

Chairmanship: Poland

**SPECIAL MEETING OF THE PERMANENT COUNCIL
(1403rd Plenary Meeting)**

1. Date: Thursday, 22 December 2022 (in the Neuer Saal and via video teleconference)

Opened: 10 a.m.
Closed: 12.50 p.m.

2. Chairperson: Ambassador A. Hałaciński

Chairperson, Mr. M. Lukashuk (Head of the Dnipropetrovsk Regional Council), Russian Federation (PC.DEL/1900/22 OSCE+)

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

Agenda item 1: THE RUSSIAN FEDERATION’S ONGOING AGGRESSION AGAINST UKRAINE

Ukraine (PC.DEL/1915/22), Canada (PC.DEL/1902/22), Czech Republic-European Union (with the candidate countries Albania, Moldova, Montenegro, North Macedonia and Ukraine; the potential candidate country Georgia; the European Free Trade Association countries Iceland, Liechtenstein and Norway, members of the European Economic Area; as well as Andorra and Monaco, in alignment) (PC.DEL/1912/22), United Kingdom (PC.DEL/1898/22 OSCE+), United States of America (PC.DEL/1903/22), Switzerland (PC.DEL/1906/22 OSCE+), Türkiye (PC.DEL/1908/22 OSCE+), Portugal (PC.DEL/1901/22), Norway, Iceland (PC.DEL/1899/22 OSCE+), Georgia (PC.DEL/1913/22 OSCE+), Lithuania, Chairperson

Agenda item 2: DECISION ON THE EXTENSION OF THE MANDATE OF THE OSCE MISSION TO MOLDOVA

Chairperson

Decision: The Permanent Council adopted Decision No. 1457 (PC.DEC/1457) on the extension of the mandate of the OSCE Mission to Moldova, the text of which is appended to this journal.

Chairperson, Moldova (interpretative statement, see attachment 1 to the decision), Czech Republic-European Union (with the candidate countries Albania, Montenegro, North Macedonia, Serbia and Ukraine; the potential candidate country Georgia; the European Free Trade Association countries Iceland, Liechtenstein and Norway, members of the European Economic Area; as well as Andorra, in alignment) (interpretative statement, see attachment 2 to the decision), Canada (interpretative statement, see attachment 3 to the decision), United Kingdom (interpretative statement, see attachment 4 to the decision), United States of America (interpretative statement, see attachment 5 to the decision), Switzerland (interpretative statement, see attachment 6 to the decision), Secretary General

Agenda item 3: REVIEW OF CURRENT ISSUES

- (a) *Dangerous provocations by the Kiev regime with the support of the Western alliance of OSCE participating States and on the ongoing crimes by the Kiev regime against the civilian population:* Russian Federation (PC.DEL/1910/22)

- (b) *The humanitarian crisis in Nagorno-Karabakh as a result of the unlawful blockade imposed by Azerbaijan:* Armenia (PC.DEL/1909/22)
(PC.DEL/1911/22), Azerbaijan (PC.DEL/1907/22 OSCE+), Chairperson

Agenda item 4: ANY OTHER BUSINESS

Lack of consensus on adopting the Unified Budget for the OSCE in 2022: Chairperson (Annex 1) (Annex 2), Czech Republic-European Union, United Kingdom, Ukraine, Switzerland (PC.DEL/1904/22 OSCE+), Moldova, North Macedonia, Secretary General

4. Next meeting:

To be announced



1403rd Plenary Meeting
PC Journal No. 1403, Agenda item 4

**STATEMENT BY
THE CHAIRPERSON**

Colleagues, I turn now to a final update this year on our efforts to secure agreement on the 2022 Unified Budget for the OSCE.

It is with regret, but little surprise, that I must report that after 15 months of negotiations and deliberations of three Chairperson's proposals (dated November 2021, February and July 2022), and finally of the Secretariat's technical proposal this December, it was impossible to find a solution acceptable to you all, and so there is no 2022 Unified Budget for the OSCE. We hand over the Chairmanship together with a draft decision on the approval of the 2022 Unified Budget, which was distributed under the reference number PC.DD/31/22/Rev.1 of 21 December 2022, which represents the sadly incomplete but well advanced fruit of our labour on this issue.

The budgetary dispute has taken, quite rightly, a considerable amount of our effort, time and attention this year. I am of the opinion that any accusation of not duly considering solutions is unfounded. I am grateful to all those who have supported and assisted the process and negotiations. In particular I would like to thank the Secretary General, and colleagues from the Department of Management and Finance for their continued and tireless engagement, as well as the Polish Advisory Committee on Management and Finance Chairperson for her tenacity and determination.

It is to our mutual detriment that we have no budget agreement, and I am deeply disappointed that some have chosen, during these long months, a course of politically driven obstruction as their approach to budgetary discussions. It cannot, in any rational examination of the situation, be a good thing that we are unable to agree to adequately and responsibly fund the Organization that we are all members of and all, presumably, we see value in.

Whatever our differences are, the Organization needs to be funded, if we are to continue to sit in these rooms and exchange our views, and to implement the valuable project work across our region. I would ask those who could not join the consensus to reflect on that over the winter recess, and to consider how each of you might be able to find a common solution in the new year.

I appreciate that negotiations have advanced, and I hope that you will return to the task next year, and will work with our colleagues from North Macedonia to reach an agreement as soon as possible.

This statement of the Chairperson and the draft decision on the approval of the 2022 Unified Budget which was distributed under the reference number PC.DD/31/22/Rev.1 of 21 December 2022 will be attached to the journal of the day.



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

PC.JOUR/1403
22 December 2022
Annex 2

Original: ENGLISH

1403rd Plenary Meeting
PC Journal No. 1403, Agenda item 4

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PC.DD/31/22/Rev.1
21 December 2022
RESTRICTED
ENGLISH only

DRAFT DECISION ON THE APPROVAL OF THE 2022 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,

Recalling Permanent Council Decision No. 1455 of 8 December 2022 on the additional provisional expenditure authorization for 2022, adopted on an exceptional basis, without setting a precedent and without prejudice to the outcome of the 2022 Unified Budget discussions,

Acknowledging that closed funds shall not be subject to future allocation of resources,

1. Approves, without setting a precedent, that the provisional expenditure authorizations issued in 2022, as reflected in Annex I, shall constitute a 2022 technical budgetary decision;

2. Decides that the additional provisional expenditure authorisation approved by the Permanent Council Decision No. 1455 of 8 December 2022 shall not be used to set the base line for the allocation of resources for future Unified Budget proposals, Provisional Expenditure Authorizations or billings in 2023 and beyond, with reference to Financial Regulations 3.04 and 4.04, with the sole exception of Conference and Language Services;

3. Approves for 2022, without setting a precedent, a technical rollover of the 2021 Unified Budget Post Table, as contained in Annex II;

II. Acknowledging that agreement could not yet be reached on all programmatic activities, and that this budgetary decision is of a technical nature,

Acknowledging that due to the timing of the adoption of the technical budgetary decision, an open-ended list of Unified Budget projects to be undertaken and funded within the 2022 Unified Budget will not be distributed,

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

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

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

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

Bearing in mind the previous discussions on horizontal issues and their outcomes, including the Augmentations Fund, the board and lodging allowance, local staff income tax, the secondment system and on the budget cycle,

1. Undertakes to continue efforts, in particular throughout the Unified Budget cycle in 2023, to focus, streamline and prioritize the work of the OSCE across the three dimensions in those areas where it has comparative advantage;
2. Tasks the Secretariat and the ACMF with continuing efforts to further improve the programme and budget planning process and the evaluation process within the OSCE in order to increase efficiency, transparency and accountability; and
3. Tasks the fund managers with ensuring the full compliance of their programme activities with respective mandates and with the whole corpus of OSCE principles, commitments and decisions.

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PC.DD/31/22/Rev.1
21 December 2022
Annex I
RESTRICTED
ENGLISH only**THE 2022 TECHNICAL BUDGETARY DECISION**

<u>Fund</u> Main Programme Programme	Provisional Expenditure Authorization Financial Regulation 3.04 EUR	Additional Provisional Expenditure Authorization PC.DEC/1455 EUR
<u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u>		
<u>The Secretariat</u>		
Secretary General and Central Services		
A.1.1 Executive Management	1,190,500	63,600
A.1.2 Security Management	636,500	49,300
A.1.3 External Co-operation	653,700	1,200
A.1.4 Office of Legal Affairs	786,800	
A.1.5 Communication and Media Relations Section	1,664,000	
A.1.6 Conference and Language Services	5,437,500	472,300
A.2.1 The OSCE Documentation Centre in Prague	640,100	
B.4.1 Gender Issues	<u>437,100</u>	
Total	11,446,200	586,400
Chairperson-in-Office		
A.1.1 Short Term Mission/Visits of CiO and PR of the CiO	500,000	
A.1.2 Advisory Committee on Management and Finance (ACMF)	11,000	
A.1.3 Panel of Adjudicators	32,800	
A.1.4 Audit Committee	34,000	
A.1.5 External Auditors	<u>85,200</u>	
Total	663,000	
Internal Oversight		
A.1.1 Internal Oversight	<u>1,828,900</u>	<u>32,700</u>
Total	1,828,900	32,700

Fund	Provisional	Additional
Main Programme	Expenditure	Provisional
Programme	Authorization	Expenditure
	Financial	Authorization
	Regulation 3.04	PC.DEC/1455
	EUR	EUR
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings		
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	<u>1,073,700</u>	<u>72,100</u>
Total	1,073,700	72,100
Addressing Transnational Threats		
B.4.1 Co-ordination of TNT Activities	547,300	
B.4.2 Strategic Police Matters Unit	706,900	
B.4.3 Action Against Terrorism	830,600	
B.4.4 Border Security and Management	<u>684,800</u>	
Total	2,769,600	
Activities Relating to the Economic and Environmental Aspects of Security		
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities	1,979,200	
B.2.2 Economic and Environmental Forum	<u>256,500</u>	
Total	2,235,700	
Conflict Prevention		
A.1.1 CPC Direction and Management	460,400	35,100
A.1.2 Policy Support Service	1,474,000	3,100
A.1.3 Operations Service	1,184,700	12,800
A.1.4 Programming and Evaluation Support Unit	530,000	18,900
B.1.1 FSC Chairmanship	12,700	
B.1.2 FSC Support	696,200	1,000
B.1.3 Communications and Technology Unit	<u>633,900</u>	<u>600</u>
Total	4,991,900	71,500
Human Resources Management		
A.2.1 Department of Human Resources	<u>4,171,600</u>	
Total	4,171,600	
Department of Management and Finance		
A.2.1 Management and Co-ordination	888,200	
A.2.2 Budget and Finance Services	2,162,200	
A.2.3 Information and Communication Technology Services	4,370,900	
A.2.4 Mission Support Service	<u>2,517,600</u>	
Total	9,938,900	

<u>Fund</u> Main Programme Programme	Provisional Expenditure Authorization Financial Regulation 3.04 EUR	Additional Provisional Expenditure Authorization PC.DEC/1455 EUR
Total for the Secretariat	39,119,500	762,700
<u>Office for Democratic Institutions and Human Rights</u>		
A.1.1 Direction and Policy	1,294,600	
A.2.1 Fund Administration Unit	2,970,700	
B.3.1 Human Dimension Meetings	603,000	
B.3.2 Democratization	1,580,300	
B.3.3 Human Rights	1,232,200	
B.3.4 Elections	6,505,200	
B.3.5 Tolerance and Non-Discrimination	1,418,200	
B.3.6 Roma and Sinti Issues	<u>555,700</u>	
Total	16,159,900	
<u>High Commissioner on National Minorities</u>		
A.2.1 Fund Administration Unit	544,700	
B.1.1 Office of the High Commissioner	<u>2,959,300</u>	
Total	3,504,000	
<u>Representative on Freedom of the Media</u>		
A.1.1 Freedom of the Media	<u>1,608,800</u>	
Total	1,608,800	
TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS	60,392,200	762,700
<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>		
<u>Augmentations</u>		
Secretariat Augmentations		
A.1.1 Policy Support Service	247,800	
A.2.1 Information and Communication Technology Services	768,200	
A.2.2 Mission Support Service	<u>738,300</u>	
Total	1,754,300	
ODIHR Augmentation		
B.3.1 ODIHR Democratization	<u>234,100</u>	
Total	234,100	

<u>Fund</u> Main Programme Programme	Provisional Expenditure Authorization Financial Regulation 3.04 EUR	Additional Provisional Expenditure Authorization PC.DEC/1455 EUR
Total for Augmentations	1,988,400	
SOUTH-EASTERN EUROPE		
<u>Mission in Kosovo</u>		
A.1.1 Office of Head of Mission	2,750,300	3,900
A.2.1 Fund Administration Unit	5,495,100	28,800
B.1.1 Security and Public Safety	1,582,700	
B.3.1 Democratization	1,744,600	
B.3.2 Human Rights and Communities	<u>5,889,900</u>	
Total	17,462,600	32,700
<u>Mission to Bosnia and Herzegovina</u>		
A.1.1 Office of Head of Mission	1,593,400	
A.2.1 Fund Administration Unit	3,974,900	
A.2.2 Shared Service Centre, ICT Help Desk	253,800	
B.1.1 Security Co-operation	581,300	
B.3.1 Human Dimension	<u>5,278,600</u>	
Total	11,682,000	
<u>Mission to Serbia</u>		
A.1.1 Office of Head of Mission	995,400	
A.2.1 Fund Administration Unit	1,700,600	
B.1.1 Security Co-operation	950,800	
B.3.1 Democratization	1,115,400	
B.3.2 Media	443,200	
B.3.3 Rule of Law and Human Rights	<u>1,053,200</u>	
Total	6,258,600	
<u>Presence in Albania</u>		
A.1.1 Office of Head of Mission	487,300	
A.2.1 Fund Administration Unit	1,035,900	
B.1.1 Security Co-operation	346,100	
B.2.1 Governance in Economic and Environmental Issues	308,200	
B.3.1 Democratization	432,100	
B.3.2 Rule of Law and Human Rights	<u>371,600</u>	
Total	2,981,200	
<u>Mission to Skopje</u>		
A.1.1 Office of Head of Mission	987,000	

<u>Fund</u> Main Programme Programme	Provisional Expenditure Authorization Financial Regulation 3.04 EUR	Additional Provisional Expenditure Authorization PC.DEC/1455 EUR
A.2.1 Fund Administration Unit	1,939,500	
B.1.1 Public Safety and Community Outreach	1,778,700	
B.3.1 Human Dimension	<u>1,800,900</u>	
Total	6,506,100	
<u>Mission to Montenegro</u>		
A.1.1 Office of Head of Mission	316,100	
A.2.1 Fund Administration Unit	603,800	
B.3.1 Democratization	467,900	
B.3.2 Media	361,700	
B.4.1 Security Co-operation and Governance	<u>402,600</u>	
Total	2,152,100	
Total for South-Eastern Europe	47,042,600	32,700
EASTERN EUROPE		
<u>Mission to Moldova</u>		
A.1.1 Office of Head of Mission	421,200	
A.2.1 Fund Administration Unit	874,000	
B.1.1 Conflict Prevention/Resolution	532,400	
B.3.1 Human Rights	<u>475,100</u>	
Total	2,302,700	
<u>Project Co-ordinator in Ukraine</u>		
A.1.1 Office of Head of Mission	386,700	
A.2.1 Fund Administration Unit	923,700	
B.3.1 Democratization and Good Governance	484,100	
B.3.2 Rule of Law and Human Rights	721,900	
B.4.1 Human Security	589,800	
B.4.2 Economic, Environmental and Politico-Military Projects	<u>512,300</u>	
Total	3,618,500	
<u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u>		
A.1.1 Office of Head of Mission	<u>5,500</u>	
Total	5,500	
Total for Eastern Europe	5,926,700	

Fund	Provisional	Additional
Main Programme	Expenditure	Provisional
Programme	Authorization	Expenditure
	Financial	Authorization
	Regulation 3.04	PC.DEC/1455
	EUR	EUR
CAUCASUS		
<u>High-Level Planning Group</u>		
A.1.1 Office of Head of Mission	247,600	
Total	247,600	
<u>The Minsk Process</u>		
A.1.1 Office of Head of Mission	911,200	
Total	911,200	
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>		
A.1.1 Office of Head of Mission	467,300	
A.2.1 Fund Administration Unit	712,400	
Total	1,179,700	
Total for Caucasus	2,338,500	
CENTRAL ASIA		
<u>Programme Office in Astana</u>		
A.1.1 Office of Head of Mission	225,000	
A.2.1 Fund Administration Unit	669,600	
B.1.1 Politico-Military Activities	444,800	
B.2.1 Economic and Environmental Activities	448,400	
B.3.1 Human Dimension Activities	444,900	
Total	2,232,700	
<u>Centre in Ashgabat</u>		
A.1.1 Office of Head of Mission	407,400	
A.2.1 Fund Administration Unit	547,100	
B.1.1 Conflict Prevention and Confidence and Security Building	233,100	
B.2.1 Economic and Environmental Activities	249,100	
B.3.1 Human Dimension Activities	224,500	
Total	1,661,200	
<u>Programme Office in Bishkek</u>		
A.1.1 Office of Head of Mission	1,240,300	28,400
A.2.1 Fund Administration Unit	1,427,300	79,800

<u>Fund</u> Main Programme Programme	Provisional Expenditure Authorization Financial Regulation 3.04 EUR	Additional Provisional Expenditure Authorization PC.DEC/1455 EUR
B.1.1 Politico-Military Activities	1,490,400	
B.2.1 Economic and Environmental Activities	1,449,700	
B.3.1 Human Dimension Activities	<u>1,203,300</u>	<u>9,400</u>
Total	6,811,000	117,600
<u>Project Co-ordinator in Uzbekistan</u>		
A.1.1 Office of Head of Mission	261,300	
A.2.1 Fund Administration Unit	529,600	
B.1.1 Politico-Military Activities	532,200	
B.2.1 Economic and Environmental Activities	639,700	
B.3.1 Human Dimension Activities	<u>536,400</u>	
Total	2,499,200	
<u>Programme Office in Dushanbe</u>		
A.1.1 Office of Head of Mission	1,169,300	
A.2.1 Fund Administration Unit	2,035,500	
B.1.1 Political and Military Aspects of Security	1,857,300	
B.2.1 Economic and Environmental Activities	1,112,000	
B.3.1 Human Dimension Activities	<u>1,137,500</u>	
Total	7,311,600	
Total for Central Asia	20,515,700	117,600
TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	77,811,900	150,300
GRAND TOTAL	138,204,100	913,000

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21 December 2022
Annex II
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TECHNICAL ROLLOVER OF THE 2021 UNIFIED BUDGET POST TABLE

<u>Fund</u>		
Main Programme		
Programme	Post Grade	Number of Posts
Post Title		
<u>The Secretariat</u>		
Secretary General and Central Services		
A.1.1 Executive Management		
Secretary General	SG	1.0
Director, Office of the Secretary General	D1	1.0
Senior Adviser	P4	1.0
Senior Co-ordination Adviser	P4	1.0
Executive Officer	S	3.0
Senior Executive Officer	S	1.0
Strategic Planning and Resource Mobilization Co-ordinator	S	1.0
Adviser on Youth and Security	S	1.0
Senior Adviser/Co-ordinator for Enhancing Good Governance	S	1.0
Senior Political/Administrative Assistant	G7	1.0
Senior Secretary	G6	1.0
Senior Secretary	G5	2.0
Driver	G3	1.0
A.1.2 Security Management		
Head, Security Management	P5	1.0
Field Security Officer	P3	1.0
Security Officer	S	1.0
Senior Security Assistant	G6	1.0
Administrative Assistant	G5	1.0
Security Guard	G3	2.0
Administrative Clerk	G3	1.0
A.1.3 External Co-operation		
Head, External Co-operation Section	P5	1.0
Senior External Co-operation Officer	P4	2.0
External Co-operation Officer	P3	1.0
Senior External Co-operation Officer	S	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Secretary	G4	1.0
A.1.4 Office of Legal Affairs		
Head, Office of Legal Affairs	P5	1.0
Deputy Head, Office of Legal Affairs	P4	1.0
Legal Adviser	P3	2.0
Associate Legal Officer	P2	1.0
Legal Officer	S	2.0
Associate Legal Officer	S	1.0
Legal Assistant	G5	1.0
Legal Assistant	G4	1.0
A.1.5 Communication and Media Relations Section		
Spokesperson/Head, Communication and Media Relations Section	P5	1.0
Chief, Media Relations Unit	P4	1.0
Chief, Online Communications Unit	P4	1.0
Media Officer	P3	1.0
Publications Editor and Outreach Officer	P3	1.0
Communications Officer	P3	2.0
Communications Officer	P3	1.0
Information Architect	P3	1.0
Associate Web Developer	P2	1.0
Associate Online Communications Officer	P2	1.0
Communications Officer	S	1.0
Senior Media Assistant	G6	1.0
Media Assistant	G5	1.0
A.1.6 Conference and Language Services		
Head, Conference Services	P5	1.0
Chief Linguist	P4	1.0
Conference Officer	P3	1.0
Senior Language Services Assistant	G6	1.0
Senior Meetings Assistant	G6	3.0
Supervisor, Meetings Support and Documents Unit	G6	1.0
Supervisor, Documents Control Unit	G6	1.0
Administrative Assistant	G5	1.0
Assistant Supervisor, Documents Control	G5	1.0
Assistant Supervisor, Meetings Support and Documents Unit	G5	1.0
Protocol Assistant	G5	1.0
Administrative Secretary	G4	1.0
Support Services Assistant	G4	1.0
Technical Assistant	G4	1.0
Word Processing Operator	G4	9.0

Fund		
Main Programme		
Programme	Post Grade	Number of Posts
Post Title		
Documents and Meetings Support Assistant	G4	5.0
Meetings Assistant	G4	1.0
Conference Support Clerk	G2	3.0
A.2.1 The OSCE Documentation Centre in Prague		
Head of Office and Officer in Charge of Meetings	S	1.0
Associate Records Management Officer	P2	1.0
Senior Documentation and Information Assistant	G7	1.0
Senior Information Technology Assistant	G6	1.0
Senior Finance and Administrative Assistant	G6	1.0
Administrative Secretary	G5	1.0
Archives Assistant	G5	1.0
Information Technology Assistant	G5	1.0
Registry and Records Assistant	G4	3.0
Cleaner/Events Support	G2	1.0
B.4.1 Gender Issues		
Senior Adviser on Gender Issues	P5	1.0
Adviser on Gender Issues	P3	1.0
Adviser on Gender Issues	S	4.0
Senior Co-ordination Adviser	S	1.0
Administrative/Programme Assistant	G5	1.0
Internal Oversight		
A.1.1 Internal Oversight		
Director of Internal Oversight	D1	1.0
Head, Internal Audit/Deputy Director	P5	1.0
Head of Evaluation/Deputy Director	P5	1.0
Senior Auditor	P4	1.0
Senior Investigator	P4	1.0
Senior Evaluator	P4	1.0
Auditor	P3	4.0
Associate Investigation Officer	P2	1.0
Senior Evaluator	S	1.0
Evaluation Officer	S	1.0
Associate Investigation Officer	S	1.0
Senior Administrative Assistant	G6	1.0
Senior Auditing Assistant	G6	2.0
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings		
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings		
Special Representative	S	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1.0
Senior Co-ordination Adviser	P4	1.0
Programme Officer	P3	2.0
Programme and Capacity-Building Officer	P3	1.0
Associate Officer on CTHB	P2	1.0
Associate Country Visit Officer	P2	1.0
Assistant Officer on CTHB	P1	1.0
Senior Adviser	S	1.0
Executive Programme Officer	S	1.0
Associate Public Information Officer	S	1.0
Senior Secretary	G5	1.0
Administrative Assistant	G4	1.0
Addressing Transnational Threats		
B.4.1 Co-ordination of TNT Activities		
Co-ordinator of Activities to Address Transnational Threats	D1	1.0
Information Management Officer	P3	1.0
Cybersecurity Officer	P3	1.0
Policy and Co-ordination Officer	S	1.0
Senior Programme Assistant	G6	1.0
B.4.2 Strategic Police Matters Unit		
Head, Strategic Police Matters Unit	S	1.0
Deputy Head of SPMU, Adviser on Cybercrime	P4	1.0
Police Affairs Officer on Combating Illicit Drugs	P4	1.0
Police Affairs Officer, Adviser on Analysis and Reporting	P4	1.0
Police Affairs Officer, Adviser on Police Reform	S	1.0
Adviser on Combating Trafficking in Human Beings	S	1.0
Adviser on Fight against Organized Crime	S	1.0
Police Affairs Officer, Adviser on Community Policing	S	1.0
Administrative Assistant	G5	1.0
B.4.3 Action against Terrorism		
Head, Anti-Terrorism Issues	S	1.0
Deputy Head, Anti-Terrorism Issues	P4	1.0
Programme Officer	P3	1.0
Programme Officer	P3	1.0
Associate Programme Officer	P2	1.0
Counter-Terrorism Officer	S	1.0
Senior Legal Counter-Terrorism Adviser	S	1.0
Senior Adviser on Anti-terrorism Issues	S	1.0
Project Assistant	G5	1.0
Office Assistant	G4	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
B.4.4 Border Security and Management		
Head, Border Security and Management Unit	S	1.0
Border Management Officer	P3	1.0
Customs Adviser	P3	1.0
Associate Programme Officer	P2	1.0
Associate Border Security Officer	P2	1.0
Border Adviser	S	1.0
Administrative Assistant	G4	1.0
Activities Relating to the Economic and Environmental Aspects of Security		
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities		
Co-ordinator of OSCE Economic and Environmental Activities	D1	1.0
Deputy Co-ordinator/Head, Economic Activities	P5	1.0
Deputy Co-ordinator/Head, Environmental Activities	P5	1.0
Senior Economic and Environmental Officer	P4	1.0
Senior Economic Officer	P4	1.0
Senior Environmental Affairs Adviser	P4	1.0
Economic Adviser	P3	1.0
Environmental Programme Officer	P3	1.0
Associate Environmental Affairs Officer	P2	1.0
Associate Anti-Corruption Officer	P2	1.0
Economic Connectivity Officer	S	1.0
Economic Affairs Officer	S	1.0
Associate Economic Affairs Officer	S	1.0
Economic and Environmental Officer	S	1.0
Economic and Environmental Affairs Adviser	S	1.0
Environmental Affairs Adviser	S	1.0
Senior Programme Officer, Energy Security	S	1.0
Programme Officer, Economic Co-operation and Governance	S	1.0
Environmental Governance Officer	S	1.0
Associate Energy Security Officer	S	1.0
Executive Secretary	G6	1.0
Administrative Assistant	G5	1.0
Programme Assistant	G5	2.0
Administrative Assistant	G4	1.0
Conflict Prevention		
A.1.1 CPC Direction and Management		
Director of the CPC/Deputy Head of the OSCE Secretariat	D2	1.0
Planning and Co-ordination Officer	P3	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Senior Adviser	S	1.0
Senior Secretary	G5	1.0
Secretary	G4	1.0
A.1.2 Policy Support Service		
Deputy Director for Policy Support Service	P5	1.0
Senior Policy Support Officer	P4	4.0
Policy Support Officer	P3	3.0
Policy Support Officer	S	6.0
Senior Policy Support Assistant	G6	3.0
Secretary	G4	1.0
A.1.3 Operations Service		
Deputy Director for Operations Service	P5	1.0
Senior Operational Adviser	P4	1.0
Operational Support Officer	P3	1.0
Chief, Situation/Communications Room	S	1.0
Senior Operational Support Officer	S	1.0
Mediation Support Officer	S	3.0
Analyst/Researcher	S	1.0
Deputy Chief, Situation/Communications Room	G6	1.0
Senior Operations Assistant	G6	1.0
Duty Officer	G5	6.0
Secretary	G4	1.0
A.1.4 Programming and Evaluation Support Unit		
Chief, Programming and Evaluation Support Unit	P4	1.0
Programming and Project Management Support Officer	P3	1.0
Associate Project Co-ordination Officer	P2	1.0
Associate Project Co-ordination Officer	S	1.0
Senior Project Assistant	G6	1.0
Senior Project Assistant, Extrabudgetary Contributions	G6	1.0
B.1.2 FSC Support		
Senior FSC Support Officer	P4	1.0
CSBM Officer	P3	1.0
Project Support Officer	P3	1.0
Associate Project Officer	P2	1.0
Project Officer	S	1.0
Associate FSC Support Officer	S	1.0
Programme Assistant	G5	1.0
Office Assistant	G4	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
B.1.3 Communications and Technology Unit		
Chief, Communications and Technology Unit	P4	1.0
Network Management Officer	P3	1.0
Associate Technology Officer	S	1.0
Network Management Assistant	G5	1.0
Human Resources Management		
A.2.1 Department of Human Resources		
Director for Human Resources	D1	1.0
Deputy Director for Human Resources	P5	1.0
OSCE Ethics Co-ordinator	P4	1.0
Chief, Talent Development	P4	1.0
Chief, HR Administration	P4	1.0
Chief, Talent Acquisition	P4	1.0
Chief, Payroll and HR Analytics	P4	1.0
Human Resources Officer	P3	1.0
Planning and Co-ordination Officer	P3	1.0
Talent Development Officer	P3	1.0
HR Policy and Employee Relations Officer	P3	1.0
Talent Acquisition Officer	P3	1.0
Ethics Officer	S	1.0
Chief OSCE Medical Officer	S	1.0
Adviser, Human Resources	S	1.0
HR Policy and Employee Relations Officer	S	1.0
Associate Talent Acquisition Officer	S	1.0
HR Adviser, Duty of Care	S	1.0
Senior HR Assistant	G7	1.0
Senior Payroll Assistant	G6	2.0
Senior HR Assistant	G6	3.0
Senior HR Policy and Employee Relations Assistant	G6	1.0
Senior Talent Acquisition Assistant	G6	2.0
Senior Secretary	G5	1.0
HR Assistant	G5	1.0
HR Assistant	G5	1.0
Talent Development Assistant	G5	2.0
Talent Development Assistant	G5	1.0
Talent Acquisition Assistant	G5	3.0
Payroll Assistant	G4	1.0
HR Assistant	G4	2.0
Talent Acquisition Assistant	G4	2.0
HR Clerk	G3	1.0
Talent Development Clerk	G3	1.0
Talent Acquisition Clerk	G3	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Department of Management and Finance		
A.2.1 Management and Co-ordination		
Director for Management and Finance	D1	1.0
Chief, Information Security and Co-ordination	P4	1.0
Risk Management and Internal Control Officer	P3	1.0
Information Security Officer	P3	1.0
Associate Risk Management Officer	P2	1.0
Senior Administrative/Finance Assistant	G6	1.0
Senior Planning and Co-ordination Assistant	G6	1.0
Administrative Assistant	G5	1.0
A.2.2 Budget and Finance Services		
Principal Deputy Director, Head of Budget and Finance Services	P5	1.0
Chief, Accounts Unit	P4	1.0
Chief, Budget Unit	P4	1.0
Chief, Treasury and Extrabudgetary Contributions Unit	P4	1.0
Budget Officer	P3	1.0
Budget Officer	P3	1.0
Finance Officer	P3	1.0
Extrabudgetary Contributions Officer	P3	1.0
Associate Treasury Officer	P2	1.0
Associate Finance Officer	P2	1.0
Associate Extrabudgetary Contributions Officer	S	1.0
Senior Finance Assistant	G7	1.0
Senior Accounting Assistant	G6	1.0
Senior Treasury Assistant	G6	1.0
Senior Extrabudgetary Contributions Assistant	G6	1.0
Budget Assistant	G5	2.0
Finance Assistant	G5	1.0
Treasury Assistant	G5	1.0
Finance Assistant	G4	3.0
A.2.3 Information and Communication Technology Services		
Deputy Director, Head of ICTS	P5	1.0
Chief, ICT Infrastructure Support	P4	1.0
Chief, Software Development	P4	1.0
Chief, Functional Support	P4	1.0
Oracle Platform Systems Architect	P3	1.0
Senior Information Technology Assistant	G7	1.0
Senior ERP Applications Assistant	G7	2.0
Senior IRMA HR Support Assistant	G7	1.0
Senior System Administration Assistant	G7	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Senior ICT Assistant	G6	1.0
Senior Information Management Assistant	G6	1.0
Senior Information Technology Assistant	G6	2.0
Senior IT Assistant	G6	1.0
Senior IT Assistant, Database Administrator	G6	1.0
Senior Programme Assistant	G6	1.0
Senior Programming Assistant	G6	2.0
Senior IRMA Functional Support Assistant	G6	1.0
ICT Assistant	G5	1.0
Information Technology User Support Assistant	G5	1.0
Information Technology User Support Assistant	G5	1.0
ICT User Support Assistant	G5	1.0
ICT Communications Assistant	G5	1.0
ICT Help Desk Assistant	G4	1.0
A.2.4 Mission Support Service		
Deputy Director, Head of MSS	P5	1.0
Chief, Procurement and Contracting Unit	P4	1.0
Chief, Asset, Logistics and Travel Support Unit	P4	1.0
Procurement Officer	P3	1.0
Chief, Facilities Management	P3	1.0
Logistics and Transport Officer	P3	1.0
Associate Procurement Officer	P2	1.0
Senior Asset Management Assistant	G7	1.0
Senior Asset Management Assistant	G6	1.0
Senior Building Maintenance Assistant	G6	1.0
Senior Travel Assistant	G6	1.0
Building Maintenance Assistant	G5	1.0
Procurement Information Assistant	G5	1.0
Procurement/Administrative Assistant	G5	1.0
Warehouse Assistant	G5	1.0
Mail Processing Assistant	G4	0.6
Mail and Logistics Assistant	G4	0.4
Warehouse Clerk	G3	1.0
Transport Dispatcher	G3	0.6
Building Support Clerk	G3	1.0
Driver	G2	1.0
Manual Worker	G2	1.0
Cleaner	G1	6.0
<u>Total for the Secretariat</u>		<u>380.6</u>

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
<u>Office for Democratic Institutions and Human Rights</u>		
A.1.1 Direction and Policy		
Director of ODIHR	D/ODI	1.0
First Deputy Director of ODIHR	D1	1.0
Second Deputy Director of ODIHR	P5	1.0
Project Co-ordinator	P4	1.0
Spokesperson/Senior Press and Public Information Officer	P4	1.0
Editor	P3	1.0
Web Editor	P2	1.0
Legal Adviser	S	1.0
Special Adviser	S	1.0
Senior Political Adviser/Head of Director's Office	S	1.0
Special Adviser/Director's Representative in Vienna	S	1.0
Policy and Fundraising Adviser	S	1.0
Ethics Adviser	S	1.0
Executive Assistant	G7	1.0
Administrative Assistant/Human Dimension Meetings Assistant	G5	1.0
Press and Public Affairs Assistant	G5	1.0
A.2.1 Fund Administration Unit		
Chief of Finance/Deputy Head, Common Services	P4	1.0
Chief, Human Resources Unit	P3	1.0
Chief, ICT	P3	1.0
Logistics and Security Officer	P3	1.0
Procurement Officer	P3	1.0
Associate Procurement and Contracting Officer, EOM	P2	3.0
Associate Finance Officer	P2	1.0
Associate Documents and Records Management Officer	P2	1.0
Associate Finance Officer, Elections	P2	1.0
Senior Administrative Assistant	G7	1.0
Senior Finance Assistant	G7	1.0
Senior Finance Assistant	G6	1.0
Senior Human Resources Assistant	G6	1.0
Senior ICT Assistant	G6	1.0
Senior IT Assistant	G6	2.0
Senior Procurement Assistant	G6	1.0
Senior Procurement/Asset Management Assistant	G6	1.0
Senior Recruitment Assistant	G6	1.0
Senior Budget Assistant	G6	1.0
Administrative Assistant	G5	1.0
Budget Assistant	G5	7.0
Documents and Records Management Assistant	G5	1.0
Finance Assistant	G5	1.0

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

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

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
B.3.6 Roma and Sinti Issues		
Senior Adviser on Roma and Sinti Issues, Chief of the CPRSI	P4	1.0
Adviser on Roma and Sinti Issues	P3	1.0
Associate Programme Officer, Roma and Sinti Issues	P2	2.0
Associate Programme Officer, Roma and Sinti Issues	S	1.0
Adviser on Roma and Sinti Issues	S	1.0
Administrative Assistant	G5	1.0
<u>Total for the Office for Democratic Institutions and Human Rights</u>		<u>142.0</u>
<u>High Commissioner on National Minorities</u>		
A.2.1 Fund Administration Unit		
Senior Administrative Officer	P4	1.0
Senior Administrative Assistant	G7	1.0
Senior ICT Assistant	G6	1.0
Finance Assistant	G5	1.0
Procurement Assistant	G5	1.0
B.1.1 Office of the High Commissioner		
High Commissioner	HCNM	1.0
Director	D1	1.0
Head of Section/Senior Adviser	P5	2.0
Senior Adviser	P4	5.0
Senior Legal Adviser	P4	2.0
Legal Adviser	P3	1.0
Political Adviser	P3	1.0
Project Officer	P3	1.0
Associate Policy Support Officer	P2	1.0
Project Officer	S	2.0
Senior Legal Adviser	S	1.0
Personal Adviser	S	1.0
Communications Officer	S	1.0
Administrative Assistant	G5	3.0
Project Assistant	G5	2.5
Senior Secretary	G5	1.0
Communication and Editorial Assistant	G5	1.0
<u>Total for the High Commissioner on National Minorities</u>		<u>32.5</u>
<u>Representative on Freedom of the Media</u>		
A.1.1 Freedom of the Media		
Representative on Freedom of the Media	RFOM	1.0
Director, Office of the RFoM	D1	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Senior Adviser	P4	1.0
Adviser	P3	1.0
Adviser	P2	1.0
Associate Project Officer	P2	1.0
Assistant Research Officer	P1	1.0
Senior Adviser	S	4.0
Principal Adviser to Head of Institution	S	1.0
Media Freedom Project Officer	S	1.0
Senior Administrative Assistant	G7	1.0
Senior Project Assistant	G6	1.0
Senior Secretary, RFoM	G5	1.0
Programme Secretary	G4	1.0
<u>Total for the Representative on Freedom of the Media</u>		<u>17.0</u>
<u>Augmentations</u>		
Secretariat Augmentations		
A.1.1 Policy Support Service		
Senior Policy Support Officer	P4	1.0
Policy Support Officer	P3	1.0
A.2.1 Information and Communication Technology Services		
Chief, ICT Service and Support Section	P4	1.0
Associate Computer Information Systems Officer	P2	1.0
Senior Information Technology Assistant	G7	1.0
Senior Programming Assistant	G7	1.0
Senior ERP Applications Assistant	G7	1.0
Senior Information Technology Assistant	G6	2.0
Senior ICT Support Assistant	G6	1.0
A.2.2 Mission Support Service		
Procurement Officer	P3	1.0
Travel Officer	P3	1.0
Procurement and Contracting Officer	P3	1.0
Senior Procurement Assistant	G6	1.0
Senior Contracts Assistant	G6	1.0
Senior Freight Distribution Control Assistant	G6	1.0
Senior Insurance Assistant	G6	1.0
Asset Management Assistant	G5	1.0
ODIHR Augmentation		
B.3.1 ODIHR Democratization		
Deputy Head, Democratization Department	P4	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
<u>Total for Augmentations</u>		<u>19.0</u>
SOUTH-EASTERN EUROPE		
<u>Mission in Kosovo</u>		
A.1.1 Office of Head of Mission		
Head of Mission	HoM	1.0
Deputy Head of Mission	DHoM	1.0
Head of Office of Political Affairs and Communications	P4	1.0
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	P4	1.0
Chief of Mission Security	S4	1.0
Head of Legal Affairs	S4	1.0
Head of Office of Central Co-ordination	S4	1.0
Deputy Head, Legal Affairs	S3	1.0
Field Security Officer	S3	1.0
Deputy Head, Office of Central Co-ordination	S3	1.0
Gender Adviser	S3	1.0
Deputy Head, Office of Political Affairs and Communications	S3	1.0
Senior Political Officer	S2	1.0
Special Assistant to the Head of Mission	S2	1.0
Project/Programme Evaluation Officer	S2	1.0
Field Political Reporting Officer	S2	5.0
Co-ordination/Reporting Officer	S1	1.0
Co-ordination Officer	S1	1.0
National Legal Officer	NP3	1.0
National Deputy Spokesperson	NP3	1.0
National Political Affairs Officer	NP3	1.0
National Legal Officer	NP2	1.0
National Political Officer	NP2	3.0
National Press and Public Information Officer	NP2	1.0
National Graphic Presentation Officer	NP1	1.0
National Project Officer	NP1	1.0
National Co-ordination Officer	NP1	1.0
Senior Co-ordination Assistant	G6	1.0
Senior Legal Assistant	G6	1.0
Senior Monitoring Assistant	G6	1.0
Senior Communications Assistant	G6	1.0
Senior Situation Centre Assistant	G6	1.0
Senior Security Planning Assistant	G6	1.0
Media Monitoring Assistant	G5	2.0
Senior Secretary	G5	2.0
Social Media/Web Assistant	G5	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Security Systems/Logistics Assistant	G5	1.0
Security Assessment Assistant	G5	1.0
Office Assistant	G4	1.0
Situation Centre Assistant	G4	5.0
Regional Security Assistant	G4	5.0
Senior Driver	G3	3.0
Security Monitor	G3	37.0
Monitoring and Close Protection Specialist	G3	2.0
A.2.1 Fund Administration Unit		
Head, Administration and Finance	P5	1.0
Chief of Financial Management	P4	1.0
Chief, Human Resources Management	P3	1.0
Chief, ICT	P3	1.0
Contracts/Procurement Officer	P3	1.0
Chief, General Services	S4	1.0
Human Resources Officer	S2	1.0
National Medical Officer	NP3	1.0
National Chief of Accounts	NP3	1.0
National Asset Management Officer	NP2	1.0
National Budget Officer	NP2	1.0
National Finance Officer	NP2	1.0
National Human Resources Officer	NP2	1.0
National Procurement Officer	NP2	1.0
National Training Co-ordinator	NP2	1.0
National ICT Officer VoIP, Internet Security	NP2	1.0
National ICT Officer, Communications	NP2	1.0
National ICT Officer, Software Development	NP2	1.0
National ICT Officer, Service Support	NP2	1.0
National ICT Officer, LAN Systems	NP2	1.0
National Transport and Building Management Officer	NP2	1.0
National Archives Officer	NP1	1.0
National Training Officer	NP1	1.0
National Budget Officer, Programme Support	NP1	1.0
Executive Assistant	G6	1.0
Nurse	G6	1.0
Senior Administrative Assistant	G6	4.0
Senior Finance Assistant	G6	1.0
Senior Human Resources Assistant	G6	2.0
Senior ICT Technician Microwave/VSAT	G6	1.0
Senior Payroll Assistant	G6	0.5
Senior Procurement Assistant	G6	1.0
Senior Budget Assistant	G6	1.0
Senior Human Resources/Payroll Assistant	G6	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Senior ICT Technician VOIP, Internet Security	G6	2.0
Senior ICT Billing Assistant	G6	1.0
Senior Translator/Interpreter Assistant	G6	2.0
Senior ICT Technician, Software Development	G6	1.0
Senior ICT Assistant, Field Support	G6	1.0
Senior ICT Assistant, Help Desk Team Leader	G6	1.0
Senior ICT Mobile Communications Assistant	G6	1.0
Senior ICT Technician, LAN Systems	G6	2.0
Finance Assistant	G5	2.0
Generator Technician	G5	1.0
Human Resources Assistant	G5	4.0
ICT Assistant	G5	1.0
ICT Technician Microwave/VSAT	G5	1.0
Maintenance Foreman	G5	1.0
Material Management Assistant	G5	1.0
Procurement Assistant	G5	3.0
Supply Assistant	G5	1.0
Transport Assistant	G5	1.0
Travel Assistant	G5	1.0
Treasury Assistant	G5	1.0
ICT Help Desk Assistant	G5	2.0
ICT Mobile Communications Technician	G5	1.0
Building Management Assistant	G5	1.0
Archives Assistant	G4	1.0
Asset Management Assistant	G4	1.0
Conference Equipment Technician	G4	3.0
Dispatcher	G4	1.0
Inspection Assistant	G4	1.0
Office Assistant	G4	1.0
Supply Assistant	G4	1.0
Technical Assistant	G4	1.0
Vehicle Maintenance Assistant	G4	1.0
Fuel Supply and Customs Assistant	G4	1.0
BMS Assistant	G4	1.0
MFD Technician	G4	1.0
Technician/Mechanic	G4	1.0
Electrician	G3	1.0
Fleet Clerk	G3	1.0
Inventory Clerk	G3	1.0
Warehouse Clerk	G3	1.0
Bus/Truck Driver	G3	4.0
General Services Clerk	G3	4.0
Vehicle Tracking Clerk	G3	1.0
Building Maintenance Technician	G3	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Driver	G2	11.0
Handyman	G2	1.0
B.1.1 Security and Public Safety		
Director	S4	1.0
Chief of Police Development and Monitoring Section	S3	1.0
Chief of Section/Deputy Director	S3	1.0
Chief, Serious and Organized Crime Section	S3	1.0
Senior Community Policing Officer	S2	1.0
Senior Organized Crime Adviser	S2	4.0
Senior Community Policing Officer, Security	S2	1.0
Senior Police Development Officer	S2	1.0
Senior Police Monitoring Officer	S2	1.0
National Programme Co-ordination Officer	NP3	1.0
National Programme Officer	NP2	1.0
National Programme Officer	NP1	2.0
National Public Safety Awareness Officer	NP1	1.0
National Organized Crime Adviser	NP1	1.0
National Programme Co-ordination Officer	NP1	1.0
National Programme Officer, Police Monitoring	NP1	5.0
National Programme Officer, Police Development	NP1	1.0
National KAPS Officer	NP1	1.0
Senior Programme Assistant	G6	4.0
Programme Assistant	G5	4.0
Senior Secretary	G5	1.0
Programme Assistant, Police Monitoring	G5	3.0
Programme Assistant, Police Development	G5	3.0
Office Assistant	G4	1.0
Programme Assistant	G4	1.0
B.3.1 Democratization		
Director	S4	1.0
Chief of Media Section/Deputy Director	S4	1.0
Chief of Section	S3	1.0
Chief of Governance Section	S3	1.0
Executive Officer	S2	1.0
Senior Legal Adviser	S2	1.0
Senior Programme Officer	S2	5.0
Senior Media Literacy Analyst	S2	1.0
National Elections Adviser	NP3	1.0
National Programme Officer	NP2	2.0
National Co-ordination Officer	NP2	1.0
National Legal Officer	NP1	1.0
National Programme Officer	NP1	8.0

Fund		
Main Programme		
Programme	Post Grade	Number of Posts
Post Title		
Senior Monitoring Assistant	G6	1.0
Senior Translator/Interpreter Assistant	G6	8.0
Programme Assistant	G5	3.0
Project Assistant	G5	1.0
Office Assistant	G4	2.0
Project Assistant	G4	2.0
Office Clerk	G3	1.0
B.3.2 Human Rights and Communities		
Director, Human Rights and Communities	S4	1.0
Deputy Director	S4	1.0
Chief of Communities Section	S3	1.0
Chief of Section	S3	1.0
Director of Regional Centre	S3	5.0
Chief, Law and Justice Section	S3	1.0
Senior Adviser	S2	1.0
Senior Adviser	S2	2.0
Senior Communities Adviser, Protection	S2	2.0
Senior Communities Policy Adviser	S2	1.0
Senior Democratization Officer	S2	5.0
Senior Legal Officer	S2	9.0
Senior Programme Officer	S2	1.0
Senior Project Officer	S2	1.0
Human Rights Adviser, Human Rights and Security	S2	1.0
Senior Communities Officer	S2	5.0
Senior Co-ordination and Reporting Officer	S2	1.0
Communities Policy Officer	S1	1.0
Communities Protection Officer	S1	1.0
Human Rights Officer	S1	11.0
Legal Officer	S1	1.0
Programme Officer	S1	8.0
Community Policy Officer/Return	S1	1.0
National Co-ordinator	NP3	1.0
National Language Services Co-ordinator	NP2	1.0
National Legal Officer, Property	NP2	1.0
National Programme Officer	NP2	2.0
National Co-ordination Officer	NP2	1.0
National Human Rights Adviser	NP2	1.0
National Programme Officer, Communities Policy	NP2	3.0
National Programme Officer, Property	NP2	5.0
National Legal Officer	NP1	11.0
National Legal Officer, Property	NP1	1.0
National Programme Officer	NP1	20.0
Personal Assistant	G6	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Senior Legal Assistant	G6	1.0
Senior Programme Assistant	G6	30.0
Senior Translator/Interpreter Assistant	G6	4.0
Legal Assistant	G5	9.0
Programme Assistant	G5	9.0
Assistant Interpreter	G5	3.0
Office Assistant	G4	28.0
<u>Total for the Mission in Kosovo</u>		<u>490.5</u>
<u>Mission to Bosnia and Herzegovina</u>		
A.1.1 Office of Head of Mission		
Head of Mission	HoM	1.0
Deputy Head of Mission	DHoM	1.0
Chief of Policy and Planning	P4	1.0
Senior Political Adviser	S3	1.0
Senior Planning Adviser	S3	1.0
Executive Officer to Deputy Head of Mission	S2	1.0
Political/Reporting Officer	S1	1.0
Political Analyst	S1	1.0
Planning, Monitoring and Evaluation Officer	S1	1.0
National Chief of Security	NP3	1.0
National Spokesperson	NP3	1.0
National Deputy Chief of Security	NP2	1.0
National Legal Officer	NP2	1.0
National Political Officer	NP2	1.0
National Programme Officer, Gender and Youth	NP2	1.0
National Executive Officer	NP1	2.0
National Political Officer	NP1	2.0
National Press Officer	NP1	3.0
National Public Information Officer	NP1	1.0
National Monitoring and Evaluation Officer	NP1	1.0
National Programme Officer, Gender Issues	NP1	1.0
National Communications and Reporting Officer	NP1	1.0
National Planning Officer	NP1	1.0
Senior Public Information Assistant	G6	1.0
Senior Assistant Translator/Interpreter	G6	3.0
Programme Assistant	G5	2.0
Programme Assistant	G5	1.0
Press and Public Information Assistant	G5	1.0
Online Communications Assistant	G5	1.0
Close Protection Specialist	G3	2.0
Security Monitor	G3	5.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
A.2.1 Fund Administration Unit		
Chief of Fund Administration	P4	1.0
Chief, General Services	P3	1.0
Human Resources Officer	S2	1.0
National Medical Officer	NP3	1.0
National Chief of ICT Services	NP3	1.0
National Chief of Budget and Finance	NP3	1.0
National Chief of Human Resources	NP3	1.0
National Accounting Officer	NP2	1.0
National Budget Officer	NP2	1.0
National ICT Officer	NP2	1.0
National Procurement Officer	NP2	1.0
National Information Systems Developer	NP2	1.0
National Planning and Co-ordination Officer	NP2	1.0
National Procurement and Building Management Officer	NP2	1.0
National Administrative Officer	NP1	5.0
National Archives Officer	NP1	1.0
National Personnel Officer	NP1	1.0
National Recruitment Officer	NP1	1.0
National Treasury Officer	NP1	1.0
National Transport Officer	NP1	1.0
Senior Administrative Assistant	G6	1.0
Senior Finance and Treasury Assistant	G6	1.0
Senior ICT Assistant	G6	3.0
Senior Budget Assistant	G6	1.0
Senior Material Management Assistant	G6	1.0
Senior Finance/Administrative Assistant	G6	1.0
Administrative Assistant	G5	3.0
Finance Assistant	G5	2.0
Human Resources Assistant	G5	3.0
Payroll Assistant	G5	1.0
Procurement Assistant	G5	3.0
Transport Maintenance Supervisor	G5	1.0
Travel Assistant	G5	1.0
Archives Assistant	G4	1.0
Asset Management Assistant	G4	1.0
Dispatcher	G4	1.0
Storekeeper	G4	1.0
Transport Assistant	G4	1.0
Contracts Management Assistant	G4	1.0
Contracts Procurement Assistant	G4	1.0
Office Clerk	G3	3.0
Receptionist	G3	2.0
Senior Driver	G3	3.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Driver	G2	26.0
Manual Worker	G2	1.5
A.2.2 Shared Service Centre, ICT Help Desk		
National Information Security Officer	NP2	1.0
National ICT Officer	NP1	1.0
Senior ICT Assistant	G6	2.0
ICT Server Administration Assistant	G5	1.0
ICT ERP User Support Assistant	G5	3.0
ICT Help Desk Co-ordination Assistant	G5	1.0
ICT Help Desk Technician	G4	2.0
B.1.1 Security Co-operation		
Head of Security Co-operation	S4	1.0
Programme Co-ordinator	S3	1.0
Arms Control Project Officer	S2	1.0
National Chief of P/CVERLT	NP3	1.0
National Legal Officer	NP2	1.0
National Programme Officer	NP1	3.0
National Programme Officer, P/CVERLT	NP1	1.0
Senior Programme Assistant	G6	1.0
Programme Assistant	G5	2.0
Programme Assistant, P/CVERLT	G5	1.0
Programme Assistant, Arms Control	G5	1.0
B.3.1 Human Dimension		
Head, Human Dimension Department	P5	1.0
Deputy Head, Human Dimension Department	P4	1.0
Head of Field Office	S3	8.0
Head of Human Rights	S3	1.0
Head of Rule of Law	S3	1.0
Human Rights Adviser, Economic and Social Rights	S2	1.0
Legal Adviser, Anti-Discrimination	S2	1.0
Senior Project Officer	S2	1.0
Legal Adviser, War Crimes and Rule of Law	S2	1.0
Legal Adviser, Justice Sector Policy	S2	1.0
Legal Adviser, Major Crimes	S2	1.0
Human Rights Officer	S1	1.0
National Chief, Education Section	NP3	1.0
National Chief of Democratic Governance	NP3	1.0
National Anti-Trafficking Officer	NP2	1.0
National Legal Officer	NP2	13.0
National Programme Officer	NP2	2.0
National Chief of Programme Support Section	NP2	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
National Programme Officer, Education	NP2	1.0
National Programme Officer, Access and Non-Discrimination	NP2	1.0
National Programme Officer, Finance and Management	NP2	1.0
National Legal Officer, Trial Monitoring	NP2	1.0
National Programme Officer, Ombudsman	NP2	1.0
National Programme Officer, Civil Society	NP2	1.0
National Analysis and Reporting Officer	NP2	2.0
National Programme Officer, Fundamental Freedoms	NP2	1.0
National Legal Officer, Anti-Corruption	NP2	1.0
National Programme Officer, Parliaments and Assemblies	NP2	1.0
National Legal Officer	NP1	2.0
National Programme Officer	NP1	1.0
National Programme Officer, Education	NP1	17.0
National Programme Officer, Governance Development	NP1	1.0
National Programme Officer, Human Rights	NP1	12.0
National Programme Officer, Legislative Support	NP1	4.0
National Programme Officer, Democratic Development	NP1	16.0
National Programme Officer, Anti-Corruption	NP1	1.0
National Legal Officer, Justice Sector Policy	NP1	1.0
National Programme Officer, FoRB	NP1	1.0
National Programme Officer, Freedom of Media	NP1	1.0
National Legal Officer, Corruption Case Monitoring	NP1	1.0
Senior Executive Assistant	G6	2.0
Senior Programme Assistant, Rule of Law	G6	1.0
Senior Programme Assistant, Trial Monitoring	G6	1.0
Assistant Translator/Interpreter	G5	1.0
Legal Assistant	G5	3.0
Programme Assistant	G5	23.0
Rule of Law Monitoring Assistant	G5	20.0
<u>Total for the Mission to Bosnia and Herzegovina</u>		<u>314.5</u>
<u>Mission to Serbia</u>		
A.1.1 Office of Head of Mission		
Head of Mission	HoM	1.0
Deputy Head of Mission	DHoM	1.0
Chief of Policy and Co-ordination	S3	1.0
Municipal Co-ordinator	S2	1.0
Project Manager	S2	1.0
Political Affairs/Reporting Officer	S2	1.0
Political Affairs Officer	S2	1.0
National Programme Co-ordination Officer	NP2	1.0
National Security Officer	NP1	1.0
National Political and Press Affairs Officer	NP1	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Personal Assistant to HoM	G6	1.0
Senior Press and Political Assistant	G6	2.0
Field Programme Assistant	G5	2.0
Office Assistant	G5	1.0
Programme Assistant	G5	1.0
Project Assistant	G5	3.0
Press and Political Assistant	G5	1.0
Translator/Interpreter Assistant	G5	1.0
Receptionist	G3	1.0
Security Clerk	G3	1.0
Security Guard	G2	2.0
A.2.1 Fund Administration Unit		
Chief, Fund Administration Unit	P3	1.0
National Finance Officer	NP2	1.0
National Human Resources Officer	NP2	1.0
National Material Management Officer	NP2	1.0
National ICT Officer	NP1	1.0
National General Services Officer	NP1	1.0
Senior Human Resources Assistant	G6	1.0
Senior ICT Assistant	G6	1.0
Senior Treasury Assistant	G6	1.0
Finance Assistant	G5	1.0
ICT Assistant	G5	1.0
Procurement Assistant	G5	3.0
Finance Assistant	G4	1.0
Human Resources Assistant	G4	2.0
ICT Help Desk Assistant	G4	1.0
Senior Driver	G3	2.0
Transport Dispatcher	G3	1.0
Material Management Clerk	G3	1.0
Driver	G2	4.0
Maintenance Technician	G2	0.5
Cleaner	G1	1.5
B.1.1 Security Co-operation		
Head of Security Co-operation	S4	1.0
Organized Crime Adviser	S2	1.0
Senior Organized Crime Adviser	S2	1.0
Senior Security Co-operation Adviser	S2	1.0
National Programme Officer	NP2	2.0
National Community Policing Officer	NP2	1.0
National Legal Officer	NP1	1.0
National Programme Officer	NP1	4.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Senior Programme Assistant	G6	2.0
Project Assistant	G5	3.0
Administrative Assistant	G4	1.0
B.3.1 Democratization		
Head of Democratization	S4	1.0
Senior Adviser on Human Rights and Non-Discrimination	S2	1.0
Senior Governance Adviser	S2	1.0
Senior Adviser on National Minorities	S2	1.0
National Programme Officer	NP2	1.0
National Programme Co-ordination Officer	NP2	1.0
National Governance Officer	NP1	1.0
National Programme Officer	NP1	3.0
National Programme Officer	NP1	1.0
National Programme Officer	NP1	0.5
National Environmental Affairs Officer	NP1	1.0
Senior Administrative Assistant	G6	1.0
Senior Governance Training Assistant	G6	1.0
Senior Programme Assistant	G6	2.0
Programme Assistant	G5	2.0
B.3.2 Media		
Head of Media	S4	1.0
National Legal Officer	NP2	1.0
National Media Development Officer	NP2	1.0
National Legal Officer	NP1	1.0
Senior Programme Assistant	G6	2.0
Media Monitoring Assistant	G5	1.0
Programme Assistant	G5	3.0
B.3.3 Rule of Law and Human Rights		
Head of Rule of Law and Human Rights	S4	1.0
Senior Legal Adviser, Judicial Reform	S3	1.0
Senior Legal Adviser	S2	1.0
Senior Anti-Corruption Adviser	S2	1.0
National Legal Adviser	NP3	1.0
National Legal Officer	NP2	1.0
National Legal Officer	NP1	4.0
National Legal Officer	NP1	1.0
National Programme Officer	NP1	1.0
Senior Administrative Assistant	G6	1.0
Senior Programme Assistant	G6	1.0
Senior Project Assistant	G6	1.0
Assistant Translator/Interpreter	G5	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Programme Assistant	G5	2.0
<u>Total for the Mission to Serbia</u>		<u>118.5</u>
<u>Presence in Albania</u>		
A.1.1 Office of Head of Mission		
Head of Presence	HoM	1.0
Deputy Head of Presence	DHoM	1.0
Chief Political, Public Affairs and Reporting Officer	S3	1.0
Head of Programme Co-ordination	S3	1.0
Programme Co-ordination Officer	S1	1.0
National Public Affairs and Reporting Officer	NP2	1.0
National Political Officer	NP1	2.0
National Monitoring Officer	NP1	1.0
Senior Public Affairs Assistant	G6	1.0
Senior Translator/Interpreter	G6	1.0
Senior Political and Reporting Assistant	G6	1.0
Senior Programme Co-ordination Assistant	G6	1.0
Programme Assistant	G5	1.0
Senior Secretary	G5	1.0
Secretary	G4	1.0
Senior Security Guard	G3	1.0
Security Guard	G2	2.0
A.2.1 Fund Administration Unit		
Chief, Fund Administration Unit	P3	1.0
Human Resources Officer	S2	1.0
Administrative and General Service Officer	S2	1.0
National Finance Officer	NP1	1.0
Senior Human Resources Assistant	G6	1.0
Senior ICT Assistant	G6	1.0
Asset Management Assistant	G5	1.0
Finance Assistant	G5	2.0
ICT Assistant	G5	1.0
Procurement Assistant	G5	2.0
Transport Assistant	G5	1.0
Human Resources Assistant	G4	1.0
Supply Assistant	G4	1.0
Records Management Assistant	G4	1.0
Bus Driver	G3	1.0
Senior Driver	G3	1.0
Building Maintenance Technician/Driver	G3	1.0
Driver	G2	2.0
Handyman	G2	0.5

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
B.1.1 Security Co-operation		
Head of Security Co-operation Department	S3	1.0
Security Sector Development Officer	S2	1.0
Law Enforcement Development Officer	S2	1.0
National Border Management Officer	NP2	1.0
National Security Officer	NP1	1.0
National Community Safety Officer	NP1	1.0
Programme Assistant	G5	1.0
Translator/Interpreter	G5	1.0
Programme Assistant	G4	1.0
B.2.1 Governance in Economic and Environmental Issues		
Head of Governance, Economy and Environmental Issues Department	S3	1.0
Senior Governance Adviser	S2	1.0
National Anti-Trafficking Officer	NP2	1.0
National Programme Officer, Economy and Anti-Corruption	NP1	1.0
National Programme Officer, Local Governance and Property	NP1	1.0
Senior Project Assistant	G6	1.0
Administrative Assistant	G5	1.0
Project Assistant	G5	1.0
Translator/Interpreter	G5	1.0
B.3.1 Democratization		
Head of Democratization Department	S3	1.0
Senior Democratization Officer	S2	1.0
Senior Media Officer	S2	1.0
National Elections Adviser	NP3	1.0
National Programme Officer, Parliamentary Support	NP2	1.0
National Civil Society and Gender Officer	NP1	1.0
National Election Legal Officer	NP1	1.0
Senior Media Development Assistant	G6	1.0
Administrative Assistant	G5	1.0
Programme Assistant	G5	2.0
Office Assistant	G4	1.0
B.3.2 Rule of Law and Human Rights		
Head of Rule of Law and Human Rights Department	S3	1.0
Senior Legal Officer	S2	1.0
Legal Officer	S1	1.0
National Legal Officer	NP1	4.0
Legal Assistant	G5	3.0
Legal Assistant	G5	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Programme Assistant	G5	1.0
Translator/Interpreter	G5	1.0
<u>Total for the Presence in Albania</u>		<u>83.5</u>
<u>Mission to Skopje</u>		
A.1.1 Office of Head of Mission		
Head of Mission	HoM	1.0
Deputy Head of Mission	DHoM	1.0
Senior Policy and Planning Officer	S3	1.0
Chief, Political and Reporting Unit	S3	1.0
Chief, Communication and Media Relations Unit	S3	1.0
Political Adviser	S2	1.0
Mission Security Officer	S2	1.0
Political/Reporting Officer	S1	1.0
National Political/Liaison Officer	NP2	1.0
National Executive Officer	NP1	1.0
National Political Officer	NP1	1.0
National Project Co-ordination Officer	NP1	1.0
Senior Political Assistant	G6	1.0
Senior Public Information and Media Assistant	G6	2.0
Assistant Translator/Interpreter	G5	2.0
Political Assistant	G5	1.0
Security Assistant	G5	1.0
Senior Secretary	G5	1.0
Situation Centre Assistant	G5	2.0
Media Assistant	G5	1.0
Situation Centre Operator	G3	4.0
Security Guard	G2	8.0
A.2.1 Fund Administration Unit		
Chief of Fund Administration	P3	1.0
General Services Officer	P2	1.0
National Finance Officer	NP2	1.0
National Human Resources Officer	NP2	1.0
National ICT Officer	NP2	1.0
Senior Finance Assistant	G6	1.0
Senior Human Resources Assistant	G6	1.0
Senior Procurement Assistant	G6	1.0
Senior Transport Assistant	G6	1.0
Senior Material Management Assistant	G6	1.0
Senior ICT Network Technician	G6	1.0
Finance Assistant	G5	1.0
Human Resources Assistant	G5	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Procurement Assistant	G5	1.0
Treasury Assistant	G5	1.0
ICT Help Desk Technician	G5	1.0
Recruitment Assistant	G5	1.0
Records Management Assistant	G5	1.0
ICT Assistant, Software Development	G5	1.0
Asset Management Assistant	G4	1.0
Finance Assistant	G4	1.0
Human Resources Assistant	G4	1.0
Procurement Assistant	G4	1.0
Vehicle Maintenance Assistant	G4	1.0
ICT Help Desk Technician	G4	1.0
Bus Driver	G3	2.0
Senior Driver	G3	3.0
Material Management Clerk	G3	1.0
Driver	G2	2.0
Cleaner	G1	1.5
B.1.1 Public Safety and Community Outreach		
Head of Public Safety and Community Outreach Department	S4	1.0
Chief of Police Development Unit	S3	1.0
Chief of Monitoring Unit	S3	1.0
Police Adviser	S2	4.0
Police Training Adviser	S2	1.0
Senior Monitoring Officer	S2	2.0
Senior Police Adviser	S2	2.0
Police Adviser on Organized Crime	S2	1.0
Adviser on Counter-Terrorism/Violent Extremism	S2	1.0
Adviser on Integrated Border Management	S2	1.0
Monitoring Officer	S1	6.0
National Programme Officer	NP2	1.0
National Programme Officer	NP1	2.0
Senior Programme Assistant	G6	1.0
Office Assistant	G5	1.0
Programme Assistant	G5	3.0
Police Training Assistant	G5	1.0
Monitoring Assistant	G4	8.0
Programme Assistant	G4	9.0
B.3.1 Human Dimension		
Head of Human Dimension Department	S4	1.0
Chief of Democratization Unit	S3	1.0
Chief of Rule of Law and Human Rights Unit	S3	1.0
Senior Democratization Officer	S2	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Senior Gender Officer	S2	1.0
Senior Programme Compliance Officer	S2	1.0
Senior Rule of Law and Human Rights Officer	S2	1.0
National Legal Officer	NP1	1.0
National Programme Officer	NP1	9.0
National Rule of Law Officer	NP1	6.0
Senior Legal Assistant	G6	1.0
Senior Programme Assistant	G6	5.0
Legal Translator Assistant	G5	1.0
Programme Assistant	G5	7.0
<u>Total for the Mission to Skopje</u>		<u>153.5</u>
<u>Mission to Montenegro</u>		
A.1.1 Office of Head of Mission		
Head of Mission	HoM	1.0
Deputy Head of Mission/Programme Co-ordinator	DHoM	1.0
Political Officer	S2	1.0
National Political Officer	NP1	1.0
National Programme Co-ordination Officer	NP1	1.0
National Public Affairs Officer	NP1	1.0
Senior Secretary	G5	1.0
Security Guard	G2	2.0
A.2.1 Fund Administration Unit		
Chief of Fund Administration	P2	1.0
Human Resources Officer	S1	1.0
National Finance Officer	NP1	1.0
Human Resources Assistant	G5	1.0
Procurement Assistant	G5	1.0
Finance/Treasury Assistant	G5	1.0
Material Management Assistant	G4	1.0
Senior Driver	G3	1.0
B.3.1 Democratization		
Programme Manager	S2	1.0
National Programme Officer	NP1	2.0
Senior Programme Assistant	G6	3.0
B.3.2 Media		
Programme Manager	S2	1.0
National Programme Officer	NP1	1.0
Programme Assistant	G5	1.0
Project Assistant	G5	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
B.4.1 Security Co-operation and Governance		
Organized Crime Police Adviser	S2	1.0
Programme Manager, Security Co-operation and Governance	S2	1.0
National Security Co-operation Officer	NP1	1.0
Programme Assistant	G5	1.0
Project Assistant	G5	1.0
<u>Total for the Mission to Montenegro</u>		<u>32.0</u>
EASTERN EUROPE		
<u>Mission to Moldova</u>		
A.1.1 Office of Head of Mission		
Head of Mission	HoM	1.0
Deputy Head of Mission	DHoM	1.0
Mission Spokesperson	S2	1.0
National Programme Officer	NP1	1.0
National Public Information Officer	NP1	1.0
Senior Assistant Translator/Interpreter	G6	1.0
Senior Interpreter/Political Assistant	G6	1.0
Project Assistant	G5	1.0
Public Information Assistant	G5	1.0
Senior Secretary	G5	1.0
Office Assistant	G4	1.0
Security Guard	G2	4.0
Housekeeper	G1	1.0
A.2.1 Fund Administration Unit		
Chief of Fund Administration	P2	1.0
National Finance Officer	NP1	1.0
National Procurement/Materials Management Officer	NP1	1.0
Senior Human Resources Assistant	G6	1.0
Senior ICT Assistant	G6	1.0
Finance Assistant	G5	1.0
Administrative Assistant	G4	1.0
Asset Management Assistant	G4	1.0
ICT Assistant	G4	1.0
Procurement Assistant	G4	1.0
Senior Driver/Dispatcher	G3	1.0
Archives/Records Clerk	G3	1.0
Driver	G2	2.0
Receptionist	G2	1.0
Cleaner	G1	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Housekeeper	G1	1.0
B.1.1 Conflict Prevention/Resolution		
Programme Manager	S3	1.0
Senior Political Officer	S3	1.0
Military Member	S2	2.0
Political Officer	S2	1.0
Politico-Military Officer	S2	1.0
National Programme Officer	NP3	1.0
National Programme Officer	NP1	1.0
Senior Programme Assistant	G6	1.0
Senior Interpreter/Political Assistant	G6	1.0
Programme Assistant	G5	1.0
B.3.1 Human Rights		
Programme Manager	S3	1.0
Human Dimension Officer	S2	2.0
National Legal Officer	NP1	3.0
Senior Programme Assistant	G6	1.0
Programme Assistant	G5	1.0
<u>Total for the Mission to Moldova</u>		<u>52.0</u>
<u>Project Co-ordinator in Ukraine</u>		
A.1.1 Office of Head of Mission		
Project Co-ordinator	HoM	1.0
Senior Programme Co-ordinator	S4	1.0
National Legal Adviser	NP3	1.0
National Programme Co-ordinator	NP2	1.0
National Communications Officer	NP1	1.0
National Evaluation Officer	NP1	1.0
Senior Programme Assistant	G6	1.0
Personal Assistant to HoC	G5	1.0
Security Guard	G2	2.0
A.2.1 Fund Administration Unit		
Chief of Fund Administration	P3	1.0
National Finance Officer	NP1	1.0
National Human Resources Officer	NP1	1.0
National Procurement Officer	NP1	1.0
Senior Asset Management Assistant	G6	1.0
Senior Finance Assistant	G6	1.0
Senior ICT Assistant	G6	1.0
Senior Procurement Assistant	G6	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Senior Treasury Assistant	G6	1.0
Human Resources Assistant	G5	1.0
Procurement Assistant	G5	1.0
Secretary	G4	1.0
Senior Driver	G3	1.0
Driver	G2	2.0
Cleaner	G1	3.0
B.3.1 Democratization and Good Governance		
National Elections and Governance Officer	NP2	1.0
National Project Officer	NP1	3.0
Project Assistant	G5	1.0
B.3.2 Rule of Law and Human Rights		
National Programme Manager	NP2	1.0
National Programme Manager, Legal Reform	NP2	1.0
National Project Officer	NP1	2.0
National Programme Officer, Legislation	NP1	1.0
National Project Officer, Human Rights	NP1	1.0
Project Assistant	G5	1.0
Project Assistant, Legal Reform	G5	1.0
B.4.1 Human Security		
National Programme Manager	NP2	1.0
National Project Officer, CTHB and Migration	NP1	1.0
National Project Officer, Gender	NP1	1.0
National Project Officer, Reintegration	NP1	1.0
Senior Project Assistant	G6	1.0
Project Assistant	G5	1.0
B.4.2 Economic, Environmental and Politico-Military Projects		
National Programme Manager	NP2	1.0
National Project Officer	NP1	1.0
National Project Officer, Economic	NP1	1.0
Senior Project Assistant	G6	1.0
Project Assistant	G5	1.0
<u>Total for the Project Co-ordinator in Ukraine</u>		<u>52.0</u>
CAUCASUS		

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
<u>High-Level Planning Group</u>		
A.1.1 Office of Head of Mission		
Officer	S	8.0
Senior Administrative Assistant	G6	1.0
<u>Total for the High-Level Planning Group</u>		<u>9.0</u>
<u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>		
A.1.1 Office of Head of Mission		
Personal Representative of the CiO	HoM	1.0
Field Assistant to the PR	S2	3.0
Personal Assistant to the PR	S2	1.0
A.2.1 Fund Administration Unit		
Chief of Fund Administration/Executive Officer	P3	1.0
Senior Administrative Assistant	G6	1.0
Finance and Treasury Assistant	G5	1.0
Procurement/Asset Management Assistant	G4	1.0
Senior Driver	G3	1.0
Driver – Baku	G3	1.0
Driver – Stepanakert/Khankendi	G3	1.0
Driver Instructor/Mechanic – Tbilisi	G3	1.0
Driver – Yerevan	G3	1.0
Housekeeper – Baku	G1	1.0
Housekeeper – Stepanakert/Khankendi	G1	1.0
Housekeeper – Yerevan	G1	1.0
<u>Total for the Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>		<u>17.0</u>
CENTRAL ASIA		
<u>Programme Office in Astana</u>		
A.1.1 Office of Head of Mission		
Head of Programme Office	HoM	1.0
Deputy Head of Programme Office	DHoM	1.0
Assistant to Head of Programme Office	G5	1.0
Office Assistant	G4	1.0
A.2.1 Fund Administration Unit		
Chief of Fund Administration	P2	1.0
National Administrative Officer	NP1	1.0
Senior Finance Assistant	G6	1.0

<u>Fund</u>		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Administrative Assistant	G5	1.0
Procurement/Asset Management Assistant	G5	1.0
Finance/Treasury Assistant	G5	1.0
Human Resources/Payroll Assistant	G5	1.0
Senior Driver	G3	1.0
Travel Clerk	G3	1.0
Driver	G2	2.0
Cleaner	G1	1.0
B.1.1 Politico-Military Activities		
Political Officer	S2	1.0
National Programme Officer	NP1	1.0
Senior Project Assistant	G6	1.0
Programme Assistant	G5	1.0
B.2.1 Economic and Environmental Activities		
Economic and Environmental Officer	S2	1.0
National Economic and Environmental Officer	NP1	1.0
Senior Project Assistant	G6	2.0
B.3.1 Human Dimension Activities		
Human Dimension Officer	S2	1.0
National Legal Officer	NP1	1.0
Senior Legal Assistant	G6	1.0
Senior Programme Assistant	G6	1.0
<u>Total for the Programme Office in Astana</u>		<u>28.0</u>
<u>Centre in Ashgabat</u>		
A.1.1 Office of Head of Mission		
Head of Centre	HoM	1.0
Programme Co-ordinator	S4	1.0
National Legal Adviser	NP2	1.0
National Public Information Officer	NP1	1.0
Project Co-ordination Assistant	G5	1.0
Senior Secretary	G5	1.0
Senior Security Guard	G3	1.0
Security Guard	G2	3.0
A.2.1 Fund Administration Unit		
Chief of Fund Administration	P2	1.0
Senior Finance Assistant	G6	1.0
Administrative Assistant	G5	1.0
ICT Assistant	G5	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Procurement/Asset Management Assistant	G5	1.0
Human Resources and Payroll Assistant	G5	1.0
Senior Driver	G3	1.0
Driver	G2	2.0
Cleaner	G1	1.0
B.1.1 Conflict Prevention and Confidence- and Security-Building		
Political Officer	S2	1.0
Senior Programme Assistant	G6	1.0
Project Assistant	G5	1.0
B.2.1 Economic and Environmental Activities		
Economic and Environmental Officer	S2	1.0
Senior Programme Assistant	G6	1.0
Programme Assistant	G4	1.0
B.3.1 Human Dimension Activities		
Human Dimension Officer	S2	1.0
Programme Assistant	G5	1.0
Project Assistant	G4	1.0
<u>Total for the Centre in Ashgabat</u>		<u>29.0</u>
<u>Programme Office in Bishkek</u>		
A.1.1 Office of Head of Mission		
Head of Programme Office	HoM	1.0
Deputy Head of Programme Office	DHoM	1.0
Senior Political Adviser	S3	1.0
Senior Planning and Co-ordination Officer	S3	1.0
National Executive Officer	NP2	1.0
National Legal Officer	NP2	1.0
National Political Officer	NP2	1.0
National Press and Public Information Officer	NP2	1.0
National Security Officer	NP2	1.0
National Programme Officer	NP1	3.0
National Security Officer	NP1	1.0
Senior Political Assistant	G6	1.0
Senior Translator/Interpreter Assistant	G6	1.0
Administrative Assistant	G5	1.0
Public Information Assistant	G5	1.0
Senior Secretary	G5	1.0
Archives Assistant	G4	1.0
Senior Security Guard	G3	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Security Guard	G2	7.0
A.2.1 Fund Administration Unit		
Chief of Fund Administration	P3	1.0
Human Resources Officer	P2	1.0
Procurement and Materials Management Officer	P2	1.0
National Finance Officer	NP2	1.0
National ICT Officer	NP1	1.0
National Procurement Officer	NP1	1.0
Senior Asset Management Assistant	G6	1.0
Senior Finance Assistant	G6	1.0
Senior ICT Assistant	G6	1.0
Senior Procurement Assistant	G6	1.0
Senior Human Resources/Payroll Assistant	G6	1.0
Administrative Assistant	G5	1.0
Finance Assistant	G5	2.0
Human Resources Assistant	G5	1.0
ICT Assistant	G5	1.0
Procurement Assistant	G5	2.0
Travel Assistant	G5	1.0
Treasury Assistant	G5	1.0
Recruitment/Training Assistant	G5	1.0
Building Management Assistant	G5	1.0
Transport Assistant	G4	1.0
Office Clerk	G3	1.0
Senior Driver	G3	1.0
Warehouse Clerk	G3	1.0
Driver	G2	5.0
Cleaner	G1	4.0
B.1.1 Politico-Military Activities		
Head of Politico-Military Department	S3	1.0
Police Matters Adviser	S2	1.0
National Border Management Officer	NP1	1.0
National Programme Officer	NP1	1.0
National Counter-Terrorism Officer	NP1	1.0
National Customs and Transport Officer	NP1	1.0
Senior Programme Assistant	G6	9.0
Senior Project Assistant	G6	1.0
Administrative Assistant	G5	1.0
Programme Assistant	G5	1.0
Programme Assistant	G5	1.0
Project Assistant	G5	3.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
B.2.1 Economic and Environmental Activities		
Head of Economic and Environmental Department	S3	1.0
Regional Development Officer	S2	1.0
National Environmental Officer	NP1	1.0
National Anti-Corruption Officer	NP1	1.0
National Economic Officer	NP1	1.0
Senior Programme Assistant	G6	7.0
Administrative Assistant	G5	1.0
Programme Assistant	G5	7.0
B.3.1 Human Dimension Activities		
Head of Human Dimension Department	S3	1.0
Rule of Law Officer	S2	1.0
National Anti-Trafficking Officer	NP1	1.0
National Human Rights Officer	NP1	1.0
National Democratic Institutions Officer	NP1	1.0
National Legal Reform Officer	NP1	1.0
Senior Programme Assistant	G6	10.0
Administrative Assistant	G5	1.0
Programme Assistant	G5	1.0
Project Assistant	G5	1.0
<u>Total for the Programme Office in Bishkek</u>		<u>123.0</u>
<u>Project Co-ordinator in Uzbekistan</u>		
A.1.1 Office of Head of Mission		
Head of the Office	HoM	1.0
National Project Officer	NP2	1.0
Senior Programme Assistant	G6	1.0
Senior Secretary	G5	1.0
Language Assistant	G5	1.0
Senior Security Guard	G3	1.0
Security Guard	G2	4.0
A.2.1 Fund Administration Unit		
Chief of Fund Administration	NP2	1.0
Senior Finance Assistant	G6	1.0
Senior Procurement/Asset Management Assistant	G6	1.0
Human Resources Assistant	G5	1.0
ICT Assistant	G5	1.0
Payroll Assistant	G5	1.0
Treasury Assistant	G5	1.0
Procurement Assistant	G4	1.0
Senior Driver	G3	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Driver	G2	2.0
Cleaner	G1	2.0
Cleaner	G1	1.0
B.1.1 Politico-Military Activities		
Senior Project Officer	S2	1.0
National Project Officer	NP2	1.0
National Project Officer	NP1	1.0
Senior Programme Assistant	G6	1.0
Programme Assistant	G5	2.0
B.2.1 Economic and Environmental Activities		
Senior Project Officer	S2	1.0
National Economic and Environmental Officer	NP2	1.0
Senior Programme Assistant	G6	1.0
Programme Assistant	G5	2.0
B.3.1 Human Dimension Activities		
Senior Project Officer	S2	1.0
National Project Officer	NP2	1.0
Senior Programme Assistant	G6	1.0
Programme Assistant	G5	2.0
<u>Total for the Project Co-ordinator in Uzbekistan</u>		<u>40.0</u>
<u>Programme Office in Dushanbe</u>		
A.1.1 Office of Head of Mission		
Head of Office	HoM	1.0
Deputy Head of Office	DHoM	1.0
Security Officer	P2	1.0
Senior Executive Officer	S3	1.0
Political Officer	S2	1.0
National Programme Co-ordination Officer	NP2	1.0
National Legal Officer	NP1	1.0
National Security Officer	NP1	1.0
National Outreach Officer	NP1	1.0
Senior Press and Public Information Assistant	G6	1.0
Senior Programme Assistant	G6	1.0
Senior Public Information Assistant	G6	1.0
Programme Assistant	G5	1.0
Senior Secretary	G5	2.0
Programme Outreach Assistant	G5	2.0
Receptionist	G3	1.0
Senior Security Guard	G3	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
Security Guard	G2	14.0
A.2.1 Fund Administration Unit		
Chief, Fund Administration Unit	P3	1.0
Finance Officer	P2	1.0
Materials Management Officer	P2	1.0
Human Resources Officer	S2	1.0
National Accounting Officer	NP1	1.0
National IT/Communications Officer	NP1	1.0
National Building Maintenance Officer	NP1	1.0
Senior Asset Management Assistant	G6	1.0
Senior Payroll Assistant	G6	1.0
Senior Procurement Assistant	G6	1.0
Senior Treasury Assistant	G6	1.0
Administrative Assistant	G5	1.0
Asset Management Assistant	G5	1.0
Budget Assistant	G5	1.0
Communications Assistant	G5	1.0
Finance Assistant	G5	6.0
Human Resources Assistant	G5	1.0
IT Assistant	G5	1.0
Procurement Assistant	G5	3.0
Transport Assistant	G5	1.0
Travel Assistant	G5	2.0
Recruitment and Training Assistant	G5	1.0
Building Maintenance Assistant	G4	1.0
Human Resources Assistant	G4	1.0
IT Help Desk Technician	G4	1.0
Driver/Mechanic	G3	2.0
Senior Driver	G3	1.0
Warehouse Clerk	G3	1.0
Driver	G2	6.0
Handyman	G2	2.0
Senior Cook	G2	1.0
Cleaner	G1	3.0
Cook	G1	1.0
B.1.1 Political and Military Aspects of Security		
Head, Politico-Military Department	S3	1.0
Border Management Officer	S2	1.0
Countering Security Threats Officer	S2	1.0
Police Affairs Adviser	S2	1.0
National Politico-Military Officer	NP2	1.0
National Border Management Officer	NP1	1.0

Fund		
Main Programme	Post Grade	Number of Posts
Programme		
Post Title		
National Programme Officer	NP1	2.0
National Political Dialogue Officer	NP1	1.0
National Police Assistance Officer	NP1	1.0
National Liaison Officer	NP1	1.0
Senior Programme Assistant	G6	1.0
Programme Assistant	G5	6.0
Project Assistant	G5	1.0
B.2.1 Economic and Environmental Activities		
Head, Economic and Environmental Department	S3	1.0
Economic Officer	S2	1.0
Water and Energy Policy Adviser	S2	1.0
Good Governance Officer	S2	1.0
National Environmental Officer	NP1	1.0
National Programme Officer	NP1	1.0
Administrative Assistant	G5	1.0
Programme Assistant	G5	5.0
Project Assistant	G5	1.0
B.3.1 Human Dimension Activities		
Head, Human Dimension Department	S3	1.0
Gender and Anti-Trafficking Officer	S2	1.0
Human Rights Officer	S2	1.0
Media Officer	S2	1.0
Rule of Law Officer	S2	1.0
National Anti-Trafficking Officer	NP1	1.0
National Gender Officer	NP1	1.0
National Programme Officer, Human Rights	NP1	1.0
National Programme Officer, Gender and Democratization	NP1	1.0
Senior Programme Assistant	G6	2.0
Programme Assistant	G5	4.0
Project Assistant	G5	1.0
Senior Secretary	G5	1.0
<u>Total for the Programme Office in Dushanbe</u>		<u>132.0</u>
<u>GRAND TOTAL</u>		<u>2,265.6</u>



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

PC.DEC/1457
22 December 2022

Original: ENGLISH

1403rd Plenary Meeting
PC Journal No. 1403, Agenda item 2

**DECISION No. 1457
EXTENSION OF THE MANDATE OF
THE OSCE MISSION TO MOLDOVA**

The Permanent Council,

Decides to extend the mandate of the OSCE Mission to Moldova until 30 June 2023.

**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 Moldova:

“In connection with the adoption of the Permanent Council decision on the extension of the mandate of the OSCE Mission to Moldova for six months, the delegation of the Republic of Moldova would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure:

The Republic of Moldova deeply regrets that it was not possible to extend the mandate of the OSCE Mission to Moldova for one year due to the disagreement of one participating State.

We would like to recall Ministerial Council Decision No. 18/06 of 5 December 2006 on further strengthening the effectiveness of OSCE executive structures, according to which the Ministerial Council decided that ‘when the participating State hosting a field operation concurs, the mandate for field operations should be of a one year duration’.

Moldova, as the host country of the Mission, agrees with a one-year extension. And it should not be for any other OSCE participating State to dictate an alternative duration. In this regard, we call on all participating States to strictly follow their commitments.

That being said, we underscore the difficulties of developing a long-term approach under the administrative and financial consequences of the six-month mandate period, which will burden the Mission’s activity.

In addition, considering the regional challenging circumstances, it is more important than ever to keep up the monitoring activities of the Mission. We reiterate our appeal for strict adherence to the rules established by the Joint Control Commission in the Security Zone, and for respect for the Mission’s mandate and assurance of the free movement of Mission members on the entire territory of the Republic of Moldova.

We would welcome an open discussion around the extension of the mandate until the end of the year 2023 in order to reduce this logistical, administrative and financial burden for the OSCE.”

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

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

“In connection with the Permanent Council decision on the extension of the mandate of the OSCE Mission to Moldova, the European Union would like to make the following interpretative statement under the relevant provisions of the Rules of Procedure:

The EU deplors the isolated position of the Russian Federation to limit the extension of the mandate of the OSCE Mission to Moldova to six months instead of one year, which is the rule. The Brussels OSCE Ministerial Council Decision No. 18/06 reaffirmed that the mandate for field operations should be of a one year duration when the participating State hosting the field operation concurs.

We consider that a six-month extension represents a very heavy administrative burden for the Mission and we do not see any reason to render the functioning of the Mission even more challenging in the current very difficult circumstances, when the Republic of Moldova is facing the consequences of the Russian Federation’s ongoing war of aggression against Ukraine.

We commend the Head of Mission and her team for the outstanding work they carry out to implement the mandate of the Mission, which has continued in spite of the present challenging circumstances. We recall our strong support for the Mission’s work in facilitating engagement and regular dialogue between the sides in the context of achieving a lasting comprehensive political settlement of the Transnistrian conflict, based on respect for the sovereignty and territorial integrity of the Republic of Moldova within its internationally recognized borders with a special status for Transnistria.

It is essential that the Mission continues to monitor the situation in the Security Zone and on the border with Ukraine, and reports without delay on any incidents occurring there. We reiterate our appeal for strict adherence to the rules established by the Joint Control Commission in the Security Zone, and for respect for the Mission’s mandate and for the free movement of Mission members.

Having in mind the importance of allowing the OSCE Mission to Moldova to continue its invaluable work, and taking into account the position of the host country, the EU decides to join the consensus to extend the mandate by six months.

We call on Russia, as a co-mediator along with the OSCE and Ukraine in the ‘5+2’ format of the negotiations on the Transnistrian settlement process, to reconsider its decision in order to allow for a resumption of a one-year extension of the Mission’s mandate.

We request that this interpretative statement be attached to the decision and to the journal of today’s meeting.

The candidate countries North Macedonia¹, Montenegro¹, Serbia¹, Albania¹ and Ukraine, the potential candidate country Georgia, and the EFTA countries Iceland, Liechtenstein and Norway, members of the European Economic Area, as well as Andorra align themselves with this statement.”

1 North Macedonia, Montenegro, Serbia and Albania continue to be part of the Stabilisation and Association Process.

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

By the delegation of Canada:

“Mr. Chairperson,

Regarding the decision of the Permanent Council on the extension of the mandate of the OSCE Mission to Moldova, Canada would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

Canada regrets that one participating State has blocked consensus on extending the mandate of the OSCE Mission to Moldova for the regular one-year term. We fully agree with your opening comments, Mr. Chairperson, and with those of the Moldovan ambassador. We have joined consensus on this irregular six-month extension, but are disappointed the Russian Federation has once again groundlessly and recklessly prioritized its narrow national interest to undermine the efficiency and effectiveness of our organization, and broader European security. We sincerely hope the Russian Federation does not plan a similar course as it took with the border observation mission in 2021, when it abused consensus to force reduced mandates of that mission before finally forcing its closure, preventing observation of the border in the critical months leading up to its invasion of Ukraine. Russia’s war against Ukraine has already brought enough hardship and destruction to Moldova.

I would also like to note our concern with the Russian Federation’s argument that they have a right to unilaterally judge the performance of a Head of Mission. This is a false linkage between human resources and a mission’s mandate, which are separate issues. Canada continues to strongly support the mandate of the OSCE Mission to Moldova. Separately to this, I would also like to express Canada’s full confidence in the Mission and its Head of Mission to assist Moldova in implementing our shared commitments in extremely difficult circumstances.

Canada requests that this statement be attached to the decision and reflected in the journal of the day.

Thank you.”

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

By the delegation of the United Kingdom:

“In connection with the Permanent Council decision just adopted on the extension of the mandate of the OSCE Mission to Moldova, the United Kingdom would like to make the following interpretative statement under Paragraph IV.1(A)6 of the OSCE Rules of Procedure.

The United Kingdom notes our strong and resolute support for the OSCE Mission to Moldova. We greatly value the work of the Mission and our strong preference would have been to extend the mandate for one year. This would have been in line with Ministerial Council Decision No. 18/06. This decision on strengthening the effectiveness of OSCE structures, which ministers from all participating States agreed, sets out that when the participating State hosting a field operation concurs, the mandate for the operation should be of one year duration. We deeply regret that one participating State, one which is not hosting the Mission, was not able to support the decision to extend the mandate for one year.

We are agreeing to this decision because we support the work of the Mission which has continued despite the current very difficult circumstances created by Russia’s illegal invasion of Ukraine. I want to reiterate our full support for the work of the Mission and thank the Head of Mission and the Mission members for their dedication and commitment. However the UK wants to make clear our concerns that a six month extension will prevent the Mission from being able to plan for a full year and will disrupt the work of the Mission. A 12 month mandate allows the Mission to clearly plan its activities across the year and ensures predictability, certainty and sustainability. The benefits of which clearly outweigh any of the ‘reasons’ put forward by Russia to argue against a 12 month extension.

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

Thank you Mr Chairperson.”

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

By the delegation of the United States of America:

“The United States expresses deep disappointment with this Council’s inability to come to consensus on extending the one-year mandate of the OSCE Mission to Moldova. The United States recalls Ministerial Council Decision No. 18/06 on further strengthening the effectiveness of OSCE executive structures and reminds the Russian Federation of its commitment to that decision and to the principle that ‘when the participating State hosting a field operation concurs, the mandate for field operations should be of a one year duration.’ The Russian delegation’s refusal to provide consensus on the Mission’s standard one-year mandate, despite its commitment to do so in Ministerial Council Decision No. 18/06, is contrary to Russia’s commitments to the participating States of this Organization and yet one more example of Russia holding this entire organization hostage.

Russia’s unconvincing justification for this obstruction is seemingly manufactured only to inflict pain on the OSCE and the Moldovan Mission’s staff – who are doing their very best under incredibly difficult circumstances. Let me be clear: the United States rejects any notion this six-month extension will set a precedent for future mandate negotiations and we have the full expectation this will be a one-time adjustment.

Unfortunately, this latest choice by Russia is only the most recent in a growing list of transgressions. Russia’s aggression against Ukraine and Georgia and its blatant disregard for the sovereignty and territorial integrity of Moldova directly contravene the Helsinki Final Act and international law, including the United Nations Charter.

The United States continues to value the critical work of the OSCE Mission to Moldova to facilitate a lasting and comprehensive settlement process and in all three dimensions of security. Thanks to Russia’s irresponsible decision, we will now add another burden onto mission staff who are already trying to execute programmes amidst frequent electricity and energy shortages which exacerbate escalating inflation. The United States also supports Moldova’s sovereignty and territorial integrity and a comprehensive settlement of the Transnistria conflict with a special status for Transnistria within Moldova’s internationally recognized borders. The United States will continue to assist Moldova on its chosen path towards democratic reform and further European integration.

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

PC.DEC/1457
22 December 2022
Attachment 6

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 Switzerland:

“Thank you, Mr. Chairperson,

Switzerland regrets that one single participating State does not allow the extension of the mandate of the OSCE Mission to Moldova for one year.

We would like to recall our strong support for the Mission’s work and express our gratitude for its valuable efforts on the ground. It is imperative that the team can keep up its work without additional budgetary or administrative difficulties.

Taking into account the position of the host country, Switzerland decided to join consensus to extend the mandate by six months.

However, we call on Russia to reconsider its decision and to abide by OSCE Ministerial Council Decision No. 18/06, which clearly states that the mandate of field operations should last one year when the host country of the field operation agrees.

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

Thank you, Mr. Chairperson.”