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## Draft staff regulations for the International Criminal Court

### Note by the secretariat

The secretariat of the Assembly of States Parties, as requested, has the honour to transmit to the Assembly, for its consideration and approval, the following communication from the Registrar of the International Criminal Court containing the draft staff regulations of the Court.

## Draft staff regulations of the International Criminal Court

### Introduction

1. Pursuant to article 44, paragraph 3, of the Rome Statute of the International Criminal Court (ICC), the Registrar, with the agreement of the Presidency and the Prosecutor, has the honour to submit to the Assembly of States Parties the attached draft staff regulations (see annex), which include the terms and conditions upon which the staff of the Court shall be appointed, remunerated and dismissed.
2. In drafting the staff regulations, a conscious effort has been made to establish a framework that reflects the overall approach to the structure of the Court, in particular the independence of the Prosecutor under article 42 of the Statute<sup>1</sup> the Rules of Procedure and Evidence, and other constitutive instruments of the Court.
3. It will be recalled that the Assembly of States Parties, recommended that the Court participate in the United Nations Joint Staff Pension Fund.<sup>2</sup> As a condition precedent for joining the Fund, an organization must participate in the United

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<sup>1</sup> In addition to the powers of the Prosecutor under article 42, paragraph 2, article 44, paragraph 1, provides that: "The Prosecutor and the Registrar shall appoint such qualified staff as may be required to their respective offices. In the case of the Prosecutor, this shall include the appointment of investigators."

<sup>2</sup> See ICC decision ICC-ASP/1/Decision 3 of 9 September 2002.

Nations common system of salaries, allowances and benefits (common system).<sup>3</sup> A consequence of the Court joining the Pension Fund and thus being part of the common system is the obligation to adhere to the common system standards established by the International Civil Service Commission (ICSC).<sup>4</sup> In drafting the staff regulations, care has been taken to ensure full conformity with the common system standards.

4. To that end, an extensive comparative survey and study of the staff regulations of different organizations within and outside the common system was undertaken, including the staff regulations of the United Nations, the International Tribunal for the Law of the Sea, the United Nations Educational, Scientific and Cultural Organization, the International Atomic Energy Agency, the Organization for the Prohibition of Chemical Weapons, the International Seabed Authority and the Comprehensive Nuclear Test-Ban Treaty Organization.

5. In addition, two human resources seminars<sup>5</sup> were held at the seat of the Court in February and July 2003. Participants included experts from the International Criminal Tribunal for Rwanda, the United Nations Office of Human Resources Management of the United Nations Secretariat and ICSC, as well as legal and human resources experts from the private sector and representatives of the Presidency and the Office of the Prosecutor. While the first seminar focused on the needs of the Court and fostered a better understanding of common system standards, the second seminar provided experts with an opportunity to scrutinize and advise on each provision of the draft staff regulations.

6. Regular consultations and liaison have also been maintained with the Pension Fund Board.<sup>6</sup> The draft staff regulations have been reviewed by the secretariats of the Fund and ICSC to ensure that the substantive provisions comply with the common system. Following its review and assessment of the draft staff regulations, the Board found the substantive provisions to be in compliance with the common system standards and thus recommended approval of the Court's application to the General Assembly, paving the way for membership to the Fund by 1 January 2004. Final approval of the Court's application by the General Assembly is contingent upon adoption by the Assembly of States Parties of the draft staff regulations of the Court.

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<sup>3</sup> The common system represents common standards, methods and arrangements being applied to salaries, allowances and benefits for the staff of the United Nations, specialized agencies which have entered into relationship with the United Nations, the International Atomic Energy Agency and a number of other international organizations. The common system is designed to avoid serious discrepancies in terms and conditions of employment, to avoid competition in recruitment of personnel and to facilitate the interchange of personnel. Over 52,000 staff members serving in over 600 duty stations participate in the system.

<sup>4</sup> Established by the General Assembly of the United Nations in 1974, ICSC regulates and coordinates the conditions of service of the United Nations common system.

<sup>5</sup> The main purpose of the seminars was to bring together human resources experts to share their views on various issues of staff policies.

<sup>6</sup> The Board is the principal organ charged with administering the United Nations Joint Staff Pension Fund and it reports to the General Assembly on matters within its purview.

7. In addition to satisfying the common system requirements, the key factors described below have been taken into account in drafting the staff regulations.

**1. Independence of the Prosecutor**

8. Given the full authority of the Prosecutor over the management and administration of his Office, including the staff, facilities and other resources thereof, care has been taken throughout the individual provisions to maintain that independence. Where necessary, day-to-day administrative functions have been centralized under the Registrar without infringing on the independence of the Prosecutor.

**2. Core values**

9. As international civil servants, staff of the Court are required to adhere to the core values of the Court: independence from national ties, allegiance to the Court and a high level of integrity.

**3. Confidentiality**

10. The importance of confidentiality for the Court and the need to be able to effectively deal with breaches thereof is reflected in the staff regulations.

**4. Balance of interests**

11. A conscious effort has been made to create a work environment that rewards achievement and supports the efforts of staff members to maintain their health, well-being and family life, and that creates conditions that allow the Court to retain highly qualified and motivated staff and thereby benefit from institutional memory.

**5. Fairness of the process**

12. Care has been taken to create a flexible, efficient and fair system that will enable the Court to recruit staff that meet the highest standards of efficiency, competence and integrity. Procedures for the efficient and fair resolution of conflicts among staff or between staff and the Court have been provided for.

13. With regard to appeals against final decisions relating to disciplinary matters generally, as well as appeals against administrative decisions alleging non-observance of the terms and conditions of appointment, the Court has accepted the jurisdiction of the Administrative Tribunal of the International Labour Organization.

14. Staff rules and other administrative issuances for the implementation and internal administration of the staff regulations will be issued by the Registrar, in consultation with the Presidency and the Prosecutor. Such staff rules, consistent with the staff regulations, shall be presented to the Assembly of States Parties.

## Annex

### **Draft staff regulations of the International Criminal Court**

*The States Parties to the Rome Statute of the International Criminal Court,<sup>a</sup>*

*Considering* article 44, paragraph 3, of the Rome Statute, according to which the Registrar, with the agreement of the Presidency and the Prosecutor, shall propose to the Assembly of States Parties Staff Regulations which include the terms and conditions upon which the staff of the Court shall be appointed, remunerated and dismissed,

*Considering* article 38, paragraph 3, of the Rome Statute, according to which the Presidency shall be responsible for the proper administration of the Court with the exception of the Office of the Prosecutor,

*Considering* article 42, paragraph 2, of the Rome Statute, according to which the Prosecutor shall have full authority over the management and administration of the Office, including staff, facilities and other resources thereof,

*Considering* article 43, paragraphs 1 and 2, of the Rome Statute, according to which the Registrar shall be the principal administrative officer of the Court, exercising his functions under the authority of the President of the Court, and on the basis of which he shall be responsible for the non-judicial aspects of the administration and servicing of the Court, without prejudice to the functions and powers of the Prosecutor in accordance with article 42 of the Rome Statute,

*Considering* the Rules of Procedure and Evidence adopted by the Assembly of States Parties on 9 September 2002,<sup>b</sup>

*Emphasizing* the need to establish a flexible, efficient and fair system for the appointment, remuneration and dismissal of staff of the Court, taking into account the requirements of each of the organs of the Court,

*Noting and encouraging* the ongoing coordination and cooperation between the organs of the Court,

*Have approved* the Staff Regulations of the Court set out below.

#### **Scope and purpose**

The Staff Regulations, promulgated in accordance with article 44, paragraph 3, of the Rome Statute of the International Criminal Court, embody the fundamental conditions of service and the basic rights and obligations of the staff of the International Criminal Court (hereinafter “the Court”). They represent the broad principles of personnel policy for the staffing and administration of the Registry, the Presidency, the Chambers and the Office of the Prosecutor.

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<sup>a</sup> *Official Records of the United Nations Diplomatic Conference of Plenipotentiaries on the Establishment of an International Criminal Court, Rome, 15 June-17 July 1998*, vol. I, sect. A.

<sup>b</sup> *Official Records of the Assembly of States Parties to the Rome Statute of the International Criminal Court, First Session, New York, 3-10 September 2002* (United Nations publication, Sales No. E.03.V.2), part II, sect. A.

For the purpose of these Regulations, the expression “staff member” and “staff” shall refer to all staff members of the Court within the meaning of article 44 of the Rome Statute.

The Staff Regulations and Rules shall apply to all staff of the Court.

## **Article I**

### **Duties, obligations and privileges**

#### **Regulation 1.1**

##### *Status of staff*

(a) Staff members of the Court are international civil servants. Their responsibilities as staff members of the Court are not national but exclusively international.

(b) Staff members of the Court shall make the following written declaration, which shall be witnessed by the Registrar or the Prosecutor, as appropriate, or an authorized representative of the Registrar or the Prosecutor, in accordance with Rule 6 of the Rules of Procedure and Evidence of the Court:

“I solemnly undertake that I will perform my duties and exercise my powers as [title] of the International Criminal Court honourably, faithfully, impartially and conscientiously, and that I will respect the confidentiality of investigations and prosecutions.”

(c) The Registrar or the Prosecutor, as appropriate, shall ensure that the rights and duties of staff members, as set out in the Rome Statute and the Staff Regulations and Rules and in the relevant resolutions and decisions of the Assembly of States Parties, are respected.

(d) The Registrar or the Prosecutor, as appropriate, shall seek to ensure that the paramount consideration in the determination of the conditions of service shall be the necessity of securing staff of the highest standards of efficiency, competence and integrity.

(e) The Staff Regulations shall apply to all staff at all levels.

(f) The privileges and immunities enjoyed by the Court by virtue of article 48 of the Rome Statute are conferred in the interests of the Court. Those privileges and immunities furnish no excuse to the staff members who are covered by them to fail to observe applicable laws and police regulations of the State in which the offices of the Court are located or in which the Court is operating, nor do they furnish an excuse for non-performance of their private obligations. In any case where an issue arises regarding the application of those privileges and immunities, the staff member shall immediately report the matter to the Registrar or the Prosecutor, as appropriate, in accordance with the provisions of the Statute, the Agreement on Privileges and Immunities of the Court and the Headquarters Agreement, who may decide whether such privileges and immunities exist and whether they shall be waived in accordance with the relevant instruments.

**Regulation 1.2***Core values*

(a) Staff members of the Court shall uphold and respect the principles embodied in the Rome Statute, including faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women. Consequently, staff members shall exhibit respect for all cultures; they shall not discriminate against any individual or group of individuals or otherwise abuse the power and authority vested in them.

(b) Staff members of the Court shall uphold the highest standards of efficiency, competence and integrity. The concept of integrity includes, but is not limited to, compliance with the relevant standards on confidentiality established by the Court, probity, impartiality, fairness, honesty and truthfulness in all matters affecting their work and status.

*General rights and obligations*

(c) Staff members of the Court are subject to the authority of the President, the Registrar or the Prosecutor, as appropriate, and to assignments by them to any of the relevant activities or offices of the Court. In exercising that authority, the President, the Registrar and the Prosecutor shall seek to ensure, having regard to the circumstances, that all necessary safety and security arrangements are made for staff carrying out the responsibilities entrusted to them.

(d) In the performance of their duties, staff members of the Court shall neither seek nor accept instructions from any Government or from any other source external to the Court.

(e) By accepting appointment, staff members pledge themselves to discharge their functions and regulate their conduct with the interest of the Court only in view. Loyalty to the aims, principles and purposes of the Court, as set forth in the Rome Statute, is a fundamental obligation of all staff members by virtue of their status as international civil servants.

(f) While staff members' personal views and convictions, including their political and religious convictions, remain inviolable, staff members shall ensure that those views and convictions do not adversely affect their official duties or the interest of the Court. They shall conduct themselves at all times in a manner befitting their status as international civil servants and shall not engage in any activity that is incompatible with the proper discharge of their duties with the Court. They shall avoid any action, in particular any kind of public pronouncement, that may adversely reflect on their status or on the integrity, independence and impartiality that are required by that status.

(g) Staff members of the Court shall not use their office or knowledge gained from their official functions for private gain, financial or otherwise, or for the private gain of any third party, including family, friends and those they favour. Nor shall staff members use their office for personal reasons to prejudice the positions of those they do not favour.

(h) Staff members of the Court may exercise the right to vote but shall ensure that their participation in any political activity is consistent with, and does

not reflect adversely upon, the independence and impartiality required by their status as international civil servants.

(i) Staff members of the Court shall exercise the utmost discretion with regard to all matters of official business. They shall not communicate to any Government, entity, person or any other source any information known to them by reason of their official employment with the Court that they know or ought to have known has not been made public, except as appropriate in the normal course of their duties or by authorization of the Registrar or the Prosecutor, as appropriate. Those obligations do not cease upon separation from service.

#### *Confidentiality*

(j) Staff members shall uphold the highest standards of confidentiality in the discharge of their duties. Those standards include:

- (i) Full conformity to policies and procedures of the Court regarding confidentiality of documents, proceedings and other matters;
- (ii) Preservation of the integrity of information and evidence in whatever form held by the Court and refusal to compromise the effective retention, storage and security of information and evidence in whatever form it may exist;
- (iii) Discernment and vigilance regarding all communications that may raise issues of confidentiality, particularly communications with persons outside the Court;
- (iv) Immediate reporting of suspected breaches of confidentiality, especially where such suspected breaches would pose a danger to the safety, well-being or privacy of staff, victims, witnesses, the accused and their families;
- (v) Containment of reported breaches of confidentiality by refraining from unnecessary discussions thereof in any context.

#### *Honours, gifts and remuneration*

(k) No staff member of the Court shall accept any honour, decoration, favour, gift or remuneration from any Government or from any non-governmental source without first obtaining the approval of the Registrar or the Prosecutor, as appropriate.

(l) If refusal of an unanticipated honour, decoration, favour or gift from a Government would cause embarrassment to the Court, the staff member may receive it on behalf of the Court and then report and entrust it to the Registrar or the Prosecutor, as appropriate, who will either retain it for the Court or arrange for its disposal for the benefit of the Court or for a charitable purpose.

#### *Conflict of interest*

(m) Staff members shall not be actively associated with the management of, or hold a financial interest in, any profit-making business or other concern, if it is possible for the staff member or the profit-making business or other concern to

benefit from such association or financial interest by reason of his or her position with the Court.

*Outside employment and activities*

(n) Staff members of the Court shall not engage in any outside occupation or employment, whether remunerated or not, without the prior approval of the Registrar or the Prosecutor, as appropriate.

(o) The Registrar or the Prosecutor, as appropriate, may authorize staff members of the Court to engage in an outside occupation or employment, whether remunerated or not, if:

- (i) The outside occupation or employment does not conflict with the staff member's official functions or the status of an international civil servant;
- (ii) The outside occupation or employment is not against the interest of the Court; and
- (iii) The outside occupation or employment is permitted by local law at the duty station or where the occupation or employment occurs.

*Use of property and assets*

(p) Staff members of the Court shall only use the property and assets of the Court for official purposes and shall exercise reasonable care when utilizing such property and assets.

(q) Staff members of the Court must respond fully to requests for information from those authorized by the Court or the Assembly of States Parties to investigate possible misuse of funds, waste or abuse.

**Regulation 1.3**

(a) Staff members of the Court are accountable to the President, the Registrar or the Prosecutor, as appropriate, for the proper discharge of their functions. Staff members are required to uphold the highest standards of efficiency, competence and integrity in the discharge of their functions, and their performance will be appraised periodically to ensure that the required standards of performance are met.

(b) Staff members of the Court shall be at the disposal of the Registrar or the Prosecutor, as appropriate, for the performance of official functions; however, the Registrar, in consultation with the Prosecutor, shall establish a normal working week and shall establish official holidays for the Court. Exceptions may be made by the Registrar or the Prosecutor, as appropriate, and staff members shall be required to work beyond the normal working hours when requested to do so.

**Article II**  
**Classification of posts and staff**

**Regulation 2.1**

In conformity with principles laid down by the Assembly of States Parties, the Registrar, in consultation with the Prosecutor, shall make appropriate provision for



the classification of posts according to the nature of the duties and responsibilities required and in conformity with the United Nations common system of salaries, allowances and benefits (hereinafter “the United Nations common system standards”).

### **Article III**

#### **Salaries and related allowances**

##### **Regulation 3.1**

Salaries and allowances of staff members of the Court shall be fixed by the Registrar, in consultation with the Prosecutor, and they shall be in conformity with the United Nations common system standards.

##### **Regulation 3.2**

The Registrar, in consultation with the Prosecutor, shall establish the applicable gross pensionable salary scales for the General Service category of staff of the Court as well as the scale of pensionable remuneration for staff in the Professional and higher categories of the Court, in conformity with United Nations common system standards.

##### **Regulation 3.3**

Staff members of the Court shall be entitled to receive a dependency benefit and/or dependency allowances, in conformity with United Nations common system standards.

##### **Regulation 3.4**

(a) The Registrar, in consultation with the Prosecutor, shall, in conformity with United Nations common system standards, establish terms and conditions under which an education grant shall be available to staff members of the Court residing and serving outside their recognized home country.

(b) The Registrar, in consultation with the Prosecutor, shall, in conformity with United Nations common system standards, establish terms and conditions under which an education grant shall be available to staff members whose children are unable, by reason of physical or mental disability, to attend a normal educational institution or, while attending a normal educational institution, require special teaching or training to assist them in overcoming the disability.

##### **Regulation 3.5**

The Registrar may, in consultation with the Prosecutor, conclude bilateral tax reimbursement agreements with States, where it is appropriate and in the operational interests of the Court.

## **Article IV**

### **Appointment and promotion**

#### **Regulation 4.1**

In accordance with articles 42 and 43 of the Rome Statute, the power of appointment of staff members rests with the Registrar and the Prosecutor, respectively. Upon appointment, each staff member, including a staff member on secondment from government service, shall receive a letter of appointment signed by the Registrar or the Prosecutor, as appropriate, or by an official in the name of the Registrar or the Prosecutor.

#### **Regulation 4.2**

The paramount consideration in the appointment, transfer or promotion of the staff shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to representation of the principal legal systems of the world, equitable geographical representation and fair representation of female and male staff members.

#### **Regulation 4.3**

In accordance with the principles of the Rome Statute, selection of staff members shall be made without distinction as to race, sex or religion. The selection shall normally be made on a competitive basis.

#### **Regulation 4.4**

Subject to the provisions of article 44 of the Rome Statute and without prejudice to the recruitment of new talent at all levels, the fullest regard shall be paid, in filling vacancies, to the requisite qualifications and experience of staff members already in the service of the Court.

#### **Regulation 4.5**

(a) Staff members shall be granted such fixed-term and short-term appointments that are consistent with the present Regulations as the Registrar or the Prosecutor, as appropriate, may prescribe. An appointment may be extended or renewed at the discretion of the Registrar or the Prosecutor, as appropriate, if the staff member is willing to accept such extension or renewal. At no time shall an appointment be deemed to carry any expectation or right to extension or renewal.

(b) An initial fixed-term appointment may be subject to a probationary period, as determined by the Registrar or the Prosecutor, as appropriate.

#### **Regulation 4.6**

The Registrar, in consultation with the Prosecutor, shall establish appropriate medical standards that staff members shall be required to meet before appointment.

#### **Regulation 4.7**

Consultants, individual contractors, interns and other personnel may be engaged under such terms and conditions as the Registrar or the Prosecutor, as

appropriate, may determine and shall not be staff members for the purposes of the present Regulations.

## **Article V**

### **Annual and special leave**

#### **Regulation 5.1**

Staff members shall be allowed appropriate annual leave, in conformity with United Nations common system standards.

#### **Regulation 5.2**

Special leave may be authorized by the Registrar or the Prosecutor, as appropriate, in exceptional cases.

#### **Regulation 5.3**

Eligible staff members shall be granted home leave in conformity with United Nations common system standards. Staff members whose home country is either the country of their official duty station or the country of their normal residence while in the Court's service shall not be eligible for home leave.

## **Article VI**

### **Social security**

#### **Regulation 6.1**

(a) Provision shall be made for the participation of staff members in the United Nations Joint Staff Pension Fund in accordance with the regulations of that Fund.

(b) The United Nations Administrative Tribunal shall, under the conditions prescribed in its statute, hear and pass judgement upon application from staff members concerning all pension matters.

#### **Regulation 6.2**

The Registrar, in consultations with the Prosecutor, shall establish a scheme of social security for the staff, including provision for health protection, sick leave and maternity leave and reasonable compensation in the event of illness, accident or death attributable to the performance of official duties on behalf of the Court, in conformity with United Nations common system standards.

## **Article VII**

### **Travel and removal expenses**

#### **Regulation 7.1**

Subject to conditions and definitions prescribed by the Registrar, in consultation with the Prosecutor, the Court shall pay the travel expenses of staff members and their spouses and dependent children.

### **Regulation 7.2**

Subject to conditions and definitions prescribed by the Registrar, in consultation with the Prosecutor, the Court shall pay removal costs for staff members.

## **Article VIII Staff relations**

### **Regulation 8.1**

(a) The Registrar or the Prosecutor, as appropriate, shall establish and maintain continuous contact and communication with the staff in order to ensure the effective participation of the staff in identifying, examining and resolving issues relating to staff welfare, including conditions of work, general conditions of life and other personnel policies.

(b) A staff representative body shall be established by the Registrar, in consultation with the Prosecutor. It shall be entitled to initiate proposals to the Registrar or the Prosecutor, as appropriate, for the purpose set forth in subparagraph (a) above. It shall be organized in such a way as to afford equitable representation to all staff members, by means of elections that shall take place at least biennially under electoral regulations drawn up by the respective staff representative body and agreed to by the Registrar, in consultation with the Prosecutor.

## **Article IX Separation of service**

### **Regulation 9.1**

(a) The Registrar or the Prosecutor, as appropriate, shall give their reasons for the termination of the appointment of a staff member.

(b) The Registrar or the Prosecutor, as appropriate, may terminate the appointment of a staff member prior to the expiration date of his or her contract if:

- (i) If the necessities for the service require the abolition of the post or reduction of the staff;
- (ii) If the services of the individual concerned prove unsatisfactory; or
- (iii) If he or she is, for reasons of health, incapacitated for further service;
- (iv) If facts anterior to the appointment of the staff member and relevant to his or her suitability come to light that, had they been known at the time of his or her appointment, should, under the standards established in the Statute, have precluded his or her appointment;
- (v) For any other reasons specified in the letter of appointment;
- (vi) If in their opinion such termination would be in the interest of the Court.

**Regulation 9.2**

If the Registrar or the Prosecutor, as appropriate, terminates an appointment, the staff member shall be given such notice and such indemnity payment as may be applicable under the present Regulations and the Staff Rules. Payments of termination indemnity shall be made by the Registrar or the Prosecutor, as appropriate, in conformity with United Nations common system standards.

**Regulation 9.3**

Staff members may resign from the Court upon giving the Registrar or the Prosecutor, as appropriate, the notice required under the terms of their appointment.

**Regulation 9.4**

The Registrar, in consultation with the Prosecutor, shall establish a scheme for the payment of repatriation grants, in conformity with United Nations common system standards.

**Regulation 9.5**

Staff members shall not be retained in active service beyond the age of sixty-two years. The Registrar or the Prosecutor, as appropriate, may, in the interest of the Court, extend that age limit in exceptional cases.

**Article X  
Disciplinary measures****Regulation 10.1**

The Registrar or the Prosecutor, as appropriate, shall establish administrative machinery with staff participation which will be available to advise them in disciplinary cases.

**Regulation 10.2**

(a) The Registrar or the Prosecutor, as appropriate, may impose disciplinary measures on staff members whose conduct is unsatisfactory.

(b) The Registrar or the Prosecutor, as appropriate, may summarily dismiss a member of the staff for serious misconduct, including breach of confidentiality.

**Article XI  
Appeals****Regulation 11.1**

The Registrar or the Prosecutor, as appropriate, shall establish administrative machinery with staff participation to advise them in case of any appeal by staff members against an administrative decision alleging the non-observance of their terms of appointment, including all pertinent regulations and rules.

**Regulation 11.2**

The Administrative Tribunal of the International Labour Organization shall, under conditions prescribed in its statute, hear and pass judgement upon applications from staff members alleging non-observance of their terms of appointment, including all pertinent regulations and rules.

**Article XII**  
**Amendment and implementation**

**Regulation 12.1**

The present Regulations may be supplemented or amended by the Assembly of States Parties, on the proposal of the Registrar, with the agreement of the Presidency and the Prosecutor, without prejudice to the acquired rights of staff members.

**Regulation 12.2**

The Registrar and the Prosecutor shall jointly provide such staff rules that are consistent with the present Staff Regulations as they consider necessary. Such staff rules shall be brought to the attention of the Assembly of States Parties.

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