

**Chairmanship: Lithuania**

**SPECIAL MEETING OF THE PERMANENT COUNCIL  
(895th Plenary Meeting)**

1. Date: Thursday, 22 December 2011

Opened: 10.20 a.m.

Closed: 12.05 p.m.

2. Chairperson: Ambassador R. Norkus

3. Subjects discussed – Statements – Decisions/documents adopted:

Agenda item 1: DECISION ON THE SCALES OF CONTRIBUTIONS  
FOR 2012

Chairperson

**Decision:** The Permanent Council adopted Decision No. 1027 (PC.DEC/1027) on the Scales of Contributions for 2012, the text of which is appended to this journal.

United States of America (interpretative statement, see attachment to the decision), Ireland (Annex 1)

Agenda item 2: DECISION ON APPROVAL OF THE 2012 UNIFIED  
BUDGET

Chairperson

**Decision:** The Permanent Council adopted Decision No. 1028 (PC.DEC/1028) on approval of the 2012 Unified Budget, the text of which is appended to this journal.

Poland-European Union (with the acceding country Croatia; the candidate countries the former Yugoslav Republic of Macedonia, Iceland and Montenegro; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina and Serbia; as

well as Moldova, in alignment) (interpretative statement, see attachment to the decision), United States of America (interpretative statement, see attachment to the decision), France (also on behalf of the Russian Federation and the United States of America) (interpretative statement, see attachment to the decision), Norway (also on behalf of Switzerland) (PC.DEL/1214/11 OSCE+), Armenia (interpretative statement, see attachment to the decision), Azerbaijan (interpretative statement, see attachment to the decision), Ireland (Annex 2),  
Chairperson

Agenda item 3:           DECISION ON THE 2012 CHAIRMANSHIP WORKSHOP  
ON PROMOTING SECURITY THROUGH A  
COMPREHENSIVE APPROACH TO DEVELOPMENT IN  
BORDER AREAS – A CAPACITY-BUILDING  
PROGRAMME ACCORDING TO THAI EXPERIENCE

Chairperson

**Decision:** The Permanent Council adopted Decision No.1003/Rev.1 (PC.DEC/1003/Rev.1) on the 2012 Chairmanship Workshop on Promoting Security through a Comprehensive Approach to Development in Border Areas – A Capacity-Building Programme according to Thai Experience, the text of which is appended to this journal.

Agenda item 4:           REVIEW OF CURRENT ISSUES

- (a) *Events in western Kazakhstan on 16 December 2011:* Kazakhstan (PC.DEL/1220/11), Chairperson, Poland-European Union (with the acceding country Croatia; the candidate countries the former Yugoslav Republic of Macedonia, Iceland and Montenegro; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina and Serbia; the European Free Trade Association countries Liechtenstein and Norway, members of the European Economic Area; as well as Moldova and San Marino, in alignment) (PC.DEL/1216/11), United States of America (PC.DEL/1212/11), Turkey, Belarus (PC.DEL/1221/11), Russian Federation (PC.DEL/1228/11)
- (b) *Death of journalist Mr. K. Kamalov in Dagestan, Russian Federation:* Poland-European Union (with the acceding country Croatia; the candidate countries the former Yugoslav Republic of Macedonia, Iceland and Montenegro; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina and Serbia; the European Free Trade Association country Norway, member of the European Economic Area; as well as Georgia and San Marino, in alignment) (PC.DEL/1217/11), United States of America (PC.DEL/1210/11), Belarus (PC.DEL/1222/11), Russian Federation (PC.DEL/1226/11)
- (c) *Situation in Belarus:* Poland-European Union (with the acceding country Croatia; the candidate countries the former Yugoslav Republic of Macedonia, Iceland and Montenegro; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina

and Serbia; the European Free Trade Association countries Liechtenstein and Norway, members of the European Economic Area, in alignment) (PC.DEL/1218/11), United States of America (PC.DEL/1213/11), Russian Federation (PC.DEL/1227/11), Belarus (PC.DEL/1223/11)

- (d) *Rule of law in Kyrgyzstan*: United States of America (PC.DEL/1211/11), Poland-European Union, Kyrgyzstan (PC.DEL/1225/11)

Agenda item 5: ANY OTHER BUSINESS

- (a) *Follow-up organizational issues related to the 2010 Astana Summit meeting*: Kazakhstan
- (b) *Appointment of the Personal Representative of the Chairperson-in-Office on Combating Racism, Xenophobia and Discrimination, also focusing on Intolerance and Discrimination against Christians and Members of Other Religions, the Personal Representative of the Chairperson-in-Office on Combating Anti-Semitism, and the Personal Representative of the Chairperson-in-Office on Combating Intolerance and Discrimination against Muslims*: Ireland (PC.DEL/1219/11)
- (c) *Open-ended informal consultations between the Secretary General and representatives of participating States*: Secretary General
- (d) *Organizational matters related to the next meeting of the Permanent Council*: Chairperson

4. Next meeting:

Thursday, 29 December 2011, at 10 a.m., in the Neuer Saal



**Organization for Security and Co-operation in Europe  
Permanent Council**

PC.JOUR/895  
22 December 2011  
Annex 1

Original: ENGLISH

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**895th Plenary Meeting**  
PC Journal No. 895, Agenda item 1

## **STATEMENT BY THE DELEGATION OF IRELAND**

Dear Mr. Chairperson,

The incoming Irish OSCE Chairmanship would like to thank all delegations for having contributed towards achieving agreement on the Scales of Contributions for 2012. Many thanks also go to you, Mr. Chairperson, and your team, in particular Andrius Kalindra, for the tireless efforts in advising and helping us to keep delegations engaged on the scales discussions throughout the last several months. Also, our thanks go to the hard work of this year's Chairs of the Scales Working Group. They have prepared the ground for the agreement on the Scales of Contributions for 2012. Ireland would have preferred to reach agreement on the initial idea of defining scales of contributions for a three-year period, however, this was not possible.

We welcome the decision, which – together with the Unified Budget – puts OSCE finances on a firm footing for 2012. We underline our willingness to continue the work of the ACMF, through the Informal Working Group, to review the current scales. We also note that the criteria for future scales listed in the decision contain both quantitative and qualitative elements, and those elements will continue to evolve, as they have since the OSCE introduced them. We will have to try and operationalize, to the extent that it is possible, the current criteria to achieve Scales of Contributions that would enjoy consensus.

Mr. Chairperson, I would ask you to attach this statement to the journal of the day.



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**895th Plenary Meeting**  
PC Journal No. 895, Agenda item 2

## **STATEMENT BY THE DELEGATION OF IRELAND**

Thank you, Mr. Chairperson.

The incoming Irish OSCE Chairmanship would like to thank all delegations for having contributed towards the goal of achieving agreement on the 2012 Unified Budget on time. Also, our thanks go to the Secretary General and his dedicated staff, especially the Directors for Management and Finance and Human Resources and their teams. Without them, the timely adoption of the 2012 Budget would not have been possible. Many thanks also to you, Mr. Chairperson, and your team, in particular Andrius Kalindra, for the tireless efforts in advising and helping us to keep delegations engaged on the budget discussions throughout the last two months. Many thanks also to our Kazakh Troika partners, who have supported and assisted us in this task.

Like previous Chairs, Ireland, with the help of many delegations, had to develop, propose and broker agreement on a delicate balance in the final budget package. It is with gratitude that we note that all participating States could show the necessary flexibility to get an agreement on time.

The budget decision captures the main elements of the ACMF's work for the year 2012. However, given the variety of issues we are facing in the management- and finance-related areas, Ireland feels the need to supplement some of the ideas captured in the text of the budget decision with some thoughts.

As we have stated before, the incoming Chairmanship will seek to facilitate a positive engagement by all OSCE participating States in dealing with the significant challenges facing the Organization. One key challenge for the OSCE is to translate political commitments into effective programmatic strategies. In this regard, participating States must make sure to provide the Organization with the financial and human resources it requires. The incoming Chairmanship is keen to explore this issue further with participating States. Furthermore, as many participating States have said during the budget discussions, the Organization has to find ways and means that help prioritize programmatic activities. Participating States are aware that the Organization has developed a framework for developing and discussing programmatic and budgetary planning. However, one key challenge for the OSCE is to translate political commitments into effective programmatic strategies. The incoming Chairmanship is keen to explore this issue further with participating States.

The maintenance of the operational capabilities of the field operations is a top priority for the incoming Chairmanship. In this regard, the open-ended list of projects to be undertaken and funded within the 2012 Unified Budget should be updated and distributed to participating States. This list of projects may be supplemented by fund managers within their respective funds as appropriate in the course of 2012 and then be updated and distributed again in the course of the year.

Dear Mr. Chairperson,

The 2012 Budget Proposal submitted by the Personal Representative on the Conflict dealt with by the OSCE Minsk Conference envisaged an increase of financial resources in order to build capabilities with regard to the tasks on the investigative mechanism. The incoming Chairmanship took note of strong support for this proposal by participating States. The incoming Irish Chairmanship is aware that there may be an agreement soon on the implementation of an investigative mechanism in the context of the work of the Minsk Group Co-Chairs. Subject to agreement on the implementation of the mechanism, the Irish Chairmanship will make early and urgent efforts to secure the agreement of the participating States to additional OSCE funding to allow it to be put into effect.

The incoming Chairmanship shares the view of many participating States of the need to improve further the programme evaluation and benchmarking efforts within the OSCE, particularly in times of severe financial constraints. We should aim to minimizing repetitiveness and improve focus on programme budget related discussions, strengthen multi-year planning and priorities-setting and reinforce the link between performance evaluation and planning.

We have listened carefully to what participating States have said this morning. As budgetary changes have an impact on medium-term programmatic planning, the planning of financial and human resources does necessitate a strategic planning approach as well as guidance from participating States in the early stages of the budget cycle. In this regard, re-inclusion of indicative resource requirements at the programme level for the Programme Outline document, complemented by information on programmatic changes and trends may be a first progressive step. In addition, comparative analyses across Funds for some selected across-the-board issues would give participating States the opportunity to discuss some of the important medium-term trends well before the budget negotiations.

Mr. Chairperson, I would ask you to attach this statement to the journal of the day.

**895th Plenary Meeting**

PC Journal No. 895, Agenda item 1

**DECISION No. 1027  
SCALES OF CONTRIBUTIONS FOR 2012**

The Permanent Council,

Recalling Permanent Council Decision No. 980 of 23 December 2010 on the Scales of Contributions for 2011,

Noting the report of the Chairmanship to the Permanent Council on the Implementation of the Permanent Council Decision on Scales of Contributions for 2011 (CIO.GAL/134/11),

Acknowledging the work done in the Informal Working Group (IWG) on Scales of Contributions aiming to build consensus on a Unified Scale of Contributions, as presented in the report of the Chair of the IWG on the Scales of Contributions (PC.ACMF/3/11),

1. Approves the standard and field operations Scales of Contributions as contained in the annex, from 1 January 2012 to 31 December 2012;
2. Reiterates its readiness to continue the work of the ACMF, through the IWG, to review the existing Scales of Contributions, *inter alia*, aiming to reach an agreement on a Unified Scale of Contributions and report its preliminary findings to the Permanent Council by 1 June 2012;
3. Decides that the future Scales of Contributions should be established in accordance with the following criteria:
  - Gradual application of the principle of capacity to pay, based on the United Nations criteria for contributions;
  - Political nature of the Organization;
  - Revised level of the ceiling in the field operations Scale for the contribution of any one participating State;
  - A floor for the contribution of any one participating State;
  - Revision of the Scales every three years based on the above criteria and the current United Nations adjusted GNI figures.

## THE SCALES OF CONTRIBUTIONS FOR 2012

Participating State	Standard scale per cent for 2012	Field operation scale per cent for 2012
Albania	0.125	0.020
Germany	9.350	12.060
United States of America	11.500	14.000
Andorra	0.125	0.020
Armenia	0.050	0.020
Austria	2.510	2.160
Azerbaijan	0.050	0.020
Belarus	0.280	0.040
Belgium	3.240	3.420
Bosnia and Herzegovina	0.125	0.020
Bulgaria	0.550	0.050
Canada	5.530	5.340
Cyprus	0.190	0.110
Croatia	0.190	0.110
Denmark	2.100	2.050
Spain	4.580	5.000
Estonia	0.190	0.020
Finland	1.850	1.980
France	9.350	11.090
Georgia	0.050	0.020
United Kingdom	9.350	11.090
Greece	0.980	0.730
Hungary	0.600	0.380
Ireland	0.750	0.790
Iceland	0.190	0.090
Italy	9.350	11.090
Kazakhstan	0.360	0.060
Kyrgyzstan	0.050	0.020
Latvia	0.190	0.025
the former Yugoslav Republic of Macedonia	0.125	0.020
Liechtenstein	0.125	0.020
Lithuania	0.190	0.025
Luxembourg	0.470	0.250



**THE SCALES OF CONTRIBUTIONS FOR 2012 (continued)**

<b>Participating State</b>	<b>Standard scale per cent for 2012</b>	<b>Field operation scale per cent for 2012</b>
Malta	0.125	0.025
Moldova	0.050	0.020
Monaco	0.125	0.020
Montenegro	0.050	0.020
Norway	2.050	2.070
Uzbekistan	0.350	0.050
Netherlands	4.360	3.570
Poland	1.350	1.050
Portugal	0.980	0.560
Romania	0.600	0.120
Russian Federation	6.000	2.500
San Marino	0.125	0.020
Holy See	0.125	0.020
Serbia	0.140	0.020
Slovakia	0.280	0.150
Slovenia	0.220	0.175
Sweden	3.240	3.410
Switzerland	2.810	2.720
Tajikistan	0.050	0.020
Czech Republic	0.570	0.420
Turkmenistan	0.050	0.020
Turkey	1.010	0.750
Ukraine	0.680	0.140
<b>Total</b>	<b>100.005</b>	<b>100.010</b>

PC.DEC/1027  
22 December 2011  
Attachment

Original: ENGLISH

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

By the delegation of the United States of America:

“The United States of America wishes to make an interpretative statement under paragraph 79 (Chapter 6) of the Final Recommendations of the Helsinki Consultations.

We would like to thank the Lithuanian Chairman-in-Office, the Lithuanian and Irish Chairs of the ACMF in 2011, and the Dutch and Serbian chairpersons of the informal working group on Scales of Contributions for their efforts on the scales of contributions for the OSCE this year. We believe this rollover, based on the last revision of the scales in 2005, contributes to a stable financial footing for the organization.

Having these scales in place, together with the on-time adoption of the 2012 budget, ensures that we can devote our attention from January to implementing the core work of the OSCE.

With these scales, we note that the United States continues to be the largest single contributor to the OSCE. Our willingness to make these considerable contributions attests to the significance we attach to the OSCE and its comprehensive approach to the promotion of security, in all three dimensions.

In joining consensus on the rollover of scales, the United States has made no commitment to any future increases in the U.S. contribution, however. Permanent Council Decision No. 408, adopted in 2001, established a 14 percent ceiling on the Field Operations (Vienna) scale. The logic behind that ceiling remains valid and we see no reason for changing it. We intend to participate in future discussions on that basis. Moreover, it remains our view that all the criteria applied to future discussions on scales remain of equal weight.

The United States requests that this statement be recorded in the journal of the day.

Thank you, Mr. Chairman.”

**895th Plenary Meeting**

PC Journal No. 895, Agenda item 2

**DECISION No. 1028**  
**APPROVAL OF THE 2012 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 2012 Unified Budget contained in Annex I;
2. Approves the Post Table contained in Annex II;

II. Recalling 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 Organization,

Acknowledging the progress achieved in 2011 by the Informal Working Group on Financial Regulations,

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), and

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,

1. Tasks the ACMF, in co-ordination with the Secretary General, to continue efforts to improve further the programme and budget planning process within the OSCE;
2. Tasks the ACMF to continue deliberations on amending the OSCE Financial Regulations with the aim of achieving timely approval of new OSCE Financial Regulations;

3. Undertakes to continue efforts, including throughout the Unified Budget cycle in 2012, to focus, streamline and prioritize the work of the Organization across the three dimensions in those areas where it has comparative advantage, and tasks the fund managers to ensure the coherence of their programme activities, in accordance with the body of OSCE principles, commitments and decisions as well as their respective mandates;
4. Recalling Permanent Council Decision No. 981 of 23 December 2010, decides to apply the OSCE methodology on calculation of the board and lodging allowances by using the 24-month moving average of the UN Retail Price Indexes with details available before submission of the Unified Budget Proposal for the following year;
5. Tasks the ACMF to continue discussions in 2012 on Staff Standard Costs issues, in particular staff salaries and benefits, with a view to addressing possible major intra-year fluctuations in the future, to ensure the long-term financial sustainability of these costs, and to analyze possibilities for denomination of OSCE staff salaries in euros;
6. Tasks the ACMF, in co-ordination with the Secretary General, to review the issue of local staff income tax in those locations where such tax is still charged.

## THE 2012 UNIFIED BUDGET

<b>Fund</b>	<b>EUR</b>
<b>Main Programme</b>	
Programme	
<b><u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u></b>	
<b><u>The Secretariat</u></b>	
<b>Secretary General and Central Services</b>	
A.1.1 Executive Management	1,240,100
A.1.2 Security Management	374,200
A.1.3 External Co-operation	674,400
A.1.4 Legal Services	521,700
A.1.5 Press and Public Information	1,193,300
A.2.1 Records Management	236,700
A.2.2 Prague Office	405,400
B.4.1 Gender Issues	<u>360,900</u>
<b>Total</b>	<b>5,006,700</b>
<b>Chairman-in-Office</b>	
A.1.1 Short Term Mission/Visits of CiO and PR of the CiO	339,000
A.1.2 Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3 Panel of Adjudicators	39,000
A.1.4 Audit Committee	49,200
A.1.5 External Auditors	<u>100,000</u>
<b>Total</b>	<b>542,200</b>
<b>Internal Oversight</b>	
A.1.1 Internal Oversight	<u>1,277,100</u>
<b>Total</b>	<b>1,277,100</b>
<b>Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>	
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	<u>904,700</u>
<b>Total</b>	<b>904,700</b>
<b>Addressing Transnational Threats</b>	
B.4.1 Co-ordination Cell	494,100
B.4.2 Strategic Police Matters Unit	616,700
B.4.3 Action Against Terrorism	729,200
B.4.4 Borders Team	<u>407,500</u>
<b>Total</b>	<b>2,247,500</b>

**THE 2012 UNIFIED BUDGET (continued)**

<b>Fund</b>	<b>EUR</b>
<b>Main Programme</b>	
Programme	
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>	
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities	1,464,400
B.2.2 Economic and Environmental Forum	<u>459,100</u>
<b>Total</b>	<b>1,923,500</b>
<b>Conflict Prevention</b>	
A.1.1 CPC Direction and Management	406,300
A.1.2 Policy Support Service	882,800
A.1.3 Operations Service	668,500
A.1.4 Programming and Evaluation Support Unit	345,700
B.1.1 FSC Chairmanship	33,100
B.1.2 FSC Support	486,500
B.1.3 Communications Network	<u>543,800</u>
<b>Total</b>	<b>3,366,700</b>
<b>Human Resources Management</b>	
A.2.1 HR Direction and Management	456,500
A.2.2 Personnel Management and Payroll Administration	1,077,000
A.2.3 Common Staff Costs	1,949,000
A.2.4 Recruitment	540,200
A.2.5 Training Section	<u>988,900</u>
<b>Total</b>	<b>5,011,600</b>
<b>Department of Management and Finance</b>	
A.2.1 DMF Direction and Management	339,300
A.1.1 Conference and Language Services	4,841,700
A.2.2 Budget and Internal Control Services	671,200
A.2.3 Financial Accounting and Treasury Services	926,600
A.2.4 Information and Communication Technology Services	2,020,800
A.2.5 Mission Support Service	1,337,400
A.2.6 Secretariat Common Operational Costs	<u>3,260,000</u>
<b>Total</b>	<b>13,397,000</b>
<b>Total for the Secretariat</b>	<b>33,677,000</b>
<b><u>Office for Democratic Institutions and Human Rights</u></b>	
A.1.1 Direction and Policy	1,281,100
A.2.1 Fund Administration Unit	2,063,400
A.2.2 Common Operational Costs	863,300

**THE 2012 UNIFIED BUDGET (continued)**

<b>Fund</b>		
<b>Main Programme</b>		<b>EUR</b>
<b>Programme</b>		
B.3.1	Human Dimension Meetings	656,600
B.3.2	Democratization	1,480,900
B.3.3	Human Rights	1,194,600
B.3.4	Elections	6,435,700
B.3.5	Tolerance and Non-Discrimination	1,281,600
B.3.6	Roma and Sinti Issues	550,700
	<b>Total</b>	<b>15,807,900</b>
<b><u>High Commissioner on National Minorities</u></b>		
A.2.1	Fund Administration Unit	365,000
A.2.2	Common Operational Costs	183,400
B.1.1	Office of the High Commissioner	2,851,100
	<b>Total</b>	<b>3,399,500</b>
<b><u>Representative on Freedom of the Media</u></b>		
A.1.1	Freedom of the Media	1,429,300
	<b>Total</b>	<b>1,429,300</b>
<b>TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</b>		<b>54,313,700</b>
<b><u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u></b>		
<b>AUGMENTATION</b>		
<b><u>Augmentations</u></b>		
<b>Secretariat Augmentations</b>		
A.1.1	Press and Public Information	264,600
A.1.2	Internal Oversight	278,100
A.1.3	Policy Support Service	397,800
A.1.4	Operations Service	175,800
A.1.5	Programming and Evaluation Support Unit	58,600
A.2.1	Personnel Management and Payroll Administration	305,400
A.2.2	Recruitment	502,400
A.2.3	Budget and Internal Control Services	382,600
A.2.4	Financial Accounting and Treasury Services	471,300
A.2.5	Information and Communication Technology Services	1,342,100
A.2.6	Mission Support Service	1,080,800
	<b>Total</b>	<b>5,259,500</b>

**THE 2012 UNIFIED BUDGET (continued)**

<b>Fund</b>	<b>EUR</b>
<b>Main Programme</b>	
Programme	
<b>ODIHR Augmentation</b>	
B.3.1 ODIHR Democratization	231,400
<b>Total</b>	<b>231,400</b>
<b>TOTAL FOR AUGMENTATIONS</b>	<b>5,490,900</b>
<b>SOUTH-EASTERN EUROPE</b>	
<b><u>Mission in Kosovo</u></b>	
A.1.1 Office of Head of Mission	3,296,000
A.2.1 Fund Administration Unit	2,891,300
A.2.2 Common Operational Costs	4,322,300
B.1.1 Security and Public Safety	1,294,600
B.3.1 Democratization	3,031,500
B.3.2 Human Rights and Communities	7,026,700
<b>Total</b>	<b>21,862,400</b>
<b><u>Tasks in Bosnia and Herzegovina</u></b>	
A.1.1 Office of Head of Mission	1,719,300
A.2.1 Fund Administration Unit	1,948,400
A.2.2 Common Operational Costs	3,025,800
B.1.1 Security Co-operation	654,800
B.3.1 Human Dimension	7,144,400
<b>Total for the Mission</b>	<b>14,492,700</b>
<b>Regional Stabilization/Arms Control</b>	
B.1.1 Implementation of Article IV	203,900
<b>Total for Regional Stabilization/Arms Control</b>	<b>203,900</b>
<b>Grand Total for Tasks in Bosnia and Herzegovina</b>	<b>14,696,600</b>
<b><u>Office in Zagreb</u></b>	
A.1.1 Office of Head of Mission	102,100
A.2.1 Fund Administration Unit	191,900
A.2.2 Common Operational Costs	173,900
B.3.1 War Crimes Monitoring	180,800
B.3.2 Housing Care Implementation	78,300
<b>Total</b>	<b>727,000</b>
<b><u>Mission to Serbia</u></b>	
A.1.1 Office of Head of Mission	980,500
A.2.1 Fund Administration Unit	801,700



**THE 2012 UNIFIED BUDGET (continued)**

<b>Fund</b>	<b>Main Programme</b>	<b>EUR</b>
<b>Programme</b>		
A.2.2	Common Operational Costs	1,349,200
B.1.1	Police Affairs	1,544,800
B.3.1	Democratization	1,152,400
B.3.2	Media	401,900
B.3.3	Rule of Law and Human Rights	<u>1,038,000</u>
	<b>Total</b>	<b>7,268,500</b>
 <b><u>Presence in Albania</u></b>		
A.1.1	Office of Head of Mission	638,700
A.2.1	Fund Administration Unit	410,200
A.2.2	Common Operational Costs	810,100
B.1.1	Security Co-operation	299,300
B.2.1	Governance in Economic and Environmental Issues	296,700
B.3.1	Democratization	396,900
B.3.2	Rule of Law and Human Rights	<u>317,700</u>
	<b>Total</b>	<b>3,169,600</b>
 <b><u>Mission to Skopje</u></b>		
A.1.1	Office of Head of Mission	1,568,100
A.2.1	Fund Administration Unit	993,600
A.2.2	Common Operational Costs	1,124,600
B.1.1	Police Development	1,347,100
B.3.1	Good Governance	606,400
B.3.2	Rule of Law	<u>1,213,500</u>
	<b>Total</b>	<b>6,853,300</b>
 <b><u>Mission to Montenegro</u></b>		
A.1.1	Office of Head of Mission	331,400
A.2.1	Fund Administration Unit	255,000
A.2.2	Common Operational Costs	434,100
B.1.1	Police Affairs	424,700
B.1.2	Politico-Military Activities	44,700
B.3.1	Democratization	405,400
B.3.2	Media	121,800
B.3.3	Rule of Law and Human Rights	<u>280,700</u>
	<b>Total</b>	<b>2,297,800</b>
 <b>TOTAL FOR SOUTH-EASTERN EUROPE</b>		 <b>56,875,200</b>

**THE 2012 UNIFIED BUDGET (continued)**

<b>Fund</b>	<b>EUR</b>
<b>Main Programme</b>	
Programme	
<b>EASTERN EUROPE</b>	
<b><u>Mission to Moldova</u></b>	
A.1.1 Office of Head of Mission	379,300
A.2.1 Fund Administration Unit	207,000
A.2.2 Common Operational Costs	442,400
B.1.1 Conflict Prevention/Resolution	485,100
B.3.1 Human Rights Monitoring/Democratization	290,600
B.3.2 Anti-Trafficking/Gender	<u>268,500</u>
<b>Total</b>	<b>2,072,900</b>
<b><u>Project Co-ordinator in Ukraine</u></b>	
A.1.1 Office of Head of Mission	193,100
A.2.1 Fund Administration Unit	284,500
A.2.2 Common Operational Costs	401,200
B.3.1 Democratization and Good Governance	297,400
B.3.2 Rule of Law and Human Rights	870,300
B.4.1 Economic, Environmental and Politico-Military Projects	<u>697,700</u>
<b>Total</b>	<b>2,744,200</b>
<b><u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u></b>	
A.1.1 Office of Head of Mission	<u>9,300</u>
<b>Total</b>	<b>9,300</b>
<b>TOTAL FOR EASTERN EUROPE</b>	<b>4,826,400</b>
<b>CAUCASUS</b>	
<b><u>Office in Yerevan</u></b>	
A.1.1 Office of Head of Mission	280,800
A.2.1 Fund Administration Unit	208,100
A.2.2 Common Operational Costs	395,400
B.1.1 Politico-Military Activities	531,800
B.2.1 Economic and Environmental Activities	494,500
B.3.1 Democratization	271,500
B.3.2 Human Rights	297,600
B.4.1 Good Governance	<u>312,900</u>
<b>Total</b>	<b>2,792,600</b>
<b><u>Office in Baku</u></b>	
A.1.1 Office of Head of Mission	216,900

**THE 2012 UNIFIED BUDGET (continued)**

<b>Fund</b>		
<b>Main Programme</b>		<b>EUR</b>
<b>Programme</b>		
A.2.1	Fund Administration Unit	220,700
A.2.2	Common Operational Costs	564,700
B.1.1	Politico-Military Activities	590,000
B.2.1	Economic and Environmental Activities	415,500
B.3.1	Democratization	395,100
B.3.2	Rule of Law and Human Rights	427,000
	<b>Total</b>	<b>2,829,900</b>
<b><u>High-Level Planning Group</u></b>		
A.1.1	Office of Head of Mission	245,100
	<b>Total</b>	<b>245,100</b>
<b><u>The Minsk Process</u></b>		
A.1.1	Office of Head of Mission	927,500
	<b>Total</b>	<b>927,500</b>
<b><u>Personal Representative of the CiO on the Conflict dealt with by the Minsk Conference</u></b>		
A.1.1	Office of Head of Mission	575,000
A.2.1	Fund Administration Unit	194,500
A.2.2	Common Operational Costs	385,800
	<b>Total</b>	<b>1,155,300</b>
	<b>TOTAL FOR CAUCASUS</b>	<b>7,950,400</b>
<b>CENTRAL ASIA</b>		
<b><u>Centre in Astana</u></b>		
A.1.1	Office of Head of Mission	208,000
A.2.1	Fund Administration Unit	248,800
A.2.2	Common Operational Costs	364,300
B.1.1	Politico-Military Activities	438,800
B.2.1	Economic and Environmental Activities	445,200
B.3.1	Human Dimension Activities	443,300
	<b>Total</b>	<b>2,148,400</b>
<b><u>Centre in Ashgabat</u></b>		
A.1.1	Office of Head of Mission	305,700
A.2.1	Fund Administration Unit	167,500
A.2.2	Common Operational Costs	252,600
B.1.1	Conflict Prevention and Confidence and Security Building	258,400

**THE 2012 UNIFIED BUDGET (continued)**

<b>Fund</b>	<b>EUR</b>
<b>Main Programme</b>	
Programme	
B.2.1 Economic and Environmental Activities	238,800
B.3.1 Human Dimension Activities	<u>250,200</u>
<b>Total</b>	<b>1,473,200</b>
 <b><u>Centre in Bishkek</u></b>	
A.1.1 Office of Head of Mission	989,700
A.2.1 Fund Administration Unit	570,400
A.2.2 Common Operational Costs	804,000
B.1.1 Politico-Military Activities	1,325,900
B.2.1 Economic and Environmental Activities	1,032,600
B.3.1 Human Dimension Activities	994,600
B.4.1 Police Reform Programme	<u>997,900</u>
<b>Total</b>	<b>6,715,100</b>
 <b><u>Project Co-ordinator in Uzbekistan</u></b>	
A.1.1 Office of Head of Mission	159,400
A.2.1 Fund Administration Unit	94,300
A.2.2 Common Operational Costs	269,100
B.1.1 Politico-Military Activities	405,300
B.2.1 Economic and Environmental Activities	522,800
B.3.1 Human Dimension Activities	<u>498,700</u>
<b>Total</b>	<b>1,949,600</b>
 <b><u>Office in Tajikistan</u></b>	
A.1.1 Office of Head of Mission	1,052,000
A.2.1 Fund Administration Unit	477,700
A.2.2 Common Operational Costs	1,437,700
B.1.1 Political and Military Aspects of Security	1,337,100
B.2.1 Economic and Environmental Activities	987,400
B.3.1 Human Dimension Activities	<u>1,020,600</u>
<b>Total</b>	<b>6,312,500</b>
 <b>TOTAL FOR CENTRAL ASIA</b>	 <b>18,598,800</b>
 <b>TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS</b>	 <b>93,741,700</b>
 <b>TOTAL OSCE UNIFIED BUDGET</b>	 <b>148,055,400</b>

## POST TABLE

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b><u>The Secretariat</u></b>			
<b>Secretary General and Central Services</b>			
<b>A.1.1 Executive Management</b>			
Secretary General	SG	1	
Director, Office of the Secretary General	D1	1	
Senior Adviser	P4	1	
Senior Co-ordination Officer	P4	1	
Executive Officer	S	2	
Policy and Planning Officer	S	1	
Senior Executive Assistant	G7	1	
Senior Political/Administrative Assistant	G6	1	
Secretary, OSG	G5	1	
Driver	G3	1	
<b>A.1.2 Security Management</b>			
Head, Security Management	P5	1	
Field Security Officer	P3	1	
Protective Services Officer	P2	1	
Administrative Assistant	G4	1	
<b>A.1.3 External Co-operation</b>			
Head, External Co-operation Section	P5	1	
Senior External Co-operation Officer	P4	2	
External Co-operation Officer	P3	1	
External Co-operation Officer	S	1	
Senior External Co-operation Assistant	G6	1	
Secretary	G4	1	
<b>A.1.4 Legal Services</b>			
Senior Legal Adviser	P5	1	
Legal Adviser	P4	1	
Legal Officer	P3	2	
Legal Officer	S	2	
Legal Assistant	G5	1	
Administrative Clerk	G3	1	
<b>A.1.5 Press and Public Information</b>			
Spokesperson/Head of Press and Public Information	P5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Public Website Manager	P4	1	
Deputy Spokesperson/Deputy Head of PPIS	P4	1	
Editor	P3	1	
Press and Public Information Officer	P3	2	
Web Architect	P3	1	
Assistant Web Developer	P1	1	
Website Assistant	G5	1	
Press and Public Information Assistant	G5	1	
<b>A.2.1 Records Management</b>			
Chief, Records Management	P3	1	Change from Programme "Mission Support Service"
Registry and Records Assistant	G4	3	Change from Programme "Mission Support Service"
<b>A.2.2 Prague Office</b>			
Head of Office and Officer in Charge of Meetings	S	1	Change from Programme "Prague Office"
Senior Documentation and Information Assistant	G7	1	Change from Programme "Prague Office"
Senior Information Technology Assistant	G6	1	Change from Programme "Prague Office"
Senior Finance and Administrative Assistant	G6	1	Change from Programme "Prague Office"
Administrative Secretary	G5	1	Change from Programme "Prague Office"
Archives Assistant	G5	1	Change from Programme "Prague Office"
Information Technology Assistant	G4	1	Change from Programme "Prague Office"
Cleaner/Photocopier	G1	1	Change from Programme "Prague Office"
<b>B.4.1 Gender Issues</b>			
Senior Adviser on Gender Issues	P5	1	
Adviser on Gender Issues	P3	1	
Adviser on Gender Issues	S	1	
Gender Officer	S	1	
Administrative/Programme Assistant	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>Internal Oversight</b>			
<b>A.1.1 Internal Oversight</b>			
Director of Internal Oversight	D2	1	
Head, Evaluation and Management Audit Services/Deputy Director	P5	1	
Head, Internal Audit/Deputy Director	P5	1	
Senior Auditor	P4	1	
Senior Investigator	P4	1	
Senior Evaluator	P4	1	
Auditor	P3	2	
Senior Auditing Assistant	G6	2	
<b>Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>			
<b>B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings</b>			
Special Representative	D2	1	
Co-ordination Adviser	P4	1	
Adviser	P3	1	
Programme Officer	P3	1	
Executive Adviser to the SR/CTHB	P3	1	
Adviser	S	1	
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1	
Public Information Officer	S	1	
Advocacy and Project Officer	S	1	New post
Administrative Assistant	G5	1	
Senior Secretary	G5	1	
<b>Addressing Transnational Threats</b>			
<b>B.4.1 Co-ordination Cell</b>			
Co-ordinator of Activities to Address Transnational Threats	D1	1	New post
Information Management Officer	P3	1	Change from Programme "Strategic Police Matters Unit"
Cyber Security Officer	P2	1	Change from Programme "Action Against Terrorism"

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Senior Information Management Assistant	G7	1	Change from Programme "Strategic Police Matters Unit"
Senior Secretary	G5	1	Change from Programme "Strategic Police Matters Unit"
<b>B.4.2 Strategic Police Matters Unit</b>			
Deputy Head of SPMU, Community Police Adviser	P4	1	Downgrade, Change from Programme "Strategic Police Matters Unit"
Police Affairs Officer on Combating Illicit Drugs	P4	1	Change from Programme "Strategic Police Matters Unit"
Police Affairs Officer, Training Adviser	P4	1	Change from Programme "Strategic Police Matters Unit"
Police Affairs Officer, Adviser on Combating THB	S	1	Change from Programme "Strategic Police Matters Unit"
Police Affairs Officer, Adviser on Fight Against Crime	S	1	Change from Programme "Strategic Police Matters Unit"
Police Affairs Officer, Adviser on Research and Analysis	S	1	Change from Programme "Strategic Police Matters Unit"
Political Affairs Officer, Police Matters	S	1	Change from Programme "Strategic Police Matters Unit"
Senior Police Adviser/Head, SPMU	S	1	Change from Programme "Strategic Police Matters Unit"
Administrative Assistant	G4	1	Change from Programme "Strategic Police Matters Unit"
<b>B.4.3 Action Against Terrorism</b>			
Programme Co-ordinator	P4	1	Change from Programme "Action Against Terrorism"



**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
Senior Programme Officer	P4	1	Change from Programme "Action Against Terrorism"
Programme Officer	P3	1	Change from Programme "Action Against Terrorism"
Assistant Programme Officer	P1	3	Change from Programme "Action Against Terrorism"
Adviser on Anti-Terrorism Issues	S	1	Change from Programme "Action Against Terrorism"
Counter Terrorism Officer	S	1	Change from Programme "Action Against Terrorism"
Head on Anti-Terrorism Issues	S	1	Change from Programme "Action Against Terrorism"
Project Assistant	G5	1	Change from Programme "Action Against Terrorism"
<b>B.4.4 Borders Team</b>			
Customs Adviser	P3	1	Change from Programme "Operations Service/Borders Team"
Programme Management Officer	P3	1	Change from Programme "Operations Service/Borders Team"
Border Adviser	P2	1	Change from Programme "Operations Service/Borders Team"
Border Adviser	S	1	Change from Programme "Operations Service/Borders Team"
Senior Border Issues Adviser	S	1	Change from Programme "Operations Service/Borders Team"
Administrative Assistant	G4	1	Change from Programme "Action Against Terrorism"

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>		<b>Post</b>	<b>Number</b>
<b>Programme</b>		<b>Grade</b>	<b>of Posts</b>
<b>Post Title</b>			<b>Note</b>
<b>Activities Relating to the Economic and Environmental Aspects of Security</b>			
<b>B.2.1 Co-ordinator of OSCE Economic and Environmental Activities</b>			
Co-ordinator of OSCE Economic and Environmental Activities	D2		1
Deputy Co-ordinator/Head, Economic Activities	P5		1
Deputy Co-ordinator/Head, Environmental Activities	P5		1
Senior Economic Officer	P4		1
Economic Adviser	P3		1
Environmental Programme Officer	P3		1
Environmental Affairs Adviser	P3		1
Economic and Environmental Adviser	P3		1
Associate Environmental Affairs Officer	P2		1
Economic Affairs Officer	S		2
Economic and Environmental Affairs Adviser	S		1
Environmental Affairs Adviser	S		1
Senior Programme Officer, Energy Security	S		1
Programme Officer, Economic Co-operation and Governance	S		1
Executive Secretary	G6		1
Administrative Assistant	G5		1
Project Assistant	G4		1
Administrative Clerk	G3		1
<b>Conflict Prevention</b>			
<b>A.1.1 CPC Direction and Management</b>			
Director of the Conflict Prevention Centre	D2		1
Planning and Co-ordination Officer	P3		1
Senior Secretary	G5		1
Secretary	G4		1
<b>A.1.2 Policy Support Service</b>			
Deputy Director for Policy Support Service	P5		1
Senior Policy Support Officer	P4		3
Policy Support Officer	P3		2
Policy Support Officer	S		5
Senior Policy Support Assistant	G6		1
Secretary	G4		1

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>A.1.3 Operations Service</b>			
Deputy Director for Operations Service	P5	1	
Senior Operational Adviser	P4	1	
Operational Support Officer	P3	1	
Analyst/Researcher	S	1	
Chief, Situation/Communications Room	S	1	
Operational Support Officer	S	1	
Deputy Chief, Situation/Communications Room	G6	1	
Administrative/Programme Assistant	G5	1	
Duty Officer	G5	2	
<b>A.1.5 Programming and Evaluation Support Unit</b>			
Head/Programming and Evaluation Support Unit	P4	1	
Project/Programme Evaluation Officer	P3	1	Upgrade
Associate Project Co-ordination Officer	P2	1	
Senior Project Assistant	G6	1	
<b>B.1.2 FSC Support</b>			
Senior FSC Support Officer	P4	1	
CSBM Officer	P3	1	
CSBM/Projects Officer	P3	1	
Associate Project Officer	P2	1	
FSC Support Officer	S	1	
Programme Assistant	G5	1	
<b>B.1.3 Communications Network</b>			
Senior Communications Network Officer	P4	1	
Network Management Officer	P3	1	
Senior Network Management Assistant	G6	1	
<b>Human Resources Management</b>			
<b>A.2.1 HR Direction and Management</b>			
Director for Human Resources	D2	1	
Planning and Co-ordination Officer	P3	1	
Senior Secretary	G5	1	
<b>A.2.2 Personnel Management and Payroll Administration</b>			
Chief, Personnel Section	P5	1	
Senior Personnel Officer, Payroll and ERP System	P4	1	
Personnel Officer	P3	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Senior Personnel Assistant	G7	1	
Senior Payroll Assistant	G6	2	
Senior Personnel Assistant	G6	3	
Payroll Assistant	G5	1	
Personnel Assistant	G4	2	
Personnel Clerk	G3	1	
<b>A.2.4 Recruitment</b>			
Chief, Recruitment Section	P5	1	
Senior Recruitment Project Officer	S	1	
Senior Recruitment Assistant	G6	3	
<b>A.2.5 Training Section</b>			
OSCE Training Co-ordinator	P4	1	
Senior Training Officer	P4	1	
Training Officer	P3	2	
Training Officer	S	1	
Senior Training Assistant	G6	1	
IRMA Training Assistant	G5	1	
Training Assistant	G5	1	
Training Clerk	G3	1	
<b>Department of Management and Finance</b>			
<b>A.2.1 DMF Direction and Management</b>			
Director for Management and Finance	D2	1	
Senior Administrative Assistant	G6	1	
Senior Administrative/Finance Assistant	G6	1	
<b>A.1.1 Conference and Language Services</b>			
Deputy Director for Conference Services	P5	1	
Chief, Language Services Section	P4	1	
Conference Officer	P3	1	
Senior Language Services Assistant	G6	1	
Senior Meetings Assistant	G6	3	
Supervisor, Meetings Support and Documents Unit	G6	1	
Supervisor, Text Control and Processing Unit	G6	1	
Administrative Assistant	G5	1	
Assistant Supervisor, Documents Control	G5	1	
Assistant Supervisor, Meetings Support and Documents Unit	G5	1	
Protocol Assistant	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>		<b>Post</b>	<b>Number</b>
<b>Programme</b>		<b>Grade</b>	<b>of Posts</b>
Post Title			<b>Note</b>
Administrative Secretary		G4	1
Support Services Assistant		G4	1
Technical Assistant		G4	1
Text Control and Reference Assistant		G4	1
Word Processing Operator		G4	9.5
Documents and Meetings Support Assistant		G4	4
Meetings Support Services Clerk		G3	1
<b>A.2.2 Budget and Internal Control Services</b>			
Deputy Director for Budget and Internal Control Services		P5	1
Senior Budget Officer		P4	1
Senior Finance Systems and Business Process Co-ord Officer		P4	1
Budget Officer		P3	1
IRMA Focal Point, Contracting and Materials Management		P3	1
Risk Management and Internal Control Officer		P3	1
<b>A.2.3 Financial Accounting and Treasury Services</b>			
Head, Financial, Accounting and Treasury Services		P5	1
Chief, Accounts Unit		P4	1
Treasurer		P4	1
Senior Extra-Budgetary Contributions Officer		P4	1
Associate Treasury Officer		P2	1
Senior Finance Assistant		G7	1
Senior Accounting Assistant		G6	1
Senior Treasury Assistant		G6	1
Senior Extra-Budgetary Contributions Assistant		G6	1
<b>A.2.4 Information and Communication Technology Services</b>			
Deputy Director for ICT Services		P5	1
Chief, Information Management		P4	1
Chief, Information Systems		P4	1
Chief, ICT Infrastructure Support		P4	1
IT Governance, Security and Systems Architect		P4	1
Chief, Communications Unit		P3	1
Information Management Officer		P3	1
Senior Information Technology Assistant		G7	1
Senior ERP Applications Assistant		G7	2

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior Information Technology Assistant	G6	3	
Senior IT Assistant	G6	1	
Senior IT Assistant, Database Administrator	G6	1	
Senior Programme Assistant	G6	1	
Senior Programming Assistant	G6	1	
Information Technology User Support Assistant	G5	3	
Information Technology Clerk	G3	1	
<b>A.2.5 Mission Support Service</b>			
Deputy Director for Materials Management	P5	1	
Chief, Procurement and Contracting Unit	P4	1	
Chief, Asset Management and Logistics Unit	P4	1	
Materials Management Officer	P3	1	
Procurement Officer	P3	1	
Chief, Building Support Services	P3	1	
Associate Asset Management Officer	P2	1	
Associate Procurement Officer	P2	1	
Senior Asset Management Assistant	G6	1	
Senior Building Maintenance Assistant	G6	1	
Senior Travel Assistant	G6	1	
Administrative Assistant	G5	1	
Asset Management Assistant	G5	1	
Building Maintenance Assistant	G5	1	
Mission Support Assistant	G5	1	
Receptionist	G3	1	
<b>A.2.6 Secretariat Common Operational Costs</b>			
Security Guard	G3	2	
Driver	G2	2	
Cleaner	G1	7	
<b><u>The Secretariat Total</u></b>		<b><u>294.5</u></b>	
<b><u>Office for Democratic Institutions and Human Rights</u></b>			
<b>A.1.1 Direction and Policy</b>			
Director of ODIHR	D/ODI	1	
First Deputy Director of ODIHR	D1	1	
Second Deputy Director of ODIHR	P5	1	
Project Co-ordinator	P4	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>		<b>Post</b>	<b>Number</b>
<b>Programme</b>		<b>Grade</b>	<b>of Posts</b>
Post Title			<b>Note</b>
Spokesperson/Senior Press and Public Information Officer	P4	1	
Editor	P3	1	
Web Editor	P2	1	
Senior Political Adviser	S	1	
Special Adviser	S	2	
Executive Assistant	G7	1	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1	
Press and Public Affairs Assistant	G5	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Finance/Deputy Head, Common Services	P4	1	
Chief, Human Resources Unit	P3	1	
Chief, Information Technology Unit	P3	1	
Logistics and Security Officer	P3	1	
Finance Co-ordinator	P3	1	
Associate Procurement Officer	P2	1	
Finance Officer	P2	1	
Associate Procurement and Contracting Officer, EOM	P2	2	
Documents and Records Management Officer	P2	1	
Senior Administrative Assistant	G7	1	
Senior Finance Assistant	G7	1	
Senior Finance Assistant	G6	1	
Senior Information Technology Assistant	G6	1	
Senior IT Assistant	G6	2	
Senior Personnel Assistant	G6	1	
Senior Procurement and Contracting Assistant, EOM	G6	1	
Senior Procurement/Asset Management Assistant	G6	1	
Senior Recruitment Assistant	G6	1	
Senior Budget Assistant	G6	1	
Administrative Assistant	G5	1	
Budget Assistant	G5	7	
Documents and Records Management Assistant	G5	1	
Finance Assistant	G5	1	
ICT Assistant	G5	1	
Logistics and Shipping Assistant	G5	1	
Meetings and Building Services Assistant	G5	1	
Personnel/Training Assistant	G5	1	
Procurement Assistant	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Supply Assistant	G5	1	
Treasury Assistant	G5	1	
Procurement/Travel Assistant	G5	1	
Documents and Records Management Assistant	G4	1	
Finance Assistant	G4	1	
IT User Support Assistant	G4	1	
Front Office Clerk	G3	2.5	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	1	
<b>B.3.1 Human Dimension Meetings</b>			
Human Dimension Meetings Officer	P2	1	
Senior Human Dimension Meetings Assistant	G6	1	
<b>B.3.2 Democratization</b>			
Head, Democratization Department	P5	1	
Chief, Democratic Governance and Participation Unit	P4	1	
Chief, Legislative Support Unit	P4	1	
Chief, Rule of Law Unit	P4	1	
Adviser on Gender Issues	P3	1	
Legislative Support Officer	P3	2	
Migration/Freedom of Movement Adviser	P3	2	
Deputy Chief, Rule of Law Unit	P3	1	
Democratic Governance Officer	P2	1	
Gender Officer	P2	1	
Democratic Governance Officer	S	1	
Legal Officer	S	1	
Rule of Law Officer	S	3	
Senior Administrative Assistant	G6	1	
Senior Administrative/Project Assistant	G6	1	
Administrative Assistant	G5	2	
<b>B.3.3 Human Rights</b>			
Head, Human Rights Department	P5	1	
Deputy Head, Human Rights Department	P4	1	
Senior Adviser on Anti-Trafficking Issues	P4	1	
Adviser on Anti-Terrorism Issues	P3	1	
Human Rights Adviser	P3	2	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1	New post
Officer on Anti-Trafficking Issues	P2	1	
Adviser on Anti-Trafficking Issues	S	1	
Human Rights Adviser	S	1	
Human Rights Officer	S	2	
Senior Administrative Assistant	G6	1	
Administrative Assistant	G5	2	
<b>B.3.4 Elections</b>			
Head, Elections Department	P5	1	
Deputy Head for Operations, Elections Department	P4	1	
Senior Election Adviser	P4	2	
Senior Adviser on New Voting Technologies	P4	1	
Election Adviser	P3	6	
Technical Assistance Adviser	S	1	
Senior Administrative Assistant	G6	1	
Senior Documents Management Assistant	G6	1	Downgrade
Administrative Assistant	G5	1	
Administrative/Travel Assistant	G5	1	
Administrative Assistant	G4	0.5	
<b>B.3.5 Tolerance and Non-Discrimination</b>			
Head, Tolerance and Non-Discrimination	P5	1	
Deputy Head, Tolerance and Non-Discrimination	P4	1	
Adviser on Combating Racism, Xenophobia and Discrimination	P3	1	
Information Management Adviser	P3	1	
Hate Crime Officer	P3	1	
Adviser on Combating Anti-Semitism	P3	1	
Adviser on Combating Racism and Xenophobia	P3	1	
Assistant System Analyst	P1	1	
Adviser on Civil Society Relations	S	1	
Adviser, Freedom of Religion or Belief	S	1	
Hate Crime Officer	S	1	
Senior Administrative Assistant	G6	1	
Senior Library Assistant	G6	1	
Administrative Assistant	G5	1	
Information Management Assistant	G5	1	Upgrade

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>B.3.6 Roma and Sinti Issues</b>			
Senior Adviser on Roma and Sinti Issues, Chief of the CPRSI	P4	1	
Adviser on Roma and Sinti Issues, Deputy Chief of the CPRSI	P3	1	
Officer on Roma and Sinti Issues	P2	2	
Administrative Assistant	G5	1	
<b><u>Office for Democratic Institutions and Human Rights Total</u></b>		<b><u>134</u></b>	
<b><u>High Commissioner on National Minorities</u></b>			
<b>A.2.1 Fund Administration Unit</b>			
Senior Administrative Officer	P4	1	
Information Technology Specialist	P3	1	
Senior Administrative Assistant	G7	1	
Procurement Assistant	G5	1	
<b>B.1.1 Office of the High Commissioner</b>			
High Commissioner	HCNM	1	
Director	D1	1	
Head of Section/Senior Adviser	P5	2	
Senior Adviser	P4	5	
Senior Legal Adviser	P4	2	
Legal Adviser	P3	1	
Political Adviser	P3	1	
Project Officer	P3	1	
Legal Officer	S	1	
Project Officer	S	2	
Secretary HCNM	S	1	
Personal Adviser	S	1	
Administrative Assistant	G5	1	
Information Assistant	G5	1	
Project Assistant	G5	2	
Communication and Editorial Assistant	G5	1	
Administrative Assistant	G4	2	
<b><u>High Commissioner on National Minorities Total</u></b>		<b><u>30</u></b>	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b><u>Representative on Freedom of the Media</u></b>			
<b>A.1.1 Freedom of the Media</b>			
Representative on Freedom of the Media	RFOM	1	
Director, Office of the RFOM	D1	1	
Senior Adviser	P4	1	
Adviser	P2	2	
Project Officer	P2	1	
Assistant Research Officer	P1	1	
Project Co-ordinator	S	1	
Senior Adviser	S	4	
Principal Adviser to Head of Institution	S	1	
Senior Administrative Assistant	G7	1	
Senior Project Assistant	G6	1	
Programme Secretary	G4	1	
<b><u>Representative on Freedom of the Media Total</u></b>		<b><u>16</u></b>	
<b><u>Augmentations</u></b>			
<b>Secretariat Augmentations</b>			
<b>A.1.1 Press and Public Information</b>			
Press and Public Information Officer	P3	1	
Web Editor	P3	2	
<b>A.1.2 Internal Oversight</b>			
Auditor	P3	1	
Senior Administrative Assistant	G6	1	
Senior Auditing Assistant	G6	1	
<b>A.1.3 Policy Support Service</b>			
Senior Policy Support Officer	P4	2	
Policy Support Officer	P3	1	
Senior Policy Support Assistant	G6	1	
<b>A.1.4 Operations Service</b>			
Duty Officer	G5	3	
<b>A.1.5 Programming and Evaluation Support Unit</b>			
Budget Assistant, Extra-Budgetary Contributions	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
<b>A.2.1 Personnel Management and Payroll Administration</b>			
Personnel Officer	P3	1	
Personnel Assistant	G5	2	
Payroll Assistant	G4	1	
Personnel Clerk	G3	1	
<b>A.2.2 Recruitment</b>			
Recruitment Officer	P3	2	
Senior IRMA HR Support Assistant	G7	1	
Recruitment Assistant	G5	2	
Recruitment Assistant	G4	2	
Recruitment Clerk	G3	0.5	
<b>A.2.3 Budget and Internal Control Services</b>			
Senior Officer, BICS	P4	1	
Budget Officer	P3	1	
Associate FAU Support Officer	P2	1	
Budget Assistant	G5	2	
<b>A.2.4 Financial Accounting and Treasury Services</b>			
Associate Finance Officer	P2	1	
Finance Assistant	G5	1	
Treasury Assistant	G5	1	
Finance Assistant	G4	5	
<b>A.2.5 Information and Communication Technology Services</b>			
Chief, ICT Service and Support Section	P4	1	
Associate Computer Information Systems Officer	P2	1	
Senior Information Technology Assistant	G7	1	
Senior Programming Assistant	G7	1	
Senior ERP Applications Assistant	G7	1	
Senior System Administration Assistant	G7	1	
Senior Information Technology Assistant	G6	2	
Senior Programming Assistant	G6	2	
Senior Communications Assistant	G6	1	
Senior Documents and Information Assistant	G6	1	
Information Technology User Support Assistant	G5	2	
ICT User Support Assistant	G5	2	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b>A.2.6 Mission Support Service</b>			
Procurement Officer	P3	1	
Contracts Officer	P3	1	
Travel Officer	P3	1	
Senior Asset Management Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Contracts Assistant	G6	1	
Senior Freight Distribution Control Assistant	G6	1	
Senior Insurance Assistant	G6	1	
Procurement Assistant	G5	1	
Building Support Assistant	G5	1	
Property Control Assistant	G5	1	
Procurement Information Assistant	G5	1	
Asset/Warehouse Assistant	G4	1	
Mail Processing Assistant	G4	1	
Transport Dispatcher	G3	1	
Manual Worker	G2	1	
Messenger	G2	1	
<b>ODIHR Augmentation</b>			
<b>B.3.1 ODIHR Democratization</b>			
Deputy Head, Democratization Department	P4	1	
<b><u>Augmentations Total</u></b>		<b><u>73.5</u></b>	
<b><u>Mission in Kosovo</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Senior Co-ordination Officer	P5	1	
Chief of Mission Security	P4	1	
Head of Legal Affairs	P4	1	
Mission Spokesperson	P4	1	
Deputy Chief Mission Security	P3	1	
Security Officer	P2	1	
Special Assistant to the Head of Mission	P2	1	
Director of Regional Centre	S4	3	
Head of the Office of Political Affairs	S4	1	
Deputy Director of Regional Centre	S3	1	
Deputy Head, Legal Affairs	S3	1	
Mission Internal Oversight Officer	S3	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Deputy Head, Office of Central Co-ordination	S3	1	
Security Officer	S2	2	Change in grade
Senior Legal Adviser	S2	1	
Senior Political Officer	S2	2	
Deputy Head of Office/Political Affairs Officer	S2	1	
Planning and Co-ordination Officer	S1	1	
Political Officer	S1	2	
Project Officer	S1	1	
National Legal Officer	NP3	1	New post
National Deputy Spokesperson	NP3	1	
National Legal Adviser	NP2	1	
National Legal Officer	NP2	1	Upgrade, subject to classification
National Political Officer	NP2	2	
National Graphic Presentation Officer	NP1	1	
National Public Information Officer	NP1	1	
National Co-ordination Officer	NP1	1	
Personal Assistant to Head of Mission	G6	1	
Senior Co-ordination Assistant	G6	1	
Senior Monitoring Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Project Assistant	G6	1	
Senior Public Information Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	New post
Administrative Assistant	G5	1	
Security Planning Assistant	G5	1	
Senior Secretary	G5	2	
Senior Secretary	G5	1	Downgrade, subject to classification
Situation Centre Duty Assistant	G5	5	
Fire and Safety Assistant	G5	1	
Web/Intranet Assistant	G5	1	
CCTV Technician	G4	1	
Fire Safety Assistant	G4	1	
Investigation Assistant	G4	1	
Media Monitor Assistant	G4	2	
Office Assistant	G4	1	
Security Administrative Assistant	G4	1	
Security Assistant	G4	5	
Security Planning Assistant	G4	1	
Security Shift Supervisor	G4	4	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Translation Assistant	G4	1	
Radio Operator	G3	9	
Radio Operator	G3	1	New post
Radio Operator/Guard	G3	3	
Control Room Operators	G3	4	
Security Escort Unit Member	G3	3	
Security Guard	G3	1	
Security Shift Team Leader	G3	4	
Security Guard	G2	35	
<b>A.2.1 Fund Administration Unit</b>			
Head, Administration and Finance	P5	1	
Chief Medical Officer	P4	1	
Chief of Financial Management	P4	1	
Chief, Human Resources Management	P4	1	
Chief, ICT	P4	1	
Human Resources Officer	P3	1	
Chief, General Services	S3	1	
Contracts/Procurement Officer	S2	1	
National Building Manager Officer	NP3	1	Upgrade
National Medical Officer	NP3	1	
National Chief of Accounts	NP3	1	
National Database Design Officer	NP3	1	
National Supply Officer	NP3	1	Upgrade
National Asset Management Officer	NP2	1	Upgrade
National Budget Officer	NP2	1	
National Electrical Engineer	NP2	1	
National Finance Officer	NP2	1	
National Human Resources Officer	NP2	1	
National ICT Engineer, Mobile Communications	NP2	1	
National ICT Officer	NP2	2	
National Training Co-ordinator	NP2	1	
National ICT Engineer, Microwave/VSAT	NP2	1	
National ICT Officer VoIP, Internet Security	NP2	1	
National Archives Officer	NP1	1	
National Procurement Officer	NP1	1	
National Training Officer	NP1	1	
National Travel Officer	NP1	1	
National Transport Officer	NP1	1	
Executive Assistant	G6	1	
Nurse	G6	1	Upgrade

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior Administrative Assistant	G6	5	
Senior Conference Services Assistant	G6	1	
Senior Finance Assistant	G6	1	
Senior Human Resources Assistant	G6	2	
Senior ICT Assistant	G6	1	
Senior ICT Assistant, HD Team Leader	G6	1	
Senior ICT Technician	G6	4	
Senior ICT Technician LAN	G6	2	
Senior ICT Technician Microwave/VSAT	G6	1	
Senior ICT Technician, Mobile Communications	G6	1	
Senior Materials Control Assistant	G6	1	
Senior Payroll Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Project Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Transport Assistant	G6	1	Upgrade, subject to classification
Senior Human Resources/Payroll Assistant	G6	1	
Senior ICT Technician VoIP, Internet Security	G6	2	
Senior ICT Billing Assistant	G6	1	Upgrade
Senior ICT Assistant	G6	1	Upgrade
Administrative Assistant	G5	1	
Budget Assistant	G5	1	
CS Technician Microwave/Conference Equipment	G5	1	
Electrical Foreman	G5	1	
Finance Assistant	G5	2	
Generator Mechanic	G5	1	
Generator Technician	G5	1	
Human Resources Assistant	G5	5	
ICT Assistant Equipment Management and Repair	G5	1	
ICT Assistant, Helpdesk	G5	2	
ICT Technician Microwave/VSAT	G5	3	
Logistics Assistant	G5	4	
Maintenance Foreman	G5	1	
Material Management Assistant	G5	1	
Procurement Assistant	G5	1	
Secretary to the FMMC	G5	1	
Supply Assistant	G5	1	
Training Assistant	G5	2	
Treasury Assistant	G5	1	
Fuel Supply Assistant	G5	1	Upgrade



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
ICT Mobile Communication Technician	G5	2	
Archives Assistant	G4	2	
Building Management Assistant	G4	1	
Conference Equipment Technician	G4	1	
Customs Assistant	G4	1	
Dispatcher	G4	3	
Generator Overhaul Mechanic	G4	1	
Human Resources Assistant	G4	1	
Inspection Assistant	G4	1	
Maintenance Assistant	G4	1	
Office Assistant	G4	2	
Supply Assistant	G4	2	
Technical Assistant	G4	1	
Travel Assistant	G4	1	Downgrade
Contracts/Procurement/Administrative Assistant	G4	1	
Facilities Assistant	G4	1	
Photocopy Technician	G4	1	
ICT Billing Assistant	G4	1	Upgrade
BMS Technical Clerk	G3	1	
Electrician	G3	3	
Fleet Clerk	G3	1	
Inventory Clerk	G3	3	
Maintenance Clerk	G3	1	
Movement Control/Vehicle Tracking Clerk	G3	1	
Plumber	G3	1	
Technical Clerk	G3	2	
Technical Clerk/Air-Conditioning	G3	1	
Truck Driver/Forklift Operator	G3	1	
Registry Clerk	G3	1	
Pool Operator	G2	1	
Switchboard Operator	G2	1	
Handyman	G1	1	
<b>A.2.2 Common Operational Costs</b>			
Driver	G3	1	
Driver/Bus	G3	3	
Driver/Truck	G3	3	
Senior Driver to Deputy Head of Mission	G3	2	
Senior Driver to Head of Mission	G3	2	
Driver	G2	14	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
<b>B.1.1 Security and Public Safety</b>			
Deputy Director	S4	1	
Director	S4	1	
Chief	S3	1	
Chief of Section	S3	3	
Senior KCPSSED Adviser	S2	1	
Senior Training Development Officer	S2	4	
Senior Community Policing Officer	S2	1	
Senior Organized Crime Adviser	S2	3	
Senior Community Policing Officer, Security	S2	2	
National Administrative Officer	NP2	1	
National KCPSSED Adviser	NP1	1	
National Programme Officer	NP1	2	
National Project Officer	NP1	1	New post, subject to classification
National Public Safety Awareness Officer	NP1	1	
National Training Development Officer	NP1	1	
National PIK Adviser	NP1	1	
National Organized Crime Adviser	NP1	1	
Senior Programme Assistant	G6	3	
Senior Programme Assistant	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	11	
Senior Secretary	G5	1	
Programme Assistant	G4	3	
<b>B.3.1 Democratization</b>			
Chief, Elections Division	P4	1	
IT Officer	P2	1	
Deputy Director	S4	1	
Director	S4	1	
Chief of Section	S3	2	
Field Activities Co-ordinator	S3	1	
Chief, Analysis and Reporting Cell	S3	1	
Chief of Media Section	S3	1	
Elections Operations Adviser	S2	1	
Senior Advisor to the IMC	S2	1	
Senior Programme Officer	S2	1	
Senior Project Adviser	S2	1	
Special Adviser to OI	S2	1	
Senior Adviser on Independent Institutions	S2	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior Elections Legal Adviser	S2	1	
Unit Co-ordinator/Senior Adviser	S2	1	
Senior Media Adviser	S2	1	
Senior Legal Adviser to ECAP	S2	1	New post
Senior Adviser on Youth Empowerment	S2	1	
Deputy Chief of Section	S2	1	
Programme Officer	S1	2	
National Deputy Chief, Elections Division	NP3	1	
National Administrative and Budget Officer	NP2	1	New post
National Administrative Officer	NP1	1	New post, subject to classification
National Legal Officer	NP1	2	
National Programme Officer	NP1	12	
National Reporting and Information Officer	NP1	1	
National Training Officer	NP1	1	
National Voter Services Officer	NP1	1	
National Elections External Relations Officer	NP1	1	
Personal Assistant	G6	1	
Senior Election Field Assistant	G6	6	
Senior Elections Operations Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Training Assistant	G6	1	
Senior Translator/Interpreter Assistant	G6	8	
Senior Elections Assistant	G6	1	
Senior Elections Compliance Auditor Assistant	G6	1	
Monitoring Assistant	G5	2	
Programme Assistant	G5	3	
Translation Assistant	G4	1	Downgrade
Office Assistant	G4	1	
Office Assistant	G4	1	New post
Programme Assistant	G4	4	
Office Clerk	G3	1	
<b>B.3.2 Human Rights and Communities</b>			
Special Adviser on Non-Albanian Communities and Outreach Co-ordination	P4	1	
Deputy Director	S4	1	
Director	S4	1	
Chief of Communities Section	S3	1	
Chief of Legal System Monitoring Section	S3	1	
Chief of Legislative Review Section	S3	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Chief of Property Section	S3	1	
Chief of Security Monitoring Section	S3	1	
Field Activities Co-ordinator	S3	1	
Chief of Analysis and Reporting Cell	S3	1	
Chief, Equality/Non-Discrimination/ Anti-Trafficking Section	S3	1	
Chief of Anti-Trafficking Section	S3	1	
Human Rights Adviser, Security Monitoring Section	S2	6	
Legal Analyst	S2	2	
Senior Adviser	S2	3	
Senior Communities Adviser, Protection	S2	2	
Senior Communities Policy Adviser	S2	2	
Senior Democratization Officer	S2	5	
Senior Human Rights Adviser/Property	S2	1	
Senior Human Rights/Legal Adviser	S2	1	
Senior Legal Officer, Legislative Review Section	S2	1	
Special Adviser to Kosovo Judicial Institute	S2	1	
Senior Human Rights Officer	S2	5	
Senior Human Rights Adviser, Security Monitoring Section	S2	1	
Communities Policy Officer	S1	1	
Communities Protection Officer	S1	1	
Human Dimension Officer	S1	50	
Human Rights Adviser/Property	S1	1	
Legal Officer, Legislative Review Section	S1	1	
Legal System Monitor	S1	6	
Human Rights Officer, Property	S1	1	
Community Policy Officer/Return	S1	1	
National Communities Policy Adviser	NP2	1	
National Co-ordinator, Criminal Monitoring	NP2	1	
National Language Services Co-ordinator	NP2	1	
National Legal Adviser on Woman and Children	NP2	1	
National Human Rights Adviser	NP2	1	
National Chief of Administration/Budget Unit	NP2	1	New post, subject to classification
National Programme Office, Human Rights	NP1	1	
National Budget/Administrative Officer	NP1	1	
National Civil Legal Adviser	NP1	1	
National Human Rights Legal Adviser	NP1	1	
National Human Rights Officer	NP1	3	
National Legal Officer, Legislative Review Section	NP1	3	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
National Legal Officer, Property	NP1	2	
National Legal System Officer	NP1	6	
National Programme Officer	NP1	2	
National Property Officer	NP1	4	
Personal Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	44	
Senior Project Assistant	G6	1	
Senior Translator/Interpreter	G6	5	
Administrative Assistant	G5	1	
Human Rights Assistant	G5	6	
Programme Assistant	G5	1	
Legal Assistant	G5	1	
Legal System Assistant	G5	9	
Office Assistant	G4	2	
Office Assistant	G4	1	New post
Programme Assistant	G4	40	
Assistant/Secretary/Interpreter	G4	4	
Office Clerk	G3	1	
Receptionist	G2	1	Budgeted for 6 months
<b><u>Mission in Kosovo Total</u></b>		<b><u>670</u></b>	
<b><u>Tasks in Bosnia and Herzegovina</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Director of Policy and Planning	S4	1	
Senior Representative of the Head of Mission	S4	3	
Senior Political Adviser	S3	1	Change in grade
Chief Executive Officer	S3	1	Change in grade
OHR/EUSR Liaison Officer	S2	1	
Policy Adviser	S2	1	
Legal and Political Adviser	S2	1	
Executive Assistant to Deputy Head of Mission	S1	1	
Political Analyst	S1	1	
National Chief of Security	NP3	1	
National Spokesperson	NP3	1	
National Deputy Chief of Security	NP2	1	
National Planning and Co-ordination Officer	NP2	1	
National Personal Assistant to DHoM	NP1	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
National Personal Assistant to HoM	NP1	1	
National Political Officer	NP1	7	
National Press Officer	NP1	4	
National Reporting Officer	NP1	1	
National Website Manager	NP1	1	
Programme Assistant	G5	1	
Programme Assistant	G5	1	
Public Information Assistant	G5	1	
Senior Interpreter	G5	6	
Website Assistant	G5	1	
Assistant/Interpreter	G4	1	Change to part-time
Language Lecturer	G4	3	
Operations Assistant	G4	1	
Press Assistant	G4	1	
Close Protection Specialist	G3	1	
Security Guard	G2	15	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P5	1	
Chief of Procurement and Logistics	S3	1	
Chief of Accounts	S3	1	New post
Legal Adviser	S2	1	
National Chief of Budget	NP3	1	
National Medical Officer	NP3	1	
National Chief of ICT Services	NP3	1	
National Chief of Personnel	NP3	1	
National Accounting Officer	NP2	1	
National Budget Officer	NP2	1	
National Executive Assistant	NP2	1	
National Finance Officer	NP2	2	
National Procurement Officer	NP2	2	
National Deputy Chief of ICT Services	NP2	1	
National Administrative Officer	NP1	1	
National Archives Officer	NP1	1	
National Communications Officer	NP1	1	
National ERP System Administrator	NP1	1	
National FMMC Officer	NP1	1	
National General Services Officer	NP1	2	
National Network Administrator	NP1	1	
National Personnel Officer	NP1	1	
National Recruitment Officer	NP1	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
National Treasury Officer	NP1	1	
National Information Systems Developer	NP1	1	
Senior ICT Assistant	G6	1	
Senior Inventory Assistant	G6	1	
Senior Supply Assistant	G6	1	
Senior Transport Assistant	G6	1	
Budget Assistant	G5	1	
Finance Assistant	G5	5	
Investigations Assistant	G5	2	
IT/Help Desk Co-ordinator	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	1	
SMS Server Operator/Helpdesk Operator	G5	1	
Storekeeper	G5	1	
Training Support Assistant	G5	1	
Transport Maintenance Supervisor	G5	1	
Travel and Accommodation Assistant	G5	2	
Administrative Assistant	G4	3	
Archivist Assistant	G4	2	
Assistant Building Manager	G4	3	
Dispatcher	G4	1	
General Services Assistant	G4	2	
IT/Communications Assistant	G4	4	
Personnel Assistant	G4	3	
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Medical Secretary	G4	1	
Administrative Clerk	G3	11	
Documents Management Clerk	G3	2	
Receptionist	G3	4	
Switchboard Operator	G3	2	
<b>A.2.2 Common Operational Costs</b>			
Driver DHoM	G3	1	
Senior Driver	G3	2	
Driver	G2	46.5	
Cleaner	G1	21	
<b>B.1.1 Security Co-operation</b>			
Director of Security Co-operation	S4	1	
Head of Arms Control Section	S3	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Head of Director's Office/Policy and Planning Officer	S3	1	
Head of Parliamentary Section	S3	1	
Arms Control Implementation Officer	S2	1	
Parliamentary Officer	S2	1	
Policy and Information Officer	S2	1	
National Compliance Officer	NP1	1	
National Legal Officer	NP1	1	
National Politico-Military Officer	NP1	1	
National Defence and Security Officer	NP1	1	
Logistics Assistant, Arms Control	G5	1	
Personal Assistant	G5	1	
Senior Interpreter	G5	1	
Assistant/Interpreter	G4	4	
<b>B.3.1 Human Dimension</b>			
Head, Human Dimension Department	P5	1	
Deputy Director, Operations Unit	S4	1	
Deputy Director, Programmes Unit	S4	1	
Head of Economic and Social Rights and Equality Section	S3	1	
Head of Community Engagement Section	S3	1	
Head of Governance Development and Support Section	S3	1	
Senior Human Dimension Officer/Head of Field Office	S3	4	
Head of Parliamentary Support and Monitoring Section	S3	1	
Head of Judicial and Legal Reform Section	S3	1	
Head of Education Section	S3	1	New post
Human Rights Adviser, Economic and Social Rights	S2	1	
Legal Adviser, Anti-Discrimination	S2	1	
Legal Adviser, Judicial and Legal Reform	S2	2	
Programme Co-ordinator	S2	1	
Senior Reporting and Information Officer	S2	1	
Head of Field Office	S2	10	
Legal Adviser, War Crimes and Transitional Justice	S2	1	
Legal Adviser, War Crimes and Rule of Law	S2	1	
Human Rights Officer	S1	10	
Information Officer	S1	1	
Project Co-ordination Officer	S1	1	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Programme Officer, Governance and Community Affairs	S1	6	
National Anti-Trafficking Officer	NP2	1	
National Legal Officer	NP2	9	
National Programme Officer	NP2	1	
National Project Officer	NP2	1	Upgrade
National Chief of Programme Support Section	NP2	1	Upgrade
National Programme Officer, Education	NP2	1	
National Programme Officer, Access and Non-Discrimination	NP2	1	
National Programme Officer, Finance and Management	NP2	1	
National Executive Assistant	NP1	1	New post, subject to classification
National Programme Officer, Gender Issues	NP1	1	New post
National Legal Officer	NP1	2	
National Programme Officer	NP1	13	
National Public Information Officer	NP1	1	
National Monitoring and Evaluation Officer	NP1	1	
National Programme Officer, Community Engagement	NP1	13	
National Programme Officer, Community Mobilization	NP1	1	
National Programme Officer, Education	NP1	27	
National Programme Officer, Governance Development	NP1	1	
National Programme Officer, Governance Support	NP1	19	
National Programme Officer, Information and Reporting	NP1	1	
National Programme Officer, Social Inclusion	NP1	1	
National Programme Officer, Policy Advocacy	NP1	1	
National Legal Officer, Trial Monitoring	NP1	1	
Assistant Translator/Interpreter	G5	1	
Legal Assistant	G5	5	
Programme Assistant	G5	51	
Programme Assistant	G5	0.5	Change to part-time
Senior Secretary	G5	2	
Rule of Law Monitoring Assistant	G5	21	
Programme Assistant, Roma Monitoring	G5	1	
Administrative Assistant	G4	3	
Office Assistant	G4	25	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
<b>Regional Stabilization/Arms Control</b>			
<b>B.1.1 Implementation of Article IV</b>			
Driver	S	1	
Military Adviser	S	1	
Operation Staff Officer	S	1	
Personal Representative of the CiO	S	1	
Administrative Secretary	G5	1	
<b>Tasks in Bosnia and Herzegovina Total</b>		<b>505</b>	
<b>Mission to Serbia</b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Municipal Co-ordinator	S2	1	
Senior Political Officer	S2	1	
Head of Political and Press Affairs	S2	1	
Executive Officer	S1	1	
Political Officer	S1	1	
Political/Reporting Officer	S1	1	
National Special Adviser, CSBM	NP3	1	
National Project Co-ordination Officer	NP1	1	
Personal Assistant to HoM	G6	1	
Senior Press and Political Assistant	G6	1.5	
Assistant Translator/Interpreter	G5	1	
Field Programme Assistant	G5	2	
Programme Assistant	G5	1	
Senior Secretary	G5	1	
Supervisor, Security Unit	G5	1	
Press and Political Assistant	G5	1	
Project Assistant	G4	1	
Senior Security Guard	G3	1	
Security Guard	G2	8	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Fund Administration Unit	P3	1	
Finance Officer	P2	1	
Procurement Officer	S1	1	
National Human Resources Officer	NP2	1	
National ICT Officer	NP1	1	
Senior Administrative Assistant	G6	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Senior Human Resources and Training Assistant	G6	1	
Senior ICT Assistant	G6	2	
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Assistant to CFA	G5	1	
Finance Assistant	G5	2	
Human Resources Assistant	G5	1	
Treasury Assistant	G5	1	
Human Resources Assistant	G4	1.5	
ICT Assistant	G4	2	
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Building Maintenance Technician	G3	1	
Receptionist	G3	1	
Finance Clerk	G3	1	
Gardener/Handyman	G2	1	
Handyman	G2	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	2	
Driver	G2	7	
Cleaner	G1	7	
<b>B.1.1 Police Affairs</b>			
Head Law Enforcement	S3	1	Change in grade
Accountability Programme Manager	S2	1	
Community Policing Adviser	S2	1	
Community Policing Programme Manager	S2	1	
Organized Crime Adviser	S2	1	
Organized Crime Programme Manager	S2	1	
Police Education Programme Manager	S2	1	
Police Training Adviser	S2	5	
Strategic Planning Adviser	S2	1	
Economic Crime Adviser	S2	1	
Strategic Development Programme Manager	S2	1	
National Programme Officer	NP1	2	
National Curriculum Development Officer	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	18	
Administrative Assistant	G4	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
<b>B.3.1 Democratization</b>			
Head Democratization	S3	1	Change in grade
Environmental Adviser	S2	1	
Governance Adviser	S2	1	
Human Rights Programme Co-ordinator	S2	1	
Senior Adviser on Equal Opportunities	S2	1	
National Legal Adviser	NP2	1	
National Governance Officer	NP1	1	
National Programme Officer	NP1	6	
National Programme Co-ordination Officer	NP1	1	
Senior Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	4	
Administrative Assistant	G5	1	Downgrade
Programme Assistant	G5	1	
Project Assistant	G5	1	
<b>B.3.2 Media</b>			
Head Media	S3	1	Change in grade
National Legal Officer	NP1	2	
National Programme Officer	NP1	1	
Senior Media Legislation Assistant	G6	1	
Senior Programme Assistant	G6	1	
Administrative Assistant	G5	1	
Media Monitoring Assistant	G5	1	
Programme Assistant	G5	3	
<b>B.3.3 Rule of Law and Human Rights</b>			
Head HR and ROL	S3	1	Change in grade
Economic Transparency Adviser	S2	1	
Legal Adviser Judicial Reform	S2	1	
Senior Co-ordinator for Rule of Law and Human Rights	S2	1	
National Legal Adviser	NP2	1	
National Legal Officer	NP2	3	
National Criminal Justice System Adviser	NP1	1	
National Legal Officer	NP1	1	
National Legal Officer	NP1	2	
National War Crimes Trials Adviser	NP1	1	
Senior Legal Assistant	G7	1	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Senior Project Assistant	G6	1	
Legal Translator/Interpreter	G5	2	
<b><u>Mission to Serbia Total</u></b>		<b><u>162</u></b>	
<b><u>Presence in Albania</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Presence	HoM	1	
Deputy Head of Presence	DHoM	1	
Chief Political, Public Affairs and Reporting Officer	S3	1	
Project Office Co-ordinator	S3	1	
Head of Project Office	S2	3	
Project Finance Officer	S2	1	
National Public Affairs and Reporting Officer	NP2	1	
National Field Programme Officer	NP1	1	
National Political Officer	NP1	2	
National Project Co-ordination Officer	NP1	1	
Senior Public Affairs Assistant	G6	1	
Senior Translator/Interpreter	G6	1	
Field Programme Assistant	G5	3	
Project Assistant	G5	1	
Project Co-ordination Assistant	G5	2	
Senior Secretary	G5	2	
Security Guard	G2	3	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Fund Administration Unit	P3	1	
Human Resources Officer	S2	1	
Administrative and General Service Officer	S2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	2	
ICT Assistant	G5	1	
Procurement Assistant	G5	2	
Transport Assistant	G5	1	
Administrative Assistant	G4	1	
Human Resources and Training Assistant	G4	1	
Registry Assistant	G4	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>		<b>Post Grade</b>	<b>Number of Posts</b>
<b>Programme</b>			<b>Note</b>
Post Title			
Supply Assistant		G4	1
Vehicle Maintenance Clerk		G3	1
<b>A.2.2 Common Operational Costs</b>			
Senior Driver		G3	1
Driver		G2	8
<b>B.1.1 Security Co-operation</b>			
Head of Security Co-operation Department		S3	1
Senior Police Assistance Officer		S2	1
National Border Management Officer		NP2	1
National Security Officer		NP1	1
Programme Assistant		G5	2
Translator/Interpreter		G5	1
<b>B.2.1 Governance in Economic and Environmental Issues</b>			
Head of Governance, Economy & Environmental Issues Dept		S3	1
Economic and Environment and Regional Reform Officer		S2	1
National Anti-Trafficking Officer		NP2	1
National Legal Officer, Property		NP1	1
National Programme Officer		NP1	1
Administrative Assistant		G5	1
Project Assistant		G5	2
Translator/Interpreter		G5	1
<b>B.3.1 Democratization</b>			
Head of Democratization Department		S3	1
Media Development Officer		S2	1
Senior Democratization Officer		S2	1
National Electoral Reform Officer		NP2	1
National Civil Society and Gender Officer		NP1	1
National Election Legal Officer		NP1	1
Senior Media Development Assistant		G6	1
Administrative Assistant		G5	1
Programme Assistant		G5	1
Office Assistant		G4	1

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.3.2 Rule of Law and Human Rights</b>			
Head of Rule of Law and Human Rights Department	S3	1	
Senior Judicial Officer	S2	1	
Senior Legal Officer	S2	1	
Legal Officer	S1	1	
National Legal Officer	NP1	3	
Legal Assistant	G5	2	
Programme Assistant	G5	1	
Translator/Interpreter	G5	1	
<b><u>Presence in Albania Total</u></b>		<b><u>90</u></b>	
<b><u>Mission to Skopje</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief of Monitoring	S3	1	
Chief of Political Reporting	S3	1	
Political Adviser	S2	1	
Senior Monitoring Officer	S2	1	
Senior Monitoring Officer	S2	1	Change in grade
Special Assistant to the Head of Mission	S2	1	
Senior Policy and Planning Officer	S2	1	
Programme Co-ordinator for Inter-ethnic Relations	S2	1	
Mission Security Officer	S2	1	New post
Monitoring Officer	S1	5	
Political/Reporting Officer	S1	1	
Inter-ethnic Relations Officer	S1	1	
National Executive Officer	NP2	1	
National Legal Adviser	NP2	1	
National Political Liaison Officer	NP2	1	
Senior Assistant, Roma Issues	G6	1	
Senior Political Assistant	G6	1	
Senior Project Assistant	G6	1	Change from Programme "Fund Administration Unit"
Senior Public Information and Media Assistant	G6	2	
Programme Assistant	G5	1	
Security Assistant	G5	1	Upgrade
Senior Secretary	G5	1	
Situation Centre Assistant	G5	1	Upgrade

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Language Assistant II	G4	2	
Office Assistant	G4	1	
Situation Centre Assistant	G4	1	
Language Assistant I	G3	8	
Radio Operator	G3	4	
Senior Driver	G3	2	
Security Guard	G2	9	
<b>A.2.1 Fund Administration Unit</b>			
Head, Administration and Finance	P5	1	
Chief, Finance	P3	1	
Chief, General Services	P3	1	
Chief, Human Resources Management	P3	1	
National ICT Officer	NP3	1	
National Human Resources Officer	NP1	1	
National Records and Archives Officer	NP1	1	
Nurse	G6	1	
Senior Procurement Assistant	G6	1	Upgrade
Senior Transport Assistant	G6	1	
Senior IT Network Technician	G6	1	
Senior Material Management Assistant	G6	1	
Finance Assistant	G5	2	
Human Resources Assistant	G5	2	
Procurement Assistant	G5	2	Upgrade
Training Assistant	G5	1	
Treasury Assistant	G5	1	
Web/Database Developer	G5	1	
ICT Help Desk Technician	G5	1	
Archives Assistant	G4	1	
Asset Management Assistant	G4	1	
Human Resources Assistant	G4	1	
Office Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	
ICT Help Desk Technician	G4	2	
Warehouse Worker	G2	1	
<b>A.2.2 Common Operational Costs</b>			
Bus Driver	G3	2	
Driver	G2	4	
Cleaner	G1	2	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.1.1 Police Development</b>			
Head Police Development Department	S4	1	
Senior Police Adviser	S3	1	
Chief, Police Training	S3	1	
Chief, Police Affairs	S3	1	
Project Officer	S2	1	
Senior Police Adviser	S2	1	
Senior Police Training Adviser	S2	1	
Police Adviser	S1	9	
Police Training Adviser	S1	2	
Reporting Analysis Officer	S1	1	
National Legal Adviser	NP1	1	
Administrative Assistant	G5	1	
Project Assistant	G5	4	
Police Training Assistant	G5	2	
Office Assistant	G4	2	
Language Assistant I	G3	9	
<b>B.3.1 Good Governance</b>			
Head of Good Governance Department	S4	1	Change in grade
Senior Good Governance Officer	S3	1	
Democratization/Elections Officer	S1	1	
Education Reform Officer	S1	1	
National Democratization Officer	NP1	1	
National Programme Officer	NP1	1	
National Public Administration Reform Officer	NP1	2	
Senior Programme Assistant	G6	1	
Senior Programme Assistant	G6	1	Upgrade
Programme Assistant	G5	1	
<b>B.3.2 Rule of Law</b>			
Head of Rule of Law	S4	1	
Deputy Head of Rule of Law	S3	1	
Senior Rule of Law Officer/Judicial Reform	S2	1	
Senior Rule of Law Officer, Legislation Reform	S2	1	
Rule of Law Officer	S1	3	
National Rule of Law Officer	NP1	7	
Senior Legal Assistant	G6	2	
Legal Translator Assistant	G5	2	
Rule of Law Assistant	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Senior Assistant	G5	1	
Programme Assistant	G4	5	
<b><u>Mission to Skopje Total</u></b>		<b><u>169</u></b>	
<b><u>Mission to Montenegro</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1	
Senior Political Officer	S2	1	
Senior Political Assistant	G6	1	
Senior Programme Support Assistant	G6	1	
Senior Secretary/Personal Assistant to HoM	G6	1	
Assistant Translator/Interpreter	G5	1	
Public Information Assistant	G5	1	
Security Guard	G2	2	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Finance Assistant	G5	1	
Procurement Assistant	G5	1	
ICT/DocIn Assistant	G5	1	
Transport Clerk	G3	1	
Receptionist	G2	1	
<b>A.2.2 Common Operational Costs</b>			
Driver	G2	1	
Cleaner	G1	1	
<b>B.1.1 Police Affairs</b>			
Chief of Police Training Centre	S2	1	
Police Expert Organized Crime	S2	1	
Programme Manager	S2	1	
Police Trainer	S1	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	3	
Project Assistant	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>B.1.2 Politico-Military Activities</b>			
National Politico-Military Officer	NP1	1	
<b>B.3.1 Democratization</b>			
Programme Manager	S2	1	
National Programme Officer	NP1	2	
Senior Programme Assistant	G6	1	
Senior Programme Support Assistant	G6	1	
Project Assistant	G5	2	
<b>B.3.2 Media</b>			
Programme Manager	S2	1	
Programme Assistant	G5	1	
<b>B.3.3 Rule of Law and Human Rights</b>			
Human Rights Officer	S2	1	
Programme Manager, Rule of Law/Human Rights	S2	1	
National Legal Officer	NP1	2	
Project Assistant	G5	1	
<b><u>Mission to Montenegro Total</u></b>		<b><u>44</u></b>	
<b><u>Mission to Moldova</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Mission Spokesperson	S2	1	
National Legal Officer	NP1	1	
National Public Information Officer	NP1	1	
Senior Assistant Translator/Interpreter	G6	1	
Senior Interpreter/Political Assistant	G6	1	
Public Information Assistant	G5	1	
Senior Secretary	G5	1	
Office Assistant	G4	1	
Security Guard	G2	5	
Housekeeper	G1	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Finance Assistant	G5	1	
Asset Management Assistant	G4	1	
Procurement Assistant	G4	1	
Travel Assistant	G4	1	
Building Maintenance Technician	G3	1	
Receptionist	G2	2	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver/Dispatcher	G3	1	
Driver	G2	1	
Cleaner	G1	2	
Housekeeper	G1	1	
<b>B.1.1 Conflict Prevention/Resolution</b>			
Military Member	S2	2	
Political Officer	S2	2	
Politico-Military Officer	S2	2	
National Programme Officer	NP2	1	
Senior Programme Assistant	G6	1	
Senior Interpreter/Political Assistant	G6	1	Upgrade
<b>B.3.1 Human Rights Monitoring/Democratization</b>			
Human Dimension Officer	S2	2	
National Legal Officer	NP1	3	
<b>B.3.2 Anti-Trafficking/Gender</b>			
Anti-Trafficking and Gender Officer	S2	1	
National Legal Officer	NP1	1	
National Anti-Trafficking and Gender Adviser	NP1	1	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
<b><u>Mission to Moldova Total</u></b>		<b><u>52</u></b>	
<b><u>Project Co-ordinator in Ukraine</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Project Co-ordinator	HoM	1	
Senior Project Officer	S3	1	
National Programme Co-ordinator	NP2	2	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Personal Assistant to HOC	G5	1	
Security Guard	G2	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P3	1	
National Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	
National Procurement Officer	NP1	1	
Senior Finance Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Asset Management Assistant	G5	1	
Procurement Assistant	G5	1	New post
Human Resources Assistant	G4	1	
Secretary	G4	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	
<b>B.3.2 Rule of Law and Human Rights</b>			
National Legal Adviser	NP3	1	
National Programme Officer	NP2	1	
National Project Manager	NP2	2	
National Legal Officer	NP1	2	
National Project Officer	NP1	4	
Senior Project Assistant	G6	1	
Project Assistant	G5	3	
<b>B.4.1 Economic, Environmental and Politico-Military Projects</b>			
National Project Manager	NP2	1	
National Programme Officer, Politico-Military	NP1	1	
National Project Officer, Environmental Affairs	NP1	1	
Project Assistant	G5	1	
<b>B.3.1 Democratization and Good Governance</b>			
National Elections and Governance Officer	NP2	1	New post
National Project Officer	NP1	2	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
National Project Officer, Media	NP1	1	
Project Assistant	G5	1	
<b><u>Project Co-ordinator in Ukraine Total</u></b>		<b><u>44</u></b>	
<b><u>Office in Yerevan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1	
National Programme Co-ordinator	NP2	1	
National Public Information Officer	NP2	1	
Senior Project Assistant	G6	1	
Senior Public Information Assistant	G6	1	
Interpreter/Translator	G5	1	
Senior Secretary	G5	1	
Senior Watchman	G3	1	
Watchman	G2	3	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Finance and Treasury Assistant	G6	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement and Asset Management Assistant	G6	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	3	
Cleaner	G1	2	
<b>B.1.1 Politico-Military Activities</b>			
Politico-Military Officer	S2	1	
National Programme Officer	NP2	2	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1	
National Programme Co-ordinator	NP1	1	
National Programme Officer	NP1	2	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Project Assistant	G5	1	
Driver	G2	1	
<b>B.3.1 Democratization</b>			
Democratization Officer	S2	1	
National Programme Officer	NP2	1	
National Programme Officer	NP1	1	
Senior Programme Assistant	G6	1	
Senior Programme Assistant	G6	1	Upgrade
<b>B.3.2 Human Rights</b>			
Human Rights Officer	S2	1	
National Assistant Legal Adviser	NP1	1	
Senior Programme Assistant	G6	1	
<b>B.4.1 Good Governance</b>			
Deputy Head of Office	DHoM	1	
National Programme Officer	NP2	1	
Senior Programme Assistant	G6	2	
<b><u>Office in Yerevan Total</u></b>		<b><u>47</u></b>	
<b><u>Office in Baku</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
National Press and Public Information Officer	NP1	1	
Language Assistant	G5	1	
Senior Secretary	G5	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
Senior ICT Assistant	G6	1	
Senior Administrative and Finance Assistant	G6	1	
Administrative Assistant	G5	1	
Finance Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources Assistant	G4	0.5	
Office Assistant	G4	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	2	
Cleaner	G1	1	
<b>B.1.1 Politico-Military Activities</b>			
Head, Politico-Military Unit	S3	1	
Police Expert	S2	2	
Senior Police Adviser	S2	1	
National Project Officer	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	2	
<b>B.2.1 Economic and Environmental Activities</b>			
Head, Economic and Environmental Unit	S3	1	
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	1	
Senior Project Assistant	G6	1	
<b>B.3.1 Democratization</b>			
Head Democratization	S3	1	Change in grade
National Capacity-Building Officer	NP1	1	
Senior Programme Assistant	G6	2	
Programme Assistant	G5	1	
<b>B.3.2 Rule of Law and Human Rights</b>			
Head of Rule of Law Unit	S3	1	
Judicial Affairs Officer	S2	1	
National Legal Officer	NP2	1	
National Legal Officer	NP1	1	
Programme Assistant	G5	1	
Office Assistant	G4	1	
<b><u>Office in Baku Total</u></b>		<b><u>39.5</u></b>	
<b><u>High-Level Planning Group</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Officer	S	8	
Senior Administrative Assistant	G6	1	
<b><u>High-Level Planning Group Total</u></b>		<b><u>9</u></b>	



**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
<b><u>Personal Representative of the CiO on the Conflict</u></b>			
<b><u>dealt with by the Minsk Conference</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Personal Representative of the CiO	HoM	1	
Field Assistant to the PR	S2	3	
Personal Assistant to the PR	S2	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
Senior Administrative Assistant	G6	1	
Finance Assistant	G5	1	
<b>A.2.2 Common Operational Costs</b>			
Driver/Administrative Assistant – Yerevan	G5	1	
Driver – Stepanakert/Khankendi	G3	1	
Driver Instructor/Mechanic – Tbilisi	G3	1	
Driver – Baku	G2	1	
Driver – Tbilisi	G2	1	
Housekeeper – Baku	G1	1	
Housekeeper – Stepanakert/Khankendi	G1	1	
Housekeeper – Tbilisi	G1	1	
Housekeeper – Yerevan	G1	1	
<b><u>Personal Representative of the CiO on the Conflict</u></b>		<b><u>17</u></b>	
<b><u>dealt with by the Minsk Conference Total</u></b>			
<b><u>Centre in Astana</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	
Senior Secretary	G5	1	
Office Assistant	G4	1	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	
National Administrative Officer	NP1	1	
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	
Finance Assistant	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Procurement/Asset Management Assistant	G5	1	
Human Resources and Payroll Assistant	G5	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	3	
Cleaner	G1	0.5	New post
Cleaner	G1	0.5	Change to part-time
<b>B.1.1 Politico-Military Activities</b>			
Political Officer	S2	1	
National Political/Media Officer	NP1	1	
Senior Project Assistant	G6	1	
Programme Assistant	G5	1	
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1	
National Economic and Environmental Officer	NP1	1	
Senior Project Assistant	G6	1	
Project Assistant	G5	1	
<b>B.3.1 Human Dimension Activities</b>			
Human Dimension Officer	S2	1	
National Legal Officer	NP1	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	1	
<b><u>Centre in Astana Total</u></b>		<b><u>28</u></b>	
<b><u>Centre in Ashgabat</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Centre	HoM	1	
Project Co-ordinator	S3	1	
National Legal Adviser	NP2	1	
National Public Information Officer	NP1	1	
Project Co-ordination Assistant	G5	1	
Senior Secretary	G5	1	
Security Guard	G2	4	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P2	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources and Payroll Assistant	G5	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	2	
Cleaner	G1	1	
<b>B.1.1 Conflict Prevention and Confidence and Security Building</b>			
Political Officer	S2	1	
Senior Programme Assistant	G6	1	
<b>B.2.1 Economic and Environmental Activities</b>			
Economic and Environmental Officer	S2	1	
Programme Assistant	G5	1	
<b>B.3.1 Human Dimension Activities</b>			
Human Dimension Officer	S2	1	
Programme Assistant	G5	1	
<b><u>Centre in Ashgabat Total</u></b>		<b><u>25</u></b>	
<b><u>Centre in Bishkek</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	
Security Officer	P2	1	
Head of Field Office Osh	S3	1	
Programme Co-ordinator	S3	1	
Spokesperson	S3	1	
Field Officer	S2	1	
National Legal Officer	NP2	1	Change from Programme "Human Dimension Activities"
National Security Officer	NP2	1	
Senior Security Assistant	G6	1	
Assistant to Head of Centre	G5	1	
Assistant Translator/Interpreter	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
Post Title			
Programme Assistant	G5	6	
Security Guard	G2	17	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	P3	1	
Procurement Officer	P2	1	New post
Administrative and Finance Officer	P2	1	
National Administrative Officer	NP1	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Finance and Treasury Assistant	G5	1	
Finance Assistant	G5	1	New post
ICT Assistant	G5	2	
Procurement Assistant	G5	2	
Treasury Assistant	G5	1	
Administrative Assistant	G4	1	
Finance Assistant	G4	1	
Human Resources Assistant	G4	1	
Transport Assistant	G4	1	
Travel Assistant	G4	1	
Office Clerk	G3	2	
<b>A.2.2 Common Operational Costs</b>			
Driver/Mechanic	G3	1	
Senior Driver	G3	1	
Driver	G2	7	
Cleaner	G1	5	
<b>B.1.1 Politico-Military Activities</b>			
Head, Politico-Military Unit	S4	1	
Senior Political Officer	S3	1	
Senior Politico-Military Officer	S3	1	
Border Issues Co-ordination Officer	S2	1	
Political Officer	S2	1	
Institution Building Officer	S2	1	
National Media Officer	NP1	1	
Senior Programme Assistant	G6	4	
Political Assistant	G5	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Programme Assistant	G5	2	
Project Assistant	G5	1	
<b>B.2.1 Economic and Environmental Activities</b>			
Senior Economic and Environmental Officer	S3	1	
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	4	
Senior Project Assistant	G6	1	
<b>B.3.1 Human Dimension Activities</b>			
Senior Human Dimension Officer	S3	1	
Human Dimension Officer	S2	2	
Penitentiary Reform Adviser	S2	1	
National Project Co-ordinator	NP1	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	3	
Senior Programme Assistant	G6	1	Change from Programme "Office of Head of Mission"
Programme Assistant	G5	1	
<b>B.4.1 Police Reform Programme</b>			
Police Reform Adviser	S3	1	
Community Policing Adviser	S2	2	
Police Adviser	S2	1	
Senior Programme Assistant	G6	3	
Programme Assistant	G5	1	
Project Assistant	G5	2	
Translator/Interpreter	G5	1	
<b><u>Centre in Bishkek Total</u></b>		<b><u>115</u></b>	
<b><u>Project Co-ordinator in Uzbekistan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of the Office	HoM	1	
Senior Secretary	G5	1	
Senior Security Guard	G3	1	
Security Guard	G2	2	
<b>A.2.1 Fund Administration Unit</b>			
Chief of Fund Administration	NP2	1	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Programme</b>			
<b>Post Title</b>			
Asset Management Assistant	G5	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	1	
Information Technology Assistant	G5	1	
<b>A.2.2 Common Operational Costs</b>			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	2	
<b>B.1.1 Politico-Military Activities</b>			
National Project Officer	NP2	1	
Programme Assistant	G5	1	
<b>B.2.1 Economic and Environmental Activities</b>			
Senior Project Officer	S2	1	
National Economic and Environmental Officer	NP2	1	
Programme Assistant	G5	1	
<b>B.3.1 Human Dimension Activities</b>			
Senior Project Officer	S2	1	
Project Assistant	G4	1	
<b><u>Project Co-ordinator in Uzbekistan Total</u></b>		<b><u>21</u></b>	
<b><u>Office in Tajikistan</u></b>			
<b>A.1.1 Office of Head of Mission</b>			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
Security Officer	P3	1	
Senior Executive Officer	S3	1	
Field Officer	S2	3	
Senior Field Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Programme Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
Field Assistant	G5	5	
Project Assistant	G5	1	
Security Assistant	G5	1	
Senior Secretary	G5	2	

**POST TABLE (continued)**

<b>Fund</b>			
<b>Main Programme</b>	<b>Post</b>	<b>Number</b>	<b>Note</b>
<b>Programme</b>	<b>Grade</b>	<b>of Posts</b>	
Post Title			
Administrative Assistant	G4	4	
Office Assistant	G4	1	
Receptionist	G3	1	
Senior Security Guard	G3	1	
Security Guard	G2	32	
Cook	G1	3	
<b>A.2.1 Fund Administration Unit</b>			
Chief, Administration and Finance	P4	1	
Finance Officer	P2	1	
Material Management Officer	S2	1	
National Accounting Officer	NP1	1	
National Human Resources Officer	NP1	1	
National IT/Communications Officer	NP1	1	
Senior Asset Management Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Budget Assistant	G5	1	
Communications Assistant	G5	1	
Finance Assistant	G5	2	
IT Assistant	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	2	
Treasury Assistant	G5	1	
Recruitment and Training Assistant	G5	1	
Building Maintenance Assistant	G4	1	
Human Resources Assistant	G4	1	
Office Assistant	G4	1	
Transport Assistant	G4	1	
Travel Assistant	G4	1	
IT Help Desk Technician	G4	1	
Warehouse Clerk	G3	1	
<b>A.2.2 Common Operational Costs</b>			
Driver/Mechanic	G3	2	
Senior Driver	G3	1	
Driver	G2	9	
Handyman	G2	1	
Senior Cook	G2	1	
Cleaner	G1	8	
Cook	G1	1	

**POST TABLE (continued)**

<b>Fund</b>	<b>Post Grade</b>	<b>Number of Posts</b>	<b>Note</b>
<b>Main Programme</b>			
<b>Programme</b>			
Post Title			
<b>B.1.1 Political and Military Aspects of Security</b>			
Head, Politico-Military Department	S3	1	Change in grade
Border Management Adviser	S2	1	
Border Management Officer	S2	1	
Counter-Terrorism and Police Issues Adviser	S2	1	
De-Mining Officer	S2	1	
Political Officer	S2	1	
National Politico-Military Officer	NP2	1	
National Border Management Officer	NP1	1	
Senior Project Assistant	G6	1	
Programme Assistant	G5	6	
Project Assistant	G5	1	
<b>B.2.1 Economic and Environmental Activities</b>			
Senior Anti-Corruption Officer	S3	1	
Head, Economic and Environmental Department	S3	1	
Economic Officer	S2	1	
Environmental Officer	S2	1	
Water and Energy Policy Adviser	S2	1	
Regional Economic and Environmental Adviser	S2	1	
Field Officer, Economic and Environmental Issues	S1	1	
National Environmental Officer	NP1	1	
Programme Assistant	G5	6	
<b>B.3.1 Human Dimension Activities</b>			
Head, Human Dimension Department	S3	1	
Gender and Anti-Trafficking Officer	S2	1	
Human Rights Officer	S2	1	
Media Officer	S2	1	
Legal and Electoral Reform Officer	S2	1	
National Gender Officer	NP1	1	
National Media Development Officer	NP1	1	
Senior Programme Assistant	G6	3	
Programme Assistant	G5	4	
Project Assistant	G5	1	
Senior Secretary	G5	1	
<b><u>Office in Tajikistan Total</u></b>		<b><u>158</u></b>	
<b><u>Grand Total</u></b>		<b><u>2743.5</u></b>	



**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 European Union:

“The Member States of the European Union welcome the timely adoption of the 2012 Unified Budget. We would like to thank the Irish Chair of the ACMF and his team for the excellent work and efforts to reach a compromise among the participating States. We have joined consensus on the final proposal, but not without some hesitation on our side.

We continue to strongly support the work of the OSCE’s Institutions, as one of our main priorities, and believe that the resources allocated to them should have been higher. Next year we will continue to strive to ensure the Unified Budget resources related to Office for Democratic Institutions and Human Rights, the Representative on Freedom of the Media and the High Commissioner on National Minorities match the growing demands in those areas.

We also would have liked to see more funds allocated to the Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference to ensure sufficient resources to investigate potential incidents on the Line of Contact and help with the development of a suitable confidence-building mechanism in that regard. We hope that it would be possible to review the budget in case the circumstances allow it.

For our part, and guided by the four EU priorities, we remain committed to providing the OSCE with the resources it needs to implement its mandate in line with the Astana vision for a comprehensive security community in the OSCE area.

We would request that this statement be recorded in the journal of the day.

Thank you, Mr. Chairman.

The acceding country Croatia, the candidate countries the former Yugoslav Republic of Macedonia, Montenegro<sup>1</sup> and Iceland<sup>2</sup>, the countries of the Stabilisation and Association Process and potential candidates countries Albania, Bosnia and Herzegovina and Serbia, as well as the Republic of Moldova align themselves with this statement.”

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1 Croatia, the Former Yugoslav Republic of Macedonia and Montenegro continue to be part of the Stabilisation and Association Process.

2 Iceland continues to be a member of EFTA and the European Economic Area.

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

By the delegation of the United States of America:

“We would like to thank Ireland for its leadership of the ACMF to pass a budget on time.

The United States would like to make the following interpretative statement. The United States has joined consensus on the 2012 Unified Budget, as we believe that an on-time budget is important in that it allows the organization to move ahead with programs and activities that have theoretically been adjusted to meet the priorities of the New Year.

This budget, however, raises a number of serious concerns. We do not believe the budget adequately provides for the needs of the Organization as it attempts to meet the current mandates and tasks that we in the Permanent Council have identified. We realize that tough economic times have necessitated a decrease in the budget, but continuing to funnel over two-thirds of the overall field mission budget into Missions in Southeastern Europe is unwarranted and unsustainable. In our view, new and growing challenges in Central Asia require budget increases for the OSCE Missions there, and the process of rightsizing Missions in Southeastern Europe needs to continue. We will continue to seek adjustments to the budget in future years to better reflect current realities.

In addition, we are concerned about our inability to find consensus on larger budgets for the Mission in Moldova and the Personal Representative of the OSCE Chairperson-in-Office on the Conflict Dealt with by the OSCE Minsk Conference. Making progress to resolve the protracted conflicts has been a stated priority for the OSCE, and we would hope to provide the resources necessary to contribute to the efforts in this area.

Of particular concern to us is that the Institutions – the Office for Democratic Institutions and Human Rights, the High Commissioner on National Minorities, and the Representative for Freedom of the Media – do not have the resources they need to address the challenges in their areas of expertise and to help participating States live up to their OSCE commitments. We will continue our support for the Institutions by providing secondees and election monitors. We call on all other participating States to join us in finding new, additional funding in the Unified Budget for this important work in future years.

Finally, we will continue to place emphasis on the adoption of strong project assessment and evaluation methodologies in 2012. This remains an important issue, as it

ensures the resources we are contributing to the organization are being used in the most efficient and effective way possible.

The United States requests that this statement be recorded in the journal of the day.

Thank you, Mr. Chairman.”

PC.DEC/1028  
22 December 2011  
Attachment 3

ENGLISH  
Original: FRENCH

**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 delegations of France, the United States of America and the Russian Federation:

“In connection with the decision adopted by the Permanent Council on the OSCE Unified Budget for 2012, our delegations would like to state the following:

In their joint statement in Vilnius on 6 December 2011, the Heads of Delegation of the Minsk Group Co-Chair countries and the Foreign Ministers of Armenia and Azerbaijan agreed that further efforts should be made to work on the details of the mechanism for investigating potential incidents on the line of contact, which resulted from the joint statement of Presidents Aliyev, Sargsian and Medvedev at the March 2011 Sochi summit.

Once agreement by the parties is reached to establish such a mechanism, the delegations of the Minsk Group Co-Chair countries will propose that the Permanent Council adopt a supplementary unified budget to fund the implementation of this mechanism, as appropriate.

We would request that this interpretative statement be attached to the decision adopted, and included in the journal of this Permanent Council meeting.”

**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:

“Mr. Chairman,

Armenia would like to make the following interpretative statement.

My delegation did not break consensus on the adoption of the 2012 OSCE Unified Budget with an understanding that the operational integrity of the whole organization is at stake.

We are deeply disappointed by the inability of our organization to safeguard the proposed increase to the budget of the Personal Representative of the Chairman-in-Office due to the reluctant position of one delegation. We took note of the fact that the country opposing the increase of the budget of the Personal Representative committed itself to the establishment of the investigative mechanism into cease-fire violations and sought the assistance of the Personal Representative to this end in the Joint Statement of the Presidents of Armenia, Azerbaijan and Russian Federation at the Sochi summit in March 2011.

Armenia considers this position of Azerbaijan as a clear step back from political commitments which has been recently reiterated in the Joint Statement by the Heads of Delegations of the Minsk Group Co-Chair countries and the Foreign Ministers of Armenia and Azerbaijan at the OSCE Ministerial Council Meeting in Vilnius.

By consistent objection to implement Sochi agreement and strengthen the relevant OSCE capabilities, Azerbaijani side bears full responsibility for recent deadly incidents across line of contact caused by cease-fire violations and further losses of human lives.

We call upon the participating States and the upcoming Irish Chairmanship to further explore ways to ensure the implementation of the agreement of the investigative mechanism reached in the context of the peaceful settlement of the Nagorno-Karabakh conflict.

Finally, we would like to express our gratitude to many delegations which have supported the proposal of allocating additional funds to the budget of the Personal Representative of the Chairman-in-Office at the time of the current financial constrains. We count on their further support, which will certainly attest the spirit of our organization and its readiness to contribute towards peace and security.

We would like to kindly request to attach this interpretative statement to the decision and include it in the journal of this Permanent Council meeting.

Thank you, Mr. Chairman.”

**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:

“Mr. Chairman,

In connection with the adoption of the Permanent Council Decision on the Unified Budget 2012, the Delegation of the Republic of Azerbaijan would like to make the following interpretative statement on the process which has led to the adoption of this decision:

Our Delegation has joined the consensus on the OSCE Unified Budget for the year 2012, since we consider this decision as a reasonable compromise reflecting current agreements reached at the political level on many issues on the agenda of the Organization. The Delegation of Azerbaijan has invested a lot of efforts for achieving the consensus, and, in a number of cases exercised a substantial degree of flexibility. On the areas where we have not been able to forge the agreement, including on such important draft decisions that we discussed throughout this year, we hope to continue our work in 2012.

It should be underlined that the Permanent Council in the decision just adopted had taken into consideration financial constraints faced currently by the participating States and reiterated that any request for a supplementary budget during a financial year should be met, wherever reasonable, by reallocating existing resources. We expect that this process will be carried out in line with Financial Regulations of the OSCE.

We consider the efforts especially by one OSCE participating State, which on one hand has consistently failed to pay its national contribution to the OSCE regular budget over the last few years, and on the other, actively advocated in the budget discussions for the 45% increase of the funds of the Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference, as morally bankrupt.

With regard to the statements by the Delegations of OSCE Co-Chairmen countries, Poland on behalf of the European Union, Norway and USA, we deem it appropriate to recall that in Sochi on March 5, 2011, the Presidents of Azerbaijan, Russian Federation and Armenia, among other discussed proposals and ideas, and stated ‘to strive for ... conducting the investigations of possible incidents along the Line of Contact with participation of the sides under the aegis of the Co-Chairmen of the OSCE Minsk Group and with assistance of the Personal Representative of the CiO’. Few weeks ago in Vilnius, Heads of Delegation of the Minsk Group Co-Chair Countries and the Foreign Ministers of Azerbaijan and Armenia

stated ‘... that further efforts should be made to work on the details of the mechanism to investigate ceasefire violations ...’. If one would try and read carefully those two statements, it becomes crispy clear that the idea raised by three presidents is still not properly elaborated and five Heads of Delegation agreed to work on its details.

Therefore, the Delegation of Azerbaijan cannot accept the approach utilized by some Delegations, which tried to introduce in the decision on the 2012 OSCE Unified Budget their country-specific interests related to the ideas and proposals discussed in the negotiation formats, in particular to such issues, which have not been fully elaborated and agreed upon at the higher political level.

We would ask this statement be attached to the decision adopted and, and included in the journal of the Permanent Council.”





**Organization for Security and Co-operation in Europe  
Permanent Council**

PC.DEC/1003/Rev.1\*  
22 December 2011

Original: ENGLISH

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**895th Plenary Meeting**

PC Journal No. 895, Agenda item 3

**DECISION No. 1003/Rev.1  
2012 CHAIRMANSHIP WORKSHOP ON PROMOTING SECURITY  
THROUGH A COMPREHENSIVE APPROACH TO DEVELOPMENT  
IN BORDER AREAS – A CAPACITY-BUILDING PROGRAMME  
ACCORDING TO THAI EXPERIENCE**

The Permanent Council,

Further to the discussion in the framework of the Contact Group with the Asian Partners for Co-operation,

Welcoming the proposal by Lithuania and Thailand, contained in CIO.GAL/139/11/Rev.1/Corr.1, to use the OSCE Partnership Fund to finance a project for a “2012 Chairmanship Workshop on Promoting Security through a Comprehensive Approach to Development in Border Areas – a Capacity-Building Programme According to the Thai Experience”,

Recalling the OSCE Border Security and Management Concept (MC.DOC/2/05),

Recalling the Madrid Ministerial Declaration on the OSCE Partners for Co-operation (MC.DOC/1/07),

Recalling Ljubljana Ministerial Council Decision No. 5/05 on combating the threat of illicit drugs (MC.DEC/5/05),

Recalling Permanent Council Decision No. 758 on enhancing international anti-drug co-operation,

Recalling Permanent Council Decision No. 813 on combating the threat of illicit drugs and precursors,

Recalling Permanent Council Decision No. 812 on the establishment of a Partnership Fund,

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\* Revision of Permanent Council Decision No. 1003 of 22 July 2011 to reflect the change of dates of the event.

Decides to authorize the use of the Partnership Fund, subject to the availability of sufficient contributions, to finance the proposed project;

Encourages the participating States and the Partners for Co-operation to contribute to the Partnership Fund for this purpose.