnered much attention, in particular in the Lubanga, Ntaganda and Al Mahdi cases. This trend is projected to continue with the likely advent of a significant volume of reparations-related activities in the Ongwen case from 2023 onwards. The funding of situation-related reparative measures has been readjusted in 2022 to reflect reductions in existing country portfolios and the start of new programmes in Mali, Georgia and Kenya.

Strategic goals

838. The TFV’s Board of Directors (“the Board”) has extended the duration of the strategic plan to include 2022, in line with the Court’s decision to do so with the Court-wide strategic plan. The next TFV strategic plan, for 2023-2025, is expected to continue and expand upon the current strategic course of the Trust Fund, while seeking mutual alignment with the time frames and content of the Court-wide strategic plan. In addition, it will maintain focus on the TFV’s distinctive mandate of repairing the harm done to victims of crimes under the jurisdiction of the Court and create an organizational structure and ensure the financial wherewithal to adequately fulfil this mandate.

839. The TFV’s strategy for 2023-2025 will continue to pursue its overall goal of ensuring that TFV activities have a positive impact on victims, their families and communities. This strategy is now supported by a theory of change developed throughout 2021 and 2022. The goals for the three-year period entail establishing a clear strategic direction for the Trust Fund based on competence development and improving and consolidating internal organization and governance as well as increasing resources. The strategy is driven by the need to raise the Trust Fund’s profile and addresses the issues identified by the Independent Expert Review (IER), guided by the Review Mechanism.

840. The focus of the Trust Fund’s highest priorities in 2023 will be placed on three areas:

- a. Resource development: receive the funds necessary to continue ongoing activities and to start new reparations programmes in *Ntaganda* and, foreseeably, *Ongwen*. Crucial to successful fundraising is the visibility of the Trust Fund and

¹³⁸ Rule 98(2), (3) and (4) of the Rules of Procedure and Evidence, and regulation 50(b) of the Regulations of the TFV.

¹³⁹ Rule 98(5) of the Rules of Procedure and Evidence, and regulation 50(a) of the Regulations of the TFV. For more information on the TFV’s legal basis, see <https://www.trustfundforvictims.org/en/about/legal-basis>

communication about the impact of reparations programmes for the benefit of victims;

b. Implementation of reparations: focus on effective communication and consultation with victims and communities with the aim of ensuring that victims feel satisfied with the reparations received and with the timely provision, by the Trust Fund's implementing partners, of reparations measures of the best possible quality in the relevant circumstances; focus on knowledge management and external credibility of the Trust Fund's expertise in relation to the design and implementation of reparations programmes and stakeholder engagement, while ensuring accountability and maximum transparency; and

c. Internal organization and governance: continue to strengthen the internal organization of the TFF, including by seeking synergies with the Registry and ensuring that the governance structure of the TFF is reinforced.

841. Continued implementation of reparations and assistance activities for the benefit of victims is contingent on the reinforcement of fundraising and communication activities at the Trust Fund.

842. This issue will be reflected in the TFF's upcoming strategic plan, and it is accordingly addressed in the budget narrative for 2023.

Context: TFF resource development and investment

843. The following information provides important context for the TFF's operational resource requirements for 2023.

Outlook

Table TFF portfolio investment and funding outlook (March 2022)				
Amounts in Euro '000; UN Operational Rate 15 March 2022				
Investment in Court ordered reparations				
	Current*	Allocated**	Projection***	Observation
Katanga	€ 811	€ 102	€ 0	To be completed 2022
Lubanga	€ 2,561	€ 1,864	€ 4,705	Since 2021
Ntaganda	€ 266	€ 1,423	€ 25,701	Since 2022
Al Mahdi	€ 1,378	€ 356	€ 966	Since 2021
Ongwen	-	-	-	Expected reparation order 2022
Sub-total	€ 5,016	€ 3,745	€ 31,372	
Investment in situation-related reparative measures				
	Current*	Allocated**	Projection***	Observation
Uganda	€ 5,500	€ 0		4th year of five years cycle
Kenya	€ 0	€ 300		To be started in 2022
DRC	€ 3,445	€ 0		3rd year of five years cycle
CAR	€ 2,150	€ 0		2nd year of five years cycle
CIV	€ 1,336	€ 0		3rd year of three years cycle
Mali	€ 0	€ 353		To be started in 2022
Georgia	€ 0	€ 620		To be started in 2022
General	€ 388	€ 1,440		Incidental Programme Costs
Sub-total	€ 12,819	€ 2,713		
Total	€ 17,835	€ 6,458	€ 31,372	

*Total investment including 2022-2023

**Remaining allocated resources

***Projected investment

844. TFF's expected portfolio investment and funding outlook is as follows:

845. The Board decides, usually every year, on whether to invest in situation-related reparative measures, depending on the availability of resources. Accordingly, even though these multi-annual programmes are running, projections of any investment are subject to decisions of the Board. The Board also decides the amounts that will complement the

payment of reparations awards. Nevertheless, for clarity purposes, the amount of the convicted person's liability, as determined by the Trial Chamber, is included here for Court-ordered reparations. In that regard, it should be mentioned that the Trust Fund proposed that the sum for which Mr Lubanga is liable be deducted from that concerning Mr Ntaganda, given that the measures are partly aimed at the same victim community. This proposal is currently pending the approval of the Trial Chamber.

846. The steadily growing workload, volume and operational complexity of reparations cases demonstrates the increasing preponderance of reparations-related activities in the Trust Fund's portfolio, which is reflected in its current and future investment needs.

847. To date, the persons convicted by the Court have been considered indigent; consequently, all of the TFV's reparations activities have been funded by voluntary contributions, primarily made by States Parties.

848. States providing voluntary contributions to the TFV have been more frequently earmarking and setting conditions for the use of their contributions. At the same time, reporting requirements have increased and are diverse in terms of deadlines and content. Consequently, the Secretariat of the Trust Fund for Victims (STFV or "the Secretariat") is spending considerably more time and effort in fund management activities.

849. As regards activities funded by TFV's extrabudgetary resources, implementing partners are subject to yearly contract extensions, depending on their performance and the availability of funds. Accordingly, the TFV creates obligations only in relation to the contract year of each project, which allows for controlled management of the processes of complementing reparations awards and continuing situation-based reparative measures throughout the respective programme cycles.

850. An increase in extrabudgetary resources fully depends on the TFV's visibility and attractiveness in the various relevant donor markets, both public and private.

851. The ability of the TFV Board and Secretariat to increase their market visibility relies on a three-pronged strategy that involves enhancing the professional qualities of existing key staff at the Secretariat, embedding expertise in communication and visibility at the TFV Secretariat and maximizing the TFV Board's engagement in fundraising and public advocacy.

852. In 2022, the TFV has been developing fundraising and communication strategies reflecting the above parameters. The core of the fundraising strategy and the subsequent plan of action will inform, and be reflected in, the Trust Fund for Victims Strategic Plan (2023-2025).

Context: Review Mechanism assessment

853. IER recommendations 352 to 258 were fully assessed at meetings held by the Review Mechanism in October 2021 and June 2022. The Trust Fund has committed to several follow-up actions:

- a. Publicize the Policy on Working Methods for comments, if any, from States Parties;
- b. Develop a fundraising strategy for consultation with States Parties;
- c. Focus on improving the issues underlying IER recommendations 354 and 358 and report to the forthcoming Assembly (increasing efficiency and effectiveness of the TFV's organization being one main consideration relating to those recommendations);
- d. By 1 October 2022, report to the Review Mechanism on progress on the Policy on Working Methods and related governance matters;
- e. Work with the Registry on enhancing coordination, as outlined in the TFV assessment of June 2022 submitted to the Review Mechanism; and
- f. Call a round table with all stakeholders once a new Executive Director has started his or her work.

854. The Trust Fund's strategies for 2023 fully take into account the actions agreed on in the Review Mechanism process.

Highest priorities for 2023

855. Activities related to resource development and visibility as well as implementation of reparations will be of the highest priority for the Secretariat in 2023. In addition, on the basis of the outcome of the Review Mechanism's assessment of IER recommendations for the TFV, improving operational expertise, internal organization and governance also needs to be addressed as a matter of high priority. By focusing on these activities, it is expected that, on the one hand, further synergies and savings will be generated, and, on the other hand, the TFV will be able to handle further increases in workload as of 2023, which will require additional budgetary resources.

856. *Resource development and visibility.* The current total funding needs of the Trust Fund's programmes are significant. Most pressing is the need to find the means to continue the ongoing *Lubanga* programme into a third contract year in 2023 and the upcoming *Ntaganda* programme, which needs to be developed in 2023 and, ideally, will require funds for the first two contract years. The value of the reparations award in *Ongwen* is expected to be higher than in any of the previous cases. To ensure and maintain the Trust Fund's ability to remain responsive to its funding needs in reparations and assistance programmes, relevant expertise in fundraising, visibility and communications will be essential in terms of predictability and sustainability of funding for reparations and assistance activities. To support resource development, the Trust Fund's market profile needs to improve considerably, as does its communication about the content of the richly diverse reparations activities that the Trust Fund currently funds.

857. *Implementation of reparations.* In 2023, the process of implementing reparations by the Trust Fund needs to be consolidated, existing expertise assembled and additional expertise developed. The reparations portfolio will reach new levels of volume and complexity. Implementation activities in *Lubanga* and *Ntaganda* relating to former child soldiers in the Democratic Republic of the Congo (DRC) and *Al Mahdi* relating to the destruction of mausoleums in Mali will continue to reach additional beneficiaries throughout 2023. The implementation of reparations in *Ntaganda* relating to victims of attacks in the DRC will need to be concretely designed and procured. In *Ongwen*, the largest reparations case to date, the reparations order likely to be issued in 2022 is expected to trigger the development of an implementation plan and, accordingly, an in-depth consultation process with victims, communities and civil society in Uganda.

858. The Trust Fund's unique expertise on the implementation of reparations is of pivotal importance in attracting donor funding and successfully implementing reparations measures to the satisfaction of victims. Such expertise includes that of the Trust Fund's carefully selected implementing partners and requires dedicated efforts to assemble and develop. Activity reporting, digital communications, publications, outreach and advocacy efforts will specifically need to be reinforced and further aligned with the Court's public messaging activities.

859. *Internal organization/governance.* Improving the internal organization of the Trust Fund and its governance are high priorities for the TFV following the Review Mechanism process. Policies, standard operating procedures and other measures are required to streamline and consolidate processes within the TFV. Electronic administration tools need to be updated to current standards to ensure savings in staff resources in the long run. In terms of governance, the Board requires adequate support. The leadership transition at the Secretariat taking place in 2022 will continue into 2023. As presented at a Review Mechanism meeting in June 2022, the ongoing initiative to seek greater coordination between the TFV and the Registry, across all areas of their cooperation and assistance, will be essential to streamline administrative and operational processes as well as to confirm specific areas in which the TFV will need to invest capacity to ensure adequate performance in relation to its strategic goals.

860. Mindful of the scarcity of budgetary resources, the Trust Fund continually seeks and advocates for a proper balance between the use of resources, in particular staff capacity, and expected outcomes in terms of organizational performance. In this regard, it is noted that the use of the TFV's budgetary resources is reliant on judicial developments requiring the

involvement of the TFV. Similarly, seeking further synergies and enhancing coordination between the TFV and the Registry is key to ensuring adequate administrative capabilities and processes supporting programme implementation. Furthermore, the use of TFV resources may be influenced by the use of partners to carry out implementation activities on behalf of the Trust Fund, requiring procurement of their services in often weak services markets as well as close monitoring and guidance during implementation; and by market conditions for public and private fundraising (resource mobilization), which are characterized by increased competition for fewer available donor resources.

Budgetary implications of the Trust Fund's strategic priorities in 2023

861. The Trust Fund strives to use its budgetary resources efficiently. Staff members of the TFV multitask and are committed to ensuring that the TFV's output meets the required standards. Nevertheless, a second Administrative Assistant and one new dedicated full-time staff Associate Communications Officer as well as investment in the electronic grant management system are urgently required and crucial to strengthen organizational effectiveness for 2023. The TFV will seek to enhance coordination in its working relationship with the Registry in a structured and sustainable manner. It is expected that the common exercise of seeking additional synergies will bear fruit in 2023.

862. The Trust Fund is facing mounting and weighty challenges, in particular in reparations- and fundraising-related activities. As a matter of priority, communication about its activities and programmes will need to increase significantly in 2023; a new position for this purpose as well as resources required for fundraising activities have accordingly been requested.

863. The Trust Fund notes that the proposed increase in travel costs, which notably is below the pre-pandemic level, should be seen in the context of a much larger portfolio of activities and the related workload, especially in relation to reparations, fundraising and visibility. This increase is mitigated by the continued use of remote working and virtual meetings which would otherwise require travel.

864. The proposed budget for 2023 partially includes an increase due to higher common staff costs and application of the UNCS salary scale (resulting in an increase of €225.9 thousand, or 7.0 per cent, while maintaining zero real growth in relation to the approved budget for 2022). Furthermore, the reduction in the vacancy rate from 10 per cent to 5 per cent (amounting to €81.1 thousand) leads to a further overall increase of 9.5 per cent as compared with the approved budget for 2022. The continuation of staff positions that were partially funded in the 2022 budget (fully funding these positions in 2023 gives rise to an increase of €183.2 thousand) leads to an overall increase of 15.2 per cent as compared with the approved budget for 2022, considering that relevant positions are expected to be fully filled in 2023. Two new partially funded GTA positions (explained in detail below) represent an increase of €140.0 thousand or 19.5 per cent. Furthermore, an overall increase of 29.8 per cent (€334.0 thousand) as compared with the approved budget for 2022 can primarily be attributed to non-staff costs (explained in detail below). A temporary six-month "one-off" unavoidable provision for one D-1 GTA Adviser associated with the leadership transition (€112.8 thousand) leads to a total final overall increase of 33.3 per cent. These factors contribute to a total proposed budgetary increase in 2023 of 33.3 per cent, as compared with the approved budget for 2022 and to a total proposed budget of €4,300.3 thousand.

TFV's mandate-related activities: detailed outlook for 2023

Court-ordered reparations

865. In 2023, four cases will be at the implementation stage of reparations, i.e. the period between the issuance of a reparations order and the full implementation of the reparations, as it is expected that the *Katanga* case will come to an end, likely with a closing event, in early 2023.

- a. *Lubanga*: The five-year collective services-based reparations programme started on 15 March 2021, providing reparations to more than 550 beneficiaries (to date), and will continue in 2023. It will be essential in 2023 to ensure that reparations continue to reach beneficiaries in the challenging operational circumstances in the

DRC's Ituri Province where the conflict is ongoing. The TFV Secretariat, in Bunia and in The Hague, will need to ensure that the implementing partner is carrying out the project fully in line with the approved implementation plan and that the reparations reach the beneficiaries. Monitoring and evaluation will also continue. Regular reporting to the Chamber and specific donors will also continue. Fundraising to close the remaining funding gap will also be required as a matter of high priority.

b. *Ntaganda*: The draft implementation plan is expected to be approved in 2022. Initial reparations measures have been ongoing since 2021 to address the needs of priority victims, as requested by the Trial Chambers. In 2023, TFV staff will need to focus on the procurement of and partnerships with implementing organizations to put in place the reparations as planned. The TFV's programme, legal and financial staff as well as the services of a procurement specialist are the resources necessary to ensure the smooth conduct of those procedures, both in the field and at Headquarters. The TFV will continue to require the support of the Registry for that purpose, including of the Procurement Unit and the Registry's Legal Office. Fundraising will be essential to enable the TFV to further complement the Trial Chamber's reparations order in the sum of USD 30 million.

c. *Al Mahdi*: The implementation of individual reparations is expected to conclude in 2022 by reaching about 1,000 beneficiaries. The collective reparations programmes with three partners, including UNESCO, will be ongoing throughout 2023 and will require close supervision by programme and legal staff as in the tasks described above in (a) *Lubanga*. Regular reporting to the Chamber and specific donors will be ongoing.

866. The process for identifying beneficiaries in the *Ntaganda* case will need to be operative in 2023 on a greater scale than in 2022 and will require the involvement of legal and programme staff. This will entail further coordination with the Registry and implementing partners.

867. In addition, the TFV will be implementing and monitoring the urgent measures taken for the benefit of the most vulnerable victims with the tasks described above in paragraph a. *Lubanga*.

868. *Ongwen*: Following the issuance of the reparations order in the *Ongwen* case by late 2022, the TFV will be given the task of developing a draft implementation plan, which will primarily entail the involvement of legal and programme staff and their close cooperation with the Registry and legal representatives, as well as coordination with IGOs, NGOs, government authorities and civil society, and in particular the victims and their communities. Once the implementation plan is approved, by mid- or late 2022, the TFV will start the process of procuring and partnering with implementing organizations, as described above in paragraph b. *Ntaganda*. Legal staff will also be involved in preparing observations in relation to any appeal proceedings against the reparations order.

Assistance (regulation 50(a) of the Regulations of the Trust Fund)

869. In addition to providing reparation for harm, primarily in the form of rehabilitation assistance programmes aim to align Trust Fund activities with national and international initiatives to provide reparation to the victims of crimes under the jurisdiction of the Court. Responsibility for repairing the harm suffered by victims of international crimes lies principally with the government of a situation country, acting pursuant to domestic law, ratified international treaties and customary international law. TFV assistance programmes are not intended to replace or displace a government's responsibility to provide reparation. Under this notion of reparative complementarity, TFV assistance programmes may therefore take place where no national programme exists or may complement and/or strengthen a government's own reparative programmes or activities. To that end, programme staff need to closely engage with government authorities and with all other ongoing reparation initiatives in the relevant situation countries.

870. The TFV will be funding seven programmes in 2023 and, in the first quarter of 2023, will perform its annual portfolio performance review in order to establish its annual

investment plan, including in relation to the assistance portfolio, in consideration of available extrabudgetary resources.

- a. Uganda: The programme will continue into 2023, the fourth year of its five-year programme cycle in Northern Uganda, with five implementing partners for the benefit of about 40,000 direct beneficiaries. In 2022, the TFV reduced investment for the fourth year from €1.5 million (third year) to €1.0 million.
- b. DRC: In 2022, the programme portfolio in the DRC (Ituri, North Kivu and South Kivu provinces) was reduced from 10 to 7 projects, resulting in a decrease in the total programme value of USD 450.0 thousand. The programme will, in 2023, enter its third year of a five-year programme cycle.
- c. Central African Republic (CAR): The programme has five implementing partners. To continue the programme into the second year in 2022, approximately €1.0 million was invested. On-site oversight is ensured by an Associate Programme Officer. Prospective TFV initiatives for Court-ordered reparations in the CAR will require the TFV to closely engage with international partners and national authorities in 2023 in order to advance reparations programmes that will feed into reparations orders that may be issued in relation to the ongoing prosecution of the accused in the CAR II situation.
- d. Côte d'Ivoire: The programme in Côte d'Ivoire starts its third year in 2022, in accordance with the approved investment plan, for the benefit of the victims of selected incidents covered by the programme. The programme staff also engage with an advisory council to manage the assistance programme and maintain close relations with the national authorities with respect to the national administrative reparation programme.
- e. Mali: The programme in Mali is scheduled to start in mid-2022, with significant donor funding already secured. It focuses on victims of particularly grave crimes committed outside of Timbuktu. The *Al Mahdi* (ongoing reparations) and *Al Hassan* (prospective reparations) cases have their origin in Timbuktu. The assistance programme is intended to complement the forthcoming national administrative reparation programme in Mali.
- f. Georgia: The programme in Georgia is starting in 2022 and will be fully effective in early 2023. Funds currently allocated amount to €600.0 thousand for a period of three years. The TFV will remotely oversee programme implementation, with the support of a local consultant and the Registry's country office.
- g. Kenya: The programme in Kenya starts in 2022 and will be fully effective in early 2023. Funds currently allocated amount to €300.0 thousand for a period of two years with a focus on victims of sexual and gender-based crimes (SGBC). The TFV will remotely oversee programme implementation with the support of a local consultant.

871. The TFV programme and legal staff will continue work in 2023 on streamlining processes for managing and supervising implementing partners by establishing standard operating procedures to that end. In addition, they will work on improving the TFV's implementation strategies and methods to improve expertise and the ability of the Trust Fund and of its partners to bring reparations to victims, their families and communities.

Review Mechanism

Resource development and visibility

872. Resource development is primarily the responsibility of the Executive Director, supported by the Associate Executive Officer and by Programme Managers in their respective situation countries. The TFV has one staff member dedicated exclusively to private fundraising; the post is under recruitment in 2022. While this post was originally dedicated to private fundraising, it is intended to now also cover public donor fundraising.

873. The TFV had requested an additional fundraising officer in its budget request for 2022 and the Committee had stated that any such post would depend on the development of the TFV's fundraising policy. Given that the fundraising policy is still under development,

in line with this guidance, no additional fundraising officer is requested for 2023. Because the resource development needs of the TFV are urgent and numerous, support for fundraising and fundraising events will be required in 2023. Accordingly, a limited sum is reserved in the budget to ensure that fundraising activities can take place in 2023.

874. Of particular importance to successful fundraising is enhanced visibility of the Trust Fund and in particular its work with victims.

875. The Board has made it a priority for the Secretariat to ensure that communication improves without delay. In the past, the TFV has proposed that a communication position be added in the regular budget. It was not recommended by the Committee, which suggested that the TFV find synergies with the Registry and work further with interns/visiting professional (IVPs) and pro bono consultants.

876. While the TFV has been able to effectively rely on support from the Registry and has sought the assistance of IVPs and pro bono resources, they cannot provide the specialized expertise and long-term efforts required to attain the TFV's goals of increasing its visibility and helping mobilize resources, especially for Court-ordered reparations. The TFV does not have a single staff resource fully dedicated to communication matters. In order to publicize the work of (currently) 25 partners and the TFV's role in relation to their work, the TFV needs to create at least one full-time post dedicated to communication.

877. The TFV has considerably increased its programme portfolio since 2020. The experience and knowledge gained from conducting these programmes along with the resulting impact on the victims urgently need to be publicized so that the relevant funds can be raised to continue these programmes and start new ones, as required and to the extent possible.

878. For example, outreach, i.e. communication with victims and the public in the Court's situation countries is ensured by TFV programme staff in the relevant country offices and in very close collaboration with the Registry's dedicated staff in those offices. The TFV's partners report on their work, including that carried out with TFV financing, in the relevant areas and through their own media. At issue is therefore not the outreach to victims but the TFV's communication about its work with victims and related TFV activities. Outreach is at the core of the TFV's responsibilities and can be carried out only with a full and thorough understanding of TFV activities and their complexities, i.e. by a TFV staff member.

879. The TFV also works in close cooperation with the Registry's Public Information and Outreach Section (PIOS) and country offices to arrange visits of diplomatic communities and civil society organizations. Specific information about the work of the TFV needs to be produced and disseminated by the TFV. Again, this is at the core of the TFV's responsibilities.

880. The TFV has had a number of short-term staff and IVPs working under the supervision of the Fundraising and Visibility Officer (e.g. to update the website in 2020-2021) or the Associate Executive Officer (e.g. on social media). While this arrangement made it possible to address certain shortcomings, relying only on short-term support rather than on a dedicated staff resource cannot create sustainable information flows or lead to a reliable stream of information, either within the TFV or to the outside.

881. Accordingly, a position fully dedicated to publicizing the TFV's work is required to ensure a constant stream of information to the public sphere and make information available to current and potential donors.

882. The new Associate Communications Officer (P-2) will be responsible for ensuring constant communication about the activities of the Trust Fund and its implementing partners, establishing processes internally and with partners to make relevant information available in a timely manner, and enhancing the visibility of the Trust Fund's activities in the public sphere. The incumbent will produce and disseminate a range of information/communication products on digital communications platforms; contribute to the development and production of information communication media, such as reports, editorial materials, articles, and video and photo productions; liaise and build media contacts; support advocacy activities and manage events. The post holder will liaise with programme staff in the field, the country offices for outreach activities and PIOS.

Implementation of reparations

883. Under the supervision of the Executive Director, reparations-related work is carried out by the programme staff in the country offices, who are in charge of programme implementation, and the Legal Adviser and legal team at Headquarters, who need to ensure that the implementation is in line with judicial orders and the approved implementation plan. The Legal Adviser and legal team are also in charge of developing and adapting implementation plans for Court-ordered reparations.

884. The Programme Managers and the Associate Field Programme Officers support the preparation of draft implementation plans and provide operational and administrative oversight of the implementation of reparations awards and assistance programmes. This oversight includes the management and supervision of implementing partners, sound internal controls and their related tools and procedures, outreach to (potentially) eligible victims and their communities, and the establishment and maintenance of relations with other stakeholders, such as national and local State authorities and other agencies. Functional steering of the programme work (standard setting, technical advice and quality control) is the responsibility of the Legal Adviser, the Finance Officer and the Monitoring and Evaluation Officer, respectively.

885. Under the guidance of the Legal Adviser, the Programme Managers ensure that the implementation of reparations is in line with the Chamber's reparations orders and the approved implementation plan. The Legal Adviser usually prepares quarterly reports for the relevant Chamber that monitors the implementation. The Legal Adviser is in charge of preparing decisions on eligibility issued by the Board and ensures that the identification and verification of beneficiaries, in particular of reparations programmes, are harmonized. The Legal Adviser also advises on legal matters relating to the implementing partners as well as donors and maintains the relationship with the Registry's Legal Office.

886. Under the guidance of the Finance Officer, the Programme Managers implement administrative processes, including project-based administrative verification checks and management assessments, in support of programme implementation.

887. The Monitoring and Evaluation Officer is in charge of ensuring quality control and quality assurance of the Trust Fund's practice of monitoring the project results reporting by implementing partners, as well as of the commissioning of independent beneficiary satisfaction surveys and impact evaluations. An electronic management system, once in place, will facilitate programme oversight and reporting, including to external stakeholders such as the Court, States Parties and their oversight bodies, and Trust Fund donors. The Monitoring and Evaluation Officer requires support in this crucial function at Headquarters in order to be able to appropriately measure and report on the impact of the growing number of Trust Fund programmes. While support was originally planned for the field (Bunia), the relevant posts were redeployed as one post to Headquarters in 2022 for the period of six months in order to manage the workload arising in this respect from (currently) 25 projects (29 at the end of 2022). This support continues to be required into 2023 for a period of 12 months. For evaluation purposes, the TFV relies on external expert services to conduct baseline studies and ex post facto evaluations, and to carry out beneficiary satisfaction surveys. These functions are financed through IPC (incidental programme support costs) funds.

888. The overall reparations programming perspective and related partnership building with organizations, NGOs, civil society and international organizations active in the area of reparations in the relevant situation countries will remain important in 2023. As a result, there will be a need for work on issues such as the legal personality of the Trust Fund, its ability to conclude partnerships, the applicability of procurement rules and a clear delineation of the requirements of the Trust Fund. At the same time, these partnerships must be built or procured. This will also require policy and conceptual work, in particular when linking the work of the Trust Fund and the Court in its reparations and assistance mandates to regional or domestic reparation programmes. This conceptual and legal work is intended to be carried out by the Legal Adviser together with the new Associate Partnership Development and Procurement Officer, recruited in 2022 for only two months, the continuation of which is requested for the whole of 2023.

889. In relation to legal capacity, the current budgetary resources are intended for one Legal Adviser (P-4) and three GTA Associate Legal Officers (P-2). Managing the reparations and contract case load will be possible only if the three Associate Legal Officer positions continue for the entire duration of 2023. The Legal Adviser lays the foundation for and guides the implementation of reparations awards, including victim identification and verification in support of the Board's administrative eligibility decisions, and provides overall quality control. Under the supervision of the Legal Adviser, legal team members are assigned to one or more cases, liaise with legal representatives, support the programme manager, run the victim identification and eligibility processes and prepare the quarterly reports to be submitted to the relevant Chamber. Legal team members travel to situation countries to prepare draft implementation plans, carry out victim identification or consult with stakeholders when developing an implementation plan and in relation to the implementation of reparations. In addition, the legal staff are also involved in the procurement of partners and ensuring that implementing partners for reparations adhere to the approved implementation plan. The Legal Adviser and team are invested in the Secretariat's policy-making. The workload of the four expected reparations cases requires the continuation of the Associate Legal Officer positions to ensure the quality of the TFFV's legal observations as well as expeditious and high-impact implementation of reparations. Accordingly, the continuation for 12 months of three GTA Associate Legal Officer (P-2) positions is requested.

890. The TFFV staff members who conduct interviews for victim identification may require appropriate psychological support, before and after interview sessions. While the Registry's Victims and Witnesses Section (VWS) has provided training to TFFV legal staff, the function of psychological support will need to be further strengthened, and synergies with the Registry will be explored.

Organization and governance

891. On account of the exponential growth of the TFFV's portfolio of investments and activities, the pace of operations and the implementation rate have accelerated. As a result, the TFFV has to manage a high number of complexities on a daily basis while discharging its obligations to the Court and to victims. To be able to continue to do so, the TFFV must retain its ability to respond flexibly to unexpected developments, for example by temporarily redeploying field-based staff, temporarily deploying staff to field locations and engaging short-term consultants.

892. In order to further strengthen management and implementation capacities, the Trust Fund seeks to maintain and build on the Secretariat's core organizational capabilities, as it has done over the past three years, with the mobilization of essential senior staff posts, including the field-based Programme Managers and the Legal Adviser, as well as their respective direct reports. Considering the required strategic and policy work, it can be expected that the Secretariat's core organizational capabilities will take greater shape, for example in the area of fund management and programme development, both at Headquarters and in the field.

893. Financial and managerial control of the Secretariat rests with the Executive Director, supported by the Legal Adviser in a deputy role. The biweekly meetings of the coordination team, which is composed of these two posts in addition to the Programme Managers, the Finance Officer, the Fundraising and Visibility Officer and the Monitoring and Evaluation Officer, also form an effective additional management tool.

894. Given the outcome of the Review Mechanism assessment process, referred to above, the Trust Fund's focus for 2023 will be on further streamlining and enhancing its internal work processes and putting in place enhanced coordination and additional synergies with the Registry, insofar as this is agreed upon as part of the outcome of the exercise to seek further improvements.

895. The TFFV Secretariat is currently undergoing a leadership transition that will continue into 2023. The outgoing Executive Director will continue as Adviser to the TFFV Board of Directors until June 2023 to accompany the transition and related key processes.

896. Under the oversight of the Board, the Executive Director is in charge of the management of the extrabudgetary resources of the Trust Fund (voluntary contributions,

finances, income from forfeiture orders) and directly accountable to the Board for the use of these funds. The Board has ultimate responsibility for assigning funds to reparations and assistance programmes and related incidental activities. With the support of the Associate Executive Officer, the Executive Director also manages public donor relationships. At Headquarters, the Finance Officer and his team ensure that the funds are recorded and assigned to the relevant activities. They also ensure that funds are disbursed as per requests submitted by the Programme Managers or relevant programme officers, assisted by the relevant Registry offices. Disbursements to implementing partners are processed by the Finance Officer and approved by the Executive Director upon submission of the reports of implementing partners, as received and verified by the Programme Managers. The Associate Executive Officer ensures that reports and reporting deadlines to the donors are maintained. The Legal Adviser advises on compliance of the managed funds with the terms of donor agreements and services contracts with implementing partners, and remains informed of all relevant processes. The Associate Executive Officer and her team also organize the drafting of the reports to the Assembly and the Committee and of the annual TFV reports.

897. The financial reporting from implementing partners is recorded in the Trust Fund's SAP Grants Management system, established in accordance with regulation 38 of the TFV Regulations, and in a system for impact-related information after being verified and controlled by the Monitoring and Evaluation Officer. This electronic reporting system is currently not efficiently interfaced with the Court's electronic system and therefore requires intensive staff resources to be maintained. An overhaul of this system is urgently required to ensure efficiencies in terms of time and resources in the long run.

898. The Associate Executive Officer is generally responsible for ensuring the provision of administrative support to the Board, the Executive Director and other staff members. Apart from managing relations with States, the Associate Executive Officer also supports the human resources/recruitment function as well as the communication function of the Trust Fund by preparing press releases and handling the social media component. The Associate Executive Officer works closely with PIOS, the Programme Managers and the country offices on the issuance of press releases and other communication related to the ongoing activities of the Trust Fund.

899. Administrative Assistants carry out a wide array of tasks under the supervision of the Associate Executive Officer. They support the monthly remote or in-person meetings of the Board and communication with the Board by writing minutes, lists of action points, Board member correspondence, etc. They support the Executive Director and Legal Adviser, in particular by arranging meetings with diplomats, Court officials and civil society, sending communication materials to external stakeholders, keeping minutes and following up on action points. They ensure communication in all matters related to human resources and facility management, including check-in and check-out of TFV staff members. They serve as a direct TFV focal point for many Registry sections in this respect.

900. Administrative Assistants support TFV staff at Headquarters and in country offices in various administrative functions. An essential task is to provide administrative support to opening purchase requisitions for all financial transactions relevant to the regular budget (MP VI), and carrying out follow-up actions in the Court's SAP system, which includes all travel of TFV staff and Board members and any other administrative matter related to the regular budget (consultancies, etc.) They also provide financial support to staff in country offices with regard to Miscellaneous Obligor Documents (MOD) and other transactions.

901. The administrative workload of the TFV Secretariat is directly related to the volume of TFV activities in the situation countries and at Headquarters, including those in relation to resource development and visibility and not least to the significant volume and frequency of activities of the Board. This administrative workload has grown exponentially over the past two years. Currently, the entire workload described above is handled by just one Administrative Assistant. In 2023, a second full-time Administrative Assistant is urgently required to ensure business continuity and support the essential functions of the Secretariat and the Board in timely manner. To date, urgent administrative capacity deficiencies have been addressed through hiring of short-term staff, who, however, require considerable time to become familiar with the TFV's diverse and high-speed environment and related electronic management systems. Additional administrative staff capacity is a pressing need to cope with the above-described workload and to ensure that the STFV's administrative processes are well established and sustainable.

Coordination with the Registry

902. The TFV and the Registry have developed a strong collaborative partnership, mindful of each other's roles and responsibilities and the need to develop synergies wherever possible. They aim to further strengthen this relationship through their commitment to seeking additional synergies as part of the follow-up actions taken in response to the Review Mechanism process. In preparation for the assessment of IER recommendations 354 and 358, the current collaboration between the TFV and the Registry has been described in detail in the assessment document submitted by the TFV to the Review Mechanism, and the work of seeking further synergies has been set in motion with results expected in 2022 and 2023.

Travel

903. The proposed increase in travel resources, notably at a lower volume compared to the pre-pandemic travel budget, is necessary to accommodate travel needs considering (i) the increased portfolio of activities, related both to reparations and assistance; (ii) necessary investment in donor relations and strategic partnership development; and (iii) increased travel needs of Board members to adequately meet supervision and accountability requirements.

904. Additional travel in 2023 will be required from Headquarters and from Board members' locations to the different country offices to support important reparations events, such as the process of completing reparations in Katanga, monitoring the reparations in Lubanga and Al Mahdi and starting the reparations process in Ntaganda. In particular, longer-term field missions, including from Headquarters, will be required to establish the implementation plan in Ongwen. Such travels were not required in 2022. In order to increase the expertise of the Trust Fund, it will be essential in 2023 to have two in-person meetings with staff to work together on improving implementation methods. In addition, regular (at least annual) regional meetings between the Trust Fund's partners are required to enhance cooperation with and the competence of the partners. These meetings can be held according to regional accessibility and the language requirements of the different partners. The more regular follow-up meetings with partners can be held remotely.

905. Furthermore, support from Headquarters will also be required for assistance programmes, in particular if they are being phased out, or for monitoring or fundraising missions. In the situation in the Central African Republic, it will be essential to receive the support of Headquarters to enable cooperation with other reparation bodies.

906. In terms of resource development, regular travel from country offices to nationally based donors (e.g. Bunia to Kinshasa; Abidjan to Bamako) will be necessary, supported by Headquarters and Board members if and when required. Given the high additional funding requirements, these efforts will need to considerably increase in 2023. Travel to other possible donors in locations such as Brussels or Washington will also be required.

907. Visibility of the Trust Fund and communication about its work will also need to increase in all of the Court's situation countries where the TFV is currently not active. Accordingly, travel will be required to engage with or hold events with civil society, victims and more generally national and international organizations potentially active in the area of reparations.

908. Lastly, the Board is committed to strengthening regional ties with States Parties, which will require travel to the relevant capitals with the ultimate goal of increasing the funding level of the Secretariat. They also meet at least twice a year in person and will need to travel to the Assembly session in New York.

909. Accordingly, given this increased travel portfolio in 2023 required by mandated activities as well as for resource development purposes, the travel budget of the TFV will need to increase considerably.

Budget resources**€4,300.3 thousand**

910. The proposed increase is €1,073.1 thousand, equivalent to 33.3 per cent as compared with the 2022 level of the approved budget.

911. The Trust Fund's increasing workload will be addressed by internal flexibility and efficiency measures, including through operational coordination with the Registry. The focus

of the Trust Fund's work in 2023 will be on implementing Court-ordered reparations in four cases, raising the resources required to complement reparations awards, and extending ongoing assistance programmes. Accordingly, the requested additional resources relate to the above-mentioned priority areas of reparations and fundraising, including raising the visibility of the Trust Fund through social media and seeking partnerships with international and non-governmental organizations for the benefit of victims. Increasingly, various donors and earmarking also require that the Trust Fund enhance its fund management activities and focus resources on internal and external financial and narrative reporting. The additional resources requested will therefore allow the TFV to be responsive in its strategy and mandates.

912. The following adjustments are proposed:

- a. Restoration of the vacancy rate from 10 per cent to 5 per cent in line with the implementation of staffing funds;
- b. Proposed conversion of one GTA position pivotal for business continuity at Headquarters;
- c. Request for two new GTA positions with a three-month recruitment delay factor;
- d. Increase in the travel budget by €198.1 thousand;
- e. Increase in the contractual services budget by €135.7 thousand to cover the cost of residential security measures for TFV staff in country offices and to budget for the review of the TFV's Grants Management system; and
- f. An extraordinary provision for an advisory role to the Board as part of the leadership transition at the TFV Secretariat.

Staff resources

€3,653.8 thousand

913. The amount requested for established posts has increased by €256.9 thousand (18.9 per cent) as compared with the amount in the approved budget for 2022. The amount approved for GTA positions has increased by €482.2 thousand (31.0 per cent) as compared with the amount in the approved budget for 2022. The increase in established posts is the result of the reduction in the vacancy rate from 10 per cent to 5 per cent and the application of the UNCS salary scale resulting in amended standard staff costs. No new established posts are proposed. The conversion of one existing long-standing GTA position that will be required in the future has no budgetary impact.

914. In 2023, the TFV will comprise 12 established posts and 18 GTA positions (17 FTE). The amount requested for established posts is €1,617.4 thousand. The amount requested for GTA positions is €2,036.4 thousand.

Established posts: Professional and General Service

€1,617.4 thousand

915. The TFV is managed by an Executive Director, Trust Fund for Victims (D-1).

916. One Legal Adviser (P-4). The incumbent provides the Executive Director and the Board with expert legal advice on the development and implementation of the TFV's assistance and reparations mandates. The incumbent's responsibilities include the role of acting deputy to the Executive Director, provision of high-level advice on the development of the TFV's legal and institutional strategies, management of the process of preparing legal filings and progress reporting to the Court, external representation of the TFV and functional steering in respect of the implementation of Court-ordered reparations awards. As the main focal point for procurement at the TFV, including of the services of implementing partners, the incumbent also focuses on the coordination and implementation of procurement processes.

917. Three Programme Managers (P-4). These posts are based in the country offices in Kampala, Uganda; Bunia, DRC; and Abidjan, Côte d'Ivoire. The incumbents are responsible and accountable for the design, implementation and management oversight of TFV programmes and reparations awards. They report directly to the Executive Director.

918. One Monitoring and Evaluation Officer (P-3). This post is based in The Hague. The incumbent plays a central role in programme coordination and reports to the Executive

Director, the Legal Adviser or the authorized acting deputy. The incumbent is responsible for steering and ensuring quality control in respect of all programme monitoring, evaluation and reporting activities. The incumbent is also responsible for standard setting in monitoring and evaluation through the TFV's Performance Monitoring Plan (PMP).

919. One Finance Officer (P-3). The incumbent ensures enhanced financial oversight, reporting, internal control and compliance with the TFV's procedures and the Court's financial policies. The Finance Officer provides guidance to the Programme Managers in respect of implementing partners and is also responsible for the management and further development of the SAP Grants Management system and financial policies relating to the TFV's mandates and activities.

920. One Administrative Assistant (GS-OL). This post has the vital role of handling the administrative workload that comes with the proper functioning of the Board and the STFV, the financial processes of the regular budget, including MODs for field operations and organization of missions, acting as a focal point for the Registry's administrative sections and also supporting all TFV staff in relation to administrative processes.

921. One Programme Assistant (GS-OL). This post supports the Finance Officer and the programme management team in The Hague in the development and implementation of assistance programmes and reparations awards.

922. One Programme Assistant (GS-OL), 12 months. New (conversion). Multi-year. This post supports the Finance team in The Hague (Finance Officer and Associate Programme Officer) in the development and implementation of assistance programmes and reparations awards. Furthermore, this post provides support necessary to the programme teams in the situation countries in relation to the implementation of assistance programmes and reparations.

923. One Associate Executive Officer (P-2). This post is responsible for liaising with external stakeholders, in particular public donors, and ensures an open channel of communication with States to secure funding for the TFV's assistance and reparations programmes. The incumbent provides and organizes executive support to the TFV's Executive Director and Board and oversees administrative support functions at the STFV. The incumbent engages in relationship management with high-level external stakeholders in communication-related matters and organizes events to raise the TFV's public profile and encourage more voluntary contributions and private donations.

924. One Associate Programme Officer (P-2). This role, based in The Hague, ensures proper fund management, in particular by converting information received from implementing partners/programme managers so that it accurately feeds into accounting and oversight tools and the Trust Fund's timely, comprehensive and accurate reports to donors, the Assembly and related bodies. The incumbent maintains direct working relationships with the Programme Managers and Associate Field Programme Officers and may support the development of programmatic frameworks.

General temporary assistance

€2,036.4 thousand

925. The amount requested for GTA positions has increased by €482.2 thousand (31.0 per cent) as compared with the amount in the approved budget for 2022.

926. The TFV requests the following new GTA positions (in-depth justifications above and below):

- *Associate Communications Officer (P-2), 9 months*
- *Administrative Assistant (P-2), 9 months*

927. The TFV also requests in relation to the leadership transition the following unavoidable "one-off" provision:

- *Adviser (D-1), 6 months.*

928. The TFV requests the continuation of the following GTA positions, previously approved for 2022, amounting to 12 months' FTE:

- *Associate Partnership Development and Procurement Officer (P-2).*

- *Associate Legal Officer (P-2).*
- *Monitoring and Evaluation Assistant (GS-OL).*

929. The total number of GTA positions is 18 (17 FTE). These proposed changes result in a net effect of one position (as the position of Programme Assistant (GS-OL) is being converted to an established post), an increase in FTE of 2.83 and an increase in resource requests of €482.2 thousand.

Headquarters

930. One *Fundraising and Visibility Officer (P-3), 12 months. Continued. Multi-year.* Awareness-building and fundraising go hand-in-hand to create a stronger political and financial foundation for fulfilling the TFV's mandates, mission and goals. The TFV continues to strive towards the diversification of its revenue base. Both awareness-raising and resource development are strategic functions of the TFV and, as explained above, of the highest priority for the Trust Fund in 2023. Fundraising activities require dedicated expert capacity, which the Fundraising and Visibility Officer will contribute to private and public sector fundraising activities.

931. One *Associate Partnership Development and Procurement Officer (P-2), 12 months. Continued. Multi-year.* The incumbent ensures the smooth conduct of all ongoing procurement processes and coordination with the Registry's Procurement Unit, which is essential for the expeditious implementation of reparations orders. The incumbent assists in the development of partnerships with international organizations and NGOs for the implementation of reparations awards and the conduct of assistance programmes to broaden the impact of reparations for victims. This includes ensuring, together with the Legal Adviser and the relevant Programme Managers, that regulatory frameworks for partnerships with such organizations are built and maintained. The incumbent will act under the supervision of the Legal Adviser.

932. Three *Associate Legal Officers (P-2), 12 months each. Continued. Multi-year.* Associate Legal Officers are required to provide research, drafting and reporting capacity throughout the reparations phase and to maintain working relationships with parties and participants in the reparations proceedings, as well as with relevant staff at the Court, including in the Judiciary and the Registry. The incumbents' assignments will be case-related on the basis of ongoing reparations proceedings, i.e. *Lubanga, Al Mahdi, Ntaganda* and *Ongwen*. They will specifically include conducting research for and drafting TFV legal filings and reports; implementing victim identification and verification processes, which includes training field-based staff; handling the administration of the TFV's victim identification and verification process, for example by managing victim files; engaging in reparations-related working relationships with stakeholders inside and outside of the Court; and supporting the Board's decision-making on eligibility and subsequent reporting to Trial Chambers. Further responsibilities include monitoring cases at the trial stage so that the TFV can be properly informed and positioned at the outset of the reparations phase. Since 2020, the legal team has been supported by STA positions that make it possible for each legal team member to focus on a maximum of two cases. Considering the high reparations workload in 2023 and the required policy drafting work, the continuation of three Associate Legal Officer positions is requested in order to meet judicial deadlines, provide quality submissions and implement the identification and eligibility screening required to determine beneficiary groups. The Associate Legal Officers report to the Legal Adviser.

933. One *Monitoring and Evaluation Assistant (GS-OL), 12 months. Continued. Multi-year.* The position is crucial to supporting data analysis and verification related to the monitoring, reporting and evaluation of the implementation of assistance programmes and reparations awards (*Lubanga, Katanga, Al Mahdi, Ntaganda* and *Ongwen*), including support for beneficiary satisfaction surveys. The incumbent reports to the Monitoring and Evaluation Officer to support the consistency and cohesion of the TFV's monitoring, reporting and evaluation practice, in accordance with the standards and protocols of the TFV's PMP.

934. One *Finance Assistant (GS-OL), 12 months. Continued. Multi-year.* This position provides support necessary for the implementation of assistance programmes and reparations. The incumbent supports the Finance Officer (P-3) in finance-related activities, including in relation to SAP, and the programme teams. In addition, the Finance Assistant provides

financial support to implementing partners operating under the assistance and reparations mandates, including in the context of the expected workload in 2023.

935. One *Administrative Assistant (GS-OL, 9 months, Multi-year)*. The administrative assistant will have the same duties and responsibilities as described above under the established post for this role and will act under the supervision of the Associate Executive Officer. The rationale for the request for a second administrative assistant at the TFV Secretariat is explained in detail in above.

936. One *Associate Communications Officer (P-2), 9 months. New. Multi-year*. A dedicated full-time position is crucial in ensuring consistency in communication about the activities of the Trust Fund and its implementing partners to key external stakeholders and to raise the profile of the Trust Fund in the public domain, in particular in showing its competence and expertise. The position also serves to increase the Trust Fund's visibility, which is essential to mobilizing resources in the public and private sectors.

937. One *Adviser (D-1), limited to 6 months. New*. Pursuant to an agreement reached between the Registrar, acting on behalf of the Board, and the outgoing Executive Director, the latter will perform an advisory role to the Board until June 2023, in connection with the leadership transition at the Secretariat and related key processes.

Programme management and field operations

938. Seven *Associate Field Programme Officers (P-2), 12 months each. Continued. Multi-year*. These positions are based in the country offices: three in the DRC, one in Uganda, one in Mali, one in Côte d'Ivoire and one in the CAR. The incumbents form part of the long-term backbone of the TFV's field capacity, reporting to the Programme Managers (P-4). They help ensure continuity, consistency and quality control in the development and implementation of assistance programmes and reparations awards. They provide crucial support in relation to victim verification and the conduct of operational research, supporting the development and planning of assistance and reparations programmes, including in relation to local services markets for the purpose of procurement processes to select implementing partners.

939. One *Field Programme Assistant (G-5) (DRC), 12 months. Continued. Multi-year*. This position is based in the DRC to support the implementation of reparations awards in *Lubanga* and *Katanga* and of the assistance mandate programme. This capacity is needed to ensure essential field-based programme support functions and to support programme staff by collecting, registering and maintaining information on implementation activities, preparing status and progress reports, ensuring that implementing partners' quality controls are aligned with the TFV's rules and procedures, and providing administrative support to the TFV field team.

Non-staff resources

€646.5 thousand

940. Non-staff resources are required for travel, hospitality, contractual services, training, consultants, general operating expenses, and supplies and materials. The requested amount has increased by €334.0 thousand (106.9 per cent) as compared with the 2022 approved budget. The increase reflects a continued conservative approach combined with the requirements of a significantly larger portfolio, fundraising activities and Board activities. All non-staff resources are recurrent, with the exception of the SAP Grants Management revision (€80.0 thousand) budgeted under contractual services.

Travel

€343.0 thousand

941. The requested amount, which has increased by €198.1 thousand (136.7 percent), will be required mainly in relation to the TFV's programme activities (reparations and assistance mandates), visibility/fundraising and Board-related initiatives. Given the expected higher costs and higher frequency of international travel and the growing needs related to the TFV's portfolio, this amount will be required for the TFV's priority areas of reparations and resource development as well as to support the Board's international fundraising and advocacy initiatives. A detailed explanation is provided above.

Hospitality €1.0 thousand

942. The requested amount remains unchanged and is required for effective engagement with third parties in the context of the TFV's management of its external relations.

Contractual services €235.0 thousand

943. The requested amount has increased by €135.7 thousand (136.7 percent). Contractual services are needed for external printing in the field and at Headquarters; SAP Grants Management support, including business support services; development of fundraising events and materials, rental of premises in the field; the External Auditor's fee; TFV Board meeting costs; external English-French translation; and the cost of mandatory residential security measures in the field.

944. The increase in the budget for contractual resources relates specifically to (i) the TFV's need to review and adapt its electronic fund management system, with a view to re-establishing its efficiency and relevance with respect to the Trust Fund's evolved and more complex fund management needs – having such an accounting system in place is a requirement that follows from regulation 38 of the Trust Fund's Regulations; and (ii) the need to endow the Trust Fund with the means to engage in profiling activities in support of its fundraising strategy and the establishment of strategic partnerships.

Training €19.5 thousand

945. The requested amount has increased by €0.4 thousand (2.1 percent). This amount is required to cover the training needs of new and existing staff in The Hague and in the country offices, within the newly expanded STFV structure.

Consultants €40.0 thousand

946. The requested amount has decreased by €0.2 thousand (0.5 percent). Consultants will be required in the first instance to support ad hoc reparations activities, including through the provision of expert advice, and the TFV's visibility and fundraising activities.

General operating expenses €5.0 thousand

947. The requested amount remains unchanged. This amount is required for workshops and meetings in country offices and for communications materials and mailing costs.

Supplies and materials €3.0 thousand

948. The requested amount remains unchanged. This amount is required for basic office supplies and other expendable office materials.

Table 43: Major Programme VI: Proposed budget for 2023

Major Programme VI Secretariat of the Trust Fund for Victims	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				1,221.5	171.2	14.0	1,392.7
General Service staff				139.0	85.7	61.7	224.7
<i>Subtotal staff</i>	<i>1,357.6</i>	<i>-</i>	<i>1,357.6</i>	<i>1,360.5</i>	<i>256.9</i>	<i>18.9</i>	<i>1,617.4</i>
General temporary assistance	1,479.9	-	1,479.9	1,554.2	482.2	31.0	2,036.4
Temporary assistance for meetings	13.3	-	13.3	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	<i>1,493.2</i>	<i>-</i>	<i>1,493.2</i>	<i>1,554.2</i>	<i>482.2</i>	<i>31.0</i>	<i>2,036.4</i>
Travel	123.6	-	123.6	144.9	198.1	136.7	343.0
Hospitality	-	-	-	1.0	-	-	1.0
Contractual services	88.4	-	88.4	99.3	135.7	136.7	235.0
Training	-	-	-	19.1	0.4	2.1	19.5
Consultants	67.5	-	67.5	40.2	(0.2)	(0.5)	40.0
General operating expenses	2.0	-	2.0	5.0	-	-	5.0
Supplies and materials	4.2	-	4.2	3.0	-	-	3.0
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	<i>285.6</i>	<i>-</i>	<i>285.6</i>	<i>312.5</i>	<i>334.0</i>	<i>106.9</i>	<i>646.5</i>
Total	3,136.5	-	3,136.5	3,227.2	1,073.1	33.3	4,300.3

Table 44: Major Programme VI: Proposed staffing for 2023

VI	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	1	-	4	2	2	-	9	-	-	2	2	11
New	-	-	-	-	-	-	-	-	-	-	-	-	1	1	1
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	1	-	4	2	2	-	9	-	-	3	3	12
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	-	1.00	9.67	-	10.67	-	-	3.50	3.50	14.17
Continued	-	-	-	-	-	-	1.00	11.00	-	12.00	-	-	4.00	4.00	16.00
New	-	-	-	0.50	-	-	-	0.75	-	1.25	-	-	0.75	0.75	2.00
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	(1.00)	(1.00)	(1.00)
Proposed 2023	-	-	-	0.50	-	-	1.00	11.75	-	13.25	-	-	3.75	3.75	17.00

G. Major Programme VII-2: Permanent Premises Project – Host State Loan

Introduction

949. In 2008, the Assembly accepted the host State's offer of a loan for the Permanent Premises Project of up to a maximum of €200.0 million, to be repaid over a period of 30 years at an interest rate of 2.5 per cent.¹⁴⁰

950. In response to requests from the Committee on Budget and Finance and the Assembly, in its approved budget for 2011, the Court established Major Programme VII-2 to report on the interest expected to be paid on the loan amounts received by the Court for the Permanent Premises Project.¹⁴¹

951. The financial implications of Major Programme VII-2 are applicable only to those States Parties that did not opt for a one-time payment or did not fully complete their one-time payments.¹⁴²

952. The loan agreement between the host State and the Court stipulates that the interest due from the Court to the host State over the preceding calendar year and/or any repayment to be applied to previous calendar years is to be paid by the Court on the due date (namely on or before 1 February of each calendar year).¹⁴³

953. The impact over the coming years is shown in greater detail below.

Table 45: Loan repayment impact over the coming years (in euros)

	2020	2021	2022	2023	2024
Loan repayment					
Capital and interest	3,585,127	3,585,127	3,585,127	3,585,127	3,585,127
Total payments	3,585,127	3,585,127	3,585,127	3,585,127	3,585,127

954. Repayment of the loan started after surrender of the interim premises leases on 30 June 2016. Capital and interest owed for the period from 1 January to 31 December 2022 will be payable on or before 1 February 2023.

Table 46: Major Programme VII-2: Proposed budget for 2023

Major Programme VII-2 Host State Loan	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				-	-	-	-
General Service staff				-	-	-	-
<i>Subtotal staff</i>	-	-	-	-	-	-	-
General temporary assistance	-	-	-	-	-	-	-
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	-	-	-	-	-	-	-
Travel	-	-	-	-	-	-	-
Hospitality	-	-	-	-	-	-	-
Contractual services	-	-	-	-	-	-	-
Training	-	-	-	-	-	-	-
Consultants	-	-	-	-	-	-	-
General operating expenses	-	-	-	-	-	-	-
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-
<i>Host State Loan</i>	3,585.1	-	3,585.1	3,585.1	-	-	3,585.1
Total Including Host State Loan	3,585.1	-	3,585.1	3,585.1	-	-	3,585.1

¹⁴⁰ Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, Seventh session, The Hague, 14-22 November 2008 (ICC-ASP/7/20), vol. I, part III, ICC-ASP/7/Res.1, para. 2 and annex II.

¹⁴¹ Official Records ... Ninth session ... 2010 (ICC/ASP/9/20), vol. II, part A, section G, para. 466.

¹⁴² Official Records ... Seventh session ... 2008 (ICC-ASP/7/20), vol. I, part III, ICC-ASP/7/Res.1, annex III.

¹⁴³ Loan agreement between the State of the Netherlands (Ministry of Foreign Affairs) and the International Criminal Court, dated 23 March 2009, para. 6.1.

H. Major Programme VII-5: Independent Oversight Mechanism

Introduction

955. Major Programme VII-5, the Independent Oversight Mechanism (IOM), was established by the Assembly at its eighth session¹⁴⁴ in accordance with article 112(4) of the Rome Statute, to provide independent, effective and meaningful oversight of the Court. At its nineteenth session, the Assembly approved a revised version of the IOM mandate.¹⁴⁵

956. The purpose of the IOM is to assure the Assembly of the effective and comprehensive oversight of the Court in order to enhance its efficiency and economy. This is achieved through the conduct of independent inspections, evaluations and investigations. The IOM undertakes evaluation and inspection work at the direct request of the Assembly or of the Heads of Organ of the Court, and conducts investigations at its own discretion into received reports of misconduct or breaches of the Court's rules and regulations, including investigations of elected officials pursuant to rule 26 of the Rules of Procedure and Evidence.

Budget resources

€938.0 thousand

957. The requested amount has increased by €117.2 thousand (14.3 per cent), which is largely because the new position approved by the Assembly in the 2022 Programme Budget is to be continued in 2023. This position was approved for six months in the 2022 Programme Budget to allow for recruitment to take place. Now that the recruitment has been completed, this additional investigator can continue in the position for the whole of 2023.

958. Non-staff costs have increased by €21.9 thousand (31.9 per cent), mainly reflecting the increase in travel costs to carry out inspections in the Court's country offices, now that the IOM has additional capacity and most COVID-19 restrictions have been lifted. The requested amount also includes a modest amount (€30.0 thousand) for the due diligence process to be conducted for the election of six judges at the end of 2023, to which the IOM may be requested to contribute.

Staff resources

€847.5 thousand

959. The requested amount has increased by €95.3 thousand (11.2 per cent) so that the additional investigator position approved last year for six months can continue throughout 2023.

Established posts: Professional and General Service

€710.4 thousand

960. The IOM comprises four established posts: one P-5 (Head, IOM), one P-4 (Senior Evaluation Specialist), one P-2 (Associate Investigator), and one G-5 (Administrative Assistant). It also includes one P-4 (GTA) position of Senior Investigator. Currently, the P-4 Senior Investigator (GTA) leads the investigation function with the support of an Investigator at the P-3 level (GTA) and an Associate Investigator at the P-2 level, while the Senior Evaluation Specialist leads the evaluation function. Both senior staff operate with the support of and under the direction of the Head, IOM. The Administrative Assistant provides administrative support to the entire programme as well as substantive support to the Senior Investigator and Senior Evaluation Specialist.

Conversion of one GTA position into an Established post - One Senior Investigator (P-4)

961. The position of Senior Investigator at the IOM was approved by the Assembly in the 2020 Programme Budget and filled in late 2020. Over the last three years, the importance of this position to lead the IOM's investigation function has been apparent, especially as it also brings a much more solid structure to the IOM in terms of having both its Evaluation and Investigation functions headed by a senior staff member. The IOM therefore requests

¹⁴⁴ *Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, Eighth session, The Hague, 18-26 November 2009* (ICC-ASP/8/20), vol. I, part II, ICC-ASP/8/Res.1.

¹⁴⁵ *Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, Nineteenth session, (First and Second Resumptions), New York, 17-23 December 2020 and 12 February 2020*, (ICC-ASP/19/20), vol. I, part III, ICC-ASP/19/Res.6, Annex II.

that the Senior Investigator position be converted from GTA to an established post so that it is regularized in the Court's staffing structure. This conversion would be cost neutral.

General temporary assistance

€137.1 thousand

962. *One Investigator, (P-3), 12 months. Continued. Multi-year.* In previous years, the IOM has faced significant challenges in handling its investigative caseload and responding to allegations in a timely manner, reflecting internationally recognized best practices. The Assembly acknowledged the challenges and granted the IOM an additional position of Investigator on a GTA basis for six months in 2022, to allow for the relevant recruitment. That recruitment has now been completed and the staff member started working with the IOM in July 2022. The investigative caseload is expected to continue in 2023 and the IOM therefore requests that this position be continued for 2023.

963. For the latter part of 2021 and the first months of 2022, the IOM had a P-3 level investigator on an STA basis, which allowed for two investigators to lead investigations independently, with the assistance and support of a junior colleague. The P-2 Associate Investigator will support both the P-4 Senior Investigator and the P-3 Investigator in all investigations to ensure adherence to best practices, such as the conduct of interviews by two professional staff. The IOM is also planning to conduct inspections in the country offices in 2023, which will also require these investigative resources. The IOM has been unable in recent years to carry out this function because of lack of resources.

Non-staff resources

€90.5 thousand

964. The requested amount has increased by €21.9 thousand (31.9 per cent), mainly reflecting an increase in travel costs owing to the IOM's intention to conduct inspections at the Court's country offices, as well as anticipated work on a due diligence process for judicial elections to be held at the twenty-second session of the Assembly in New York.

Travel

€38.9 thousand

965. As it is impossible to predict where or how many investigations will arise in country offices, the request provides for one operational field mission directly supporting an investigation in the country offices. Last year, IOM received allegations relating to misconduct in the country offices, and had to secure local consultants to assist in investigating those allegations. Now that IOM investigative function is expected to be at full capacity in 2023, it will be able to carry out these investigations itself.

966. In addition, if the request is granted, the IOM will, with a full complement of staff, be able to carry out planned inspections in country offices.

967. The remainder of the request is for attending annual meetings with peers in evaluation and investigation communities, which is important to allow the IOM to exchange views with its counterparts in the United Nations systems and be up-to-date with international best practices. It will also enable the Head, IOM to attend the session of the Assembly in New York.

Contractual Services

€3.0 thousand

968. This amount is required to provide transcription services to the IOM, to professionally and independently transcribe interviews in both English and French.

Training

€7.6 thousand

969. The requested amount is required for the IOM's staff members to participate in training programmes to maintain their substantive skills, to ensure that they are conversant with international best practice in their areas of expertise, and to assist in maintaining their relevant professional qualifications. These training programmes would most likely be either conducted online or provided free of charge by other international or United Nations organizations.

*Consultants**€40.0 thousand*

970. This amount mainly constitutes the cost of engaging an external consultant (€30.0 thousand) to support the IOM in conducting an anticipated due diligence process for judicial elections. In both 2021 and 2022, the IOM was asked by the Bureau of the Assembly to provide support in conducting due diligence processes for candidates for Deputy Prosecutor and Registrar, respectively. It appears that the IOM may also be asked to support the process for the election of six judges. For previous elections, the IOM absorbed this additional work within its existing resources, thus stretching its already limited resources. As things stand, the IOM will not be able to absorb the cost of such a process for the election of six judges. While no final decision has yet been taken in this respect, the IOM wants to ensure, through this request, that the Assembly is aware of the needs of the IOM if it is to be asked to contribute to this process. Should the Assembly decide not to involve the IOM, this amount will not be necessary.

971. The remaining amount (€10.0 thousand) is necessary for the IOM to be able to retain experts with specific expertise for any investigations or evaluations that it may have to conduct in 2023. While the evaluation topics for 2023 have not yet been decided, given that the IOM has only one staff member working full time on evaluations, it is anticipated that the services of an evaluation consultant will be needed.

*Furniture and Equipment**€1.0 thousand*

972. This modest amount is to provide and replace specialized equipment to enable IOM to conduct its oversight activities, such as audio recorders, digital storage equipment, etc.

Table 47: Major Programme VII-5: Proposed budget for 2023

Major Programme VII-5 Independent Oversight Mechanism	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				449.4	182.2	40.5	631.6
General Service staff				77.2	1.6	2.1	78.8
<i>Subtotal staff</i>	<i>378.2</i>	<i>-</i>	<i>378.2</i>	<i>526.6</i>	<i>183.8</i>	<i>34.9</i>	<i>710.4</i>
General temporary assistance	258.3	-	258.3	225.6	(88.5)	(39.2)	137.1
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	<i>258.3</i>	<i>-</i>	<i>258.3</i>	<i>225.6</i>	<i>(88.5)</i>	<i>(39.2)</i>	<i>137.1</i>
Travel	7.0	-	7.0	16.2	22.7	140.1	38.9
Hospitality	-	-	-	-	-	-	-
Contractual services	4.5	-	4.5	-	3.0	-	3.0
Training	1.5	-	1.5	7.0	0.6	8.6	7.6
Consultants	14.8	-	14.8	37.0	3.0	8.1	40.0
General operating expenses	-	-	-	-	-	-	-
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	0.4	-	0.4	8.4	(7.4)	(88.1)	1.0
<i>Subtotal non-staff</i>	<i>28.2</i>	<i>-</i>	<i>28.2</i>	<i>68.6</i>	<i>21.9</i>	<i>31.9</i>	<i>90.5</i>
Total	664.7	-	664.7	820.8	117.2	14.3	938.0

Table 48: Major Programme VII-5: Proposed staffing for 2023

VII-5	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	-	1	1	-	1	-	3	-	-	1	1	4
New	-	-	-	-	-	1	-	-	-	1	-	-	-	-	1
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	1	2	-	1	-	4	-	-	1	1	5
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	1.00	0.50	-	-	1.50	-	-	-	-	1.50
Continued	-	-	-	-	-	1.00	1.00	-	-	2.00	-	-	-	-	2.00
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	(1.00)	-	-	-	(1.00)	-	-	-	-	(1.00)
Proposed 2023	-	-	-	-	-	-	1.00	-	-	1.00	-	-	-	-	1.00

I. Major Programme VII-6: Office of Internal Audit

Introduction

973. The Office of Internal Audit (OIA) assists the Court in achieving its strategic and operational objectives by rigorously reviewing systems and operations across all areas of the Court. These reviews (audits) are aimed at identifying how well potential threats and opportunities (risks) are managed, including whether the most effective structures, policies and processes are in place, and whether agreed procedures are being adhered to. The OIA also provides advisory services at the request of Court's management.

974. In 2023, the OIA will perform the following activities:

- a. Prepare the general OIA work plan and the OIA ICT work plan on the basis of the Court's strategic plans and an analysis of the risks that may affect the achievement of the Court's objectives;
- b. Perform at least nine engagements;
- c. Review the status of implementation of recommendations twice during the year, in consultation with the operational managers of the Court, and report on the progress made;
- d. Provide advisory services when requested by Court managers;
- e. Implement and update the quality assurance and improvement programme; and,
- f. Prepare various reports for the Audit Committee and attend its meetings.

Budget resources

€794.9 thousand

975. The requested amount has increased by €19.9 thousand (2.6 per cent).

Staff resources

€743.7 thousand

976. The OIA comprises four established posts and one GTA position (1.0 FTE). The OIA is not requesting any additional established posts, but requires that the current GTA position be continued.

Established posts: Professional and General Service

€606.6 thousand

977. One Director, Office of Internal Audit (D-1), who is responsible for the administrative management of the OIA, the formulation of a risk-based audit plan, the supervision of the audit work of auditors and the maintenance of a quality assurance and improvement programme. The Director provides guarantees to the three Heads of Organs on the effectiveness and efficiency of governance, risk management and internal controls. In addition, the Director prepares reports for the information of the Audit Committee.

978. One Senior Auditor (P-4) and one Internal Auditor (P-3) who perform audits, provide advisory services, review the implementation of recommendations and carry out additional tasks at the request of the Director.

979. One Internal Audit Assistant (GS-OL) who provides administrative support to the OIA and contributes to the performance of audits. The Audit Assistant also supports the Director in the management of the quality assurance and improvement programme, and the drafting of reports for the Audit Committee.

General temporary assistance

€137.1 thousand

980. One Auditor (Information Technology), (P-3), 12 months, Continued. Multi-year. The OIA has one Auditor (Information Technology) (P-3) who is an expert in information and communication technologies (ICT) and auditing. The incumbent prepares and updates the yearly work plan for ICT activities and performs ICT audits and advisory services. The Auditor (Information Technology) also follows up on the implementation of ICT audit

recommendations, which cannot effectively be done by the other auditors in established posts on account of their lack of technical knowledge in this field. The incumbent also contributes to the audits performed by the other auditors when these engagements include ICT-related activities.

Non-staff resources

€51.2 thousand

981. Non-staff resources are required for travel (recurrent), training (recurrent), and contractual services (not recurrent). The requested amount has decreased by €5.0 thousand (8.9 per cent). This decrease relates to the fact that more online training programmes have been made available, resulting in a decreased need for staff to travel to attend training.

Travel

€10.4 thousand

982. The requested amount has decreased by €0.1 thousand (1.0 per cent). It will enable the OIA to conduct audits in the country offices according to the 2023 Audit Plan.

Contractual Services

€20.7 thousand

983. The requested amount has remained the same as that approved for 2022.

984. The €20.7 thousand requested by the OIA to cover its share of the costs for the upgrade to TeamMate+ has not been fully used. In this co-funded project, the OIA's costs are for the business-side preparation of the upgrade and IMSS's costs are for the expenditures associated with licences and the technical part of the upgrade. The project can only be executed if the funds requested by the OIA and IMSS in their budget proposals are approved.

985. Although the OIA budget request for this project was approved, IMSS's budget request was rejected by the Assembly of States Parties. IMSS was therefore unable to support the OIA in the upgrade to TeamMate+ in 2022, resulting in its cancellation. In January 2022, the OIA informed the Budget Section about the cancellation of the project and sought clarification on how to return the approved funds. In April 2022, the OIA updated the Report on Budget Performance as at 31 March 2022 referring again to this issue.

986. The OIA hereby submits a new request for the €20.7 thousand as previously approved, and emphasizes that the execution of this co-funded project depends entirely on the approval of funds requested by both the OIA and IMSS in their budget proposals.

987. The total cost to upgrade TeamMate+ in 2023 is:

- a. €20.7 thousand – to be paid by the OIA for the business-side preparation for the upgrade, including the planning, configuration, training, testing and deployment of TeamMate+; and
- b. €30.4 thousand – to be paid by IMSS for the expenditures associated with licences and the technical aspect of the upgrade, i.e., a one-time set-up fee.

988. The OIA has been using TeamMate AM as the internal audit software for the last eleven years and has five software licences. The annual maintenance expenses for this software tool have been covered by the IMSS software maintenance budget. TeamMate AM consists of several modules. The OIA mainly uses the Electronic Working Papers (EWP) module for the documentation of audit work. The OIA had also planned to use the TeamCentral module for the follow-up of internal audit recommendations, currently conducted through a manual process based on data maintained in SharePoint. During discussions with the vendor of TeamMate two years ago on the use of TeamCentral, the OIA learned that TeamMate AM will reach end of life by the end of 2023. After this date, the tool will no longer be supported by the vendor and no upgrades will be provided as it is being replaced by TeamMate+, a tool that is a configurable, web-based audit, risk and compliance platform. The migration to TeamMate+ will mean additional costs for the Court.

989. Subsequently, the OIA issued a business initiative for IMSS to review the OIA's requirements and possible solutions. The OIA requested IMSS to look into the possibility of developing an audit tool in house. Together with IMSS, the OIA had various consultations with the vendor to discuss the options: (1) continuing with TeamMate AM beyond 2023; (2) upgrading to TeamMate+ on the premises; or (3) upgrading to TeamMate+ in the cloud.

The vendor provided a migration quote, which was assessed by IMSS. Based on the result of this assessment and the considerations of either developing an in-house tool or buying another off-the-shelf product, IMSS recommended that the OIA upgrade to TeamMate+, with a preference to cloud hosting.

990. Developing an in-house tool is not a preferred option as IMSS cannot dedicate internal resources to this project. Purchasing another off-the-shelf product is not a desirable option either, as most of the organizations that were benchmarked use TeamMate+ as an audit solution and the migration to new software would require additional resources and entail a lengthy procurement process with no guarantee that a new solution will be any better or cheaper than TeamMate+. Continued use of the existing TeamMate AM beyond the end of 2024 could not be guaranteed by the vendor and should therefore be avoided.

991. Based on its assessment of the vendor's quote and the considerations of either developing an in-house tool or buying another off-the-shelf product, IMSS has recommended that the OIA upgrade to TeamMate+, preferably through cloud hosting.

Training

€20.1 thousand

992. The requested amount has decreased by €4.9 thousand (19.6 per cent). Auditors are required to undertake regular training so as to maintain their professional competence. All four auditors of the OIA are certified in internal auditing or IT auditing. The Institute of Internal Auditors (IIA) and the Information Systems Audit and Control Association (ISACA) require certified auditors to attend 40 hours of continuing professional education (CPE) each year to keep their certifications active. Training courses must be specifically related to the work of auditors and to their skills and experience. Currently, the Court does not offer training courses in the fields of governance, risk management, compliance, general auditing, IT auditing, internal control management or other areas of interest to OIA auditors.

993. The cost of a course that provides 25 hours of CPE is approximately €3.0 thousand. The OIA has contemplated all of the options available to efficiently meet the requirement of 40 hours of CPE. In-house training courses at the Court, conferences, online training and courses given only in the Netherlands were considered. There are, however, limitations to these alternatives, e.g. courses are only offered in Dutch and deal with a limited range of topics. However, since restrictions were imposed as a result of COVID-19 in 2020, several international training institutions have adjusted their training programs by offering more online courses, which has reduced the need to travel to attend training. This has resulted in a decrease in the amount requested for training. While the Court has an online training platform, it only offers non-audit related training courses that do not provide a certificate of attendance.

Table 49: Major Programme VII-6: Proposed budget for 2023

Major Programme VII-6 Office of Internal Audit	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget
	Total	Cont. Fund	Total Incl. CF		Amount	%	
Professional staff				509.3	18.5	3.6	527.8
General Service staff				77.2	1.6	2.1	78.8
<i>Subtotal staff</i>	<i>584.6</i>	<i>-</i>	<i>584.6</i>	<i>586.5</i>	<i>20.1</i>	<i>3.4</i>	<i>606.6</i>
General temporary assistance	111.8	-	111.8	132.3	4.8	3.6	137.1
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
<i>Subtotal other staff</i>	<i>111.8</i>	<i>-</i>	<i>111.8</i>	<i>132.3</i>	<i>4.8</i>	<i>3.6</i>	<i>137.1</i>
Travel	-	-	-	10.5	(0.1)	(1.0)	10.4
Hospitality	-	-	-	-	-	-	-
Contractual services	-	-	-	20.7	-	-	20.7
Training	35.7	-	35.7	25.0	(4.9)	(19.6)	20.1
Consultants	-	-	-	-	-	-	-
General operating expenses	-	-	-	-	-	-	-
Supplies and materials	-	-	-	-	-	-	-
Furniture and equipment	-	-	-	-	-	-	-
<i>Subtotal non-staff</i>	<i>35.7</i>	<i>-</i>	<i>35.7</i>	<i>56.2</i>	<i>(5.0)</i>	<i>(8.9)</i>	<i>51.2</i>
Total	732.2	-	732.2	775.0	19.9	2.6	794.9

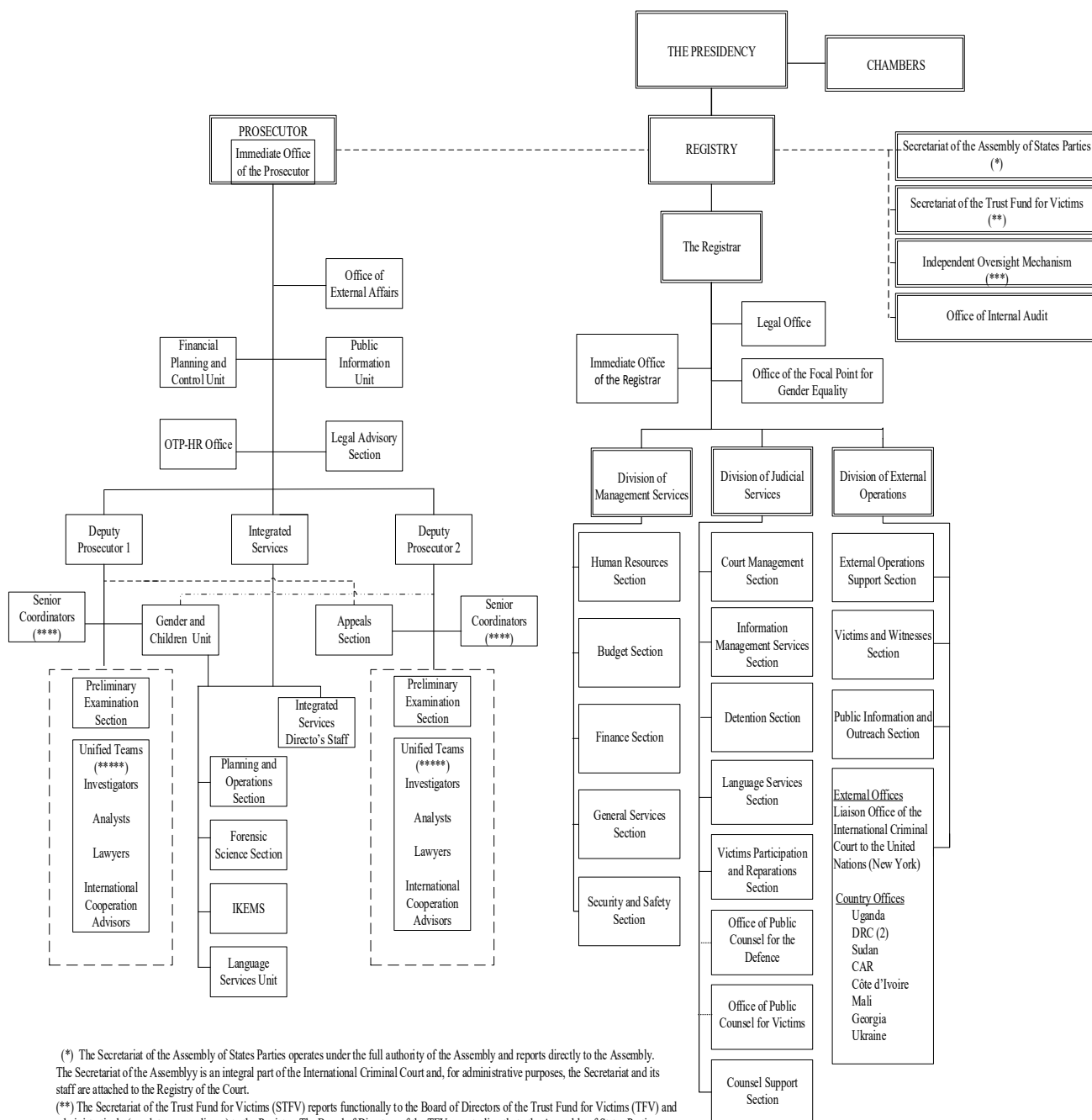
Table 50: Major Programme VII-6: Proposed staffing for 2023

VII-6	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total P-Staff and Above	NO-C	GS-PL	GS-OL	Total GS and Other Staff	Total Staff
Established Posts															
Approved 2022	-	-	-	1	-	1	1	-	-	3	-	-	1	1	4
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Returned	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	1	-	1	1	-	-	3	-	-	1	1	4
GTA Positions (FTE)															
Approved 2022	-	-	-	-	-	-	1.00	-	-	1.00	-	-	-	-	1.00
Continued	-	-	-	-	-	-	1.00	-	-	1.00	-	-	-	-	1.00
New	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Redeployed	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reclassified	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Converted	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Proposed 2023	-	-	-	-	-	-	1.00	-	-	1.00	-	-	-	-	1.00

Annexes

Annex I

Organizational structure of the Court



(*) The Secretariat of the Assembly of States Parties operates under the full authority of the Assembly and reports directly to the Assembly. The Secretariat of the Assembly is an integral part of the International Criminal Court and, for administrative purposes, the Secretariat and its staff are attached to the Registry of the Court.

(**) The Secretariat of the Trust Fund for Victims (STFV) reports functionally to the Board of Directors of the Trust Fund for Victims (TFV) and administratively (regulatory compliance) to the Registry. The Board of Directors of the TFV reports directly to the Assembly of States Parties.

(***) The Independent Oversight Mechanism (IOM) is a subsidiary body of the Assembly of States Parties, established in accordance with article 112(4) of the Rome Statute. The IOM reports directly to the Assembly.

(****) One Legal Coordinator and one Investigative Coordinator.

(*****) There will be multiple unified teams assigned to different situations and cases.

Annex II

Assumptions and parameters for the 2023 Proposed Programme Budget

	<i>Parameter</i>	<i>Assumption</i>	<i>Explanation</i>
1.	Number of Court hearing days	400 ¹⁴⁶	130 days CAR II.b (<i>Yekatom and Ngaïssona</i>), 130 days Darfur (<i>Abd-Al-Rahman</i>), 130 days CAR II.a (<i>Said</i>), 10 days CAR II.b (<i>Mokom</i>)
2.	Number of situations before the Chambers	21	Afghanistan, Bangladesh/Myanmar, Bolivia, Burundi, CAR I, CAR II, Côte d'Ivoire, Darfur, DRC, Gabon, Georgia, Kenya, Libya, Mali, Palestine, Philippines, Uganda, Ukraine, Venezuela I, Venezuela II, and the Registered Vessels of the Comoros, Greece and Cambodia
3.	Number of OTP investigations	10	Afghanistan, Bangladesh/Myanmar, Burundi, Côte d'Ivoire II, Darfur, Libya, Palestine, Philippines, Ukraine, Venezuela I
4.	Unsealed warrants of arrest pending execution	17	CAR II (1); CIV I <i>bis</i> (1); Darfur I (1), II (2), IV (1) and V (1); DRC IV (1); Georgia (3), Kenya Art. 70 (3); Libya I (1); and Uganda (2)
5.	Number of preliminary examinations	3	Guinea, Nigeria and Venezuela II
6.	Number of trial teams ¹⁴⁷ (Chambers)	8	Trial Chamber VI (reparations in <i>Ntaganda</i>), Trial Chamber IX (reparations in <i>Ongwen</i>), Trial Chamber II (reparations in <i>Lubanga</i> and in <i>Katanga</i> - 2 months), Trial Chamber VIII (reparations in <i>Al Mahdi</i>), Trial Chamber X (<i>Al Hassan</i>), Trial Chamber V (<i>Yekatom and Ngaïssona</i>), Trial Chamber I (<i>Abd-Al-Rahman</i>), Trial Chamber III (<i>Gicheru</i>)
7.	Number of pre/trial teams (OTP)	6	CAR II.b (<i>Yekatom and Ngaïssona</i>), Mali II (<i>Al Hassan</i>), CAR II.a (<i>Said</i>), Darfur (<i>Abd-Al-Rahman</i>), Kenya (<i>Gicheru</i>), CAR II.b (<i>Mokom</i>)
8.	Number of Registry courtroom support teams	3	
9.	Number of defence teams financed by legal aid	11	Pre-trial: <i>Banda</i> (reduced), <i>Mokom</i> Trial: <i>Al Hassan</i> , <i>Yekatom</i> , <i>Ngaïssona</i> , <i>Gicheru</i> , <i>Abd-Al-Rahman</i> , <i>Said</i> Appeals: <i>Ongwen</i> Reparations: <i>Ntaganda</i> , <i>Al Mahdi</i>
10.	Number of victims' representatives financed by legal aid	8	Trial: <i>Al Hassan</i> , <i>Yekatom and Ngaïssona</i> , <i>Abd-Al-Rahman</i> Appeals: <i>Ongwen</i> Reparations: <i>Katanga</i> , <i>Lubanga I</i> , <i>Lubanga II</i> , <i>Al Mahdi</i>
11.	Number of LRV teams within the OPCV	10	<i>Ongwen</i> (1), <i>Katanga</i> (1), <i>Lubanga</i> (1), <i>Ntaganda</i> (2), <i>Yekatom and Ngaïssona</i> (2), <i>Said</i> (1), <i>Mokom</i> (pre-trial) (1), and other proceedings (1) ¹⁴⁸
12.	Number of languages supported in the courtroom	6	1-English, 2-French, 3-Standard Arabic, 4-Sango, 5-Fur, 6-Sudanese Arabic

¹⁴⁶ This is a preliminary tentative estimate; a more accurate estimate will be provided shortly.

¹⁴⁷ Trial teams are Chambers teams which may be assigned to handle preparations for upcoming trials, trial hearings, sentencing hearings and reparations hearings.

¹⁴⁸ This team covers the residual proceedings in which the OPCV is involved (*Gaddafi* admissibility, *Comoros* appeal, etc.).

	<i>Parameter</i>	<i>Assumption</i>	<i>Explanation</i>
13.	Number of case-related languages supported	36	1-English, 2-French, 3-Acholi, 4-Arabic, 5-Sudanese Arabic, 6-Congo Swahili, 7-Kinyarwanda, 8-Lingala, 9-Dioula, 10-Bambara, 11- Mòoré , 12-Ateso, 13-Alur, 14-Sango, 15-Zaghawa, 16-Fur, 17-Tamasheq, 18-Georgian, 19-Russian, 20-Songhai, 21-Lendu, 22-Guéré, 23-Lango, 24-Tigrinya, 25-Fulfulde, 26-Dari, 27-Pashto, 28-Kirundi, 29-Amharic, 30-Hebrew, 31-Ukrainian, 32-Burmese, 33-Bengali, 34-Rohingya, 35-Confidential (A), 36-Confidential (B)
14.	Number of languages supported for correspondence with States Parties	8	1-English, 2-French, 3-Arabic, 4-Spanish, 5-Dutch, 6-Sudanese Arabic, 7-Russian, 8-Ukrainian
15.	Number of final appeals	Up to 3	<i>Ongwen</i> (Reparations order), <i>Al Hassan</i> (Art. 74), <i>Gicheru</i> (Art. 74) ¹⁴⁹
16.	Number of witnesses appearing for testimony	130	<i>Yekatom and Ngaïssona</i> (45), <i>Abd-Al-Rahman</i> (43), <i>Said</i> (42)
17.	Expected maximum duration of stay per witness	10	3 days of preparation + 2 days of familiarization + 2 hearing days + 3 days for weekends and/or breaks = 10 days on average per witness
18.	Number of victims applying for participation/reparations	8,500 ¹⁵⁰	CAR II (1,500), Mali (1,000), DRC (1,500), UGA (2,500), Darfur (2,000)
19.	Number of witnesses and victims under protection	130	Witnesses/victims and others at risk on account of testimony under VWS protection, including ICCPP and other forms of protection
20.	Number of persons under protection	620	Witnesses/victims and their dependents who could be under the protection and care of the VWS in 2023
21.	Number of suspects/accused appearing before the Court ¹⁵¹	8	<i>Al Hassan</i> , <i>Ongwen</i> , <i>Yekatom</i> , <i>Ngaïssona</i> , <i>Abd-Al-Rahman</i> , <i>Said</i> , <i>Mokom</i> , <i>Gicheru</i>
22.	Number of suspects, accused or convicted persons in detention	7	<i>Ongwen</i> , <i>Al Hassan</i> , <i>Yekatom</i> , <i>Ngaïssona</i> , <i>Abd-Al-Rahman</i> , <i>Said</i> , <i>Mokom</i> ,
23.	Number of cells required	12	Renting model is either 6 or 12 cells (for one detainee: one 6-cell block)
24.	Number of country offices/presences	12	1 in the CAR (Bangui), 1 in Côte d'Ivoire (Abidjan), 2 in the DRC (Kinshasa and Bunia), 1 in Georgia (Tbilisi), 1 in Mali (Bamako), 1 in Uganda (Kampala), 1 in New York (Liaison Office to the United Nations), 1 in Venezuela (Caracas), 1 in Sudan (Khartoum), 1 in Ukraine (Kiev) and 1 in Bangladesh (Cox's Bazar)

¹⁴⁹ The nature of the appeals process is such that, until decisions are issued by the Trial Chambers in the *Al Hassan* and *Gicheru* cases, it cannot be said that a final appeal is “certain” to be entered. However, it is highly likely that any decision of the Trial Chamber (either to convict or acquit) will be appealed.

¹⁵⁰ Figures represent the number of individual applications expected to be received. Applications for participation and applications for reparations are counted separately. Submissions of additional information are also counted separately where full Registry data entry and legal assessment is required (e.g. where an additional form is received).

¹⁵¹ For the purposes of this document only, the term “accused” includes persons who have been acquitted or convicted at first instance and whose cases are awaiting the outcome of a final appeal. Persons appearing before the Court solely for reparations proceedings are outside the scope of this definition.

Annex III

List of potential developments which could have an impact on the 2023 Proposed Programme Budget

1. Procedural developments leading to delays in ongoing proceedings, including:
 - (a) Delays in proceedings due to unexpected evidentiary obstacles (example: (temporary) unavailability of witnesses);
 - (b) Issues subject to interlocutory appeals before the Appeals Chamber: any interlocutory appeals (requiring suspensive effect) in cases at (pre-)trial, delaying progress in proceedings on the merits; and
 - (c) Abeyance of proceedings due to the unavailability of a judge or a party to the proceedings (or the latter's senior representative) owing to, *inter alia*, disqualification, withdrawal, serious illness or death.
2. Procedural developments leading to new activities currently unforeseeable:
 - (a) Confirmation of charges leading to the opening of trials.
3. Developments currently unforeseeable, including:
 - (a) Arrest or surrender to the Court of persons sought under a warrant of arrest;
 - (b) Opening by the Prosecutor of a *proprio motu* investigation in a new situation (after having sought and obtained leave from the Pre-Trial Chamber);
 - (c) United Nations Security Council referral of a situation to the Court; and
 - (d) State Party referral.

Annex IV

Strategic Goals

Annex IV (a)

List of strategic goals and performance indicators from the International Criminal Court Strategic Plan (2023-2025)

A. Judicial and prosecutorial performance goals

<i>Strategic goals (Expected results)</i>	<i>Key performance indicators (KPIs)</i>	<i>Baseline (2021)</i>	<i>Target* (2023)</i>
ICC Strategic Goal 1: Increase the expeditiousness and efficiency of the Court's core activities (preliminary examinations, investigations, trials and reparations) while preserving the independence, fairness and highest legal standards and quality of its proceedings, and protecting the safety and well-being of the persons involved, in particular victims and witnesses.	- Time elapsed between key judicial decisions/activities v. target deadlines in the Chambers Practice Manual (5th edition) ▪ Matters related to pre-trial proceedings: (i) authorization of an investigation - written decision (ii) first appearance - timing of the first appearance (iii) first appearance - right to apply for interim release (iv) first appearance - date of the confirmation hearing (v) proceedings leading to the confirmation hearing - time limit for responses under regulation 24 of the Regulations of the Court (vi) charges - factual basis of the charges (vii) decision on the confirmation of charges ▪ Deadlines regarding decisions of the Trial Chamber: (viii) issuance of the judgment (ix) issuance of the sentencing decision ▪ Deadlines regarding decisions/judgments of the Appeals Chamber: (x) decision to hold an oral hearing (xi) issuance of judgments on appeals against the conviction, acquittal or reparations order (xii) issuance of judgments on appeals against the sentencing decision (xiii) issuance of judgments on interlocutory appeals - Percentage of cancelled hearing days of total scheduled hearing days - Milestone planning (% of milestones achieved v. planned)	(i) 93 days (ii) fewer than 96 hours (iii) 81 days (iv) 6 months, 29 days (v) 6.67 days (vi) 48.25 days (vii) 52.67 days (viii) 10 months, 23 days (ix) 3 months, 2 days (x) 1 month (xi) 7 months, 12 days (xii) same day (xiii) 1 month, 15 days - 42.2% - (New)	(i) 120 days (ii) within 48 to 96 hours (iii) ≤ 30 days (iv) 4 to 6 months (v) 5 days (vi) 30 days (vii) 60 days (viii) 10 months (ix) 4 months (x) 1 month (xi) 10 months (xii) 1 month (xiii) 4 months - N/A - N/A

<i>Strategic goals (Expected results)</i>	<i>Key performance indicators (KPIs)</i>	<i>Baseline (2021)</i>	<i>Target* (2023)</i>
ICC Strategic Goal 2: Further develop the Court's approach to victims in all phases of the judicial proceedings, including (in cooperation with the Trust Fund for Victims) reparations.	- Implementation of enhanced outreach programme and in situ proceedings (requested v. granted) - Percentage of individual victim application assessments that are corrected or overturned by the Chambers - Percentage of victims who feel a sense of recognition of the harm they suffered as a result of receiving Court-ordered reparations	- (New) - 100% - (New)	- N/A - 100% - N/A
ICC Strategic Goal 3: Further develop mainstreaming of a gender perspective in all aspects of the Court's work.	- Number of SGBC-related charges brought, confirmed and convicted - Percentage of female participants in outreach activities - Percentage of women who: (i) were consulted and involved in the design and implementation of reparations (ii) received reparations	- (TBD) - 54.9% (i) (New) (ii) (New)	- (TBD) - 50% (i) N/A (ii) N/A

* Targets indicated as "TBD" will be determined by the end of 2022 and will be included in the ICC Strategic Plan 2023-2025.

For newly developed KPIs, baselines are absent therefore indicated as "New". Most of their performance targets for 2023 are indicated as "N/A" as meaningful and realistic targets are difficult to determine in the absence of a 2021 performance baseline.

B. Cooperation and complementarity performance goals

<i>Strategic goals (Expected results)</i>	<i>Key performance indicators (KPIs)</i>	<i>Baseline (2021)</i>	<i>Target* (2023)</i>
ICC Strategic Goal 4: Further foster political support and develop modalities of cooperation and operational support for all parties as regards preliminary examinations, investigations, protection of witnesses, implementation of warrants of arrest and judicial proceedings.	- Number of new ratifications/signings of: (i) the Rome Statute and its amendments (ii) the Agreement on Privileges and Immunities (APIC) (iii) Court-wide cooperation agreements on enforcement of sentences, witness relocation, and (interim) release - Requests for Cooperation (RFC) (i) percentage of positive replies received (ii) average time taken to receive a reply - Requests for Assistance (RFA) (i) number of RFAs sent by the OTP (ii) percentage of replies received (positive/negative) (iii) average time taken for execution - Requests for Information (RFI) (i) number of RFIs sent concerning preliminary examinations	(i) 11 (ii) 0 (iii) 5 (i) N/A (ii) N/A (i) 340 (ii) 53.8% (iii) 58 days (i) 10	(i) (TBD) (ii) 0 (iii) 5 (i) (TBD) (ii) (TBD) (i) (TBD) (ii) (TBD) (iii) (TBD) (i) (TBD)

ICC Strategic Goal 5:

Discuss and devise with States and other stakeholders new strategies to increase the ability of the Rome Statute System to address the shared responsibility to close the impunity gap, including through encouraging domestic implementation of the Rome Statute and other measures of complementarity by States Parties (including providing support and assistance to victims).

- Requests for Assistance (RFA)

(i) number of States submitting RFAs	(i) (TBD)	(i) (TBD)
(ii) number of RFAs received by the OTP	(ii) 24	(ii) (TBD)
(iii) percentage of RFAs given a substantive response within target deadline (2 to 3 months)	(iii) 100%	(iii) (TBD)
(iv) average time to address incoming RFAs	(iv) 34 days	(iv) (TBD)

* Targets indicated as “TBD” will be determined by the end of 2022 and will be included in the ICC Strategic Plan 2023-2025.

For newly developed KPIs, baselines are absent therefore indicated as “New”. Most of their performance targets for 2023 are indicated as “N/A” as meaningful and realistic targets are difficult to determine in the absence of a 2021 performance baseline.

C. Organizational performance goals

<i>Strategic goals (Expected results)</i>	<i>Key performance indicators (KPIs)</i>	<i>Baseline (2021)</i>	<i>Target* (2023)</i>
ICC Strategic Goal 6: Further strengthen professionalism, dedication and integrity in all of the Court’s operations.	- Percentage of positive responses from Court staff to survey questions on “ICC values” - Percentage of positive responses from Court staff to survey questions on “Ethics/Standards of Conduct-Personal Experience”	- 54% - 72%	- 76% - 100%
ICC Strategic Goal 7: Ensure a safe and secure working environment in which staff well-being is at the centre.	- Number of security and safety incidents causing death or injury - Percentage of positive responses from Court staff to survey questions on “Employee engagement index” - Percentage of missions that comply with mission planning procedures	- 7 - 59% - 93.1%	- < 5 - 77% - 95%
ICC Strategic Goal 8: Achieve more equitable GRGB, particularly at higher level posts.	- Male/female ratio of newly hired senior Court staff (P-4 and above, established posts) - Percentage of staff within geographical range - Number of underrepresented and non-represented States Parties	- (New) - 58% - 25/54	- Minimum 50% female - (TBD) - 24/53
ICC Strategic Goal 9: Manage resources in an effective, coherent, transparent, responsible and adaptable manner that reflects the culture of continuous improvement, and further develop the sustainability and resilience of the Court against identified risks.	- Budget implementation rate - Percentage of Total assessed contributions received from current and prior years, including host State loan, Contingency Fund and Working Capital Fund - Average time taken to promulgate Administrative Issuances	- 97.4% - 81% - (New)	- 100% - 81% - N/A
ICC Strategic Goal 10: Build upon a strategy for the completion of situations under investigation.	- Existence and implementation of a situation strategy - Completion of situations as planned	- (New) - (New)	- N/A - N/A

* Targets indicated as “TBD” will be determined by the end of 2022 and will be included in the ICC Strategic Plan 2023-2025.

For newly developed KPIs, baselines are absent therefore indicated as “New”. Most of their performance targets for 2023 are indicated as “N/A” as meaningful and realistic targets are difficult to determine in the absence of a 2021 performance baseline.

Annex IV (b)

Major Programme II: Office of the Prosecutor - Expected results, performance indicators and targets for 2023

<i>Strategic Goal</i>	<i>Expected results</i>	<i>Performance indicators</i>	<i>Target 2023</i>
Court-wide Goal 1			
OTP Strategic Goal 1: Deliver results in the courtroom	- Justice done and seen to be done - Longer term deterrent impact towards potential perpetrators - Support from stakeholders by showing value for money	- Compliance with internal planning requirements (situation plan, investigation plan, cooperation plan, evidence reviews) - Milestone planning (% of milestones achieved v. planned per team) - Percentage of applications for warrants of arrest and summonses to appear publicly granted by Pre-Trial Chambers out of the total number of applications filed and made public - Percentage of charges confirmed by Pre-Trial Chambers out of the total number of charges presented by the OTP at the confirmation of charges stage - Percentage of convictions out of the total number of trial judgements delivered by Trial Chambers - Percentage of counts granted by Chambers out of the total number of counts brought by the OTP per phase in the proceedings	≥ 90% of evidence reviews completed > 90% Percentage of milestones completed 90% of requests granted ≥ 90% of charges confirmed by Chambers ≥ 90% of persons convicted ≥ 90% of counts granted by Chambers
Court-wide Goals 4 and 5			
OTP Strategic Goal 2: Enhance efforts by national authorities to fight impunity	- Reduced requirement for the OTP's intervention - Increased effectiveness, speed and efficiency for efforts of national investigative and prosecutorial offices supported	Response of the OTP to incoming requests for assistance (RFA) (percentage of incoming RFAs provided with a substantive response within three months of receipt out of the total number of RFAs received in the reporting period)	- Increase in information shared with States in comparison to previous 4 years ≥ 80% of RFAs provided with a substantive response within three months of receipt

<i>Strategic Goal</i>	<i>Expected results</i>	<i>Performance indicators</i>	<i>Target 2023</i>
Court-wide Goal 2			
OTP Strategic Goal 3: Bring justice closer to affected communities	- Affected communities perceive that the activities of the Office contribute to bringing justice closer to them - Increased effectiveness, quality, speed and efficiency of investigations through the increased field presence	- Implementation of enhanced outreach programme - Percentage of witnesses able to participate in person in proceedings - Successful conduct of in situ proceedings, where appropriate and authorized by Chambers	- Greater than 90% implementation of outreach programmes 75% of witnesses are able to participate in person in proceedings - One in situ proceeding held in 2023 - Surveys conducted with affected communities show that the activities of the Office are perceived as contributing to bringing justice closer to them
Court-wide Goals 2 and 3			
OTP Strategic Goal 4: Ensure effective investigations of crimes of sexual and gender-based violence	- Systematic identification and review of these priority crimes is done - Increased integration of Gender and Children Unit's contribution into the work of the unified teams - Analysis of evidence of sexual and gender-based crimes is included in the investigation plans so that prosecution cases can eventually be built incorporating charges for these crimes whenever possible	- Results in court-counts granted/ presented (document containing the charges (DCC) and trial) - Compliance with policies and standards ensured through sexual and gender-based crimes (SGBC) training available for new staff members - Number of cases including evaluation / Number of case reviews performed - Number of cases including charges / Number of cases with positive evaluation	- All case reviews include evaluation of sexual and gender-based crimes - Charges for sexual and gender-based crimes are included in the Application for a warrant of arrest (AWA) and DCC of all the cases presented by the unified teams to Pre-Trial Chambers when the evaluation was positive (i.e.: crimes were committed and can be linked to the suspects) - End target: 100%; 2023 target: TBD
Court-wide Goals 2 and 3			
OTP Strategic Goal 5: Ensure crimes against children are effectively addressed as part of the work of the Office	- Systematic identification and review of these priority crimes is done - Increased integration of Gender and Children Unit's contribution into the work of the unified teams - Analysis of evidence on crimes against children is included in the investigation plans so that prosecution cases can eventually be built incorporating charges for these crimes whenever possible	- Results in court-counts granted/ presented (DCC and trial) - Compliance with policies and standards relevant to crimes against children ensured - Number of cases including evaluation / Number of case reviews performed - Number of cases including charges / Number of cases with positive evaluation	- All case reviews include evaluation of crimes against children - Charges for crimes against children are included in the DCC of all the cases presented by the unified teams to Pre-Trial Chambers when the evaluation was positive (i.e.: crimes were committed and can be linked to the suspects) - End target: 100%; 2023 target: TBD

<i>Strategic Goal</i>	<i>Expected results</i>	<i>Performance indicators</i>	<i>Target 2023</i>
Court-wide Goal 2			
OTP Strategic Goal 6: Increase the field presence of the Office of the Prosecutor	- Increased effectiveness, quality, speed, and efficiency due to permanent presence and increased country knowledge and networks - Cost optimization with higher productivity due to use of NPO and reduced travel - Shift from a Headquarters-centric to a field-centric model for staffing - Renewed field presence model with Registry allowing for an efficient and flexible use of resources	- Number of situations in which a field presence is established v. number planned for establishment in the period - Increase in percentage of members of unified team in field locations v. Headquarters	- Establish field presence in Ukraine, Bangladesh and Venezuela - At least 12% of unified team staff located in country offices
Court-wide Goals 6, 9 and 10			
OTP Strategic Goal 7: Increase efficiency of work by focusing on delivery	- Responsible and accountable management of available resources - Continuous improvement approach further implemented - Prosecution Pillars receive effective and efficient support to perform preliminary examinations, investigations and trials - Unified teams prepare investigative/prosecutorial plans with details on missions and milestones - Improved information management - Staff adequately trained to perform their duties - Increased ability to locate and arrest suspects at large - Further develop coordination with the Registry Suspects-At-Large Tracking Team (SALTT) and Suspects at Large Working Group (SALWG) - Development of new Key Performance Indicators (KPI) to track improvement - Improved communication to and engagement with stakeholders - Full compliance with regulatory framework - Optimize implementation of budget and Contingency Fund (CF) resources	- Rolling forecasts prepared per team (min. 6/team/year) - Number of investigation/prosecution plans prepared and presented (min. 2/team/year) - Number of progress reports presented (min. 2/team/year) - KPIs updated or developed (3 x 8 goals = 24 KPIs) - Number of Lessons Learned held during the period v. number of major investigative or prosecutorial events - Zero (0) audit recommendations rated above medium/low risk - Budget implementation rate > 97%	- Implement a unified teams' approach to planning that allows for rolling forecasts of the teams' needs within the approved budget allocation - Investigative/prosecutorial plans with details on missions and milestones prepared by each unified team and presented to Deputy Prosecutors - Regular periodic reports on investigation and prosecutorial case review presented to the Deputy Prosecutors and the Prosecutor - Network of State and international organization partners available to assist with tracking and facilitating surrender strengthened and new partners identified - Arrest and tracking strategy implemented - Network of operational focal points expanded - KPIs updated or new KPIs identified to track improvements (3 KPIs per strategic goal) - Conduct at least 1 Lesson Learned after any major investigative or prosecutorial event - Transactional audits confirm adequacy of controls in place

<i>Strategic Goal</i>	<i>Expected results</i>	<i>Performance indicators</i>	<i>Target 2023</i>
	Optimize implementation of recruitment plans in coordination with hiring units and Human Resources Section/Registry and within approved funds		- Full compliance with Financial Regulations and Rules (FR&R) and financially sound implementation of funds (approved budget and CF) within agreed target rates - Full compliance with Staff Regulations and Rules (SR&R) and financially sound implementation of approved funds for Staff Costs - Recruitment lag time reduced
Court-wide Goals 7 and 8			
OTP Strategic Goal 8: Improve the working environment of the Office and ensure a respectful working culture	- Improve working climate indicators - Improve well-being - Improve gender/geographical diversity	- Percentage of staff who responded positively in the “Ethics/Standards of Conduct – Personal Experience” category of staff survey (baseline: previous survey) - Number of action plans developed and implemented (baseline to be created) - Geographical Representation and Gender Balance (GRGB) indicators (baseline: previous year’s ratios) - Percentage of Electronic Performance Appraisal System (ePAS) completed on time - Engagement index of OTP Staff Members according to the Court’s Staff Survey - Increase the percentage of female staff at P-4 level and above	- Staff survey results show an improvement in at least 30% of the relevant indicators - Action plans following surveys’ results developed and implemented - GRGB indicators closer to Court’s target 100% of ePAS completed on time - Positive evolution of the selected engagement indicators from the survey - Increase the percentage of female staff at P-4 level. Target: TBD.

Annex IV (c)

Strategic goals and performance indicators from the Registry Strategic Plan (2023-2025)

Registry Strategic Goal 1: The Registry is more efficient and provides more effective services in all areas, reflecting a culture of continuous improvement.

<i>Strategic goals (Expected results)</i>	<i>Priority objectives</i>	<i>Key performance indicators (KPIs)</i>	<i>Baseline (2021)</i>	<i>Target* (2023)</i>
Registry Strategic Goal 1: The Registry is more efficient and provides more effective services in all areas, reflecting a culture of continuous improvement	Objective 1.1. Increase the effectiveness of Registry services, including management services, judicial services and external operations services	- Percentage of planned improvement projects implemented in the Division of Management Services	- (New)	- 75%
		- Response time for courtroom incidents causing early termination of or a delay in hearings	- (New)	- N/A
		- Average time taken to promulgate Administrative Issuances	- (New)	- N/A
	Objective 1.2. Increase efficiency in resource management	- Budget implementation rate (Registry)	- 98.8%	- 99%
		- Percentage of competitive procurements	- 64%	- 65%
		- Percentage of trip requests submitted to the Travel Unit 30 days in advance or earlier	- 15.4%	- 30%
	Objective 1.3. Embed continuous improvement as an operational principle in management and operations in promoting cultural change	- Percentage of positive responses from Registry staff to the survey question, "I feel the ICC encourages me to come up with new and better ways of doing things".	- 44%	- 48%
		- Implementation rate of the Independent Expert Review recommendations for the Registry	- (New)	- N/A
		- Percentage of positive responses from customers for selected key services in the Registry	- (New)	- N/A
		▪ Country analysis ▪ Victim application process ▪ Financial services		
	Objective 1.4. Enhance the environment of cooperation for States as well as general awareness of and support for the Court and its proceedings	- Number of people attending outreach activities in situation countries	- 57,412	- 25,000
		- Number of visits to and views on key online public information sources:		
		(i) Internet page views	(i) 6,316,224	(i) 7,263,657
		(ii) website visits	(ii) 2,528,165	(ii) 2,907,389
		(iii) livestreaming views	(iii) (New)	(iii) N/A
		(iv) social media followers	(iv) 965,568	(iv) 1,110,403 (15% increase)
		- Number of cooperation agreements on witness relocation and release	- 4	- 4
		- Requests for Cooperation (RFC)		
		(i) percentage of positive replies received	(i) (New)	(i) TBD
		(ii) average time taken to receive a reply	(ii) (New)	(ii) TBD
	Objective 1.5. Ensure effective support to victims and witnesses as well as representation of victims in judicial proceedings	- Average time taken for a witness in protection to receive assistance for permanent relocation	- (New)	- N/A
		- Percentage of individual victim application assessments that are corrected or overturned by the Chambers	- 100%	- 100%

<i>Strategic goals (Expected results)</i>	<i>Priority objectives</i>	<i>Key performance indicators (KPIs)</i>	<i>Baseline (2021)</i>	<i>Target* (2023)</i>
	Objective 1.6. Strengthen the structure and organizational mechanisms of defence teams and legal representatives of victims	- Percentage of favourable judicial decisions and formal decisions made regarding support to defence and victim representation teams - Percentage of clients who responded “satisfied” in service areas facilitated by the Counsel Support Section	- (New) - (New)	- 70% - N/A

* Targets indicated as “TBD” will be determined by the end of 2022 and will be included in the Registry Strategic Plan (2023-2025).

For newly developed KPIs, meaningful and realistic targets are difficult to determine in the absence of a 2021 performance baseline and are therefore indicated as “N/A”.

Registry Strategic Goal 2: Staff in the Registry are more engaged through the promotion of desired organizational culture and values and the improvement of geographical representation and gender balance (GRGB).

<i>Strategic goals (Expected results)</i>	<i>Priority objectives</i>	<i>- Key performance indicators (KPIs)</i>	<i>Baseline (2021)</i>	<i>Target* (2023)</i>
Registry Strategic Goal 2. Staff in the Registry are more engaged through the promotion of desired organizational culture and values and the improvement of geographical representation and gender balance (GRGB)	Objective 2.1. Improve geographical representation and gender balance as well as diversity and inclusion, in line with the Strategy on Gender Equality and Workplace Culture	- Percentage of Registry staff within the geographical range	- (TBD)	- (TBD)
		- Male/female ratio of newly hired senior Registry staff (P-4 and above, established posts)	- (TBD)	- Minimum 50% female
		- Percentage of positive responses from Registry staff to survey questions on gender equality	- 61%	- 65%
		- Number of under/non-represented States Parties	- 25/54	- 24/53
	Objective 2.2. Build systems to enable and foster an environment where all Registry staff are encouraged to improve their capacity and performance, placing the ICC Leadership Framework at the core	- Performance appraisal compliance rate of Registry staff	- 98%	- 98%
		- Number of performance conversations recorded in the system per Registry staff member	- 1.4	- 1.75
		- Percentage of Court staff participation in training/development activities	- 77%	- >75%
		- Percentage of Registry staff members with supervisory responsibilities who have completed the Developmental 360 review	- (TBD)	- 85%
	Objective 2.3. Create a framework for a more flexible workforce as well as more efficient talent acquisition	- Percentage of positive responses from Registry staff to survey questions on internal mobility	- 26%	- 54%
		- Average days taken for staff recruitment at the Court	- 209 days	- 160 days
		- Percentage of Registry staff making use of flexible working arrangements	- 36%	- 41%
	Objective 2.4. Strengthen mechanisms to promote staff engagement and well-being, in addition to a culture of respect and accountability	- Percentage of positive responses from Registry staff to survey questions on staff engagement	- 68%	- 77%
		- Percentage of positive responses from Registry staff to survey questions on occupational health	- 52%	- 57%
		- Percentage of cases brought to the ombudsperson effectively resolved	- (New)	- N/A

* Targets indicated as “TBD” will be determined by the end of 2022 and will be included in the Registry Strategic Plan (2023-2025).

For newly developed KPIs, meaningful and realistic targets are difficult to determine in the absence of a 2021 performance baseline and are therefore indicated as “N/A”.

Annex IV (d)

Major Programme I: Judiciary

Expected results, performance indicators and targets for 2023

<i>Expected results</i>	<i>Performance indicators</i>	<i>Target 2023</i>
Objectives 1-4 (Strategic Goals 1-3)		
1. Provide effective Presidency planning and support for the efficient management of judicial proceedings	Potential issues identified and effectively managed	100%
	Quality of preparation and support for Presidency and judges' meetings	Fully satisfactory
	Efficient management of applications/filings before the Presidency	All decisions issued within agreed timescales
	Timeliness and quality of advice to the President and Vice-Presidents on administrative and managerial issues	Fully satisfactory
2. Implement and operate in line with appropriate performance indicators for judicial processes and relevant judicial support	Continued collection of relevant data in key areas for performance indicator initiative concerning both Court-wide and Judiciary processes	100%
	Use of performance indicators in Court-wide and Judiciary processes	Fully satisfactory
3. Conduct pre-trial, trial and appellate processes fairly and expeditiously, with full respect for the rights of the accused and due regard for the protection of victims and witnesses	Time between phases of proceedings shortened, without prejudice to the right of parties, participants and victims to fairness and protection, where applicable	Measurable improvement in comparison with earlier cases
4. Advance the lessons-learned review of judicial processes, consulting stakeholders as appropriate, with emphasis on changes not requiring amendments to the Rules of Procedure and Evidence	Continued harmonization of judicial practice	By end of 2023
Objectives 5-8 (Strategic Goals 4-5)		
5. Transparent and effective communication and information exchange between Judiciary and Working Groups of the Assembly	Number of HWG/SGG meetings attended by a Presidency/Court representative, as appropriate	Representation where appropriate
6. Strengthened trust, commitment and support among the Court's external stakeholders through information-sharing at meetings, conferences, etc. regarding the Court's efforts and commitment to provide high-quality justice in an expeditious manner	Number of high-level meetings held with States, international organizations and civil society by the President/Presidency	100+ meetings
	Presidency participation in meetings of the Assembly, HWG, SGG and the Committee on Budget and Finance, diplomatic and NGO briefings, etc.	Whenever required
7. Further accessions to/ratifications of the Rome Statute and the Agreement on Privileges and Immunities (APIC) and enhanced communication and cooperation of non-States Parties with the Court	Coordinate efforts with other stakeholders to draw attention to the importance of universality and the APIC and to encourage States that have not ratified the Rome Statute and APIC to do so	1 new accession to the Rome Statute and 1 to APIC

<i>Expected results</i>	<i>Performance indicators</i>	<i>Target 2023</i>
8. Conclusion of further sentence enforcement agreements with States	• Sentence enforcement agreements concluded	• 1
Objectives 9-11 (Strategic Goals 6-9)		
9. Further improve management of staff performance	• Full MP-I compliance with the Court's performance appraisal system, including appropriate input from line managers and judges	• 100%
	• Provision of requested reports and information in a timely and transparent manner	• 100%
10. Support the arrival of the incoming judges and corresponding departure of outgoing judges.	• Organize induction of judges at the Court to introduce them to the Court's procedures, staff and facilities • Ensure appropriate transition with respect to departing judges	• Fully satisfactory
11. Effective resource management including identification and implementation of possible further efficiency measures	• Improvements in timescales of judicial proceedings through implementation of lessons-learned changes	• Measurable improvements
12. Efficient use of Chambers staff resources through central management and flexible deployment to meet changing case workload needs	• Effective central management of staff resources by Head of Chambers' Staff (P-5)	• 100%

Annex IV (e)

Major Programme IV: Secretariat of the Assembly of States Parties

Expected results, performance indicators and targets for 2023

<i>Expected results</i>	<i>Performance indicators</i>	<i>Target 2023</i>
Objective 1 Conference held as planned	- Meetings run smoothly and end on time; reports are adopted - All agenda items are considered - Participants receive substantive and logistical support at meetings, including registration assistance and the provision of documentation and language services - Session participants are satisfied with the arrangements made and information provided	- n/a
Objective 2 Quality edited and translated documents released for processing, production and distribution in a timely manner	- States receive and are satisfied with the quality of conference services, including the editing, translation and timely issuance of documents in four official languages,¹⁵² which fully support them in their functions - States receive the required assistance, in particular with obtaining information and documentation about the Assembly and the Court	- n/a
Objective 3 Quality legal advice provided to the Assembly and its subsidiary bodies	- States receive substantive legal services, including the provision of documentation, which facilitate and support their work - Members of the Assembly and relevant bodies are satisfied with the sessions	- n/a
Objective 4 Effective dissemination of documentation and information to States Parties (online and otherwise)	- The website and extranets of the Assembly, Bureau, Committee on Budget and Finance, and Audit Committee are used frequently	- n/a

¹⁵² As of 2009, official documents for the Assembly are issued in four official languages only: Arabic, English, French and Spanish.

Annex IV (f)

Major Programme VII-5: Independent Oversight Mechanism

Expected results, performance indicators and targets for 2023

<i>Expected results</i>	<i>Performance indicators</i>	<i>Target 2023</i>
Objective 1 Contribute to the effective oversight of the Court through timely and professional investigations of allegations of misconduct.	- Percentage of cases handled within 6 months of reporting	- 60%

Annex IV (g)

Major Programme VII-6: Office of Internal Audit

Expected results, performance indicators and targets for 2023

<i>Expected results</i>	<i>Performance indicators</i>	<i>Target 2023</i>
Objective 1 Contribute to achieving the Court's strategic and operational objectives by providing assurance to management on the effectiveness and efficiency of governance, internal control frameworks and risk management through audit/advisory work.	Number of audits and advisory services engagements performed, as against the validated OIA workplan	Minimum of 9 engagements (audits and advisory services combined)

Annex V

Staffing information

Annex V (a)

Proposed Court staffing in 2023 by Major Programme

<i>Total Court</i>	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	<i>Total P-Staff and above</i>	NO-C	GS-PL	GS-OL	<i>Total GS and Other Staff</i>	Total Staff
Major Programme I	-	-	-	-	3	3	21	12	-	39	-	1	11	12	51
Major Programme II	1	2	-	3	18	38	85	87	25	259	-	1	83	84	343
Major Programme III	-	1	-	3	21	45	83	95	6	254	-	15	294	309	563
Major Programme IV	-	-	-	1	1	1	2	1	-	6	-	1	3	4	10
Major Programme VI	-	-	-	1	-	4	2	2	-	9	-	-	3	3	12
Major Programme VII-5	-	-	-	-	1	2	-	1	-	4	-	-	1	1	5
Major Programme VII-6	-	-	-	1	-	1	1	-	-	3	-	-	1	1	4
Grand total	1	3	-	9	44	94	194	198	31	574	-	18	396	414	988

Annex V (b)

Changes to the staffing table

<i>Number of posts</i>	<i>Level</i>	<i>Functional title</i>	<i>From 2022 Approved Budget</i>	<i>To 2023 Proposed Budget</i>
1	D-1	Director, Office of External Affairs	Office of External Affairs	Unified teams
1	D-1	Principal Trial Lawyer	Unified teams	Unified Team – Ukraine
1	P-4	International Cooperation Adviser	Office of External Affairs	Unified teams
1	P-4	Senior Investigator	Unified teams	Unified Team – Ukraine
1	P-4	Team Leader	Unified teams	Unified teams
1	P-3	Analyst	Preliminary Examination Section	Unified Team – Ukraine
1	P-3	Analyst	Unified teams	Unified Team – Ukraine
1	P-3	Analyst	Unified teams	Unified teams
3	P-3	Cyber Forensic Investigator	Forensic Science Section	IKEMS
1	P-3	International Cooperation Adviser	Unified teams (B2)	Unified teams (B1)
1	P-3	International Cooperation Adviser	Unified teams	Unified Team – Ukraine
2	P-3	Investigator	Unified teams (B2)	Unified teams (B1)
1	P-3	Trial Lawyer	Unified teams (B2)	Unified teams (B1)
4	P-2	Associate Investigator	Unified teams	Unified Team – Ukraine
3	P-2	Associate Investigator	Unified teams (B2)	Unified teams (B1)
1	P-2	Associate Legal Officer	Preliminary Examination Section	Unified Team – Ukraine
1	P-2	Associate Trial Lawyer	Unified teams (B2)	Unified teams (B1)
1	P-2	Information Analyst	Planning and Operations Section	Unified Team – Ukraine
1	P-2	Special Assistant to the Prosecutor	Immediate Office of the Prosecutor	Preliminary Examination Section
3	P-1	Case Manager	Unified teams (B2)	Unified teams (B1)
1	GS-PL	Personal Assistant to the Prosecutor	Director, Integrated Services	Immediate Office of the Prosecutor
2	GS-OL	Administrative Assistant	Office of External Affairs	Administration Unit
1	GS-OL	Administrative Assistant	Administration Unit	Immediate Office of the Deputy Prosecutor
1	GS-OL	Trial Support Assistant	Appeals Section	Unified teams
Total Office of the Prosecutor redeployments: 35				
1	P-5	Chief of Country Office	Country Office - Cote d'Ivoire	Country Office - Mali
1	P-2	Associate Field Security Officer	Country Office - Democratic Republic of the Congo	Country Office - Uganda
Total Registry redeployments: 2				
Total redeployments: 37				

Annex V (c)

List of conversions 2023 (GTA to Established posts)

<i>Number of posts</i>	<i>Level</i>	<i>From 2022</i>	<i>To 2023</i>	<i>Programme / Section</i>	<i>Functional title</i>
1	P-3	GTA	Established posts	Immediate Office of the Prosecutor	Special Assistant to the Prosecutor
1	P-3	GTA	Established posts	Administration Unit	Project Officer
1	P-2	GTA	Established posts	Financial Planning and Control Unit	Associate Administration Officer
1	P-2	GTA	Established posts	IKEMS	Associate Electronic Evidence Officer
1	P-2	GTA	Established posts	IKEMS	Associate Electronic Evidence Officer
1	P-2	GTA	Established posts	IKEMS	Information Officer
1	P-2	GTA	Established posts	IKEMS	Associate Database Coordinator
Total Office of the Prosecutor conversions: 7					
1	P-4	GTA	Established posts	Office of the Focal Point for Gender Equality	Gender Equality Focal Point
1	P-2	GTA	Established posts	Office of the Director, DMS	Associate Administrative Officer
1	P-2	GTA	Established posts	Office of Public Counsel for Victims	Associate Legal Officer
1	P-1	GTA	Established posts	Victims Participation and Reparations Section	Assistant Legal Officer
1	GS-OL	GTA	Established posts	Victims Participation and Reparations Section	Data Processing Assistant
1	GS-OL	GTA	Established posts	Occupational Health Unit	Occupational Health Nurse
1	GS-OL	GTA	Established posts	Occupational Health Unit	Field Paramedic
Total Registry conversions: 7					
1	P-3	GTA	Established posts	Conference	Legal Officer
Total Secretariat of the ASP conversions: 1					
1	GS-OL	GTA	Established posts	TFV Secretariat	Programme Assistant
Total Trust Fund for Victims conversions: 1					
1	P-4	GTA	Established posts	Independent Oversight Mechanism	Senior Investigator
Total Independent Oversight Mechanism conversions: 1					
Total conversions: 17					

Annex VI

Salaries and entitlements for 2023 (thousands of euros)

Annex VI (a)

Judges' salaries and entitlements for 2023 (thousands of euros)

<i>Presidency:</i>	<i>Costs</i>
Special allowance President and Vice-Presidents	28.0
<i>Subtotal Presidency</i>	<i>28.0</i>
Chambers:	
Under-Secretary-General remuneration: 18 full-time judges	4,993.2
Accruals for annual leave	98.0
Accruals for relocation	120.0
<i>Subtotal Chambers</i>	<i>5,211.2</i>
Total Judges' salaries and entitlements for 2023	5,239.2

Annex VI (b)

Standard salary costs for 2023 - Professional and General Service staff at Headquarters (thousands of euros)

<i>Post level</i>	<i>Net salary</i>	<i>Common staff costs</i>	<i>Representation allowance</i>	<i>Total</i>
	(1)	(2)	(3)	(1)+(2)+(3)=(4)
USG	192.8	80.6	4.0	277.4
ASG	176.9	73.9	3.0	253.8
D-1	159.0	66.5		225.5
P-5	136.3	57.0		193.3
P-4	116.5	48.7		165.2
P-3	96.7	40.4		137.1
P-2	76.1	31.8		107.9
P-1	76.1	31.8		107.9
GS-PL	71.8	30.0		101.8
GS-OL	55.6	23.2		78.8

Delayed recruitment factors:

- (a) Existing Professional and General Service posts in MP I and MP VI: 5 per cent
- (b) Existing Professional and General Service posts in MP II: 8 per cent
- (c) Existing Professional and General Service posts in MP III: 12 per cent
- (d) Existing Professional and General Service posts in MPs IV, VII-5 and VII-6: 0 per cent

<i>Delayed recruitment factors</i>				
<i>Post level</i>	(0%)	(5%)	(8%)	(12%)
USG	277.4	263.5	255.2	244.1
ASG	253.8	241.1	233.5	223.3
D-1	225.5	214.2	207.5	198.4
P-5	193.3	183.6	177.8	170.1
P-4	165.2	156.9	152.0	145.4
P-3	137.1	130.2	126.1	120.6
P-2	107.9	102.5	99.3	95.0
P-1	107.9	102.5	99.3	95.0
GS-PL	101.8	96.7	93.7	89.6
GS-OL	78.8	74.9	72.5	69.3

Annex VII

Proposed budget for 2023 for the African Union Liaison Office (AULO)

1. In line with part IX of resolution ICC-ASP/9/Res.4 of the Assembly of States Parties,¹⁵³ no resources have been allocated to the African Union Liaison Office in the proposed programme budget for 2023. Should the African Union agree to the request of the Court to open a Liaison Office in Addis Ababa, the Court will notify the Committee on Budget and Finance of the need to access the Contingency Fund for up to the amount in the Court's proposed budget for 2023 of €408,000 in order to proceed with the establishment of the said Liaison Office.

1320 African Union Liaison Office	2021 Expenditures (thousands of euros)			2022 Approved Budget	Resource Changes		Proposed 2023 Budget (thousands of euros)
	Total	Cont. Fund	Total incl. CF		Amount	%	
Judges							
Professional staff							203.0
General Service staff							70.9
Subtotal staff							273.9
General temporary assistance	-	-	-	-	-	-	-
Temporary assistance for meetings	-	-	-	-	-	-	-
Overtime	-	-	-	-	-	-	-
Subtotal other staff	-	-	-	-	-	-	-
Travel	-	-	-	-	-	-	15.2
Hospitality	-	-	-	-	-	-	1.0
Contractual services	-	-	-	-	-	-	15.6
Training	-	-	-	-	-	-	-
Consultants	-	-	-	-	-	-	-
General operating expenses	-	-	-	-	-	-	49.6
Supplies and materials	-	-	-	-	-	-	5.0
Furniture and equipment	-	-	-	-	-	-	47.7
Subtotal non-staff	-	-	-	-	-	-	134.1
Total	-	-	-	-	-	-	408.0

¹⁵³ Official Records ... Ninth Session ... 2010 (ICC-ASP/9/20), vol. I, part III, ICC-ASP/9/Res.4.

Annex VIII

2023 estimated income statements

Least-Developed Countries Trust Fund (euros)

Estimated income 2023	
Donor contributions	10,000
<i>Subtotal income</i>	<i>10,000</i>
Estimated expenditure 2023	
Travel	8,700
Administration costs	1,300
<i>Subtotal expenditure</i>	<i>10,000</i>
Net income 2023	0

Annex IX

Information Technology

Annex IX (a)

Information Technology and Information Management (IT/IM) Strategy for 2023-2025 of the International Criminal Court

1. The Proposed Programme Budget for 2023 of the Court includes investments for the IT/IM strategy for 2023-2025. The Court will present to the Committee, at its thirty-ninth session, a report on the execution of the previous strategy from 2017 to 2022. At this session, the Court will also provide the Committee with a more detailed overview of the Court's IT/IM strategy for 2023-2025. This annex details the Court's requested investment for the proposed 2023 budget. The Court will continue to report annually to the Committee on the execution of the strategy.

2. The Court's IT/IM strategy for 2023-2025 prioritizes IT investment around the core mission and the principles of simplicity and flexibility. The Court has a continuing need to invest in three core systems: eDiscovery for evidence, the Judicial Workflow Platform (JWP) and Enterprise Resource Planning (ERP). First, the investment for eDiscovery is driven by the cases and digital evidence requiring the Office of the Prosecutor (OTP) to have the necessary tools to acquire, analyse and process evidence. Second, the Registry will continue to focus on the JWP as the core judicial system and to consolidate judicial data. Third, SAP, the Court's ERP which supports the Court's core administrative processes, will be technologically obsolete by 2027 and the Court must take the appropriate steps to plan and execute a smooth transition. The Court's IT/IM strategy will also prioritize efforts to make the IT/IM landscape simpler with secure, flexible access to systems and data. This is planned in stages primarily utilizing staff resources to migrate end-of-life systems within the operational baseline. The Court may require additional expertise to assist with the transition and consolidation of the IT/IM landscape.

3. The total Court-wide proposed investment in IT/IM strategy projects for 2023 is €502.8 thousand across three initiatives: JWP data migration, ERP and Simplify IT. The Court is requesting a total of €380.2 thousand, including €300.0 thousand for non-staff contractual services for expertise to migrate legacy evidentiary material into the JWP and a further €82.5 thousand for a JWP Software Programming Officer to manage this transition. The Court is requesting €90.0 thousand for contractual services to engage external ERP experts. Considering that the SAP ERP in use at the Court will reach end of life in 2027, DMS and IMSS will start work on the impact assessment, high-level business case and road map to transition into the next generation ERP. Lastly, the Court is requesting €30.3 thousand in non-staff costs for expertise and assistance to migrate the Court's end-of-life internal audit system to a managed software service in the cloud. The table below summarizes the Court-wide investment.

Table 1: Summary of investment for 2023 in Court-wide IT/IM Strategy projects (thousands of euros)

2022 funding for strategy	MP II: OTP	MP III: Registry		Total stream
		DMS	DJS	
Staff	-	-	-	-
OTP	-	-	-	-
JWP	-	-	82.5	82.5
ERP	-	-	-	-
Simplify IT	-	-	-	-

2022 funding for strategy	MP II: OTP	MP III: Registry		Total stream
		DMS	DJS	
Total staff	-		82.5	82.5
Non-staff				
OTP	-			
JWP	-		300.0	300.0
ERP		90.0	-	90.0
Simplify IT		-	30.3	30.3
Total non-staff		90.0	330.3	420.3
Total		90.0	412.8	502.8

4. The OTP's planned IT strategic initiatives for broad scope digital modernization in evidence processing and review as well as back office and data analytics are funded through the Trust Fund for Advanced Technology and Specialized Capacity, and thus no additional investment under MP II or from its IT/IM strategy envelope is expected in 2023.

Annex IX (b)

Court-wide Information Technology and Information Management (IT/IM) costs

1. This annex provides a consolidated view of IT/IM staff and non-staff costs across all Major Programmes. The categories of IT/IM costs detailed in this annex include both recurrent and non-recurrent costs. For the purposes of transparency, the Court details both costs: recurrent costs, i.e. "lights-on costs", which continue year after year, and non-recurrent costs, which are specific to a defined time, such as the calendar or budget year.

2. Recurrent costs include both staff and non-staff costs required to sustain the IT/IM services, systems and infrastructure currently in use to support daily Court activities. For staff costs, lights-on IT/IM spending includes established posts and general temporary assistance (GTA) positions in the Registry and in the Office of the Prosecutor (OTP) which are required to support the Court's IT/IM systems and services. The Information Management Services Section (IMSS) budget also includes temporary assistance for meetings and overtime to conduct system maintenance that cannot be performed during regular operational hours. Non-staff lights-on IT/IM expenditure is defined as all expenditures required to support the current state of Court operations and activities; this includes expenditure for travel (specific to the maintenance of the Court's IT/IM systems), contractual services, training, general operating expenses (on communications, rental and maintenance of furniture and equipment, cloud-based subscriptions for software and infrastructure solutions, etc.), supplies and materials, and furniture and equipment.

3. Non-recurrent costs are costs that are independent of the lights-on or baseline costs and are typically asset-based investments. They are categorized as follows:

a. Strategic investment: staff and non-staff costs required to realize the strategic objectives and complete the initiatives endorsed by the Court's Information Management Governance Board (IMGB). Costs for strategic investment include purchase of hardware, licensing of software and contractual services. Ongoing operational costs, such as licensing and support from year two, are included in the Court's lights-on costs;

b. Capital replacement investments: replacement of hardware and associated software assets due to physical expiry or technological obsolescence. Such expenditure is necessary for operational continuity and cybersecurity. For both, technological obsolescence is the primary driver, as out-of-date,

vendor-unsupported hardware can only function using out-of-date, unsupported software; in other words, unsupported software is not updated to address vulnerabilities. The Court's cybersecurity defences rely first and foremost on up-to-date software and hardware to mitigate vulnerabilities. For asset purchases, the Court maintains multi-year contracts for maintenance and support, included in the Court's lights-on costs; and

c. Other tactical or operational needs: time-based actions that may require expenditures outside of the Court's lights-on costs to address an operational or tactical need specific to a business area. Typically, larger, more complex and consequential projects are included in the strategy. Non-recurrent investments in this category have little impact on the Court's lights-on costs. Where investment exceeds a total cost (staff and non-staff) of €250.0 thousand over five years, endorsement from the IMGB is required to proceed. The board manages IT investment for new or enhanced services which may have an impact on the lights-on, or recurrent, costs.

Court-wide IT/IM costs for 2021-2023

4. The Court-wide IT/IM reporting in previous years included multi-year forecasts to address the request of States Parties for a forward-looking view on the impact of the requested investment for the Court's five-year IT/IM strategy on the lights-on, or recurrent, costs. The funding for this strategy from 2017 through 2022, which included additional investment for the Judicial Workflow Platform (JWP), was approved in 2022. For the Court's IT/IM strategy for 2023-2025, the Court is not seeking multi-year investment approval for the overall strategy; rather, the funding will be requested in the Court's annual budgeting cycle. One project that may require multi-year capital investment is the replacement of the Enterprise Resource Planning (ERP) system. However, the potential costs are not yet known and the Court plans to present the business case to States Parties with the 2024 budget.¹⁵⁴ In addition, the projected multi-year Court-wide IT/IM costs will be in the context of the Court's overall approach to multi-year funding that has not yet been finalized.

Table 1: Total Court-wide IT/IM costs by staff and non-staff costs (thousands of euros)

	2021	2022	2023	Total
Lights-on costs				
Staff costs	6,013.7	6,789.4	7,024.8	19,827.9
Non-staff costs	6,031.2	6,093.1	5,957.1	18,051.4
<i>Total lights-on</i>	<i>12,044.9</i>	<i>12,882.5</i>	<i>12,981.9</i>	<i>37,909.3</i>
<i>Total delta from previous year</i>	<i>-579.9</i>	<i>837.6</i>	<i>99.4</i>	
IT/IM strategy costs				
Staff costs	265.5	158.0	82.5	506.0
Non-staff costs	1,757.0	183.7	420.3	2,361.0
<i>Total strategy</i>	<i>2,022.5</i>	<i>341.7</i>	<i>502.8</i>	<i>2,867.0</i>
Other non-recurrent IT/IM costs				
<i>Non-staff costs</i>		<i>70.2</i>	<i>1040.7</i>	<i>1110.9</i>
Total Court-wide IT/IM	14,067.4	13,294.4	14,525.4	41,887.2
<i>Total delta from previous year (including strategy)</i>	<i>-558.8</i>	<i>-743.0</i>	<i>1231.2</i>	<i>-</i>

5. Table 1 provides a three-year, high-level overview of actual costs for 2021, approved costs for 2022 and requested funds for 2023. Further itemization of lights-on costs per cost centre is provided in Table 2. Further details for non-recurrent costs are given in Annex IX (a) on the five-year IT/IM strategy and in Annex XIV on Court-wide capital investments.

¹⁵⁴ Annex X contains details of proposed 2023 IT/IM strategic investments.

6. Total Court-wide IT/IM costs in 2021 were €14,067.4 thousand, €336.3 thousand less than the approved amount of €14,433.7 thousand owing to vacant staff posts and a minor underspend of €30.0 thousand of the approved budget for the five-year IT/IM strategy. Actual lights-on costs were €12,044.9 thousand, including €6,013.7 thousand and €6,031.2 thousand in staff and non-staff costs, respectively. Actual costs for the IT/IM strategy consisted of €265.0 thousand and €1,757.0 thousand in staff and non-staff costs, respectively.

7. The approved budget for 2022 includes total Court-wide IT/IM costs of €13,294.4 thousand. The approved Court-wide lights-on budget consists of €6,784.4 thousand for staff costs and €6,093.1 thousand for non-staff costs. Although 2022 was a gap year for the IT/IM strategy, it did include an approved €341.7 thousand for the JWP project, €158.0 thousand of which was to extend the position of eCourt Project Manager and the remaining €183.7 thousand to fund short-term contracts for two key project roles. A further €70.2 thousand was approved for non-recurrent IT/IM investments for the Registry and the Trust Fund for Victims (TFV).

8. The proposed budget for 2023 for IT/IM totals €14,525.6 thousand, an increase of €1,231.3 from the approved budget for 2022, and includes three components: lights-on, IT/IM strategy and other capital expenditures. The significant increase over the approved 2022 budget is due to three factors: the continued need for funds to replace critical end-of-life infrastructure, requested in 2022 but not approved, and whose replacement can no longer be deferred without serious operational and cybersecurity consequences; additional investment for the IT/IM strategy (2023-2025); and marginal increases in the Court's lights-on costs, primarily due to step increases for staff. The proposed Court-wide expenditure for 2023 is summarized as follows:

a. The requested budget for lights-on costs is €12,981.9 thousand, which includes €7,024.8 thousand for staff costs and €5,957.1 thousand for non-staff costs. Lights-on costs have increased marginally by €99.4 thousand and reflect the increase in Court activities, which in turn increases consumption costs, for example communications and subscription-based licensing;

b. Investments related to the IT/IM strategy proposed for 2023 amount to €520.8 thousand. The proposed expenditure is limited to the Registry and includes €82.5 thousand for staff costs to continue the position of JWP Software Programming Officer whose expertise is required to migrate the Court's legacy judicial records to the JWP. The remaining €420.3 for non-staff costs includes contractual services and general operating expenses to migrate judicial records, assess options for the end-of-life ERP and migrate audit software to the cloud. Further details are provided in Annex IX (a); and

c. Other non-recurrent IT/IM costs comprise €1,040.7 thousand for non-staff costs. Of this figure, €980.0 thousand is for capital replacements in IMSS, detailed in Annex XIV. The remaining non-recurrent IT/IM investment is for other Major Programmes: the Office of Internal Audit and the TFV.

Table 2: Total Court-wide lights-on staff costs by Major Programme cost centre (thousands of euros)

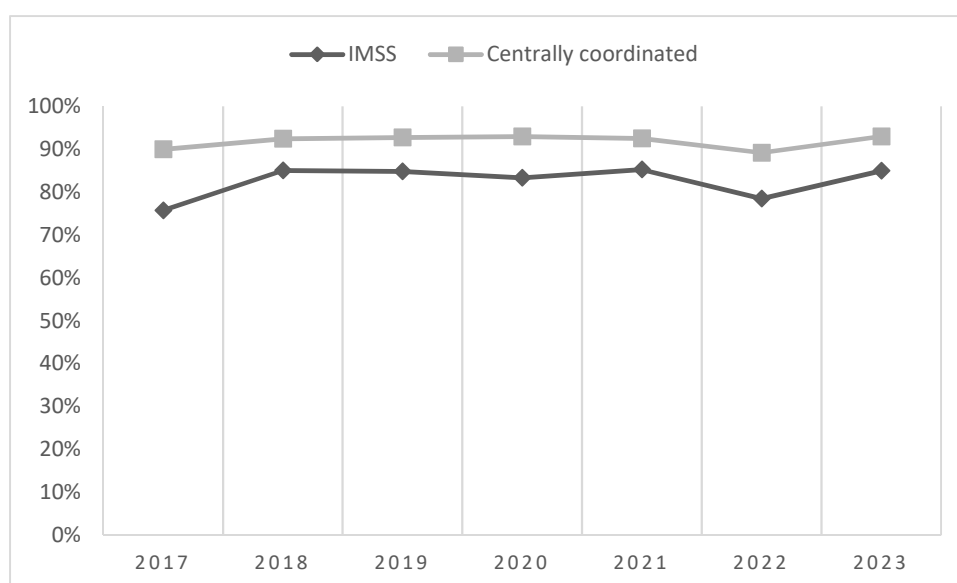
<i>Programmes</i>	<i>2021 (Actuals)</i>	<i>2022 (Approved)</i>	<i>2023 (Proposed)</i>	<i>Total</i>
MP II: OTP	708.3	1,208.5	1,236.0	3,152.8
MP III: Registry				
DJS – IMSS	4,614.5	4,758.9	4,877.7	14,251.1
DJS – CMS	163.2	203.7	207.9	578.4
DJS – VPRS	87.0	93.7	95.0	275.7
DMS – SAP	382.5	426.6	496.9	1,306.0
DEO – Country Offices	58.2	98.0	111.3	709.2
MP IV – Secretariat of the ASP	0.0	0.0		72.9
Total staff costs	6,013.7	6,789.4	7,024.8	19,827.9
<i>Delta from previous year</i>	<i>-769.2</i>	<i>-775.7</i>	<i>235.4</i>	<i>-</i>
MP II: OTP	73.4	265.0	207.0	545.4
DJS – IMSS	5,142.7	5,015.5	4,827.7	14,985.4

<i>Programmes</i>	<i>2021 (Actuals)</i>	<i>2022 (Approved)</i>	<i>2023 (Proposed)</i>	<i>Total</i>
DJS – CMS	12.8	6.5		19.3
DJS – LSS	0.0	7.0		7.0
DJS – VPRS	3.0	5.0	5.0	13.0
DJS – Detention	18.0	18.0	21.6	57.6
DMS – SAP	365.9	372.3	369.7	1,107.9
DMS – OHU		22.0	17.0	39.0
DMS – HRS	63.0	62.0	133.1	258.1
DMS – GSS	56.8	49.0	51.8	157.6
DMS – SSS	63.6	32.0	32.6	128.2
DEO – Country Offices	65.3	34.2	45.9	145.4
DEO – EOSS	16.1	20.0	20.0	56.1
DEO – VWS	0.0	32.0	33.5	65.5
DEO – PIOS	50.6	90.0	113.5	254.1
Total MP III: Registry	5,857.8	5,765.0	5,671.4	17,294.2
MP VI – Secretariat of the TFV	100.0	33.0	18	314.0
MP VII – IOM/OIA		31.1		31.1
Total non-staff	6,031.2	6,093.1	5,896.4	18,020.7
<i>Delta from previous year</i>	<i>+219.3</i>	<i>+172.4</i>	<i>-196.7</i>	<i>-</i>

9. The functions and IT/IM services provided by IMSS and other sections do not overlap and the division of responsibilities is documented in a matrix to prevent any duplication or gaps in systems support and services. The provision of daily operational support (lights-on services) is documented by IMSS, OTP, CMS, DMS and the Victims Participation and Reparations Section (VPRS) using RACI (Responsible, Accountable, Consulted, Informed) matrices. These are living documents that are updated for new systems or services. Provided that the scope of services and systems supported across the Court remains consistent, there is no forecast increase in established posts or GTA positions to meet daily operational needs. The increase in staff costs for 2023 is primarily due to structural changes made in the OTP to meet the data management and application needs specific to its operations, which are often confidential in nature. These functions are coordinated with IMSS via a hybrid operating model to ensure that the Registry remains a neutral provider of IT/IM services.

10. The allocation of IT/IM expenditure across the Court has remained consistent since 2017 when the Court began tracking this data. The majority of costs remain in the IMSS (central IT/IM) budget. In 2017, the IMSS budget accounted for 75.8 per cent of total expenditure. From 2018 onwards, owing to the efforts of the Court-wide synergies exercise, the percentage of the IMSS budget has been around 85 per cent. However, 2022 was an anomaly in that the reductions from the proposed budget were concentrated in the IMSS cost centre. IMSS coordinates budget planning and expenditure with DMS SAP and OTP and this figure is represented by the centrally coordinated percentage, which has fluctuated between 90 to 93 per cent since 2017. This trend is represented graphically in Figure 1 below.

Figure 1: Percentage of non-staff IT/IM lights-on costs centralized in IMSS (dashed line) and centrally coordinated with OTP and DMS SAP



11. The remaining 7 per cent of IT/IM expenditure that is not coordinated between IMSS, OTP and the DMS SAP team belongs to two main categories, but the trend both in the volume and nature of expenditure has remained consistent since 2017. The first category consists of IT/IM equipment and supplies purchased locally for use by country offices and specialized equipment and supplies specific to services not supported centrally by IMSS. For example, the Audio-Visual Production Unit in the Public Information and Outreach Section (PIOS) uses Mac OS, the industry standard for audiovisual production. Compatible hardware and software are purchased and managed by PIOS throughout the equipment life cycle. The second category concerns subscriptions to software services that are embedded in a section's operations and do not require any infrastructure support from IMSS and thus remain under that section's annual operating budget. Two notable examples of such solutions are the mass notification system used by the Security and Safety Section to keep staff informed in the event of an emergency and the SuccessFactors platform used for recruitment and performance management. These services are better supported by the sections that operate them; therefore, the costs are decentralized in accordance with a hybrid operating model. Further centralization would require additional IMSS resources to manage the services, including procurement and contract management. Thus the hybrid operating model is more efficient and cost effective.

Annex X

2023 Proposed Programme Budget baseline

1. In line with the recommendation of the Committee,¹⁵⁵ the Court presents below a table showing the budget allocated in 2022 compared to the 2023 Proposed Programme Budget. The purpose of the table is to compare baseline resources between 2022 and 2023. The first columns total the 2022 Approved Programme Budget and 2022 Contingency Fund notifications to date and the impact of the United Nations Common System increase, which is an additional cost to the Court's 2022 approved budget baseline. The resulting figure is decreased by Court-wide savings and efficiencies reducing the baseline that has been identified in Annex XVI. The total 2022 baseline is compared to the 2023 Proposed Programme Budget, and the variance between the two shows an overall increase in the baseline requirement of €24.1 million.

	APB 2022	Additional resources (Contingency Fund)	Reductions to the baseline	UNCS changes	VR changes	Baseline	2023 PPB	Variance 2023 PPB - Baseline	Variance 2023 PPB - 2022 APB
Major Programme	[a]	[b]	[c]	[d]	[e]	[f=a+b+c+d+e]	[g]	[h=f-e]	[i=h-f-a]
1100 - The Presidency	1,345.3	-	-	40.6	-	1,385.9	1,383.0	(2.9)	37.7
1200 - Chambers	11,040.4	204.2	-	169.6	-	11,414.2	12,617.1	1,202.9	1,576.7
<i>MPI - Judiciary</i>	<i>12,385.7</i>	<i>204.2</i>	<i>-</i>	<i>210.2</i>	<i>-</i>	<i>12,800.1</i>	<i>14,000.1</i>	<i>1,200.0</i>	<i>1,614.4</i>
2500 - Programme A - Prosecutor	4,104.1	-	(248.5)	119.8	-	3,975.4	9,493.6	5,518.2	5,389.5
2600 - Programme B1 - Deputy Prosecutor	15,158.2	-	(22.4)	465.7	-	15,601.5	18,169.0	2,567.5	3,010.8
2700 - Programme B2 - Deputy Prosecutor	13,912.1	261.5	-	392.2	-	14,565.8	12,956.9	(1,608.9)	(955.2)
2800 - Programme C - Integrated Services	16,372.0	-	(45.2)	477.5	-	16,804.3	18,718.7	1,914.4	2,346.7
<i>MPII - Office of the Prosecutor</i>	<i>49,546.4</i>	<i>261.5</i>	<i>(316.1)</i>	<i>1,455.2</i>	<i>-</i>	<i>50,947.0</i>	<i>59,338.2</i>	<i>8,391.2</i>	<i>9,791.8</i>
3100 - Office of the Registrar	1,658.0	-	-	58.2	-	1,716.2	2,173.6	457.4	515.6
3200 - Division of Management Services (DMS)	18,475.6	39.3	-	493.8	-	19,008.7	21,275.7	2,267.0	2,800.1
3300 - Division of Judicial Services (DJS)	37,351.3	2,221.4	(488.7)	611.4	-	39,695.5	42,663.1	2,967.7	5,311.8
3800 - Division of External Operations (DEO)	21,554.4	537.9	(732.8)	1,092.4	-	22,451.9	24,294.7	1,842.8	2,740.3
3710 - Staff Council	179.9	-	-	2.9	-	182.8	-	(182.8)	(179.9)
<i>MPIII - Registry</i>	<i>79,219.2</i>	<i>2,798.6</i>	<i>(1,221.4)</i>	<i>2,258.7</i>	<i>-</i>	<i>83,055.1</i>	<i>90,407.1</i>	<i>7,352.0</i>	<i>11,187.9</i>
4100 - ASP Conference	998.9	-	-	7.7	-	1,006.6	798.5	(208.1)	(200.4)
4200 - ASP Secretariat	869.5	-	-	24.9	-	894.4	984.1	89.7	114.6
4400 - Office of the President of the Assembly	254.3	-	-	40.3	-	294.6	294.6	-	40.3
4500 - Committee on Budget and Finance	902.9	-	-	28.4	-	931.3	934.6	3.3	31.7
<i>MPIV - Secretariat of the Assembly of States Parties</i>	<i>3,025.6</i>	<i>-</i>	<i>-</i>	<i>101.3</i>	<i>-</i>	<i>3,126.9</i>	<i>3,011.8</i>	<i>(115.1)</i>	<i>(13.8)</i>
<i>MPV - Premises</i>	<i>2,270.0</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>2,270.0</i>	<i>2,537.0</i>	<i>267.0</i>	<i>267.0</i>
<i>MPVI - Secretariat of the Trust Fund for Victims</i>	<i>3,227.2</i>	<i>-</i>	<i>-</i>	<i>225.9</i>	<i>81.1</i>	<i>3,534.2</i>	<i>4,300.3</i>	<i>766.1</i>	<i>1,073.1</i>
<i>MP VII-2 - Host State Loan</i>	<i>3,585.1</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>-</i>	<i>3,585.1</i>	<i>3,585.1</i>	<i>-</i>	<i>-</i>
<i>MP-VII5 - Independent Oversight Mechanism</i>	<i>820.8</i>	<i>-</i>	<i>-</i>	<i>27.7</i>	<i>-</i>	<i>848.5</i>	<i>938.0</i>	<i>89.5</i>	<i>117.2</i>
<i>MP-VII-6 - Office of Internal Audit</i>	<i>775.0</i>	<i>-</i>	<i>-</i>	<i>25.6</i>	<i>-</i>	<i>800.6</i>	<i>794.9</i>	<i>(5.7)</i>	<i>19.9</i>
ICC	154,855.0	3,264.3	(1,537.5)	4,304.6	81.1	160,967.5	178,912.5	17,945.0	24,057.5

¹⁵⁵ Report of the Committee on Budget and Finance on the work of its thirty-second session, ICC-ASP/18/5, para. 15.

Annex XI

Strategic dynamic evolution of judicial activity by situation

The figures in these tables reflect the Court-wide allocation of resources per situation.

Table 1: Strategic dynamic evolution of judicial activity by situation (thousands of euros)

<i>Budget per situation: in thousands of euros⁽¹⁾</i>	<i>Operational Support (CIS and FO-Ops)</i>	<i>Uganda</i>	<i>DRC</i>	<i>Darfur</i>	<i>CAR</i>	<i>Kenya</i>	<i>Libya</i>	<i>Côte d'Ivoire</i>	<i>Mali</i>	<i>Georgia</i>	<i>Burundi</i>	<i>Myanmar</i>	<i>Afghanistan</i>	<i>Palestine</i>	<i>Philippines</i>	<i>Venezuela</i>	<i>Ukraine</i>
2018 Approved ⁽²⁾	36,226.1	3,024.5	6,969.4	1,270.3	8,822.7	965.7	1,689.5	6,104.7	2,313.8	3,168.1	-	-	-	-	-	-	-
	(23 cases)	(3 cases)	(2 cases)	(3 cases)	(4 cases)	(2 cases)	(3 cases)	(3 cases)	(2 cases)	(1 case)							
2019 Approved ⁽²⁾	36,276.0	2,681.1	1,869.1	1,364.0	7,425.7	268.2	2,286.9	5,876.8	3,316.0	3,614.5	2,159.8	-	-	-	-	-	-
	(23 cases)	(2 cases)	(2 cases)	(3 cases)	(4 cases)	(2 cases)	(3 cases)	(3 cases)	(2 cases)	(1 case)	(1 case)						
2020 Approved ⁽²⁾	32,782.6	2,597.5	5,549.3	1,293.3	7,639.7	32.4	3,687.5	5,639.2	3,701.9	4,371.3	3,314.3	-	-	-	-	-	-
	(21 cases)	(2 cases)	(2 cases)	(3 cases)	(3 cases)	(2 cases)	(3 cases)	(2 cases)	(2 cases)	(1 case)	(1 case)						
2021 Approved ⁽²⁾	31,035.4	2,261.5	3,188.4	2,499.4	8,331.9	0.0	2,475.5	5,139.4	3,819.8	3,521.6	2,794.5	2,487.0	662.9	-			
	(22 cases)	(2 cases)	(1 case)	(3 cases)	(2 cases)	(1 case)	(4 cases)	(3 cases)	(2 cases)	(1 case)	(1 case)	(1 case)	(1 case)				
2022 Approved ⁽²⁾	33,580.9	2,512.1	2,477.5	6,035.6	5,362.2	260.9	2,118.2	4,224.5	3,531.5	2,476.7	1,932.9	1,625.2	456.6	328.9	588.7	-	-
	(22 cases)	(2 cases)	(1 case)	(3 cases)	(2 cases)	(1 case)	(4 cases)	(2 cases)	(1 case)	(1 case)	(1 case)	(1 case)	(1 case)	(1 case)	(1 case)	-	-
2023 Proposed ⁽²⁾	38,433.3	2,267.7	2,051.2	5,994.1	4,661.3	40.6	3,125.8	3,260.5	3,116.6	579.2	1,899.4	2,678.9	1,984.0	1,004.1	2,125.6	1,628.6	5,556.8
	(28 cases)	(2 cases)	(1 case)	(5 cases)	(4 cases)	(1 case)	(4 cases)	(1 case)	(1 case)	(1 case)	(1 case)	(1 case)	(1 case)	(2 cases)	(1 case)	(1 case)	(1 case)

⁽¹⁾ Excludes costs attributed to court-in-session (CIS) but includes costs attributed to court-in-session operations (CIS-Ops).

⁽²⁾ Excludes Contingency Fund notifications.

Table 2: Breakdown of staff allocation per situation

Staff per situation ⁽¹⁾	Operational Support (CIS and FO-Ops)		Uganda		DRC		Darfur		CAR		Kenya		Libya		Côte d'Ivoire		Mali		Georgia		Burundi		Myanmar		Afghanistan		Palestine		Philippines		Venezuela		Ukraine	
	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾	EP ⁽²⁾	GTA ⁽³⁾		
2018 Approved	287	61.87	28	6.52	52	4.10	10	1.43	57	15.10	-	1.08	10	5.00	46	9.87	20	5.98	18	18.41	-	-	-	-	-	-	-	-	-	-	-	-	-	
	(23 cases)		(3 cases)		(2 cases)		(3 cases)		(4 cases)		(2 cases)		(3 cases)		(3 cases)		(2 cases)		(1 case)															
2019 Approved	277	70.60	25	9.96	45	4.75	7	2.33	43	17.00	2	-	14	5.33	42	12.08	11	16.40	19	13.50	14	5.50												
	(23 cases)		(2 cases)		(2 cases)		(3 cases)		(4 cases)		(2 cases)		(3 cases)		(3 cases)		(2 cases)		(1 case)		(1 case)													
2020 Approved	272	55.67	25	7.55	50	8.13	9	1.17	35	15.58	-	0.04	19	11.16	39	12.73	16	16.11	22	18.23	18	8.23	-	-	-	-	-	-	-	-	-	-	-	
	(21 cases)		(2 cases)		(2 cases)		(3 cases)		(3 cases)		(2 cases)		(3 cases)		(2 cases)		(2 cases)		(1 case)		(1 case)													
2021 Approved	263	54.25	24	4.94	34	5.60	18	3.53	47	18.38	-	-	13	5.48	39	8.67	18	16.97	20	14.54	16	7.38	9	10.67	5	2.03	-	-	-	-	-	-	-	
	(22 cases)		(2 cases)		(1 case)		(3 cases)		(2 cases)		(1 case)		(4 cases)		(3 cases)		(2 cases)		(1 case)		(1 case)		(1 case)		(1 case)		(1 case)							
2022 Approved	266	81.10	29	4.53	28	5.60	27	10.19	23	11.58	-	0.01	10	3.42	38	6.21	15	16.84	12	11.08	7	5.33	6	5.78	3	0.36	-	-	-	-	-	-	-	
	(22 cases)		(2 cases)		(1 case)		(3 cases)		(2 cases)		(1 case)		(4 cases)		(2 cases)		(2 cases)		(1 case)		(1 case)		(1 case)		(1 case)		(1 case)							
2023 Proposed	280	95.66	23	3.52	13	4.48	23	16.52	21	14.91	-	0.16	14	6.53	31	6.67	11	14.47	3	3.06	9	5.83	8	13.29	11	2.92	6	1.00	6	8.29	8	3.28	12	35.48
	(28 cases)		(2 cases)		(2 case)		(5 cases)		(4 cases)		(1 case)		(4 cases)		(1 case)		(1 case)		(1 case)		(1 case)		(1 case)		(1 case)		(2 cases)		(1 case)		(1 case)		(1 case)	

⁽¹⁾ Excludes staff attributed to court-in-session (CIS) but includes staff attributed to court-in-session operations (CIS-Ops).

⁽²⁾ Excludes staff related to Contingency Fund notifications.

⁽³⁾ Based on budget headcount by situation.

⁽⁴⁾ Based on budget FTE by situation.

Annex XII

Budget allocation per active investigation in Major Programme II (in thousands of euros)^(*)

<i>Situation</i>	<i>2023 estimated budget allocation</i>	<i>2022 budget allocation</i>
1. Afghanistan	1,791.7	428.0
2. Bangladesh/Myanmar	2,321.9	2,057.7
3. Burundi	1,793.7	2,444.1
4. Côte d'Ivoire II	2,055.1	2,702.8
5. Darfur (**)	3,506.3	4,375.1
6. Libya	2,668.9	2,785.0
7. Palestine	944.1	
8. Philippines	1,917.8	
9. Ukraine	4,449.8	
10. Venezuela I	1,550.8	

(*) The Office of the Prosecutor will prioritize a total of ten active investigations in 2023: Afghanistan, Bangladesh/Myanmar, Burundi, Côte d'Ivoire, Darfur, Libya, Palestine, Philippines, Ukraine and Venezuela I. The table in the annex reflects the data in the budget system (BPC). The system does not allow the same resources to be allocated to multiple active investigations during the year. Therefore, the table presents a static situation - as at the beginning of the year - of the resources directly allocated to each situation.

(**) In 2022 the resources shown for Darfur included the team handling investigations and the team allocated to the pre-trial proceedings for the case of *The Prosecutor v. Ali Muhammad Ali Abd-Al-Rahman*. Since the charges have been confirmed, the resources allocated to the trial team are now under a different WBS element (i.e.: CIS-SUD). The table in this Annex XII only shows the resources allocated to the WBS element FOP-SUD, that is, the active investigation.

Annex XIII

Yearly increases in Approved Programme Budgets 2016-2022 (thousands of euros)

<i>Major Programme</i>	<i>Approved Budget 2016</i>	<i>Approved Budget 2017</i>	<i>Approved Budget 2018</i>	<i>Approved Budget 2019</i>	<i>Approved Budget 2020</i>	<i>Approved Budget 2021</i>	<i>Approved Budget 2022</i>	<i>2016-2022 increase</i>
<i>MPI: Judiciary</i>								
Total	12,430.6	12,536.0	12,712.0	12,107.6	12,081.5	11,756.3	12,385.7	-44.9
Variance previous year	396.5	105.4	176.0	-604.4	-26.1	-325.2	629.4	
Variance previous year in %	3.3%	0.8%	1.4%	-4.8%	-0.2%	-2.7%	5.4%	-0.4%
Actual expenditure	12,702.8	12,232.3	12,168.7	11,592.6	11,193.5	11,132.2	11,904.5	-798.3
Implementation rate in %	102.2%	97.6%	95.7%	95.7%	92.6%	94.7%	96.1%	Aver. 96.4%
<i>MPH: Office of the Prosecutor</i>								
Total	43,233.7	44,974.2	45,991.8	46,802.5	47,383.4	47,334.8	49,546.4	6,312.7
Variance previous year	3,621.1	1,740.5	1,017.6	810.7	580.9	-48.6	2,211.6	
Variance previous year in %	9.1%	4.0%	2.3%	1.8%	1.2%	-0.1%	4.7%	14.6%
Actual expenditure	41,960.3	44,432.0	43,735.0	46,447.1	45,015.5	45,285.1	48,706.6	6,746.3
Implementation rate in %	97.1%	98.8%	95.1%	99.2%	95.0%	95.7%	98.3%	Aver. 97.0%
<i>MPH: Registry</i>								
Total	72,759.2	76,632.6	77,142.5	76,651.2	75,916.9	75,784.0	79,219.2	6,460.0
Variance previous year	7,733.3	3,873.4	509.9	-491.3	-734.3	-132.9	3,435.2	
Variance previous year in %	11.9%	5.3%	0.7%	-0.6%	-1.0%	-0.2%	4.5%	8.9%
Actual expenditure	73,278.6	78,811.5	75,956.2	77,360.5	75,410.0	75,708.2	77,742.6	4,464.0
Implementation rate in %	100.7%	102.8%	98.5%	100.9%	99.3%	99.9%	98.1%	Aver. 100.0%
<i>MPVI: Secretariat of the Trust Fund for Victims</i>								
Total	1,884.5	2,174.5	2,541.5	3,130.3	3,226.1	3,199.6	3,227.2	1,342.7
Variance previous year	68.8	290.0	367.0	588.8	95.8	-26.5	27.6	
Variance previous year in %	3.8%	15.4%	16.9%	23.2%	3.1%	-0.8%	0.9%	71.2%
Actual expenditure	1,640.7	1,704.3	2,031.3	2,803.8	2,955.6	3,254.7	3,413.8	1,773.1
Implementation rate in %	87.1%	78.4%	79.9%	89.6%	91.6%	101.7%	105.8%	Aver. 90.6%
<i>ICC total</i>								
Total	139,590.6	144,587.3	147,431.5	148,135.1	149,205.6	148,259.0	154,855.0	15,264.4
Variance previous year	8,925.0	4,996.7	2,844.2	703.6	1,070.5	-946.6	6,596.0	
Variance previous year in %	6.8%	3.6%	2.0%	0.5%	0.7%	-0.6%	4.4%	10.9%
Actual expenditure	138,394.0	145,135.0	145,025.0	145,674.2	142,056.5	144,453.9	151,544.2	13,150.2
Implementation rate in %	99.1%	100.4%	98.4%	98.3%	95.2%	97.4%	97.9%	Aver. 98.1%

* Expenditures for 2022 are forecast expenditures as at June 2022.

Annex XIV

Proposed capital investments (2023-2026)

1. As requested by the Committee, the Court has identified its capital investment costs and presented them to the Assembly to ensure a better understanding of their Court-wide implications and to avoid any surprises when a clearly identifiable amount falls due.¹⁵⁶ The table below provides an overview of these costs for the years 2023-2026. In line with past practice, the amounts required for capital investments under the Court's Proposed Programme Budget for 2023 have been organized by priority and reduced to a minimum.

2. Capital replacements related to the Court's premises included in these estimates have been identified and submitted in a report to the Committee.¹⁵⁷ In that report, the Court provides a five-year plan showing the projected costs of capital replacements for the permanent premises.

Table 1: Four-year capital investment plan (2023-2026) (euros)

<i>Capital investment</i>	<i>2023</i>	<i>2024</i>	<i>2025</i>	<i>2026</i>
Vehicles	-	214,000	308,000	408,000
Capital replacements at the Court's premises in The Hague	364,800	2,611,316	6,748,782	777,002
Investments related to the Court's IT/IM Strategy	502,800	-400,000	-	-
Other IT capital investments	980,000	1,732,000	912,000	975,000
Total capital investment	953,300	2,475,670	1,874,858	8,946,782

A. Vehicles

3. The costs indicated in the table above are based on the replacement plan for vehicles in the field for the years 2023-2026. Vehicles are distributed and transferred among country offices according to operational needs. The Court is looking into leasing options through the United Nations fleet programme.

B. Capital replacements at the Court's premises in The Hague

4. The estimates for capital replacements shown in Table 1 form part of the rolling plan presented in the aforementioned report to the Committee. Table 1 also includes the cumulative funding gap representing the backlog in capital replacements for the Court's Headquarters premises.

C. Investments related to the Court's IT/IM Strategy (2023-2025)

5. In accordance with the Court's IT/IM Strategy, a total Court-wide capital investment of €502.8 thousand is required in 2023. The requested amount includes €382.5 thousand in the Division of Judicial Services (DJS) for data migration of evidentiary material of active cases, comprising €82.5 thousand to continue the JWP Software Programming Officer position (resource approved in 2022 under contractual services) to manage the migration and a further €300.0 thousand for contractual services to augment IMSS expertise and capacity. The remaining €90.0 thousand is requested by the Division of Management Services (DMS) in preparation for the end of life of the Court's Enterprise Resource Planning (ERP) system in 2027. The Court requires expert ERP consultancy to facilitate the necessary due diligence

¹⁵⁶ *Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, Tenth session, New York, 12-21 December 2011* (ICC-ASP/10/20), vol. II, part B.II, para. 22.

¹⁵⁷ CBF/34/10/4.

with an impact assessment, a high-level business case and a road map to transition into the next generation ERP. The OTP's planned IT strategic initiatives for digital evidence are covered by the Trust Fund for Advanced Technology and Specialized Capacity and thus no additional investment is required in 2023.

6. For 2024, DJS anticipates a continued need for contractual services, forecasting €40.0 thousand to complete legacy data migration by 2024. In 2025, the Registry intends to provide external counsel with discovery services in order to ensure equality of arms. Currently, at the early stages of the OTP's investigative efforts, it is not yet possible to quantify such investments. Further analysis in 2023 will allow the Court to provide a more realistic forecast. In DMS, the transition to the Court's next generation ERP will commence in 2024 and funding requirements for the Court will be presented in 2024.

D. Other IT capital investments

7. The Court requires an IT investment of €5,624.0 thousand over the course of the next five years to replace end-of-life infrastructure. The replacement programme is in line with the IMSS strategy of scaling down the in-house computing infrastructure and focusing more on cloud services. While a year-on-year reduction in data centre computing investment is foreseen, the consolidation of legacy systems into cloud services places even greater reliance on the network and security components. In addition, the continuing requirement to store legacy data requires the renewal of storage. Failure to replace end-of-life hardware not only leaves the Court vulnerable to actual hardware failures and subsequent service disruptions but also greatly increases the threat of an information security breach, since software updates to counter exploits are not available for obsolete hardware. IMSS has minimized the impact of hardware replacement needs on the budget to the extent possible by maximizing the useful lifespan of hardware and employing a gradual replacement strategy.

8. For 2023, IMSS is requesting a total of €980.0 thousand to replace end-of-life hardware: €240.0 thousand to replace critical end-of-life infrastructure in the data centre, €465.0 thousand for courtroom hardware, including the replacement of end-of-life workstations in two courtrooms, and the remaining €275.0 thousand for network infrastructure. These figures are included in the total Court-wide IT costs detailed in Annex IX(b). In 2022, the Court forecast an investment of €621.0 thousand for 2023, which was based on the €438.0 thousand requested for 2022. No funding for IT capital replacements was approved for 2022 and, consequently, more end-of-life infrastructure needing to be replaced has accumulated from 2022 and 2023.

9. For 2024, IMSS forecasts a total investment of €1,732.0 thousand: €1,060.0 thousand for the replacement of obsolete core network switches and a move towards a more wireless-centric environment, €352.0 thousand for the courtroom, which includes the replacement of the remaining workstations and the replacement of the digital conferencing network, and €320.0 thousand for the further replacement of critical data centre infrastructure.

10. For 2025, IMSS forecasts a total investment of €912.0 thousand: €620.0 thousand for the further replacement of the Court's obsolete ICT network and a move towards a wireless network, €92.0 thousand for the courtroom infrastructure and the remaining €200.0 thousand for the Court's data centres.

11. For 2026, IMSS forecasts a total capital replacement investment of €975.0 thousand: €450.0 thousand for the Court's ICT network, €500.0 thousand for the Court's data centre, which includes a refresh of the storage hardware, and the remaining €25.0 thousand for the courtroom infrastructure.

12. For 2027, IMSS forecasts a total capital replacement investment of €1,025.0 thousand: €660.0 thousand to complete the replacement of the Court's ICT wireless network, €300.0 thousand for the Court's backup storage and the remaining €65.0 thousand for the courtroom infrastructure.

13. The forecasts presented here are based on currently available data on technological obsolescence, historical wear and tear, the Court's technology requirements and known ICT solutions. The Court will continue to update its forecasts annually.

Annex XV

Maintenance, operating costs and mid-term capital replacement plan for the Court's premises in 2023 (thousands of euros)

1. Overtime is required for facilities management technicians who respond to emergency calls to perform actions such as urgent repairs or operations outside working hours.
2. Maintenance of premises includes costs such as cleaning, landscaping, adjustments to premises, waste management and pest control.
3. Utilities costs comprise electricity, heating/cooling and sewage charges.
4. Maintenance of furniture and equipment involves repairs to furniture and soft furnishings.
5. Supplies and materials include crockery and cutlery for the cafeteria, and supplies for small repairs carried out directly by the Court's facilities management staff.
6. Furniture is replaced when broken beyond repair. This amount concerns the Headquarters building only.

General Services Section	
Overtime	30.0
Maintenance of premises	1,035.1
Utilities	1,222.6
Maintenance of furniture and equipment	38.0
Supplies and materials	29.0
Furniture	60.0
<i>Subtotal General Services Section</i>	<i>2,414.7</i>
Major Programme V – Premises	
Capital replacements	364.8
Preventive and corrective maintenance	2,132.2
Building assessment (consultancy)	40.0
<i>Subtotal Major Programme V – Premises</i>	<i>2,537.0</i>
Total	4,951.7

Annex XVI

Savings and efficiencies achieved in 2022 and estimates for 2023

In accordance with the requests made by the Assembly and the Committee, this annex provides detailed information on savings, efficiencies, non-recurrent costs and additional cost reductions. For the background on this initiative, please refer to the relevant sections of the requests on savings and efficiencies.¹⁵⁸

A. Savings

Description	Achieved output (2023 PPB)	2022 Costs avoided (baseline maintained) (thousands of euros)	2023 Reduction in baseline (thousands of euros)
Blackberry licences for mobile email access no longer required. The functionality is included in the Microsoft M365 licensing.	Blackberry licences are no longer needed to secure mobile access to emails. The funds freed up offset the overall increase in Microsoft licensing for 2023, unavoidable due to additional licences to cover elected officials, staff, interns, Visiting Professionals, pro bono consultants, consultants and contractors. The increase comprises the base licence plus the security functionality.		88,000
Cloud Access Security Broker (CASB) service from vendor Bitglass has been decommissioned and replaced with native Microsoft CASB, part of the M365 subscription.	Decrease of €55.0 thousand in software maintenance costs as a result of decommissioning of CASB software.		55,000
For 2023, DEO will request one new position of Administration and Operations Officer in the country office in Ukraine under the newly created category of National Professional Officer.	Savings will be achieved on account of the difference in the salary scale (compared with 9 months' General Temporary Assistance (GTA) in the Professional category).		39,400
In accordance with the Court's new IT/IM strategy for 2023-2027, IMSS is planning to move applications and services from an on-premises data centre to the Cloud. In addition, the Court will be implementing a "cloud-first" approach, which will limit or eliminate the need to increase internal data centre capacity every year.	Reducing the planned increase in data centre capacity for storage and computing will result in savings of €120.0 thousand. While an increase in capacity is no longer required, capital replacement of end-of-life data centre equipment will still be necessary.		120,000
In the event there are three cases at the trial phase, VWS will require an equivalent increase in basic staff resources (two additional GS staff members and one P-2) to support parallel or simultaneous proceedings for each additional case. In the absence of the necessary staff capacity, VWS relies on Witness Assistants under a Special Service Agreement (SSA), who offer the flexibility needed during workload fluctuations, in lieu of the additional basic staffing requirement.	Comparative savings of €85.6 thousand in staff costs of one P-2 and two GS-OL against the SSA Witness Assistant pool for an estimated 400 court days.	85,600	85,600

¹⁵⁸ Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, Fifteenth session, The Hague, 16-24 November 2016 (ICC-ASP/15/20), vol. I, part III, ICC-ASP/15/Res.1, Section L, paras. 1-2; ICC-ASP/16/10, paras. 38-51 and Annex X; ICC-ASP/16/Res.1, Section K, para. 2; ICC-ASP/17/5, para. 17.

Description	Achieved output (2023 PPB)	2022 Costs avoided (baseline maintained) (thousands of euros)	2023 Reduction in baseline (thousands of euros)
Interview location: Cox's Bazar.	The current rental rate of hotel facilities suitable for conducting extensive interviews is approximately €185 per day. On the basis of an estimated 120 days of on-location interviews required for the ongoing investigative activity, this would amount to a projected cost of €22,200 for the remainder of the year. Instead, the OTP has identified and leased a building for this purpose rather than using hotel accommodation under a 12-month rental agreement €1,000 per month. This corresponds to cost savings in 2022 (July-Dec.) of €15,200. It is anticipated that further investigative activity will continue in 2023; therefore, the savings will be higher than the amount indicated.		15,200
McAfee and Symantec endpoint protection software used to secure Court-issued laptops and desktops will be decommissioned and replaced with native Microsoft software included in the M365 subscription.	Decrease of €19.5 thousand in software maintenance costs as a result of decommissioning and replacement of endpoint protection software.		19,500
Number of WebEx licences used for video teleconferencing has been decreased owing to the adoption of the MS Teams software, part of the Microsoft M365 Cloud subscription.	Decrease of €8.6 thousand in software maintenance costs as a result of a decrease in the number of WebEx licences and the introduction of MS Teams for all Court staff members. Some WebEx licences are still used for secret communication.		8,600
Partnerships: the Forensic Science Section has partnered with an externally funded joint team for specific activities. This partnership will enable the OTP to undertake large-scale exhumation activities.	Savings of approximately €350,000 for field activities in 2023.	350,000	
Provision of staff accommodation in Tunis.	The DSA rate in Tunis is currently €152 with an accommodation element set at 59%, adding up to approximately €90 per person per night for accommodation. On the basis of a continuing rotation, on average, 23 days per month for the remainder of the year – nominally around 250-260 DSA nights in Tunis for 2 staff members – is equivalent to circa €45,000 of mission costs allocated to the accommodation portion. The rental agreement for the 3-4 bedroom accommodation (which allows for interpreters, Preliminary Examination Section or Protection Strategies Unit staff to also be present) costs €1,500 per month, with an additional €1,500 in administrative costs, for a total cost of €10,500 for 6 months. Given the current activity, it is foreseen that the rental of accommodation will lead to a saving of at least €30,000.		30,000
Redeployment of the P-2 Associate Field Security Officer position in the Country Office (DRC) in Bunia to the Country Office (Uganda) will achieve savings in salaries on account of the difference in salary scales between these two duty stations. The requested redeployment is considered appropriate because of the anticipated decrease in reparations-related activities in the DRC through proper planning to enable the Associate Field Security Officer to effectively monitor the security situation in the DRC from Uganda with the assistance of the Local Security Assistant remaining in Bunia.	The cost analysis conducted shows that a saving of approximately €27.9 thousand could be achieved by such a redeployment, taking into consideration the Associate Field Security Officer's travel costs from Kampala, Uganda to Bunia, DRC to provide security support to missions to be conducted in the DRC.		27,910

Description	Achieved output (2023 PPB)	2022 Costs avoided (baseline maintained) (thousands of euros)	2023 Reduction in baseline (thousands of euros)
Requesting individual contractor services under GTA instead of new positions is a pilot that DEO is aiming to implement in 2023 with the goal of achieving further savings and efficiencies.	SSA for a Driver in Côte d'Ivoire to cover the residual needs of the country office as well as for a Senior Driver to provide support for missions and during peaks in activity, when/if services are required, in lieu of maintaining any Driver position under a GTA or as an established post.		10,800
	SSA for a Driver in Kinshasa in the absence of any Driver position in Kinshasa to cover the residual needs of the country office when/if services are required, in lieu of maintaining any Driver position under a GTA or as an established post.		23,400
	SSA for an IT Assistant in the CAR to cope with the additional workload generated by the increase in judicial activities pertaining to the simultaneous trials in the <i>Yekatom and Ngaïssona</i> case and the <i>Said</i> case as well as to the <i>Mokom</i> case at the pre-trial phase.		11,700
	SSA for an IT Technician position in Côte d'Ivoire to cover the residual needs of the country office when/if services are required, in lieu of maintaining the position or having staff from other country offices travel to provide support. Although no savings are identified, efficiencies will be achieved given that the residual workload in Côte d'Ivoire will not need to be covered by Field IT Technicians in other country offices conducting missions to Côte d'Ivoire.		-
Threat intelligence system used to protect the Court's assets by monitoring information security attacks has been decommissioned and replaced by native Microsoft software, part of the M365 subscription.	Decrease of €43.0 thousand for hardware maintenance and significant simplification of the on-premises infrastructure.		43,000
Through the flexible use of staff resources, additional language services are provided by Language Services Section (LSS) staff members who can translate from and into another language (e.g. Arabic and Dutch).	Cost for outsourcing Arabic and Dutch translations avoided. On the basis of 2021 figures, it is estimated that about 85,000 words are translated by in-house staff per year, leading to an efficiency of €12.8 thousand (based on the rate of €0.15 per word for external translators).	12,750	
Trend Micro and FortiMail email sanitation hardware have been decommissioned as part of a wider project to migrate the Court's email infrastructure to the M365 Cloud.	Decrease of €10.6 thousand in hardware maintenance and significant simplification of the on-premises infrastructure.		10,600
Two Court vehicles are parked in Gulu, Northern Uganda. Common practice would entail paying for parking space in Gulu. Following negotiations led by the Country Office (Uganda) in Kampala, an ad hoc agreement was signed with the World Food Programme (WFP) in February 2020. WFP agreed to have the two Court vehicles parked in the WFP compound in Gulu at no cost. The agreement is valid for one year, renewable.	Cost for parking the 2 vehicles is €1,650 in 2022.		1,600
Use of National Professional Officers (NPO).	Thanks to the implementation of the NPO category, the OTP can secure resources with efficiencies of €248.5 thousand compared to recruiting international staff for the equivalent positions. All the positions are at P-3 level. The amount of the efficiencies corresponds to the difference between the cost of the NPO and the cost of the equivalent international recruit (using 8 months as the basis for the calculation, i.e. the duration of the NPO included in the 2023 PPB).		270,900

Description	Achieved output (2023 PPB)	2022 Costs avoided (baseline maintained) (thousands of euros)	2023 Reduction in baseline (thousands of euros)
Webtrends Analytics software used to monitor traffic on the Court's public website has been decommissioned following the migration of the website to a new hosting provider, UNICC.	Decrease of €8.0 thousand in software maintenance costs.		8,000
Less face-to-face or in-person interpretation as a result of accepted practice since the COVID-19 restrictions. Remote interpretation has been accepted by service users in some situations as a viable alternative to face-to-face interpretation, limiting the increase in travel expenses despite an increase in planned missions that require support from field interpreters.	On average, LSS field interpreters are requested for 40 missions per year, on the basis of pre-COVID-19 data. Half of these missions are now covered via remote interpretation, thereby reducing the cost of travel by half for interpretation services provided to other sections of the Court as well as for field interpreter candidate interviews. The total reduction to the baseline is estimated at €49.0 thousand.	49,000	49,000
When in-house interpreters are not reserved for hearings or engaged to provide interpretation services for events, they undertake field and operational interpretation assignments for which individual contractors would otherwise be required.	Cost of accredited freelance field interpreter contracts are avoided and use of in-house resources is optimized. On average in the past 3 years there have been more than 200 assignment requests, about a quarter of which were able to be covered by in-house resources. The daily contractor rate is €257, resulting in a conservative estimated saving of €12.9 thousand.	12,850	
Training of an Administration Assistant and a Field Assistant to perform the functions of a Courtroom Officer to support videolink witness testimony. This measure ensures more efficient use of resources and avoids having to deploy a Courtroom Officer from Headquarters in The Hague to the Central African Republic.	Savings on mission travel for Headquarters courtroom staff. The practice has been implemented and will continue in 2023, but it has not been quantified at this point.		
Since March 2018, all travellers to Bunia from the Court must stay at the Court compound. This accommodation is provided to travellers at no expense. Consequently, the DSA for staff members travelling to Bunia is reduced by 50%.	On the basis of past experience (2021), the expected number of travellers (19) multiplied by the number of nights in Bunia (243) corresponds to a saving of €17.5 thousand in DSA.	17,460	
Since the launch of the online outreach platform, more than 11,000 people have subscribed to it and receive regular updates about the <i>Ongwen</i> trial and have their questions and concerns addressed. This platform has led to a decrease in the amount spent on radio and television talk shows and spot messages, which is very expensive and reaches fewer people.	Amounts required for radio and television talk shows are reduced, resulting in savings of €3,121 in 2022 and a reduction in the baseline of €3,596 in 2023.	3,121	3,596
In 2022, the Country Office (Uganda) negotiated, with the UN Department of Safety and Security, the possibility of reducing the cost-shared budget given the potential decrease in judicial activities in the situation country.	Funds required for the cost-shared budget for security are reduced, resulting in savings of €775.00 in 2022 and a reduction in the baseline of €1,250 in 2023.	775	1,250

Description	Achieved output (2023 PPB)	2022 Costs avoided (baseline maintained) (thousands of euros)	2023 Reduction in baseline (thousands of euros)
VWS pre-negotiates hotel prices instead of depending on daily rates for accommodation for trial witnesses who testify in court. Such deals create cost savings averaging around €40 per accommodation per day. This amount, if multiplied by the average number of testimony days (10) times the number of trial appearances, gives the estimated bottom-line savings.	Savings in trial-related costs for 50% of proposed trial witnesses estimated to appear at trial proceedings in The Hague.	26,200	26,200
Grand total		557,756	949,256

B. Efficiencies

Description	Achieved output (2023 PPB)	2022 Costs avoided (baseline maintained) (thousands of euros)	2023 Efficiencies (thousands of euros)
A paperless travel completion and settlement process has been implemented, generating efficiencies for travellers and travel administrators by allowing them to attach electronic supporting documents in SAP as a central repository of information for all actors in the process, thereby eliminating the need for paper forms to be printed and distributed between services.	The completion step for travel settlements is simplified for all users and available to all relevant parties, including for audit and other verification purposes. The introduction of new workflows and the improvement of existing ones with embedded communication messages and real-time information simplify the process for all stakeholders, enhancing monitoring and control processes, especially for KPI reporting. Quantification of the efficiencies improvements implemented or in planning is not available at this stage.		
Automation of short-term sick leave certification.	Time spent by one nurse on short-term sick leave certification was 5 hours per week. Time spent per certification was 2 to 5 minutes. Since automation, the nurse no longer spends time on this task.		8,840
Development of the OPCD portal, created in 2021, to house information available to all defence teams and to solicit feedback. As it is set up on SharePoint (as used by the Counsel Support Section and other service providers), this tool allows teams to access some of OPCD's more general information and research without liaising with OPCD. While many requests may still require liaison with OPCD, the portal will create efficiencies by reducing the technical back-and-forth of certain initial email exchanges, saving staff time to be used for core tasks, such as research itself, which have greatly increased in volume and complexity in 2022.	Population of the site with information useful to defence teams (identified in consultation with them to ensure need/use), leading to a more efficient allocation of OPCD staff time.		
Digitization of the travel medical clearance process.	Time spent on travel medical clearance has decreased from about 30 to 15 minutes per clearance. The time spent on travel medical clearance may decrease still further once staff are more familiar with the automated system (many people were not travelling during the COVID-19 pandemic and some travellers are only now becoming aware of the new automated process in place).		2,200

Description	Achieved output (2023 PPB)	2022 Costs avoided (baseline maintained) (thousands of euros)	2023 Efficiencies (thousands of euros)
Implementation of an electronic registration form (ERS).	Since the implementation of the electronic registration form (ERS) on 1 June 2021, there has been an overall improvement in evidence processing times; on average, processing times are reduced from 24 to 12 hours (this includes stage 1 metadata population and quality control tasks), which means that most of the same-date submissions are completed within the same day. Additionally, with ERS, manual data input has decreased by 88%. The backlog in submissions pending processing is zero (consistent since the implementation of ERS). Finally, ERS streamlines interaction with collectors, thus reducing email volume. The efficiencies correspond to an estimated 25% of a GS-OL FTE.		18,128
Implementation of automated transfers approval, which will reduce the time currently needed by the Budget Section to copy the information provided on a paper form by clients in SAP.	On the basis of the number of transfers performed in 2021, and assuming that about half of all transfers can be automated (conservative estimate), Budget Assistants will save approximately 20 minutes per transfer, leading to a efficiency improvement corresponding to approximately €14.0 thousand.		14,193
Interactive maps: the Forensic Science Section has introduced interactive mapping applications, as opposed to providing paper or static maps. The time saved producing an interactive map results in efficiencies equivalent to 1 month of an FTE (P-3).	Savings/efficiencies correspond to 1 month of a P-3 per year.		10,508
Introduction of an automated Disclosure Request Form (DRF).	90% gain in time for requesters completing the request form, as they no longer need to save it in the Court's content management system (RM). Additionally, redactions no longer require ticking multiple systems-related boxes. Reduced need for emails between the Information and Evidence Unit (IEU) and requesters, resulting in clear communication nearly 100% of the time. 70% gain in time for the disclosure coordinator in the pre-preparation of disclosures, since the data on a paper form no longer need to be manually checked. The efficiencies correspond to an estimated 10% of a FTE (P-1).		9,930
Workflow process improvements in the Planning and Operations Section (POS).	A reorganization of POS has enabled a redesign of workflow processes and outputs with regard to combining threat and risk assessments concerning staff and witnesses as well as an amalgamated concept of operations. This redesign is expected to save up to 4 days' work per assessment for a given situation/ investigation. Most assessments are reviewed/ updated twice a year. Given that 14-15 assessments are currently being performed, this is equivalent to approximately 120 days. It is expected that up to 120 days of analytical capacity will be freed up and can be used for other analytical tasks, corresponding to efficiencies of approximately €53.6 thousand.		53,622
Grand total		0	117,422

C. Additional cost reductions

Description	Achieved output (2023 PPB)	2022 Costs avoided (baseline maintained) (thousands of euros)	2023 Reduction in baseline (thousands of euros)
In anticipation of the reduction in activities and resource needs in Uganda, the DRC (Bunia) and Mali, for 2023 DEO will abolish a number of field positions which can no longer be justified.	Savings in salaries will be achieved by abolishing the posts of (1) one Chief of Country Office (P-5) (Uganda), (2) one Field Assistant (VPR) (GS-OL) (Uganda), (3) two Drivers (GS-OL) (Uganda), (4) one Senior Driver (GS-OL) (DRC-Kinshasa), (5) two Drivers (GS-OL) (DRC-Bunia), (6) two Field Case Management Assistants (GS-OL) (DRC-Kinshasa - VWS), and (7) one Driver (GS-OL) (Mali).		399,000
Fuel consumption for a fleet of 3 vehicles.	Reduction in the Country Office (Côte d'Ivoire) of the fleet from 8 to 3 vehicles, resulting in decreased fuel consumption.		6,000
Maintenance costs for a fleet of 3 vehicles.	Reduction in the Country Office (Côte d'Ivoire) of the fleet from 8 to 3 vehicles, resulting in decreased maintenance costs.		7,500
Downsizing of the country offices in the DRC and Côte d'Ivoire has reduced maintenance costs for furniture and equipment.	Decrease of €9.7 thousand in equipment maintenance that is no longer needed in the country offices in Côte d'Ivoire and the DRC (Kinshasa).		9,700
Downsizing of the country offices in the DRC and Côte d'Ivoire has reduced communications costs.	Decrease of €77.3 thousand in communications costs in Côte d'Ivoire and the DRC. This reduction offsets the communications costs in the CAR for an additional Internet line for video teleconferencing (VTC) and an Internet line for Sudan for VTC.		77,250
Relocation of the Country Office (Côte d'Ivoire) to smaller premises as of June 2023.	The relocation of the Country Office (Côte d'Ivoire) to smaller premises as of June 2023, with a turnkey solution that provides fully furnished offices and includes rental costs with services such as utilities, insurance, cleaning services, A/C and office maintenance, is expected to generate savings of €22.8 thousand over 7 months (June-Dec. 2023).		22,800
Significant downsizing of the Country Office (Georgia).	In the light of the reduction in activities and staff in the Country Office (Georgia), the office premises have been downsized to accommodate the new format, reducing costs from €102.0 thousand to €36.0 thousand.		66,000
Grand total			588,250

Annex XVII

ICC Five-Year Time-Series Assumptions and Parameters:
2019-2023

Comparison of assumptions and parameters: 2019-2023

Parameter	2019 Approved and Actuals			2020 Approved and Actuals			2021 Approved and Actuals			2022 Approved		2023 Proposed		
	Approved	Actuals	Description	Approved	Actuals	Description	Approved	Actuals	Description	Approved	Description	Proposed	Description	
1	Number of Court hearing days	294	94	<i>Gbagbo and Blé Goudé</i> (CIV)[1]: 3 days; <i>Ongwen</i> (Uganda)[2]: 58 days; <i>Al Hassan</i> (Mali II): 8 days; <i>Ntaganda</i> (DRC): 4 days; <i>Lubanga</i> (DRC): 1 day; <i>Bemba</i> (CAR): 1 day; <i>Bemba et al.</i> (CAR): 2 days; <i>Al Bashir</i> (Darfur): 1 day; <i>Gaddafi</i> (LBV): 2 days; situation in Comoros: 2 days; <i>Ngaïssona</i> (CAR II): 1 day; <i>Yekatom and Ngaïssona</i> (CAR II): 7 days; situation in Afghanistan: 3 days; and <i>Banda</i> (Darfur): 1 day	0	71	<i>Al Hassan</i> : 48 days; <i>Gbagbo and Blé Goudé</i> : 4 days; <i>Ongwen</i> : 3 days; <i>Ntaganda</i> : 3 days; situation in Afghanistan: 1 day; <i>Abd-Al-Rahman</i> : 4 days; <i>Yekatom and Ngaïssona</i> : 1 day; <i>Gicheru</i> : 1 day; <i>Gaddafi</i> : 1 day; 5 days in other proceedings, closed session/non-public	200	218	<i>Yekatom and Ngaïssona</i> (CAR II.b): 78 days; <i>Yekatom</i> (CAR II.b): 1 day; <i>Al Hassan</i> (Mali II): 109 days; <i>Gbagbo/Blé Goudé</i> (CIV): 2 days; <i>Ntaganda</i> (DRC): 1 day; <i>Ongwen</i> (Uganda): 4 days; <i>Gicheru</i> (Kenya): 2 days; <i>Abd-Al-Rahman</i> (Darfur): 14 days; <i>Said</i> (CAR II.a): 6 days; <i>Al Mahdi</i> (Mali): 1 day	421	<i>Yekatom and Ngaïssona</i> (CAR II.b): 154 days; <i>Al Hassan</i> (Mali II): 126 days; <i>Ongwen</i> (Uganda): 15 days; <i>Abd-Al-Rahman</i> (Darfur): 95 days; and <i>Gicheru</i> (Kenya): 30 days	400	<i>Yekatom and Ngaïssona</i> (CAR II.b): 130 days; <i>Abd-Al-Rahman</i> (Darfur): 130 days; <i>Said</i> (CAR II.a): 130 days; and <i>Mokom</i> (CAR II.b): 10 days
2	Number of situations under investigation	11	12	Burundi; CAR I; CAR II; CIV; DRC; Darfur; Georgia; Kenya; Libya; Mali; Uganda; and Bangladesh/Myanmar	11	13	Afghanistan; Bangladesh/Myanmar; Burundi; CAR I; CAR II; CIV; DRC; Darfur; Georgia; Kenya; Libya; Mali; and Uganda	13	16	Burundi, CAR I; CAR II; CIV; DRC; Darfur; Georgia; Kenya; Libya; Mali; Bangladesh/Myanmar; Afghanistan; Uganda; Philippines; Palestine; and Venezuela	14	Burundi; CAR I; CAR II; CIV; DRC; Darfur; Georgia; Kenya; Libya; Mali; Bangladesh/Myanmar; Afghanistan; Uganda; and Palestine	21	Afghanistan; Bangladesh/Myanmar; Bolivia; Burundi; CAR I; CAR II; CIV; Darfur; DRC; Gabon; Georgia; Kenya; Libya; Mali; Palestine; Philippines; Uganda; Ukraine; Venezuela I; Venezuela II; and the Registered Vessels of the Comoros, Greece and Cambodia
3	Number of active investigations	8	9	Burundi; CAR II.a (Séléka); CAR II.b (anti-Balaka); CIV II; Darfur; Georgia; Libya III; Libya IV; Bangladesh/Myanmar	9 ¹⁵⁹	10	Afghanistan; ¹⁶⁰ Bangladesh/Myanmar; Burundi; CAR II; CIV II; Darfur; Georgia; Libya III; Libya IV; and Mali	9 ¹⁶¹	12	Burundi; CAR II; CIV II; Darfur; Georgia; Libya III; Mali; Myanmar; Afghanistan; Philippines; Palestine; and Venezuela	8	Bangladesh/Myanmar; Burundi; CIV II; Darfur; Georgia; Libya III; Libya IV; and Libya V	10	Afghanistan; Bangladesh/Myanmar; Burundi; CIV II, Darfur; Libya; Palestine; Philippines; Ukraine; and Venezuela I

¹⁵⁹ Nine active investigations but Darfur and DRC account for 12 months in total.¹⁶⁰ On 5 March 2020, the Appeals Chamber decided unanimously to authorize the Prosecutor to commence an investigation into alleged crimes under the jurisdiction of the Court in relation to the situation in the Islamic Republic of Afghanistan. While the OTP has been authorized to investigate, it has also received a request from Afghanistan pursuant to article 18 of the Rome Statute. The Office has been carefully analysing the information in its possession and considering whether the information the Government of Afghanistan has provided has an impact on its own intended investigation. In view of this ongoing assessment, in addition to practical restrictions due to the world health crisis, the Office has not taken active investigative steps but is meeting its obligations under the Statute.¹⁶¹ Nine active investigations but not all for the full year: CAR II.a (six months) and Georgia (six months).

Comparison of assumptions and parameters: 2019-2023

Parameter	2019 Approved and Actuals				2020 Approved and Actuals				2021 Approved and Actuals				2022 Approved		2023 Proposed	
	Approved		Actuals		Description		Approved		Actuals		Description		Approved		Description	
4	Unsealed warrants of arrest pending execution	16	16	CIV I <i>bis</i> (1); Darfur I (2), II, IV and V (2), III (1); DRC IV (1); Kenya article 70 (3); Libya I (1); Libya II (1); Libya III (2); Uganda (2)	16	14	CIV I <i>bis</i> (1); Darfur I (1), ¹⁶² II, IV and V (2) and III (1); DRC IV (1); Kenya article 70 (2); ¹⁶³ Libya I (1), II (1) and III (2); and Uganda (2)	16	14	Darfur I (1), II (2), IV (1) and V (1); DRC IV (1); Kenya art. 70 (1); Libya I (1), II (1) and III (2); and Uganda (2); and CIV I <i>bis</i> (1)	13	CIV I <i>bis</i> (1); Darfur I (1), II (2), IV (1) and V (1); DRC IV (1); Libya I (1), II (1) and III (2); and Uganda (2)	17	CAR II (10); CIV I <i>bis</i> (1); Darfur I (1), II (2), IV (1) and V (1); DRC IV (1); Georgia (3); Kenya art. 70 (3); Libya I (1); and Uganda (2)		
5	Number of preliminary examinations	9	9	Colombia; Guinea; Iraq/UK; Nigeria; Palestine; Philippines; Ukraine; Venezuela; and Bangladesh/ Myanmar	9	10	Bolivia; Colombia; Guinea; Iraq/UK; Nigeria; Palestine; Philippines; Ukraine; Venezuela I; and Venezuela II	9	9	Bolivia; Colombia; Guinea; Nigeria; Palestine; Philippines; Ukraine; Venezuela I; and Venezuela II	8	Bolivia; Colombia; Guinea; Nigeria; Philippines; Ukraine; Venezuela I; and Venezuela II	3	Guinea; Nigeria; and Venezuela II		
6	Number of trial teams ¹⁶⁴ (Chambers)	6	6	Trial Chamber I (<i>Gbagbo and Blé Goudé</i>); Trial Chamber VI Trial and Reparations (<i>Ntaganda</i>); Trial Chamber IX (<i>Ongwen</i>); Trial Chamber II Reparations (<i>Lubanga and Katanga</i>); Trial Chamber VIII Reparations (<i>Al Mahdi</i>); (<i>Al Hassan</i>)	4	6	Trial Chamber VI Reparations (<i>Ntaganda</i>); Trial Chamber IX (<i>Ongwen</i>); Trial Chamber X (<i>Al Hassan</i>); Trial Chamber V (<i>Yekatom and Ngaïssona</i>); Trial Chamber II Reparations (<i>Lubanga and Katanga</i>); and Trial Chamber VIII Reparations (<i>Al Mahdi</i>)	6	6	Trial Chamber VI Reparations (<i>Ntaganda</i>); Trial Chamber IX (<i>Ongwen</i>); Trial Chamber II Reparations (<i>Lubanga and Katanga</i>); Trial Chamber VIII Reparations (<i>Al Mahdi</i>); Trial Chamber X (<i>Al Hassan</i>); and Trial Chamber V (<i>Yekatom and Ngaïssona</i>)	8	Trial Chamber VI (reparations in <i>Ntaganda</i>); Appeals Chamber or Trial Chamber IX (appeal or reparations in <i>Ongwen</i>); Trial Chamber II (reparations in <i>Lubanga</i> and in <i>Katanga</i> - 2 months); Trial Chamber VIII (reparations in <i>Al Mahdi</i>); Trial Chamber X (<i>Al Hassan</i>); and Trial Chamber V (<i>Yekatom and Ngaïssona</i> , <i>Abd-Al-Rahman</i> , and <i>Gicheru</i>)	8	Trial Chamber VI (reparations in <i>Ntaganda</i>); Trial Chamber IX (reparations in <i>Ongwen</i>); Trial Chamber II (reparations in <i>Lubanga</i> and in <i>Katanga</i> - 2 months); Trial Chamber VIII (reparations in <i>Al Mahdi</i>); Trial Chamber X (<i>Al Hassan</i>); Trial Chamber V (<i>Yekatom and Ngaïssona</i>); Trial Chamber I (<i>Abd-Al-Rahman</i>); and Trial Chamber III (<i>Gicheru</i>)		
7	Number of trial teams (OTP)	3	3	Uganda (<i>Ongwen</i>); Mali II (<i>Al Hassan</i>); and CAR II.b (<i>Yekatom and Ngaïssona</i>)	2	3	CAR II.b (<i>Yekatom and Ngaïssona</i>); Mali II (<i>Al Hassan</i>); and pre-trial team for Darfur I (<i>Abd-Al-Rahman</i>)	3	5	CAR II.b (<i>Yekatom and Ngaïssona</i>); Mali II (<i>Al Hassan</i>) and Darfur (<i>Abd-Al-Rahman</i>); Kenya art. 70 (<i>Gicheru</i>); and CAR II.a (<i>Said</i>)	5	CAR II.b (<i>Yekatom and Ngaïssona</i>); Mali II (<i>Al Hassan</i>); Darfur (<i>Abd-Al-Rahman</i>); CAR II.a (<i>Said</i>); and Kenya (<i>Gicheru</i>)	6	CAR II.b (<i>Yekatom and Ngaïssona</i>); Mali II (<i>Al Hassan</i>); CAR II.a (<i>Said</i>); Darfur (<i>Abd-Al-Rahman</i>); Kenya (<i>Gicheru</i>); and CAR II.b (<i>Mokom</i>)		
8	Number of Registry courtroom support teams	2	1 ⁺	In the light of reduced judicial activities, fewer than 2 courtroom teams were required to provide support	1	1		1	1-2	Expedited recruitments were conducted to ensure a second courtroom team to support simultaneous hearings, whereas the approved budget covered consecutive hearings with only 1 team	2.5		3			

¹⁶² Ali Muhammad Ali Abd-Al-Rahman was transferred to the Court's custody on 9 June 2020 after surrendering himself voluntarily in the Central African Republic.

¹⁶³ On 2 November 2020, Paul Gicheru surrendered to the authorities of the Netherlands pursuant to this warrant of arrest for offences against the administration of justice consisting in corruptly influencing witnesses of the Court. On 3 November 2020, Paul Gicheru was surrendered to the Court's custody after the completion of the necessary national proceedings.

¹⁶⁴ Trial teams are Chambers teams which may be assigned to handle preparations for upcoming trials, trial hearings, sentencing hearings and reparations hearings.

Comparison of assumptions and parameters: 2019-2023

Parameter	2019 Approved and Actuals				2020 Approved and Actuals				2021 Approved and Actuals				2022 Approved		2023 Proposed	
	Approved		Actuals		Approved		Actuals		Approved		Actuals		Approved	Description	Proposed	Description
9	Number of LRV teams within the OPCV	6	8	Pre-Trial: <i>Yekatom and Ngaïssona</i> (2) Trial: <i>Ongwen</i> (1) Trial then Appeal: <i>Gbagbo and Blé Goudé</i> (1) Trial then Appeal and preparation for reparations: <i>Ntaganda</i> (2) Reparations: <i>Lubanga</i> (1); and <i>Katanga</i> (1)	4	9	Trial: <i>Ongwen</i> (1) Trial then Appeal: <i>Gbagbo and Blé Goudé</i> (1) Trial then Appeal and preparation for reparations: <i>Ntaganda</i> (2) Pre-Trial: <i>Yekatom and Ngaïssona</i> (2) Reparations: <i>Lubanga</i> (1); and <i>Katanga</i> (1) Other proceedings (1)	9	11	<i>Ongwen</i> (1); <i>Katanga</i> (1); <i>Lubanga</i> (1); <i>Ntaganda</i> (2); <i>Yekatom and Ngaïssona</i> (2); <i>Gbagbo and Blé Goudé</i> (1); <i>Abd-al-Rahman</i> (1); <i>Saïd</i> (1); and other proceedings (1) ¹⁶⁵	9	<i>Ongwen</i> (1); <i>Katanga</i> (1); <i>Lubanga</i> (1); <i>Ntaganda</i> (2); <i>Yekatom and Ngaïssona</i> (2); <i>Abd-Al-Rahman</i> (1); ¹⁶⁶ and other proceedings (1)	10	<i>Ongwen</i> (1); <i>Katanga</i> (1); <i>Lubanga</i> (1); <i>Ntaganda</i> (2); <i>Yekatom and Ngaïssona</i> (2); <i>Saïd</i> (1); <i>Mokom</i> (pre-trial) (1); and other proceedings (1) ¹⁶⁷		
10	Number of languages supported in the courtroom	10	10	1-Arabic, 2-English, 3-French, 4-Congo Swahili, 5-Kinyarwanda, 6-Acholi, 7-Sango, 8-Lingala, 9-Ateso, 10-Lango	3	6	1-Acholi, 2-English, 3-French, 4-Arabic, 5-Swahili, 6-Songhai	6	10	1-Acholi, 2-English, 3-French, 4-Bambara, 5-Arabic, 6-Sango, 7-German, 8-Swahili, 9-Songhai, 10-Tamasheq	9	1-Acholi, 2-English, 3-French, 4-Bambara, 5-Arabic, 6-Sango, 7-Songhai, 8-Tamasheq, 9-German	6	1-English, 2-French, 3-Standard Arabic, 4-Sango, 5-Fur, 6-Sudanese Arabic		
11	Number of case-related languages supported	29	27	1-English, 2-French, 3-Acholi, 4-Arabic, 5-Sudanese Arabic, 6-Congo Swahili, 7-Kinyarwanda, 8-Lingala, 9-Dioula, 10-Bambara, 11-Ateso, 12-Alur, 13-Sango, 14-Zaghawa, 15-Tamasheq, 16-Georgian, 17-Russian, 18-Songhai, 19-Lendu, 20-Dutch, 21-Lango, 22-Burmese, 23-Bangla (Bengali), 24-Dari, 25-Pashto, 26-Kirundi, 27-Rohingya	33	24	1-English, 2-French, 3-Acholi, 4-Arabic, 5- Sudanese Arabic, 6- Congo Swahili, 7-Kinyarwanda, 8-Lingala, 9-Dioula, 10-Bambara, 11-Bangla (Bengali), 12-Burmese, 13-Sango, 14-Zaghawa, 15-Tamasheq, 16-Georgian, 17-Songhai, 18-Lango, 19-Dari, 20-Dutch, 21-Pashto, 22-Kirundi, 23-Rohingya, 24-Hebrew	36	24	1-French, 2-English, 3-Acholi, 4-Arabic, 5- Sudanese Arabic, 6- Congo Swahili, 7-Kinyarwanda, 8-Sango, 9-Zaghawa, 10-Russian, 11-Songhai, 12-Dari, 13-Pashto, 14-Hebrew, 15-Rohingya, 16-Cebuano, 17-Spanish, 18-Portuguese, 19-Tagalog, 20-Dutch, 21-Tamasheq, 22-Fur, 23-Standard Swahili, 24-Burmese	36	1-English, 2-French, 3-Acholi, 4-Arabic, 5- Sudanese Arabic, 6- Congo Swahili, 7-Kinyarwanda, 8-Lingala, 9-Dioula, 10-Bambara, 11-Mooré, 12-Ateso, 13-Alur, 14-Sango, 15-Zaghawa, 16- Fur, 17-Tamasheq, 18-Georgian, 19-Russian, 20-Songhai, 21-Lendu, 22-Guééré, 23-Lango, 24-Tigrinya, 25-Fulfulde, 26-Dari, 27-Pashto, 28-Kirundi, 29-Amharic, 30-classified (A), 31-Hebrew, 32-Ukrainian, 33-Burmese, 34-Bengali, 35-Rohingya, 36-classified (B)	36	1-English, 2-French, 3-Acholi, 4-Arabic, 5- Sudanese Arabic, 6- Congo Swahili, 7-Kinyarwanda, 8-Lingala, 9-Dioula, 10-Bambara, 11-Mooré, 12-Ateso, 13-Alur, 14-Sango, 15-Zaghawa, 16-Fur, 17-Tamasheq, 18-Georgian, 19-Russian, 20-Songhai, 21-Lendu, 22-Guééré, 23-Lango, 24-Tigrinya, 25-Fulfulde, 26-Dari, 27-Pashto, 28-Kirundi, 29-Amharic, 30-Hebrew, 31-Ukrainian, 32-Burmese, 33-Bengali, 34-Rohingya, 35-Confidential (A), 36-Confidential (B)		

¹⁶⁵ This team covers the residual proceedings in which the OPCV is involved (*Gaddafi* admissibility, *Comoros* appeal, etc.).

¹⁶⁶ The type of legal representation (legal aid or LRV) is to be determined: placeholder for future budgeting.

¹⁶⁷ This team covers the residual proceedings in which the OPCV is involved (*Gaddafi* admissibility, *Comoros* appeal, etc.).

Comparison of assumptions and parameters: 2019-2023

Parameter	2019 Approved and Actuals			2020 Approved and Actuals			2021 Approved and Actuals			2022 Approved		2023 Proposed	
	Approved	Actuals	Description	Approved	Actuals	Description	Approved	Actuals	Description	Approved	Description	Proposed	Description
12 Number of languages supported for correspondence with States Parties	8	7	1-English, 2-French, 3-Sango, 4-Spanish, 5-Italian, 6-Portuguese, 7-Georgian	7	8	1-English, 2-French, 3-Arabic, 4-Spanish, 5-German, 6-Portuguese, 7-Italian, 8-Acholi	8	6	1-English, 2-French, 3-Arabic, 4-Spanish, 5-German, 6-Portuguese	8	1-English, 2-French, 3-Arabic, 4-Spanish, 5-Dutch, 6-Italian, 7-Portuguese, 8-Sango	8	1-English, 2-French, 3-Arabic, 4-Spanish, 5-Dutch, 6-Sudanese Arabic, 7-Russian, 8-Ukrainian
13 Number of final appeals	5 ¹⁶⁸	5	<i>Ntaganda</i> (article 74; article 76); <i>Gbagbo and Blé Goudé</i> (article 74); <i>Bemba et al.</i> (article 76); and <i>Lubanga</i> .	1 ¹⁶⁹	2	<i>Ntaganda</i> ; and <i>Gbagbo and Blé Goudé</i>	4	5	<i>Ntaganda</i> (art. 74, art. 76) <i>Gbagbo and Blé Goudé</i> (art. 74); <i>Ongwen</i> (art. 74); <i>Ntaganda</i> (art. 75, reparations order)	1	<i>Ongwen</i> (art. 74)	Up to 3	<i>Ongwen</i> (reparations order); <i>Al Hassan</i> (art. 74) <i>Gicheru</i> (art. 74) ¹⁷⁰
14 Number of witnesses appearing for testimony	103	44	The acquittal in the <i>Gbagbo and Blé Goudé</i> case significantly affected the projection made at the time of budget preparation. The average duration of testimony was slightly less than 1 day and a half	0	20	Represents the total number of witness appearances for the <i>Al Hassan</i> and the <i>Yekatom and Ngaïssona</i> trials	90	57	<i>Al Hassan</i> (33), <i>Yekatom and Ngaïssona</i> (24) Witnesses testified via video link from various locations: 28 in <i>Al Hassan</i> and 14 in <i>Yekatom and Ngaïssona</i>	131	<i>Al Hassan</i> (42); <i>Yekatom and Ngaïssona</i> (59); and <i>Abd-Al-Rahman</i> (30)	130	<i>Yekatom and Ngaïssona</i> (45); <i>Abd-Al-Rahman</i> (43); and <i>Said</i> (42)
15 Expected maximum duration of stay per witness	10	16	5 preparation and/or familiarization days + 2 hearing days + 3 days (weekends/possible breaks) = 10 days average per witness. One expert witness stayed for 16 days. The longest duration for a fact witness was 12 days. Both witnesses appeared in the <i>Ongwen</i> case	10	37	5 preparation and/or familiarization days + 2 hearing days + 3 days (weekends/possible breaks) = 10 days average per witness. The figure reflects a longer period between arrival and testimony of one witness compared to the overall average	10	14	Actual is slightly higher than projection mainly owing to longer preparation times than anticipated	10	3 preparation days + 2 familiarization days + 2 hearing days + 3 days (weekends and/or breaks) = 10 days on average per witness	10	3 days of preparation + 2 days of familiarization + 2 hearing days + 3 days for weekends and/or breaks = 10 days on average per witness

¹⁶⁸ Number of trial judgments being appealed. More than one appeal might be lodged against a given judgment, resulting in a higher workload.

¹⁶⁹ The nature of the appeals process is such that, until a decision is issued by a Trial Chamber, it cannot be said that a final appeal is “certain” to be entered. However, it is highly likely that any decision of a Trial Chamber (either to convict or acquit) will result in at least one appeal.

¹⁷⁰ The nature of the appeals process is such that, until decisions are issued by the Trial Chambers in the *Al Hassan* and *Gicheru* cases, it cannot be said that a final appeal is “certain” to be entered. However, it is highly likely that any decision of the Trial Chamber (either to convict or acquit) will be appealed.

Comparison of assumptions and parameters: 2019-2023

Parameter	2019 Approved and Actuals			2020 Approved and Actuals			2021 Approved and Actuals			2022 Approved		2023 Proposed	
	Approved	Actuals	Description	Approved	Actuals	Description	Approved	Actuals	Description	Approved	Description	Proposed	Description
16 Number of victims applying for participation/ reparations ¹⁷¹	7,500	5,134	CAR II.b (1,251); Mali II (968); Bangladesh/ Myanmar (339); CAR I (2,248); DRC (328)	4,250 ¹⁷²	4,538	Applications for participation and/or reparations: AFG (10); CAR II (900); DRC (485); Mali I and II (2,368); and Sudan (775)	7,800	6,900	CAR II (1,800); Mali (2,820); Afghanistan (160); DRC (1,400); Darfur (440); Philippines (230); additional information across other cases/situations (50). The remaining variance from the assumption is mainly due to the fact that victim data collection in Uganda (<i>Ongwen</i>) is yet to commence in 2022	7,800	CAR II (1,000); Mali (500); DRC (800); Uganda (3,000); Darfur (1,500); and other situations (1,000)	8,500 ¹⁷³	CAR II (1,500); Mali (1,000); DRC (1,500); Uganda (2,500); and Darfur (2,000)
17 Number of witnesses and victims under protection	90	75	The number decreased due to the successful implementation of risk reduction measures aimed at protecting a witness or victim	170	108	Witnesses/ victims and others at risk on account of testimony under VWS protection, including ICCPP and other forms of protection	75	71	The difference between actual and projected numbers is due to new cases and cases for which protection is no longer needed	115	Witnesses/ victims and others at risk on account of testimony who are under VWS protection, including ICCPP and other forms of protection	130	Witnesses/victims and others at risk on account of testimony who are under VWS protection, including ICCPP and other forms of protection
18 Number of persons under protection	450	388	The number decreased due to the successful implementation of risk reduction measures aimed at protecting a witness or victim	650	569	108 witnesses/victims and 461 dependents	470	402	Number of dependants varies depending on the size of new families brought under protection and the number of families that no longer require active protection by the VWS	590	Witnesses/ victims and their dependants who could be under the protection and care of the VWS in 2022	620	Witnesses/victims and their dependants who could be under the protection and care of the VWS in 2023
19 Number of suspects/ accused appearing before the Court ¹⁷⁴	8	8	Al Hassan; Bemba; Ntaganda; L. Gbagbo; Blé Goudé; Ongwen; Yekatom; and Ngaïssona	0	7	Al Hassan; Abd-Al-Rahman; Gbagbo; Blé Goudé; Gicheru; Ongwen; and Ntaganda	8	10	Al Hassan; Ntaganda; Ongwen; Yekatom; Ngaïssona; Gbagbo; Blé Goudé; Abd-Al-Rahman; Said; and Gicheru	46	Al Hassan; Ongwen; Ngaïssona; Abd-Al-Rahman; Gicheru	8	Al Hassan; Ongwen; Yekatom; Ngaïssona; Abd-Al-Rahman; Said; Mokom; and Gicheru

¹⁷¹ Figures represent the number of individual applications expected to be received. Applications for participation and applications for reparations are counted separately. Submissions of additional information are also counted separately where full Registry data entry and legal assessment is required (e.g. where an additional form is received).

¹⁷² Figures represent the number of individual applications expected to be received. Applications for participation and applications for reparations are counted separately. Submissions of additional information are also counted separately where full Registry data entry and legal assessment is required (e.g. where an additional form is received).

¹⁷³ Figures represent the number of individual applications expected to be received. Applications for participation and applications for reparations are counted separately. Submissions of additional information are also counted separately where full Registry data entry and legal assessment is required (e.g. where an additional form is received).

¹⁷⁴ For the purposes of this document only, the term “accused” includes persons who have been acquitted or convicted at first instance and whose cases are awaiting the outcome of a final appeal. Persons appearing before the Court solely for reparations proceedings are outside the scope of this definition.

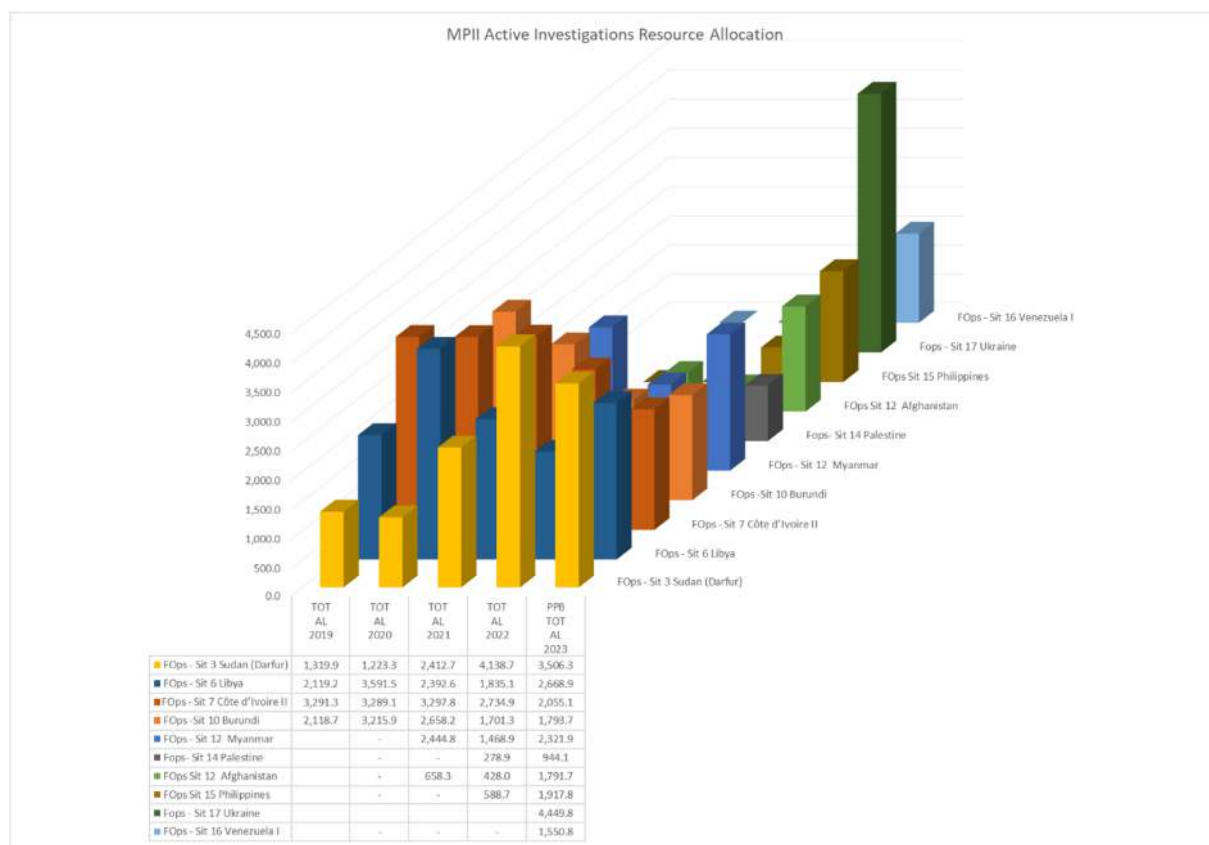
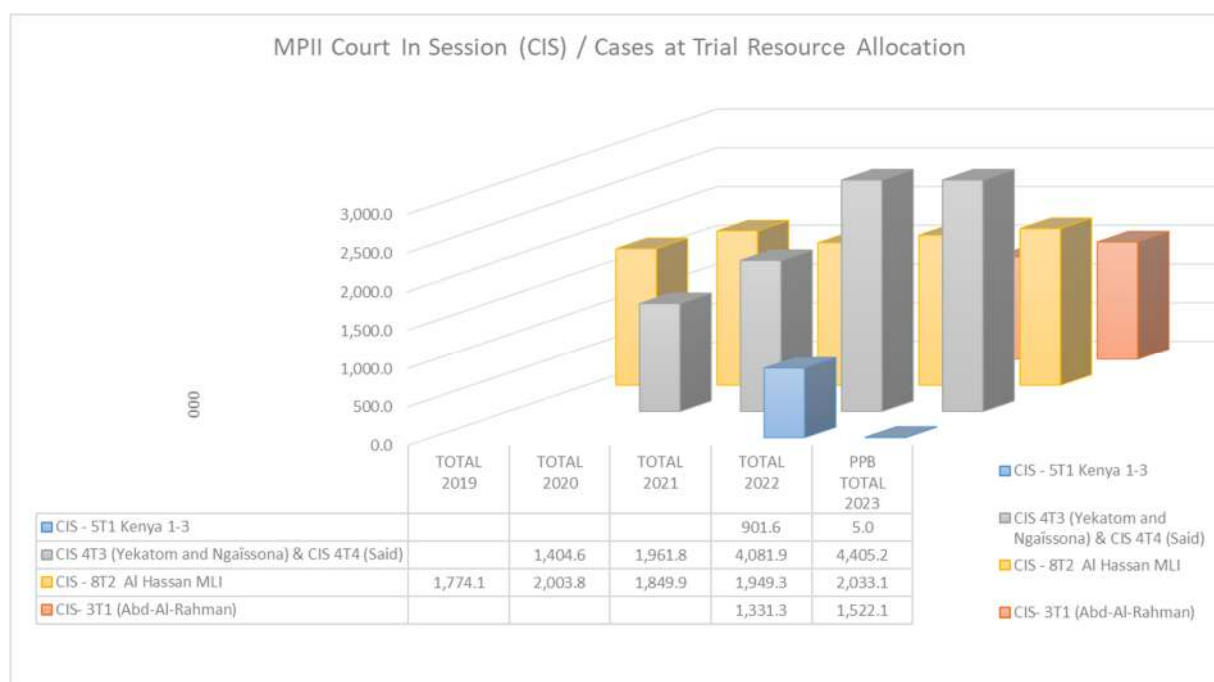
Comparison of assumptions and parameters: 2019-2023

Parameter	2019 Approved and Actuals				2020 Approved and Actuals			2021 Approved and Actuals			2022 Approved		2023 Proposed	
	Approved	Actuals	Description		Approved	Actuals	Description	Approved	Actuals	Description	Approved	Description	Proposed	Description
20	Number of suspects, accused or convicted persons in detention	5	7	Ntaganda; L. Gbagbo; Blé Goudé; Ongwen; Al Hassan; Yekatom; and Ngaïssona	1	7	Ntaganda; Ongwen; Al Hassan; Yekatom; Ngaïssona; Abd-Al-Rahman; and Gicheru	6	7 - 9	Al Hassan; Ntaganda; Ongwen; Yekatom; Ngaïssona; Abd-Al-Rahman; Gicheru; Said; and a detained witness	6	Al Hassan; Ongwen; Yekatom; Ngaïssona; Abd-Al-Rahman; and Said	7	Ongwen; Al Hassan; Yekatom; Ngaïssona; Abd-Al-Rahman; Said; and Mokom
21	Number of cells required	6	12	Implementation of judicial and administrative decisions	6	12	Renting model is either 6 or 12 cells. For one detainee: one 6-cell block	6	12+12	Implementation of judicial and/or administrative decision	6	Renting model is either 6 or 12 cells. For one detainee: one 6-cell block	12	Renting model is either 6 or 12 cells. For one detainee: one 6-cell block
22	Number of defence teams financed by legal aid	10	11	Pre-Trial: <i>Banda</i> ; <i>Al Hassan</i> ; and <i>Yekatom</i> and <i>Ngaïssona</i> ; Trial: <i>Ntaganda</i> ; <i>L. Gbagbo</i> ; <i>Blé Goudé</i> ; and <i>Ongwen</i> Reparations: <i>Katanga</i> ; <i>Lubanga</i> ; and <i>Al Mahdi</i>	11	13	Pre-Trial: <i>Abd-Al-Rahman</i> ; and <i>Gicheru</i> Trial: <i>Al Hassan</i> ; and <i>Yekatom</i> and <i>Ngaïssona</i> Appeals: <i>Ntaganda</i> ; <i>Ongwen</i> ; <i>Gbagbo</i> ; and <i>Blé Goudé</i> Trial (reduced): <i>Banda</i> Reparations (reduced): <i>Al Mahdi</i> ; <i>Katanga</i> ; and <i>Lubanga</i>	11	12	Pre-trial: <i>Abd-Al-Rahman</i> ; <i>Said</i> ; <i>Gicheru</i> Trial: <i>Al Hassan</i> ; <i>Yekatom</i> ; <i>Ngaïssona</i> ; and <i>Banda</i> (reduced) Appeals: <i>Ntaganda</i> ; <i>Ongwen</i> ; <i>Gbagbo</i> ; <i>Blé Goudé</i> Reparations: <i>Al Mahdi</i> (reduced)	11	Pre-trial: <i>Gaddafi</i> (reduced); and <i>Said</i> Trial: <i>Al Hassan</i> ; <i>Yekatom</i> ; <i>Ngaïssona</i> ; <i>Abd-Al-Rahman</i> ; <i>Gicheru</i> ; and <i>Banda</i> (reduced) Appeals: <i>Ongwen</i> Reparations: <i>Ntaganda</i> ; and <i>Al Mahdi</i> (reduced)	11	Pre-trial: <i>Banda</i> (reduced); <i>Mokom</i> Trial: <i>Al Hassan</i> ; <i>Yekatom</i> ; <i>Ngaïssona</i> ; <i>Gicheru</i> ; <i>Abd-Al-Rahman</i> ; <i>Said</i> Appeals: <i>Ongwen</i> Reparations: <i>Ntaganda</i> ; and <i>Al Mahdi</i>
23	Number of victims' representatives financed by legal aid	5	7	<i>Katanga</i> ; <i>Lubanga</i> (I and II); <i>Al Mahdi</i> ; <i>Ongwen</i> ; <i>Al Hassan</i> ; and <i>Yekatom</i> and <i>Ngaïssona</i>	7	7	<i>Katanga</i> ; <i>Lubanga</i> (I and II); <i>Al Mahdi</i> ; <i>Ongwen</i> ; <i>Al Hassan</i> ; and <i>Yekatom</i> and <i>Ngaïssona</i>	9	8	Pre-trial: <i>Abd-Al-Rahman</i> Trial: <i>Al Hassan</i> ; <i>Yekatom</i> and <i>Ngaïssona</i> Reparations: <i>Katanga</i> ; <i>Lubanga I</i> ; <i>Lubanga II</i> ; <i>Al Mahdi</i> ; and <i>Ongwen</i>	8	Pre-trial: <i>Said</i> ; ¹⁷⁵ Trial: <i>Al Hassan</i> ; and <i>Yekatom</i> and <i>Ngaïssona</i> Reparations: <i>Katanga</i> ; <i>Lubanga</i> (I and II); <i>Al Mahdi</i> ; and <i>Ongwen</i>	8	Trial: <i>Al Hassan</i> ; <i>Yekatom</i> and <i>Ngaïssona</i> ; and <i>Abd-Al-Rahman</i> Appeals: <i>Ongwen</i> Reparations: <i>Katanga</i> ; <i>Lubanga I</i> ; <i>Lubanga II</i> ; and <i>Al Mahdi</i>
24	Number of country offices/presences ¹⁷⁶	7	7	1 in the CAR (Bangui); 1 in Côte d'Ivoire (Abidjan); 2 in the DRC (Kinshasa and Bunia); 1 in Georgia (Tbilisi); 1 in Mali (Bamako); and 1 in Uganda (Kampala)	8	8	1 in the CAR (Bangui); 1 in Côte d'Ivoire (Abidjan); 2 in the DRC (Kinshasa and Bunia); 1 in Georgia (Tbilisi); 1 in Mali (Bamako); 1 in Uganda (Kampala); and 1 Liaison Office to the United Nations (New York)	8	8	1 in the CAR (Bangui); 1 in Côte d'Ivoire (Abidjan); 2 in the DRC (Kinshasa and Bunia); 1 in Georgia (Tbilisi); 1 in Mali (Bamako); 1 in Uganda (Kampala) and 1 Liaison Office to the United Nations (New York)	8	1 in the CAR (Bangui); 1 in Côte d'Ivoire (Abidjan); 2 in the DRC (Kinshasa and Bunia); 1 in Georgia (Tbilisi); 1 in Mali (Bamako); and 1 Liaison Office to the United Nations (New York)	12	1 in the CAR (Bangui); 1 in Côte d'Ivoire (Abidjan); 2 in the DRC (Kinshasa and Bunia); 1 in Georgia (Tbilisi); 1 in Mali (Bamako); 1 in Uganda (Kampala); 1 Liaison Office to the United Nations (New York); 1 in Venezuela (Caracas); 1 in Sudan (Khartoum); 1 in Ukraine (Kiev); and 1 in Bangladesh (Cox's Bazar)

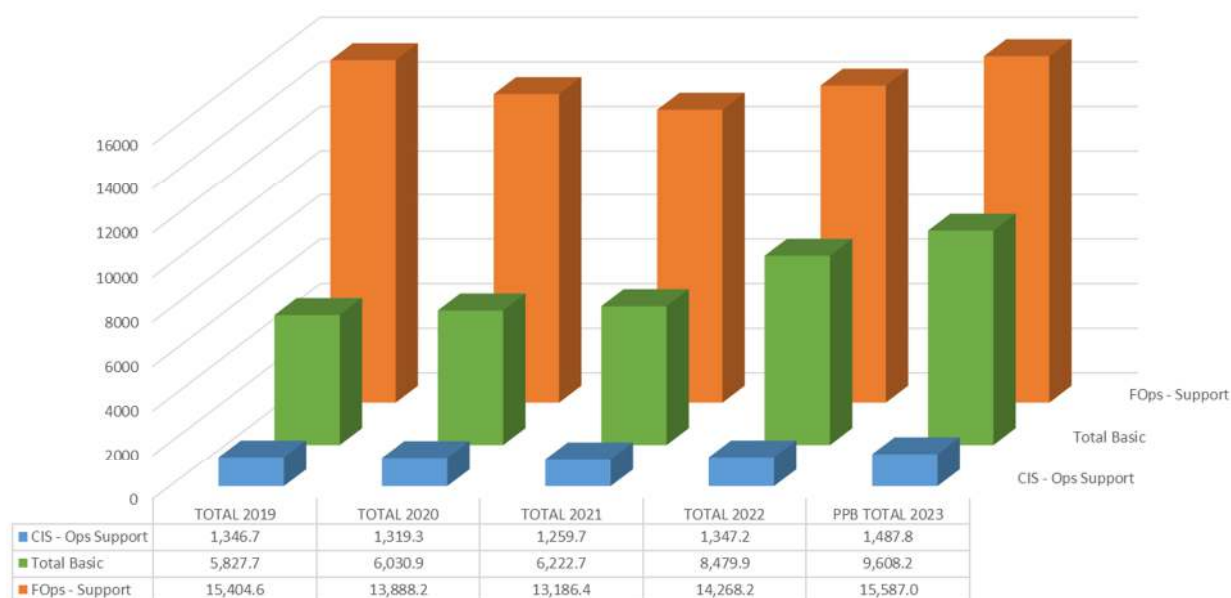
¹⁷⁵ The type of legal representation (legal aid or LRV) is to be determined: placeholder for future budgeting.¹⁷⁶ The "field offices" have been renamed "country offices" as of the Proposed Programme Budget for 2019.

Annex XVIII

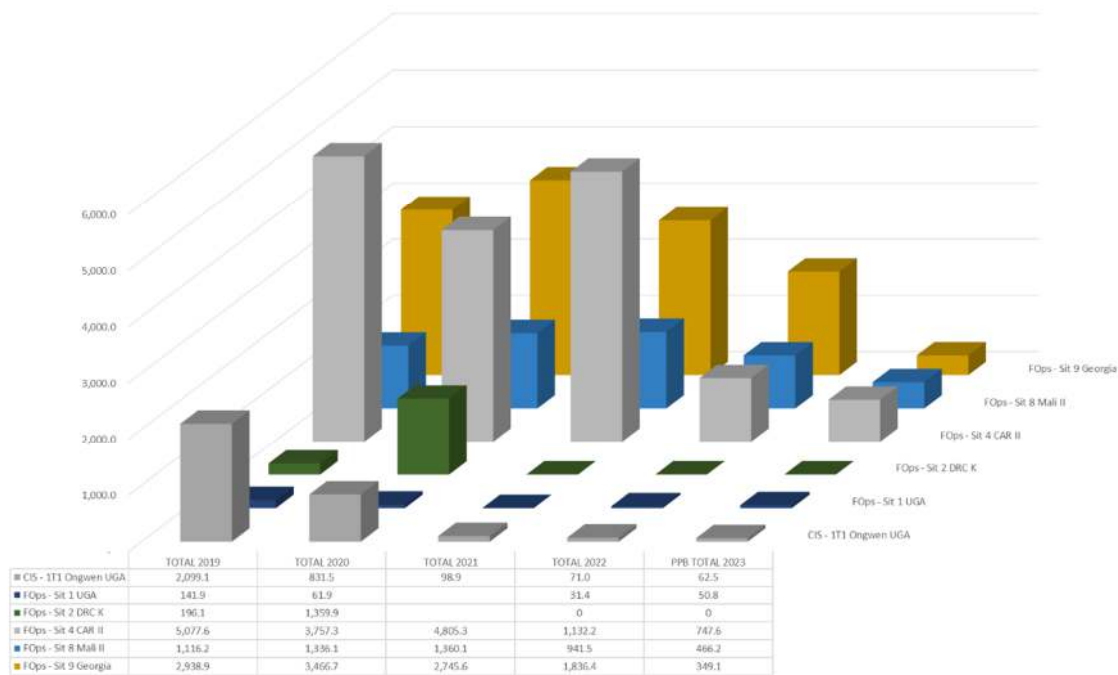
Major Programme II: Resource Allocation by Situation



Basic, CIS Ops and FOps Support Resource Allocation



Other situations and cases



Annex XIX

Breakdown of Country Offices costs in the Registry by different stages of judicial and prosecutorial activities

1. The Registry submits this Annex pursuant to the request of the Assembly of States Parties “to provide as an annex to the proposed programme budget, a table presenting the total costs by field office and a breakdown of costs, for each field office, directly related to the different stages of prosecutorial and judicial activities and workload with a view to increasing transparency.”¹⁷⁷

2. In 2020, the Registry submitted to the Committee on Budget and Finance a report entitled “Framework for the Registry’s Field Engagement,”¹⁷⁸ in which it presented a framework structured around the ten phases of proceedings triggered by judicial and/or prosecutorial decisions and provided clear benchmarks for resource management with respect to field presences. This report, which should be read in conjunction with the “Framework for the Registry’s Field Engagement”, presents information about the different procedural phases being supported by each of the Court’s current country offices. While a particular country office may in fact be simultaneously supporting two or more procedural phases (e.g., one case in pre-trial/trial preparation and another one in trial), they are shown in the tables below according to the most relevant phase.

3. The costs presented in this report relate to staff and non-staff resources budgeted for 2023 for each of the country offices as well as for the Victims and Witnesses Section (VWS), to the extent that they are allocated to a particular situation. The Registry staffing specified for each of the situations includes both established posts and GTA positions and the respective duty stations. It should be noted that the costs indicated below do not include resources from the Office of the Prosecutor (OTP), defence counsel, legal representatives of victims and the Trust Fund for Victims (TFV) for the respective situations.

1. Overview of the Registry resource allocation for the current country offices

a. Investigative phase: Ukraine and Côte d’Ivoire

Proposed programme budget 2023 (thousands of euros)

	Ukraine	Côte d’Ivoire
Country office staff	€269.7	€265.6
Country office non-staff	€46.5	€182.9
VWS staff	€411.2	€184.6
VWS non-staff	€204.1	€17.0
Total	€931.5	€650.1

4. The country office in Ukraine will be responsible for witness/victim protection, security, administration and operations in support of the OTP’s ongoing investigations and the Registry’s mandated tasks. The Registry staff in Ukraine will be comprised of five international staff, one national professional officer and three local staff. This country office will be managed by the Chief of Country Office (Georgia).

5. With respect to Côte d’Ivoire, the Registry will have two international staff and five local staff. The office will be managed by the Chief of Country Office (Mali) and it will support the OTP’s investigations, the activities of the TFV related to its assistance programme and the Registry’s mandated tasks arising out of the Court’s previous activities in the situation in Côte d’Ivoire.

¹⁷⁷ Resolution of the Assembly of States Parties on the proposed programme budget for 2022, the Working Capital Fund for 2022, the scale of assessment for the apportionment of expenses of the International Criminal Court, financing appropriations for 2022 and the Contingency Fund, Resolution ICC-ASP/20/Res.1, Section K, para. 9.

¹⁷⁸ CBF/35/3.

b. Pre-trial: Georgia*Proposed programme budget 2023 (thousands of euros)*

	Georgia
Country office staff	€170.0
Country office non-staff	€57.8
VWS staff	-
VWS non-staff	-
Total	€227.8

6. The country office in Georgia will have one international and one local staff member from the Registry. The office will be responsible for outreach, diplomatic and administrative functions in a situation where three warrants of arrest have recently been issued but remain unexecuted. The Chief of Country Office (Georgia) will also be responsible for the country office in Ukraine.

c. Trial phase: Central African Republic and Sudan*Proposed programme budget 2023 (thousands of euros)*

	Central African Republic	Sudan
Country office staff	€1,418.0	€483.3
Country office non-staff	€914.0	€219.0
VWS staff	€492.4	€415.3
VWS non-staff	€470.6	€568.7
Total	€3,295.0	€1,686.3

7. In 2023, the country office in the Central African Republic (CAR) will continue to support the ongoing trial proceedings in both the Yekatom & Ngaïssona and Said cases and will also provide support for the pre-trial activities in the Mokom case. The Registry staffing in the CAR will consist of 9 international staff and 16 local staff responsible for witness/victim protection and appearance, judicial cooperation, security, outreach, victim participation, administration and operations.

8. In 2023, the country office in Sudan will support the trial in the Abd-Al-Rahman case. The Registry will have six international staff and three local staff in Sudan covering liaison with the host government and UN agencies, witness/victim protection and appearance, security, administration and operations.

d. Judgment/sentencing phase: Mali*Proposed programme budget 2023 (thousands of euros)*

	Mali
Country office staff	€1,192.7
Country office non-staff	€491.4
VWS staff	€342.4
VWS non-staff	€269.1
Total	€2,295.6

9. In 2023, the country office in Mali will support activities related to the trial in the Al Hassan case as well as the implementation of reparations in the Al Mahdi case. The Registry will have 8 international staff and 12 local staff in Mali who will be responsible for witness/victim protection, judicial cooperation, security, outreach, victim participation and reparations, administration and operations. The Chief of Country Office (Mali) will also manage the country office in Côte d'Ivoire.

e. Reparations: DRC and Uganda*Proposed programme budget 2023 (thousands of euros)*

	DRC	Uganda
Country office staff	€330.4	€890.7
Country office non-staff	€194.0	€372.2
VWS staff	-	€322.8
VWS non-staff	-	€66.2
Total	€524.4	€1,651.9

10. In 2023, the country office in Uganda will support the reparations activities related to the Ongwen case while the country offices in the DRC will continue to support the reparations activities in the Lubanga, Katanga and Ntaganda cases. The Registry will have 8 international staff and 13 local staff in Uganda, and one international staff member and 5 local staff in the DRC. Activities in Uganda and the DRC will be overseen by the Chief of Country Office (Sudan).