



United States Mission to the OSCE

Response to the Annual Report on the Implementation of the OSCE Recruitment Policies presented by the Secretary General

As delivered by Ambassador Ian Kelly
to the Permanent Council, Vienna
June 23, 2011

Thank you Mr. Chairman.

I would like to thank the Secretary General for his presentation on the implementation of OSCE recruitment policies in 2010.

The United States continues to be a strong supporter of a transparent, merit-based, and bias-free recruitment policy to attract the best and brightest pool of candidates for the important work of this organization. The large increase in applications in 2010 for OSCE positions testifies to the attractiveness of the organization as a prospective employer.

I am proud to say the United States has been – and continues to be – a generous contributor of personnel to the OSCE, both contracted and seconded. This reflects our desire to revitalize the OSCE and ensure it is flexible, responsive, and most especially capable of addressing the need for specialized expertise in the numerous and diverse tasks it is called upon to deliver on today.

The Secretary General pointed out in his report that he has had to make special pleas seeking qualified secondment nominations. The U.S. has responded with increased nominations where we have identified highly qualified candidates. We welcome the fact that in 2010 significantly fewer seconded vacancies needed to be readvertised or have their vacancy deadlines extended than in 2009. We hope this demonstrates a renewed commitment by the participating States to more equitably support the secondment system.

The United States takes seriously the Secretary General's request for new ideas and ways to improve the recruitment process. We look forward, in particular, to examining ways to enhance the organization's gender balance while improving the recruitment, retention, and training of talented staff from across the OSCE area. I must say, we were quite disappointed to see that the ratio of successful female candidates for contracted posts dropped from 44% to 32% in 2010. Gender balance remains a top priority for the United States. At present, women comprise nearly fifty percent of the total number of secondees that the United States provides to the OSCE. We urge all participating States to similarly make gender balance a top priority for their OSCE secondment and personnel policies.

Thank you, Mr. Chairman.