



EUROPEAN UNION

**OSCE Permanent Council No 1154
Vienna, 13 July 2017**

**EU statement on the 2016 Report on the Implementation of
OSCE Recruitment Policies**

We thank Director Hagen and his team for the 2016 Report on the Implementation of OSCE Recruitment policies. Attracting and retaining highly qualified staff must remain the priority of all of us, as any Organisation is only ever as effective as its people.

We note with concern that seconded positions only attracted an average of 12 candidates per position in 2016, but note that this represents an increase from 2015. This is clearly the main challenge in OSCE recruitment. We note that only 21% of applications for internationally contracted positions met the minimum requirements in vacancy notices. We would suggest that a reappraisal of vacancy notices could help improve these statistics, as the arbitrary nature of some minimum requirements, such as length of previous experience, could be one of the main barriers. On the other hand, the competency framework, as well as some practical requirements could be given more weight.

We look forward to the discussions on improving the secondment system at the ACMF retreat next week. When exploring solutions, the current economic climate in the OSCE region will need to be reflected, to ensure that the way ahead will both yield positive results, and is also cost effective.

We thank DHR for the continued focus on gender, and regret that there continues to be poor gender balance in P5 positions and above, with a reduction in the number of senior women in the OSCE in 2016. We welcome DHR initiatives to address this challenge, and would appreciate further information about how specific measures such as the Executive Gender Coach Programme will make a

difference. We recognise that when it comes to secondments, it is the responsibility of participating States to identify qualified female candidates.

We underline the importance of the principle of recruiting staff from all OSCE participating States on a fair basis. But we reiterate that full geographic diversity in recruitment can only be realised if all participating States nominate well qualified candidates.

We would be interested to hear if, and in what way DHR assist in senior recruitment processes, to ensure that transparency and meritocracy are respected, while ensuring compliance with relevant staff rules and regulations. We would also appreciate more information about how best practice in this regard is upheld when there are internal candidates, in particular for senior positions.

We would like to ask what DHR is doing to address the excessive accumulation of short lists for personnel-intensive field missions and to ensure that they are settled in due time.

We welcome the reduction in travel costs associated with recruitment in 2016 and would ask that DHR consider making use of the new video technology for interviews, not just pre-screening interviews, to further minimise costs. We also appreciate DHR's continued focus on expediting recruitment processes, and welcome the overall reduction in 2016 in the length of time between the issuance of vacancy notices and successful candidates taking up their positions.

Finally, we would appreciate more information about the use of short term contracts and Special Service Arrangements, and the associated cost implications.

The Candidate Countries the FORMER YUGOSLAV REPUBLIC OF MACEDONIA*, MONTENEGRO*, SERBIA* and ALBANIA*, the Country of the Stabilisation and Association Process and Potential Candidate BOSNIA and HERZEGOVINA, and the EFTA countries ICELAND, LIECHTENSTEIN and NORWAY, members of the European Economic Area, as well as UKRAINE and GEORGIA 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.