

The Secretary General's

Annual Evaluation Report

on the Implementation of the
2004 OSCE Action Plan for the
Promotion of Gender Equality

25 October 2012



Organization for Security and
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Foreword

The present report has been prepared in accordance with MC.DEC/14/04 on the 2004 OSCE Action Plan for the Promotion of Gender Equality, which stipulates that the Secretary General shall present to the Permanent Council an annual evaluation report on gender issues in the OSCE.

The first and the second chapter of the report analyse the extent to which the commitments articulated in the Gender Action Plan that are within the purview of the OSCE executive structures have been put into practice. Moreover, it tracks the overall institutional progress and challenges in gender mainstreaming across all projects and programmes. By assessing the progress of the OSCE's structures, policies and programmes, the report may assist the OSCE and its participating States in using resources in an efficient and effective way.

The report includes activities for the promotion of gender equality and staff statistics covering the reporting period from May 2011 to May 2012. It is structured according to the three main areas of the Gender Action Plan: 1) gender mainstreaming within the Organization; 2) gender mainstreaming in projects, programmes and activities; and 3) progress made in the six priority areas in the participating States. The data included in the report are based on input from all Secretariat departments, Institutions, and Field Operations as well as research. As in previous years, the data have been compiled and analyzed by the Gender Section of the Office of the Secretary General, under the leadership of the Senior Adviser on Gender Issues.

The third chapter focuses on one priority area, which is UNSCR 1325, where data are available to a greater extent than in other priority areas. This is also in compliance with the activities undertaken by OSCE structures in the framework of the follow-up to MC.DEC/03/11 on the conflict cycle, where the topic of women, peace and security was very much a focus this year.

It is my hope that the OSCE as an Organization can use this report as a benchmark of its progress in gender mainstreaming, and as an advocacy tool to ensure that gaps identified are addressed with appropriate resources and will. This will require us to work cross-dimensionally within the Secretariat, Institutions, and Field Operations and with the full support of management. In doing this, we both commit ourselves to improvements in the data and also illustrate our commitment to a region where women and men are able to achieve their full potential as active and engaged members of society.

Addressing gender equality as a security issue is a prerequisite for the implementation of the OSCE's co-operative and comprehensive approach to security. Our common vision for the future should be to strengthen the implementation of the OSCE's gender policy framework in order to reach sustainable results on gender equality in the OSCE region.

I hope participating States will use this report, as envisioned in the Action Plan, as the foundation for a broader discussion within the OSCE on how to fulfil the gender related commitments made in a variety of Ministerial Council Decisions. Doing so requires continued and comprehensive analysis of gender equality throughout the OSCE area. The commitments are there. Now is the time not only to promote, but fully implement them.

I look forward to working closely with you towards the goal of ensuring full equality for men and women, within our Organization and in all participating States.



Lamberto Zannier
OSCE Secretary General

Introduction

The 2012 Annual Evaluation Report on the Implementation of the 2004 Action Plan for the Promotion of Gender Equality differs somewhat from its predecessors. Following the first recommendation from last year's Annual Evaluation Report to update the 2004 Action Plan for the Promotion of Gender Equality – a recommendation that was the result of consultations throughout OSCE structures as well as with delegations – the Gender Section started a reviewing process of existing implementation mechanisms and results therein.

The first step was to look at the assessments of the 2011 Annual Evaluation Report in order to identify gaps in implementation and entry points. It became clear in this analysis that there has been over the years visible progress in gender mainstreaming the OSCE structures, working environment and recruitment (pillar I of the Gender Action Plan) and in gender mainstreaming programmes, projects, policies and activities of the OSCE (pillar II of the Gender Action Plan). However, there are major challenges when it comes to the so-called pillar III of the Gender Action Plan: progress made in the six priority areas of promoting equality between men and women in participating States.

It is worthwhile recalling that the Gender Action Plan in this context clearly states that “participating States, individually and collectively, bear the primary responsibility and are accountable to their citizens for the implementation of their commitments on equality of rights and equal opportunities for women and men. They have committed themselves to making equality between women and men an integral part of policies both at State level and within the Organization. They will ensure the full use of the appropriate OSCE fora for reviewing the implementation of OSCE commitments on equality between women and men.”¹

In pillar III participating States are called upon to implement their commitments in six priority areas, which are the following:

- Ensuring non-discriminatory legal and policy frameworks
- Preventing violence against women
- Ensuring equal opportunity for participation of women in political and public life
- Promoting the implementation of UNSCR 1325 (2000)
- Promoting equal opportunity for women in the economic sphere
- Building national mechanisms for the advancement of women

However, without clear reporting and monitoring mechanisms in the OSCE for pillar III, OSCE structures have access to a very limited amount of data on the implementation of the Gender Action Plan in participating States. Previous Annual Evaluation Reports outlined activities of only OSCE Field Operations and ODIHR in the respective (host) countries, and did not capture developments and trends in the region as a whole. As a result, the report content on pillar II and pillar III of the Gender Action Plan was duplicative.

The 2012 report chose to focus on one priority area under pillar III where there is data available from participating States: the implementation of UNSCR 1325 on Women, Peace and Security (see chapter three of the report). The analysis presented is based on general research undertaken to date on existing National Action Plans for the implementation of UNSCR 1325, on conclusions drawn from the 2011 Sarajevo conference on UNSCR 1325 organized by the OSCE and the voluntary responses of participating States to the Questionnaire on the Code of Conduct on Politico-Military Aspects of Security. Thus, the analysis is by no means exhaustive, it outlines however some clear trends as well as common challenges for the OSCE and its participating States when it comes to the application of UNSCR 1325 on an organizational and State level. Recommendations for enhancing implementation of the resolution are presented in chapter four of this report.

In another step to examine the Gender Action Plan and its monitoring and implementation mechanisms, the OSCE Office of Internal Oversight (OIO) in co-operation with the Gender Section conducted a management review of pillar II of the Gender Action Plan.

In April 2012 the Gender Section organized a meeting of the Gender Focal Points from Field Operations and OSCE structures in Stadtschlaining, Austria. This was the first such meeting since 2009 and the goal was to consult with expert staff from the field about their experiences and needs to fulfil their mandates. Based on the

¹ 2004 OSCE Action Plan for the Promotion of Gender Equality, paragraph 41.

results of the Gender Focal Point meeting, the Gender Section revised the questionnaires addressed to the Gender Focal Points for the collection of data for the 2012 Annual Evaluation Report with the goal to get more focused information on pillars I and II.

This process delayed the presentation of the 2012 Annual Evaluation Report by one month. Consequently, the reporting period of the Annual Evaluation Report was extended to 14 months, where possible.

As in previous years, the separate reports of the Institutions are annexed to the main report, but their findings were taken into account throughout the main report as appropriate.

Considering the persisting need for enhancement of the promotion of gender equality in the OSCE and its participating States as stipulated in the Gender Action Plan, this report reflects the fact that all OSCE structures remain fully committed to reviewing and improving the implementation of gender-related commitments and their results.

Executive Summary

The 2012 Annual Evaluation Report indicates that the OSCE has made further progress in a number of areas in the implementation of the 2004 Gender Action Plan. However, some slight downward trends can be noted and a number of challenges still remain. Comprehensive sets of commitments for the promotion of gender equality in OSCE structures and participating States are in place, but implementation efforts lag behind.

As far as the OSCE structures are concerned, there is greater gender awareness in recruitment policies and the working environment. Training as well as capacity building has been refined and intensified. The number of projects and programmes including a gender perspective has increased considerably (365 projects as compared to 265 in the last reporting period), which suggests an improved awareness of the need to include gender aspects into project work and makes this area the most progressive one in the OSCE in terms of the implementation of gender-related commitments.

While the overall number of women working in the OSCE is unchanged (46 per cent), this figure can be misleading as the majority of senior management positions remain occupied by men (70 per cent), and the recruitment of women in areas pertaining to the first dimension is at the lowest possible level (zero per cent in the military area and nine per cent in policing, which is down from 12 per cent in the last reporting period).

Women continue to make up the majority in administrative (G) positions, with 68 per cent employed in the 2012 reporting period (up from 59 per cent in the 2011 reporting period). However, within the contracted professional and management category, the overall trend is that women apply less than their male counterparts (by 24 per cent) and are less often hired (by 4 per cent).

The percentage of women employed as seconded staff fell by 12 per cent. This came despite an only three per cent drop in the per cent of women who were nominated as secondments by participating States. A welcome exception from this downward trend is the appointment of three women as Heads of Mission during the reporting period. These appointments add up, however, to six women who have headed OSCE Field Operations since their establishment, as compared to 116 men.

Gender mainstreaming throughout the three dimensions remains uneven. While the number of projects in the first dimension more than doubled during the 2012 reporting period as compared to the previous one (from 39 to 83 now), it is still lagging behind the 228 projects implemented in the human dimension in the same period of time. With only 54 projects having a gender perspective integrated, activities in the second dimension require an increased gender sensitive approach.

There is a considerable increase in the number of gender related or gender mainstreamed projects implemented in participating States hosting Field Operations, with a clear indication of a steady upward trend over the years. However, there are no mechanisms in place to assess the implementation of gender related commitments by the countries of the OSCE region. This lack of data in fact makes it difficult to follow the provision of the Gender Action Plan to report on progress made in participating States in the six priority areas outlined in the Plan.

Thanks to the voluntary reporting of 27 participating States to the questionnaire on the Code of Conduct on Politico-Military Aspects of Security and the existence of National Action Plans on the implementation of UNSCR 1325 in 23 OSCE participating States, some evaluation of improvements made in this area in participating States could be included in the 2012 Annual Evaluation Report. It shows that there has been increased interest in the resolution in the OSCE region and that our Organization can and should assist participating States in implementing the resolution through more structured approaches.

The main findings of the report in detail:

Progress made in the Mainstreaming of Gender in OSCE Structures and Working Environment

1. Positive advancements have been made in the number of resources set aside for capacity building and training for staff. There is, however, further need to increase the understanding of gender equality concepts in the OSCE and enhance staff responsibility and accountability for implementing the Gender Action Plan through regular training.

2. The option of flexible work schedules is used mostly by women in the Secretariat and HCNM in the form of staggered working hours, job sharing and telecommuting. However, this has not yet impacted the field.

3. The overall percentage of women in the OSCE staff in all categories has not changed since the last reporting period, with women representing 46 per cent.

4. The percentage of women in professional positions (National Professional Officers, P1 to P4 and S, S1 and S2) stayed relatively the same as in the last reporting period (48 per cent in May 2011 to 47 per cent in May 2012).

5. During the reporting period the percentage of women holding senior management positions (S3+ and P5+) changed only slightly from 31 per cent in May 2011 to 30 per cent in May 2012.

6. Within the contracted professional and management category, women applied less than their male counterparts (by 24 per cent) and are less hired (by 4 per cent) in the 2012 reporting period.

7. For P and D positions, women were 38 per cent of applicants, 40 per cent of those short-listed and 48 per cent of those employed. This is down from the reporting period of 2011, when women were 40 per cent of those who applied, 50 per cent of those short-listed and 54 per cent of those employed.

8. Positions of Heads and Deputy Heads of Mission remain male dominated, despite the appointment of three women as Heads of Mission in the reporting period, which represents a significant step forward over the 2011 reporting period when there were no women Heads of Mission. The number of women as Deputy Heads of Mission has not changed since the last reporting period (three out of eleven). Seen in a broader context however, the statistics remain worrying: since the establishment of OSCE Field Operations, there have been only six women among 122 Heads of Mission.

9. Though the number of women nominated by participating States for Heads/ Deputy Heads of Missions increased, fewer are being nominated to positions lower than that. As a result, women were 33 per cent of those shortlisted for seconded positions during the present reporting period, compared to 38 per cent in the last reporting period. For total seconded positions women made up 33 per cent of those actually hired during the reporting period. This is down from 45 per cent of those eventually hired during the 2011 reporting period.

10. There continues to be limited progress in the area of recruitment of women within the first dimension, whereas there was progress in the second dimension, where women made up 36 per cent of the staff in economic and environmental activities, up from 31 per cent in the 2010/11 report.

11. In the 20 years since the establishment of the OSCE Institutions, they have been headed only by two women.

12. The Gender Focal Point network continues to operate throughout the organization but its work is complicated by a lack of formal recognition and standardization. Ideally, Gender Focal Points should receive regular training on gender mainstreaming, have clear terms of reference and means to measure the impact of their work within the Performance Appraisal Report (PAR) process.

13. With its First Deputy Director as Gender Focal Point, ODIHR remains a role model of how to create responsibility and accountability for gender mainstreaming at a senior management level.

Progress made in the Gender Mainstreaming of OSCE Policies, Programmes, Projects and Activities

14. Of the reported 365 gender mainstreamed projects from the Field Operations (compared to 265 in the last reporting period), 67 per cent included targeted action on gender, while 33 per cent were participatory in nature, meaning that they took into account only participation of women. This is a significant and positive change over the last reporting period, when the total per cent of projects with targeted gender action was 56 per cent with some 44 per cent of projects focused on participatory action.

15. This means that overall the number of projects that reported to have included gender mainstreaming across the three dimensions increased, while the percentage of participatory work decreased – suggesting that across the three dimensions staff is more sensitized to the work of gender mainstreaming as well as more inclined to include gender analysis in projects in a substantive way.

16. In the first dimension there is a significant increase in the number of projects that have been gender mainstreamed, especially in the area of police reform and UNSCR 1325. However, the dimension still has the lowest number of targeted action projects suggesting that while there is greater awareness in this dimension, there is not yet capacity for integrating gender aspects in a substantive way.

17. In the second dimension, although Field Operations relied on participatory integration for gender in the majority of projects, it is clear they have begun to think strategically about shifting mindsets in operation and activities. In doing so they are setting the foundation for projects which are more gender mainstreamed and consider both the practical and strategic needs of women and men.

18. In the third dimension, projects continue to be substantial and focused on empowering women through fulfilling the goals of the Gender Action Plan on: support for the integration of a gender perspective in legislation, promoting non-discrimination and equal opportunities and strengthening leadership and increasing women's public participation and decision-making.

19. Despite some progress in gender mainstreaming across the Organization there is still a way to go. In particular it is not possible to draw firm conclusions what level of progress has been reached. This is partly because the Gender Action Plan does not provide concrete guidance in terms of indicators of progress. This makes it hard to monitor the implementation of the Gender Action Plan and consequently it creates difficulties in establishing an overall strategy of implementation and ensuring consistency of effort across the OSCE.

Progress Made in the Priority Areas of Achieving Equality between Men and Women in participating States

20. As is outlined in chapter two of the report, OSCE Field Operations and Institutions, in particular ODIHR, as well as the Secretariat departments have been assisting participating States across the three dimensions to comply with their obligations stemming from the 2004 Gender Action Plan and other international gender-related documents. However, mechanisms to monitor and assess the situation in participating States with regard to progress made in the six priority areas of gender equality as stipulated in the Gender Action Plan, have to be enhanced.

21. Data available from participating States pertain to the implementation of UNSCR 1325. They produce a mixed picture. While 23 countries in the OSCE region have adopted National Action Plans for the implementation of the resolution (out of 36 on a global level), and a few States are working on the development of Action Plans, others have yet to recognize the relevance as well as the benefits of this ground-breaking document.

22. By signing up to UNSCR 1325, states have committed themselves to promote active participation of women in conflict prevention, peace-building and security processes. It is vital to ensure that the terms of UNSCR 1325 are integrated across the work of the OSCE – in both countries in conflict and those without conflict. Addressing gender equality as a security issue is a prerequisite for the implementation of the OSCE's co-operative and comprehensive approach to security.

23. To date there is no coordinated initiative to implement UNSCR 1325 in the OSCE region, nor is there a systematic exchange of best practices and lessons learnt. There is also a certain lack of understanding why the resolution has value within the Organization. Although there are discussions in the various formal and informal bodies of the OSCE there is no concerted effort to follow issues pertaining to UNSCR 1325. As a result, much potential information and lessons learnt has been lost. These are all critical challenges that deserve attention.

Conclusion

Half of the population in the OSCE region is female. Translated into OSCE language this means: women make up half of the Security Community. The OSCE and its participating States have through a number of politically binding documents pledged to protect women from violence and war, to recognize their special needs, to empower them to participate in the political and public life of our societies on equal footing with men, to ensure their equal opportunities in the economic sphere.

Since the adoption of the Gender Action Plan in 2004 important strides have been undertaken to promote gender equality issues across OSCE structures and dimensions as well as in participating States. The 2012 Annual

Evaluation Report shows that there has been continued progress, but systematic approaches have to be strengthened.

After eight years of exploring the best ways and practices of how to translate commitments into policies and activities, it is time for the OSCE to take stock of these experiences, including failures, and feed the results into the development of a more structured approach.

The initiative by some delegations, assisted by the Gender Section and co-ordinated with ODIHR, to create an OSCE-Wide Action Plan for the implementation of UNSCR 1325 could be a first step in this direction. It can lay the foundations for a much more efficient implementation of the resolution in the OSCE region. And it can be a role model for strengthening existing and developing new implementation mechanisms for gender mainstreaming all areas of the Gender Action Plan in the OSCE and its participating States.

1. Progress Made in the Mainstreaming of Gender in OSCE Structures and Working Environment²

The first pillar of the Gender Action Plan recognizes the importance of gender mainstreaming throughout the structures of the OSCE.

1.1. Capacity Building on Gender Issues for OSCE Staff

The DHR/Training Section continues to include a module on gender issues in the General Orientation (GO) Programme which targets incoming international staff/mission members throughout the Organization, as well as local staff in the Secretariat. During the reporting period May 2011 to 1 May 2012 a total of 218 new staff members (136 men, 82 women) participated in the GO programme and during the reporting period 1 May 2012 to 30 June 2012 a total of 51 new staff participated (29 men, 22 women). This module is facilitated by a Training Officer from the DHR/Training Section and a representative from the Gender Section.

The DHR/Training Section additionally organized a three-day intensive gender training during the reporting period 1 May 2011 to 1 May 2012 where 16 staff (five men, eleven women) participated. The training was targeted at staff with project/programme responsibilities in the Secretariat, Field Operations and Institutions. There was no intensive gender training in the second reporting period (2 May to 30 June 2012).

A modular training on gender issues was held in the Secretariat in May 2012, facilitated by a Training Officer from the DHR/Training Section. A representative of the Gender Section was available to provide additional input in the sessions and follow-up coaching. The training targeted Secretariat staff, and was also open to delegations. There were 14 participants (six men and eight women) including four from the delegations.

The Gender Section organized capacity building on gender mainstreaming for six Field Operations (Mission in Kosovo, Mission to Serbia, Mission to BiH, Mission to Moldova, Office in Baku and Office in Yerevan) during the reporting period. Two hundred and fifteen mission members participated in the capacity building sessions which concentrated on practical implementation of gender mainstreaming in the work of the Field Operations.

During the reporting period, several Field Operations included training on gender mainstreaming in their curricula. For instance, the Mission to Skopje and the Mission to BiH have induction training for new staff which includes a session on gender mainstreaming. New staff are informed about gender-related activities within the Mission, as well as general OSCE gender-related policy. During the reporting period the Mission in Kosovo provided regular training on gender mainstreaming, domestic violence and women, peace and security throughout the year. The Mission to Serbia holds coordination meetings between departments to discuss gender mainstreaming initiatives every third month.

ODIHR continued their Human Dimension Induction Course (HDIC) which also includes gender training. Since the HDIC was introduced back in 2004, it has been organized on a regular basis for new staff from OSCE Field Operations and Institutions, including ODIHR, working on the human dimension. Three induction courses were conducted during the reporting period from 1 May 2011 to 30 June 2012, with 84 participants in total. During the reporting period an equal percentage of women and men participated in the HDIC sessions: 42 out of 84 participants were women.

1.2. Management

To cater to the different needs of the staff the OSCE has allowed for flexible working arrangements. During the reporting period 55 staff (49 women and 6 men) in the Secretariat made use of flexible working provisions (i. e. staggered working hours, job-sharing, part-time work and telecommuting). This can be compared with the previous reporting period, during which 45 staff (37 women and 8 men) used flexible working hours. These working arrangements have not been implemented across the OSCE, despite the applicability of Staff Instruction (SI) 27.

² Gender Action Plan, Section III A.

1.3. The Professional Working Environment

During the aforementioned GO programme, Staff Regulations, Staff Rules and Staff Instructions are introduced to new OSCE staff. Staff Instruction (SI) 21/2006 on the Professional Working Environment (Harassment, Sexual Harassment and Discrimination) and its related formal and informal processes is emphasized. Staff members are not only familiarized with the Staff Instruction, but also informed about the means and policies for identifying and reporting potential violations. Furthermore, in order for staff to be fully acquainted with the OSCE Code of Conduct (CoC), since June 2012 all new staff and mission members are required to read and sign the CoC upon signing their employment contracts.

Between 1 May 2011 and 1 May 2012, 38 staff members (20 men, 18 women) left the Secretariat. Fourteen staff members took part in face-to-face exit interviews during the period 1 May and 31 December 2011.³ The interviews illustrated an overall level of satisfaction with the professional working environment in the Secretariat. No references were made to harassment, discrimination (including gender discrimination) or sexual harassment during the exit interviews, nor were they cited as a reason for leaving the Organization by any of the interviewees.

From 1 January 2012, an online exit interview was introduced across the OSCE. In the period from 1 January to 1 May 2012 a total of 32 staff and mission members (19 men and 13 women) across the Organization completed the online exit interview. One female mission member cited harassment, and another cited harassment and discrimination as the reasons for leaving the Organization. During the period 2 May to 30 June 2012 a total of three staff and mission members (3 men) across the Organization completed the online exit interview. No reference was made to harassment, sexual harassment or discrimination.

These numbers might be a good indicator of the status of the professional working environment in the Organization but it should be noted that they cannot give a complete picture of the situation as they are only based on formal complaints, and informal complaints are not recorded. Still, there were no official complaints received in the reporting period alleging violation of the professional working environment.

The Mediation Co-ordination Team in the Secretariat co-ordinates the network of mediation focal points in the Field Operations and Institutions and collects data on cases of violations of the professional working environment. The team is comprised of the Director for Human Resources and both DHR Gender Focal Points. There were no official requests for mediation by the team in either reporting period.

1.4. Gender Balance in Professional and Management Positions⁴

As stipulated in the Gender Action Plan⁵, the Secretariat shall prepare annual statistics showing the current distribution of women and men by category of posts at each level. Detailed sex-disaggregated statistics can be found in Annex I. The statistics attached to this report show the representation of women and men in the OSCE executive structures as of 1 May 2012.

Analysis of the General Categories of Staff in Field Operations, Institutions and the Secretariat

In May 2012, the total number of OSCE staff in all categories was 2,636, with women representing 46 per cent.⁶ This is the same percentage as last year. The percentage of women in professional positions (National Professional Officers, P1 to P4 and S, S1 and S2) reached 47 per cent, a slight decrease from last year's 48 per cent.⁷

Women make up 30 per cent of senior management positions (S3+ and P5+), holding 45 of 149 filled positions. This represents a very slight decrease in relation to May 2011 when women made up 31 per cent of senior management positions (46 posts of 149). It is the same percentage as the same period in May 2010.⁸

³ An online format was used for exit interviews starting 1 January 2012. The data above only captures in-person interviews from 1 May 2011 until 31 December 2011.

⁴ Note that comparisons from year to year are not an accurate representation, as the population and vacancy notice rates fluctuate. Additionally, statistics do not take into account qualifications of candidates.

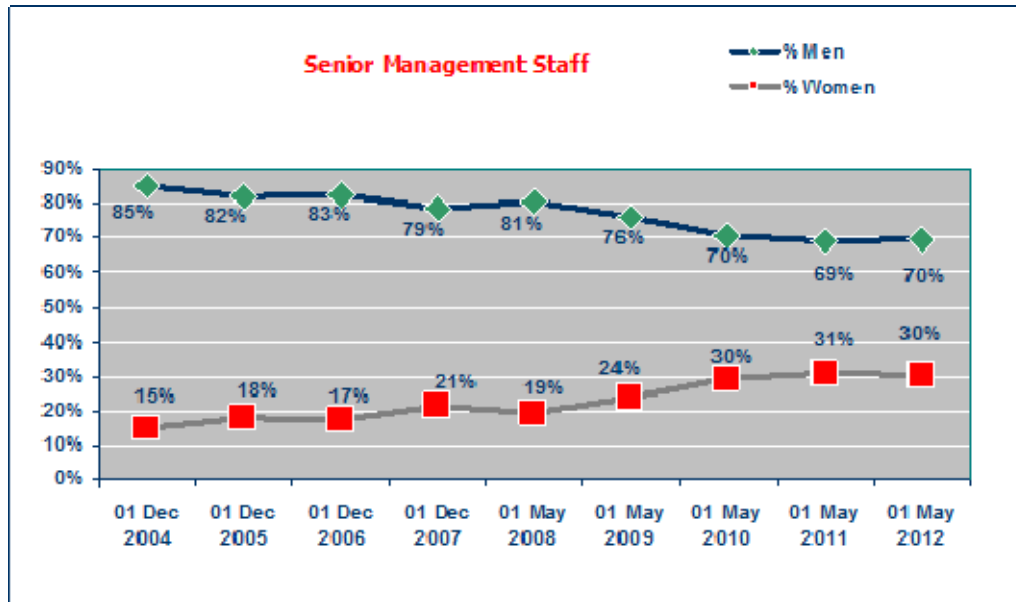
⁵ Gender Action Plan, paragraph 31.

⁶ Annex I, table 3.

⁷ The number of nominations of women is affected by a number of factors including the number of vacancy notices, location of the post, sphere of field of work and number of vacancy notices in previous years etc.

⁸ Annex I, table 3.

Table 1. Development of Post Distribution by Category of Staff



As of 1 May 2012, 20 per cent of Head of Mission (HoM) positions (three women of a total of fifteen HoM) were held by women (Field Operations to Moldova, Ukraine and Astana).⁹ This is an increase of three staff over the 2011 reporting period, when there were no women Heads of Mission. As of May 1 2012, 16 OSCE Field Offices had 11 Deputy Heads of Missions on staff (DHoM). Of the 11 staff three were women, or 27 per cent (OSCE Centre in Astana, OSCE Office in Baku and OSCE Mission to Skopje). This is the same percentage as the previous reporting period.

The percentage of women working in Field Operations has remained the same from the last two reporting periods in both the general service (42 per cent) and professional (50 per cent) categories.¹⁰ The representation of women in senior management positions in Field Operations has changed slightly to 27 per cent in May 2012 from 28 per cent in May 2011 and 29 per cent in May 2010.¹¹

Overall women account for 15 of a total 39 (or 38 per cent) of senior management posts within the Secretariat, Institutions and Field Operations. This is roughly the same as last year's 15 of 38 (or 39 per cent) of existing senior management positions and 9 of 26 positions in May 2010 (35 per cent).¹² The number of women management secondees at the Secretariat dropped to 13 of 43 (or 30 per cent) – from a total of 15 of 39 (38 per cent) in May 2011, compared with 10 of 42 (24 per cent) in May 2010.¹³

Regarding Institutions, the number of women in professional positions at ODIHR has continued to increase from 38 per cent in May 2010 and 41 per cent in May 2011 to 46 per cent in May 2012. Women make up 60 per cent of ODIHR's overall staff in 2012 and hold 9 out of a total of 12 seconded positions or 75 per cent of seconded staff members. Three of the six filled senior management posts are occupied by women, an increase from two positions in the previous reporting period.¹⁴ It should be noted that among professional staff at the level of P3 and above, 51 per cent of these positions are occupied by men, as compared to 49 per cent occupied by women.

⁹ Annex I, table 11. The HoM for the Ukraine, a woman, was pending appointment on 1 May 2012.

¹⁰ Annex I, table 2.

¹¹ Annex I, table 2.

¹² Annex I, table 2.

¹³ Annex I, table 13.

¹⁴ There are now only 6 management positions, down from 7.

In this reporting period HCNM data has remained unchanged from the previous period. Of 15 professional staff in HCNM, 5 are women.¹⁵ This is compared to 4 women of 14 professional staff during the 2010 reporting period.

The post of the Representative on Freedom of the Media (RFoM) continues to be filled by a woman.¹⁶ As in the 2011 reporting period, women are four of the seven professional staff at the office of the RFoM.¹⁷

As for the representation of women in the OSCE political structures, during the reporting period no women were appointed as chairs of the three Committees, nor were there any women Special Representatives of the Chair-in-Office, apart from the Special Representative on Gender Issues.

Analysis of Gender Balance by Field of Expertise

Because of differences in how Field Operations structure job categories and titles, data on gender balance by field of expertise offers only a general picture of the work carried out by women and men in the OSCE.¹⁸ However, this is sufficient to capture trends in the representation of women across thematic areas. The percentage of women working on Human Rights related issues has increased from 57 per cent in May 2011 to 65 per cent in May 2012.¹⁹ The trend of having zero women in the military field remains the same. Women make up 9 per cent of policing staff, down from 12 per cent in the 2011 reporting period. In the area of Economic and Environmental Affairs women increased from 31 per cent of total staff in the 2011 reporting period to 36 per cent in this year's reporting period. Media Affairs recorded a substantial decrease in the percentage of women staff – from 78 per cent women in the 2011 reporting period to 55 per cent in the 2012 reporting period. However, this is likely also due to an increase in staffing from 9 to 11 total positions throughout Media Affairs, and the fact that the two new positions were filled by men. The Rule of Law Section also dropped from 65 per cent women staff in the 2011 reporting period to 53 per cent in this year's reporting period.²⁰

In the first dimension, the Gender Section continues to manage the *GenderBase*, a database that was developed to gather suitable female candidates for positions in the politico-military area. In order for the database to expand and have better outreach the Gender Section is in the process of merging the *GenderBase* with the Transnational Threats Department (TNTD)/Strategic Police Matters Unit (SPMU) database POLIS.

Analysis of Nominations and Secondments by Participating States

On 1 May 2012, the OSCE had 446 seconded staff from 44 participating States, of which 39 per cent were women – this is a decrease from 42 per cent women as of 1 May 2012 and the same as of 1 May 2010.²¹ The seconding States with the highest number of women secondees were Spain, the United States, and Italy.²²

Between 1 May 2011 and 1 May 2012, 47 participating States submitted 1,895 nominations for 446 seconded vacancies, an overall downward trend in nominations from the 2,395 the last reporting period.²³ The percentage of women among the nominees decreased to 34 per cent down from 36 per cent for the prior reporting period, and even further from the 40 per cent obtained from January 2007 to May 2008.

Far fewer women are being nominated by States, short-listed and hired. As a result, this reporting period women were only 34 per cent of those short-listed for the positions, compared to 38 per cent the last reporting period. For total seconded positions women made up 33 per cent of those actually hired during the 2012 reporting period,²⁴ down from 45 per cent during the 2011 reporting period.

This trend can be seen at almost every level of secondments. The number of women employed to secondment positions dropped steadily at the S1 (from 64 per cent in the 2011 reporting period to 52 per cent in the 2012 reporting period) and S2 (from 35 per cent in the 2011 reporting period to 27 per cent in the 2012 reporting

¹⁵ Annex I, table 7.

¹⁶ This is the second time in the history of the OSCE where a woman is heading an Institution. ODIHR had a female Director between 1994 and 1997.

¹⁷ Annex I, table 8.

¹⁸ Annex I, table 17.

¹⁹ Annex I, table 17.

²⁰ Annex I, table 17.

²¹ Annex I, table 15.

²² Annex I, table 15.

²³ Annex I, table 14.

²⁴ Annex I, table 21.

period) levels.²⁵ During the current reporting period 14 per cent of S4 seconded staff and mission members employed were women, down from 33 per cent the previous reporting period.²⁶ In fact, the total percentage of women seconded staff employed at the S4 level and below dropped from 44 per cent in the 2011 reporting period to 29 per cent in the 2012 reporting period.²⁷

There was a minor increase of women seconded at the S3 level, from 19 per cent in the 2011 reporting period to 23 per cent in the 2012 reporting period. Out of the overall number of appointments of Heads of Mission and Deputy Heads of Mission, 50 per cent were women. This is an increase from no women Heads of Mission in the 2011 reporting period. Women were also nominated for these post secondments at much higher rates. For Head of Mission nominations of women went from 14 per cent in the 2011 reporting period to 21 per cent in the 2012 reporting period. For Deputy posts, the percentage increased from seven per cent in the reporting period of 2011 to 12 per cent in the reporting period of 2012.²⁸

Analysis of the Recruitment for Contracted Posts

During this year's reporting period, 246 contracted positions were advertised, resulting in a total number of 12,276 applications, of which 44 per cent were submitted by women.²⁹

For the reporting period of 2012, women made up greater percentage of contracted staff than last reporting period. Of the total applicants selected for contracted positions, 59 per cent were women and 41 per cent were men.³⁰ This is a change of two per cent over last year, when 57 per cent of those hired were women.

For General Service (GS) positions, women constituted 55 per cent of applicants, 63 per cent of those short-listed and 68 per cent of those employed. This is an increase of those employed up from 59 per cent in the 2011 reporting period.³¹

Within the contracted professional and management category, the overall trend is that women apply less than their male counterparts. For P and D positions, women were 38 per cent of applicants, 40 per cent of those short-listed and 48 per cent of those employed. This is down from the reporting period of 2011, when women were 40 per cent of those who applied, 50 per cent of those short-listed and 54 per cent of those employed.³²

In the 2012 reporting period, at the P5-D2 level women were 27 per cent of those who applied, 32 per cent of those short-listed, and 13 per cent of those hired. While in the 2011 reporting period, women were 28 per cent of applicants, 36 per cent of those short-listed and 50 per cent of those employed. Therefore, while women are applying for these high level posts at the same rate, there has been a 37 percentage decrease in the number of women who are actually employed through the contracting process at the P5-D2 levels. At the D level, no women applicants were hired as contracted staff. This is despite having a total of three vacancies for D2 and D1 posts. This also comes despite the fact that women applied for these positions at roughly the same rate as last year, when one woman was hired.³³

Out of the total number of persons applying for contracted posts in the OSCE, the number of applications of women fell by almost 2,000 applicants.³⁴ However, as a percentage, women still represent 44 per cent of applicants, the same as the year prior.³⁵

Because of the increases at the G level, there are increases in the per cent of total women who are hired from the start of the process. Of the total women applicants, 1.2 per cent were hired, up from 0.8 per cent the year prior.³⁶

Comparing the data from the past two years seems to indicate that the OSCE is attracting a steady number of suitable women candidates to various vacancies (seconded and contracted) but cannot rely solely on participating States who decreased their nominations of women to seconded positions. This is particularly concerning because

²⁵ Annex I, table 21.

²⁶ Annex I, table 21.

²⁷ Annex I, table 21.

²⁸ Annex I, table 21.

²⁹ Annex I, table 20.

³⁰ Annex I, table 20.

³¹ Annex I, table 22.

³² Annex I, table 22.

³³ Annex I, table 20.

³⁴ The total number of applicants also fell.

³⁵ Annex I, table 20.

³⁶ Annex I, table 20.

the top three most gender balanced seconding states are currently facing issues around cutting back on secondments.

Table 2. Recruitment to Professional and Management Posts (P and D)

Year	Applied		Shortlisted		Recruited	
	Men	Women	Men	Women	Men	Women
2006	65%	35%	65%	35%	74%	26%
2007/08*	66%	34%	64%	36%	73%	27%
2009	61%	39%	69%	31%	66%	34%
2010	62%	38%	62%	38%	62%	38%
2011	60%	40%	50%	50%	46%	54%
2012	62%	38%	60%	40%	52%	48%

* From 1 January 2007 to 1 May 2008.

Composition of Interview Panels

The Gender Action Plan stipulates that interview panels should, where possible, be gender-balanced.³⁷ The statistics on interview panels for professional positions this year show a continuation of more balanced representation of men and women than those reported in 2011, with the average panel comprising 42 per cent women and 58 per cent men during the 2012 reporting period.³⁸

The Secretariat in particular has achieved a fairly balanced proportion of women in interview panels, with women making up 54 per cent of all panel membership – this is up from 43 per cent in the same reporting period last year. ODIHR interview panels were 57 per cent women. However, panels taking place within Field Operations have an overall slightly lower representation of women than their counterparts in the Secretariat and Institutions – during the 2012 reporting period they averaged 41 per cent women.

Designation of Heads and Deputy Heads of Field Operations and Heads of Institutions

Since the establishment of OSCE Field Operations in 1992, there have been 122 Heads of Mission appointed³⁹, six of whom were women. In the same period, there have been 76 total appointments of DHoM, 11 of whom were women (table 3).⁴⁰ Since the establishment of the Secretariat and the three Institutions (RFoM, HCNM and ODIHR), there have been 16 appointed Heads of Institutions and Secretary Generals, with only two of them being women.⁴¹

Between May 2011 and May 2012 there were seven open vacancies for Head of Mission positions and five Deputy Head of Mission positions. Women were 21 per cent of nominees of Heads of Mission – up from 14 per cent of the nominees in the last reporting period. This represents an increase from last reporting period and a return to the 30 per cent of women nominations reported in the 2010 reporting period.⁴² Three women were appointed as Heads of Mission, up from none in the last reporting period. In regards to the Deputy posts, women made up 12 per cent of nominees. This is an increase from seven per cent in the previous reporting period. Two women were hired for DHoM positions, up from no women hired in the 2011 reporting period.⁴³

³⁷ Gender Action Plan, paragraph 29.

³⁸ Annex I, table 23.

³⁹ Annex I, table 26.

⁴⁰ Annex I, table 26.

⁴¹ Annex I, table 26.

⁴² Annex I, table 21.

⁴³ Annex I, table 21. There are a total of three women DHoMs currently in the post.

Table 3. Heads and Deputy Heads in the Secretariat, Institutions and OSCE Field Operations, by sex, since establishment of executive structures (1992-2012)

Institution	Men		Women	
	DHoI	HoI	DHoI	HoI
OSCE Secretariat	n.a.	5	n.a.	0
ODIHR	3	4	0	1
HCNM	2	3	1	0
RFoM	2	2	0	1
TOTAL	7	14	1	2

Field Operation	Men		Women	
	DHoI	HoI	DHoI	HoI
Office in Baku	3	6	3	0
Office in Yerevan	4	5	1	0
Minsk Conference		2		0
Mission to Moldova	10	11	0	1
Project Co-ordinator in Ukraine	1	5	0	0
Centre in Almaty/Astana	1	7	1	1
Centre in Ahgabat		4		1
Centre in Bishkek	2	4	1	0
Centre in Dushanbe/Office in Tajikistan	6	8	0	0
Project Co-ordinator in Uzbekistan		6	0	0
Mission in Kosovo	6	5	0	0
Mission to Bosnia and Herzegovina	6	6	0	0
Mission to Skopje	1	6	1	0
Mission to Serbia	6	4	1	0
Mission to Montenegro	2	1	0	1
Presence in Albania	2	6	2	0
Office in Minsk – CLOSED	3	5	1	0
Mission to Croatia/Office in Zagreb – CLOSED	6	5	0	0
Mission to Georgia – CLOSED	6	7	0	1
AG Chechnya – CLOSED	6	7	0	1
Latvia – CLOSED		2		0
Estonia – CLOSED		3		1
TOTAL	65	116	11	6

1.5 Gender Focal Point Network

Gender Focal Points exist within the OSCE in all Field Operations, Secretariat departments and independent Institutions. Despite the presence of a Gender Focal Point network, there are a number of issues which impact the effectiveness of Gender Focal Points. One issue is a high level of variation in how Gender Focal Points are nominated. Some focal points inherit the position with their formal job, some are nominated by senior management and others simply volunteer for the position. In some cases (such as for the Missions in Serbia and Moldova) there are terms of reference to guide the Gender Focal Point responsibilities, but the majority have no

formal guidance. It should also be noted that the role of Gender Focal Points is not formally recognized, and is expected to be carried out in addition to the specific job to which the staff is assigned to.

The activities of Gender Focal Points rely on personal motivation, dependent on the commitment and willingness of individuals and on the responsiveness of senior management. There are also considerable variation in the support and capacity of Gender Focal Points within the Field Operations themselves. The majority of Gender Focal Points have received training. However, with the high turnover of staff in OSCE there is a need for regular training for Gender Focal Points. The focal points also regularly raise issues around limited support from senior management and around the need for more expert support in carrying out gender analysis, particularly in developing projects.

There are some examples on the current Gender Focal Point Network of how the role of Gender Focal Points could be developed further, particularly where Gender Focal Points have more senior and influential positions. A good example is ODIHR, where the First Deputy Director is the main Gender Focal Point for the Institution, supported by the strong expertise of gender staff working in the Human Rights and Democratization departments. In addition, there are Gender Focal Points in most (but not all) of the ODIHR departments, which has provided the basis for particularly effective collaborative work that will be explored further below.

A more recent example is that of the OSCE Mission in Bosnia and Herzegovina, which has Gender Focal Points for each of the main departments (Human Dimension and Security Co-operation). The Head of Field Office is also designated as Gender Focal Point providing significant leadership and coordination. The Gender Focal Points in the mission draw on a range of experience and expertise in the programmes, with a number of both international and national staff having worked on gender and women's issues. In addition, the Mission has also appointed a National Gender Officer, based in the Economic, Social Rights and Equality Section, who works closely with the Gender Focal Points. Together, this team is active in ensuring a basic level of capacity for gender work as well as developing new approaches across the mission.

1.6. Conclusions

The data for women applying, being hired and the overall gender balance of the OSCE as a whole decreased slightly from the levels of the last reporting period. From the statistics we see that one possible explanation for this decline is that fewer women applied for contracted positions and fewer women were nominated for seconded positions.

An important exception to this trend was the appointment of three women to Head of Mission posts and two to Deputy Heads of Mission posts. This brought the total of both HoMs to three and DHoMs to three. States are nominating more women for possible Head/ Deputy Head of Mission positions and the results are an increased number of women employed in these leadership positions across the Organization.

There continues to be limited progress in the area of recruitment of women within the first dimension, with no women in military affairs and minimal representation of women in the security sector and civilian police. However, there was good news in the second dimension, where women made up 36 per cent of the staff in Economic and Environmental Activities, up from 31 per cent in the 2011 reporting period.

Positive advancements have been made in the number of resources set aside for capacity building and training for staff. The GO programme continues to dedicate one session to gender issues and gender mainstreaming in the OSCE. Field Operations and Institutions have participated in capacity building and supplementary gender mainstreaming trainings. The Gender Section recommends that all OSCE officials receive gender equality training and that senior managers and key staff also receive individual briefings from the Gender Section. This will increase the understanding of gender equality concepts and OSCE policy and enhance staff responsibility and accountability for implementing the Gender Action Plan.

The option of flexible working hours is used mostly by women in the Secretariat and HCNM in the form of staggered working hours, job sharing and telecommuting. However, this has not yet impacted the field.

The Gender Focal Point network continues to operate throughout the Organization but its work is complicated by a lack of formal recognition and standardization. While there are visible examples of the Gender Focal Points potential within the Organization, it is clear that the support of senior management precedes any positive impact. Ideally, Gender Focal Points would receive regular training on gender mainstreaming, have clear terms of

reference, and means to measure the impact of their work within the Performance Appraisal Report (PAR) process, with the prior condition of senior management's clear support.

2. Progress Made in the Gender Mainstreaming of OSCE Policies, Programmes, Projects and Activities

The Gender Action Plan stipulates that participating States, the Secretariat, Institutions and Field Operations shall ensure that a gender perspective is integrated into OSCE policies, programmes, projects and activities.⁴⁴ The Gender Action Plan further recognizes that gender mainstreaming requires consistent attention to the implications of the Organization's activities for men and for women, in the context of the three dimensions: the politico-military, economic and environmental and human dimensions.

2.1. Gender Mainstreaming in the Three Dimensions

Field Operations reported a total of 365 projects that had components relevant to gender mainstreaming in comparison to 265 during the prior reporting period, 218 during the 2010 reporting period and 146 during the 2009 reporting period.⁴⁵ Unfortunately, there is currently no aggregate list of total projects in the OSCE, therefore this cannot be represented as percentage.

The dramatic increase of gender mainstreamed projects, however, suggests an improved awareness of the need to include gender aspects in projects. It is important to note that the 365 projects is not the total number of projects carried out by the OSCE in the three dimensions, but the number of projects identified as including gender mainstreaming aspects. This identification happened by those carrying out the projects themselves, based on a template developed by the Gender Section. All analysis throughout this section refers only to these 365 projects.

Table 4. Projects in Field Operations including a gender aspect by dimension (1 May 2011 to 1 May 2012)

Dimension	Total Projects Reported	Targeted Action	Total Projects Reported	Targeted Action
	2011		2012	
Politico-Military	39	35	83	44
Economic and Environmental	43	18	54	29
Human Dimension	183	96	228	174
Totals	26	149	365	247
Per cent Mainstreamed	56%		67%	

As pointed out in previous reports, OSCE Field Operations have diverse approaches to gender mainstreaming based on their context and location. The Gender Section classified two main types of gender aspects reported in projects – targeted action and participatory mainstreaming. Targeted action is a comprehensive approach designed to assist women and men, boys and girls throughout the analysis, project planning, implementation and evaluation stages of the project, i.e. it applies a gender perspective throughout the project cycle. Field Operations such as Serbia and Moldova employ this approach, acting early in the project cycle to address gender. The

⁴⁴ Gender Action Plan: Section III (B), paragraph 32.

⁴⁵ In OSCE wide surveys, created by the Gender Section, staff were requested to input information on all programmes, projects and activities in each of the three dimensions where they are “currently mainstreaming gender”. A more detailed description on mainstreaming gender did not appear – although a description of the Gender Action Plan did. There are wide discrepancies on what types of projects, programmes and budgets are reported. It is likely that some staff underreported projects – potentially excluded ‘participatory’ gender projects, while other staff may have OVER reported. A full questionnaire can be found in the Annex.

second category is participatory mainstreaming which only addresses women's participation within project work (per cent of attendees at conferences, trainings etc.).⁴⁶ Of the 365 gender mainstreamed projects reported by Field Operations for this period 67 per cent included targeted action, while 33 per cent were only participatory in nature.⁴⁷ This is a significant and positive increase over the last reporting period, when the total per cent of projects with targeted gender action was 56 per cent with 44 per cent of projects focused on participatory mainstreaming.

A compilation of gender mainstreamed projects with the information received from Field Operations and structured by the three dimensions is available in Doc-In.⁴⁸

Table 5. Projects in Field Operations including a gender aspect by dimension and budget
(1 May 2011 to 1 May 2012)

Dimension	Total Number of Projects	Projects with Budget Information	Total Budget of all Gender Mainstreamed Projects
Politico-Military	83	65	22,946,745.00
Economic and Environmental	54	47	5,191,435.00
Human Dimension	228	203	31,210,095.00

2.2. Politico-Military Dimension

The OSCE's first dimension covers a spectrum of fields including policing, conflict prevention and arms control. As these fields affect the security of both men and women, it is essential that they include a gender perspective, which both increases the efficiency of the security services and increases the legitimacy of their activities. For the reporting period from May 2011 to May 2012, Field Operations reported a total of 83 projects within the politico-military dimension that included gender aspects. Of the 83 projects reported, 53 per cent, or 39 projects were participatory in nature. This makes the first dimension the highest among the three dimensions for participatory project work reported and thus the lowest for targeted action. This indicates that the first dimension is struggling with how to identify entry points for targeted action on gender mainstreaming.

2.2.1. Promoting Women's Participation in Conflict Prevention, Crisis Management and Post-Conflict Reconstruction

The assistance provided by OSCE Field Operations and OSCE Secretariat to participating States in the integration of a gender perspective within the first dimension incorporated a wide range of activities which focused on security sector reform, stretching from police training and border control to supporting the implementation of UN Security Council resolution 1325.⁴⁹

A police force that includes both men and women police officers has proven to gain greater credibility amongst the population that it intends to serve. A diverse police force gains a fuller understanding of the security situation of a broader cross-section of the population. In the field of gender sensitive police training the Mission to Serbia assisted the Ministry of Interior survey on the public perception of the police. The survey measured the perception of women patrol officers as well as security threats from a gender perspective. The Mission also supported police officers participation in an annual conference that targeted victims of crimes, including domestic violence. The Office in Baku designed projects to discuss gender issues in public institutions, thereby encouraging women to become part of the police force, as well as of the armed forces. The Project Co-ordinator in Uzbekistan together with the national Police Academy organized training on police response to domestic violence. The Office in Yerevan supported attempts by national authorities to address the fact that women police

⁴⁶ Next year, it will be useful to further elaborate on this distinction for missions earlier in the reporting period.

⁴⁷ Statistics cited in the report are based on the number of projects, without regard to their size, budget, duration or other factors that might more accurately measure their impact, nor does it include the total number of all OSCE projects (gender mainstreamed and not gender mainstreamed). Consequently, the figures do not necessarily indicate definitive trends within the OSCE.

⁴⁸ <https://docin.osce.org/docin/lisapi.dll?func=ll&objid=21502184&objAction=browse&sort=name>

⁴⁹ A full list of ODHIR's activities in this area can be found in Annex II.

officers are often assigned to administrative duties. The Presence in Albania supported police capacity development by promoting 50:50 recruitment policies through a positive discrimination recruitment process. The Presence also supported the establishment of the Women's Forum within the Police Union where members were trained on gender equality issues and on women's rights.

The Field Operations continued their support of UNSCR 1325 implementation. Some of the participating States worked to create and implement National Action Plans on 1325 as a framework of implementation of issues on women, peace and security. The National Action Plan is meant to identify the cross-dimensional aspects of the resolution and ensure that the four pillars of the resolution are covered: Prevention, Protection, Participation and Prosecution. In countries that have developed National Action Plans, Field Operations can be crucial for advocacy of the plan's full implementation, creating greater accountability for action.⁵⁰ Field Operations can also act as settings for consultation and dialogue between diverse groups of policymakers to share information, generate common goals, and discuss perspectives on what implementation of UNSCR 1325 means at the national level.

The Mission to Moldova organized a two-day training seminar on the implementation of UNSCR 1325 which was held in co-operation with ODIHR in response to requests of the Ministry of Labour, Social Affairs and Family and the Ministry of Defence (MoD). During the training the National Action Plans of BiH and other countries were shared as good practices. The training aimed to build the capacity of 25 MoD officers to implement UNSCR 1325 to promote women's participation and combat gender-based discrimination in the recruitment, retention and promotion of women in the Moldovan armed forces. The Project Co-ordinator in the Ukraine continued its support for the MoD with social adaption of recently discharged or soon to be discharged military service members and their families by providing training to make them more attractive on the labour market. In Kyrgyzstan, the Centre in Bishkek in co-operation with UNWomen and the Ministry of Interior organized a two day training seminar for members of the Inter-Agency Working Group on development of a National Action Plan. The Mission to BiH supported the Gender Section in organizing the OSCE conference on UNSCR 1325 held in Sarajevo 27 to 28 October 2011. In Serbia, the Mission gave assistance to the MoD by printing 500 copies of the 2010 National Action Plan. In another project, the Mission held a round table on the implementation of UNSCR 1325 in Serbia. The result of the project was an increased understanding of gender related security issues, new awareness on the National Action Plan and UNSCR 1325 at the local level, and strengthened dialogue between local stakeholders on gender and security.

Border control is another area where gender concerns are often forgotten due to the lack of understanding of what gender mainstreaming means in this context, as many view border control as a gender neutral area. However, a gender aware approach can make border services more efficient in their task. Such an approach is one that addresses border police attitudes towards women and specific needs of women at borders. The TNTD/Borders Unit continues to encourage women participation in their curriculum development training. The Border Management Staff College (BMSC) in Tajikistan made a special effort to include human rights and gender elements in the core curriculum. Women participation is also encouraged in the BMSC training sessions. The Centre in Bishkek supported the Regional Co-operation in Border Security and Management by promoting women officers as role models.

Terrorism is usually understood as an area that is mainly concerned with male actors. However, providing a gender analysis of the root causes of terrorism as well as women's involvement in terrorism and counter terrorism activities can lead to a better understanding of policies and counter terrorism measures that need to be applied. ODIHR, in co-operation with the OSCE Secretariat TNTD/Action against Terrorism Unit and the Gender Section, organized two expert roundtables on women and terrorist radicalization in Vienna on 12 December 2011 and 12-13 March 2012. The meeting participants sought to acquire an enhanced understanding of women's roles in preventing and countering Violent Extremism and Radicalization that Lead to Terrorism (VERLT). The sessions also explored how to empower women activists and organizations to stand up against violent extremism through grassroots, community-based actions. The two roundtables brought together over 190 participants from civil society, academia, state authorities and intergovernmental authorities. They resulted in the formulation of recommendations for concrete actions to be taken by OSCE participating States and civil society to empower women in countering VERLT as well as for possible follow-up activities by the OSCE executive structures, within their respective mandate. These recommendations and key findings of both events will be reflected in a consolidated report in late 2012.

⁵⁰ Planning for Action on Women Peace and Security: National Level Implementation on UNSCR 1325 (2000) International Alert, UN INSTRAW 2010.

2.3. Second Dimension

During the reporting period from May 2011 to May 2012, the OSCE implemented numerous projects focused on promoting equal opportunity for women and men in the second dimension (economic and environmental activities). During this period, Field Operations reported 54 projects in the Economic and Environmental Dimension. This is an increase from the 43 projects during the reporting period May 2010 to May 2011. The majority of projects were participatory gender mainstreamed (25 of 54 projects, or 45 per cent). Yet, compared to previous reporting period's 25 of 43 this is an improvement of 12 per cent.

2.3.1. Promoting Equal Opportunities for Women in the Economic Sphere

The OSCE is mandated, under the Gender Action Plan to promote equal opportunities for women in the economic sphere. As such, the OSCE executive structures are to include a gender perspective, analyse obstacles and develop projects to assist women in fulfilling their economic potential. This includes activities designed to address discrimination in access to and control over resources as well as promoting women's entrepreneurial and other work-related skills needed for successful employment.⁵¹

Across Field Operations promoting equal economic opportunities for women was a priority, with targeted action on gender mainstreaming developed by the Field Operations in Astana, Baku, Kosovo, Albania and Tajikistan. One way Field Operations accomplished this, was by building better networks for women entrepreneurs to connect them to resources and one another. In Baku, the Office mainstreamed gender into its project on small and medium-sized enterprises, such as the project on legal advice centres for women business owners. The Office in Baku also launched an initiative to create a regional "high-level" network of women entrepreneurs. The Office plans to do follow on work as 2012 continues. The Mission in Kosovo implemented a project to train women on developing mid-scale entrepreneurship for income generation. As a result, two new initiatives were started based on the project's model.

Field Operations also targeted gender relevant subgroups in the economic sphere. The Mission in BiH held a training on entrepreneurship specifically tailored to women in rural areas, while the Office in Baku worked with young women entrepreneurs. The Mission in Kosovo adapted a project to improve vocational and business start-up training for minorities. During another iteration of the project, the Mission did a two months-training for 40 women with disabilities. Following the project closure, the women created a network where they regularly exchanged information related to their businesses.

Field Operations in Tajikistan, Ukraine, Kosovo and Albania addressed gender as related to corruption and good governance, a priority of the 2012 Chairmanship. The Project Co-ordinator in Ukraine utilized a gender perspective in the planning and implementation of a national methodology for assessment of corruption levels. This included working alongside government officials to ensure that the concerns and needs of both men and women were accounted for in the methodology. The Mission in Kosovo ensured women's participation in good governance events and programmes. The Presence in Albania supported a training on ethics and anti-corruption for public officials and civil society which included a discussion about the impact of involving women in policy making levels in local governance. This was furthered by the inclusion of gender on the agenda of the Economic and Environmental Committees closing meeting in Prague in September 2012.

In the Secretariat, the OCEEA worked to raise awareness among policymakers on the socio-economic contributions of women migrant workers and possibilities for improving their conditions. In May 2011, the OCEEA designed a training manual for mid-level government officials and parliamentarians on gender mainstreaming migration policy on legal protections in place for migrant workers at the national, regional and international levels. The manual encourages the OSCE to assist in the development of effective migration policies which address discrimination of women migrants. It also supports other OSCE commitments for raising awareness of the contribution of migrant workers to society. In May 2011, the OCEEA also hosted a conference "Strategies for Success for Central Asia and Afghanistan Women's Economic Symposium". The objective of this two and a half day symposium was to build a region-wide network of women leaders, expand their knowledge and develop tools to sustain their work after the conference.

⁵¹ Gender Action Plan, paragraph 44 (f).

2.3.2. Environment

As in 2011, the second dimension has far less gender focused work in the environment sphere than in the economic sphere. Field Operations continued to strive for equal representation at environmental events and conferences using participatory approach to gender. The Centre in Ashgabat organized the conference “Integrating Global Energy Markets – Providing Energy Security”, which included 50 per cent women participants. The Office in Baku implemented a project focused on raising awareness on obsolete pesticides which included women at all levels of community decision making. The Project-Co-ordinator in Ukraine implemented a project on the prevention of illegal cross-border transport of hazardous waste which provided opportunities to women from both public and private sectors to participate in the development of an on-line course on prevention of environmental crimes at border. The Presence in Albania ensured that women were selected to serve as facilitators during a workshop on waste management, to balance out the fact that there is little space for gender within this dimension.

Targeted action on gender also existed in the environmental sphere – but to a much lesser extent. The Mission to Serbia published and distributed 1000 copies of “Gender and Waste Management – Introduction of Gender Perspective into Local Waste Management Plans”. The manual focuses on the role and importance of participation of women in the process of development and implementation of waste management policies. It also highlighted the important role that women have in educating the household on the importance of proper waste treatment. The Presence in Albania used a similar approach to highlight women as essential actors in waste separation and recycling.

The Project Co-ordinator in Ukraine and the Office in Tajikistan tackled issues over water rights and ownership by supporting stronger recognition of women as crucial stakeholders and demonstrating the importance of women’s contributions to water management. In the Ukraine, a project which sought to improve the management of the Dniester River basin (e.g. legislation, health issues, information exchange, and biodiversity conservation) used a gender perspective at all stages of the project cycle. Project leaders recognized the impact of the Dniester River on women (specifically on women’s health) through early gender focused analysis. As a result, the project aimed to ensure that environmental security in the region of the Dniester river basin applied directly to the needs of women. The project also provided opportunities to women from both public and private sectors to participate in the decision making process.

In March 2012, the Gender Section along with the OCEEA published “Gender Mainstreaming in Aarhus Activities – A Guideline for Practitioners”. This booklet was developed to give practical guidance and to assist Aarhus Centre staff and Aarhus stakeholders, participating States, OSCE partner organizations and other actors to promote gender equality in the environmental sector and to effectively integrate a gender perspective into their work. The guide is informed by both the (gender neutral) terms of the Aarhus Convention and the 2004 Gender Action Plan. Using a thematic and operational approach, it outlines the suggestions for gender action based on the objectives of the Aarhus Convention strategic plan. The thematic roadmap proposes a range of gender mainstreaming activities for the Aarhus Centres (located in Central Asia, South Caucasus, South Eastern Europe), ranging from developing tools for awareness raising and capacity building to the development of networking and good practices. The Guidelines are a contribution to enhancing security by addressing the need to involve men and women into environmental issues and thus provide for inclusiveness in the socio-economic development of the OSCE region. Field Operations began to use the momentum of their development to mainstream gender in Aarhus activities. For example, the Mission to BiH worked to enable access to information and public participation in decision-making related to environmental matters for both men and women. As a result, participation by stakeholders in the project shows that women are more represented than men in both civil society and expert advisers in ministries. Over the next year, the Gender Section plans to create a welcome kit and training based on the guidelines as tool for new Aarhus Centres.

2.4. Third Dimension

In the Third Dimension, Field Operations reported 228 projects which with a gender component, by far the most projects of any dimensions (as the years prior). The number of projects increase from the 2011 reporting period when the total reported was 183 projects. Of the 228 projects in the 2012 reporting period, 54 projects (24 per

cent) referred only to a participatory approach.⁵² There was a 24 per cent increase in the number of projects which were fully mainstreamed (from 52 per cent in the 2011 reporting period to 76 per cent in the 2012 reporting period). As in last year's report, Field Operations undertook a range of activities within the third dimension, specifically around the Gender Action Plan priorities of: support for the integration of a gender perspective in legislation, in combating human trafficking, promoting non-discrimination and equal opportunities, strengthening leadership and increasing women's public participation and decision making.

2.4.1. Ensuring Non-Discriminatory Legal and Policy Framework

The OSCE assists participating States in complying with international instruments and appropriate legal guarantees for the promotion of gender equality in line with international and OSCE commitments. To this end, the OSCE works towards strengthening the legal and policy framework that promotes gender equality, reviews legislation, provides recommendations on policy and institutions, and offers additional assistance to participating States and other relevant stakeholders.⁵³

During the reporting period, Field Operations assisted participating States to address the rights of women through the relevant legal and policy frameworks. The OSCE Field Operations in Baku, Serbia, Kosovo, Albania, Tajikistan and Astana worked specifically on advocacy and resources for national laws on domestic violence and discrimination against women. The Office in Baku worked on the implementation of Azerbaijan's first law on prevention of domestic violence law, through active engagement at various levels, including: awareness-raising activities and training for NGOs, promotion of co-operation among parties and capacity for security and judicial sector officials. The OSCE Mission to Serbia promoted the implementation of the national Gender Equality Law and other connected policies to fight gender based discrimination. The Presence in Albania sought out a new mechanism to streamline gender across the senior management level of Albanian state institutions by linking the policy function of the National Council on Gender Equality (NCGE) with the operational dimension of the ministerial gender equality employees through targeted capacity activities.

Other Field Operations focused on women's relationship with the legal contexts in which they live. The Mission to Moldova trained 175 judges, prosecutors and lawyers to deal with legal cases of domestic violence and trafficking, resulting in an increased capacity for investigation and rulings on cases. The Mission to BiH worked to sensitize women to rights granted by the new Law on the Prohibition of Discrimination. The Mission organized five radio shows to promote the law and increase awareness on its terms. The Project Co-ordinator in Ukraine held expert working group meetings on the national legislation on the prevention of domestic violence and the national Code of Administrative Offenses of Ukraine to discuss amendments on improving protection mechanism for victims. The Mission in Kosovo had similar activities with judges, prosecutors and victim advocates which resulted in a reported gradual change of current judicial practices and increased gender-sensitivity of judicial actors handling domestic violence cases.

2.4.2. Preventing Violence against Women

In accordance with the Gender Action Plan and MC.DEC/15/05 on Combating Violence Against Women (VAW), the OSCE continued to assist participating States in developing programmes and activities aimed at the prevention of all forms of gender-based violence.⁵⁴ Work on VAW across the OSCE area can be divided into three categories: assistance and capacity for NGOs working on violence against women, prevention efforts through awareness raising and advocacy within the community and increased protection for victims through infrastructure (referral mechanisms and shelters).

Field Operations were the most active in the area of prevention initiatives, specifically through awareness-raising programmes. Field Operations in Moldova, Serbia, Kosovo and Astana held awareness raising and advocacy campaigns, working alongside international campaigns such as the "16 Days of Action Against Gender Violence" and CEDAW reporting. The Mission to Moldova organized an innovative workshop engaging 22 young men and boys on how to mobilize their peers and communities against gender violence and stereotypes. The Mission in Kosovo organized a roundtable on domestic violence on the International Day for the Elimination of Violence against Women to promote and raise awareness on these issues amongst Roma, Ashkali, Egyptian, Serb and Bosnian women returnees. The Offices in Baku and Astana engaged with NGOs and activists

⁵² In 2011, of 183 projects, 87 projects were only participatory in nature (or 47 per cent). This decrease illustrates that more projects were fully gender mainstreamed.

⁵³ Gender Action Plan, paragraph 44 (b.).

⁵⁴ Gender Action Plan, paragraph 44 (c.).

to feed into the CEDAW shadow reports – a vital advocacy tool for addressing the needs of women within the UN Human Rights Framework.

Other advocacy activities across Field Operations included seminars, roundtables, university lectures, a mobile exhibition, mass media programmes, and drawing and essay competitions. The Mission to Moldova supported a play depicting the consequences of abuse followed by an interactive debate with the public led by actors and experts. The Project Co-ordinator in Ukraine supported an art therapy programme for violence victims.

Field Operations also implemented projects specifically designed to protect victims of gender-based violence, providing concrete assistance to women and girls in the OSCE region through improved infrastructure. Field Operations in Bosnia, Serbia, Ashgabat, Ukraine, and Moldova supported the establishment of referral mechanisms for victims of domestic violence and trafficking at the local level. The Office in Baku created legal referral systems by gender mainstreaming their Legal Resource Centres, ensuring that the centres collect gender disaggregated data on complainants. The Centre in Ashgabat set up and supported the functioning of a Support and Assistance Centre for Victims of Domestic Violence, where victims were provided with accommodation and food as well as psychological and legal assistance. The Project Co-ordinator in Ukraine worked to ensure that civil society institutions active in combating human trafficking in Ukraine are aware and fully involved in the development of the national referral mechanisms by organizing a two-day national roundtable for more than 200 NGOs involved in referrals.

2.4.3. Trafficking as a Form of Violence

Trafficking is a central theme within the third dimension, with Field Operations working with both government institutions and victim assistance. The Office in Yerevan worked with the members of the national Anti-Trafficking Inter-Agency Working Group to ensure they are gender-sensitive when developing and revising strategy and legislation (including a forthcoming National Action Plan on Anti Trafficking). Other Field Operations, such as Albania worked specifically with the security sector personnel on this task.

Field Operations in Baku, Bosnia, Albania, Moldova, Uzbekistan, Yerevan, Kosovo and Tajikistan provided targeted assistance to victims of trafficking. One forward leaning project in Uzbekistan created Civic Support Centres (through partnering with a local NGO) where women can receive business, psychological and legal consultations. The Office also worked alongside the national Trade Unions Federation and Ministry of Labour and Social Protection to facilitating the creation of a sewing shop in the town where at-risk women live and work, ensuring continuous sustainable income to beneficiaries. Finally, the Mission to Serbia worked with journalists to adapt the way they report and raise awareness on human trafficking also by ensuring a gender perspective.

At the Secretariat, TNTD/SPMU was a significant partner in addressing trafficking and launched a Police Training Guide which reflected current challenges in combating trafficking in human beings. The SPMU also began to prepare a guide on minimum standards for specialized police training on gender-sensitive response to trafficking across Field Operations. The guide will incorporate gender-related topics such as victim identification and forced marriage.

ODIHR continued to advocate for and promote the provision of gender-sensitive assistance to men and women victims of all forms of trafficking in human beings. Many state and civil society stakeholders still perceive trafficking in human beings mainly as trafficking in women for sexual exploitation, shaping their anti-trafficking policies accordingly. Such policies often undermine effective identification and, hence, provision of adequate and gender-sensitive assistance to victims of trafficking for other forms of exploitation, including labour exploitation, which often affects men. Equal treatment and assistance to the victims of all forms of trafficking, both men and women, including through the establishment of special shelters and forms of assistance for male victims, was addressed by ODIHR in its “Expert Group Meeting on Human Rights Protection in the Return of Trafficked Persons”, which took place in Warsaw on 27-28 March 2012. This theme was also addressed during the ODIHR strategy meeting for legal practitioners specialized in assisting victims of trafficking, entitled “Access to Justice and Effective Remedies for Victims of Trafficking: Establishing a Network of Lawyers”, held in Warsaw on 3-4 April 2012.

Finally, the OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR-CTHB) is an essential partner for anti-trafficking actions and programmes. The Office advocates for gender equality during high-level conferences organized by the OSR-CTHB, at bilateral meetings of the SR with OSCE delegations, during the meetings with senior government officials in the OSCE capitals, public events and in the

media. During the reporting period the Office also lead projects on economic empowerment as a means to prevent trafficking and workshops on prevention of trafficking for purpose of domestic servitude in diplomatic households.

2.4.4. Promoting the Participation of Women in Political and Public Life

MC.DEC/7/09 on Women's Participation in Political and Public Life illustrates the OSCE's commitment to promoting women's equal participation in democratic processes and political activities. The OSCE continues to utilise its resources to assist participating States in prioritising the inclusion of women in all aspects of political and public life.

Field Operations in Montenegro, BiH, Yerevan, Tajikistan and Kosovo promoted the participation of women in elections and governance systems. The Mission to Montenegro created a project on increasing women's political participation through a series of gender trainings for the youth branches of the parliamentary parties. The Mission to BiH created a project on increasing women's participation and representation in local decision making in ten municipalities, by bringing together citizens, representatives of Civil Society Organisations, local authorities and political parties in a dialogue on the need for inclusion of more women in political life. Over 400 women and men participated in the dialogue, the findings of which are now being used to advocate with political parties local politicians to increase focus on the needs of women during the elections. Also concurrent with an upcoming election, the Office in Yerevan raised public awareness on electoral rights and procedures using a public service announcement which was broadcast on national television. The Office ensured the script was gender mainstreamed and included women animated characters as precinct officials, judges, officials and voters. The Gender Section at the Secretariat also fed into this priority by hosting a meeting on the topic of women and elections during the SHDM in July 2012.

Following attendance at a training of trainers session, staff from the Mission in Kosovo held a series of five gender budgeting workshop to increase women's knowledge on municipal planning processes and enhance their potential to influence decision making through budgets. This programme reportedly increased women legislative representatives potential to influence policy.

Several Field Operations, including Serbia and Kosovo, targeted the improvement of Roma and Sinti women's access to the public domain. In Serbia, the Mission provided assistance to the Roma Women Network to strengthen their organization through capacity building on anti-discrimination and gender equality, as well as networking with independent institutions dealing with anti-discrimination. While working with NGOs the Mission also co-operated with government ministries to provide technical assistance on the implementation of the National Strategy for Roma Inclusion. The Mission also engaged with ministries in order to establish and ensure a partnership with the Roma Women Network in the policy dialogue.

The HCNM also participated and engaged with Field Operations on this topic. He launched a project to support the integration of national minorities in the education system in Georgia by addressing gender equality.

Finally, ODIHR worked to support the involvement, capacity-building and empowerment of Roma and Sinti women in all its activities, emphasizing this task as a cross-cutting priority. In March 2012, ODIHR also began the implementation of the project "Best Practices in Roma Integration". The overall aim of the project is to improve the quality of life and access to rights of the Roma communities in the Western Balkans. Specific project activities are dedicated to enhancing the participation of Roma women in political and public life.

2.5. Cross Dimensional Gender Work and Project Management

A less formal, but particularly effective, way of working on gender issues in the OSCE has been informal collaboration between specialized gender staff (Gender Advisers, Focal Points, etc.) and non-specialized staff on the creation and implementation of programmes, projects and systems. There are many examples of collaborative work between OCEEA, ODIHR, the TNT Department and the Gender Section. In most cases initial co-operation has led to continual collaboration on developing projects and new initiatives.

Another example of effective collaborative work is the relationship between the Programme and Evaluation Support Unit (PESU) of the Secretariat and the Gender Section for gender mainstreaming the development of project proposals. The Gender Section continued to provide comments and advice on all extra-budgetary (ExB) project proposals. The gender analysis of ExB projects is essential for improving the effectiveness, efficiency, transparency and accountability of projects. Throughout the period from 1 May 2011 to 1 May 2012, PESU

coordinated the assessment of 119 project proposals eligible for ExB contributions, for a total value of EUR 42 million: 9 million in Human Dimension, 18.8 million in Politico-Military Dimension, 1.3 million in Economic and Environmental Dimension, 9.4 million in Cross Dimension and 3.4 million in Policy and Direction.⁵⁵

PESU has also continued to promote its Manual for Programme and Project Managers which was introduced in 2010, with chapter two covering gender mainstreaming projects. The manual provides comprehensive methodology to streamline and gender mainstream project management practices across the Organization, to implement efficient, effective and sustainable programmes and projects that benefit men and women equally. In order to consolidate the impact of the manual, the Unit has been engaged in supporting Programme and Project Managers on-site (Moldova, Ashgabat, Uzbekistan, Skopje and ODIHR) as well as in Vienna. The Unit provides expert support such as coaching and training on programme and project management and in particular on how gender mainstreaming can be made an integral part of every OSCE initiative.

2.6. Budgetary and Reporting Procedures

The main programming process in OSCE is the Performance Based Programme Budgeting (PBPB) process. The processes consists of the development of a Programme Outline and Unified Budget Proposal. The Programme Outline (PO) provides a strategic outlook, objectives and outcomes. The Unified Budget Proposal presents outputs to achieve the goals set in the Programme Outline. The analysis of the 2011 Programme Outline documents for the OSCE Secretariat, Institutions and Field Operations show that the majority refer to gender or women in their strategic outlook within the PO (17 out of 21). The majority of these projects are programmes in the third dimension. Eight of the executive structures refer to gender in their Policy and Direction, Director or Head of Mission Programme: five in programmes in the first dimension; and, two in the second dimension. Six executive structures have an objective referring to gender (all in the third dimension within the Democratization sub-programme) and nine have formulated an outcome referring to gender/women (also all in the third dimension). It should be noted that only the Secretariat and ODIHR have a reference to gender aspects in their mandates.

The Chairmanship's perception paper on the Programme Outline 2011 underlines that "gender mainstreaming, as a cross cutting issue, will remain on the agenda of the Organization in the three dimensions of security" and supports gender related activities in all Field Operations.

In the 2011 Unified Budget Proposal there is a reference to gender in the General Operational Outlook section of some funds. The majority of funds have a reference to gender on the output level, mainly in Human Dimension related programmes and sometimes under the Politico-Military dimension.

Some field-based executive structures use a holistic and comprehensive approach for mainstreaming gender into their Programme Outline (examples include: the Centre in Astana and the Office in Tajikistan, as well as the Mission to Moldova, the Presence in Albania and the Office in Yerevan). This approach is also reflected in their reporting to the PC as well as in their communication with the public as they have a higher number of PRs compared to other Field Operations about gender equality.

In regards to reporting structures, none of the mandates of OSCE Field Operations include references on gender or women. All OSCE Field Operations report on a regular basis to the participating States. In 2011, Field Operations provided 735 activity and spot reports. Two hundred of these reports contained information on the progress of gender related projects and projects targeted at women.

The Heads of Mission also provide an annual report to the PC. Generally they include references to gender mainstreamed projects and activities into their reports. Good examples are the reports from the Centres in Astana and Bishkek, the Mission to Montenegro and particularly comprehensive reporting on gender equality from the Offices in Tajikistan, and Yerevan and the Presence in Albania.

The Secretary General addresses the Permanent Council on a weekly basis. In 2011 eight out of 34 of the Secretary General's talking points mention gender, in most cases in relation to events that he has participated in or that have been organized by the OSCE.

⁵⁵ Throughout the period from 2 May 2012-31 June 2012, PESU coordinated the assessment of 20 project proposals eligible for ExB contributions, for a total value of EUR 3.3 million. 20 projects with EUR 633,785 in HD, EUR 1,024,126 in PMD, EUR 50,195 in EED, EUR 620,462 in CD, and EUR 983,216 in PD.

2.7. Gender Mainstreaming in Institutions

Across OSCE Institutions, staff and leadership are working to uphold the terms of the Gender Action Plan in line with their mandate. Some programmes of note appear here, with a full description of each Institution in the Annex.

2.7.1. Gender in the Work of the Representative on Freedom of the Media (RFOM)

The promotion of gender equality and gender mainstreaming is an integral component of the internal policies, programmatic activities and public relations work of RFOM. The mandate of the RFOM is to uphold the fundamental right to freedom of expression and an independent and pluralistic media. In this regard, the RFOM advocates for and promotes compliance with OSCE media-freedom commitments and works toward improving the legal frameworks across the OSCE region.

In line with the Gender Action Plan, the RFOM is mandated to receive “allegations of serious intolerance towards women and incitement to gender discrimination in or by the media in participating States”.⁵⁶ The RFOM can react to reported cases observed in the general framework of monitoring freedom of the media in OSCE participating States.

During the reporting period, the RFOM was not alerted of any incitement to gender discrimination in or by the media in the OSCE area. However, the Representative has been attentive to cases of violence toward women working as journalists, particularly in some OSCE Mediterranean partner states in the course of the Arab spring. Those cases were so disturbing that they have been underlined in the yearly declaration adopted by the four global media freedom Rapporteurs.⁵⁷ A declaration⁵⁸ issued by the office expressed concerns about the particular challenges and danger faced by women exercising their right to freedom of expression and denounced gender specific crimes of intimidation including sexual assaults, aggression and threats. This effectively emphasized that States have an obligation to take measures to prevent crimes against freedom of expression in countries where there is a risk of these occurring and in specific situations where the authorities know or should have known the existence of a real and immediate risk of such crimes.

RFoM Rapporteurs have advocated for appropriate training on crimes against freedom of expression, including gender specific crimes, which should be provided to relevant law enforcement officials, including the police and prosecutors, as well, when necessary, to military personnel. Additionally, they work to ensure targeted and specialized protection programmes, based on local needs and challenges where there is an on-going and serious risk of crimes against freedom of expression. This includes a range of protection measures, which should be tailored to the individual circumstances of the person at risk, including his or her gender, need or desire to continue to pursue the same professional activities, and social and economic circumstances.

2.7.2. Gender in the Work of the High Commissioner on National Minorities (HCNM)

The High Commissioner on National Minorities (HCNM) regards the promotion of gender equality as an integral part of his policies and activities, not only within his office, but also when meeting interlocutors and implementing project activities.

Several projects during the reporting period featured aspects focused on gender issues. A project on multilingual education in Georgia pursued the objective of addressing gender equality issues in textbooks and in classrooms. This project is part of a larger programme on education in Georgia, which strives to contribute to gender equality by reducing the gender gap in education enrolment at all levels for Armenian and Azeri minorities. During the reporting period, discussions conducted within the framework of some HCNM projects, including a language training project for civil servants in Moldova, highlighted the theme of gender relations in society.

In addition, all project officers try to achieve gender mainstreaming in HCNM projects, and HCNM staff encourage implementing partners to seek a sensible gender balance among the project staff they employ and among the beneficiaries. When announcing expert positions within projects, the HCNM encourages qualified

⁵⁶ Decision No. 14/04 on the 2004 OSCE Action Plan For The Promotion Of Gender Equality, Chapter V, Para 44 d, MC.DEC/14/04, 7 December 2004.

⁵⁷ The OSCE RFoM, the United Nations (UN) Special Rapporteur on Freedom of Opinion and Expression, the Organization of American States (OAS) Special Rapporteur on Freedom of Expression and the African Commission on Human and Peoples' Rights (ACHPR) Special Rapporteur on Freedom of Expression and Access to Information.

⁵⁸ 2012 Joint Declaration on crimes against freedom of expression, <http://www.osce.org/fom/91595>

women candidates to apply. In projects which involve a large number of participants (e.g. training sessions and research on particular minority groups), the HCNM requests implementing partners to provide gender disaggregated data in their final reports. Gender balance was achieved in the recruitment of a new group of field monitors in Tajikistan.

The HCNM's projects focus on early warning and early resolution of ethnic tensions; activities such as monitoring networks, educational initiatives or training for law enforcement agencies on minority concerns are relevant for men and women equally. Efforts to ensure gender balance among interlocutors help the HCNM to better understand how conflict risk factors might be seen differently by men and women and, in turn, to assess how inter-ethnic tensions might affect men and women differently. When the HCNM makes country visits, he meets with different non-governmental organizations and minority representatives, including women's groups and male and women minority representatives, to exchange information and encourage inter-ethnic dialogue within a State.

2.7.3. Gender in the Work of Office for Democratic Institutions and Human Rights (ODIHR)

In accordance with the OSCE Gender Action Plan, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) assists participating States in implementing commitments related to the promotion of gender equality and increasing the participation of women in governance structures. ODIHR promotes the integration of a gender perspective in all policies, programmes and practices, and implements targeted initiatives to ensure gender equality in priority areas outlined in the Gender Action Plan⁵⁹

The priority areas of ODIHR's work include development of non-discriminatory legal and policy frameworks, ensuring equal opportunity for the participation of women in political and public life, promoting equal opportunities for women and men in the economic sphere, building national mechanisms for the advancement of women, preventing violence against women, and encouraging women's participation in conflict prevention and post-conflict reconstruction.

During the reporting period from 1 May 2011 to 30 June 2012, ODIHR continued to include gender equality aspects in its activities through consistent gender-specific analysis of election processes and women's participation in political life, specifically through its Election Observation Missions (EOMs) and Election Assessment Missions (EAMs). ODIHR also provided reviews of election legislation of participating States, including assessments of whether the legislation provides for women's rights and ensures equal opportunity for women to participate in elections. ODIHR continued as well to pay attention to gender balance in the recruitment of election experts for its EOMs and EAMs.

ODIHR continued to promote women's political participation as a critical component of effective democratic governance, including during a conference on "Good Governance in the Black Sea Region", organized in Odessa from 26 to 28 May 2011, where ODIHR presented trends in women's political participation in this region. ODIHR also presented the final draft of the Tajikistan Country Report on Political Party Regulations and Women's Participation in Political Life, during a roundtable in Dushanbe from 19 to 21 September 2011. ODIHR took this opportunity to participate in a follow-up brainstorming discussion with the working group of senior women politicians from all eight political parties represented in parliament. This initiative was born at the 2011 OSCE Human Dimension Seminar, and has since provided a forum for women to develop a common political agenda aimed at increasing women's political participation.

Many more examples of ODIHR's activities are included throughout the report as well as in Annex II.⁶⁰

2.8. Press and Reporting

The Press and Public Information Section (PPIS) is tasked under the Gender Action Plan with encouraging gender balanced reporting and highlighting – as appropriate – meetings, seminars, special events, reports, case studies and developments related to the implementation of the OSCE commitments on gender equality. Press and public information officers, as well as web designers, take special care to use gender appropriate language in press releases, and PPIS senior management make sure that gender mainstreaming is reflected in all PPIS projects.

⁵⁹ Gender Action Plan, paragraph 44 b-g.

⁶⁰ See Annex II.

During the 2012 reporting period, 53 press releases out of 1193 and 7 multimedia items were issued on gender related topics and sent to media and/or general e-mail subscribers, reflecting a decrease of five releases from the previous reporting period last year. For International Women's Day in 2012 PPIS orchestrated a social media campaign, inviting users to contribute on the subject of gender equality. PPIS also published a series of 26 short biographies, under the title 'Women working for peace with the OSCE'. PPIS also updated their Communications Manual in March 2012 for press focal points – which now includes tips for writing in a gender neutral style.

ODHIR's Public Information deserves notices for greatly reflecting and highlighting the Office's attention to gender mainstreaming. In March 2012, ODIHR launched a new gender mainstreaming page on its website, providing the wider public with a comprehensive overview about how ODIHR applies a gender perspective in the development, implementation and evaluation of all its activities. A new webpage on ODIHR's Human Rights, Gender and Security Programme was also launched that month and explains how a security sector that is gender balanced and diverse can better meet the needs of the community it serves. As well as providing links to the core OSCE commitments and international instruments, the page highlights ODIHR's recent activities in this field, and gives readers up-to-date information about the Office's work. ODIHR also highlights gender equality as one of the main activities on its homepage and has made the OSCE Gender Action Plan and other gender relevant documentation available on applicable sections of the website.

2.9. Conclusions

Of the reported 365 gender mainstreamed projects from the Field Operations, 67 per cent included targeted action on gender, while 33 per cent were participatory in nature. This is a significant and positive increase over last year, when the total per cent of projects with targeted gender action was 56 per cent with some 44 per cent of projects focused on participatory action.

Overall the number of projects that reported to have included gender mainstreaming across the three dimensions increased, while the percentage of participatory work decreased – suggesting that across the three dimensions staff is more sensitized to the work of gender as well as more inclined to include gender in projects in a substantive way.

In the first dimension there is a significant increase in the number of projects that have been gender mainstreamed especially in the area of police reform and UNSCR 1325. However, the dimension still has the lowest number of targeted action projects suggesting that while there is greater awareness in this section, there is not yet capacity for integrating gender in a substantive way.

In the second dimension, although Field Operations relied on participatory integration for gender in the majority of projects, it is clear they have begun to think strategically about shifting mind-sets in operation and activities. In doing so they are setting the foundation for projects which are more gender mainstreamed and consider both the practical and strategic needs of women and men.

In the third dimension, projects continue to be substantial and focused on empowering women through fulfilling the goals of the Gender Action Plan on: support for the integration of a gender perspective in legislation, promoting non-discrimination and equal opportunities, strengthening leadership and increasing women's participation in decision-making.

Despite some progress in gender mainstreaming across the Organization there is still a way to go. In particular it is not possible to draw firm conclusions what level of progress has been reached. This is partly because the Gender Action Plan does not provide concrete guidance in terms of indicators of progress. This makes it difficult to monitor the implementation of the Gender Action Plan and consequently creates challenges in developing an overall strategy of implementation and ensuring consistency of effort across the OSCE.

3. Progress Made in the Priority Areas of Achieving Equality between Men and Women in Participating States

This section of the Annual Report typically focuses on the overall progress made in achieving gender equality in the region in the six priority areas as outlined in the Gender Action Plan:

- Establishing non-discriminatory legal and policy frameworks;
- Preventing violence against women;
- Promoting the participation of women in political and public life;
- Promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction;
- Promoting equal opportunities for women in the economic sphere;
- Creating national mechanisms for the advancement of women.

This year however, it will focus on the critical element of ensuring gender equality within the security sector. The decision to devote this overview to a better understanding of women, peace and security is based on the fact that there is currently little to no data which would provide a picture of gender equality in the participating States in the priority areas as outlined in the Gender Action Plan. Until a method has been devised to collect such data, this section should focus on where there is some data available. As mentioned in the introduction of this report, an area where there has been some research done is on the implementation of UNSCR 1325 and consequently this overview will focus on that priority area of the Gender Action Plan. This section aims at enhancing the understanding of women, peace and security issues which promote a more inclusive approach to providing security and preventing conflict – which are at the heart of the OSCE's mandate.

3.1. Implementation of UNSCR 1325 in the OSCE

In 2000, UN Security Council Resolution (UNSCR) 1325 called on all Member States and the United Nations (UN) system to protect the rights of women in the context of armed conflict and to ensure women's full participation in all conflict prevention, peace-building, and post-conflict reconstruction processes. The resolution recognized both the long term negative impact of conflict (including on women) as well as the necessity of their active involvement in the peaceful resolution of conflicts. UNSCR 1325 introduced a different approach to peace and security and provided the tools to identify women as a crucial cornerstone for creating sustainable peace. Until the adoption of UNSCR 1325, the traditional definition of national security rarely included analysis of women's specific roles and needs. Today this has changed, and along with growing discourse the international community is benefiting from far more programmes, policies and resources for the issue of women, peace and security.

The implementation of UNSCR 1325 is complex, as it goes to the very core of how nations define peace and security. By signing up to UNSCR 1325, States have committed themselves to promote active participation of women in conflict prevention, peace-building and security processes. They are called upon to do so through the preparation and implementation of National Action Plans on resolution 1325 and other strategies. However, National Action Plans are the central tool in guiding the response by states to the improved protection, prevention and participation of women – as well as to ensure a gender perspective across the humanitarian relief and recovery response. Today 36 States have National Action Plans, 23 of which are OSCE participating States.⁶¹

The OSCE's comprehensive and co-operative approach to security, which addresses the political, military, economic, environmental and human dimensions of security, remains an indispensable approach to addressing women, peace and security. In 2004, the OSCE underlined the significance of gender equality issues through creating an institutional Gender Action Plan. One of the six priority areas defined in the Gender Action Plan emphasized the importance of participating States implementing UNSCR 1325. To further enhance the work of the OSCE in including women in all parts of the conflict cycle, the OSCE adopted MC Decision 14/05 which requires the participating States to include women in all stages of conflict.

⁶¹ OSCE countries that have adapted a National Action Plan are Austria, Belgium, Bosnia and Herzegovina, Canada, Croatia, Denmark, Estonia, Finland, France, Georgia, Iceland, Ireland, Italy, Netherlands, Norway, Portugal, Serbia, Slovenia, Sweden, Spain, Switzerland, UK, USA.

There has been considerable progress across the Organization regarding the implementation of UNSCR 1325. In order to explore the advancement of UNSCR 1325 across the Organization and the OSCE region this section of the Annual Evaluation Report highlights the resolution and evaluates the progress and gaps of its implementation across the OSCE region.

There is no systematic research done to date of the implementation of UNSCR 1325 in the OSCE region. Some organizations, though, offer an overview of the National Action Plans as advocacy tools, including the International Institute for Peace (IPI) and the Women's International League for Peace and Freedom. The Stockholm International Peace and Research Institute has initiated comparative research into National Action Plan development and implementation, but it is some years away. Due to the limited resources of the Gender Section, the analysis of the implementation of UNSCR 1325 is drawn from various resources including the European Peace Building Liaison Office (EPLO) and the Journal of Applied Social Science. Conclusions have also been drawn from the OSCE conference on the implementation of UNSCR 1325 in the OSCE region in October 2011 and the answers of the 2012 questionnaires on the Code of Conduct reported on at the FSC.

3.2. UNSCR 1325 Implementation by OSCE Participating States

In 2002, the UN Security Council president invited member states to prepare National Action Plans in order to further the implementation of the UNSCR 1325.⁶² Therefore, while the resolution does not require UN Member States to develop National Action Plans, yet it is very much encouraged. Developing a National Action Plan indicates serious commitment to furthering the implementation of UNSCR 1325 and has also proven to be an effective way to sustain the dialogue on women, peace and security. Without a National Action Plan, initiatives on women, peace and security often lack coordination, are less likely to be sustainable over a long period of time and are at risk of becoming a symbolic action without the necessary security sector reform that is required for the implementation.

At the national level the development of National Action Plans requires substantial information and analysis, fiscal and human resources and (above all) political will.⁶³ They are inexorably linked to the national, regional and international contexts in which they are developed. A part of this context which is particularly important is whether or not the funding for development of the plan exists.

Twenty-three participating States have developed a National Action Plan to implement UNSCR 1325⁶⁴ and other participating States such as Albania and Kazakhstan are in the process of developing their Action Plans. However, more important than total numbers is to examine the differences in approach, development, timing, advocacy, implementation and monitoring across OSCE participating States.

Broadly, there are two kinds of National Action Plans developed in the OSCE region: those looking at internal or national activities and those focusing on external or international activities. Participating States that are donor countries or have peacekeeping forces are more likely to focus on international activities, while countries that have had recent conflicts are more likely to focus on domestic concerns.⁶⁵ National Action Plans which focus on international activities look at their support to missions to international organizations such as UN, OSCE, EU, and NATO to ensure accordance with UNSCR 1325. Examples of an outward looking model include Austria, Belgium, Denmark, Estonia, Finland, France, Iceland, Italy, the Netherlands, Norway, Portugal, Sweden, Switzerland, the United States and the United Kingdom. Participating States with inward looking National Action Plans focus on gender mainstreaming in domestic security and its institutions include Bosnia and Herzegovina, Croatia, Ireland, Serbia and, to some extent, Spain.

Eight participating States have had the first revision of their original National Action Plans. The United Kingdom has created three revisions in 12 years. United Nations sponsored National Action Plan guidelines suggest identifying a timeline of four to five years for implementation followed by review and update

⁶² "From Local to Global: Making Peace Work for Women", NGO Working Group on Women, Peace and Security, Security Council resolution 1325 - Five Years On Report (Chapter 2).

⁶³ Sherriff, A. and K. Barnes. 2008. Enhancing the EU response to women and armed conflict with particular reference to Development Policy (ECDPM Discussion Paper 84). Maastricht: ECDPM.

⁶⁴ OSCE countries that have adapted a National Action Plan are Austria, Belgium, Bosnia and Herzegovina, Canada, Croatia, Denmark, Estonia, Finland, France, Georgia, Iceland, Ireland, Italy, Netherlands, Norway, Portugal, Serbia, Slovenia, Sweden, Spain, Switzerland, UK, USA.

⁶⁵ Fitz, Doering and Gumru 2011, Jan Marie Fritz, Sharon Doering, and Dr. F. Belgin Gumru Women, Peace, Security, and the National Action Plans Journal of Applied Social Science March 20, 2011 5: 1-23, doi:10.1177/193672441100500101.

procedures.⁶⁶ However, few National Action Plans have a timeline for implementation and/or revision which is so defined. One exception is Austria which includes clear and comprehensive timelines for identified actions. Ireland, another example, calls for progress reports in the first 18 months, followed by every three years – with the option to revise it at these intervals.

Although National Action Plans should cover the same 1325 mandated areas of participation, prevention, protection, prosecution (the so-called 4 P's) and in some cases relief and recovery, they do so through different objectives, activities and priority areas. Some countries chose to integrate the terms of latter Security Council Resolutions on Sexual and Gender Based Violence (SGBV) and on further enhanced action to promote women's active role in peace processes⁶⁷ into their National Action Plans, while others do not mention those resolutions. In the OSCE region all of the National Action Plans mention Gender Based Violence, with some States – Austria, Belgium and the UK for example – making it their priority. Only a few of the National Action Plans explicitly mention addressing issues around SGBV – for example Denmark's National Action Plan includes addressing impunity for perpetrators of Sexual Violence.

All the National Action Plans in the OSCE region mention increasing the representation of women at various levels, and most make political participation a priority. In Spain, three out of the six National Action Plan objectives are about representation and participation in various state structures. All plans of the participating States discuss increasing the number of women in peace activities and Portugal has a baseline and specific indicators to measure proposed increases. The Netherlands' National Action Plan includes an entire section about mediation and promoting equal representation of women in negotiations.

The participating States indicate different levels of geographic focus in their plans. Participating States that have peacekeeping forces or active involvement in operations of the EU, UN and other bilateral or multilateral organizations, propose both international and local level actions. Sweden mandates that the plan be implemented at three levels: national, regional and global. Other participating States such as Austria and Iceland specify the countries or regions where they plan to prioritize. The most recent version of the United Kingdom Plan – as well as the implementation plan of the United States National Action Plan – both include targeted regional commitments with immediate focus on bilateral relationships with Middle Eastern countries.

When preparing the National Action Plans, different methods have been used throughout the region ranging from inter-ministerial working groups with one ministry in the lead to fully participatory processes. Following a 2011 OSCE Conference on National Action Plans, the Gender Section recommended that the creation and the implementation of the National Action Plan be based on a transparent, broad and participatory approach. It is important to define the security needs in the community through strong gender audits and analysis. Finally, awareness raising for both the public and governmental officials is critical for successful implementation of the National Action Plan.

In Iceland the MFA lead the process of creating a National Action Plan working group – an approach also used in Austria, the United States, Italy and Sweden. In other countries, including Switzerland, Ireland and the UK, civil society joined working groups alongside their government counterparts. The level of civil society involvement varies across the region with BiH and Spain formally including civil society representatives as part of the drafting group. Other countries relied on broad and informal consultations in the public space. Serbia organized public discussions and working groups to comment on the draft, as did the United States and Portugal. Though CSOs have proved to be key partners in the drafting process, their involvement and input are at times hard to identify in the final National Action Plan.

Creating accountability is also important when drafting a National Action Plan, and states do so in different ways. In the Netherlands, the United States, Belgium and Denmark the National Action Plan identifies the responsible agencies per each action. Others – such as Portugal, Norway and Iceland – fail to do so, making it difficult to identify ownership of tasks assigned by the National Action Plan. Another useful tool for accountability is creating a coordination mechanism to lead the implementation of the Plan. Croatia, Belgium, Denmark, Italy, and France are all examples of countries that set up working groups to oversee next steps once the Plan is developed.

The monitoring of the implementation of National Action Plan is mentioned in most plans in different contexts. The Swiss National Action Plan specifies ways for civil society to take an active role in monitoring and

⁶⁶ United Nations Planning for Action on Women and Peace and Security: National-level Implementation of Resolution 1325 (2000), UNOSAGI, UNINSTRAW and International Alert, New York, NY, 2010.

⁶⁷ UNSCR 1820, 1888, 1889, and 1960.

evaluating the National Action Plan's progress. Participating States such as Austria, Bosnia, Croatia, and Estonia have all set up relevant indicators for measuring implementation. During the 2011 conference on 1325, the Gender Section found that monitoring and evaluation of the implementation of the resolution rests on having pre-defined indicators to evaluate the progress of the implementation of the plan. Likewise it is important to identify a starting point preferably by creating baseline indicators which should give a clear understanding of where the process started so that subsequent indicators render a comparative view. None of the National Action Plans in the OSCE region have to date developed baseline indicators making it hard to measure progress made. However, many countries utilize the 2011 United Nations Secretary General's list of 26 Indicators on Women Peace and Security to pick and choose what is the most relevant to their needs.

Finally, while costing and gender budget are absolutely vital for effective implementation of National Action Plans, most plans do not include a line item budget for activities at this time. This finding was backed up by the 2011 OSCE conference that found that National Action Plans developed by the participating States lack firm indication on what kind of financial and human resources should be allocated. The experience across the OSCE region shows that unless resources are identified and committed at the outset of the National Action Plan implementation, it is difficult to access resources at a later stage.

3.3. Discussion on UNSCR 1325 in the Permanent Council (PC)

UNSCR 1325 has received some attention by the PC over the last year, which is a promising first step towards making it relevant to a wide range of OSCE topics as well as improving sensitization. In December 2011, the former Special Representative on Gender, Ms. Wendy Patten, addressed the PC emphasizing the importance of UNSCR 1325 in the region. She highlighted some of the conclusions of the 2011 October conference in Sarajevo. On International Women's Day on 8 March 2012, Ms. Barbara Prammer, the President of the National Council of Austria, opened the PC by outlining UNSCR 1325 as one of Austria's priorities. She also described how a system of gender budgeting has been implemented in all of the state authorities, which in turn will also affect the budget structure of various security institutions.

In June 2012, the Secretary General reported to the PC on the implementation of MC.DEC/3/11 on the elements of the conflict cycle. In his presentation he outlined the role that women could have in early warning systems such as including women in the teams of information gatherers and informants as well as developing gender sensitive indicators for early warning mechanisms.

3.4. UNSCR 1325 in Other Formal and Informal Bodies of the OSCE

3.4.1. The Committees

UNSCR 1325 also raises issues relevant in the third dimension of OSCE's work, including women's political involvement, access to the judiciary and the protection of human rights. The Human Dimension Committee (HDC) raised several aspects of the resolution during discussions held in the reporting period. In November 2011, the Delegation of Portugal voluntarily reported on its strategy for the promotion of gender equality. At the same meeting the Gender Unit at ODIHR reported on de jure and de facto gender inequality in the OSCE region and outlined the state of women's political participation and the widespread occurrence of violence against women. In February 2012, the Senior Gender Adviser and the Special Representative of the OSCE Chairmanship on Gender Issues held presentations in the HDC outlining their priorities of the year to come, emphasizing the importance of UNSCR 1325 for the OSCE and a vision for enhanced implementation in the OSCE region.

Some participating States chose to present their new National Action Plans on UNSCR 1325 in the HDC. In March 2012, the US Delegation presented their new National Action Plans outlining the process of its creation, the involvement of civil society and the priorities for implementation. Likewise the Austrian Delegation presented their updated National Action Plan in June 2012 which outlined the development of the implementation priorities from the old National Action Plan.

At the Security Committee in April 2012 the FSC Co-ordinator on UNSCR 1325 had a presentation on aspects of the implementation on UNSCR 1325 within the FSC. At the same meeting the Senior Gender Adviser presented OSCE's role in the implementation of UNSCR 1325.

3.4.2. Human Dimension Meetings

At the Human Dimension Implementation Meeting (HDIM) in October 2011, several side events were organized by the Finnish Delegation to highlight UNSCR 1325. During the HDIM at a panel dedicated to tolerance and non-discrimination the Council of Europe presented its effort in gender mainstreaming by explaining its underlying policies, the framework and research. In June 2012, the Supplementary Human Dimension Meeting side event dedicated to democratic elections and election observation addressed UNSCR 1325 relevant issues, such as women's participation in election processes before, during and after elections.

3.4.3. Annual Security Review Conference (ASRC)

At the Annual Security Review Conference in June 2012 UNSCR 1325 was discussed by two of the panellists. Ms. Kanerva, the Finnish Representative on Mediation and UNSCR 1325, focused her presentation on how Finland has included women in their contributions to international missions such as Common Security and Defence Policy (CSDP) and UN missions. Furthermore, Ambassador Erwan Fouere, the Special Representative of the Chairperson-in-Office for the Transdniestrian settlement process, emphasized the importance of including women in reconciliation efforts to achieve sustainable peace. Mr. Fouere pointed out that without the buy-in and support of women the reconciliation process is weakened, thus making the peace agreement less sustainable.

During the Annual Security Review Conference in 2011 neither gender issues nor issues pertaining to UNSCR 1325 were included in the agenda or raised by delegations. It should be noted that MC.DEC/14/05 on women in conflict prevention recommends reporting on UNSCR 1325 issues in Annual Security Review Conference.

3.4.4. Working Group on Conflict Cycle

In June 2012, at the last meeting of the Working Group on the Conflict Cycle, the Gender Section provided a Food-for-Thought Paper outlining how a comprehensive gender analysis throughout the conflict cycle would enhance the efficiency and sustainability of the OSCE to handle crisis and conflict. The paper gave practical examples of how gender analysis could be included in the different stages of the conflict cycle. The paper included recommendations for how the OSCE could address gender issues ranging from information gathering, mediation and peace processes, crisis management and post-conflict rehabilitation. The paper also recommended the development of an OSCE-Wide Action Plan to ensure a coordinated organizational response with regards to the implementation of UNSCR 1325.

3.5. UNSCR 1325 in the Forum for Security Co-operation (FSC)

In the CSCE Helsinki Document of 1992, the Forum for Security Co-operation was given a mandate to start new negotiations on arms control, disarmament and confidence- and security-building, to enhance regular consultation, to intensify co-operation among participating States on matters related to security, and to further the process of reducing the risk of conflict. The OSCE participating States, recognizing the importance of democratic civilian control of security forces, in 1994 adopted the Code of Conduct on Politico-Military Aspects of Security (CoC), a landmark document in security sector governance. The Code obliges participating States to provide for democratic oversight of their armed, internal, para-military and intelligence forces as well as the police. They are also obliged to ensure that their armed forces remain politically neutral and to guarantee that the human rights of security personnel are respected. Each year, the participating States report to each other on their national practices in implementing the Code's provisions. This information exchange adds to the confidence and security promoted by the Code.

In 2009, it was proposed to add a set of questions to the questionnaire guiding the information exchange that focused on UNSCR 1325, as part of the process of improving implementation of the Code. As UNSCR 1325 calls for the inclusion of women in conflict prevention and peace-building and stresses the importance of including women in the institutions of the security sector this naturally links to the mandate of the FSC. In 2011, 30 countries⁶⁸ committed themselves to expanding the scope of their replies to the questionnaire as proposed in 2009 and reporting against the indicative list of issues pertaining to women, peace and security.⁶⁹ In 2012, 27 participating States have provided an overview of their activities dealing with the issue of women, peace and

⁶⁸ EU Member States in addition to Canada, Norway and Iceland.

⁶⁹ As part of the interpretative statement which accompanied FSC.DEC/5/11.

security. They provided information on topics such as the representation of women in their armed forces, gender training activities and gender mainstreaming policies. Highlighting progress and indicating areas where continued efforts are most needed, is an important first step in achieving a gender-inclusive security strategy that is both comprehensive and sustainable.

However, the responses vary in detail and how closely they followed the indicative list. Out of the 27 countries that provided information on UNSCR 1325 only ten used the indicative list in their CoC reply. It should also be noted that Albania, FYROM, BiH, Serbia and Switzerland reported on UNSCR 1325 even though they did not belong to the group of countries that voluntarily committed to report on UNSCR 1325 by signing the interpretative statement. Albania and Switzerland even chose to report according to the indicative list.

The FSC has, in recent years, held a number of discussions on the issue of women, peace and security. This includes discussions during the Security Dialogues at the 592nd meeting of the FSC under the UK Chairmanship, the 622nd meeting of the FSC during the Irish Chairmanship, and at the 642nd meeting of the Forum during the Icelandic Chairmanship. At the OSCE Meeting to Review the OSCE Plan of Action on Small Arms and Light Weapons, held in May 2012, Ms. Agboton, former Deputy Director of UNIDIR, was invited with the assistance of the Gender Section to speak about the links between gender and Small Arms and Light Weapons (SALW) and pointed out the specific way that weapons influence women's security situation. She also outlined how women should be included in technical discussion about security and the role that women can play in collection of SALW. In the first Annual Implementation Discussion on the Implementation of the Code of Conduct on Politico-Military Aspects of Security held in July 2012, reporting on UNSCR 1325 was raised.

In addition, the FSC 2012 Chairmanships set out their intention to devote particular attention to the question of assisting in the implementation of UNSCR 1325. As part of their efforts a new co-ordinator was appointed to assist the FSC Chairmanships in fulfilling the responsibilities to implement MC Decision 07/11 on issues relevant to the Forum for Security Co-Operation. The co-ordinator had several presentations at the FSC, Annual Security Review Conference and at the Regional Conference on the CoC in Riga in June 2012. The co-ordinator also assisted the FSC Chairmanship to identify speakers on issues pertaining to UNSCR 1325 and the FSC.

3.6. UNSCR 1325 and ODIHR

ODIHR advocates comprehensive National Action Plans dedicated to the implementation of UNSCR 1325. Since 2005, ODIHR has worked consistently on UNSCR 1325 with a specific programme on Human Rights, Gender and Security (originally known as Human Rights, Women and Security Programme). The programme's objectives are to: increase the effectiveness and responsiveness of the security sector by applying human rights and gender equality standards in its work; improve respect for and protection of the rights of all those working within the security sector; and increase the diversity of the security sector by providing equal access and opportunities for advancement to men and women of all backgrounds.

The programme developed in co-operation with the Geneva Centre for the Democratic Control of Armed Forces (DCAF) and the United Nations International Research and Training Institute for the Advancement of Women (UN-INSTRAW) the Gender and Security Sector Reform Toolkit (2008) as an initial response to the need for information, analysis and training on integrating gender considerations into security sector reform (SSR) processes. The toolkit's main purpose is to provide the basis for gender training for security sector personnel. The toolkit also offers advice on policy drafting, monitor and evaluation techniques and reporting to international bodies on UNSCR 1325 obligations.

Co-operation with NATO on implementation of UNSCR 1325 was renewed as ODIHR's expertise was sought for a November 2011 workshop. The aim of the workshop was to raise awareness of the resolution's goals and gather best practices for NATO officials on how to better implement them, both in terms of increasing the number of women in NATO operations and being more sensitive to women's issues when present within a community. Previous to the event, NATO issued a Comprehensive Report on the NATO/EAPC Policy on the Implementation of UNSCR 1325 on Women, Peace and Security and Related Resolutions.⁷⁰ This event served as a formal presentation of the report, as well as an opportunity for NATO to learn from other organizations with an established UNSCR 1325 programmatic track record, such as OSCE/ODIHR.

On 18-20 April 2012, ODIHR was invited by UNWomen to participate in national consultations with NGOs and government officials responsible for the implementation of Georgia's newly adopted 1325 National Action

⁷⁰ See http://www.nato.int/cps/en/SID-0587CC46-ECE09383/natolive/official_texts_76395.htm.

Plans. The aim of the three-day consultations in Tbilisi was to issue joint recommendations on how best to use government resources and achieve the plan's comprehensive and well-delineated goals.

On 25-26 June 2012, ODIHR participated in similar policy discussions held by the Cetinje Parliamentary Forum in Montenegro. This yearly forum is organized by members of parliamentary gender committees from all participating States in South-Eastern Europe, and seeks to track progress on various women's initiatives in the region. The topic of this year's conference was progress on UNSCR 1325, developing National Action Plans, and implementing current National Action Plans in this vein. This was a follow-on from two years ago, when the Forum celebrated the 10th anniversary of UNSCR 1325.

In June 2012, ODIHR took part in the seminar on the "OSCE Code of Conduct on Politico-Military Aspects of Security for the Baltic Sea Region" in Riga. High-ranking officials from the armed forces, ministries, representatives from parliaments, academia and OSCE bodies took part in the seminar. ODIHR made a presentation on the human rights and fundamental freedoms of armed forces personnel, emphasizing particularly gender and rights related to equal opportunities and non-discrimination. The presentation also covered: civil and political rights; rights related to military life; and procedural rights related to implementing and ensuring rights in the barracks.

ODIHR's new approach of addressing gender and human rights in tandem is showing preliminary yields, as security sector institutions in OSCE participating States have shown interest in addressing a series of interconnected issues while they undertake reform.

3.7. Secretariat

The Gender Section has made significant efforts in the last few years to seek to bring together initiatives implemented across the Organization with regards to UNSCR 1325. As mentioned above, on 27-28 October 2011 in Sarajevo a conference entitled "UNSCR 1325: Moving Beyond Theory to Maximize Security in the OSCE" was arranged by the Gender Section in co-operation with the Mission to BiH. The conference gathered over 100 participants from 29 countries from across the OSCE region, representing government and non-governmental entities working on 1325 National Action Plans. Participating States that already have 1325 National Action Plans shared lessons learnt in the development and the first phases of implementation, while countries that are in the process of developing such plans for the first time began shaping their approach in an informed manner.

The conference looked at good practices and challenges in implementing National Action Plans from the perspective of state structures, civil society and international organizations. ODIHR provided expertise on the importance of developing well-designed indicators, in order to increase the impact of any policy and programming delineated in 1325 National Action Plans.

In 2012, the Gender Section made presentations in the Security Committee and the FSC on how to implement 1325. In support of the delegations the Section is currently helping develop an OSCE-Wide Action Plan on resolution 1325. Furthermore, the Gender Section organized a discussion which focused on enhancing women's participation in the electoral process as a side event to the Second Supplementary Human Dimension Meeting in Vienna in June 2012. Another side event was organized by the Gender Section to the Annual Security Review Conference and the Security Days in June 2012 to discuss women's inclusion in security analysis.

The Conflict Prevention Centre (CPC)/FSC Support Unit has highlighted gender aspects in its work with the Code of Conduct, both in the regional seminar in Riga in June 2012 and the Annual Discussion on the Implementation of the Code of Conduct on Politico-Military Aspects of Security in July 2012. These discussions covered issues like the potential inclusion of information pertaining to women, peace and security and UNSCR 1325 into the questionnaire of the annual information exchange as well as the safeguarding of the rights of women soldiers. The FSC Support Unit has further been tasked to give a statistical overview of how UNSCR 1325 has been addressed in the responses to the questionnaire by the participating States.

The Gender Section also cooperated with other international organizations such as UNWomen, NATO and EU in the implementation of UNSCR 1325. For instance in November 2011, the Gender Section participated in a NATO workshop, where the Section presented how the OSCE works with the resolution, and attended in June 2012 the EU annual implementation meeting for the resolution. In January 2012 the Senior Gender Adviser also participated in the opening and subsequent workshop of the Centre for Gender in Military Operations which is part of the Swedish Armed Forces International Centre.

3.8. Conclusions

UNSCR 1325 broke new ground when it mandated stronger involvement of women in conflict prevention, crisis management and peace-building and introduced a different approach to peace and security which identified women as a crucial cornerstone for creating sustainable peace. The implementation of UNSCR 1325 goes to the very core of how nations define peace and security and makes them reassess policies and mechanisms that govern sustainable peace and security for all segments of society. By signing up to UNSCR 1325, states have committed themselves to promote active participation of women in conflict prevention, peace-building and security processes.

The OSCE region has taken into great strides in the implementation of the resolution as more than half (23 out of 36) of the UN member states that have adopted a National Action Plan are in the OSCE region, and several of these plans have been updated for a second or even third time. Furthermore, within the OSCE there has been an increased interest for the resolution. Thirty countries have voluntarily committed to include 1325 reporting into their responses to the questionnaire on the Code of Conduct in the framework of the FSC. Additionally, there have been several discussions in several formal and informal bodies such as the Security Committee and the Human Dimension Committee.

It is vital to ensure that the terms of UNSCR 1325 are integrated across the work of the OSCE – in both countries in conflict and those that are not. The OSCE's comprehensive and co-operative approach to security remains an indispensable approach to addressing women, peace and security. However, to date there is no coordinated initiative to implement UNSCR 1325 in the OSCE region, nor is there a systematic exchange of best practices and lessons learnt. There is also a lack of understanding for why the resolution has value within the organization. Although there are discussions in the various formal and informal bodies of the OSCE, there is no concerted and coordinated effort to follow issues pertaining to UNSCR 1325. As a result, much potential information and lessons learnt has been lost. States tend not to establish timelines for implementing reform, set base lines that would allow meaningful statistics to be gathered, or commit funds for audits that would measure progress. These are all critical challenges that deserve attention.

The initiative by some delegations to develop, in co-operation with the Gender Section assisted by ODIHR, an OSCE-Wide Action Plan on the implementation of UNSCR 1325 would lay the foundations for more efficient implementation of the resolution in the OSCE region. A systematic and consistent tool to follow the implementation of UNSCR 1325 is needed in the OSCE region and one such tool might be an annual review conference similar to the Annual Security Review Conference. Alternatively, the ASRC itself could serve as a framework for reporting on UNSCR 1325, as stipulated in MC Decision 14/05. In any way, it is important to create an annual occasion for the review of the implementation of the resolution in order to consolidate efforts to further the implementation of the resolution.

4. Recommendations and Strategic Priorities

The recommendations outlined below provide suggestions regarding steps that might be taken by the OSCE executive structures, the Chairmanship and the participating States in order to advance the implementation of the Gender Action Plan in all areas.

The recommendations are compiled from input received from Field Operations and Secretariat departments, consultations with OSCE staff members and delegations of the participating States, findings of the management review undertaken by OIO in co-operation with the Gender Section as well as a general analysis by the Section. Some of the recommendations from previous reports have yet to be implemented fully and are, thus, still valid and included here.

4.1. Strategic Approach to the Full Implementation of Gender Equality Issues

1. In view of the provisions of the 2004 Gender Action Plan to gender mainstream all OSCE projects, programs, activities and policies and to work towards full gender equality in the participating States, gender equality issues should be given a high priority in the security dialogue within the framework of the Helsinki +40 process. This would be in full compliance with the goals of the OSCE to be a leading regional organization for comprehensive security.

2. The Chairmanship, the participating States and OSCE structures are encouraged to engage in an in-depth dialogue on how to modernize and update the implementation of all areas of the 2004 Gender Action Plan, with a focus on developing mechanisms that provide well-defined quantitative and qualitative targets, clear timelines, monitoring and accountability frameworks and review capacities.

3. In order to meet the need of fostering the implementation of all areas of the 2004 Gender Action Plan, the Chairmanship, the participating States and OSCE structures should consider to initiate the development of a gender equality strategy for the OSCE for a defined period of time, setting out priorities for the Secretariat, Institutions and Field Operations as well as participating States and creating action plans, where appropriate, to take these priorities forward.

4. A structure to coordinate the development of a longer-term gender equality strategy could be established and could include representatives of the Chairmanship, participating States, Secretariat, Institutions and Field Operations. Its role would be to develop and co-ordinate an overall gender equality strategy.

5. A strategic and systematic approach is needed to overcome identified weaknesses in the implementation of the 2004 Gender Action Plan, in particular the lack of data that are indispensable for shaping policies. Participating States and the Gender Section are encouraged to look into possible ways that would allow for the regular and comprehensive collection and analysis of data from participating States. This could be done by creating a gender focal point system with representatives in relevant ministries in the capitals of the participating States. They would assist in collecting data for a questionnaire to be developed by the Gender Section and the participating States and to be distributed annually on the implementation of the 2004 Gender Action Plan.

6. Chairmanships, participating States and the Secretariat are encouraged to consider introducing gender budgeting as a key tool for gender mainstreaming and as a part of a longer-term strategy.

7. All stakeholders in the OSCE as well as participating States should actively engage in involving more men in gender equality issues in order to enhance the understanding of the importance of gender equality for the benefit of all – men and women, boys and girls.

8. Outreach and awareness raising efforts on gender equality issues should be invigorated by all relevant stakeholders to create greater gender sensitivity within the OSCE and in participating States by increasing the visibility of the issue.

9. Closer co-operation and coordination of the Chairmanship, the Secretariat, Institutions and Field Operations with other relevant International Organizations regarding the implementation of gender equality issues in participating States would be beneficial for the effectiveness of implementation efforts.

4.2. Gender Mainstreaming in OSCE Structures, the Working Environment and Recruitment

Training and Capacity Building

10. Participating States, when supporting Extra-Budgetary Projects are encouraged to allocate sufficient funds to Field Operations, to the Gender Section and to the DHR/Training Section in order to enhance in-depth knowledge and skills in gender mainstreaming. This is particularly crucial for gender issues in the first dimension.

11. Having in mind the relatively high turnover of staff in the OSCE, in particular in the Field Operations, the Gender Section and the DHR/Training Section should continue the established training and capacity-building programmes for staff on practical implementation of gender mainstreaming throughout the Organization.

12. The Gender Section, assisted by the DHR/Training Section, should develop a special training component on gender equality issues for senior management in order to explain the policies pertaining to gender and their applicability in their work context.

13. The Gender Section, in co-operation with DHR, should continue exploring ways to provide basic training on gender issues to delegates across all three dimensions, especially targeting military advisers representing the delegations in the FSC.

Management

14. The Heads of Mission should continue to work on making flexible working provisions available in the Field Operations.

The Professional Working Environment

15. The DHR should review and revise the details of Staff Instruction 21/2006 on the Professional Working Environment to ensure that it efficiently addresses formal and informal complaints as well as work to raise awareness regarding the full and appropriate application of the Instruction.

Gender Balance among OSCE Staff

16. Participating States should reinvigorate their efforts to increase the number of nominations of women to seconded positions, in particular from under-represented participating States.

17. Participating States should endeavour to nominate more female candidates to seconded positions in areas such as military affairs and civilian police, where they are underrepresented.

18. The Gender Section should continue to furthering the work on the *GenderBase*/POLIS as a relevant and valuable tool for recruiting female experts in the first dimension.

19. Efforts must continue to recruit more women to senior positions across all dimensions and Institutions. Despite women having achieved 30 per cent share of senior management positions, appointment authorities should aspire to a more equitable percentage.

20. Chairmanships should call upon participating States to nominate female candidates to alleviate the chronic shortage of women in positions of HoM, DHoM or Heads/Directors of Institution and Deputy Directors.

21. Chairmanships should endeavour to appoint more women as chairs of the three Committees as well as more women being appointed as Special Representatives.

22. DHR should continue its good practices of assessing knowledge and skills on gender mainstreaming during the recruitment process, where appropriate.

23. The practice of including a reference to gender sensitivity/awareness in vacancy notices for all international positions should be extended to vacancy notices for local staff in *all* Field Operations.

24. DHR and Field Operations should continue to aim for gender balance on interview panels, especially for senior management positions.

4.3. Gender Mainstreaming in all Policies, Programmes, Projects and Activities

25. Deputy Heads of Mission should, as a matter of policy, assume the responsibility of Gender Focal Points at Field Operations in order to strengthen the existing network of Gender Focal Points and to ensure engagement on gender mainstreaming issues at a level of management responsibility sufficient to effect meaningful results.

26. The Gender Section should continue to coordinate regular meetings of Gender Focal Points in the Secretariat, Institutions and Field Operations in order to foster networking, meaningful co-operation and circulation of information, as well as new initiatives.

27. The Gender Section should continue to develop tools and mechanisms for keeping Gender Focal Points informed on OSCE gender policies and developments in the field of gender. Regular efforts should be made to provide refreshment training for Gender Focal Points in order to refocus their efforts on networking skills and the inclusion of gender mainstreaming in OSCE programmes.

28. Supervisors of Gender Focal Points across executive structures should provide the Gender Focal Points with explicit support, including acknowledgement of their role in their annual Performance Appraisal Report.

29. Participating States should enhance efforts to second full-time gender advisers in larger Field Operations, as Gender Focal Points in addition to their regular duties tend not to have sufficient time to influence the policies and programs to ensure gender mainstreaming.

30. When liaising with Field Operations, the CPC should continue to promote and monitor the inclusion of a gender perspective in the regular activities of the field operations.

31. A consultation mechanism should be developed to enable an analysis and appropriate feedback by the Gender Section on gender mainstreaming of UB projects as it is done with ExB project proposals.

32. Field Operations should make certain that all project managers are provided with the Checklist for Gender Mainstreaming in Project Documents included in the Project Management Manual, in order to ensure that a gender analysis has been conducted. In addition, for those projects involving implementing partners, all efforts should be made to select partners with previous experience or expertise in mainstreaming gender.

33. The CPC should encourage Heads of Mission to include reporting on gender equality issues as a standard item in all regular reports.

34. Although the inclusion of women in project teams and women as primary participants in project activities are valuable goals that should be maintained, project managers should strive to facilitate projects that incorporate gender analysis in a more comprehensive manner and at all levels of the project cycle.

35. The OSCE executive structures are encouraged to take into account that the best way for ensuring proper and systematic gender mainstreaming of programs, projects and activities is to create individual action plans for Field Operations, Institutions and Secretariat departments.

4.4. Progress Made in the Priority Areas of Achieving Equality between Men and Women in the Participating States

36. Participating States are encouraged to co-operate with the Gender Section in making more data available on the six priority areas outlined in the Gender Action Plan (see also paragraph five of the recommendations).

37. Participating States hosting Field Operations should facilitate and approve the implementation of projects aimed at promoting gender equality in the six priority areas of the 2004 Gender Action Plan.

38. Participating States and OSCE structures should provide consistent and long-term support to assist national-level efforts to implement the objectives set forth in each priority area of the Gender Action Plan. In particular, further effort should be dedicated to implementing the adopted MC Decisions pertaining to gender issues.

39. Priority should be given by OSCE structures and participating States to enhance the implementation of UNSCR 1325 on Women, Peace and Security by creating a strategic and systematic approach through an Organization-Wide Action Plan in order to live up with the broad commitments of the resolution that are in full compliance with the OSCE comprehensive approach to security. Coordination and collaboration with the FSC in these efforts would be beneficial for all stakeholders.

40. An annual review conference on the implementation of UNSCR 1325 should be established. The review conference will serve as a hub of information exchange for best practices and challenges in regards to UNSCR 1325 implementation. Alternatively, the Annual Security Review Conference should include UNSCR 1325 related discussion on the formal agenda.

41. More participating States should consider including information on women, peace and security in their responses to the Questionnaire to the Code of Conduct on Politico-Military Aspects of Security, following the example of the 30 participating States that have already voluntarily committed to do so.

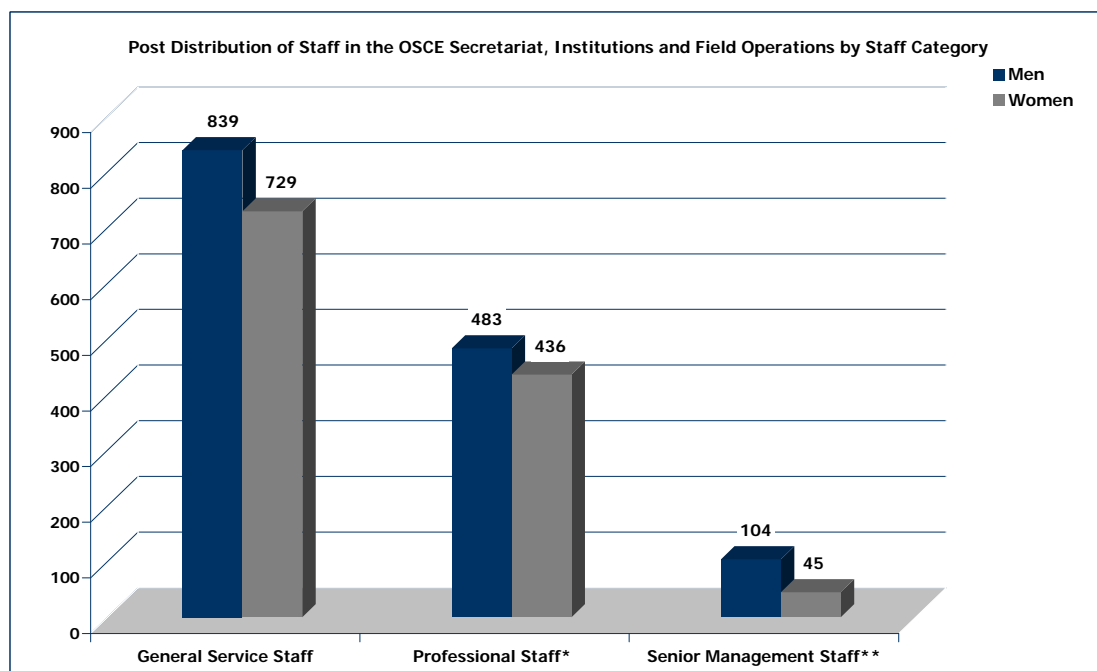
4.5. Annual Evaluation Report

42. The reporting period of the Annual Evaluation Report on the Implementation of the 2004 Gender Action Plan should be readjusted to the calendar year in order to be compatible with statistical research data from other International Organizations and participating States. With this readjustment, the presentation of the Annual Evaluation Report would be changed back to the month of June each year, as it is stipulated in the 2004 Gender Action Plan. For the transitional period, the Gender Section should prepare an interim-report for June 2013, covering the period from June to December 2012.

ANNEX I: Sex Disaggregated Statistics of OSCE Staff

TABLE AND GRAPH 1
Post Distribution of staff in the OSCE Secretariat, Institutions and Field Operations (by staff category)

Category	Men	Women	Total	% Women
General Service Staff	839	729	1568	46%
Professional Staff*	483	436	919	47%
Senior Management Staff**	104	45	149	30%
Total Staff	1426	1210	2636	46%



*Professional Staff: NPOs, S, S1, S2, P1 to P4.

**Senior Management Staff: S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.

General Service Staff: G1 to G7.

Seconded Staff: S, S1, S2, S3, S4, D/ Field Operations, H/ Field Operations.

Contracted Staff: G1 to G7, P1 to P5, D1, D2, Hol, The Secretary General.

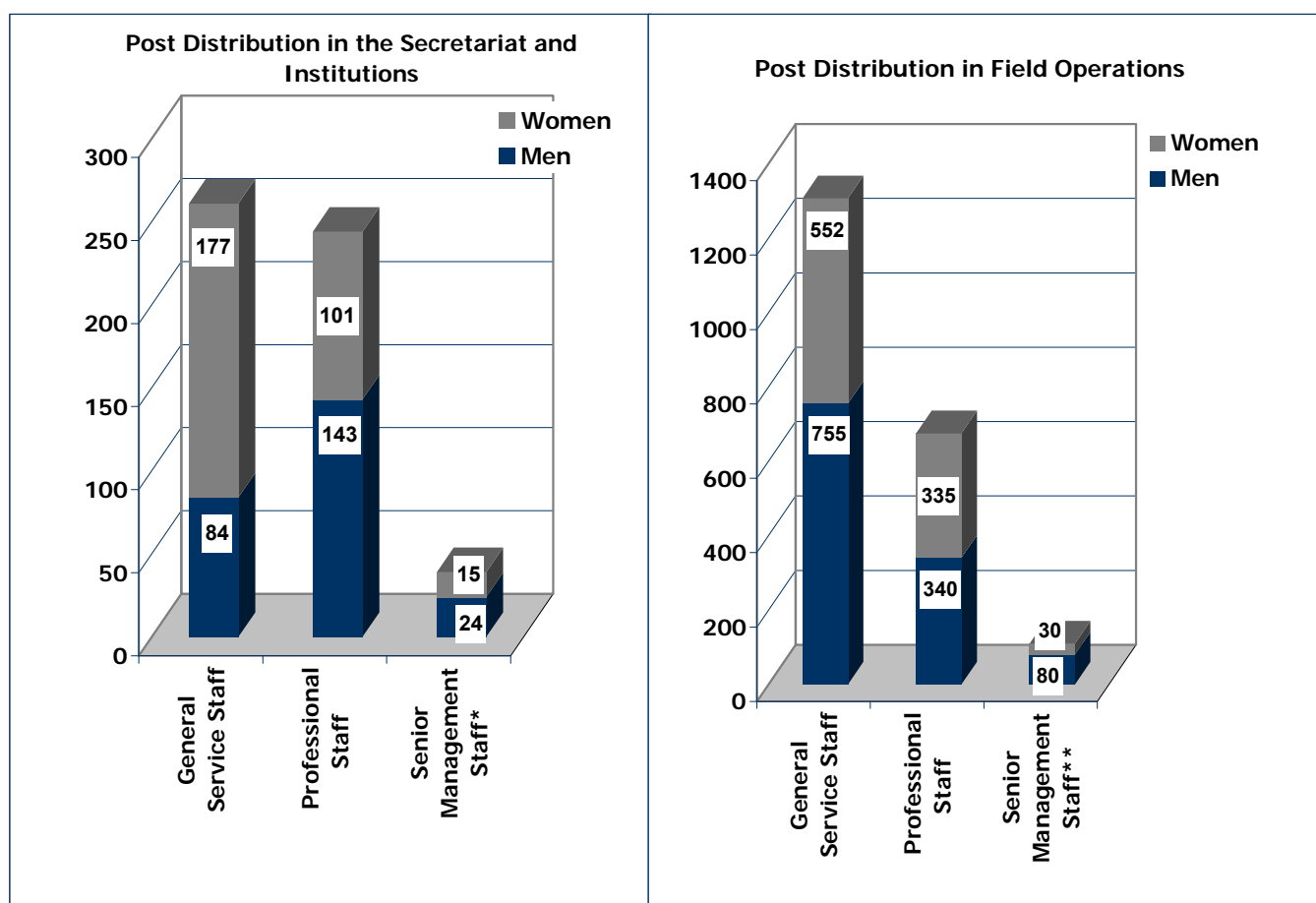
Note: Data as on 1 May 2012

TABLE AND GRAPHS 2
Post Distribution of the OSCE Staff, in the OSCE Secretariat,
Institutions and Field Operations

Category	Men	Women	Total	% Women
General Service Staff	84	177	261	68%
Professional Staff	143	101	244	41%
Senior Management Staff*	24	15	39	38%
Total Staff - Secretariat and Institutions	251	293	544	54%

Category	Men	Women	Total	% Women
General Service Staff	755	552	1307	42%
Professional Staff	340	335	675	50%
Senior Management Staff**	80	30	110	27%
Total Staff - Field Operations	1175	917	2092	44%

Category	Men	Women	Total	% Women
Grand Total Staff	1426	1210	2636	46%



*NPOs, S, S1, S2, P1 to P4.

**S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.

Note: Data as on 1 May 2012

TABLE AND GRAPHS 3
Development of post distribution by Category of Staff in the OSCE
From 1 December 2004 to 1 May 2012

	General Service Staff					Professional Staff					Senior Management Staff					Total			Total in per cent (%)	
	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women
01 Dec 2004	1239	1034	2273	55%	45%	756	407	1163	65%	35%	152	27	179	85%	15%	2147	1468	3615	59%	41%
01 Dec 2005	1233	1009	2242	55%	45%	612	412	1024	60%	40%	116	25	141	82%	18%	1961	1446	3407	58%	42%
01 Dec 2006	1104	941	2045	54%	46%	618	439	1057	58%	42%	128	27	155	83%	17%	1850	1407	3257	57%	43%
01 Dec 2007	1079	921	2000	54%	46%	584	441	1025	57%	43%	118	32	150	79%	21%	1781	1394	3175	56%	44%
01 May 2008	951	811	1762	54%	46%	546	418	964	57%	43%	109	26	135	81%	19%	1606	1255	2861	56%	44%
01 May 2009	915	773	1688	54%	46%	512	411	923	55%	45%	102	32	134	76%	24%	1529	1216	2745	56%	44%
01 May 2010	872	754	1626	54%	46%	500	419	919	54%	46%	105	44	149	70%	30%	1477	1217	2694	55%	45%
01 May 2011	843	740	1583	53%	47%	470	436	906	52%	48%	103	46	149	69%	31%	1416	1222	2638	54%	46%
01 May 2012	839	729	1568	54%	46%	483	436	919	53%	47%	104	45	149	70%	30%	1426	1210	2636	54%	46%

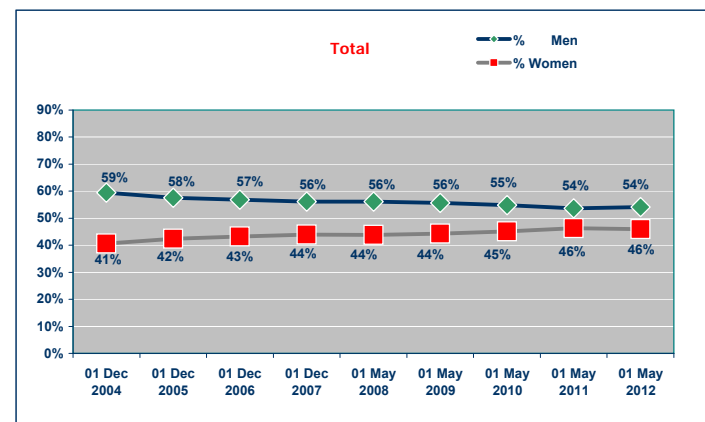
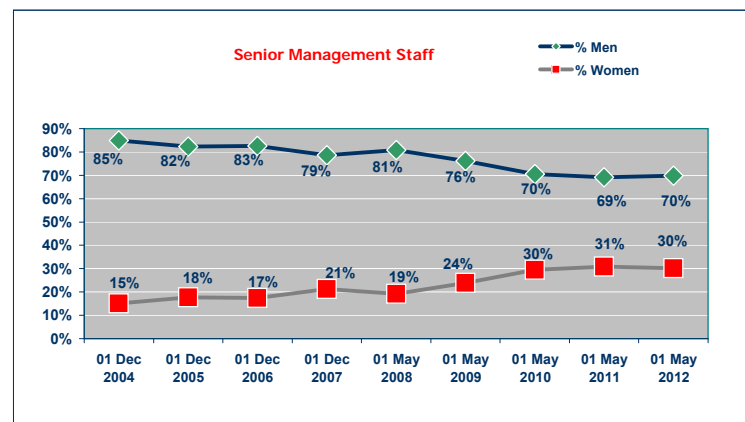
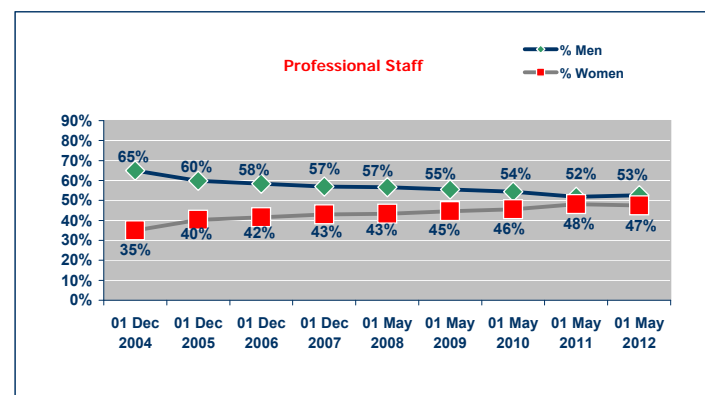
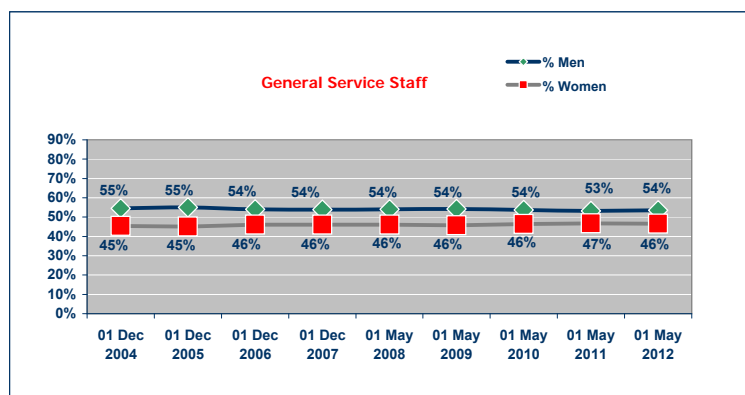
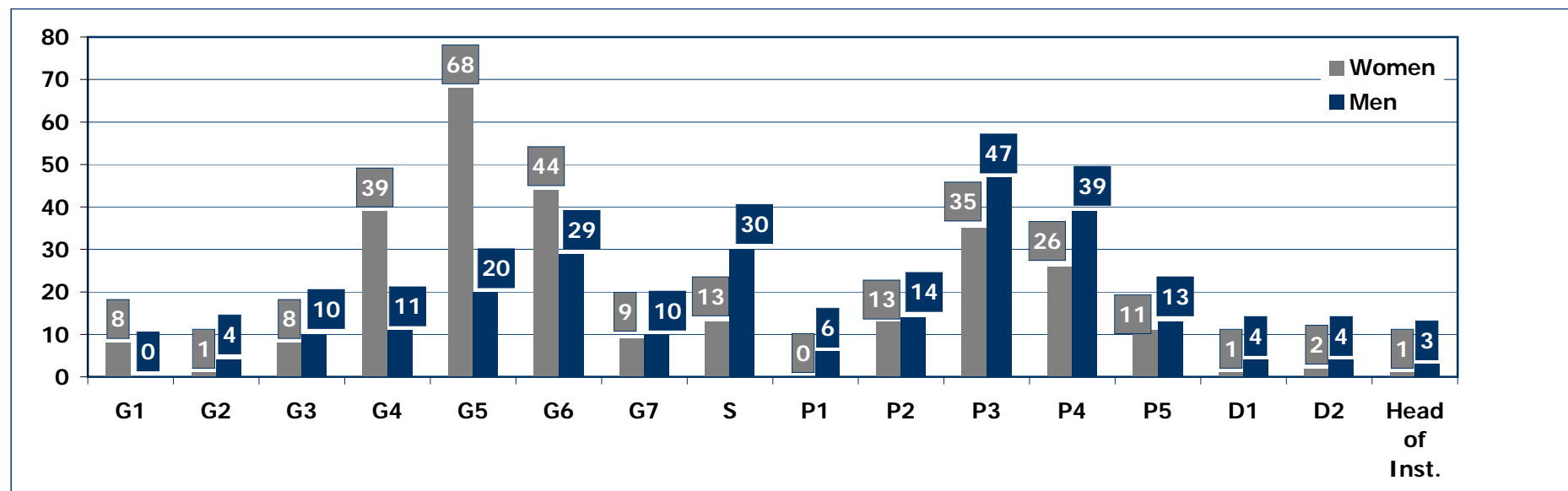


TABLE AND GRAPH 4
Post Distribution in the OSCE Secretariat and Institutions
 OSCE Secretariat*, ODIHR, HCNM, OSCE Representative on Freedom of the Media

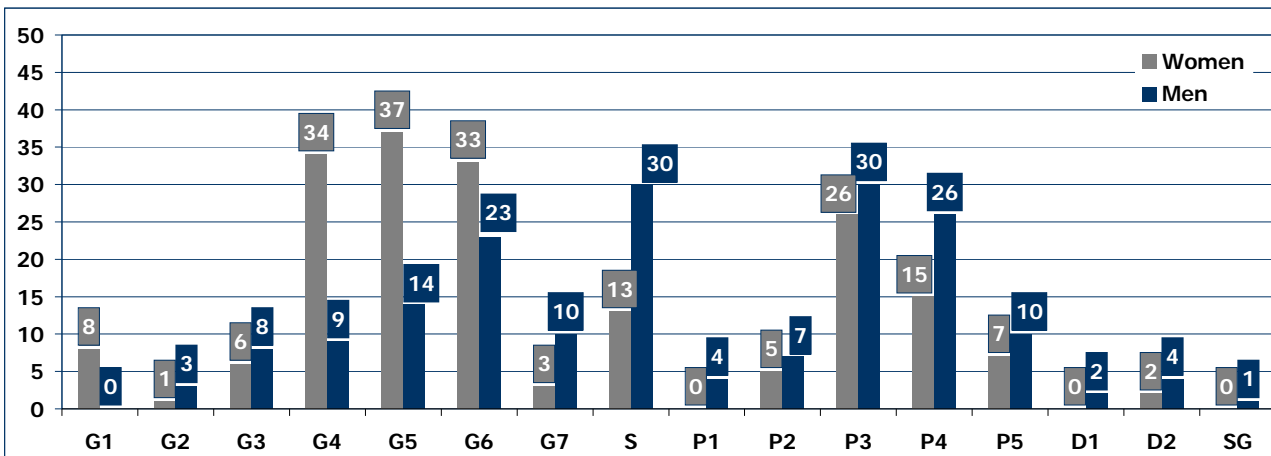


	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P+	In %	Total	In %
Women	8	1	8	39	68	44	9	13	0	13	35	26	11	1	2	1	177	68%	13	30%	88	41%	279	53%
Men	0	4	10	11	20	29	10	30	6	14	47	39	13	4	4	3	84	32%	30	70%	127	59%	244	47%
TOTAL	8	5	18	50	88	73	19	43	6	27	82	65	24	5	6	4	261	100%	43	100%	215	100%	523	100%

* Secretariat staff includes Article IV and High Level Planning Group.

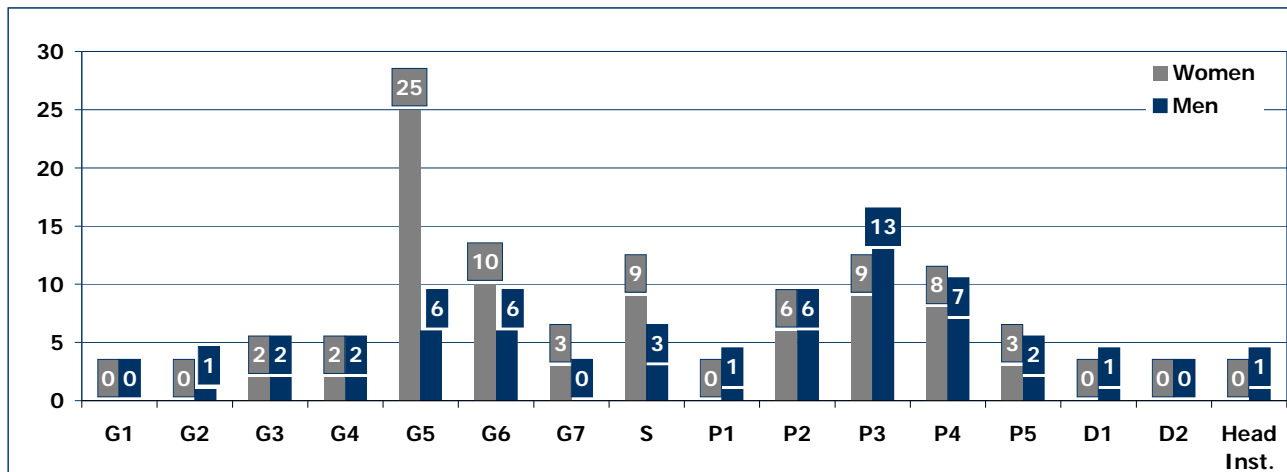
Note: Data as on 1 May 2012

TABLE AND GRAPH 5
Post Distribution in the OSCE Secretariat*



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	SG	G	In %	S	In %	P+	In %	Total	In %
Women	8	1	6	34	37	33	3	13	0	5	26	15	7	0	2	0	122	65%	13	30%	55	40%	190	51%
Men	0	3	8	9	14	23	10	30	4	7	30	26	10	2	4	1	67	35%	30	70%	84	60%	181	49%
TOTAL	8	4	14	43	51	56	13	43	4	12	56	41	17	2	6	1	189	100%	43	100%	139	100%	371	100%

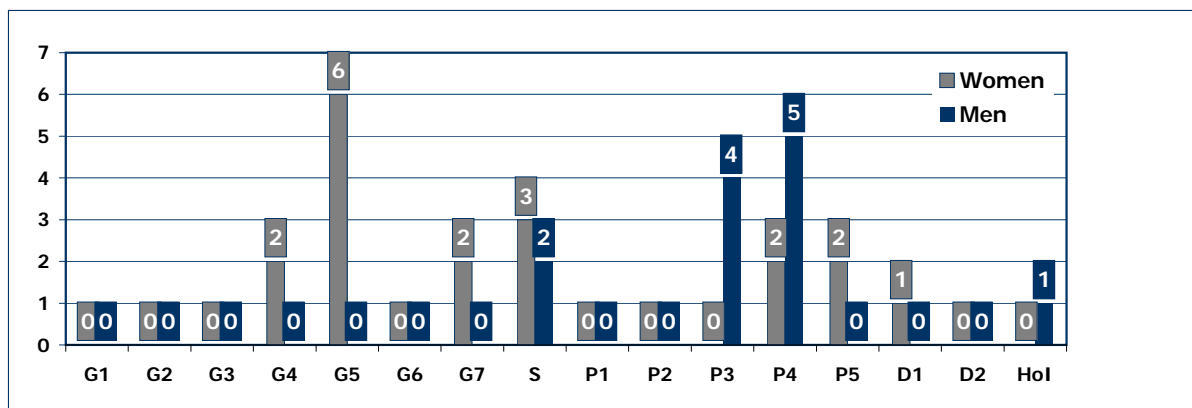
TABLE AND GRAPH 6
Post Distribution in the Office for Democratic Institutions and Human Rights



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head Inst.	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	2	2	25	10	3	9	0	6	9	8	3	0	0	0	42	71%	9	75%	26	46%	77	60%
Men	0	1	2	2	6	6	0	3	1	6	13	7	2	1	0	1	17	29%	3	25%	31	54%	51	40%
TOTAL	0	1	4	4	31	16	3	12	1	12	22	15	5	1	0	1	59	100%	12	100%	57	100%	128	100%

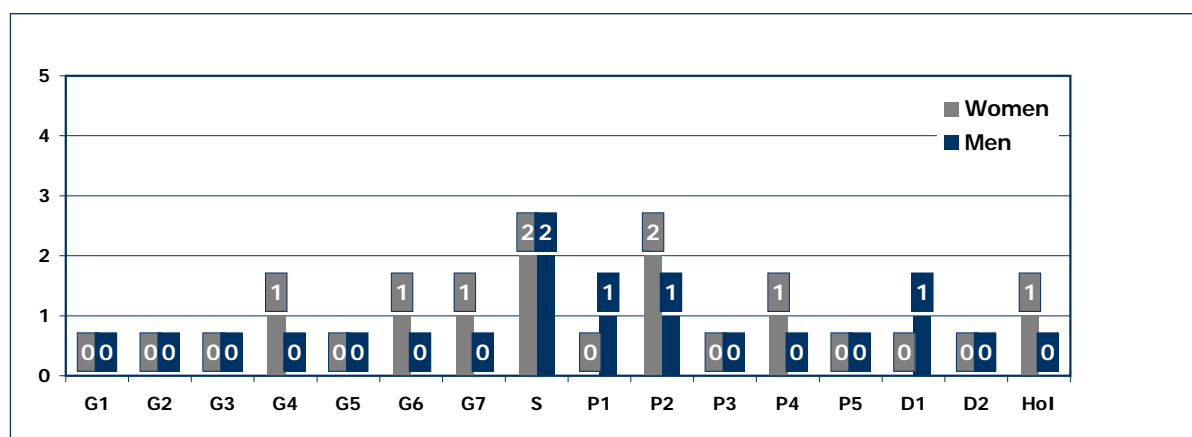
* Secretariat staff includes Article IV and High Level Planning Group.
Note: Data as on 1 May 2012

TABLE AND GRAPH 7
Post Distribution in the Office of the High Commissioner on National Minorities



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	HoI	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	2	6	0	2	3	0	0	0	2	2	1	0	0	10	100%	3	60%	5	33%	18	60%
Men	0	0	0	0	0	0	0	2	0	0	4	5	0	0	0	1	0	0%	2	40%	10	67%	12	40%
TOTAL	0	0	0	2	6	0	2	5	0	0	4	7	2	1	0	1	10	100%	5	100%	15	100%	30	100%

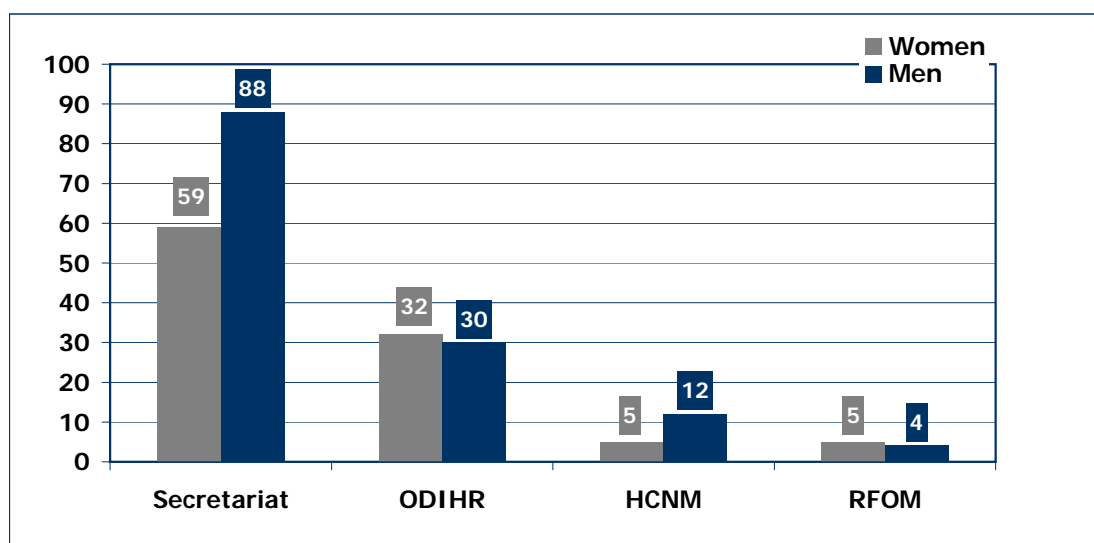
TABLE AND GRAPH 8
Post Distribution in the Office of the Representative on Freedom of the Media



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	HoI	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	1	0	1	1	2	0	2	0	1	0	0	0	1	3	100%	2	50%	4	57%	9	62%
Men	0	0	0	0	0	0	0	2	1	1	0	0	0	1	0	0	0	0%	2	50%	3	43%	5	36%
TOTAL	0	0	0	1	0	1	1	4	1	3	0	1	0	1	0	1	3	100%	4	100%	7	100%	14	100%

Note: Data as on 1 May 2012

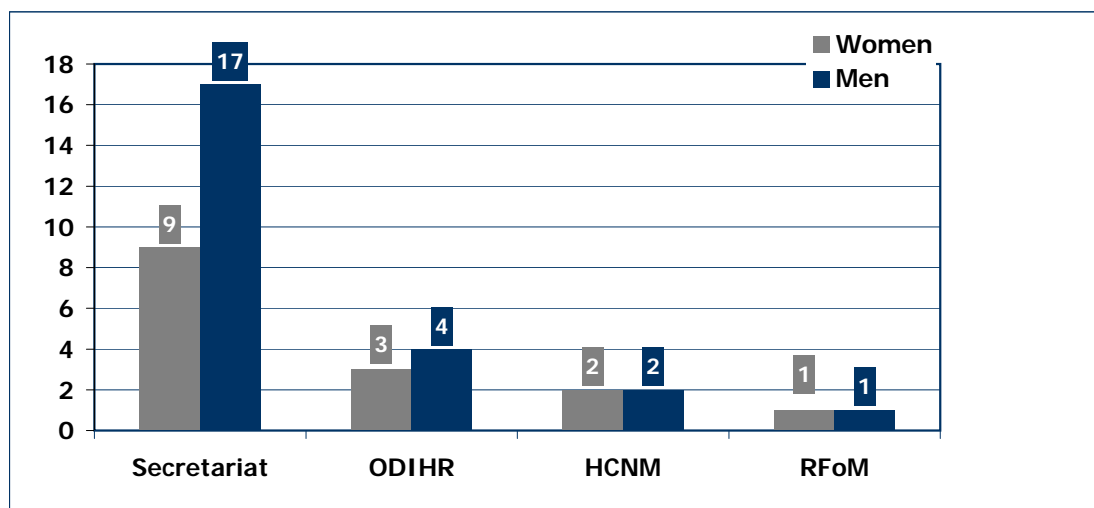
TABLE AND GRAPH 9
Post Distribution in the OSCE Secretariat and Institutions
Professional Staff*



#	Secretariat	ODIHR	HCNM	RFOM	Total
Women	59	32	5	5	101
Men	88	30	12	4	134
TOTAL	147	62	17	9	235

*S, P1, P2, P3, P4.

TABLE AND GRAPH 10
Post Distribution in the OSCE Secretariat and Institutions
Senior Management Staff*



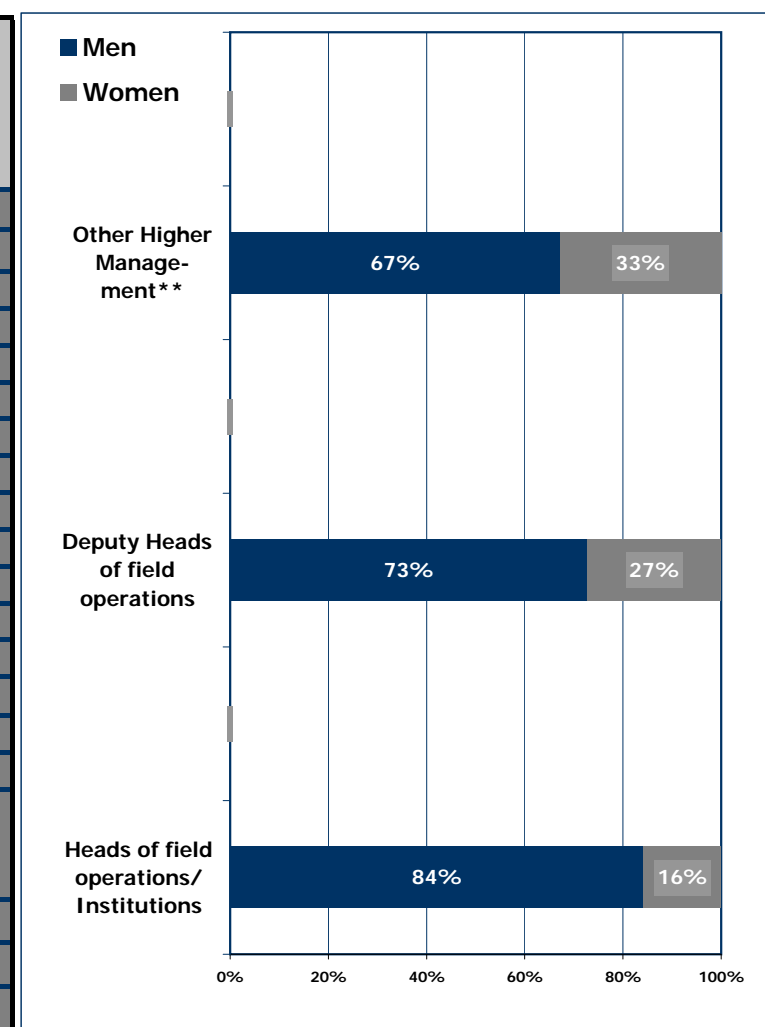
#	Secretariat	ODIHR	HCNM	RFoM	Total
Women	9	3	2	1	15
Men	17	4	2	1	24
TOTAL	26	7	4	2	39

*P5, D1, D2 and Head of Institution.

Note: Data as on 1 May 2012

TABLE AND GRAPH 11
Gender Balance among Contracted and Seconded Senior Management Staff
in the OSCE Secretariat, Institutions and Field Operations

Field operations, Secretariat and Institutions*	Heads of field operations/ Institutions		Deputy Heads of field operations		Other Higher Management**		Total	
	M	F	M	F	M	F	M	F
OSCE Presence in Albania	1		1		2	3	4	3
OSCE Centre in Ashgabat	1						1	0
OSCE Centre in Astana		1		1			0	2
OSCE Office in Baku	1			1	3	1	4	2
OSCE Centre in Bishkek	1		1		7	1	9	1
OSCE Mission to Bosnia and Herzegovina	1				15	7	16	7
OSCE Mission in Kosovo	1		1		20	6	22	6
OSCE Mission to Moldova		1	1				1	1
OSCE Mission to Montenegro	1		1				2	0
OSCE Mission to Serbia	1		1		2	2	4	2
OSCE Mission to Skopje	1			1	6	4	7	5
OSCE Office in Tajikistan	1		1		3	1	5	1
OSCE Project Co-ordinator in Ukraine***					1		1	0
OSCE Project Co-ordinator in Uzbekistan	1						1	0
OSCE Office in Yerevan	1		1				2	0
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1						1	0
Secretariat and Institutions*	3	1			21	14	24	15
Total	16	3	8	3	80	39	104	45
In per cent (%)	84%	16%	73%	27%	67%	33%	70%	30%



*Includes Articles IV, FoM, HCNM, HLP, ODIHR, the Secretariat.

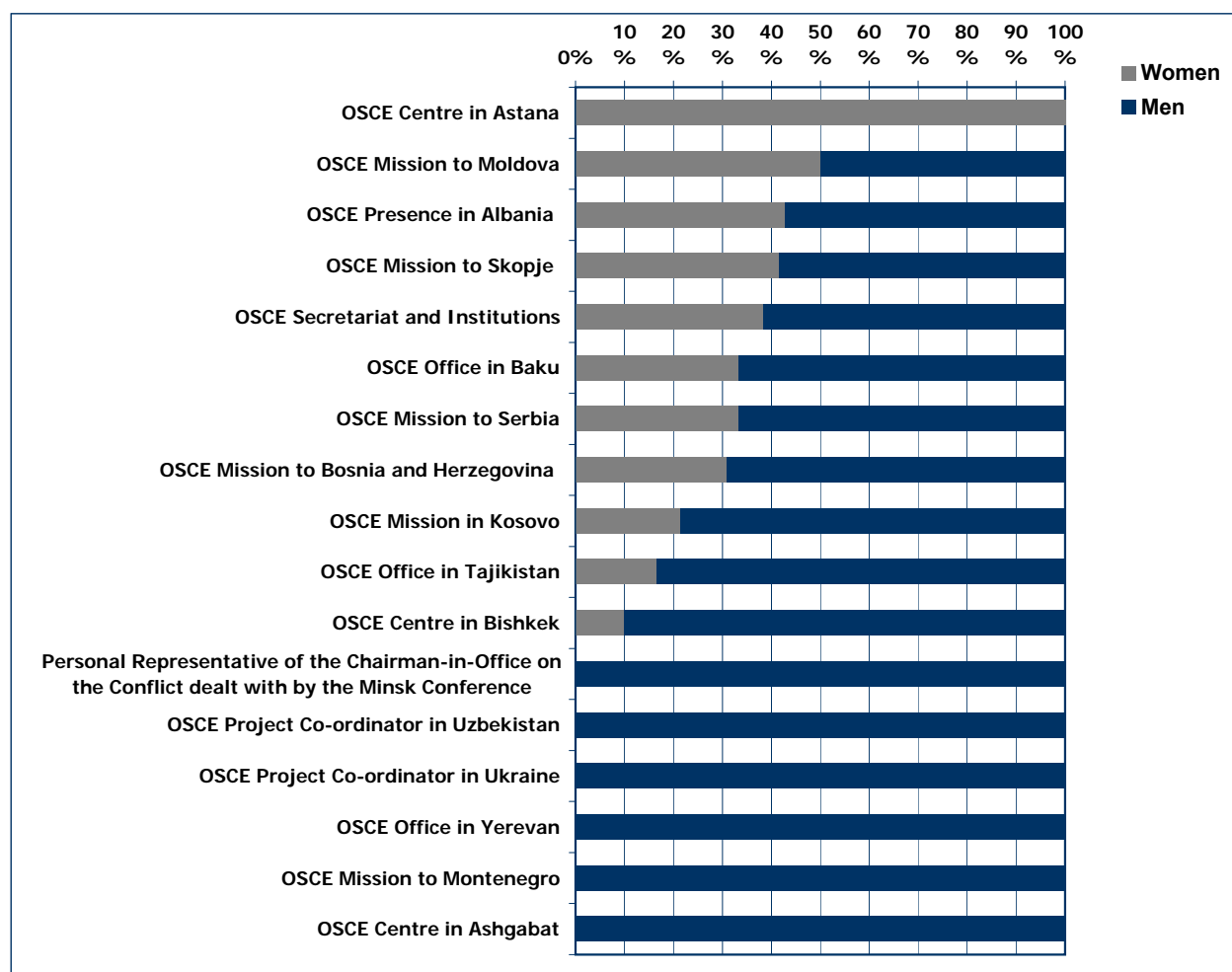
**Includes S3+ and P5+.

***On 1 May 2012, the appointment for HoM was still pending.

Note: Data as on 1 May 2012

TABLE AND GRAPH 12
Gender Balance among Contracted and Seconded Senior Management*
in the OSCE Secretariat, Institutions and Field Operations

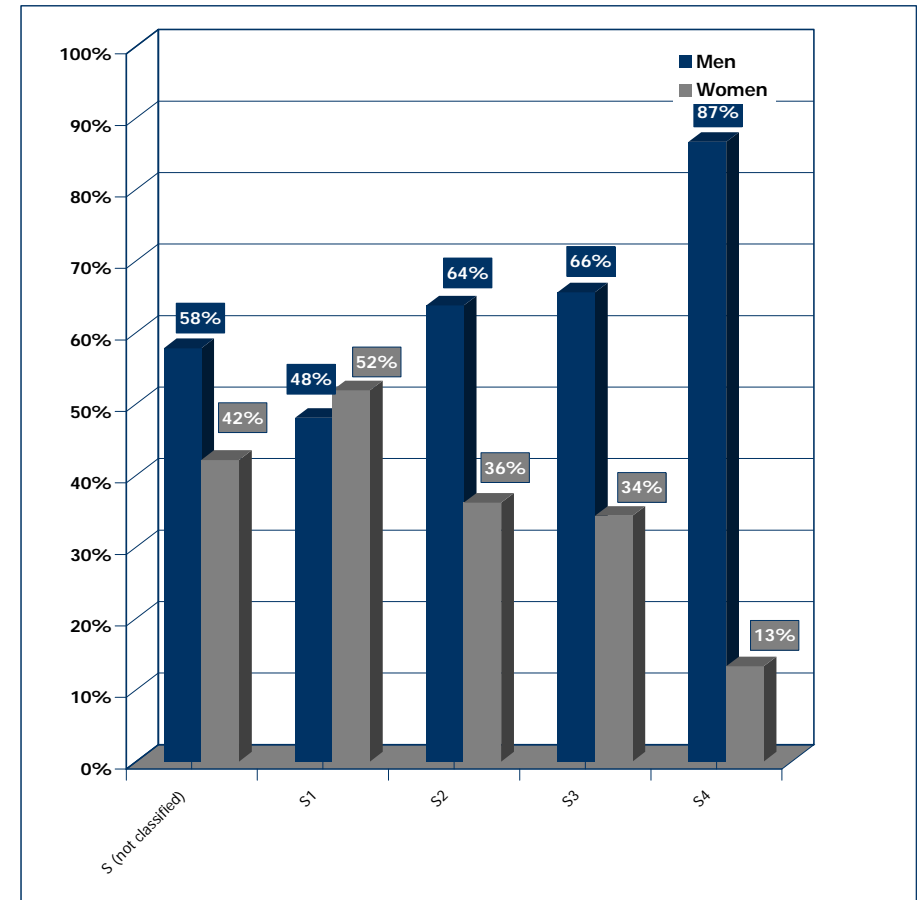
Field operations, Secretariat and Institutions	Total		Total in %	
	M	F	M	F
OSCE Centre in Astana	0	2	0%	100%
OSCE Mission to Moldova	1	1	50%	50%
OSCE Presence in Albania	4	3	57%	43%
OSCE Mission to Skopje	7	5	58%	42%
OSCE Secretariat and Institutions	24	15	62%	38%
OSCE Office in Baku	4	2	67%	33%
OSCE Mission to Serbia	4	2	67%	33%
OSCE Mission to Bosnia and Herzegovina	16	7	69%	31%
OSCE Mission in Kosovo	22	6	79%	21%
OSCE Office in Tajikistan	5	1	83%	17%
OSCE Centre in Bishkek	9	1	90%	10%
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1	0	100%	0%
OSCE Project Co-ordinator in Uzbekistan	1	0	100%	0%
OSCE Project Co-ordinator in Ukraine	1	0	100%	0%
OSCE Office in Yerevan	2	0	100%	0%
OSCE Mission to Montenegro	2	0	100%	0%
OSCE Centre in Ashgabat	1	0	100%	0%
Total	104	45	70%	30%



*S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.
 Note: Data as on 1 May 2012

TABLE AND GRAPH 13
Post Distribution of Seconded Staff
in the OSCE Secretariat, Institutions and Field Operations

Field operations, Secretariat and Institutions	S*		S1		S2		S3		S4		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
OSCE Presence in Albania			1		9	3	2	3			12	6
OSCE Centre in Ashgabat					1	2					1	2
OSCE Centre in Astana					3						3	0
OSCE Office in Baku					1	1	3	1			4	2
OSCE Centre in Bishkek					7	2	6	1	1		14	3
OSCE Mission to Bosnia and Herzegovina			4	11	14	9	8	7	5		31	27
OSCE Mission in Kosovo			25	34	27	25	13	4	6	1	71	64
OSCE Mission to Moldova					6	4					6	4
OSCE Mission to Montenegro			1		5	2					6	2
OSCE Mission to Serbia			4		12	7	2	2			18	9
OSCE Mission to Skopje			15	8	7	5	4	3	1	1	27	17
OSCE Office in Tajikistan				1	9	3	3	1			12	5
OSCE Project Co-ordinator in Ukraine							1				1	0
OSCE Project Co-ordinator in Uzbekistan					2						2	0
OSCE Office in Yerevan					4						4	0
Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference					4						4	0
Secretariat (incl. Prague Office, HLPG and Art. IV)	30	13									30	13
Institutions (FoM, HCNM, ODIHR)	7	14									7	14
Total	37	27	50	54	111	63	42	22	13	2	253	168
Per cent	58%	42%	48%	52%	64%	36%	66%	34%	87%	13%	60%	40%



*Seconded posts in the Secretariat and Institutions are not classified and therefore not included in the standard system of grades.

Note: Data as on 1 May 2012

TABLE 14
Nominations* by Participating States for Seconded Posts
in OSCE Secretariat, Institutions and Field Operations according to staff categories
From 1 May 2011 to 1 May 2012

Nominating Authority	% Women*	Women (total)	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		S4 & DHoM		Secretariat & Institutions		Total
			M	W	M	W	M	W	M	W	M	W	
Albania	0%	0	2		4		1						7
Armenia	60%	3		1	1	1		1			1		5
Austria	41%	31	16	15	19	14	5	1	3	1	1		75
Azerbaijan	75%	3				1		2			1		4
Belarus	86%	6			1	3		1		2			7
Belgium	46%	6	1	1	1	1			1		4	4	13
Bosnia and Herzegovina	47%	16	7	9	8	2	2	2	1			3	34
Bulgaria	23%	43	18	10	86	25	23	5	11	3	2		183
Canada	44%	52	25	17	19	19	7	10	4		10	6	117
Croatia	84%	16	1	6	1	7	1	2		1			19
Cyprus	50%	1	1									1	2
Czech Republic	22%	8	9	4	15	1	1	1	1		2	2	36
Denmark	33%	4		1					3		5	3	12
Estonia	36%	4			5	3	2	1					11
Finland	71%	12			3					1	2	11	17
France	37%	13		1	7	2	6	1	4	1	5	8	35
Georgia	47%	8	1	1	3	4	4	3	1				17
Germany	27%	14			16	7	9		7		5	7	51
Greece	47%	45	14	15	23	22	9	3	5	2		3	96
Hungary	36%	47	14	10	53	22	15	11	3			4	132
Iceland	0%	0					1		1				2
Ireland	27%	13	10	9	15	2	6	2	2		3		49
Italy	42%	61	22	27	34	10	8	3	4	3	16	18	145
Kazakhstan	25%	2			2		1		1		2	2	8
Kyrgyzstan	67%	4	1	3	1	1							6
Latvia	50%	2			1	2			1				4
Macedonia, TFYR of	32%	15	12	9	15	5	1	1	1		3		47
Moldova, Republic of	17%	9	10	4	28	4	3	1	4				54
Montenegro	100%	1		1									1
Netherlands	50%	1									1	1	2
Norway	50%	10			4	4	4	4	1		1	2	20
Poland	48%	14	2	8	10	4	2	2			1		29
Portugal	31%	9	8	3	8	4	3	2			1		29
Romania	22%	15	7	8	22	1	11	5	7		5	1	67
Russian Federation	0%	0	1		3		2		2				8
Serbia	8%	1	2		9			1					12
Slovakia	32%	8	4	6	13	1						1	25
Slovenia	0%	0			1								1
Spain	50%	27	8	8	8	12	5	1	1		5	6	54
Sweden	28%	9	3	3	8	4	4	1	4		4	1	32
Switzerland	50%	2				1	1	1	1				4
Tajikistan	0%	5	5	1	5	3	3					1	18
Turkey	18%	16	24	12	35	4	11		1		2		89
Ukraine	0%	0			2								2
United Kingdom	24%	42	32	22	53	14	25	4	14	2	12		178
United States	39%	52	8	6	27	12	27	13	15	5	6	16	135
Uzbekistan	100%	1										1	1
Grand Total	34%	651	268	221	569	222	203	85	104	21	100	102	1,895.00

* Where the total number of nominees' is below 10, the sex disaggregated data in per cent are insignificant.

TABLE 15
Seconded Staff in the OSCE Secretariat, Institutions and Field Operations
by Seconding Country and Sex

Seconding Authority*	% Women	Men	Women	Total Seconded Staff
United States of America	42%	38	28	66
Italy	39%	27	17	44
Spain	60%	8	12	20
France	59%	7	10	17
Austria	36%	16	9	25
Germany	30%	21	9	30
United Kingdom	28%	21	8	29
Croatia	75%	2	6	8
Canada	60%	4	6	10
Greece	60%	4	6	10
Poland	56%	4	5	9
Sweden	29%	12	5	17
Bulgaria	36%	7	4	11
Bosnia and Herzegovina	36%	7	4	11
Georgia	75%	1	3	4
Portugal	75%	1	3	4
Macedonia, The Former Yugoslav Republic of	43%	4	3	7
Czech Republic	33%	6	3	9
Ireland	21%	11	3	14
Hungary	21%	11	3	14
Turkey	16%	16	3	19
Latvia	100%	0	2	2
Armenia	67%	1	2	3
Estonia	67%	1	2	3
Slovakia	50%	2	2	4
Slovenia	40%	3	2	5
Norway	25%	6	2	8
Russian Federation	18%	9	2	11
Uzbekistan	100%	0	1	1
Ukraine	100%	0	1	1
Romania	50%	1	1	2
Montenegro	50%	1	1	2
Serbia	50%	1	1	2
Belgium	33%	2	1	3
Belarus	33%	2	1	3
Moldova, Republic of	33%	2	1	3
Netherlands	25%	3	1	4
Finland	0%	1	0	1
Lithuania	0%	2	0	2
Denmark	0%	2	0	2
Kazakhstan	0%	1	0	1
Kyrgyzstan	0%	1	0	1
Malta	0%	1	0	1
Switzerland	0%	3	0	3
Grand Total	39%	273	173	446

*Including Partners for Co-operation.

Note: Data as on 1 May 2012

GRAPH 16
Number of Seconded Female Professionals in the OSCE Secretariat, Institutions and Field Operations
by Seconding Country on
1 May 2012

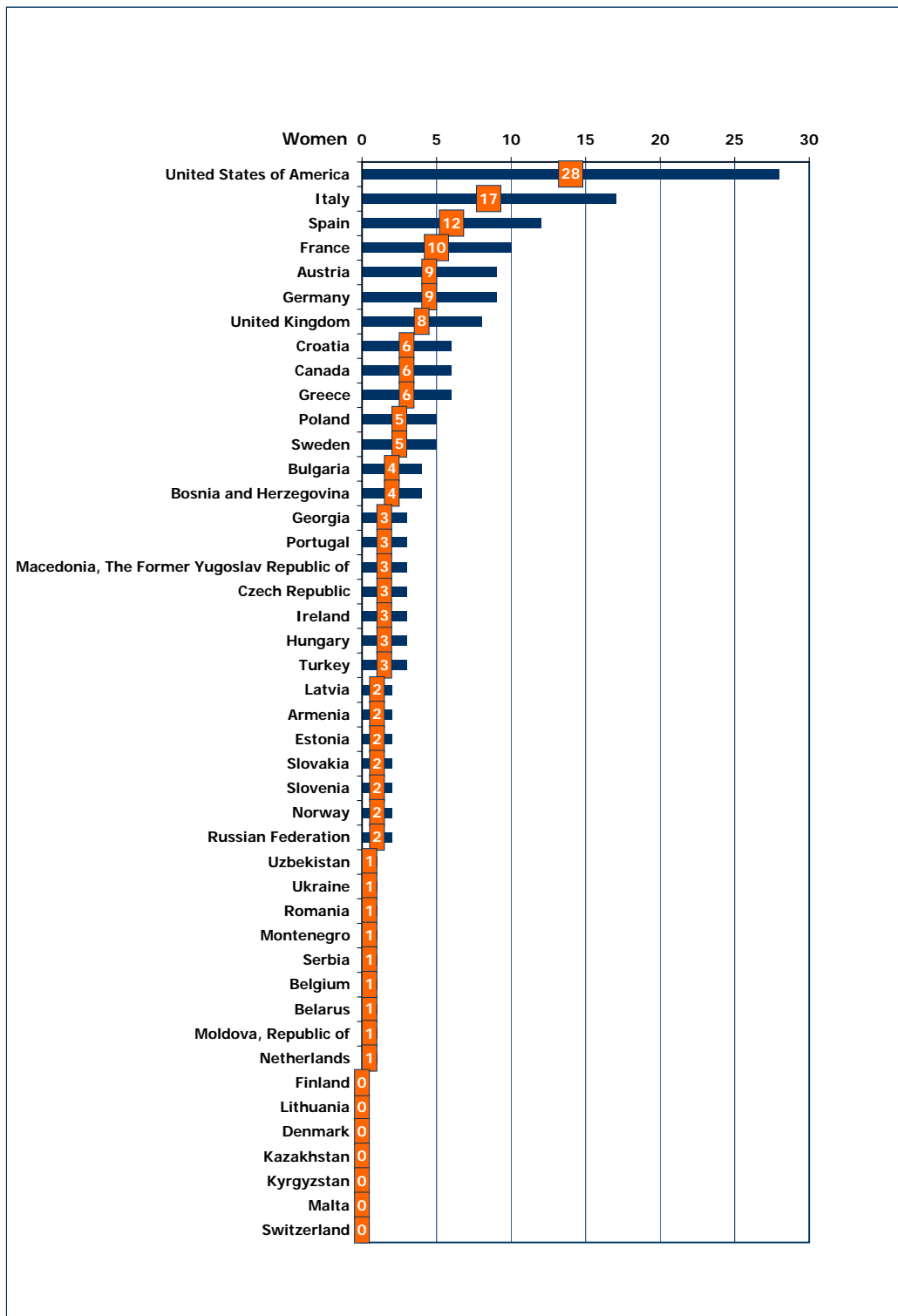


TABLE 17
Gender Balance of International Seconded and Contracted Mission Members
(including Management) by field of expertise

Field of Expertise	Men	Women	Total	Men	Women
Human Rights	28	52	80	35%	65%
Political Affairs	58	19	77	75%	25%
Democratization	28	28	56	50%	50%
Administration & Support	37	13	50	74%	26%
Civilian Police	42	4	46	91%	9%
General Staff/Monitoring	24	9	33	73%	27%
Rule of Law	15	17	32	47%	53%
Media Affairs	5	6	11	45%	55%
Economic & Environmental Affairs	7	4	11	64%	36%
Military Affairs	11	0	11	100%	0%
Education	3	2	5	60%	40%
Elections	5	0	5	100%	0%
Auditing/Internal Oversight	0	1	1	0%	100%
Medical Services	0	1	1	0%	100%
Legal Affairs	1	0	1	100%	0%
Grand total	264	156	420	63%	37%

* Where the total numbers are below 10,
the sex disaggregated data in per cent are insignificant.

Note: Data as on 1 May 2012

TABLE 18
Post Distribution of Local Staff in OSCE Field Operations

	Total in Per Cent				OSCE Presence in Albania				OSCE Centre in Astana				OSCE Centre in Ashgabat				OSCE Office in Baku				OSCE Centre in Bishkek				OSCE Mission to Bosnia and Herzegovina				OSCE Mission in Kosovo				OSCE Mission to Moldova				OSCE Mission to Montenegro				OSCE Mission to Serbia				OSCE Mission to Skopje				OSCE Office in Tajikistan				OSCE Project Co-ordinator in Uzbekistan				OSCE Project Co-ordinator in Ukraine				OSCE Office in Yerevan				Pers.Rep.of the C-I-O on the conflict dealt with by the OSCE Minsk Conference				Total			
Grade	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F																												
NPO	43%	57%	6	11	2	2	1	1	2	3	2	4	55	89	49	36	3	6	2	4	9	17	5	9	4	4	2	1	10	12	4	8	0	0	156	207																																				
G7	0%	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																												
G6	49%	51%	2	3	1	4	0	2	2	5	7	13	3	1	74	37	3	5	2	5	7	12	5	9	4	6	0	0	2	3	2	11	0	1	114	117																																				
G5	40%	60%	9	19	0	7	3	4	5	3	12	12	36	75	51	29	0	4	4	9	12	27	8	18	18	18	2	4	1	7	1	3	1	1	163	240																																				
G4	56%	44%	2	3	0	1	0	0	0	3	1	3	25	34	63	31	1	3	0	0	7	1	12	6	7	4	1	0	0	3	0	0	0	0	0	119	92																																			
G3	81%	19%	2	0	1	0	1	0	1	0	2	2	16	8	47	6	2	0	1	0	4	2	19	6	5	1	2	0	1	0	2	0	2	0	108	25																																				
G2*	97%	3%	11	0	3	0	6	0	2	0	24	0	62	0	46	5	7	1	4	0	16	0	12	1	42	1	3	0	3	0	7	0	2	0	250	8																																				
G1**	1%	99%	0	0	0	2	0	1	0	1	0	5	0	26	1	0	0	4	0	1	0	7	0	2	0	12	0	2	0	1	0	2	0	4	1	70																																				
Total	55%	45%	32	36	7	16	11	8	12	15	48	39	197	233	331	144	16	23	13	19	55	66	61	51	80	46	10	7	17	26	16	24	5	6	911	759																																				
Total	100%		68		23		19		27		87		430		475		39		32		121		112		126		17		43		40		11																																							
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F																																
%	55%	45%	47%	53%	30%	70%	58%	42%	44%	56%	55%	45%	46%	54%	70%	30%	41%	59%	41%	59%	45%	55%	54%	46%	63%	37%	59%	41%	40%	60%	40%	60%	45%	55%	55%	45%																																				

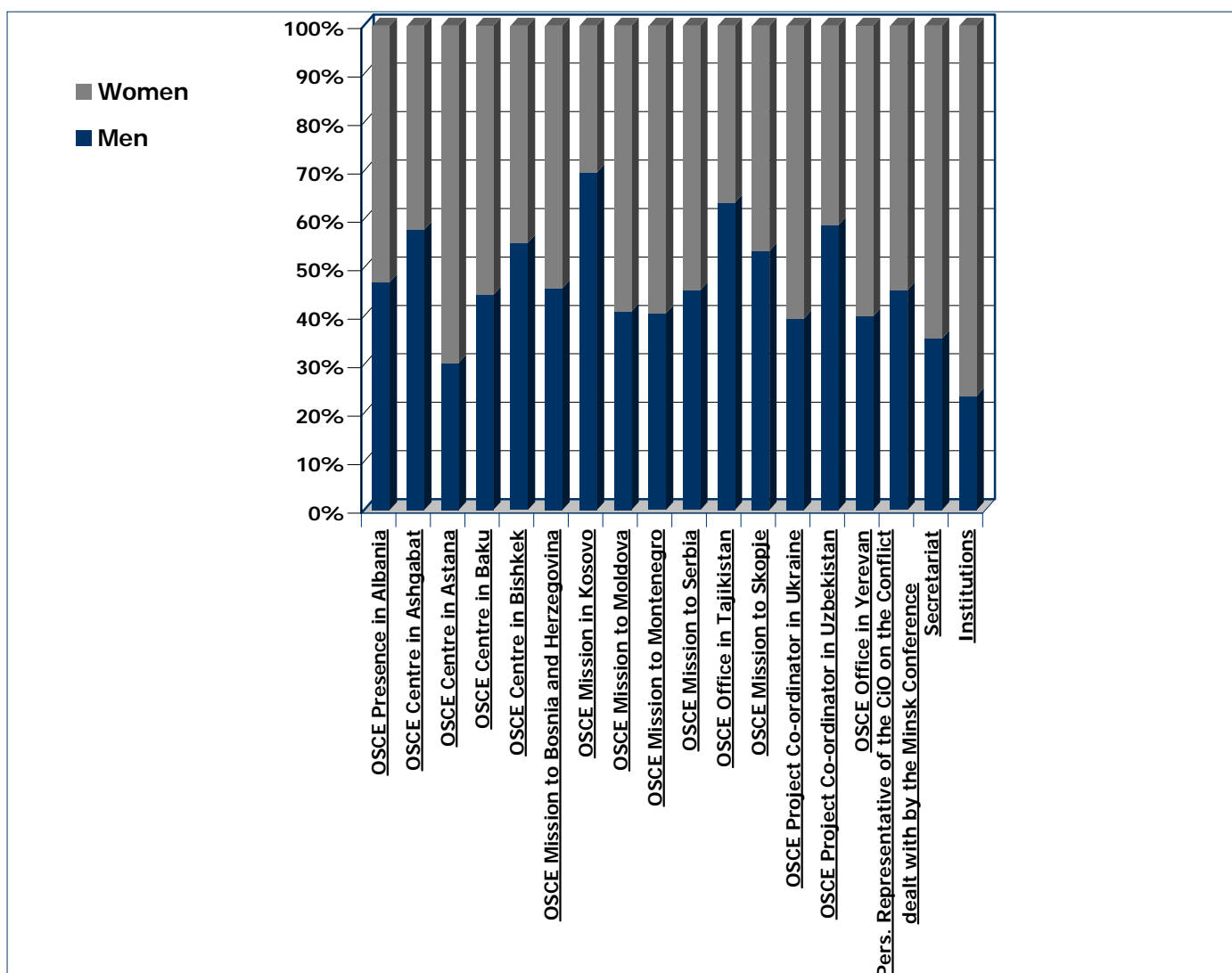
*The high percentage of male staff at the G2 level is due to the fact that posts of drivers are classified as G2 and these tend to be held by men.

**The high percentage of female staff at the G1 level is due to the fact that posts of cleaners are classified as G1 and these tend to be held by women.

Note: Data as on 1 May 2012

TABLE AND GRAPH 19
Gender Balance of Local Staff in OSCE Field Operations
and General Services Staff in the OSCE Secretariat and Institutions

Field operation	Percentage		Number		Total
	Men	Women	Men	Women	
OSCE Presence in Albania	47%	53%	32	36	68
OSCE Centre in Ashgabat	58%	42%	11	8	19
OSCE Centre in Astana	30%	70%	7	16	23
OSCE Centre in Baku	44%	56%	12	15	27
OSCE Centre in Bishkek	55%	45%	48	39	87
OSCE Mission to Bosnia and Herzegovina	46%	54%	197	233	430
OSCE Mission in Kosovo	70%	30%	331	144	475
OSCE Mission to Moldova	41%	59%	16	23	39
OSCE Mission to Montenegro	41%	59%	13	19	32
OSCE Mission to Serbia	45%	55%	55	66	121
OSCE Office in Tajikistan	63%	37%	80	46	126
OSCE Mission to Skopje	54%	46%	61	53	114
OSCE Project Co-ordinator in Ukraine	40%	60%	17	26	43
OSCE Project Co-ordinator in Uzbekistan	59%	41%	10	7	17
OSCE Office in Yerevan	40%	60%	16	24	40
Pers. Representative of the CiO on the Conflict dealt with by the Minsk Conference	45%	55%	5	6	11
Secretariat	35%	65%	67	122	189
Institutions	24%	76%	17	55	72
Grand Total	51%	49%	995	938	1,933.00



Note: Data as on 1 May 2012

TABLE 20
Gender Balance by Grade in the Recruitment of Contracted Staff
in the OSCE Secretariat, Institutions and Field Operations
From 1 May 2011 to 1 May 2012

Grade	Number of Vacancies	Applied				Short listed				Employed*			
		Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
D2	1	72	9	81	11%	3	2	5	40%	1	0	1	0%
D1	2	175	64	239	27%	9	3	12	25%	2	0	2	0%
P5	9	441	179	620	29%	18	9	27	33%	4	1	5	20%
Total P5 - D2	12	688	252	940	27%	30	14	44	32%	7	1	8	13%
P4	16	799	321	1120	29%	32	14	46	30%	5	2	7	29%
P3	21	1469	959	2428	39%	35	36	71	51%	5	7	12	58%
P2	18	1526	1146	2672	43%	38	27	65	42%	7	5	12	42%
NP2	6	82	36	118	31%	2	1	3	33%	0	2	2	100%
NP1	22	329	291	620	47%	5	4	9	0%	4	9	13	69%
Total NP1 - P4	83	4205	2753	6958	40%	112	82	194	42%	21	25	46	54%
Total P and D	95	4893	3005	7898	38%	142	96	238	40%	28	26	54	48%
G6	35	464	516	980	53%	16	20	36	56%	7	11	18	61%
G5	59	687	944	1631	58%	16	35	51	69%	6	16	22	73%
G4	39	584	784	1368	57%	18	29	47	62%	4	10	14	71%
G3	8	130	172	302	57%	0	9	9	100%	1	2	3	67%
G2	8	89	4	93	4%	4	0	4	0%	1	0	1	0%
G1	2	0	4	4	100%	0	0	0	n/a	0	2	2	100%
Total G1 - G7	151	1954	2424	4378	55%	54	93	147	63%	19	41	60	68%
Grand Total	246	6847	5429	12276	44%	196	189	385	49%	47	67	114	59%
% of Total		56%	44%			51%	49%			41%	59%		

		Applied		Short listed of applied		Employed of applied	
% of Applicants		100%	100%	2.9%	3.5%	0.7%	1.2%
Total		6847	5429	196	189	47	67

Percentage		Applied		Short listed of applied		Employed of shortlisted	
		Men	Women	Men	Women	Men	Women
	All grades	55.8%	44.2%	2.9%	3.5%	24.0%	35.4%
	P and D	62.0%	38.0%	2.9%	3.2%	19.7%	27.1%
	G1 - G7	44.6%	55.4%	2.8%	3.8%	35.2%	44.1%

TABLE 21
Gender Balance by Grade in the Recruitment of Seconded Staff
in the OSCE Secretariat, Institutions and Field Operations
From 1 May 2011 to 1 May 2012

Grade	Number of Vacancies	Nominated Candidates			Long-listed			Short-listed			Employed		
		Men	Women	% Women	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
HoM*	7	22	6	21%	n/a	n/a	n/a	n/a	n/a	n/a	3	3	50%
DHoM	5	30	4	12%	n/a	n/a	n/a	n/a	n/a	n/a	2	2	50%
S4	13	74	17	19%	44	11	20%	3	0	0%	6	1	14%
S3	42	202	85	30%	115	58	34%	7	8	53%	17	5	23%
S2	95	569	223	28%	340	141	29%	67	22	25%	45	17	27%
S1	19	268	221	45%	173	148	46%	19	4	17%	15	16	52%
S**	22	102	100	50%	28	32	53%	28	31	53%	14	6	30%
Total	203	1267	656	34%	700	390	36%	124	65	34%	102	50	33%
% of Total		66%	34%		64%	36%		66%	34%		67%	33%	

	Nominated			Long-listed of Nominated			Short-listed of Nominated			Employed of Nominated		
	Men	Women		Men	Women		Men	Women		Men	Women	
% of Nominated	100%	100%		55%	59%		10%	12%		8%	8%	
Total	1267	656		700	390		124	65		102	50	

	Nominated			Long-listed of Nominated			Short-listed from the long list			Employed of shortlisted		
	Men	Women		Men	Women		Men	Women		Men	Women	
Percentage	100%	100%		55%	59%		18%	17%		82%	77%	

* Data as on August 2012. HoC appointment is still pending.

**Seconded posts in the Secretariat and Institutions. These posts are not classified and therefore not included in the standard system of grades.

TABLE 22
Sex disaggregated nominations and secondments as per Grade
in the OSCE Secretariat, Institutions and Field Operations
From 2005 to 1 May 2012

	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		(S4+ †) Senior Management		(S) Secretariat Institutions	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Nominations										
2005	62%	38%	67%	33%	75%	25%	81%	19%	55%	45%
2006	62%	38%	66%	34%	76%	24%	91%	9%	40%	60%
2007/08*	56%	44%	63%	37%	78%	22%	76%	24%	45%	55%
2009**	63%	37%	70%	30%	73%	27%	81%	19%	43%	57%
2010***	57%	43%	68%	32%	72%	28%	75%	25%	47%	53%
2011****	59%	41%	72%	28%	77%	23%	91%	9%	45%	55%
2012*****	55%	45%	72%	28%	70%	30%	84%	16%	50%	50%
Average of the above years	59%	41%	68%	32%	74%	26%	83%	17%	46%	54%
Secondments										
2005	64%	36%	60%	40%	77%	23%	85%	15%	71%	29%
2006	60%	40%	64%	36%	71%	29%	96%	4%	66%	34%
2007	54%	46%	64%	36%	68%	32%	86%	14%	67%	33%
2008	53%	47%	62%	38%	71%	29%	85%	15%	68%	32%
2009	56%	44%	61%	39%	68%	32%	75%	25%	66%	34%
2010	53%	47%	60%	40%	64%	36%	67%	33%	61%	39%
2011	49%	51%	61%	39%	63%	37%	78%	22%	46%	54%
2012	48%	52%	73%	27%	77%	23%	68%	32%	70%	30%
Average of the above years	55%	45%	63%	37%	70%	30%	80%	20%	64%	36%

*From 1 January 2007 to 1 May 2008.

**From 1 May 2008 to 1 May 2009.

***From 1 May 2009 to 1 May 2010.

****From 1 May 2010 to 1 May 2011.

*****From 1 May 2011 to 1 May 2012.

† S4 Senior Management incl. Deputy Head of Mission (DHoM.)

TABLE 23

Composition of Recruitment Panels for International Contracted Professional and Seconded positions in Field Operations, Secretariat and Institutions

		Total In Per Cent		OSCE Secretariat		OSCE Centre in Ashgabat		OSCE Presence in Albania		OSCE Centre in Astana		OSCE Office in Baku		OSCE Centre in Bishkek		OSCE Mission to Bosnia and Herzegovina		OSCE Office in Yerevan		OSCE Mission in Kosovo		OSCE Mission to Serbia		OSCE Mission to Skopje		OSCE Office in Tajikistan		ODIHR		Project Co-ordinator in Ukraine		Personal Representative of the CIO (MINSK)		
Grade	No. of panels	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
D2	1	40%	60%	2	3																													
D1	2	60%	40%	6	4																													
P5	7	56%	44%	9	10											3	3				4	1							4	2				
P4	18	57%	43%	18	12					2	2															5	3	21	17					
P3	16	46%	54%	13	11										3	2					4	1							11	22	2	3		
P2	14	48%	52%	7	8	3	2					2	2	2	2										3	1	7	14			4	1		
S4	2	44%	56%																		2	2			2	3								
S3	7	60%	40%																		7	3	6	1	2	6								
S2	18	56%	44%															6	8	14	9	17	10	4	5									
S1	8	45%	55%																		4	3	2	2	8	12								
S	19	35%	65%	18	36																							8	13					
Total	112	49%	51%	73	84	3	2	2	2	2	2	1	2	5	4	3	3	6	8	35	19	25	13	16	26	8	4	51	68	2	3	4	1	
Total		100%		157		5		4		4		3		9		6		14		54		38		42		12		119		5		5		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
%		49%	51%	46%	54%	60%	40%	50%	50%	50%	50%	33%	67%	56%	44%	50%	50%	43%	57%	65%	35%	66%	34%	38%	62%	67%	33%	43%	57%	40%	60%	80%	20%	

Note: Recruitment panels between 1 May 2011 and 1 May 2012.

TABLE 24
Projects reported by Field Operations as being gender mainstreamed by Dimension and Budget
From 1 May 2011 to 1 May 2012

Dimension	Total Number of Projects reported	Projects with Budget Information	Total Budget of all Gender mainstreamed Projects
Politico-Military	83	65	22,946,745.00
Economic and Environmental	54	47	5,191,435.00
Human Dimension	228	203	31,210,095.00
Total	365	315	59,348,275.00

TABLE 25
Projects reported by Field Operations as being gender mainstreamed by Dimension
From 1 May 2011 to 1 May 2012

Dimension	Total Number of Projects reported 2011	Projects where Gender was fully mainstreamed 2011	Total Number of Projects reported 2012	Projects where Gender was fully mainstreamed 2012
Politico-Military	49	35	83	44
Economic and Environmental	41	18	54	29
Human Dimension	128	96	228	174
Total	218	149	365	247

TABLE 26:
History of appointments of Heads and Deputy Heads in the Secretariat, Institutions and OSCE Field Operations, by sex, since establishment of the OSCE structures in the '90s until 1 May 2012

	MEN		WOMEN	
	DHoI	HoI	DHoI	HoI
OSCE Secretariat	n.a	5	n.a	0
ODIHR	3	4	0	1
High Commissioner on National Minorities	2	3	1	0
Representative on Freedom of the Media	2	2	0	1
TOTAL	7	14	1	2

	MEN		WOMEN	
	DHoM	HoM	DHoM	HoM
Office in Baku	3	6	3	0
Office in Yerevan	4	5	1	0
Minsk Conference		2		0
Mission to Moldova	10	11	0	1
Project Co-ordinator in Ukraine	1	5	0	0
Centre in Almaty/Astana	1	7	1	1
Centre in Ashgabat		4		1
Centre in Bishkek	2	4	1	0
Centre in Dushanbe / Office in Tajikistan	6	8	0	0
Project Co-ordinator in Uzbekistan		6		0
Mission in Kosovo	6	5	0	0
Mission to Bosnia and Herzegovina	6	6	0	0
Spillover Monitor / Mission to Skopje	1	6	1	0
Mission to Serbia	6	4	1	0
Mission to Montenegro	2	1	0	1
Presence in Albania	2	6	2	0
Office in Minsk - CLOSED	3	5	1	0
Mission to Croatia / Office in Zagreb - CLOSED	6	5	0	0
Mission to Georgia – CLOSED	6	7	0	1
AG Chechnya – CLOSED		8		0
Latvia – CLOSED		2		0
Estonia – CLOSED		3		1
TOTAL	65	116	11	6

TABLE 27:
Post Distribution in the OSCE Secretariat, Field Operations and Institutions. Seconded and Contracted posts of Heads, Deputy Heads and other Senior Management

Field Operations, Institutions and the Secretariat	Head(s)						Deputy Head(s)						Other Senior Management**						Total					
	2010		2011		2012		2010		2011		2012		2010		2011		2012		2010		2011		2012	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total: Field operations	17	1	16	0	13	2	9	3	8	3	8	3	51	28	56	28	59	25	77	32	80	31	109	50
Total: Secretariat / Institutions*	3	1	3	1	3	1	0	0	0	0	0	0	22	11	20	14	21	14	25	12	23	15	24	15
Total:	20	2	19	1	16	3	9	3	8	3	8	3	73	39	76	42	80	39	102	44	103	46	104	45
In per cent (%):	91%	9%	95%	5%	84%	16%	75%	25%	73%	27%	73%	27%	65%	35%	64%	36%	67%	33%	70%	30%	69%	31%	70%	30%

Total 146 Total 149 Total 149

The HoM post of the Project-Co-ordinator in Ukraine is not included in the 2012 figures:

The effective date of the report is 01/05/2012, the newly appointed Project Co-ordinator in Ukraine joined the OSCE as of 18/06/2012 only.

* Secretariat / Institutions: HLPG, Article IV, ODIHR, HCNM, OSCE Representative on Freedom of the Media.

**Other Senior Management: S3+, P5+.

Note: Data as on 1 May 2011 and 1 May 2012.

ANNEX II: Office for Democratic Institutions and Human Rights (ODIHR)



OSCE Action Plan for the Promotion of Gender Equality

ODIHR CONTRIBUTION TO THE ANNUAL EVALUATION REPORT ON GENDER ISSUES IN THE OSCE

September 2012

Introduction

In accordance with the OSCE Action Plan for the Promotion of Gender Equality, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) assists participating States in implementing commitments related to the promotion of gender equality and increasing the participation of women in governance structures. ODIHR promotes the integration of a gender perspective in all policies, programmes and practices, and implements targeted initiatives to ensure gender equality in priority areas outlined in the Action Plan (Chapter V, para. 44 b-g).

The priority areas defined in the Action Plan include development of non-discriminatory legal and policy frameworks, ensuring equal opportunity for the participation of women in political and public life, promoting equal opportunities for women and men in the economic sphere, building national mechanisms for the advancement of women, preventing violence against women, and encouraging women's participation in conflict prevention and post-conflict reconstruction.

This report provides an overview of gender-mainstreaming activities in the fields of training, management, recruitment and public relations, and provides updated gender-disaggregated statistics regarding the recruitment process and staff composition.

In Section II, the report provides a comprehensive description of the manner in which gender is integrated into all ODIHR programmes and projects, across all Departments. This Section focuses on programmes designed to eliminate gender-based discrimination in political and electoral processes and to promote the integration of a gender perspective in legal frameworks. It also focuses on the protection and promotion of women's rights and on increasing the participation of women in political and public affairs.

Lastly, Section III of the report highlights key activities and outputs of ODIHR's two targeted programmes designed to increase women's participation in political and public life, and to integrate a gender and human rights perspective into the security sector. These goals are promoted through the implementation of the Programme on Increased Participation of Women in Politics, and the Human Rights, Gender and Security Programme.

The report covers the period of 1 May 2011 to 30 June 2012. Where possible, further breakdowns are provided in footnotes to distinguish between the reporting periods of:

- a) 01 May 2011 and 01 May 2012;
- b) 02 May 2012 and 30 June 2012.

I Promoting gender equality within the Organization: training, management, recruitment and public relations

Throughout 2011 and at the beginning of 2012, ODIHR continued to seek gender balance when identifying experts for projects, selecting speakers and moderators for human dimension events as well as when recruiting new ODIHR staff members. ODIHR continued to promote the inclusion of gender considerations when developing and commenting on national policy documents, training manuals as well as when developing ODIHR publications, programmes and projects.

ODIHR personnel statistics shows a healthy, gender-balanced workplace. Although there is inequality at the GS level, where men make up only 30 per cent of the general services staff, this is offset within the professional staff category, where men represent almost 45 per cent of professional staff. It should be noted that among professional staff at the level of P3 and above, a gender balance has almost been secured: 51 per cent of these positions are occupied by men, as compared to 49 per cent occupied by women. Seconded staff members are nevertheless mostly female, representing almost two-thirds of this category of staff. It is also worth mentioning that there are more women than men at the level of P5 (60 per cent to 40 per cent), though lower-entry professional positions are occupied more often by women than by men (67 per cent to 33 per cent at P2 level). The only two ODIHR positions at D level and above are held by men. Breakdowns of staffing statistics and recruitment for the two reporting periods can be found in the tables at the end of this report.

In contrast to the previous reporting period, the overall number of applications for vacancies submitted by women was slightly lower compared to the number of applications received from men. Women comprised 49 per cent of all applicants; however, they were more successful in being long-listed, short-listed and, subsequently, appointed. Two men and four women have been appointed to general services posts between 1 May 2011 and 30 June 2012, and eight men and eleven women to professional posts in the same period.

There is a good balance with regard to the number of consultants who were contracted by ODIHR over the period between 1 May 2011 and 30 June 2012, with women being contracted almost 49 per cent of the time, whether within the framework of the recruitment of experts for election observation missions or when contracting experts for other ODIHR activities. This is a positive trend compared to the previous reporting period, when this indicator was 42 per cent.¹

When recruiting experts for Election Observation Missions (EOMs), Election Assessment Missions (EAMs) and Election Support Teams (ESTs), ODIHR strives to ensure gender balance. ODIHR makes specific efforts to recruit women as experts in management positions, such as Heads and Deputy Heads of Missions. During the reporting period, the ODIHR Director appointed 8 women as Heads of Mission of a total of 21 missions. Participating

¹ Between 1 May 2011 and 1 May 2012, there were 48 per cent of women, and between 2 May 2012 and 30 June 2012 there were 52 per cent of women contracted as consultants.

States have been encouraged to continue seconding women as long- and short-term observers (LTOs/STOs).

Between May 2011 and June 2012, core teams of 21 EOMs/EAMs/ESTs included 105 women experts out of a total of 233. Out of 215 LTOs seconded by the OSCE participating States, 82 were women. Out of 1,294 STOs seconded by the OSCE participating States, 519 were women.² In addition, out of 52 STOs funded through the OSCE/ODIHR Diversification Fund, 21 were women, while 16 of 35 funded LTOs were women.³

Training for short-term and long-term observers conducted by ODIHR highlighted the importance of observing women's participation in elections. For these training sessions, out of a total of 146 participants, 58 were women. In 2012, ODIHR launched an e-learning course for STOs, which includes references to the observation of women's participation in elections.

Training statistics show that women have been participating in training to a greater degree than men, i.e. 64 per cent of trained staff members were women during the period of 1 May 2011 to 30 June 2012. This represents a stable trend in comparison to the previous reporting period, when women's participation was 65 per cent.⁴

In September 2011, one staff member from the Elections Department participated in the Intensive Gender Training organized by the OSCE Training Section in Stadtschlaining in Austria. The training focused on key gender concepts, methodology of gender mainstreaming applied to the OSCE's three dimensions, integration of a gender perspective in the project cycle and introduction to gender budgeting. ODIHR plans to delegate two participants to this training in September 2012 and organize a gender mainstreaming training for its staff in Warsaw in October 2012.

ODIHR's public information activities and publication programme reflect and highlight the Office's attention to gender mainstreaming. In March 2012, ODIHR launched a new [Gender mainstreaming](#) page on its website, providing the wider public with a comprehensive overview about how ODIHR applies a gender perspective in the development, implementation and evaluation of all its activities. A new webpage on ODIHR's [Human rights, gender and security](#) programme was also launched that month and explains how a security sector that is gender-balanced and diverse can better meet the needs of the

² Between 1 May 2011 and 1 May 2012, core teams of 17 EOMs/EAMs/ESTs included 84 women experts out of a total of 194. Out of 184 LTOs seconded by the OSCE participating States, 75 were women. Out of 1,114 STOs seconded by the OSCE participating States, 441 were women.

Between 2 May 2012 and 30 June 2012, core teams of 4 EOMs/EAMs/ESTs included 21 women experts out of a total of 39. Out of 31 LTOs seconded by the OSCE participating States, 7 were women. Out of 180 STOs seconded by the OSCE participating States, 78 were women.

³ Between 1 May 2011 and 1 May 2012, out of 37 STOs funded through the OSCE/ODIHR Diversification Fund, 15 were women, while 12 of 30 funded LTOs were women. Between 2 May 2012 and 30 June 2012, out of 15 STOs funded through the OSCE/ODIHR Diversification Fund, 6 were women, while 4 of 5 funded LTOs were women.

⁴ Between 1 May 2011 and 1 May 2012 there were almost 64 per cent of women trained, and between 2 May 2012 and 30 June 2012 this indicator was even higher: women represented over 70 per cent of participants in training sessions.

community it serves. As well as providing links to the core OSCE commitments and international instruments in this area, the page highlights ODIHR's recent activities in this field, giving readers up-to-date information about the Office's work. ODIHR also highlights gender equality as one of the main activities on its homepage and has made the OSCE Gender Action Plan and other gender-relevant documentation available on applicable sections of the website.

ODIHR strives to ensure that women and men are equally represented visually in all its material, be it in print or other media, such as photographs and video. The Office's press releases and publications are edited to ensure they follow OSCE standards. These standards include ensuring gender-sensitive language and, when attention is drawn to individuals, specialists or officials, representing women as often as possible.

In the course of the last year, ODIHR has published 14 press releases and news items relating to ODIHR's activities in promoting gender equality. These cover a variety of issues such as enhancing the political participation of women, combating domestic violence, promoting women as leaders to fight human trafficking, and empowering Roma women to address multiple forms of discrimination against them.

Human Dimension Induction Course (HDIC)

Since the HDIC was introduced back in 2004, it has been organized on a regular basis for new staff members from OSCE field operations and institutions, including ODIHR, working on the human dimension.

Three induction courses were conducted during the reporting period from 1 May 2011 to 30 June 2012, with 84 participants in total. This year, an equal percentage of women and men participated in the HDIC sessions: 42 out of 84 participants were women.

The course curriculum covers all topics related to the human dimension, thus providing participants with comprehensive knowledge of the scope of OSCE human dimension commitments and ODIHR work in this area. In addition, it serves as an excellent forum for field operations and ODIHR staff members to discuss their possible co-operation in related projects. One of the topics covered during the course is gender equality. This session comprehensively looks into relevant international standards and OSCE commitments on gender equality, and women's participation in political and public life. The session also provides an overview of the ODIHR work in the area of gender and security.

II Supporting participating States in implementing relevant commitments and promoting gender equality

This section outlines how the gender equality perspective has been mainstreamed into various ODIHR programmatic activities.

HUMAN DIMENSION EVENTS:

Human Dimension Implementation Meeting (HDIM)

In accordance with its Decisions No. 986, 987, and 1006, the Permanent Council decided to hold the annual HDIM in Warsaw on 26 September – 7 October 2011.

The HDIM is Europe's largest annual human rights and democracy conference, organized every year by ODIHR as a platform of exchange for OSCE participating States, Partners for Co-operation, civil society, international organizations and OSCE structures. The event is aimed at taking stock of the implementation of OSCE human dimension commitments, discussing associated challenges, sharing good practices and making recommendations to facilitate implementation in the future..

Gender issues were most comprehensively covered at the session devoted to, *inter alia*, tolerance and non-discrimination, held on 6 October 2011. The session discussed commitments related to equality of opportunity for women and men, implementation of the OSCE Action Plan for the Promotion of Gender Equality, and prevention of violence against women. The speakers and participants of the session highlighted that although some progress has been made in strengthening legal frameworks for gender equality, implementation remains weak. Specifically, participants noted the need to adopt and implement all possible measures to achieve gender equality de jure and de facto, as equality of opportunity is not sufficient. Positive measures, including legislation reflecting the principle of equal opportunities, were presented as effective means to promote women's participation in political and decision-making processes. In addition, participating States were called on to ensure the effective implementation of the OSCE's 2004 Action Plan for the Promotion of Gender Equality, and monitor progress in this regard.

In addition, issues related to equality rights and opportunities for women and men were discussed at different sessions throughout the HDIM that touched upon such issues as:

- Equal participation of women and men in political life;
- Promotion of women's participation in elections;
- Under-representation of Roma and Sinti women in decision-making bodies and processes;
- Mainstreaming of gender issues into OSCE policies and activities.

A number of side events organized during the 2011 HDIM were devoted to gender-related issues. These included: "discrimination on grounds of sexual orientation and gender identity in Europe"; "protection of the freedom of gender self-identification for all people";

“protection of the freedom to receive and to give professional guidance and therapeutic care for unwanted sexual minority concerns”; and “promotion of rights of Roma women”.⁵ On 6 October 2011, ODIHR organized a side event, entitled “Gender Parity in a Century and a Half? - Positive Measures to Increase Women’s Participation in Politics”, as a means to explore measures that political parties and political institutions can adopt to increase women’s meaningful participation in politics. Another side event co-organized by ODIHR focused on women’s role in the peace process and during periods of rehabilitation and reconstruction, as well as on the importance of indicators for national action plans to implement the goals of UNSCR 1325 on women, peace and security.

In line with an established and successful practice initiated by ODIHR, a Women Power Breakfast was organized to bring together women-activists from both government and civil society to discuss and debate current topics of interest in an informal setting. The Breakfast participants discussed challenges for women politicians in balancing their private and professional life, as well as the different types of support mechanisms available. The event also facilitated an open discussion on gender equality and women's rights in the OSCE region.

Human Dimension Seminars (HDS)

HDS on the “Role of Political Parties in the Political Process”

The HDS organized from 18 to 20 May 2011 brought together 235 participants and focused on the role of political parties in the political process. One of four working sessions of the seminar covered the topic of equal participation of women and men in political parties. The session explored issues such as how political parties can create a level playing field for women and men to access political power, ways to increase women’s participation through political party systems and procedures, and good practices and incentives to encourage women’s participation as decision-makers, leaders and candidates for public office.

Participants noted that, to ensure the efficient implementation of the commitment undertaken by participating States on equal opportunities for full participation of women and men in all aspects of political and public life, political parties themselves should pay more attention to the internal functioning of their structures and systems, and adopt initiatives to enhance women’s equal access to party resources and decision-making.

On the margins of the HDS, ODIHR organized a women’s power breakfast on increasing women’s access to political office. The event gathered women members of parliaments, political actors, gender equality experts, civil society partners, international organization representatives as well as OSCE field operations. Through the event, ODIHR facilitated an informal discussion of its work on women’s political participation, as well as women’s motivations for pursuing political careers and practical measures to increase their access to political parties.

⁵ All participants in OSCE human dimension meetings, including representatives of non-governmental and international organizations as well as national delegations and OSCE structures, may organize side events. The titles and content of these side events are solely the responsibility of the organizers and do not necessarily reflect positions or policies of ODIHR or the OSCE.

HDS on “The Rule of Law Framework for Combating Trafficking in Human Beings”

The 2012 HDS took place from 14 to 16 May in Warsaw and was devoted to the topic of the rule of law framework for combating trafficking in human beings.

Throughout the discussion, the Seminar participants touched upon protection of women as a vulnerable group in the area of human trafficking. The keynote speaker emphasized that gender-based discrimination is a key factor contributing to women’s vulnerability to trafficking, especially among women facing multiple forms of discrimination. Another speaker emphasized the importance of addressing violence against women as well as violence in the family and in the community as factors contributing to increased vulnerability to trafficking.

Prevention and protection of victims were noted as vital in effectively combating human trafficking. Some recommendations emerging from the Seminar highlighted the participating States’ responsibility in offering comprehensive services to trafficking victims, including safe shelter without restrictions on autonomy, and taking into account gender- and age-appropriate measures. Participants also recommended that States should address violence against women and all forms of discrimination through the implementation of preventive activities.

The Human Dimension Seminar also provided the opportunity for the organization of a women’s power lunch, entitled “Political Leadership: Who Can Speak for the Victims of Trafficking?”. The lunch brought together male and female state officials, representatives of international governmental and civil society organizations, anti-trafficking experts, and gender equality activists, to discuss roles and responsibilities of those in political leadership in advocating the rights of victims of trafficking.

Supplementary Human Dimension Meetings (SHDM)

The SHDM on “Prevention of Racism, Xenophobia and Hate Crimes through Educational and Awareness-Raising Initiatives”, held on 10-11 November 2011 in Vienna touched on a number of gender-related issues. Namely, some participants expressed concerns about gender representation within the hierarchy of the Union of European Football Associations (UEFA). Others highlighted how women as mothers responded to and dealt with the impact of racist and hate incidents that their children may face. In terms of statistics, it was noted that over one million women are registered footballers, out of a combined total of 34 million.

Gender-related issues were also brought up at the SHDM on Combating Racism, Intolerance and Discrimination in Society through Sport that took place on 19-20 April 2012 in Vienna. One speaker stressed the importance of ensuring gender equality and the participation of women in top management positions in international and national sport organizations. Another speaker reiterated that sportsmen and sportswomen can initiate and act as models for changes in behaviour, and therefore, should be urged to display positive values of fairness, equality and respect.

General statistics on speakers at the human dimension events

During the reporting period, six OSCE Human Dimension Events took place, including the HDIM, two Human Dimension Seminars, and three Supplementary Human Dimension Meetings (SHDMs). Five events were organized by ODIHR, while an SHDM on Promotion of Pluralism in New Media was largely led by the OSCE Representative on Freedom of the Media (RFoM), with ODIHR support. In total, 92 speakers – including keynote speakers, moderators and introducers – took part in six events. Out of 92 speakers, 42 of them were women (45.6 per cent) and 50 were men (54.3 per cent).⁶ Gender balance is one of the key criteria used by ODIHR when selecting speakers for the events.

ELECTIONS, ELECTION OBSERVATION AND EFFECTIVE REPRESENTATION:

The Election Department (ELD) in its activities and programmes continues to implement the commitment of “making equality between men and women an integral part of our policies, both at the level of our States and within the Organization.” In line with the Gender Action Plan (GAP), the ELD is mainstreaming gender issues in its programmes and activities. It seeks to pay “consistent, systematic attention to gender perspectives in the activities [...] based on a cross-dimensional approach” (GAP 2004, paragraph 8).

In the reporting period from 1 May 2011 to 30 June 2012, ODIHR continued to include gender equality aspects in its activities through consistent gender-specific analysis of election processes and women’s participation in political life, specifically through its Election Observation Missions (EOMs) and Election Assessment Missions (EAMs). ODIHR also provided reviews of election legislation of participating States, including assessments of whether the legislation provides for women’s rights and ensures equal opportunity for women to participate in elections. ODIHR also continued to pay attention to gender balance in the recruitment of election experts for its EOMs and EAMs.

ODIHR Election Observation Missions and Election Assessment Missions

Gender equality aspects are included in all ODIHR election-related activities, in line with Gender Action Plan commitments. In its election observation activities, and in particular through its Election Observation Missions (EOMs) and Election Assessment Missions (EAMs), ODIHR provides consistent gender-specific analysis of election processes and women’s participation in political life. Reporting on gender equality and women’s effective participation in elections is part of the duties and responsibilities of all EOM and EAM analysts, who consider the ways in which legal, media, political, and social structures affect women as well as men in electoral processes.

Where possible, the core team of experts of an EOM or EAM includes a Gender Analyst. Alternatively, a member of the core team, usually the Political Analyst, may serve as gender

⁶ The number of speakers includes OSCE staff from the Secretariat, Institutions, Field Operations and other structures. Between 1 May 2011 and 1 May 2012, out of 79 speakers at Human Dimension events, 33 were women (41.7 per cent) while 46 were men (58.2 per cent). Between 2 May 2012 and 30 June 2012, out of 13 speakers at the Human Dimension Seminar on the Rule of Law Framework for Combating Human Trafficking, 9 were women (69.2 per cent) and only 4 were men (30.7 per cent).

focal point, and is specifically tasked to undertake and co-ordinate all gender-related analysis. Gender Analysts serve as a focal point for inputs from analysts and are responsible for providing analysis, advice, and expertise to other core team members. In the reporting period, Gender Analysts were part of the core teams of four EOMs.⁷

All members of the core team, specifically the Legal Analyst, the Political Analyst, the Election Analyst, the Media Analyst and the LTO Co-ordinator, are requested to analyze how gender issues relate to their area of responsibility and how legal, political, media, and social structures affect women in electoral processes. When deployed, Campaign Finance Analysts, National Minorities Analysts, Voter Registration Analysts, and New Voting Technology Analysts also consider the impact of gender issues on their area of expertise. Heads of ODIHR EOMs and EAMs have a specific responsibility in ensuring mainstreaming of gender issues throughout the Mission's activities.

All ODIHR EOM and EAMs therefore undertake a systematic examination of: women's participation as election administrators, voters, candidates and elected representatives; the participation of women in leadership roles within state institutions, electoral commissions, political parties and civil society organizations; and how women and men are affected by the respective legal framework and media structures.

The terms of reference for all core team members require that they pay attention to the gender dimensions noted above, including observation of women's participation in election processes, and make reference to the ODIHR *Handbook for Monitoring Women's Participation in Elections*.⁸ LTOs and STOs are provided with briefing materials and specific instructions that enable them to fulfil their responsibility of systematic reporting on gender issues. The *ODIHR Handbook for Long-term Observers* devotes specific attention to gender monitoring.⁹ Specific questions pertaining to these issues are included in the observation forms that STOs use to report their findings on election day. The *Handbook for Monitoring Women's Participation in Elections* is used by all EOM members as a working tool. The *ODIHR Handbook for the Observation of Voter Registration*, published in 2012, includes a specific section on assessing women's participation,¹⁰ while all ODIHR election-related handbooks make reference to gender.¹¹ These materials provide specific guidance to observers in their gender-related analysis of election processes and have led to recommendations to the respective OSCE participating States on how to improve their electoral legislation and practices.

Reporting on Election Observation Missions (EOM) and Election Assessment Missions (EAM)

In its electoral activities, ODIHR seeks to ensure "gender-balanced reporting" (GAP 2004, paragraph 40). Transparent reporting of election observation missions is ensured by the

⁷ Between 1 May 2011 and 1 May 2012, three Gender Analysts were deployed. Between 2 May 2012 and 30 June 2012, one Gender Analyst was deployed.

⁸ Available at: <http://www.osce.org/odihr/elections/35151>.

⁹ Available at: <http://www.osce.org/odihr/elections/24678>.

¹⁰ Available at: <http://www.osce.org/odihr/92058>.

¹¹ All publications related to elections are available at: <http://www.osce.org/odihr/elections/75352>

publication of a series of reports.¹² These reports systematically include sections on the role, participation, and representation of women in election processes and political life. Where appropriate, EOM and EAM final reports also include recommendations for further improvement in the area of women's participation in the electoral process. Such recommendations focus on legislative changes to promote equality of women, the impact of electoral systems on women's opportunities to be elected, improving the representation of women in election administration, and on eliminating specific electoral violations impacting women, such as family or proxy voting. The analysis and recommendations also identify best practices to contribute to equal opportunities and to overcome barriers to women's participation in electoral processes.

In addition, when a Gender Analyst is deployed on an EOM, the analyst provides a separate and more detailed Gender Report to assess women's electoral participation in relation to international gender equality obligations and commitments. These reports are intended to assist the OSCE/ODIHR in effective electoral follow-up in the sphere of women's political participation.

Review of Election Legislation

The review of election legislation of participating States is a regular activity of ODIHR, which contributes to ensuring non-discriminatory legal and policy frameworks (GAP 2004, paragraph 44b). These legal reviews assess, for example, the existence of provisions for the respect of women's human rights, provisions for equal opportunities for women to participate in elections and in the formation of government, as well as the inclusion of specific measures (for instance, quota systems) to increase the participation of women as voters, candidates and elected representatives, and as members of the election administration.¹³

Technical Expertise

OSCE/ODIHR provides technical expertise on women's electoral participation at seminars and roundtables. During the reporting period, ODIHR presented on women's participation, as candidates and as voters, at events in Albania, Tajikistan, and Tunisia.

RULE OF LAW:

During the reporting period, ODIHR continued to consider gender mainstreaming in the development of its rule of law projects and activities, specifically in the areas of judicial independence, administrative justice, and trial monitoring.

Judicial Independence

ODIHR continues to use the *Kyiv Recommendations on Judicial Independence in Eastern Europe, South Caucasus and Central Asia* to promote discussion in numerous judicial reform debates in OSCE participating States, including Armenia, Moldova, Kyrgyzstan, Ukraine and Georgia. The recommendations were developed by independent experts led by ODIHR, in

¹² Needs Assessment Mission Reports, Interim Reports, Statements of Preliminary Findings and Conclusions, as well as Final Reports. All OSCE/ODIHR election observation reports are available at: <http://www.osce.org/odihr/elections>.

¹³ OSCE/ODIHR legal reviews are available at <http://www.osce.org/odihr/elections>.

2010. The Kyiv Recommendations address women's access to the judicial profession, by suggesting that the composition of the judiciary should reflect the composition of the population as a whole. A diverse and gender-balanced composition of judicial personnel is an important factor for public acceptance and legitimacy of the judiciary, which in turn can strengthen judicial independence.

Furthermore, it is important that judicial selection criteria and procedures do not discriminate against women, and that due attention is paid to developing policies to increase the representation of women judges, where necessary and appropriate. Accordingly, in March 2012, ODIHR issued a report on the *Selection of Judges in the Kyrgyz Republic and International Standards on Judicial Independence*, which also addressed the issue of gender balance in the composition of the Council for the Selection of Judges.

Administrative Justice

It is critical that administrative acts issued by the public administration in OSCE participating States can be reviewed in proceedings adhering to fair trial standards, by a competent and independent court or tribunal. Such a process protects both the right of access to justice and the right to effective legal remedy. In administrative legal systems, ODIHR has found that women's rights to freedom of expression and freedom of association may be curtailed, particularly with regard to the establishment and functioning of women's organizations. Furthermore, women can be discriminated against in regulations regarding property registration and when accessing education and health services, as well as in their interaction with penitentiary authorities.

Various economic and social factors may prevent women from seeking legal redress when their rights are violated, impeding the submission of complaints before the public administration or the initiation of administrative proceedings before the courts. During the reporting period, considerable efforts were devoted to the drafting of a *Handbook for Monitoring Administrative Justice*, a tool designed to enable OSCE field operations and other interested stakeholders to support the establishment of monitoring activities in this field of justice. The handbook will include an overview of the principle of equal access to administrative justice, as well as of the methodologies on monitoring possible instances of discrimination. Such methodologies – including the collection and analysis of sex-disaggregated data and the systematic use of gender analysis – can be useful for establishing gender-based trends in access to this jurisdiction.

Trial Monitoring

In the context of trial monitoring, ODIHR has integrated a gender perspective into its trial monitoring tools, including the publication *Trial-Monitoring: A Reference Manual for Practitioners*, 2012 revised edition, the *Legal Digest of Fair Trial Rights*, 2012, and the web-based Repository of trial monitoring documentation. These tools take into consideration the extensive experience of ODIHR and OSCE field operations in trial monitoring, including the monitoring of cases that are essential for the protection of women's rights, such as cases of domestic violence and trafficking in human beings.

LEGISLATIVE SUPPORT:

As a standard practice, ODIHR opinions, reviews and comments on all legislation within the human dimension contain an analysis of the impact of the law in question on gender equality. In 2012, this practice was reaffirmed during the annual meeting of ODIHR's Group of Experts on Political Parties, a panel established in 2010 to review political party legislation. ODIHR also reviews draft legislation on gender equality issues, and assesses compliance of this legislation with international gender equality standards. Whenever possible, this legislative assistance is accompanied by expert roundtables involving ODIHR legal and gender experts, where proposals for reform are discussed with a variety of state, non-state and international actors.

Legislative Reviews

In June 2011, ODIHR issued an Opinion on the Law on Equal Opportunities for Women and Men of the former Yugoslav Republic of Macedonia. In July 2011, ODIHR representatives travelled to the former Yugoslav Republic of Macedonia to discuss the recommendations with the working group tasked with amending the Law. In September 2011, ODIHR received the working group's new draft Law on Equal Opportunities and issued an Opinion on this law.

In June 2012, ODIHR received a request to assess the revised Moldovan draft Law on Amendments and Addenda to some Legal Acts, which seeks to amend the Equal Opportunities Law and harmonize Moldovan legislation in respect of gender equality. This was a follow-up review to a previous opinion issued by ODIHR on an earlier version of the draft Law in 2011, and was issued in July 2012.

Guidelines on Political Party Regulation and Legislationline.org

The ODIHR-Venice Commission *Guidelines on Political Party Regulation*, published in 2010, include general principles on non-discrimination and also identify various measures that can be taken to promote gender equality within political parties. Gender issues were mainstreamed throughout the text of the Guidelines, to ensure that women's meaningful participation in political parties is addressed as a fundamental component of democratic political life.

In addition, ODIHR continues to maintain and update the www.legislationline.org database, which features a large compilation of laws and regulations on different aspects of gender equality from various OSCE participating States as well as relevant international instruments and commitments, in both English and Russian languages. A significant part of this compilation was updated in 2011, so that the online portal now contains the most recent versions of gender equality legislation from across the OSCE region.

DEMOCRATIC GOVERNANCE:

ODIHR focuses on women's political participation in supporting think tanks and civil society organizations to analyse legislative frameworks for political parties in the OSCE region. During the reporting period, the *Guidelines on Political Party Regulation* continued to be used as a tool to assess political party legislation in accordance with gender equality standards. Thus far, women's political participation has been addressed as part of four

analytical reports on political party regulation commissioned by ODIHR, covering Ukraine, Moldova, Azerbaijan and Tajikistan.

ODIHR continued to promote women's political participation as a critical component of effective democratic governance, including during a conference on "Good Governance in the Black Sea Region", organized in Odessa from 26 to 28 May 2011, where ODIHR presented trends in women's political participation in this region. ODIHR also presented the final draft of the *Tajikistan Country Report on Political Party Regulations and Women's Participation in Political Life*, during a roundtable in Dushanbe from 19 to 21 September 2011. ODIHR took this opportunity to participate in a follow-up brainstorming discussion with the working group of senior women politicians from all eight political parties represented in parliament. This initiative was born at the 2011 OSCE Human Dimension Seminar, and has since provided a forum for women to develop a common political agenda aimed at increasing women's political participation.

Political party funding and campaign financing are aspects of political party regulation that can have a significant impact on the opportunities for women to participate in political life on an equal footing with men. Accordingly, during the reporting period, ODIHR encouraged participating States to consider the impact of political party and campaign funding provisions on women and men as party members and candidates. These issues were addressed by ODIHR during a conference on "Political Party Funding and Women's Participation in Political Life", held in Tbilisi on 29-30 June 2011, an international conference on political finance reform in Moldova, held in Chisinau in October 2011, and during a working meeting in Sarajevo in April 2012, convened to discuss amendments to the Law on Political Party Financing of Bosnia and Herzegovina.

During the OSCE Human Dimension Seminar on the "Role of Political Parties in the Political Process", organized by ODIHR from 18 to 20 May 2011, one working session addressed specifically the issue of equal participation of women and men in political parties. Participants discussed strategies, good practices, and incentives for political parties to promote women as decision-makers and candidates for public office.

During the reporting period, ODIHR continued to support think tanks in analysing trends in women's participation in democratic governance, commissioning the Polish Institute of Public Affairs (IPA) to develop a study on trends in women's political participation in Poland over a series of national and local elections, including the most recent parliamentary elections held in October 2011. The study was presented during IPA's "Conference on Quotas, Women, Politics", held in Warsaw on 17 April 2012.

ODIHR serves as the contact point between the Council of Europe and OSCE field operations on local governance matters. In 2012, ODIHR began developing its local governance portfolio for the next two years; the focus will be on promoting women's participation in local governance, recognizing that this level of governance is often a critical springboard for women's access to higher political office.

MIGRATION AND FREEDOM OF MOVEMENT:

During the reporting period, the *Gender and Labour Migration Trainer's Manual* was updated and republished by ODIHR and the Office of the Co-ordinator of OSCE Economic and Environmental Activities (OCEEA). The manual serves as a practical training tool and aims at providing legislators and policy-makers with knowledge on how to effectively mainstream gender issues into labour migration policies. A training event to introduce this tool to key national stakeholders and OSCE field operations is planned for 2013.

In 2012, ODIHR also started implementing a project on Social and Economic Inclusion of Women from Migrant Households in Tajikistan. The project aims to assist relevant stakeholders in Tajikistan in addressing the systemic exclusion of women from households affected by labour migration from accessing public services and socio-economic opportunities. In May 2012, ODIHR commissioned an assessment report on the socio-economic challenges currently faced by women from migrant households in Tajikistan, the findings of which will be presented during a conference on this topic to be held in Dushanbe on 12-13 September 2012.

ROMA AND SINTI:

The work of ODIHR's Contact Point for Roma and Sinti Issues (CPRSI) is based on the 2003 OSCE Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area, the Ministerial Council Decision No. 6/08 on "Enhancing OSCE Efforts to Implement the Action Plan on Improving the Situation of Roma and Sinti Within the OSCE Area" (Helsinki, 2008), and Decision No. 8/09 on "Enhancing OSCE Efforts to Ensure Roma and Sinti Sustainable Integration" (Athens, 2009). In particular, the Action Plan on Improving the Situation of Roma and Sinti draws attention to the specific situation of Roma and Sinti women, requesting OSCE participating States to have it systematically mainstreamed into all relevant policies addressing Roma and Sinti.

Recognizing that Roma and Sinti women often face multiple forms of discrimination in many areas of life, ODIHR supports the involvement, capacity-building and empowerment of Roma and Sinti women in all its activities, emphasizing this task as a cross-cutting priority. On the occasion of International Women's Day, on 8 March 2012, the ODIHR issued a press release highlighting that women from the Roma and Sinti communities are particularly discriminated against in accessing health care, and calling on the participating States to take a proactive role in addressing the multiple forms of discrimination against Roma and Sinti women.

ODIHR aims to ensure that Roma women are represented in OSCE Human Dimension Meetings, in particular the Human Dimension Implementation Meeting (HDIM), where Roma women are provided with the opportunity to actively participate and voice their opinions and concerns. This was also the case during the 2011 HDIM Special Day on Roma and Sinti, held in Warsaw on 5 October 2011, which focused on enhancing the implementation of OSCE commitments regarding Roma and Sinti. On the margins of the 2011 HDIM, ODIHR also facilitated a Roma consultation meeting, with the participation of more than 45 Roma and Sinti organizations, including a significant number of Roma women, who discussed the current developments, challenges and trends affecting Roma throughout the OSCE region. In

the upcoming 2012 Human Dimension Implementation Meeting, the Special Day on Roma and Sinti will focus on the empowerment of Roma and Sinti women, to be held in Warsaw on 27 September 2012.

In all ODIHR projects where assistance is provided to OSCE participating States on Roma and Sinti issues, for example, in projects to develop national Roma integration strategies, ODIHR promotes the adoption of a gender-sensitive approach, ensuring that the specific situation of Roma and Sinti women is properly addressed within these activities. For instance in 2011, ODIHR supported the Moldovan authorities in the development and finalization of the Action Plan for the Support of Roma People in the Republic of Moldova for 2011-2015. In its comments to the Action Plan, ODIHR highlighted that the Action Plan should also respond to the particularly vulnerable situation of Roma women and girls, and strongly encouraged the Moldovan authorities to include gender-sensitive measures addressing the situation of Roma women and children and mainstreaming their needs and priorities throughout all sectors. Additionally, in 2012, ODIHR plans to provide support to the government of Moldova in the implementation of the Action Plan for the Support of Roma People.

In March 2012, ODIHR also began implementation of the project “Best Practices in Roma Integration” (BPRI). The overall aim of the project is to improve the quality of life and access to rights of the Roma communities in the Western Balkans. Specific project activities are dedicated to enhancing the participation of Roma women in political and public life. To this end, ODIHR has undertaken a mapping of existing government policies, strategies and legislation aimed at empowering Roma women in the Western Balkans, as well as reports and assessments on this issue developed by civil society organizations, international organizations and international NGOs. Future activities will include bringing representatives of Roma women networks together during the Human Dimension Implementation Meeting in September 2012 in Warsaw, to share experiences and good practices in networking, as well as the organization of national-level initiatives to raise awareness of gender-based discrimination and gender-based violence within Roma communities.

During the reporting period, ODIHR continued to support awareness-raising on issues of particular concern to Roma and Sinti communities, including the “Campaign on Preventing and Combating the Practice of Early Marriage”, implemented by the National Union of Roma Communities in Romania. As part of the campaign, the organization produced a documentary on early marriage and conducted awareness-raising activities in ten traditional Roma communities in Romania.

In February 2012, ODIHR also contributed to the conference on “Scaling Up Action for Roma Health in Serbia and Beyond”, organized by the Serbian Ministry of Health, the Ministry of Human and Minority Rights, the Public Administration and Local Self-government, and the World Health Organization. In his presentation, the OSCE/ODIHR Senior Adviser on Roma and Sinti focused on the specific health situation of Roma and Sinti women, highlighting the obstacles they face in accessing health care services.

TOLERANCE AND NON-DISCRIMINATION:

The Tolerance and Non-Discrimination Department continued mainstreaming issues related to gender equality and discrimination into its Tolerance and Non-Discrimination Information System (TANDIS).¹⁴ The system includes “gender-based discrimination” as a key issue and provides links to international instruments and documents, including the OSCE Action Plan for the Promotion of Gender Equality and related national action plans.¹⁵

ODIHR continued monitoring and reporting on incidents of intolerance throughout the OSCE region, including cases where women suffer from aggravated discrimination with regard to gender as well as their religious and ethnic identities. According to ODIHR’s Annual Report for 2010 on *Hate Crimes in the OSCE Region: Incidents and Responses*, which was published in November 2011, 15 per cent of the incidents reported by participating States are motivated by bias based on gender.

The *Guidelines for Educators on Countering Intolerance and Discrimination against Muslims*, which was published in October 2011, emphasized the gender aspect of anti-Muslim prejudices, as misunderstandings about the role of women in Muslim societies are a common theme of anti-Muslim rhetoric. The Guidelines presented classroom exercises on how teachers can challenge such stereotypes and provided information on educational projects seeking to empower Muslim female students. This document also encourages policy-makers to pay special attention to how school policies may affect Muslim girls. The Guidelines have been translated into German, French, Russian and Spanish. During the reporting period, approximately 2,300 copies have been distributed across the OSCE region.

Within the framework of the ODIHR/Anne Frank House project to develop teaching materials on anti-Semitism, attention is also paid to the representation of gender-related issues in the Austrian and Swedish version of the teaching materials. The Austrian adaptation of the teaching materials highlighted the abuse experienced by Jewish men wearing kippahs and by Muslim women wearing headscarves. The work of two Jewish women fighting for emancipation was featured in the Swedish adaptation.

In March 2012, as part of an institutional overhaul of its Advisory Panel of Experts on Freedom of Religion or Belief, ODIHR adopted new Terms of Reference for the Panel. The new Terms of Reference include a specific reference to gender balance, as follows: “ODIHR shall, in selecting members for appointment to the Advisory Panel, strive to ensure that gender balance is maintained and that the background of the membership of the Advisory Panel is diverse and represents a reasonable geographical cross-section of the OSCE region” (para. 6 of the Terms of Reference). The process of selecting new members of the Panel is currently ongoing and is expected to be completed by the end of 2012.

The Civil Society Capacity-Building Programme continued its efforts to achieve gender balance when identifying participants, speakers and moderators for human dimension events in the area of tolerance and non-discrimination. In particular, during ODIHR’s hate crime

¹⁴ Available at <http://tandis.odihr.pl>

¹⁵ Available at <http://tandis.odihr.pl/?p=ki-ge>

training courses for civil society organizations, which were conducted in 2011 and 2012, a gender perspective was mainstreamed into the curriculum of the training, and both trainees and trainers were chosen in a gender-balanced way.

TRAFFICKING IN HUMAN BEINGS:

In the reporting period, ODIHR continued to promote gender-sensitive and human rights-based approaches to combating trafficking in human beings, through its activities focused on the prevention of trafficking, the protection of the victims of trafficking, and the prosecution of the perpetrators.

ODIHR continued to advocate and promote the provision of gender-sensitive assistance to men and women victims of all forms of trafficking in human beings. Many state and civil society stakeholders still perceive trafficking in human beings mainly as trafficking in women for sexual exploitation, shaping their anti-trafficking policies accordingly. Such policies often undermine effective identification and, hence, provision of adequate and gender-sensitive assistance to victims of trafficking for other forms of exploitation, including labour exploitation, which often affects men. Equal treatment and assistance to the victims of all forms of trafficking, both men and women, including through the establishment of special shelters and forms of assistance for male victims, was addressed by ODIHR in its “Expert Group Meeting on Human Rights Protection in the Return of Trafficked Persons”, which took place in Warsaw on 27-28 March 2012. This theme was also addressed during the ODIHR strategy meeting for legal practitioners specialized in assisting victims of trafficking, entitled “Access to Justice and Effective Remedies for Victims of Trafficking: Establishing a Network of Lawyers”, held in Warsaw on 3-4 April 2012.

Trafficking prevention activities through peer education work among Roma and Sinti communities in Albania continued until December 2011. Young peer-educators, both men and women, were trained by ODIHR to continue reaching out to their communities, raising awareness of their rights and entitlements – including access to social services, so as to prevent marginalization, abuse, and trafficking. Particular attention was paid to working with young women and their families to prevent school drop out and early marriages.

During the 2012 OSCE Human Dimension Seminar on “The Rule of Law Framework for Combating Trafficking in Human Beings”, organized by ODIHR in Warsaw from 14 to 16 May 2012, the participants discussed the root causes of trafficking in human beings during the working group on “Issues of Accountability, Accessibility and Justice: Preventing Trafficking in Human Beings”. Participants specifically addressed the issue of discrimination and violence against vulnerable groups, including women from marginalised groups and women victims of gender-related violence. As a result of the discussion, a recommendation was made to OSCE participating States to focus their protection and preventive measures on the most vulnerable groups in the society, and to encourage media to raise awareness of the society to human trafficking issues. The need to ensure gender sensitivity in anti-trafficking action was mentioned by many participants and resulted in the recommendation that participating States should offer comprehensive services to trafficking victims, including safe shelter, taking into account gender considerations among others.

HUMAN RIGHTS AND ANTI-TERRORISM:

ODIHR, in co-operation with the OSCE Secretariat Transnational Threats Department/Action against Terrorism Unit and the Gender Section, organized two “Expert Roundtables on Women and Terrorist Radicalization”, held in Vienna on 12 December 2011 and on 12-13 March 2012. The meeting participants sought to acquire an enhanced understanding of women terrorist radicalization and women’s roles in preventing and countering violent extremism and radicalization that lead to terrorism (VERLT).

The first roundtable discussed the dynamics behind women terrorist radicalization and ways to prevent it. The participants emphasized the need to further identify the conditions conducive to women terrorist radicalization as well as to develop counter-measures that are gender-sensitive and human rights-compliant, a condition for their effectiveness.

The second event focused on good practices and lessons learned from women’s initiatives to prevent VERLT, highlighting the potential human rights and gender concerns that may arise in this context. Discussions pointed out the diversity of roles that women can play in countering VERLT and the necessity to remove factors hampering their active participation in counter-terrorism measures.

The two roundtables brought together over 190 participants from civil society, academia, state authorities and intergovernmental authorities. They resulted in the formulation of recommendations for concrete actions to be taken by OSCE participating States and civil society to empower women in countering VERLT as well as for possible follow-up activities by the OSCE executive structures, within their respective mandate. These recommendations and key findings of both events will be reflected in a consolidated report in late 2012.

HUMAN RIGHTS IN THE ARMED FORCES:

ODIHR continued to raise awareness and promote the recommendations and good practices contained in the ODIHR/DCAF *Handbook on Human Rights and Fundamental Freedoms of Armed Forces Personnel*. The Handbook was presented at the annual “Regional Seminar on the Code of Conduct on Politico-Military Aspects of Security” in Odessa from 4 to 7 July 2011, organized by the OSCE Forum for Security Co-operation. Inter alia, ODIHR presented recommendations regarding women in the armed forces, covering issues of recruitment and training of personnel, violence and harassment, and the availability of complaints mechanisms for women service personnel.

The Human Rights in the Armed Forces Programme was completed in December 2011. The issues dealt with under this Programme are now carried forward in the new Human Rights, Gender and Security Programme (HRGS), explained in more detail in Section III below.

III Programmatic activities with specific focus on gender

ODIHR has developed and currently implements two programmes in areas requiring more concentrated gender equality efforts. These include the:

- Programme on Increased Participation of Women in Politics, and
- Human Rights, Gender and Security Programme.

PROGRAMME ON INCREASED PARTICIPATION OF WOMEN IN POLITICS:

ODIHR's Programme on Increased Participation of Women in Politics provides support to participating States in two main areas: increasing women's political participation and strengthening national mechanisms for gender equality and advancement of women. The programme promotes gender equality as an integral part of democratic society, focusing on increasing the participation of women in political parties and fostering the role of women at all levels of decision-making. It aims to achieve these objectives by developing legislative and policy frameworks that ensure the equal participation of women in political life, and assisting participating States in enhancing national mechanisms for protecting and promoting women's rights and gender equality.

Increasing women's political participation

In 2011-2012, ODIHR continued to support capacity-building of political stakeholders to promote women's political participation, using the baseline study *Gender Equality in Elected Office: A Six-Step Action Plan* as an advocacy tool. In its activities, ODIHR emphasized partnership with national actors, including government entities, politicians, gender equality bodies, civil society, and international organizations.

Accordingly, ODIHR, in co-operation with the Central Election Commission of Georgia and several international actors, organized a roundtable on "Political Party Funding and Women's Participation in Political Life", on 29-30 June 2011 in Tbilisi. During the roundtable, experts discussed various measures to promote women's participation in politics, including the possibility of providing additional funding to political parties that include a minimum number of women candidates on party lists. This provision was eventually included in the revised Georgian Electoral Code and adopted in December 2011; it is the first provision of such kind introduced in the post-Soviet region.

During the reporting period, ODIHR also continued to seek partnership with OSCE field operations in the organization of its activities, as well as respond to field operation requests for co-operation. ODIHR contributed to the roundtable and training event on "Women's Representation in Montenegro", organized by the OSCE Mission to Montenegro and held on 27-28 June 2011 in Podgorica, highlighting the important role of young party members in promoting gender equality within political party structures. On 22 November 2011, ODIHR, in co-operation with the Parliamentary Committee on Gender Equality, the Gender Equality Agency and the OSCE Mission to Bosnia and Herzegovina, organized the "Conference on Increasing Women's Participation in Public Life in Bosnia and Herzegovina." ODIHR also initiated a roundtable and pilot training programme for political party leadership and women candidates, implemented in co-operation with the OSCE Office in Yerevan (OiY) from 2 to 4

December, as a means to promote women as party candidates in the run-up to parliamentary elections in Armenia in 2012. In June 2012, ODIHR and the OiY organized a follow-up event for women in political parties to share their experiences of the May 2012 parliamentary elections. ODIHR also contributed to the “Workshop on Increasing the Participation of Women in Political Parties in Azerbaijan”, organized by the OSCE Office in Baku from 21 to 23 June 2012.

Upon request of the Irish Department of Justice and Equality, ODIHR contributed to the conference “How to Elect More Women?”, held on 20 January 2012 in Dublin. The event highlighted the importance of special measures to advance gender equality in elected office. ODIHR also participated in a conference on electing more women in Northern Ireland, organized on 9 March 2012 in Belfast by the Centre for the Advancement of Women in Politics at Queen's University Belfast. The role of political parties in promoting women within their structures and as electoral candidates was particularly emphasized.

The significance of internal party procedures in supporting women in their political careers was further highlighted by ODIHR in its contribution to the regional workshop on “Constitutions, Women and the Arab Spring”, organized by the Central and Eastern European (CEE) Network for Gender Issues, in Istanbul in March 2012, which brought together women political party representatives from the Mediterranean region and Southeast Europe. The topic was also discussed as part of ODIHR’s contribution to a conference on “Quotas, Women, and Politics”, organized by the Polish Institute of Public Affairs in Warsaw on 17 April 2012, to assess the impact of the gender quota on women’s representation in the Polish parliament in the aftermath of the 2011 Polish elections.

ODIHR continued to raise awareness about women’s political representation and support women’s political networking through the organization of high-level events in OSCE participating States. The Office organized the “Roundtable on Women’s Participation in Ukraine 2012 Parliamentary Elections”, in co-operation with National Democratic Institute, the Canadian International Development Agency, and the Equal Opportunities Caucus of the Parliament of Ukraine. Held on 31 May 2012 in the Verkhovna Rada in Kyiv, the event discussed strategies to strengthen the role of women in Ukraine 2012 Elections, both as electoral candidates and as voters.

During the reporting period, ODIHR also continued implementation of its two-year project “Women in Political Parties”, aimed at building the capacity of political stakeholders to apply measures for increasing women’s participation in political parties. In 2011, ODIHR partnered with civil society organizations in the five pilot countries of Albania, Georgia, Kazakhstan, Kyrgyzstan and Moldova, who conducted interviews with political stakeholders in order to identify good practices and barriers to women’s involvement in political parties. These findings will inform the *Handbook on Measures to Promote Women’s Participation in Political Parties*, to be published in late 2012. Within the framework of the project, ODIHR also implemented several training programmes targeting political party leadership as well as potential women candidates for public office. These were held in Georgia in April 2012 and in Albania in June 2012. Additional training programmes will be implemented in Moldova from 4 to 6 September 2012, and in Kyrgyzstan and Kazakhstan in November 2012.

ODIHR and the 2011 Lithuanian Chair of the OSCE organized the “OSCE – Mediterranean Partner Countries’ Civil Society Conference”, on 4-5 December 2011 in Vilnius, ahead of the OSCE Vilnius Ministerial Council. Bringing together nearly 80 civil society representatives from all OSCE Mediterranean Partners for Co-operation, and a number of OSCE participating States, the conference dedicated a working session to the issue of political participation, focusing on building awareness and promoting greater participation of women in politics. A number of women’s organizations discussed challenges of democratic transition, learned about OSCE tools and commitments, shared good practices and examples, and built partnerships and networks.

Through its Programme on Increased Participation of Women in Politics, ODIHR also aims to build synergies across the thematic work of its units and departments. For example, in 2012 ODIHR began implementing a project to identify the different types of parliamentary structures for women MPs in existence in the OSCE region, as well as good practices in establishing and running such structures. The project intersects with ODIHR’s work on parliamentary strengthening as part of its democratic governance portfolio.

Strengthening national mechanisms for gender equality and advancement of women

In the reporting period, ODIHR continued to implement its National Human Rights Institutions (NHRIs) and Gender Equality Project, developing the *Pilot Comparative Review: National Human Rights Institutions and their Practices in Protecting and Promoting Women's Rights and Gender Equality*. The review identifies common structural and procedural challenges faced by NHRIs in promoting gender equality, and provides creative examples of effective gender programming. A survey of NHRI gender equality practices was conducted among NHRIs in the OSCE region; its findings will inform the ODIHR *Handbook for National Human Rights Institutions on Women's Rights and Gender Equality*, to be published in late 2012.

A regional expert workshop on “NHRIs and Gender Equality” was held on 20 June 2012 in Almaty, gathering NHRI practitioners as well as international and civil society organizations from Central Asia, Eastern Europe, and the South Caucasus. The participants had the opportunity to exchange experiences and good practices on their gender programming, also developing recommendations as to how best to strengthen the role of NHRIs in protecting and promoting women’s rights and gender equality.

HUMAN RIGHTS, GENDER AND SECURITY PROGRAMME:

In January 2012, ODIHR’s efforts to promote the rights of armed forces personnel, include and advance women in the security sector, and sensitize the security sector to issues that predominantly affect women, merged into a comprehensive programme entitled Human Rights, Gender and Security (HRGS). This programme incorporates past ODIHR work, initiated in 2005, on promoting the principles of UN Security Council Resolution 1325 on Women, Peace and Security (UNSCR 1325), subsequent resolutions in this vein and applicable legally-binding CEDAW provisions.

Thus, ODIHR continues to assist OSCE participating States in implementing their commitments under Ministerial Council Decision 14/05 on “Women in Conflict Prevention,

Crisis Management, and Post-Conflict Rehabilitation” and the 2004 OSCE Action Plan for the Promotion of Gender Equality. This new HRGS approach is more comprehensive and represents fully gender-mainstreamed human rights efforts that can complement the reform of security sector institutions. HRGS functions along three thematic areas, giving equal weight to gender and other human rights issues:

1. Increasing the effectiveness and responsiveness of the security sector by applying human rights and gender equality standards in its work;
2. Improving respect for and protection of the rights of all those working within the security sector;
3. Increasing the diversity of the security sector by providing equal access to and opportunities for advancement in the security sector for men and women of all backgrounds.

Training Activities

During the reporting period, ODIHR implemented twelve training events based on the *Gender and Security Sector Reform Toolkit*. The training focused on increasing the capacity of security sector actors to gender mainstream their own ranks and to become more aware of security issues that predominantly affect women.

In June 2011, border officials from various countries in the OSCE region were trained by ODIHR on the importance of striking a gender balance in their agencies as they participated in the periodic staff course organized by the OSCE Border Management Staff College (BMSC) in Dushanbe. Co-operation with the BMSC continued in February 2012, as ODIHR returned to train senior and mid-level border personnel based on the *Security Sector Reform Toolkit* (henceforth, the Toolkit). On 18 June 2012, ODIHR conducted the gender sessions of the regular staff course and trained local trainers who will utilize the Toolkit to aid the BMSC going forward. While the ultimate goal is to entrust Toolkit-based training activities to local stakeholders, ODIHR proceeded to raise awareness about the value and practicality of this work and conducted its training in other OSCE participating States.

On 19-20 September 2011, ODIHR organized two Toolkit-based sessions and trained a total of 50 law enforcement officers in Montenegro, focusing on the importance of properly addressing security issues experienced by women, such as domestic violence. In November 2011, ODIHR, together with the Belgrade Centre for Security Policy, implemented a series of three training events that familiarized local government officials in the Serbian towns of Zaječar, Niš and Kraljevo with the contents of the Toolkit and the UNSCR 1325 in general. This was an opportune moment to discuss gender equality in the security sector at the local level, since Serbia had recently adopted a national action plan for the implementation of UNSCR 1325. On 8-9 December 2011, at the request of the Ministry of Defence of Moldova, ODIHR utilized the Toolkit to train on the skills and tools needed to develop a comprehensive gender mainstreaming strategy for the armed forces. In June 2012, ODIHR trained senior law enforcement management in Kyrgyzstan and police first responders in Georgia on the importance of effectively addressing the crime of domestic violence, an issue that predominately affects women in the OSCE region and that is thoroughly addressed in the Toolkit.

Assistance with 1325 National Action Plans

State policies to implement UNSCR 1325 must be in place in order to provide equal opportunities for women and men to participate in and shape security sector activities. When well-drafted and resourced, such policies enable security institutions to better serve both men and women in their communities. Consequently, ODIHR advocates comprehensive national action plans dedicated to the implementation of UNSCR 1325 (1325 NAPs) or, alternatively, chapters devoted to UNSCR 1325 obligations in national action plans on gender equality.

On 27-28 October 2011 in Sarajevo, ODIHR participated in a conference, entitled “UNSCR 1325: Moving Beyond Theory to Maximize Security in the OSCE”, organized by the OSCE Gender Section. ODIHR provided expertise on the importance of developing well-designed indicators, in order to increase the impact of any policy and programming delineated in 1325 NAPs. The conference gathered over 100 participants from the OSCE region, representing government and non-governmental entities working on 1325 National Action Plans. Countries that already have 1325 NAPs shared lessons learned in the development and the first phases of implementation, while countries that are in the process of developing such plans for the first time began shaping their approach in an informed manner.

On 18-20 April 2012, ODIHR was invited by UN Women to participate in national consultations with NGOs and government officials responsible for the implementation of Georgia’s newly adopted 1325 NAP. The aim of the three-day consultations in Tbilisi was to issue joint recommendations on how best to use government resources and achieve the plan’s comprehensive and well-delineated goals.

On 25-26 June 2012, ODIHR participated in similar policy discussions held by the Cetinje Parliamentary Forum in Montenegro. This yearly forum is organized by members of parliamentary gender committees from all participating States in South-Eastern Europe, and seeks to track progress on various women’s initiatives in the region. The topic of this year’s conference was progress on UNSCR 1325, developing national action plans (NAPs), and implementing current national action plans in this vein. This was a follow-on from two years ago, when the Forum celebrated the 10th anniversary of UNSCR 1325.

Awareness-Raising Activities

Co-operation with NATO on implementation of UNSCR 1325 was renewed as ODIHR’s expertise was sought for a November 2011 workshop. The goal of the workshop was to raise awareness of the resolution’s goals and gather best practices for NATO officials on how to better implement them, both in terms of increasing the number of women in NATO operations and being more sensitive to women’s issues when present within a community. Previous to the event, NATO issued a *Comprehensive Report on the NATO/EAPC Policy on the Implementation of UNSCR 1325 on Women, Peace and Security and Related Resolutions*.¹⁶ This event served as a formal presentation of the report, as well as an opportunity for NATO to learn from other organizations with an established UNSCR 1325 programmatic track record, such as OSCE/ODIHR.

¹⁶ See http://www.nato.int/cps/en/SID-0587CC46-ECE09383/natolive/official_texts_76395.htm

In June 2012, ODIHR took part in the seminar on the “OSCE Code of Conduct on Politico-Military Aspects of Security for the Baltic Sea Region” in Riga. High-ranking officials from the armed forces, ministries, representatives from parliaments, academia and OSCE bodies took part in the seminar. ODIHR made a presentation on the human rights and fundamental freedoms of armed forces personnel, emphasizing particularly gender and rights related to equal opportunities and non-discrimination. The presentation also covered: civil and political rights; rights related to military life; and procedural rights related to implementing and ensuring rights in the barracks.

ODIHR’s new approach of addressing gender and human rights in tandem is showing preliminary yields, as security sector institutions in OSCE participating States have shown interest in addressing a series of interconnected issues while they undertake reform.

Post Table Staff by Gender

06 Aug 2012

GENDER PER GRADE	Male	Female
D and HoI	2	0
P5	2	3
P4	8	7
P3	11	12
P2	4	8
P1	0	1
Seconded	5	9
Sub Total Professional	32	40
G7	0	3
G6	7	9
G5	7	25
G4	0	4
G3	2	2
G2	2	0
G1	0	0
Sub Total GS	18	43
Total	50	83
GENDER PER DEPARTMENT		
Direction and Policy	8	9
Common Services	21	29
Contact Point for Roma and Sinti Issues	2	2
Democratization	6	14
Elections	5	10
Human Rights	4	10
Tolerance and Non-Discrimination	4	9
Total	50	83

Post table Staff Recruitment by Gender (1 May 2011 – 1 May 2012)

Applications	
Male	Female
1686	1466
Short Listed Professionals	
Male	Female
45	55

Short Listed General Services	
Male	Female
11	16
Board Members	
Male	Female
72	95
Professional Appointments	
Male	Female
6	10
General Services Appointments	
Male	Female
2	4
Consultants	
Male	Female
448	412

**Post table Staff Recruitment by Gender
(2 May 2012 – 30 June 2012)**

Applications	
Male	Female
832	954
Short Listed Professionals	
Male	Female
15	23
Short Listed General Services	
Male	Female
0	0
Board Members	
Male	Female
7	8
Professional Appointments	
Male	Female
2	1
General Services Appointments	

Male	Female
0	0
Consultants	
Male	Female
94	103

**Training Break-down by Gender
(1 May 2011 – 1 May 2012)**

Event Type	Female	Male	Total
General Orientation Programme	7	4	11
Integrated Resource Management	12	4	16
Language: Russian Individual Classes	4	1	5
Language: Russian Group Classes	21	3	24
External Training Course	0	11	11
OSCE Training Course	177	104	281
Totals	221	127	348

Female Participation	64 %
Male Participation	36 %

**Training Break-down by Gender
(2 May 2012 – 30 June 2012)**

Event Type	Female	Male	Total
GOP	1	0	1
IRMA	5	2	7
Language: Russian Individual Classes	2	1	3
Language: Russian Group Classes	15	5	20
External Training Course	6	4	10
OSCE Training Course	14	6	20
Totals	43	18	61

Female Participation	70 %
Male Participation	30 %

ANNEX III: High Commissioner on National Minorities (HCNM)

HCNM Annual Evaluation Report on the Implementation of the Gender Action Plan

September 2012

The High Commissioner on National Minorities (HCNM) has always regarded the promotion of gender equality as an integral part of his policies and activities, not only within his office, but also when meeting interlocutors and implementing project activities. This report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality addresses activities undertaken by the HCNM during the reporting period (May 2011 to June 2012).

1. Gender mainstreaming – internal issues

The High Commissioner has made it one of his priorities to create an attractive place of work for all staff members, to ensure the representation of women and men at all levels and to create conditions where all employees have a sense of inclusion and the ability to influence their job situations.

A gender working group (GWG), led by the gender focal point and reporting to the High Commissioner, was set up in 2005 and continues to meet periodically. During the reporting period, several meetings were held, including one that included an external expert from the University of Amsterdam. The gender focal point ensures that recommendations from training activities and the GWG are followed internally and shares relevant information, such as Gender Section publications and other news articles with all staff. Two members of the GWG attended a roundtable discussion on gender and citizenship issues at Tilburg University to enhance their knowledge of this topic and its relevance to HCNM work.

Staffing at the office of the HCNM stabilized during the reporting period following a year of high turnover. Currently, five out of 19 professional positions are held by women, a decline from the previous year due to the departure of three female staff members and the recruitment of two new male staff (one P position for a seconded legal adviser remains vacant). One-third of the management team are women. All 11 G staff members are women, although a male employee was hired on a temporary contract to provide part-time support.

During the reporting period, the office of the HCNM carried out three recruitment procedures (two for P staff and one for G staff) and received a total of 226 applications of which 90 were from female candidates. The applicant pool for a P-staff senior adviser/head of section position was particularly male-dominated (105 male, 39 female). While this tendency has been noted in past recruitment efforts, the High Commissioner will continue to consider with the management team what steps might be taken to encourage more female applicants for P positions in future, including through addressing how vacancies are advertised.

The office makes a point of including both women and men on interview panels, and this policy has been followed for all recruitment procedures during the reporting period. The office endeavours to draw up gender-balanced short lists, though this can be challenging, as

candidates who apply for general office positions are overwhelmingly women and the majority applying for professional posts continue to be men, as noted above. As a general rule when looking to fill vacancies, the HCNM attaches importance to finding people who demonstrate gender-sensitive attitudes and understand the importance of an inclusive organizational culture. To this end, consideration will be given to including a question about gender awareness in interviews. Achieving gender balance in the recruitment of experts is also a goal of the HCNM, and experts recruited during the reporting period were almost equal numbers of men and women (28 men and 23 women, although experts with long-running contracts tended to be women).

Now that major staff changes are not expected in the near future, the HCNM plans to conduct a gender-training activity during the next reporting period. The GWG discussed ways to make this training relevant and useful to the HCNM mandate and activities and made recommendations in this regard to the High Commissioner. Gender training was featured in a Training Needs Assessment and included as an earmark in the HCNM training budget.

With regard to the professional working environment, the relevant Staff Instruction 21/2006 and other documents related to implementation of the OSCE Action Plan continued to be available on the HCNM Intranet for all HCNM staff members. Most new professional staff members were introduced to the OSCE Gender Section during the General Orientation Programme.

2. Gender Mainstreaming – all projects and programmes

The HCNM is an instrument of conflict prevention, tasked to provide early warning and, as appropriate, early action at the earliest possible stage in regard to tensions involving national minority issues which have the potential to develop into a conflict within the OSCE area affecting peace, stability or relations between participating States. Because the involvement of all groups affected by majority/minority relations can contribute to easing tensions and reconciling differences, the HCNM seeks to involve all stakeholders in dialogue and activities. Efforts to ensure gender balance among interlocutors help the HCNM to better understand how conflict risk factors might be seen differently by men and women and, in turn, to assess how inter-ethnic tensions might affect men and women differently. When the HCNM makes country visits, he meets with different non-governmental organizations and minority representatives, including women's groups and male and female minority representatives, to exchange information and encourage inter-ethnic dialogue within a State.

Due to his mandate, the HCNM does not implement projects specifically aimed at promoting gender equality and resolving various gender-related issues. The HCNM's projects focus on early warning and early resolution of ethnic tensions; activities such as monitoring networks, educational initiatives or training for law enforcement agencies on minority concerns are relevant for men and women equally. At the same time, there is potential to give greater consideration to gender factors in the design and implementation of HCNM projects (as well as in HCNM political and legal work). The HCNM plans to explore and discuss such possibilities in the office-wide gender training as well as in the ongoing work of the gender working group.

Several projects during the reporting period featured aspects focused on gender issues. A project on multilingual education in Georgia pursued the objective of addressing gender equality issues in textbooks and in classrooms. This project is part of a larger programme on

education in Georgia, which strives to contribute to gender equality by reducing the gender gap in education enrolment at all levels for Armenian and Azeri minorities. During the reporting period, discussions conducted within the framework of some HCNM projects, including a language training project for civil servants in Moldova, highlighted the theme of gender relations in society.

In addition, all project officers try to achieve gender-mainstreaming in HCNM projects, and HCNM staff encourage implementing partners to seek a sensible gender balance among the project staff they employ and among the beneficiaries. When announcing expert positions within projects, the HCNM encourages qualified female candidates to apply. In projects which involve a large number of participants (e.g. training sessions and research on particular minority groups), the HCNM requests implementing partners to provide gender-disaggregated data in their final reports. Gender balance was achieved in the recruitment of a new group of field monitors in Tajikistan.

3. Gender mainstreaming in public information materials

Gender-balanced reporting is the guiding principle for all speeches, statements, press releases and other public appearances by the HCNM. The HCNM incorporates a gender component in project publications and reports. During the reporting period, two HCNM staff members participated in an OSCE Facebook campaign on “Women working for peace with the OSCE”.

4. Recommendations

1. Provide gender training for all managerial, professional and administrative staff on a periodic basis; undertake to tailor the training as much as possible to the HCNM mandate and staff needs. Include gender considerations in training for HCNM monitoring networks.
2. Continue to strive for gender balance in HCNM recruitment of staff and experts, including greater attention to ways to improve the balance in male and female applicants for HCNM vacancies.
3. Increase activity of HCNM gender working group, including following up outcomes from staff training and engaging in informal networking with OSCE and local experts.

ANNEX IV: OSCE Representative on Freedom of the Media (RFoM)



**Organization for Security and Co-operation in Europe
Office of the Representative on Freedom of the Media**

**RFOM Contribution to the Annual Evaluation Report
of the Implementation of the OSCE Action Plan
for the Promotion of Gender Equality**

August 2012

Introduction

The promotion of gender equality and gender mainstreaming is an integral component of the internal policies, programmatic activities and public relations work of the Representative on Freedom of the Media (RFOM). The activities and efforts to advance the gender dimension of the RFOM are guided by the Action Plan (Chapter V, paragraph 44 d) which stipulates that the RFOM “will be alert to allegations of serious intolerance towards women and incitement to gender discrimination in or by the media in participating States in accordance with Chapter 6 of the mandate”.¹ With the following report the RFOM evaluates the Office’s implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality and addresses activities undertaken during the reporting period.

The present report shows how gender equality is promoted within the Institution and how gender aspects are integrated in the programmatic activities of the Institution. The report covers the period of 1 May 2011 – 1 May 2012 and the period 2 May 2012 – 30 June 2012.

1. Progress made in the mainstreaming of gender in the structure and working environment of RFOM

1.1 Gender balance in the RFOM Office

During the reporting period, the Office of the OSCE Representative on Freedom of the Media has seen no turnover in the staff and therefore maintained a full balance between male and female at a P-Staff level, including at the management and decision-making level. This full balance was achieved in 2010 when Dunja Mijatović became the new Representative and the first woman to become the head of an OSCE Institution.

There was no recruitment during the reporting period. It must be however underlined that as to the recruitment procedure, RFOM is served by the Secretariat and closely follows the OSCE guidelines regarding the drafting of vacancy notices and the recruitment process. The Office includes both women and men on interview panels. Shortlists, particularly for contracted positions, are gender-balanced.

Post table Staff by Gender

Grade	Female	Male	Total
RFoM	1	0	1
Director	0	1	1
Senior Advisers (3 seconded +1 contracted)	2	2	4
P1-P2-P3 (4 contracted + 1 seconded)	3	2	5
Sub Total P-Staff	6	5	11

¹ Decision No. 14/04 on the 2004 OSCE Action Plan For The Promotion Of Gender Equality, MC.DEC/14/04, 7 December 2004.

level			
GS 7	1	0	1
GS 6	1	0	1
GS 4	1	0	1
GS (short term contract)	1		
Sub Total G-Staff level	4	0	4
Total	10	5	15

1.2 The professional working environment in the RFOM Office

As in previous years, RFOM management has worked toward ensuring equal opportunities for both genders and creating a professional working atmosphere where both female and male staff is equally represented and where their professional needs and strengths are equally taken into consideration, whenever and wherever possible.

Staff rules and regulations relating to maternity and paternity entitlements have been used. During the reporting period, three staff members took maternity leave.

The Gender Focal Point of the Office is a project-co-ordinator. She has been the gender focal point for the last 5 years and received an intensive training in Stadtschlaining in 2007. The office is too little to have a gender focal point network.

All relevant information regarding gender issues is regularly distributed to the Office staff by the Gender Focal Point. Gender issues are put on staff-meeting agendas on a regular basis, thus ensuring the continuous briefing of the RFOM staff. All new staff members are made aware of and receive an explanation regarding the Staff Instruction 21/2006. All new staff is requested to attend the GO Program which includes a session on staff rules and regulations, in which the Staff Instruction are introduced.

2. Progress made in the Gender mainstreaming of RFOM programmatic activities, events and press reporting

2.1 RFOM mandate

The mandate of the RFOM is to uphold the fundamental right to freedom of expression and an independent and pluralistic media. In this regard, the RFOM advocates for and promotes compliance with OSCE media-freedom commitments and works toward improving the legal frameworks across the OSCE region.

Given the fact that the RFOM is neither mandated to engage in media development nor to monitor specific media content, the RFOM does not implement projects which have the specific aim to promote gender equality in or by the media. The RFOM thus has no influence

on the quality of gender reporting by journalists or on the issue of equal and adequate gender representation in media outlets.

In line with the Gender Action Plan, the RFOM is mandated to receive “allegations of serious intolerance towards women and incitement to gender discrimination in or by the media in participating States”². The RFOM can react to reported cases observed in the general framework of monitoring freedom of the media in OSCE participating States.

During the reporting period, the RFOM was not alerted of any incitement to gender discrimination in or by the media in the OSCE area. However, the Representative has been attentive to cases of violence toward women working as journalists, particularly in some OSCE Mediterranean partner states in the course of the Arab spring. Those cases were so disturbing that they have been underlined in the yearly declaration adopted by the four global media freedom Rapporteurs³.

The Declaration focused this year on ‘crimes against freedom of expression’. In this Declaration, the United Nations (UN) Special Rapporteur on Freedom of Opinion and Expression, the Organization for Security and Co-operation in Europe (OSCE) Representative on Freedom of the Media, the Organization of American States (OAS) Special Rapporteur on Freedom of Expression and the African Commission on Human and Peoples’ Rights (ACHPR) Special Rapporteur on Freedom of Expression and Access to Information, having met in Paris on 13 September 2011 and in Tunis on 4 May 2012, expressed concerns about the particular challenges and danger faced by women exercising their right to freedom of expression, and denouncing gender specific crimes of intimidation including sexual assaults, aggression and threats.

In that respect, they emphasized that States have an obligation to take measures to prevent crimes against freedom of expression in countries where there is a risk of these occurring and in specific situations where the authorities know or should have known the existence of a real and immediate risk of such crimes and not only in cases where those at risk request State protection. The Rapporteurs said that these obligations include the following non-legal measures:

- appropriate training on crimes against freedom of expression, including gender specific crimes, should be provided to relevant law enforcement officials, including the police and prosecutors, as well, when necessary, to military personnel.
- specialised protection programmes, based on local needs and challenges, should be put in place where there is an ongoing and serious risk of crimes against freedom of expression. These specialised programmes should include a range of protection measures, which should be tailored to the individual circumstances of the person at risk, including his or her gender, need or desire to continue to pursue the same professional activities, and social and economic circumstances.

2.2 Gender mainstreaming in RFOM programmatic activities

² Decision No. 14/04 on the 2004 OSCE Action Plan For The Promotion Of Gender Equality, Chapter V, Para 44 d, MC.DEC/14/04, 7 December 2004.

³ 2012 Joint Declaration on crimes against freedom of expression, <http://www.osce.org/fom/91595>

Because of its mandate, the RFOM does not implement projects specifically aimed at promoting gender equality. However, all staff members try to achieve gender mainstreaming in their programmatic activities. Project officers are asked to include gender mainstreaming in projects, to strive for equal gender representation of speakers, panellists and participants in conferences and seminars organized by the Office.

The Office keeps the gender balance in mind when identifying experts for projects. When announcing expert positions for publication or legal analysis, the RFOM encourages qualified women to apply.

Also, the Office considers the gender balance when selecting experts, moderators and participants for events and meetings.

Women were key speakers, presenters and experts in a host of training and conferences. For instance, the Central Asia conference which took place for the first time in Turkmenistan gathered a significant number of women, including well-known female experts from the region in the field of social media and Internet regulation. Also, approximately 40 percent of the participants were women participants.

All implementing partners are asked to take gender-equality principles into account when carrying out their projects.

The Gender Focal Point of the RFOM Office regularly participates in the gender focal points meetings of the Secretariat.

2.3 Gender mainstreaming in RFOM reporting

RFOM press statements adhere to gender mainstreaming. All of the Office's reporting and its publications are edited pursuant to OSCE standards, including the OSCE Style Manual that outlines the use of gender-sensitive language. The Office works in co-operation with PPIS for its press reporting and tries to ensure that photos, press releases and news items ensure a gender-sensitive representation.

**ANNEX V: Evaluation of the Implementation of the 2004 OSCE
Action Plan for the Promotion of Gender Equality –
Questionnaire for the Secretariat, Institutions and Field
Operations**



Organization for Security and Co-operation in Europe

Office of the Secretary General
Gender Issues

Vienna, 20 July 2012

Evaluation of the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality – Questionnaire 2012

Introduction

In accordance with the *2004 OSCE Action Plan for the Promotion of Gender Equality*, the Secretary General will present, as every year, an evaluation report to the Permanent Council that captures the progress made and the challenges ahead. Your contributions are key elements of this report¹.

This year we ask you to fill in the Questionnaire and the Matrixes for two time periods:

- 1. 01 May 2011 to 01 May 2012**
- 2. 02 May 2012 to 30 June 2012**

This is done to cover the delay caused by the review of the GAP's first and second pillar by the Office of Internal Oversight and the Gender Section.

For your reference, please see the 2011 evaluation report under:

Annual Report: <http://www.osce.org/sg/71201>

Please keep in mind that the report should:

- Articulate any progress made on mainstreaming gender in the organizational setting, working environment and in the projects of your field operations and provide details on all relevant activities undertaken to this effect **between 01 May 2011 and 01 May 2012**;
- This year we ask you for additional information also for the period **2 May to 30 June 2012**. Please use the same templates for the two periods.
- Analyse and give account on any impact observed as a consequence of these activities;
- Mention challenges remaining for a full implementation of the Gender Action Plan;
- Give recommendations in order to improve the implementation of the Gender Action Plan in the different areas.

Please note that the Secretary General's report presents an analytical synopsis of all input received, and therefore, the final report will not reproduce the exact formulations and all information submitted.

¹ 2004 OSCE Action Plan for the Promotion of Gender Equality, MC.DEC/14/04, para 47.

This year's input to the report consists of two sections:

I) Questionnaire

The questionnaire provides a format to report on different taskings by the Action Plan and to specify steps taken for their implementation. We kindly request you to complete the table, bearing in mind the *evaluative and analytical* approach of the Annual Report.

II) Project matrix on gender mainstreaming in the three dimensions

The purpose of this matrix, subdivided in three sections, is to collect information on all your programmes, projects and activities in each of the three dimensions where you are currently mainstreaming gender - “mainstreaming gender into OSCE policies, programmes, projects and activities” (Action Plan, Section III B).

Please send all your input **by 10 August 2012** to:

Hanna Sands, Gender Officer, (hanna.sands@osce.org), and

Paulina Piotrowska, Temporary Programme Assistant, (paulina.piotrowska@osce.org)

Name of Field Operation, Institution or Department:

Section I - Questionnaire

A. Gender mainstreaming - internal issues (Action Plan, Section III A)

1. What, if any training on gender mainstreaming, has been provided for staff?
2. Who provided the gender mainstreaming training and who was the target audience?
3. What is the position of the Gender Focal Point (GFP) in the Field Operation/Institution/Department? What training in gender mainstreaming has the GFP received? When?
4. Do you have any recommendations for additional training in gender mainstreaming that might be useful for your Field Operation/Institution/Department?
5. Is there a Gender Focal Point Network in your Field Operation/Institution/Department?
6. What other gender expertise is available in your Field Operation/Institution/Department?
7. Who in the Field Operation/Institution/Department provides gender input on UB and ExB project proposals?

B. Gender mainstreaming - all projects and programmes (Action Plan, Section III B)

1. Is there an action plan (please attach if available) and what is the process of reporting against it?
2. If there is no action plan, what are the main gender results/outcomes and indicators and what is the process of reporting against them?

Section II – Mainstreaming gender in projects of the three dimensions

Project matrix II

1. Listing all projects of the POLITICO-MILITARY DIMENSION where you are mainstreaming gender.

Project title	Focus and GAP priority ²	Give examples of how gender is being mainstreamed in the project	Evaluation (progress/results achieved, lessons learned)	UB	ExB	Start date of project	End date of project	Budget/ Donor

² There are 6 priority areas in the *2004 Action Plan for the Promotion of Gender Equality* (GAP):

1. Establishing non-discriminatory legal and policy frameworks;
2. Preventing violence against women;
3. Promoting the participation of women in political and public life;
4. Promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction;
5. Promoting equal opportunities for women in the economic sphere;
6. Creating national mechanisms for the advancement of women.

2 . Listing all projects of the ECONOMIC-ENVIRONMENTAL DIMENSION where you are mainstreaming gender.

Project title	Focus and GAP priority ³	Give examples of how gender is being mainstreamed in the project	Evaluation (progress/results achieved, lessons learned)	UB	ExB	Start date of project	End date of project	Budget/ Donor

³ There are 6 priority areas in the *2004 Action Plan for the Promotion of Gender Equality* (GAP):

1. Establishing non-discriminatory legal and policy frameworks;
2. Preventing violence against women;
3. Promoting the participation of women in political and public life;
4. Promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction;
5. Promoting equal opportunities for women in the economic sphere;
6. Creating national mechanisms for the advancement of women.

3. Listing all projects of the HUMAN DIMENSION where you are mainstreaming gender.

Project title	Focus and GAP priority ⁴	Give examples of how gender is being mainstreamed in the project	Evaluation (progress/results achieved, lessons learned)	UB	ExB	Start date of project	End date of project	Budget/Donor

⁴ There are 6 priority areas in the *2004 Action Plan for the Promotion of Gender Equality* (GAP):

1. Establishing non-discriminatory legal and policy frameworks;
2. Preventing violence against women;
3. Promoting the participation of women in political and public life;
4. Promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction;
5. Promoting equal opportunities for women in the economic sphere;
6. Creating national mechanisms for the advancement of women.