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ICC ALERT – the Registrar’s Questionable Revision Project

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ICC building in the Hague © www.gallowayfoundation.org

In Dec 2014, AFLA issued a preliminary report ([read here](#)) on the so called Revision Project of the ICC Registrar. When he took office in 2013 he immediately began this project designed to abolish more than 113 posts. The result has been distress and panic, affecting morale and output, not to mention the Court’s judicial work. According to Registrar Herman von Hebel, his Revision project is meant to make the ICC more efficient and decrease costs. Yet he plans to replace the 113 plus posts with 138, possibly 141 new ones. How can such be an exercise to increase efficiency and save costs one might ask?

When he began his tenure, the new Registrar eliminated the Deputy Registrar position. Incidentally the said Deputy Registrar is an African, from Senegal and was one of the initial officials of the Court with institutional memory. From thence, the new Registrar proceeded to abolish more positions, including strategic positions held by Africans.

It is difficult to understand how or whether the internal procedures of the ICC allow a new Registrar to come in and then abolish more than 113 posts without due process. Hands up anyone who would like to work for such an Institution where their positions are so uncertain, so fickle? And how can one take the International Criminal Court, the highest expression of justice seriously under these circumstance? The ICC Judges and especially the Presidency of the Court should not look the other way.

The Registrar’s Revision project does not appear to have been well-considered and is filled with contradictions. For starters the Revision team seems to be loyalists handpicked by the Registrar without a competitive process. And while a claimed motivation for the Revision project is to cut down on costs, it appears it is rather increasing costs, up to the tune of several

Millions of Euros. Moreover the Registrar asserts that those whose positions are abolished will have priority for the new positions if they apply. That sounds like a story told to nursery children. If the affected persons would meet the criteria for the new positions, why couldn't they simply have been reshuffled?

And to what extent can one rely on the recruiting process? Recently, the position of Director for External Affairs and Field Operations was re-advertised allegedly to widen the pool of candidates, after a recruitment process of almost one year. The process had hitches. How can such setbacks be avoided in the next round of applications?

For transparency and accountability, it is necessary at this stage, for the judges of this Court and its Presidency to review the Registrar's Revision Project before further implementation. The Judges and the Presidency are the guarantors of the Court's integrity. So far they have shown through their judicial work that the ICC is a serious Court. We count on the Judges to do the same with any internal administrative restructuring process such as the Revision Project. At this critical juncture, the Revision Project may seriously affect the Registry's ability to provide the required support for the much needed work of the judiciary.



ICC President Judge
Silvia Fernández de Gurmendi,
(Argentina) ©ICC-CPI



First-Vice President
Judge Joyce Aluoch, (Kenya)
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Second-Vice President
Judge Kuniko OZAKI, (Japan)
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