



641st Plenary Meeting

PC Journal No. 641, Agenda item 6

**DECISION No. 760
IMPROVING THE EFFECTIVENESS AND EFFICIENCY OF
HUMAN RESOURCES OF THE OSCE**

The Permanent Council,

Recalling Ljubljana Ministerial Council Decision No. 17/05 (MC.DEC/17/05) on strengthening the effectiveness of the OSCE,

Taking into account Permanent Council Decision No. 364 on strengthening of OSCE operational capacities (REACT, Operation Centre, restructuring of the OSCE Secretariat) of 29 June 2000,

Taking note of documents CIO.GAL/120/06 (working paper on further improving the professionalism of the OSCE), CIO.GAL/133/06 (reinforced meeting of the Permanent Council of 30 July 2006) and CIO.GAL/161/06 (financial and other implications of the proposals put forward in the working paper),

In order to improve the professionalism of the OSCE personnel and the management of its human resources, with due regard for the gender and geographical balance, as well as to strengthen the effectiveness of the OSCE,

Decides:

1. To encourage a one-year duration of secondment assignments, as well as their extensions, with a view to increasing efficiency and promoting the continuity of institutional knowledge by lowering the seconded-staff/mission-member turnover rate, thereby reducing administrative costs associated with recruitment, orientation, training and administration;
2. To continue to support and, after an evaluation of the results, to consider expanding the Junior Professional Officer Programme as a means of increasing opportunities for junior nationals seeking their first employment experience in an international context, through which the Organization can contribute to the development of a gender and geographically balanced pool of qualified candidates for future applications;
3. To request the Secretary General to continue to work on ensuring that the management of the OSCE's human resources is carried out with due regard for both gender and geographical balance;

4. To encourage the Secretary General to call on participating States to nominate candidates for any seconded positions for which the vacancies are persistent.