



EUROPEAN UNION

**OSCE Permanent Council Nr 957
Vienna, 27 June 2013**

**EU statement on the 2012 Annual Report by the Secretary
General on the implementation of OSCE recruitment
policies**

The Member States of the EU thank the Secretary General for presenting the 2012 Annual Report on implementation of OSCE recruitment policies to the Permanent Council. We attach great value to the guiding principles of the OSCE recruitment process and we consider the information presented to us today to be very useful.

We welcome the efforts undertaken that aim to secure high standards of efficiency, competence and integrity among OSCE staff while preserving broad geographical diversity across the whole OSCE as well as improving the gender balance within the Organisation. We appreciate that the number of women staff has increased in 2012 as well as progress was made with regard to gender balance at the managerial level.

We take note of the fact that while contracted posts remain attractive and have attracted a growing number of applications, aspects of the current secondment system are under stress and it could be improved. In this context, we thank the Department of Human Resources for its innovative proposals on enhancement of the OSCE secondment system, presented to the ACMF earlier this month and to which we are giving active consideration.

We value the continued efforts to seek new ideas and ways to improve recruitment practices in light of the Organisation's changing requirements and needs. In this sense we look forward to studying further proposals as outlined in the report, such as the standardisation of procedures and practices in the recruitment of various types of personnel, or revamping the OSCE expert rosters.

We would like to take this opportunity to reiterate our concern, raised most recently during the Programme Outline discussions, at continuing difficulties with regard to cross-cutting budgetary issues, in particular, increases in staff standard costs. At a time when significant cuts to such costs have been implemented in many participating States, we are concerned at the continued increase in these costs in the OSCE. We believe that preserving programmatic activities is paramount in the on-going context of limited resources available to the Organisation.

Finally, we would like to express our appreciation for the valuable work of the Department of Human Resources.

The Acceding Country CROATIA*, the Candidate Countries the former Yugoslav Republic of MACEDONIA*, MONTENEGRO*, ICELAND+ and SERBIA*, the Countries of the Stabilisation and Association Process and potential candidates ALBANIA and BOSNIA and HERZEGOVINA, as well as the Republic of MOLDOVA, GEORGIA, ANDORRA and SAN MARINO, align themselves with this statement.

* Croatia, the former Yugoslav Republic of Macedonia, Montenegro and Serbia continue to be part of the Stabilisation and Association Process.

+ Iceland continues to be a member of the EFTA and of the European Economic Area.