

AGENDA ITEM 128
PROPOSED PROGRAMME BUDGET FOR
THE BIENNIUM 2008-2009

GENERAL ASSEMBLY
62nd SESSION

SUPPLEMENTARY INFORMATION

Part VI

Human rights and humanitarian affairs

Section 23

Human rights

30 November 2007

Supplementary Information to the Fifth Committee
Section 23 (Human Rights) of the proposed programme budget for the
biennium 2008-2009 (A/62/6(Sect.23))

1a. Geographic composition of the OHCHR staff with nationalities of all posts both funded from regular and extra budgetary resources.

Regular Professional staff (RB & XB)								
	2005		2006		As of 30 June 2007		As of 30 September 2007	
	No.	%	No.	%	No.	%	No.	%
AFRICA	5	4.7%	27	10.3%	32	11.0%	35	11.5%
ASIA	19	17.9%	26	10.0%	32	11.0%	36	11.8%
LA+C	9	8.5%	25	9.6%	35	12.1%	41	13.4%
EE	5	4.7%	9	3.4%	12	4.1%	13	4.3%
WEO	68	64.2%	174	66.7%	179	61.7%	180	59.0%
	106	100%	261	100%	290	100%	305	100%
Non-Regular Professional staff (RB & XB)								
	2005		2006		As of 30 June 2007		As of 30 September 2007	
	No.	%	No.	%	No.	%	No.	%
AFRICA	41	16.0%	17	12.7%	19	15.4%	18	15.0%
ASIA	29	11.3%	21	15.7%	20	16.3%	18	15.0%
LA+C	45	17.5%	13	9.7%	10	8.1%	10	8.3%
EE	11	4.3%	4	3.0%	5	4.1%	6	5.0%
WEO	131	51.0%	79	59.0%	69	56.1%	68	56.7%
	257	100%	134	100%	123	100%	120	100%
Total Professional staff (RB & XB)								
	2005		2006		As of 30 June 2007		As of 30 September 2007	
	No.	%	No.	%	No.	%	No.	%
AFRICA	46	12.7%	44	11.1%	51	12.3%	53	12.5%
ASIA	48	13.2%	47	11.9%	52	12.6%	54	12.7%
LA+C	54	14.9%	38	9.6%	45	10.9%	51	12.0%
EE	16	4.4%	13	3.3%	17	4.1%	19	4.5%
WEO	199	54.8%	253	64.1%	248	60.0%	248	58.4%
	363	100%	395	100%	413	100%	425	100%

LA + C = Latin America & the Caribbean

EE = Eastern European

WEO = Western European & others

*Non-regular staff – staff on temporary assignments who have not undergone the UN staff selection system

1b. Distribution of staff in Headquarters and field offices with geographical composition (by regional distribution).

Regular Professional staff (RB & XB) as at 30 September 2007						
	HQ		Field		HQ & Field	
	No.	%	No.	%	No.	%
AFRICA	26	11.0%	9	13.0%	35	11.5%
ASIA	33	14.0%	3	4.3%	36	11.8%
LA+C	24	10.2%	17	24.6%	41	13.4%
EE	12	5.1%	1	1.4%	13	4.3%
WEO	141	59.7%	39	56.5%	180	59.0%
	236	100%	69	100%	305	100%
Non-Regular Professional staff (RB & XB) as at 30 September 2007						
	HQ		Field		HQ & Field	
	No.	%	No.	%	No.	%
AFRICA	9	15.5%	9	14.5%	18	15.0%
ASIA	4	6.9%	14	22.6%	18	15.0%
LA+C	8	13.8%	2	3.2%	10	8.3%
EE	4	6.9%	2	3.2%	6	5.0%
WEO	33	56.9%	35	56.5%	68	56.7%
	58	100%	62	100%	120	100%
Total Professional staff (RB & XB) as at 30 September 2007						
	HQ		Field		HQ & Field	
	No.	%	No.	%	No.	%
AFRICA	35	11.9%	18	13.7%	53	12.5%
ASIA	37	12.6%	17	13.0%	54	12.7%
LA+C	32	10.9%	19	14.5%	51	12.0%
EE	16	5.4%	3	2.3%	19	4.5%
WEO	174	59.2%	74	56.5%	248	58.4%
	294	100%	131	100%	425	100%

LA+C = Latin America and the Caribbean

EE = Eastern European

WEO = Western European and others

*Non-regular and professional staff – Staff on temporary assignment who have not undergone the UN staff selection system

2. Improvement in geographical balance in OHCHR since 2005, including lists of persons promoted and recruited during the present biennium, indicating nationality.

- 2.1 The strategy of the High Commissioner to improve geographic diversity in the Office has been two-fold. The first step was to expand the pool of qualified candidates from the widest possible range of countries and backgrounds. This involved greater outreach, in particular to developing countries, in order to encourage applications for existing vacancies. In addition to advertising the vacant posts in the staff selection system, every vacancy announcement is circulated to a mailing list of more than 2000 educational institutions, societies, non-governmental organizations, national institutions and permanent missions. There are indications that this element of the strategy is bearing fruit, bringing in greater numbers of candidates from outside of the United Nations Secretariat. A review of posts circulated in 2005 prior to the launch of this strategy shows that on average 8.85% of eligible candidates had not previously been employed by the United Nations Secretariat. A similar review of comparable posts advertised after the launch of the strategy shows that the share of candidates without prior United Nations Secretariat employment has tripled to an average of 26.22%.
- 2.2 The second element of the strategy was to capitalize on the expanded pool of candidates in the selection phase. It was in this context that the High Commissioner introduced her procedures and framework for improving geographic diversity, which included a mechanism to review the recruitment process in each and every case prior to final selection to ensure that every effort has been made to identify and select qualified candidates from targeted countries and regions in full consideration of and adherence to the staff regulations and rules.
- 2.3 This element is also showing results. One hundred and three selection decisions have been made for Professional posts since the procedures were introduced. Of these 61 staff selected (60%) were from non-Western European and Others Group countries. This is clearly an improvement particularly when one considers that of the 42 from WEO countries, 21 were in fact internal staff selected for promotion to higher level posts. There has been similar progress with regard to Senior (P-5 and above) posts. Twenty four selection decisions have been made for senior posts since the procedures were introduced. Of these 14 (60%) were from regions requiring improved representation within OHCHR (7 Africa, 5 LAC, 2 Eastern European).
- 2.4 Most heartening of all is the fact that these efforts have been sustained long enough now to produce a measurable shift in the geographic composition of the office. On 31 December 2006 64.1% of the total professional staff were nationals of Western European and Others Group countries. This had decreased to 60% by 30 June 2007 and decreased further to 58.4 % by 30 September 2007.

- 2.5 There will be a Human Rights National Competitive Recruitment Examination (NCRE) in 2008 and participants from eligible countries in regions requiring improved representation in OHCHR have been invited to participate. This is an excellent opportunity to improve the long term geographic balance of the office. Annex I detailed the Member States that were invited to participate.
- 2.6 The Office has also received support at the legislative level. The Fifth Committee, on the recommendation of the Third Committee, took up the matter which resulted in a specific reference to OHCHR in resolution A/RES/61/244 of 22 December 2006. The resolution requested that the Secretary-General present, in consultation with the Office of the United Nations High Commissioner for Human Rights, proposals to address the imbalance in the geographical distribution of the staff in that Office. Following extensive consultations between OHCHR and OHRM, the Secretary-General submitted a report (A/61/823) to the Fifth Committee which lays out several concrete measures such as requesting an exemption from the NCRE process for extrabudgetary posts at the P-2 and P-3 level as well as commitment to more selectively target countries for inclusion in the 2008 National Competitive Recruitment Exam. Pending the consideration of the report by the General Assembly, OHCHR has been working closely with OHRM to proceed with those recommendations already endorsed by the legislative bodies.
- 2.7 The lists of staff selections from 1 January to 31 December 2006 and 1 January to 31 October 2007, indicating internal or external status, gender, nationality, level and whether it is a promotion, transfer or recruitment, are attached for reference, as Annexes II (a) and (b), respectively.

3. Please list the measures/procedures established by the Office to improve the geographic diversity of its staffing.

The measures being undertaken by the Office of the High Commissioner for Human Rights to address the geographic imbalance in the office were outlined in the Report of the Secretary-General A/61/823, which is soon to be considered by the 5th Committee as part of its review of Human Resources matters.

4. Number of Associate Experts ("JPOs") in OHCHR and their nationalities

The Associate Experts in the list below are sponsored by their governments and appointed on 200-series contracts administered by DESA. They are not selected from the NCRE roster.

BRANCH	LEVEL	NATIONALITY	FINANCED	GENDER	EOD	EXPIRATION
Colombia	L-2	Sweden	Sweden	Female	11.09.2006	10.09.2008
CBB	L-2	Italian	Italy	Female	01.10.2006	01.10.2008
CBB	L-2	German	Germany	Female	03.10.2004	02.10.2007
TCB	L-2	Austrian	Austria	Female	05.08.2007	04.08.2008
NYO	L-2	French	France	Female	25.02.2007	21.02.2008
RRDB	L-2	Italian	Italy	Female	31.10.2004	30.10.2007
TCB	L-2	Swiss	Switzerland	Female	06.08.2007	05.08.2008
Colombia	L-2	Finnish	Finland	Female	11.08.2007	10.08.2008
Colombia	L-2	Swiss	Switzerland	Female	07.08.2005	06.02.2008
Ethiopia	L-2	Swedish	Sweden	Female	24.04.2007	23.04.2008
TCB	L-2	Italian	Italy	Male	10.10.2006	09.10.2007
CBB	L-2	Netherlands	Netherlands	Male	04.09.2005	03.09.2008
RRDB	L-2	Spanish	Spain	Male	05.02.2006	04.02.2008
SPB	L-2	Spanish	Spain	Female	13.05.2007	12.05.2008
Cameroon	L-2	French	France	Female	11.09.2007	10.09.2008
UNDP/RRDB	L-2	Swiss	Switzerland	Male	01.11.2004	31.10.2007
Ethiopia	L-2	Danish	Denmark	Male	28.04.2006	27.04.2008
SPB	L-2	Spanish	Spain	Female	06.05.2007	05.05.2008
SPB	L-2	French	France	Male	01.01.2007	31.12.2007
Nepal	L-2	Indian	Netherlands	Male	05.01.2007	01.10.2007
Cameroon	L-2	Malian	Netherlands	Male	21.09.2005	20.09.2008
TCB	L-2	Finnish	Finland	Female	01.04.2007	31.03.2008
Personnel	L-2	German	Germany	Female	08.01.2006	07.01.2008
Nepal	L-2	Swiss	Switzerland	Female	02.01.2006	31.12.2007
OHC	L-2	German	Germany	Female	08.10.2006	07.10.2008
TCB	L-2	Norwegian	Norway	Female	17.10.2004	16.10.2007
RRDB	L-2	Spanish	Spain	Female	22.04.2007	21.04.2008

5. List of countries where the NCE is held and the nature of the exam

The NCRE process is the responsibility of OHRM. It is that office that selects the subjects to be tested as well as inviting un- and under-represented Member States to participate in the NCRE. As noted above, only countries from regions which are not over-represented in OHCHR were invited to participate in the 2008 examination in Human Rights.

6. How is transparency ensured in recruitment and appointments?

All OHCHR recruitments take place through the formal United Nations Secretariat staff selection system and are thus fully transparent. Furthermore, as OHCHR has no delegated authority in human resources management, all OHCHR recruitment is undertaken by UNOG Human Resources Management Service and all cases are reviewed by the UNOG Central Review Bodies. Staff for P-2 regular budget posts are recruited from the National Competitive Examination roster (NCE).

7. In respect of the 93 new posts for the 2006-2007 biennium, how many selections were related to conversion of existing staff from XB posts, and how many were filled by external candidates?

Out of the 71 posts filled (58 P and 13 GS) as at 15 November 2007, 19 Professional posts were filled through the selection and reassignment of existing staff from extrabudgetary posts; 25 posts (20 P and 5 GS) were filled by candidates external to OHCHR.

8. Information on all OHCHR public statements, seminars held and interactions with the international financial institutions as well as the G8 and other government groups relating to poverty, the right to development or other economic, social or cultural rights.

- 8.1 The High Commissioner has advocated for greater recognition of economic, social and cultural rights in public statements, speeches, articles, and reports, including, for example: La Fontaine-Baldwin lecture "Freedom from want - from charity to entitlement" (2005); Statement to the High Level Seminar on Economic, Social and Cultural Rights, Nantes (2005); Keynote address "Poverty, inequality and violence", International Conference organized by the World Organization against Torture (2005); Second Annual Transitional Justice Lecture, "Economic and Social Justice for Societies in Transition", New York University School of Law (2006); Address to the fourth session of the Open-ended Working Group on an optional protocol to the International Covenant on Economic, Social and Cultural Rights (2007); Statement on the occasion of World Food Day (16 October 2007) underlining that "when hunger and malnutrition persists, there can be no justice and security". (Documents and speeches are available at www.ohchr.org.) Also of note were the inaugural address to mark the occasion of the opening for signature of the Convention on the Rights of Persons with Disabilities (30 March 2007), and the Keynote address delivered by the Deputy High Commissioner on

"Partnerships of the UN and Disabled Persons Organizations for Disabilities and Human Rights" to the DPI World Assembly, Seoul, Korea (2007).

- 8.2 In 2006, the High Commissioner gave a briefing to the G77 on the right to development and economic, social and cultural rights. In 2007, she delivered a major policy speech on human rights and development at the General Assembly's informal consultations on the report of the High-Level Panel on United Nations System-wide Coherence. In 2006, the High Commissioner contributed a feature article to a World Bank publication entitled Development Outreach. The High Commissioner has contributed a chapter to a book entitled WTO and Global Governance to be published by United Nations University. The above-mentioned written contributions and statements have reflected a perspective of the right to development.

9. Please provide information on all of the reports and press releases issued by OHCHR.

The High Commissioner for Human Rights has issued 68 press releases, and other officials and mandate-holders of OHCHR have issued 180 press releases and statements thus far in 2007. In 2006, the High Commissioner issued a total of 61 press releases, and other officials and mandate-holders issued 173 press releases and statements. The number of visits to the OHCHR website in 2007 has been, as of 20 November 2007, 3.8 million in total, up from 3.3 million individual visits in 2006. Preliminary estimates indicate that OHCHR will meet its target for 2006-2007 for the number and diversity of outlets publishing Opinion editorial pieces attributable to the High Commissioner appearing in different newspapers throughout the world, with articles published in 84 different newspapers in 45 countries.

10. Why were the financial implications of Human Rights Council decision 3/104 not included in the PPB submission?

- 10.1 The Human Rights Council decision 3/104 was adopted on 8 December 2006 whilst the deadline for submission of the Departmental proposals for the biennium 2008-2009 to the Controller was set at 15 December 2006.
- 10.2 During the period of 8 December 2006 to May 2007 the offices, namely the Office of the High Commissioner for Human Rights, the Department for General Assembly and Conference Management (DGACM), the Department of Public Information (DPI) and the Division of Administration of the United Nations Office in Geneva sought to review the impact of the Human Rights Council decision on their proposals for the proposed programme budget for the biennium 2008-2009.
- 10.3 Given the technical complexity of determining the conference servicing requirements of the Human Rights Council as the Council can meet "as required" throughout the year, it required extensive coordination and discussion between the departments concerned in order to reach an agreement

on the number of weeks of meetings and related conference servicing and public information requirements based on past experiences of the Council and projection of its future requirements.

10.4 In parallel, the process for finalization of the proposed programme budget for 2008-2009 was proceeding in compliance with the PPBME Regulations and Rules regarding the issuance date of documentation for both CPC and ACABQ consideration. Given the need to seek clarification and full justification and the timing of such consultations, it was not possible to incorporate the resource requirements for the implementation of Human Rights Council decision 3/104 into the proposed programme budget for the biennium 2008-2009 of the respective sections.

11. Is it possible to have all of the elements of the budget for OHCHR compiled into one document, to present a clear picture of the total budgetary requirements for the 2008-2009 biennium?

The documents issued subsequent to the 2008-2009 PPB, comprising A/62/125 relating to Human Rights Council (HRC) decision 3/104 and A/C.5/62/L.12 relating to HRC resolution 5/1, they each contain the full implications of the respective decisions on the proposed programme budget. Tables 1-4 of the Secretary-General's report, A/C.5/62/L.12 provides the cumulative impact on the proposed programme budget for 2008-2009 of both HRC decision 3/104 and resolution 5/1, and is reproduced for easy reference as Annex III to this document.

12. What is the justification for seeking an additional 36 posts while a similar number of posts are presently vacant? Was redeployment or reprogramming considered?

As of 15 November 2007, selection decisions have been taken with respect of 71 of the 93 new posts authorized for the 2006-2007 biennium, leaving 22 vacancies, all at the professional level. Of the 15 professional posts for the new Regional Offices, a total of 4 have been filled through selection for deployment to Panama and Dakar. Therefore, of the 22 vacant new posts, 11 pertain to new regional offices that have not yet been established, but are under negotiation with the potential host and neighbouring Governments. It is the full intention of the High Commissioner to proceed with the establishment of those offices, as well as to further strengthen OHCHR field presences with additional resources in the 2008-2009 (and subsequent) biennium. Thus, reprogramming of posts is not considered feasible as it would impact the High Commissioner's plan to further strengthen OHCHR field presence.

13. In order to clarify the distinction between costs pertaining to the Office of the High Commissioner and the Human Rights Council mandates, please provide a table to identify those elements of the proposed budget not pertaining to the Human Rights Council.

The cost of servicing the Human Rights Council as a Policy making organ of OHCHR is provided in the PPB 2008-2009, and the cost of the Human Rights Council Branch and the Human Rights Treaties Branch are provided under Subprogramme 2. The provisions in the 2008-2009 proposed programme budget (A/62/6 (Section 23)) for the Human Rights Council and subprogramme 2 are as reflected in Annex III attached. The provisions for the Office of the Director of the Human Rights Council Branch is included under that heading in Annex III attached. Moreover, it could be considered that all of the component offices of the OHCHR provide some measure of support to the work of the Council.

14. Please provide details of the quantity of financial and human resources earmarked for programmes relating to Economic, Social and Cultural Rights and/or the Right to Development.

- 14.1 The responsibilities of the High Commissioner as stipulated in General Assembly resolution 48/141 of 20 December 1993 include the promotion and protection of the realization of the right to development and enhancement of support from relevant bodies of the United Nations system for this purpose. The promotion and protection of the right to development is one of the pillars of OHCHR programmes. Guided by the 1986 Declaration on the Right to Development, the Vienna Declaration and Programme of Action, and the Millennium Declaration, OHCHR has been pursuing a multidimensional strategy for the implementation of the right to development. Particular attention is also paid to supporting United Nations partners and International Financial Institutions in the implementation of the Millennium Declaration and achievement of the Millennium Development Goals (MDGs) and in the strengthening of international and national development policies and poverty reduction strategies, including through mainstreaming human rights, particularly the right to development, into policy and planning processes. OHCHR is also enhancing its work on economic, social and cultural rights, including through legal protection and advocacy. Strengthening the status, legal protection and level of implementation of all human rights, including economic, social and cultural rights, will continue to be pursued in particular through: a) substantive support to the inter-governmental discussion of an Optional Protocol to the International Covenant on Economic, Social and Cultural Rights; b) contributing to the enhancement of the legal framework for the protection of all human rights in connection with the activities of business corporations, including through support for the Global Compact and the mandate of the Special Representative of the Secretary-General on human rights and transnational corporations or other business enterprises; and c) assisting Member States, at their request, in strengthening national protection of economic, social and cultural rights (including through training and development of methodological tools). OHCHR will also reinforce initiatives addressing challenges in specific thematic areas such as disability, HIV/AIDS or trafficking through guidance on normative standards, prevention and protection.

14.2 The creation of the Right to Development and Economic, Social and Cultural Rights Branch will ensure strengthened and dedicated capacity and enhanced role of OHCHR in priority areas related to the right to development and the protection of economic social and cultural rights. It will also contribute to efforts to promote the implementation of the right to development in national development strategies, such as poverty reduction strategy papers, national Millennium Development Goals strategies and United Nations development frameworks, through close cooperation with Member States, United Nations agencies, funds and programmes and international financial institutions. Additionally, it will enhance the leadership role of OHCHR in developing the capability of the United Nations system, in particular the United Nations Country Teams, through training, advice and methodological tools, assisting Member States, at their request, in building and enhancing national capacities to promote and protect human rights, particularly economic, social and cultural rights, and in mainstreaming human rights into international and national policies and planning processes. Overall, this enhanced focus will increase the capacity of OHCHR to provide expert policy and analytical input and advice in relation to the implementation of the right to development and economic, social and cultural rights.

14.3 The Right to Development and Economic, Social and Cultural Rights Branch would be headed by an existing D-1 (RB) in 2008-2009. The regular budget staffing for the branch would comprise 1 D-1; 4 P-5; 12 P-4; 6 P-3; 2 P-2 and 3 GS-OL existing posts plus one new P-4 and one GS-OL post.

14.4 This new Branch will be dedicated, inter alia, to research and analysis concerning contemporary challenges occurring in the context of the right to development and related issues such as trade and investments, and their impact on the full enjoyment of all human rights. Responsibilities in this regard have been assigned in particular by resolutions of the then Commission on Human Rights and the General Assembly on globalization. The Branch will provide substantive and organizational support to the work of the Open-Ended Working Group on the Right to Development and of the High Level Task Force on the Implementation of the Right to Development. The additional P-4 post under the umbrella of the right to development is requested to cope with the new and expanding workload under the right to development mandate. This post will ensure enhanced effective support to the work of the High Level Task Force on the implementation of the right to development in particular in its task to apply criteria developed to evaluate global partnerships from the perspective of the right to development. These criteria were endorsed by the Human Rights Council through resolution A/HRC/RES/1/4. The Council also endorsed the road map outlined in paragraphs 52 to 54 of the report of the eighth session of the Working Group on the Right to Development, which would ensure that the criteria for the periodic evaluation of global partnerships, as identified in Millennium Development Goal 8, prepared by the high-level task force and being progressively developed and refined by the Working Group, is extended to other components of Millennium Development Goal 8, by no later than 2009.

Moreover, those criteria should be used, as appropriate, in the elaboration of a comprehensive and coherent set of standards for the implementation of the right to development (A/HRC/RES/4/4).

- 14.5 The area of Right to Development and Economic, Social and Cultural Rights has expended \$1,559,140 in 2006 from extrabudgetary sources. The proposed extrabudgetary staffing of the Branch in 2008 comprises one P-4 and two P-3 posts in the area of Economic, Social and Cultural Rights and two P-4 and one P-3 posts in Right to Development.

15. Please explain how the Office is developing to addressing gender issues.

- 15.1 The core elements of the 2008 OHCHR Women's Rights and Gender Unit (WRGU) work plan are nearing completion and OHCHR will have made considerable progress on integrating gender into its work. The WRGU will have delivered the following:

- An interpretation of international law which will facilitate the effective prosecution of sexual violence in conflict, for use in international courts, tribunals, and transferable to national judicial systems.
- Guidance as to the legal basis to justify the use of temporary special measures in relation to economic and social rights post conflict, and a case study of how this was done in post conflict Bosnia and Herzegovina, including how the use of special procedures and treaty bodies contributed. To complement this document there will be an in-depth analysis of the application of these legal principles to the right to health in general.
- Commentaries to these legal documents above as to how to create a climate of security, to facilitate greater access to formal justice.

- 15.2 These three sets of documentation will constitute a legal framework which can then be used in inter-agency fora, by field presences, States and civil society. They will provide a framework for a fundamental shift in the way in which post conflict justice actually could be made to work for women. A great deal of advocacy has already been undertaken to promote these positions and to obtain support, largely under the rubric of Security Council resolution 1325 on women, peace and security.

- 15.3 In addition, progress is notable in a number of areas:

- A comprehensive report on laws which discriminate against women, with recommendations for follow up, has been produced and is available for consideration by the High Commissioner to assist her in developing her position regarding a Special Rapporteur on the issue.

- Model provisions on domestic violence are being produced for the Special Rapporteurs on violence against women and on adequate housing, showing the intersection of the two issues in relation to the prevention of domestic violence, requested by the Commission on Human Rights. This will be presented to the Human Rights Council in March 2008.
- A study on Women and the Right to Adequate Housing is currently being finalized by WRGU/Human Rights and Economic and Social Issues Unit, based on four years of regional consultations at the grass-roots level.
- Integrated gender strategies are being developed for Colombia and Nepal.
- During its recent gender discussion, the Human Rights Council recognised its obligations to integrate gender into its work, providing an important window of opportunity for future work. A draft resolution which inter alia welcomes and supports WRGU is expected to be adopted in December 2007.
- Thematic work on Sudan and the occupied Palestinian territories (OPT) has commenced. A one week training visit for NGO representatives from OPT is scheduled for December.
- In addition, the WRGU organised and/or participated in side events at every Human Rights Council session, provided briefing and inputs to numerous documents inter alia, those produced in-house, including by the Task Force on Migration, and by UN agencies.
- WRGU provided training or presentations at numerous briefings on women's rights and gender issues.

15.4 Preparations are underway to commence a gender audit of the Office in 2008 and to create a gender and women's rights task force so as to maximize cooperation in-house.

16. Please explain the position of the Office in not requesting additional posts or other regular budget resources in the PPB 2008-2009 for the Sub-regional Centre for Human Rights and Democracy in Cameroon.

16.1 OHCHR has endeavored to provide more resources to the Yaoundé Office. The Centre was appropriated the amount of \$1,387,700 under the regular budget for the biennium 2006-2007. In view of the expanding activities of the Centre, OHCHR identified additional regular budget funding from anticipated

savings in 2007 in the amount of \$45,000, for a total of \$1,476,700 in regular budget resources for the biennium 2006-2007.

- 16.2 The Centre continued to benefit from extrabudgetary funds in which the Centre has been allocated a total of \$405,900 in 2007, which represents an increase of 55 per cent in comparison with 2006 actual extrabudgetary expenditures of \$261,200. It should be noted that the staffing strength of the Centre benefited from the two Associate Experts (JPO) in 2007;

17. Please provide a table linking the current activities of OHCHR with their legislative mandates.

All of the OHCHR activities are linked to mandates stemming from the General Assembly or the Human Rights Council as highlighted in the part two: Biennial programme plan and priorities for the period 2008-2009, A/61/6/Rev.1, of the strategic Framework for the period 2008-2009 which was approved by General Assembly resolution 61/235. The list of all mandates for Programme 19, Human Rights and each of its subprogramme is included therein. The present budget proposal is drafted on the basis of the approved Biennial programme plan and priorities for the period 2008-2009. The OHCHR mandate derives from Articles 1, 13, 55 and 62 of the Charter of the United Nations; the Vienna Declaration and Programme of Action; Assembly resolution 48/141 establishing the United Nations High Commissioner for Human Rights; international human rights instruments adopted by the United Nations; the outcomes of relevant United Nations conferences and summits; and the resolutions and decisions of policymaking bodies, including, in particular, Assembly resolutions 55/2 on the United Nations Millennium Declaration, 57/300 on Strengthening of the United Nations: an agenda for further change and 60/1 on the 2005 World Summit Outcome.

18. Please explain the accountability of the High Commissioner for Human Rights to the Human Rights Council?

The OHCHR is an integral part of the United Nations Secretariat, and the High Commissioner reports to the Secretary-General. The General Assembly, in paragraph 5 of its resolution 48/141, set out the modality of formal interaction between the Commission on Human Rights and the High Commissioner, wherein it requested "the High Commissioner to report annually on his/her activities, in accordance with his/her mandate, to the Commission on Human Rights [now Human Rights Council]".

19. What is the basis for and definition of "independence" of the High Commissioner for Human Rights?

- 19.1 OHCHR is part of the Secretariat of the United Nations. Pursuant to paragraph 4 of General Assembly resolution 48/141 of 20 December 2003, which established the post of the High Commissioner for Human

Rights, the High Commissioner is the United Nations Official with principal responsibility for United Nations human rights activities under the direction and authority of the Secretary-General and within the framework of the overall competence, authority and decisions of the General Assembly and other intergovernmental bodies.

19.2 The Mandate of OHCHR derives from Articles 1, 13, 55, and 62 of the Charter of the United Nations, General Assembly resolution 48/141, the Vienna Declaration and Programme of Action and the outcomes of other relevant United Nations summits and conferences, including the 2005 World Summit, international human rights instruments adopted by the United Nations, and the decisions of the General Assembly and other intergovernmental bodies, including the Human Rights Council. The General Assembly, in its resolution 60/251 of 15 March 2006, by which the Council was established, mandated the Council to assume the role and responsibilities of the Commission on Human Rights relating to the work of OHCHR, as defined by General Assembly resolution 48/141. The specific role and responsibilities of the organs mentioned in the above resolution are defined in accordance with their functions and responsibilities within the Organization.

19.3 As part of the Secretariat, and in accordance with the Charter, the High Commissioner and her staff neither seek nor receive instructions in the performance of their duties from any government or from any other authority external to the Organization, and each Member of the United Nations has undertaken to respect the exclusively international character of the responsibilities of the High Commissioner and her staff and not to seek to influence them in the discharge of their responsibilities. Indeed, resolution 48/141 emphasizes the principles of impartiality, objectivity and non-selectivity, which suppose independence vis-à-vis individual States.

20. What is the mandate for establishing field missions and how are these missions funded? Please list the field missions OHCHR maintains at present and their staffing.

20.1 OHCHR field offices are established on the basis of the High Commissioner's mandate as contained in resolution 48/141. The establishment of field offices is the result of close consultations and negotiations with Governments concerned, including through the signing of a Memorandum of Understanding. OHCHR currently has 11 offices at the country level (Uganda, Togo, Angola, Cambodia, Nepal, Colombia, Guatemala, Bolivia, Mexico, Serbia (Kosovo) and Occupied Palestinian Territories) and 9 field presences at the regional level in Southern Africa, Eastern Africa, Central Africa, Southeast Asia, Pacific, Central America, South America, Central Asia, Middle East and Gulf.

20.2 This process does not apply to Human Rights Components of Peacekeeping Missions, which are established on the basis of Security Council resolutions.

20.3 Please see Annexes V and VI for OHCHR field missions with related funding and their staffing attached.

21. What are the total resources devoted to monitoring human rights situations?

There is no specific budget line allocated to monitoring human rights in the OHCHR budget. Observing human rights developments is indispensable to making human rights assessments/identifying human rights issues which, in turn, is key to developing appropriate technical cooperation programmes. Such activities are undertaken throughout the Office.

22. Number of consultancies for human rights commissioned from regular and extrabudgetary resources with costs and subjects and nationalities of consultants?

See attached as Annexes VII (a) through (c).

23. Please list the significant improvements in the Office of the High Commissioner since the 2005 World Summit, in particular with regard to promoting economic, social and cultural rights.

23.1 Promotion and protection of economic, social and cultural rights (ESCR) and the right to development continues to be a high priority of the High Commissioner under the biennial programme plan 2008-2009 and the proposed programme budget for 2008-2009, as well as OHCHR's Strategic Management Plan. Towards this end, the High Commissioner has continued her engagement with International Financial Institutions (IFIs), in particular the World Bank and bilateral and multilateral development agencies and institutions, including the World Trade Organization and the Organization for Economic Co-operation and Development/Development Assistance Committee.

Right to development

23.2 The prospects for more widespread realization of the right to development took an important step forward with the outcomes of the Open-Ended Working Group on the Right to Development and the High-Level Task Force on the Implementation of the Right to Development at their recent sessions. They reflect a growing consensus around key issues related to the practical implementation of the right to development with a particular focus given to MDG 8.

23.3 OHCHR has directed resources to strengthen its expertise and provide research and analysis in support of the right to development mandates emanating from inter-governmental organs and expert bodies. In this context and beyond the reports submitted to these organs and bodies, OHCHR has

been engaged in consultations with major institutions dealing with development, including OECD/DAC, the European Commission and the Secretariat of the African, Caribbean and Pacific Group of States (ACP), the ECA and the African Union.

23.4 Since 2004, OHCHR has undertaken a number of advocacy activities for the implementation of the right to development. For example, in 2004, OHCHR convened a two-day high-level seminar inviting all relevant actors from the human rights, trade, financial and development fields to review and identify effective strategies for mainstreaming the right to development in the policies and operational activities of the major international organizations and institutions.

23.5 In 2006, OHCHR participated in several key events on the right to development, including a conference in Cairo to commemorate the twentieth anniversary of the Declaration on the Right to Development and a panel discussion and expert meeting in Geneva in which the World Bank and IMF were participants.

Trade and globalization

23.6 OHCHR has also pursued the promotion of the right to development through research and analysis on trade and globalization issues.

23.7 Over the past few years, OHCHR has published the Report of the High Commissioner to the Commission on Human Rights: "Analytical study on the fundamental principle of participation and its application in the context of globalization" (E/CN.4/2005/41); "Human Rights and World Trade Agreements: using general exception clauses to protect human rights" (2005). OHCHR organized a consultation on "the impact of international trade on the enjoyment of economic, social and cultural rights" (Geneva, 27-28 November 2006). OHCHR participated in a conference on "trade and human rights" organized by Monash University (Florence, 21-22 June 2007). OHCHR organized an expert consultation on "human rights consistent design and implementation of external debt and economic reform policies" for the (Geneva, 9-10 July 2007) involving UNCTAD, IMF, World Bank, WTO, academia and NGOs. OHCHR also participated in the WTO Public Forum on "How Can the WTO Help Harness Globalization?" (Geneva, 4-5 October 2007).

Poverty

23.8 In the framework of the Social Forum, OHCHR organized discussions on "Poverty, rural poverty and human rights" (Geneva, 23-24 July 2004), "Poverty and economic growth challenges to human rights" (Geneva, 21-22 July 2005) and "The fight against poverty and the right to participation: the role of women" (Geneva, 3-4 August 2006), resulting in reports presented to

the Sub-Commission (E/CN.4/Sub.2/2005/21; E/CN.4/Sub.2/2004/26; E/CN.4/Sub.2/2005/21).

- 23.9 In 2004, following an initiative of the Committee on Economic, Social and Cultural Rights, OHCHR produced a Conceptual Framework and subsequently a set of Guiding Principles on human rights and poverty reduction (available at the publications link of www.ohchr.org).
- 23.10 On the occasion of Human Rights Day 2006, OHCHR orchestrated UN-wide advocacy efforts at the national, regional and global levels around the theme "Human Rights and Poverty" to articulate the linkages between poverty eradication and human rights, including the right to development.
- 23.11 In June 2007 OHCHR convened an informal consultation meeting with United Nations counterparts, including representatives of the World Bank and IMF, on the MDGs and human rights, including issues connected with MDG 8.
- 23.12 For the mid-point review of the MDGs in July 2007, the High Commissioner issued a statement drawing attention to the limited progress in achieving the MDGs, including MDG 8, identifying global injustices and responsibilities at the international level as key constraints to the realization of the MDGs.
- 23.13 On the International Day on the Eradication of Poverty, 17 October 2007, the High Commissioner issued a joint statement with the Francophonie on human rights and poverty, and a statement was issued on the High Commissioner's behalf at a commemorative event in Paris marking the occasion.
- 23.14 On 19 October 2007, OHCHR hosted a consultation meeting in connection with the Draft Guiding Principles on Extreme Poverty produced by a group of experts of the former Sub-Commission on the Promotion and Protection of Human Rights.

Economic, Social and Cultural Rights

- 23.15 The High Commissioner has dedicated several of her reports to ESCR-related issues, including reports to the Human Rights Council on the scope and content of the relevant human rights obligations related to equitable access to safe drinking water and sanitation under international human rights instruments (A/HRC/6/3); to the 2006 and 2007 substantive sessions of ECOSOC (E/2006/86 and E/2007/82) dedicated to the issues of legal protection of ESCR and to the progressive realization of ESCR respectively; and to the Human Rights Council (A/HRC/4/62) elaborating upon the realization of economic, social and cultural rights in conflict and post-conflict societies.
- 23.16 Cooperation agreements are being developed with key UN agencies and a number of joint publications and activities have been/are being prepared with

WHO, UN-Habitat and FAO. Most recently, OHCHR has prepared fact sheets on the right to health and to housing and OHCHR also contributed to a joint OHCHR/FAO/IDMC/NRC/OCHA/UN-Habitat/UNHCR publication "Housing and Property Restitution for Refugees and Displaced Persons: Implementing the 'Pinheiro Principles'" (2007).

- 23.17 A main focus of work in this area is support for human rights mechanisms, including the human rights treaty bodies and special procedures of the Human Rights Council. For example, OHCHR supported a regional workshop in Bishkek, Kyrgyzstan (March 2007) on "Follow-up to the concluding observations of CESCR". Also, the Committee, with the support of OHCHR, has been engaging more closely with the WTO mechanisms.
- 23.18 Support to States in their efforts to protect and promote ESCR is also a key objective for OHCHR field presences. For example, the OHCHR Office in Uganda organized together with WHO and the Ministry of Health a workshop on health and human rights; the Office in Cambodia co-organized with UNESCO and the Ministry of Education a national workshop on rights-based education in February; the Office in Guatemala is assisting the Government and the Ombudsman's Office in the follow-up to the mission of the Special Rapporteur on the Right to Food; and the Office in Angola signed an agreement with three other United Nations agencies on Maternal and Child Health in order to improve coordination and enhance the United Nations' response to this issue. Assistance has also been provided to a number of states in response to requests for technical support in the preparation of reports to the Committee on Economic, Social and Cultural Rights. In the past three years OHCHR has equally provided support for a number of regional and international conferences that focused on economic social and cultural rights.
- 23.19 OHCHR is also heavily involved in support work related to the new International Convention on the Rights of Persons with Disabilities, opened for signatures in March 2007 in support of the commitment made by States in the Ad Hoc Committee of the General Assembly. Efforts in this area include addressing discrimination against persons with disabilities and ensuring reasonable accommodations to enable them to enjoy their right to food, health, housing, work or education.
- 23.20 OHCHR also supports the mandate of the Special Representative of the Secretary-General on human rights and transnational corporations and other business enterprises (mandate as per CHR resolution 2005/69), including by providing support for multi-stakeholder consultations. Furthermore, OHCHR participates as a core agency in the United Nations Global Compact, including by membership in the Global Compact Inter-Agency Team and by supporting the development of human rights tools to be used by companies.

24. Please clarify the imbalance in resources provided under the PPB 2008-2009 for the Human Rights Committee and the Committee on Economic, Social and Cultural Rights (paras. 23.24 and 23.26 of the budget fascicle).

The mandates of the two Committees are very different. The UN Committee on Economic, Social and Cultural Rights (CESCR) only deals with State reports, while International Covenant on Civil and Political Rights (ICCPR) deals with State reports and Individual complaints under the 1st Optional Protocol. In addition, the ICCPR meets three times a year while the CESCR meets twice a year only.

25. Indicator of achievement (e) under EDM on improved geographic representation is only 10 percent increase; why is this target not set higher?

The indicator of achievement represents a two-fold increase from the approved five percent in the present biennium. The High Commissioner will make every effort to meet and even exceed this goal.

26. Please clarify what activities covered by the PBI for Human Rights Council resolution 3/104 are part of the core mandate of OHCHR and why they should not be included in the regular budget submission.

All activities included in A/62/125 are part of the core mandate of OHCHR, as these comprise substantive and technical support to the human rights intergovernmental machinery. The issue of inclusion in the regular budget submission has been addressed under question 8 above.

27. What is the distinction between the posts relating to the UPR included in the PPB and those being requested under the PBI for Human Rights Council resolution 5/1?

27.1 The UPR posts included in the PPB are for support and coordination to the UPR Working Group, i.e., substantive and technical servicing, including the preparation of option papers for the Troikas, the preparation of the working group reports, the preparation of outcomes for HRC consideration and all aspects of meeting coordination and preparation. This includes servicing of 6 weeks of meetings, collating at the request of the troikas of relevant questions and comments to be addressed to the 48 States per year that will be submitted to the UPR process, assisting the Council in drawing up 48 UPR reports per year and assisting the follow up to the UPR outcomes which the HRC will adopt at the conclusion of the consideration of each country.

27.2 On the other hand, the posts included in the PBI of HRC resolution 5/1 relate to the preparation of the compilation of stakeholder reports (96 annually) which OHCHR was mandated by the Human Rights Council to prepare, including the drafting of 48 compilations and 48 summaries per year. One additional post included in the PBI of 5/1 is for the management of the mandate-holders selection system.

28. Please provide details of all extrabudgetary resources, showing the activities and percentage of total funding from extrabudgetary resources, and associated earmarking.

Please see Annex VIII attached.

29. What flexibility does the High Commissioner have in directing voluntary contributions to certain activities/projects?

Unearmarked voluntary contributions may be used to support any OHCHR activity, in accordance with approved cost plans. Certain contributions may be "lightly" earmarked, giving the High Commissioner some latitude in assigning those funds to activities within the regional or thematic area prescribed. All contributions, earmarked or unearmarked, are applied to the relevant activities of the Office in accordance with the approved cost plans.

30. What are the criteria for appointing the High Commissioner for Human Rights?

30.1 The High Commissioner for Human Rights is appointed in accordance with the provisions of General Assembly resolution 48/141, which created the post of High Commissioner. The paragraphs pertaining to appointment of the High Commissioner follow:

"Having considered the recommendation contained in paragraph 18 of section II of the Vienna Declaration and Programme of Action,

1. Decides to create the post of the High Commissioner for Human Rights;

2. Decides that the High Commissioner for Human Rights shall:

(a) Be a person of high moral standing and personal integrity and shall possess expertise, including in the field of human rights, and the general knowledge and understanding of diverse cultures necessary for impartial, objective, non-selective and effective performance of the duties of the High Commissioner;

(b) Be appointed by the Secretary-General of the United Nations and approved by the General Assembly, with due regard to geographical rotation, and have a fixed term of four years with a possibility of one renewal for another fixed term of four years;

(c) Be of the rank of Under-Secretary-General"

30.2 The nationalities of the persons who have served in the post of High Commissioner have been Canadian, Brazilian, Irish and Ecuadorian.

31. Was the Strategic Management Plan presented to or approved by the Human Rights Council or other legislative bodies?

The Strategic Management Plan is not mandated by any legislative organ. It is prepared at the initiative of the High Commissioner as an OHCHR publication. It is addressed to the general public and to donors with a view to providing accurate and consolidated data about the use of resources as well as transparent information on the impact of the work of OHCHR.

32. Please clarify the requests made under Sub-programme 4 (thematic fact-finding procedures) given that the HRC will most likely reduce the number of Special Procedures mandates.

The ongoing review of special procedures mandates has so far not lead to any reduction in the number of thematic mandates. Mandates discontinued in 2007 were country mandates under Subprogramme 3. In fact, following the recent establishment of a new special procedure mandate (the Special Rapporteur on contemporary forms of slavery), the Special Procedures Branch will service 26 mandates in 2008. Discussions continue about the possible creation of additional thematic mandates, in particular in the area of economic, social and cultural rights. Although the number of staff assisting special procedures has grown during the current biennium, there is still insufficient capacity to match the increasing need for professionalized assistance to all mandates and to the system at large.

Statistics:

- 2003:
12 thematic mandates were serviced by the Branch (13 Regular Budget posts in 2004-2005)
- 2006:
8 ESCR mandates were moved from Sub-programme 1 to Sub-programme 4
- 2006-2007:
25 thematic mandates were serviced by the Branch, including 3 working groups (24 regular budget posts in 2006-2007)
- 2008:
26 or more thematic mandates (including 3 working groups) and the Coordination Committee to be serviced by the Branch

33. Please explain the proposed roles of the D-1 post requested for the Office of the High Commissioner (Chief of Staff) and the P-4 post requested to handle Rule of Law issues in the New York Office.

33.1 D-1 Chief of Staff, Office of the High Commissioner

- To effectively interact on behalf of the High Commissioner with the D-2s heading the 4 Sub-programmes, taking relevant decisions on behalf of the

High Commissioner to ensure that priority issues are identified and implemented.

- To ensure an effective and efficient process of information flow and consultation between the High Commissioner, Deputy High Commissioner, and the D-2s and other senior managers.
- The DHC will continue to have oversight over planning, coordination and management (including PSMS, PPMES and Civil Society, RMU, Communication Section) while the new D-1 will follow sensitive personnel and management issues for the Office as a whole, coordinate the inputs of all Divisions for the budget submission and have the overall management responsibility for the staff in the Executive Office.

33.2 P-4 Human Rights Officer (Rule of Law), New York Office (NYO)

The OIOS report on the NYO recommends strengthening of the NYO. The existing P-4 is primarily on post conflict situations. The new P-4 post needs to focus on rule of law at large, including activities/roles that mirror Geneva (access to justice, administration of justice, police, and corrections). In addition, the post should build relations with those engaged in long-term rule of law development (UNDP, UNDG, Peacebuilding Commission, the World Bank and non-UN entities). The new post would also be the NYO focal point re the implementation of the Rule of Law Index (ROLIX), a significant \$1.3 million joint OHCHR/DPKO project about to get underway, with a sub-contractor based in New York.

33.3 In November 2006, the Secretary-General re-shaped how the UN provides rule of law/transitional justice assistance. The Secretary-General requested UN departments to "strengthen its capacities, enhance its institutional memory and coordinate more effectively" with regard to the UN's rule of law work. To achieve these objectives, the Secretary-General established a division of labor among the key UN actors with defined responsibilities. OHCHR is lead in the area of transitional justice and has been designated a key entity in many other rule of law-areas, including legal and judicial institutions, court administration, civil law, police, prisons, victim and witness protection, legal education and juvenile justice. Much of this work will be done in NY since our counterparts in the UN on these issues are here (DPKO, UNDP, UNICEF).

33.4 The OIOS report on the NYO recommends strengthening of the NYO. The NYO has two posts working on peace and security; development; and economic and social affairs, while only one person each is currently covering the rule of law and humanitarian affairs. While for humanitarian affairs the centre of humanitarian action lies in Geneva, this can not be said for the rule of law. On rule of law issues main counterparts in the UN system are based in New York, as is the central coordination mechanism. NYO undertakes a range of rule of law-related substantive, policy and representational functions, as well as delegated authority to represent the High Commissioner and the policies of the UN human rights program vis-à-vis intergovernmental and interagency negotiations, debates and discussions in New York. OHCHR is

charged with providing rule of law advice and assistance in the areas of transitional justice, legal and judicial institutions, court administration, civil law, police, prisons, victim and witness protection, legal education and juvenile justice. For the UN system, much of this work is centered in NY. The one existing rule of law P-4 in the NYO is primarily focused on post conflict situations. The proposed new P-4 post would focus on rule of law at large, including activities/roles that mirror Geneva (access to justice, administration of justice, police, corrections). In addition, the post should build relations with those engaged in long-term rule of law development (UNDP, UNDG, Peacebuilding Commission, the World Bank and non-UN entities). The new post would also be the NYO focal point for the implementation of the Rule of Law Index (ROLIX), a significant \$1.3 million joint OHCHR/DPKO project about to get underway, with a sub-contractor based in New York.

ANNEX I

Countries invited to participate in Human Rights National Competitive Recruitment Examinations

Afghanistan	Cambodia
Angola	Cape Verde
Antigua and Barbuda	Comoros
Bahrain	Costa Rica
Botswana	DPR Korea
Brunei Darussalam	Dominica
Dominican Republic	Nauru
Ecuador	Oman
Equatorial Guinea	Palau
Gabon	Papua New Guinea
Grenada	Qatar
Guinea-Bissau	Rep. of Korea
Haiti	Saint Lucia
Honduras	Samoa
Iran	Sao Tome and Principe
Japan	Saudi Arabia
Kiribati	Sierra Leone
Kuwait	Slovenia
Laos	Solomon Islands
Lesotho	Suriname
Libya	Swaziland
Lithuania	Tajikistan
Malawi	Timor-Leste
Maldives	Tonga
Marshall Islands	Turkmenistan
Micronesia	Tuvalu
Moldova	United Arab Emirates
Montenegro	Vanuatu
Morocco	Vietnam
Mozambique	Yemen
Namibia	

ANNEX II (a)

Office of the High Commissioner for Human Rights
Selection of Staff -- January 2006 to 31 December 2006
(P-2 included)

Level	Funding	Functional Title	Gender	Promotion	Transfer	Recruitment	Nationality	Geographical Grouping	Date
ASG	RB	Deputy High Commissioner	F			X	ROK	Asia	18/09/2006
D-2	RB	Director, Human Rights Proc. Div.	M		X		Senegal	Africa	10/02/2006
D-2	RB	Director, Operations & Research Div.	F	X			Mexico	LAC	16/05/2006
D-2	RB	Director, New York Office	M			X	Chad	Africa	14/11/2006
D-1	RB	Chief, Prog. Support & Mgmt. Svcs.	M			X	USA	WEO	29/03/2006
D-1	RB	Chief, Special Procedures Branch	F	X			Iran	Asia	06/04/2006
D-1	RB	Chief, Policy, Planning, Monit. & Eval.	F			X	Senegal	Africa	18/10/2006
P-5	XB	Chief, Bangkok Regional Office	M			X	Austria	WEO	31/01/2006
P-5	XB	Chief, Beirut Regional Office	M			X	USA	WEO	06/02/2006
P-5	RB*	Chief of Staff	F			X	USA	WEO	07/02/2006
P-5	XB	Senior Evaluation Officer	M	X			Denmark	WEO	13/03/2006
P-5	RB	Chief, Communications Section	F			X	Australia	WEO	06/04/2006
P-5	RB	Chief, Sub-regional Centre in Cameroon	F			X	France	WEO	13/04/2006
P-5	RB*	Senior Human Rights Officer	F		X		UK	WEO	25/04/2006
P-5	RB	Senior Human Rights Officer	M			X	USA	WEO	18/07/2006
P-5	XB	Chief, Resource Mobilization Section	M			X	UK	WEO	07/08/2006
P-5	XB	Chief, DRC Country Office	M			X	Benin	Africa	11/08/2006
P-5	RB	Senior Human Rights Officer	M			X	Uruguay	LAC	07/09/2006
P-5	XB	Chief, Finance & Budget Section	M	X			UK	WEO	06/11/2006
P-5	XB	Senior Human Rights Officer	M			X	Tunisia	Africa	14/11/2006
P-4	XB	Human Rights Officer	F	X			Guyana	LAC	30/01/2006
P-4	XB	Human Resources Officer	M			X	Canada	WEO	30/01/2006
P-4	RB	Human Rights Officer	F	X			ROK	Asia	06/02/2006
P-4	XB	Human Rights Officer	F			X	Mongolia	Asia	06/02/2006
P-4	XB	Contributions Officer	M			X	USA	WEO	06/02/2006

Level	Funding	Functional Title	Gender	Promotion	Transfer	Recruitment	Nationality	Geographical Grouping	Date
P-4	XB	Human Rights Officer	F	X			Spain	WEO	14/02/2006
P-4	XB	Programme Planning Officer	F	X			China	Asia	20/03/2006
P-4	XB	Human Rights Officer	F	X			Germany	WEO	23/03/2006
P-4	RB	Human Rights Officer	F	X			Guatemala	LAC	11/04/2006
P-4	XB	Human Rights Officer	M	X			Denmark	WEO	11/04/2006
P-4	RB*	Human Rights Officer	M			X	Bulgaria	East	23/05/2006
P-4	RB	Human Rights Officer	F			X	Turkey	WEO	08/06/2006
P-4	RB*	Human Rights Officer	M			X	Kenya	Africa	15/06/2006
P-4	XB	Donor Relations Officer	F		X		Sweden	WEO	15/06/2006
P-4	XB	Human Rights Officer	F			X	Canada	WEO	21/08/2006
P-4	XB	Communications Officer	M		X		Spain	WEO	24/08/2006
P-4	XB	Human Rights Officer	F	X			Czech	East	31/08/2006
P-4	RB	Human Rights Officer	M	X			Japan	Asia	06/10/2006
P-4	RB	Human Rights Officer	M	X			Australia	WEO	12/10/2006
P-4	RB	Human Rights Officer	M	X			UK	WEO	12/10/2006
P-4	RB	Human Rights Officer	F			X	El Salvador	LAC	16/10/2006
P-4	XB	Field Security Liaison Officer	M			X	Canada	WEO	14/11/2006
P-4	RB	Human Rights Officer	M	X			Argentina	LAC	27/11/2006
P-4	RB	Human Rights Officer	F	X			Sweden	WEO	28/11/2006
P-4	RB	Human Rights Officer	F	X			Switzerland	WEO	13/12/2006
P-4	XB	Human Rights Officer	F		X		Argentina	LAC	13/12/2006
P-3	XB	Human Rights Officer	F			X	France	WEO	20/03/2006
P-3	RB	Human Rights Officer	F			X	Australian	WEO	01/04/2006
P-3	XB	Human Rights Officer	F			X	Spain	WEO	22/05/2006
P-3	XB	Field Security Liaison Officer	M			X	France	WEO	03/08/2006
P-3	XB	Communications Officer	M			X	Côte d'Ivoire	Africa	25/08/2006
P-3	XB	Communications Officer	F			X	Cameroon	Africa	25/08/2006
P-3	XB	Communications Officer	F			X	Kenya	Africa	25/08/2006
P-3	XB	Information Officer	F			X	China	Asia	25/08/2006
P-3	RB	Human Rights Officer	M			X	Senegal	Africa	12/09/2006
P-3	RB	Human Rights Officer	M		X		Germany	WEO	14/09/2006

Level	Funding	Functional Title	Gender	Promotion	Transfer	Recruitment	Nationality	Geographical Grouping	Date
P-3	RB	Human Rights Officer	F			X	Haiti	LAC	22/09/2006
P-3	RB	Human Rights Officer	F		X		Jordan	Asia	16/10/2006
P-3	RB	Human Rights Officer	F			X	Algeria	Africa	16/10/2006
P-3	RB	Human Rights Officer	F			X	Switzerland	WEO	17/10/2006
P-3	RB	Human Rights Officer	F			X	Ecuador	LAC	17/10/2006
P-3	XB	Human Rights Officer	M			X	Uzbekistan	East	31/10/2006
P-3	RB	Human Resources Officer	F	X			Albania	East	03/11/2006
P-3	RB	Human Rights Officer	F	X			Italy	WEO	08/11/2006
P-3	XB	Finance Officer	M		X		Estonia	East	27/11/2006
P-3	XB	Human Rights Officer	F	X			Japan	Asia	11/12/2006
P-2	RB	Associate Human Rights Officer	F		X		Germany	WEO	31/05/2006
P-2	RB	Associate Human Rights Officer	F			X	Algeria	Africa	30/06/2006
P-2	RB	Associate Human Rights Officer	F			X	Switzerland	WEO	31/07/2006
P-2	XB	Associate Human Rights Officer	F			X	Norway	WEO	31/08/2006
P-2	XB	Associate Human Rights Officer	F			X	Switzerland	WEO	31/08/2006
P-2	XB	Associate Human Rights Officer	M			X	Netherlands	WEO	30/09/2006
P-2	XB	Associate Human Rights Officer	M			X	Netherlands	WEO	30/09/2006
P-2	XB	Associate Human Rights Officer	F			X	Switzerland	WEO	30/09/2006
P-2	XB	Associate Human Rights Officer	F			X	USA	WEO	30/09/2006
P-2	XB	Associate Human Rights Officer	M			X	Germany	WEO	30/09/2006
P-2	XB	Associate Human Rights Officer	F			X	Mexico	LAC	30/09/2006
P-2	XB	Associate Human Rights Officer	M			X	Germany	WEO	30/09/2006
P-2	XB	Associate Programmer/Analyst	M			X	Mexico	LAC	17/10/2006
P-2	XB	Associate Programmer/Analyst	M			X	Portugal	WEO	17/10/2006
P-2	XB	Associate Donor Relations Officer	M			X	Paraguay	LAC	30/10/2006
P-2	XB	Associate Human Rights Officer	F			X	Mexico	LAC	07/12/2006

* from XB to RB

ANNEX II (b)

Office of the High Commissioner for Human Rights
Selection of Staff -- From 1 January 2007 to 31 October 2007
(P-2 included)

Level	Funding	Functional Title	Gender	Promotion	Transfer	Recruitment	Nationality	Geographical Grouping	Date
D-1	RB	Chief, Treaties and Council Branch	M			X	Egypt	Africa	18/04/2007
D-1	XB	Chief, Nepal Country Office	M			X	New Zealand	WEO	11/05/2007
D-1	XB	Chief, Guatemala Country Office	M			X	Sweden	WEO	21/06/2007
P-5	XB	Senior Human Rights Officer	M			X	Peru	LAC	23/02/2007
P-5	XB	Chief, Pretoria Regional Office	M	X			USA	WEO	27/02/2007
P-5	XB	Senior Human Rights Officer	F		X		Cameroon	Africa	13/03/2007
P-5	RB	Senior Human Rights Officer	M	X			Ukraine	East	22/03/2007
P-5	XB	Senior Human Rights Officer	F	X			Spain	WEO	22/03/2007
P-5	XB	Senior Human Rights Officer	M	X			Algeria	Africa	22/03/2007
P-5	RB	Chief, Info. Mgmt. & Technology Sect.	M			X	Trinidad & Tobago	LAC	16/04/2007
P-5	RB	Chief, Cambodia Country Office	M			X	France	WEO	11/05/2007
P-5	RB	Senior Human Rights Officer	F		X		Australia	WEO	11/05/2007
P-5	RB	Senior Human Rights Officer	M	X			Australia	WEO	14/05/2007
P-5	RB	Senior Policy Coordination Officer	F			X	Argentina	LAC	27/06/2007
P-5	RB	Chief, Civil Society Section	F		X		UK	WEO	04/07/2007
P-5	RB	Senior Human Rights Officer	M	X			Japan	Asia	04/07/2007
P-5	RB	Chief, Human Resources Mgmt. Section	M	X			Sudan	Africa	29/01/2007
P-5	RB	Senior Human Rights Officer	M			X	Sudan	Africa	19/02/2007
P-5	RB	Senior Human Rights Officer	M			X	Australia	WEO	19/02/2007
P-5	RB	Senior Human Rights Officer	M			X	Italy	WEO	19/02/2007

Level	Funding	Functional Title	Gender	Promotion	Transfer	Recruitment	Nationality	Geographical Grouping	Date
P-5	XB	Deputy Representative	M			X	Peru	LAC	19/02/2007
P-5	XB	Senior Human Rights Advisor	M			X	Bulgaria	East	19/02/2007
P-4	XB	Human Rights Officer	M	X			Spain	WEO	18/06/2007
P-4	XB	Human Rights Officer	F	X			Trinidad / Tobago	LAC	02/02/2007
P-4	RB	Human Rights Officer	M	X			Germany	WEO	05/02/2007
P-4	RB	Human Rights Officer	F	X			Italy	WEO	05/02/2007
P-4	RB	Human Rights Officer	F				China	Asia	05/02/2007
P-4	XB	Human Rights Officer	M			X	India	Asia	26/02/2007
P-4	XB	Human Rights Officer	F	X			Japan	Asia	26/02/2007
P-4	XB	Legal Officer	M			X	Colombia	LAC	26/02/2007
P-4	XB	Human Rights Officer	M		X		Mali	Africa	18/04/2007
P-4	RB	Human Rights Officer	F		X		Tunisia	Africa	07/05/2007
P-4	XB	Human Rights Officer	F		X		USA	WEO	14/05/2007
P-4	RB	Human Rights Officer	M			X	South Africa	Africa	14/05/2007
P-4	XB	Human Rights Officer	M	X			Mexico	LAC	06/06/2007
P-4	XB	Human Rights Officer	F	X			Italy	WEO	06/06/2007
P-4	RB	Human Rights Officer	F		X		Spain	WEO	26/06/2007
P-4	RB	Human Rights Officer	M		X		Kenya	Africa	04/07/2007
P-4	RB	Human Rights Officer	M	X			Spain	WEO	04/07/2007
P-4	RB	Human Rights Officer	F			X	UK	WEO	16/07/2007
P-4	RB	Human Rights Officer	M		X		UK	WEO	31/07/2007
P-4	XB	Human Rights Officer	F			X	Colombia	LAC	24/08/2007
P-4	RB	Human Rights Officer	M		X		Germany	WEO	17/10/2007
P-4	XB	Human Rights Officer	M			X	Uruguay	LAC	31/10/2007
P-4	XB	Human Rights Officer	F	X			Denmark	WEO	31/10/2007
P-4	RB	Logistics & Procurement Officer	M			X	France	WEO	31/10/2007
P-4	XB	Human Rights Officer	M				Brazil	LAC	31/10/2007
P-3	RB	Human Rights Officer	F	X			Indonesia	Asia	26/01/2007
P-3	RB	Human Rights Officer	F	X			China	Asia	29/01/2007

Level	Funding	Functional Title	Gender	Promotion	Transfer	Recruitment	Nationality	Geographical Grouping	Date
P-3	RB	Human Rights Officer	F	X			Japan	Asia	29/01/2007
P-3	RB	Human Rights Officer	F			X	Uzbekistan	East	30/01/2007
P-3	XB	Human Rights Officer	M		X		Spain	WEO	13/04/2007
P-3	RB	Human Rights Officer	F			X	Japan	Asia	16/04/2007
P-3	RB	Human Rights Officer	F			X	Bulgaria	East	26/04/2007
P-3	XB	Field Safety and Security Officer	M			X	Spain	WEO	26/04/2007
P-3	XB	Security Coordination Officer	M			X	Brazil	LAC	26/04/2007
P-3	XB	Editor	M		X	X	Australia	WEO	26/04/2007
P-3	XB	Human Rights Officer	F		X		Canada	WEO	30/04/2007
P-3	XB	Human Rights Officer	F		X		Argentina	LAC	14/05/2005
P-3	XB	Human Rights Officer	F			X	Malaysia	Asia	21/05/2007
P-3	RB	Human Rights Officer	F		X		France	WEO	06/06/2007
P-3	XB	Human Rights Officer	F			X	Haiti	LAC	14/06/2007
P-3	RB	Administrative Officer	M			X	India	Asia	14/06/2007
P-3	XB	Security Coordination Officer	M			X	Uruguay	LAC	14/06/2007
P-3	RB	Human Rights Officer	M	X			Argentina	LAC	14/06/2007
P-3	RB	Human Rights Officer	F	X			Austria	WEO	27/06/2007
P-3	RB	Human Rights Officer	M		X		Chili	LAC	04/07/2007
P-3	XB	Rosters Management Officer	F			X	Spain	WEO	04/07/2007
P-3	RB	Human Rights Officer	M		X		Australia	WEO	04/07/2007
P-3	XB	Human Rights Officer	M			X	Switzerland	WEO	16/07/2007
P-3	XB	Human Rights Officer	M			X	Mongolia	Asia	16/07/2007
P-3	XB	Human Rights Officer	F			X	Uganda	Africa	30/07/2007
P-3	XB	Human Rights Officer	M			X	France	WEO	12/09/2007
P-3	XB	Human Rights Officer	M			X	India	Asia	13/09/2007
P-3	RB	Human Rights Officer	M			X	Armenia	East	14/09/2007
P-3	XB	Field Security Liaison Officer	M			X	Uruguay	LAC	01/10/2007
P-3	RB	Human Rights Officer	F	X			Sweden	WEO	18/10/2007

Level	Funding	Functional Title	Gender	Promotion	Transfer	Recruitment	Nationality	Geographical Grouping	Date
P-2	RB	Associate Human Rights Officer	M			X	Brazil	LAC	08/05/2007
P-2	XB	Associate Human Rights Officer	F			X	Switzerland	WEO	11/05/2007
P-2	XB	Associate Human Rights Officer	F			X	Switzerland	WEO	16/05/2007
P-2	XB	Associate Human Rights Officer	F			X	South Africa	Africa	16/05/2007
P-2	XB	Associate Human Rights Officer	F			X	Czech Rep	East	22/05/2007
P-2	RB	Associate Human Rights Officer	F			X	Germany	WEO	06/06/2007
P-2	XB	Associate Human Rights Officer	F			X	Switzerland	WEO	30/08/2007

ANNEX III

Total proposed resource requirements of OHCHR and other sections for the biennium 2008-2009 (as a result of the decision of the HRC 3/104 and HRC resolution 5/1)

Table 1
Overall estimated additional requirements for the biennium 2008-2009
(Thousands of United States dollars)

Section	Growth, 2008-2009				Total before recasting	Recasting	2008-2009 estimate
	2006-2007 revised appropriation	Proposed programme budget ^a	Human Rights Council decision 3/104 ^b	Human Rights Council resolution 5/1			
2. General Assembly and Economic and Social Council affairs and conference management	602 512.5	(12 453.5)	—	3 847.3	593 906.3	30 972.0	624 878.3
23. Human rights	90 554.0	17 143.2	1 019.7	3 149.0	111 865.9	5 340.7	117 206.6
27. Public information	178 851.8	497.2	1 356.8	353.7	181 059.5	10 617.7	191 677.2
28E. Administration, Geneva	107 192.8	186.1	952.1	349.5	108 680.5	3 515.3	112 195.8
35. Staff assessment	436 347.5	6 438.3	376.9	448.1	443 610.8	19 045.3	462 656.1
Total	1 415 458.6	11 811.3	3 705.5	8 147.6	1 439 123.0	69 491.0	1 508 614.0

^aGrowth under the proposed programme budget does not take into account Human Rights Council decision 3/104, resolution 5/1 or other decisions in relation to paragraph 6 of General Assembly resolution 60/251.

^b See A/62/125.

Table 2
Estimated additional requirements for the biennium 2008-2009 by object of expenditure for sections 2, 23, 27, 28E, and 35

Object of expenditure	Resources (thousands of United States dollars)						
	Growth				Total before recasting	Recasting	2008-2009 estimate
	2006-2007 revised appropriation	Proposed programme budget for 2008-2009 ^a	Human Rights Council decision 3/104 ^b	Human Rights Council resolution 5/1			
Posts	722 858.9	23 200.0	3 132.2	3 054.0	752 245.1	38 267.8	790 512.9
Other staff costs	79 455.8	(14 565.2)	(3 514.7)	4 080.3	65 456.2	3 275.0	68 731.2
Non-staff compensation	0.2	—	—	—	0.2	—	0.2
Consultants and experts	1 231.2	(303.3)	61.5	—	989.4	30.1	1 019.5
Travel of representatives	11 689.5	2 085.2	94.4	—	13 869.1	901.8	14 770.9
Travel of staff	4 807.5	(434.4)	215.9	43.4	4 632.4	301.5	4 933.9
Contractual services	37 973.8	(898.3)	2 648.3	78.0	39 801.8	2 269.8	42 071.6
General operating expenses	44 732.8	4 364.5	565.4	348.8	50 011.5	2 087.6	52 099.1
Hospitality	166.4	(14.0)	—	—	152.4	9.0	161.4
Supplies and materials	15 697.2	(3 223.9)	4.0	—	12 477.3	648.7	13 126.0
Furniture and equipment	12 139.6	(2 463.5)	121.6	95.0	9 892.7	531.4	10 424.1
Grants and contributions	48 358.2	(2 374.1)	—	—	45 984.1	2 123.0	48 107.1
Other	436 347.5	6 438.3	376.9	448.1	443 610.8	19 045.3	462 656.1
Total	1 415 458.6	11 811.3	3 705.5	8 147.6	1 439 123.0	69 491.0	1 508 614.0

^aGrowth under the proposed programme budget does not take into account Human Rights Council decision 3/104, resolution 5/1 or other decisions in relation to paragraph 6 of General Assembly resolution 60/251.

^b See A/62/125.

Table 3
Overall estimated distribution of posts by section for the biennium 2008-2009

Section	Growth, 2008-2009					2008-2009 estimate
	2006-2007 revised appropriation	Proposed programme budget ^a	Human Rights Council decision 3/104 ^b	Human Rights Council resolution 5/1	Total growth 2008-2009	
2. General Assembly and Economic and Social Council affairs and conference management	1 899	17	15	—	32	1 931
23. Human rights	275	36	5	18	59	334
27. Public information	748	—	—	—	—	748
28E. Administration, Geneva	301	—	—	—	—	301
35. Staff assessment	—	—	—	—	—	—
Total	3 223	53	20	18	91	3 314

^aGrowth under the proposed programme budget does not take into account Human Rights Council decision 3/104, resolution 5/1 or other decisions in relation to paragraph 6 of General Assembly resolution 60/251.

^b See A/62/125.

Table 4

Overall estimated distribution of posts for the biennium 2008-2009 by grade for sections 2, 23, 27, 28E, and 35

Grade	Growth, 2008-2009				2008-2009 estimate
	2006-2007 revised appropriation	Proposed programme budget ^a	Human Rights Council decision 3/104 ^b	Human Rights Council resolution 5/1	
Professional category and above					
USG/DSG	3	—	—	—	3
ASG	2	—	—	—	2
D-2	12	3	—	—	15
D-1	50	4	—	—	54
P-5	238	15	12	—	265
P-4/3	1 075	19	19	18	1 131
P-2/1	121	2	1	—	124
Subtotal	1 501	43	32	18	1 594
General Service category					
Principal level	112	2	—	—	114
Other level	1 296	8	(12)	—	1 292
Subtotal	1 408	10	(12)	—	1 406
Other categories					
Local level	199	(5)	—	—	194
National Officer	39	5	—	—	44
Trades and Crafts	76	—	—	—	76
Subtotal	314	—	—	—	314
Total	3 223	53	20	18	3 314

^aGrowth under the proposed programme budget does not take into account Human Rights Council decision 3/104, resolution 5/1 or other decisions in relation to paragraph 6 of General Assembly resolution 60/251.

^b See A/62/125.

ANNEX IV

**Breakdown of the proposed resource requirements for the Human Rights Council,
Human Rights Branch and subprogramme 2.**

Object of Expenditure	2006-2007 Revised appropriations	Growth		Total before recosting	2008-2009 Estimates
		Total Growth	%		
Human Rights Council					
Other staff costs	-	35.1	-	35.1	36.1
Travel of representatives	-	128.6	-	128.6	137.0
Total	-	163.7	-	163.7	173.1
Human Rights Council Branch and its Mandates					
Posts	2 552.8	979.3	38.4	3532.1	3 689.9
Other Staff Cost	-	40.0	0.0	40.0	41.2
Travel of representatives	43.1	-	-	43.1	45.9
Travel of staff	11.6	(2.8)	(24.1)	8.8	9.4
General operating expenses	4.5	-	-	4.5	4.7
Total	2 612.0	1 016.5	38.9	3 628.5	3 791.1

Human Rights Treaties Branch – Subprogramme 2

Object of Expenditure	2006-2007 Revised appropriations	Growth		Total before recosting	2008-2009 Estimates
		Total Growth	%		
Posts	11 053.6	1 724.4	15.6	12 778.0	13 370.8
Other Staff Cost	31.9	82.7	259.2	114.6	117.8
Consultants and experts	29.3	48.4	165.2	77.7	79.9
Travel of representatives	368.7	(173.1)	(46.9)	195.6	208.3
Travel of staff	123.5	68.9	55.8	192.4	204.9
Contractual services	5.0	-	-	5.0	5.2
General operating expenses	-	41.5	-	41.5	42.6
Total	11 612.0	1792.8	15.4	13 404.8	14 029.5

ANNEX V

Extrabudgetary Funding for OHCHR Field Offices

OHCHR Field Presence	2006 Expenditures	2007 Projected expenditure	2008 Cost plans
<i>Africa</i>			
Angola	1,473,552	2,461,668	2,054,181
Burundi	1,694,652	1,450,841	1,236,100
DR Congo	2,058,118	1,321,791	532,653
Uganda	3,186,154	3,215,416	3,294,976
RO Pretoria	589,229	698,675	645,048
RO Addis Ababa	396,981	914,291	945,903
RO Dakar	0	318,606	112,435
Yaoundé	261,217	405,900	384,711
Great Lakes	0	88,367	201,866
Somalia	0	77,211	156,434
Zimbabwe	0	275,468	371,366
Togo	244,003	854,500	1,068,755
PMS – Sudan	304,799	441,500	456,860
Sudan	150,824	0	0
PMS – Liberia	67,966	66,828	66,766
PMS – Côte d'Ivoire	104,073	184,036	161,816
PMS – Sierra Leone	397,196	303,794	403,493
PMS – Eritrea /Ethiopia	77,996	97,469	97,507
<i>Sub-total Africa</i>	11,006,760	13,176,361	12,190,871
<i>Asia and the Pacific</i>			
Afghanistan	1,627	620,682	722,156
Cambodia	434,789	419,629	411,135
Nepal	9,231,959	10,308,920	10,575,630
Indonesia	0	93,894	174,997
Pakistan	180,761	143,423	266,954
RO Bangkok	528,022	468,366	809,942

OHCHR Field Presence	2006 Expenditures	2007 Projected expenditure	2008 Cost plans
Sri Lanka	182,202	435,439	424,040
RO Suva	373,985	717,106	695,531
Timor-Leste	206,191	658,331	643,076
COI Timor		0	
<i>Sub-total Asia and the Pacific</i>	11,139,536	13,865,790	14,723,461
<i>Latin America and the Caribbean</i>			
Colombia	6,838,092	6,388,775	8,095,355
Guatemala	2,910,745	3,616,892	3,333,990
PMS - Haiti	127,960	276,949	220,802
RO Santiago	807,083	745,603	339,457
Mexico	1,992,209	1,656,698	1,606,342
Guyana	0	119,192	99,238
Bolivia	0	525,992	847,986
Venezuela	0	0	0
Ecuador	0	180,498	292,199
<i>Sub-total LAC</i>	12,676,089	13,510,599	14,835,369
<i>Europe, North America and Central Asia</i>			
Serbia & Montenegro	373,700	158,700	0
Bosnia & Herzegovina	438,025	217,379	0
Central Asia Regional Office	584,330	704,858	298,743
Russia	173,428	431,378	685,583
Regional Office North America	0	0	0
Georgia	235,014	438,091	671,045
Kosovo	219,185	594,303	817,058
<i>Sub-total ENACA</i>	2,023,682	2,544,709	2,472,428
<i>Middle East and North Africa</i>			
Regional Office, Beirut	634,209	727,483	1,156,872
Palestine	1,152,779	1,051,487	1,565,598
PMS - Iraq	12,653	118,094	0
Qatar	0	0	490,654

OHCHR Field Presence	2006 Expenditures	2007 Projected expenditure	2008 Cost plans
RO N. Africa	0	0	0
COI Lebanon	340,546	0	0
<i>Sub-total MENA</i>	2,140,187	1,897,064	3,213,124

Annex VIII

Table 1: Overall Summary of OHCHR extrabudgetary resources in 2008

Programmes	2006 Expenditures	2007 Projected expenditure	2008 Cost plans
Executive Direction and Management			
EDM New York and Geneva	3,224,833	3,658,064	4,678,735
<i>Sub-total</i>	<i>3,224,833</i>	<i>3,658,064</i>	<i>4,678,735</i>
Subprogramme 1 – RRDB			
RRDB	7,635,912	7,970,973	7,657,378
TF Indigenous (IHA)	442,337	647,603	624,000
TF Slavery (SHA)	690,471	411,320	784,800
<i>Sub-total</i>	<i>8,768,720</i>	<i>9,029,896</i>	<i>9,066,178</i>
Subprogramme 2 – TCB			
TCB	3,992,529	5,007,132	4,188,125
TF Torture (CHA)	6,916,338	7,447,265	10,712,400
<i>Sub-total</i>	<i>10,908,867</i>	<i>12,454,397</i>	<i>14,900,525</i>
Subprogramme 3 – CBB			
CBB	7,894,124	9,104,898	8,679,605
<i>Sub-total CBB Geneva</i>	<i>7,894,124</i>	<i>9,104,898</i>	<i>8,679,605</i>
Subprogramme 4 – SPB			
SPB	3,260,667	4,445,299	3,734,579
<i>Sub-total SPB</i>	<i>3,260,667</i>	<i>4,445,299</i>	<i>3,734,579</i>
PSMS			
PSMS	5,623,022	7,132,989	6,121,856
<i>Sub-total</i>	<i>5,623,022</i>	<i>7,132,989</i>	<i>6,121,856</i>
Total Headquarters	39,680,233	45,825,543	47,181,478

Programmes	2006 Expenditures	2007 Projected expenditure	2008 plans Cost
Total Geneva, excluding humanitarian trust funds (IHA, CHA, SHA)	31,631,087	37,319,355	35,060,277
<i>Sub-total Field Presences</i>	38,986,254	44,994,523	47,435,253
Grand total OHCHR	78,666,487	90,820,066	94,616,731
Grand total OHCHR, excluding humanitarian trust funds (IHA, CHA, SHA)	70,617,341	82,313,878	82,495,531