



**Economic and Social
Council**

Distr.
GENERAL

E/CN.4/2004/100*
23 December 2003

Original: ENGLISH

COMMISSION ON HUMAN RIGHTS
Sixtieth session
Item 18 (c) of the provisional agenda

**EFFECTIVE FUNCTIONING OF HUMAN RIGHTS MECHANISMS
ADAPTATION AND STRENGTHENING OF THE UNITED NATIONS
MACHINERY FOR HUMAN RIGHTS**

**Composition of the staff of the Office of the United Nations
High Commissioner for Human Rights**

Report of the High Commissioner

1. The Commission on Human Rights, in its resolution 2003/74, requested the High Commissioner for Human Rights to submit a comprehensive report on the staff of his Office. The present report is submitted pursuant to that request.
2. It may be recalled that the official report on the composition of the Secretariat is submitted annually by the Secretary-General to the General Assembly in accordance with a number of Assembly resolutions, the most recent of which are resolutions 49/222 A, 51/226, 52/219, 53/221, 55/258 and 57/305. It is noted that the Office of the High Commissioner for Human Rights (OHCHR) is a part of the Secretariat and that a departmental breakdown of staff members has to be seen against the background of overall distribution within the Secretariat. In the case of OHCHR, the departmental breakdown shows that developing as well as developed countries are to be found in the list of over and under-represented countries. The latest report of the Secretary-General is contained in document A/57/414 of 17 September 2002.
3. In accordance with paragraph 4 of section IX of General Assembly resolution 53/221, the practice of showing the representation of staff according to major geographical groupings has been discontinued. Countries are listed in alphabetical order.
4. Table 1 below shows staff of the Office of the United Nations High Commissioner for Human Rights in the Professional and above category, by nationality, grade and gender, on posts subject to geographical distribution, as of 1 December 2003.

* Reissued for technical reasons.

5. Table 2 below shows OHCHR staff in the Professional and above category, by nationality, grade and gender, falling under the following categories, as of 1 December 2003: (i) staff holding appointments of less than one year; (ii) staff charged to general temporary assistance funds; (iii) staff employed in OHCHR field offices; and (iv) staff employed as technical cooperation and project personnel.

6. The following measures implemented by the High Commissioner refer to matters dealt with in resolution 2003/74 of the Commission on Human Rights:

(a) The establishment of the OHCHR Advisory Panel on Personnel Issues. This internal management body has been entrusted with the responsibility of evaluating all recommendations for filling temporary posts at OHCHR headquarters and in the field, upgrading temporary staff and lateral transfers, with a view to ensuring the highest standards of efficiency, competence and integrity, as well as equitable geographical distribution;

(b) The systematic development of job descriptions and consistent advertisement of vacancies in respect of temporary positions at OHCHR headquarters and in the field, and circulation of job openings on the OHCHR web site.

7. In an effort to widen the pool of candidates interested in the subject of human rights, the High Commissioner had recommended that the Office of Human Resources Management establish a human rights occupational group. It was felt that such a measure would contribute to attracting to the area of human rights, qualified junior professionals from unrepresented and underrepresented countries. The Office of Human Resources Management held a specialized competitive human rights examination in May 2001. The examination was open to nationals of 17 Member States (Argentina, Austria, Bosnia and Herzegovina, Cambodia, China, Germany, Grenada, Honduras, Iceland, Italy, Japan, Kyrgyzstan, Liechtenstein, Malta, Micronesia, Sweden and Uzbekistan).

8. Mindful of the recommendations of policy-making organs such as the General Assembly and the Commission on Human Rights, the Office of the High Commissioner, in filling vacant posts, is paying particular attention to geographical distribution. All managers take this element into account when reviewing candidates and making recommendations for recruitment. All regular-budget posts of OHCHR are subject to geographical distribution, and OHCHR abides by the resolutions of the General Assembly, particularly with regard to posts at the P-2 level and, where applicable, at the P-3 level, by recruiting staff from the national competitive examination. OHCHR has instituted measures to apply the Organization's principles of geographical distribution with particular regard to unrepresented or underrepresented developing countries when filling extrabudgetary posts. These measures involve the screening of candidates at the initial recruitment stage, including of short-term staff, to ensure that, all other things being equal, priority is given to candidates from such countries.

9. OHCHR has cooperated with the Joint Inspection Unit in the preparation of its report on the management and administration of the Office of the High Commissioner (JIU/REP/2003/6), in particular, with regard to its impact on the recruitment policies and the composition of the staff. OHCHR has submitted comments on the draft report and will strive to continue its efforts for a broader geographical base of its staff.

Table 1

OHCHR STAFF ON POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION, BY NATIONALITY, GRADE AND GENDER

(as at 1 December 2003)

Region/Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Algeria	1	0													1					
Andorra	1	1														1				
Argentina	1	1																1		
Australia	1	1										1								
Austria	1	0															1			
Bolivia	1	0													1					
Cambodia	1	1												1						
Cameroon	1	0											1							
China	1	1														1				
Colombia	1	0													1					
Côte d'Ivoire	2	0													2					
Croatia	1	1														1				
Denmark	3	0											1		1		1			
Dominican Republic	1	0													1					
Equatorial Guinea	1	0											1							
Finland	1	1												1						
France	4	0									1		1		2					
Georgia	1	0									1									
Germany	6	4											1				3	1		
Guatemala	1	1														1				
Guyana	1	0			1															
Iran (Islamic Republic of)	1	1										1								
Italy	8	4									2			1			2	3		
Japan	6	2									1		2		1	1		1		
Jordan	1	1										1								
Malawi	1	0									1									
Malaysia	1	1										1								
Maldives	1	0													1					
Mexico	1	1								1										
Mongolia	1	0																		

Table 1 (continued)

Region/Country of nationality	Total staff		USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Nepal	1	0											1							
Netherlands	2	1											1		1					
Paraguay	1	1															1			
Peru	1	0											1							
Poland	2	0							1								1			
Republic of Korea	1	0															1			
Russian Federation	1	0											1							
Saudi Arabia	1	1												1						
Senegal	1	0					1													
Serbia and Montenegro	1	1													1					
Spain	7	6									1		1	1	4					
Sri Lanka	1	1												1						
Sweden	1	0							1											
Switzerland	1	1													1					
Togo	1	0											1							
Ukraine	1	0											1							
United Kingdom of Great Britain and Northern Ireland	4	3									1		1	1	1					
United States of America	6	2											4	1			1			
Total	87	39	0	0	1	0	1	0	2	1	6	6	19	8	12	16	7	8	0	0

Table 2

OHCHR staff on posts not subject to geographical distribution, by nationality, grade and gender

(as at 1 December 2003)

Country of nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Argentina	3	1												1	2					
Australia	8	2											1		4	2	1			
Austria	2	0									1				1					
Bangladesh	1	1																1		
Belgium	2	0															2			
Benin	1	0													1					
Brazil	1	1										1								
Bulgaria	2	0													1				1	
Burundi	1	1														1				
Cambodia	1	0											1							
Cameroon	1	1									1									
Canada	12	6									1		2	2	1	2	2	2		
Chile	2	0									1				1					
China	1	1														1				
Costa Rica	1	0											1							
Côte d'Ivoire	1	0													1					
Croatia	2	1														1	1			
Czech Republic	1	1																1		
Democratic Republic of the Congo	5	1											1		2		1	1		
Denmark	3	3																3		
Ethiopia	2	0									1						1			
Finland	2	0													1		1			
France	17	13										1		1	1	2	3	8		1
Georgia	1	1														1				
Germany	4	2												1	2			1		
Greece	1	0											1							
Haiti	1	1																1		
Hungary	1	1																1		
India	3	1													2	1				
Iran (Islamic Republic of)	1	1														1				

Table 2 (continued)

Country of nationality	Total staff		USG		ASG		D-2/L-7		D-1/L-6		P-5/L-5		P-4/L-4		P-3/L-3		P-2/L-2		P-1/L-1	
	All	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Ireland	1	1																1		
Italy	9	4									1				2	4	1		1	
Japan	1	1																1		
Mali	2	0											1		1					
Mauritania	1	0													1					
Mauritius	1	1																1		
Mexico	2	1													1			1		
Mongolia	1	1																1		
Nepal	1	0													1					
Netherlands	2	1											1			1				
New Zealand	1	0															1			
Nigeria	1	1																1		
Paraguay	1	0													1					
Peru	3	2												1			1	1		
Republic of Korea	1	1																1		
Senegal	2	1														1	1			
Somalia	1	0									1									
South Africa	1	1														1				
Spain	7	3													2	1	2	1		1
Sudan	2	0									1		1							
Sweden	7	3							2		1	1			1	2				
Switzerland	4	4												1		1		1		1
Trinidad and Tobago	1	1																1		
Tunisia	2	1											1			1				
Uganda	1	0													1					
United Kingdom of Great Britain and Northern Ireland	11	4									2		2	1	2	1	1	2		
United States of America	11	6					1				2		1	3	1	2		1		
Uruguay	3	1											1		1	1				
Venezuela	1	1																1		
Total	166	80	0	0	0	0	1	0	2	0	12	4	15	11	35	28	19	34	2	3