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**STATEMENT BY MR. ANDREY RUDENKO,
DEPUTY PERMANENT REPRESENTATIVE OF THE
RUSSIAN FEDERATION, AT THE 957th MEETING OF THE
OSCE PERMANENT COUNCIL**

27 June 2013

**Regarding the Secretary General's report on the implementation of the
OSCE recruitment policies in 2012**

Mr. Chairperson,

We thank the Secretary General for his interesting and detailed report on the multifaceted work of the Department of Human Resources in this area.

We should like to make a few comments.

The Russian Federation pays great attention to the way in which recruitment is handled in the OSCE. The policy in this area should be based on the OSCE Staff Rules and Regulations, which call, among other things, for consideration to be given to the geographical diversity of our Organization.

Thus the report mentions the principle of fair geographical balance in the selection of staff for executive structures, yet no detailed analysis is provided of its implementation. In our opinion, there is still quite a lot to be done to make this principle a reality.

We are concerned that all this is being carried out with a sometimes exaggerated attention to gender balance. We still maintain that this should not be detrimental to the principle of geographical balance and the professional qualifications of candidates.

We welcome efforts to inform delegations in good time of vacancies, particularly at the higher management level, including plans for the distribution of such reports every six months.

The report rightly draws attention to the reduction in effectiveness of the secondment system. The proposals by the Secretariat recently presented to the delegations are worthy of serious study.

We firmly believe that any innovation in recruitment should take into account its impact on the budget. In this connection we welcome efforts to introduce more effective and less costly methods of working through the use of advanced technology.

The continuing high number of candidates for vacancies indicates that working for the OSCE remains attractive, particularly at a time of financial and economic crisis. A massive exodus of qualified personnel from the OSCE is highly unlikely. This provides a basis for the further optimization of standard staff costs.

The continuing high dependence by the OSCE on the services of consultants and other experts working under Special Service Agreements gives cause for concern. Over 3,000 such agreements were concluded in 2012. This compares with around 2,500 permanent staff in the OSCE post table. The need for such a large number of external experts is far from evident. Together with the less than transparent system of extrabudgetary contributions, this could provide a basis for “shady” programme activities that are difficult for participating States to monitor.

Thank you for your attention.