



## Assembly of States Parties

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

### **Note by the Secretariat**

Pursuant to paragraph 55 of resolution ICC-ASP/10/Res.5, of 21 December 2011, the Bureau of the Assembly of States Parties hereby submits for consideration by the Assembly the report on equitable geographical representation and gender balance in the recruitment of staff of the International Criminal Court. The present report reflects the outcome of the informal consultations held by the New York Working Group of the Bureau.

## I. Introduction

1. The report of the Bureau on the equitable geographical representation and gender balance in the recruitment of staff of the International Criminal Court (“the Court”)<sup>1</sup> was considered by the Assembly of States Parties (“the Assembly”) on 21 December 2011. The Assembly endorsed the recommendations contained therein and recommended that the Bureau “continue to engage with the Court to identify ways to improve equitable geographical representation and increase the recruitment and retention of women in higher level professional posts, without prejudice to any future discussions on the suitability, or otherwise, of the current model, as well as to remain seized of the issue of geographical representation and gender balance and to report thereon to the tenth session of the Assembly.”<sup>2</sup>

2. The facilitator, Ms. Gina Guillén-Grillo (Costa Rica), convened an informal consultation on the issue of geographical representation and gender balance in the recruitment of staff, on 5 October 2012.

3. At its meeting, the Working Group considered the informal Human Resources standard statistics, dated 31 March 2012, submitted by the Court,<sup>3</sup> and submitted to the Committee on Budget and Finance in August 2012, as well as the subsequent recommendations of the Committee on Budget and Finance in this regard.

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

## II. Findings

5. Statistics provided, as at 31 March 2012, show that female staff comprise 49.5 per cent of the Court’s professional staff, while male staff comprise 50.5 per cent.<sup>4</sup>

6. The most recent data illustrates that 187 males and 179 females are among the Professional and Director levels of staff, including elected officials and language staff.<sup>5</sup>

7. The staff at the Professional and Director levels consists of 324, excluding 38 language staff, positions of which 60.7 percent belong to the same region. The statistics provided by the Court reveal that, as at 31 March 2012, out of 324 professionals, 55 come from Africa, 21 from the Asia-Pacific Group, 23 from Eastern Europe, 29 from the Group of Latin American and Caribbean States (GRULAC) and 196 from the Group of Western European and Other States (WEOG).

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

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<sup>1</sup> ICC-ASP/10/35.

<sup>2</sup> *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. I, part III, ICC-ASP/10/Res.5, para. 55.

<sup>3</sup> ICC-ASP/11/5, annex II.

<sup>4</sup> *Ibid.*

<sup>5</sup> *Ibid.*

### III. Recommendations

1. All post levels at the Court should reflect equitable geographical representation and gender balance.
2. The Court should continue to build on the progresses it has made in the recruitment of female staff, particularly at senior levels.
3. Vacancy announcements should also be circulated to Permanent Missions to the United Nations in New York, to the national Focal Points and to Embassies in The Hague.
4. Employment opportunities should be presented in a more user-friendly manner on the webpage of the International Criminal Court.
5. Vacancy announcements that are circulated via periodicals and publications should be included in periodicals and publications that have circulation in States that are underrepresented or not represented at the Court, including in domestic periodicals and publications of those States.
6. The Court should provide information on whether the recruitment of consultants, who are not staff of the Court, takes into account equitable geographical representation and gender balance.
7. The Court should review and improve all personnel policies and procedures. These rules and procedures should be consolidated into a Human Resources Management Manual to be used as a main reference source by all programs covering GTAs, consultants and others.<sup>6</sup>
8. The Court should be given a timeframe of one year within which to address some of the outstanding issues on the subject, including a full account of costs, benefits, problems and prospects related to all forms of recruitment activities, and report thereon to the Assembly of States Parties at its twelfth session.

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<sup>6</sup> *Official Records ...Tenth session... 2012* (ICC-ASP/10/20), vol. II, part B.1. para. 65...

## **Annex**

### **Draft provision for inclusion in the omnibus resolution**

*Requests* the Court to submit a comprehensive report on Human Resources to the Assembly at its twelfth session, which would include an update on the implementation of the recommendations on the topic which would be made by the Committee on Budget and Finance in 2013.

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