

Statement by Japan on Review Mechanism

I take this opportunity to express Japan's gratitude to Ambassador IJssel and Ambassador Kanu, for their tireless work on chairing the lengthy discussions on Review Mechanism in the past 4 years. Their effort has been vital for strengthening the functioning of the Court to further build up the credibility of this important judicial institution in the international community.

Since the last session of the Assembly of the State Parties, the state parties have extensively discussed the design of the tenure policy and the introduction of moratorium. I commend the state parties which actively participated in the discussion for their contribution to reach the consensus[P].

On 1st January 2025, the newly designed tenure policy will start. This is truly significant achievement. But we must bear in mind that this is only the starting point of the reform of the working culture of the ICC. Japan believes it is important to oversee the implementation of the new tenure policy which enables the Court to address the problems in the working culture, such as bullying,

harassment, and lack of organizational vitality.

Japan is also hoping that the implementation of the tenure policy will improve the mobility of the human resources and will address the issue of imbalance of geographical representation among the employees of the Court.

Japan, currently the most underrepresented country, is committed to make every effort to narrow down the level of underrepresentation, by encouraging capable lawyers and researchers to apply for the vacant position of the ICC and to wish support ICC not only as the largest budgetary contributor, but also with the adequate level of its human resources.