

Chairmanship: Greece

757th PLENARY MEETING OF THE COUNCIL

1. Date: Thursday, 2 April 2009

Opened: 10.10 a.m.

Closed: 1.10 p.m.

2. Chairperson: Ambassador M. Marinaki

Prior to taking up the agenda, the Chairperson, on behalf of the Permanent Council, welcomed the new Permanent Representative of Georgia to the OSCE, Mr. Paata Gaprindashvili, and the new Permanent Representative of Poland to the OSCE, Mr. Przemyslaw Grudiński.

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

Agenda item 1: DECISION ON APPROVAL OF THE 2009 UNIFIED BUDGET

Chairperson

Decision: The Permanent Council adopted Decision No. 888 (PC.DEC/888), the text of which is appended to this journal, on approval of the 2009 Unified Budget.

Chairperson, Czech Republic-European Union (with the candidate countries Croatia, the former Yugoslav Republic of Macedonia and Turkey; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina, Montenegro and Serbia; the European Free Trade Association countries Iceland and Liechtenstein, members of the European Economic Area; as well as Georgia, Moldova and Ukraine, in alignment) (PC.DEL/217/09), Canada (PC.DEL/228/09), Norway (PC.DEL/238/09), Belarus (interpretative statement, see attachment to the decision), Kazakhstan

Agenda item 2: DECISION ON THE OSCE 2008 YEAR-END UNIFIED
BUDGET REVISION

Chairperson

Decision: The Permanent Council adopted Decision No. 889 (PC.DEC/889), the text of which is appended to this journal, on the OSCE 2008 Year-End Unified Budget Revision.

Agenda item 3: DECISION ON THE AGENDA, TIMETABLE AND
ORGANIZATIONAL MODALITIES OF THE 2009
OSCE-JAPAN CONFERENCE

Chairperson

Decision: The Permanent Council adopted Decision No. 890 (PC.DEC/890), the text of which is appended to this journal, on the agenda, timetable and organizational modalities of the 2009 OSCE-Japan Conference.

Agenda item 4: DECISION ON THE ELECTION SUPPORT TEAM TO
AFGHANISTAN

Chairperson

Decision: The Permanent Council adopted Decision No. 891 (PC.DEC/891), the text of which is appended to this journal, on the election support team to Afghanistan.

Chairperson, United States of America (PC.DEL/236/09), Turkey,
Afghanistan (Partner for Co-operation)

Agenda item 5: DECISION ON THE AGENDA, TIMETABLE AND OTHER
ORGANIZATIONAL MODALITIES OF THE 2009 HUMAN
DIMENSION SEMINAR

Chairperson

Decision: The Permanent Council adopted Decision No. 892 (PC.DEC/892), the text of which is appended to this journal, on the agenda, timetable and other organizational modalities of the 2009 Human Dimension Seminar.

Chairperson

Agenda item 6: REPORT BY THE OSCE REPRESENTATIVE ON
FREEDOM OF THE MEDIA

Chairperson, OSCE Representative on Freedom of the Media
(FOM.GAL/1/09/Rev.1), Czech Republic-European Union (with the candidate
countries Croatia and the former Yugoslav Republic of Macedonia; the
countries of the Stabilisation and Association Process and potential candidate

countries Albania, Bosnia and Herzegovina, Montenegro and Serbia; the European Free Trade Association countries Iceland, Liechtenstein and Norway, members of the European Economic Area; as well as Georgia, Moldova and Ukraine, in alignment) (PC.DEL/218/09), Belarus (PC.DEL/241/09 OSCE+), Azerbaijan (PC.DEL/234/09 OSCE+), United States of America (PC.DEL/226/09) (PC.DEL/235/09), Turkey (PC.DEL/233/09), Russian Federation (PC.DEL/245/09 OSCE+)

Agenda item 7: REVIEW OF CURRENT ISSUES

- (a) *Special Conference on Afghanistan, held under the aegis of the Shanghai Cooperation Organisation in Moscow on 27 March 2009*: Russian Federation (PC.DEL/244/09 OSCE+), Afghanistan (Partner for Co-operation)
- (b) *Second interim report of the ODIHR on the parliamentary elections in Moldova, to be held on 5 April 2009*: Czech Republic-European Union (with the candidate countries Croatia, the former Yugoslav Republic of Macedonia and Turkey; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina, Montenegro and Serbia; the European Free Trade Association countries Iceland and Norway, members of the European Economic Area, in alignment) (PC.DEL/220/09/Corr.1), Moldova (PC.DEL/249/09)
- (c) *Recent events in Georgia*: Czech Republic-European Union (with the candidate countries Croatia, the former Yugoslav Republic of Macedonia and Turkey; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina and Montenegro; the European Free Trade Association countries Iceland, Liechtenstein and Norway, members of the European Economic Area; as well as Moldova and Ukraine, in alignment) (PC.DEL/219/09), United States of America (PC.DEL/223/09), Georgia (PC.DEL/239/09), Russian Federation (PC.DEL/243/09 OSCE+), Chairperson (CIO.GAL/46/09 OSCE+)
- (d) *Law on freedom of conscience and religious association in Tajikistan*: Czech Republic-European Union (with the candidate countries Croatia, the former Yugoslav Republic of Macedonia and Turkey; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina, Montenegro and Serbia; the European Free Trade Association countries Iceland and Norway, members of the European Economic Area; as well as Moldova and Ukraine, in alignment) (PC.DEL/221/09), United States of America (PC.DEL/227/09), Tajikistan (PC.DEL/222/09)
- (e) *Attack on Mr. Lev Ponomaryov in Moscow*: Czech Republic-European Union (with the candidate countries Croatia and the former Yugoslav Republic of Macedonia; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina and Montenegro; the European Free Trade Association countries Iceland and Norway, members of the European Economic Area; as well as Georgia, in alignment) (PC.DEL/231/09), United States of America, Russian Federation

- (f) *Situation of national minorities in Latvia: Russian Federation* (PC.DEL/242/09 OSCE+), Latvia (PC.DEL/248/09)
- (g) *Parliamentary elections in Montenegro, held on 29 March 2009: Czech Republic-European Union (with the candidate countries Croatia, the former Yugoslav Republic of Macedonia and Turkey; the countries of the Stabilisation and Association Process and potential candidate countries Albania, Bosnia and Herzegovina and Serbia; the European Free Trade Association countries Iceland, Liechtenstein and Norway, members of the European Economic Area; as well as Armenia, Georgia, Moldova and Ukraine, in alignment)* (PC.DEL/230/09), United States of America (PC.DEL/224/09), Chairperson, OSCE Parliamentary Assembly, Montenegro (PC.DEL/229/09)
- (h) *International Roma Day, 8 April 2009: United States of America* (PC.DEL/225/09)

Agenda item 8: REPORT ON THE ACTIVITIES OF THE
CHAIRPERSON-IN-OFFICE

- (a) *Visit of the Special Representative of the Chairperson-in-Office to Georgia: Chairperson*
- (b) *Participation of the Chairperson-in-Office in the International Conference on Afghanistan, held in The Hague on 31 March 2009: Chairperson*

Agenda item 9: REPORT OF THE SECRETARY GENERAL

- (a) *Participation of the Secretary General in the Special Conference on Afghanistan, held under the aegis of the Shanghai Cooperation Organisation in Moscow on 27 March 2009 (SEC.GAL/49/09 OSCE+): Secretary General, Ukraine*
- (b) *OSCE representation at the International Conference on Afghanistan: A Comprehensive Strategy in a Regional Context, held in The Hague on 31 March 2009 (SEC.GAL/49/09 OSCE+): Secretary General*
- (c) *Publication of the OSCE Annual Report 2008; the Report of the Secretary General on OSCE Counter-Terrorism Activities: 2001–2008; and the Annual Report of the Secretary General on Police-Related Activities in 2008 (SEC.GAL/49/09 OSCE+): Secretary General, Chairperson*

Agenda item 10: ANY OTHER BUSINESS

- (a) *High-level regional conference on promoting the rule of law and human security in South-Eastern Europe, held in Belgrade on 30 and 31 March 2009: Serbia*

- (b) *“Joint Analysis, Joint Action” — Conference of EU National Rapporteurs on Trafficking in Human Beings, held in Prague on 30 and 31 March 2009: Czech Republic (PC.DEL/232/09)*

4. Next meeting:

Thursday, 23 April 2009, at 10 a.m., in the Neuer Saal

757th Plenary Meeting

PC Journal No. 757, Agenda item 1

**DECISION No. 888
APPROVAL OF THE 2009 UNIFIED BUDGET**

The Permanent Council,

- I. Acting in accordance with the relevant provisions of the Financial Regulations and Permanent Council Decision No. 553 of 27 June 2003,
 1. Approves the 2009 Unified Budget contained in Annex I, effective as of 1 January 2009;
 2. Approves the Post Table contained in Annex II;
- II. Taking into account 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 as well as Permanent Council Decision No. 839 on approval of the 2008 Unified Budget,
 1. Tasks the Advisory Committee on Management and Finance (ACMF), in co-ordination with the Secretary General, with continuing efforts on the further improvement of the programme and budget planning process within the OSCE;
 2. Takes note of the latest version of the open-ended list of Unified Budget projects to be undertaken and funded within the budget, as contained in SEC.GAL/236/08. The project list may be further supplemented by the fund managers within their respective funds, as appropriate, and an updated list should continue to be issued to participating States twice a year;
 3. Undertakes to intensify efforts, including in the context of the 2010 Programme Outline exercise, to focus and prioritize the work of the Organization across the three dimensions in those areas where it has a comparative advantage and tasks the fund managers to ensure the coherence of programme activities, in accordance with the body of OSCE principles, commitments and decisions;

III. Recalling Ministerial Council Decisions Nos. 18/06 and 19/06 and taking into account Permanent Council Decision No. 705 on the Common Regulatory Management System (CRMS), striving to contribute to strengthening the efficiency, effectiveness and transparency of the Organization,

1. Reiterates the Secretary General's responsibility as Chief Administrative Officer of the Organization to duly implement the OSCE Financial and Staff Regulations and other decisions of the Permanent Council on financial and management issues, as well as to seek and obtain relevant guidance from the Permanent Council in a timely fashion;
2. Tasks the ACMF with discussing all outstanding issues relating to the amendment of the Financial Regulations of the OSCE and with submitting recommendations thereon to the Permanent Council;
3. Tasks the ACMF with discussing possible improvements to the OSCE Staff Regulations.

THE 2009 UNIFIED BUDGET

<u>Fund</u>	EUR
Main Programme	
Programme	
<u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u>	
<u>The Secretariat</u>	
Secretary General and Central Services	
A.1.1 Executive Management	1,105,800
A.1.2 Security Management	411,100
A.1.3 External Co-operation	663,100
A.1.4 Legal Services	496,400
A.1.5 Press and Public Information	1,188,900
B.4.1 Gender Issues	311,500
Total	4,176,800
Chairman-in-Office	
A.1.1 Short Term Mission/Visits of CiO and PR of the CiO	300,000
A.1.2 Advisory Committee on Management and Finance (ACMF)	15,000
A.1.3 Panel of Adjudicators	40,000
A.1.4 Audit Committee	50,000
A.1.5 External Auditors	100,000
Total	505,000
Internal Oversight	
A.1.1 Internal Oversight	1,285,600
Total	1,285,600
Strategic Police Matters	
B.1.1 Strategic Police Matters Unit	847,900
Total	847,900
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	913,500
Total	913,500
Action Against Terrorism Unit	
B.1.1 Action Against Terrorism	860,200
Total	860,200

THE 2009 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
Activities Relating to the Economic and Environmental Aspects of Security	
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities	1,412,700
B.2.2 Economic and Environmental Forum	473,400
Total	1,886,100
Conflict Prevention	
A.1.1 CPC Direction and Management	382,100
A.1.2 Policy Support Service	849,600
A.1.3 Operations Service	643,700
A.1.4 Operations Service / Borders Team	368,400
A.1.5 Programming and Evaluation Support Unit	320,800
B.1.1 FSC Chairmanship	32,100
B.1.2 FSC Support	479,200
B.1.3 Communications Network	525,100
Total	3,601,000
Human Resources Management	
A.2.1 HR Direction and Management	457,800
A.2.2 Personnel Management and Payroll Administration	969,400
A.2.3 Recruitment	617,400
A.2.4 Training Section	1,091,400
Total	3,136,000
Department of Management and Finance	
A.2.1 DMF Direction and Management	390,500
A.1.1 Conference and Language Services	4,890,600
A.2.2 Budget and Internal Control Services	657,500
A.2.3 Financial Accounting and Treasury Services	925,100
A.2.4 Information and Communication Technology Services	2,676,700
A.2.5 Mission Support Service	1,475,100
A.2.6 Secretariat Common Operational Costs	2,898,500
A.2.7 Prague Office	388,800
Total	14,302,800
Total for The Secretariat	31,514,900
<u>Office for Democratic Institutions and Human Rights</u>	
A.1.1 Direction and Policy	1,295,800
A.2.1 Fund Administration Unit	1,617,500
A.2.2 Common Operational Costs	910,700

THE 2009 UNIFIED BUDGET (continued)

<u>Fund</u>		
Main Programme		EUR
Programme		
B.3.1	Human Dimension Meetings	769,200
B.3.2	Democratization	1,320,200
B.3.3	Human Rights	1,156,900
B.3.4	Elections	6,555,000
B.3.5	Tolerance and Non-Discrimination	1,237,000
B.3.6	Roma and Sinti Issues	536,800
	Total	15,399,100
<u>High Commissioner on National Minorities</u>		
A.1.1	Office of High Commissioner	1,551,000
A.2.1	Fund Administration Unit	364,200
A.2.2	Common Operational Costs	170,100
B.1.1	Conflict Prevention Activities	1,033,200
	Total	3,118,500
<u>Representative on Freedom of the Media</u>		
A.1.1	Office of Representative	594,200
B.3.1	Freedom of the Media	717,800
	Total	1,312,000
TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS		51,344,500
<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>		
AUGMENTATIONS		
<u>Augmentations</u>		
<u>Secretariat Augmentations</u>		
A.1.1	Press and Public Information	270,300
A.1.2	Internal Oversight	275,900
A.1.3	Policy Support Service	390,500
A.1.4	Operations Service	159,600
A.2.1	Personnel Management and Payroll Administration	292,200
A.2.2	Recruitment	482,000
A.2.3	Budget and Internal Control Services	372,600
A.2.4	Financial Accounting and Treasury Services	491,500
A.2.5	Information and Communication Technology Services	1,308,300
A.2.6	Mission Support Service	1,015,600
	Total	5,058,500

THE 2009 UNIFIED BUDGET (continued)

Fund		
Main Programme		EUR
Programme		
	ODIHR Augmentations	
B.3.1	ODIHR Democratization	249,900
	Total	249,900
	Total for Augmentations	5,308,400
	TOTAL FOR AUGMENTATIONS	5,308,400
	SOUTH-EASTERN EUROPE	
	<u>Mission in Kosovo</u>	
A.1.1	Office of Head of Mission	4,475,100
A.2.1	Fund Administration Unit	3,757,600
A.2.2	Common Operational Costs	5,211,400
B.1.1	Security and Public Safety	2,009,800
B.3.1	Democratization	3,831,300
B.3.2	Human Rights and Communities	7,624,800
	Total	26,910,000
	<u>Tasks in Bosnia and Herzegovina</u>	
A.1.1	Office of Head of Mission	1,688,600
A.2.1	Fund Administration Unit	1,952,900
A.2.2	Common Operational Costs	3,304,500
B.1.1	Security Co-operation	733,000
B.3.1	Human Rights and Rule of Law	2,641,200
B.3.2	Education	1,584,600
B.4.1	Democratization	3,030,900
	Total for the Mission	14,935,700
	Regional Stabilization/Arms Control	
B.1.1	Implementation of Article IV	225,200
	Total Regional Stabilization/Arms Control	225,200
	Grand Total	15,160,900
	<u>Office in Zagreb</u>	
A.1.1	Office of Head of Mission	378,500
A.2.1	Fund Administration Unit	327,900
A.2.2	Common Operational Costs	643,200
B.3.1	War Crimes Monitoring	708,500
B.3.2	Housing Care Implementation	254,700
	Total	2,312,800

THE 2009 UNIFIED BUDGET (continued)

Fund	EUR
Main Programme	
Programme	
<u>Mission to Serbia</u>	
A.1.1 Office of Head of Mission	966,000
A.2.1 Fund Administration Unit	763,600
A.2.2 Common Operational Costs	1,536,200
B.1.1 Police Affairs	1,819,400
B.3.1 Democratization	1,210,700
B.3.2 Media	400,000
B.3.3 Rule of Law and Human Rights	1,159,400
Total	7,855,300
<u>Presence in Albania</u>	
A.1.1 Office of Head of Mission	804,300
A.2.1 Fund Administration Unit	429,000
A.2.2 Common Operational Costs	937,300
B.1.1 Security Co-operation	249,000
B.2.1 Governance in Economic and Environmental Issues	268,000
B.3.1 Democratization	379,200
B.3.2 Rule of Law and Human Rights	335,000
Total	3,401,800
<u>Spillover Monitor Mission to Skopje</u>	
A.1.1 Office of Head of Mission	1,340,100
A.2.1 Fund Administration Unit	1,116,300
A.2.2 Common Operational Costs	1,441,200
B.1.1 Police Development	1,877,600
B.3.1 Rule of Law	1,478,300
B.4.1 Monitoring and Good Governance	1,286,400
Total	8,539,900
<u>Mission to Montenegro</u>	
A.1.1 Office of Head of Mission	338,200
A.2.1 Fund Administration Unit	230,300
A.2.2 Common Operational Costs	445,200
B.1.1 Police Affairs	434,900
B.1.2 Politico-Military Activities	41,100
B.2.1 Economic and Environmental	97,800
B.3.1 Democratization	351,400

THE 2009 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme Programme	
B.3.2 Media	118,500
B.3.3 Rule of Law and Human Rights	260,900
Total	2,318,300
TOTAL FOR SOUTH-EASTERN EUROPE	66,499,000
EASTERN EUROPE	
<u>Mission to Moldova</u>	
A.1.1 Office of Head of Mission	345,700
A.2.1 Fund Administration Unit	183,700
A.2.2 Common Operational Costs	446,600
B.1.1 Conflict Prevention/Resolution	433,700
B.3.1 Human Rights Monitoring/Democratization	290,500
B.3.2 Anti-Trafficking/Gender	259,900
Total	1,960,100
<u>Project Co-ordinator in Ukraine</u>	
A.1.1 Office of Head of Mission	216,300
A.2.1 Fund Administration Unit	261,300
A.2.2 Common Operational Costs	448,300
B.3.1 Democratization and Good Governance	205,600
B.3.2 Rule of Law and Human Rights	771,900
B.4.1 Economic, Environmental and Politico-Military Projects	855,100
Total	2,758,500
<u>Office in Minsk</u>	
A.1.1 Office of Head of Mission	200,000
A.2.1 Fund Administration Unit	131,200
A.2.2 Common Operational Costs	203,700
B.2.1 Economic and Environmental Activities	209,700
B.3.1 Institution Building, Rule of Law and Civil Society	288,100
Total	1,032,700
<u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u>	
A.1.1 Office of Head of Mission	9,300
Total	9,300
TOTAL FOR EASTERN EUROPE	5,760,600

THE 2009 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
 <u>CAUCASUS</u>	
<u>End of Mandate Procedure (Mission to Georgia)*</u>	5,773,600
 <u>Office in Yerevan</u>	
A.1.1 Office of Head of Mission	305,500
A.2.1 Fund Administration Unit	196,100
A.2.2 Common Operational Costs	395,000
B.1.1 Politico-Military Activities	479,300
B.2.1 Economic and Environmental Activities	492,300
B.3.1 Democratization	266,500
B.3.2 Human Rights	233,500
B.4.1 Good Governance	326,700
Total	2,694,900
 <u>Office in Baku</u>	
A.1.1 Office of Head of Mission	228,400
A.2.1 Fund Administration Unit	184,800
A.2.2 Common Operational Costs	464,600
B.1.1 Politico-Military Activities	628,100
B.2.1 Economic and Environmental Activities	368,200
B.3.1 Democratization	390,500
B.3.2 Rule of Law and Human Rights	409,200
Total	2,673,800
 <u>High-Level Planning Group</u>	
A.1.1 Office of Head of Mission	192,200
Total	192,200
 <u>The Minsk Process</u>	
A.1.1 Office of Head of Mission	953,300
Total	953,300
 <u>Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference</u>	
A.1.1 Office of Head of Mission	514,500
A.2.1 Fund Administration Unit	182,200
A.2.2 Common Operational Costs	358,200
Total	1,054,900

* The Fund includes:

- (a) Administrative closure activities due to expiration of mandate (EUR 4,436,100); and
- (b) Military Monitoring Officers activities (EUR 1,337,500).

THE 2009 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
TOTAL FOR CAUCASUS	13,342,700
CENTRAL ASIA	
<u>Centre in Astana</u>	
A.1.1 Office of Head of Mission	235,800
A.2.1 Fund Administration Unit	227,800
A.2.2 Common Operational Costs	359,100
B.1.1 Politico-Military Activities	403,300
B.2.1 Economic and Environmental Activities	430,800
B.3.1 Human Dimension Activities	413,600
Total	2,070,400
<u>Centre in Ashgabad</u>	
A.1.1 Office of Head of Mission	253,200
A.2.1 Fund Administration Unit	160,600
A.2.2 Common Operational Costs	229,000
B.1.1 Conflict Prevention and Confidence and Security Building	268,800
B.2.1 Economic and Environmental Activities	220,200
B.3.1 Human Dimension Activities	269,900
Total	1,401,700
<u>Centre in Bishkek</u>	
A.1.1 Office of Head of Mission	657,300
A.2.1 Fund Administration Unit	286,500
A.2.2 Common Operational Costs	572,500
B.1.1 Politico-Military Activities	1,079,600
B.2.1 Economic and Environmental Activities	881,400
B.3.1 Human Dimension Activities	830,400
B.4.1 Police Reform Programme	1,101,600
Total	5,409,300
<u>Project Co-ordinator in Uzbekistan</u>	
A.1.1 Office of Head of Mission	196,300
A.2.1 Fund Administration Unit	90,900
A.2.2 Common Operational Costs	250,100
B.1.1 Politico-Military Activities	382,400
B.2.1 Economic and Environmental Activities	504,400
B.3.1 Human Dimension Activities	486,200
Total	1,910,300

THE 2009 UNIFIED BUDGET (continued)

<u>Fund</u>		
Main Programme		EUR
Programme		
<u>Office in Tajikistan</u>		
A.1.1	Office of Head of Mission	988,700
A.2.1	Fund Administration Unit	352,100
A.2.2	Common Operational Costs	1,111,900
B.1.1	Political and Military Aspects of Security	1,176,500
B.2.1	Economic and Environmental Activities	986,100
B.3.1	Human Dimension Activities	1,014,500
	Total	5,629,800
	TOTAL FOR CENTRAL ASIA	16,421,500
	TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	107,332,200
	TOTAL OSCE UNIFIED BUDGET	158,676,700

POST TABLE

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

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Legal Officer	P3	2	
Legal Officer	S	2	
Legal Assistant	G5	1	
Administrative Clerk	G3	0.5	
A.1.5 Press and Public Information			
Spokesperson/Head of Press and Public Information	P5	1	
Public Website Manager	P4	1	
Senior Press and Public Information Officer/Deputy Spokesperson	P4	1	
Editor	P3	1	
Press Officer	P3	2	
Web Developer/Architect	P3	1	
Assistant Web Developer	P1	1	
Press and Public Information Assistant	G5	1	
Website Assistant	G5	1	
B.4.1 Gender Issues			
Senior Adviser on Gender Issues	P5	1	Upgrade, change from programme Gender Issues
Adviser on Gender Issues	P3	1	Change from programme Gender Issues
Adviser on Gender Issues	S	1	New post
Gender Officer	S	1	Change from programme Gender Issues
Administrative/Programme Assistant	G5	1	Change from programme Gender Issues
Internal Oversight			
A.1.1 Internal Oversight			
Director of Internal Oversight	D2	1	
Head, Evaluation and Mgt Audit Services/Deputy Director	P5	1	
Head, Internal Audit/Deputy Director	P5	1	
Senior Auditor	P4	2	
Senior Investigator	P4	1	
Auditor	P3	2	
Senior Auditing Assistant	G6	2	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Strategic Police Matters			
B.1.1 Strategic Police Matters Unit			
Senior Police Adviser/Head, SPMU	S	1	
Deputy Head of SPMU, Community Police Adviser	P5	1	
Police Affairs Officer on Combating Illicit Drugs	P4	1	
Police Affairs Officer, Training Adviser	P4	1	
Information Management Officer	P3	1	
Police Affairs Officer, Adviser on Combating THB	S	1	
Police Affairs Officer, Adviser on Fight against Crime	S	1	
Police Affairs Officer, Adviser on Research and Analysis	S	1	
Political Affairs Officer, Police Matters	S	1	
Senior Information Management Assistant	G7	1	
Senior Secretary	G5	1	
Administrative Assistant	G4	1	
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	D2	1	
Deputy Co-ordinator, Combating Trafficking in Human Beings	S	1	
Senior Adviser	P4	1	
Adviser	P3	2	
Programme Officer	P3	1	New post
Executive Officer	S	1	
Public Information Officer	S	1	
Administrative Assistant	G5	1	Downgrade
Senior Secretary	G5	1	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Action against Terrorism Unit			
B.1.1 Action against Terrorism			
Adviser on Anti-Terrorism Issues	S	1	
Programme Co-ordinator	P4	1	
Senior Programme Officer	P4	1	
Programme Officer	P3	1	
Associate Programme Officer	P2	1	Upgrade
Assistant Programme Officer	P1	2	
Assistant Programme Officer	P1	1	New post
Counter Terrorism Officer	S	1	
Head on Anti-Terrorism Issues	S	1	
Administrative Assistant	G4	1	
Project Secretary	G4	1	
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	D2	1	
Deputy Co-ordinator, OCEEA	P5	1	
Senior Economic Adviser	P5	1	
Senior Programme Officer	P4	1	
Economic/Environmental Affairs Officer	P3	1	
Economic Adviser	P3	1	
Economic and Environmental Adviser	P3	1	
Environmental Programme Officer	P3	1	
Associate Programme Officer	P2	1	
Economic Affairs Officer	S	2	
Economic and Environmental Adviser	S	1	
Economic Programme Officer	S	1	
Environmental Adviser	S	1	
Special Adviser	S	1	
Executive Secretary	G6	1	
Administrative Secretary	G5	1	
Project Secretary	G4	1	
Administrative Clerk	G3	1	

POST TABLE (continued)

Fund				
Main Programme	Post Grade	Number of Posts		Note
Programme				
Post Title				
Conflict Prevention				
A.1.1 CPC Direction and Management				
Director of the Conflict Prevention Centre	D2	1		
Planning and Co-ordination Officer	P3	1		
Senior Secretary	G5	1		
Secretary	G4	1		
A.1.2 Policy Support Service				
Deputy Director for Policy Support Service	P5	1		
Senior Policy Support Officer	P4	3		
Policy Support Officer	P3	2		
Policy Support Officer	S	5		
Senior Policy Support Assistant	G6	1		
Secretary	G4	1		
A.1.3 Operations Service				
Deputy Director for Operations Service	P5	1		
Senior Operational Adviser	P4	1		
Operational Support Officer	P3	1		
Analyst/Researcher	S	1		
Chief, Situation/Communications Room	S	1		
Operational Support Officer	S	1		
Deputy Chief, Situation/Communications Room	G6	1		
Administrative/Programme Assistant	G5	1		
Duty Officer	G5	2		
A.1.4 Operations Service/Borders Team				
Senior Border Issues Adviser	S	1	Change from programme Operations Service	
Customs Adviser	P3	1	Change from programme Operations Service	
Programme Management Officer	P3	1	Change from programme Operations Service	

POST TABLE (continued)

Fund				
Main Programme	Post Grade	Number of Posts	Note	
Programme				
Post Title				
Border Adviser	P2	1	Change from programme Operations Service	
Border Adviser	S	1	Change from programme Operations Service	
A.1.5 Programming and Evaluation Support Unit				
Head/Programming and Evaluation Support Unit	P4	1		
Associate Project Co-ordination Officer	P2	1		
Associate Project/Programme Evaluation Officer	P2	1	New post	
Senior Project Assistant	G6	1		
B.1.2 FSC Support				
Senior FSC Support Officer	P4	1		
CSBM Officer	P3	1		
CSBM/Projects Officer	P3	1	New post	
Associate Project Support Officer	P2	1		
FSC Support Officer	S	1		
Programme Assistant	G5	1		
B.1.3 Communications Network				
Senior Communications Network Officer	P4	1	Change from programme FSC Support	
Network Management Officer	P3	1		
Senior Network Management Assistant	G6	1	New post	
Human Resources Management				
A.2.1 HR Direction and Management				
Director for Human Resources	D2	1		
Planning and Co-ordination Officer	P3	1	New post	
Senior Secretary	G5	1		
A.2.2 Personnel Management and Payroll Administration				
Chief, Personnel Section	P5	1	Upgrade	
Personnel Officer	P3	1		

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Personnel Officer, Payroll and ERP System	P3	1	
Senior Payroll Assistant	G6	2	
Senior Personnel Assistant	G6	4	
Payroll Assistant	G5	1	
Personnel Assistant	G4	1	
Personnel Clerk	G3	1	
A.2.3 Recruitment			
Deputy Director/Chief Recruitment Section	P5	1	
Senior Recruitment Project Officer	S	1	
Senior Recruitment Assistant	G6	3	
A.2.4 Training Section			
OSCE Training Co-ordinator	P4	1	
Senior Training Officer	P4	1	
Training Officer	P3	2	
Training Officer	S	1	
Senior Training Assistant	G6	1	
IRMA Training Assistant	G5	1	
Training Assistant	G5	1	
Training Clerk	G3	1	
Department of Management and Finance			
A.2.1 DMF Direction and Management			
Director for Management and Finance Planning and Co-ordination Officer	D2	1	
Senior Administrative/Finance Assistant	P3	1	
	G6	1	Change from programme Financial Accounting and Treasury Services
Senior Secretary	G5	1	
A.1.1 Conference and Language Services			
Deputy Director for Conference Services	P5	1	
Chief, Language Services Section	P4	1	
Administrative Officer	P3	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Conference Officer	P3	1	
Senior Language Services Assistant	G6	1	
Senior Meetings Assistant	G6	3	
Supervisor, Meetings Support and Documents Unit	G6	1	
Supervisor, Text Control and Processing Unit	G6	1	
Administrative Assistant	G5	1	
Assistant Supervisor, Documents Control	G5	1	
Assistant Supervisor, Meetings Support and Documents Unit	G5	1	
Protocol Assistant	G5	1	
Administrative Secretary	G4	1	
Documents Distribution and Meeting Support Assistant	G4	4	
Secretary	G4	0.5	Downgrade, change to part-time
Support Services Assistant	G4	1	
Technical Assistant	G4	1	
Text Control and Reference Assistant	G4	1	
Word Processing Operator	G4	10	
Meetings Support Services Clerk	G3	1	
A.2.2 Budget and Internal Control Services			
Deputy Director for Budget and Internal Control Services	P5	1	Change from programme Financial Compliance, Systems and Support
Senior Budget Officer	P4	1	Upgrade, change from programme Financial Accounting and Treasury Services
Budget Officer	P3	1	Change from programme Financial Accounting and Treasury Services
Financial Policy and Control Analyst	P3	1	Change from programme Financial Compliance, Systems and Support

POST TABLE (continued)

Fund				
Main Programme	Post	Number of		Note
Programme	Grade	Posts		
Post Title				
IRMA Focal Point, Contracting and Materials Management	P3	1		Change from programme Financial Compliance, Systems and Support
IRMA Focal Point, Finance	P3	1		Change from programme Financial Compliance, Systems and Support
A.2.3 Financial Accounting and Treasury Services				
Head, Financial, Accounting and Treasury Services	P5	1		
Chief, Accounts Unit	P4	1		
Treasurer	P4	1		
Contributions Officer	P3	1		
Associate Treasury Officer	P2	1		
Senior Finance Assistant	G7	1		
Senior Accounting Assistant	G6	1		
Senior Treasury Assistant	G6	2		
A.2.4 Information and Communication Technology Services				
Head, Information Technology Services	P5	1		
Chief, Information Management	P4	1		
Chief, Information Systems	P4	1		
Chief, Infrastructure Support	P4	1		
ICT System and Security Architect	P4	1		
Chief, Communications Unit	P3	1		
Information Management Officer	P3	1		
Senior Application Specialist	G7	1		
Senior Applications Specialist	G7	1		
Senior Information Technology Assistant	G7	1		
Senior Information Technology Assistant	G6	3		
Senior IT Assistant, Database Administrator	G6	1		New post
Senior Programming Assistant	G6	1		
Senior Records Management Assistant	G6	1		

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Information Technology User Support Assistant	G5	3	
Programme Assistant	G5	1	
Information Technology Clerk	G3	1	
A.2.5 Mission Support Service			
Deputy Director for Materials Management	P5	1	
Chief, Asset Management Unit	P4	1	
Chief, Procurement and Contracting Unit	P4	1	
Building Support Officer	P3	1	
Materials Management Officer	P3	1	
Associate Asset Management Officer	P2	1	
Associate Procurement Officer	P2	1	
Building Maintenance Officer	P2	1	Change from programme Secretariat Common Operational Costs
Senior Asset Management Assistant	G6	1	
Senior Building Maintenance Assistant	G6	1	
Senior Building Maintenance Assistant	G6	1	Change from programme Secretariat Common Operational Costs
Senior Travel Assistant	G6	1	
Administrative Assistant	G5	1	
Asset Management Assistant	G5	1	
Mission Support Assistant	G5	1	
Building Support Assistant	G4	1	
Registry and Documents Assistant	G4	3	Change from programme Conference and Language Services
Receptionist	G3	1	
A.2.6 Secretariat Common Operational Costs			
Driver	G2	2	
Cleaner	G1	5	
Cleaner	G1	2	New post

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
A.2.7 Prague Office			
Head of Office and Officer-in-Charge of Meetings	S	1	
Senior Documentation and Information Assistant	G7	1	
Senior Finance and Administrative Assistant	G6	1	
Senior Information Technology Assistant	G6	1	
Administrative Secretary	G5	1	Upgrade
Archives Assistant	G5	1	
Information Technology Assistant	G4	1	
Cleaner/Photocopier	G1	1	
<u>The Secretariat total</u>		<u>294</u>	
<u>Office for Democratic Institutions and Human Rights</u>			
A.1.1 Direction and Policy			
Director of the ODIHR	D/ODI	1	
First Deputy Director of the ODIHR	D1	1	
Second Deputy Director of the ODIHR	P5	1	
Project Co-ordinator	P4	1	
Spokesperson/Senior Press and Public Information Officer	P4	1	
Editor	P3	1	
Web Editor	P2	1	
Senior Political Adviser	S	1	
Special Adviser	S	2	
Executive Assistant	G7	1	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1	
Documents and Records Management Assistant	G5	1	
Press and Public Affairs Assistant	G5	1	
Documents and Records Management Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.2.1 Fund Administration Unit			
Chief of Finance/Deputy Head, Common Services	P4	1	
Chief, Human Resources Unit	P3	1	
Chief, Information Technology Unit	P3	1	
Logistics and Security Officer	P3	1	
Associate Procurement Officer	P2	1	Upgrade
Finance Officer	P2	2	
Senior Administrative Assistant	G7	1	
Senior Finance Assistant	G7	1	
Senior Information Technology Assistant	G6	1	
Senior IT Applications Assistant	G6	1	New post
Senior IT Assistant	G6	1	
Senior Personnel Assistant	G6	1	
Senior Procurement and Contracting Assistant, EOM	G6	1	New post
Senior Procurement/Asset Management Assistant	G6	1	
Senior Recruitment Assistant	G6	1	
Administrative Assistant	G5	1	
Budget Assistant	G5	7	
Finance Assistant	G5	3	
IT Assistant, Service Delivery	G5	1	
Logistics and Shipping Assistant	G5	1	New post
Meetings and Building Services Assistant	G5	1	
Personnel/Training Assistant	G5	1	
Procurement/Travel Assistant	G5	1	
Treasury Assistant	G5	1	
IT User Support Assistant	G4	1	
Supply Assistant	G4	1	
Front Office Clerk	G3	2.5	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
B.3.1 Human Dimension Meetings			
Human Dimension Meetings Officer	P2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Human Dimension Meetings Assistant	G6	1	
B.3.2 Democratization			
Head, Democratization Department	P5	1	
Chief, Democratic Governance and Participation Unit	P4	1	Upgrade
Chief, Legislative Support Unit	P4	1	
Chief, Rule of Law Unit	P4	1	
Adviser on Gender Issues	P3	1	
Legislative Support Officer	P3	1	Upgrade
Migration/Freedom of Movement Adviser	P3	1	
Migration/Freedom of Movement Adviser	P3	1	Downgrade
Rule of Law Adviser	P3	1	
Democratic Governance Officer	P2	1	
Gender Officer	P2	1	
Legal Officer	S	1	
Democratic Governance Project Officer	S	1	
Legislative Support Adviser	S	1	
Rule of Law Officer	S	3	
Senior Administrative Assistant	G6	1	
Senior Administrative/Project Assistant	G6	1	
Administrative Assistant	G5	2	
B.3.3 Human Rights			
Head, Human Rights Department	P5	1	
Deputy Head, Human Rights Department	P4	1	
Senior Anti-Trafficking Adviser	P4	1	
Adviser on Anti-Terrorism Issues	P3	1	
Human Rights Adviser	P3	3	
Anti-Trafficking Officer	P2	1	
Adviser on Anti-Trafficking Issues	S	1	
Human Rights Adviser	S	1	
Human Rights Officer	S	2	
Senior Administrative Assistant	G6	1	Upgrade
Administrative Assistant	G5	2	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.4 Elections			
Head, Elections Department	P5	1	
Deputy Head for Operations, Elections Department	P4	1	
Deputy Head, Post-Election Follow-Up and Implementation	P4	1	
Senior Election Adviser	P4	1	
Election Adviser	P3	6	
Technical Assistance Adviser	S	1	
Senior Documents Control/Information Management Assistant	G7	1	
Senior Administrative Assistant	G6	1	
Administrative Assistant	G5	1	
Administrative/Travel Assistant	G5	1	
Administrative Assistant	G4	0.5	
B.3.5 Tolerance and Non-Discrimination			
Head, Tolerance and Non-Discrimination	P5	1	
Deputy Head, Tolerance and Non-Discrimination	P4	1	
Adviser on Combating Racism, Xenophobia and Discrimination Information Management Adviser	P3	3	
Associate Hate Crime Reporting Officer	P2	1	
Assistant System Analyst	P1	1	
Adviser on Civil Society Relations	S	1	
Adviser, Freedom of Religion or Belief	S	1	
Legal Adviser	S	1	
Senior Administrative Assistant	G6	1	Upgrade
Senior Library Assistant	G6	1	
Administrative Assistant	G5	1	
Administrative Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.6 Roma and Sinti Issues			
Senior Adviser on Roma and Sinti Issues	P4	1	
Adviser on Roma and Sinti Issues	P3	1	New post
Officer on Roma and Sinti Issues	P2	2	
Administrative Assistant	G5	1	
<u>Office for Democratic Institutions and Human Rights total</u>		<u>128</u>	
<u>High Commissioner on National Minorities</u>			
A.1.1 Office of High Commissioner			
High Commissioner	HCNM	1	
Director	D1	1	
Senior Adviser	P5	1	
Senior Political Adviser	P5	1	
Political Adviser	P4	1	
Senior Adviser	P4	2	
Senior Legal Adviser	P4	2	
Legal Officer	P3	1	
Political Adviser	P3	1	
Chef de Cabinet	S	1	
Legal Officer	S	1	
Secretary, HCNM	S	1	
Administrative Assistant	G5	1	
Editorial Assistant	G5	1	Change to full-time
Information Assistant	G5	1	
Administrative Secretary	G4	1	
Secretary	G4	1	
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1	
Information Technology Specialist	P3	1	
Senior Administrative Assistant	G7	1	
Procurement Assistant	G5	1	
B.1.1 Conflict Prevention Activities			
Project Officer	P3	1	
Project Officer	S	2	
Senior Adviser	S	1	
Project Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Project Assistant	G5	1	Upgrade, change to full-time
<u>High Commissioner on National Minorities total</u>		<u>29</u>	
<u>Representative on Freedom of the Media</u>			
A.1.1 Office of Representative			
Representative on Freedom of the Media	RFOM	1	
Director of the Office/Principal Adviser	D1	1	
Project Officer	P2	2	
Senior Adviser	S	1	
Senior Administrative Assistant	G7	1	
B.3.1 Freedom of the Media			
Adviser	P3	1	
Adviser	P2	1	
Assistant Research Officer	P1	1	
Project Co-ordinator	S	1	
Senior Adviser	S	4	
Senior Project Assistant	G6	1	Upgrade
Programme Secretary	G4	1	
<u>Representative on Freedom of the Media total</u>		<u>16</u>	
<u>Augmentations</u>			
The Secretariat Augmentations			
A.1.1 Press and Public Information			
Press and Public Information Officer	P3	1	
Web Editor	P3	2	
A.1.2 Internal Oversight			
Auditor	P3	1	
Senior Administrative Assistant	G6	1	
Senior Auditing Assistant	G6	1	
A.1.3 Policy Support Service			
Senior Policy Support Officer	P4	2	
Policy Support Officer	P3	1	
Senior Policy Support Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.1.4 Operations Service			
Duty Officer	G5	3	
A.2.1 Personnel Management and Payroll Administration			
Personnel Officer	P3	1	
Personnel Assistant	G5	2	
Payroll Assistant	G4	1	
Personnel Clerk	G3	1	
A.2.2 Recruitment			
Recruitment Officer	P3	2	
Senior IRMA HR Support Assistant	G7	1	
Recruitment Assistant	G5	2	
Recruitment Assistant	G4	2	
Recruitment Clerk	G3	0.5	Change to part-time
A.2.3 Budget and Internal Control Services			
Senior Officer, FCSS	P4	1	Change from programme Financial Compliance, Systems and Support
Budget Officer	P3	1	New post
Associate FAU Support Officer	P2	1	Change from programme Financial Compliance, Systems and Support
Budget Assistant	G5	2	Change from programme Financial Accounting and Treasury Services
A.2.4 Financial Accounting and Treasury Services			
Associate Finance Officer	P2	1	
Budget Assistant, Extrabudgetary Contributions	G5	1	
Finance Assistant	G5	1	
Treasury Assistant	G5	1	
Finance Assistant	G4	5	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.2.3 Information and Communication Technology Services			
Chief, ICT Service and Support Section	P3	1	
Associate Computer Information Systems Officer	P2	1	
Senior Application Specialist	G7	1	
Senior Information Technology Assistant	G7	1	
Senior Programming Assistant	G7	1	Upgrade
Senior System Administration Assistant	G7	1	
Senior Communications Assistant	G6	1	
Senior Documents and Information Assistant	G6	1	
Senior Information Technology Assistant	G6	2	
Senior Programming Assistant	G6	2	
Information Technology User Support Assistant	G5	2	
IT Assistant	G5	1	
Programming Assistant	G5	1	
A.2.4 Mission Support Service			
Contracts Officer	P3	1	
Procurement Officer	P3	1	
Travel Officer	P3	1	
Senior Asset Management Assistant	G6	1	
Senior Contracts Assistant	G6	1	
Senior Freight Distribution Control Assistant	G6	1	
Senior Insurance Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Building Support Assistant	G5	1	
Procurement Assistant	G5	1	
Procurement Information Assistant	G5	1	
Property Control Assistant	G5	1	
Asset/Warehouse Assistant	G4	1	
Mail Processing Assistant	G4	1	
Transport Dispatcher	G3	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Manual Worker	G2	1	
Messenger	G2	1	
Office for Democratic Institutions and Human Rights			
Augmentation			
B.3.1 ODIHR Democratization			
Deputy Head, Democratization Department	P4	1	
<u>Augmentations total</u>		<u>73.5</u>	
<u>Mission in Kosovo</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Head of Co-ordination	P5	1	New post
Chief of Mission Security	P4	1	
Head of Legal Affairs	P4	1	
Deputy Chief of Mission Security	P3	1	
Mission Internal Oversight Officer	P3	1	
Security Officer	P2	6	
Special Assistant to the Head of Mission	P2	1	
Planning and Co-ordination Officer	P1	2	
Director of Regional Centre	S4	5	
Head of the Office of Political Affairs	S4	1	Upgrade, change from programme Human Rights and Communities
Deputy Director of Regional Centre	S3	1	
Deputy Head, Legal Affairs	S3	1	
Mission Spokesperson	S3	1	
Senior Planning and Co-ordination Officer	S3	1	Upgrade
Senior Project Co-ordinator	S3	1	Change from programme Democratization
Liaison Officer	S2	1	Change from programme Human Rights and Communities
Senior Legal Adviser	S2	3	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Senior Political Officer	S2	2	Change from programme Human Rights and Communities
Senior Public Affairs Officer	S2	1	
Political Officer	S1	3	Change from programme Human Rights and Communities
Project Officer	S1	1	New post
National Deputy Spokesperson	NP3	1	Change in category
National Legal Adviser	NP2	1	
National Political Officer	NP2	2	Change from programme Human Rights and Communities
National Press Officer	NP2	1	
National Graphic Presentation Officer	NP1	1	
National Legal Adviser	NP1	1	
National Public Information Officer	NP1	1	
National Radio and TV Production Officer	NP1	1	
Personal Assistant to Head of Mission	G6	1	
Senior Co-ordination Assistant	G6	1	
Senior Internal Oversight Assistant	G6	1	Change in category, change from programme Democratization
Senior Legal Assistant	G6	2	
Senior Monitoring Assistant	G6	1	
Senior Press and Public Information Assistant	G6	1	
Senior Project Assistant	G6	1	Change from programme Democratization
Senior Webpage/Intranet Assistant	G6	1	
Administrative Assistant	G5	1	
Administrative Assistant/Translator	G5	1	Change from programme Human Rights and Communities
Secretary	G5	1	
Security Planning Assistant	G5	1	
Situation Centre Duty Assistant	G5	5	
CCTV Technician	G4	1	
Fire Safety Assistant	G4	2	
Intranet Assistant	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Investigation Assistant	G4	1	
Language Assistant — Belgrade	G4	1	Change from programme Human Rights and Communities
Media Monitor Assistant	G4	3	
Press Assistant/Translator	G4	1	
Secretary	G4	1	
Security Administrative Assistant	G4	1	
Security Assistant	G4	6	
Security Planning Assistant	G4	1	
Security Shift Supervisor	G4	4	
Translation Assistant	G4	1	
Radio Operator	G3	13	
Radio Operator/Guard	G3	3	
Security Control Room Operators	G3	4	
Security Escort Unit Member	G3	4	
Security Shift Team Leader	G3	4	
Security Guard	G2	64	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	Downgrade
Chief Logistics Support Section	P4	1	
Chief Medical Officer	P4	1	
Chief of Financial Management	P4	1	
Chief, Human Resources Management	P4	1	
Chief, ICT	P4	1	
Chief, Procurement and Contractual Services Section	P4	1	
Chief of Accounts	P3	1	
Chief, Building Management Services	P3	1	
Contracts/Procurement Officer	P3	1	
Database Design Officer	P3	1	
Human Resources Officer	P3	1	
ICT Officer	P3	1	
Material Management Officer	P3	1	
Transport Services Officer	P3	1	
Human Resources Officer	P2	1	
Customs Clearance Officer	S1	1	
National Medical Officer	NP3	1	
National Budget Officer	NP2	1	
National Construction Engineer	NP2	1	

POST TABLE (continued)

Fund	Post	Number of	Note
Main Programme	Grade	Posts	
Programme			
Post Title			
National Electrical Engineer	NP2	1	
National Engineering Co-ordination Officer	NP2	1	Upgrade
National Finance Officer	NP2	2	
National Human Resources Officer	NP2	1	
National ICT Engineer Microwave/ VSAT	NP2	1	
National ICT Engineer, Mobile Communications	NP2	1	
National ICT Officer	NP2	1	
National ICT Officer	NP2	1	Change in category, downgrade
National ICT Officer, VOIP	NP2	1	
National Supply Officer	NP2	1	
National Training Co-ordinator	NP2	1	Upgrade
National Archives Officer	NP1	1	
National Asset Management Officer	NP1	1	
National Construction Engineer	NP1	1	
National Procurement Officer	NP1	1	
National Training Officer	NP1	1	
National Travel Officer	NP1	1	Change in category, upgrade
Senior Administrative Assistant	G6	1	
Senior Administrative Assistant	G6	5	Upgrade
Senior Conference Services Assistant	G6	1	
Senior Finance Assistant	G6	1	
Senior Human Resources Assistant	G6	3	
Senior ICT Assistant	G6	1	New post
Senior ICT Assistant, Field Support	G6	1	
Senior ICT Assistant, HD Team Leader	G6	1	
Senior ICT Technician	G6	6	
Senior ICT Technician Internet	G6	1	
Senior ICT Technician LAN	G6	3	
Senior ICT Technician Microwave/VSAT	G6	1	
Senior ICT Technician, Mobile Communications	G6	1	
Senior Materials Control Assistant	G6	1	
Senior Payroll Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Transport Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Senior Treasury Assistant	G6	1	
Administrative Assistant	G5	2	
Budget Audit Assistant	G5	1	
Building Management Assistant	G5	1	
CS Technician	G5	1	
Microwave/Conference Equipment			
Database Development Assistant	G5	2	
Electrical Foreman	G5	1	
Finance Assistant	G5	3	
Fleet Assistant	G5	1	
Generator Mechanic	G5	1	
Generator Technician	G5	1	
Human Resources Assistant	G5	6	
ICT Admin/Billing Co-ordinator	G5	1	
ICT Assistant Equipment	G5	1	
Management and Repair			
ICT Assistant, Helpdesk	G5	3	
ICT Technician	G5	1	
ICT Technician Microwave/VSAT	G5	3	
ICT Technician Mobile	G5	2	
Communications			
Logistics Assistant	G5	4	
Maintenance Foreman	G5	1	
Material Management Assistant	G5	1	
Nurse	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	1	
Secretary to the FMMC	G5	1	Upgrade
Senior Secretary	G5	1	
Supply Assistant	G5	2	
Transport Assistant	G5	1	
Travel Assistant	G5	1	
Treasury Assistant	G5	1	
Administrative Assistant	G4	2	
Archives Assistant	G4	2	
Conference Equipment Technician	G4	1	
Customs Assistant	G4	1	
Dispatcher	G4	3	
Facilities Assistant	G4	1	
Fuel Supply Assistant	G4	1	
Generator Overhaul Mechanic	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Inspection Assistant	G4	1	
Maintenance Assistant	G4	1	
Office Assistant	G4	1	
Office Assistant	G4	1	Upgrade
Photocopy Technician	G4	1	
Secretary	G4	2	
Supply Assistant	G4	2	
Technical Assistant	G4	1	
Technical Materials Warehouse Assistant	G4	1	
Training Assistant	G4	2	
BMS Technical Clerk	G3	1	
Electrician	G3	4	
Fleet Clerk	G3	1	
ICT Billing Clerk	G3	1	
Inventory Clerk	G3	3	
Mail Clerk	G3	1	
Maintenance Clerk	G3	2	
Movement Control/Vehicle Tracking Clerk	G3	2	
Plumber	G3	2	
Technical Clerk	G3	3	
Technical Clerk/Air-Conditioning	G3	1	
Truck Driver/Forklift Operator	G3	1	
Warehouse Clerk	G3	1	
Pool Operator	G2	1	
Switchboard Operator	G2	2	
Handyman	G1	1	
Trades Helper	G1	2	
A.2.2 Common Operational Costs			
Driver	G3	1	
Driver/Bus	G3	3	
Driver/Truck	G3	4	
Senior Driver to Deputy Head of Mission	G3	2	Change from programme Office of Head of Mission
Senior Driver to Head of Mission	G3	2	Change from programme Office of Head of Mission
Cleaner Supervisor	G2	2	
Driver	G2	29	
Driver — Belgrade	G2	1	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
B.1.1 Security and Public Safety			
Director	S4	1	
Deputy Director	S4	1	
Chief	S3	1	Upgrade
Chief of Section	S3	2	
Chief of Section	S3	1	Upgrade
Senior Community Safety Implementation Officer	S2	1	
Senior Community Safety Monitoring Officer	S2	1	
Senior Emergency Management Development Officer	S2	1	
Senior KCPSSED Adviser	S2	1	Downgrade
Senior Organized Crime Adviser	S2	1	
Senior Training Development Officer	S2	1	
Community Safety Implementation Officer	S1	2	
Community Safety Monitoring Officer	S1	2	
Emergency Management Development Officer	S1	1	
KCPSSED Adviser	S1	2	
Organized Crime Adviser	S1	3	
Organized Crime Adviser	S1	1	Downgrade
Training Development Officer	S1	1	
Training Development Officer	S1	3	Change in category
Training Development Officer	S1	1	Downgrade
National Administrative Officer	NP2	1	Upgrade
National KCPSSED Adviser	NP1	1	Change in category, downgrade
National Monitoring Officer	NP1	1	Change in category, upgrade
National Organized Crime Officer	NP1	1	Change in category, upgrade
National Public Safety Awareness Officer	NP1	1	Change in category, upgrade
National Training Development Officer	NP1	1	Change in category, upgrade
Senior Monitoring Assistant	G6	1	
Senior Monitoring Assistant	G6	1	Upgrade
Senior Programme Assistant	G6	3	
Senior Programme Assistant	G6	1	Upgrade
Senior Project Assistant	G6	1	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Administrative Assistant	G5	1	
Armourer	G5	1	
Monitoring Assistant	G5	2	
Programme Assistant	G5	6	
Programme Assistant	G5	1	Downgrade
Programme Assistant	G5	3	Upgrade
Senior Secretary	G5	1	
Administrative Assistant	G4	1	
Programme Assistant	G4	11	
B.3.1 Democratization			
Director	S4	1	
Deputy Director	S4	1	
Chief, Elections Division	P4	1	
Budget/Administrative Officer	P2	1	
IT Officer	P2	1	
Chief	S3	1	Upgrade
Chief of Section	S3	3	
Chief of Section	S3	1	Upgrade
Field Activities Co-ordinator	S3	1	Upgrade
Deputy Chief/Senior Legal Officer	S2	1	Change from programme Human Rights and Communities
Deputy Chief/Senior Adviser	S2	1	
Election Technical Adviser	S2	1	
Elections Operations Adviser	S2	1	
Senior Adviser on Higher Education, Academic Management	S2	1	
Senior Adviser on Higher Education/CTTCD	S2	1	
Senior Adviser to the IMC	S2	1	
Senior Assembly Adviser	S2	1	
Senior Programme Officer	S2	1	
Senior Project Adviser	S2	1	
Senior Reporting and Information Officer	S2	1	
Legal Officer	S1	1	Change from programme Human Rights and Communities
Programme Officer	S1	5	
National Policy Adviser	NP2	1	Change in category

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National Political Adviser	NP2	1	
National Legal Officer	NP1	3	Change from programme Human Rights and Communities
National Programme Officer	NP1	14	
National Project Liaison Officer	NP1	1	
National Training Officer	NP1	2	
National Voter Services Officer	NP1	1	
Personal Assistant	G6	1	
Senior Administrative Assistant	G6	1	
Senior Archive Assistant	G6	1	
Senior Election Compliance Auditor Assistant	G6	1	
Senior Election Field Assistant	G6	6	
Senior Election Technical Assistant	G6	1	
Senior Elections Operations Assistant	G6	1	
Senior Political Entity Certification Assistant	G6	1	
Senior Programme Assistant	G6	5	
Senior Translator/Interpreter	G6	10	
Monitoring Assistant	G5	2	
Programme Assistant	G5	2	
Project Assistant	G5	1	
Administrative Assistant	G4	1	
Programme Assistant	G4	7	
Programme Assistant	G4	1	Change from programme Human Rights and Communities
Transport Clerk	G3	1	
B.3.2 Human Rights and Communities			
Director	S4	1	
Deputy Director	S4	1	Change in category
Budget/Administrative Officer	P2	1	
Senior Human Rights Advisor/Non-Albanian Communities	S4	1	Upgrade, change from programme Democratization
Analysis and Reports Co-ordinator	S3	1	
Chief of Anti-Trafficking Section	S3	1	Upgrade
Chief of Communities Section	S3	1	Downgrade

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Chief of Legal System Monitoring Section	S3	1	
Chief of Legislative Review Section	S3	1	
Chief of Property Section	S3	1	
Chief of Section	S3	1	Change from programme Democratization
Chief of Security Monitoring Section	S3	1	
Field Activities Co-ordinator	S3	1	
Deputy Chief/Senior Adviser	S2	1	Change from programme Democratization
Human Rights Adviser, Security Monitoring Section	S2	6	
Legal Analyst	S2	2	
Senior Adviser	S2	3	Change from programme Democratization
Senior Communities Adviser, Protection	S2	2	
Senior Communities Policy Adviser	S2	2	
Senior Democratization Officer	S2	5	
Senior Human Rights Adviser, Security Monitoring Section	S2	1	
Senior Human Rights Adviser/Property	S2	1	
Senior Human Rights Officer	S2	5	
Senior Human Rights/Legal Adviser	S2	1	
Senior Legal Officer, Legislative Review Section	S2	1	
Special Adviser to Kosovo Judicial Institute	S2	1	
Special Adviser to OI	S2	1	
Communities Policy Officer	S1	1	
Communities Protection Officer	S1	1	
Human Dimension Officer	S1	55	
Human Rights Adviser/Property	S1	1	
Human Rights Legal Adviser	S1	1	
Legal Officer, Legislative Review Section	S1	1	
Legal System Monitor	S1	6	
Municipal Co-ordination Officer	S1	1	
Municipal Property Officer	S1	1	

POST TABLE (continued)

Fund	Post	Number of	Note
Main Programme	Grade	Posts	
Programme			
Post Title			
National Adviser	NP2	2	Change from programme Democratization
National Communities Policy Adviser	NP2	1	
National Co-ordinator, Criminal Monitoring	NP2	1	
National Language Services Co-ordinator	NP2	1	
National Legal Adviser on Women and Children	NP2	1	
National Anti-Trafficking Officer	NP1	1	
National Budget/Administrative Officer	NP1	1	
National Civil Legal Adviser	NP1	1	
National Communities Policy Adviser	NP1	1	
National Human Rights Legal Adviser	NP1	1	
National Legal Adviser	NP1	1	
National Legal Adviser, Security Monitoring Section	NP1	2	
National Legal Officer, Legislative Review Section	NP1	3	
National Legal Officer, Property	NP1	1	
National Legal Officer, Property	NP1	1	Change in category, upgrade
National Legal System Officer	NP1	6	
National Programme Officer	NP1	1	Change in category, upgrade, change from programme Democratization
National Property Officer	NP1	4	
Personal Assistant	G6	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	71	
Senior Translator/Interpreter	G6	6	
Administrative Assistant	G5	2	
Anti-Trafficking Assistant	G5	1	
Human Rights Assistant	G5	6	
Legal Assistant	G5	1	
Legal System Assistant	G5	9	
Assistant/Secretary/Interpreter	G4	5	Change from programme Office of Head of Mission
Human Rights Assistant	G4	1	
Programme Assistant	G4	45	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Programme Assistant	G4	6	Change from programme Democratization
Driver/Office Clerk	G3	1	
Receptionist	G2	1	Change from programme Office of Head of Mission
<u>Mission in Kosovo total</u>		<u>857</u>	
<u>Tasks in Bosnia and Herzegovina</u>			
<u>A.1.1 Office of Head of Mission</u>			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Director of Banja Luka Office	S4	1	
Director of Mostar Office	S4	1	
Director of Policy and Planning	S4	1	
Director of Sarajevo Office	S4	1	
Director of Tuzla Office	S4	1	
Election Adviser	S2	1	
Executive Assistant to Head of Mission	S2	1	
OHR/EUSR Liaison Officer	S2	1	
Programme Evaluation Officer	S2	1	
Senior Political Adviser, Economic and Environmental Issues	S2	1	
Executive Assistant to Deputy Head of Mission	S1	1	
National Chief of Security	NP3	1	
National Spokesperson	NP3	1	
National Deputy Chief of Security	NP2	1	Upgrade
National Personal Assistant to DHoM	NP1	1	
National Personal Assistant to HoM	NP1	1	
National Political Officer	NP1	1	
National Political Officer	NP1	1	Change to full-time
National Press Officer	NP1	4	
National Regional Political Officer	NP1	4	
National Reporting Officer	NP1	1	
National Website Manager	NP1	1	
Senior Political Assistant	G6	1	
Political Assistant	G5	1	New post
Public Information Assistant	G5	1	
Senior Interpreter	G5	7	
Website Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Assistant/Interpreter	G4	5	
Language Lecturer	G4	3	
Operations Assistant	G4	1	
Press Assistant	G4	1	
Security Guard	G2	16	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P5	1	
Chief, Human Resources	P4	1	
Chief of Finance	P3	1	
ICT Analyst	P2	1	
Chief of Procurement and Logistics	S3	1	
Legal Adviser	S2	1	
National Chief of Budget	NP3	1	
National Chief of Communications and Information Technology Services	NP3	1	
National Medical Officer	NP3	1	
National Accounts Officer	NP2	1	
National Budget Officer	NP2	1	
National Deputy Chief of Communication and Information Services	NP2	1	
National Executive Assistant	NP2	1	
National Finance Officer	NP2	2	
National Procurement Officer	NP2	2	
National Administrative Officer	NP1	1	
National Archives Officer	NP1	1	
National Communications Officer	NP1	1	
National ERP System Administrator	NP1	1	
National FMMC Officer	NP1	1	
National General Services Officer	NP1	2	
National Network Administrator	NP1	1	
National Personnel Officer	NP1	1	
National Recruitment Officer	NP1	1	
National Treasury Officer	NP1	1	
Email Manager/Helpdesk Operator	G6	1	
Senior Inventory Assistant	G6	1	
Senior Supply Assistant	G6	1	
Senior Transport Assistant	G6	1	
Budget Assistant	G5	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Finance Assistant	G5	5	
Investigations Assistant	G5	2	
IT/Help Desk Co-ordinator	G5	1	
Payroll Assistant	G5	1	
Procurement Assistant	G5	1	
SMS Server Operator/Helpdesk Operator	G5	1	
Storekeeper	G5	1	
Training Support Assistant	G5	1	
Transport Maintenance Supervisor	G5	1	
Travel and Accommodation Assistant	G5	2	
Administrative Assistant	G4	3	
Archivist Assistant	G4	2	
Assistant Building Manager	G4	3	
Dispatcher	G4	1	
General Services Assistant	G4	2	
IT/Communications Assistant	G4	5	
Personnel Assistant	G4	2	
Personnel Assistant	G4	1	Change to full-time
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Administrative Clerk	G3	11	
Documents Management Clerk	G3	2	
Receptionist	G3	2	Change to part-time
Receptionist	G3	0.5	New post
Switchboard Operator	G3	2	
A.2.2 Common Operational Costs			
Driver DHoM	G3	1	
Senior Driver	G3	1	
Driver	G2	48	
Driver	G2	0.5	New post
Cleaner	G1	27	
Cleaner	G1	1	Change to part-time
B.1.1 Security Co-operation			
Director of Security Co-operation	S4	1	
Head of Arms Control Section	S3	1	
Head of Director's Office/Policy and Planning Officer	S3	1	
Head of Institution Building Section	S3	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Head of Parliamentary Section	S3	1	
Arms Control Implementation Officer	S2	1	
Article IV Implementation Officer	S2	1	
Parliamentary Officer	S2	1	
Policy and Information Officer	S2	1	
National Compliance Officer	NP1	1	
National Defence and Security Affairs Officer	NP1	1	
National Legal Officer	NP1	1	
National Politico-Military Officer	NP1	1	
Logistics Assistant, Arms Control	G5	1	Upgrade
Personal Assistant	G5	1	
Senior Interpreter	G5	1	
Assistant/Interpreter	G4	5	
B.3.1 Human Rights and Rule of Law			
Director of Human Rights	S4	1	
Deputy Director — Human Rights	S3	1	
Field Advocacy Co-ordinator	S2	1	
Human Rights Adviser, Economic and Social Rights	S2	1	
Legal Adviser — Co-ordinator, Judicial and Legal Reform	S2	1	
Legal Adviser, Analysis and Reporting	S2	1	
Legal Adviser, Anti-Discrimination	S2	1	
Legal Adviser, Human Rights Institutions	S2	1	
Legal Adviser, Judicial and Legal Reform	S2	2	
Legal Adviser, War Crimes	S2	2	
Legal Adviser/Co-ordinator, ESR and Equality	S2	1	
Senior Human Rights Officer	S2	6	
Human Rights Officer	S1	12	
National Anti-Trafficking Officer	NP2	1	
National Legal Adviser	NP2	6	
National Legal Affairs Co-ordinator	NP2	1	
National Human Rights Officer	NP1	9	
National Property Rights Adviser	NP1	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National Reporting and Information Officer	NP1	1	
National Trial Monitoring Officer	NP1	1	New post
Senior Database Assistant	G6	0.5	
Senior Programme Assistant	G6	1	
Language Assistant	G5	1	New post
Legal Assistant	G5	6	
Personal Assistant	G5	1	
Programme Assistant	G5	2	
Roma Monitor	G5	1	
Rule of Law Monitor	G5	24	
Assistant/Interpreter	G4	19	
B.3.2 Education			
Director, Department of Education Reform	S4	1	
Deputy Director — Education	S3	1	
Principal Adviser to the Director, HDE	S3	1	
Legal Adviser	S2	1	
Policy and Co-ordination Adviser	S2	1	
Policy and Regional Co-ordinator	S2	1	
National Education Adviser, Access and Non-Discrimination	NP2	1	
National Education Adviser, Civic Involvement	NP2	1	
National Finance and Management Adviser	NP2	1	
National Policy and Regional Co-ordinator	NP2	1	
National Legal Officer	NP1	2	
National Co-ordinator, Education Support	NP1	1	
National Education Officer	NP1	27	
National Information and Reporting Officer	NP1	1	
Programme Assistant	G5	4	
Project Assistant	G5	1	
Assistant/Interpreter	G4	6	
Project Assistant	G4	3	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.4.1 Democratization			
Director of Democratization	S4	1	
Deputy Director	S3	1	
Community Engagement Manager	S2	1	
Information Officer	S2	1	
Municipal Interventions Manager	S2	1	
Municipal Learning Manager	S2	1	
Programme Support Co-ordinator	S2	1	
Senior Parliamentary Support Officer	S2	1	
Municipal Co-ordinator	S1	13	
National Legal Adviser	NP2	3	
National Parliamentary Adviser	NP1	1	
National Programme Officer, Citizen Participation	NP1	13	
National Programme Officer, Community Development	NP1	1	
National Programme Officer, Local Economic Development	NP1	1	
National Programme Officer, Municipal Communication	NP1	1	
National Programme Officer, Municipal Development	NP1	20	
National Programme Officer, Municipal Legislation	NP1	1	
National Programme Officer, Participation and Partnership	NP1	1	
National Programme Officer, Youth Adviser	NP1	1	
Parliamentary Support Project Assistant	G5	1	
Personal Assistant	G5	1	
Programme Assistant	G5	2	
Programme Assistant, Community Development	G5	14	
Programme Assistant, Community Engagement	G5	2	
Programme Assistant, Governance	G5	13	
Programme Assistant, Municipal Co-ordination	G5	13	
Programme Assistant, Municipal Interventions	G5	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Programme Assistant, Municipal Learning	G5	4	
Administrative Secretary	G4	1	
Regional Stabilization/Arms Control			
B.1.1 Implementation of Article IV			
Analyst Staff Officer	S	1	
Driver	S	1	
Military Adviser	S	1	
Operation Staff Officer	S	1	
Personal Representative of the CiO	S	1	
Administrative Secretary	G5	1	
Tasks in Bosnia and Herzegovina		538.5	
total			
Office in Zagreb			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
Head of Unit	S3	1	
Programme Assistant	G5	1	
Public Information Assistant	G5	1	
Senior Secretary	G5	1	
Language Assistant II	G4	1	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Senior Finance and Personnel Assistant	G6	1	
IT Assistant	G5	1	
Office Assistant	G4	1	
Procurement Assistant	G4	1	
Transport and Travel Assistant	G4	1	
A.2.2 Common Operational Costs			
Driver	G2	2	
B.3.1 War Crimes Monitoring			
Head of Unit	S3	1	
Legal and Human Rights Officer	S1	2	
Legal Officer	S1	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National Field Programme Officer	NP1	2	
National Legal Officer	NP1	2	
Programme Assistant	G5	4	
B.3.2 Housing Care Implementation			
Head of Unit	S3	1	
National Field Programme Officer	NP1	1	
National Legal Officer	NP1	1	
Programme Assistant	G5	2	
<u>Office in Zagreb total</u>		<u>31</u>	
<u>Mission to Serbia</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Head of Press and Public Information	S2	1	
Municipal Co-ordinator	S2	1	
Senior Political Officer	S2	1	
Political Officer	S1	1	
Political/Reporting Officer	S1	1	
National Special Adviser, CSBM	NP3	1	
National Executive Officer	NP1	1	Change in category
National Project Co-ordination Officer	NP1	1	
Personal Assistant to HoM	G6	1	
Senior Press and Public Information Assistant	G6	1.5	
Field Programme Assistant	G5	2	
Public Information Assistant	G5	1	
Reports Assistant	G5	1	
Senior Secretary	G5	1	
Supervisor, Security Unit	G5	1	
Project Assistant	G4	1	
Senior Security Guard	G3	1	
Security Guard	G2	8	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Finance Officer	P2	1	
Procurement Officer	S1	1	
National Human Resources Officer	NP2	1	
National ICT Officer	NP1	1	Change in category

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Senior Administrative Assistant	G6	1	
Senior Communications Assistant	G6	1	
Senior Human Resources and Training Assistant	G6	1	
Senior ICT Assistant	G6	2	
Senior Procurement Assistant	G6	1	
Asset Management Assistant	G5	1	
Assistant to CFA	G5	1	
Budget Assistant	G5	1	
Finance Assistant	G5	2	
Human Resources Assistant	G5	1	
Treasury Assistant	G5	1	
Human Resources Assistant	G4	0.5	
ICT Assistant	G4	2	
Procurement Assistant	G4	1	
Transport Assistant	G4	1	
Building Maintenance Technician	G3	1	
Office Clerk	G3	1	
Receptionist	G3	1	
Gardener/Handyman	G2	1	
Handyman	G2	1	
Registry Clerk	G2	0.5	
A.2.2 Common Operational Costs			
Senior Driver	G3	2	
Driver	G2	8	
Cleaner	G1	7	
B.1.1 Police Affairs			
Accountability Programme Manager	S2	1	
Border Policing Adviser	S2	1	
Community Policing Adviser	S2	2	
Community Policing Programme Manager	S2	1	
Crime Scene Forensic Adviser	S2	1	
Curriculum Development Adviser	S2	1	
Head Law Enforcement	S2	1	
Head of Strategic Development Unit	S2	1	
Organized Crime Adviser	S2	1	
Organized Crime Programme Manager	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Police Education Programme Manager	S2	1	
Police Training Adviser	S2	8	
Strategic Planning Adviser	S2	1	
Training Co-ordinator	S2	1	
War Crimes Adviser	S2	1	
National Programme Officer	NP1	1	
Senior Programme Assistant	G6	1	
Curriculum Development Assistant	G5	1	
Project Assistant	G5	13	
Training/Language Assistant	G4	8	
B.3.1 Democratization			
Environmental Adviser	S2	1	
Governance Adviser	S2	1	
Head Democratization	S2	1	
Human Rights Programme Co-ordinator	S2	1	
Senior Adviser on Minority Issues	S2	1	
Senior Parliamentary Officer	S2	1	
National Legal Adviser	NP2	1	
National Governance Officer	NP1	1	
National Programme Officer	NP1	3	
National Programme Officer	NP1	1	New post
Senior Governance Training Assistant	G6	1	
Senior Programme Assistant	G6	5	
Senior Programme Assistant	G6	1	Change from programme Economic and Environmental Activities
Senior Programme Co-ordination Assistant	G6	1	
Programme Assistant	G5	1	
Project Assistant	G5	1	Change from programme Economic and Environmental Activities
B.3.2 Media			
Head Media	S2	1	
National Media Programme Development Officer	NP2	1	
National Legal Officer	NP1	2	
Senior Administrative Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Senior Media Legislation Assistant	G6	1	
Senior Media/FOM Assistant	G6	1	
Administrative Assistant	G5	1	
Media Monitoring Assistant	G5	1	
Media Training Assistant	G5	2	
B.3.3 Rule of Law and Human Rights			
Economic Transparency Adviser	S2	1	
Head HR and RoL	S2	1	
Legal Adviser Judicial Reform	S2	1	
Legal Adviser on Organized Crime	S2	1	
Legal Reform Adviser	S2	1	
Senior Co-ordinator for Rule of Law and Human Rights	S2	1	
National Legal Adviser	NP2	1	
National Legal Officer	NP2	3	
National Criminal Justice System Adviser	NP1	1	
National Legal Officer	NP1	1	
National War Crimes Trials Adviser	NP1	1	
Senior Legal Assistant	G7	2	
Senior Administrative Assistant	G6	1	
Senior Programme Assistant	G6	1	
Senior Project Assistant	G6	1	Change from programme Economic and Environmental Activities
Legal Translator/Interpreter	G5	2	
<u>Mission to Serbia total</u>		<u>173.5</u>	
<u>Presence in Albania</u>			
A.1.1 Office of Head of Mission			
Head of Presence	HoM	1	
Deputy Head of Presence	DHoM	1	
Chief Political, Public Affairs and Reporting Officer	S3	1	
Project Finance Officer	S2	1	Upgrade
Project Office Co-ordinator	S2	1	
Head of Project Office	S1	4	
National Public Affairs Officer	NP2	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
National Donor and Project Co-ordination Officer	NP1	1	Change in category
National Political Officer	NP1	2	
Senior Public Affairs Assistant	G6	1	
Senior Translator/Interpreter	G6	1	
Field Assistant	G5	8	
Project Assistant	G5	1	
Project Assistant	G5	1	Upgrade
Project Co-ordination Assistant	G5	1	
Senior Secretary	G5	2	
Security Supervisor	G3	1	
Video/Electronic Technician	G3	1	
Security Guard	G2	3	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Human Resources Officer	S2	1	Upgrade
Material Resources Officer	S2	1	
National Finance Officer	NP1	1	
Senior Human Resources Assistant	G6	1	
Senior ICT Assistant	G6	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	2	
ICT Assistant	G5	1	
Procurement Assistant	G5	2	
Transport Assistant	G5	1	
Administrative Assistant	G4	1	Upgrade
Human Resources and Training Assistant	G4	1	
Registry Assistant	G4	1	
Supply Assistant	G4	1	
Travel Clerk/Receptionist	G3	1	
Vehicle Maintenance Clerk	G3	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	10	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1	
Police Assistance and Border Management Officer	S2	1	
Senior Police Assistance Officer	S2	1	
National Security Officer	NP1	1	
Programme Assistant	G5	2	
Translator/Interpreter	G5	1	
B.2.1 Governance in Economic and Environmental Issues			
Head of Governance, Economy and Environmental Issues Dept	S3	1	
Economic and Environment and Regional Reform Officer	S2	1	
National Anti-Trafficking Officer	NP2	1	Upgrade
National Legal Officer, Property	NP1	1	
National Programme Officer	NP1	1	Downgrade
Programme Assistant	G5	1	
Project Assistant	G5	1	
Project Assistant	G5	1	Upgrade
Translator/Interpreter	G5	1	
B.3.1 Democratization			
Head of Democratization Department	S3	1	
Senior Democratization Officer	S2	1	
Media Development Officer	S1	1	
National Electoral Reform Officer	NP2	1	
National Civil Society and Gender Officer	NP1	1	
National Election Legal Officer	NP1	1	
Senior Media Development Assistant	G6	1	
Administrative Assistant	G5	1	
Programme Assistant	G5	1	
Programme Assistant	G4	1	Downgrade
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights Department	S3	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Senior Judicial Officer	S2	1	
Senior Legal Officer	S2	1	
Legal Officer	S1	1	
National Legal Officer	NP1	3	
Legal Assistant	G5	2	
Programme Assistant	G5	1	
Translator/Interpreter	G5	1	
<u>Presence in Albania total</u>		<u>100</u>	
<u>Spillover Monitor Mission to Skopje</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Chief Security Officer	P3	1	
Chief, Political/Reporting	S3	1	
Political Adviser	S2	1	
Programme Co-ordinator	S2	1	
Public Information and Media Officer	S2	1	Upgrade, change from programme Media
Senior Project Officer	S2	1	
Political/Reporting Officer	S1	1	
National Executive Officer	NP2	1	
National Political Liaison Officer	NP2	1	
National Records and Archives Officer	NP1	1	
Senior Assistant, Roma Issues	G6	1	
Senior Political Assistant	G6	1	
Senior Public Information and Media Assistant	G6	2	Upgrade, change from programme Media
Project Assistant	G5	1	
Senior Secretary	G5	1	Downgrade
Administrative Assistant	G4	1	
Archives Assistant	G4	2	
Language Assistant II	G4	2	
Security Assistant	G4	1	
Situation Centre Assistant	G4	3	
Close Protection Specialist	G3	1	
Protocol Clerk	G3	1	
Radio Operator	G3	5	
Driver	G2	2	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Office Clerk	G2	1	
Security Guard	G2	14	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1	
Chief, Finance	P3	1	
Chief, General Services	P3	1	
Chief, Human Resources Management	P3	1	
Procurement Officer	S1	1	
National ICT Officer	NP3	1	
National Supply Officer	NP2	1	
National Administrative Officer	NP1	1	
National Building Management Officer	NP1	1	
National Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	
Nurse	G6	1	
Senior Communications Technician	G6	1	
Senior Training Assistant	G6	1	
Senior Transport Assistant	G6	1	Upgrade
Communications Technician	G5	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	2	
IT Network Technician	G5	1	
Procurement Assistant	G5	1	
Treasury Assistant	G5	1	
Web/Database Developer	G5	1	
Administrative Assistant	G4	1	
IT Help Desk Technician	G4	2	
Material Management Assistant	G4	2	
Procurement Assistant	G4	1	
Vehicle Maintenance Assistant	G4	1	
Finance Clerk	G3	1	
Human Resources Clerk	G3	1	
Material Control Clerk	G3	1	
Technician	G3	0.5	Change to part-time
Transport Dispatcher	G3	1	
Material Management Clerk	G2	1	
Warehouse Worker	G2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.2.2 Common Operational Costs			
Bus Driver	G3	2	
Driver	G2	5	
Cleaner	G1	1	
B.1.1 Police Development			
Head, Police Development Department	S4	1	
Chief of Police Training	S3	1	
Chief, Community Development	S3	1	
Deputy Head Police Development Department	S3	1	
Senior Border Police Adviser	S3	1	New post
Police Adviser, Community/Minority	S2	1	New post
Senior Police Training Adviser	S2	1	New post
Community Police Adviser	S1	14	
Curriculum Development Officer	S1	1	
Police Instructor	S1	3	
Project Officer	S1	1	
Reporting Analysis Officer	S1	1	
National Legal Adviser	NP1	1	
Administrative Assistant	G5	1	
Curriculum Development Assistant	G5	2	
Project Assistant	G5	1	
Project Assistant	G5	3	New post
Publications Assistant	G5	1	
Senior Secretary	G5	1	
Administrative Assistant	G4	2	
Language Assistant I	G3	18	
B.3.1 Rule of Law			
Head of Rule of Law	S4	1	
Deputy Head of Rule of Law	S3	1	
Senior Rule of Law Officer/Anti-Trafficking	S2	1	
Senior Rule of Law Officer/Capacity-Building	S2	1	
Senior Rule of Law Officer/Judicial Reform	S2	1	
Analysis and Reporting Officer	S1	1	
Rule of Law Officer	S1	2	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Rule of Law Officer/Capacity-Building	S1	1	
National Legal Adviser	NP2	1	
National Rule of Law Officer	NP1	8	
Senior Legal Assistant	G6	2	
Legal Translator Assistant	G5	2	
Rule of Law Assistant	G5	1	
Senior Assistant	G5	1	
Programme Assistant	G4	6	
B.4.1 Monitoring and Good Governance			
Head of Monitoring and Good Governance Department	S3	1	Change from programme Confidence Building
Senior Good Governance Officer	S2	1	Change from programme Public Administration Support
Senior Monitoring Officer	S2	2	Change from programme Confidence Building
Education Development Officer	S1	2	Change from programme Confidence Building
Monitoring and Reporting Officer	S1	1	Change from programme Confidence Building
Monitoring Officer	S1	6	Change from programme Confidence Building
Project Officer	S1	1	Change from programme Confidence Building
National Good Governance Officer	NP1	4	Change from programme Public Administration Support
Good Governance Project Assistant	G5	1	Change from programme Public Administration Support
Project Assistant	G5	1	Change from programme Confidence Building
Project Assistant	G5	2	Upgrade, change from programme Confidence Building
Office Assistant	G4	1	Change from programme Confidence Building

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Language Assistant I	G3	8	Change from programme Confidence Building
<u>Spillover Monitor Mission to Skopje</u>		<u>213.5</u>	
<u>total</u>			
<u>Mission to Montenegro</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1	
Senior Political Officer	S2	1	
Senior Political Assistant	G6	1	
Senior Programme Support Assistant	G6	1	Upgrade
Senior Secretary/Personal Assistant to HoM	G6	1	
Assistant Translator/Interpreter	G5	1	
Public Information Assistant	G5	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	Downgrade
Senior Human Resources Assistant	G6	1	Upgrade
Finance Assistant	G5	1	
ICT/DocIn Assistant	G5	1	
Procurement Assistant	G5	1	
Transport Clerk	G3	1	
Receptionist	G2	1	
A.2.2 Common Operational Costs			
Driver	G2	1	
Cleaner	G1	1	
B.1.1 Police Affairs			
Chief of Police Training Centre	S2	1	
Police Expert Organized Crime	S2	1	
Programme Manager	S2	1	
Police Trainer	S1	2	
Senior Programme Assistant	G6	1	
Programme Assistant	G5	1	
Training Assistant	G5	3	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.1.2 Politico-Military Activities			
National Politico-Military Officer	NP1	1	
B.2.1 Economic and Environmental			
National Programme Officer	NP2	1	
Project Assistant	G5	1	
B.3.1 Democratization			
Democratization Officer	S2	1	
Programme Manager	S2	1	
National Education Officer	NP1	1	
National Training Officer	NP1	1	
Senior Programme Assistant	G6	1	Upgrade
Programme Assistant	G5	1	
B.3.2 Media			
Programme Manager	S2	1	
Programme Assistant	G5	1	
B.3.3 Rule of Law and Human Rights			
Human Rights Officer	S2	1	
Programme Manager, Rule of Law/Human Rights	S2	1	
National Legal Officer	NP1	2	
Programme Assistant	G5	1	
<u>Mission to Montenegro total</u>		<u>46</u>	
<u>Mission to Moldova</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1	
Deputy Head of Mission	DHoM	1	
Public Affairs Officer/Spokesperson	S2	1	
National Legal Adviser	NP1	1	
Senior Media/FOM Assistant	G7	1	
Interpreter/Executive Assistant	G6	1	
Senior Programme Assistant	G6	1	
Assistant/Secretary to the HoM	G5	1	
Media Assistant	G5	1	
Secretary	G4	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Security Guard	G2	3	
Security Guard	G2	2	New post
Office Support Clerk	G1	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior IT Assistant	G7	1	
Senior Personnel Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Finance Assistant	G5	1	
Administrative Assistant	G4	1	
Mission Secretary/Travel Assistant	G4	1	
Supply Assistant	G4	1	
Office Clerk	G3	1	
Receptionist	G2	2	
A.2.2 Common Operational Costs			
Senior Driver/Dispatcher	G3	1	
Office Clerk	G2	1	
Vehicle Mechanic/Driver	G2	1	
Cleaner	G1	1	
B.1.1 Conflict Prevention/Resolution			
Military Member	S2	2	
Political Officer	S2	2	
Politico-Military Officer	S2	2	
Senior Programme Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
B.3.1 Human Rights Monitoring/Democratization			
Human Dimension Officer	S2	2	
National Legal Adviser	NP1	2	
National Legal Adviser	NP1	1	Change in category, upgrade
B.3.2 Anti-Trafficking/Gender			
Anti-Trafficking Officer	S2	1	
National Civil Legal Adviser	NP1	1	
Senior Programme Assistant	G6	2	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Programme/Administrative Assistant	G5	1	
<u>Mission to Moldova total</u>		<u>50</u>	
<u>Project Co-ordinator in Ukraine</u>			
A.1.1 Office of Head of Mission			
Project Co-ordinator	HoM	1	
Senior Project Officer	S3	1	
National Programme Co-ordinator	NP2	1	Downgrade, change from programme Democratization and Good Governance
National Programme Co-ordinator	NP2	1	Upgrade, change from programme Democratization and Good Governance
Personal Assistant to HoC	G5	1	
Project Assistant	G5	1	Change in category, downgrade, change from programme Democratization and Good Governance
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
National Finance Officer	NP1	1	
National Human Resources Officer	NP1	1	
National Procurement Officer	NP1	1	
Senior Finance Assistant	G6	1	
Senior ICT Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Senior Treasury Assistant	G6	1	
Asset Management Assistant	G5	1	
Human Resources Assistant	G4	1	
Secretary	G4	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.1 Democratization and Good Governance			
National Elections and Governance Officer	NP1	1	
National Project Officer	NP1	1	
National Project Officer, Media Project Assistant	NP1	1	
	G5	1	
B.3.2 Rule of Law and Human Rights			
National Legal Adviser	NP3	1	Upgrade
National Programme Officer	NP2	1	
National Project Manager	NP2	2	
National Legal Officer	NP1	2	
National Project Officer	NP1	4	
Senior Project Assistant	G6	1	
Project Assistant	G5	3	
B.4.1 Economic, Environmental and Politico-Military Projects			
National Project Manager	NP2	1	
National Programme Officer, Politico Military	NP1	1	
National Project Officer, Environmental Affairs	NP1	1	
Project Assistant	G5	1	
<u>Project Co-ordinator in Ukraine</u>		<u>44</u>	
<u>total</u>			
<u>Office in Minsk</u>			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
Senior Programme and Administrative Assistant	G6	1	Change from programme Economic and Environmental Activities
Language Assistant	G4	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Administrative/Human Resources Assistant	G5	1	
Material Management Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	1	Upgrade, change from programme Office of Head of Mission
B.3.1 Institution Building, Rule of Law and Civil Society			
Human Dimension Officer	S2	1	
Programme Assistant	G5	1	
<u>Office in Minsk total</u>		<u>13</u>	
<u>Office in Yerevan</u>			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
National Programme Co-ordinator	NP2	1	Upgrade
National Public Information Officer	NP2	1	
Senior Press and Public Information Assistant	G6	1	
Senior Project Assistant	G6	1	
Interpreter/Translator	G5	1	
Senior Secretary	G5	1	
Senior Watchman	G3	1	New post
Watchman	G2	3	New post
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Finance Officer	NP1	1	
Senior Administrative Assistant	G6	1	
Senior Finance and Treasury Assistant	G6	1	
Senior Human Resources Assistant	G6	1	Upgrade
Senior ICT Assistant	G6	1	New post

POST TABLE (continued)

Fund				
Main Programme	Post	Number of		Note
Programme	Grade	Posts		
Post Title				
Senior Procurement and Assets Management Assistant	G6	1	Upgrade	
B.1.1 Politico-Military Activities				
Politico-Military Officer	S2	1		
National Programme Officer	NP2	2		
Senior Programme Assistant	G6	2		
B.2.1 Economic and Environmental Activities				
Economic and Environmental Officer	S2	1		
National Programme Officer	NP1	1		
National Programme Officer	NP1	1	Change in category, upgrade	
National Project Co-ordinator	NP1	1		
Project Assistant	G5	1		
Driver	G2	1	Downgrade	
B.3.1 Democratization				
Democratization Officer	S2	1		
National Programme Officer	NP2	1		
National Programme Officer	NP1	1		
Senior Programme Assistant	G6	1		
Programme Assistant	G5	1		
B.3.2 Human Rights				
Human Rights Officer	S2	1		
National Assistant Legal Adviser	NP1	1		
Senior Programme Assistant	G6	1		
B.4.1 Good Governance				
Deputy Head of Office	DHoM	1		
National Programme Officer	NP2	1		
Senior Programme Assistant	G6	2		
A.2.2 Common Operational Costs				
Senior Driver	G3	1		
Driver	G2	1		
Driver	G2	1	Downgrade	
Driver	G2	1	New post	
Cleaner	G1	1		

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Cleaner	G1	1	New post
Office in Yerevan total		47	
Office in Baku			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
National Press and Public Information Officer	NP1	1	
Language Assistant	G5	1	New post
Senior Secretary	G5	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Administrative and Finance Assistant	G6	1	
Senior IT Assistant	G6	1	New post
Administrative Assistant	G5	1	
Finance Assistant	G5	1	
Procurement/Asset Management Assistant	G5	1	
Human Resources Assistant	G4	0.5	New post
Office Assistant	G4	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	
B.1.1 Politico-Military Activities			
Head, Politico-Military Unit	S3	1	
Police Expert	S2	2	
Senior Police Adviser	S2	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	2	
B.2.1 Economic and Environmental Activities			
Head, Economic and Environmental Unit	S3	1	
Economic and Environmental Officer	S2	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Programme Assistant	G6	1	
Senior Project Assistant	G6	1	
B.3.2 Rule of Law and Human Rights			
Head of Rule of Law Unit	S3	1	
Judicial Training Officer	S2	1	
National Legal Officer	NP1	2	
Programme Assistant	G5	1	
B.3.1 Democratization			
Democratization Officer	S2	1	
National Capacity-Building Officer	NP1	1	New post
Senior Programme Assistant	G6	2	
Programme Assistant	G5	1	New post
<u>Office in Baku total</u>		<u>36.5</u>	
<u>High-Level Planning Group</u>			
A.1.1 Office of Head of Mission			
Officer	S	8	
Senior Administrative Assistant	G6	1	
<u>High-Level Planning Group total</u>		<u>9</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	
Field Assistant to the PR	S2	3	
Personal Assistant to the PR	S2	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Administrative Assistant	G6	1	
Finance Assistant	G5	1	
A.2.2 Common Operational Costs			
Driver/Administrative Assistant — Yerevan	G5	1	
Driver — Stepanakert/Khankendi	G3	1	
Driver Instructor/Mechanic — Tbilisi	G3	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Driver — Baku	G2	1	
Driver — Tbilisi	G2	1	
Housekeeper — Baku	G1	1	
Housekeeper — Stepanakert/Khankendi	G1	1	
Housekeeper — Tbilisi	G1	1	
Housekeeper — Yerevan	G1	1	
<u>Personal Representative of the CiO</u>		<u>17</u>	
<u>on the Conflict Dealt with by the</u>			
<u>Minsk Conference total</u>			
<u>Centre in Astana</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	S4	1	
Personal Assistant/Secretary to HoC	G5	1	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
National Administrative and Finance Officer	NP1	1	
Senior Finance Assistant	G6	1	
Administrative/Human Resources Assistant	G5	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	1	
Material Management Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	3	
Cleaner	G1	0.5	Change to part-time
B.1.1 Politico-Military Activities			
Political Officer	S2	1	
National Political/Media Officer	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	1	New post

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
National Economic and Environmental Co-ordinator	NP1	1	
Senior Programme Assistant	G6	1	
Project Assistant	G5	1	New post
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Legal Officer	NP1	1	
Senior Legal Assistant	G6	1	
Senior Project Assistant	G6	1	
<u>Centre in Astana total</u>		<u>26.5</u>	
<u>Centre in Ashgabad</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Project Co-ordinator	S3	1	
Senior Public Information Assistant	G6	1	
Personal Assistant to HoC	G5	1	
Project Assistant	G5	1	
Security Guard	G2	4	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1	
Senior Finance Assistant	G6	1	
Administrative Assistant	G5	1	
Procurement Assistant	G5	1	
A.2.2 Common Operational Costs			
Driver/Technician	G3	1	
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	1	
B.1.1 Conflict Prevention and Confidence and Security Building			
Political Officer	S2	1	
Senior Programme Assistant	G6	1	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1	
Programme Assistant	G5	1	
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1	
National Legal Adviser	NP1	1	
Programme Assistant	G5	1	
<u>Centre in Ashgabad total</u>		<u>24</u>	
<u>Centre in Bishkek</u>			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1	
Deputy Head of Centre	DHoM	1	
Programme Co-ordinator	S3	1	
Senior Programme Assistant	G6	1	
Senior Security Assistant	G6	1	
Assistant to Head of Centre	G5	1	
Programme Assistant	G5	5	Change from programme Economic and Environmental Activities
Project Assistant	G5	1	
Security Guard	G2	13	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1	
National Administrative Officer	NP1	1	
National Finance Officer	NP1	1	Change in category, upgrade
Senior Human Resources Assistant	G6	1	Upgrade
Senior Procurement Assistant	G6	1	
Assets Management Assistant	G5	1	
Finance and Treasury Assistant	G5	1	
ICT Assistant	G5	1	
Procurement Assistant	G5	1	
Treasury Assistant	G5	1	
Administrative Assistant	G4	1	
Finance Assistant	G4	1	
Human Resources Assistant	G4	1	
Travel Assistant	G4	1	
Office Clerk	G3	2	New post

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
A.2.2 Common Operational Costs			
Driver/Mechanic	G3	1	
Senior Driver	G3	1	
Driver	G2	7	
Cleaner	G1	4	
Cleaner	G1	1	New post
B.1.1 Politico-Military Activities			
Head of Field Office, Osh	S3	1	
Senior Political Officer	S3	1	
Adviser on Anti-Terrorism Issues	S2	1	
National Media Officer	NP1	1	Change from programme Office of Head of Mission
Senior Programme Assistant	G6	3	
Senior Programme Assistant	G6	1	New post
Programme Assistant	G5	1	
B.2.1 Economic and Environmental Activities			
Senior Economic and Environmental Officer	S3	1	Upgrade
Economic and Environmental Officer	S2	1	
Senior Programme Assistant	G6	4	
B.3.1 Human Dimension Activities			
Senior Human Dimension Officer	S3	1	
Human Dimension Officer	S2	1	
Penitentiary Reform Adviser	S2	1	
National Legal Officer	NP2	1	Change from programme Office of Head of Mission
National Project Co-ordinator	NP1	1	
Senior Legal Assistant	G6	1	
Senior Programme Assistant	G6	2	
Programme Assistant	G5	1	
B.4.1 Police Reform Programme			
Police Reform Adviser	S3	1	
Community Policing Adviser	S2	2	
Police Adviser	S2	1	Change from programme Office of Head of Mission

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Senior Programme Assistant	G6	3	
Programme Assistant	G5	1	
Project Assistant	G5	2	
Translator/Interpreter	G5	1	
<u>Centre in Bishkek total</u>		<u>90</u>	
<u>Project Co-ordinator in Uzbekistan</u>			
A.1.1 Office of Head of Mission			
Head of the Office	HoM	1	
Senior Secretary	G5	1	
Senior Security Guard	G3	1	
Security Guard	G2	2	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	NP2	1	
Asset Management Assistant	G5	1	
Finance Assistant	G5	1	
Human Resources Assistant	G5	1	
Information Technology Assistant	G5	1	
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	1	
Cleaner	G1	2	
B.1.1 Politico-Military Activities			
National Project Officer	NP2	1	
B.2.1 Economic and Environmental Activities			
Senior Project Officer	S2	1	
National Economic and Environmental Officer	NP2	1	
Programme Assistant	G5	1	New post
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1	
<u>Project Co-ordinator in Uzbekistan total</u>		<u>19</u>	

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
<u>Office in Tajikistan</u>			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1	
Deputy Head of Office	DHoM	1	
Security Officer	P3	1	
Programme Co-ordinator	S3	1	
Field Officer	S2	1	
Field Officer	S1	2	
Senior Field Assistant	G6	1	Upgrade
Senior Legal Assistant	G6	1	New post
Senior Press and Public Information Assistant	G6	1	
Senior Programme Assistant	G6	1	
Assistant Translator/Interpreter	G5	1	
Field Assistant	G5	4	
Field Assistant	G5	1	New post
Project Assistant	G5	1	New post
Security Assistant	G5	1	
Senior Secretary	G5	2	
Administrative Assistant	G4	5	
Receptionist	G3	1	New post
Senior Security Guard	G3	1	
Security Guard	G2	19	
Security Guard	G2	13	New post
Cook	G1	3	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1	
Associate Finance Officer	P2	1	
National Administrative Officer	NP2	1	
National Personnel Officer	NP1	1	
Senior Finance Assistant	G6	1	
Senior Procurement Assistant	G6	1	
Administrative Assistant	G5	1	
Asset Management Assistant	G5	1	
Communications Assistant	G5	1	
Finance Assistant	G5	1	
Finance Assistant	G5	1	New post
Human Resources Assistant	G5	1	New post
IT Assistant	G5	1	
Procurement Assistant	G5	1	New post

POST TABLE (continued)

Fund			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Treasury Assistant	G5	1	
Building Maintenance Assistant	G4	1	
Human Resources Assistant	G4	1	
Transport Assistant	G4	1	New post
A.2.2 Common Operational Costs			
Senior Driver	G3	1	
Driver	G2	9	
Handyman	G2	1	
Senior Cook	G2	1	Upgrade
Cleaner	G1	7	
Cleaner	G1	1	New post
Cook	G1	1	
B.1.1 Political and Military Aspects of Security			
Border Management Adviser	S2	1	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
Border Management Officer	S2	1	Upgrade, change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
Counter-Terrorism and Police Issues Adviser	S2	1	Change from programme Fostering Political Dialogue and Security
De-Mining Officer	S2	1	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
Political Officer	S2	1	Change from programme Fostering Political Dialogue and Security
Politico-Military Officer	S2	1	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
National Politico-Military Officer	NP2	1	New post

POST TABLE (continued)

Fund	Main Programme	Post Grade	Number of Posts	Note
	Programme			
	Post Title			
	National Border Management Officer	NP1	1	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
	Programme Assistant	G5	2	Change from programme Fostering Political Dialogue and Security
	Programme Assistant	G5	2	Change from programme SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities
	Programme Assistant	G5	3	New post
	B.2.1 Economic and Environmental Activities			
	Senior Economic and Environmental Officer	S3	1	Change from programme Supporting Economic Development in Tajikistan
	Economic Officer	S2	1	Change from programme Supporting Economic Development in Tajikistan
	Environmental Officer	S2	1	Change from programme Addressing Environmental Issues — Capacity-Building
	Regional Economic and Environmental Adviser	S2	1	Change from programme Supporting Economic Development in Tajikistan
	Water Management Adviser	S2	1	Change from programme Addressing Environmental Issues — Capacity-Building
	Field Officer, Economic and Environmental Issues	S1	1	Change from programme Supporting Economic Development in Tajikistan
	National Environmental Officer	NP1	1	Change from programme Addressing Environmental Issues — Capacity-Building
	Programme Assistant	G5	1	Change from programme Addressing Environmental Issues — Capacity-Building

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Programme Assistant	G5	1	Change from programme Supporting Economic Development in Tajikistan
Project Assistant	G5	3	Change from programme Supporting Economic Development in Tajikistan
B.3.1 Human Dimension Activities			
Senior Human Dimension Officer	S3	1	New post
Elections Reform Officer	S2	1	New post
Gender and Anti-Trafficking Officer	S2	1	Change from programme Gender Awareness and Equality in Tajikistan
Human Rights Officer	S2	1	Change from programme Promoting Democratization in Tajikistan
Media Officer	S2	1	Change from programme Fostering Democratization of Media in Tajikistan
National Gender Officer	NP1	1	Change from programme Gender Awareness and Equality in Tajikistan
National Public Information Officer	NP1	1	Change from programme Fostering Democratization of Media in Tajikistan
Senior Programme Assistant	G6	2	New post
Senior Programme Assistant	G6	1	New post, subject to classification
Programme Assistant	G5	1	Change from programme Gender Awareness and Equality in Tajikistan
Programme Assistant	G5	1	Change from programme Promoting Democratization in Tajikistan
Programme Assistant	G5	1	New post
Public Information Assistant	G5	1	Change from programme Fostering Democratization of Media in Tajikistan

POST TABLE (continued)

<u>Fund</u>			
Main Programme	Post	Number of	Note
Programme	Grade	Posts	
Post Title			
Trial Monitoring Assistant	G5	1	Change from programme Promoting Democratization in Tajikistan
<u>Office in Tajikistan total</u>		<u>144</u>	
<u>Grand total</u>		<u>3020</u>	

PC.DEC/888
2 April 2009
Attachment

ENGLISH
Original: RUSSIAN

**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 Republic of Belarus:

“In connection with the adoption of the decision on the adoption of the Unified Budget of the OSCE for 2009, we should like to make the following statement.

The delegation of the Republic of Belarus has joined the consensus on the decision to adopt the Unified Budget of the OSCE for 2009.

At the same time, we are forced to note that in a number of instances the decisions to create new posts are not in line with the decisions adopted by the OSCE Ministerial Council meeting, which specify that the activities of the OSCE in the areas in question must be conducted exclusively within the limits of existing resources.

In a spirit of compromise, our delegation has not objected to the creation within the OSCE Office for Democratic Institutions and Human Rights (ODIHR) of the post of adviser on Roma and Sinti issues. We regard this step as an extraordinary measure aimed at improving the implementation of OSCE documents adopted earlier on Roma and Sinti issues and we emphasize that today’s decision is not to be regarded as a precedent for any further unfounded and unchecked increase in the budget or post table of the ODIHR.

We are convinced that in their work the executive structures of the OSCE must be guided first and foremost by the decisions of the Organization’s collective bodies and that they must plan their outlays and frame their budget proposals specifically on the basis of those decisions.

We call on all the executive structures of the OSCE to be guided, when drawing up their proposals for the discussion of the Programme Outline for 2010, by their specific mandates and real needs.

Madam Chairperson, I would request that this interpretative statement be attached to the journal of today’s meeting.”



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

PC.DEC/889
2 April 2009

Original: ENGLISH

757th Plenary Meeting

PC Journal No. 757, Agenda item 2

**DECISION No. 889
OSCE 2008 YEAR-END UNIFIED BUDGET REVISION**

The Permanent Council,

Having reviewed the proposals submitted by the Secretary General presented under PC.ACMF/10/09 of 25 March 2009,

Approves the revisions for the Funds, Main Programmes and Programmes of the OSCE 2008 Year-End Unified Budget Revision as contained in the annex.

2008 YEAR-END UNIFIED BUDGET REVISION

Fund	2008 Revised Budget (PC.DEC/839, 882)	Transfers as per Fin.Reg. 3.02(b)	Revised Budget after Transfers	Proposed Budget Increases/ (Decreases)	Proposed Year-End Revised Budget
Main Programme Programme	a	b	c = a + b	d	e = c + d
<u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u>					
<u>The Secretariat</u>					
Secretary General and Central Services					
Executive Management	1,105,900	(10,600)	1,095,300	(31,400)	1,063,900
Security Management	411,100	-	411,100	(4,400)	406,700
External Co-operation	675,100	10,600	685,700	-	685,700
Legal Services	514,600	-	514,600	(8,500)	506,100
Press and Public Information	1,189,700	-	1,189,700	-	1,189,700
Gender Issues	<u>276,200</u>	-	<u>276,200</u>	<u>(8,700)</u>	<u>267,500</u>
Total	4,172,600	-	4,172,600	(53,000)	4,119,600
Chairman-in-Office					
Short-Term Mission/Visits of CiO and PR of the CiO	300,000	6,000	306,000	-	306,000
Advisory Committee on Management and Finance (ACMF)	15,000	(1,100)	13,900	(6,300)	7,600
Panel of Adjudicators	40,000	-	40,000	(34,700)	5,300
Audit Committee	50,000	(4,900)	45,100	(32,000)	13,100
External Auditors	<u>100,000</u>	-	<u>100,000</u>	<u>(11,800)</u>	<u>88,200</u>
Total	505,000	-	505,000	(84,800)	420,200
Internal Oversight					
Internal Oversight	<u>1,230,800</u>	-	<u>1,230,800</u>	<u>(36,800)</u>	<u>1,194,000</u>
Total	1,230,800	-	1,230,800	(36,800)	1,194,000
Strategic Police Matters					
Strategic Police Matters Unit	<u>840,900</u>	-	<u>840,900</u>	<u>(13,500)</u>	<u>827,400</u>
Total	840,900	-	840,900	(13,500)	827,400

2008 YEAR-END UNIFIED BUDGET REVISION (continued)

Fund	2008 Revised Budget (PC.DEC/839, 882)	Transfers as per Fin.Reg. 3.02(b)	Revised Budget after Transfers	Proposed Budget Increases/ (Decreases)	Proposed Year-End Revised Budget
	a	b	c = a + b	d	e = c + d
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings					
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	<u>819,900</u>	-	<u>819,900</u>	<u>(17,600)</u>	<u>802,300</u>
Total	819,900	-	819,900	(17,600)	802,300
Action Against Terrorism Unit					
Action Against Terrorism	<u>736,800</u>	-	<u>736,800</u>	-	<u>736,800</u>
Total	736,800	-	736,800	-	736,800
Activities Relating to the Economic and Environmental Aspects of Security					
Co-ordinator of OSCE Economic and Environmental Activities	1,409,900	-	1,409,900	(22,100)	1,387,800
Economic and Environmental Forum	<u>473,400</u>	-	<u>473,400</u>	<u>(3,100)</u>	<u>470,300</u>
Total	1,883,300	-	1,883,300	(25,200)	1,858,100
Conflict Prevention					
CPC Direction and Management	391,000	18,600	409,600	-	409,600
Policy Support Service	860,800	16,400	877,200	-	877,200
Operations Service	1,016,700	(39,000)	977,700	(88,900)	888,800
Programming and Evaluation Support Unit	260,500	-	260,500	(21,300)	239,200
FSC Chairmanship	32,100	-	32,100	(2,900)	29,200
FSC Support	597,000	18,000	615,000	-	615,000
Communications Network	<u>518,100</u>	(14,000)	<u>504,100</u>	<u>(52,000)</u>	<u>452,100</u>
Total	3,676,200	-	3,676,200	(165,100)	3,511,100
Human Resources Management					
HR Direction and Management	402,300	25,000	427,300	(25,100)	402,200
Personnel Management	972,700	-	972,700	(59,000)	913,700
Recruitment	644,700	-	644,700	(129,300)	515,400
Training Section	<u>1,061,400</u>	(25,000)	<u>1,036,400</u>	-	<u>1,036,400</u>
Total	3,081,100	-	3,081,100	(213,400)	2,867,700

2008 YEAR-END UNIFIED BUDGET REVISION (continued)

Fund	2008 Revised Budget (PC.DEC/839, 882)	Transfers as per Fin.Reg. 3.02(b)	Revised Budget after Transfers	Proposed Budget Increases/ (Decreases)	Proposed Year-End Revised Budget
	a	b	c = a + b	d	e = c + d
Department of Management and Finance					
Conference and Language Services	5,144,800	-	5,144,800	(112,400)	5,032,400
DMF Direction and Management	314,600	-	314,600	(32,400)	282,200
Financial Compliance, Systems and Support	431,400	-	431,400	(33,500)	397,900
Finance Services	1,174,900	(3,000)	1,171,900	(82,300)	1,089,600
Information and Communication Technology Services	2,731,400	-	2,731,400	(160,200)	2,571,200
Mission Support Service	1,391,400	3,000	1,394,400	-	1,394,400
Secretariat Common Operational Costs	3,113,700	-	3,113,700	(19,000)	3,094,700
Prague Office	<u>368,300</u>	-	<u>368,300</u>	<u>-</u>	<u>368,300</u>
Total	14,670,500	-	14,670,500	(439,800)	14,230,700
Total for the Secretariat	31,617,100	-	31,617,100	(1,049,200)	30,567,900
Office for Democratic Institutions and Human Rights					
Direction and Policy	1,292,900	85,000	1,377,900	1,400	1,379,300
Fund Administration Unit	1,480,300	142,000	1,622,300	(8,700)	1,613,600
Common Operational Costs	818,900	(15,000)	803,900	(5,200)	798,700
Human Dimension Meetings	761,500	(75,000)	686,500	(29,800)	656,700
Democratization	1,264,900	50,000	1,314,900	(20,600)	1,294,300
Human Rights	1,069,200	(50,000)	1,019,200	(26,700)	992,500
Elections	6,104,200	(120,000)	5,984,200	(10,000)	5,974,200
Tolerance and Non-Discrimination	1,180,400	-	1,180,400	(31,000)	1,149,400
Roma and Sinti Issues	<u>432,800</u>	(17,000)	<u>415,800</u>	<u>(24,900)</u>	<u>390,900</u>
Total	14,405,100	-	14,405,100	(155,500)	14,249,600
High Commissioner on National Minorities					
Office of High Commissioner	1,543,400	(73,400)	1,470,000	(14,100)	1,455,900
Fund Administration Unit	337,600	20,000	357,600	(9,200)	348,400
Common Operational Costs	184,400	18,400	202,800	(2,000)	200,800
Conflict Prevention Activities	<u>951,700</u>	35,000	<u>986,700</u>	<u>(35,200)</u>	<u>951,500</u>
Total	3,017,100	-	3,017,100	(60,500)	2,956,600
Representative on Freedom of the Media					
Office of Representative	589,000	-	589,000	(27,700)	561,300

2008 YEAR-END UNIFIED BUDGET REVISION (continued)

Fund	2008 Revised Budget (PC.DEC/839, 882)	Transfers as per Fin.Reg. 3.02(b)	Revised Budget after Transfers	Proposed Budget Increases/ (Decreases)	Proposed Year-End Revised Budget
	a	b	c = a + b	d	e = c + d
Freedom of the Media	723,000	-	723,000	(45,000)	678,000
Total	1,312,000	-	1,312,000	(72,700)	1,239,300
Total for funds related to the Secretariat and institutions	50,351,300	-	50,351,300	(1,337,900)	49,013,400
<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>					
AUGMENTATIONS					
<u>Augmentations</u>					
<u>Secretariat Augmentations</u>					
Press and Public Information	264,900	-	264,900	(21,500)	243,400
Internal Oversight	279,000	-	279,000	(109,100)	169,900
Policy Support Service	394,000	8,000	402,000	-	402,000
Operations Service	160,500	(7,000)	153,500	-	153,500
Personnel Management	296,300	-	296,300	(6,000)	290,300
Recruitment	502,900	-	502,900	(80,300)	422,600
Financial Compliance, Systems and Support	179,200	-	179,200	(23,500)	155,700
Finance Service	671,600	(1,000)	670,600	(39,100)	631,500
Information and Communication Technology Services	1,315,900	-	1,315,900	(70,500)	1,245,400
Mission Support Services	1,022,700	-	1,022,700	-	1,022,700
Total	5,087,000	-	5,087,000	(350,000)	4,737,000
<u>ODIHR Augmentations</u>					
ODIHR Democratization	253,900	-	253,900	(87,500)	166,400
Total	253,900	-	253,900	(87,500)	166,400
Total for Augmentations	5,340,900	-	5,340,900	(437,500)	4,903,400
TOTAL FOR AUGMENTATIONS	5,340,900	-	5,340,900	(437,500)	4,903,400
SOUTH-EASTERN EUROPE					
<u>Mission in Kosovo</u>					
Office of Head of Mission	4,117,400	320,000	4,437,400	(82,400)	4,355,000
Fund Administration Unit	4,177,100	-	4,177,100	(87,000)	4,090,100
Common Operational Costs	5,828,300	(320,000)	5,508,300	(418,400)	5,089,900
Security and Public Safety	2,121,200	-	2,121,200	(613,100)	1,508,100

2008 YEAR-END UNIFIED BUDGET REVISION (continued)

Fund	2008 Revised Budget (PC.DEC/839, 882)	Transfers as per Fin.Reg. 3.02(b)	Revised Budget after Transfers	Proposed Budget Increases/ (Decreases)	Proposed Year-End Revised Budget
	a	b	c = a + b	d	e = c + d
Main Programme Programme					
Monitoring Programme	8,398,600	-	8,398,600	(840,500)	7,558,100
Assistance Programme	<u>5,367,700</u>	-	<u>5,367,700</u>	<u>(1,034,700)</u>	<u>4,333,000</u>
Total	30,010,300	-	30,010,300	(3,076,100)	26,934,200
Tasks in Bosnia and Herzegovina					
Office of Head of Mission	1,712,800	-	1,712,800	(51,500)	1,661,300
Fund Administration Unit	1,982,200	62,000	2,044,200	(28,200)	2,016,000
Common Operational Costs	3,334,700	34,000	3,368,700	(170,700)	3,198,000
Security Co-operation	736,200	25,000	761,200	(16,100)	745,100
Human Rights and Rule of Law	2,648,100	(90,000)	2,558,100	(77,900)	2,480,200
Education	1,546,400	3,000	1,549,400	(21,300)	1,528,100
Democratization	<u>3,013,700</u>	(34,000)	<u>2,979,700</u>	<u>(56,600)</u>	<u>2,923,100</u>
Total for the Mission	14,974,100	-	14,974,100	(422,300)	14,551,800
Regional Stabilization/Arms Control					
Implementation of Article IV	<u>280,400</u>	-	<u>280,400</u>	<u>(85,000)</u>	<u>195,400</u>
Total Regional Stabilization/Arms Control	280,400	-	280,400	(85,000)	195,400
Grand Total	15,254,500	-	15,254,500	(507,300)	14,747,200
Office in Zagreb					
Office of Head of Mission	480,000	47,900	527,900	(14,000)	513,900
Fund Administration Unit	478,100	8,500	486,600	(10,000)	476,600
Common Operational Costs	711,100	(8,500)	702,600	(50,000)	652,600
War Crimes Monitoring	802,200	(47,900)	754,300	(90,000)	664,300
Housing Care Implementation	<u>277,400</u>	-	<u>277,400</u>	<u>(40,000)</u>	<u>237,400</u>
Total	2,748,800	-	2,748,800	(204,000)	2,544,800
Mission to Serbia					
Office of Head of Mission	1,040,700	47,900	1,088,600	-	1,088,600
Fund Administration Unit	804,700	(29,900)	774,800	(10,000)	764,800
Common Operational Costs	1,564,400	-	1,564,400	(10,600)	1,553,800
Police Affairs	1,879,600	(53,000)	1,826,600	(30,400)	1,796,200
Economic and Environmental	280,800	-	280,800	(5,400)	275,400
Democratization	1,064,100	17,000	1,081,100	(19,900)	1,061,200
Media	427,100	18,000	445,100	(7,200)	437,900
Rule of Law and Human Rights	<u>1,139,000</u>	-	<u>1,139,000</u>	<u>(14,000)</u>	<u>1,125,000</u>
Total	8,200,400	-	8,200,400	(97,500)	8,102,900

2008 YEAR-END UNIFIED BUDGET REVISION (continued)

Fund	2008 Revised Budget (PC.DEC/839, 882)	Transfers as per Fin.Reg. 3.02(b)	Revised Budget after Transfers	Proposed Budget Increases/ (Decreases)	Proposed Year-End Revised Budget
Main Programme Programme	a	b	c = a + b	d	e = c + d
<u>Presence in Albania</u>					
Office of Head of Mission	913,500	-	913,500	(31,800)	881,700
Fund Administration Unit	426,100	42,000	468,100	(28,000)	440,100
Common Operational Costs	972,900	(46,000)	926,900	(32,600)	894,300
Security Co-operation	249,100	9,000	258,100	(1,100)	257,000
Governance in Economic and Environmental Issues	267,500	(9,000)	258,500	(7,000)	251,500
Democratization	380,200	(8,000)	372,200	(7,600)	364,600
Rule of Law and Human Rights	<u>335,300</u>	12,000	<u>347,300</u>	<u>(1,700)</u>	<u>345,600</u>
Total	3,544,600	-	3,544,600	(109,800)	3,434,800
<u>Spillover Monitor Mission to Skopje</u>					
Office of Head of Mission	1,264,800	46,500	1,311,300	-	1,311,300
Fund Administration Unit	1,157,800	18,000	1,175,800	-	1,175,800
Common Operational Costs	1,619,300	(27,100)	1,592,200	(23,000)	1,569,200
Confidence Building	778,000	34,600	812,600	(8,000)	804,600
Police Development	1,905,300	(10,000)	1,895,300	(18,000)	1,877,300
Media Development	241,300	(8,000)	233,300	-	233,300
Rule of Law	1,584,500	(16,700)	1,567,800	(18,000)	1,549,800
Public Administration Support	<u>527,800</u>	(37,300)	<u>490,500</u>	<u>(4,000)</u>	<u>486,500</u>
Total	9,078,800	-	9,078,800	(71,000)	9,007,800
<u>Mission to Montenegro</u>					
Office of Head of Mission	346,100	-	346,100	(19,300)	326,800
Fund Administration Unit	235,000	(7,000)	228,000	(4,100)	223,900
Common Operational Costs	456,400	(9,000)	447,400	(6,000)	441,400
Police Affairs	427,700	-	427,700	(15,800)	411,900
Politico-Military Activities	39,200	-	39,200	(15,000)	24,200
Economic and Environmental	97,000	9,000	106,000	(2,300)	103,700
Democratization	346,200	7,000	353,200	(7,300)	345,900
Media	116,500	-	116,500	(3,400)	113,100
Rule of Law and Human Rights	<u>245,400</u>	-	<u>245,400</u>	<u>(13,400)</u>	<u>232,000</u>
Total	2,309,500	-	2,309,500	(86,600)	2,222,900
Total for South-Eastern Europe	71,146,900	-	71,146,900	(4,152,300)	66,994,600
EASTERN EUROPE					
<u>Mission to Moldova</u>					
Office of Head of Mission	345,700	(4,500)	341,200	-	341,200
Fund Administration Unit	170,900	9,000	179,900	-	179,900

2008 YEAR-END UNIFIED BUDGET REVISION (continued)

Fund	2008 Revised Budget (PC.DEC/839, 882)	Transfers as per Fin.Reg. 3.02(b)	Revised Budget after Transfers	Proposed Budget Increases/ (Decreases)	Proposed Year-End Revised Budget
Main Programme Programme	a	b	c = a + b	d	e = c + d
Common Operational Costs	456,600	(7,100)	449,500	-	449,500
Conflict Prevention/Resolution	432,800	(23,500)	409,300	-	409,300
Human Rights Monitoring/Democratization	290,500	17,500	308,000	-	308,000
Anti-Trafficking/Gender	<u>259,900</u>	8,600	<u>268,500</u>	-	<u>268,500</u>
Total	1,956,400	-	1,956,400	-	1,956,400
<u>Project Co-ordinator in Ukraine</u>					
Office of Head of Mission	156,600	-	156,600	(23,700)	132,900
Fund Administration Unit	270,000	8,400	278,400	(15,000)	263,400
Common Operational Costs	266,800	26,600	293,400	-	293,400
Democratization and Good Governance	287,500	(26,600)	260,900	(131,400)	129,500
Rule of Law and Human Rights	771,900	77,100	849,000	(58,400)	790,600
Economic, Environmental and Politico-Military Projects	<u>855,100</u>	(85,500)	<u>769,600</u>	<u>(65,100)</u>	<u>704,500</u>
Total	2,607,900	-	2,607,900	(293,600)	2,314,300
<u>Office in Minsk</u>					
Office of Head of Mission	238,500	-	238,500	(5,000)	233,500
Fund Administration Unit	134,800	-	134,800	(8,000)	126,800
Common Operational Costs	188,200	-	188,200	(19,300)	168,900
Economic and Environmental Activities	197,800	-	197,800	(23,900)	173,900
Institution Building, Rule of Law and Civil Society	<u>203,000</u>	-	<u>203,000</u>	<u>(6,200)</u>	<u>196,800</u>
Total	962,300	-	962,300	(62,400)	899,900
<u>Representative to the Latvian-Russian Joint Commission on Military Pensioner</u>					
Office of Head of Mission	<u>9,600</u>	-	<u>9,600</u>	<u>(2,400)</u>	<u>7,200</u>
Total	9,600	-	9,600	(2,400)	7,200
Total for Eastern Europe	5,536,200	-	5,536,200	(358,400)	5,177,800
CAUCASUS					
<u>Mission to Georgia</u>					
Office of Head of Mission	2,232,000	-	2,232,000	(374,800)	1,857,200
Fund Administration Unit	1,126,300	-	1,126,300	(2,100)	1,124,200
Common Operational Costs	2,606,100	-	2,606,100	(400,000)	2,206,100

2008 YEAR-END UNIFIED BUDGET REVISION (continued)

Fund	2008 Revised Budget (PC.DEC/839, 882)	Transfers as per Fin.Reg. 3.02(b)	Revised Budget after Transfers	Proposed Budget Increases/ (Decreases)	Proposed Year-End Revised Budget
	a	b	c = a + b	d	e = c + d
Main Programme					
Programme					
Political and Military Aspects of Security and Police Activities	1,923,500	-	1,923,500	(288,600)	1,634,900
Economic and Environmental Activities	467,000	-	467,000	(7,900)	459,100
Human Dimension Activities	<u>1,395,800</u>	-	<u>1,395,800</u>	<u>(48,200)</u>	<u>1,347,600</u>
Total	9,750,700	-	9,750,700	(1,121,600)	8,629,100
Office in Yerevan					
Office of Head of Mission	258,200	-	258,200	(2,500)	255,700
Fund Administration Unit	176,300	600	176,900	(2,200)	174,700
Common Operational Costs	374,600	-	374,600	(8,200)	366,400
Politico-Military Activities	428,000	(11,000)	417,000	(20,000)	397,000
Economic and Environmental Activities	450,900	2,400	453,300	(12,700)	440,600
Democratization	276,100	-	276,100	(4,000)	272,100
Human Rights	217,400	3,000	220,400	(14,000)	206,400
Good Governance	<u>341,700</u>	5,000	<u>346,700</u>	<u>(5,000)</u>	<u>341,700</u>
Total	2,523,200	-	2,523,200	(68,600)	2,454,600
Office in Baku					
Office of Head of Mission	215,500	-	215,500	-	215,500
Fund Administration Unit	164,900	8,000	172,900	-	172,900
Common Operational Costs	385,600	-	385,600	-	385,600
Politico-Military Activities	653,900	-	653,900	-	653,900
Economic and Environmental Activities	367,300	(8,000)	359,300	-	359,300
Democratization	341,900	-	341,900	-	341,900
Rule of Law and Human Rights	<u>369,700</u>	-	<u>369,700</u>	-	<u>369,700</u>
Total	2,498,800	-	2,498,800	-	2,498,800
High-Level Planning Group					
Office of Head of Mission	<u>192,200</u>	-	<u>192,200</u>	-	<u>192,200</u>
Total	192,200	-	192,200	-	192,200
The Minsk Process					
Office of Head of Mission	<u>953,300</u>	-	<u>953,300</u>	-	<u>953,300</u>
Total	953,300	-	953,300	-	953,300
Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference					
Office of Head of Mission	566,800	(6,500)	560,300	-	560,300
Fund Administration Unit	178,400	6,000	184,400	-	184,400

2008 YEAR-END UNIFIED BUDGET REVISION (continued)

Fund	2008 Revised Budget (PC.DEC/839, 882)	Transfers as per Fin.Reg. 3.02(b)	Revised Budget after Transfers	Proposed Budget Increases/ (Decreases)	Proposed Year-End Revised Budget
Main Programme Programme	a	b	c = a + b	d	e = c + d
Common Operational Costs	<u>305,700</u>	500	<u>306,200</u>	-	<u>306,200</u>
Total	1,050,900	-	1,050,900	-	1,050,900
Total for Caucasus	16,969,100	-	16,969,100	(1,190,200)	15,778,900
CENTRAL ASIA					
<u>Centre in Astana</u>					
Office of Head of Mission	231,500	(7,200)	224,300	(2,500)	221,800
Fund Administration Unit	226,900	20,100	247,000	-	247,000
Common Operational Costs	390,500	(37,700)	352,800	(1,400)	351,400
Politico-Military Activities	406,900	19,200	426,100	(3,900)	422,200
Economic and Environmental Activities	399,900	11,300	411,200	(2,800)	408,400
Human Dimension Activities	<u>411,900</u>	(5,700)	<u>406,200</u>	<u>(700)</u>	<u>405,500</u>
Total	2,067,600	-	2,067,600	(11,300)	2,056,300
<u>Centre in Ashgabad</u>					
Office of Head of Mission	252,700	(7,400)	245,300	(9,700)	235,600
Fund Administration Unit	136,700	4,700	141,400	-	141,400
Common Operational Costs	216,600	21,300	237,900	(13,400)	224,500
Conflict Prevention and Confidence and Security Building	260,900	(14,000)	246,900	(30,500)	216,400
Economic and Environmental Activities	214,200	6,400	220,600	(8,200)	212,400
Human Dimension Activities	<u>257,000</u>	(11,000)	<u>246,000</u>	<u>(17,500)</u>	<u>228,500</u>
Total	1,338,100	-	1,338,100	(79,300)	1,258,800
<u>Centre in Bishkek</u>					
Office of Head of Mission	783,300	24,000	807,300	-	807,300
Fund Administration Unit	262,400	4,800	267,200	-	267,200
Common Operational Costs	698,100	(36,400)	661,700	-	661,700
Politico-Military Activities	653,600	12,000	665,600	-	665,600
Economic and Environmental Activities	783,100	27,500	810,600	-	810,600
Human Dimension Activities	810,900	43,700	854,600	-	854,600
Police Reform Programme	<u>1,060,500</u>	(75,600)	<u>984,900</u>	-	<u>984,900</u>
Total	5,051,900	-	5,051,900	-	5,051,900
<u>Project Co-ordinator in Uzbekistan</u>					
Office of Head of Mission	189,900	-	189,900	(61,800)	128,100
Fund Administration Unit	73,700	-	73,700	(15,000)	58,700
Common Operational Costs	287,600	-	287,600	(65,000)	222,600
Politico-Military Activities	317,900	-	317,900	(26,400)	291,500

2008 YEAR-END UNIFIED BUDGET REVISION (continued)

Fund	2008 Revised Budget	Transfers as per	Revised Budget after	Proposed Budget	Proposed
Main Programme	(PC.DEC/839,	Fin.Reg.	Budget after	Increases/	Year-End
Programme	882)	3.02(b)	Transfers	(Decreases)	Revised
	a	b	c = a + b	d	Budget
					e = c + d
Economic and Environmental Activities	420,600	-	420,600	(20,100)	400,500
Human Dimension Activities	<u>351,600</u>	-	<u>351,600</u>	<u>(14,400)</u>	<u>337,200</u>
Total	1,641,300	-	1,641,300	(202,700)	1,438,600
Office in Tajikistan*					
Office of Head of Mission	746,200	16,100	762,300	-	762,300
Fund Administration Unit	326,700	(28,500)	298,200	(1,100)	297,100
Common Operational Costs	875,600	48,000	923,600	(9,700)	913,900
Fostering Political Dialogue and Security	347,400	25,300	372,700	(3,200)	369,500
SALW and CA, Mine Action, Anti-Terrorism and Security-Related Activities	607,300	(21,500)	585,800	(800)	585,000
Addressing Environmental Issues — Capacity Building	363,800	34,800	398,600	-	398,600
Supporting Economic Development in Tajikistan	485,700	(48,000)	437,700	(3,800)	433,900
Promoting Democratization in Tajikistan	272,700	(2,700)	270,000	(4,800)	265,200
Fostering Democratization of Media in Tajikistan	389,300	(28,100)	361,200	-	361,200
Gender Awareness and Equality in Tajikistan	<u>310,200</u>	4,600	<u>314,800</u>	<u>-</u>	<u>314,800</u>
Total	4,724,900	-	4,724,900	(23,400)	4,701,500
Total for Central Asia	14,823,800	-	14,823,800	(316,700)	14,507,100
Total for funds related to the OSCE field operations	113,816,900	-	113,816,900	(6,455,100)	107,361,800
Total OSCE Unified Budget	164,168,200	-	164,168,200	(7,793,000)	156,375,200

* Under PC.DEC/852 of 19 June 2008, the Centre in Dushanbe has been renamed as Office in Tajikistan.



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

PC.DEC/890
2 April 2009

Original: ENGLISH

757th Plenary Meeting

PC Journal No. 757, Agenda item 3

**DECISION No. 890
AGENDA, TIMETABLE AND ORGANIZATIONAL MODALITIES OF
THE 2009 OSCE-JAPAN CONFERENCE**

Tokyo, Japan, 10 and 11 June 2009

The Permanent Council,

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

Decides to hold the 2009 OSCE-Japan Conference on the topic “Sharing knowledge and experiences between the OSCE participating States and Asian Partners for Co-operation — Co-operation to address common challenges”;

Taking into account the recommendations contained in its Decision No. 762 on guidelines for organizing OSCE meetings,

Adopts the agenda, timetable and organizational modalities of the Conference, as contained in the annex.

**AGENDA, TIMETABLE AND ORGANIZATIONAL MODALITIES OF
THE 2009 OSCE-JAPAN CONFERENCE ON SHARING KNOWLEDGE
AND EXPERIENCES BETWEEN THE OSCE PARTICIPATING
STATES AND ASIAN PARTNERS FOR CO-OPERATION —
CO-OPERATION TO ADDRESS COMMON CHALLENGES**

Tokyo, Japan, 10 and 11 June 2009

**Co-hosted by the Ministry of Foreign Affairs of Japan and
the Organization for Security and Co-operation in Europe (OSCE)**

I. Agenda

Wednesday, 10 June 2009

- 8.30–9.15 a.m. Registration of participants
- 9.15–10 a.m. Opening session
- Chairperson: Representative of the OSCE Chairperson-in-Office or
representative of the host country
- Representative of the host country
 - Representative of the OSCE Chairperson-in-Office
 - Representative of the Chairmanship of the Contact Group with
the Asian Partners for Co-operation
 - Secretary General of the OSCE
- 10–10.30 a.m. Coffee break
- 10.30 a.m.–1 p.m. Session 1: Enhancing confidence building by military transparency
- Moderator: Representative from an OSCE participating State or Asian
Partner for Co-operation
- Rapporteur: Representative of an OSCE participating State or Asian
Partner for Co-operation
- Speakers
Discussion
Conclusions and remarks by the moderator
- 1–3 p.m. Lunch

3–5.30 p.m. Session 2: Energy security dialogue

Moderator: Representative from an OSCE participating State or Asian Partner for Co-operation

Rapporteur: Representative of an OSCE participating State or Asian Partner for Co-operation

Speakers
Discussion
Conclusions and remarks by the moderator

Thursday, 11 June 2009

9.30–11.30 a.m. Session 3: Civil society development, including the media

Moderator: Representative from an OSCE participating State or Asian Partner for Co-operation

Rapporteur: Representative of an OSCE participating State or Asian Partner for Co-operation

Speakers
Discussion
Conclusions and remarks by the moderator

11.30 a.m.–12 noon Coffee break

12 noon–1.30 p.m. Closing session

Chairperson: Representative of the OSCE Chairperson-in-Office

Reports by session rapporteurs

Discussion and assessment of the OSCE Asian dialogue

Concluding statement by a representative of the host country

Concluding statement by a representative the Chairmanship of the Contact Group with the Asian Partners for Co-operation

1.30 p.m. End of Conference

II. Participation

The OSCE participating States are invited to participate in and contribute to the Conference.

The Partners for Co-operation will be invited to participate in and contribute to the Conference.

The OSCE institutions and the OSCE Parliamentary Assembly will be invited to participate in and contribute to the Conference.

The following international organizations and institutions will be invited to participate in and contribute to the Conference: Association of South-East Asian Nations (ASEAN), ASEAN Regional Forum (ARF), Asia Pacific Economic Co-operation, Central European Initiative, Collective Security Treaty Organization, Conference on Interaction and Confidence-Building Measures in Asia, Council of Europe, Economic Co-operation Organization, Eurasian Economic Community, Executive Committee of the Commonwealth of Independent States, Organization for Democracy and Economic Development — GUAM, International Committee of the Red Cross, International Federation of the Red Cross, North Atlantic Treaty Organization, Organisation for Economic Co-operation and Development, Organization of the Black Sea Economic Co-operation, Organization of the Islamic Conference, Shanghai Co-operation Organization, United Nations, United Nations Assistance Mission in Afghanistan, United Nations Development Programme, United Nations Economic and Social Commission for Asia and the Pacific, United Nations High Commissioner for Refugees, United Nations High Commissioner for Human Rights, United Nations Office on Drugs and Crime, World Customs Organization and the World Bank.

Representatives of the members of the ARF may attend as guests of the host country. Other countries and organizations may also be invited by the host country.

Representatives of non-governmental organizations will be able to attend and contribute to the Conference in accordance with the relevant OSCE provisions and practices (advance registration required).

III. Timetable and other organizational modalities

The Conference will begin at 9.15 a.m. (opening session) on 10 June 2009 and end at 1.30 p.m. on 11 June 2009.

The opening and closing sessions will be chaired by a representative of the OSCE Chairperson-in-Office or a representative of the host country.

Each session will have a moderator and a rapporteur. The consolidated summary will be forwarded to the Permanent Council.

Rules of procedure and working methods of the OSCE will be applied, *mutatis mutandis*, to the Conference.

The opening and closing sessions will be open to the media.

The Conference will be held in Tokyo, Japan.

The working language will be English.



757th Plenary Meeting

PC Journal No. 757, Agenda item 4

**DECISION No. 891
ELECTION SUPPORT TEAM TO AFGHANISTAN**

The Permanent Council,

Recalling the UN Security Council resolution 1868 (2009), which underscores the importance of the upcoming presidential and provincial council elections to Afghanistan's democratic development and which calls for all efforts to be made to ensure the credibility, safety and security of the elections and for members of the international community to provide the necessary assistance,

Taking note of the letter by the Minister for Foreign Affairs of the Islamic Republic of Afghanistan, Dr. Rangin Dadfar Spanta, to the OSCE Chairperson-in-Office of 22 February 2009, inviting the OSCE to support the Presidential and Provincial Council elections in Afghanistan,

Taking into consideration the status of Afghanistan as a Partner for Co-operation of the OSCE, which has an important impact also on neighbouring regions of the OSCE,

Underscoring the importance of democratic elections for fostering democracy and human rights and for furthering stability in Afghanistan, and contributing to international efforts to combat terrorism,

Taking note of Permanent Council Decision No. 622 of 29 July 2004 on sending an OSCE Election Support Team for the Presidential elections in Afghanistan on 9 October 2004 and the recommendations issued by that Support Team on 18 October 2004,

Taking note of Permanent Council Decision No. 686 of 7 July 2005 on sending an OSCE Election Support Team for the National Assembly and Provincial elections in Afghanistan on 18 September 2005 and the recommendations issued by that Support Team on 6 October 2005,

Taking into account conditions in Afghanistan, in particular the security situation,

Decides, as an extraordinary measure, in response to the specific request of the Government of Afghanistan, to send an election support team to be organised by ODIHR to assist government and international efforts on the Presidential and Provincial Council elections in Afghanistan scheduled for August 2009;

Tasks the election support team to prepare a report, to be distributed to participating States, on the electoral process, based on its findings, including a set of recommendations to the Government of Afghanistan for implementation as appropriate in the post-election period, with a view to enhancing the conduct of future elections and improving Afghanistan's legal framework and procedures;

Requests that the ODIHR closely co-ordinate with international and regional election monitoring and support missions in Afghanistan, including the United Nations Assistance Mission in Afghanistan (UNAMA) and the European Union Observation Mission;

Tasks the ODIHR to determine the appropriate size of the election support team, which is not to exceed 50 election staff;

Tasks the Secretariat together with the ODIHR to conduct consultations with the Government of Afghanistan, international military forces and international actors, including the United Nations, in order to spell out clearly in the appropriate form and put in place the necessary security arrangements for the election support team;

Expenses for the election support team will be covered by extrabudgetary contributions;

This decision does not set a precedent for OSCE activities beyond its geographical area of responsibility.

757th Plenary Meeting

PC Journal No. 757, Agenda item 5

**DECISION No. 892
AGENDA, TIMETABLE AND OTHER ORGANIZATIONAL
MODALITIES OF THE 2009 HUMAN DIMENSION SEMINAR**

Warsaw, 12 to 14 May 2009

**Strengthening the rule of law in the OSCE area, with a special focus on the
effective administration of justice**

I. Agenda

1. Opening of the Seminar
2. Opening plenary: keynote addresses
3. Discussion in four working groups
4. Closing plenary: summing up and closing of the Seminar

II. Timetable and other organizational modalities

1. The Seminar will open on Tuesday, 12 May 2009, at 9 a.m. It will close on Thursday, 14 May 2009, at 4.30 p.m.
2. All plenary sessions and working group sessions will be open to all participants.
3. The closing plenary session, scheduled for the afternoon of 14 May 2009, will focus on practical suggestions and recommendations for addressing the issues discussed during the working group sessions.
4. The plenary and working group sessions will take place in accordance with the work programme below.
5. A representative of the ODIHR will chair the plenary sessions.

6. The Rules of Procedure of the OSCE and the modalities for OSCE meetings on human dimension issues (Permanent Council Decision No. 476) will be followed, *mutatis mutandis*, at the Seminar. The guidelines for organizing OSCE meetings (Permanent Council Decision No. 762) will be taken into account.

7. The discussions during the plenary and working group sessions will be interpreted from and into the six working languages of the OSCE.

Working group I: Independence of the judiciary

- Selection and appointment of judges — procedures and safeguards to ensure selection of the most qualified candidates for the judicial profession;
- Judicial tenure, promotion, and remuneration;
- Case assignment procedures — practices that foster greater independence and public confidence in justice administration;
- Complaint mechanisms for judicial misconduct, review and investigation of complaints;
- Disciplinary procedures and guarantees of a fair hearing for judges, disciplinary sanctions;
- The role of judicial self-government in ensuring integrity.

Working group II: Administrative justice: Judicial review of administrative decisions, administrative offences and due process of law

- Judicial review of an administrative decision as an effective remedy — principles and practices;
- Efficient adjudication of administrative cases — lessons learned from the participating States;
- Distinction between criminal and administrative offences — guiding principles;
- Fair trial and due process safeguards for administrative offences;
- Reforms of criminal law and policy and their impact on administrative justice.

Working group III: Administration of justice: Transparency and enforcement

- Public and media access to trials — exchange of best practices and experiences in the OSCE area;
- Trial monitoring, including other independent observation initiatives and their contribution to the improvement of justice administration and enforcement of judicial decisions — exchange of best practices and experiences in the OSCE area;

- Effective and efficient enforcement of judgements as an essential element of justice administration.

Working group IV: Administration of justice: Accountability

- Investigation of complaints of torture or ill-treatment in places of detention;
- Effective national preventive mechanisms against torture, including those under the Optional Protocol to the UN Convention against Torture (OPCAT) and monitoring of police detention.

Work programme

Lunch break: 12 noon–1.30 p.m.

	Tuesday 12 May 2009	Wednesday 13 May 2009	Thursday 14 May 2009
9 a.m.–12 noon	Opening plenary session	WG II	WG IV
1.30–4.30 p.m.	WG I	WG III	Closing plenary session