



## EUROPEAN UNION

### OSCE Permanent Council Nr 1063 Vienna, 23 July 2015

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#### **EU Statement on the 2014 Annual Report by the Secretary General on the Implementation of OSCE Recruitment Policies**

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The Member States of the European Union thank the Secretary General for presenting the 2014 Annual Report on the 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. However, further efforts are required to address the under-representation of women at the middle and senior management levels. We would appreciate more information on initiatives that have been taken by DHR to further promote broad representation, as mentioned in the report.

We take note of the fact that contracted posts attracted more applications and believe that they remain competitive, given that applications increased in 2014. We realise that the current secondment system remains under stress and should be improved, but that it worked well for the staffing needs in the Special Monitoring Mission to Ukraine. In that regard we would be grateful for an update on whether DHR plan to take forward the “Serveto” project, to allow direct application to the OSCE.

We would like to mention our appreciation for the Junior Professional Officer (JPO) Programme which gives young professionals an excellent opportunity for working experience in the OSCE.

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 under the chapter 'the way forward'. We underline the need to uphold a professional, transparent recruitment process from start to finish, including timely notification of candidates and feedback. We also encourage the Secretariat to take a pragmatic approach in the review of vacancy notices, to ensure they are appropriate for the level of the job, and not so prescriptive as to deter potentially suitable candidates.

We would like to take this opportunity to reiterate our concern, raised most recently during the Programme Outline discussions, at 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 believe that preserving programmatic activities is paramount in the on-going context of limited resources available to the Organisation.

We commend once again the speedy deployment of the Special Monitoring Mission to Ukraine, which demonstrated both the relevance and the effectiveness of the Organisation to respond swiftly to conflict situations when mandated to do so.

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

The Candidate Countries the FORMER YUGOSLAV REPUBLIC OF MACEDONIA\*, MONTENEGRO\*, ICELAND+ and ALBANIA\*, the Country of the Stabilisation and Association Process and Potential Candidate BOSNIA and HERZEGOVINA, as well as UKRAINE, GEORGIA, ANDORRA and SAN MARINO align themselves with this statement.

\* The Former Yugoslav Republic of Macedonia, Montenegro and Albania 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.