OSCE

PC.DEC/1526
19 March 2026

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

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**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.

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Annex I

# THE 2026 UNIFIED BUDGET

| | **Fund**<br>**Main Programme**<br>Programme | **EUR** |
|---|---|---|
| | **I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS** | |
| | **The Secretariat** | |
| | **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 | 405,900 |
| | **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 | 2,500 |
| | **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 | 29,200 |
| | **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<br>Main Programme<br>Programme | EUR |
|---|---|---|
| B.4.1 | Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings | 956,200 |
| | **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 | 584,600 |
| | **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 | 200,000 |
| | **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 | 2,047,400 |
| | **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 | 60,000 |
| | **Total** | **3,792,100** |

# THE 2026 UNIFIED BUDGET (continued)

| | **Fund**<br>**Main Programme**<br>Programme | **EUR** |
|---|---|---|
| | **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 | 176,800 |
| | **Total** | **11,738,100** |
| | **Total for the Secretariat** | **39,457,100** |
| | **Office for Democratic Institutions and Human Rights** | |
| 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 | 434,000 |
| | **Total** | **15,066,100** |
| | **High Commissioner on National Minorities** | |
| 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 | 2,613,800 |
| | **Total** | **3,220,400** |
| | **Representative on Freedom of the Media** | |
| A.1.1 | Freedom of the Media | 1,456,400 |
| A.2.1 | Attribution of Shared Services and Common Corporate Costs | 22,100 |
| | **Total** | **1,478,500** |
| | **TOTAL FOR FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS** | **59,222,100** |

# THE 2026 UNIFIED BUDGET (continued)

| | Fund<br>Main Programme<br>Programme | EUR |
|---|---|---|
| | **II. FUNDS RELATED TO OSCE FIELD OPERATIONS** | |
| | **SOUTH-EASTERN EUROPE** | |
| | **Mission in Kosovo** | |
| 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 | 5,182,600 |
| | **Total** | **15,864,900** |
| | **Mission to Bosnia and Herzegovina** | |
| 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 | 4,267,600 |
| | **Shared Services in Bosnia and Herzegovina** | |
| A.2.1 | Shared Services in Bosnia and Herzegovina | – |
| | **Total** | **10,635,800** |
| | **Mission to Serbia** | |
| 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 | 916,600 |
| | **Total** | **5,720,600** |
| | **Presence in Albania** | |
| A.1.1 | Office of Head of Mission | 531,700 |
| A.2.1 | Fund Administration Unit | 894,100 |

# THE 2026 UNIFIED BUDGET (continued)

| | **Fund**<br>**Main Programme**<br>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 | 275,600 |
| | **Total** | **2,734,300** |
| | **Mission to Skopje** | |
| 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 | 683,900 |
| | **Total** | **5,933,600** |
| | **Mission to Montenegro** | |
| 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 | 350,900 |
| | **Total** | **1,979,500** |
| | **Total for South-Eastern Europe** | **42,868,700** |
| | **EASTERN EUROPE** | |
| | **Mission to Moldova** | |
| 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 | 346,600 |
| | **Total** | **2,118,500** |

# THE 2026 UNIFIED BUDGET (continued)

| | Fund<br>Main Programme<br>Programme | EUR |
|---|---|---|
| | **Representative to the Latvian-Russian Joint Commission on Military Pensioners** | |
| A.1.1 | Office of Head of Mission | 5,100 |
| | **Total** | **5,100** |
| | **Total for Eastern Europe** | **2,123,600** |
| | **CENTRAL ASIA** | |
| | **Programme Office in Astana** | |
| 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** |
| | **Centre in Ashgabat** | |
| 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** |
| | **Programme Office in Bishkek** | |
| 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** |
| | **Project Co-ordinator in Uzbekistan** | |
| A.1.1 | Office of Head of Mission | 237,900 |

# THE 2026 UNIFIED BUDGET (continued)

| | **Fund**<br>**Main Programme**<br>Programme | **EUR** |
|---|---|---|
| A.2.1 | Fund Administration Unit | 587,400 |
| A.2.2 | Attribution of Shared Services and Common Corporate Costs | 57,400 |
| B.1.1 | Politico-Military Activities | 455,800 |
| B.2.1 | Economic and Environmental Activities | 529,600 |
| B.3.1 | Human Dimension Activities | 453,400 |
| | **Total** | **2,321,500** |
| | **Programme Office in Dushanbe** | |
| A.1.1 | Office of Head of Mission | 1,070,100 |
| A.2.1 | Fund Administration Unit | 1,731,500 |
| A.2.2 | Attribution of Shared Services and Common Corporate Costs | 199,400 |
| B.1.1 | Political and Military Aspects of Security | 1,666,800 |
| B.2.1 | Economic and Environmental Activities | 970,400 |
| B.3.1 | Human Dimension Activities | 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** |

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Annex II

# POST TABLE

| **Fund**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **I. FUNDS RELATED TO THE SECRETARIAT AND INSTITUTIONS** | | | |
| **The Secretariat** | | | |
| **Secretary General and Central Services** | | | |
| **A.1.1 Executive Management** | | | |
| Secretary General | SG | 1.0 | |
| Director, Office of the Secretary General | D1 | 1.0 | |
| Senior Adviser | P4 | 1.0 | |
| Senior 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| Deputy Co-ordinator/Head, Environmental Activities | P5 | 1.0 | |
| Senior Economic and Environmental Officer | P4 | 1.0 | |
| Senior Economic Officer | P4 | 1.0 | |
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| Warehouse Clerk | G3 | 1.0 | |
| Driver | G2 | 1.0 | |
| Manual Worker | G2 | 1.0 | |
| Cleaner | G1 | 6.0 | |
| **Total for the Secretariat** | | **368.8** | |
| | | | |
| **Office for Democratic Institutions and Human Rights** | | | |
| **A.1.1 Direction and Policy** | | | |
| Director of ODIHR | D/ODI | 1.0 | |
| First Deputy Director of ODIHR | D1 | 1.0 | |
| Second Deputy Director of ODIHR | P5 | 1.0 | |
| Project Co-ordinator | P4 | 1.0 | |
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **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 | |
| **Total for the Office for Democratic Institutions and Human Rights** | | **131.5** | |
| **High Commissioner on National Minorities** | | | |
| **A.2.1 Fund Administration Unit** | | | |
| Senior Administrative Officer | P4 | 1.0 | |
| Senior Administrative Assistant | G7 | 1.0 | |
| Senior ICT Assistant | G6 | 1.0 | |
| Finance Assistant | G5 | 1.0 | |
| Procurement Assistant | G5 | 1.0 | |
| **B.1.1 Office of the High Commissioner** | | | |

# POST TABLE (continued)

| **Fund**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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 | |
| **Total for the High Commissioner on National Minorities** | | **31.5** | |
| **Representative on Freedom of the Media** | | | |
| **A.1.1 Freedom of the Media** | | | |
| Representative on Freedom of the Media | RFOM | 1.0 | |
| Director, Office of the RFoM | D1 | 1.0 | |
| Senior Adviser | P4 | 1.0 | |
| Adviser | P3 | 1.0 | |
| 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 | |
| **Total for the Representative on Freedom of the Media** | | **17.0** | |

# POST TABLE (continued)

| **Fund**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **II. FUNDS RELATED TO OSCE FIELD OPERATIONS** | | | |
| **SOUTH-EASTERN EUROPE** | | | |
| **Mission in Kosovo** | | | |
| **A.1.1 Office of Head of Mission** | | | |
| Head of Mission | HoM | 1.0 | |
| Deputy Head of Mission | DHoM | 1.0 | |
| Head of Office of Political Affairs and Communications | P4 | 1.0 | |
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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 | |
| Chief of Section | S3 | 1.0 | |

# POST TABLE (continued)

| **Fund**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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 | |
| **Total for the Mission in Kosovo** | | **384.0** | |
| **Mission to Bosnia and Herzegovina** | | | |
| **A.1.1 Office of Head of Mission** | | | |
| Head of Mission | HoM | 1.0 | |
| Deputy Head of Mission | DHoM | 1.0 | |
| Chief of Policy and Planning | P4 | 1.0 | |

# POST TABLE (continued)

| **Fund**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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 |
| National Chief of Budget and Finance | NP3 | 1.0 | |
| National Chief of Human Resources | NP3 | 1.0 | |

# POST TABLE (continued)

| **Fund**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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 | NP1 | 1.0 | |
| Senior Executive Assistant | G6 | 2.0 | |
| Senior Programme Assistant, Rule of Law | G6 | 1.0 | |
| Senior Programme Assistant, Trial Monitoring | G6 | 1.0 | |
| Assistant Translator/Interpreter | G5 | 1.0 | |
| Legal Assistant | G5 | 1.0 | |
| Programme Assistant | G5 | 10.0 | |
| Rule of Law Monitoring Assistant | G5 | 16.0 | |
| **Shared Services in Bosnia and Herzegovina**<br>**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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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 |
| **Total for the Mission to Bosnia and Herzegovina** | | **273.5** | |
| **Mission to Serbia** | | | |
| **A.1.1 Office of Head of Mission** | | | |
| Head of Mission | HoM | 1.0 | |
| Deputy Head of Mission | DHoM | 1.0 | |
| Chief of Policy and Co-ordination | S3 | 1.0 | |
| Municipal Co-ordinator | S2 | 1.0 | |
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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 | |
| **Total for the Mission to Serbia** | | **89.5** | |
| **Presence in Albania** | | | |
| **A.1.1 Office of Head of Mission** | | | |
| Head of Presence | HoM | 1.0 | |
| Deputy Head of Presence | DHoM | 1.0 | |
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **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 | |
| **Total for the Presence in Albania** | | **62.5** | |
| **Mission to Skopje** | | | |
| **A.1.1 Office of Head of Mission** | | | |
| Head of Mission | HoM | 1.0 | |
| Deputy Head of Mission | DHoM | 1.0 | |
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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 |
| **Total for the Mission to Skopje** | | **117.5** | |
| **Mission to Montenegro** | | | |
| **A.1.1 Office of Head of Mission** | | | |
| Head of Mission | HoM | 1.0 | |
| Deputy Head of Mission/Programme Co-ordinator | DHoM | 1.0 | |
| Political 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **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 | |
| **Total for the Mission to Montenegro** | | **30.0** | |
| **EASTERN EUROPE** | | | |
| **Mission to Moldova** | | | |
| **A.1.1 Office of Head of Mission** | | | |
| Head of Mission | HoM | 1.0 | |
| Deputy Head of Mission | DHoM | 1.0 | |
| Mission Spokesperson | S2 | 1.0 | |
| National Programme Officer | NP1 | 1.0 | |
| National Public Information Officer | NP1 | 1.0 | |
| Senior Interpreter/Political Assistant | G6 | 1.0 | |
| Project Assistant | G5 | 1.0 | |
| Senior Secretary | G5 | 1.0 | |

# POST TABLE (continued)

| **Fund**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| Programme Administrator | G5 | 1.0 | Change from programme Human Rights |
| **Total for the Mission to Moldova** | | **45.0** | |
| **CENTRAL ASIA** | | | |
| **Programme Office in Astana** | | | |
| **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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| Programme Assistant | G5 | 1.0 | Downgrade |
| Project Assistant | G5 | 1.0 | |
| **Total for the Programme Office in Bishkek** | | **101.0** | |
| **Project Co-ordinator in Uzbekistan** | | | |
| **A.1.1 Office of Head of Mission** | | | |
| Head of the Office | HoM | 1.0 | |
| National Project Officer | NP2 | 1.0 | |
| 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**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| **B.3.1 Human Dimension Activities** | | | |
| Senior Project Officer | S2 | 1.0 | |
| National Project Officer | NP2 | 1.0 | |
| 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 |
| Administrative Assistant | G5 | 1.0 | |

# POST TABLE (continued)

| **Fund**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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 | |
| Administrative Assistant | G5 | 1.0 | |

# POST TABLE (continued)

| **Fund**<br>**Main Programme**<br>**Programme**<br>Post Title | **Post Grade** | **Number of Posts** | **Note** |
|---|---|---|---|
| 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 | |
| **Total for the Programme Office in Dushanbe** | | **116.0** | |
| **GRAND TOTAL** | | **1,860.8** | |

PC.DEC/1526
19 March 2026
Annex III

# 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 | 129,500 |
| **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."

PC.DEC/1526
19 March 2026
Attachment 3

Original: ENGLISH

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

By the delegation of 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."

PC.DEC/1526
19 March 2026
Attachment 4

Original: ENGLISH

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

By the delegation of 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."

PC.DEC/1526
19 March 2026
Attachment 5

Original: ENGLISH

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

By the delegation of the United 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."