
Chairmanship: Switzerland**1558th PLENARY MEETING OF THE COUNCIL**

1. Date: Thursday, 19 March 2026 (in the Neuer Saal)

Opened: 10.05 a.m.
Suspended: 12.55 p.m.
Resumed: 3.05 p.m.
Closed: 4.55 p.m.

2. Chairperson: Ambassador R. Nägeli
Mr. N. Plattner

Russian Federation (Annex 1)

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

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

Chairperson, Ukraine (PC.DEL/284/26), United Kingdom, Canada, Cyprus (also on behalf of Albania, Andorra, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Iceland, Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Moldova, Montenegro, the Netherlands, North Macedonia, Norway, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden and Ukraine) (PC.DEL/286/26 OSCE+), Türkiye (PC.DEL/298/26 OSCE+), Moldova (PC.DEL/327/26 OSCE+), Russian Federation (PC.DEL/270/26) (PC.DEL/271/26)

Agenda item 2: REPORT BY THE DIRECTOR OF THE OFFICE FOR
DEMOCRATIC INSTITUTIONS AND HUMAN RIGHTS
(ODIHR)

Chairperson, Director of the Office for Democratic Institutions and Human Rights (ODIHR.GAL/12/26 OSCE+), United States of America, Cyprus-European Union (with Albania, Andorra, Bosnia and Herzegovina, Iceland, Liechtenstein, Moldova, Monaco, Montenegro, North Macedonia, Norway,

San Marino and Ukraine, in alignment) (PC.DEL/312/26), United Kingdom, Ukraine (PC.DEL/285/26), Russian Federation (PC.DEL/262/26), Kazakhstan (PC.DEL/266/26 OSCE+), Canada, Montenegro (PC.DEL/290/26 OSCE+), Türkiye, Azerbaijan (PC.DEL/281/26 OSCE+), Norway (PC.DEL/287/26), Romania, Armenia (PC.DEL/275/26), Holy See (PC.DEL/263/26 OSCE+), Kyrgyzstan, France, Bosnia and Herzegovina (PC.DEL/265/26 OSCE+), Liechtenstein (PC.DEL/264/26 OSCE+), Albania, Sweden (PC.DEL/277/26 OSCE+), Bulgaria (PC.DEL/289/26 OSCE+), Serbia, Finland, Uzbekistan, Turkmenistan, Malta, Moldova, Greece, Poland (PC.DEL/292/26 OSCE+), Belarus (PC.DEL/278/26 OSCE+), Israel (Partner for Co-operation) (PC.DEL/276/26 OSCE+)

Agenda item 3: DECISION ON THE APPROVAL OF THE 2026 UNIFIED BUDGET

Chairperson

Decision: The Permanent Council adopted Decision No. 1526 (PC.DEC/1526) on the approval of the 2026 Unified Budget, the text of which is appended to this journal.

Chairperson, Secretary General, Cyprus (also on behalf of Albania, Andorra, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, the Netherlands, North Macedonia, Poland, Portugal, Romania, San Marino, Slovakia, Slovenia, Spain, Sweden and Ukraine) (interpretative statement, see attachment 1 to the decision), Italy (interpretative statement, see attachment 2 to the decision), Holy See (Annex 2), Canada (also on behalf of Andorra, Cyprus, Denmark, Estonia, Finland, Iceland, Latvia, Lithuania, the Netherlands, Norway, Poland, San Marino and Sweden) (interpretative statement, see attachment 3 to the decision), Serbia (interpretative statement, see attachment 4 to the decision), United Kingdom (interpretative statement, see attachment 5 to the decision), Türkiye, United States of America, Spain (interpretative statement, see attachment 6 to the decision)

Agenda item 4: REVIEW OF CURRENT ISSUES

- (a) *Ongoing attempts by some participating States to undermine efforts at finding a long-term and sustainable peaceful solution to the Ukrainian crisis:* Russian Federation (PC.DEL/273/26)
- (b) *International Day to Combat Islamophobia, observed on 15 March 2026:* Türkiye, Azerbaijan (also on behalf of Kazakhstan, Kyrgyzstan, Tajikistan, Türkiye and Uzbekistan), United Kingdom, Russian Federation (PC.DEL/272/26), Albania (PC.DEL/279/26 OSCE+), Uzbekistan, Turkmenistan, Canada

- (c) *International Francophonie Day, observed on 20 March 2026*: Belgium (also on behalf of Albania, Andorra, Armenia, Austria, Bosnia and Herzegovina, Bulgaria, Canada, Croatia, Cyprus, Czechia, Estonia, France, Georgia, Greece, Hungary, Latvia, Lithuania, Luxembourg, North Macedonia, Moldova, Monaco, Poland, Romania, Slovakia, Slovenia, Switzerland and Ukraine) (PC.DEL/291/26 OSCE+), Italy, Hungary (PC.DEL/280/26 OSCE+)

Agenda item 5: REPORT ON THE ACTIVITIES OF THE
 CHAIRMAN-IN-OFFICE

- (a) *Participation by the Special Representative of the OSCE Chairperson-in-Office on Civil Society, Ms. A. Juvonen, in the Supplementary Human Dimension Meeting on Lawmaking for Democratic Resilience, held on 16 March 2026*: Chairperson
- (b) *Participation by the Personal Representative of the OSCE Chairperson-in-Office on Combating Intolerance and Discrimination against Muslims, Ms. E. Dağdelen Akgün, in the United Nations high-level event marking the International Day to Combat Islamophobia, held in New York on 16 March 2026*: Chairperson
- (c) *Visit of the Special Representative of the OSCE Chairperson-in-Office for the Transnistrian Settlement Process, Mr. T. Lenk, to Moldova in the week of 16 to 20 March 2026*: Chairperson
- (d) *Co-chairing by the Special Representative of the OSCE Chairperson-in-Office for the South Caucasus, Mr. C. Späti, at the Geneva International Discussions on 19 March 2026*: Chairperson

Agenda item 6: REPORT OF THE SECRETARY GENERAL

Announcement of the distribution of a written report of the Secretary General (SEC.GAL/36/26 OSCE+): Representative of the Secretary General

Agenda item 7: ANY OTHER BUSINESS

Parliamentary elections to be held in Armenia on 7 June 2026: Armenia

4. Next meeting:

Thursday, 26 March 2026, at 10 a.m., in the Neuer Saal



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

PC.JOUR/1558
19 March 2026
Annex 1

ENGLISH
Original: RUSSIAN

1558th Plenary Meeting
PC Journal No. 1558, Point 2

**STATEMENT BY
THE DELEGATION OF THE RUSSIAN FEDERATION**

Mr. Chairperson,

It is disappointing that the Swiss Chairmanship-in-Office, bending to the political climate, continues to include a confrontational item on “Russian aggression against Ukraine” in the Permanent Council’s agenda.

Such actions by the Chairmanship are directly incompatible with standing agenda items as established by the Rules of Procedure of the OSCE (chapter IV.1(C)). This precludes the possibility of equal and non-discriminatory participation in a discussion of the developments in and around Ukraine.

The convening of Permanent Council meetings must be fully in line with the Rules of Procedure of the OSCE as regards consultations with all the participating States (paragraphs IV.1(C)1 and IV.1(C)3) and may not run counter to the provisions of the mandate of the Chairmanship-in-Office, which unambiguously obligates the Chairmanship to take the whole spectrum of opinions into account in its actions (Porto Ministerial Council Decision No. 8 of 2002).

We request that this formal reservation be reflected in the journal of today’s meeting of the Permanent Council in accordance with paragraph IV.1(A)6 of the Rules of Procedure of the OSCE.

Thank you for your attention.



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

PC.JOUR/1558

19 March 2026

Annex 2

Original: ENGLISH

1558th Plenary Meeting

PC Journal No. 1558, Agenda item 3

**STATEMENT BY
THE DELEGATION OF THE HOLY SEE**

Mr. Chairperson,

The delegation of the Holy See congratulates the Swiss Chairmanship on securing the adoption, by consensus of all 57 participating States, of the Unified Budget for the current year. While its approval was long overdue, this achievement reflects the result of the Swiss Chairperson-in-Office's dedicated and steadfast efforts, as well as the spirit of collaboration and compromise demonstrated by all participating States.

The adoption of the Unified Budget serves as a timely reminder that, despite the challenges faced, the OSCE remains capable of achieving consensus on critical issues through arduous effort and demanding concessions. Indeed, it is the hope of my delegation that this success may provide the necessary impetus to advance towards other important decisions, such as the designation of the Chairmanship for 2027, which remains an urgent priority for all of us.

Mr. Chairperson,
Dear colleagues,

My sincere congratulations on this important decision. It shows that when we all commit to earnest effort, mutual respect and a willingness to meet one another halfway, we can successfully work together to take decisions that serve the best interests of the Organization and all its participating States.

I would kindly ask that this statement be attached to the journal of the day.

Thank you, Mr. Chairperson.

1558th Plenary Meeting

PC Journal No. 1558, Agenda item 3

DECISION No. 1526
APPROVAL OF THE 2026 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 2026 Unified Budget contained in Annex I;
2. Approves the 2026 Unified Budget Post Table contained in Annex II;

II. Taking note of the Chair's Second Proposal on the 2026 Unified Budget (document PC.ACMF/8/26 of 9 March 2026),

Recognizing that to achieve the 2026 Unified Budget level of spending, the OSCE will incur one-off transition costs,

1. Approves the use of up to 2,880,900 euros from the reported cash surplus to cover the one-off transition costs in line with the overall ceiling contained in Annex III;
2. Tasks the Director for Management and Finance and the Director for Human Resources to jointly prepare a report on the implementation of the transition costs, including actual expenditures funded, and to present it to the Advisory Committee on Management and Finance (ACMF) not later than six months after the adoption of this decision. Further requests the Director of Internal Oversight to ensure proper auditing of the use of the cash surplus to cover transition costs;
3. Decides that eligible staff costs to be funded by the transition costs include only costs related to posts proposed for abolition in the 2026 Unified Budget and which were encumbered as of 30 April 2026;
4. Further decides that any funds allocated to support the transition costs and remaining available at 31 December 2026 shall be treated in accordance with Financial Regulation 7.07;

III. Underlining the importance of the oversight of the OSCE's administrative and financial activities exercised by the participating States, and recalling Permanent Council Decision No. 552 of 27 June 2003, setting out the responsibilities of the ACMF,

1. Tasks the Secretariat and the ACMF with continuing efforts to improve further the programme and budget planning process and the evaluation process within the OSCE in order to increase efficiency, transparency and accountability;
2. Tasks the fund managers with ensuring full compliance of their programme activities with respective mandates and with the body of the OSCE principles, commitments and decisions;
3. Tasks all fund managers with distributing an open-ended list of Unified Budget projects to be undertaken and funded within the 2026 Unified Budget. The project list may be further supplemented by the fund managers within their respective funds, as appropriate, and an updated list should be issued to participating States once a year.

THE 2026 UNIFIED BUDGET

<u>Fund</u>		<u>EUR</u>
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	1,190,000
A.1.2	Security Management	677,300
A.1.3	External Co-operation	602,000
A.1.4	Office of Legal Affairs	681,900
A.1.5	Communication and Media Relations Section	1,198,600
A.1.6	Conference and Language Services	5,872,500
A.2.1	The OSCE Documentation Centre in Prague	612,900
A.2.2	OSG Attribution of Shared Services and Common Corporate Costs	126,100
B.4.1	Gender Issues	<u>405,900</u>
	Total	11,367,200
Chairperson-in-Office		
A.1.1	Short Term Mission/Visits of CiO and PR of the CiO	422,000
A.1.2	Advisory Committee on Management and Finance (ACMF)	10,000
A.1.3	Panel of Adjudicators	32,800
A.1.4	Audit Committee	52,700
A.1.5	External Auditors	82,700
A.2.1	CiO Attribution of Shared Services and Common Corporate Costs	<u>2,500</u>
	Total	602,700
Internal Oversight		
A.1.1	Internal Oversight	1,648,900
A.2.1	OIO Attribution of Shared Services and Common Corporate Costs	<u>29,200</u>
	Total	1,678,100
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings		
A.2.1	CTHB Attribution of Shared Services and Common Corporate Costs	19,800

THE 2026 UNIFIED BUDGET (continued)

Fund		
Main Programme		
Programme		EUR
B.4.1	Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	<u>956,200</u>
	Total	976,000
	Addressing Transnational Threats	
A.2.1	ATT Attribution of Shared Services and Common Corporate Costs	57,900
B.4.1	Co-ordination of TNT Activities	562,000
B.4.2	Strategic Police Matters Unit	714,300
B.4.3	Action against Terrorism	588,700
B.4.4	Border Security and Management	<u>584,600</u>
	Total	2,507,500
	Activities Relating to the Economic and Environmental Aspects of Security	
A.2.1	OCEEA Attribution of Shared Services and Common Corporate Costs	34,600
B.2.1	Co-ordinator of OSCE Economic and Environmental Activities	1,797,700
B.2.2	Economic and Environmental Forum	<u>200,000</u>
	Total	2,032,300
	Conflict Prevention	
A.1.1	CPC Direction and Management	574,200
A.1.2	CPC Support for SG	10,000
A.1.3	Policy Support Service	1,501,700
A.1.4	Programming and Evaluation Support Unit	544,400
A.2.1	CPC Attribution of Shared Services and Common Corporate Costs	74,900
B.1.1	FSC Chairmanship	10,500
B.1.2	FSC and Operations Support Service	<u>2,047,400</u>
	Total	4,763,100
	Human Resources Management	
A.1.1	Ethics and Informal Resolution Function	139,700
A.2.1	Department of Human Resources	3,592,400
A.2.2	DHR Attribution of Shared Services and Common Corporate Costs	<u>60,000</u>
	Total	3,792,100

THE 2026 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
Department of Management and Finance	
A.2.1 Budget Finance and Compliance	2,687,000
A.2.2 Information and Communication Technology Services	5,673,600
A.2.3 Mission Support Service	3,200,700
A.2.4 DMF Attribution of Shared Services and Common Corporate Costs	<u>176,800</u>
Total	11,738,100
Total for the Secretariat	39,457,100
<u>Office for Democratic Institutions and Human Rights</u>	
A.1.1 Direction and Policy	1,167,800
A.2.1 Fund Administration Unit	2,601,800
A.2.2 Attribution of Shared Services and Common Corporate Costs	223,800
B.3.1 Human Dimension Meetings	595,700
B.3.2 Democratization	1,594,500
B.3.3 Human Rights	1,177,000
B.3.4 Elections	6,012,100
B.3.5 Tolerance and Non-Discrimination	1,259,400
B.3.6 Roma and Sinti Issues	<u>434,000</u>
Total	15,066,100
<u>High Commissioner on National Minorities</u>	
A.2.1 Fund Administration Unit	549,600
A.2.2 Attribution of Shared Services and Common Corporate Costs	57,000
B.1.1 Office of the High Commissioner	<u>2,613,800</u>
Total	3,220,400
<u>Representative on Freedom of the Media</u>	
A.1.1 Freedom of the Media	1,456,400
A.2.1 Attribution of Shared Services and Common Corporate Costs	<u>22,100</u>
Total	1,478,500
TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS	59,222,100

THE 2026 UNIFIED BUDGET (continued)

<u>Fund</u>		EUR
Main Programme		
Programme		
<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>		
SOUTH-EASTERN EUROPE		
<u>Mission in Kosovo</u>		
A.1.1	Office of Head of Mission	2,480,900
A.2.1	Fund Administration Unit	4,552,700
A.2.2	Attribution of Shared Services and Common Corporate Costs	732,800
B.1.1	Security and Public Safety	1,366,400
B.3.1	Democratization	1,549,500
B.3.2	Human Rights and Communities	<u>5,182,600</u>
	Total	15,864,900
<u>Mission to Bosnia and Herzegovina</u>		
A.1.1	Office of Head of Mission	2,234,400
A.2.1	Fund Administration Unit	3,121,400
A.2.2	Attribution of Shared Services and Common Corporate Costs	456,100
B.1.1	Security Co-operation	556,300
B.3.1	Human Dimension	<u>4,267,600</u>
Shared Services in Bosnia and Herzegovina		
A.2.1	Shared Services in Bosnia and Herzegovina	=
	Total	10,635,800
<u>Mission to Serbia</u>		
A.1.1	Office of Head of Mission	954,500
A.2.1	Fund Administration Unit	1,534,100
A.2.2	Attribution of Shared Services and Common Corporate Costs	169,800
B.1.1	Security Co-operation	815,300
B.3.1	Democratization	936,100
B.3.2	Media	394,200
B.3.3	Rule of Law and Human Rights	<u>916,600</u>
	Total	5,720,600
<u>Presence in Albania</u>		
A.1.1	Office of Head of Mission	531,700
A.2.1	Fund Administration Unit	894,100

THE 2026 UNIFIED BUDGET (continued)

<u>Fund</u>		
Main Programme		
Programme		EUR
A.2.2	Attribution of Shared Services and Common Corporate Costs	111,100
B.1.1	Security Co-operation	285,200
B.2.1	Governance in Economic and Environmental Issues	291,200
B.3.1	Democratization	345,400
B.3.2	Rule of Law and Human Rights	<u>275,600</u>
	Total	2,734,300
<u>Mission to Skopje</u>		
A.1.1	Office of Head of Mission	1,189,200
A.2.1	Fund Administration Unit	1,674,600
A.2.2	Attribution of Shared Services and Common Corporate Costs	224,700
B.1.1	Community Outreach	567,700
B.1.2	Criminal Justice and Police Reform	930,500
B.3.1	Democratization	663,000
B.3.2	Rule of Law and Human Rights	<u>683,900</u>
	Total	5,933,600
<u>Mission to Montenegro</u>		
A.1.1	Office of Head of Mission	322,800
A.2.1	Fund Administration Unit	513,900
A.2.2	Attribution of Shared Services and Common Corporate Costs	64,500
B.3.1	Democratization	402,900
B.3.2	Media	324,500
B.4.1	Security Co-operation and Governance	<u>350,900</u>
	Total	1,979,500
	Total for South-Eastern Europe	42,868,700
EASTERN EUROPE		
<u>Mission to Moldova</u>		
A.1.1	Office of Head of Mission	419,800
A.2.1	Fund Administration Unit	769,500
A.2.2	Attribution of Shared Services and Common Corporate Costs	94,000
B.1.1	Conflict Prevention/Resolution	488,600
B.3.1	Human Dimension	<u>346,600</u>
	Total	2,118,500

THE 2026 UNIFIED BUDGET (continued)

<u>Fund</u>		EUR
Main Programme		
Programme		
<u>Representative to the Latvian-Russian Joint Commission on Military Pensioners</u>		
A.1.1	Office of Head of Mission	5,100
	Total	5,100
	Total for Eastern Europe	2,123,600
CENTRAL ASIA		
<u>Programme Office in Astana</u>		
A.1.1	Office of Head of Mission	220,800
A.2.1	Fund Administration Unit	621,700
A.2.2	Attribution of Shared Services and Common Corporate Costs	67,000
B.1.1	Politico-Military Activities	390,200
B.2.1	Economic and Environmental Activities	389,800
B.3.1	Human Dimension Activities	386,800
	Total	2,076,300
<u>Centre in Ashgabat</u>		
A.1.1	Office of Head of Mission	395,900
A.2.1	Fund Administration Unit	483,100
A.2.2	Attribution of Shared Services and Common Corporate Costs	56,300
B.1.1	Conflict Prevention and Confidence- and Security-Building	201,800
B.2.1	Economic and Environmental Activities	222,000
B.3.1	Human Dimension Activities	201,700
	Total	1,560,800
<u>Programme Office in Bishkek</u>		
A.1.1	Office of Head of Mission	1,206,300
A.2.1	Fund Administration Unit	1,451,900
A.2.2	Attribution of Shared Services and Common Corporate Costs	161,000
B.1.1	Politico-Military Activities	1,187,600
B.2.1	Economic and Environmental Activities	1,211,600
B.3.1	Human Dimension Activities	1,007,000
	Total	6,225,400
<u>Project Co-ordinator in Uzbekistan</u>		
A.1.1	Office of Head of Mission	237,900

THE 2026 UNIFIED BUDGET (continued)

<u>Fund</u>	EUR
Main Programme	
Programme	
A.2.1	587,400
A.2.2	57,400
B.1.1	455,800
B.2.1	529,600
B.3.1	453,400
Total	2,321,500
<u>Programme Office in Dushanbe</u>	
A.1.1	1,070,100
A.2.1	1,731,500
A.2.2	199,400
B.1.1	1,666,800
B.2.1	970,400
B.3.1	1,044,900
Total	6,683,100
Total for Central Asia	18,867,100
TOTAL FOR FUNDS RELATED TO OSCE FIELD OPERATIONS	63,859,400
GRAND TOTAL	123,081,500

POST TABLE

<u>Fund</u>			
Main Programme	Post	Number	
Programme	Grade	of Posts	Note
Post Title			
<u>I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS</u>			
<u>The Secretariat</u>			
Secretary General and Central Services			
A.1.1 Executive Management			
Secretary General	SG	1.0	
Director, Office of the Secretary General	D1	1.0	
Senior Adviser	P4	1.0	
Senior Special Adviser	P4	1.0	
Adviser on Youth and Security	S	1.0	
Executive Officer	S	3.0	
Senior Executive Officer	S	1.0	
Senior Executive Assistant	G6	1.0	
Executive Assistant	G5	2.0	
Driver	G3	1.0	
A.1.2 Security Management			
Head, Security Management	P5	1.0	
Field Security Officer	P3	1.0	
Security Officer	S	1.0	
Associate Security Officer, Training	S	1.0	New post
Associate Security Project Officer	S	1.0	New post
Security Associate	G6	1.0	
Security Management Assistant	G5	1.0	
Administrative Assistant	G3	1.0	
Security Guard	G3	2.0	
A.1.3 External Co-operation			
Head, External Co-operation Section	P5	1.0	
Senior External Co-operation Officer	P4	2.0	
Senior External Co-operation Officer	S	1.0	
Senior Resource Mobilization Adviser	S	1.0	Change from programme Executive Management
Executive Assistant	G4	1.0	
A.1.4 Office of Legal Affairs			
Head, Office of Legal Affairs	P5	1.0	

POST TABLE (continued)

Fund				
Main Programme		Post	Number	
Programme		Grade	of Posts	Note
Post Title				
Legal Adviser		P3	2.0	
Associate Legal Officer		P2	1.0	
Associate Legal Officer		S	1.0	
Deputy Head, Office of Legal Affairs		S	1.0	New post
Legal Officer		S	2.0	
Legal Administrator		G5	1.0	
Office Clerk		G3	1.0	Downgrade
A.1.5 Communication and Media Relations Section				
Head of COMMS		P5	1.0	
Chief, Digital Strategy and Communications		P4	1.0	
Communications Officer		P3	4.0	
Strategic Communications Officer		P3	1.0	
Communications Officer		S	1.0	New post
Internal Communications Officer		S	1.0	
Associate Communications Officer		S	1.0	New post
Administrative Assistant		G5	1.0	
Media Assistant		G5	1.0	Downgrade
A.1.6 Conference and Language Services				
Head, Conference Services		P5	1.0	
Chief Linguist		P4	1.0	
Conference Officer		P3	0.5	Change to part-time
Senior Language Services Assistant		G6	1.0	
Senior Meetings Assistant		G6	3.0	
Supervisor, Documents Control Unit		G6	1.0	
Supervisor, Meetings Support and Documents Unit		G6	1.0	
Assistant Supervisor, Documents Control		G5	1.0	
Assistant Supervisor, Meetings Support and Documents Unit		G5	1.0	
Protocol Administrator		G5	1.0	
Administrator		G5	1.0	
Administrative Assistant		G4	0.5	New post
Administrative Assistant		G4	1.0	
Documents and Meetings Support Assistant		G4	5.5	
Language Assistant		G4	6.3	Change to part-time
Meetings Assistant		G4	1.0	
Support Services Assistant		G4	1.0	
Technical Assistant		G4	0.5	Change to part-time

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Language Technology Assistant	G4	0.5	
Conference Support Clerk	G2	3.0	
A.2.1 The OSCE Documentation Centre in Prague			
Associate Records Management Officer	P2	1.0	
Head of Documentation Centre	S	1.0	
Senior Documentation and Information Associate	G7	1.0	
Senior Finance and Administrative Assistant	G6	1.0	
Senior Information Technology Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Archive Administrator	G5	1.0	
Records Management Assistant	G4	2.0	
Registry Assistant	G4	1.0	
Cleaner/Events Support	G2	1.0	
B.4.1 Gender Issues			
Senior Adviser on Gender Issues	P5	1.0	
Adviser on Gender Equality	P3	1.0	
Adviser on Gender Issues	S	3.0	
Senior Co-ordination Adviser	S	1.0	
Adviser on Gender Equality	S	1.0	
Communications/Programme Assistant	G5	1.0	
Chairperson-in-Office			
A.1.4 Audit Committee			
Senior Administrative Assistant	G6	0.2	Full-time post funded for 20 per cent under Audit Committee
Internal Oversight			
A.1.1 Internal Oversight			
Director of Internal Oversight	D1	1.0	
Head, Internal Audit/Deputy Director	P5	1.0	
Senior Investigator	P4	1.0	
Senior Auditor/Deputy Head, Internal Audit	P4	1.0	
Chief Evaluator	P4	1.0	Downgrade
Auditor	P3	3.0	
Evaluation Officer	P3	1.0	Downgrade
Associate Investigation Officer	P2	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Associate Investigation Officer	S	1.0	
Evaluation Officer	S	1.0	
Senior Auditor	S	1.0	New post
Senior Evaluator	S	1.0	
Investigator	S	1.0	New post
Senior Administrative Assistant	G6	0.8	Full-time post funded for 80 per cent under Internal Oversight
Audit Associate	G6	1.0	
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
B.4.1 Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings			
Senior Co-ordination Adviser	P4	1.0	
Programme and Capacity-Building Officer	P3	1.0	
Programme Officer	P3	1.0	
Associate Country Visit Officer	P2	1.0	
Associate Officer on CTHB	P2	1.0	
Assistant Officer on CTHB	P1	1.0	
Associate Public Information Officer	S	1.0	
Deputy Co-ordinator, Combating Trafficking In Human Beings	S	1.0	
Executive Programme Officer	S	1.0	
Programme Officer	S	1.0	New post
Senior Adviser	S	1.0	
Special Representative	S	1.0	
Senior Secretary	G5	1.0	
Administrative Assistant	G4	1.0	
Addressing Transnational Threats			
B.4.1 Co-ordination of TNT Activities			
Co-ordinator of Activities to Address Transnational Threats	D1	1.0	
Cybersecurity Officer	P3	1.0	
Analysis and Co-ordination Officer	P3	1.0	
Policy and Co-ordination Officer	S	1.0	
Office Assistant	G4	1.0	Change from programme Action against Terrorism

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.4.2 Strategic Police Matters Unit			
Deputy Head of SPMU, Adviser on Cybercrime	P4	1.0	
Senior Programme and Analysis Officer	P4	1.0	
Senior Police Affairs Adviser, Illicit Drugs and SALW	P4	1.0	
Adviser on Fight against Organized Crime	S	1.0	
Criminal Justice Adviser	S	1.0	
Head, Strategic Police Matters Unit	S	1.0	
Police Affairs Officer, Adviser on Community Policing	S	1.0	
Police Affairs Officer, Adviser on Police Reform	S	1.0	
Administrative Assistant	G5	1.0	
B.4.3 Action against Terrorism			
Programme Officer	P3	1.0	
Associate Programme Officer	P2	1.0	
Associate Programme Officer	P2	1.0	Downgrade as of 1 April 2026
Counter-Terrorism Officer	S	1.0	
Head, Anti-Terrorism Issues	S	1.0	
Senior Adviser on Anti-Terrorism Issues	S	1.0	
Senior Legal Counter-Terrorism Adviser	S	1.0	
Programme Administrator	G5	1.0	
B.4.4 Border Security and Management			
Border Management Officer	P3	1.0	
Customs Adviser	P3	1.0	
Associate Programme Officer	P2	1.0	
Border Adviser	S	1.0	
Head, Border Security and Management Unit	S	1.0	
Programme Assistant	G4	1.0	
Activities Relating to the Economic and Environmental Aspects of Security			
B.2.1 Co-ordinator of OSCE Economic and Environmental Activities			
Co-ordinator of OSCE Economic and Environmental Activities	D1	1.0	
Deputy Co-ordinator/Head, Economic Activities	P5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Deputy Co-ordinator/Head, Environmental Activities	P5	1.0	
Senior Economic and Environmental Officer	P4	1.0	
Senior Economic Officer	P4	1.0	
Economic Adviser	P3	1.0	
Environmental Programme Officer	P3	1.0	
Associate Anti-Corruption Officer	P2	1.0	
Associate Environmental Affairs Officer	P2	1.0	
Economic Affairs Officer	S	1.0	New post
Economic Affairs Officer	S	2.0	
Economic and Environmental Officer	S	1.0	
Economic Connectivity Officer	S	1.0	
Environmental Affairs Adviser	S	1.0	
Environmental Governance Officer	S	1.0	
Senior Environmental Affairs Adviser	S	0.8	New post
Programme Officer, Energy Security	S	1.0	
Climate Affairs Adviser	S	1.0	New post
Senior Energy Security Adviser	S	1.0	
Executive Secretary	G6	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	2.0	
Administrative Assistant	G4	1.0	
Conflict Prevention			
A.1.1 CPC Direction and Management			
Director of the CPC/Deputy Head of the OSCE Secretariat	D2	1.0	
Senior Adviser	P4	1.0	Change from programme Policy Support Service
Senior Adviser	S	1.0	
Senior Planning and Co-ordination Assistant	G6	1.0	New post
Senior Secretary	G5	1.0	
A.1.3 Policy Support Service			
Deputy Director for Policy Support Service	P5	1.0	
Senior Policy Support Officer	P4	1.0	Transfer from Augmentations
Senior Policy Support Officer	P4	2.0	
Policy Support Officer	P3	1.0	Transfer from Augmentations
Policy Support Officer	P3	3.0	

POST TABLE (continued)

Fund				
Main Programme	Post	Number		Note
Programme	Grade	of Posts		
Post Title				
Mediation Support Officer	S	2.0		Change from programme Operations Service
Policy Support Officer	S	5.0		
Senior Policy Support Officer	S	1.0		New post
Senior Mediation Support Officer	S	1.0		Change from programme Operations Service
Senior Policy Support Assistant	G6	1.0		
Policy Support Assistant	G5	1.0		Downgrade
Policy Support Service Assistant	G4	1.0		
A.1.4 Programming and Evaluation Support Unit				
Chief, Programming and Evaluation Support Unit	P4	1.0		
Programming and Project Management Support Officer	P3	1.0		
Associate Project Management Support Officer	P2	0.8		Change to part-time
Associate Project Co-ordination Officer	S	1.0		
Project Monitoring Support Officer	S	1.0		New post
Senior Project Assistant, Extrabudgetary Contributions	G6	1.0		
Project Assistant	G5	1.0		Downgrade
B.1.2 FSC and Operations Support Service				
Deputy Director CPC for FSC and Operations Support Service	P5	1.0		Change from programme Operations Service
Chief, FSC Support Unit	P4	1.0		Change from programme FSC Support
Chief, Operations Support Unit	P4	1.0		Change from programme Operations Service
Chief, FSC Projects Unit	P4	1.0		Upgrade as of 1 October 2026, change from programme FSC Support
Network and CSBM Officer	P3	1.0		Change from programme FSC Support
Associate Project Officer	P2	1.0		Change from programme FSC Support
Operational Support Officer	P2	1.0		Downgrade, change from programme Operations Service

POST TABLE (continued)

Fund	Post Grade	Number of Posts	Note
Main Programme			
Programme			
Post Title			
Analyst/Researcher	S	1.0	Change from programme Operations Service
Associate FSC Support Officer	S	1.0	Change from programme FSC Support
Operational Support Officer	S	1.0	Change from programme Operations Service
Project Officer	S	1.0	Change from programme FSC Support
Head, Situation/Communications Room	S	1.0	Change from programme Operations Service
Senior Network and Applications Assistant	G6	1.0	Upgrade, change from programme Communications and Technology Unit
Senior Network Management Assistant	G6	1.0	New post
Duty Officer	G5	3.0	Change from programme Operations Service
Programme Assistant	G5	1.0	Change from programme FSC Support
Operations Assistant	G5	0.5	Change from programme Operations Service, change to part-time and downgrade
Executive Assistant	G4	1.0	Change from programme Operations Service
Systems and Office Assistant	G4	1.0	Change from programme FSC Support
Human Resources Management			
A.1.1 Ethics and Informal Resolution			
Function			
OSCE Ethics/Mediation Co-ordinator	P4	0.9	Change from programme Department of Human Resources and change in FTE
Informal Resolution Officer	S	1.0	Change from programme Department of Human Resources
Informal Resolution Officer	S	1.0	Change from programme Executive Management

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.2.1 Department of Human Resources			
Director for Human Resources	D1	1.0	
Deputy Director for Human Resources	P5	1.0	
Chief, Talent Acquisition	P4	1.0	
Chief, HR Administration and Policy	P4	1.0	
Chief, Talent and Organizational Development	P4	1.0	
Chief, HR Analytics, Systems and Payroll	P4	1.0	
Human Resources Officer	P3	1.0	
Talent Acquisition Officer	P3	1.0	
Talent Development Officer	P3	1.0	
HR Policy and Employee Relations Officer	P3	1.0	
Associate HR Co-ordination Officer	P2	1.0	Downgrade
Talent Acquisition Officer	S	1.0	
HR Policy and Employee Relations Officer	S	1.0	
Senior Psychologist	S	1.0	New post
Organizational Development Officer	S	1.0	
OSCE Chief Medical Officer	S	1.0	
Associate Employee Relations Officer	S	1.0	
Talent Acquisition and Outreach Officer	S	1.0	New post
HR Digital Innovation Officer	S	1.0	New post
Talent Acquisition Associate	G6	2.0	
People Analytics Associate	G6	1.0	
Payroll Associate	G6	1.0	
Executive Assistant	G5	1.0	
Payroll Assistant	G5	1.0	Downgrade
Talent Acquisition Assistant	G5	2.0	
Talent Development Assistant	G5	2.0	
HR Administration Assistant	G5	2.0	Downgrade
HR Administration Assistant	G5	2.0	
Talent Acquisition/HR Systems Assistant	G5	1.0	
Human Resources Assistant	G4	1.0	
Talent Acquisition Assistant	G4	2.0	
Talent Development Assistant	G4	1.0	Downgrade
HR Administration Assistant	G4	1.0	
Department of Management and Finance			
A.2.1 Budget Finance and Compliance			
Director for Management and Finance	D1	1.0	Change from programme Management and Co-ordination

POST TABLE (continued)

Fund				
Main Programme		Post	Number	
Programme		Grade	of Posts	Note
Post Title				
Chief, Accounts and Treasury Unit		P4	1.0	Change from programme Budget and Finance Services
Chief, Integrated Resource Management Unit		P4	1.0	Change from programme Budget and Finance Services
Budget Officer		P3	1.0	Change from programme Budget and Finance Services
Extrabudgetary Contributions Officer		P3	1.0	Change from programme Budget and Finance Services
Finance Officer		P3	2.0	Change from programme Budget and Finance Services
Extrabudgetary Contributions and Financial Analysis Officer		P3	1.0	Downgrade, change from programme Budget and Finance Services
Risk Management, Compliance and Information Security Officer		P3	1.0	Change from programme Management and Co-ordination
Associate Co-ordination Officer		P2	1.0	Change from programme Management and Co-ordination
Associate Budget Officer		P2	1.0	Change from programme Budget and Finance Services
Associate Extrabudgetary Contributions Officer		S	1.0	Change from programme Budget and Finance Services
Senior Accounting Assistant		G6	1.0	Change from programme Budget and Finance Services
Senior Extrabudgetary Contributions Assistant		G6	1.0	Change from programme Budget and Finance Services
Senior Finance Assistant		G6	1.0	Downgrade, change from programme Budget and Finance Services

POST TABLE (continued)

Fund				
Main Programme		Post Grade	Number of Posts	Note
Programme				
Post Title				
Senior Treasury Assistant		G6	1.0	Change from programme Budget and Finance Services
Risk Management and Compliance Assistant		G6	1.0	Change from programme Management and Co-ordination
Administrative Assistant		G5	1.0	Change from programme Management and Co-ordination
Budget Assistant		G5	2.0	Change from programme Budget and Finance Services
Finance Assistant		G5	1.0	Change from programme Budget and Finance Services
Treasury Assistant		G5	1.0	Change from programme Budget and Finance Services
Finance Assistant		G4	3.0	Change from programme Budget and Finance Services
A.2.2 Information and Communication				
Technology Services				
Deputy Director, Head of ICTS		P5	1.0	
Chief, Software Development		P4	1.0	
Chief, ICT Functional Support		P4	1.0	
Chief, ICT Infrastructure Operations		P4	1.0	
Chief, ICT Service and Support		P4	1.0	Transfer from Augmentations
Oracle Platform Specialist		P3	1.0	
Associate Software Development Officer		P2	1.0	Transfer from Augmentations
Senior ERP Applications Assistant		G7	1.0	Transfer from Augmentations
Senior ERP Applications Assistant		G7	3.0	
Senior ICT Systems Administrator		G7	1.0	Transfer from Augmentations
Senior ICT Systems Administrator		G7	2.0	
Senior ERP Applications Assistant		G6	1.0	

POST TABLE (continued)

Fund				
Main Programme	Post	Number		Note
Programme	Grade	of Posts		
Post Title				
Senior ICT Support Assistant	G6	1.0		Transfer from Augmentations
Senior ICT Support Assistant	G6	1.0		
Senior Programme Assistant	G6	1.0		
Senior ICT Systems Administrator	G6	2.0		Transfer from Augmentations
Senior ICT Systems Administrator	G6	2.0		
Senior Software Development Assistant	G6	5.0		
ICT Support Assistant	G5	4.0		
ICT Communications Assistant	G5	1.0		
ICT Support Assistant	G4	1.0		
A.2.3 Mission Support Service				
Deputy Director, Head of MSS	P5	1.0		
Chief, Asset, Logistics and Travel Support Unit	P4	1.0		
Chief, Procurement and Contracting Unit	P4	1.0		
Chief, Facilities Management	P3	1.0		
Logistics and Transport Officer	P3	1.0		
Procurement Officer	P3	1.0		Transfer from Augmentations
Travel Officer	P3	1.0		Transfer from Augmentations
Associate Procurement Officer	P2	1.0		
Data and Business Process Analytics Officer	S	1.0		New post
Senior Asset Management Associate	G7	1.0		
Senior Asset Management Assistant	G6	1.0		
Senior Building Maintenance Assistant	G6	1.0		
Senior Contracts Assistant	G6	1.0		Transfer from Augmentations
Senior Logistics/Transport Assistant	G6	1.0		Transfer from Augmentations
Senior Procurement Assistant	G6	1.0		Transfer from Augmentations
Senior Travel Assistant	G6	1.0		
Building Maintenance Assistant	G5	1.0		
Procurement Information Assistant	G5	1.0		
Procurement/Administrative Assistant	G5	1.0		
Warehouse Assistant	G5	1.0		
Mail and Logistics Assistant	G4	1.0		Full-time post budgeted for five months in 2021
Building Support Clerk	G3	1.0		

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Warehouse Clerk	G3	1.0	
Driver	G2	1.0	
Manual Worker	G2	1.0	
Cleaner	G1	6.0	
Total for the Secretariat		<u>368.8</u>	
<u>Office for Democratic Institutions and Human Rights</u>			
A.1.1 Direction and Policy			
Director of ODIHR	D/ODI	1.0	
First Deputy Director of ODIHR	D1	1.0	
Second Deputy Director of ODIHR	P5	1.0	
Project Co-ordinator	P4	1.0	
Editor	P3	1.0	
Associate Web Editor	P2	1.0	
Ethics Adviser	S	1.0	
Legal Adviser	S	1.0	
Policy and Fundraising Adviser	S	1.0	
Senior Political Adviser/Head of Director's Office	S	1.0	
Special Adviser	S	1.0	
Special Adviser/Director's Representative in Vienna	S	1.0	
Spokesperson/Senior Press and Public Information Officer	S	1.0	New post
Executive Assistant	G7	1.0	
Press and Public Affairs Assistant	G5	1.0	
Administrative Assistant/Human Dimension Meetings Assistant	G5	1.0	
A.2.1 Fund Administration Unit			
Chief of Finance/Deputy Head, Common Services	P4	1.0	
Chief, Human Resources Unit	P3	1.0	
Chief, ICT	P3	1.0	
Logistics and Security Officer	P3	1.0	
Procurement Officer	P3	1.0	
Associate Finance Officer, Elections	P2	1.0	
Associate Procurement and Contracting Officer, EOM	P2	3.0	
Senior Finance Assistant	G7	1.0	

POST TABLE (continued)

Fund				
Main Programme		Post	Number	
Programme		Grade	of Posts	Note
Post Title				
Senior Administrative Assistant		G6	1.0	Downgrade
Senior Budget Assistant		G6	1.0	
Senior Finance Assistant		G6	1.0	
Senior Human Resources Assistant		G6	1.0	
Senior ICT Assistant		G6	1.0	
Senior IT Assistant		G6	2.0	
Senior Procurement Assistant		G6	1.0	
Senior Procurement/Asset Management Assistant		G6	1.0	
Senior Recruitment Assistant		G6	1.0	
Administrative Assistant		G5	1.0	
Budget Assistant		G5	6.0	
Documents and Records Management Assistant		G5	1.0	
Finance Assistant		G5	1.0	
ICT Assistant		G5	2.0	
Logistics and Shipping Assistant		G5	1.0	
Personnel/Training Assistant		G5	1.0	
Procurement Assistant		G5	1.0	Change to full-time
Supply Assistant		G5	1.0	
Treasury Assistant		G5	1.0	
Documents and Records Management Assistant		G4	1.0	
Front Office Clerk		G3	1.0	
Senior Driver		G3	1.0	
B.3.1 Human Dimension Meetings				
Human Dimension Meetings Officer		P2	1.0	
Senior Human Dimension Meetings Assistant		G6	1.0	
B.3.2 Democratization				
Head, Democratization Department		P5	1.0	
Chief, Democratic Governance and Gender Unit		P4	1.0	
Chief, Legislative Support Unit		P4	1.0	
Deputy Head, Democratization Department		P4	1.0	Transfer from Augmentations
Legislative Support Officer		P3	2.0	
Migration/Freedom of Movement Adviser		P3	1.0	
Rule of Law Adviser		P3	1.0	
Associate Democratic Governance Officer		P2	1.0	
Associate Gender Officer		P2	1.0	
Adviser on Gender Issues		S	1.0	New post

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Associate Democratic Governance Officer	S	2.0	
Legal Officer	S	1.0	
Migration/Freedom of Movement Adviser	S	1.0	New post
Rule of Law Officer	S	3.0	
Senior Administrative Assistant	G6	2.0	
Administrative Assistant	G5	2.0	
B.3.3 Human Rights			
Head, Human Rights Department	P5	1.0	
Deputy Head, Human Rights Department	P4	1.0	
Human Rights Adviser	P3	1.0	
Human Rights Adviser, Capacity-Building Co-ordinator	P3	1.0	
Human Rights Adviser/Monitoring and Response Co-ordinator	P3	1.0	
Adviser on Freedom of Religion or Belief	P3	1.0	Downgrade
Adviser on Anti-Trafficking Issues	S	1.0	
Adviser on Human Rights and New Technologies	S	1.0	
Adviser on Torture Prevention	S	1.0	
Associate Human Rights Officer	S	1.0	
Human Rights Adviser	S	1.0	
Human Rights Officer	S	1.0	
Associate Human Rights Officer, Anti-Terrorism Issues	S	1.0	New post
Officer on Human Rights of Children	S	1.0	New post
Adviser on Anti-Terrorism Issues	S	1.0	New post
Senior Administrative Assistant	G6	1.0	
Administrative Assistant	G5	1.5	
B.3.4 Elections			
Head, Election Department	P5	1.0	
Deputy Head, Election Department	P4	1.0	
Senior Election Adviser	P4	2.0	
Election Adviser	P3	6.0	
Technical Assistance Adviser	S	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Documents Management Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Administrative/Travel Assistant	G5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
B.3.5 Tolerance and Non-Discrimination			
Head, Tolerance and Non-Discrimination	P5	1.0	
Deputy Head, Tolerance and Non-Discrimination	P4	1.0	
Adviser on Combating Anti-Semitism	P3	1.0	
Adviser on Combating Racism and Xenophobia	P3	1.0	
Hate Crime Officer	P3	1.0	
Adviser on Combating Intolerance Against Muslims	P3	1.0	
Assistant Hate Crime Officer	P1	1.0	
Adviser on Civil Society Relations	S	1.0	
Associate Web Editor	S	1.0	New post
Gender Adviser for Tolerance and Non-Discrimination	S	1.0	
Hate Crime Officer	S	1.0	
Senior Administrative Assistant	G6	1.0	
Administrative Assistant	G5	1.0	
Information Management Assistant	G5	1.0	
B.3.6 Roma and Sinti Issues			
Senior Adviser on Roma and Sinti Issues, Chief of the CPRSI	P4	1.0	
Associate Programme Officer, Roma and Sinti Issues	P2	2.0	
Adviser on Roma and Sinti Issues	S	1.0	
Associate Programme Officer, Roma and Sinti Issues	S	1.0	
Administrative Assistant	G5	1.0	
<u>Total for the Office for Democratic Institutions and Human Rights</u>		<u>131.5</u>	
<u>High Commissioner on National Minorities</u>			
A.2.1 Fund Administration Unit			
Senior Administrative Officer	P4	1.0	
Senior Administrative Assistant	G7	1.0	
Senior ICT Assistant	G6	1.0	
Finance Assistant	G5	1.0	
Procurement Assistant	G5	1.0	
B.1.1 Office of the High Commissioner			

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
High Commissioner	HCNM	1.0	
Head of Section/Senior Adviser	P5	2.0	
Senior Adviser	P4	3.0	
Senior Legal Adviser	P4	2.0	
Legal Adviser	P3	1.0	
Political Adviser	P3	1.0	
Project Officer	P3	1.0	
Associate Policy Support Officer	P2	1.0	
Personal Adviser	S	1.0	
Project Officer	S	2.0	
Senior Adviser	S	2.0	New post
Senior Legal Adviser	S	1.0	
Political Legal Adviser	S	1.0	
Administrative Assistant	G5	3.0	
Communication and Editorial Assistant	G5	1.0	
Project Assistant	G5	2.5	
Senior Secretary	G5	1.0	
<u>Total for the High Commissioner on</u>		<u>31.5</u>	
<u>National Minorities</u>			
<u>Representative on Freedom of the Media</u>			
A.1.1 Freedom of the Media			
Representative on Freedom of the Media	RFOM	1.0	
Director, Office of the RFoM	D1	1.0	
Senior Adviser	P4	1.0	
Adviser	P3	1.0	
Associate Project Officer	P2	1.0	
Associate Media Freedom Officer	P2	1.0	
Assistant Research Officer	S	1.0	New position
Media Freedom Project Officer	S	1.0	
Principal Adviser to Head of Institution	S	1.0	
Senior Adviser	S	4.0	
Senior Administrative Assistant	G7	1.0	
Senior Project Assistant	G6	1.0	
Senior Secretary, RFoM	G5	1.0	
Programme Secretary	G4	1.0	
<u>Total for the Representative on Freedom of</u>		<u>17.0</u>	
<u>the Media</u>			

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
<u>II. FUNDS RELATED TO OSCE FIELD OPERATIONS</u>			
SOUTH-EASTERN EUROPE			
<u>Mission in Kosovo</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Head of Office of Political Affairs and Communications	P4	1.0	
Chief of Mission Security	S4	1.0	
Head of Legal Affairs	S4	1.0	
Head of Office of Central Co-ordination	S4	1.0	
Special Adviser on Non-Albanian Communities and Outreach Co-ordinator	S4	1.0	New post
Deputy Head, Office of Central Co-ordination	S3	1.0	
Deputy Head, Office of Political Affairs and Communications	S3	1.0	
Gender Adviser	S3	1.0	
Field Political Reporting Officer	S2	4.0	
Project/Programme Evaluation Officer	S2	1.0	
Senior Political Officer	S2	1.0	
Special Assistant to the Head of Mission	S2	1.0	
Senior Co-ordination Officer	S2	1.0	
National Deputy Spokesperson	NP3	1.0	
National Legal Officer	NP3	1.0	
National Political Affairs Officer	NP3	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	3.0	
National Press and Public Information Officer	NP2	1.0	
National Co-ordination Officer	NP1	1.0	
National Project Officer	NP1	1.0	
Personal Assistant	G6	1.0	Upgrade
Senior Communications Assistant	G6	1.0	
Senior Co-ordination Assistant	G6	1.0	
Senior Legal Assistant	G6	1.0	
Senior Security Planning Assistant	G6	1.0	
Senior Situation Centre Assistant	G6	1.0	
Media Monitoring Assistant	G5	1.0	
Security Assessment Assistant	G5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Security Systems/Logistics Assistant	G5	1.0	
Social Media/Web Assistant	G5	1.0	
Regional Security Assistant	G4	4.0	
Situation Centre Assistant	G4	5.0	
Monitoring and Close Protection Specialist	G3	1.0	
Security Monitor	G3	32.0	
Senior Driver	G3	3.0	
A.2.1 Fund Administration Unit			
Head, Administration and Finance	P5	1.0	
Chief of Financial Management	P4	1.0	
Chief, Human Resources Management	P3	1.0	
Contracts/Procurement Officer	P3	1.0	
Chief, General Services	S4	1.0	
Human Resources Officer	S2	1.0	
National Chief of Accounts	NP3	1.0	
National Medical Officer	NP3	1.0	
National ICT Chief, Communications	NP3	1.0	New post
National Asset Management Officer	NP2	1.0	
National Budget Officer	NP2	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National ICT Officer, Communications	NP2	1.0	
National ICT Officer, LAN Systems	NP2	1.0	
National ICT Officer, Service Support	NP2	1.0	
National ICT Officer, Software Development	NP2	1.0	
National Procurement Officer	NP2	1.0	
National Training Co-ordinator	NP2	1.0	
National Transport and Building Management Officer	NP2	1.0	
National Archives Officer	NP1	1.0	
National Budget Officer, Programme Support	NP1	1.0	
National Training Officer	NP1	1.0	
Executive Assistant	G6	1.0	
Senior Administrative Assistant	G6	3.0	
Senior Budget Assistant	G6	1.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	2.0	
Senior Human Resources/Payroll Assistant	G6	1.0	
Senior ICT Assistant, Field Support	G6	1.0	
Senior ICT Assistant, Help Desk Team Leader	G6	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Senior ICT Billing Assistant	G6	1.0	
Senior ICT Technician Microwave/VSAT	G6	1.0	
Senior ICT Technician VOIP, Internet Security	G6	2.0	
Senior ICT Technician, LAN Systems	G6	2.0	
Senior ICT Technician, Software Development	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Translator/Interpreter Assistant	G6	2.0	
BMS Assistant	G5	1.0	Upgrade
Building Management Assistant	G5	1.0	
Finance Assistant	G5	1.0	
Generator Technician	G5	1.0	
Human Resources Assistant	G5	2.0	
ICT Assistant	G5	1.0	
ICT Help Desk Assistant	G5	1.0	
ICT Mobile Communications Technician	G5	1.0	
Maintenance Foreman	G5	1.0	
Material Management Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Supply Assistant	G5	1.0	
Travel Assistant	G5	1.0	
Archives Assistant	G4	1.0	
Conference Equipment Technician	G4	2.0	
Dispatcher	G4	1.0	
Electrician	G4	1.0	Upgrade
Fuel Supply and Customs Assistant	G4	1.0	
MFD Technician	G4	1.0	
Technician/Mechanic	G4	1.0	
Vehicle Maintenance Assistant	G4	1.0	
Vehicle Tracking Assistant	G4	1.0	Upgrade
Bus/Truck Driver	G3	4.0	
General Services Clerk	G3	4.0	
Warehouse Clerk	G3	1.0	
Inventory Assistant	G3	1.0	
Driver	G2	4.0	
Manual Worker	G2	1.0	
B.1.1 Security and Public Safety			
Director	S4	1.0	
Chief of Section/Deputy Director	S3	1.0	
Chief, Serious and Organized Crime Section	S3	1.0	
Senior Community Policing Officer, Security	S2	1.0	
Senior Organized Crime Adviser	S2	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Senior Police Development Officer	S2	1.0	
Senior Police Monitoring Officer	S2	1.0	
National Programme Co-ordination Officer	NP3	1.0	
National Programme Officer	NP2	1.0	
National Organized Crime Adviser	NP1	1.0	
National Programme Co-ordination Officer	NP1	1.0	
National Programme Officer	NP1	2.0	
National Programme Officer, Police Development	NP1	1.0	
National Programme Officer, Police Monitoring	NP1	2.0	
National Public Safety Awareness Officer	NP1	1.0	
Senior Programme Assistant	G6	4.0	
Programme Assistant	G5	4.0	
Programme Assistant, Police Development	G5	3.0	
Programme Assistant, Police Monitoring	G5	2.0	
Senior Secretary	G5	1.0	
Office Assistant	G4	1.0	
Programme Assistant	G4	1.0	
B.3.1 Democratization			
Director	S4	1.0	
Deputy Director, Democratization	S4	1.0	
Chief of Governance Section	S3	1.0	
Chief of Public Participation Section	S3	1.0	
Senior Programme Officer	S2	4.0	
National Elections Adviser	NP3	1.0	
National Co-ordination Officer	NP2	1.0	
National Programme Officer	NP2	2.0	
National Legal Officer	NP1	1.0	
National Programme Officer	NP1	7.0	
Senior Translator/Interpreter Assistant	G6	7.0	
Programme Assistant	G5	3.0	
Project Assistant	G5	1.0	
Office Assistant	G4	1.0	
Project Assistant	G4	2.0	
B.3.2 Human Rights and Communities			
Deputy Director	S4	1.0	
Director, Human Rights and Communities	S4	1.0	
Chief of Communities Section	S3	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Chief of Section	S3	1.0	
Chief, Law and Justice Section	S3	1.0	
Director of Regional Centre	S3	3.0	
Senior Adviser	S2	2.0	
Senior Communities Adviser, Protection	S2	2.0	
Senior Communities Officer	S2	5.0	
Senior Communities Policy Adviser	S2	1.0	
Senior Co-ordination and Reporting Officer	S2	1.0	
Senior Democratization Officer	S2	3.0	
Senior Legal Officer	S2	7.0	
Senior Project Officer	S2	1.0	
Communities Policy Officer	S1	1.0	
Communities Protection Officer	S1	1.0	
Human Rights Officer	S1	10.0	
Legal Officer	S1	1.0	
Programme Officer	S1	5.0	
National Co-ordinator	NP3	1.0	
National Human Rights Adviser	NP2	1.0	
National Language Services Co-ordinator	NP2	1.0	
National Legal Officer, Property	NP2	1.0	
National Programme Officer	NP2	1.0	
National Programme Officer, Communities Policy	NP2	1.0	
National Programme Officer, Property	NP2	5.0	
National Legal Officer	NP1	9.0	
National Legal Officer, Property	NP1	1.0	
National Programme Officer	NP1	16.0	
Senior Programme Assistant	G6	25.0	
Senior Translator/Interpreter Assistant	G6	3.0	
Assistant Interpreter	G5	3.0	
Legal Assistant	G5	7.0	
Programme Assistant	G5	7.0	
Office Assistant	G4	20.0	
<u>Total for the Mission in Kosovo</u>		<u>384.0</u>	
<u>Mission to Bosnia and Herzegovina</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Chief of Policy and Planning	P4	1.0	
Head of Field Office	S3	6.0	Change from programme Human Dimension
Head, Office of Legal Affairs	S3	1.0	
Senior Environmental Affairs Adviser	S3	1.0	
Senior Political Adviser	S3	2.0	
Political Officer	S1	1.0	
Political/Reporting Officer	S1	1.0	
National Chief of Security	NP3	1.0	
National Spokesperson	NP3	1.0	
National Deputy Chief of Security	NP2	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	1.0	
National Programme Officer, Gender and Youth	NP2	1.0	
National Programme Officer, Parliaments and Assemblies	NP2	1.0	Change from programme Human Dimension
National Communications and Reporting Officer	NP1	1.0	
National Executive Officer	NP1	2.0	
National Monitoring and Evaluation Officer	NP1	1.0	
National Planning Officer	NP1	1.0	
National Political Officer	NP1	2.0	
National Press Officer	NP1	2.0	
National Programme Officer	NP1	1.0	
National Programme Officer, Gender Issues	NP1	1.0	
National Programme Officer, Legislative Support	NP1	2.0	Change from programme Human Dimension
National Public Information Officer	NP1	1.0	
Senior Assistant Translator/Interpreter	G6	3.0	
Senior Public Information Assistant	G6	1.0	
Online Communications Assistant	G5	1.0	
Press and Public Information Assistant	G5	1.0	
Programme Assistant	G5	3.0	
Programme Assistant	G5	10.0	Change from programme Human Dimension
Security Monitor	G3	5.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P4	1.0	
Chief, General Services	S3	1.0	New post

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
National Chief of Budget and Finance	NP3	1.0	
National Chief of Human Resources	NP3	1.0	
National Chief of ICT Services	NP3	1.0	
National Medical Officer	NP3	0.5	Change to part-time
National Accounting Officer	NP2	1.0	
National Budget Officer	NP2	1.0	
National ICT Officer	NP2	1.0	
National Information Systems Developer	NP2	0.7	Full-time post funded for 70 per cent by Fund Administration Unit programme
National Planning and Co-ordination Officer	NP2	1.0	
National Procurement Officer	NP2	1.0	
National Administrative Officer	NP1	5.0	
National Archives Officer	NP1	1.0	
National Human Resources Officer	NP1	2.0	
National Transport Officer	NP1	1.0	
National Treasury Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Budget Assistant	G6	1.0	
Senior Finance and Treasury Assistant	G6	1.0	
Senior ICT Assistant	G6	2.0	
Senior Material Management Assistant	G6	1.0	
Senior Finance/Administrative Assistant	G6	1.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	3.0	
Payroll Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Transport Maintenance Administrator	G5	1.0	
Field Administrator	G5	3.0	
Archives Assistant	G4	1.0	
Dispatcher	G4	1.0	
Storekeeper	G4	1.0	
Transport Assistant	G4	1.0	
Contracts Procurement Assistant	G4	1.0	
Office Assistant	G3	1.0	
Receptionist	G3	2.0	
Senior Driver	G3	3.0	
Driver	G2	19.0	
Manual Worker	G2	1.0	Change to full-time

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	S4	1.0	
Programme Co-ordinator	S3	1.0	
Senior Politico-Military Officer	S3	1.0	
National Chief of Anti-Terrorism	NP3	1.0	
National Programme Officer	NP1	3.0	
National Programme Officer, Anti-Terrorism	NP1	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	2.0	
Programme Assistant, Anti-Terrorism	G5	1.0	
Programme Assistant, Cybersecurity	G5	1.0	
B.3.1 Human Dimension			
Head, Human Dimension Department	P4	1.0	Downgrade
Deputy Head, Human Dimension Department	S4	1.0	New post
Head of Human Rights	S3	1.0	
Head of Rule of Law	S3	1.0	
Human Rights Adviser, Economic and Social Rights	S2	1.0	
Legal Adviser, Justice Sector Policy	S2	1.0	
Legal Adviser, Major Crimes	S2	1.0	
Senior Project Officer	S2	1.0	
Legal Adviser, War Crimes and Transitional Justice	S2	1.0	
Human Rights and Technology Adviser	S2	1.0	
Reporting and Review Officer	S1	1.0	
National Chief of Democratic Governance	NP3	1.0	
National Chief, Education Section	NP3	1.0	
National Analysis and Reporting Officer	NP2	2.0	
National Anti-Trafficking Officer	NP2	1.0	
National Chief of Programme Support Section	NP2	1.0	
National Legal Officer	NP2	12.0	
National Legal Officer, Anti-Corruption	NP2	1.0	
National Legal Officer, Trial Monitoring	NP2	1.0	
National Programme Officer	NP2	2.0	
National Programme Officer, Access and Non-Discrimination	NP2	1.0	
National Programme Officer, Education	NP2	1.0	
National Programme Officer, Finance and Management	NP2	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National Programme Officer, Fundamental Freedoms	NP2	1.0	
National Programme Officer, Trust-Building and Social Cohesion	NP2	1.0	
National Legal Officer	NP1	2.0	
National Legal Officer, Justice Sector Policy	NP1	1.0	
National Programme Officer, Anti-Corruption	NP1	1.0	
National Programme Officer, Democratic Development	NP1	13.0	
National Programme Officer, Education	NP1	1.0	New post
National Programme Officer, Education	NP1	13.0	
National Programme Officer, FoRB	NP1	1.0	
National Programme Officer, Freedom of Media	NP1	1.0	
National Programme Officer, Governance Development	NP1	1.0	
National Programme Officer, Human Rights	NP1	12.0	
National Programme Officer, Legislative Support	NP1	1.0	
National Legal Officer/Major Crimes Senior Executive Assistant	NP1 G6	1.0 2.0	
Senior Programme Assistant, Rule of Law	G6	1.0	
Senior Programme Assistant, Trial Monitoring	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	
Legal Assistant	G5	1.0	
Programme Assistant	G5	10.0	
Rule of Law Monitoring Assistant	G5	16.0	
Shared Services in Bosnia and Herzegovina			
A.2.1 Shared Services in Bosnia and Herzegovina			
National Information Security Officer	NP2	1.0	Change from programme Shared Service Centre
National Information Systems Developer	NP2	0.3	Full-time post funded for 30 per cent by Shared Services in Bosnia and Herzegovina programme
National ICT Officer	NP1	1.0	Change from programme Shared Service Centre
Senior ICT Assistant	G6	2.0	Change from programme Shared Service Centre

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
ICT ERP User Support Assistant	G5	3.0	Change from programme Shared Service Centre
ICT Help Desk Co-ordination Assistant	G5	1.0	Change from programme Shared Service Centre
ICT Server Administration Assistant	G5	1.0	Change from programme Shared Service Centre
ICT Help Desk Technician	G4	2.0	Change from programme Shared Service Centre
<u>Total for the Mission to Bosnia and Herzegovina</u>		<u>273.5</u>	
<u>Mission to Serbia</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Chief of Policy and Co-ordination	S3	1.0	
Municipal Co-ordinator	S2	1.0	
Political Affairs Officer	S2	1.0	
Project Manager	S2	1.0	
National Programme Co-ordination Officer	NP2	1.0	
National Political and Press Affairs Officer	NP1	1.0	
National Security Officer	NP1	1.0	
Senior Executive Assistant	G6	1.0	
Senior Press and Political Assistant	G6	2.0	
Field Programme Assistant	G5	1.0	
Press and Political Assistant	G5	1.0	
Programme Assistant	G5	0.5	New post
Programme Assistant	G5	1.0	
Project Assistant	G5	2.0	
Translator/Interpreter Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Receptionist	G3	0.5	Change to part-time
Security Assistant	G3	1.0	
Security Guard	G2	0.5	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National Procurement Officer	NP2	1.0	
National General Services Officer	NP1	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National ICT Officer	NP1	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
ICT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Finance Assistant	G4	1.0	
Human Resources Assistant	G4	2.0	
ICT Help Desk Assistant	G4	1.0	
Material Management Assistant	G3	1.0	
Transport Assistant	G3	1.0	
Driver	G2	2.0	Downgrade
Driver	G2	1.0	
Maintenance Technician	G2	0.5	
Cleaner	G1	1.0	
B.1.1 Security Co-operation			
Head of Security Co-operation	S4	1.0	
Senior Organized Crime Adviser	S2	1.0	
Senior Police Adviser	S2	1.0	
National Community Policing Officer	NP2	1.0	
National Programme Officer	NP2	1.0	
National Programme Officer	NP1	3.0	
Senior Programme Assistant	G6	2.0	
Project Assistant	G5	3.0	
B.3.1 Democratization			
Head of Democratization	S4	1.0	
Senior Adviser on National Minorities	S2	1.0	
Senior Governance Adviser	S2	1.0	
National Programme Co-ordination Officer	NP2	1.0	
National Governance Officer	NP1	1.0	
National Programme Officer	NP1	4.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Programme Assistant	G5	2.0	
B.3.2 Media			
Head of Media	S4	1.0	
National Legal Officer	NP2	1.0	
National Legal Officer	NP1	1.0	
Senior Programme Assistant	G6	2.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Assistant	G5	2.0	
Programme Assistant	G5	0.5	Change to part-time
B.3.3 Rule of Law and Human Rights			
Head of Rule of Law and Human Rights	S4	1.0	
Senior Legal Adviser, Judicial Reform	S3	1.0	
Senior Anti-Corruption Adviser	S2	1.0	
National Legal Adviser	NP3	1.0	
National Legal Officer	NP2	1.0	
National Legal Officer	NP1	2.0	
National Programme Officer	NP1	1.0	
Senior Administrative Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Senior Project Assistant	G6	1.0	
Assistant Translator/Interpreter	G5	1.0	
Programme Assistant	G5	1.0	
<u>Total for the Mission to Serbia</u>		<u>89.5</u>	
<u>Presence in Albania</u>			
A.1.1 Office of Head of Mission			
Head of Presence	HoM	1.0	
Deputy Head of Presence	DHoM	1.0	
Chief Political, Public Affairs and Reporting Officer	S3	1.0	
Head of Programme Co-ordination	S3	1.0	
National Public Affairs and Reporting Officer	NP2	1.0	
National Monitoring Officer	NP1	1.0	
National Political Officer	NP1	1.0	
National Security Officer	NP1	1.0	Change from programme Security Co-operation
Programme Co-ordination Officer	NP1	1.0	New post
Senior Programme Co-ordination Assistant	G6	1.0	
Senior Public Affairs Assistant	G6	1.0	
Programme Assistant	G5	1.0	
Senior Secretary	G5	1.0	Upgrade
Senior Secretary	G5	1.0	
Senior Security Guard	G3	1.0	
Security Guard & Receptionist	G3	2.0	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1.0	
Administrative and General Service Officer	S2	1.0	
National Human Resources Officer	NP1	1.0	New post
National Finance Officer	NP1	1.0	
Senior ICT Assistant	G6	1.0	
Asset Management Assistant	G5	1.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	1.0	Upgrade
ICT Assistant	G5	1.0	
Procurement Assistant	G5	2.0	
Translator/Interpreter	G5	1.0	Change from programme Security Co-operation
Translator/Interpreter	G5	1.0	Change from programme Governance in Economic and Environmental Issues
Transport Assistant	G5	1.0	
Senior Driver	G3	1.0	
Driver	G2	2.0	
Handyman	G2	0.5	
B.1.1 Security Co-operation			
Head of Security Co-operation Department	S3	1.0	
Law Enforcement Development Officer	S2	1.0	
National Police Assistance Officer	NP2	1.0	
National Community Safety Officer	NP1	1.0	
Programme Assistant	G5	1.0	Upgrade
Programme Assistant	G5	1.0	
B.2.1 Governance in Economic and Environmental Issues			
Head of Governance, Economy and Environmental Issues Department	S3	1.0	
Senior Governance Adviser	S2	1.0	
National Anti-Trafficking Officer	NP2	1.0	
National Programme Officer, Local Governance and Environment	NP2	1.0	Upgrade
Programme Assistant	G5	1.0	
Project Assistant	G5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.1 Democratization			
Head of Democratization Department	S3	1.0	
National Elections Adviser	NP3	1.0	
National Programme Officer, Parliamentary Support	NP2	1.0	
National Civil Society and Gender Officer	NP1	1.0	
National Election Legal Officer	NP1	1.0	
Administrative Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Administrative Assistant	G4	1.0	
B.3.2 Rule of Law and Human Rights			
Senior Legal Officer	S2	1.0	
National Legal Officer	NP1	4.0	
Legal Assistant	G5	2.0	
<u>Total for the Presence in Albania</u>		<u>62.5</u>	
<u>Mission to Skopje</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Chief of Political Affairs and Communications Unit	S3	1.0	Change in grade
Chief of Policy, Planning, Monitoring and Evaluation Unit	S3	1.0	
Mission Security Officer	S2	1.0	
Special Adviser to HOM	S2	1.0	
Monitoring and Evaluation Officer	S2	1.0	New post
Senior Programme Co-ordination Officer	S2	1.0	Change from programme Human Dimension
Senior Political Affairs and Communications Officer	S2	1.0	Change in grade
Political and Reporting Officer	S1	1.0	
National Legal Officer	NP2	1.0	Upgrade, change from programme Human Dimension
National Programme Co-ordination Officer	NP2	1.0	Change from programme Public Safety and Community Outreach
National Gender Specialist	NP2	1.0	New post

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
National Political/Liaison Officer	NP2	1.0	
National Executive Officer	NP1	1.0	
National Political and Reporting Officer	NP1	1.0	New post
National Political and Reporting Officer	NP1	1.0	
National Project Compliance Officer	NP1	1.0	
National Communications Officer	NP1	1.0	New post
Senior Legal Assistant	G6	1.0	Change from programme Human Dimension
Assistant Translator/Interpreter	G5	1.0	
Legal Translator Assistant	G5	1.0	Change from programme Human Dimension
Project Assistant	G5	1.0	Change from programme Public Safety and Community Outreach
Security Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Situation Centre Assistant	G5	2.0	
Media Assistant	G5	1.0	
Situation Centre Operator	G3	3.0	
Security Guard	G2	4.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1.0	
General Services Officer	P2	1.0	
National Finance Officer	NP2	1.0	
National Human Resources Officer	NP2	1.0	
National ICT Officer	NP2	1.0	
Senior Finance Assistant	G6	1.0	
Senior Human Resources Assistant	G6	1.0	
Senior ICT Network Technician	G6	1.0	
Senior Material Management Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Transport Assistant	G6	1.0	
Senior ICT Assistant, Software Development	G6	1.0	Upgrade
Finance Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	
ICT Help Desk Technician	G5	1.0	
Procurement Assistant	G5	1.0	Upgrade
Talent Acquisition Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Asset Management Assistant	G4	1.0	

POST TABLE (continued)

Fund				
Main Programme		Post	Number	
Programme		Grade	of Posts	Note
Post Title				
ICT Help Desk Technician		G4	1.0	
Travel and Contracting Assistant		G4	1.0	New post
Senior Driver		G3	3.0	
Talent Acquisition and Development Assistant		G3	1.0	New post
Driver		G2	1.0	
Manual Worker		G2	0.5	New post
Cleaner		G1	1.0	
B.1.1 Community Outreach				
Chief of Community Outreach		S3	1.0	New post
Community Outreach Officer		S1	4.0	Change from programme Public Safety and Community Outreach
National Programme Officer		NP1	2.0	New post
Senior Programme Assistant		G6	1.0	Change from programme Public Safety and Community Outreach
Community Outreach Assistant		G5	5.0	Upgrade, change from programme Public Safety and Community Outreach
B.1.2 Criminal Justice and Police Reform				
Chief of Criminal Justice and Police Reform		S3	1.0	New post
Police Adviser		S2	4.0	Change from programme Public Safety and Community Outreach
Senior Police Adviser		S2	1.0	Change from programme Public Safety and Community Outreach
Senior Criminal Justice and Anti-Corruption Adviser		S2	1.0	New post
Adviser on Transnational Threats		S2	1.0	Change from programme Public Safety and Community Outreach
National Programme Officer		NP1	2.0	Change from programme Public Safety and Community Outreach
Senior Programme Assistant		G6	1.0	Upgrade, change from programme Public Safety and Community Outreach

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Programme Assistant	G5	6.0	Upgrade, change from programme Public Safety and Community Outreach
B.3.1 Democratization			
Chief of Democratization	S3	1.0	Change from programme Human Dimension
Senior Democratization Officer	S2	1.0	Change from programme Human Dimension
National Programme Officer	NP1	6.0	Change from programme Human Dimension
Senior Programme Assistant	G6	2.0	Change from programme Human Dimension
Programme Assistant	G5	3.0	Change from programme Human Dimension
B.3.2 Rule of Law and Human Rights			
Chief of Rule of Law and Human Rights	S3	1.0	Change from programme Human Dimension
Senior Rule of Law and Human Rights Officer	S2	1.0	Change from programme Human Dimension
National Rule of Law Officer	NP1	5.0	Change from programme Human Dimension
Senior Programme Assistant	G6	2.0	Change from programme Human Dimension
Programme Assistant	G5	3.0	Change from programme Human Dimension
<u>Total for the Mission to Skopje</u>		<u>117.5</u>	
<u>Mission to Montenegro</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission/Programme Co-ordinator	DHoM	1.0	
Political Affairs Officer	S2	1.0	
National Political Officer	NP1	1.0	
National Programme Co-ordination Officer	NP1	1.0	
National Public Affairs Officer	NP1	1.0	
Senior Secretary	G5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
Human Resources Officer	S1	1.0	
National Finance Officer	NP1	1.0	
Finance/Treasury Assistant	G5	1.0	
Human Resources Assistant	G5	1.0	
Material Management Assistant	G5	1.0	Upgrade
Procurement Assistant	G5	1.0	
Senior Driver	G3	1.0	
B.3.1 Democratization			
Programme Manager	S2	1.0	
National Programme Officer	NP1	2.0	
Programme Associate	G6	3.0	
B.3.2 Media			
Programme Manager	S2	1.0	
National Programme Officer	NP1	1.0	
Programme Assistant	G5	2.0	
B.4.1 Security Co-operation and Governance			
Programme Manager, Security Co-operation and Governance	S2	1.0	
National Security Co-operation Officer	NP1	1.0	New post
National Security Co-operation Officer	NP1	1.0	
Programme Assistant	G5	2.0	
<u>Total for the Mission to Montenegro</u>		<u>30.0</u>	
EASTERN EUROPE			
<u>Mission to Moldova</u>			
A.1.1 Office of Head of Mission			
Head of Mission	HoM	1.0	
Deputy Head of Mission	DHoM	1.0	
Mission Spokesperson	S2	1.0	
National Programme Officer	NP1	1.0	
National Public Information Officer	NP1	1.0	
Senior Interpreter/Political Assistant	G6	1.0	
Project Assistant	G5	1.0	
Senior Secretary	G5	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Administrative Assistant	G4	1.0	
Security Guard	G2	4.0	
Housekeeper	G1	1.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
National Finance Officer	NP1	1.0	
National Procurement/Materials Management Officer	NP1	1.0	
Senior ICT Assistant	G6	1.0	
Human Resources Associate	G6	1.0	
Finance Assistant	G5	1.0	
Administrative Assistant	G4	1.0	
Asset Management Assistant	G4	1.0	
Procurement Assistant	G4	1.0	
Transport Assistant	G4	1.0	Upgrade
Archives/Records Assistant	G3	1.0	
Driver	G2	2.0	
Receptionist	G2	1.0	
Cleaner	G1	1.0	
Housekeeper	G1	1.0	
B.1.1 Conflict Prevention/Resolution			
Programme Manager	S3	1.0	
Senior Political Officer	S3	1.0	
Military Member	S2	2.0	
Political Officer	S2	1.0	
Politico-Military Officer	S2	1.0	
National Programme Officer	NP3	1.0	
National Programme Officer	NP1	1.0	
Programme Associate	G6	1.0	
B.3.1 Human Dimension			
Programme Manager	S3	1.0	Change from programme Human Rights
Human Dimension Officer	S2	2.0	Change from programme Human Rights
National Legal Officer	NP1	1.0	Change from programme Human Rights
National Programme Officer	NP1	1.0	Change from programme Human Rights

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Programme Administrator	G5	1.0	Change from programme Human Rights
<u>Total for the Mission to Moldova</u>		<u>45.0</u>	
CENTRAL ASIA			
<u>Programme Office in Astana</u>			
A.1.1 Office of Head of Mission			
Head of Programme Office	HoM	1.0	
Deputy Head of Programme Office	DHoM	1.0	
Executive Associate	G6	1.0	Upgrade
Media Assistant	G5	1.0	New post
Office Assistant	G4	1.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
National Administrative Officer	NP1	1.0	
Finance Associate	G6	1.0	
Human Resources/Payroll Associate	G6	1.0	Upgrade
Administrative Assistant	G5	1.0	
Procurement/Asset Management Administrator	G5	1.0	
Finance/Treasury Administrator	G5	1.0	
Travel Assistant	G4	1.0	Upgrade
Senior Driver	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	1.0	
B.1.1 Politico-Military Activities			
Senior Politico-Military Officer	S3	1.0	
National Programme Officer	NP1	1.0	
Programme Associate	G6	1.0	Upgrade
Project Associate	G6	1.0	
B.2.1 Economic and Environmental Activities			
Senior Economic and Environmental Officer	S3	1.0	
National Economic and Environmental Officer	NP1	1.0	
Project Associate	G6	2.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.1 Human Dimension Activities			
Senior Human Dimension Officer	S3	1.0	
National Programme Officer	NP1	1.0	
Programme Associate	G6	2.0	
Total for the Programme Office in Astana		29.0	
Centre in Ashgabat			
A.1.1 Office of Head of Mission			
Head of Centre	HoM	1.0	
Programme Co-ordinator	S4	1.0	
National Legal Adviser	NP2	1.0	
National Public Information Officer	NP1	1.0	
Executive Assistant	G5	1.0	
Project Co-ordination Administrator	G5	1.0	
Senior Security Guard	G3	1.0	
Security Guard	G2	3.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P2	1.0	
Finance Associate	G6	1.0	
Procurement/Asset Management Associate	G6	1.0	Upgrade
Human Resources and Payroll Associate	G6	1.0	Upgrade
ICT Administrator	G5	1.0	
Office/Travel Administrator	G5	1.0	
Senior Driver	G3	1.0	
Driver	G2	2.0	
Cleaner	G1	1.0	
B.1.1 Conflict Prevention and Confidence- and Security-Building			
Political Officer	S2	1.0	
Programme Associate	G6	1.0	
Project Administrator	G5	1.0	
B.2.1 Economic and Environmental Activities			
Economic and Environmental Officer	S2	1.0	
Programme Associate	G6	1.0	
Programme Administrator	G5	1.0	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.1 Human Dimension Activities			
Human Dimension Officer	S2	1.0	
Programme Associate	G6	1.0	Upgrade
Programme Administrator	G5	1.0	Upgrade
Total for the Centre in Ashgabat		29.0	
Programme Office in Bishkek			
A.1.1 Office of Head of Mission			
Head of Programme Office	HoM	1.0	
Deputy Head of Programme Office	DHoM	1.0	
Senior Political Adviser	S3	1.0	
National Executive Officer	NP2	1.0	
National Legal Officer	NP2	1.0	
National Political Officer	NP2	1.0	
National Security Officer	NP2	1.0	
National Press and Public Information Officer	NP1	1.0	Downgrade
National Programme Officer	NP1	3.0	
Programme Associate	G6	1.0	
Political Associate	G6	1.0	
Administrative Assistant	G5	1.0	
Public Information Assistant	G5	1.0	
Senior Secretary	G5	1.0	
Archives Assistant	G4	1.0	
Senior Driver	G3	1.0	Change from programme Fund Administration Unit
Senior Security Guard	G3	1.0	
Security Guard	G2	7.0	
A.2.1 Fund Administration Unit			
Chief of Fund Administration	P3	1.0	
Human Resources Officer	P2	1.0	
National Finance Officer	NP2	1.0	
National General Services Officer	NP2	1.0	New post
National ICT Officer	NP1	1.0	
National Procurement Officer	NP1	1.0	
Finance Associate	G6	1.0	
Procurement Associate	G6	1.0	
Human Resources/Payroll Associate	G6	1.0	
Asset Management Associate	G6	1.0	
ICT Associate	G6	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Building Management Assistant	G5	1.0	
Finance Assistant	G5	2.0	
Human Resources Assistant	G5	3.0	
Procurement Assistant	G5	2.0	
Transport Assistant	G5	1.0	Upgrade
Travel Assistant	G5	1.0	
Treasury Assistant	G5	1.0	
Human Resources Assistant	G4	1.0	New post
Warehouse Clerk	G3	1.0	
Driver	G2	3.0	
Cleaner	G1	3.0	
B.1.1 Politico-Military Activities			
Head of Politico-Military Department	S3	1.0	
National Counter-Terrorism Officer	NP1	1.0	
National Programme Officer	NP1	1.0	
National Arms Control Officer	NP1	1.0	
National Border and Customs Officer	NP1	1.0	
Programme Associate	G6	6.0	
Project Associate	G6	1.0	
Programme Assistant	G5	1.0	
Project Assistant	G5	3.0	
B.2.1 Economic and Environmental Activities			
Head of Economic and Environmental Department	S3	1.0	
National Anti-Corruption Officer	NP1	1.0	
National Economic Officer	NP1	1.0	
National Environmental Officer	NP1	1.0	
Programme Associate	G6	1.0	Upgrade
Programme Associate	G6	6.0	
Programme Assistant	G5	4.0	
B.3.1 Human Dimension Activities			
Head of Human Dimension Department	S3	1.0	
National Anti-Trafficking Officer	NP1	1.0	
National Democratic Institutions Officer	NP1	1.0	
National Human Rights Officer	NP1	1.0	
National Penitentiary Reform Officer	NP1	1.0	
Programme Associate	G6	7.0	

POST TABLE (continued)

Fund				
Main Programme		Post	Number	
Programme		Grade	of Posts	Note
Post Title				
Programme Assistant		G5	1.0	Downgrade
Project Assistant		G5	1.0	
<u>Total for the Programme Office in Bishkek</u>			<u>101.0</u>	
<u>Project Co-ordinator in Uzbekistan</u>				
A.1.1 Office of Head of Mission				
Head of the Office		HoM	1.0	
National Project Officer		NP2	1.0	
National Press and Communication Associate		G6	1.0	New post
Executive Assistant		G5	1.0	
Senior Security Guard		G3	1.0	
Security Guard		G2	4.0	
A.2.1 Fund Administration Unit				
Chief of Fund Administration		NP2	1.0	
National Procurement/Materials Management Officer		NP1	1.0	New post
Finance Associate		G6	1.0	
Human Resources Administrator		G5	1.0	
ICT Administrator		G5	1.0	
Treasury Administrator		G5	1.0	
Payroll Administrator		G5	1.0	
General Service Administrator		G5	1.0	New post
Senior Driver		G3	1.0	
Driver		G2	1.0	
Cleaner		G1	3.0	
B.1.1 Politico-Military Activities				
Senior Project Officer		S2	1.0	
National Project Officer		NP2	1.0	
Programme Associate		G6	1.0	
Programme Administrator		G5	2.0	
B.2.1 Economic and Environmental Activities				
Senior Project Officer		S2	1.0	
National Economic and Environmental Officer		NP2	1.0	
Programme Administrator		G5	2.0	

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
B.3.1 Human Dimension Activities			
Senior Project Officer	S2	1.0	
National Project Officer	NP2	1.0	
Programme Administrator	G5	2.0	
Total for the Project Co-ordinator in Uzbekistan		35.0	
Programme Office in Dushanbe			
A.1.1 Office of Head of Mission			
Head of Office	HoM	1.0	
Deputy Head of Office	DHoM	1.0	
Security Officer	P2	1.0	
Reporting and Communications Officer	S2	1.0	
National Programme Co-ordination Officer	NP2	1.0	
National Legal Officer	NP1	1.0	
National Security Officer	NP1	1.0	
National Communications and Outreach Officer	NP1	1.0	
Senior Press and Public Information Assistant	G6	1.0	
Senior Programme Assistant	G6	1.0	
Legal Assistant	G5	1.0	
Programme Assistant	G5	1.0	
Senior Secretary	G5	2.0	
Reporting Assistant	G5	1.0	
Senior Security Guard	G3	1.0	
Security Guard	G2	14.0	
A.2.1 Fund Administration Unit			
Chief, Fund Administration Unit	P3	1.0	
Administrative and General Service Officer	S2	1.0	New post
Finance Officer	S2	1.0	New post
Human Resources Officer	S2	1.0	
National Accounting Officer	NP1	1.0	
National IT/Communications Officer	NP1	1.0	
National General Service Officer	NP1	1.0	New post
Senior Asset Management Assistant	G6	1.0	
Senior Payroll Assistant	G6	1.0	
Senior Procurement Assistant	G6	1.0	
Senior Treasury Assistant	G6	1.0	
Budget Associate	G6	1.0	Upgrade

POST TABLE (continued)

Fund			
Main Programme	Post Grade	Number of Posts	Note
Programme			
Post Title			
Administrative Assistant	G5	1.0	
Asset Management Assistant	G5	1.0	
Finance Assistant	G5	5.0	
Human Resources Assistant	G5	1.0	Upgrade
Human Resources Assistant	G5	1.0	
ICT Help Desk Assistant	G5	1.0	Upgrade
IT Assistant	G5	1.0	
Procurement Assistant	G5	3.0	
Recruitment and Training Assistant	G5	1.0	
Travel Assistant	G5	2.0	
Building Maintenance Assistant	G4	1.0	
Driver/Mechanic	G4	1.0	Upgrade
Senior Driver	G3	1.0	
Driver	G2	5.0	
Handyman	G2	2.0	
Senior Cook	G2	1.0	
Cleaner	G1	3.0	
Cook	G1	1.0	
B.1.1 Political and Military Aspects of Security			
Head, Politico-Military Department	S3	1.0	
Border Management Officer	S2	1.0	
Countering Security Threats Officer	S2	1.0	
Police Affairs Adviser	S2	1.0	
National Politico-Military Officer	NP2	1.0	
National Border Management Officer	NP1	1.0	
National Police Assistance Officer	NP1	1.0	
National Political Dialogue Officer	NP1	1.0	
National Programme Officer	NP1	1.0	
Programme Assistant	G5	6.0	
Project Assistant	G5	1.0	
B.2.1 Economic and Environmental Activities			
Head, Economic and Environmental Department	S3	1.0	
Water and Energy Officer	S2	1.0	
Economic Affairs and Governance Officer	S2	1.0	New post
National Environmental Officer	NP1	1.0	
National Programme Officer	NP1	1.0	

POST TABLE (continued)

Fund			
Main Programme	Post	Number	Note
Programme	Grade	of Posts	
Post Title			
Administrative Assistant	G5	1.0	
Programme Assistant	G5	5.0	
B.3.1 Human Dimension Activities			
Head, Human Dimension Department	S3	1.0	
Human Rights Officer	S2	1.0	
Rule of Law Officer	S2	1.0	
National Anti-Trafficking Officer	NP1	1.0	
National Gender Officer	NP1	1.0	
National Programme Officer, Gender and Democratization	NP1	1.0	
National Programme Officer, Human Rights	NP1	1.0	
Senior Programme Assistant	G6	2.0	
Programme Assistant	G5	4.0	
Project Assistant	G5	1.0	
Senior Secretary	G5	1.0	
<u>Total for the Programme Office in Dushanbe</u>		<u>116.0</u>	
<u>GRAND TOTAL</u>		<u>1,860.8</u>	

THE 2026 TRANSITION COSTS CEILING

Fund	EUR
The Secretariat	828,800
Office for Democratic Institutions and Human Rights	285,900
Representative on Freedom of the Media	80,000
Mission in Kosovo	723,200
Mission to Bosnia and Herzegovina	116,300
Mission to Serbia	207,000
Presence in Albania	97,900
Mission to Skopje	257,600
Programme Office in Bishkek	154,700
Programme Office in Dushanbe	<u>129,500</u>
Total 2026 Transition Costs Ceiling	2,880,900

PC.DEC/1526
19 March 2026
Attachment 1

ENGLISH
Original: FRENCH

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

By the delegation of Cyprus (also on behalf of Albania, Andorra, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Moldova, Montenegro, the Netherlands, North Macedonia, Poland, Portugal, Romania, San Marino, Slovakia, Slovenia, Spain, Sweden and Ukraine):

“With regard to the adoption of the decision on the approval of the 2026 Unified Budget, the Member States of the European Union wish to make the following interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the OSCE.

Furthermore, the following participating States align themselves with this statement: Albania, Andorra, Bosnia and Herzegovina, Iceland, North Macedonia, the Republic of Moldova, Montenegro, San Marino and Ukraine.

We welcome the adoption of the OSCE Unified Budget for 2026. We thank the Swiss Chairmanship for its vigorous efforts to achieve this result, which brings the Organization back to a regular budgetary cycle. We should also like to take this opportunity to pay tribute to the efforts of the Finnish Chairmanship in 2025, which had also come very close to achieving this goal last September.

Given the current parameters, with the budget being reduced by nearly 11 per cent, we highlight the considerable impact of the cuts on all the structures and on the staff. We reiterate that the Organization must be able to count on robust and predictable resources to fulfil its mandate, while recognizing that it must also undertake all the necessary reforms to improve its effectiveness and efficiency.

We reiterate the long-standing position of the EU Member States that a balance must be maintained among the structures, and that any reduction must preserve the operational capacity of the field operations, the autonomous institutions and the Secretariat, including its units and programmes, without affecting the fulfilment of their respective mandates. We are concerned about the negative impact that these very significant budget cuts will have on the various structures, in particular on the autonomous institutions. In this regard, we reaffirm our unwavering support for the work and mandates of the OSCE field operations and autonomous institutions, as well as our commitment to safeguarding the independence of the autonomous

institutions. We should like to reaffirm that the human dimension lies at the heart of the OSCE's mandate and is essential to its fulfilment.

The EU Member States emphasize the importance of effective systems of internal control in all international organizations. We also recall the assessments made by the Audit Committee and the external auditors, who have warned that the capacity of the Office of Internal Oversight has reached a critical minimum. In the adopted budget, we note that, in addition to staff cuts, the Office of Internal Oversight's operational budget has been reduced by 82 per cent. This may affect the ability to identify and mitigate potential risks, such as fraud or other irregularities, and to identify opportunities to improve effectiveness and efficiency. We ask the Secretary General, in full transparency with the participating States in regard to financial and procedural matters, and in particular in compliance with Financial Regulation 6.06, to explore the options available in 2026 with a view to ensuring sufficient operational funds to enable the Office to carry out its work within the framework of its three functions. The amount allocated in future Unified Budgets to the Office's operational budget should be risk-based and proportionate, so as to enable it to carry out its work independently without further staff cuts.

We would remind you that the proposed budget cuts will result in the loss of 405 full-time equivalent positions and that those employees, many of whom have worked at the OSCE for a long time, will lose their jobs. First of all, the EU Member States would like to take this opportunity to acknowledge the dedicated service of OSCE staff members across the Organization and to express our regret at these significant job losses. We are aware that the Fund Managers have had to make many very difficult decisions. It is important that the process be conducted in full compliance with the current human resources regulations, with complete transparency towards the staff concerned, and with sensitivity and empathy.

We also recognize the crucial role played by Conference and Language Services and Information and Communication Technology Services in the smooth functioning of the Organization through the holding of conferences, the provision of interpretation and translation services for meetings, the management of information technology and the procurement of software licences. These activities are subject to market costs that are not entirely within the Secretariat's control. It is also important that every possible effort has been made to identify savings in these areas as well, and to avoid repeating the structural deficits that have occurred over the past five years in relation to these costs. We emphasize that, given the national budgetary constraints, we cannot authorize any additional funding for these services this year or in the foreseeable future.

In conclusion, the EU Member States consider that this budget proposal, whilst far from perfect, is nevertheless preferable to having no budget adopted at all and to maintaining the status quo. That is why we have joined the consensus in supporting the adoption of this budget, including the proposal to use – on an exceptional basis – funds from cash surpluses.

I kindly ask you to attach this interpretative statement to the Permanent Council decision and to the journal of the day.”

PC.DEC/1526
19 March 2026
Attachment 2

ENGLISH
Original: ITALIAN

**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 Italy:

“In joining the consensus on the adoption of the Permanent Council decision on approval of the 2026 Unified Budget, Italy wishes to make the following interpretative statement under paragraph IV.1(A)6 of the Rules of Procedure of the OSCE, in addition to the statement delivered by the representative of Cyprus on behalf of the EU Member States.

Italy welcomes the adoption of the Unified Budget for the current year as a difficult but necessary compromise to bring the OSCE back to a regular, sustainable and predictable budgetary cycle, and to make the Organization more streamlined, efficient and capable of having a real impact in the most fragile settings on the European continent. We thank the Swiss Chairmanship and all those who devoted themselves over the past few years to achieving this result.

Italy emphasizes that the use of cash surpluses to cover one-off transition costs must remain a last-resort, exceptional solution. The accumulation of large budget surpluses in recent years does not seem justifiable, and it is absolutely essential to ensure that, in accordance with Financial Regulation 7.07, these resources are duly returned to the participating States, to which they belong. We request the Chairmanship-in-Office to bring this matter to the attention of the Advisory Committee on Management and Finance so that a Permanent Council decision to that effect can be arrived at as soon as possible.

Lastly, Italy emphasizes that the budget cuts planned for Conference and Language Services must under no circumstances be interpreted as being intended to reduce or jeopardize the Organization’s ability to operate in all six official languages.”

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

By the delegation of Canada:

“Regarding Decision No. 1526 just adopted by the Permanent Council, I would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure, on behalf of Andorra, Cyprus, Denmark, Estonia, Finland, Iceland, Latvia, Lithuania, the Netherlands, Norway, Poland, San Marino, Sweden, and my own country, Canada.

We recognize and appreciate the considerable efforts of the executive structures in carrying out the difficult task of identifying efficiencies and cost-reduction measures. We also extend our sincere thanks to the Swiss Chairmanship for steering this process to a successful conclusion.

We join consensus on the adoption of the 2026 Unified Budget. We are pleased that, after several consecutive years without an approved budget, the OSCE will at last have the financial framework it requires to function with greater efficiency, effectiveness, transparency and accountability towards participating States. This is a foundational element for the Organization to deliver on its core mandates.

We join consensus on this decision in the best interest of this Organization. While the adoption of this budget represents progress, the scale of the cuts now before us will result in a contraction of the OSCE’s workforce and operational footprint. It is regrettable that this contraction occurs exactly as the global security environment demands greater, not diminished, capacity.

We are acutely aware that these decisions have very real impacts on the lives and livelihoods of dedicated colleagues, many of whom will not continue in their roles. We extend our sincere gratitude for their commitment to our shared mission. Our collective priority must now be to ensure that the transition is managed with compassion and care.

Cost-reduction and efficiency measures undertaken in periods of austerity shape institutions for years to come. They must therefore be made thoughtfully and strategically.

While we recognize the time pressure to move swiftly toward budget adoption, our delegations continue to promote open, inclusive and accountable governance standards. We recall the important role of the Secretary General as Chief Administrative Officer of the

OSCE to act under the political guidance of the Chairperson-in-Office to ensure an efficient process. We expect these principles to guide the process going forward.

We underline the importance of safeguarding the core functions of the OSCE. In this regard, we reaffirm the autonomy of the three institutions and the essential, irreplaceable contribution they make to the OSCE's comprehensive approach to security. Their ability to operate independently must be fully preserved, and our delegations will remain steadfast in upholding this principle.

Furthermore, we underscore that effective internal oversight, audit and risk management are institutional safeguards. Their functions are indispensable to the confidence of participating States. Their importance only grows during periods of restructuring or financial constraint, when the risks of governance failures, legal disputes, compliance gaps and reputational harm are heightened. We reiterate the importance of an operating budget for the Office of Internal Oversight, and an effective risk management function within the Organization.

We trust that our concerns will be addressed as we move forward, and we stand ready to contribute constructively to that effort.

I request that this interpretative statement be attached to the decision.”

**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 Serbia:

“In connection with the adopted decision on the approval of the 2026 Unified Budget, the Republic of Serbia would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

Serbia welcomes the adoption of the 2026 budget and expresses its sincere appreciation to the Swiss Chairmanship for its dedicated efforts in achieving consensus, as well as to the Secretariat and all other parts of the Organization that worked tirelessly to bring us to this point.

Although the adopted budget does not fully meet our expectations, Serbia has decided, in a spirit of compromise, to support the consensus. We believe that the adoption of the budget after four years represents a significant step forward and will have an important impact on the future of our Organization. We expect that the reduction of the OSCE budget will not adversely affect the implementation of its mandate or the overall effectiveness of the Organization, particularly in the areas of conflict prevention and the work of field missions.

With regard to the future work of the OSCE Mission in Kosovo, we expect activities in priority areas to continue without reduction, especially given that the Serbian community has for years faced legal insecurity, security threats, institutional discrimination, frequent incidents and pressure, as well as a lack of effective protection by the Provisional Institutions of Self-Government. These priorities include early warning and analysis, targeted engagement in the field of human rights (with a focus on language rights, the protection of communities, property rights, cultural heritage, the Serbian Orthodox Church, and Special Protective Zones), as well as trial monitoring in sensitive cases, particularly those involving members of the Serbian community, their institutions, and the Serbian Orthodox Church.

Furthermore, we would like to underline the importance of timely, factual and comprehensive reporting by the OSCE Mission in Kosovo, as its reports represent a valuable insight for participating States regarding the situation on the ground.

We also expect the OSCE Mission in Kosovo to continue its work with undiminished intensity in the field of electoral support, especially in supporting the Central Election Commission, as the ongoing contestation of the electoral rights of Serbs indicates that the democratic maturity of this institution has not yet been fully achieved.

With regard to the consolidation of five regional centres into three, we consider it crucial to maintain a strong and visible OSCE Mission in Kosovo presence in areas inhabited by Serbs, in particular Gračanica, which is home to a significant Serbian population and was previously under the jurisdiction of the now-closed regional centre in Pristina.

In this context, we emphasize that the position of Special Adviser on Non-Albanian Communities is of the utmost importance and expect that it will be filled as soon as possible with a suitable candidate. We trust that the Special Adviser will receive all the necessary support to ensure the continued smooth performance of their duties.

We also trust that the Liaison Office in Belgrade, which will henceforth operate from the premises of the OSCE Mission to Serbia, will receive the necessary logistical support for the implementation of its activities. This office serves as a direct channel of communication and co-ordination between the OSCE Mission in Kosovo and the relevant institutions of the Republic of Serbia.

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

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

By the delegation of the United Kingdom:

“In connection with the Permanent Council decision just adopted on the approval of the 2026 Unified Budget, the United Kingdom would like to make the following interpretative statement under paragraph IV.1(A)6 of the OSCE Rules of Procedure.

The United Kingdom welcomes the decision to adopt the 2026 OSCE Unified Budget, and thanks the Swiss Chairmanship for your patience and quick work towards securing agreement. We strongly believe that agreement to this proposal represents a more positive outcome than no agreement being reached for a fifth successive year, and we thank participating States for showing the necessary flexibility to allow this decision to be passed.

The United Kingdom warmly recognizes the efforts and commitment shown by all OSCE structures in delivering cost savings. We are fully aware that decisions around staffing cuts have been incredibly difficult for all parts of the Organization, particularly in the context of longer-term underfunding of OSCE structures going back to 2021 and earlier.

Nonetheless, we recognize the importance of placing the OSCE on a more sustainable financial footing for the longer term, able to prioritize strategically in light of the regional geopolitical context and global financial realities. We look forward to further substantive discussions on reforms throughout 2026, including through the field operations review later in the spring and initial shaping conversations for the 2027 Unified Budget. We stand ready to engage constructively in these discussions.

We also underline our continued commitment to prioritizing support to Ukraine and using OSCE tools to bolster security and protect democratic resilience across the OSCE area.

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

PC.DEC/1526
19 March 2026
Attachment 6

ENGLISH
Original: SPANISH

**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 Spain:

“Spain aligns itself with the statement delivered by the representative of Cyprus on behalf of the EU Member States and wishes to make the following interpretative statement in a national capacity.

Spain welcomes the adoption of the Unified Budget for 2026, which demonstrates a collective commitment to ensuring that the OSCE can return to a stable budgetary cycle. We thank the Swiss Chairmanship and all those who worked to make this outcome possible.

Spain emphasizes that the budget cuts planned for the Conference and Language Services Section should not be interpreted as a reduction in the OSCE’s operational capacity to continue performing its work in the Organization’s six official languages.

We request that this interpretative statement be attached to the decision and to the journal of the day.”