



## EUROPEAN UNION

### OSCE Permanent Council Nr 1009 Vienna, 17 July 2014

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#### **EU Statement on the 2013 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 2013 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, competency 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 2013 and progress was made with regard to gender balance at the managerial level.

We take note of the fact that while contracted posts have attracted a fewer number of applications, they remain attractive and have attracted a number of applications; aspects of the current secondment system are under stress and should be improved.

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 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 by the 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.

We also appreciate the speedy deployment of the OSCE 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 SERBIA\* and ALBANIA\*, the Country of the Stabilisation and Association Process and Potential Candidate BOSNIA and HERZEGOVINA, as well as UKRAINE, the REPUBLIC OF MOLDOVA, GEORGIA, ANDORRA and SAN MARINO align themselves with this statement.

\* The Former Yugoslav Republic of Macedonia, Montenegro, Serbia 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.