

Spanish Presidency of the European Union

**OSCE Permanent Council No. 795
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EU statement in response to the Secretary General's 2009 Annual Report on the Implementation of OSCE Recruitment Policies

The EU expresses its gratitude to the Secretary General for the presentation of his detailed report on the implementation of OSCE recruitment policies. We consider this information extremely useful in helping to ensure that recruitment and designation practices are in compliance with the guiding principles established in the Staff Regulations and Rules.

We welcome the efforts that have been undertaken in securing high standards of competency while allowing recruitment from all participating States on a fair basis and improving the Organisation's gender balance, including at senior level. We appreciate the details provided with regard to the short-listing of applications from individuals from countries considered to be under-represented and from women. In this regard, we should more clearly define what 'under-represented states' means.

We also welcome the efforts made in order to standardize recruitment policies, as these result in more consistent recruitment practice. In this sense, we would appreciate some more details on the modalities of the

process of moving to a single application method for all categories of staff. We are also very pleased to note an increased speed in recruitment, which is very necessary in a non-career Organisation, such as ours, where staff replacement should be as efficient as possible. Nonetheless, we should keep in mind the gender perspective and in this regard show utmost flexibility with regard to speed in recruitment.

We note with interest the ongoing review of Staff Instruction 17 on Standard Recruitment Procedures. We stand ready for consultations on the review of this important document within the ACMF.

Concerning the Regulation stipulating that “under no circumstances shall specific posts come to be identified with any participating States, region or group of States”, the EU is pleased to note that all efforts are undertaken to ensure that this principle is adhered to, without detriment to the necessity of recruiting the best available personnel. We believe, however, that more could perhaps be done in order to avoid any misperceptions in this regard, especially at senior level.

Concerning the lack of sufficient candidates for certain posts (especially seconded ones), the EU Member States will continue to make efforts within their available resources to identify the best possible candidates and submit them to the Organisation’s consideration. At the same time, we recognize the importance of considering the human as well as financial resource implications of decisions mandating new tasks.

We thank the Secretariat for the graphics in the report, providing a breakdown by participating State, of contracted staff and accepted seconded staff. We would also be interested in similar information, regarding the number of candidacies by participating State. In this regard, we believe it is

important that selection of personnel should be made in a fair manner, both for contracted and seconded positions.

We finally want to express our deep appreciation for the work of the Department of Human Resources, which we believe performs its tasks with a very high degree of competence. We stand ready to examine all relevant proposals that the Secretary General could forward to us in order to get a fully satisfactory system of recruitment and designation and look forward to the recommendations that the PC has asked the ACMF to submit to this effect by the end of April.

Los países candidatos TURQUÍA, CROACIA* y la antigua REPÚBLICA YUGOSLAVA DE MACEDONIA*, los países del Proceso de Estabilización y Asociación y los países candidatos potenciales, ALBANIA, BOSNIA Y HERZEGOVINA, MONTENEGRO y SERBIA, los países de la Asociación Europea de Libre Comercio y los miembros del Espacio Económico Europeo, ISLANDIA, LIECHTENSTEIN y NORUEGA, al igual que UCRANIA, la REPÚBLICA DE MOLDAVIA y GEORGIA se alinean con esta declaración.

*Croacia y la Antigua República Yugoslava de Macedonia siguen perteneciendo al proceso de Estabilización y Asociación.