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COMMISSION ON HUMAN RIGHTS
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Agenda item 9

FURTHER PROMOTION AND ENCOURAGEMENT OF HUMAN RIGHTS AND
FUNDAMENTAL FREEDOMS, INCLUDING THE QUESTION OF THE
PROGRAMME AND METHODS OF WORK OF THE COMMISSION

Algeria, Cape Verde, China, Colombia, Cuba, Democratic
People's Republic of Korea*, Dominican Republic, Egypt,
Equatorial Guinea*, Ethiopia, Libyan Arab Jamahiriya*,
Mexico, Mozambique, Nigeria*, Sri Lanka, Syrian Arab
Republic*, United Republic of Tanzania*, Viet Nam*,
Yemen* and Zaire: draft resolution

1997/... Composition of the staff of the Centre for Human Rights

The Commission on Human Rights,

Recalling that in its report to the Special Commission of the Economic and Social Council (E/CN.4/1988/5 and Corr.1), the Commission on Human Rights reaffirmed that the paramount consideration in the employment of the staff at every level was the need for the highest standards of efficiency, competence and integrity, and that it was convinced that that was compatible with the principle of equitable geographical distribution, and bearing in mind Article 101, paragraph 3, of the Charter of the United Nations,

* In accordance with rule 69, paragraph 3, of the rules of procedure of the functional commissions of the Economic and Social Council.

Recalling also, Part II, paragraphs 11 and 17, of the Vienna Declaration and Programme of Action (A/CONF.157/23) in which the World Conference on Human Rights requested the Secretary-General and the General Assembly to provide sufficient human, financial and other resources to the Centre for Human Rights to enable it effectively, efficiently and expeditiously to carry out its activities, and at the same time recognized the necessity for an adaptation of the United Nations human rights machinery in accordance with its real needs,

Taking into account the need to pay particular attention to the recruitment to the Centre for Human Rights of personnel from developing countries and in this regard to improve the current composition of the staff of the Centre on the basis of a more equitable geographical distribution,

Reaffirming its resolution 1996/65 of 23 April 1996,

Taking note with concern of the fact that the note submitted by the Secretary-General to the General Assembly on the geographical composition and functions of the staff of the Centre for Human Rights (A/51/650) pursuant to Commission resolution 1995/65 clearly reflects that one of the regions is overrepresented in the composition of the staff,

Taking note with appreciation of the report of the Office of Internal Oversight Services on the programme and administrative practices of the Centre for Human Rights (A/49/892, annex) in which the Office recognized the necessity of restructuring the secretariat of the Centre,

Expressing its concern once again at the underrepresentation of the developing countries on the staff of the Centre for Human Rights, in particular taking into account the criteria of equitable geographical distribution,

1. Takes note of the report of the Secretary-General on the composition of the staff of the High Commissioner/Centre for Human Rights (E/CN.4/1997/45);

2. Reaffirms that Article 101, paragraph 3, of the Charter of the United Nations should guide the Secretary-General in his policy for the recruitment of the staff of the Organization, in particular taking into account the criteria of equitable geographical distribution;

3. Considers that it is necessary, within the ongoing process of the restructuring of the Centre for Human Rights, to take urgent, concrete and immediate steps to change the prevailing distribution of posts of the staff of the Centre for Human Rights in favour of an equitable geographical

distribution of those posts in accordance with Article 101 of the Charter, particularly by recruiting personnel from developing countries, including to key posts;

4. Requests the Secretary-General to adopt the necessary measures to pay particular attention to the recruitment for the Centre for Human Rights of personnel from developing countries, for the existing vacancies as well as for additional ones, to ensure equitable geographical distribution, giving priority in particular in this regard to the recruitment to high-level and Professional posts and to the recruitment of women;

5. Requests once again the Secretary-General, in signing agreements with countries as a result of which junior professional officers are provided to the Centre for Human Rights, to urge those countries to ensure additional financial resources to guarantee that personnel from developing countries are able to work as junior professional officers, with a view to conforming to the principle of equitable geographical distribution and, in this regard, to establish a permanent mechanism by virtue of which, for each junior professional officer from a donor country joining the Centre, another junior professional officer from a developing country would also join the Centre;

6. Emphasizes the importance of all posts, including ad hoc appointments for field operations, being openly advertised and disseminated with detailed job descriptions among all States before they are filled;

7. Requests the High Commissioner for Human Rights to ensure that junior professional officers are not assigned sensitive political tasks where their impartiality may be called into question;

8. Also requests the High Commissioner, while keeping all States informed regularly of the ongoing process of restructuring of the Centre for Human Rights, to inform the Commission of the implementation of the present resolution;

9. Calls upon the Secretary-General to submit a comprehensive report to the General Assembly at its fifty-second session and to the Commission on Human Rights at its fifty-fourth session on the implementation of the present resolution, including measures adopted and their results, and recommendations for improving the present situation;

10. Decides to consider this matter under the same agenda item at its fifty-fourth session.
