



PERMANENT DELEGATION
OF NORWAY TO THE OSCE

STATEMENT BY NORWAY ON THE IMPLEMENTATION OF
OSCE RECRUITMENT POLICIES

As delivered by Ambassador Robert Kvile
to the Permanent Council,
Vienna, June 7, 2012

Mr. Chairman,

I speak on behalf of Iceland, Switzerland and Norway.

We thank the Director for Human Resources, Ms Francoise Nocquet, for presenting a telling report on the implementation of the OSCE recruitment policies. We commend the Secretariat for their hard work, at the same time we are concerned by negative trends in certain key areas.

We would like to make remarks on three aspects: The Secondment policy, Diversity and Recruitment.

1. On Secondment

The statistics of the report shows that there are in average 120 applicants for each contracted post while only 10 for each seconded post. To significantly improve the number of applicants, ODIHR has presented a plan to convert all seconded posts to contracted ones by 2015. This will lead to a substantial increase in the staff costs.

But we believe this is the price we have to pay in order to move away from a secondment policy that obviously no longer works. It hurts the organization if vacancies can no longer be filled. It also hampers the recruitment of quality people if the number of proposed secondees is limited. The declining number of participating states willing to second personnel has an impact also on the diversity of our personnel pool.

2. On Diversity

We welcome the fact that the number of female heads and deputy heads of missions has increased in the past twelve months. However, the number of women in high level positions is still very small in absolute figures. Further efforts are needed, both on the part of the participating states to propose female candidates and on the part of the recruiting instances to select them.

In order to increase the proportion of women also in mid-level positions we encourage the human resources department to further explore ways to make jobs family friendly and to conduct the recruitment process in a gender balanced fashion.

3. On Recruitment

As mentioned in the report, the human resources are the most valuable assets of the OSCE. In the international competition for talent, we need to make sure that the right people apply for jobs at the OSCE. We applaud the efforts of the HR department to brand working for OSCE as a valuable experience that enhances professional recognition. It is important to construct a trustworthy and fair recruitment procedure. In particular top level positions have to be filled with personalities of a high professional and personal standing.

Mr. Chairman,

The organization's recruitment policy has successfully led to a motivated staff of high quality. We must ensure that it remains this way. This may entail a rethinking of current policies, particularly regarding secondments and gender policies. We propose to task the ACMF to come up with proposals on how to secure a vital recruitment policy, containing ideas on what posts need to be converted from seconded to contracted in a 3 years perspective, a cost analysis of such conversions. We also propose that the ACMF be tasked to put forward proposals that may lead to an increased interest in applying for seconded posts including an introduction of BLA also for secondees at the institutions and for a salary policy for contracted posts that maintains the competitiveness of the OSCE as an employer.

Thank you, Mr. Chairman.