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**STATEMENT BY MR. ALEXANDER LUKASHEVICH,
PERMANENT REPRESENTATIVE OF THE RUSSIAN FEDERATION,
AT THE 1108th MEETING OF THE
OSCE PERMANENT COUNCIL**

14 July 2016

**In response to the report by the OSCE Secretary General on the
Organization's recruitment policies in 2015**

Mr. Chairperson,
Secretary General,

We should like to make some comments about the report presented on our Organization's recruitment policies last year.

We note the work of the OSCE Secretariat's human resources department, which in fact is not easy. There are, however, substantial deficits in its work which need to be corrected in an energetic and targeted manner.

First of all, there is the imbalance in the geographical representation of participating States in the OSCE executive structures and its reflection in the contributions to the Unified Budget. The fact that key departments in the Secretariat and institutions are effectively dominated by representatives of certain groups of countries illustrates the bias in the programme activities. Narrow interests rather than the collective ones conceived by the OSCE founding fathers are being fostered. The continued existence of this situation damages the reputation of our Organization, reduces its effectiveness and prevents it from adapting to the new realities.

There have been increasing cases of a biased approach to handling applications by candidates. Applicants with experience of work in government structures and familiarity with the problems of the OSCE in all three dimensions, aware of the special features and languages of the countries where they are destined to work, are rejected for dubious reasons. Moreover, this is done in an opaque manner. In particular, recommendations from the sending countries, which are responsible for the level of training of their candidates, are ignored. Politics rather than objectivity frequently predominate in decision-making. This means that the professional level of OSCE staff and their ability to handle critical projects are reduced. This applies both to our Organization's institutions and to its field presences. This situation needs to be rectified, otherwise our Organization will not be able to compete and carry out its mandated tasks. We expect the OSCE Secretariat's human resources department

to allow for these concerns. It is important for the choice of candidates to be guided not only by the level of English but also by the knowledge of other languages. This is particularly relevant when working in field presences in countries where Russian is widely spoken.

We support the endeavours by the OSCE Secretariat's human resources department mentioned in the report to update the internal guideline on the selection and recruitment of OSCE staff. We trust that the revision will be in accordance with the OSCE Staff Regulations and Rules.

Thank you for your attention.