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**Preparatory Commission for the International
Criminal Court**

**Working Group on a Draft Budget for the First
Financial Year of the Court**

New York

8-19 April 2002

1-12 July 2002

**Proposal submitted by France regarding the vacancy rate during
the first financial period**

**Text replacing the note following paragraph 115, table 2, of document
PCNICC/2002/WGFYB/L.1.**

^a It is assumed that in the period September to December 2002, a total of 64 posts would be authorized; in the period 1 January to 31 December 2003, a total of 195 posts would be authorized.

It is assumed that staff would be recruited in a phased manner and that the vacancy rate for staff in the Professional category and above would be 20 per cent in December 2003; the vacancy rate for other staff would be 16 per cent.

For the financial period as a whole, the average vacancy rate would therefore be 45 per cent and 40 per cent respectively.



Annex I

1. It is assumed that in December 2003 the vacancy rate at the International Criminal Court would be 20 per cent for staff in the Professional category and above, and 16 per cent for other staff (Security and General Service).
2. By comparison, the vacancy rate for the International Tribunal for the Former Yugoslavia in January 1999 (i.e. several years after its establishment) was 23.6 per cent for staff in the Professional category and above, and 19.3 per cent for other staff.
3. Likewise, the United Nations estimates an average vacancy rate of 60 per cent in the first year for a newly established post (i.e. 7.2 months over the year) for staff in the Professional category and above, and 50 per cent for other staff (i.e. 6 months). The assumptions for the International Criminal Court are therefore relatively conservative.
4. The pace of recruitment of staff in other categories could be relatively linear, because there is a well trained workforce in the host country and in neighbouring countries. Staff could be recruited throughout the year.
5. Staff in the Professional category and above could, on the other hand, be recruited in a phased manner, as follows:

The first phase (September 2002 to the beginning of 2003) would involve substantial work in establishing recruitment procedures and job descriptions. These recruitments will probably take longer than the others;

The second phase (March to May 2003) would follow the election of the judges, the Registrar and the Prosecutor. It would be important for them to recruit their main assistants after their election. It would be prejudicial to the smooth functioning of the Court to have all the positions filled before the principal organs of the Court are elected;

The third phase would take place between September and November 2003, after the annual summer vacation — traditionally a period of recruitment and major appointments.
6. The attached table and charts illustrate the development of the staffing table (see annex II).
7. The average vacancy rate (from 100 per cent in August 2002 to 20 per cent and 16 per cent respectively in December 2003) would therefore be approximately 45 per cent for staff in the Professional category and above, and 40 per cent for other staff. On that basis, it may be estimated that during the second financial period, the average vacancy rate would be less than 20 per cent for all staff.

Annex II
Estimated deployment of authorized staff and vacancy rates — September 2002 to December 2003

	Authorized staff 2002	September	October	November	December	Authorized staff 2003	January	February	March	April	May	June	July	August	September	October	November	December
Professional and above	36	8	10	15	22	100	27	32	36	41	52	60	61	62	70	76	78	80
General Service	28	5	12	20	25	95	30	35	40	45	50	55	60	65	70	75	80	80
Professional and above	-	78%	72%	58%	39%	-	73%	68%	64%	59%	48%	40%	39%	38%	30%	24%	22%	20%
General Service	-	82%	57%	29%	11%	-	68%	63%	58%	53%	47%	42%	37%	32%	26%	21%	16%	16%

