

Delegation of the Russian Federation

**STATEMENT BY
MR. PAVEL KNYAZEV, DEPUTY PERMANENT REPRESENTATIVE
OF THE RUSSIAN FEDERATION, AT THE 1063rd MEETING OF THE
OSCE PERMANENT COUNCIL**

23 July 2015

**On the 2014 Annual Report by the Secretary General on the
Implementation of OSCE Recruitment Policies**

Mr. Chairperson,
Mr. Director,

We have carefully considered the report presented by you on behalf of the Secretary General of the OSCE, concerning the key areas of work in the recruitment of staff to our Organization in 2014, as well as issues related to recruitment to OSCE executive structures. We are pleased to note the good level of facts and analysis in the document.

In turn, we should like to make some observations. Above all, the key principles of recruitment policies must be fulfilled in practice; in particular, an open and transparent recruitment process and the participation of all participating States in OSCE executive structures must be ensured. A situation whereby only some countries or groups of States dominate in the Secretariat, institutions and field presences cannot be tolerated. Therefore, in subsequent reports, it is important to provide comparative statistical data on all the executive structures, which would enable us to form a complete picture of the geographical distribution of participating States.

Unfortunately, we must note that worthy candidates nominated by Russia are often rejected for one reason or another. This refers predominantly to our contenders for various positions in OSCE institutions and missions, some of which have absolutely no representatives of Russia. In this connection, we should like to ask the Secretariat to inform us of the reasons for rejecting candidates endorsed by Russia. Furthermore, it would be desirable to inform concerned States on a regular basis of progress in reviewing their proposed candidates, particularly those who make the so-called “long” or “short” lists of contenders.

It is also important to continue to inform on a regular basis and in good time of forthcoming vacancies in the management of executive structures and field missions. When selecting contenders for these positions, we suggest that candidates who have significant experience of working in government structures and foreign ministries should be considered

first. Such an approach is consistent with the intergovernmental nature of our Organization. We must avoid a situation whereby there are artificial obstacles to holding certain positions, such as not having a high command of English. Incidentally, at a number of OSCE missions, having knowledge of Russian is in fact a strong argument in favour of a candidate.

Such an approach is also needed in relation to Russian candidates for the staff of the OSCE Special Monitoring Mission to Ukraine. We look forward to an objective review of our highly qualified nominees.

Like our colleagues in the hall, I should like, in conclusion, to express my appreciation for the great work carried out by the Department of Human Resources in the OSCE Secretariat.

Thank you for your attention.