OSCE

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Permanent Council

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DECISION No. 1288
APPROVAL OF THE 2018 UNIFIED BUDGET

The Permanent Council,

I.   Acting in accordance with the relevant provisions of the Financial Regulations and Permanent Council Decision No. 553 of 27 June 2003,

1.   Approves the 2018 Unified Budget contained in Annex I;

2.   Approves the 2018 Unified Budget Post Table contained in Annex II;

II.   Taking into account relevant Ministerial Council Decisions, *inter alia*, No. 18/06 on further strengthening the effectiveness of OSCE executive structures and No. 19/06 on strengthening the effectiveness of the OSCE,

Taking into account Permanent Council Decision No. 705 of 1 December 2005 on the Common Regulatory Management System (CRMS), and striving to contribute to strengthening the efficiency, effectiveness and transparency of the OSCE,

Taking into account Permanent Council Decision No. 1216 of 21 July 2016 amending OSCE Staff Regulations and the recommendations contained therein,

Underlining the importance of the oversight of the OSCE's administrative and financial activities exercised by the participating States, and recalling Permanent Council Decision No. 552 of 27 June 2003, setting out the responsibilities of the Advisory Committee on Management and Finance (ACMF),

Taking into consideration financial constraints faced currently by the participating States and reiterating that any request for a supplementary budget during a financial year shall be met, wherever reasonable, by reallocating existing resources, and

Bearing in mind the previous discussions on unresolved, long-standing, horizontal issues, in particular with regard to the process to reform the secondment system and Board and Lodging Allowance (BLA),

Recalling Permanent Council Decision No. 1240 of 27 January 2017 carrying forward 848,994 euros to observe local elections in certain areas of the Donetsk and Luhansk regions of Ukraine as originally approved through a supplementary budget (PC.DEC/1177),

1.   Undertakes to continue efforts, including throughout the Unified Budget cycle in 2018, to focus, streamline and prioritize the work of the OSCE across the three dimensions in those areas where it has comparative advantage;

2.   Tasks the Secretariat and the ACMF to continue efforts to improve further the programme and budget planning process and the evaluation process within the OSCE in order to increase efficiency, transparency and accountability;

3.   Extends for the 2018 Unified Budget the BLA methodology as described in PC.ACMF/20/17/Rev.1, pending the outcome of the ongoing process to reform the secondment system and tasks the ACMF chair to continue discussion on and look into solving long-standing horizontal issues, including the secondment system and BLA for all Unified Budget funded executive structures, Staff Standard Costs, Augmentation Fund, local staff income taxation and budget cycle, as a separate issue;

4.   Tasks the fund managers to ensure full compliance of their programme activities with respective mandates and with the body of the OSCE principles, commitments and decisions;

5.   Tasks all fund managers to distribute an open-ended list of Unified Budget projects to be undertaken and funded within the 2018 Unified Budget. The project list may be further supplemented by the fund managers within their respective funds, as appropriate, and an updated list should be issued to participating States twice a year;

6.   Decides to establish a special fund for the purpose of carrying out observation of local elections in certain areas of the Donetsk and Luhansk regions of Ukraine that shall be set up for the duration required to carry out the activities. The fund shall be financed from the expired funds set aside for this purpose, carried forward through the Permanent Council Decision No. 1240 of 27 January 2017, and originally approved through a supplementary budget (PC.DEC/1177);

7.   Calls upon participating States to reach an agreement in 2018 on future Scales of Contributions.

THE 2018 UNIFIED BUDGET

Fund	
Main Programme	
Programme	**EUR**

I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS

The Secretariat
Secretary General and Central Services

A.1.1	Executive Management	1,201,100
A.1.2	Security Management	550,700
A.1.3	External Co-operation	752,400
A.1.4	Office of Legal Affairs	653,300
A.1.5	Communication and Media Relations Section	1,467,300
A.1.6	Conference and Language Services	5,371,600
A.2.1	Records Management	324,400
A.2.2	The OSCE Documentation Centre in Prague	381,600
B.4.1	Gender Issues	447,600
	Total	**11,150,000**

Chairman-in-Office

A.1.1	Short Term Mission/Visits of CiO and PR of the CiO	550,000
A.1.2	Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3	Panel of Adjudicators	39,000
A.1.4	Audit Committee	49,200
A.1.5	External Auditors	100,000
	Total	**753,200**

Internal Oversight

A.1.1	Internal Oversight	1,726,000
	Total	**1,726,000**

Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings

B.4.1	Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	1,087,300
	Total	**1,087,300**

Addressing Transnational Threats

B.4.1	Co-ordination of TNT Activities	632,600
B.4.2	Strategic Police Matters Unit	733,000
B.4.3	Action against Terrorism	905,800

THE 2018 UNIFIED BUDGET (continued)

	Fund **Main Programme** Programme	**EUR**
B.4.4	Borders Security and Management	745,200
	Total	**3,016,600**
	Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1	Co-ordinator of OSCE Economic and Environmental Activities	1,865,700
B.2.2	Economic and Environmental Forum	442,400
	Total	**2,308,100**
	Conflict Prevention	
A.1.1	CPC Direction and Management	455,300
A.1.2	Policy Support Service	1,436,100
A.1.3	Operations Service	1,011,600
A.1.4	Programming and Evaluation Support Unit	506,000
B.1.1	FSC Chairmanship	37,700
B.1.2	FSC Support	722,300
B.1.3	Communications Network	571,900
	Total	**4,740,900**
	Human Resources Management	
A.2.1	HR Direction and Management	434,800
A.2.2	HR Services	1,265,900
A.2.3	Maternity/paternity leave replacements	51,800
A.2.4	Talent Management	1,829,600
	Total	**3,582,100**
	Department of Management and Finance	
A.2.1	Management and Co-ordination	647,000
A.2.2	Budget and Finance Services	1,473,600
A.2.3	Information and Communication Technology Services	4,313,400
A.2.4	Mission Support Service	2,420,100
	Total	**8,854,100**
	Total for the Secretariat	**37,218,300**
	Office for Democratic Institutions and Human Rights	
A.1.1	Direction and Policy	1,286,400
A.2.1	Fund Administration Unit	2,931,000
B.3.1	Human Dimension Meetings	603,000
B.3.2	Democratization	1,561,500
B.3.3	Human Rights	1,232,200

THE 2018 UNIFIED BUDGET (continued)

	Fund **Main Programme** Programme	**EUR**
B.3.4	Elections	6,480,200
B.3.5	Tolerance and Non-Discrimination	1,401,300
B.3.6	Roma and Sinti Issues	549,600
	Total	**16,045,200**
	High Commissioner on National Minorities	
A.2.1	Fund Administration Unit	562,500
B.1.1	Office of the High Commissioner	2,903,800
	Total	**3,466,300**
	Representative on Freedom of the Media	
A.1.1	Freedom of the Media	1,519,800
	Total	**1,519,800**
	TOTAL FOR FUNDS RELATED TO THE **SECRETARIAT AND INSTITUTIONS**	**58,249,600**
	II. FUNDS RELATED TO OSCE FIELD OPERATIONS	
	Augmentations	
	Secretariat Augmentations	
A.1.1	Communication and Media Relations Section	198,100
A.1.2	Policy Support Service	337,600
A.1.3	Operations Service	135,000
A.2.1	HR Services	298,500
A.2.2	Talent Management	347,600
A.2.3	Management and Co-ordination	107,400
A.2.4	Budget and Finance Services	641,700
A.2.5	Information and Communication Technology Services	921,500
A.2.6	Mission Support Service	958,300
	Total	**3,945,700**
	ODIHR Augmentation	
B.3.1	ODIHR Democratization	234,100
	Total	**234,100**
	Total for Augmentations	**4,179,800**

THE 2018 UNIFIED BUDGET (continued)

Fund	
Main Programme	
Programme	**EUR**

SOUTH-EASTERN EUROPE

Mission in Kosovo

A.1.1	Office of Head of Mission	2,740,000
A.2.1	Fund Administration Unit	5,480,200
B.1.1	Security and Public Safety	1,607,700
B.3.1	Democratization	1,813,500
B.3.2	Human Rights and Communities	5,772,900
	Total	**17,414,300**

Mission to Bosnia and Herzegovina

A.1.1	Office of Head of Mission	2,221,400
A.2.1	Fund Administration Unit	4,033,400
A.2.2	Shared Service Centre, ICT Help Desk	208,700
B.3.1	Human Dimension	5,183,700
	Total	**11,647,200**

Mission to Serbia

A.1.1	Office of Head of Mission	976,000
A.2.1	Fund Administration Unit	1,695,600
B.1.1	Security Co-operation	930,300
B.3.1	Democratization	1,153,900
B.3.2	Media	425,000
B.3.3	Rule of Law and Human Rights	1,057,200
	Total	**6,238,000**

Presence in Albania

A.1.1	Office of Head of Mission	469,900
A.2.1	Fund Administration Unit	1,004,300
B.1.1	Security Co-operation	363,400
B.2.1	Governance in Economic and Environmental Issues	298,900
B.3.1	Democratization	429,600
B.3.2	Rule of Law and Human Rights	351,800
	Total	**2,917,900**

Mission to Skopje

A.1.1	Office of Head of Mission	1,019,900
A.2.1	Fund Administration Unit	1,879,300
B.1.1	Public Safety and Community Outreach	1,782,700
B.3.1	Human Dimension	1,801,500
	Total	**6,483,400**

THE 2018 UNIFIED BUDGET (continued)

Fund	
Main Programme	
Programme	**EUR**

	Mission to Montenegro	
A.1.1	Office of Head of Mission	339,200
A.2.1	Fund Administration Unit	652,600
B.3.1	Democratization	467,200
B.3.2	Media	267,100
B.4.1	Security Co-operation and Governance	420,100
	Total	**2,146,200**
	Total for South-Eastern Europe	**46,847,000**
	EASTERN EUROPE	
	Mission to Moldova	
A.1.1	Office of Head of Mission	443,800
A.2.1	Fund Administration Unit	819,300
B.1.1	Conflict Prevention/Resolution	497,400
B.3.1	Human Rights	503,400
	Total	**2,263,900**
	Project Co-ordinator in Ukraine	
A.1.1	Office of Head of Mission	315,300
A.2.1	Fund Administration Unit	895,800
B.3.1	Democratization and Good Governance	484,100
B.3.2	Rule of Law and Human Rights	780,100
B.4.1	Human Security	589,900
B.4.2	Economic, Environmental and Politico-Military Projects	533,600
	Total	**3,598,800**
	Representative to the Latvian-Russian Joint Commission on Military Pensioners	
A.1.1	Office of Head of Mission	5,500
	Total	**5,500**
	Total for Eastern Europe	**5,868,200**
	CAUCASUS	
	High-Level Planning Group	
A.1.1	Office of Head of Mission	246,500
	Total	**246,500**

THE 2018 UNIFIED BUDGET (continued)

	Fund	
	Main Programme	
	Programme	**EUR**
	The Minsk Process	
A.1.1	Office of Head of Mission	911,200
	Total	**911,200**
	Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference	
A.1.1	Office of Head of Mission	477,500
A.2.1	Fund Administration Unit	763,800
	Total	**1,241,300**
	Total for Caucasus	**2,399,000**
	CENTRAL ASIA	
	Programme Office in Astana	
A.1.1	Office of Head of Mission	230,700
A.2.1	Fund Administration Unit	644,200
B.1.1	Politico-Military Activities	448,300
B.2.1	Economic and Environmental Activities	452,900
B.3.1	Human Dimension Activities	449,400
	Total	**2,225,500**
	Centre in Ashgabat	
A.1.1	Office of Head of Mission	370,500
A.2.1	Fund Administration Unit	494,700
B.1.1	Conflict Prevention and Confidence- and Security-Building	261,300
B.2.1	Economic and Environmental Activities	274,500
B.3.1	Human Dimension Activities	254,400
	Total	**1,655,400**
	Programme Office in Bishkek	
A.1.1	Office of Head of Mission	1,232,100
A.2.1	Fund Administration Unit	1,471,000
B.1.1	Politico-Military Activities	1,370,000
B.2.1	Economic and Environmental Activities	1,610,000
B.3.1	Human Dimension Activities	1,114,300
	Total	**6,797,400**
	Project Co-ordinator in Uzbekistan	
A.1.1	Office of Head of Mission	244,700
A.2.1	Fund Administration Unit	448,900
B.1.1	Politico-Military Activities	462,800

THE 2018 UNIFIED BUDGET (continued)

Fund Main Programme Programme	EUR
B.2.1 Economic and Environmental Activities	617,000
B.3.1 Human Dimension Activities	520,000
Total	**2,293,400**
Programme Office in Dushanbe	
A.1.1 Office of Head of Mission	1,169,300
A.2.1 Fund Administration Unit	2,159,800
B.1.1 Political and Military Aspects of Security	1,857,300
B.2.1 Economic and Environmental Activities	1,022,000
B.3.1 Human Dimension Activities	1,077,500
Total	**7,285,900**
Total for Central Asia	**20,257,600**
TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	**79,551,600**
GRAND TOTAL	**137,801,200**

POST TABLE

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
The Secretariat			
Secretary General and Central Services			
A.1.1 Executive Management			
Secretary General	SG	1.0	
Director, Office of the Secretary General	D1	1.0	
Senior Adviser	P4	1.0	
Senior Co-ordination Adviser	P4	1.0	
Executive Officer	S	3.0	
Senior Afghanistan Engagement Support Adviser	S	1.0	
Strategic Planning and Resource Mobilization Co-ordinator	S	1.0	
Senior Political/Administrative Assistant	G7	1.0	
Senior Secretary	G6	1.0	
Senior Secretary	G5	2.0	
Driver	G3	1.0	
A.1.2 Security Management			
Head, Security Management	P5	1.0	
Field Security Officer	P3	1.0	
Protective Services Officer	P2	1.0	
Associate Security Officer	S	1.0	
Administrative Assistant	G5	1.0	
Security Guard	G3	2.0	
A.1.3 External Co-operation			
Head, External Co-operation Section	P5	1.0	
Senior External Co-operation Officer	P4	2.0	
External Co-operation Officer	P3	1.0	
External Co-operation Officer	S	1.0	
Senior External Co-operation Assistant	G6	1.0	
Secretary	G4	1.0	
A.1.4 Office of Legal Affairs			
Head, Office of Legal Affairs	P5	1.0	Change from programme Legal Services

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Deputy Head, Office of Legal Affairs	P4	1.0	Change from programme Legal Services
Legal Adviser	P3	2.0	Change from programme Legal Services
Legal Adviser	S	1.0	Change from programme Legal Services
Legal Officer	S	1.0	Change from programme Legal Services
Associate Legal Officer	S	1.0	Change from programme Legal Services
Legal Assistant	G5	1.0	Change from programme Legal Services
Legal Assistant	G4	1.0	Change from programme Legal Services
A.1.5 Communication and Media Relations Section			
Head, Communication and Media Relations Section	P5	1.0	
Deputy Spokesperson/Deputy Head of COMMS	P4	1.0	
Online Communications Manager	P4	1.0	
Media Officer	P3	1.0	
Web Architect	P3	1.0	
Media and Outreach Officer	P3	1.0	
Media and Outreach Officer	P3	1.0	Transfer from Augmentations
Publications Editor and Outreach Officer	P3	1.0	
Associate Web Developer	P2	1.0	Upgrade
Senior Media Assistant	G6	1.0	
Media Assistant	G5	1.0	
A.1.6 Conference and Language Services			
Head, Conference Services	P5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Chief Linguist	P4	1.0	
Conference Officer	P3	1.0	
Senior Language Services Assistant	G6	1.0	
Senior Meetings Assistant	G6	4.0	
Supervisor, Meetings Support and Documents Unit	G6	1.0	
Supervisor, Documents Control Unit	G6	1.0	New post
Administrative Assistant	G5	1.0	
Assistant Supervisor, Documents Control	G5	1.0	
Assistant Supervisor, Meetings Support and Documents Unit	G5	1.0	
Protocol Assistant	G5	1.0	
Administrative Secretary	G4	1.0	
Support Services Assistant	G4	1.0	
Technical Assistant	G4	1.0	
Word Processing Operator	G4	8.5	
Word Processing Operator	G4	0.5	Change to part-time
Documents and Meetings Support Assistant	G4	4.0	
Meetings Support Services Clerk	G3	1.0	
Conference Support Clerk	G2	2.0	
Conference Support Clerk	G2	1.0	Two posts, change to part-time
A.2.1 Records Management			
Chief, Records Management	P3	1.0	
Registry and Records Assistant	G4	3.0	
A.2.2 The OSCE Documentation Centre in Prague			
Head of Office and Officer in Charge of Meetings	S	1.0	
Senior Documentation and Information Assistant	G7	1.0	
Senior Information Technology Assistant	G6	1.0	
Senior Finance and Administrative Assistant	G6	1.0	
Administrative Secretary	G5	1.0	
Archives Assistant	G5	1.0	
Information Technology Assistant	G5	1.0	
Cleaner/Photocopier	G1	1.0	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
B.4.1 Gender Issues			
Senior Gender Advisor	P5	1.0	
Adviser on Gender Issues	P3	1.0	
Adviser on Gender Issues	S	2.0	
Adviser on Gender Issues	S	1.0	New post
Gender Adviser	S	1.0	
Senior Co-ordination Adviser	S	1.0	New post
Administrative/Programme Assistant	G5	1.0	
Internal Oversight			
A.1.1 Internal Oversight			
Director of Internal Oversight	D1	1.0	
Head, Internal Audit/Deputy Director	P5	1.0	
Head of Evaluation/Deputy Director	P5	1.0	
Senior Auditor	P4	1.0	
Senior Investigator	P4	1.0	
Senior Evaluator	P4	1.0	
Auditor	P3	4.0	
Evaluation Officer	S	1.0	
Associate Investigation Officer	S	1.0	New post
Senior Administrative Assistant	G6	1.0	
Senior Auditing Assistant	G6	2.0	
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
Special Representative	S	1.0	
Deputy Co-ordinator, Combating Trafficking In Human Beings	S	1.0	
Senior Co-ordination Adviser	P4	1.0	
Adviser	P3	1.0	
Programme Officer	P3	1.0	
Programme and Capacity-Building Officer	P3	1.0	
Associate Officer on CTHB	P2	1.0	
Associate Country Visit Officer	P2	1.0	New post
Assistant Officer on CTHB	P1	1.0	
Senior Adviser	S	1.0	
Executive Programme Officer	S	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Associate Public Information Officer	S	1.0	
Senior Secretary	G5	1.0	
Administrative Assistant	G4	1.0	Downgrade as a result of the Secretariat's Post Table review
Addressing Transnational Threats			
B.4.1 Co-ordination of TNT Activities			
Co-ordinator of Activities to Address Transnational Threats	D1	1.0	
Information Management Officer	P3	1.0	
Cybersecurity Officer	P3	1.0	Upgrade
Policy and Co-ordination Officer	S	1.0	
Senior Information Management Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
B.4.2 Strategic Police Matters Unit			
Head, Strategic Police Matters Unit	S	1.0	
Deputy Head of SPMU, Community Police Adviser	P4	1.0	
Police Affairs Officer on Combating Illicit Drugs	P4	1.0	
Police Affairs Officer, Adviser on Analysis and Reporting	P4	1.0	
Police Affairs Officer, Adviser on Combating THB	S	1.0	
Police Affairs Officer, Adviser on Fight against Crime	S	1.0	
Police Affairs Officer, Adviser on Police Reform	S	1.0	
Police Affairs Officer, Adviser on Cybercrime	S	1.0	
Administrative Assistant	G5	1.0	
B.4.3 Action against Terrorism			
Head, Anti-Terrorism Issues Unit	S	1.0	
Deputy Head, Anti-Terrorism Issues Unit	P4	1.0	
Programme Officer	P3	1.0	
Associate Programme Officer	P2	2.0	
Assistant Programme Officer	P1	2.0	
Counter-Terrorism Officer	S	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Senior Legal Counter-Terrorism Adviser	S	1.0	
Senior Adviser on Anti-Terrorism Issues	S	1.0	
Project Assistant	G5	1.0	
B.4.4 Borders Security and Management			
Head, Border Security and Management Unit	S	1.0	
Customs Adviser	P3	1.0	
Programme Management Officer	P3	1.0	
Associate Programme Officer	P2	1.0	
Associate Border Security Officer	P2	1.0	
Border Adviser	S	1.0	
Administrative Assistant	G4	1.0	

Activities Relating to the Economic and
   Environmental Aspects of Security
B.2.1 Co-ordinator of OSCE Economic and
   Environmental Activities			

Co-ordinator of OSCE Economic and Environmental Activities	D1	1.0	Downgrade as a result of the Secretariat's Post Table review
Deputy Co-ordinator/Head, Economic Activities	P5	1.0	
Deputy Co-ordinator/Head, Environmental Activities	P5	1.0	
Senior Economic and Environmental Officer	P4	1.0	
Senior Economic Officer	P4	1.0	
Senior Environmental Affairs Adviser	P4	1.0	
Economic Adviser	P3	1.0	
Environmental Programme Officer	P3	1.0	
Associate Environmental Affairs Officer	P2	1.0	
Associate Anti-Corruption Officer	P2	1.0	
Associate Economic Affairs Officer	S	1.0	
Economic Affairs Officer	S	1.0	
Economic and Environmental Officer	S	1.0	New post
Economic and Environmental Affairs Adviser	S	1.0	
Economic Officer	S	1.0	New post
Environmental Affairs Adviser	S	1.0	
Senior Programme Officer, Energy Security	S	1.0	
Programme Officer, Economic Co-operation and Governance	S	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Associate Environmental Governance Officer	S	1.0	
Energy Security Officer	S	1.0	New post
Executive Secretary	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	2.0	
Administrative Assistant	G4	1.0	
Conflict Prevention			
A.1.1 CPC Direction and Management			
Director of the CPC/Deputy Head of the OSCE Secretariat	D2	1.0	
Planning and Co-ordination Officer	P3	1.0	
Senior Secretary	G5	1.0	
Secretary	G4	1.0	
A.1.2 Policy Support Service			
Deputy Director for Policy Support Service	P5	1.0	
Senior Policy Support Officer	P4	4.0	
Policy Support Officer	P3	3.0	
Policy Support Officer	S	5.0	
Senior Policy Support Assistant	G6	3.0	
Secretary	G4	1.0	
A.1.3 Operations Service			
Deputy Director for Operations Service	P5	1.0	
Senior Operational Adviser	P4	1.0	
Operational Support Officer	P3	1.0	
Chief, Situation/Communications Room	S	1.0	
Senior Operational Support Officer	S	1.0	
Mediation Support Officer	S	3.0	
Analyst/Researcher	S	1.0	
Deputy Chief, Situation/Communications Room	G6	1.0	
Senior Operations Assistant	G6	1.0	
Duty Officer	G5	3.0	
Duty Officer	G5	1.0	Transfer from Augmentations
Secretary	G4	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
A.1.4 Programming and Evaluation Support Unit			
Chief, Programming and Evaluation Support Unit	P4	1.0	
Project/Programme Evaluation Officer	P3	1.0	
Associate Project Co-ordination Officer	P2	1.0	
Associate Project Co-ordination Officer	S	1.0	
Senior Project Assistant	G6	1.0	
Senior Project Assistant, Extrabudgetary Contributions	G6	1.0	
B.1.2 FSC Support			
Senior FSC Support Officer	P4	1.0	
CSBM Officer	P3	1.0	
Project Support Officer	P3	1.0	
Associate Project Officer	P2	1.0	
Project Officer	S	1.0	
Associate FSC Support Officer	S	1.0	
Programme Assistant	G5	1.0	
Office Assistant	G4	1.0	
B.1.3 Communications Network			
Senior Communications Network Officer	P4	1.0	
Network Management Officer	P3	1.0	
Network Management Assistant	G5	1.0	
Human Resources Management			
A.2.1 HR Direction and Management			
Director for Human Resources	D1	1.0	Downgrade as a result of the Secretariat's Post Table review
Planning and Co-ordination Officer	P3	1.0	
Senior Secretary	G5	1.0	
A.2.2 HR Services			
Deputy Director/Head, HR Services and OSCE Ethics Co-ordinator	P5	1.0	
Chief, Payroll and HR ERP Systems	P4	1.0	
Human Resources Officer	P3	1.0	
Associate HR Policy and Procedures Officer	S	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Associate Ethics Officer	S	1.0	New post
Senior IRMA HR Support Assistant	G7	1.0	
Senior Payroll Assistant	G6	2.0	
Senior HR Assistant	G6	3.0	
Payroll Assistant	G5	1.0	
HR Assistant	G4	2.0	
HR Clerk	G3	1.0	
A.2.4 Talent Management			
Deputy Director/Head, Talent Management Section	P5	1.0	
Chief, Learning and Development Unit	P4	1.0	
Chief, Recruitment Unit	P4	1.0	
Learning and Development Officer	P3	1.0	
Talent Management Officer	P3	1.0	
Talent Management Officer	S	1.0	
Associate Recruitment Officer	S	1.0	
Senior HR Assistant	G7	1.0	
Senior Recruitment Assistant	G6	2.0	
Senior Learning and Development Assistant	G6	1.0	
Recruitment Assistant	G5	1.0	
Learning and Development Assistant	G5	2.0	
Recruitment Assistant	G4	1.0	
HR Assistant	G4	1.0	
Learning and Development Clerk	G3	1.0	
Department of Management and Finance			
A.2.1 Management and Co-ordination			
Director for Management and Finance	D1	1.0	Downgrade as a result of the Secretariat's Post Table review
Chief, Information Security and Co-ordination	P4	1.0	
Risk Management and Internal Control Officer	P3	1.0	
Associate Risk Management Officer	P2	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Administrative/Finance Assistant	G6	1.0	
A.2.2 Budget and Finance Services			
Deputy Director for Budget and Finance Services	P5	1.0	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Chief, Accounts Unit	P4	1.0	
Senior Extrabudgetary Contributions Officer	P4	1.0	
Chief, Budget Unit	P4	1.0	
Chief, Treasury and Extrabudgetary Contributions Unit	P4	1.0	
Budget Officer	P3	1.0	
Associate Treasury Officer	P2	1.0	
Associate Finance Officer	P2	1.0	
Extrabudgetary Contributions Officer	S	1.0	New post
Senior Finance Assistant	G7	1.0	
Senior Accounting Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Senior Extrabudgetary Contributions Assistant	G6	1.0	
Finance Assistant	G5	1.0	Transfer from Augmentations
A.2.3 Information and Communication Technology Services			
Deputy Director for ICT Services	P5	1.0	
Chief, ICT Infrastructure Support	P4	1.0	
IT Governance, Security and Systems Architect	P4	1.0	
Chief, Software Development	P4	1.0	
Chief, Functional Support	P4	1.0	
Senior Information Technology Assistant	G7	1.0	
Senior ERP Applications Assistant	G7	2.0	
Senior System Administration Assistant	G7	1.0	
Senior ICT Assistant	G6	1.0	
Senior Information Technology Assistant	G6	2.0	
Senior IT Assistant	G6	1.0	
Senior IT Assistant, Database Administrator	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Programming Assistant	G6	2.0	
Senior Programming Assistant	G6	1.0	Transfer from Augmentations
ICT Assistant	G5	1.0	
Information Technology User Support Assistant	G5	2.0	
ICT Help Desk Assistant	G4	1.0	
A.2.4 Mission Support Service			
Deputy Director for Mission Support Services	P5	1.0	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Chief, Procurement and Contracting Unit	P4	1.0	
Chief, Asset, Logistics and Travel Support Unit	P4	1.0	
Procurement Officer	P3	1.0	
Chief, Facilities Management	P3	1.0	
Associate Procurement Officer	P2	1.0	
Senior Asset Management Assistant	G7	1.0	Transfer from Augmentations
Senior Asset Management Assistant	G6	1.0	
Senior Building Maintenance Assistant	G6	1.0	
Senior Travel Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Asset Management Assistant	G5	1.0	
Building Maintenance Assistant	G5	1.0	
Procurement/Administrative Assistant	G5	1.0	
Receptionist	G3	1.0	
Receptionist	G3	1.0	Change to full-time
Warehouse Clerk	G3	1.0	
Transport Dispatcher	G3	1.0	
Driver	G2	1.0	
Manual Worker	G2	1.0	
Cleaner	G1	6.0	

Total for the Secretariat   **346.0**

Office for Democratic Institutions and Human Rights

A.1.1 Direction and Policy

Director of ODIHR	D/ODI	1.0	
First Deputy Director of ODIHR	D1	1.0	
Second Deputy Director of ODIHR	P5	1.0	
Project Co-ordinator	P4	1.0	
Spokesperson/Senior Press and Public Information Officer	P4	1.0	
Editor	P3	1.0	
Web Editor	P2	1.0	
Special Adviser	S	1.0	
Policy and Fund Raising Adviser	S	1.0	
Senior Political Adviser/Head of Director's Office	S	1.0	
Special Adviser/Director's Representative in Vienna	S	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Executive Assistant	G7	1.0	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1.0	
Press and Public Affairs Assistant	G5	1.0	
A.2.1 Fund Administration Unit			
Chief of Finance/Deputy Head, Common Services	P4	1.0	
Chief, Human Resources Unit	P3	1.0	
Chief, ICT	P3	1.0	
Logistics and Security Officer	P3	1.0	
Procurement Officer	P3	1.0	
Finance Officer	P2	1.0	
Associate Procurement and Contracting Officer, EOM	P2	3.0	
Finance Officer, Elections	P2	1.0	
Associate Documents and Records Management Officer	P2	1.0	
Senior Administrative Assistant	G7	1.0	
Senior Finance Assistant	G7	1.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Information Technology Assistant	G6	1.0	
Senior IT Assistant	G6	2.0	
Senior Procurement Assistant	G6	1.0	
Senior Procurement/Asset Management Assistant	G6	1.0	
Senior Recruitment Assistant	G6	1.0	
Senior Budget Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Budget Assistant	G5	7.0	
Documents and Records Management Assistant	G5	1.0	
Finance Assistant	G5	1.0	
ICT Assistant	G5	2.0	
Logistics and Shipping Assistant	G5	1.0	
Meetings and Building Services Assistant	G5	1.0	
Personnel/Training Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Supply Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Documents and Records Management Assistant	G4	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Finance Assistant	G4	1.0	
Front Office Clerk	G3	2.5	
Senior Driver	G3	1.0	
Driver	G2	1.0	
B.3.1 Human Dimension Meetings			
Human Dimension Meetings Officer	P2	1.0	
Senior Human Dimension Meetings Assistant	G6	1.0	
B.3.2 Democratization			
Head, Democratization Department	P5	1.0	
Chief, Legislative Support Unit	P4	1.0	
Chief, Rule of Law Unit	P4	1.0	
Chief, Democratic Governance and Gender Unit	P4	1.0	
Adviser on Gender Issues	P3	1.0	
Legislative Support Officer	P3	2.0	
Migration/Freedom of Movement Adviser	P3	1.0	
Deputy Chief, Rule of Law Unit	P3	1.0	
Adviser on Migration, Freedom of Movement and Human Contacts	P3	1.0	
Associate Gender Officer	P2	1.0	
Associate Democratic Governance Officer	P2	1.0	
Legal Officer	S	1.0	
Rule of Law Officer	S	3.0	
Associate Democratic Governance Officer	S	1.0	
Senior Administrative Assistant	G6	2.0	
Administrative Assistant	G5	2.0	
B.3.3 Human Rights			
Head, Human Rights Department	P5	1.0	
Deputy Head, Human Rights Department	P4	1.0	
Senior Adviser on Freedom of Religion or Belief	P4	1.0	
Adviser on Anti-Terrorism Issues	P3	1.0	
Human Rights Adviser	P3	2.0	
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1.0	
Associate Officer on Freedom of Religion or Belief	P2	1.0	
Adviser on Anti-Trafficking Issues	S	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Human Rights Adviser	S	1.0	
Human Rights Officer	S	2.0	
Adviser on Torture Prevention	S	1.0	
Senior Administrative Assistant	G6	1.0	
Administrative Assistant	G5	2.0	
B.3.4 Elections			
Head, Election Department	P5	1.0	
Senior Election Adviser	P4	2.0	
Senior Adviser on New Voting Technologies	P4	1.0	
Deputy Head, Election Department	P4	1.0	
Election Adviser	P3	6.0	
Technical Assistance Adviser	S	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Documents Management Assistant	G6	1.0	
Administrative/Travel Assistant	G5	1.0	
Administrative Assistant	G4	0.5	
B.3.5 Tolerance and Non-Discrimination			
Head, Tolerance and Non-Discrimination	P5	1.0	
Deputy Head, Tolerance and Non-Discrimination	P4	1.0	
Adviser on Combating Racism, Xenophobia and Discrimination	P3	1.0	
Hate Crime Officer	P3	1.0	
Adviser on Combating Anti-Semitism	P3	1.0	
Adviser on Combating Racism and Xenophobia	P3	1.0	
Associate Web Editor	P2	1.0	
Assistant Programme Officer	P1	1.0	
Hate Crime Officer	S	1.0	
Adviser on Civil Society Relations	S	1.0	
Gender Adviser for Tolerance and Non-Discrimination	S	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Library Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Information Management Assistant	G5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
B.3.6 Roma and Sinti Issues			
Senior Adviser on Roma and Sinti Issues, Chief of the CPRSI	P4	1.0	
Adviser on Roma and Sinti Issues, Deputy Chief of the CPRSI	P3	1.0	
Officer on Roma and Sinti Issues	P2	1.0	
Associate Programme Officer, Roma and Sinti Issues	P2	1.0	
Associate Programme Officer, Roma and Sinti Issues	S	1.0	
Administrative Assistant	G5	1.0	
Total for the Office for Democratic Institutions and Human Rights		**137.0**	
High Commissioner on National Minorities			
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1.0	
Information Technology Officer	P3	1.0	
Senior Administrative Assistant	G7	1.0	
Finance Assistant	G5	0.5	
Procurement Assistant	G5	1.0	
B.1.1 Office of the High Commissioner			
High Commissioner	HCNM	1.0	
Director	D1	1.0	
Head of Section/Senior Adviser	P5	2.0	
Senior Adviser	P4	5.0	
Senior Legal Adviser	P4	2.0	
Legal Adviser	P3	1.0	
Political Adviser	P3	1.0	
Project Officer	P3	1.0	
Project Officer	S	2.0	
Senior Legal Adviser	S	1.0	
Personal Adviser	S	1.0	
Administrative Assistant	G5	3.0	
Information Assistant	G5	1.0	
Project Assistant	G5	2.0	
Secretary HCNM	G5	1.0	New post

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Communication and Editorial Assistant	G5	1.0	
Total for the High Commissioner on National Minorities		**30.5**	
Representative on Freedom of the Media			
A.1.1 Freedom of the Media			
Representative on Freedom of the Media	RFOM	1.0	
Director, Office of the RFoM	D1	1.0	
Senior Adviser	P4	1.0	
Adviser	P3	1.0	
Adviser	P2	1.0	
Associate Project Officer	P2	1.0	
Assistant Research Officer	P1	1.0	
Senior Adviser	S	4.0	
Principal Adviser to Head of Institution	S	1.0	
Media Freedom Project Officer	S	1.0	
Senior Administrative Assistant	G7	1.0	
Senior Project Assistant	G6	1.0	
Programme Secretary	G4	1.0	
Total for the Representative on Freedom of the Media		**16.0**	
Augmentations			
Secretariat Augmentations			
A.1.1 Communication and Media Relations Section			
Online Communications Officer	P3	1.0	
Associate Online Communications Officer	P2	1.0	Downgrade
A.1.2 Policy Support Service			
Senior Policy Support Officer	P4	1.0	
Policy Support Officer	P3	2.0	
A.1.3 Operations Service			
Duty Officer	G5	2.0	
A.2.1 HR Services			
HR Policy and Procedures Officer	P3	1.0	
HR Assistant	G5	2.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Payroll Assistant	G4	1.0	
A.2.2 Talent Management			
Recruitment Officer	P3	1.0	
Recruitment Assistant	G5	2.0	
Recruitment Assistant	G4	1.0	
Recruitment Clerk	G3	1.0	Full post budgeted for four months in 2017
A.2.3 Management and Co-ordination			
Information Security Officer	P3	1.0	
A.2.4 Budget and Finance Services			
Budget Officer	P3	1.0	
Finance Officer	P3	1.0	
Budget Assistant	G5	2.0	
Treasury Assistant	G5	1.0	
Finance Assistant	G4	4.0	
A.2.5 Information and Communication Technology Services			
Chief, ICT Service and Support Section	P4	1.0	
Associate Computer Information Systems Officer	P2	1.0	
Senior Information Technology Assistant	G7	1.0	
Senior Programming Assistant	G7	1.0	
Senior ERP Applications Assistant	G7	1.0	
Senior ICT Assistant	G6	1.0	
Senior Information Technology Assistant	G6	2.0	
Information Technology User Support Assistant	G5	1.0	
ICT User Support Assistant	G5	1.0	
ICT Communications Assistant	G5	1.0	
A.2.6 Mission Support Service			
Procurement Officer	P3	1.0	
Procurement and Contracting Officer	P3	1.0	
Travel Officer	P3	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Contracts Assistant	G6	1.0	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Senior Freight Distribution Control Assistant	G6	1.0	
Senior Insurance Assistant	G6	1.0	
Procurement Assistant	G5	1.0	
Procurement Information Assistant	G5	1.0	
Building Support Assistant	G5	1.0	
Property Control Assistant	G5	1.0	
Mail Processing Assistant	G4	1.0	
ODIHR Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head, Democratization Department	P4	1.0	
Total for Augmentations		**50.0**	
SOUTH-EASTERN EUROPE			
Mission in Kosovo			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	P4	1.0	
Head of Office of Political Affairs and Communications	P4	1.0	
Chief of Mission Security	S4	1.0	
Head of Legal Affairs	S4	1.0	
Head of Office of Central Co-ordination	S4	1.0	
Deputy Chief Mission Security	S3	1.0	
Deputy Head of Office	S3	1.0	
Deputy Head, Legal Affairs	S3	1.0	
Deputy Head, Office of Central Co-ordination	S3	1.0	
Gender Adviser	S3	1.0	
Regional Security Officer	S3	1.0	
Special Assistant to the Head of Mission	S2	1.0	
Project/Programme Evaluation Officer	S2	1.0	
Field Political Reporting Officer	S2	3.0	
Political Officer	S1	1.0	
Co-ordination/Reporting Officer	S1	1.0	
National Legal Officer	NP3	1.0	
National Deputy Spokesperson	NP3	1.0	
National Legal Officer	NP2	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
National Political Officer	NP2	4.0	
National Press and Public Information Officer	NP2	1.0	
National Graphic Presentation Officer	NP1	1.0	
National Security Officer	NP1	1.0	
National Co-ordination Officer	NP1	1.0	
Senior Co-ordination Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Monitoring Assistant	G6	1.0	
Senior Project Assistant	G6	1.0	
Senior Communications Assistant	G6	1.0	
Media Monitoring Assistant	G5	2.0	
Senior Secretary	G5	2.0	
Web/Intranet Assistant	G5	1.0	
Office Assistant	G4	1.0	
Security Assistant	G4	9.0	
Close Protection Specialist	G3	3.0	
Senior Driver	G3	3.0	
Security Monitor	G3	42.0	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1.0	
Chief of Financial Management	P4	1.0	
Chief, ICT	P4	1.0	
Contracts/Procurement Officer	P3	1.0	
Chief, Human Resources Management	S4	1.0	
Chief, General Services	S3	1.0	
Human Resources Officer	S2	1.0	
National Medical Officer	NP3	1.0	
National Chief of Accounts	NP3	1.0	
National ICT Officer, Software Development	NP3	1.0	
National Asset Management Officer	NP2	1.0	
National Budget Officer	NP2	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	2.0	
National Procurement Officer	NP2	1.0	
National Training Co-ordinator	NP2	1.0	
National ICT Officer VoIP, Internet Security	NP2	1.0	
National Transport Officer	NP2	1.0	Upgrade
National ICT Officer, Communications	NP2	1.0	
National Building Management Officer	NP2	1.0	
National ICT Officer, Service Support	NP2	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
National ICT Officer, LAN Systems	NP2	1.0	
National Archives Officer	NP1	1.0	
National Training Officer	NP1	1.0	
National Travel Officer	NP1	1.0	
National Budget Officer, Programme Support	NP1	1.0	
Executive Assistant	G6	1.0	
Nurse	G6	1.0	
Senior Administrative Assistant	G6	4.0	
Senior Conference Services Assistant	G6	1.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	2.0	
Senior ICT Technician Microwave/VSAT	G6	1.0	
Senior Materials Control Assistant	G6	1.0	
Senior Payroll Assistant	G6	0.5	
Senior Procurement Assistant	G6	1.0	
Senior Budget Assistant	G6	1.0	
Senior Human Resources/Payroll Assistant	G6	1.0	
Senior ICT Technician VoIP, Internet Security	G6	2.0	
Senior ICT Billing Assistant	G6	1.0	
Senior ICT Technician, Software Development	G6	1.0	
Senior ICT Assistant, Field Support	G6	1.0	
Senior ICT Assistant, Help Desk Team Leader	G6	1.0	
Senior ICT Mobile Communications Assistant	G6	1.0	
Senior ICT Technician, LAN Systems	G6	2.0	
CS Technician Microwave/Conference Equipment	G5	1.0	
Finance Assistant	G5	2.0	
Generator Technician	G5	1.0	
Human Resources Assistant	G5	4.0	
ICT Assistant	G5	1.0	
ICT Technician Microwave/VSAT	G5	1.0	
Maintenance Foreman	G5	1.0	
Material Management Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Supply Assistant	G5	1.0	
Transport Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
ICT Help Desk Assistant	G5	2.0	
Budget Assistant, Programme Support	G5	1.0	
ICT Mobile Communications Technician	G5	1.0	
Archives Assistant	G4	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Asset Management Assistant	G4	1.0	
Conference Equipment Technician	G4	1.0	
Dispatcher	G4	2.0	
Inspection Assistant	G4	1.0	
Office Assistant	G4	2.0	
Supply Assistant	G4	1.0	
Technical Assistant	G4	1.0	
Vehicle Maintenance Assistant	G4	1.0	
Fuel Supply and Customs Assistant	G4	1.0	
BMS Assistant	G4	1.0	
MFD Technician	G4	1.0	
Technician/Mechanic	G4	1.0	
Building Maintenance Technician	G3	1.0	
Electrician	G3	2.0	
Fleet Clerk	G3	1.0	
Inventory Clerk	G3	1.0	
Warehouse Clerk	G3	1.0	
Bus/Truck Driver	G3	4.0	
General Services Clerk	G3	4.0	
Vehicle Tracking Clerk	G3	1.0	
Driver	G2	12.0	
Handyman	G2	1.0	New post
Pool Operator	G2	1.0	
Switchboard Operator	G2	0.5	
B.1.1 Security and Public Safety			
Director	S4	1.0	
Chief of Section	S3	2.0	
Chief of Police Development and Monitoring Section	S3	1.0	
Senior Community Policing Officer	S2	1.0	
Senior Organized Crime Adviser	S2	4.0	
Senior Community Policing Officer, Security	S2	2.0	
Senior Police Development Officer	S2	1.0	
Senior Police Monitoring Officer	S2	1.0	
Senior Adviser on VERLT	S2	1.0	New post
National Chief of Analysis and Reporting Cell	NP3	1.0	
National Programme Officer	NP1	2.0	
National Project Co-ordination Officer	NP1	1.0	
National Public Safety Awareness Officer	NP1	1.0	
National Organized Crime Adviser	NP1	1.0	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
National Programme Officer, Police Monitoring	NP1	5.0	
National Programme Officer, Analysis and Reporting	NP1	1.0	
National Programme Officer, Police Development	NP1	1.0	
National KAPS Officer	NP1	1.0	
Senior Programme Assistant	G6	3.0	
Senior Programme Assistant, ARC	G6	1.0	
Programme Assistant	G5	4.0	
Senior Secretary	G5	1.0	
Programme Assistant, Police Monitoring	G5	3.0	
Programme Assistant, Police Development	G5	3.0	
Office Assistant	G4	1.0	
Programme Assistant	G4	1.0	
B.3.1 Democratization			
Director	S4	1.0	
Deputy Director	S4	1.0	
Chief of Section	S3	1.0	
Chief, Analysis and Reporting Cell	S3	1.0	
Chief of Media Section	S3	1.0	
Chief of Governance Section	S3	1.0	
Senior Legal Adviser	S2	1.0	
Senior Programme Officer	S2	5.0	
Senior Programme Officer, Media	S2	1.0	
National Elections Adviser	NP3	1.0	
National Programme Officer	NP2	2.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	9.0	
National Reporting and Information Officer	NP1	1.0	
Senior Monitoring Assistant	G6	1.0	
Senior Translator/Interpreter Assistant	G6	8.0	
Programme Assistant	G5	4.0	
Project Assistant	G5	2.0	
Office Assistant	G4	2.0	
Project Assistant	G4	2.0	
Office Clerk	G3	1.0	
B.3.2 Human Rights and Communities			
Director	S4	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Deputy Director	S4	1.0	
Chief of Communities Section	S3	1.0	
Chief of Section	S3	1.0	
Director of Regional Centre	S3	5.0	
Chief of Analysis and Reporting Cell	S3	1.0	
Chief, Law and Justice Section	S3	1.0	
Human Rights Adviser	S2	1.0	
Senior Adviser	S2	2.0	
Senior Communities Adviser, Protection	S2	2.0	
Senior Communities Policy Adviser	S2	1.0	
Senior Democratization Officer	S2	5.0	
Senior Human Rights Adviser/Property	S2	1.0	
Senior Human Rights/Legal Adviser	S2	1.0	
Senior Legal Officer	S2	7.0	
Senior Programme Officer	S2	1.0	
Senior Project Officer	S2	1.0	
Human Rights Adviser, Human Rights and Security	S2	2.0	
Senior Communities Officer	S2	5.0	
Communities Policy Officer	S1	1.0	
Communities Protection Officer	S1	1.0	
Human Rights Officer	S1	10.0	
Legal Officer	S1	1.0	
Programme Officer	S1	8.0	
Community Policy Officer/Return	S1	1.0	
Human Rights Adviser/Property	S1	1.0	
National Co-ordinator	NP3	1.0	
National Language Services Co-ordinator	NP2	1.0	
National Programme Officer	NP2	2.0	
National Human Rights Adviser	NP2	1.0	
National Programme Officer, Communities Policy	NP2	2.0	
National Programme Officer, Property	NP2	5.0	
National Legal Officer	NP1	12.0	
National Legal Officer, Property	NP1	2.0	
National Programme Officer	NP1	20.0	
National Human Rights Legal Officer	NP1	1.0	
Personal Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	31.0	
Senior Translator/Interpreter Assistant	G6	4.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Legal Assistant	G5	9.0	
Programme Assistant	G5	7.0	
Assistant Interpreter	G5	3.0	
Office Assistant	G4	29.0	
Total for the Mission in Kosovo		**504.0**	
Mission to Bosnia and Herzegovina **A.1.1 Office of Head of Mission**			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Chief of Policy and Planning	P4	1.0	
Senior Political Adviser	S3	1.0	
Head of Security Co-operation	S3	1.0	
Senior Planning Adviser	S3	1.0	
Policy and Information Officer	S2	1.0	
Arms Control Project Officer	S2	1.0	
Political Analyst	S1	1.0	
Executive Officer to Deputy Head of Mission	S1	1.0	
Information and Co-ordination Officer	S1	2.0	
National Chief of Security	NP3	1.0	
National Spokesperson	NP3	1.0	
National Chief of P/CVERLT	NP3	1.0	New post
National Deputy Chief of Security	NP2	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	1.0	
National Executive Officer	NP1	2.0	
National Political Officer	NP1	1.0	
National Press Officer	NP1	4.0	
National Programme Officer	NP1	1.0	
National Project Officer	NP1	3.0	
National Public Information Officer	NP1	1.0	
National Monitoring and Evaluation Officer	NP1	1.0	
National Programme Officer, Gender Issues	NP1	1.0	
National Programme Officer, Gender Strategies	NP1	1.0	
National Communications and Reporting Officer	NP1	1.0	
National Planning Officer	NP1	1.0	
Senior Project Assistant	G6	1.0	
Senior Public Information Assistant	G6	1.0	
Senior Assistant Translator/Interpreter	G6	3.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Programme Assistant	G5	3.0	
Project Assistant	G5	1.0	
Website Assistant	G5	1.0	
Press and Public Information Assistant	G5	1.0	
Project Assistant/Translator/Interpreter	G5	2.0	
Close Protection Specialist	G3	2.0	
Security Monitor	G3	5.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P4	1.0	
Chief, General Services	P3	1.0	
Human Resources Officer	S2	1.0	
National Medical Officer	NP3	1.0	
National Chief of ICT Services	NP3	1.0	
National Chief of Budget and Finance	NP3	1.0	
National Chief of Human Resources	NP3	1.0	
National Accounting Officer	NP2	1.0	
National Budget Officer	NP2	1.0	
National ICT Officer	NP2	1.0	
National Procurement Officer	NP2	1.0	
National Planning and Co-ordination Officer	NP2	1.0	
National Procurement and Building Management Officer	NP2	1.0	
National Administrative Officer	NP1	5.0	
National Archives Officer	NP1	1.0	
National Communications Officer	NP1	1.0	
National Personnel Officer	NP1	1.0	
National Project Co-ordination Officer	NP1	1.0	
National Recruitment Officer	NP1	1.0	
National Treasury Officer	NP1	1.0	
National Information Systems Developer	NP1	1.0	
National Transport Officer	NP1	1.0	
Senior Finance and Treasury Assistant	G6	1.0	
Senior ICT Assistant	G6	2.0	
Senior Budget Assistant	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Senior Finance/Administrative Assistant	G6	1.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	3.0	
Payroll Assistant	G5	1.0	
Procurement Assistant	G5	2.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Training Assistant	G5	1.0	
Transport Maintenance Supervisor	G5	1.0	
Travel Assistant	G5	2.0	
Administrative Assistant	G4	3.0	
Archives Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
Dispatcher	G4	1.0	
ICT Assistant	G4	1.0	
Storekeeper	G4	1.0	
Transport Assistant	G4	1.0	
Contracts Management Assistant	G4	1.0	
Office Clerk	G3	6.0	
Receptionist	G3	2.0	
Senior Driver	G3	3.0	
Driver	G2	29.0	
Manual Worker	G2	1.5	
Cleaner	G1	4.5	
A.2.2 Shared Service Centre, ICT Help Desk			
National Information Security Officer	NP2	1.0	New post
National ICT Officer	NP1	1.0	
Senior ICT Assistant	G6	2.0	New post
ICT Server Administration Assistant	G5	1.0	
ICT ERP User Support Assistant	G5	1.0	
ICT Help Desk Co-ordination Assistant	G5	1.0	
ICT Help Desk Technician	G4	2.0	
B.3.1 Human Dimension			
Head, Human Dimension Department	P5	1.0	
Deputy Head, Human Dimension Department	P4	1.0	
Head of Field Office	S3	8.0	
Head of Human Rights	S3	1.0	
Head of Rule of Law	S3	1.0	
Human Rights Adviser, Economic and Social Rights	S2	1.0	
Legal Adviser, Anti-Discrimination	S2	1.0	
Legal Adviser, War Crimes and Transitional Justice	S2	1.0	
Legal Adviser, War Crimes and Rule of Law	S2	1.0	
Legal Adviser, Major Crimes and Legal Reform	S2	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Human Rights Officer	S1	1.0	
Project Officer	S1	1.0	New post
National Chief, Education Section	NP3	1.0	
National Chief of Democratic Governance	NP3	1.0	
National Anti-Trafficking Officer	NP2	1.0	
National Legal Officer	NP2	13.0	
National Programme Officer	NP2	1.0	
National Programme Officer	NP2	1.0	Upgrade
National Project Officer	NP2	1.0	
National Chief of Programme Support Section	NP2	1.0	
National Programme Officer, Education	NP2	1.0	
National Programme Officer, Access and Non-Discrimination	NP2	1.0	
National Programme Officer, Finance and Management	NP2	1.0	
National Programme Officer, Ombudsman	NP2	1.0	Upgrade
National Programme Officer, Civil Society	NP2	1.0	Upgrade
National Legal Officer	NP1	2.0	
National Political Officer	NP1	1.0	
National Programme Officer	NP1	1.0	
National Programme Officer, Education	NP1	18.0	
National Programme Officer, Governance Development	NP1	1.0	
National Legal Officer, Trial Monitoring	NP1	1.0	
National Programme Officer, Human Rights	NP1	13.0	
National Programme Officer, Legislative Support	NP1	3.0	
National Programme Officer, Democratic Development	NP1	17.0	
National Programme Officer, Anti-Corruption	NP1	1.0	New post
Senior Executive Assistant	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	
Legal Assistant	G5	5.0	
Programme Assistant	G5	27.0	
Programme Assistant	G5	1.0	New post
Rule of Law Monitoring Assistant	G5	21.0	
Programme Assistant, Roma Monitoring	G5	1.0	
Total for the Mission to Bosnia and Herzegovina		**323.0**	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Mission to Serbia			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Senior Policy and Planning Officer	S3	1.0	
Municipal Co-ordinator	S2	1.0	
Project Manager	S2	1.0	
Chief of Political and Press Affairs Unit	S2	1.0	
Political Affairs/Reporting Officer	S2	1.0	
Political Affairs Officer	S2	1.0	
National Programme Co-ordination Officer	NP2	1.0	
National Security Officer	NP1	1.0	
National Political and Press Affairs Officer	NP1	1.0	
Personal Assistant to HOM	G6	1.0	
Senior Press and Political Assistant	G6	2.0	
Field Programme Assistant	G5	2.0	
Office Assistant	G5	1.0	Upgrade
Programme Assistant	G5	1.0	
Project Assistant	G5	3.0	
Press and Political Assistant	G5	1.0	
Translator/Interpreter Assistant	G5	1.0	
Security Clerk	G3	1.0	Downgrade
Security Guard	G2	4.0	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National Material Management Officer	NP2	1.0	
National ICT Officer	NP1	1.0	
Senior Human Resources and Training Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Finance Assistant	G5	1.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Finance Assistant	G4	1.0	
Human Resources Assistant	G4	2.0	
ICT Assistant	G4	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Receptionist	G3	1.0	
Senior Driver	G3	2.0	
Transport Dispatcher	G3	1.0	New post
Material Management Clerk	G3	1.0	
Driver	G2	5.0	
Maintenance Technician	G2	0.5	New post
Cleaner	G1	1.5	
B.1.1 Security Co-operation			
Head of Security Co-operation	S4	1.0	Change from programme Police Affairs
Senior Legal Adviser	S3	1.0	Change from programme Police Affairs
Organized Crime Adviser	S2	1.0	Change from programme Police Affairs
Senior Organized Crime Adviser	S2	1.0	Change from programme Police Affairs
National Programme Officer	NP2	2.0	Change from programme Police Affairs
National Community Policing Officer	NP2	1.0	New post
National Legal Officer	NP1	1.0	New post
National Programme Officer	NP1	4.0	Change from programme Police Affairs
Senior Programme Assistant	G6	2.0	Change from programme Police Affairs
Project Assistant	G5	4.0	Change from programme Police Affairs
Administrative Assistant	G4	1.0	Change from programme Police Affairs
B.3.1 Democratization			
Head of Democratization	S4	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior Adviser on Human Rights and Non-Discrimination	S2	1.0	
Senior Governance Adviser	S2	1.0	
Senior Adviser on National Minorities	S2	1.0	
National Legal Adviser	NP2	0.3	Change to part-time post budgeted for six months
National Legal Adviser	NP2	0.5	Full post budgeted for six months
National Programme Officer	NP2	1.0	Upgrade
National Programme Co-ordination Officer	NP2	1.0	Upgrade
National Governance Officer	NP1	1.0	
National Programme Officer	NP1	4.0	
National Environmental Affairs Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Governance Training Assistant	G6	1.0	
Senior Programme Assistant	G6	4.0	
Programme Assistant	G5	2.0	
B.3.2 Media			
Head of Media	S4	1.0	
National Media Development Officer	NP2	1.0	Upgrade
National Legal Officer	NP1	2.0	
Senior Programme Assistant	G6	2.0	
Media Monitoring Assistant	G5	1.0	
Programme Assistant	G5	3.0	
B.3.3 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights	S4	1.0	
Legal Adviser Judicial Reform	S2	1.0	
Senior Legal Adviser	S2	1.0	
Anti-Corruption Adviser	S2	1.0	
National Legal Adviser	NP3	1.0	
National Legal Officer	NP2	2.0	
National Legal Officer	NP1	5.0	
National Programme Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	2.0	
Senior Project Assistant	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Programme Assistant	G5	1.0	
Total for the Mission to Serbia		**126.8**	
Presence in Albania			
A.1.1 Office of Head of Mission			
Head of Presence	HoM	1.0	
Deputy Head of Presence	DHoM	1.0	
Chief Political, Public Affairs and Reporting Officer	S3	1.0	
Head of Programme Co-ordination	S3	1.0	
Associate Co-ordination Officer	S1	1.0	
National Public Affairs and Reporting Officer	NP2	1.0	
National Political Officer	NP1	2.0	
National Monitoring Officer	NP1	1.0	
Senior Public Affairs Assistant	G6	1.0	
Senior Translator/Interpreter	G6	1.0	
Senior Political and Reporting Assistant	G6	1.0	
Senior Programme Co-ordination Assistant	G6	1.0	
Programme Assistant	G5	1.0	
Senior Secretary	G5	2.0	
Security Guard	G2	3.0	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1.0	
Human Resources Officer	S2	1.0	
Administrative and General Service Officer	S2	1.0	
National Finance Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Finance Assistant	G5	2.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Transport Assistant	G5	1.0	
Administrative Assistant	G4	1.0	
Registry Assistant	G4	1.0	
Supply Assistant	G4	1.0	
Senior Driver	G3	1.0	
Building Maintenance Technician/Driver	G3	1.0	
Driver	G2	3.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Handyman	G2	0.5	
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1.0	
Security Sector Development Officer	S2	1.0	
Law Enforcement Development Officer	S2	1.0	
National Border Management Officer	NP2	1.0	
National Security Officer	NP1	1.0	
National Community Safety Officer	NP1	1.0	New post
Programme Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
Programme Assistant	G4	1.0	
B.2.1 Governance in Economic and			
Environmental Issues			
Head of Governance, Economy and Environmental Issues Department	S3	1.0	
Senior Governance Adviser	S2	1.0	
National Anti-Trafficking Officer	NP2	1.0	
National Programme Officer, Economy and Anti-Corruption	NP1	1.0	
National Programme Officer, Local Governance and Property	NP1	1.0	
Senior Project Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Project Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
B.3.1 Democratization			
Head of Democratization Department	S3	1.0	
Senior Democratization Officer	S2	1.0	
Senior Media Officer	S2	1.0	
National Electoral Reform Officer	NP2	1.0	
National Programme Officer, Parliamentary Support	NP2	1.0	
National Civil Society and Gender Officer	NP1	1.0	
National Election Legal Officer	NP1	1.0	
Senior Media Development Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Office Assistant	G4	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Programme Assistant	G4	1.0	
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights Department	S3	1.0	
Senior Legal Officer	S2	1.0	
Legal Officer	S1	1.0	
National Legal Officer	NP1	3.0	
National Judicial Officer	NP1	1.0	New post, subject to classification
Legal Assistant	G5	2.0	
Legal Assistant	G5	1.0	New post, subject to classification
Programme Assistant	G5	1.0	
Translator/Interpreter	G5	1.0	
Legal Assistant	G4	1.0	
Total for the Presence in Albania		**83.5**	
Mission to Skopje			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Senior Policy and Planning Officer	S3	1.0	
Chief, Political and Reporting Unit	S3	1.0	
Chief, Communication and Media Relations Unit	S3	1.0	
Political Adviser	S2	1.0	
Mission Security Officer	S2	1.0	
Political/Reporting Officer	S1	1.0	
National Executive Officer	NP2	1.0	
National Political/Liaison Officer	NP2	1.0	
National Political Officer	NP1	1.0	
Senior Political Assistant	G6	1.0	New post
Senior Project Assistant	G6	1.0	
Senior Public Information and Media Assistant	G6	2.0	
Political Assistant	G5	1.0	
Security Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Situation Centre Assistant	G5	2.0	
Media Assistant	G5	1.0	New post

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Language Assistant II	G4	2.0	
Situation Centre Operator	G3	4.0	
Security Guard	G2	8.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1.0	
General Services Officer	P2	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National ICT Officer	NP2	1.0	
Senior Finance Assistant	G6	1.0	Upgrade
Senior Human Resources Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Transport Assistant	G6	1.0	
Senior IT Network Technician	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Finance Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Web/Database Developer	G5	1.0	
ICT Help Desk Technician	G5	1.0	
Recruitment Assistant	G5	1.0	
Records Management Assistant	G5	1.0	
Asset Management Assistant	G4	1.0	
Human Resources Assistant	G4	1.0	
Procurement Assistant	G4	1.0	New post
Vehicle Maintenance Assistant	G4	1.0	
ICT Help Desk Technician	G4	1.0	
Bus Driver	G3	1.0	
Bus Driver	G3	1.0	Upgrade
Senior Driver	G3	3.0	
Finance Clerk	G3	1.0	
Material Management Clerk	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	1.5	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
B.1.1 Public Safety and Community Outreach			
Head of Public Safety and Community Outreach Department	S4	1.0	
Chief of Police Development Unit	S3	1.0	
Chief of Monitoring Unit	S3	1.0	
Police Adviser	S2	4.0	
Police Training Adviser	S2	1.0	
Senior Monitoring Officer	S2	2.0	
Senior Police Adviser	S2	2.0	
Police Adviser on Organized Crime	S2	1.0	
Police Adviser on Border Affairs	S2	1.0	
Adviser on Migrants/Refugees Security	S2	1.0	
Adviser on Counter-Terrorism/Violent Extremism	S2	1.0	
Monitoring Officer	S1	6.0	
National Programme Officer	NP2	1.0	
Senior Programme Assistant	G6	1.0	Upgrade
Office Assistant	G5	1.0	
Programme Assistant	G5	3.0	
Police Training Assistant	G5	1.0	
Monitoring Assistant	G4	8.0	
Programme Assistant	G4	10.0	
B.3.1 Human Dimension			
Head of Human Dimension Department	S4	1.0	
Chief of Rule of Law Unit	S3	1.0	
Chief, Democratic Governance and Social Cohesion Unit	S3	1.0	
Senior Democratic Governance Officer	S2	1.0	
Senior Rule of Law Officer	S2	2.0	
Senior Evaluation, Reporting and Programme Support Officer	S2	1.0	
Senior Social Cohesion Officer	S2	1.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	7.0	
National Programme Officer	NP1	2.0	New post
National Rule of Law Officer	NP1	4.0	
Senior Legal Assistant	G6	2.0	
Senior Programme Assistant	G6	4.0	
Legal Translator Assistant	G5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Programme Assistant	G5	8.0	
Total for the Mission to Skopje		**153.5**	
Mission to Montenegro			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1.0	
Political Officer	S2	1.0	
National Political Officer	NP1	1.0	New post
National Programme Co-ordination Officer	NP1	1.0	
National Public Affairs Officer	NP1	1.0	New post
Senior Secretary	G5	1.0	
Office Assistant	G4	1.0	New post
Security Guard	G2	2.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
Human Resources Officer	S1	1.0	New post
National Finance Officer	NP1	1.0	
Procurement Assistant	G5	1.0	
Finance/Treasury Assistant	G5	1.0	
Human Resources Assistant	G4	1.0	
Material Management Assistant	G4	1.0	
Senior Driver	G3	1.0	
B.3.1 Democratization			
Programme Manager	S2	1.0	
National Programme Officer	NP1	2.0	
Senior Programme Assistant	G6	2.0	
Senior Programme Support Assistant	G6	1.0	
B.3.2 Media			
Programme Manager	S2	1.0	
National Programme Officer	NP1	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
B.4.1 Security Co-operation and Governance			
Organized Crime Police Adviser	S2	1.0	Change from programme Security Co-operation
Programme Manager, Security Co-operation and Governance	S2	1.0	Change from programme Rule of Law and Human Rights
National Politico-Military Officer	NP1	1.0	Change from programme Security Co-operation
National Security Co-operation Officer	NP1	1.0	Change from programme Security Co-operation
Programme Assistant	G5	1.0	New post
Programme Assistant	G5	1.0	Change from programme Security Co-operation
Project Assistant	G5	1.0	New post
Total for the Mission to Montenegro		**35.0**	
EASTERN EUROPE			
Mission to Moldova			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Mission Spokesperson	S2	1.0	
National Programme Officer	NP1	1.0	
National Project Co-ordinator	NP1	1.0	New post
National Public Information Officer	NP1	1.0	
Senior Assistant Translator/Interpreter	G6	1.0	
Senior Interpreter/Political Assistant	G6	1.0	
Project Assistant	G5	1.0	New post
Public Information Assistant	G5	1.0	
Senior Secretary	G5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Office Assistant	G4	1.0	
Security Guard	G2	4.0	
Housekeeper	G1	1.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
National Finance Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Finance Assistant	G5	1.0	
Asset Management Assistant	G4	1.0	
Procurement Assistant	G4	1.0	
Travel Assistant	G4	1.0	
Senior Driver/Dispatcher	G3	1.0	
Archives/Records Clerk	G3	1.0	
Driver	G2	2.0	
Receptionist	G2	1.0	
Cleaner	G1	1.0	
Housekeeper	G1	1.0	
B.1.1 Conflict Prevention/Resolution			
Programme Manager	S3	1.0	
Senior Political Officer	S3	1.0	
Military Member	S2	2.0	
Political Officer	S2	1.0	
Politico-Military Officer	S2	1.0	
National Programme Officer	NP3	1.0	Upgrade
National Programme Officer	NP1	1.0	Change from programme Anti-Trafficking/ Gender
Senior Programme Assistant	G6	1.0	
Senior Interpreter/Political Assistant	G6	1.0	
Programme Assistant	G5	1.0	Upgrade
B.3.1 Human Rights			
Programme Manager	S3	1.0	Change from programme Human Rights Monitoring/ Democratization

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Human Dimension Officer	S2	1.0	Change from programme Anti-Trafficking/ Gender
Human Dimension Officer	S2	1.0	Change from programme Human Rights Monitoring/ Democratization
National Legal Officer	NP1	1.0	Change from programme Anti-Trafficking/ Gender
National Legal Officer	NP1	2.0	Change from programme Human Rights Monitoring/ Democratization
Senior Programme Assistant	G6	1.0	Change from programme Anti-Trafficking/ Gender
Programme Assistant	G5	1.0	Change from programme Human Rights Monitoring/ Democratization
Total for the Mission to Moldova		**52.0**	

Project Co-ordinator in Ukraine
A.1.1 Office of Head of Mission

Project Co-ordinator	HoM	1.0	
Senior Project Officer	S3	1.0	
National Programme Co-ordinator	NP2	2.0	
National Evaluation Officer	NP1	1.0	
Personal Assistant to HoC	G5	1.0	
Security Guard	G2	2.0	

A.2.1 Fund Administration Unit

Chief of Fund Administration	P3	1.0	
National Finance Officer	NP1	1.0	
National Human Resources Officer	NP1	1.0	
National Procurement Officer	NP1	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Senior Asset Management Assistant	G6	1.0	Upgrade
Senior Finance Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Human Resources Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Secretary	G4	1.0	
Senior Driver	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	2.0	
B.3.1 Democratization and Good **Governance**			
National Elections and Governance Officer	NP2	1.0	
National Project Officer	NP1	3.0	
Project Assistant	G5	1.0	
B.3.2 Rule of Law and Human Rights			
National Legal Adviser	NP3	1.0	
National Programme Manager	NP2	1.0	
National Programme Manager, Legal Reform	NP2	1.0	
National Project Officer	NP1	2.0	
National Programme Officer, Legislation	NP1	1.0	
National Project Officer, Human Rights	NP1	1.0	
Project Assistant	G5	1.0	
Project Assistant, Legal Reform	G5	1.0	
B.4.1 Human Security			
National Programme Manager	NP2	1.0	
National Project Officer, CTHB and Migration	NP1	1.0	
National Project Officer, Gender	NP1	1.0	
National Project Officer, Reintegration	NP1	1.0	
Senior Project Assistant	G6	1.0	
Project Assistant	G5	1.0	
B.4.2 Economic, Environmental and **Politico-Military Projects**			
National Programme Manager	NP2	1.0	
National Project Officer	NP1	1.0	
National Project Officer, Economic	NP1	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	**Note**
Senior Project Assistant	G6	1.0	
Project Assistant	G5	1.0	
Total for the Project Co-ordinator in Ukraine		**50.0**	
CAUCASUS			
High-Level Planning Group			
A.1.1 Office of Head of Mission			
Officer	S	8.0	
Senior Administrative Assistant	G6	1.0	
Total for the High-Level Planning Group		**9.0**	
Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference			
A.1.1 Office of Head of Mission			
Personal Representative of the CiO	HoM	1.0	
Field Assistant to the PR	S2	3.0	
Personal Assistant to the PR	S2	1.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
Senior Administrative Assistant	G6	1.0	
Finance and Treasury Assistant	G5	1.0	
Procurement/Asset Management Assistant	G4	1.0	
Driver – Baku	G3	1.0	
Driver – Stepanakert/Khankendi	G3	1.0	
Driver Instructor/Mechanic – Tbilisi	G3	1.0	
Senior Driver	G3	1.0	
Driver – Yerevan	G3	1.0	
Housekeeper – Baku	G1	1.0	
Housekeeper – Stepanakert/Khankendi	G1	1.0	
Housekeeper – Yerevan	G1	1.0	
Total for the Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference		**17.0**	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
CENTRAL ASIA			
Programme Office in Astana			
A.1.1 Office of Head of Mission			
Head of Programme Office	HoM	1.0	
Deputy Head of Programme Office	DHoM	1.0	
Assistant to Head of Programme Office	G5	1.0	
Office Assistant	G4	1.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
National Administrative Officer	NP1	1.0	
Senior Finance Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Procurement/Asset Management Assistant	G5	1.0	
Finance/Treasury Assistant	G5	1.0	
Human Resources/Payroll Assistant	G5	1.0	
Senior Driver	G3	1.0	
Travel Clerk	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	1.0	
B.1.1 Politico-Military Activities			
Political Officer	S2	1.0	
National Political/Media Officer	NP1	1.0	
Senior Project Assistant	G6	1.0	
Programme Assistant	G5	1.0	
B.2.1 Economic and Environmental **Activities**			
Economic and Environmental Officer	S2	1.0	
National Economic and Environmental Officer	NP1	1.0	
Senior Project Assistant	G6	2.0	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1.0	
National Legal Officer	NP1	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Total for the Programme Office in Astana		**28.0**	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Centre in Ashgabat			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1.0	
Deputy Head of Centre	DHoM	0.1	New post, full post budgeted for one month
Project Co-ordinator	S3	0.9	Abolished, full post budgeted for eleven months
National Legal Adviser	NP2	1.0	
National Public Information Officer	NP1	1.0	
Project Co-ordination Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Security Guard	G2	4.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
Senior Finance Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Procurement/Asset Management Assistant	G5	1.0	
Human Resources and Payroll Assistant	G5	1.0	
Senior Driver	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	1.0	
B.1.1 Conflict Prevention and Confidence- and Security-Building			
Political Officer	S2	1.0	
Senior Programme Assistant	G6	1.0	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1.0	
Senior Programme Assistant	G6	1.0	Upgrade
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1.0	
Programme Assistant	G5	1.0	
Total for the Centre in Ashgabat		**25.0**	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Programme Office in Bishkek			
A.1.1 Office of Head of Mission			
Head of Programme Office	HoM	1.0	
Deputy Head of Programme Office	DHoM	1.0	
Security Officer	P2	1.0	
Policy and Planning Officer	S3	1.0	
Senior Policy Adviser	S3	1.0	
National Executive Officer	NP2	1.0	Upgrade
National Legal Officer	NP2	1.0	
National Press and Public Information Officer	NP2	1.0	
National Security Officer	NP2	1.0	
National Policy Officer	NP2	1.0	New post
National Programme Officer	NP1	2.0	New post
National Security Officer	NP1	1.0	
Senior Political Assistant	G6	1.0	
Senior Translator/Interpreter Assistant	G6	1.0	Upgrade
Administrative Assistant	G5	1.0	New post
Public Information Assistant	G5	1.0	
Senior Secretary	G5	1.0	Upgrade
Archives Assistant	G4	1.0	New post
Senior Security Guard	G3	1.0	
Security Guard	G2	5.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1.0	
Procurement and Materials Management Officer	P2	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National ICT Officer	NP1	1.0	New post
Senior Asset Management Assistant	G6	1.0	Upgrade
Senior Finance Assistant	G6	1.0	Upgrade
Senior ICT Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Human Resources/Payroll Assistant	G6	1.0	
Administrative Assistant	G5	1.0	Upgrade
Finance Assistant	G5	2.0	
Finance Assistant	G5	1.0	New post
Human Resources Assistant	G5	1.0	
ICT Assistant	G5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Procurement Assistant	G5	1.0	
Procurement Assistant	G5	1.0	Upgrade
Travel Assistant	G5	1.0	Upgrade
Treasury Assistant	G5	1.0	
Recruitment/Training Assistant	G5	1.0	New post
Building Management Assistant	G5	1.0	New post
Transport Assistant	G4	1.0	
Office Clerk	G3	1.0	
Senior Driver	G3	1.0	
Warehouse Clerk	G3	1.0	New post
Driver	G2	3.0	New post
Cleaner	G1	4.0	
B.1.1 Politico-Military Activities			
Head of Politico-Military Dimension	S3	1.0	Change in grade
Police Co-operation Officer	S2	1.0	Change in grade
National Border Management Officer	NP1	1.0	Full post budgeted for six months in 2017
National Programme Officer	NP1	1.0	
National Counter-Terrorism Officer	NP1	1.0	Full post budgeted for six months in 2017
Senior Programme Assistant	G6	8.0	
Senior Programme Assistant	G6	1.0	New post
Senior Project Assistant	G6	1.0	
Administrative Assistant	G5	1.0	Full post budgeted for six months in 2017
Programme Assistant	G5	1.0	Change from programme Office of Head of Mission
Project Assistant	G5	1.0	
Project Assistant	G5	2.0	New post
B.2.1 Economic and Environmental Activities			
Head of Economic and Environmental Dimension	S3	1.0	
Regional Development Officer	S2	1.0	New post
National Environmental Officer	NP1	1.0	New post

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
National Programme Officer	NP1	1.0	
National Anti-Corruption Officer	NP1	1.0	Full post budgeted for six months in 2017
National Customs and Transport Officer	NP1	1.0	Full post budgeted for six months in 2017
Senior Programme Assistant	G6	5.0	
Senior Programme Assistant	G6	1.0	New post
Senior Project Assistant	G6	1.0	
Administrative Assistant	G5	1.0	Full post budgeted for six months in 2017
Programme Assistant	G5	11.0	New post
Programme Assistant	G5	1.0	Change from programme Office of Head of Mission
B.3.1 Human Dimension Activities			
Head of Human Dimension	S3	1.0	
Rule of Law Officer	S2	1.0	
National Human Rights Officer	NP1	1.0	Full post budgeted for six months in 2017
National Democratic Institutions Officer	NP1	1.0	Full post budgeted for six months in 2017
National Legal Reform Officer	NP1	1.0	
Senior Programme Assistant	G6	5.0	
Senior Programme Assistant	G6	3.0	New post
Senior Programme Assistant	G6	1.0	Upgrade
Administrative Assistant	G5	1.0	Full post budgeted for six months in 2017
Programme Assistant	G5	1.0	Change from programme Office of Head of Mission
Total for the Programme Office in Bishkek		**120.0**	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Project Co-ordinator in Uzbekistan			
A.1.1 Office of Head of Mission			
Head of the Office	HoM	1.0	
National Project Officer	NP2	1.0	
Senior Secretary	G5	1.0	
Language Assistant	G5	1.0	
Senior Security Guard	G3	1.0	
Security Guard	G2	4.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	NP2	1.0	
Senior Finance Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	
Information Technology Assistant	G5	1.0	
Treasury Assistant	G5	1.0	New post
Senior Driver	G3	1.0	
Driver	G2	1.0	
Cleaner	G1	2.0	
B.1.1 Politico-Military Activities			
National Project Officer	NP2	1.0	
National Project Officer	NP1	1.0	New post
Programme Assistant	G5	1.0	
Programme Assistant	G5	1.0	New post
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S2	1.0	
National Economic and Environmental Officer	NP2	1.0	
Programme Assistant	G5	1.0	
Programme Assistant	G5	1.0	New post
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1.0	
National Project Officer	NP2	1.0	
Programme Assistant	G5	1.0	
Total for the Project Co-ordinator in Uzbekistan		**30.0**	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Programme Office in Dushanbe			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1.0	
Deputy Head of Office	DHoM	1.0	
Security Officer	P2	1.0	
Senior Executive Officer	S3	1.0	
Political Officer	S2	1.0	
National Project Co-ordination Officer	NP1	1.0	
National Security Officer	NP1	1.0	
National Outreach Officer	NP1	1.0	
Senior Legal Assistant	G6	1.0	
Senior Press and Public Information Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Public Information Assistant	G6	1.0	New post
Project Assistant	G5	1.0	
Senior Secretary	G5	2.0	
Programme Outreach Assistant	G5	2.0	
Receptionist	G3	1.0	
Senior Security Guard	G3	1.0	
Security Guard	G2	14.0	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1.0	
Finance Officer	P2	1.0	
Materials Management Officer	P2	1.0	
National Accounting Officer	NP1	1.0	
National Human Resources Officer	NP1	1.0	
National IT/Communications Officer	NP1	1.0	
National Building Maintenance Officer	NP1	1.0	
Senior Asset Management Assistant	G6	1.0	
Senior Payroll Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Asset Management Assistant	G5	1.0	
Budget Assistant	G5	1.0	
Communications Assistant	G5	1.0	
Finance Assistant	G5	6.0	
Human Resources Assistant	G5	1.0	
IT Assistant	G5	1.0	
Procurement Assistant	G5	3.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Travel Assistant	G5	2.0	
Recruitment and Training Assistant	G5	1.0	
Building Maintenance Assistant	G4	1.0	
Human Resources Assistant	G4	1.0	
Transport Assistant	G4	1.0	
IT Help Desk Technician	G4	1.0	
Driver/Mechanic	G3	2.0	
Senior Driver	G3	1.0	
Warehouse Clerk	G3	1.0	
Driver	G2	6.0	
Handyman	G2	2.0	
Senior Cook	G2	1.0	
Cleaner	G1	3.0	
Cook	G1	1.0	
B.1.1 Political and Military Aspects of Security			
Head, Politico-Military Department	S3	1.0	
Border Management Officer	S2	1.0	
Counter-Terrorism and Police Issues Adviser	S2	1.0	
Demining Officer	S2	1.0	
National Politico-Military Officer	NP2	1.0	
National Border Management Officer	NP1	1.0	
National Programme Officer	NP1	2.0	
National Political Dialogue Officer	NP1	1.0	
National Police Assistance Officer	NP1	1.0	
National Liaison Officer	NP1	1.0	New post
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	5.0	
Programme Assistant	G5	1.0	New post
Project Assistant	G5	1.0	
B.2.1 Economic and Environmental Activities			
Head, Economic and Environmental Department	S3	1.0	
Senior Anti-Corruption Officer	S3	1.0	
Economic Officer	S2	1.0	
Water and Energy Policy Adviser	S2	1.0	
Field Officer, Economic and Environmental Issues	S1	1.0	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
National Environmental Officer	NP1	1.0	
National Programme Officer	NP1	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	5.0	
Project Assistant	G5	1.0	
B.3.1 Human Dimension Activities			
Head, Human Dimension Department	S3	1.0	
Gender and Anti-Trafficking Officer	S2	1.0	
Human Rights Officer	S2	1.0	
Media Officer	S2	1.0	
Rule of Law Officer	S2	1.0	
National Gender Officer	NP1	1.0	
National Media Development Officer	NP1	1.0	
National Programme Officer, Human Rights	NP1	1.0	
National Programme Officer, Gender and Democratization	NP1	1.0	New post
Senior Programme Assistant	G6	2.0	
Programme Assistant	G5	4.0	
Project Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Total for the Programme Office in Dushanbe		**133.0**	
GRAND TOTAL		**2,269.3**	

INTERPRETATIVE STATEMENT UNDER
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE
OF THE ORGANIZATION FOR SECURITY AND
CO-OPERATION IN EUROPE

The delegation of Bulgaria, in its capacity as EU Presidency, passed the floor to the representative of the European Union, who delivered the following statement:

"The Member States of the European Union welcome the adoption of the OSCE Unified Budget for 2018. They recognize the difficulty of this budgetary exercise in the current context and reiterate their support to the Italian Chairmanship in implementing it.

Unfortunately, as in previous years, this budget shows a lack of balance and operational credibility. It departs from the priorities of a very large majority of the OSCE participating States and ignores those of the EU Member States, although they account for 70 per cent of our Organization's budgetary contributions. The EU Member States remain committed to providing the Organization with adequate resources so that it can implement its comprehensive approach to security.

Moreover, this budget presents a number of recurrent difficulties. The limited number of credits allocated to the Office for Democratic Institutions and Human Rights (ODIHR) remains highly inadequate given the current issues and challenges and threatens its programmatic activities. It is a matter of extreme concern and jeopardizes the ODIHR's ability to fully accomplish its mandate. The Office in Warsaw sees its scope for action narrowed and threatened from year to year by the reduction in resources, in particular in the area of election observation, which merely exposes all of the participating States unnecessarily to demands for extrabudgetary funds made inevitable by this artificial reduction as a result of the will of a handful of States. We reiterate our support for the existing election observation methodology. It should not be called into question on account of budgetary constraints. We remain determined to rectify this situation and have spared no efforts in that regard.

The situation with respect to the budget for the Representative on Freedom of the Media is no less worrying. This institution should also receive more resources. We deplore the fact that, as every year, some countries continue to obstruct this in spite of the limited financial stakes and the commitments that they themselves have undertaken within the OSCE.

We reiterate our full support for the mandates of the three autonomous institutions and stress the importance and priority that we attach to their being provided with human and

financial resources sufficient for them to carry out their mandates properly. We recall that for more than five years their budgets have stagnated and even shrunk, despite the fact that the human dimension is at the core of the OSCE's mandate and indispensable for its accomplishment.

We regret the fact that a small number of States have blocked an upgrade of the post of the Senior Gender Adviser. The EU Member States will continue to promote gender equality in all of the OSCE's activities and strongly urge that practical measures be implemented to improve access to and the visibility of the Senior Gender Adviser.

We are willing to support the financing of investments in essential infrastructures through cash surpluses, insofar as such investments generate substantial savings in the future. We are not convinced, however, that these surpluses should or can be used systematically to cover reasonable expenses incurred through the OSCE's main activities within the Unified Budget.

It is regrettable that the field missions in Central Asia are still under-budgeted and the allocations correspond less and less to the security challenges encountered in that region.

We recall our strong support for better control of the costs of the Secretariat and note the inadequacy of efforts to control fixed personnel costs, demonstrating the need to find a lasting solution to this matter. We welcome the communication of key performance indicators and call for further efforts to improve evaluation mechanisms within the Secretariat.

We remain committed to supporting the positive impetus to reforms proposed by the Working Group on Horizontal Issues and currently being implemented by the Group of Experts established by the Italian Chairmanship.

We shall pay close attention to ensuring that the implementation of the new methodology for calculating board and lodging allowances (BLA) is reviewed with account taken of the ongoing reform of the secondment system. We continue to call for a more sustainable and rational BLA rate for the team of the Permanent Representative of the Chairperson-in-Office on the Conflict Dealt with by the Minsk Conference. The EU Member States will continue to place qualified personnel at the OSCE's disposal.

The discussion of the 2018 budget has also once again demonstrated the urgent need to find a solution for the Augmentations Fund with account taken of the financial arrangement adopted by the participating States regarding their level of contribution. We reiterate our support for the continued transfer of the posts concerned to the scale for the Secretariat.

We look forward to a rapid solution to the question of reimbursement from the Unified Budget of taxes levied by certain participating States on the income of local mission staff. The discussion and consultations that have taken place for many years have revealed directions that should now form the basis without delay for concrete and formal proposals by the Italian Chairmanship's committee of experts. We shall continue to follow this matter very carefully.

We request that this statement be appended to the adopted decision and included in the journal of the day."

The candidate countries the former Yugoslav Republic of Macedonia[1], Montenegro[1], Serbia[1] and Albania[1], the country of the Stabilisation and Association Process and potential candidate Bosnia and Herzegovina, as well as the Republic of Moldova, align themselves with this statement.

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1   The former Yugoslav Republic of Macedonia, Montenegro, Serbia and Albania continue to be part of the Stabilisation and Association Process.

INTERPRETATIVE STATEMENT UNDER PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE OF THE ORGANIZATION FOR SECURITY AND CO-OPERATION IN EUROPE

By the delegation of the Russian Federation:

"Having joined the consensus regarding the Permanent Council decision on the approval of the 2018 OSCE Unified Budget, the Russian Federation notes the following.

The OSCE budget is the key political document defining the programmatic activities of the OSCE institutions and field presences, which should be based exclusively on the decisions of our Organization's decision-making bodies and the agreed approaches to the work of all executive structures. It is therefore inadmissible to impose structural and staffing changes that are not based on positions approved by all participating States with respect to the OSCE's main tasks and areas of activity.

The Secretariat occupies the principal place among the executive structures, and therefore from the very beginning of the budget discussions the Russian Federation advocated adequate provision of resources to its units dealing primarily with conflict resolution, countering new threats and challenges, combating trafficking in human beings and developing economic co-operation. From the outset, we have supported the plans to upgrade the Secretariat's infrastructure, especially its computer networks with a view to increasing their level of protection against possible cyberattacks. We are therefore disappointed at the position of a number of participating States that demanded a substantial reduction in the budget requested by the Secretariat.

We note with regret the continuing imbalance in the financing of the OSCE's three baskets with a significant and unjustified bias in favour of the human dimension. We believe that the long overdue optimization of events in this area would help to restore the balance among the dimensions and make significant savings on resources, which could be used for conferences and seminars in the politico-military and economic and environmental spheres.

We have serious criticisms regarding the stubborn unwillingness of the Office for Democratic Institutions and Human Rights (ODIHR) to change its practice of double standards and do away with its unilateral approaches to programmatic activities. There is also need for improvement in the ODIHR's election observation methodology and practice, which should be based on agreed principles and rules for election monitoring. This will help to ensure full-scale and balanced monitoring of electoral processes in all OSCE participating States, without the need for additional funding. We trust that the ODIHR's senior officials

will heed the specific comments and proposals by the Russian Federation on all aspects of the Office's current and future work.

We also have substantive comments to make regarding the activities of the OSCE Representative on Freedom of the Media. The systematic disregard for significant problems regarding freedom of expression in the OSCE area is inadmissible, as are the imbalances in the work of that institution on such problems. I am referring, in particular, to the choice of different responses to similar situations depending on the State in question, which suggests bias. The Representative's inconsistency in assessing the persecution of journalists and media in OSCE countries, primarily in Ukraine, Latvia, Lithuania, Moldova, the United States of America, France and a number of other participating States, is disappointing. We therefore expect the Representative on Freedom of the Media to take a more objective approach to the fulfilment of his mandate, to which additional funding has now been allocated.

We note the need to increase transparency and proper accountability both of institutions and of field presences with regard to ongoing programmes and projects, which should be based on the instructions of the decision-making bodies and agreed upon in advance with the countries concerned. This applies to the use of both budgetary and extrabudgetary resources. We consider it necessary to continue the practice of regularly informing the participating States about the use by all executive structures of extrabudgetary resources, as was done in November 2017.

The Russian Federation maintains the importance of continuing the discussion on the secondment of staff to OSCE field presences. First and foremost, it is necessary to develop a mechanism for the balanced geographical distribution of posts in the OSCE executive structures – both contracted and seconded, including through their alignment with participating States' contributions. In that connection, we categorically oppose linking the reform of the secondment system with the classification of States on the basis of their financial capacity for supporting the staff of OSCE missions. All countries, including Russia, pay into the OSCE Unified Budget and thus collectively pay for their maintenance, regardless of their national identity.

As for the provision in the Permanent Council decision regarding the allocation of around 850,000 euros to observe local elections in Donbas, the Russian Federation assumes that this refers to monitoring by the ODIHR of elections in certain areas of the Donetsk and Luhansk regions of Ukraine in full accordance with Point 12 of the Package of Measures for the Implementation of the Minsk Agreements of 12 February 2015. We should like to recall that the document in question was endorsed by United Nations Security Council resolution 2202, which calls on all parties to fully implement the aforementioned Package of Measures.

We request that this statement be appended to the adopted decision on the approval of the budget and to the journal of the day."

INTERPRETATIVE STATEMENT UNDER PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE OF THE ORGANIZATION FOR SECURITY AND CO-OPERATION IN EUROPE

By the delegation of France:

"France aligns itself with the interpretative statement made on behalf of the Member States of the European Union.

It would also like to make an interpretative statement in its own name under paragraph IV.1(A)6 of the Rules of Procedure of the OSCE regarding the following elements.

As in previous years, France cannot but regret that the adoption of the annual Unified Budget was the subject of tactical games motivated by political objectives not closely connected with the real discussion issues and contrary to the higher interests pursued within the OSCE. Moreover, it cannot but deplore the fact that its own legitimate interests and demands have been neglected as a result, in spite of the consistent financial and political support it has agreed to provide to our Organization.

In spite of the highly unsatisfactory nature of this budget, in particular because of the threats it continues to pose to the effectiveness of the autonomous institutions and several field missions, France has joined the consensus subject to the following interpretations:

– The omission from the Unified Budget of the costs of interpretation for the two preparatory meetings for the annual Economic and Environmental Forum because of the exceptional and unusual circumstance of their being held in two of the six official OSCE languages is a solution that should be regarded as definitive and permanent;

– The unusual and unjustified continuation of the Augmentations Fund, whose abolition has been demanded for too many years now, is no longer acceptable. France has decided to cease payment of the contributions unduly attributed to it in that regard and has notified the Secretariat of this decision. It urges the large majority of participating States, which are in the same situation, to do likewise;

– France reserves the right to do the same regarding its contribution to the inappropriate reimbursement to local OSCE mission staff of income tax that some participating States continue to levy, if concrete solutions are not proposed and implemented in 2018, as we indicated in our previous interpretative statement on the budget on 1 June 2017;

–   The new methodology for calculating the board and lodging allowance (BLA), whose inclusion in the 2017 budget France consistently opposed, has been provisionally renewed by the Permanent Council for 2018 and remains subject to review in 2018, particularly in relation to the reform of the policy regarding the employment of seconded staff, which is closely linked with the BLA. France cannot accept a misuse of the secondment system that would turn the BLA into a remuneration package compensating for the failure by certain participating States to pay the staff.

We naturally support the work on reform undertaken on the initiative of Italy within the Group of Experts on "structural" issues created by it for that purpose.

Finally, any increase in expenditure under the Organization's Unified Budget remains subject to the review of the current scales of contributions, whose simple renewal will not be considered by France.

If the OSCE participating States are on an equal footing in political terms, they are not equal when it comes to their financial contributions. We would recall once again that France is one of the main contributors to our Organization, accounting for over 10 per cent of its budget. The European Union and its Member States contribute 70 per cent of the OSCE budget, the North American participating States 20 per cent, and Switzerland and Norway 5 per cent, while 40 of the 57 participating States each contribute less than 1 per cent. This situation is untenable.

Mr. Chairperson, I request that this statement be appended to the decision adopted, and included in the journal of the day."

INTERPRETATIVE STATEMENT UNDER
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE
OF THE ORGANIZATION FOR SECURITY AND
CO-OPERATION IN EUROPE

By the delegation of the United States of America:

"The United States wishes to make an interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure.

The United States joins others in commending the efforts of the Italian Chairmanship during difficult budget discussions this year. Without such leadership, today's decision on the 2018 Unified Budget would not have been made possible.

Mr. Chairperson, we have joined consensus on the 2018 Unified Budget because we believe in the OSCE and that it must have a budget to move forward with its critical programmes and activities. However, this budget is far from ideal and falls short in several critical areas.

We are disappointed that the budget does not sufficiently meet the resource needs of the OSCE's independent institutions: the Office for Democratic Institutions and Human Rights (ODIHR), the High Commissioner on National Minorities (HCNM), and the Representative on Freedom of the Media (RFoM). These institutions have been underfunded for many years, hampering implementation of the mandates that the participating States have given them: to assist participating States in meeting their OSCE commitments under the Helsinki Final Act and subsequent instruments. As responsible stewards of the OSCE's financial resources, we must ensure that these institutions receive adequate funding.

We regret that a small number of participating States has blocked the upgrade of the Senior Gender Adviser. The United States will continue to promote gender equality in all OSCE activities, and to encourage practical measures to improve access and visibility of this important post.

For yet another year, we are disappointed that the Border Management Staff College, one of Central Asia's only forums for regional border security and co-operation with neighbouring Afghanistan, was excluded from the Unified Budget.

The OSCE region has many growing security challenges. We call on all participating States to take a renewed look at the unique role of this Organization to meet security threats head on and to ensure that it has the resources necessary, when necessary, to carry out its vital mandates.

The United States requests that this statement be appended to the adopted decision and recorded in the journal of the day.

Thank you, Mr. Chairperson."

INTERPRETATIVE STATEMENT UNDER
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE
OF THE ORGANIZATION FOR SECURITY AND
CO-OPERATION IN EUROPE

By the delegation of Austria:

"Austria is pleased with the adoption of the Unified Budget of the OSCE for 2018 achieved today and expresses its gratitude to the Chairmanship for its tireless efforts.

Alongside the interpretative statement by the Member States of the European Union which we fully share, we feel the necessity to make the following remarks in our national capacity as the host country and as recent Chairmanship.

We observe with growing concern the continued downward trend in the unified budgets of the OSCE. These reductions have been agreed over a prolonged sequence of years and for nearly all thematic and geographical areas. This has been happening not only in times of economic crisis but is also implemented in times of relative economic prosperity and in spite of rising security challenges – local, regional and transnational ones. This negative evolution is undermining more and more the capacity of our Organization to react to crises in the necessary and best way. As a consequence, this further damages our trust in its capabilities.

In this context, Austria calls on all delegations to provide the OSCE executive structures in the future with the resources they need for fulfilling their important mandates and goals. This includes ensuring continued access of the Organization to highly qualified staff on the international labour market by being able to offer attractive conditions, access to adequate technological means and sufficient financial resources. Any reform, also the ones of staffing, secondment and salary systems, needs to be carried out in this spirit.

We need to approach the negotiations for the 2019 Unified Budget in a renewed spirit of ownership, responsibility and support for our common and important endeavour."

INTERPRETATIVE STATEMENT UNDER
PARAGRAPH IV.1(A)6 OF THE RULES OF PROCEDURE
OF THE ORGANIZATION FOR SECURITY AND
CO-OPERATION IN EUROPE

By the delegation of the Holy See:

"Thank you, Mr. Chairperson.

Regarding the adopted decision on approval of the 2018 Unified Budget, the Holy See would like to make the following interpretative statement in accord with paragraph IV.1(A)6 of the OSCE Rules of Procedure.

The Holy See joins consensus on this decision with the understanding that its explicit task to all fund managers – 'to ensure full compliance of their programme activities with respective mandates and with the body of the OSCE principles, commitments and decisions' – will be the subject of careful consideration and dutiful implementation in good faith within the executive structures of the OSCE, including for the now enlarged 'Gender Issues' programme in the OSCE Secretariat.

The work undertaken by the 'Gender Issues' programme in the OSCE Secretariat is to be based on OSCE consensus-based commitments on promoting gender equality within the mandate of the executive structures of the OSCE, thus reflecting the participating States' decision to make equality between women and men an integral part of policies within the Organization.

The Holy See wishes to reiterate its understanding of equality between women and men within the work of the OSCE, recalling the continued validity of its interpretative statement made at the 535th plenary meeting of the OSCE Permanent Council and attached to Decision No. 638.

The Holy See fully supports the OSCE commitments aimed at a true and authentic equality between women and men and resolutely upholds the distinction with regard to sex, firmly believing that ''male' and 'female' differentiate two individuals of equal dignity, which does not however reflect a static equality, because the specificity of the female is different from the specificity of the male, and this difference in equality is enriching and indispensable for the harmony of life in society. Woman is the complement of man, as man is the complement of woman: man and woman complete each other mutually, not only from a physical and psychological point of view, but also ontologically. It is only because of the duality of 'male' and 'female' that the 'human' being becomes a full reality' (Compendium of the Social Doctrine of the Church, Nos. 147–148).

The Holy See is convinced that the best way to promote a full and true equality between women and men, and to increase women's role in society, is to counteract prejudice and negative stereotypes against women, to affirm the ontological equality in dignity and rights between men and women by using all juridical, cultural and social means, and not to separate 'gender' from sex or to affirm or advance a notion of a fluid gender personality.

Based on these fundamental principles, the position of the Holy See is guided by the following elements:

1.   The term 'gender', as employed in the OSCE documents, is to be understood according to its ordinary and universally accepted usage, namely, two sexes, male and female, within the context of society.

2.   In joining consensus on any decision or other action of the OSCE decision-making bodies that include the word 'gender', the Holy See does so with the exclusive understanding of the term 'gender' as two sexes, male and female, within the context of society.

While the Holy See certainly regrets that its appeal for serious discussion on the work incumbent on the 'Gender Issues' programme in the OSCE Secretariat was rejected by some participating States, it continues to consider such deliberations indispensable. My delegation stands ready to engage constructively in such discussions, assuring all the participating States that the Holy See's support for the implementation of consensually agreed OSCE commitments on advancing the promotion of equality between men and women remains unchanged.

Mr. Chairperson, I kindly request that this interpretative statement be attached to the decision and to the journal of the day.

Thank you, Mr. Chairperson."