

Delegation of the Russian Federation

**STATEMENT BY MR. ANDREY KELIN,
PERMANENT REPRESENTATIVE OF THE RUSSIAN FEDERATION,
AT THE 1009th MEETING OF THE OSCE PERMANENT COUNCIL**

17 July 2014

**Regarding the 2013 Annual Report by the Secretary General on the
Implementation of OSCE Recruitment Policies**

Mr. Chairperson,

We thank the Secretary General for his thorough report shedding light on the multifaceted work of the Department of Human Resources in this area. It is a difficult and responsible task that has a direct impact on the Organization's effectiveness. It is a shame that it was not possible to discuss it in detail at the relevant committee because of time constraints.

I shall focus on only a few points.

We were rather surprised to learn that it is considered the "norm" when 62 per cent of recruits to the Secretariat are "internal" candidates; existing employees of the OSCE. There is no mention of such a "norm" in OSCE documents.

We believe that OSCE recruitment practices should be based on the Staff Regulations and Staff Rules, which, *inter alia*, require the geographical diversity of our Organization to be taken into account. The principle of fair geographical distribution is mentioned in the report, albeit in a somewhat cursory fashion. In our opinion, there is still rather a lot to do in order to make this principle a reality. In our view, personnel from European Union countries are over-represented in the Organization.

There is overblown concern about improving gender balance; there is even talk of "under-representation" of women in middle- and senior management. We are not aware of any quotas in this respect. We maintain our position against artificial regulations in this area, particularly if they are to the detriment of the principle of geographical balance and the professional qualities of the candidates.

We are concerned about the phasing-out of the practice of informing delegations of upcoming vacancies in advance, particularly for senior management positions. We recall that it had been planned to distribute such information every six months. This year, in spite of our repeated requests, it was only provided on 8 July (i.e. allowing planning only until the end of

the year). This seriously impacts upon our ability to select qualified candidates and is difficult to reconcile with statements regarding the need to work together to improve the efficiency of the secondment system.

We noted that in 2013, 220 posts in the OSCE were financed from extrabudgetary resources. We should like to have additional information on this personnel category, such as trends in terms of their number and functional responsibilities.

We are concerned by the rising number of Special Service Agreements, which make it possible to recruit consultants and various kinds of experts. In 2013, 4,100 such Agreements were signed (nearly 1,000 more than in 2012). The most noticeable jumps were in the Office for Democratic Institutions and Human Rights (from 833 to 1,078), the High Commissioner on National Minorities (from 50 to 100), and the Office in Tajikistan (from 288 to 469).

We recall that the OSCE post table for 2013 was approved at 2,570 persons. We should not wish to see behind the practice of outsourcing an attempt to get around the budgetary framework established by participating States. In this regard, it will be interesting to familiarize ourselves with the new version of the internal instructions regarding such Agreements that is currently being drawn up.

As for the work plans of the Department of Human Resources, we should like to learn more about the competency framework that is supposed to become the new basis for all personnel procedures in the OSCE. We are also interested in the programme on enhancing diversity, which relies on States' assistance in bringing their candidates up to the required competency level.

Thank you for your attention.