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Agenda item 18

EFFECTIVE FUNCTIONING OF HUMAN RIGHTS MECHANISMS

Afghanistan*, Algeria, Angola*, Bahrain*, Bangladesh*, Belarus*, Bhutan*, Burundi, Cameroon, China, Congo*, Cuba, Democratic Republic of the Congo, Democratic People's Republic of Korea*, Ecuador, Egypt*, El Salvador*, Ethiopia*, Ghana*, Haiti*, Honduras*, India, Indonesia, Iraq*, Iran (Islamic Republic of)*, Kenya, Liberia, Libyan Arab Jamahiriya, Mauritania*, Mexico, Nepal*, Niger, Nigeria, Oman*, Pakistan, Panama*, Peru, Philippines*, Qatar, Rwanda*, Saudi Arabia, Sri Lanka*, Sudan*, Swaziland, Togo*, Tunisia*, Turkey*, Uruguay, Venezuela, Viet Nam, Yemen*: draft resolution

2001/... Composition of the staff of the Office of the United Nations High Commissioner 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.4/1988/85 and Corr.1), the Commission on Human Rights reaffirmed that the paramount consideration for employing staff at every level was the need for the highest standards of efficiency, competence and integrity and was convinced that this objective was compatible with the principle of equitable geographical distribution and took into account 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, 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, while recognizing the necessity for restructuring United Nations human rights machinery, in accordance with its real needs,

Reaffirming the significance of national and regional particularities and various historical, cultural and religious backgrounds, as well as of different political, economic and legal systems,

Taking into account the need to pay particular attention to the recruitment of personnel for the Office of the United Nations High Commissioner for Human Rights from developing countries, thus improving the present staff composition, based on a more equitable geographical distribution,

Noting with concern that the report of the United Nations High Commissioner for Human Rights submitted pursuant to Commission resolution 2000/73 of 26 April 2000 (E/CN.4/2001/100) concerning the geographical composition and the functions of the Office staff clearly reflects that one region is unequivocally over-represented in the staff composition and that the imbalance has worsened (see annexes to the present resolution),

Expressing again its concern over the under-representation of the developing countries on the staff of the Office of the High Commissioner, particularly bearing in mind the criteria of equitable geographical distribution,

1. *Takes note* of the report of the High Commissioner on the composition of the staff of the Office of the High Commissioner (E/CN.4/2001/100);

2. *Reiterates its support* of the statement of the High Commissioner to the Third Committee at the fifty-second session of the General Assembly, in which she expressed her willingness to ensure a good geographical balance and a sense of bringing together North and South in a joint commitment to human rights, in the process of filling key senior positions in the Office;

3. *Reaffirms* that Article 101, paragraph 3, of the Charter of the United Nations should guide the Secretary-General in his policy for recruiting the staff of the Organization, mindful of the criteria of equitable geographical distribution;

4. *Also reaffirms* General Assembly resolutions 49/222 A and B of 23 December 1994 and 20 July 1995, 51/226 of 3 April 1997 and 53/221 of 7 April 1999 on human resources management;

5. *Further reaffirms* section IX, paragraph 8, of General Assembly resolution 53/221, on human resources management, which reiterates the request to the Secretary-General to increase further his efforts to improve the composition of the Secretariat by ensuring a wide and equitable geographical distribution of staff in all departments;

6. *Stresses* that no post should be considered the exclusive preserve of any Member State or group of States, including at the highest level, and requests the Secretary-General to ensure that, as a general rule, no national of a Member State succeeds a national of that State in a senior post and that there is no monopoly on senior posts by nationals of any State or group of States;

7. *Considers* that it is necessary, in the process of restructuring the Office of the United Nations High Commissioner for Human Rights, to take urgent, concrete and immediate action to change the currently prevailing geographical distribution of staff of the Office in favour of a more equitable distribution of posts, in accordance with Article 101 of the Charter, particularly by recruiting personnel from developing countries, including to key posts, and in this regard invites the High Commissioner to consider the establishment of a task force within her Office with the mandate to work in cooperation with relevant components of the United Nations Secretariat in the recruitment and training of qualified personnel from developing countries for the staff of the Office;

8. *Requests* the Secretary-General to take the necessary measures to ensure that particular attention is paid to recruiting personnel from developing countries, in particular from unrepresented Member States, for the existing vacancies and for additional posts in the Office of the High Commissioner to ensure an equitable geographical distribution, giving particular priority in this regard to recruitment for high-level and Professional posts and to the recruitment of women;

9. *Requests once again* the Secretary-General, in signing agreements with countries as a result of which Junior Professional Officers are provided to the Office of the High Commissioner, to urge those countries to ensure the allocation of additional financial resources to guarantee that personnel from developing countries are able to work as Junior Professional Officers, with a view to conforming with the principle of equitable geographical

distribution; furthermore, a permanent mechanism must be established, by virtue of which every Junior Professional Officer from a donor country who joins the Office will be matched by another Junior Professional Officer from a developing country;

10. *Emphasizes* the importance of openly advertising all posts, including ad hoc appointments for field operations, including the dissemination of detailed job descriptions among all States prior to the filling of those posts;

11. *Requests* the High Commissioner to ensure that Junior Professional Officers are not given sensitive political assignments where their impartiality may be questioned;

12. *Reaffirms* the importance of ensuring universality, objectivity and non-selectivity in the consideration of human rights issues, and requests the High Commissioner to continue to ensure that the fulfilment of her mandate and that of the Office is guided by these principles;

13. *Stresses* that the staff of the Office of the High Commissioner need to maintain their neutrality and fully respect the independence of the work of all mechanisms of the Commission and the treaty bodies, while providing support to their functioning;

14. *Requests* the High Commissioner to submit a comprehensive report on the implementation of the present resolution to the Commission at its fifty-eighth session, which should include:

(a) The composition of the staff of the Office, organized by the five United Nations regional groups established by the General Assembly (African States, Asian States, Latin American and Caribbean States, Western European and Other States and Eastern European States) and reflecting, *inter alia*, grade, nationality and gender, including with regard to non-regular staff;

(b) Measures adopted to improve the current situation and their results;

(c) Recommendations to improve the current situation;

15. *Draws the attention* of the General Assembly to the present resolution in the context of the consideration of the agenda item on human resources management;

16. *Decides* to consider this matter under the same agenda item at its fifty-eighth session.

ANNEX 1**Staff of the Office of the United Nations High Commissioner
for Human Rights****Geographical distribution (number of posts)**

Regional groups	Posts subject to geographical distribution		Posts not subject to geographical distribution		Total	
	2000	2001	2000	2001	2000	2001
African States	11	10	25	21	36	31
Asian States	15	13	1	6	16	19
Latin American and Caribbean States	8	9	8	10	16	19
Eastern European States	5	5	1	6	6	11
Western European and Other States*	36	41	61	69	97	110
Total	75	78	96	112	171	190

* Includes Switzerland and Israel.

ANNEX II

Staff of the Office of the United Nations High Commissioner for Human Rights

Geographical distribution (per cent)

Regional groups	Posts subject to geographical distribution		Posts not subject to geographical distribution		Total	
	2000	2001	2000	2001	2000	2001
African States	15	13	26	19	21	16
Asian States	20	17	1	5	9	10
Latin American and Caribbean States	11	11	8	9	9	10
Eastern European States	6	6	1	5	3	6
Western European and Other States*	48	53	63	62	56	58

* Includes Switzerland and Israel.
