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Organization for Security and Co-operation in Europe
Permanent Council

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1331st Plenary Meeting
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DECISION No. 1413
APPROVAL OF THE 2021 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 2021 Unified Budget contained in Annex I;

2.   Approves the 2021 Unified Budget Post Table contained in Annex II;

II.   Acknowledging the operational impediments caused by the ongoing COVID-19 pandemic,

Underlining that the budget composition as presented in Annex 1 reflects an expenditure pattern specific to this year and should not be seen as setting an annual base line for the allocation of resources in the 2022 Unified Budget Proposal,

Acknowledging that agreement could not yet be found on all programmatic activities and noting the need to continue some of these discussions,

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 on 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,

Recalling Permanent Council Decision No. 1288 of 15 February 2018, establishing a special fund for the purpose of carrying out observation of local elections in certain areas of the Donetsk and Luhansk regions of Ukraine, and

Bearing in mind the previous discussions on horizontal issues and their outcomes, including the Augmentations Fund, the board and lodging allowance (BLA), local staff income tax, the secondment system as well as the budget cycle, as a separate issue,

1.   Undertakes to continue efforts, including throughout the Unified Budget cycle in 2021, 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.   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;

4.   Tasks all fund managers to distribute an open-ended list of Unified Budget projects to be undertaken and funded within the 2021 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 once a year;

5.   Undertakes to take into account the lessons learned from the pandemic that contribute to increased effectiveness, efficiency, as well as sustainability, and tasks OSCE fund managers to incorporate learning from the pandemic to this end.

THE 2021 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	1,190,500
A.1.2	Security Management	636,500
A.1.3	External Co-operation	653,700
A.1.4	Office of Legal Affairs	786,800
A.1.5	Communication and Media Relations Section	1,664,000
A.1.6	Conference and Language Services	5,437,500
A.2.1	The OSCE Documentation Centre in Prague	640,100
B.4.1	Gender Issues	437,100
	Total	**11,446,200**

Chairperson-in-Office

A.1.1	Short Term Mission/Visits of CiO and PR of the CiO	500,000
A.1.2	Advisory Committee on Management and Finance (ACMF)	11,000
A.1.3	Panel of Adjudicators	32,800
A.1.4	Audit Committee	34,000
A.1.5	External Auditors	85,200
	Total	**663,000**

Internal Oversight

A.1.1	Internal Oversight	1,828,900
	Total	**1,828,900**

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	1,073,700
	Total	**1,073,700**

Addressing Transnational Threats

B.4.1	Co-ordination of TNT Activities	547,300
B.4.2	Strategic Police Matters Unit	706,900
B.4.3	Action Against Terrorism	830,600

THE 2021 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
B.4.4 Border Security and Management	684,800
Total	**2,769,600**
Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities	1,979,200
B.2.2 Economic and Environmental Forum	256,500
Total	**2,235,700**
Conflict Prevention	
A.1.1 CPC Direction and Management	460,400
A.1.2 Policy Support Service	1,474,000
A.1.3 Operations Service	1,184,700
A.1.4 Programming and Evaluation Support Unit	530,000
B.1.1 FSC Chairmanship	12,700
B.1.2 FSC Support	696,200
B.1.3 Communications and Technology Unit	633,900
Total	**4,991,900**
Human Resources Management	
A.2.1 Department of Human Resources	4,171,600
Total	**4,171,600**
Department of Management and Finance	
A.2.1 Management and Co-ordination	888,200
A.2.2 Budget and Finance Services	2,162,200
A.2.3 Information and Communication Technology Services	4,370,900
A.2.4 Mission Support Service	2,517,600
Total	**9,938,900**
Total for the Secretariat	**39,119,500**
Office for Democratic Institutions and Human Rights	
A.1.1 Direction and Policy	1,294,600
A.2.1 Fund Administration Unit	2,970,700
B.3.1 Human Dimension Meetings	603,000
B.3.2 Democratization	1,580,300
B.3.3 Human Rights	1,232,200
B.3.4 Elections	6,505,200
B.3.5 Tolerance and Non-Discrimination	1,418,200

THE 2021 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
B.3.6 Roma and Sinti Issues	555,700
Total	**16,159,900**
High Commissioner on National Minorities	
A.2.1 Fund Administration Unit	544,700
B.1.1 Office of the High Commissioner	2,959,300
Total	**3,504,000**
Representative on Freedom of the Media	
A.1.1 Freedom of the Media	1,608,800
Total	**1,608,800**
TOTAL FOR FUNDS RELATED TO THE **SECRETARIAT AND INSTITUTIONS**	**60,392,200**
II. FUNDS RELATED TO OSCE FIELD OPERATIONS	
Augmentations	
Secretariat Augmentations	
A.1.1 Policy Support Service	247,800
A.2.1 Information and Communication Technology Services	768,200
A.2.2 Mission Support Service	738,300
Total	**1,754,300**
ODIHR Augmentation	
B.3.1 ODIHR Democratization	234,100
Total	**234,100**
Total for Augmentations	**1,988,400**
SOUTH-EASTERN EUROPE	
Mission in Kosovo	
A.1.1 Office of Head of Mission	2,750,300
A.2.1 Fund Administration Unit	5,495,100
B.1.1 Security and Public Safety	1,582,700
B.3.1 Democratization	1,744,600
B.3.2 Human Rights and Communities	5,889,900
Total	**17,462,600**

THE 2021 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
Mission to Bosnia and Herzegovina	
A.1.1 Office of Head of Mission	1,593,400
A.2.1 Fund Administration Unit	3,974,900
A.2.2 Shared Service Centre, ICT Help Desk	253,800
B.1.1 Security Co-operation	581,300
B.3.1 Human Dimension	5,278,600
Total	**11,682,000**
Mission to Serbia	
A.1.1 Office of Head of Mission	995,400
A.2.1 Fund Administration Unit	1,700,600
B.1.1 Security Co-operation	950,800
B.3.1 Democratization	1,115,400
B.3.2 Media	443,200
B.3.3 Rule of Law and Human Rights	1,053,200
Total	**6,258,600**
Presence in Albania	
A.1.1 Office of Head of Mission	487,300
A.2.1 Fund Administration Unit	1,035,900
B.1.1 Security Co-operation	346,100
B.2.1 Governance in Economic and Environmental Issues	308,200
B.3.1 Democratization	432,100
B.3.2 Rule of Law and Human Rights	371,600
Total	**2,981,200**
Mission to Skopje	
A.1.1 Office of Head of Mission	987,000
A.2.1 Fund Administration Unit	1,939,500
B.1.1 Public Safety and Community Outreach	1,778,700
B.3.1 Human Dimension	1,800,900
Total	**6,506,100**
Mission to Montenegro	
A.1.1 Office of Head of Mission	316,100
A.2.1 Fund Administration Unit	603,800
B.3.1 Democratization	467,900
B.3.2 Media	361,700
B.4.1 Security Co-operation and Governance	402,600
Total	**2,152,100**
Total for South-Eastern Europe	**47,042,600**

THE 2021 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
EASTERN EUROPE	
Mission to Moldova	
A.1.1 Office of Head of Mission	421,200
A.2.1 Fund Administration Unit	874,000
B.1.1 Conflict Prevention/Resolution	532,400
B.3.1 Human Rights	475,100
Total	**2,302,700**
Project Co-ordinator in Ukraine	
A.1.1 Office of Head of Mission	386,700
A.2.1 Fund Administration Unit	923,700
B.3.1 Democratization and Good Governance	484,100
B.3.2 Rule of Law and Human Rights	721,900
B.4.1 Human Security	589,800
B.4.2 Economic, Environmental and Politico-Military Projects	512,300
Total	**3,618,500**
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	**5,926,700**
CAUCASUS	
High-Level Planning Group	
A.1.1 Office of Head of Mission	247,600
Total	**247,600**
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	467,300
A.2.1 Fund Administration Unit	712,400
Total	**1,179,700**
Total for Caucasus	**2,338,500**

THE 2021 UNIFIED BUDGET (continued)

Fund	
Main Programme	
Programme	**EUR**

CENTRAL ASIA

Programme Office in Nur-Sultan
A.1.1	Office of Head of Mission	225,000
A.2.1	Fund Administration Unit	669,600
B.1.1	Politico-Military Activities	444,800
B.2.1	Economic and Environmental Activities	448,400
B.3.1	Human Dimension Activities	444,900
	Total	**2,232,700**

Centre in Ashgabat
A.1.1	Office of Head of Mission	407,400
A.2.1	Fund Administration Unit	547,100
B.1.1	Conflict Prevention and Confidence- and Security-Building	233,100
B.2.1	Economic and Environmental Activities	249,100
B.3.1	Human Dimension Activities	224,500
	Total	**1,661,200**

Programme Office in Bishkek
A.1.1	Office of Head of Mission	1,240,300
A.2.1	Fund Administration Unit	1,427,300
B.1.1	Politico-Military Activities	1,490,400
B.2.1	Economic and Environmental Activities	1,449,700
B.3.1	Human Dimension Activities	1,203,300
	Total	**6,811,000**

Project Co-ordinator in Uzbekistan
A.1.1	Office of Head of Mission	261,300
A.2.1	Fund Administration Unit	529,600
B.1.1	Politico-Military Activities	532,200
B.2.1	Economic and Environmental Activities	639,700
B.3.1	Human Dimension Activities	536,400
	Total	**2,499,200**

Programme Office in Dushanbe
A.1.1	Office of Head of Mission	1,169,300
A.2.1	Fund Administration Unit	2,035,500
B.1.1	Political and Military Aspects of Security	1,857,300
B.2.1	Economic and Environmental Activities	1,112,000
B.3.1	Human Dimension Activities	1,137,500
	Total	**7,311,600**

THE 2021 UNIFIED BUDGET (continued)

Fund **Main Programme** Programme	**EUR**
Total for Central Asia	**20,515,700**
TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	**77,811,900**
GRAND TOTAL	**138,204,100**

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 Executive Officer	S	1.0	
Strategic Planning and Resource Mobilization Co-ordinator	S	1.0	
Adviser on Youth and Security	S	1.0	
Senior Adviser/Co-ordinator for Enhancing Good Governance	S	1.0	New post
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	
Security Officer	S	1.0	
Senior Security Assistant	G6	1.0	New post
Administrative Assistant	G5	1.0	
Security Guard	G3	2.0	
Administrative Clerk	G3	1.0	Change from programme Mission Support Service
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	
Senior External Co-operation Officer	S	1.0	
Secretary	G4	1.0	
A.1.4 Office of Legal Affairs			
Head, Office of Legal Affairs	P5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Deputy Head, Office of Legal Affairs	P4	1.0	
Legal Adviser	P3	2.0	
Associate Legal Officer	P2	1.0	
Legal Officer	S	2.0	
Associate Legal Officer	S	1.0	
Legal Assistant	G5	1.0	
Legal Assistant	G4	1.0	
A.1.5 Communication and Media Relations Section			
Spokesperson/Head, Communication and Media Relations Section	P5	1.0	
Chief, Media Relations Unit	P4	1.0	
Chief, Online Communications Unit	P4	1.0	
Media Officer	P3	1.0	
Publications Editor and Outreach Officer	P3	1.0	
Communications Officer	P3	2.0	
Communications Officer	P3	1.0	Transfer from Augmentations
Information Architect	P3	1.0	
Associate Web Developer	P2	1.0	
Associate Online Communications Officer	P2	1.0	
Communications Officer	S	1.0	New post
Senior Media Assistant	G6	1.0	
Media Assistant	G5	1.0	
A.1.6 Conference and Language Services			
Head, Conference Services	P5	1.0	
Chief Linguist	P4	1.0	
Conference Officer	P3	1.0	
Senior Language Services Assistant	G6	1.0	
Senior Meetings Assistant	G6	3.0	
Supervisor, Meetings Support and Documents Unit	G6	1.0	
Supervisor, Documents Control Unit	G6	1.0	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Support Services Assistant	G4	1.0	
Technical Assistant	G4	1.0	
Word Processing Operator	G4	9.0	
Documents and Meetings Support Assistant	G4	5.0	
Meetings Assistant	G4	1.0	Downgrade
Conference Support Clerk	G2	3.0	
A.2.1 The OSCE Documentation Centre in Prague			
Head of Office and Officer in Charge of Meetings	S	1.0	
Associate Records Management Officer	P2	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	
Registry and Records Assistant	G4	3.0	
Cleaner/Events Support	G2	1.0	Upgrade
B.4.1 Gender Issues			
Senior Adviser on Gender Issues	P5	1.0	
Adviser on Gender Issues	P3	1.0	
Adviser on Gender Issues	S	4.0	
Senior Co-ordination Adviser	S	1.0	
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	
Associate Investigation Officer	P2	1.0	Full-time post budgeted for nine months in 2020
Senior Evaluator	S	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Evaluation Officer	S	1.0	
Associate Investigation Officer	S	1.0	
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	
Programme Officer	P3	2.0	
Programme and Capacity-Building Officer	P3	1.0	
Associate Officer on CTHB	P2	1.0	
Associate Country Visit Officer	P2	1.0	
Assistant Officer on CTHB	P1	1.0	
Senior Adviser	S	1.0	
Executive Programme Officer	S	1.0	
Associate Public Information Officer	S	1.0	
Senior Secretary	G5	1.0	
Administrative Assistant	G4	1.0	
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	
Policy and Co-ordination Officer	S	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, Adviser on Cybercrime	P4	1.0	
Police Affairs Officer on Combating Illicit Drugs	P4	1.0	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Police Affairs Officer, Adviser on Analysis and Reporting	P4	1.0	
Police Affairs Officer, Adviser on Police Reform	S	1.0	
Adviser on Combating Trafficking in Human Beings	S	1.0	
Adviser on Fight against Organized Crime	S	1.0	
Police Affairs Officer, Adviser on Community Policing	S	1.0	
Administrative Assistant	G5	1.0	
B.4.3 Action against Terrorism			
Head, Anti-Terrorism Issues	S	1.0	
Deputy Head, Anti-Terrorism Issues	P4	1.0	
Programme Officer	P3	1.0	
Programme Officer	P3	1.0	Upgrade
Associate Programme Officer	P2	1.0	Upgrade
Counter Terrorism Officer	S	1.0	
Senior Legal Counter-Terrorism Adviser	S	1.0	
Senior Adviser on Anti-Terrorism Issues	S	1.0	
Project Assistant	G5	1.0	
Office Assistant	G4	1.0	
B.4.4 Border Security and Management			
Head, Border Security and Management Unit	S	1.0	
Border Management Officer	P3	1.0	
Customs Adviser	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	
Deputy Co-ordinator/Head, Economic Activities	P5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
Economic Connectivity Officer	S	1.0	
Economic Affairs Officer	S	1.0	
Associate Economic Affairs Officer	S	1.0	
Economic and Environmental Officer	S	1.0	
Economic and Environmental Affairs Adviser	S	1.0	
Environmental Affairs Adviser	S	1.0	
Senior Programme Officer, Energy Security	S	1.0	
Programme Officer, Economic Co-operation and Governance	S	1.0	
Environmental Governance Officer	S	1.0	
Associate Energy Security Officer	S	1.0	
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 Adviser	S	1.0	New post
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	6.0	
Senior Policy Support Assistant	G6	3.0	
Secretary	G4	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	6.0	
Secretary	G4	1.0	
A.1.4 Programming and Evaluation Support Unit			
Chief, Programming and Evaluation Support Unit	P4	1.0	
Programming and Project Management Support 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 and Technology Unit			
Chief, Communications and Technology Unit	P4	1.0	
Network Management Officer	P3	1.0	
Associate Technology Officer	S	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Network Management Assistant	G5	1.0	
Human Resources Management			
A.2.1 Department of Human Resources			
Director for Human Resources	D1	1.0	
Deputy Director for Human Resources	P5	1.0	
OSCE Ethics Co-ordinator	P4	1.0	
Chief, Talent Development	P4	1.0	
Chief, HR Administration	P4	1.0	
Chief, Talent Acquisition	P4	1.0	
Chief, Payroll and HR Analytics	P4	1.0	
Human Resources Officer	P3	1.0	New post
Planning and Co-ordination Officer	P3	1.0	
Talent Development Officer	P3	1.0	
HR Policy and Employee Relations Officer	P3	1.0	Transfer from Augmentations
Talent Acquisition Officer	P3	1.0	Transfer from Augmentations
Ethics Officer	S	1.0	
Chief OSCE Medical Officer	S	1.0	
Adviser, Human Resources	S	1.0	
HR Policy and Employee Relations Officer	S	1.0	
Associate Talent Acquisition Officer	S	1.0	
HR Adviser, Duty of Care	S	1.0	
Senior HR Assistant	G7	1.0	
Senior Payroll Assistant	G6	2.0	
Senior HR Assistant	G6	3.0	
Senior HR Policy and Employee Relations Assistant	G6	1.0	New post
Senior Talent Acquisition Assistant	G6	2.0	
Senior Secretary	G5	1.0	
HR Assistant	G5	1.0	
HR Assistant	G5	1.0	Transfer from Augmentations
Talent Development Assistant	G5	2.0	
Talent Development Assistant	G5	1.0	New post
Talent Acquisition Assistant	G5	3.0	
Payroll Assistant	G4	1.0	
HR Assistant	G4	2.0	
Talent Acquisition Assistant	G4	2.0	
HR Clerk	G3	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Talent Development Clerk	G3	1.0	
Talent Acquisition Clerk	G3	1.0	
Department of Management and Finance			
A.2.1 Management and Co-ordination			
Director for Management and Finance	D1	1.0	
Chief, Information Security and Co-ordination	P4	1.0	
Risk Management and Internal Control Officer	P3	1.0	
Information Security Officer	P3	1.0	Transfer from Augmentations
Associate Risk Management Officer	P2	1.0	
Senior Administrative/Finance Assistant	G6	1.0	
Senior Planning and Co-ordination Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
A.2.2 Budget and Finance Services			
Principal Deputy Director, Head of Budget and Finance Services	P5	1.0	
Chief, Accounts Unit	P4	1.0	
Chief, Budget Unit	P4	1.0	
Chief, Treasury and Extrabudgetary Contributions Unit	P4	1.0	
Budget Officer	P3	1.0	
Budget Officer	P3	1.0	Transfer from Augmentations
Finance Officer	P3	1.0	Transfer from Augmentations
Extrabudgetary Contributions Officer	P3	1.0	
Associate Treasury Officer	P2	1.0	
Associate Finance Officer	P2	1.0	
Associate Extrabudgetary Contributions Officer	S	1.0	
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	
Budget Assistant	G5	2.0	Transfer from Augmentations
Finance Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Finance Assistant	G4	3.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
A.2.3 Information and Communication Technology Services			
Deputy Director, Head of ICTS	P5	1.0	
Chief, ICT Infrastructure Support	P4	1.0	
Chief, Software Development	P4	1.0	
Chief, Functional Support	P4	1.0	
Oracle Platform Systems Architect	P3	1.0	Downgrade
Senior Information Technology Assistant	G7	1.0	
Senior ERP Applications Assistant	G7	2.0	
Senior IRMA HR Support Assistant	G7	1.0	
Senior System Administration Assistant	G7	1.0	
Senior ICT Assistant	G6	1.0	
Senior Information Management 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 IRMA Functional Support Assistant	G6	1.0	
ICT Assistant	G5	1.0	
Information Technology User Support Assistant	G5	1.0	
Information Technology User Support Assistant	G5	1.0	Transfer from Augmentations
ICT User Support Assistant	G5	1.0	
ICT Communications Assistant	G5	1.0	
ICT Help Desk Assistant	G4	1.0	
A.2.4 Mission Support Service			
Deputy Director, Head of MSS	P5	1.0	
Chief, Procurement and Contracting Unit	P4	1.0	
Chief, Asset, Logistics and Travel Support Unit	P4	1.0	
Procurement Officer	P3	1.0	Unfunded
Chief, Facilities Management	P3	1.0	
Logistics and Transport Officer	P3	1.0	Unfunded in 2020
Associate Procurement Officer	P2	1.0	
Senior Asset Management Assistant	G7	1.0	
Senior Asset Management Assistant	G6	1.0	
Senior Building Maintenance Assistant	G6	1.0	
Senior Travel Assistant	G6	1.0	
Building Maintenance Assistant	G5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Procurement Information Assistant	G5	1.0	
Procurement/Administrative Assistant	G5	1.0	
Warehouse Assistant	G5	1.0	New post
Mail Processing Assistant	G4	0.6	Abolished, full-time post budgeted for seven months
Mail and Logistics Assistant	G4	0.4	New post, full-time post budgeted for five months
Warehouse Clerk	G3	1.0	
Transport Dispatcher	G3	0.6	Abolished, full-time post budgeted for seven months
Building Support Clerk	G3	1.0	
Driver	G2	1.0	
Manual Worker	G2	1.0	
Cleaner	G1	6.0	
Total for the Secretariat		**380.6**	

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	
Legal Adviser	S	1.0	
Special 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	
Policy and Fundraising Adviser	S	1.0	
Ethics Adviser	S	1.0	
Executive Assistant	G7	1.0	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1.0	
Press and Public Affairs Assistant	G5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
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	
Associate Procurement and Contracting Officer, EOM	P2	3.0	
Associate Finance Officer	P2	1.0	
Associate Documents and Records Management Officer	P2	1.0	
Associate Finance Officer, Elections	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 ICT 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	
Finance Assistant	G4	1.0	
Front Office Clerk	G3	2.5	
Senior Driver	G3	1.0	
Driver	G2	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
B.3.1 Human Dimension Meetings			
Associate 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	
Rule of Law Adviser	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	2.0	
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	1.0	
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1.0	
Human Rights Adviser/Monitoring and Response Co-ordinator	P3	1.0	
Associate Officer on Freedom of Religion or Belief	P2	1.0	
Adviser on Anti-Trafficking Issues	S	1.0	
Human Rights Adviser	S	1.0	
Human Rights Officer	S	1.0	
Adviser on Torture Prevention	S	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Associate Human Rights Officer	S	1.0	
Adviser on Human Rights and New Technologies	S	1.0	New post
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	
Adviser on Civil Society Relations	S	1.0	
Hate Crime Officer	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	P3	1.0	
Associate Programme Officer, Roma and Sinti Issues	P2	2.0	
Associate Programme Officer, Roma and Sinti Issues	S	1.0	
Adviser on Roma and Sinti Issues	S	1.0	
Administrative Assistant	G5	1.0	
Total for the Office for Democratic Institutions and Human Rights		**142.0**	
High Commissioner on National Minorities			
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1.0	
Senior Administrative Assistant	G7	1.0	
Senior ICT Assistant	G6	1.0	
Finance Assistant	G5	1.0	
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	
Associate Policy Support Officer	P2	1.0	
Project Officer	S	2.0	
Senior Legal Adviser	S	1.0	
Personal Adviser	S	1.0	
Communications Officer	S	1.0	
Administrative Assistant	G5	3.0	
Project Assistant	G5	2.5	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior Secretary	G5	1.0	
Communication and Editorial Assistant	G5	1.0	
Total for the High Commissioner on National Minorities		**32.5**	
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	
Senior Secretary, RFoM	G5	1.0	
Programme Secretary	G4	1.0	
Total for the Representative on Freedom of the Media		**17.0**	
Augmentations			
Secretariat Augmentations			
A.1.1 Policy Support Service			
Senior Policy Support Officer	P4	1.0	
Policy Support Officer	P3	1.0	
A.2.1 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 Information Technology Assistant	G6	2.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Senior ICT Support Assistant	G6	1.0	
A.2.2 Mission Support Service			
Procurement Officer	P3	1.0	
Travel Officer	P3	1.0	
Procurement and Contracting Officer	P3	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Contracts Assistant	G6	1.0	
Senior Freight Distribution Control Assistant	G6	1.0	
Senior Insurance Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
ODIHR Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head, Democratization Department	P4	1.0	
Total for Augmentations		**19.0**	
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	
Head of Office of Political Affairs and Communications	P4	1.0	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	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 Head, Legal Affairs	S3	1.0	
Field Security Officer	S3	1.0	
Deputy Head, Office of Central Co-ordination	S3	1.0	
Gender Adviser	S3	1.0	
Deputy Head, Office of Political Affairs and Communications	S3	1.0	
Senior Political Officer	S2	1.0	
Special Assistant to the Head of Mission	S2	1.0	
Project/Programme Evaluation Officer	S2	1.0	
Field Political Reporting Officer	S2	5.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Co-ordination/Reporting Officer	S1	1.0	
Co-ordination Officer	S1	1.0	
National Legal Officer	NP3	1.0	
National Deputy Spokesperson	NP3	1.0	
National Political Affairs Officer	NP3	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	3.0	
National Press and Public Information Officer	NP2	1.0	
National Graphic Presentation Officer	NP1	1.0	
National Project 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 Communications Assistant	G6	1.0	
Senior Situation Centre Assistant	G6	1.0	New post
Senior Security Planning Assistant	G6	1.0	New post
Media Monitoring Assistant	G5	2.0	
Senior Secretary	G5	2.0	
Social Media/Web Assistant	G5	1.0	
Security Systems/Logistics Assistant	G5	1.0	New post
Security Assessment Assistant	G5	1.0	New post
Office Assistant	G4	1.0	
Situation Centre Assistant	G4	5.0	New post
Regional Security Assistant	G4	5.0	
Senior Driver	G3	3.0	
Security Monitor	G3	37.0	
Monitoring and Close Protection Specialist	G3	2.0	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1.0	
Chief of Financial Management	P4	1.0	
Chief, Human Resources Management	P3	1.0	
Chief, ICT	P3	1.0	Downgrade
Contracts/Procurement Officer	P3	1.0	
Chief, General Services	S4	1.0	
Human Resources Officer	S2	1.0	
National Medical Officer	NP3	1.0	
National Chief of Accounts	NP3	1.0	
National Asset Management Officer	NP2	1.0	
National Budget Officer	NP2	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National Procurement Officer	NP2	1.0	
National Training Co-ordinator	NP2	1.0	
National ICT Officer VoIP, Internet Security	NP2	1.0	
National ICT Officer, Communications	NP2	1.0	
National ICT Officer, Software Development	NP2	1.0	Downgrade
National ICT Officer, Service Support	NP2	1.0	
National ICT Officer, LAN Systems	NP2	1.0	
National Transport and Building Management Officer	NP2	1.0	
National Archives Officer	NP1	1.0	
National Training 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 Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	2.0	
Senior ICT Technician Microwave/VSAT	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 Translator/Interpreter Assistant	G6	2.0	
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	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Transport Assistant	G5	1.0	
Travel Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
ICT Help Desk Assistant	G5	2.0	
ICT Mobile Communications Technician	G5	1.0	
Building Management Assistant	G5	1.0	
Archives Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
Conference Equipment Technician	G4	3.0	
Dispatcher	G4	1.0	
Inspection Assistant	G4	1.0	
Office Assistant	G4	1.0	
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	
Electrician	G3	1.0	
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	
Building Maintenance Technician	G3	1.0	
Driver	G2	11.0	
Handyman	G2	1.0	
B.1.1 Security and Public Safety			
Director	S4	1.0	
Chief of Police Development and Monitoring Section	S3	1.0	
Chief of Section/Deputy Director	S3	1.0	
Chief, Serious and Organized Crime Section	S3	1.0	
Senior Community Policing Officer	S2	1.0	
Senior Organized Crime Adviser	S2	4.0	
Senior Community Policing Officer, Security	S2	1.0	
Senior Police Development Officer	S2	1.0	
Senior Police Monitoring Officer	S2	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Programme Co-ordination Officer	NP3	1.0	
National Programme Officer	NP2	1.0	
National Programme Officer	NP1	2.0	
National Public Safety Awareness Officer	NP1	1.0	
National Organized Crime Adviser	NP1	1.0	
National Programme Co-ordination Officer	NP1	1.0	
National Programme Officer, Police Monitoring	NP1	5.0	
National Programme Officer, Police Development	NP1	1.0	
National KAPS Officer	NP1	1.0	
Senior Programme Assistant	G6	4.0	
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	
Chief of Media Section/Deputy Director	S4	1.0	Change in grade
Chief of Section	S3	1.0	
Chief of Governance Section	S3	1.0	
Executive Officer	S2	1.0	New post
Senior Legal Adviser	S2	1.0	
Senior Programme Officer	S2	5.0	
Senior Media Literacy Analyst	S2	1.0	
National Elections Adviser	NP3	1.0	
National Programme Officer	NP2	2.0	
National Co-ordination Officer	NP2	1.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	8.0	
Senior Monitoring Assistant	G6	1.0	
Senior Translator/Interpreter Assistant	G6	8.0	
Programme Assistant	G5	3.0	
Project Assistant	G5	1.0	
Office Assistant	G4	2.0	
Project Assistant	G4	2.0	
Office Clerk	G3	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
B.3.2 Human Rights and Communities			
Director, Human Rights and Communities	S4	1.0	
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, Law and Justice Section	S3	1.0	
Senior 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 Legal Officer	S2	9.0	
Senior Programme Officer	S2	1.0	
Senior Project Officer	S2	1.0	
Human Rights Adviser, Human Rights and Security	S2	1.0	
Senior Communities Officer	S2	5.0	
Senior Co-ordination and Reporting Officer	S2	1.0	New post
Communities Policy Officer	S1	1.0	
Communities Protection Officer	S1	1.0	
Human Rights Officer	S1	11.0	
Legal Officer	S1	1.0	
Programme Officer	S1	8.0	
Community Policy Officer/Return	S1	1.0	
National Co-ordinator	NP3	1.0	
National Language Services Co-ordinator	NP2	1.0	
National Legal Officer, Property	NP2	1.0	
National Programme Officer	NP2	2.0	
National Co-ordination Officer	NP2	1.0	Upgrade
National Human Rights Adviser	NP2	1.0	
National Programme Officer, Communities Policy	NP2	3.0	
National Programme Officer, Property	NP2	5.0	
National Legal Officer	NP1	11.0	
National Legal Officer, Property	NP1	1.0	
National Programme Officer	NP1	20.0	
Personal Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	30.0	
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	9.0	
Assistant Interpreter	G5	3.0	
Office Assistant	G4	28.0	
Total for the Mission in Kosovo		**490.5**	
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	
Senior Planning Adviser	S3	1.0	
Executive Officer to Deputy Head of Mission	S2	1.0	Change in grade
Political/Reporting Officer	S1	1.0	
Political Analyst	S1	1.0	
Planning, Monitoring and Evaluation Officer	S1	1.0	
National Chief of Security	NP3	1.0	
National Spokesperson	NP3	1.0	
National Deputy Chief of Security	NP2	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	1.0	
National Programme Officer, Gender and Youth	NP2	1.0	
National Executive Officer	NP1	2.0	
National Political Officer	NP1	2.0	
National Press 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 Communications and Reporting Officer	NP1	1.0	
National Planning Officer	NP1	1.0	
Senior Public Information Assistant	G6	1.0	
Senior Assistant Translator/Interpreter	G6	3.0	
Programme Assistant	G5	2.0	
Programme Assistant	G5	1.0	Change from programme Human Dimension
Press and Public Information Assistant	G5	1.0	
Online Communications Assistant	G5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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 Information Systems Developer	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 Personnel Officer	NP1	1.0	
National Recruitment Officer	NP1	1.0	
National Treasury Officer	NP1	1.0	
National Transport Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Finance and Treasury Assistant	G6	1.0	
Senior ICT Assistant	G6	3.0	
Senior Budget Assistant	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Senior Finance/Administrative Assistant	G6	1.0	
Administrative Assistant	G5	3.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	3.0	
Payroll Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Transport Maintenance Supervisor	G5	1.0	
Travel Assistant	G5	1.0	
Archives Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
Dispatcher	G4	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Storekeeper	G4	1.0	
Transport Assistant	G4	1.0	
Contracts Management Assistant	G4	1.0	
Contracts Procurement Assistant	G4	1.0	
Office Clerk	G3	3.0	
Receptionist	G3	2.0	
Senior Driver	G3	3.0	
Driver	G2	26.0	
Manual Worker	G2	1.5	
A.2.2 Shared Service Centre, ICT Help Desk			
National Information Security Officer	NP2	1.0	
National ICT Officer	NP1	1.0	
Senior ICT Assistant	G6	2.0	
ICT Server Administration Assistant	G5	1.0	
ICT ERP User Support Assistant	G5	3.0	
ICT Help Desk Co-ordination Assistant	G5	1.0	
ICT Help Desk Technician	G4	2.0	
B.1.1 Security Co-operation			
Head of Security Co-operation	S4	1.0	
Programme Co-ordinator	S3	1.0	
Arms Control Project Officer	S2	1.0	
National Chief of P/CVERLT	NP3	1.0	
National Legal Officer	NP2	1.0	
National Programme Officer	NP1	3.0	
National Programme Officer, P/CVERLT	NP1	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	2.0	
Programme Assistant, P/CVERLT	G5	1.0	
Programme Assistant, Arms Control	G5	1.0	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior Project Officer	S2	1.0	Change in grade
Legal Adviser, War Crimes and Rule of Law	S2	1.0	
Legal Adviser, Justice Sector Policy	S2	1.0	
Legal Adviser, Major Crimes	S2	1.0	
Human Rights Officer	S1	1.0	
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	2.0	
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 Legal Officer, Trial Monitoring	NP2	1.0	
National Programme Officer, Ombudsman	NP2	1.0	
National Programme Officer, Civil Society	NP2	1.0	
National Analysis and Reporting Officer	NP2	2.0	
National Programme Officer, Fundamental Freedoms	NP2	1.0	
National Legal Officer, Anti-Corruption	NP2	1.0	
National Programme Officer, Parliaments and Assemblies	NP2	1.0	
National Legal Officer	NP1	2.0	
National Programme Officer	NP1	1.0	
National Programme Officer, Education	NP1	17.0	
National Programme Officer, Governance Development	NP1	1.0	
National Programme Officer, Human Rights	NP1	12.0	
National Programme Officer, Legislative Support	NP1	4.0	
National Programme Officer, Democratic Development	NP1	16.0	
National Programme Officer, Anti-Corruption	NP1	1.0	
National Legal Officer, Justice Sector Policy	NP1	1.0	
National Programme Officer, FoRB	NP1	1.0	
National Programme Officer, Freedom of Media	NP1	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Legal Officer, Corruption Case Monitoring	NP1	1.0	
Senior Executive Assistant	G6	2.0	
Senior Programme Assistant, Rule of Law	G6	1.0	
Senior Programme Assistant, Trial Monitoring	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	
Legal Assistant	G5	3.0	
Programme Assistant	G5	23.0	
Rule of Law Monitoring Assistant	G5	20.0	
Total for the Mission to Bosnia and Herzegovina		**314.5**	
Mission to Serbia			
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 Co-ordination	S3	1.0	
Municipal Co-ordinator	S2	1.0	
Project Manager	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	
Programme Assistant	G5	1.0	
Project Assistant	G5	3.0	
Press and Political Assistant	G5	1.0	
Translator/Interpreter Assistant	G5	1.0	
Receptionist	G3	1.0	
Security Clerk	G3	1.0	
Security Guard	G2	2.0	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Material Management Officer	NP2	1.0	
National ICT Officer	NP1	1.0	
National General Services Officer	NP1	1.0	New post
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Senior Treasury 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 Help Desk Assistant	G4	1.0	
Senior Driver	G3	2.0	
Transport Dispatcher	G3	1.0	
Material Management Clerk	G3	1.0	
Driver	G2	4.0	
Maintenance Technician	G2	0.5	
Cleaner	G1	1.5	
B.1.1 Security Co-operation			
Head of Security Co-operation	S4	1.0	
Organized Crime Adviser	S2	1.0	
Senior Organized Crime Adviser	S2	1.0	
Senior Security Co-operation Adviser	S2	1.0	
National Programme Officer	NP2	2.0	
National Community Policing Officer	NP2	1.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	4.0	
Senior Programme Assistant	G6	2.0	
Project Assistant	G5	3.0	
Administrative Assistant	G4	1.0	
B.3.1 Democratization			
Head of Democratization	S4	1.0	
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 Programme Officer	NP2	1.0	
National Programme Co-ordination Officer	NP2	1.0	
National Governance Officer	NP1	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
National Programme Officer	NP1	3.0	
National Programme Officer	NP1	1.0	New post
National Programme Officer	NP1	0.5	Change to part-time
National Environmental Affairs Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Governance Training Assistant	G6	1.0	
Senior Programme Assistant	G6	2.0	
Programme Assistant	G5	2.0	
B.3.2 Media			
Head of Media	S4	1.0	
National Legal Officer	NP2	1.0	Upgrade
National Media Development Officer	NP2	1.0	
National Legal Officer	NP1	1.0	
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	
Senior Legal Adviser, Judicial Reform	S3	1.0	
Senior Legal Adviser	S2	1.0	
Senior Anti-Corruption Adviser	S2	1.0	
National Legal Adviser	NP3	1.0	
National Legal Officer	NP2	1.0	
National Legal Officer	NP1	4.0	
National Legal Officer	NP1	1.0	Downgrade
National Programme Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Project Assistant	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	
Programme Assistant	G5	2.0	
Total for the Mission to Serbia		**118.5**	
Presence in Albania **A.1.1 Office of Head of Mission**			
Head of Presence	HoM	1.0	
Deputy Head of Presence	DHoM	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Chief Political, Public Affairs and Reporting Officer	S3	1.0	
Head of Programme Co-ordination	S3	1.0	
Programme 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	1.0	
Secretary	G4	1.0	Downgrade
Senior Security Guard	G3	1.0	
Security Guard	G2	2.0	
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	
Human Resources Assistant	G4	1.0	
Supply Assistant	G4	1.0	
Records Management Assistant	G4	1.0	
Bus Driver	G3	1.0	
Senior Driver	G3	1.0	
Building Maintenance Technician/Driver	G3	1.0	
Driver	G2	2.0	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
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 Elections Adviser	NP3	1.0	Upgrade
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	2.0	
Office 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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Legal Officer	S1	1.0	
National Legal Officer	NP1	4.0	
Legal Assistant	G5	3.0	
Legal Assistant	G5	1.0	Upgrade
Programme Assistant	G5	1.0	
Translator/Interpreter	G5	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 Political/Liaison Officer	NP2	1.0	
National Executive Officer	NP1	1.0	
National Political Officer	NP1	1.0	
National Project Co-ordination Officer	NP1	1.0	
Senior Political Assistant	G6	1.0	
Senior Public Information and Media Assistant	G6	2.0	
Assistant Translator/Interpreter	G5	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	
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Transport Assistant	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Senior ICT Network Technician	G6	1.0	
Finance Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
ICT Help Desk Technician	G5	1.0	
Recruitment Assistant	G5	1.0	
Records Management Assistant	G5	1.0	
ICT Assistant, Software Development	G5	1.0	
Asset Management Assistant	G4	1.0	
Finance Assistant	G4	1.0	
Human Resources Assistant	G4	1.0	
Procurement Assistant	G4	1.0	
Vehicle Maintenance Assistant	G4	1.0	
ICT Help Desk Technician	G4	1.0	
Bus Driver	G3	2.0	
Senior Driver	G3	3.0	
Material Management Clerk	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	1.5	
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	
Adviser on Counter-Terrorism/Violent Extremism	S2	1.0	
Adviser on Integrated Border Management	S2	1.0	
Monitoring Officer	S1	6.0	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
National Programme Officer	NP2	1.0	
National Programme Officer	NP1	2.0	
Senior Programme Assistant	G6	1.0	
Office Assistant	G5	1.0	
Programme Assistant	G5	3.0	
Police Training Assistant	G5	1.0	
Monitoring Assistant	G4	8.0	
Programme Assistant	G4	9.0	
B.3.1 Human Dimension			
Head of Human Dimension Department	S4	1.0	
Chief of Democratization Unit	S3	1.0	
Chief of Rule of Law and Human Rights Unit	S3	1.0	
Senior Democratization Officer	S2	1.0	
Senior Gender Officer	S2	1.0	
Senior Programme Compliance Officer	S2	1.0	
Senior Rule of Law and Human Rights Officer	S2	1.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	9.0	
National Rule of Law Officer	NP1	6.0	
Senior Legal Assistant	G6	1.0	
Senior Programme Assistant	G6	5.0	
Legal Translator Assistant	G5	1.0	
Programme Assistant	G5	7.0	
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	
National Programme Co-ordination Officer	NP1	1.0	
National Public Affairs Officer	NP1	1.0	
Senior Secretary	G5	1.0	
Security Guard	G2	2.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	Post Grade	Number of Posts	Note
Human Resources Officer	S1	1.0	
National Finance Officer	NP1	1.0	
Human Resources Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
Finance/Treasury Assistant	G5	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	3.0	
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	
B.4.1 Security Co-operation and Governance			
Organized Crime Police Adviser	S2	1.0	
Programme Manager, Security Co-operation and Governance	S2	1.0	
National Security Co-operation Officer	NP1	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	
Total for the Mission to Montenegro		**32.0**	

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 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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
Public Information Assistant	G5	1.0	
Senior Secretary	G5	1.0	
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	
National Procurement/Materials Management Officer	NP1	1.0	New post
Senior Human Resources Assistant	G6	1.0	
Senior ICT Assistant	G6	1.0	
Finance Assistant	G5	1.0	
Administrative Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
ICT Assistant	G4	1.0	
Procurement 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	
National Programme Officer	NP1	1.0	
Senior Programme Assistant	G6	1.0	
Senior Interpreter/Political Assistant	G6	1.0	
Programme Assistant	G5	1.0	
B.3.1 Human Rights			
Programme Manager	S3	1.0	
Human Dimension Officer	S2	2.0	
National Legal Officer	NP1	3.0	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	1.0	
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 Programme Co-ordinator	S4	1.0	
National Legal Adviser	NP3	1.0	Change from programme Rule of Law and Human Rights
National Programme Co-ordinator	NP2	1.0	
National Communications Officer	NP1	1.0	
National Evaluation Officer	NP1	1.0	
Senior Programme Assistant	G6	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	
Senior Asset Management Assistant	G6	1.0	
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	3.0	
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	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
B.3.2 Rule of Law and Human Rights			
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	
Senior Project Assistant	G6	1.0	
Project Assistant	G5	1.0	
Total for the Project Co-ordinator in Ukraine		**52.0**	
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**	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
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/Executive Officer	P3	1.0	
Senior Administrative Assistant	G6	1.0	
Finance and Treasury Assistant	G5	1.0	
Procurement/Asset Management Assistant	G4	1.0	
Senior Driver	G3	1.0	
Driver – Baku	G3	1.0	
Driver – Stepanakert/Khankendi	G3	1.0	
Driver Instructor/Mechanic – Tbilisi	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**	
CENTRAL ASIA			
Programme Office in Nur-Sultan			
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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
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 Programme 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 **Nur-Sultan**		**28.0**	
Centre in Ashgabat			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1.0	
Programme Co-ordinator	S4	1.0	
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	
Senior Security Guard	G3	1.0	
Security Guard	G2	3.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
Senior Finance Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
ICT 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	
Project Assistant	G5	1.0	
B.2.1 Economic and Environmental **Activities**			
Economic and Environmental Officer	S2	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G4	1.0	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G4	1.0	
Total for the Centre in Ashgabat		**29.0**	
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	
Senior Political Adviser	S3	1.0	
Senior Planning and Co-ordination Officer	S3	1.0	
National Executive Officer	NP2	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	1.0	
National Press and Public Information Officer	NP2	1.0	
National Security Officer	NP2	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
National Programme Officer	NP1	3.0	
National Security Officer	NP1	1.0	
Senior Political Assistant	G6	1.0	
Senior Translator/Interpreter Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Public Information Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Archives Assistant	G4	1.0	
Senior Security Guard	G3	1.0	
Security Guard	G2	7.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1.0	
Human Resources Officer	P2	1.0	
Procurement and Materials Management Officer	P2	1.0	
National Finance Officer	NP2	1.0	
National ICT Officer	NP1	1.0	
National Procurement Officer	NP1	1.0	
Senior Asset Management Assistant	G6	1.0	
Senior Finance Assistant	G6	1.0	
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	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	1.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Travel Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Recruitment/Training Assistant	G5	1.0	
Building Management Assistant	G5	1.0	
Transport Assistant	G4	1.0	
Office Clerk	G3	1.0	
Senior Driver	G3	1.0	
Warehouse Clerk	G3	1.0	
Driver	G2	5.0	
Cleaner	G1	4.0	

POST TABLE (continued)

Fund Main Programme Programme Post Title	Post Grade	Number of Posts	Note
B.1.1 Politico-Military Activities			
Head of Politico-Military Department	S3	1.0	
Police Matters Adviser	S2	1.0	
National Border Management Officer	NP1	1.0	
National Programme Officer	NP1	1.0	
National Counter-Terrorism Officer	NP1	1.0	
National Customs and Transport Officer	NP1	1.0	Change from programme Economic and Environmental Activities
Senior Programme Assistant	G6	9.0	
Senior Project Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Programme Assistant	G5	1.0	Change from programme Economic and Environmental Activities
Project Assistant	G5	3.0	
B.2.1 Economic and Environmental Activities			
Head of Economic and Environmental Department	S3	1.0	
Regional Development Officer	S2	1.0	
National Environmental Officer	NP1	1.0	
National Anti-Corruption Officer	NP1	1.0	
National Economic Officer	NP1	1.0	
Senior Programme Assistant	G6	7.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	7.0	
B.3.1 Human Dimension Activities			
Head of Human Dimension Department	S3	1.0	
Rule of Law Officer	S2	1.0	
National Anti-Trafficking Officer	NP1	1.0	
National Human Rights Officer	NP1	1.0	
National Democratic Institutions Officer	NP1	1.0	
National Legal Reform Officer	NP1	1.0	
Senior Programme Assistant	G6	10.0	
Administrative Assistant	G5	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
Total for the Programme Office in Bishkek		**123.0**	
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 Programme Assistant	G6	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	
Senior Procurement/Asset Management Assistant	G6	1.0	
Human Resources Assistant	G5	1.0	
ICT Assistant	G5	1.0	
Payroll Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Procurement Assistant	G4	1.0	
Senior Driver	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	2.0	
Cleaner	G1	1.0	New post
B.1.1 Politico-Military Activities			
Senior Project Officer	S2	1.0	
National Project Officer	NP2	1.0	
National Project Officer	NP1	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	2.0	
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S2	1.0	
National Economic and Environmental Officer	NP2	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	2.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1.0	
National Project Officer	NP2	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	2.0	
Total for the Project Co-ordinator in Uzbekistan		**40.0**	
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 Programme Co-ordination Officer	NP2	1.0	Upgrade
National Legal Officer	NP1	1.0	
National Security Officer	NP1	1.0	
National Outreach Officer	NP1	1.0	
Senior Press and Public Information Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Public Information Assistant	G6	1.0	
Programme 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	
Human Resources Officer	S2	1.0	
National Accounting 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	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post Grade**	**Number of Posts**	**Note**
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	
Transport Assistant	G5	1.0	
Travel Assistant	G5	2.0	
Recruitment and Training Assistant	G5	1.0	
Building Maintenance Assistant	G4	1.0	
Human Resources 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	
Countering Security Threats Officer	S2	1.0	
Police Affairs Adviser	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	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	6.0	
Project Assistant	G5	1.0	

POST TABLE (continued)

Fund **Main Programme** **Programme** Post Title	**Post** **Grade**	**Number** **of Posts**	**Note**
B.2.1 Economic and Environmental 　**Activities**			
Head, Economic and Environmental 　Department	S3	1.0	
Economic Officer	S2	1.0	
Water and Energy Policy Adviser	S2	1.0	
Good Governance Officer	S2	1.0	
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 Anti-Trafficking Officer	NP1	1.0	
National Gender Officer	NP1	1.0	
National Programme Officer, Human Rights	NP1	1.0	
National Programme Officer, Gender and 　Democratization	NP1	1.0	
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		**132.0**	
GRAND TOTAL		**2,265.6**	

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 2021 OSCE Unified Budget, the Russian Federation notes the following.

This year the Organization has encountered an unprecedented delay in the adoption of the Unified Budget. The cause of this is, quite apart from anything else, the unconstructive position of a number of countries that for a long time insisted on approving a real increase in funding for the Office for Democratic Institutions and Human Rights (ODIHR) despite the lack of any financial justification for such a decision.

We note that, during the consultations on the budget, the ODIHR was unable to present convincing evidence of the need for additional resources to be allocated to its elections programme. The methodology used by the Office to calculate cost estimates for election monitoring is based on average figures for the expenses over the past five years. Such an approach is geared towards the past and cannot serve as justification for increasing funding in the future. We intend to proceed on that premise when considering the new budget requests of the ODIHR.

At the same time, we plan to closely monitor the programmatic component of the Office's activities. As has repeatedly been mentioned by many participating States, including Russia, all is by no means in order in that respect either. First and foremost, this concerns the election observation methodology. The need for this discussion to be continued is also reflected in the preamble to the decision adopted today.

We regret that those very participating States that were prepared, in violation of the principles of budgetary discipline, to approve a financially unjustified level of expenditure for the ODIHR insisted on a zero-growth budget for the Secretariat. We consider such a linkage to be illegitimate and counterproductive. While agreeing to the Permanent Council's package-style decision on the Organization's Unified Budget for 2021, we officially declare that reducing the cost estimates for the Secretariat is not something we chose ourselves.

In contrast to the ODIHR, the Secretariat prepared a fully substantiated request for an increase in funding, which was largely prompted by a revision of Staff Standard Costs as a result of inflation. The imposition of zero nominal growth on the Secretariat against all

common sense entails arbitrary cuts to operating expenses, which could have a negative impact on programmatic activities and the implementation of previously approved mandates. It is our understanding that such cuts cannot constitute a precedent.

We count on the future Polish OSCE Chairmanship to draw lessons from this year's inordinately drawn-out process of discussing the Unified Budget. We believe that this so late adoption of a document that is important for the whole Organization could have been avoided if the concerns about matters of principle harboured by all the participating States had been reflected in it in good time, rather than those of individual groups. After all, it is precisely in this way that the principle of consensus operates.

We request that this statement be attached to the adopted decision and included in the journal of today's meeting of the Permanent Council."

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 Slovenia, 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 2021. We commend the efforts made by the Swedish Chairmanship in the budget negotiations, which went on for almost a year. We thank the Swedish Chairmanship and all the other people involved in this hard work.

The EU Member States, whose contributions account for 60 per cent of our Organization's budget, remain committed to providing the Organization with adequate resources so that it can implement its comprehensive approach to security.

We were ready to accept the previous budget proposals and deeply regret that no consensus could be achieved. However, we have accepted the Chairmanship's latest proposal because these final reductions were necessary to secure the support of all participating States for the adoption of the 2021 Unified Budget. It is important to preserve the full operational continuity of the OSCE.

The latest reduction significantly affects the Office for Democratic Institutions and Human Rights and the Secretariat. We consider that it is of the utmost importance to ensure adequate funding for the entire Organization. The Organization must be able to count on solid resources to fulfil its mandate, and it must also undertake all the necessary reforms to improve its effectiveness and efficiency, in line with the expectations of the participating States and the guidance of the Chairperson-in-Office.

We emphasize once again the crucial importance of the autonomous institutions and recall our position in this regard.

We recall that the human dimension is at the core of the OSCE's mandate and is indispensable for its accomplishment.

The EU Member States will continue to promote gender equality in all of the OSCE's activities. We support the allocation of sufficient resources for implementing this principle. We stress the importance of a gender policy in the OSCE and the crucial role that women can play at all levels of decision-making, not least in peace processes and mediation.

The discussion of the 2021 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, all the more so as Uzbekistan has made a responsible choice, which we welcome again, to comply with its commitments in this area and to settle its arrears due to our Organization.

Finally, we wish to reiterate our commitment to making the necessary improvements to cost-sharing among the participating States. Since the expiry of the Scales of Contributions in December 2017, only provisional or temporary solutions have been adopted. The efforts to find a lasting solution should be continued so that a consensus, which remains essential, can be achieved as quickly as possible.

We request that this statement be attached to the adopted decision 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 Norway (also on behalf of Switzerland):

"Madam Chairperson,

In connection with the adoption of the decision of the approval of the 2021 Unified Budget, I would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure on behalf of the delegations of Switzerland and Norway.

In paragraph II.3, the participating State acknowledge that agreement could not yet be found on all programmatic activities and note the need to continue some of these discussions. The delegations of Switzerland and Norway would like to stress that this paragraph pertains to one particular issue only and does not open up the rest of the document for discussion.

Madam Chairperson,

Our two delegations thank the Swedish Chairmanship for the hard work and persistence in getting the Unified Budget for this year approved.

I request that this statement be attached to the decision and the journal of the day.

Thank you."

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 Azerbaijan:

"In connection with the decision on approval of the 2021 Unified Budget adopted by the Permanent Council, the delegation of Azerbaijan would like to make the following interpretative statement for the record.

Permanent Council Decision No. 553 of 2003 on the OSCE's Unified Budget process directs that 'Fund Managers shall submit to the Secretary General budget proposals for their respective Funds in accordance, *inter alia*, with Decision No. 486, paragraph 3, with the aim of operationalizing their assigned mandates into clearly defined annual objectives, of elaborating programmes in support of achieving these objectives and of presenting the full resource costs required.'

The delegation of Azerbaijan joined the consensus on this decision on the basis of understanding that 'agreement could not yet be found on all programmatic activities' and that there is 'the need to continue some of these discussions', as specifically acknowledged in the present decision of the Permanent Council. In particular, no consensus could be reached on the future potential programmatic activities, objectives and planned outputs related to the Minsk Process, which is subject to ongoing discussions in light of the trilateral statement signed by Azerbaijan, Armenia and Russia on 10 November 2020 that put an end to the armed conflict between Armenia and Azerbaijan.

Permanent Council Decision No. 486 of 2002 establishes a clear link between objectives and the resources that will be required/allocated to reach these objectives. Clearly identified objectives and outputs will allow for the assessment of the extent to which the resources that will be provided in the Unified Budget will be efficiently and transparently used to achieve the planned objectives. The delegation of Azerbaijan reiterates that in absence of the agreement on the clearly defined programmatic activities, objectives and planned outputs related to the Minsk Process, the delegation of Azerbaijan joined the consensus on approval of the 2021 Unified Budget contained in Annex I and the 2021 Unified Budget Post Table contained in Annex II, attached to the present decision, on the basis of understanding that it authorizes Fund Managers to use the resources allocated to the above-mentioned Funds as a provisional measure, pending the outcome of the discussions on these programmatic activities. The Permanent Council by this decision specifically underlines that 'the budget composition as presented in Annex I reflects an expenditure pattern specific

to this year and should not be seen as setting an annual base line for the allocation of resources in the 2022 Unified Budget Proposal'.

I would like to request that this interpretative statement be attached to the Permanent Council decision 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 Armenia:

"Madam Chairperson,

In connection with the adoption of the Permanent Council decision on the approval of the OSCE 2021 Unified Budget, the delegation of Armenia would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

This budget represents a compromise approach on the part of the Republic of Armenia in an unprecedentedly difficult political, economic and security situation as a result of the global COVID-19 crisis and the large-scale illegal use of force by two participating States against the people of Artsakh. In this context, we reiterate our full support for the mandates of the OSCE Minsk Group Co-Chairs (Minsk Process), the Personal Representative of the Chairperson-in-Office (PRCiO) and the High-Level Planning Group (HLPG) and stress the importance and priority that we attach to the proper implementation of their mandates. We recall our firm position on the current staff composition of the High-Level Planning Group, which remains a major obstacle to the effective implementation of its mandate in a neutral and impartial manner, and call for the necessary staffing changes in the HLPG so that it enjoys the trust and confidence of all parties to the conflict. We also reiterate the importance and priority of proper, strict and accurate implementation of the mandates of all OSCE executive structures, including the Conflict Prevention Centre (CPC), the Transnational Threats Department (TNTD) and the Office of the Co-ordinator of Economic and Environmental Activities (OCEEA).

Armenia attaches great importance to the OSCE's role in conflict prevention and resolution. As the largest regional security organization, the OSCE, with its concept of comprehensive and indivisible security and early warning and conflict-related mandates and mechanisms, should play a more active role in preventing conflicts and ensuring peaceful settlement of disputes. It is equally important that all the existing conflicts in the OSCE area are dealt with the same degree of urgency, engagement and commitment, without any prioritization or discrimination. We also believe that the budgets of all conflict-related mandates, agreed formats, programmes and projects should be adopted as a matter of priority in a synchronized, uniform and balanced manner.

The delegation of Armenia calls on the current and future OSCE Chairmanships to remain seized of the matter and support the timely renewal and adoption of all OSCE conflict-related mandates without hierarchy.

I request that this interpretative statement be attached to the adopted decision 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 the United Kingdom:

"In connection with the decision of the Permanent Council on the approval of the 2021 Unified Budget, the United Kingdom would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

As is the case for all international organizations, the OSCE's Unified Budget is essential to enable the smooth operation of the Organization, including its executive structures, its autonomous institutions, and its field missions. As a matter of prudence, support and foresight for this Organization the Permanent Council should be adopting the Unified Budget by 20 December the preceding year.

Instead, we are adopting this Unified Budget almost eight months later – on 18 August. This creeping delay and use of the OSCE Unified Budget as a political tool needs to stop.

We were willing to join consensus on a proposal above the final agreed budget. And we reiterate the point that – due, *inter alia*, to the exceptional circumstances posed by COVID-19 which has created projected underspend – the agreed budget composition in Annex I should not set an annual base line for 2022.

Alongside the OSCE's Secretariat, the OSCE's autonomous institutions and field missions undertake excellent work to support implementation of our collected OSCE principles and commitments. They need to be adequately financed in order to achieve this role. We particularly underline the need for the Office for Democratic Institutions and Human Rights to have sufficient funding to carry out its elections work and other activities in support of participating States. The United Kingdom agreeing to the 2021 Unified Budget as contained in Annex I – in the spirit of consensus – does not change that assessment.

I request that this statement be attached to the decision and to the journal of the day."