



EUROPEAN UNION

**OSCE Permanent Council No 1108
Vienna, 14 July 2016**

**EU Statement on the 2015 Report on the Implementation of
OSCE Recruitment policies**

We thank Director Hagen and his team for the 2015 Report on the Implementation of OSCE Recruitment policies, and for the continued focus on enhancing recruitment policies and related issues.

We note that recruitment for the Special Monitoring Mission to Ukraine continues to result in an increased strain on workload in DHR. We welcome DHR efforts to address this issue, though we note persisting lengthy recruitment process resulting in loss of interest of high quality candidates. We would appreciate more information on the possible IT solutions and cost implications, as an option for enhancing efficiency in recruitment in the OSCE.

We note with concern that seconded positions only attracted an average of 8.3 candidates per position in 2015. Compared to the statistics for internationally contracted positions, it is clear that the main challenge in recruiting qualified staff remains in the secondment system, and we stand ready to engage with DHR on exploring solutions.

We appreciate the focus of DHR on non-financial incentives for recruitment and retention and look forward to considering in more detail. We also welcome the reduction in short term contracts, as these cause additional financial burden and lack of continuity.

We thank DHR for their focus on gender in their report. The overall proportion of men and women in the OSCE strikes a good balance, but we regret that there is much less gender balance in positions P5 and above. We are disappointed that in 2015 there was a reduction in the number of female secondees recruited. This is particularly marked in the SMM.

We would be grateful for more information on DHR actions and plans to promote more female candidates and successful applications, as per OSCE commitments on gender. In this regard we note the important role of participating States. We will continue to focus on identifying qualified female candidates for seconded positions, especially in senior management.

We note with concern the increase in travel costs associated with recruitment in 2015, which is very high per candidate. We would be interested in hearing more about the guidelines for interviewing candidates, and believe that WebEx should be the preferred method of interview unless circumstances are exceptional.

We note that there was an increase in the length of time from the issuance of vacancy notices to the arrival of seconded staff in 2015, even though there were a similar number of readvertisements in 2014. We encourage DHR to maintain their focus on minimising the length of time for recruitment processes and timely communication with candidates at every stage of the recruitment process.

We welcome DHR's focus on widening the pool of candidates for OSCE positions. In this regard we recall the importance of taking full account of the principle of recruiting staff from all participating States on a fair basis. Finally, we welcome the focus on classification and would appreciate an update on the reclassification exercise in the Secretariat. This reads across to ensuring the widest possible pool of candidates. It is important that job specifications match the actual requirements of each job, to make sure there is no unjustified grade inflation over time, which would minimise the number of qualified candidates.

The Candidate Countries the FORMER YUGOSLAV REPUBLIC OF MACEDONIA*, MONTENEGRO*, SERBIA* and ALBANIA*, the Country of the Stabilisation and Association Process and Potential Candidate BOSNIA and HERZEGOVINA, and the EFTA countries ICELAND and NORWAY, members of the European Economic Area, as well as UKRAINE, the REPUBLIC OF MOLDOVA, GEORGIA and SAN MARINO align themselves with this statement.

* The Former Yugoslav Republic of Macedonia, Montenegro, Serbia and Albania continue to be part of the Stabilisation and Association Process.