

The Hague, 6 September 2023

Statement to the ICC Committee on Budget and Finance

Good afternoon. Thank you for the opportunity to address you today. My name is Valeria Babără, Legal and Advocacy Officer with Women's Initiatives for Gender Justice.

I would like to start by noting several positive developments in the 2024 proposed Programme Budget.

We welcome the prioritisation of initiatives aiming to enable and foster a safe work environment which can encourage staff to improve capacity and performance. These include:

- the continuation of the positions of Focal Point for Gender Equality and Ombudsperson;
- the consideration of a court wide ethics function; and
- the special allocation of resources for court-wide gender-focused training and mentoring, and for a gender equality consultancy for the Trust Fund for Victims.

We also note the inclusion of gender perspectives in strategic goals, such as:

- ICC Strategic Goal 3, on further developing mainstreaming of a gender perspective in all aspects of the Court's work;
- ICC Strategic Goal 8, on achieving more equitable geographical representation and gender balance, particularly at higher level posts;
- OTP Strategic Goal 10, on improving the working environment of the Office and ensuring a respectful working culture; and
- Registry Strategic Goal 2, on engaging staff through the promotion of desired organizational culture and values and the improvement of geographical representation and gender balance.

To ensure the effective implementation of these goals and to advance discussions on distributing the Court's resources in a more equitable manner, we offer the following recommendations:

1. In upcoming reports, include more disaggregated data on various intersecting aspects including but not limited to gender and geographical representation. Other indicators for disaggregation to consider are age, race, income, disability etc. An analysis of this data will reveal gaps or areas where changes can be made for a more equitable use of resources, which can be implemented in future budgets and planning.
2. In terms of gender representation, encourage inclusivity by considering not only the binary framework of men and women but also other gender identities.
3. In areas where available statistics already show significant under-representation, such as the lack of gender diversity at higher level positions and the lack of geographical diversity overall but especially for more senior positions, consider more drastic measures in terms of

recruitment and promotion policies, flexible work arrangements and regular reporting by using diversity metrics to correct current imbalances.

An analysis of how equitably the Court expends its budget is applicable to all areas, including but not limited to remuneration levels, judicial and prosecutorial activity, travel, contractual services, and training.

I would like to emphasise that this exercise should not be seen as creating additional budget lines or implying any budget increase, but rather as better budget planning based on specific evidence regarding the beneficiaries of resources, and more fairly using existing financial and other types of resources, including staff time. Such improved budgeting will lead to increased effectiveness, easier monitoring of achievements, advancing good governance standards, and enhancing accountability and transparency.

We stand ready to offer expertise, training, assistance in drafting an action plan and other support as needed, and also encourage states parties to share relevant best practices from their national jurisdictions.

Thank you.