



Cour  
Pénale  
Internationale

International  
Criminal  
Court

## High-Level Statement on Gender Equality of the International Criminal Court



### We, the Principals of the International Criminal Court,

**Are committed** to achieving gender equality and a safe and inclusive workplace culture and environment, through the practical implementation of the goals and priorities set in the Court-wide and organ specific Strategic Plans for 2019-2021, as well as part of the five priority areas from the Court-wide Staff Well-being Framework identified in 2019.

**For us**, gender equality is about equal rights, responsibilities and opportunities for all; it covers the relations in the context of our work environment between women and men and other groups, reflecting a wide understanding of gender identities and gender expressions.

**This commitment** is consistent with values of diversity, respect, equity and inclusion we cherish and uphold, as well as the principles enshrined in the Court's legal framework, from the Court's foundational document, the Rome Statute to the Regulations of the Court, the Staff Rules and Staff Regulations, the Code of Judicial Ethics, the Code of Conduct for the Office of the Prosecutor, the Core Values of the Office of the Prosecutor, and the Code of Professional Conduct for Counsel.

**In line with the Court's zero-tolerance policy**, we all have an obligation to continue to strive to ensure a safe and inclusive working environment, free from any form of discrimination or harassment, including sexual or gender harassment, or physical or verbal abuse at the workplace or in connection with work. Additionally, we believe it is critical to ensure that staff have full confidence in the available avenues for addressing any inappropriate behaviour or misconduct, so that it does not remain unreported and unaddressed. Commitment and accountability must be increasingly entrenched across the Court and at all levels.

**We firmly believe** that in order to uphold women's rights and to reap the benefits of women's important contributions, the perspectives of women in all of their diversity must be integrated in all spheres of the work of the Court.

**We are committed** to further engage on our workplace culture, strengthening staff engagement across the organization, building in further ownership and accountability across the workforce, starting with senior management, and further empowering ICC personnel as agents of change in a safe, respectful and inclusive environment. We believe we all have a responsibility in this joint endeavour.

**We are engaged** in enhancing efforts to develop and implement training and awareness raising events to mainstream matters related to gender equality, build a common understanding on the values and acceptable behaviour they enshrine, and contribute to the prevention of attitudes and conduct that are not in line with these standards.

**We are committed** to further strengthening, harmonising and streamlining the rights, mechanisms and processes that form the ICC ethics and regulatory framework in order to better represent the interests of women, and be better equipped to ensure the protection of all ICC personnel.

**As staunch believers in women empowerment** and inclusion in decision-making, we are strongly committed to effectively advancing greater representation of women in senior positions across the organisation, in particular in management positions.

**Finally**, and following the unprecedented experiences of the Court due to the COVID 19 pandemic, and given the resilience demonstrated by all in the face of these challenges, we are committed to taking stock of that experience and see where reasonable adjustments are possible to better ensure the health, safety, well-being and work-life balance of ICC personnel and to make concrete steps in this regard, while preserving performance.

**As part of these efforts**, we have established a Focal Point for Gender Equality, who will assist the Court's Principals in our determination to strengthen gender-related policies across the organisation and to address issues related to equal career opportunities for all staff, as well as appropriate employment conditions that guarantee work-life balance and the well-being of women in the institution. The Focal Point has our full support and will be working closely with all pertinent services of the Court in this crucial role. We acknowledge that the mandate of the Focal Point cannot be achieved by only one individual, and that we must all commit to an organisation-wide engagement to fully achieve gender equality.

**We are committed** to pursuing these needed efforts, in consultation with the Staff Union Council and with the active engagement of all ICC personnel.