

**PERMANENT MISSION OF INDIA TO THE UN, GENEVA**

**HUMAN RIGHTS COUNCIL**

**22 nd SESSION (25 Feb -23 Mar 2013)**

**Agenda Item 2: HC/SG Thematic Reports**

**General Debate**

**(4 Mar 2013)**

**Statement by India**

Mr. President,

We would like to confine our remarks to the High Commissioner's report A/HRC/16/35 on the composition of the staff of OHCHR.

02. We thank the High Commissioner, Ms. Navanethem Pillay, for her Report on the composition of the staff of OHCHR that follows from the Council resolution 19/3. We appreciate the efforts of the High Commissioner to improve geographical diversity in OHCHR and are encouraged to note that this issue remains one of the High Commissioner's priorities. We also take positive note of the success achieved to improve gender balance in the OHCHR composition.

2. Nevertheless, Mr. President our concerns expressed last year on the issue remains and we would like to reiterate them with some additional observations:

- a) One, we remain deeply concerned that even nine years after Recommendation 8 of the JIU report 2003/6, that was reiterated in the JIU report 2006/3; the OHCHR still does *not* have any *specific targets and deadlines* to reduce the imbalance in geographical distribution of staff. This was acknowledged in paragraph 13 of the last JIU report 2009/2, which also made it its Recommendation 1. To this end, we would request the High Commissioner to share information about her plans to formulate specific targets and deadlines on this issue;
- b) Two, we would like the High commissioner to elaborate on how, of the countries under Western Europe and other region that represent 47.3% of the OHCHR staff, several of them figure in the list of underrepresented

countries. Indeed, this indicates existence of a significant intra-regional imbalance.

- c) Three, Annex 1 tabulates regular staff of the OHCHR under budgetary and extra-budgetary posts together. It would be useful to have these separated in different tables so as to have a clearer picture on the geographical distribution of both types of posts.
- d) Fourth, we would like to seek clarification on how a country in Annex 1, which has more than 7% of OHCHR regular staff is shown as under-represented.
- e) Fifth, We once again regret that the Report has omitted discussing the issue of the highly skewed trend in the recruitment of Associate Experts or Junior Professional Officers (JPOs) – an issue that had been examined in the JIU report 2009/2 second follow up to the management Review . We would, therefore, request the High Commissioner to share information on how she plans to address this issue;

3. We are happy to note that the 2010 National Competitive Recruitment exams yielded candidates from unrepresented and underrepresented countries that OHCHR will be able to recruit. We would appreciate information about the geographic composition of the candidates that are finally recruited by OHCHR out of this pool of candidates.

4. In conclusion Mr. President, we would like to reiterate that while we recognize and value the need to maintain competence, efficiency and integrity of the OHCHR, surely these attributes cannot be presumed to be limited to one geographical region.

Thank you, Mr. President.

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