



Organization for Security and Co-operation in Europe

**The Secretary General's Annual Evaluation Report
on the Implementation of the 2004 OSCE Action Plan
for the Promotion of Gender Equality**

June 2006

Table of Contents

Introduction.....	3
General Evaluation of the Implementation Process.....	3
1. Gender Mainstreaming in OSCE Structures, Working Environment and Recruitment.....	7
1.1. Training.....	7
1.2. Management.....	8
1.3. Recruitment and staff statistics.....	8
2. Gender Mainstreaming into Activities, Policies, Programmes and Projects.....	9
2.1. Overview and Evaluation.....	9
2.2. Missions and the Conflict Prevention Centre.....	10
2.3. Media, Events and Liaison.....	11
3. Developing Projects to Implement Commitments to Promoting Equality between Women and Men.....	12
3.1. Overview and Evaluation.....	12
3.2. OSCE Secretariat.....	13
3.3. Field Operations in South Eastern Europe	
3.3.1. OSCE Presence in Albania.....	15
3.3.2. OSCE Mission to Bosnia and Herzegovina.....	16
3.3.3. OSCE Mission to Croatia.....	18
3.3.4. OSCE Mission in Kosovo.....	18
3.3.5. OSCE Mission to Serbia and Montenegro.....	20
3.3.6. OSCE Mission to Serbia and Montenegro, Office in Podgorica.....	22
3.3.7. OSCE Spillover Monitor Mission to Skopje.....	22
3.4. Field Operations in Eastern Europe	
3.4.1. OSCE Office in Minsk.....	24
3.4.2. OSCE Mission to Moldova.....	24
3.4.3. OSCE Project Co-ordinator in Ukraine.....	25
3.5. Field Operations in the Caucasus	
3.5.1. OSCE Office in Baku.....	26
3.5.2. OSCE Mission to Georgia.....	26
3.5.3. OSCE Office in Yerevan.....	27
3.6. Field Operations in Central Asia	
3.6.1. OSCE Centre in Almaty.....	28
3.6.2. OSCE Centre in Ashgabad.....	28
3.6.3. OSCE Centre in Bishkek.....	29
3.6.4. OSCE Centre in Dushanbe.....	30
3.6.5. OSCE Centre in Tashkent.....	31
Annex I: Analysis of the Gender Disaggregated Statistics of OSCE Staff.....	33
Table of Contents of the Gender Disaggregated Statistics.....	38
Annex II: ODIHR Contribution for the Annual Evaluation Report on Gender Issues in the OSCE.....	60
Annex III: 2006 HCNM Annual Evaluation Report on Implementation of the Gender Action Plan.....	75
Annex IV: The Representative on Freedom of the Media: Evaluation Report of the Implementation of the Action Plan for the Promotion of Gender Equality June 2006.....	79

Introduction

Since the adoption of the 2004 Action Plan for the Promotion of Gender Equality (hereafter Action Plan) in December 2004, the Senior Adviser on Gender Issues has worked towards the development of a comprehensive gender mainstreaming process across OSCE structures. Additional human resources had been requested for this endeavor; however, due to the late adoption of the Unified Budget in 2005, the two additional staff members did not join the office until in August 2005 and March 2006. Consequently, the support and assistance given to other units, sections and departments in setting up the required implementation plans has been limited. Also, the guidance given to Gender Focal Points in Missions on the issue of the implementation of the Action Plan was conditioned by this lack of resources.

The Senior Adviser for Gender Issues, later joined by the two new staff members (hereafter gender section) has raised awareness on the requirements of the Action Plan among staff and developed a number of materials to help departments and Missions to identify specific measures in order to integrate a gender aspect into their activities, policies and programmes. The process was documented by the implementations plans and support materials issued in October 2005 (SEC.GAL/215/05) and in March 2006 (SEC.GAL/41/06). In the few months remaining before the deadline set in the Action Plan for the present report the gender section has assisted OSCE structures to identify priorities and issued model outlines for reporting on relevant activities. However, recognizing the short time span between the development of a focus on gender issues in the framework of the overall activities of different OSCE structures and the development of this report, it has to be stressed that the value of measuring any impact of actions taken remains limited.

The present report gives a general overview of achievements and challenges, details some of the organizational issues regarding gender mainstreaming and finally summarizes the activities of Missions in the development and implementation of gender related programmes as stipulated in paragraph 44 of the Action Plan. In annex to this report the contributions of the Institutions as well as the gender disaggregated statistics are circulated.

General Evaluation of the Implementation Process

The requirements of the Action Plan have given a strong impetus to the process of gender mainstreaming in the OSCE. For the first time since the OSCE has taken a focus on gender issues, OSCE structures were required to analyze their policies, activities and programmes in order to identify possible ways of integrating a gender aspect. This exercise has resulted in an unprecedented awareness of OSCE commitments to gender equality as units, sections, departments and field operations were tasked to take stock of their programmes and projects in the framework of the Action Plan and identify their relevance to the promotion of gender equality.

In this process, the gender section has provided expert advice and materials such as checklists, questionnaires and templates to help OSCE structures in linking relevant

activities and programmes to the requirements of the Action Plan and to define necessary changes in work plans in order to integrate a gender perspective.

In addition to the increased knowledge on the requirements of the Action Plan and other related commitments, there has also been an increase of staff dealing with the issue of gender mainstreaming. Focal Points for Gender Issues had to consult with their colleagues in order to collect relevant information and the involvement of managers was necessary to draw up the implementation plans as required in the Action Plan, describing details and methods of implementation, setting benchmarks and committing programme managers to an expected outcome.

Thus, the specific provision in the Action Plan, according to which each Department is tasked to develop an implementation strategy, has resulted in sincere, consistent efforts, whereas staff members looked at their activities through a gender lens and tried to project possible activities into their programmes in order to fulfill the requirements of gender mainstreaming. Undoubtedly, this is the highest number of staff ever to have carried out an analysis of their activities with true dedication to learn about the essence of gender mainstreaming and the meaning of the promotion of gender equality through OSCE activities.

Having acknowledged this very positive effect of the Action Plan requirements in the process of implementation, many challenges have also been noted and brought to the attention of the gender experts.

The most pressing issue to be brought forward is the limited time frame in which activities were to be analyzed, adapted and outputs measured in order to record achievements of gender mainstreaming. A meaningful process of gender mainstreaming includes a thorough understanding of the meaning of gender mainstreaming, the capacity and skills to engage in this process, a comprehensive analysis of policies, programmes and projects, and finally the resources and time to integrate gender aspects and thus put gender mainstreaming into practice.

In the meeting of Gender Focal Points from Institutions and Missions, organized by the Secretariat in March 2006, most structures reported that the above mentioned conditions had not yet been met and that there was a general lack of awareness of how gender mainstreaming could be integrated into existing work programmes and routines. A discussion evolved around the question of accountability with a wide range of opinions on who should be made responsible for the different tasks outlined in the Action Plan. Consequently, the gender section has established an outline for Heads of Missions on the requirements of the Action Plan and drafted generic terms of reference for Gender Focal Points and gender working groups in Missions. Subsequently, some field operations have specified their terms of reference, assigned responsibilities and defined internal co-ordination on the implementation of the Action Plan.

Closely linked to the issue of accountability is the question of the role of Gender Focal Points in Missions and Institutions. The professional level, the ability and the skills to influence policy making is in many cases not given, and the question of resources and time allocated to the additional tasks which a Gender Focal Point is supposed to assume has not yet been resolved. These issues will have to be addressed

in the next budget cycle. At the same, areas should be identified where the organization could benefit from the involvement of external analysts to establish an independent assessment in order to increase understanding for the relevance of international standards to the work carried out in OSCE structures. The compatibility of OSCE Staff Regulations and Rules with national or international labour law was identified as a potential area where an independent assessment could be beneficial to highlight barriers to the promotion of gender equality.

Also, when new projects and programmes are developed, the gender section and, if needed external analysts, should more systematically be involved in order to support Gender Focal Points and other programmatic staff, who often struggle with an increased workload due to the gender mainstreaming requirements. Such expert advice from the gender section or external analysts is vital to increase understanding for gender aspects in certain areas and to generate a clearer perception of staff on what gender mainstreaming might entail in specific fields of work. Also, the involvement of gender experts at all levels of analysis is needed to guarantee a transfer of knowledge. In many areas of work, the integration of a gender aspect does not require a development of new indicators but rather a thorough research on existing materials in a different field of work, which can then be adapted to the needs of the organization and linked to internal strategies and monitoring and evaluation systems. This adaptation process is inherent to the characteristics of a gender mainstreaming process which cannot be seen as an end in itself but rather as part of the overall activities of the organization in delivering relevant substantive outputs.

In their endeavor to engage in a gender mainstreaming process, staff members have been searching for practical information and relevant tools and the gender section has provided assistance and developed a number of guidelines. It has to be stressed, however, that the complexity of gender mainstreaming should not be underestimated, and that tools have to be tailored to the specific area of work. Also, the work on practical instruments for gender mainstreaming has to be well co-ordinated across OSCE structures in order to guarantee the development of a comprehensive set of tools, building on existing resources and experience, and thus avoiding duplication, overlap or use of different standards.

Staff members noted that some areas of work lend themselves more easily to the integration of a gender aspect, such as programmes and projects in the human dimension, where gender specific activities have been developed in the past and a knowledge base of relevant aspect has been accumulated. In other areas, such as administration or communication technology, aspects of relevance to gender equality are less obvious. The gender section has made great efforts to help staff members of different fields of work to carry out a gender analysis. However, much more time is needed in order to cover the very diverse activities in Missions and Institutions. While some aspects and potential areas for gender mainstreaming have already been identified, this is not yet matched with the development of relevant activities. Thus, based on the analysis made, sections, units, departments and Missions, have drawn their conclusions and planned activities accordingly. So far, only a few of them have been implemented. Considering the very limited time frame for rolling out the process of gender mainstreaming, some activities are listed in this report although they are still at the planning stage.

The main concern with regard to a timely, continuous and efficient process of gender mainstreaming is the evident lack of capacity of staff to engage in this process. The large majority of staff does not have any knowledge on gender mainstreaming in their field of work and have not gone through any training. Gender mainstreaming is sometimes interpreted and restricted to issues such as the participation of women in different projects or the use of gender-sensitive language. In June, the Training Section will launch its first pilot training for Gender Focal Points in the Secretariat. Other staff training in Missions carried out by the Senior Adviser on Gender Issues over the past years have helped to raise awareness on gender mainstreaming. However, this will have to be followed-up by specific courses where staff learns to make use of a gender analysis and apply the necessary techniques to integrate a gender perspective into their programmes. This has yet to be developed and put into practice throughout OSCE structures.

A last point, which is often made and constitutes a main challenge in the implementation of the Action Plan, is the role that is played by management in this process. When terms of reference for Gender Focal Points were discussed it was suggested that full responsibility for all tasks should be given to the Heads of Missions and Heads of Institutions, who should then delegate these tasks to relevant staff. The appointment of Gender Focal Points or the establishment of gender offices is not uncontested, as it can be perceived as a way to move responsibilities for gender mainstreaming away from decision making processes into a specialized unit and thus position it in contradiction to the cross-cutting character of gender mainstreaming. Vice-versa, Gender Focal Points or gender experts are regarded as experts in their “own” field of work and by this definition disconnected from the mainstream of activities. Consequently gender experts are not sufficiently involved in the overall work of the organization and have difficulties in accumulating the necessary information to make recommendations on gender mainstreaming across policies, programmes and projects.

Despite the fact that the Action Plan stipulates that Gender Focal Points are appointed at a higher level, some Focal Points are positioned at a low level and have no insight into activities outside their regular duties. Even in smaller structures Gender Focal Points have difficulties in making an impact on other activities and it is clear that there is a misunderstanding or rather a different understanding with regard to the actual role of Gender Focal Points. Gender Focal Points or gender experts cannot be made responsible for the integration of a gender aspect in all activities. The obligation for gender mainstreaming as derived from the Action Plan has to be communicated to all staff from the highest level. Moreover, it is expected that increased training will strengthen gender-sensitivity and that there is a common understanding that the organization is committed to gender equality based on the conviction that women are equally well-qualified as men and that no job should be a preserve of either sex.

1. Gender Mainstreaming in OSCE Structures, Working Environment and Recruitment

1.1 Training

During 2005, the Senior Adviser on Gender Issues provided training on gender mainstreaming and UN Security Council Resolution 1325 to the Missions in Albania and Georgia. Also, some of the field Missions include gender related topics in their in-house training, such as domestic violence, trafficking and non-discrimination. The creation of a training officer post (seconded) specialized in gender issues was essential in achieving the broad requirements of the Action Plan. This post was filled in January 2006 to provide specific training programmes on gender awareness and sensitization to gender equality and gender mainstreaming in policies and programmes.

In early 2006, the Training Section in the Secretariat completed a comprehensive gender training needs assessment the results of which are used in the development of training materials. The results showed that too few OSCE officials are familiar with the content of the Action Plan and the existence of a written implementation plan or internal gender working group in their mission/institution. The majority of respondents indicated that gender issues rarely or never feature at planning meetings in their mission/institution – mostly because other issues are considered higher priority. Nevertheless, the majority of respondents want to develop their skills in gender mainstreaming and believe this will improve their overall performance as an OSCE official.

A pilot training on gender awareness and gender mainstreaming for Gender Focal Points in the Secretariat will take place on 20 to 21 June 2006. Thereafter, training materials will be finalized and the possibility to conduct one or two pilot trainings in Missions is being explored. In addition to the specific modules on gender awareness and gender mainstreaming, a mainstreaming approach is being taken in other modules as well. The Training Section is working together with the Project Co-ordination Cell (PCC) to update the project management materials to include a gender perspective. The Training Section is also working to integrate a gender perspective throughout the General Orientation Programme (GO). The gender module and the trafficking in human beings module of the GO Programme have been updated and revised.

CPC and the Training Section have also discussed the possibility for the development of training modules for the CPC's borders team on gender issues, violence and trafficking in women. Future options include the development of a specific training module on trafficking in human beings for border guards, and the introduction of a general module on gender issues in cross-border workshops which may be organized by the borders team in the future.

Training programmes on gender awareness and gender mainstreaming for all levels of staff in the Secretariat, Institutions and field operations, and inclusion of these modules in pre-mission training will be the next priority.

1.2 Management

As stipulated in the Action Plan, the Policy against Harassment, Sexual Harassment and Discrimination has been revised by the Department of Human Resources (DHR), Legal Services and the Senior Adviser on Gender Issues. The new Staff Instruction, which became effective on 1 March 2006, is more structured than the previous Directive and gives a stronger role to the Department of Human Resources to address complaints of discrimination and harassment at an early stage and propose mediation if needed.

In March 2006, the gender section organized a roundtable for the Mediators appointed in the Missions and Institutions. The roundtable discussion focused on the revised policy on harassment, sexual harassment and discrimination, terms of reference for the Mediators and mediation techniques. The terms of reference were developed jointly by all Mediators and distributed to heads of Missions and Institutions in June.

In order to strengthen the role of Heads of Missions in gender mainstreaming in the structures and working environment, the gender section has developed and distributed an outline of the responsibilities of Heads of Missions under the requirements of the Action Plan. Heads of Missions are encouraged to ensure achievements in gender-sensitive management and recruitment and are given guidance on how to do so, to hold regular meetings with staff to review the integration of and consideration paid to gender aspects in the work and to encourage all staff to gender mainstream their work.

DHR is working on developing indicators on gender-sensitivity and staff in the recruitment section will be trained on how to address gender-sensitivity in the interview process. These indicators will also be included in the Performance Appraisal Report (PAR) process.

The Senior Adviser on Gender Issues continues to liaise closely with the OSCE Parliamentary Assembly and other international organizations regarding gender-sensitive management.¹ Through the ORIGIN network the Senior Adviser on Gender Issues exchanges good practice and information and shares these in weekly meetings with the Director for Human Resources.

1.3 Recruitment and staff statistics

The Action Plan states that recruitment in the OSCE shall be based on a fair and transparent process, subject to open competition among nationals of participating States, ensuring efficiency, competence and integrity.² It also encourages participating States to submit more women candidates for positions in the OSCE, particularly in higher-level positions where women are under-represented. DHR has the responsibility for inviting applicants of both sexes to interviews for management posts and for ensuring that interview panels are sex-balanced.³

¹ As required by the Action Plan for the Promotion of Gender Equality (Action Plan), paragraph 18

² Action Plan, paragraphs 19 and 20

³ Action Plan, paragraph 28

The gender section and DHR have collected and analyzed the gender disaggregated statistics of staff as of December 2005. The statistics will be used to identify key problem areas, such as the under-representation of women in senior and policy-making positions, and the segregation of women in certain fields of expertise/staff levels, to determining the most effective recruitment strategies to address these problems.

The present numbers show that there is a slight increase in the representation of women in the Organization from 41% to 42% and that more women were nominated for positions in the OSCE than in the last reporting period (35% women of all nominations as compared to 30% in 2004). Also, the representation of women increased in professional posts (from 36% to 39%), as well as in management positions (from 9% to 13%).

Of internationally contracted and seconded staff, 32% are women. There are big differences between the Missions, from 13% in Georgia to 43% in Bosnia and Herzegovina. Of the 629 seconded staff members, 34% are women. However, participating States continue to nominate men for higher-level positions.

From the 87 support and professional staff members contracted in 2005, 34% were women. From the 9,330 applications received for these positions, 42% came from women, and 40% women were short-listed. Thus, women still seem to have less chance to be selected for contracted positions.

2. Gender Mainstreaming into Activities, Policies, Programmes and Projects

2.1 Overview and Evaluation

The Institutions and the Secretariat departments and substantive units have developed their own plans for implementation as required by the Action Plan⁴. The gender section provided support in facilitating these plans through meetings with the relevant Gender Focal Points and Department Heads or Directors, assisting with the drafting of work-plans and awareness-raising of the obligations of the Action Plan. The implementation plans detail specific objectives/activities to achieve gender mainstreaming in the various areas of work and the actions they will take to progress the specific tasks they received in the Action Plan.⁵ Gender focal points have been appointed in all Departments and their terms of reference have been approved or are being drafted according to a basis supplied by the gender section.

There is not always absolute clarity regarding the difference between gender mainstreaming in all projects (e.g. include gender issues in a political-military or democratisation programme) and gender equality focussed projects (e.g. a project to prevent domestic violence). Specific tools will be provided to the Missions so that staff in all mission has the skills and the know-how to be able to mainstream gender in

⁴Action Plan, paragraph 46

⁵ SEC.GAL/215/05 and SEC.GAL/32/06

all sectors. The envisaged training will be essential in clarifying the obligations to gender mainstream and in providing the Missions with the tools and capacity to carry this out effectively. Also, the gender section has a role to provide direct support to Missions and to that effect a visit to the OSCE Office in Minsk has recently taken place.

The gender section in the Secretariat has been organizing monthly co-ordination meetings with all Gender Focal Points in the Secretariat and an annual meeting with all Gender Focal Points from Mission and Institutions to discuss current projects, thematic areas or practical tools. These meetings provide a forum for discussion of tools and strategies for gender mainstreaming developed by the gender section and an exchange of best practice.

During 2005, the gender section has been actively supporting the Informal Working Group on Gender Equality and Anti-Trafficking in the drafting of the two decisions adopted by the Ministerial Council on Combating and Preventing Violence Against Women (MC.DEC/15/05) and Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation (MC.DEC/14/05). The gender section will continue to support the newly renamed Working Group on Human Protection and Non-Discrimination in its efforts to promote and mainstream gender in OSCE policies.

2.2 Missions and the Conflict Prevention Centre

The Conflict Prevention Centre (CPC) is mandated to ensure that gender analyses are made of new projects being developed by Missions, Institutions and units in the Secretariat⁶. The gender section has provided assistance to include a gender perspective in extra-budgetary project proposals planned by field operations. More efforts will be placed on ensuring that gender is mainstreamed in all projects and not only in those which have specific objectives relating to gender or gender equality. The CPC has also produced a background paper and a short **Aide-Mémoire** on how to integrate a gender perspective in projects proposals and a checklist adapted to the OSCE Project Management Manual for conducting gender analysis.

The CPC and the gender section are working on a concept of a handbook which will help Mission Programme Officers (MPOs) and the CPC Analyst to include gender perspectives in the analysis of developments in the field and in policy and strategy development. One element of this handbook is a fact sheet on “Essential Facts and Figures on Gender Equality” for each of the OSCE mission areas. The CPC, the gender section and the ODIHR continue to work on the development of guidelines on gender-sensitive early warning indicators. The CPC has also provided updates to Heads of Missions on new gender related commitments and addressed the issue of gender mainstreaming activities in regular programme planning exercises, such as the Annual Heads of Mission Meeting in January 2005.

All the field Missions have appointed one or more Gender Focal Points in their offices. Some Missions have a national or international staff member dedicated full-time in gender related issues, e.g. the OSCE Presence in Albania and the OSCE

⁶ Action Plan, paragraph 34

Centre in Dushanbe. Other Missions have established an internal working group⁷, formed by officers or focal points from different departments, to coordinate their work and planning on gender issues e.g. OSCE Spillover Monitor Mission to Skopje, OSCE Mission to Georgia. Gender Focal Points and gender working groups are focusing on planning, implementing and monitoring gender equality specific projects, and, to a lesser extent, on gender mainstreaming in all programmes and projects. Nevertheless, there are some examples of successful gender mainstreaming in mission projects, such as the inclusion of a gender component in the review of the history and geography curriculum in OSCE Mission to Bosnia and Herzegovina and some of the human rights, rule of law and democratization programmes run by the OSCE Mission in Kosovo.

2.3 Media, Events and Liaison

The Secretariat's gender mainstreaming web page has been expanded and reflects the 2004 Gender Action Plan and its priorities. In average, the "gender equality" web page is checked around 700 times per month and the "gender mainstreaming" web page within the Secretariat section around 440 times per month. The OSCE magazine is looking into gender related features to be issued during 2006. Regular reporting on gender activities in feature stories and press releases/media advisories is carried out by field operations, Institutions and units, and supported by the Press and Public Information Section (PPIS). The public is therefore kept informed of gender projects and activities. The PPIS in the Secretariat has included a section on gender mainstreaming and a list of related resources in its Press and Public Information Field Guide.

The gender section has made a special effort to have a continuously updated reference section in the internal information management system, Doc.In, which contains gender related material, such as relevant MC Decisions, PC Decisions, and many other reference documents.

The Department of Management and Finance will review the OSCE Style Manual to ensure that gender-sensitive language is included in all OSCE documents. The gender section has developed a guide for staff in the Secretariat on how to mainstream gender when organizing conferences or other events.

Field operations are reporting on the gender related activities on a regular basis through their press and public information offices. Some Missions are also training journalists on gender related topics, such as domestic violence or trafficking.

Gender mainstreaming should also be incorporated in the overall priorities and efforts must be taken to include a gender perspective in seminars across all three dimensions. The on-going process of the OSCE reform creates an opportunity to put gender on the agenda and gender mainstreaming should be considered when discussing any generic planning/strategic mechanism or analysis.

⁷Action Plan, paragraph 39

The OSCE has increased efforts to interact with partner organizations on the topic of gender mainstreaming in conflict prevention activities, also in line with the tasking contained in *MC.DEC/14/05 on the Role of Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation*. This issue was added to the agenda of the UN-OSCE staff level consultations held in May 2006. Gender issues are on the agenda of the OSCE-Council of Europe staff meeting in June. Field Missions are also coordinating their gender related projects with the United Nations and other international organisations. Some Missions are participating in gender co-ordination groups formed by different agencies. Exchange of information and best practices with partner organizations will remain a priority.

3. Developing Projects to Implement Commitments to Promoting Equality between Women and Men

3.1 Overview and Evaluation

In section five the Action Plan lays down priority areas as a basis for the OSCE to develop plans and programmes to assist participating States.⁸ The priorities, and the extent to which they have been met, are summarised in this section which is followed by an overview of all gender related projects and programmes being delivered by the Secretariat and Missions.

Field operations and the respective host countries have demonstrated the capacity and will to work within the priority areas of “*ensuring non-discriminatory legal and policy frameworks*”, “*ensuring equal opportunity for participation of women in political and public life*” and “*building national mechanisms for the advancement of women.*” The human dimension has a strong capability and resources in the field, especially in the larger Missions, and this is reflected in the achievements in this area. Much of the work in the smaller Missions has benefited from support, assistance or partnership of the ODIHR.

The “*prevention of violence against women*” is also a priority area to which the OSCE structures devote significant attention mainly in the realm of law reform and awareness raising, as also reflected in *MC.DEC/15/05 on Preventing and Combating Violence against Women*.

The priority area “*encouraging women’s participation in conflict prevention, crisis management and post-conflict reconstruction*” was reiterated in *MC.DEC/14/05* which also refers to UN Security Council Resolution 1325 on Women, Peace and Security (UN SC Res. 1325). This area of work has seen less attention from the Missions. This is partly explained by the fact that conflict related activities are usually the responsibility of the political-military officials in Missions whereas “gender issues” are broadly viewed as being in the domain of the human dimension. The CPC and the ODIHR have done some work in this area and the Norwegian delegation has presented the Norwegian Government's Action Plan for the implementation of UN SC Res. 1325⁹ to delegations. Also, the Senior Adviser on Gender Issues is working on a

⁸ Action Plan, paragraph 44.(a).–(h)

⁹ SEC.DEL/120/06

list of concrete activities for Missions as a proposal to enhance their role in the implementation of UN SC Res. 1325.

The Missions have been least active in the area of “*promoting equal opportunity for women in the economic sphere.*” With the exception of one Mission area, there is very little focused work although this is, partly, made up for by the mandate and work of the OCEEA. Some Missions have made progress in relation to ensuring equality in access to education and incorporating a gender perspective into curricula as required by the Action Plan.

In general, there are some very positive activities and achievements. The Missions and Secretariat have developed their focus on gender equality within their projects and programmes. This is especially the case in the human dimension activities of the Missions. However, there is room for improvement in some Mission areas where host countries have been unreceptive or insufficient resources and attention have been devoted specifically to this work.

Additionally, there is a greater need for Missions to undertake a needs assessment in their host country and, in co-ordination with other major actors and donors, develop their activities on gender equality in line with the priorities of the Action Plan and other relevant MC Decisions. Moreover, there should be more focus on monitoring the success of the projects relating to gender equality and sharing of lessons learned and good practice for the benefit of other Missions.

3.2 OSCE Secretariat

In the context of the **Code of Conduct on Politico-Military Aspects of Security**, as well as “*the gender dimension of the proliferation of SALW*”¹⁰, areas of possible involvement may include, for example, management and control of stockpiles, and disarmament, demobilization and reintegration. The FSC Support Unit will continue to explore issues related to the gender dimension of SALW in the OSCE area and develop relevant recommendations.

There has been increased visibility of the Strategic Police Matters Unit (SPMU) commitment to equal **participation of females in the police force as a feature of modern police reform**. In the 2006 Human Dimension Seminar, the Senior Police Advisor and the PAO on Crime moderated the working group “accountable and responsive policing in upholding the rule of law”. The seminar manual states, that “democratic policing includes police forces that represent the society as a whole with balanced ethnic and gender representation reflecting the community at large”.

The SPMU has developed a strategy to look for **indicators of trafficking** in order to prevent and detect this crime. To avoid gender stereotyping, the strategy has focused not only on sexual exploitation but also on traffickers who are recruiting, transporting, receiving and harbouring males for the purpose of exploitation. A workshop was conducted during a UNODC conference in Prague in April 2006 where the participants used this methodology for the first time.

¹⁰ Action Plan, paragraph 44 (c) third tick

In the **Anti-Terrorism Unit** consideration of a gender perspective has been included in the development of programmatic activities such as a presentation on women suicide terrorists at the workshop on Suicide Terrorism in May 2005 and a briefing on the use of white Caucasian women in terrorism at the workshop on Urban Transport Security in May 2006.

Regarding the implementation of UN SC Res. 1325, the Director of the CPC participated in the **Consultative Meeting on Women's Rights and Early Warning** organized by the ODIHR in Vienna on 8 December 2005. As a follow up the CPC and the ODIHR are looking at the development of guidelines on gender-sensitive early warning indicators. The Director of the CPC also attended the presentation of the Norwegian Action Plan on the implementation of UN SC Res. 1325.

As Secretariat focal point for the preparation of the Annual Security Review Conference (ASRC), the CPC has discussed with the Chairmanship and with the Chair of the Working Group on Non-Military Aspects of Security the formulation of the agenda and promoted the inclusion of **gender aspects of security**.

In the politico-military area, the FSC Support Unit stands ready to support the FSC Chairmanships and participating States in developing the themes of "**empowerment of women in the politico-military dimension of security**"¹¹ in the context of the Code of Conduct on Politico-Military Aspects of Security.

The OCEEA, in co-operation with the Regional Environmental Centre for Central and Eastern Europe, has promoted the development of Green Pack, an **environmental education programme**. The OCEEA should actively encourage local partners to include gender considerations when building teams of local stake-holders into the development process.

The OCEEA is promoting the implementation of the Aarhus Convention on Access to Information, Participation in Decision-making, by supporting the creation of public environmental information centres (**Aarhus Centres**). The OCEEA promotes gender balance in staffing the centres and advocates for women on management boards. In general, a majority of the beneficiaries of the Aarhus Centres are women, since many NGOs in the field of environment and education are managed by women.

The OCEEA is jointly managing the OSCE-UNDP-UNEP Environment and Security Initiative (ENVSEC) in four regions representing 27 participating States. The **ENVSEC partners apply gender considerations** when forming stakeholder groups in the assessment process encouraging female participation from government ministries, civil society, and academia. Specific projects in the work programme have not specifically targeted women as environment is seen in a society-wide context but ENVSEC partner organizations encourage project implementers to include women into their activities.

¹¹ Action Plan, paragraph 44(a) second tick

In the **business incubator model**, the creation of physical environment and support services to facilitate new businesses, special emphasis should ensure that women occupy the majority of the space. An all women's business incubator is being planned in Khujand, Tajikistan.

OCEEA is implementing an **anti-trafficking project**, in co-operation with ODIHR in Albania, aimed in part on women's economic empowerment as a means of prevention. Recognizing that the risks of trafficking involve both men and women, approx. 20% of the project resources and beneficiaries will be targeted to young men.

The Project "**Public-Private Co-operation in the Prevention of Trafficking and Sexual Exploitation of Minors in Travel and Tourism Industry**" ("Code of Conduct Project") continued in 2006 in Romania, Bulgaria, Albania and Montenegro. The project reinforces the need for prevention and addressing root causes of trafficking and may therefore indirectly influence economic policies for economic empowerment of women. Participation in the project has been quite gender balanced.

The follow-up to the 13th Economic Forum in the area of migration involves the development of a **handbook for policy makers** in which specific emphasis is placed on the **situation of female migrant workers**. The Secretariat's gender section reviewed the draft and provided comments to the OCEEA and the authors.

The **Anti-trafficking project (ATP)** activities are often disproportionately targeted to women given their greater vulnerability to trafficking on account of the institutional and market imbalances that exist within many transition economies. Recognizing that the lack of economic opportunities can lead to criminal behaviour, the ATP also includes 20-40% men among its audience.

Throughout the OSCE region, the Economic Governance Unit is promoting **entrepreneurship development**. OCEEA pays special attention to vulnerable population groups, including women. SME project activities generally strive for a gender balance of 50/50. Business trainings and start-up support target men and women equally in the sense that information is made public and disseminated among commonly used local channels. In regions where women are underserved or at a higher socio-economic risk, activities are specifically targeted to them, e.g. Tajikistan.

3.3 Field Operations in South Eastern Europe

3.3.1 OSCE Presence in Albania

The **review and draft of an Amendment to the Gender Equality Law** was initiated by the National Gender Equality Committee (GEC) with terms of reference developed by the Presence in co-operation with GEC and UNDP. In follow-up the Government requested assistance in drafting the National Gender Equality Strategy and terms of reference were developed by the Presence.

With regard to violence against women, the Presence supports a multi-year project for the **Kukes Women's Counselling Centre** for women victims of violence. It also comments on the **draft law against Domestic Violence**, which is being prepared by a coalition of Albanian civil society organizations. Furthermore, as part of the **Fair Trial Development Project**, the

Presence conducts an analysis of how the criminal justice system deals with cases concerning domestic violence. Based on the analysis, the Presence will suggest legislative and structural changes as well as further projects.

In 2005 and 2006, the SPMU conducted a needs assessment for the **Crime Investigation Project**, which includes training of police officers to receive victims of domestic violence and improve the collection of information. Female police officers will be especially encouraged to participate. A follow-up study into **Gender Based Policing** was carried out on behalf of the Presence, which provided useful information for developing police assistance activities with a gender component

The Presence held a **one-day high-level roundtable** on women's participation in politics after the July 2005 elections. It also planned support to a civil society organization, the Independent Women's Forum, for a project to strengthen **women's participation in politics** in general and women's representation in the upcoming local elections in particular.

The Presence supports the **Parliamentary Capacity-building Project**, which, as of 2006, has gender components including gender training for MPs and administrative staff, support to the sub-committee on gender equality, and the development of "The Speaker's Network of Women MPs".

Other projects of 2004 and 2005 aimed at supporting business and employment opportunities for young women and vulnerable groups. The Presence, in co-operation with GTZ, delivered **start up grants for unemployed youth** from marginalized groups in the poorest northern areas. Over 70% of the winners were women.

3.3.2 OSCE Mission to Bosnia and Herzegovina

The Mission is doing a **field assessment on Gender Equality Commissions** whose establishment was urged by the Gender Centres of the Federation of Bosnia and Herzegovina and Republika Srpska in order to ensure the implementation of the Law on Gender Equality. Lack of guidance and financial allocations make the work of the Commissions very difficult. After conducting a Bosnia and Herzegovina wide assessment on the needs of the Municipal Gender Commissions, the Mission might assist and support the State Agency for Gender Equality and the Gender Centres in providing guidance and training. The findings of this research will be compiled and recommendations sent to the State Agency for Gender Equality. The Mission will assist municipalities to put in place methods of work to become more representative and gender-sensitive.

The Economic and Social Rights Unit of the Human Rights Department is working to ensure that government at all levels complies with its **human rights treaty obligations** and is building gender awareness into its work to promote effective equality in access to and enjoyment of the rights of women and men.

A roundtable was organized on 8 December 2005 in co-operation with OHCHR entitled **Promotion of Women's Rights on Human Rights Day** to raise awareness of "Gender Equality within the Electoral process in light of the proposed amendments to the Election Law" and "Gender Based Violence-Trafficking of Human Beings and Domestic Violence." On the International Women's Day on 8 March 2006 a roundtable on **Local Action/Global Change: Gender Based Violence - Promoting and Protecting Human and Social Rights** was organized in Sarajevo, in order to enhance communication and exchange of best practices between Gender Equality Commissions and to improve their knowledge of gender-based violence and human rights.

A gender perspective is an important part of the **UGOVOR** project, implemented in 77 municipalities throughout Bosnia and Herzegovina. Three of UGOVOR's five modules membership of the working groups established to incorporate **citizens' inputs, must be balanced in terms of gender representation**. Furthermore, the terms of reference for Municipal Development Planning Committees explicitly stipulate that they should have 'minority gender representatives'.

The work of the Human Resource Management Advisors in 100 municipalities in advocating and promoting **merit-based employment practices** implicitly advances a gender perspective by emphasizing equal opportunities linked to both ethnicity and gender. When in-depth assessments of municipalities are completed, a municipality's gender ratio is a main area of focus. Personnel Registry Software, developed by the Mission for small and medium sized municipalities, provides a special reporting feature that provides a gender-based staff breakdown.

In the framework of ODIHR's project on **Implementation of UN SC Res 1325** in the SEE region, in March 2006 the Mission organized the workshop "UN Security Resolution 1325 - Advocacy and Significance of Networking" in close co-operation with the State Agency for Gender Equality. The workshop was attended by representatives from regional equality mechanisms from Bosnia and Herzegovina, Serbia and Montenegro and Kosovo. The next phase of the project includes context specific trainings and workshops and strengthening of co-operation between civil society and Government.

The Education Department organized eight **Education Forums** gathering more than 1,500 participants in order to increase awareness on the education reform throughout the country. In the organization of these events, the Department took balanced gender representation of speakers and moderators into account.

The Mission has supported the work of a special Task Force, composed of Education Ministry officials and non-governmental representatives, which developed the Action Plan on School Enrolment and Completion. The Action Plan states that decreased **educational opportunities for girls** represent, in some cases, the underlying reasons for non-enrolment or increased drop-out rates in the higher grades of primary education. The Mission participated in the roundtables dealing with issues of **school enrolment of girls** organized by the authorities of the Central Bosnia Canton and Norwegian Save the Children. With its national counterparts, the Mission lobbied for the adoption of the Action Plan by all Cantonal Ministers of Education.

The Education Department supported the establishment of the Textbook Commission for Developing Guidelines for History and Geography Textbook Writing. The Commission was tasked with developing a set of guidelines, which would ensure a modernized and non-biased approach to history teaching. EDD has ensured that the Commission members learn modern approaches to gender, understand how gender can be used to promote stereotypes and the traditional role of women. The Guidelines stipulate that **textbooks need to contain teaching units on the role and position of women in society** in different historical periods. The Guidelines were adopted in February 2006 and the Department supported the organization of training for textbook authors and will continue to support future trainings.

3.3.3 OSCE Mission to Croatia

In 2006, the Mission plans to develop project proposals (for 25,000 €) to be used in gender related projects, which can be performed within the mandate. The Mission examines possibilities for promoting workshops on the role of women in the police, for journalists writing about women's rights and activities in conjunction with NGOs.

The award for gender sensitive journalism, a project of the Women's Network Croatia, was given for the fourth time on the occasion of the International Women's Day. During the past three years, seven journalists have been awarded the prize for their contribution to the understanding of women's rights and gender equality. The Head of Mission participated in the event.

Another project with the Centre for Women's Studies, **Women and Leadership: Empowerment through Learning and Sharing**, addresses ideological, organizational, power-related, educational and political obstacles to women in taking a more active role in the public sphere and decision-making processes. The project consists of three parts: an educational programme, the revision of a *Manual for Facilitative Leadership* and a public discussion on women and leadership with a presentation of the results of the projects which will take place in Zagreb.

In 2005, the Mission financed the Project **The Empowerment of Women's Political Participation** in the area of Sisak-Moslavina County. The Mission also administered the implementation of the project **Women Can Do II** and **Media Campaign**.

3.3.4 OSCE Mission in Kosovo

The mandate of the Human Rights Expert (HRE) programme, launched in August 2004, was to provide expertise to municipal authorities in order to ensure that their legislation and actions are compliant with international and European human rights standards. **Capacity building in the field of gender equality** and gender mainstreaming was an integral part and aim of the programme. 17 municipalities benefited from the HREs' presence. The main focus areas were non-discrimination, property rights and effective remedies. After the closure of the programme on 31 Jan 2006, the municipalities' Communities Committees, Municipal Officers for Gender Equality, or Legal Advisers took over this role.

In March 2006, Prime Minister Agim Çeku and the Head of the OMiK signed an agreement increasing the OSCE **support in the field of human rights to the ministries** of the Provisional Institutions of Self-Government (PISG). Under the agreement, a Central Human Rights Advisory Unit was created. The Unit is jointly co-ordinated by the Prime Minister's Advisory Office on Good Governance, Human Rights, Equality Opportunity and Gender, and the OMiK. The Unit is staffed by senior human rights advisors who work within selected ministries to provide daily assistance to staff tasked with developing new structures, policies and practices.

The Department of Human Rights and Rule of Law is supporting minority women through a project "**Enhancing access to health care for women of minority communities in Kosovo**" implemented between April and June 2006.

The **Victims Rights Unit** has worked to ensure legal protection for victims and an institutionalized role for victim advocacy by providing a legal basis for victim advocacy in criminal law and criminal procedure law. It has also been supporting activities to eradicate

gender-based violence by assisting local NGOs in awareness raising activities during the sixteen days of activism against violence, as well as in education of youth concerning dating and domestic violence. The work of the Unit focuses on anti-trafficking, violence against women, domestic violence and children's rights in the field of legislative and policy development, capacity building, social protection and services and prevention.

The Mission produced **radio shows** in Albanian and Serbian on domestic violence entitled *Victim's testimony*, *Violence campaign*, and *Violence in premarital relationships and family* and on gender issues in municipalities entitled *Human Rights Expert programme*. The **public newsletter** featured *Involvement of women in the Kosovo Police Service*, *Domestic violence and trafficking in human beings* and, *OSCE's work in creating standard operating procedures to assist victims*. **Domestic violence awareness campaigns** were implemented in four regions, based on the needs assessments carried out by the municipal gender officers.

The Mission Gender Focal Point works closely with the relevant central PISG, the Group of Women Parliamentarians, the Women Caucus in the Assembly of Kosovo and the newly established **Office of Gender Equality**, participates in roundtables on gender issues, and comments on draft legislation that affects women's rights.

The Democratization Department works on **gender projects** initiated in 2005, such as the *Role of Women in Contemporary Kosovo* for women from Kosovo Serb and Kosovo Albanian ethnicities, and *Capacity Building for the Economically Disadvantaged*, a project which includes three cycles of training aiming to empower local population in the municipality and helping women in acquiring new skills for the development of small scale business projects.

The Mission continued to support the development of the **Gender Equality Committees** to implement their procedural framework as well as the Gender Focal Points in the Ministries and the Inter-ministerial Working Group Advisory Office on Good Governance/Prime Ministers Office in Kosovo.

The **Women NGO advocacy** project, implemented in fall 2005, was a follow up to *Political parties work for women*. The project was implemented in five municipalities where women advocacy groups had chosen an issue identified in the previous campaign. They tackled the lack of attention paid by local authorities to the issues of women's concerns. Each groups presented the results, challenges and lessons learned of their campaigns in 30 minutes documentaries produced by RTV 21 crew.

The project *Learn about democracy and ways of co-operation between citizens, NGOs and political parties* was implemented by Kosovo Women's Initiative, aiming to address **women's lack of knowledge in areas of democracy**, advocacy and lobbying, in order to strengthen their co-operation with government officials. The 12 workshops were followed by the media, giving the project more visibility and public attention.

The OMiK considers the KPS and the **Kosovo Police Service School (KPSS)** as a model regarding gender parity in the workplace. KPS has one of the highest percentages of female police officers in the OSCE region.

In 2005 to 2006, the **Kosovo Judicial Institute** provided training and seminars on the Anti-discrimination Law, domestic violence, divorce proceedings, human trafficking, and on protection of witnesses and victims. They were all attended by a considerable number of both female and male judges and prosecutors.

Since January 2006, OMiK has been deploying **Municipal Monitoring Teams** in all municipalities in Kosovo to monitor and report from the field. The Mission Gender Focal Point has developed gender related tasks for the teams including the assessment of gender

equality mechanisms on municipal level. Furthermore, all Gender Focal Points are asked to distribute the **Action Plan**, which will be translated into Albanian and Serbian, to local governmental officials and NGOs. Other relevant documents such as the UN SC Res. 1325 have already been circulated in both official languages. The Mission Gender Focal Point is a member of the **UNMIK Gender Task Force**, a mechanism to establish co-operation and joint actions of the four Pillars and the UN Agencies.

3.3.5 OSCE Mission to Serbia and Montenegro

The Mission's Gender Programme (GP) supports the establishment of gender equality mechanisms at local, regional and national level. In 2005, the GP organized a set of **public lectures on gender equality mechanisms** in co-operation with Vojvodina's Secretariat for Labour, Employment and Gender Equality in multiethnic areas of Sandzak and South Serbia. In some towns it was the first public event on gender equality, which attracted significant interest from the municipal administration, local police, and representatives of local political parties' branches, social welfare centres, media, and NGO activists.

The Mission provides expertise to **national institutions dealing with gender equality**, especially the Council for Gender Equality of the Serbian Government. The GP assisted the Council in the preparation of its framework of activities for 2005-2006 and provided a set of National Plans of Action on Gender Equality. The NPA in Serbia should be ready for adoption by the Government by September 2006.

The network of **municipal gender focal points in local administration** expanded during 2005 to 20 new municipalities. The GP provided comprehensive capacity building on gender issues and developed a focus on local multiethnic conflict resolution issues, local community initiatives and women's health, gender aspects of media production, negotiation skills and organisation of local actions.

To enable direct **dialogue between representatives** of local government responsible for gender issues, and Members of Parliament, the GP facilitated several working visits of municipal gender focal points to the Serbian Parliament. Also, members of the Parliamentary Committee for Gender Equality visited the municipal gender focal points to acquaint themselves with the situation in the field.

The GP **builds capacity** of the staff of the Ministry of Labour and Social Welfare and the National Employment Agency. Some direct outcomes of this programme are amendments to the Law for Financing of Families and a gender-sensitive approach in the drafting of Law on the Evidences at Work

A high-level dialogue with Governmental officials is maintained in order to offer assistance in meeting its international obligations in regard to gender equality. In the reporting period a **Decision on Gender Equality** was adopted in Vojvodina. Also a **Family Law** was adopted which includes the rights of children, better protection from domestic violence, improvements concerning mutual marital property regulations, a changed procedure in regard to divorce, an introduction of only one type of adoption and a changed procedure for denial of parental rights. Both the **Law on Employment** and **Law on Higher Education** have strong anti-discrimination provisions, including a ban on discrimination based on gender and sexual orientation. A **Penal Code** has been adopted including the criminalization of rape in marriage and family violence. The **Draft Law on Gender Equality** is currently undergoing parliamentary review. The adoption of this law is a key component of the Stabilization and Association Agreement. The Mission provided expertise and political support.

The Mission supports the work of the Ombudsperson institution in Vojvodina. The **Deputy Ombudsperson for Gender Equality** participated in several study visits to enhance co-operation with other Ombudsperson institutions in the region. A series of roundtables was organised to promote the activities of the office focusing on the promotion of gender equality, raising awareness on domestic violence issues, and implementation of the new Family Law.

The GP worked with the Gender Task Force of the Stability Pact for SEE, UNDP and Norwegian People's Aid. The GP promotes the involvement of its network of focal points in the programmes of these organizations. Gender focal points of five municipalities were trained by the OSCE and Norwegian People's Aid on **combating gender based violence**. A memorandum of understanding on co-operation in combating violence against women was signed by female members of municipal assemblies from all political parties and members of the local "Women Can Do It" networks. The programme "**Women Can Do It**" includes seminars focusing on women in the media, businesswomen and women politicians. The aim is to increase gender-sensitivity of women, their empowerment for activism and self-organization within the local communities.

The GP was present at various **international forums** and received international visitors such as a delegation of Iraqi women politicians and representatives of NGO's, a delegation of women professors from the Yerevan State University, and the manager of Social and Poverty Alleviation Practice in CPCS Transition.

The GP monitored the **implementation of the laws on domestic violence** and analysed the effectiveness of the law enforcement institutions and judiciary to implement the law. The mission also supported the establishment of a **Centre for Support of Women in Kikinda**, aiming at promoting women's rights, women's participation in political and public life and economic empowerment.

Gender equality in police reform is one of the main issues promoted by the Law Enforcement Department (LED). Since 2000, the number of women in uniformed police grew from 29 to 2,726 out of which 124 are in commanding posts. During the Multi-Ethnic Police Element (MEPE) training in South Serbia, 28 of 375 graduates were women. The curriculum includes lessons on gender and diversity awareness. The LED also supported the Ministry of Interior in the study "**Women in Police.**"

The Media Department addresses issues of **gender equality in and by the media** through training programmes for journalists and managers of media outlets since 2001. Gender equality issues are within the context of journalistic ethics.

The GP publications were distributed in several municipalities, to Roma women activists and university students. In 2005, the GP translated and published a comprehensive set of **OSCE Documents dealing with Gender Equality**. The "**Stories of Municipal Gender Focal Points Best Practices**" is a collection of the most effective activities of gender focal points and related bodies. The booklet "**Gender Equality**" comprises data on gender equality in the country. The **OSCE/ODIHR Handbook for Monitoring Women's Participation in Elections** was translated into Serbian and widely disseminated.

The video documentary "Milieu," produced by the GP in 2002, was aired on local TV in 2005 through the newly established and trained municipal gender focal points. The **documentary** addresses the dominant gender stereotypes in various aspects of life. The GP financially supported the publication of the **Women's Agenda and Glossary** in Vojvodina. The Glossary promotes the culture of gender equality and equal opportunities presented in Serbian, English, Hungarian, Romanian, Slovakian and Ruthenian language reflecting the multiethnic composition of the Vojvodina.

In co-operation with the Roma Center for Democracy, the GP has implemented an education project to **empower Roma women**, focusing on the activities of the Roma Women's NGOs Activist and Leaders Network

The Mission's **war crimes unit** organized a number of public lectures, roundtables and study visits where women organizations from the former Yugoslavia such as Mothers of Srebrenica, Women of Podrinje, Vukovar's mothers, were encouraged to speak about their war experience.

During 2005, the Economic and Environment Department, together with the Association of Business Women, organised five workshops and roundtables with the participation of **75 women entrepreneurs** from across Serbia, in line with the European Charter for Small Enterprises in Serbia. The aim of the project was to encourage women's entrepreneurial initiatives and to develop the orientation of active small businesses towards EU markets and standards.

3.3.6 OSCE Mission to Serbia and Montenegro, Office in Podgorica

The Office supported the NGO SOS Line Nikšić to set up an **assistance call centre for women and children victims of violence**. Within this project, an Operative Task Force for Eliminating Domestic Violence was established by institutions and organizations directly engaged with victims of domestic violence: the Security Centre, Social Welfare Centre, Basic Court, Municipal Assembly and SOS Line Nikšić.

The Office supports the Government's **Gender Equality Office** to promote the adoption of the **Law on Gender Equality**, expected in 2006, and the **National Action Plan on Gender Equality**. As the Office for Gender Equality is highly understaffed, the Mission will finance an extra staff member whose duties will include developing further support for the municipal focal points. During Women's Creativity Week, 6 to 12 March 2006, the Major of Nikšić announced the establishment of a **Gender Equality Office in Nikšić** which will be the first of its kind in Montenegro.

The GP provided expertise in establishing the network of **15 Montenegrin municipal gender focal points** and the initial capacity building for women's political participation. The Mission financed and co-organised a series of seminars for the municipality employees entitled "Gender Equality Focal Points within Municipalities." A second seminar is planned for 2006 to promote co-operation between the municipal focal points and local NGOs and the establishment of local gender equality offices throughout Montenegro, in particular the north. The Equality Office is working towards the final goal of establishing municipal gender equality offices within the local government structures that would have regular financing coming from within the municipal budgets.

3.3.7 OSCE Spillover Monitor Mission to Skopje

The Mission defines programmes to be developed with legislators on elections and anti-trafficking, with municipalities on gender balance committees and with the police on responding to domestic violence. Through its programmes it targets central and local government structures as well as communities and individuals. This policy has a positive impact on gender awareness within the country. The Mission is also cooperating with the Government, the international community (UNHCR, UNDP) as well as local NGOs (UWOM, ESE) on issues related to gender.

In 2006, the Mission is implementing the project "**Self confidence for women.**" It aims at raising women's awareness of their rights and building self-confidence of women and their ability to respond towards physical and mental harassment. Women are also encouraged to report cases of domestic violence to the police.

A number of gender related programmes focus on **women's empowerment** and increasing participation of women in public life. The projects *Woman Can Do It II – Municipal Elections 2005*, and *Woman Can Do It II – Parliamentary Elections 2006* are implemented by the Macedonian Union of Women Organizations (UWOM) and the Governmental Unit for Promotion of Gender Equality (UPGE). They focus on increasing participation of women in public and political life. This is especially important in the context of the upcoming parliamentary elections (5 July 2006).¹² The objective of the project *Promotion of Gender Equality at Local Level* is to strengthen the Gender Equality Commissions (GEC) in 10 municipalities in order to enable them to lobby for gender issues in the decision-making process in the municipal council. The projects *Summer Camp* and *Camp Glow: Girls Leading Our World*, which involved 60 high school girls from 13 communities, were implemented in 2005 and focused on the promotion of skills such as entrepreneurship, communication, and tolerance. In co-operation with ODIHR the Mission is organizing a three-week "Gender Summer School" (July 2006) with the aim of raising general gender awareness.

In the framework of the OSCE Action Plan on Improving the Situation of Roma and Sinti in the OSCE Area the Mission supports the project *Training for Political Education of Roma Women* to enhance the participation and voice of Roma women in the political process.

Wherever relevant, the Mission's projects take into consideration the **role of women in conflict prevention** and peace reconstruction processes. In follow-up to the *Youth Leadership Conferences* implemented in 2001-2005, which focused on multi-ethnic co-operation, some female participants became involved as facilitators and organizers of a number of conflict-resolution seminars. In June 2005, the Mission sponsored an expert delegation including representatives from Parliament, the Ministry of Labor and Social Policy and Women NGOs to the Vienna seminar on *Women in Conflict Prevention and Crisis Management*.

The Mission regularly monitors gender related legislation and supports the Governmental Unit for Promotion of Gender Equality in the revision of the National Action Plan on Gender. In summer 2005, the Mission in co-operation with ODIHR, submitted to the Ministry of Labour and Social Policy comments on the draft of the **Macedonian Law on Equal Opportunities**. The Mission also participates in the public debates organised by relevant governmental bodies in this topic.

In 2004 and 2005, the Mission supported the NGO ESE in publishing a shadow report on the status of women in the framework of the UN Convention on Elimination of Discrimination Against Women (CEDAW). The Government had submitted its official report, to which the Mission had provided comments, to the UN in 2004.

Over the last three years, three mission members have received honorary membership to UWOM for their commitment to the promotion of gender equality in the host country and

¹² On 30 March 2006 the Parliament adopted the unified Electoral Code, which provides that one out of every three candidates has to be from the less represented gender. ODIHR's recommendation that every gender has to be represented with at least 30 percent in the composition of the electoral bodies has also been introduced into the Law. Both provisions were included in the Law following active lobbying by OSCE project partner UWOM and the Macedonian women's lobby, including a bi-partisan coalition of all female MPs in Parliament.

their contribution in supporting national legislation promoting greater participation of women in the electoral process.

3.4 Field Operations in Eastern Europe

3.4.1 OSCE Office in Minsk

The Office notes that the participation of women in political and civil society activities in Belarus is well balanced. In some sectors of public life, women are even in the majority. This is reflected in the implementation of some of the OOM projects. All projects require the host Government's agreement to proceed and the OOM is also dependent on the project proposals received from implementing partners as well as the capacity of these partners.

The public association *Women's Independent Democratic Movement* proposed a project on the **promotion of gender studies in schools**. The objective is to promote knowledge on gender issues to create a better environment for the implementation of gender equality policies. The OOM and the host country agreed to continue discussions on the modalities of the project implementation.

The Committee on Women's Rights Legal Initiative proposed the project **Domestic Violence Hot Lines** to the OOM. In an effort to combat domestic violence the project aims at continued education for experts at social services centres and to publish a manual for these experts. The project is to be further discussed at the next meeting of the Working Group on Institution Building and the Rule of Law.

3.4.2 OSCE Mission to Moldova

As a member of UNIFEM Steering Committee, the Mission participated in the elaboration of the draft **Law on Ensuring Equal Opportunities for Women and Men** and advocated for the adoption of the Law. It now supports the translation and distribution of the Law in Romanian, Russian, and English.

Since 2005, the Mission has provided support to the Centre for Legal, Psychological, and Social Assistance to Women in Crisis: Casa Marioarei for implementation of the project **Assistance, Protection, and Rehabilitation for Domestic Violence Victims**. Victims and their children receive social and legal assistance, psychological counselling, and emergency assistance.

In December 2005, the Mission supported the implementation of the **Global Campaign to Combat Domestic Violence 16 Days of Activism Against Gender Violence**, a campaign to raise awareness about domestic violence among civil society and governmental structures with special emphasis on addressing legal protections. The Mission supported two projects implemented by Winrock International and Gender-Centru.

Following Government approval of the **draft Law on Preventing and Combating Violence in the Family** on 6 February 2006, the Mission supported Gender-Centru in preparing comments prepared by international and local organizations and NGOs, primarily representing the social assistance perspective. It also commissioned one international and one national legal expert to review and propose a revised text from the legal perspective, focusing on compliance with international human rights standards and compatibility with the national legal framework. This was submitted to the Parliament for the first reading of the law.

On 21 March 2006, the Mission launched the OSCE/ODIHR **Trial Monitoring Programme** to monitor and disseminate information on compliance with fair trial standards in the national courts in Chisinau, strengthen civil society's capacity to monitor and accurately report on trials (including domestic violence cases), and raise awareness of the right to a fair trial. Prior to the launch, the Mission conducted a Trial Monitoring Training, which included training on domestic violence cases. The Mission further published a Trial Monitoring Manual, which includes an extensive chapter on international and national legal standards vis-à-vis domestic violence cases. The Mission is now distributing the Manual widely in Romanian and English.

The Mission serves as a board member of "**Women Can Do It - Local Elections**" (WCDILE), a project contributing to the successful participation of women in the 2007 general local elections. The Mission also partners with the International Republican Institute to promote the participation of women in political life. It also participates in quarterly **Donor Co-ordination Meetings** in the field of gender hosted by Sida in Moldova.

In April 2006, the Mission financed the participation of two representative from a Moldovan NGO and a Transnistrian NGO at the advanced international training entitled **Gender and Peacebuilding** organized by TRANSCEND and the Peace Action, Training and Research Institute of Romania.

In spring-summer 2006, the Mission is supporting the publication of the **CEDAW Assessment Tool Report for Moldova**, developed by ABA CEELI as a resource to measure the status of women in Moldova. It is being implemented in co-operation with Winrock International.

3.4.3 OSCE Project Co-ordinator in Ukraine

The project **Assistance in Further Strengthening of Democratic Governance Practices in Ukraine** has a major focus on promotion of women's participation in decision-making. The project is conducted with support of the ODIHR Gender Unit in partnership with the Parliament of Ukraine, Ukrainian Ministry of Family, Youth and Sports, international organizations and NGOs. Activities include the establishment of a nationwide network of 20 experts on equal opportunities issues, a series of trainings and seminars for the experts, local implementing partners, relevant actors, seminars and roundtables for representatives of local branches of political parties and media practitioners and an information campaign in local press.

The Gender Focal Point participates in co-ordination meetings of Gender Focal Points from international organizations and the responsible Ministry and Parliamentary Committees. Occasionally, they result in joint projects: in November 2005, the PCU in partnership with the Ukrainian Parliament, the Ministry of Family, Youth and Sports, UNDP and Parliamentary Development Project of Indiana University conducted a two-day seminar on gender mainstreaming for gender focal points of Parliamentary committees.

Upon request of the Ukrainian Ministry of Family, Youth and Sports, the office drafted a project document to assist the authorities to better prevent and **combat domestic violence**. The PCU will facilitate a **legal analysis** of the legislation on domestic violence and a working group. It will conduct trainings for district police officers, social services providers, media professionals and NGOs on this problem.

The project *Economic Empowerment of Ukrainian Orphans*, launched by the PCU in 2005, aims at providing **employment opportunities** for orphans in Ukraine in order to prevent trafficking in human beings. The ratio of females and males in the target group is 70% and

30% respectively, given the vulnerability of young women to being trafficked. The project includes training in social and employment skills.

3.5. Field Operations in the Caucasus

3.5.1 OSCE Office in Baku

In April 2006, following an agreement by the Chairperson of the Parliamentary Human Rights Commission, the Office invited 15 gender journalists and 15 representatives from women NGOs and human rights defenders to discuss and evaluate the first **draft of the Law on Equality** and inform them about recommendations from domestic lawyers, Council of Europe and ABA CEELI to the first draft. The Chairperson stated to the press her willingness to engage civil society in the law drafting process. Thus, in May the OSCE together with ABA/CEELI invited parliamentarians as well as civil society actors and local lawyers for a public discussion and comments were sent to the Parliament.

The Office plans legal assistance to the parliamentary law drafting group on the **Law on Domestic Violence** and the implementation of its major elements, including advocacy and public awareness raising campaigns. The Office will also continue a **training of the judiciary and law-enforcement officers** in domestic violence also as part of the cross-dimensional municipality programme.

In June 2005, the OSCE hosted the first **Gender Roundtable** for 23 international organizations, donors and embassies in Baku. These topical roundtables continue and are chaired on a rotation by participants. Due to the parliamentary elections in November 2005 the first topic discussed was *Women and Elections*. In May 2006, international NGOs and governmental organizations presented their programme priorities for 2006 and 2007.

The Office, in co-operation with Internews, reached an agreement with the Public Radio and TV Company of Azerbaijan (ITV) to develop and broadcast a **series of programmes "Women and Elections"**. However, the series remained partly un-transmitted due to concerns from ITV that it contained sequences which public television felt it could not show. The Office was concerned about this censorship which appeared to extend beyond the mandate of ITV as an independent window for public information.

In March, the Office organized a **workshop for NGOs** working on gender, women rights and anti-trafficking. Participants became familiar with a variety of advocacy methods including public participation, impact litigation, lobbying, community organizing, and media relations. The Action Plan **was translated into Azerbaijani** language in early 2006 and distributed to all government agencies and NGOs working on gender related issues.

The Mission is planning a project to **establish a Women's Centre** in Lenkoran to provide services such as information on state and charitable welfare provision, training seminars, campaigns, outreach activities, dissemination of printed public information for women and news and announcements, and entrepreneurship and job creation activities. The project will be discussed in Lankaran with women NGOs, active female citizens, members of the municipality and ExCom's office.

3.5.2 OSCE Mission to Georgia

The Mission regularly hosts the **working groups** with members of governmental and non-governmental organizations respectively on topics of anti-trafficking, gender equality, and domestic violence, encouraging co-operation between government and civil society. It also

coordinates activities with donors and international organizations, with the **Caucasus Women's Network** and organizations from Georgian Women's Coalition and Regional NGO network. The OSCE Action Plan was distributed to government officials, NGOs and partners. It was also used in the development of the National Action Plan for the Promotion of Gender Equality.

In 2005, in co-operation with two institutions, the Mission supported the establishment of a drug and alcohol addiction rehabilitation programme in the **Women's Penitentiary Institution**. A therapy division was opened for women prisoners and a tailored rehabilitation programme was elaborated.

The Mission provides policy advice for building national mechanisms for the advancement of women to the **Parliamentary Council on Promotion of Gender Equality** and the **State Commission on Gender Equality**. The Mission plans to further develop the current network of women parliamentarians through the work of the OSCE PA SR on Gender Issues.

The Mission supported NGOs to **empower women in the Kvemo Kartli region**. Since 2004, training sessions for women in English and Georgian languages, computer applications, and human rights have been held. Three community centres have been established and roundtables on topics relevant for the local community and women were held.

Women's participation is encouraged in all human dimension **activities dealing with conflict regions**. Most local NGOs are led by women who tend to emphasize peace-building activities and activities for women, children and men affected by conflict. The Mission supported human rights education projects in Samegrelo, Ajara, Kvemo Kartli, and Samtskhe-Javakheti and in both conflict zones. The principle of equality between men and women is a main topic of training for different target groups such as teachers, police officers, prosecutors, NGO activists and students.

The **Economic and Environmental Dimension (EED)** implements projects tackling the lack of opportunities for female employment and the promotion of the role of women and men in economic activities. The Mission is also developing a business training programme with a focus on women. In 2005, the EED funded the **Environmental Summer Camp** and the **Economic Summer Camp**, where gender balance was one of the criteria while choosing the candidates for participation. In 2006, EED plans to fund the small and media enterprise development project in Samtskhe-Javakheti region **Youth Business Development**. The implementing partner is required to provide equal opportunities for various population groups, including women and minorities.

The Mission has supported the participation of State interlocutors to the international events on gender issues. It has, together with the ODIHR, hosted intergovernmental working groups, conferences and other events for the promotion of gender equality.

3.5.3 OSCE Office in Yerevan

The office, jointly with the Center for the Development of Civil Society (CDCS), organized a **Nationwide Essay Contest** on the occasion of the International Women's Day to raise the awareness of gender issues among students. The contest was held for the third consecutive year.

In 2005, the project *Women in Politics: New Opportunities through the Elections to the Local Self-governing Bodies* was implemented by the Armenian Peace Coalition within the framework of the UNDP project *Gender and Politics in the Southern Caucasus* with the

support of OSCE and UNIFEM. The project goal was to increase women participation in the elections to the local self-governing bodies both as voters and candidates and consequently to increase the number of women at the decision-making levels in order to strengthen democracy through equal participation. Seminars were conducted throughout Armenia focusing on community leadership, role of women in community mobilization, local self-governance, and election campaigns.

The Office, in co-operation with the civil society, is developing a strategy paper for the implementation of the **National Action Plan for Promoting Women's Advancement in the Armenian society**. The paper will identify the existing gaps in the National Plan and formulate recommendations to bridge the gaps for the national actors both in the Government and the civil society.

3.6 Field Operations in Central Asia

3.6.1 OSCE Centre in Almaty

In co-ordination with UNIFEM, the Centre has supported discussions on the prevention of domestic violence in co-operation with the Ministry of Internal Affairs of Kazakhstan. As a result of these discussions, a working group was recently formed to **develop draft legislation on combating domestic violence**. In 2005, the Centre supported **training for local lawyers** on how to pursue domestic violence cases in court.

In 2005, the Centre supported **two training programmes on mediation and conflict prevention** skills. In both training courses, five women's organizations participated with the aim to promote the participation of women in conflict prevention and to build capacity of women's organizations.

Following up on a previous successful ODIHR programme to train Kazakhstani women in gender equality and women's leadership issues, the Centre maintained strong contacts with the most active women's organizations. In 2006, the Centre is planning a project on women's rights training in Kazakh language for rural and isolated regions.

The Centre has taken a cross-dimensional approach to gender issues. In 2005, the Human Dimension and Economic and Environmental Dimension coordinated on a project to educate Oralman¹³ women in business skills and women's rights, and supported a resource centre to assist them in adapting to their new living conditions.

In 2006, the Centre sponsored participation of international expert in the Eurasia Women's Summit, an event that gathered women leaders from Central Asia and other regions to discuss challenges facing women in the Eurasia region and strategies to promote greater advancement of women. The Centre provided political support to the development of the national strategy on gender and the action plan to implement the strategy and participates in formal meetings related to the national strategy on gender equality

3.6.2 OSCE Centre in Ashgabad

There is political resistance on the part of the host country to engage on these issues and efforts of the OSCE to offer support, exchange of expertise and experience have been regularly turned down. In 2004, the Centre organized a seminar on **Women in Business:**

¹³ Oralman are ethnic Kazakhs from other countries who have repatriated to Kazakhstan.

possibilities and prospects. In 2006, the Centre funded an NGO to conduct trainings on gender for an audience of young activists. It also plans to enable a local NGO to organize seminars on the prevention of domestic violence and promotion of equal opportunity for women in the economic sphere.

3.6.3 OSCE Centre in Bishkek

The Centre has supported the project *Introducing method of gender budget analysis in three pilot local keneshes*.¹⁴ The project includes training of deputies and local gender experts. The concept of gender budget analysis is new for Kyrgyzstan and there is no in-country expertise. However, there is great interest from local gender experts and officials to learn more about this method and how it can be applied in a local context.

In May 2005, the Centre co-funded the **youth summer camp on issues of gender equality and dangers of trafficking** that brought together 49 students (almost gender balanced) aged 19 to 24 from various universities of Kyrgyzstan. The objective was to make students more gender-sensitive and more responsive to problems of trafficking, gender violence and inequality that affect their communities. The students had a chance to submit proposals for consideration of the Grant Committee that supported interesting and feasible projects with small grants.

Addressing Domestic Violence in the Osh Province is the goal of another project supported by the Centre. The project includes an assessment of the situation of domestic violence and training for the police and Court of Aksakals¹⁵ on the issue.

The Centre has launched a gender equality project addressing the **advancement of women** through establishing deputy commissions at District Kenesh. The deputy commissions will deal with a broad spectre of issues such as gender equality in local self-governing bodies. A series of training on gender awareness and equality throughout the southern provinces of Kyrgyzstan is also being considered.

In 2005, the Centre supported the project *Improving Gender Balance of the Election Participants through Training of Women Observers*, contributing to the development of domestic election observation through women groups in Issyk-Kul province. This increased political literacy in election-related legal matters and women's confidence to influence state policy.

The Osh Field Office supported three gender related projects within its Political/Military Dimension. *Women in Conflict Resolution*, aimed to **enhance women's role in conflict situations**, consisted of extensive training and community discussions in district communities of Osh and Jalalabat Provinces. Participants were women's councils, women organizations, female high school teachers and related NGOs. The project *Women and Conflict Mitigation* aimed at establishing dialogue with women activists through a series of meetings with women throughout Kyrgyzstan. The project was implemented by the NGO *Social Technologies Agency*, which set up a national Women's Network with the assistance of the ODIHR Gender Unit. Facilitators from the Network from different regions were trained to organize discussions involving women activists. **Women's role in solving conflicts on ethnic grounds** was the focus of a project conducted in the South of Kyrgyzstan, which involved local State actors, women organizations and community women leaders in training to increase awareness about ethnic conflicts and to enhance women's role in the community.

¹⁴ People's elected assemblies

¹⁵ community elders

The conference *Women's rights to access to economic and social resources: new approaches* was organized by the Centre in co-operation with UNIFEM and the Secretariat of the National Council on Family, Women, and Gender Development Affairs. It aimed at raising awareness among lawmakers and government of the difficulties of **women's access to economic and social resources in rural areas** based on findings and recommendations of a research carried out by a team of national gender experts in Osh and Ysykkol provinces.

A roundtable on *Gender aspects of female labour force participation and unemployment, including micro crediting* was organized to attract the attention of MPs to the integration of gender aspects in the economic sphere and to provide assistance to executive agencies responsible for implementing the National Action Plan for achieving gender equality. Deputies of the Parliament listened to 'first hand' accounts of existing problems from the representatives of different organizations.

The Centre supported participation of the civil society representatives and two officials from the Government in a roundtable on *Gender and Economy* jointly organized by the UN ECE and the United Nations Social Commission on Asia and Pacific (UN ESCAP) in Astana, Kazakhstan, giving opportunity to review issues related to raising awareness, mainstreaming gender into sub-regional economic co-operation and discussing priority actions and programmes in economic area .

The Centre has also supported the participation of the Secretariat of National Council on Women, Family and Gender Development Issues in the meeting of SPECA experts on Gender and Economy in Geneva in December 2005 as a follow-up to the international conference on **strengthening sub-regional economic co-operation** in Central Asia. Participants were representatives of national gender machineries, economic ministries and NGOs from SPECA member countries. It created the opportunity to discuss priority areas for the work programme for 2005-2007, to identify areas of co-operation with international and regional organizations and donors and to discuss the possibility of developing a new sub-programme on gender and economy within SPECA.

The Osh Field Office also supports institutional mechanisms for the advancement of women such as the **State Commission on Women and Family Affairs** under the Osh Province State Administration. It supported the good governance initiative in 2004 to enhance the State programmes and services offered by self-governing bodies in rural levels. The project also addressed rural budgeting and social programmes that included areas related to gender issues.

Whenever possible, the Centre attends meetings convened by the **Presidential Special Representative on Gender Issues** in Parliament, Government and Courts as well as meetings of the National Secretariat on women's issues, family and gender development under the Office of the President of the Kyrgyz Republic.

3.6.4 OSCE Centre in Dushanbe

In two years the project *Gender Equality: Law and Traditions* provided almost 2,000 women, representatives of the local authorities and clergy with information on the secular law of Tajikistan that provides the framework for gender equality and encouraged participants to compare law with national and religious traditions.

In the framework of the project *Gender Awareness of Teachers in Dushanbe* a curriculum is being developed on raising gender awareness for secondary school teachers and educate 100 teachers working in secondary schools of Dushanbe.

A three-year (2005-2008) project *Shelter for Women-Victims of Violence* includes the establishment of a temporary shelter for providing psychological and legal assistance to women who have suffered from violence. In co-operation with the Committee for Women and Family Affairs of the Government, international organizations (UNIFEM, ACT Central Asia, UNDP) and local counterparts, a conference on *Combating domestic violence* was organized to lobby for the adoption of a law on the social and legal protection of victims of domestic violence and legislative amendments to the Tajik Family, Civil, and Land Codes in order to improve the guarantees of women's property rights and provide psychological support.

The project *Women's Resource Centres* in various regions of the country supports gender awareness-raising in rural areas, legal and psychological consultations for women, girls, as well as other family members, and provides an opportunity to develop professional skills and literacy for girls.

The project *Civil Servants' Capacity Building on Gender Issues* was started in 2005 and envisages developing training modules and materials to raise gender awareness of 150 employees of State authorities at national and regional levels. This should be incorporated into the training course and curriculum of the Civil Servants Training Institute as a separate course, as well as incorporating it into core training program.

The programme on *Gender Awareness and Equality in Tajikistan* aims to support the national authorities in introducing the concept of gender equality as a principle of national policies and strategies while monitoring fulfilment of international and national obligations in the field of gender equality.

The Action Plan has been translated into Tajik and will be included in the gender briefing kit and disseminated among counterparts on national, regional and grassroots levels.

3.6.5 OSCE Centre in Tashkent

The progress achieved by the Centre in implementing the Action Plan is mainly in reviewing current activities and including more governmental structures as co-organizers and beneficiaries to foster gender mainstreaming in the OSCE and national organizations activities. In addition to co-operation with the Women's Committee, the Centre will be more closely cooperating with the Ombudsman office. Emphasis will be put on legislative reform support, gender equality law and domestic violence.

The Centre is supporting research work on **gender stereotypes in education**, which should identify and compare gender awareness of schoolteachers, perceptions of gender inequality, and analyze causes of gender inequality to work out measures for decreasing sexist and traditional stereotypes in education.

In 2005, within the Youth and Education programme, a senior student group conducted a research on *Gender Equality in Central Asia* and training on gender awareness for 80 first year students of Uzbekistan aimed at **overcoming negative stereotypes and changing perceptions** to bringing about equality between women and men. Within the Prison Reform programme a training of trainers for the prison administrations took place, part of which was dedicated to international standards on gender equality.

In a joint project with the Ministry of Interior, the NGO *Centre of People's Resources Development* and the Swiss Embassy, the Centre supports the **capacities building of law enforcement bodies** in prevention and combating violence against women. A roundtable discussion with representatives of women's crisis centres and law enforcement agencies was

organized by the Swiss Embassy and involved a number of international organizations to enhance co-ordination between government institutions and civil society on the prevention of domestic violence and police education.

The **Women's Empowerment programme** focuses on capacity building in public advocacy on gender and women's rights. Women leadership training includes building of self-confidence, effective communication and presentation skills. The joint project with ODIHR on Women's Rights Monitoring and Reporting started in 2004.

In 2005, with the support of the Centre, the NGO *Regional Centre from Women's Social Adaptation and Reproductive Health* conducted a project on **Monitoring of implementation of the International Law Standards on the Rights of Sentenced Women in Uzbekistan** and issued recommendations to relevant structures on improvement of women's rights.

The Women's Forum on the *Place and Role of Women in the Democratic Renewal of the Uzbek society* was supported by the Centre and UNDP.

The Mission sponsored a series of training with the *Women's Committee of Uzbekistan* to help improve economic and legal knowledge of persons in charge of **women's employment in rural areas**. An information centre for women entrepreneurs was established jointly with *Women's Committee of Uzbekistan*. Other training was conducted on **women in business**, and youth entrepreneurial skills and social support of youth, carried out by the *National Youth Social Movement Kamolot*.

The Centre supports the development of a national mechanism on monitoring and reporting on CEDAW and gender awareness trainings jointly with the Ombudsman office and the *Women's Committee*. In 2005, the Centre, together with international donors (ADB, Swiss Embassy) and the NGO, *Civic Initiative Support Centre*, conducted **training on Monitoring and Reporting of CEDAW** for the Ombudsman office, National Human Rights Centre, Women's Committee and other governmental bodies. Awareness raising is achieved through the distribution of CEDAW translated into Uzbek and will be further supported by a number of roundtable discussions in the regions.

ANNEX I



Organization for Security and Co-operation in Europe

Office of the Secretary General

Vienna, 06/06/2006

Analysis of the Gender Disaggregated Statistics of OSCE Staff

Background

The Action Plan stipulates that the Secretariat prepares annual statistics showing the distribution of women and men by category of posts at each level, including Institutions, Missions and the Secretariat. The statistics presented in this report have been generated by the IRMA system (Integrated Resources Management). The IRMA system generates three types of reports with data disaggregated by sex on one specific date in the calendar year:

- i) Total per post grade for fixed term employees¹⁶
- ii) Totals per field of expertise for fixed term employees,
- iii) Totals per mission/institution for fixed term employees.

Within these categories there are other criteria which can be introduced: contracted and/or seconded staff; international and/or local contract; showing of participating State etc. Most of the data this report uses represents a snapshot of the people working for the OSCE on **1 December 2005**. This date was selected as a baseline to be used for all future reports to facilitate the comparison of statistics each year.

These statistics should be viewed with some caution. Data generated from IRMA is only as good as the data that has been entered into the system. While the Secretariat has been continuously entering all recruitment statistics in the system, some Missions do not input all statistics, or are registering data several months after a selection process has been finalized. Therefore, an accurate registration of data in IRMA by the Secretariat, Institutions and Missions is key in producing reliable statistics in order to improve the validity and accuracy of this reporting exercise.

Analysis by general categories and Institutions

On **1 December 2005** the OSCE had a **total number of staff** of 3,407 people. Of them 42% are women, 58% are men¹⁷, a modest increase from 2004 when women represented 41% of the total staff. All **Heads of Missions** were male, while 3 out of 13 **Deputy Heads** of mission posts were occupied by women.

As in previous years, among all the **support staff** (G category) 45% were women. **Amongst professional staff** women made up 39% (this figure includes national professionals, P1 to P4 contracted and seconded staff S to S3 level). Looking at **senior managerial positions**, the percentage of women was 13% (including P5, D1 and D2, Deputy Head of Mission, Head of

¹⁶ Fixed-term employee is defined in Art 1 of the Staff Regulations and Rules as any person holding an appointment or assignment to the Secretariat, an institution or a mission for a definite period of six months or more.

¹⁷ Table 1

Mission and Head of Institution)¹⁸. Hence, the higher the professional level in the OSCE, the smaller the proportion of women. The percentage of women in professionals and senior management positions has increased since 2004 when women occupied 36% and 9%¹⁹ respectively in these levels. However, this is mostly due to the reduction of seconded staff in the Missions by 102 members, 101 of them male. It is worth noting that ODIHR has increased the female representation in P+ positions from 39% in 2005 to 45% in 2006, whereas the Secretariat has decreased the percentage of women in P+ posts from 30% in 2005 to 27% in 2006. This reinforces the observation that women continue to be hired for specific "traditional" areas of expertise, such as Democratisation, Human rights or non-discrimination.

Among **international contracts**²⁰ in Missions, Institutions and the Secretariat (which includes seconded and contracted staff), women represented 32%, while men occupied 68% of all international posts. Percentages differ very much between Missions or Institutions: in the Mission to Georgia only 14% of their international staff is female (9 out of 65), in the Centre in Dushanbe 19% of staff is female. Other Missions or Institutions were closer to a gender-balance with 43% female internationals in the Mission to Bosnia Herzegovina, 41% in the Presence in Albania, and 47% in ODIHR.

Among the **local contracts**²¹ (predominantly support staff) in Missions and Institutions female represented 46% of the total staff. Differences can be observed among the various offices e.g. 32% of local contracts in the Mission in Kosovo were occupied by women, 38% in the Spillover Monitor Mission to Skopje, but 66% in the Secretariat. Other offices had a more balanced division among their local staff, such as the Mission in Serbia and Montenegro where 52% were female or Mission to Bosnia and Herzegovina with 51%. All Missions should specifically encourage women to apply when they locally advertise a national job vacancy.

The representation of contracted women in the **Secretariat**²² was 66% among the G staff, 28% among the P1 to P4 posts, and 22% among the P5+ staff, showing a slight increase from previous year. Of the 25 seconded staff in the Secretariat, 18 were male. Out of the five Departments in the Secretariat, only one was headed by a woman on 1 December 2005.

The representation of contracted women in **ODIHR**²³ has increased substantially from 2004. In December 2005, 73% of G posts were occupied by women. In the levels of P1 to P4 there was a balanced representation of 50% (42% in 2004), while in P5+ positions 17% of the posts were occupied by women (in 2004 0%). As in previous years women in the office of the **High Commissioner on National Minorities**²⁴ represented 100% in G posts, a 20% of the P1 to P4 posts, and no woman occupied a P5+ post. The office of the **Representative on Freedom of the Media**²⁵ had a 100% female staff in G posts, 100% female staff in posts P1 to P4 and no woman in P5 and above.

¹⁸ Table 2

¹⁹ In 2005, a different sample was used than in 2006 to define the group of management. In 2005, P5 were not included and S4 were only included if they occupied a post as regional representative in a field operation. The apparent increase from 9% to 13% of women in management has thus to be seen under this aspect.

²⁰ Table 15

²¹ Table 23

²² Table 9

²³ Table 10

²⁴ Table 11

²⁵ Table 12

Analysis by field of expertise

As in previous years, there are clear differences among men and women when we look into the **fields of expertise**²⁶ in the Missions. On 1 December 2005, among the international Mission members, there was a low representation of female staff in Civilian Police (16%), Military Affairs (10%), Administration and Support (19%), and a higher representation in areas in the human dimension e.g. Democratization (53%), Elections (50%), and Human rights (49%). As pointed out in previous years the percentage of women is lower in what is perceived as traditional fields of men i.e. police and military.

Analysis of nominations and secondments from participating States

Of the total of 629 **seconded**²⁷ (as of 1st December 2005) by the 47 participating/partner States to the OSCE, 34% were women and 66% men. The percentages vary among the different seconding States with some countries with low percentages of female secondees, e.g.: Belgium (10% female), Ukraine (13% female), Georgia (17% female), The Netherlands (22%). Other countries had a percentage of female secondees closer to gender balance, such as Germany (43% female), France (47% female), Bulgaria (50%), Italy (53%).

Regarding **nominations by participating States**²⁸, 44 States nominated nationals for OSCE positions between January and December 2005 of a total number of 2,658²⁹, 35% of these nominations were women, 65% men. An improvement of 5% can be observed here as during 2004, only 30% of all nominations were women. The fact that the nominated and actually seconded proportions are so similar demonstrates that there are in general no serious inequalities of treatment in the post-nomination process. Nevertheless, there is clear room for improvement on the part of the nominating States as further demonstrated below:

- Twenty-three (52%) of these countries nominate more than the average 35% female candidates.
- Thirteen (30%) of the countries nominate 50% or more female candidates. (Of these only six countries: Spain, Slovenia, Latvia, Italy, Greece and France nominated more than 20 candidates in 2005).
- Of the eight countries (18%) that nominated over 100 candidates in 2005, only two countries put forward an almost equal number of female and male candidates (i.e. France 51%, Italy 52%).
- Of the fifteen countries (34%) who nominated less than 20 candidates, only seven nominated more women than men or an equal number of each. (e.g. Serbia and Montenegro 3 women candidates out of 3 nominees, Kyrgyzstan 12 women out of 17 nominees, Switzerland 2 women out of 4 nominees).
- Nine countries (20%) put forward less than 20% women from their total nominations i.e. Azerbaijan, Belarus, Belgium, Finland, Georgia, FYROM, Russia, Turkey and Ukraine.

²⁶ Tables 20 and 21

²⁷ Table 19

²⁸ Table 17

²⁹ These data do not include political appointments (Heads and Deputy Heads of Missions and Institutions) as they are not always registered in the system.

- Although they were the highest in terms of actual numbers of women put forward, France and Italy put forward female candidates predominantly for the least senior category³⁰ i.e. “professional” (133 out of 196 French women candidates were put forward for this level, i.e. 68%) (46 out of 90 from Italy, i.e. 51%). However, it should also be emphasized that France put forward the highest number of women for middle management positions (14) closely followed by the USA which put forward 12 women.

Once the nomination is submitted, the Department of Human Resources, in cooperation with the hiring Mission/Institution, is responsible for preparing a short-list and **recommending**³¹ several candidates to the Mission/Institution. Of the nominated male candidates between January and December 2005, 44% were recommended to the Missions/Institution, 10% were accepted by the Head of Mission/Institution, and 8% were deployed. Of the nominated female candidates, 43% were recommended to the Missions/Institution, 11% were accepted, and 10% were deployed. This represents an improvement in the selection of secondees since 2004 when women had clearly less chances of being selected than men. (i.e. from the nominated male candidates in 2004, 62% were recommended and 15% accepted, while of the nominated female candidates 55% were recommended, 12% accepted). During 2005, of all seconded persons that were deployed, 40% were women and 60% were men, while during 2004, of all seconded persons that were deployed, 26% were women and 74% were men. The figures for 2005 demonstrate that men and women are treated almost equally in the post-nomination process and that the gender imbalance within the OSCE seconded staff merely represents the gender imbalance of the candidates put forward by participating States.

As in previous years, participating States failed to nominate women on equal terms with men, thus equal numbers of nominations for equal post levels. A closer analysis of the nomination process could identify factors such as the lack of distribution of job vacancies, the lack of female applications, potential prejudices about women’s qualifications in certain fields of expertise, and other reasons which might lead to this imbalance.

Analysis of contracted posts

Regarding the **contracted positions**³² between January and December 2005, 87 people were contracted (support and professional staff). Out of them, only 34% were women. For these positions, the OSCE received a total number of 9,330 applications (average of 107 applications per post). From the total number of **applications**, 42% came from women, 58% from men. From the **shortlist** drawn by the Department of Human Resources, 40% were women and 60% men. From the people that were finally **hired**, 34% were women and 66% were men. This is an increase since last recorded data, between January and September 2003, where 39% of the applications came from women, in the shortlist women represented 35% and 28% of the hired people.

Since the OSCE first started to gather staff statistics in 1999, women have been in a disadvantaged position when contracted or seconded. As analyzed by statistical reports in previous years, the main difference among men and women lays in the professional and management level and in the seconded positions. In the current report, it can be seen that disadvantages for women also occurred in the selection process for contracted positions. As shown in the statistics above, the chances of being hired is higher for men than for women. (From January to December 2005, 42% of applications came from women, but only 34% of contracted posts were finally filled by women as compared with 58% male applications and 66% of contracted posts filled by men).

³⁰ The categories for seconded staff are: professional level (S1), senior professional (S2), middle management (S3) and senior management (S4).

³¹ Table 18

³² Table 14

It is also worth mentioning that the OSCE receives a smaller number of applications for higher contracted positions from women than from men. Looking at the total number of applications for P and D posts, only 39% came from women, e.g. during 2005 for P5 posts the OSCE received 159 applications from women and 580 from men. The higher the level of the post, the lower the number of female applications received³³.

This should be carefully analyzed in order to identify ways to encourage women to apply on equal terms with men to all positions, including to higher levels. The challenge to balance work life with family responsibilities and care for children or elderly might be an obstacle to women to seek high level positions, as they are still the main caretakers in the home. Increasing flexibility for staff to balance professional and private life might make the Organization a more family friendly organization and thus more attractive for professional women.

Designation of Head and Deputy Head of Missions and Institutions

All **Heads of Missions, institutions and the Secretary General** are men (23 posts), while 3 out of 13 **Deputy Heads** of Mission posts are occupied by women³⁴.

It is not possible to fully analyze the selection process for the appointments of Heads and Deputy Heads of Missions and Institutions as there is no systematic record-keeping or monitoring of the nomination and selection process. Currently, most of these positions are selected directly by the Chairman-in-Office without the Department of Human Resources becoming involved or being in a position to record the data. Special efforts should be made to monitor these processes in order to fully implement the Action Plan and relevant provisions in MC.DEC/14/05 on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation.³⁵

Conclusion

The Action Plan tasks the Chairman-in-office, the participating States, the Secretary General, Heads of Institutions and Heads of Missions³⁶ to take pro-active steps to improve the ratio of men and women at all levels. Some Missions outline that the limited number of female applicants forwarded for seconded positions is a continuous obstacle to the promotion of women. As stated in the Action Plan³⁷, participating States should place more efforts in nominating women candidates for positions where women are underrepresented, especially higher-level professional and managerial positions. These recommendations were reiterated in MC.DEC/14/05 along with the proposal to establish rosters of potential women candidates and to take active steps to ensure women are fully informed of and encouraged to apply for positions in the area of conflict prevention, post-conflict rehabilitation and senior management.

An improvement in the gender balance at all levels of the OSCE has been identified as a key priority in the Action Plan³⁸. This process is accordingly understood within the Department of Human Resources as on-going, and long-term. The Department of Human Resources is committed to meeting its obligations under the Action Plan, and seeing an improvement in the gender balance of the Organization. Special efforts should be made during the next reporting period for the development of innovative recruitment strategies to encourage a greater number of applications from and nominations of well-qualified women candidates.

³³ Table 13

³⁴ Table 16

³⁵ Paragraphs 3, 4, 5 & 9 of MC.DEC/14/05

³⁶ Paragraphs 21, 22, 23, 26 of the Action Plan

³⁷ Paragraph 21



Organization for Security and Co-operation in Europe

Office of the Secretary General

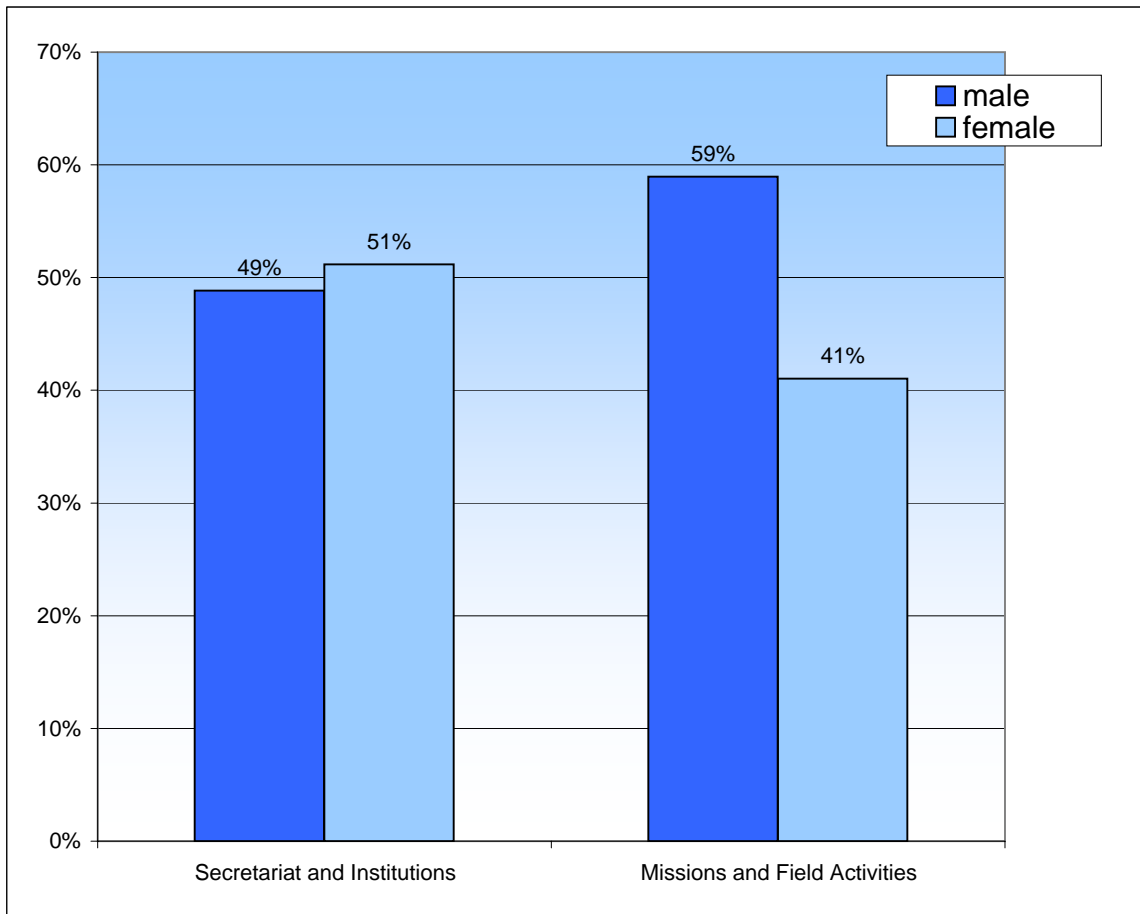
Vienna, 6 June 2006

Gender Disaggregated Statistics

Table and Graph 1:	Gender Balance of all OSCE Staff
Table and Graphs 2:	Post Distribution of Local and International Staff in the OSCE Secretariat, Institutions and Missions
Table and Graph 3:	Gender Balance of Local and International Staff in OSCE Missions
Table and Graph 4:	Staff Members in the OSCE Secretariat, Institutions and Structures
Table and Graphs 5:	Staff Members in the OSCE Secretariat, Institutions and Structures May 1999 – December 2006
Table and Graph 6:	Post Distribution of Fixed-Term Staff in the OSCE Secretariat and Institutions
Graphs 7:	Post Distribution of Fixed-Term Staff in the OSCE Secretariat and Institutions
Graphs 8:	Gender Balance in P(+) and G Positions in the OSCE Secretariat and Institutions
Table and Graph 9:	Post Distribution of Fixed-Term Staff in the OSCE Secretariat
Table and Graph 10:	Post Distribution of Fixed-Term Staff in the ODIHR
Table and Graph 11:	Post Distribution of Fixed-Term Staff in the Office of the HCNM
Table and Graph 12:	Post Distribution of Fixed-Term Staff in the Office of the RFoM
Table and Graph 13:	Gender Balance of Applicants per Grade for Contracted Positions January – December 2005
Table and 14:	Gender Balance of Candidates for Contracted Positions January – December 2005
Table and Graph 15:	Gender Balance of International Seconded and Contracted Mission Members
Table and Graph 16:	Post Distribution among Senior Management of OSCE Missions
Table 17:	Nominations by Participating States for Seconded Positions
Table 18:	Gender Balance of Candidates for Seconded Positions
Table 19:	Seconded Staff in OSCE Missions by Country and Sex
Tables and Graph 20:	Gender Balance of Mission Members by Field of Expertise
Table and Graph 21:	Distribution of Mission Members by Field of Expertise
Table 22:	Gender Balance of Local Staff of OSCE Missions
Table and Graph 23:	Gender Balance of Local Staff of Secretariat, Missions and Institutions

TABLE AND GRAPH 1: GENDER BALANCE OF ALL OSCE STAFF

	Percentage		Number		Total
	male	female	male	female	
Secretariat and Institutions	49%	51%	230	241	471
Missions and Field Activities	59%	41%	1731	1205	2936
Grand Total	58%	42%	1961	1446	3407

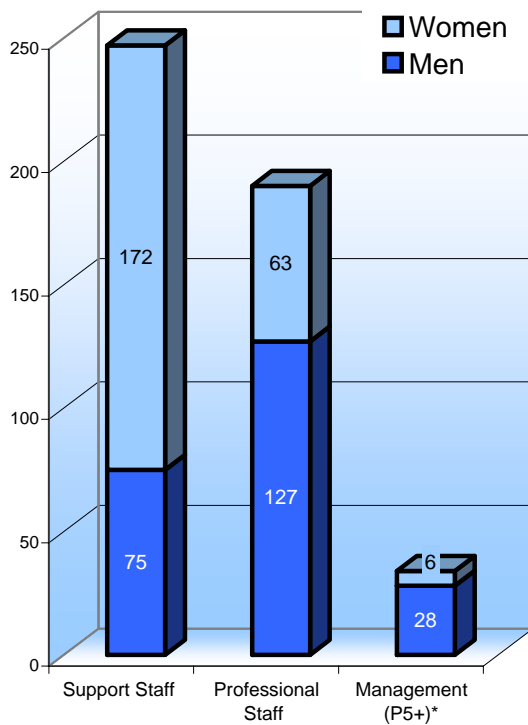


Note: Numbers as of 1 December 2005

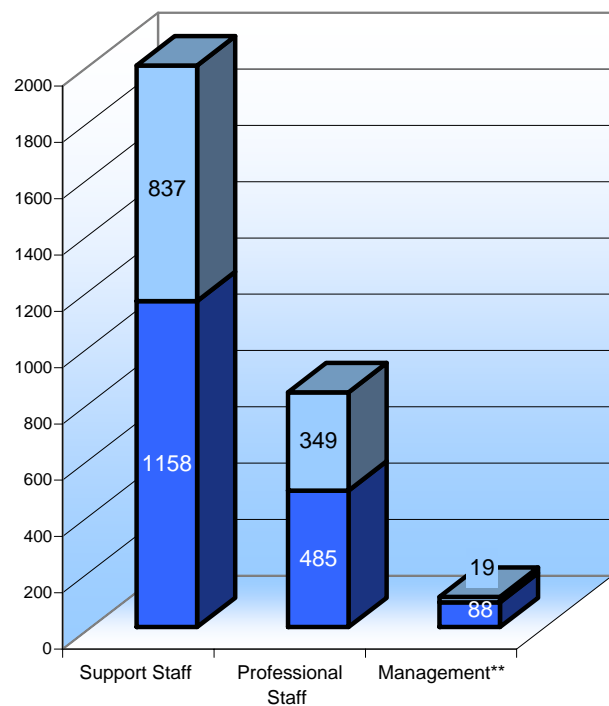
**TABLE AND GRAPH 2: POST DISTRIBUTION OF LOCAL AND INTERNATIONAL STAFF
IN THE OSCE SECRETARIAT, INSTITUTIONS AND MISSIONS
Contracted and seconded against post table**

Category	Total	Men	Women	% Women
Support Staff	247	75	172	70%
Professional Staff	190	127	63	33%
Management (P5+)*	34	28	6	18%
Total Staff - Secretariat and Institutions	471	230	241	51%
Support Staff	1995	1158	837	42%
Professional Staff	834	485	349	42%
Management**	107	88	19	18%
Total Staff - Missions	2936	1731	1205	41%
GRAND TOTAL	3407	1961	1446	42%

Post Distribution in Secretariat and Institutions



Post Distribution in Missions



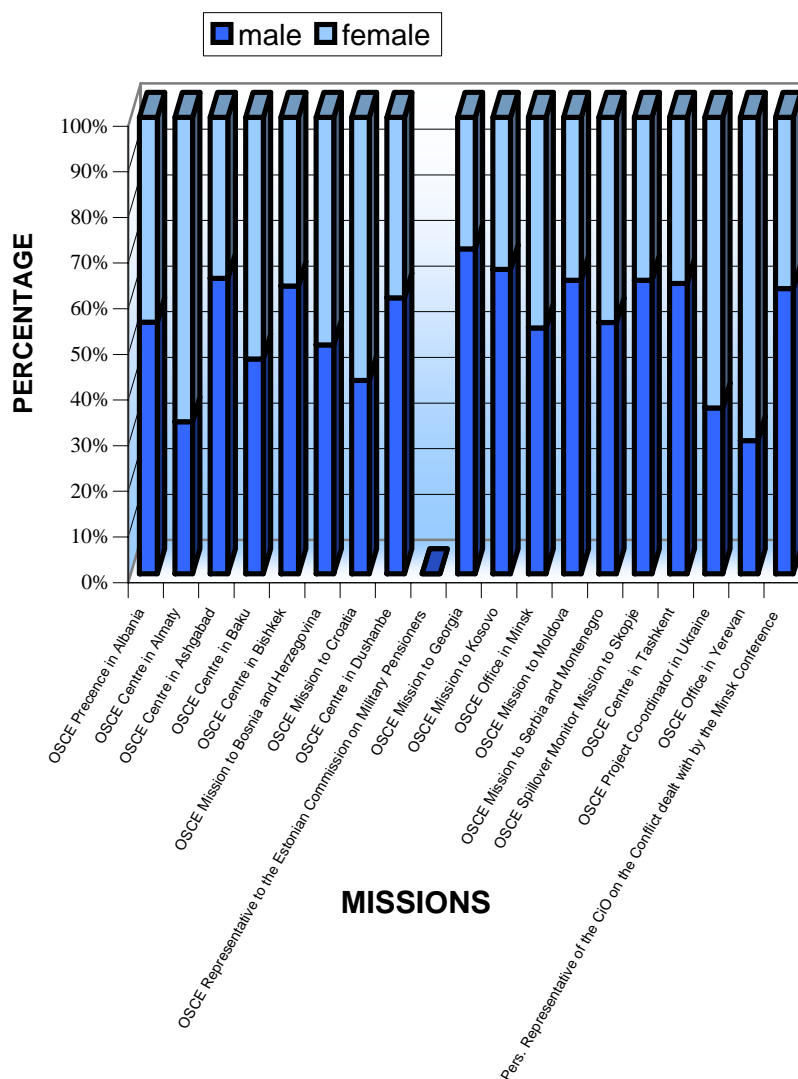
* P5+ and Heads of Institutions

** S3, P5, D1, Deputy Heads and Heads of Missions

Note: Numbers as of 1 December 2005

TABLE AND GRAPH 3: GENDER BALANCE OF LOCAL AND INTERNATIONAL STAFF IN OSCE MISSIONS

Mission	Percentage		Number		Total
	male	female	male	female	
OSCE Presence in Albania	55%	45%	59	48	107
OSCE Centre in Almaty	33%	67%	6	12	18
OSCE Centre in Ashgabad	65%	35%	11	6	17
OSCE Centre in Baku	47%	53%	8	9	17
OSCE Centre in Bishkek	63%	37%	29	17	46
OSCE Mission to Bosnia and Herzegovina	50%	50%	331	329	660
OSCE Mission to Croatia	42%	58%	83	113	196
OSCE Centre in Dushanbe	60%	40%	52	34	86
OSCE Representative to the Estonian Commission on Military Pensioners	0%	0%	1	0	1
OSCE Mission to Georgia	71%	29%	136	55	191
OSCE Mission to Kosovo	67%	33%	673	336	1009
OSCE Office in Minsk	54%	46%	7	6	13
OSCE Mission to Moldova	64%	36%	18	10	28
OSCE Mission to Serbia and Montenegro	55%	45%	114	93	207
OSCE Spillover Monitor Mission to Skopje	64%	36%	184	102	286
OSCE Centre in Tashkent	64%	36%	14	8	22
OSCE Project Co-ordinator in Ukraine	36%	64%	4	7	11
OSCE Office in Yerevan	29%	71%	7	17	24
Pers. Representative of the CiO on the Conflict dealt with by the Minsk Conference	63%	38%	10	6	16
Grand Total	59%	41%	1747	1208	2955



**TABLE AND GRAPH 4: STAFF MEMBERS IN THE OSCE SECRETARIAT,
INSTITUTIONS AND STRUCTURES**

including seconded staff against post table

Duty Station	Female	Male	Total
OSCE Secretariat (including Prague Office)	160	162	322
Office for Democratic Institutions and Human Rights	62	42	104
High Commissioner on National Minorities	12	13	25
OSCE Representative on Freedom of the Media	5	3	8
OSCE High Level Planning Group	1	5	6
Articles II and IV	1	5	6
TOTAL	241	230	471
In Percent	51%	49%	100%

Number of Staff

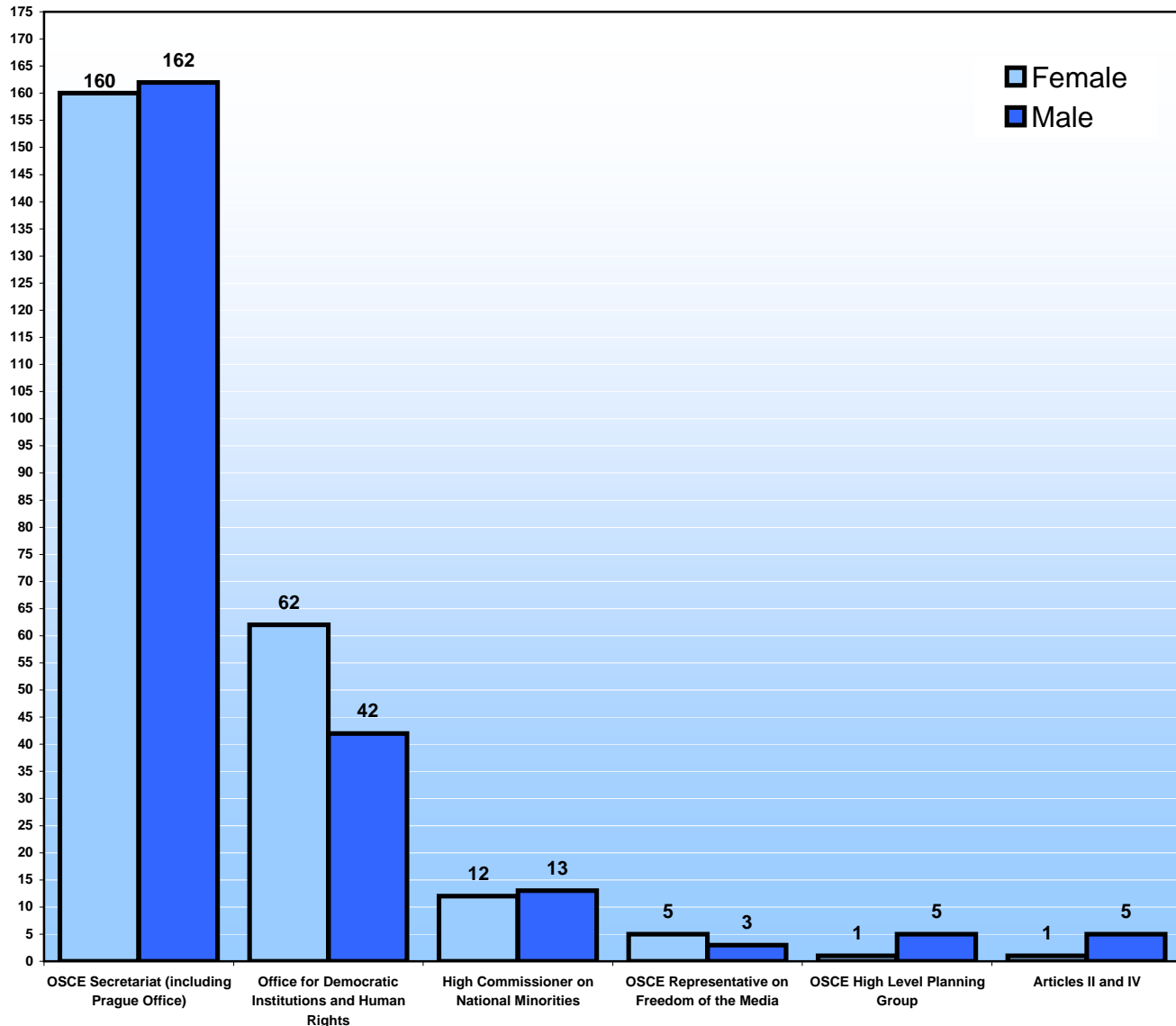


TABLE AND GRAPHS 5: STAFF MEMBERS IN THE OSCE SECRETARIAT, INSTITUTIONS AND STRUCTURES

May 1999 - 1 December 2005
including seconded staff against post table

	OSCE Secretariat (including Prague Office and Augmentations)		Office for Democratic Institutions and Human Rights		High Commissioner on National Minorities		OSCE Representative on Freedom of the Media		OSCE High Level Planning Group		Articles II and IV		Total		Total In Percent	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
26 May 1999	96	82	18	20	4	7	3	2					121	111	52%	48%
15 Feb 2000	117	93	15	23	5	6	4	2	1	8	2	12	144	144	50%	50%
23 May 2000	112	90	15	22	5	6	4	3	1	8	2	12	139	141	50%	50%
3 Jul 2000	124	95	15	24	6	6	4	1	1	8	2	12	152	146	51%	49%
11 Sep 2000	130	109	16	22	6	6	5	1	1	7	2	10	160	155	51%	49%
30 Nov 2000	115	89	17	23	7	6	5	2	1	8	2	12	147	140	51%	49%
2 May 2001	124	107	21	25	10	9	6	1	1	8	2	12	164	162	50%	50%
24-Oct-01	140	120	22	26	11	9	5	2	1	8	2	11	181	176	51%	49%
01-Nov-02	155	129	20	21	14	8	6	2	1	7	1	5	197	172	53%	47%
30 Sep 2003	143	134	27	34	12	10	8	2	1	7	1	6	192	193	50%	50%
31 Dec 2004	166	156	54	43	12	11	4	7	1	6	1	4	238	227	51%	49%
01-Dec-05	160	162	62	42	12	13	5	3	1	5	1	5	241	230	51%	49%

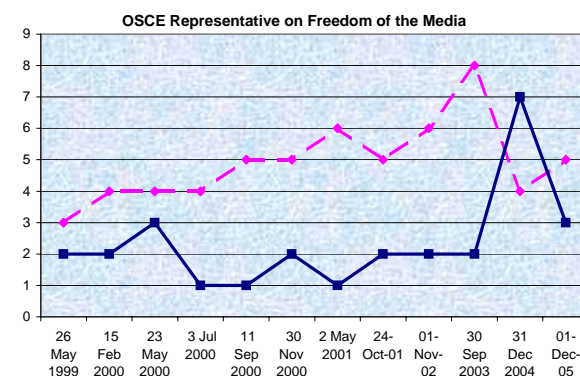
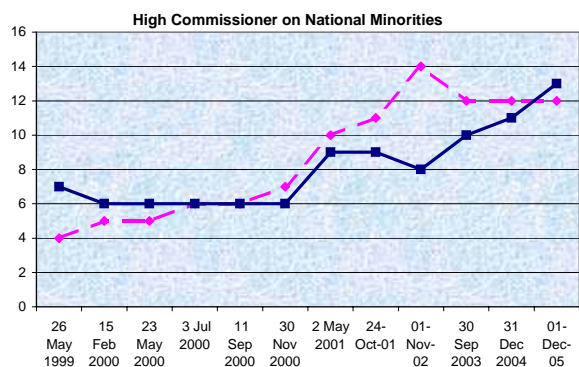
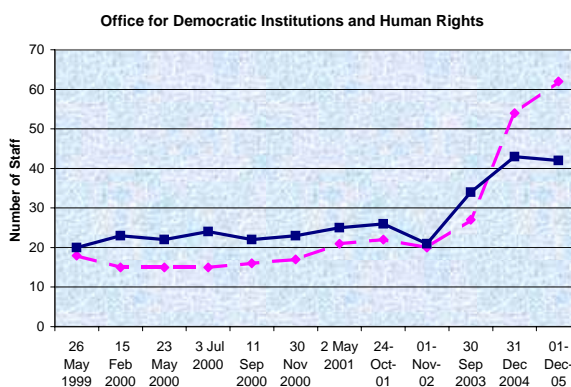
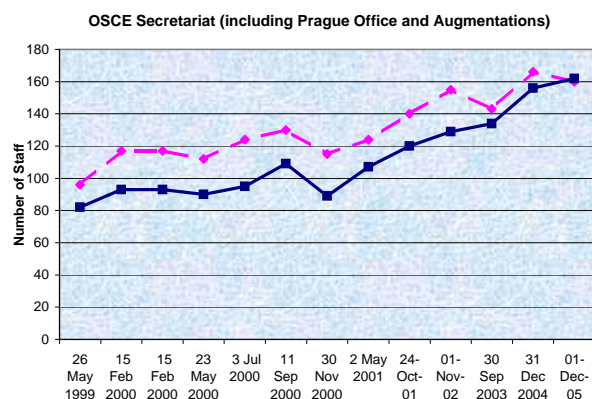
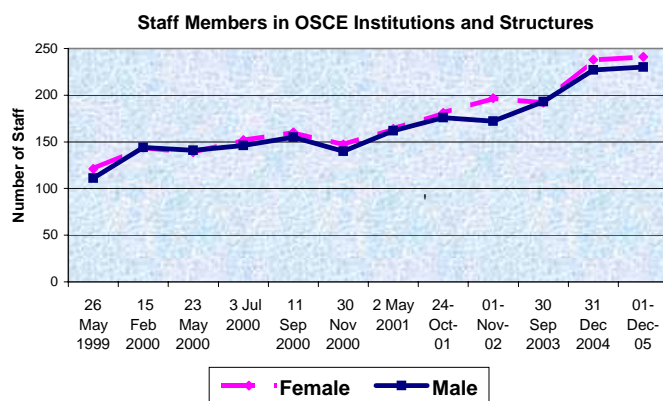
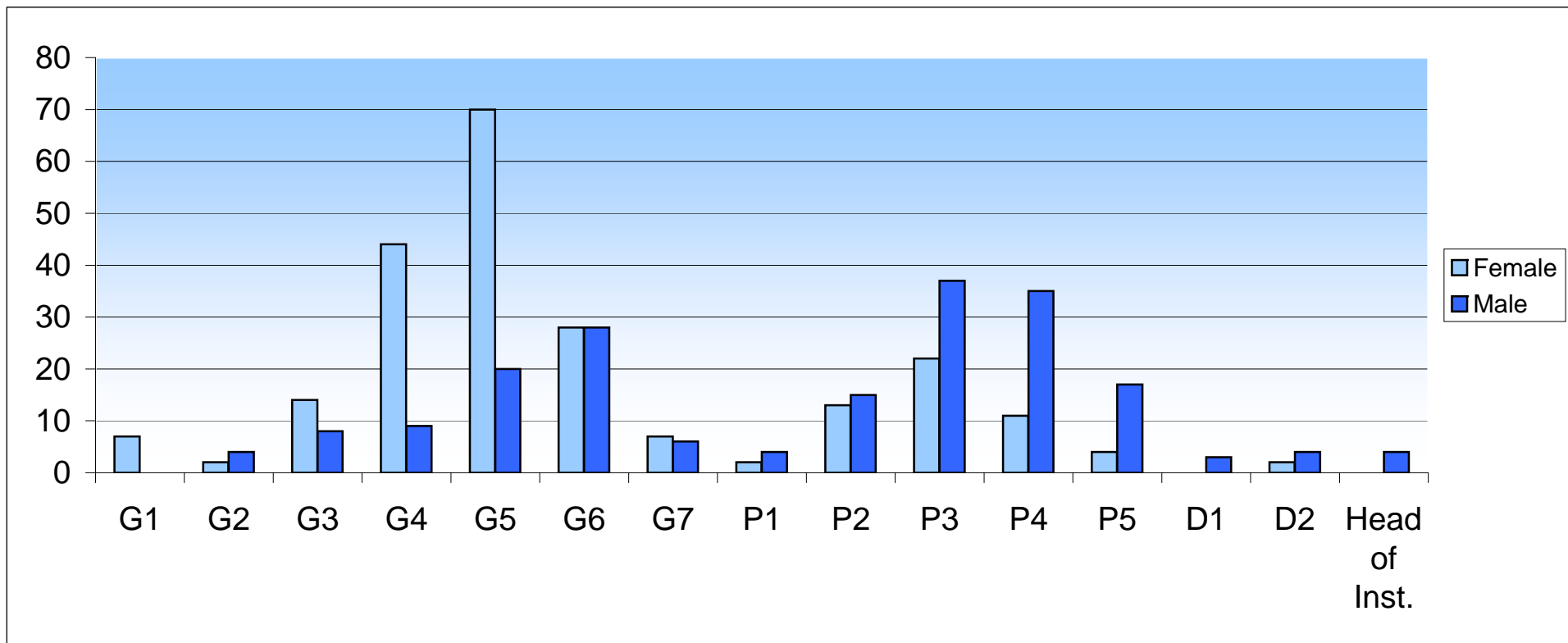


TABLE AND GRAPH 6: POST DISTRIBUTION IN THE OSCE SECRETARIAT AND INSTITUTIONS
 OSCE Secretariat (incl. Prague Office and Augmentations), ODIHR, HCNM, OSCE Representative on Freedom of the Media
 only fixed-term staff*



	G1	G2	G3	G4	G5	G6	G7	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total P+	In %	Total	In %
Female	7	2	14	44	70	28	7	2	13	22	11	4	0	2	0	172	70%	54	31%	226	54%
Male	0	4	8	9	20	28	6	4	15	37	35	17	3	4	4	75	30%	119	69%	194	46%
TOTAL	7	6	22	53	90	56	13	6	28	59	46	21	3	6	4	247	100%	173	100%	420	100%

*Seconded posts are not classified, therefore not included in the standard system of grades

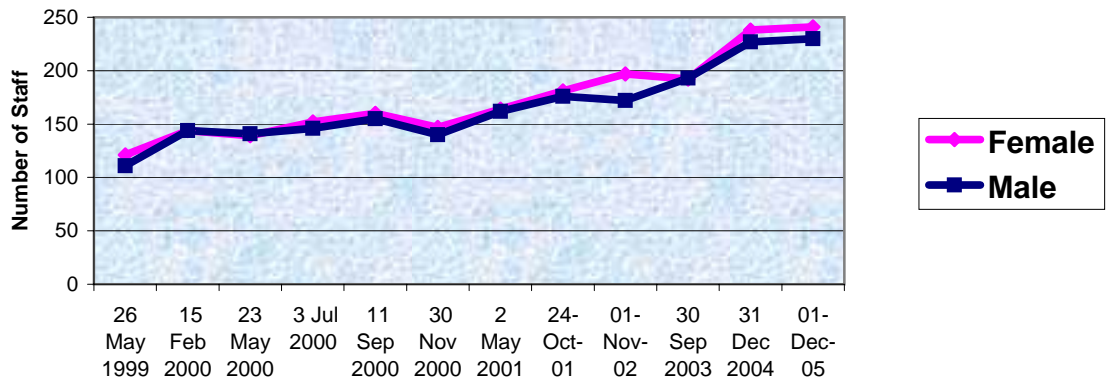
Note: Numbers as of 1 December 2005

GRAPHS 7: POST DISTRIBUTION IN THE OSCE SECRETARIAT AND INSTITUTIONS

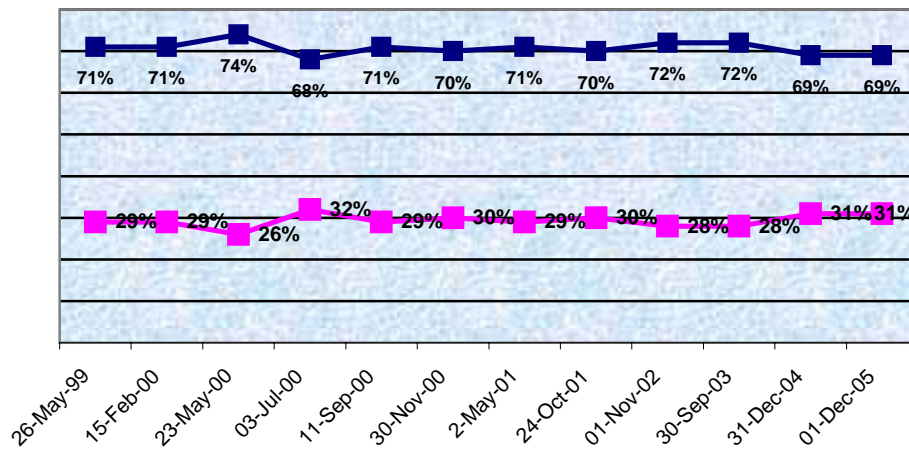
May 1999 - 1 December 2005

only fixed-term staff*

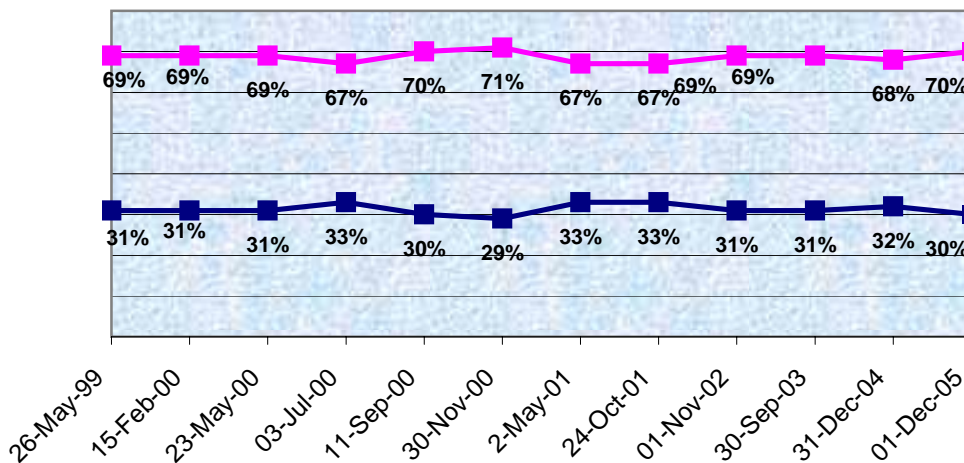
Staff Members in OSCE Institutions and Structures including Seconded Staff



Gender Balance P(+) Positions*



Gender Balance G Positions



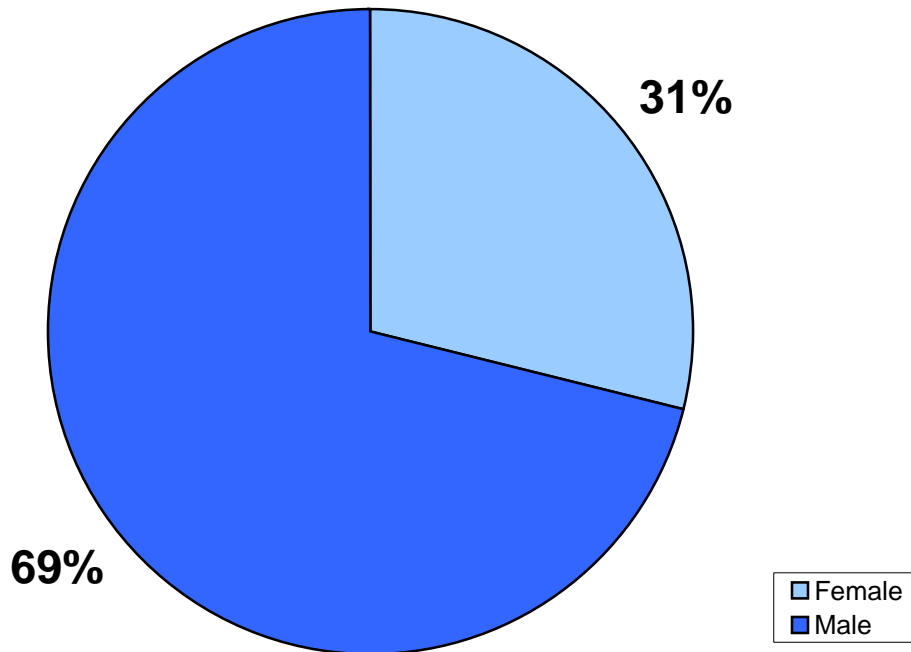
*P(+) positions include all professionals, directors and heads of institutions (excl. seconded staff)

GRAPHS 8: GENDER BALANCE IN P(+)* AND G POSITIONS IN THE OSCE SECRETARIAT AND INSTITUTIONS

including seconded staff against post table

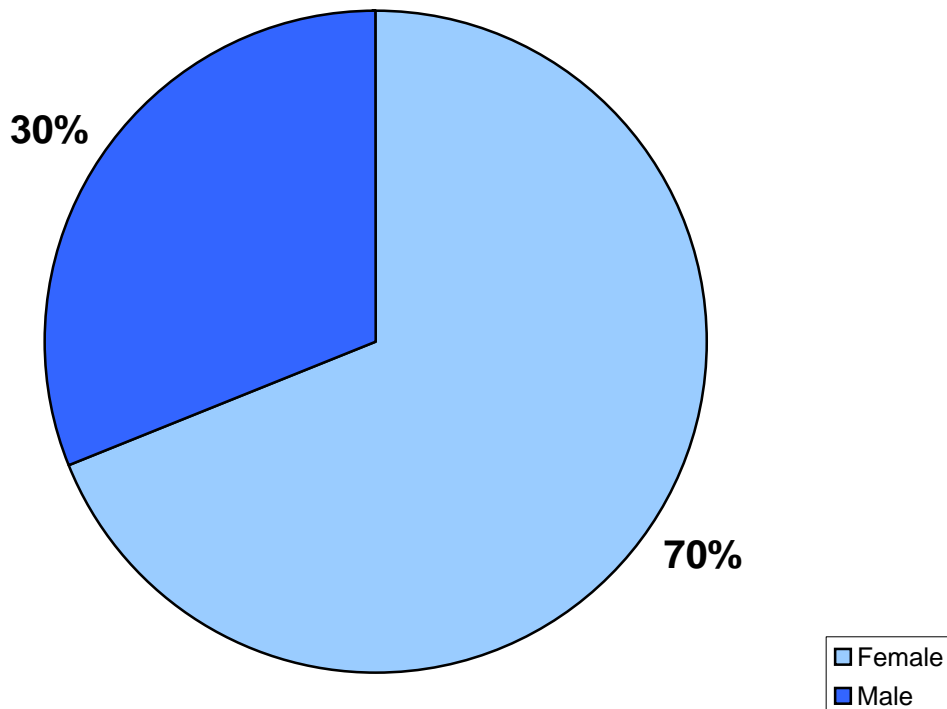
Gender Balance in P(+) positions

Average percentage of examined period



Gender Balance in G positions

Average percentage of examined period

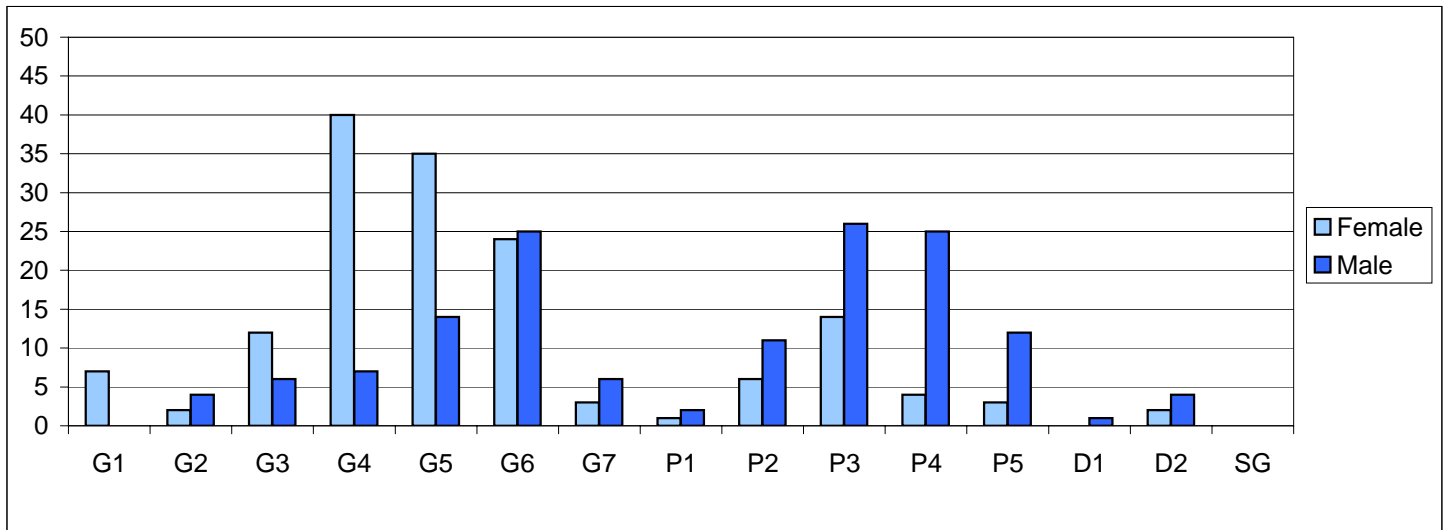


*P(+) positions include all professionals, directors and heads of institutions

Note: Numbers as of 1 December 2005

**TABLE AND GRAPH 9: POST DISTRIBUTION IN THE OSCE SECRETARIAT
INCLUDING PRAGUE OFFICE AND AUGMENTATIONS**

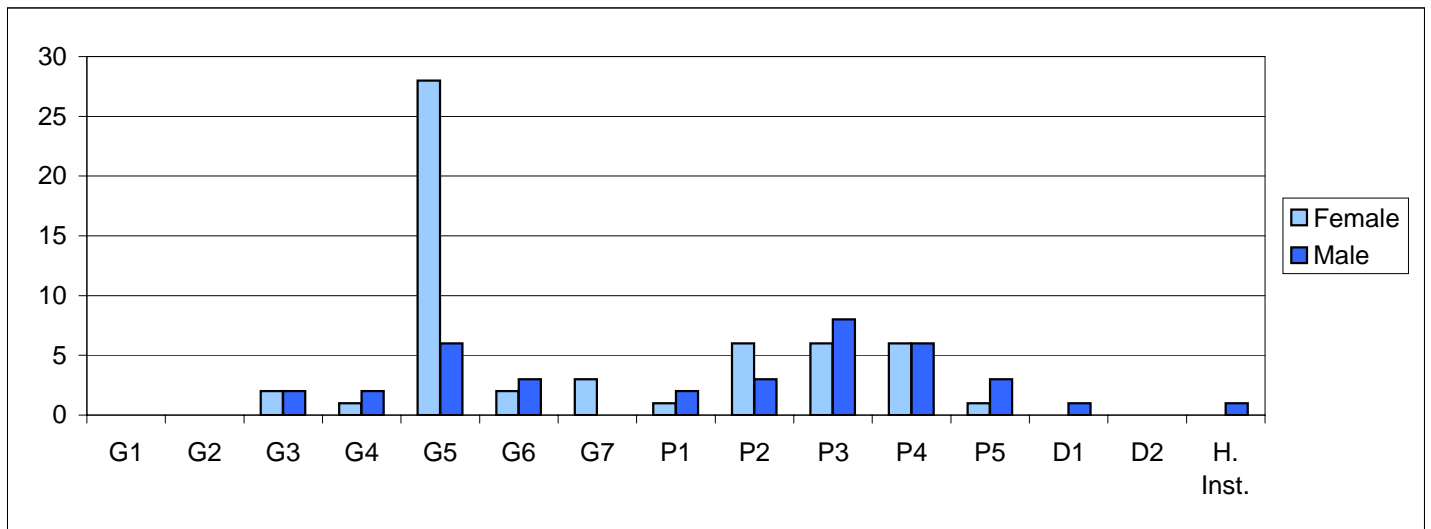
only fixed-term staff*



	G1	G2	G3	G4	G5	G6	G7	P1	P2	P3	P4	P5	D1	D2	SG	G	In %	P+	In %	Total	In %
Female	7	2	12	40	35	24	3	1	6	14	4	3	0	2	0	123	66%	30	27%	153	52%
Male	0	4	6	7	14	25	6	2	11	26	25	12	1	4	1	62	34%	82	73%	144	48%
TOTAL	7	6	18	47	49	49	9	3	17	40	29	15	1	6	1	185	100%	112	100%	297	100%

**TABLE AND GRAPH 10: POST DISTRIBUTION IN
THE OFFICE OF DEMOCRATIC INSTITUTIONS AND HUMAN RIGHTS**

only fixed-term staff*



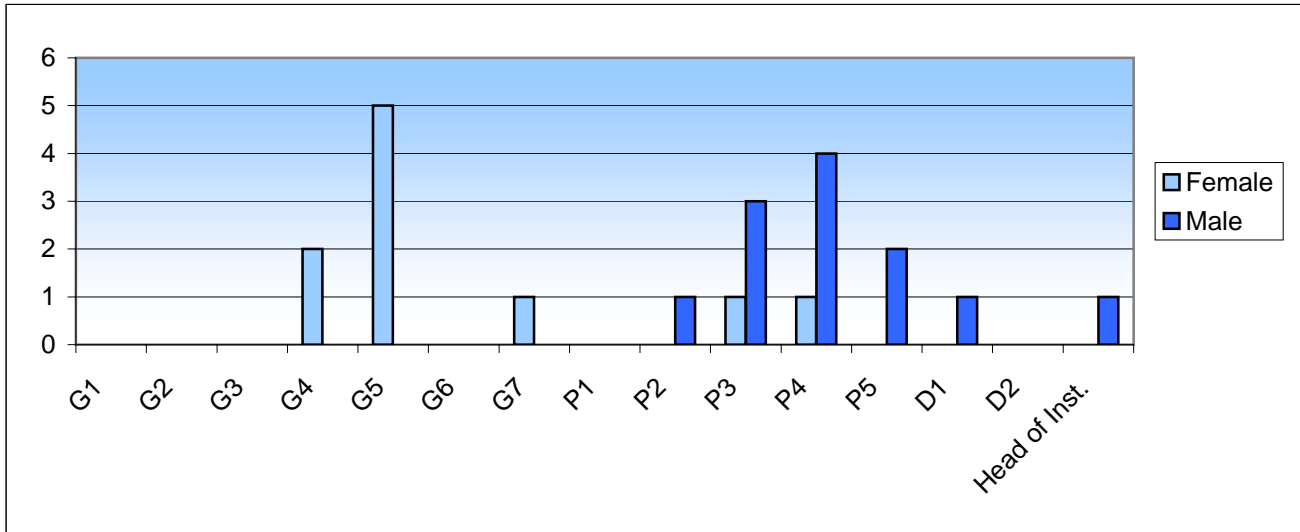
	G1	G2	G3	G4	G5	G6	G7	P1	P2	P3	P4	P5	D1	D2	H. Inst.	G	In %	P+	In %	Total	In %
Female	0	0	2	1	28	2	3	1	6	6	6	1	0	0	0	36	73%	20	45%	56	60%
Male	0	0	2	2	6	3	0	2	3	8	6	3	1	0	1	13	27%	24	55%	37	40%
TOTAL	0	0	4	3	34	5	3	3	9	14	12	4	1	0	1	49	100%	44	100%	93	100%

*Seconded posts are not classified, therefore not included in the standard system of grades

Note: Numbers as of 1 December 2005

TABLE AND GRAPH 11: POST DISTRIBUTION IN THE OFFICE OF THE HIGH COMMISSIONER ON NATIONAL MINORITIES

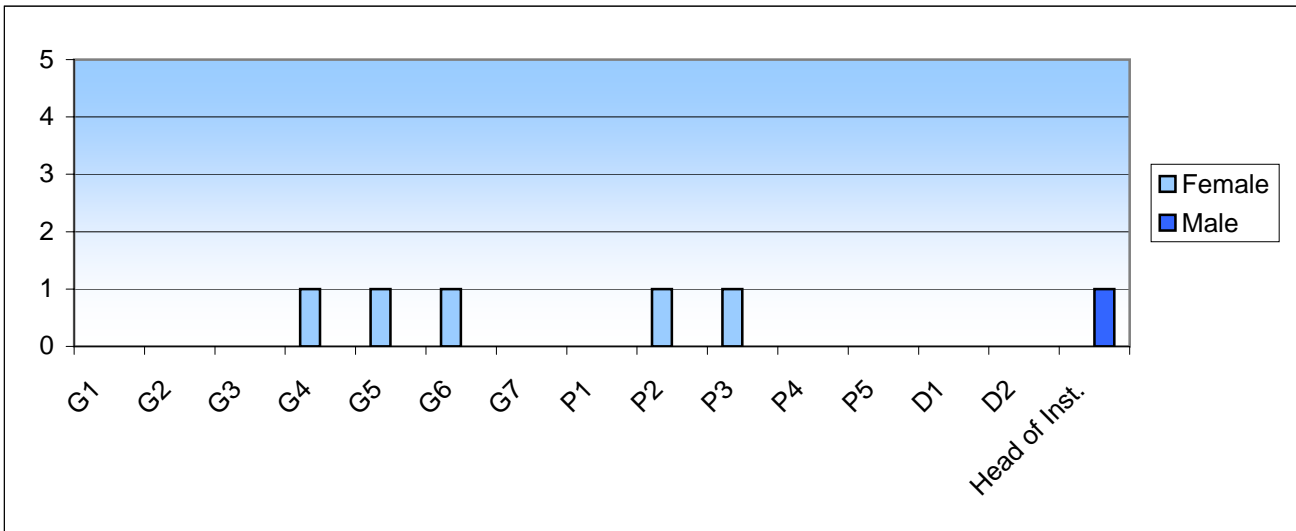
only fixed-term staff*



	G1	G2	G3	G4	G5	G6	G7	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	G	In %	P+	In %	Total
Female	0	0	0	2	5	0	1	0	0	1	1	0	0	0	0	8	100%	2	14%	10
Male	0	0	0	0	0	0	0	0	1	3	4	2	1	0	1	0	0%	12	86%	11
TOTAL	0	0	0	2	5	0	1	0	1	4	5	2	1	0	1	8	100%	14	100%	21

TABLE AND GRAPH 12: POST DISTRIBUTION IN THE OFFICE OF THE REPRESENTATIVE ON FREEDOM OF THE MEDIA

only fixed-term staff*

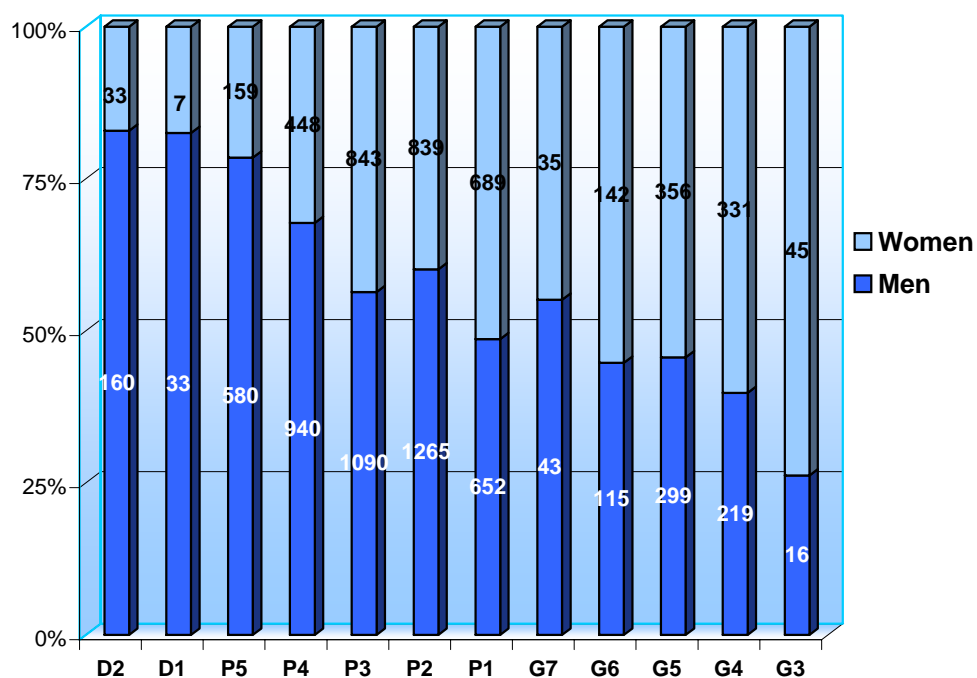


	G1	G2	G3	G4	G5	G6	G7	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	G	In %	P+	In %	Total
Female	0	0	0	1	1	1	0	0	1	1	0	0	0	0	0	3	100%	2	67%	5
Male	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0%	1	33%	1
TOTAL	0	0	0	1	1	1	0	0	1	1	0	0	0	0	1	3	100%	3	100%	6

*Seconded posts are not classified, therefore not included in the standard system of grades
 Note: Numbers as of 1 December 2005

**TABLE AND GRAPH 13: GENDER BALANCE OF APPLICANTS FOR VACANCIES AT
THE SECRETARIAT, INSTITUTIONS AND MISSIONS
January - December 2005
fixed-term contracted only**

	Men	Women	% Women	Total
D2	160	33	17%	193
D1	33	7	18%	40
P5	580	159	22%	739
P4	940	448	32%	1388
P3	1090	843	44%	1933
P2	1265	839	40%	2104
P1	652	689	49%	1341
G7	43	35	55%	78
G6	115	142	55%	257
G5	299	356	54%	655
G4	219	331	60%	550
G3	16	45	74%	61
GRAND TOTAL	5412	3927	42%	9339



**TABLE 14: GENDER BALANCE OF CANDIDATES FOR CONTRACTED POSITIONS
IN OSCE SECRETARIAT AND INSTITUTIONS
January - December 2005**

Month	Applied*		Short listed**		Accepted**		Hired**	
	Women	Men	Women	Men	Women	Men	Women	Men
January 2005	171	272	8	10		3		3
February 2005	197	302	7	15	1	4	1	4
March 2005	406	353	11	7	4	2	3	2
April 2005	155	241	3	9	2	4	2	4
May 2005	323	598	6	9	1	7	1	7
June 2005	656	932	21	15	3	10	3	10
July 2005	497	606	15	23	8	11	8	10
August 2005	306	497	7	24	3	5	3	5
September 2005	251	330	10	5	2	2	2	2
October 2005	282	303	4	7	2	1	2	1
November 2005	240	365	8	19		7		6
December 2005	443	613	13	26	5	5	5	3
Total	3927	5412	113	169	31	61	30	57
% of Total	42%	58%	40%	60%	34%	66%	34%	66%

	applied		short listed of applied		accepted of applied		employed of applied	
% of nominated	100%	100%	3%	3%	1%	1%	1%	1%
Total	3927	5412	113	169	31	61	30	57

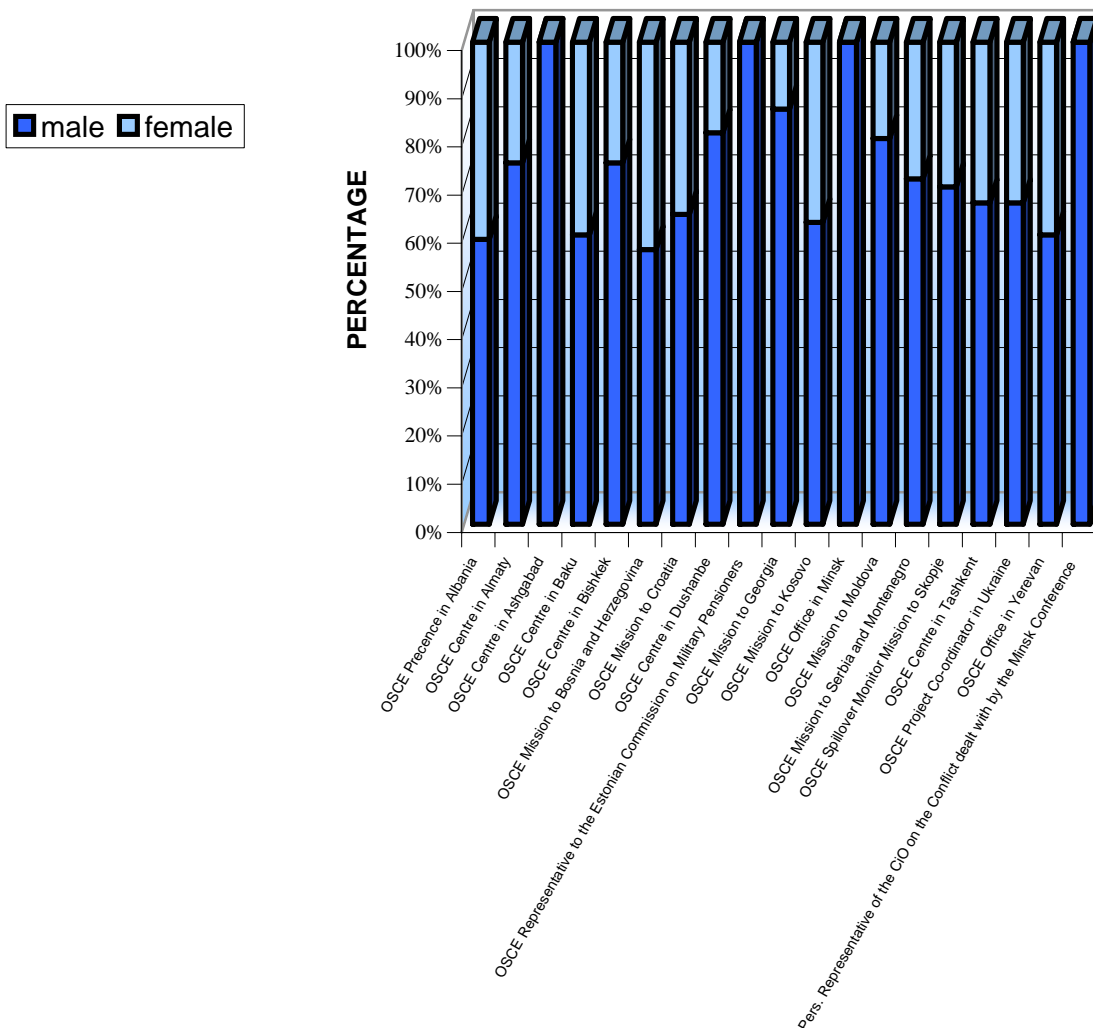
	applied		short listed of applied		accepted of short listed		employed of accepted	
	Women	Men	Women	Men	Women	Men	Women	Men
Percentage	42%	58%	65%	35%	27%	36%	97%	93%

*Numbers represent nominations, persons are counted more than once.

**For some nominations the final decision has not yet been taken. Thus the acceptance and deployment rate will still change.

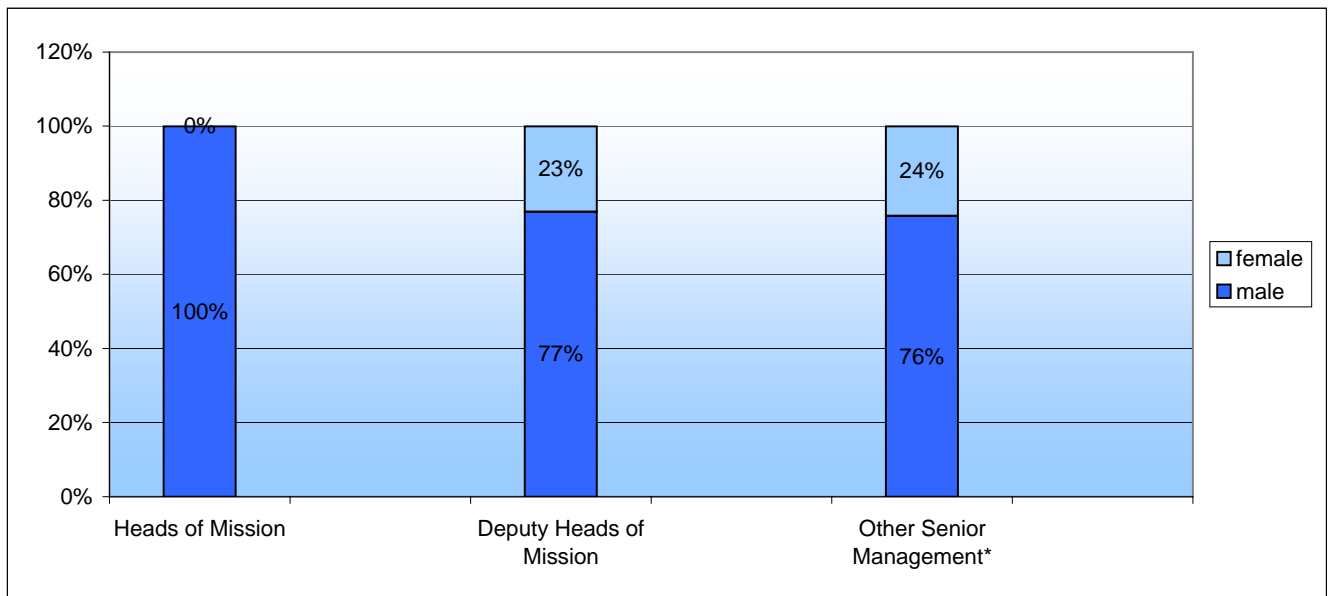
TABLE AND GRAPH 15: GENDER BALANCE OF INTERNATIONAL SECONDED AND CONTRACTED MISSION MEMBERS

Mission	Percentage		Number		Total
	male	female	male	female	
OSCE Presence in Albania	59%	41%	13	9	22
OSCE Centre in Almaty	75%	25%	3	1	4
OSCE Centre in Ashgabad	100%	0%	6	0	6
OSCE Centre in Baku	60%	40%	3	2	5
OSCE Centre in Bishkek	75%	25%	6	2	8
OSCE Mission to Bosnia and Herzegovina	57%	43%	57	43	100
OSCE Mission to Croatia	64%	36%	27	15	42
OSCE Centre in Dushanbe	81%	19%	13	3	16
OSCE Representative to the Estonian Commission on Military Pensioners	100%	0%	1	0	1
OSCE Mission to Georgia	86%	14%	56	9	65
OSCE Mission to Kosovo	63%	37%	124	74	198
OSCE Office in Minsk	100%	0%	5	0	5
OSCE Mission to Moldova	80%	20%	8	2	10
OSCE Mission to Serbia and Montenegro	72%	28%	43	17	60
OSCE Spillover Monitor Mission to Skopje	70%	30%	56	24	80
OSCE Centre in Tashkent	67%	33%	2	1	3
OSCE Project Co-ordinator in Ukraine	67%	33%	2	1	3
OSCE Office in Yerevan	60%	40%	3	2	5
Pers. Representative of the CiO on the Conflict dealt with by the Minsk Conference	100%	0%	6	0	6
Grand Total	68%	32%	434	205	639



**TABLE AND GRAPH 16: POST DISTRIBUTION AMONG
CONTRACTED AND SECONDED SENIOR MANAGEMENT
IN OSCE MISSIONS**

Mission	Heads of Mission		Deputy Heads of Mission		Other Senior Management*		Total	
	M	F	M	F	M	F	M	F
OSCE Presence in Albania	1		1		1	1	3	1
OSCE Centre in Almaty	1				1		2	0
OSCE Centre in Ashgabad	1				1		2	0
OSCE Office in Baku	1		1				2	0
OSCE Centre in Bishkek	1			1	1	1	2	2
OSCE Mission to Bosnia and Herzegovina	1		1		3	3	5	3
OSCE Mission to Croatia	1		1		9	4	11	4
OSCE Centre in Dushanbe	1		1		1		3	0
OSCE Representative to the Estonian Commission on Military Pensioners	1						1	0
OSCE Mission to Georgia	1		1		4		6	0
OSCE Mission in Kosovo	1		1		17	5	19	5
OSCE Office in Minsk	1		1				2	0
OSCE Mission to Moldova	1		1				2	0
OSCE Mission to Serbia and Montenegro	1		1	1	2		4	1
OSCE Spillover Monitor Mission to Skopje	1			1	10	2	11	3
OSCE Centre in Tashkent	1						1	0
OSCE Project Co-ordinator in Ukraine	1						1	0
Office in Yerevan	1						1	0
Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference	1						1	0
Total	19	0	10	3	50	16	79	19
In Percent	100%	0%	77%	23%	76%	24%	81%	19%



*Includes S3, P5 and D1

Note: Numbers as of 1 December 2005

**GRAPH 17: NOMINATIONS BY PARTICIPATING STATES FOR SECONDED POSTS
IN SECRETARIAT AND MISSIONS
2005**

Nominating Authority	Professional		Senior Professional		Middle Management		Senior Management		Seconded Institutions		Total	Total Women	% Women
	women	men	women	men	women	men	women	men	women	men			
Armenia	1	1	2	3		2					9	3	33%
Austria	50	69	11	28	6	9	1		2	1	177	69	39%
Azerbaijan		9		1							10	0	0%
Belarus		3		5			1				9	0	0%
Belgium	3	27	2	17		3			1	5	58	6	10%
Bosnia and Herzegovina	5	11	3	2	3	2			1		27	12	44%
Bulgaria	23	95	33	82	3	18		3		1	258	59	23%
Canada	1			1	1	1					4	2	50%
Croatia	4	10		2		1			1		18	5	28%
Czech Republic	8	33	6	20		3				1	71	14	20%
Denmark			2	1		1			1		5	3	60%
Estonia	3	9	2	6		1		1			22	5	23%
Finland	1	5		4	1	3		1	1	1	17	3	18%
France	133	85	49	71	14	34		4		1	391	196	50%
Georgia	4	10		13		5		1		1	34	4	12%
Germany	24	32	16	24	5	19	1	3	1	8	133	46	35%
Greece	28	30	11	7		2			2	1	81	41	51%
Hungary	29	40	4	34	1	15		2		4	129	34	26%
Iceland									1		1	1	100%
Ireland	8	10	3	3	1	5				1	31	12	39%
Italy	46	50	33	24	7	7		1	4	1	173	90	52%
Kyrgyzstan	8	2	3	3	1						17	12	71%
Latvia	10	3	6	5							24	16	67%
Lithuania	7	6	2	8	1	2					26	10	38%
Macedonia, The Former Yugoslav Republic of		4		1		1					6	0	0%
Moldova, Republic of	6	18	12	13	3	4		1			57	21	37%
Netherlands		2	2	7	4	2			1	2	20	7	35%
Norway	1		5	6	1	2	1		1	3	20	8	40%
Poland	22	30	5	35		6	1				99	27	27%
Portugal	11	17	5	2		4			3	1	43	19	44%
Romania	12	41	9	21		5					88	21	24%
Russian Federation	2	20		16		5					43	2	5%
Serbia and Montenegro	2		1								3	3	100%
Slovakia	8	16	1	7	2	3		1	2	2	42	13	31%
Slovenia	5	7	5	1	1	2			1		22	12	55%
Spain	8	4	3	3	1	1			2	1	23	14	61%
Sweden	7	10	12	22	3	7		2	12	12	87	34	39%
Switzerland			2	1						1	4	2	50%
Tajikistan	7	1	3	1							12	10	83%
Turkey	11	59	4	26		8					108	15	14%
Ukraine	4	6	1	16		5		1			33	5	15%
United Kingdom		4	5	9		9			2		29	7	24%
United States	10	41	34	41	12	21	1	4	12	14	190	68	36%
Uzbekistan	1	1		2							4	1	25%
Grand Total	513	821	297	594	71	218	6	25	51	62	2658	932	35%

Note: Excluding nominations for Heads and Deputy Heads of Mission

**TABLE 18: GENDER BALANCE OF CANDIDATES FOR SECONDED POSITIONS
January - December 2005**

Month/Year	Nominated Candidates*		Of Nominated Recommended**		Of Nominated Accepted by HoM**		Of Nominated Deployed	
	Men	Women	Men	Women	Men	Women	Men	Women
January 2005	158	94	84	45	17	7	12	6
February 2005	147	104	74	44	21	12	18	12
March 2005	143	98	62	35	12	11	11	8
April 2005	184	89	59	32	12	6	11	5
May 2005	121	43	28	23	7	4	6	4
June 2005	196	100	65	37	15	15	10	14
July 2005	177	88	78	42	13	10	11	9
August 2005	83	41	47	21	12	7	10	7
September 2005	178	107	94	37	20	13	16	13
October 2005	118	82	49	40	17	10	13	7
November 2005	132	54	73	34	20	7	15	7
December 2005	83	38	42	13	7	4	6	2
Total	1720	938	755	403	173	106	139	94
% of Total	65%	35%	65%	35%	62%	38%	60%	40%

	nominated		recommended of nominated		accepted of nominated		deployed of nominated	
% of nominated	100%	100%	44%	43%	10%	11%	8%	10%
Total	1720	938	755	403	173	106	139	94

	nominated		recommended of nominated		accepted of recommended		deployed of accepted	
	Men	Women	Men	Women	Men	Women	Men	Women
Percentage	65%	35%	65%	35%	23%	26%	80%	89%

*Numbers represent nominations, persons are counted more than once.

**For some nominations the final decision has not yet been taken. Thus the acceptance and deployment rate will still change.

TABLE 19: SECONDED STAFF IN OSCE MISSIONS BY COUNTRY AND SEX

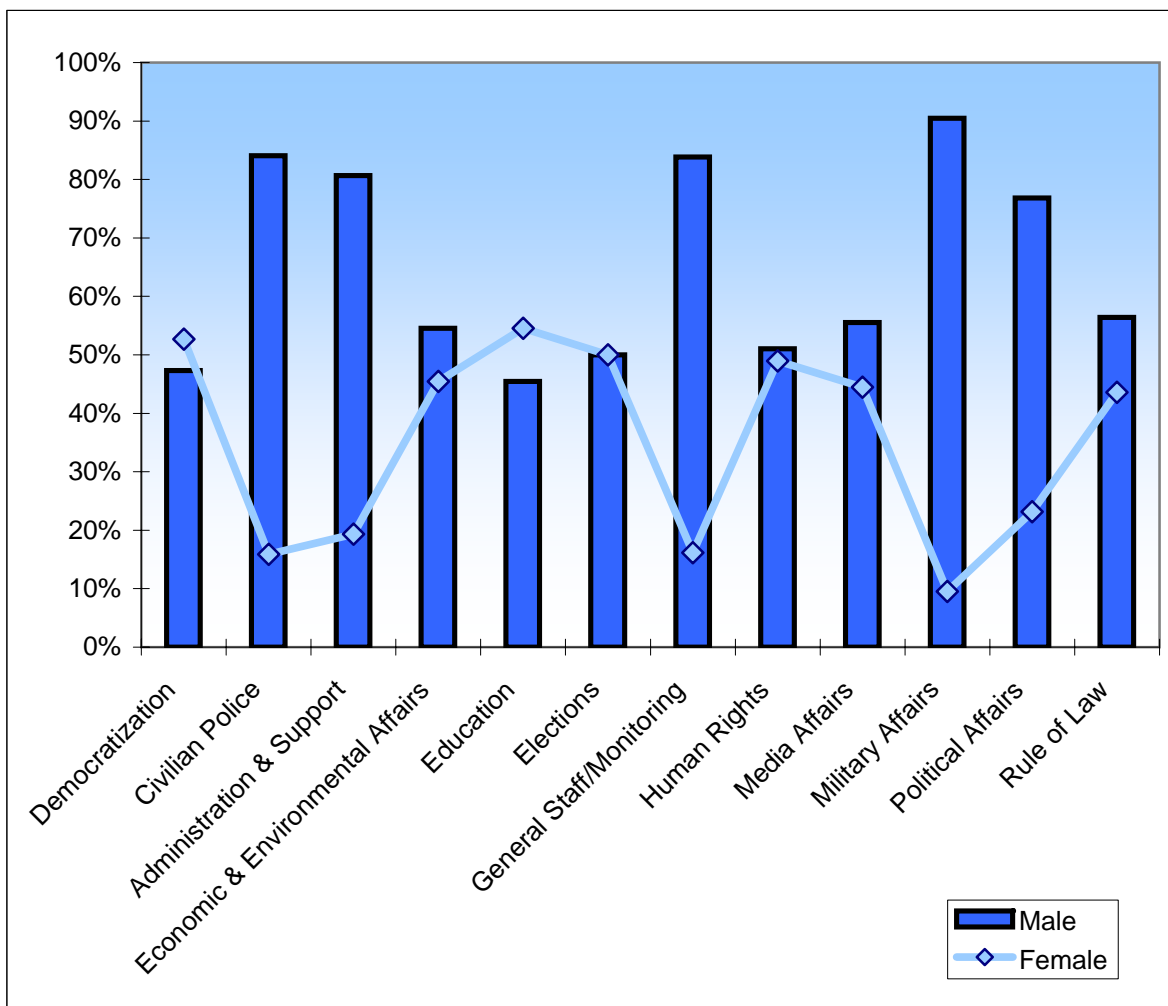
Nominating Authority*	OSCE Mission to Bosnia and Herzegovina		OSCE Mission to Croatia		OSCE Mission in Kosovo		OSCE Spillover Monitor Mission to		Other field activities		Total Seconded Staff	Of them, female	In %
	male	female	male	female	male	female	male	female	male	female			
Albania		1									1	1	100%
Andora											0	0	0%
Armenia									1		1	0	0%
Austria	3		1	1	4	3	2	1	6	4	25	9	36%
Azerbaijan	1						1				2	0	0%
Belarus							2	1	3		6	1	17%
Belgium	2				5				1	1	9	1	11%
Bosnia and Herzegovina					2			1	3		6	1	17%
Bulgaria	2				2	9			8	3	24	12	50%
Canada	2				1	1			1	1	6	2	33%
Croatia							1				1	0	0%
Cyprus											0	0	0%
Czech Republic	1		1					1	5	2	10	3	30%
Denmark					1					1	2	1	50%
Estonia			1			1		1	3	1	7	3	43%
Finland	1								5		6	0	0%
France	5	6	4	3	5	6	3	2	11	8	53	25	47%
The Former Yugoslav Republic of Macedonia									1		1	0	0%
Georgia	1			1	2		2				6	1	17%
Germany	3	5	1	1	14	14	7	1	11	6	63	27	43%
Greece	1		1		1	2					5	2	40%
Holy See											0	0	0%
Hungary	1	1				1			3	1	7	3	43%
Iceland											0	0	0%
Ireland	1	1			1	2		1	4		10	4	40%
Italy	3	4	2	3	5	6	2	3	6	4	38	20	53%
Japan							1				1	0	50%
Kazakhstan											0	0	0%
Korea, Republic of											0	0	0%
Kyrgyzstan		2									2	2	100%
Latvia									1	1	2	1	50%
Liechtenstein											0	0	0%
Lithuania	1		1						3		5	0	0%
Luxembourg											0	0	0%
Malta											0	0	0%
Moldova, Republic of			1		1				3		5	0	0%
Monaco											0	0	0%
Netherlands	1		1		2	1			3	1	9	2	22%
Norway	1							1	6	2	10	3	30%
Poland		1		2	1	1	1	1	7		14	5	36%
Portugal		1			1	1	2		1		6	2	33%
Romania		1	1		4	1	3		2	1	13	3	23%
Russian Federation	3	3			1				6		13	3	23%
San Marino											0	0	0%
Serbia and Montenegro											0	0	0%
Slovakia			2		1				3		6	0	0%
Slovenia	1	1			1	1		1			5	3	60%
Spain		2	1		5	2	2	1			13	5	38%
Sweden	1	2	1		4	3	1	1	7	2	22	8	36%
Switzerland	1								1		2	0	0%
Tajikistan	1					2		1			4	3	75%
Turkey	1				6		10		6		23	0	0%
Turkmenistan											0	0	0%
Ukraine							3	1	4		8	1	13%
United Kingdom	5	1	3	1	6	3	5	3	11	4	42	12	29%
United States of America	10	8	1	3	17	7	4	2	18	4	74	24	32%
Uzbekistan			1								1	0	0%
Grand Total	53	40	24	15	93	67	52	24	154	47	569	193	34%

*Including Partners for Co-operation

**TABLES AND GRAPH 20: GENDER BALANCE OF INTERNATIONAL SECONDED AND CONTRACTED MISSION MEMBERS
by Field of Expertise**

Field of Expertise	Female	Male	Total
Democratization	49	44	93
Civilian Police	14	74	88
Administration & Support	18	75	93
Economic & Environmental Affairs	5	6	11
Education	6	5	11
Elections	3	3	6
General Staff/Monitoring	11	57	68
Human Rights	48	50	98
Media Affairs	12	15	27
Military Affairs	2	19	21
Political Affairs	19	63	82
Rule of Law	17	22	39
Grand total	204	433	637

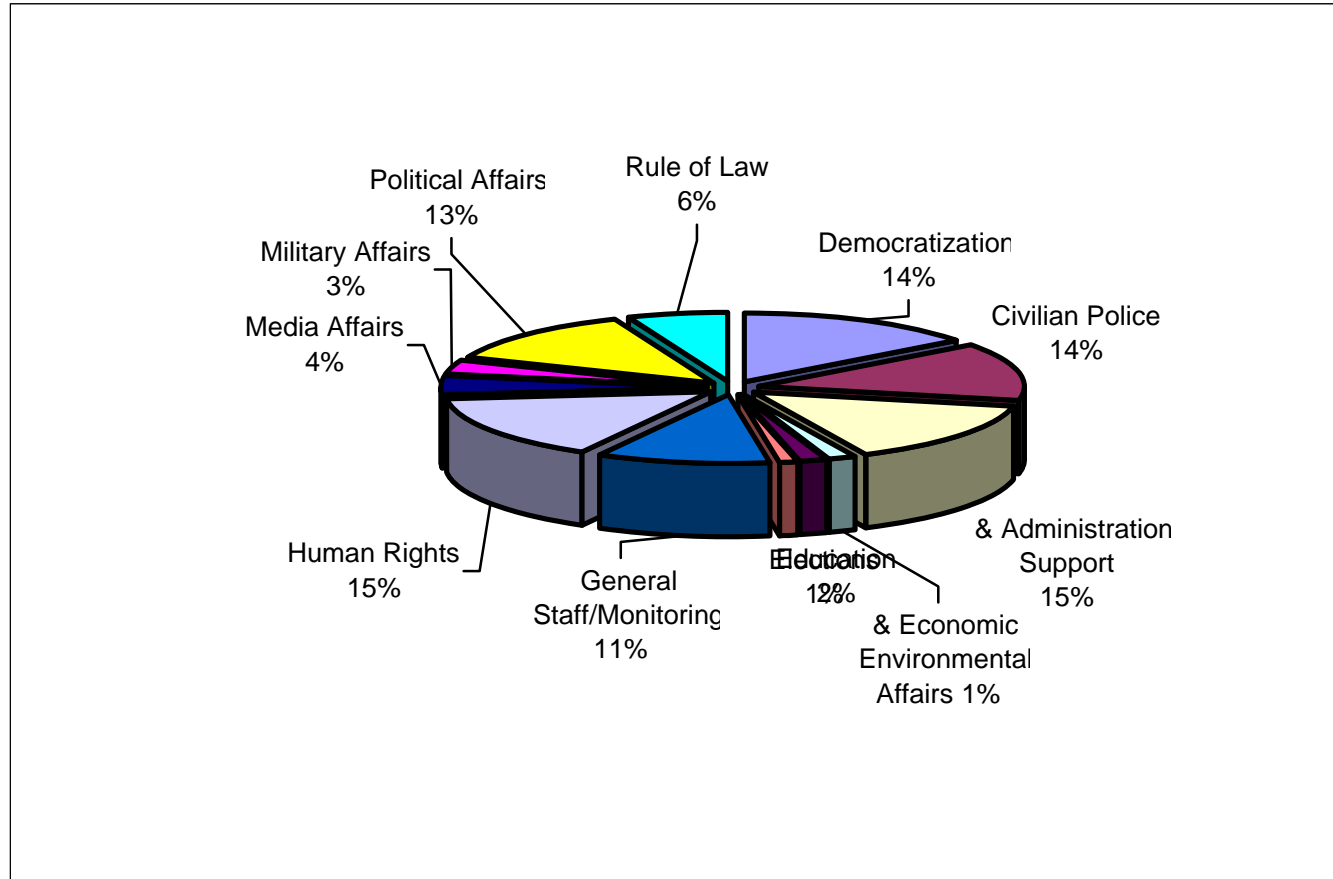
Field of Expertise	Female	Male	Total
Democratization	53%	47%	93
Civilian Police	16%	84%	88
Administration & Support	19%	81%	93
Economic & Environmental Affairs	45%	55%	11
Education	55%	45%	11
Elections	50%	50%	6
General Staff/Monitoring	16%	84%	68
Human Rights	49%	51%	98
Media Affairs	44%	56%	27
Military Affairs	10%	90%	21
Political Affairs	23%	77%	82
Rule of Law	44%	56%	39
Grand total	32%	68%	637



Note: Numbers as of 1 December 2005

**TABLE AND GRAPH 21: DISTRIBUTION OF INTERNATIONAL SECONDED AND CONTRACTED MISSIONS MEMBERS
by Field of Expertise**

Field of Expertise	Total
Democratization	93
Civilian Police	88
Administration & Support	93
Economic & Environmental Affairs	11
Education	11
Elections	6
General Staff/Monitoring	68
Human Rights	98
Media Affairs	27
Military Affairs	21
Political Affairs	82
Rule of Law	39
Grand total	637



Note: Numbers as of 1 December 2005

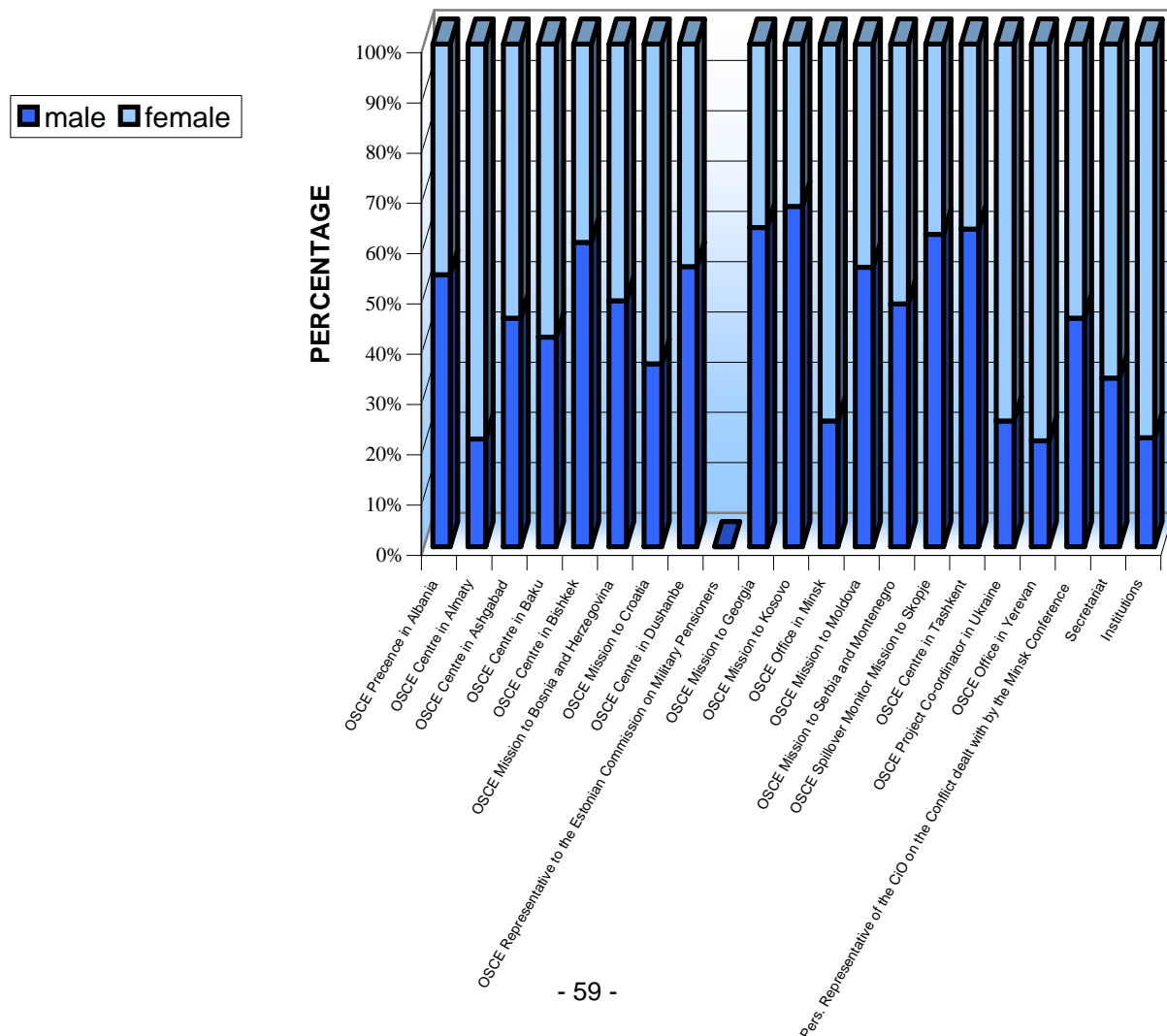
TABLE 22: GENDER BALANCE OF LOCAL STAFF OF OSCE MISSIONS AND FIELD ACTIVITIES

Grade	OSCE Presence in Albania		OSCE Centre in Almaty		OSCE Centre in Ashgabad		OSCE Office in Baku		OSCE Centre in Bishkek		OSCE Mission to Bosnia and Herzegovina		OSCE Mission to Croatia		OSCE Centre in Dushanbe		OSCE Mission to Georgia		OSCE Mission in Kosovo		OSCE Office in Minsk		OSCE Mission to Moldova		OSCE Mission to Serbia and Montenegro		OSCE Spillover Monitor Mission to Skopje		OSCE Centre in Tashkent		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	
	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	4	7	0	3	0	0	1	0	0	2	69	90	4	12	1	0	7	5	49	25	0	0	0	0	8	9	10	9	0	1	0	0	0	3	0	0	153	166
G7	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	2	0	0	0	0	0	2	0	0	0	0	3	4	
G6	4	4	1	2	0	1	1	2	3	6	3	3	3	5	3	4	0	9	44	29	0	1	3	4	6	16	1	1	2	1	0	0	1	8	0	0	75	96
G5	6	15	0	4	2	4	1	0	0	3	34	71	17	31	3	4	5	8	70	40	0	3	1	0	19	31	15	12	5	3	0	1	0	2	1	1	179	233
G4	7	4	0	1	0	0	0	4	0	1	47	75	8	32	5	6	22	14	168	105	1	2	0	1	12	9	25	18	0	0	0	2	0	1	0	1	295	276
G3	2	4	1	0	0	0	1	0	2	0	5	5	7	2	1	2	13	3	96	20	0	0	2	1	5	1	42	28	2	0	2	0	2	0	2	0	185	66
G2	22	0	1	0	2	0	1	0	13	0	92	1	17	3	8	0	32	1	112	24	1	0	1	0	20	2	34	2	3	0	0	0	1	0	2	0	362	33
G1	1	5	0	1	0	1	0	1	0	3	24	41	0	13	18	15	0	6	10	19	0	0	3	2	0	6	1	8	0	2	0	1	0	1	0	4	57	129
Total	46	39	3	11	5	6	5	7	18	15	274	286	56	98	39	31	80	46	549	262	2	6	10	8	71	76	128	78	12	7	2	6	4	15	5	6	1309	1003
Total	85		14		11		12		33		560		154		70		126		811		8		18		147		206		19		8		19		11		2312	
	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		
%	54%	46%	21%	79%	45%	55%	42%	58%	55%	45%	49%	51%	36%	64%	56%	44%	63%	37%	68%	32%	25%	75%	56%	44%	48%	52%	62%	38%	63%	37%	25%	75%	21%	79%	45%	55%	57%	43%

Note: Numbers as of 1 December 2005

TABLE AND GRAPH 23: GENDER BALANCE OF LOCAL STAFF OF SECRETARIAT, MISSIONS AND INSTITUTIONS

Mission	Percentage		Number		Total
	male	female	male	female	
OSCE Presence in Albania	54%	46%	46	39	85
OSCE Centre in Almaty	21%	79%	3	11	14
OSCE Centre in Ashgabad	45%	55%	5	6	11
OSCE Centre in Baku	42%	58%	5	7	12
OSCE Centre in Bishkek	61%	39%	23	15	38
OSCE Mission to Bosnia and Herzegovina	49%	51%	274	286	560
OSCE Mission to Croatia	36%	64%	56	98	154
OSCE Centre in Dushanbe	56%	44%	39	31	70
OSCE Representative to the Estonian Commission on Military Pensioners	0%	0%	0	0	0
OSCE Mission to Georgia	63%	37%	80	46	126
OSCE Mission to Kosovo	68%	32%	549	262	811
OSCE Office in Minsk	25%	75%	2	6	8
OSCE Mission to Moldova	56%	44%	10	8	18
OSCE Mission to Serbia and Montenegro	48%	52%	71	76	147
OSCE Spillover Monitor Mission to Skopje	62%	38%	128	78	206
OSCE Centre in Tashkent	63%	37%	12	7	19
OSCE Project Co-ordinator in Ukraine	25%	75%	2	6	8
OSCE Office in Yerevan	21%	79%	4	15	19
Pers. Representative of the CiO on the Conflict dealt with by the Minsk Conference	45%	55%	5	6	11
Secretariat	34%	66%	62	123	185
Institutions	22%	78%	13	47	60
Grand Total	60%	51%	1389	1173	2317



ANNEX II



OSCE Action Plan for the Promotion of Gender Equality

**ODIHR contribution for the Annual Evaluation Report on
Gender Issues in the OSCE**

May 2006

ODIHR contribution for the Annual Implementation Report on Gender Issues in the OSCE

May 2006

Introduction

In accordance with the task contained in the OSCE Action Plan for the Promotion of Gender Equality, the ODIHR has developed an Implementation Plan outlining various organizational and programmatic actions designed to promote implementation of the goals and objectives of the OSCE Gender Action Plan.

Programmatic activities and strategic objectives identified by the ODIHR to meet the goals of the Action Plan and outlined in the Implementation Plan also build on achievements and progress made so far in the implementation of ODIHR's work in the promotion of gender equality. Furthermore, the Implementation Plan lays out the methodology, programmatic measures and functional responsibility for the implementation of these measures designed to promote the goals of the Action Plan.

Recognizing the long-term nature of processes within the Human Dimension, the ODIHR works to assist participating States to promote gender equality, based on the strategy of fostering a policy-dialogue with governments and civil society in order to strengthen their commitment to gender equality as a fundamental element of protecting human rights and fostering democratic development. This approach underscores the key principle of the OSCE's policy in the field of gender equality that "equal rights of women and men and the protection of their human rights are essential to peace, sustainable democracy, economic development and therefore to security and stability in the OSCE region" (Decision No. 14/04, 2004 OSCE Action Plan for the Promotion of Gender Equality).

The guiding principles of the Action Plan that form part of the ODIHR's work in the field of promoting gender equality are mainstreaming a gender perspective into activities, policies, projects and programmes of the Organization, promoting gender equality in participating States and supporting participating States in implementing relevant commitments to promote equality between women and men. Priority areas in this work are focused around the following provisions:

- Ensuring equal opportunity for participation of women in political and public life (Chapter V, Para 44 (d))
- Ensuring non-discriminatory legal and policy frameworks (Chapter V, Para 44 (b))
- Preventing violence against women (Chapter V, Para 44 (c))
- Encouraging women's participation in conflict prevention, crisis management and post-conflict reconstruction (Chapter V, Para 44 (e))
- Promoting equal opportunities for women in the economic field (Chapter V, Para 44 (f))
- Building national mechanisms for the advancement of women (Chapter V, Para 44 (g))

In line with the underlying principle of the OSCE Gender Action Plan aspects of gender equality are mainstreamed in all of ODIHR programmatic activities. In addition the ODIHR has two specifically gender related programmes: "Increased Participation of Women in Democratic Processes" within the Democratization Department, and "Human Rights, Women and Security" within the Human Rights Department. The ODIHR also runs two specifically gender related projects. The first is dedicated to "Development of Practical Ways to Encourage Greater Participation by Women in Political Life in the OSCE Region and Beyond" (Elections Department), and the second to "Awareness Raising for Romani Women Activists" (Contact Point for Roma and Sinti Issues).

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

During the reporting period a conscious approach has been taken to promoting a professional and gender-sensitive management culture and working environment. Relevant OSCE regulatory documentation has been brought to the attention of staff and remained posted on the intranet for easy access; gender-related information (in particular, the information about the AI 21/2006 Professional Working Environment; Policy against Harassment, Sexual Harassment and Discrimination) has been included in the induction package and training for newly recruited staff. No incidents of gender-related conflict or mistreatment were notified by staff in the reporting period.

The ODIHR's recruitment practices aim to promote equal opportunities for all, and to ensure that well-qualified women are amongst applicants and short-listed candidates for all positions. A particular goal is to increase the number of women working in the ODIHR at senior levels. In establishing short-lists and interview panels gender balance is maintained as far as possible. During the reporting period the ODIHR launched three recruitment procedures for Programme Heads. All three resulted in a female candidate being selected for the position.

Gender balance is one of the guiding principles when identifying experts for projects, inviting speakers for events and in recruiting new staff members to the Programmes.

The statistics indicate that the ODIHR received in total slightly more applications from men than from woman. However, the number of short-listed and interviewed women is noticeably higher than the number of men. A similar trend can be noted for applicants selected. The statistics also indicate that there is gender balance amongst the professional staff at each level below P5.¹ However, currently there is rather an imbalance in the GS staff category: the ODIHR employs three times more women than men at this level.

The planned specific training programmes for ODIHR staff on gender awareness and mainstreaming within substantive programmes (including evaluation with gender indicators) could not take place in the reporting period due to complications on the provider's side. This training is now planned for the last quarter of 2006.

During 2004-2006 the ODIHR conducted ten Human Dimension Courses for staff from field operations. The interactive training addressed the issues of gender mainstreaming from two perspectives: in the everyday work of the field operation and in programme activities. The

¹ Because of the very low number of the positions at the level P5 and above the statistics are not representative.

ODIHR Human Dimension Course also includes the lesson that gender should be mainstreamed in all criminal justice and fair trials work, and should form part of hypothetical and interactive exercises in order to increase awareness and expertise among relevant actors. Statistics for 2004-2005 show that 54 % women and 46% men participated in these Human Dimension Courses.

ODIHR's press reporting reflects gender mainstreaming as far as possible, particularly in relation to election observation, where participation of women is one of the issues observed. ODIHR highlights gender equality as one of its main activities on its homepage and has made the OSCE Gender Action Plan, as well as other relevant documentation available on its webpage. Activities relating to gender equality are highlighted in press releases and in press features, such as "*ODIHR helps ensure women's voices are heard in South Caucasus and Central Asia*" published in December 2005.

Most of ODIHR's reporting, and all its publications are edited to ensure that they follow OSCE standards. Those include ensuring gender-sensitive language and that when attention is drawn to individuals, specialists or officials, women are represented as often as possible. The ODIHR also strives to ensure that women and men are equally represented visually on all its material, be it printed or web-based.

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

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

In its election observation activities and through its Election Observation Missions (EOMs), the ODIHR regularly provides gender specific analysis of election processes and women's participation in elections, both as election administrators and as political contestants. EOMs either include a Gender Analyst or a member of the Core Team, often the Political Analyst, is specifically tasked to undertake and co-ordinate all gender related analysis. 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 and social structures affect women and men in electoral processes.

The EOM examines women's participation as voters, candidates and elected representatives; the participation of women in leadership roles within state institutions, electoral commissions, and political parties; and how women and men are affected by the respective legal framework and media structures. Long-term and short-term observers (LTOs/STOs) are also responsible for reporting on gender related issues. Specific questions pertaining to these issues are included in the observation forms that STOs fill out on election day as well as in the briefing materials and instructions that LTOs and STOs receive. The *Handbook for Monitoring Women's Participation in Elections*,² published in 2004, is systematically used on all EOMs as a working tool. It provides guidance to members of the EOM and sets out practical steps to integrate a gender perspective into the work of an EOM. It assists EOM members in identifying and assessing elements and issues that may impact on women's equal political

² The Handbook can be found at www.osce.org/odihr/item_11_13585.html.

participation. It helps ensure that each EOM takes into account how the election process affects both women and men when drawing conclusions on the extent to which an election process meets OSCE commitments.

The presence of Gender Analysts on EOMs contributed to the capacity of EOMs, including core team analysts, long-term and short-term observers, to monitor effectively issues affecting women in electoral processes, such as opportunities or barriers to becoming candidates or promoting their candidacy, participating in political discourse in election campaigns, observing election processes, working as election administrators and voting. Secondly, the inclusion of Gender Analysts on EOMs resulted in analysis and assessment, for each election observed, of the situation of women in political life (as candidates, elected officials, voters and election administrators), the impact of the electoral system on women's opportunities to be elected, provisions of the legal framework for the equality of women and men in the election process, and the impact of election practices on the full participation of women as voters. Such analysis provided greater information to the host country and to other participating States on the participation of women in election processes.

These activities have led to recommendations to host countries regarding improvements to their electoral legislation and practices. These recommendations focused mainly 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. In addition, these analyses and recommendations also identified best practices to contribute to ensuring equal opportunities and to overcome barriers for women's participation in electoral processes. All project activities, as well as the reports and recommendations issued as a result of including Gender Analysts in EOMs, should increase awareness of participating States, electoral stakeholders, civil society and election observers to the barriers that can limit women from fully realizing equal rights within election processes.

Review of election legislation of participating States is a regular activity which contributes to ensuring non-discriminatory legal and policy frameworks. These legal reviews assess *inter alia* whether participation of women in election processes is enabled through legal provisions and whether specific steps are foreseen to increase the participation of women as voters, candidates and elected representatives as well as within the election administration.

In an effort to promote women's participation in political processes, the ODIHR facilitated the joint initiative of civil society experts and political parties in Georgia and the Netherlands Institute for Multiparty Democracy (NIMD) to assess the current state of development of political parties, the degree of democratic practices inside parties and their impact on opportunities available to women members to achieve leading positions. The Georgian Interactive Political Party Assessment coached the six main political parties through a critical qualitative self-analysis. The parties were confronted with questions and issues on their party functioning and were provided with the academic and analytical support to discuss them. Substantial time and research has been carried out in the field of women's participation. Both party leaderships and the parties' women's groups have been actively involved throughout. In addition, half of the Multi-party Conference in May 2005 was devoted to the role of women in political parties. The report that was published at the end of the interactive assessment contains an extensive chapter on "Women and Political Parties" and presents a number of concrete recommendations from the parties themselves on improving the position of women in political parties. The results of this initiative clearly underscored the need for political

parties to become more inclusive, transparent and representative by expanding political opportunities and leadership roles for women.

Further, more specific activities for increasing the role of women in democratic governance are carried out by means of the long-term programme on Increased Participation of Women in Democratic Processes. This is designed to foster women's leadership, civil society coalition building and networking, government-civil society co-operation to promote gender equality and assistance in the development of national expertise of gender equality. In the framework of the programme, ODIHR provides direct expertise on gender equality issues to women's NGOs and grassroots leaders and assistance in the development of joint government and civil society initiatives in the field of advancing women's status in public life. This programme is described in more detail below (see section *Programmatic activities with specific focus on gender*).

Through its activities in the field of legislative support and promotion of the rule of law, the ODIHR assists participating States in ensuring gender equality by supporting necessary legal reforms. The assistance is provided in the form of review of draft legislation on gender equality issues and assessment of its compliance with international standards. So far, ODIHR has assessed equality related legislation in the Former Yugoslav Republic of Macedonia and will be working with the expert panel on the Equal Opportunities Law in Albania, as well as assisting in the assessment of the Equal Opportunities Law in Azerbaijan. To date two ODIHR legal opinions were issued on the first draft of the Equal Opportunities Law in the Former Yugoslav Republic of Macedonia. The first opinion issued was submitted to the authorities and some of the recommendations were taken on board and introduced in the draft.

The revised version of the Draft Law was reviewed again by the ODIHR and will be discussed at a roundtable on the law itself. In addition, ODIHR maintains the www.legislationline.org database, which features a large compilation of laws and regulations from various OSCE participating States on gender equality, amongst others, as well as international standards on the same.

As a standard practice, upon provision of an assessment of a criminal code, ODIHR recommends that gender neutral language be used so that, for example, the crime of rape is not limited to female victims, but that the criminal code recognizes that men can also be victims of rape.

ODIHR activities in the field of migration, namely in the area of internal and cross-border migration, are designed to provide expertise and capacity to national migration agencies to institutionalise migration policies that respect human rights of all individuals, based on the principles of non-discrimination, rule of law, freedom of movement and free choice of place of residence. Objectives of developing migration policies that provide effective safeguards against gender-based discrimination form a critical part of these activities and are integrated in all aspects of programmatic work, including the reform of the *propiska* system, promotion of migrant integration policies, and fostering interstate co-operation on labour migration, migration-related information and human rights of migrants.

While specific gender issues underpinning different migration trends or rather emanating from discriminatory and deficient migration policies may vary in different geographic contexts, analysing gender aspects of labour migration and trafficking-related migration trends serve as important indicators for programming of ODIHR activities in this field. When assisting participating States to develop effective migration policies and foster inter-state co-operation

in the field, the ODIHR has also identified the need to conduct a joint assessment of migration and trafficking issues in order to develop a better understanding of migration trends at sub-regional levels and determine possible intervention mechanisms to assist in developing sound protection and prevention mechanisms against forced labour and trafficking.

Since 2001, the ODIHR's Contact Point on Roma and Sinti Issues (CPRSI) has been involved in a joint EC-ODIHR activity on "Roma and the Stability Pact in South-Eastern Europe", implemented in co-operation with the Council of Europe. In the period 2003-2006, the second phase of this programme called "Roma use your ballot wisely!" has focused on political participation of Roma in elections and elected bodies. The following highlights how Romani women have been assisted in particular:

- A network of Romani women associations across ethnic boundaries and South East Europe has been supported
- Romani women have been selected as Short Term Observers to elections in South Eastern Europe
- Half of the selected Local Contact Points (LCP) in countries involved throughout SEE are women and gender aspects are included in projects which these LCPs carry out
- A Gender Task Force was set-up with the responsible assistant based in Serbia and Montenegro, to guide and oversee the activities of the LCPs with regard to gender issues.
- The ODIHR co-operated in 2005 with a Roma NGO to articulate a public discourse on early marriages. This was done through a series of four meetings with Roma Calderas communities which addressed the questions: How can cultural practices as part of group identity be preserved while allowing the influence of modernity? What effects do early marriages have on the education level of Romani girls?

As a result of anti-trafficking activities, including research reports on countries with large Roma populations and their vulnerability to becoming victims of trafficking (particularly Romani women), a roundtable was held in Belgrade in 2004. In April 2006 a position paper entitled, "Awareness Raising for Roma Activists on the Issue of Trafficking in Human Beings in South Eastern Europe" was uploaded on the ODIHR website and is being published in both English and Serbo-Croatian.

In parallel to this, in spring 2005 the ODIHR Anti-Trafficking Programme reviewed its activities so as to raise the visibility of all purposes for which people are trafficked, affecting both men and women and promote gender specific approaches to identification, protection and assistance to trafficked persons. In practice this has meant taking into account gender issues when assessing different forms of exploitation, and responses to trafficking in OSCE participating States (such as the UK, Russia and Turkey); expanding contacts and networks from solely women focused organisations to include organisations able to provide protection and assistance to both male and female migrants including migrants rights organisations and trade unions; continuing to support gender specific assistance and rights protection for trafficked women where there is still need for such support (as in Albania, Armenia and Georgia) and promoting the inclusion of gender considerations when developing and

commenting on training manuals and programmes for improved identification of trafficked persons.

Domestic violence as one of the most acute manifestations of violence against women forms one of the key components of the ODIHR activities in the field of promotion of gender equality in all spheres. In the reporting period ODIHR has worked to sensitise law enforcement agencies towards this problem as a crime that needs to be vigorously combated, to build the capacity of law enforcement authorities to play an effective role in preventing and combating domestic violence, as well as to promote co-operation between law enforcement bodies and NGOs on strategies and measures to prevent and combat this crime. The ODIHR has also contributed to the drafting of the Law on the Prevention and Combating of Domestic Violence in Moldova by supporting expert meetings between government officials and representatives of civil society to discuss provisions of the draft Law.

The ODIHR's Human Rights Monitoring Programme has trained women oriented NGOs in Uzbekistan thereby increasing their capacity to report on human rights issues concerning women. The Human Rights Education and Training Programme includes training modules addressing women's empowerment and rights. For example, it has encouraged NGOs in Tajikistan to work more on women's issues including domestic violence and the rights of women to education.

The Human Rights and Anti-Terrorism Programme contributed a background paper entitled, "Female Suicide Terrorism – Consequences for Counter-Terrorism" to the Technical Expert Workshop on Suicide Terrorism organised by the OSCE ATU on 20 May 2005 in Vienna. It has also included gender perspectives in its project on the Promotion of the Protection of Victims of Terrorism and in both its Human Rights and Anti-Terrorism Training Module and Manual.

Work to promote tolerance and non-discrimination (TND) was added in 2004 to the mandate of the ODIHR. Based on the hate crime statistics received by the ODIHR from participating States (and published in the report *Combating Hate Crimes in the OSCE Region: An Overview of Statistics, Legislation and National Initiatives*), five participating States identified 'sex' as a discrimination ground, three include 'gender' as a discrimination ground in relevant hate crime legislation, and one includes both 'sex' and 'gender' as a discrimination ground in relevant hate crime legislation.

The TND Programme also considers gender aspects in its work related to the combat of racism, xenophobia, anti-Semitism and discrimination against Muslims and members of other religions and belief communities.

In activities on education to promote respect and diversity, gender equality is mainstreamed by considering gender principles. In the selection process of the experts group of the Project on education promoting respect and diversity (group of 11 persons) one objective is to achieve a gender balance in the group as well as a geographical balance. So far 6 women and 5 men serve in this expert group. In a questionnaire on the implementation of intercultural education a reference to gender sensitive studies in public education is made. It should also be noted that the needs assessment report on educational initiatives to promote respect and diversity, which will be published in 2006, will also include an evaluation of educational initiatives to promote gender equality and combat gender discrimination.

Concerning the ODIHR activities to support civil society to monitor and combat hate crimes and violent manifestations of intolerance, organisations dealing with gender discrimination have been included in training seminars as well as roundtable meetings where gender dimensions of racism and discrimination against Muslims were discussed. Concretely this happened in the "Capacity building training on monitoring and reporting on hate crimes and violent manifestations of intolerance" (June 2005) as well as the "Meeting between NGOs and the three Personal Representatives of the OSCE Chairmanship in Office for the preparation of the Conference in Cordoba" (May 2005).

The Law Enforcement Officers Programme includes a section on gender-based hate crime within its training curriculum.

Muslim women face discrimination in society both for being Muslim and for being a woman. That makes them more vulnerable than male Muslims. There have been specific outreach efforts to include Muslim women in the 2005 "Roundtable Meeting with NGOs addressing Intolerance and discrimination against Muslims" and 2006 "Roundtable Meeting on Representation of Muslims in Public Discourse". This led, for example, to participation of NGOs committed to the equality, equity and empowerment of Muslim women's identity.

Programmatic activities with specific focus on gender

The programmes and projects described below have been developed to address those areas where a need for more concentrated efforts has been identified.

Programme on Increased Participation of Women in Democratic Processes

This long-term programme started in 1999. Through it the ODIHR assists national stakeholders in governments and civil society to increase awareness on the fundamental importance of equality of rights and opportunities among women and men and to develop and implement effective policies for the promotion of gender equality. While this multi-year programme began by assisting participating States of the South Caucasus and Central Asia, in 2005 the programme expanded to include Ukraine and will also provide expertise to the government and civil society in the Former Yugoslav Republic of Macedonia to develop effective national mechanisms and awareness raising efforts on gender equality.

In the reporting period, the focus was on four key areas where the ODIHR's expertise and support were identified as vital for consolidating the political will of governments to take necessary measures for the promotion of gender equality and to strengthen civil society actors to play an effective role in these policies. The following were priority areas:

- Women's leadership development and coalition/network building among civil society actors to promote equal opportunities for participation of women in political and public life;
- Fostering cooperation among civil society and government to promote necessary reforms in policy and practice;

- Prevention and combating of domestic violence through supporting joint efforts of policy makers and practitioners in government and civil society;
- Development of national gender expertise among local stakeholders at national and cross-regional levels in Central Asia and South Caucasus.

Programme activities in support of these goals range from awareness raising workshops for national and grassroots civil society organizations, capacity building seminars for representatives of state structures, provision of expertise for development and implementation of national action plans and assistance in the development of joint initiatives among local governments and civil society actors. Activities are currently underway in Armenia, Azerbaijan, Georgia, Macedonia, Ukraine and Kyrgyzstan with planned outreach to other Central Asian countries.

Moreover, the Programme promotes a strong link between reforms in the field of democratic governance and increased participation of civil society in this process. This objective is approached through the strategy of developing mechanisms of interaction between the public and governments and strengthening capacity of grassroots actors to oversee and monitor the democratic performance of their governments.

Programme activities have been selected and tailor-made, based on the analysis of the situation in each country and an evaluation of the potential impact and value added by ODIHR's involvement. In order to support participating States in their efforts to build effective national mechanisms for the advancement of women, the ODIHR's programme on Increased Participation of Women in Democratic Processes integrates a major component on the development of state mechanisms to direct and oversee implementation of gender equality policies. Activities in this field include provision of direct expertise to existing state structures which are mandated to develop and implement gender equality policies, on improving their organizational and policy frameworks, as well as promoting co-operation among national civil society organizations and respective State structures to jointly implement needed reforms in the field of gender equality.³

ODIHR views the development of competent national experts capable of influencing developments at local, national and international levels, with first-hand expertise in gender issues and existing needs as fundamental to achieving a real and long-lasting impact in the field of promoting gender equality. In order to support also development of effective international networks working to advocate and lobby for gender-sensitive policies in the

³ In Georgia, the Women's NGO Coalition of Georgia has worked on enhancing the role and impact of women's organizations in conflict prevention and conflict resolution processes. The Coalition works to strengthen knowledge and capacity of women's groups to take active role in peace building initiatives. With this objective, a special manual for trainers on dissemination of information on the UN Security Council Resolution 1325 has been developed and disseminated. Furthermore, a series of workshops and information sessions on the role of women in conflict resolution and the provisions of the UN Resolution 1325 have been conducted throughout the country by the Coalition members for women leaders in communities where there is a large population of IDPs from Abkhazia and South Ossetia, and in communities/regions bordering conflict zones. In Kyrgyzstan, as part of the ODIHR strategy to promote awareness on equality of rights and opportunities among women and men and to combat violence against women, ODIHR supports efforts of the Regional Women's Network of Kyrgyzstan to conduct awareness raising campaigns on the role of women in conflict prevention and crisis management issues, particularly targeted at women from rural communities. These awareness raising campaigns have been particularly designed to inform women protesters taking part in recent mass demonstrations in the country of their civil rights and freedoms and of the importance of women's equal access and participation in decision making processes in all phases of conflict prevention, and resolution.

OSCE area, ODIHR has established and continues to use the expertise of the NGO Expert Panel on Gender Equality comprising fifteen civil society experts working to promote women's leadership, gender equality and increased role of women in decision making in the South Caucasus and Central Asia. The Panel is a unique cross-regional initiative, designed for exchange of local expertise and know-how in the field of gender equality and women's participation in democratic processes. It promotes exchange of best practices in women's economic empowerment and provides support to women's entrepreneurship as a tool to combat gender-based discrimination in the field of economic development.⁴ In late 2004 and throughout 2005, the ODIHR provided expertise and specific skills-building workshops to the Panel members by organizing several strategy development seminars and workshops on national mechanisms for the promotion of gender equality, exchange of expertise and know-how for the advancement of women, where members have elaborated joint activities for utilizing their respective experiences and lessons learnt. Moreover, the ODIHR organized training workshops on women's participation in political parties in Ukraine, using the expertise of the Panel members from Kyrgyzstan.

The ODIHR has built a strong co-operation and development of joint initiatives with the UN Economic Commission for Europe in order to promote increased awareness on the importance of integrating gender aspects in the economic policy making at national levels.

With the aim to counter negative stereotypes engendered in various public spheres, and in particular often manifested through the media, the ODIHR continues to support the Association of Journalists "GenderMediaCaucasus" in conducting a series of international conferences in Tbilisi, Georgia "Role of Mass Media in Empowerment of Women" (July 2005). The last conference brought together over 50 women journalists, researchers and activists from the South Caucasus, Central Asia, and Europe to discuss participation of women in the national media, contributions of journalist networks to promoting gender equality and the role of mass media in empowering women at national and international levels.

⁴ The ODIHR assisted in the development of a joint initiative of the Azerbaijani and Georgian experts to conduct research on current situation in women's economic empowerment and their access to entrepreneurial resources such as business loans and small grants. Subsequently, based on the findings of the research, experts conducted series of trainings for the Regional Women's Network in Azerbaijan on ways to identify necessary resources for private entrepreneurship and conduct gender-sensitive analysis of local state budgets. During the Preparatory Meeting in Geneva in December 2004 for the 10 year Review and Appraisal of the Beijing Platform for Action the ODIHR Expert Panel organized a side meeting on co-operation between civil society and government structures on increasing the role of women in decision making. The ODIHR NGO Expert Panel on Gender Equality has substantively contributed to the high-level meetings conducted by the UNECE in Astana in May 2005 and Geneva in December 2005 as well as to the upcoming meeting in Baku in June 2006. At the margins of the 2005 Human Dimension Implementation Meeting, the Expert Panel hosted the side event on "Participation of Women in Democratic Processes in South Caucasus and Central Asia". The experts discussed ongoing developments in their respective regions and analyzed their implications on women's status and equal opportunities, highlighting the significance of building strong local expertise among national stakeholders for achieving greater progress in the field of gender equality. Currently, the Georgian and Azeri members of the Panel work together on the promotion of women's economic empowerment in Azerbaijan, while the Kyrgyz Panel members served as facilitators in the process of strengthening the regional women's network in Georgia and in Azerbaijan.

Human Rights, Women and Security Programme

Recognising that the ODIHR could play a valuable role in promotion of the human rights of women, the ODIHR established a new programme in the second half of 2005. Through the programme, the thematic area of women's human rights is placed in the context of OSCE's comprehensive approach to security. In this regard, programme objectives relate to women's rights and consideration of a gender perspective in relation to conflict prevention, post-conflict reconstruction and maintenance of security.

The programme has three components as follows:

- Promotion of security through advancement of the correlation between women's human rights and security; implementation of the UN Security Council Resolution 1325 on Women, Peace and Security; development of women's rights provisions, and providing of expertise for inclusion of the same, in activities regarding counter-terrorism, conflict prevention and early warning, post-conflict reconstruction and maintenance and promotion of peace and security; monitoring of developments with regard to the human rights of women and security related issues;
- Prevention of trafficking in human beings through addressing violations of women's human rights; identification and addressing of a lack of state protection of women's human rights; civil society awareness raising and capacity building for addressing the interconnection between trafficking in human beings and violations of the human rights of women, including violence against women as a root cause of trafficking in women;
- Promotion of the human rights of women and girls; promotion of and assistance in integration of a women's rights perspective in activities for human rights education, as well as in capacity-building activities regarding monitoring and reporting on the human rights of women.

In the reporting period an assessment in Moldova identified areas of common concern among those involved in counter-trafficking activities and in combating violence against women respectively. The ODIHR then contributed to the drafting of the Law on the Prevention and Combating of Domestic Violence in Moldova by supporting expert meetings and a roundtable (December 2005) between government officials and representatives of civil society to discuss provisions of the draft Law.

The programme represents an important international initiative to advance and raise awareness of women's rights in the context of security. Other achievements so far include the production of the report "Women's Rights and Early Warning – Development of Indicators", and support for regional consultation between the states and territories of the former Yugoslavia leading to a regional agreement furthering the 'Declaration on Cooperation between Gender Mainstreaming Institutional Mechanisms in the West Balkan Region'.

Development of Practical Ways to Encourage Greater Participation by Women in Political Life in the OSCE Region and Beyond

This project contributes to promoting equal opportunity for participation of women in political and public life. Its aim is to develop the methodology for participation of women in

election processes³. In particular it contributed to monitoring of women's participation in elections, thereby providing increased attention to gender issues in elections. In 2005, the project supported the identification and deployment of Gender Analysts to join the Core Team of the respective EOMs for the parliamentary elections in Kyrgyzstan, Moldova, Albania and Azerbaijan. The Gender Analysts met political party leaders, candidates, election administrations and civil society representatives to gather information on women's participation in the election process, to assess the extent to which law and practice meet OSCE and other international commitments for gender equality, and to make relevant recommendations for the host country. For each election, the Gender Analyst contributed text for inclusion in the EOM post-election preliminary statement regarding participation of women in the election. In addition, the Gender Analysts prepared reports for inclusion in the ODIHR Final Report, including recommendations for further improvement in the area of women's participation in the electoral process.

Awareness Raising for Romani Women Activists

The objectives of this project are to raise awareness among Roma activists on trafficking in human beings, especially children and women; and to build capacity on this issue, putting activists in contact with mainstream anti-trafficking networks. Likewise it is important to provide a forum for Roma activists to express their concerns and views on the phenomenon.

Prevention activities have centred on strengthening State mechanisms and non-governmental actors to identify victims of trafficking, and on raising awareness amongst trafficked persons of their right to protection and access to justice. In the reporting period a structure was set up for mentoring of younger Romani women activists by senior Romani women, alongside a network of Romani women associations across the countries in South East Europe, as well as across the ethnic boundaries which exist within the mosaic of groups confronted with racial prejudice (Roma groups but also Rudarea, Askhalie, Egyptians, etc.)

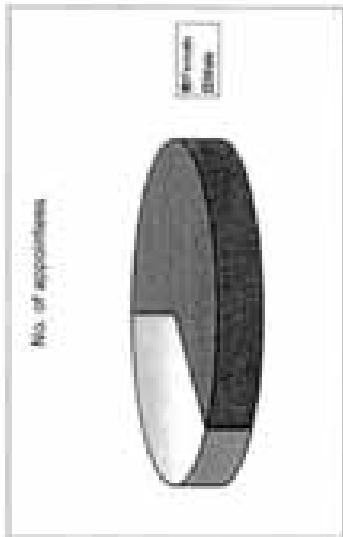
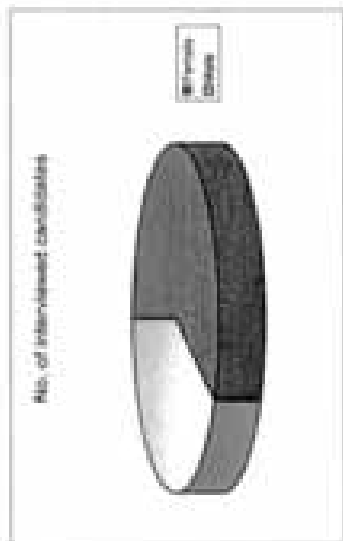
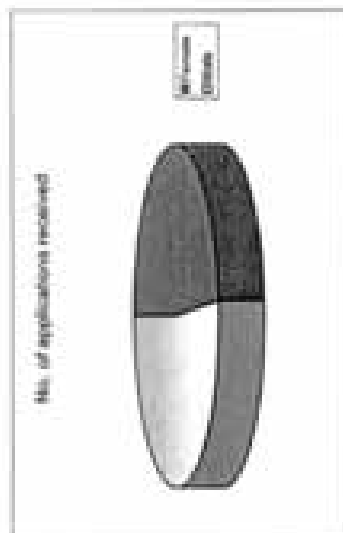
Annex:

- Gender recruitment statistics

³ This project supported the publication of the *Handbook for Monitoring Women's Participation in Elections* and the subsequent implementation of the guidelines contained therein, particularly through the deployment of Gender Analysts on EOMs.

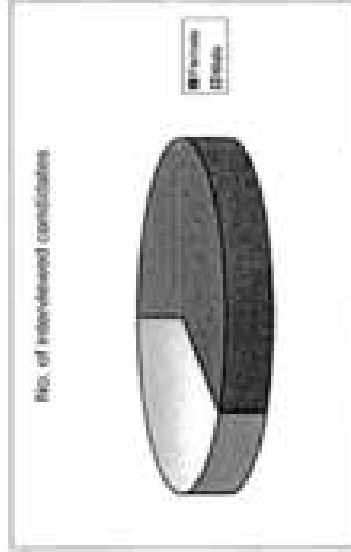
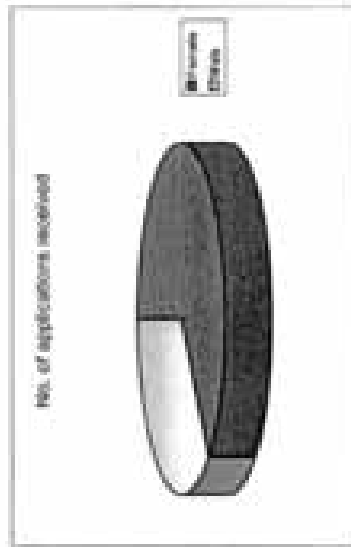
Gender recruitment statistics for the year 2005

	No. of applications received	No. of interviewed candidates	No. of appointments
Female	558	52	10
Male	949	38	10
Total	1847	90	20



Gender recruitment statistics for the period from January till April 2006.

	No. of applications received	No. of interviewed candidates	No. of appointees
Female	212	16	4
Male	117	11	2
Total	329	27	6



ANNEX III

**OSCE Action Plan
for the Promotion of Gender Equality**



**2006 HCNM Annual Evaluation Report
on Implementation of the Gender Action Plan**

May 2006

2006 HCNM Annual Evaluation Report on Implementation of the Gender Action Plan

The High Commissioner on National Minorities (HCNM) considers the promotion of gender equality to be an integral part of his overall policies and activities both internally and externally and wishes to provide the following input into the annual evaluation report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality. This evaluation report addresses activities undertaken by the HCNM during the reporting period in:

1) Gender mainstreaming – internal issues

Gender-balance

The High Commissioner and senior management are responsible for policies and measures to ensure equal opportunities for the 27 female and male HCNM staff members as well to create an attractive workplace in which women and men are represented in posts at all levels, are able to influence their work situation and feel included and valued in their work.

Although the gender situation in the office is quite well balanced overall, there is a predominance of men in P-staff positions and of women in G-staff positions. During the reporting period the HCNM has actively applied new means to attract more female applicants to apply for vacant positions in the office. Traditionally, less women than men have applied, wherefore more active recruitment has been deemed necessary and also carried out during the year, including outreach efforts seeking suitable candidates and encouraging them to apply. HCNM interview panels always include both women and men. In compiling the final short list of the candidates for the vacant post, both women and men – the best candidates among the applicants after interviews – are included.

Gender Working Group

While implementation of the Gender Action Plan is primarily a responsibility of the management, a gender working group provides assistance in this matter. This working group is composed of the Gender Focal Point (head of personnel and finance) as well as a legal officer and the personal adviser to the HCNM and reports directly to the director and the HCNM. The working group meets about once a month to advise on implementation of the Action Plan in the work place as well as in the external activities of the HCNM.

Training

The gender working group also organises trainings for staff members. In the spring of 2006 it organised a 1-day gender training seminar which all staff members attended. The morning part of this training (conducted by a specialist from the Training Unit of the Secretariat) focused on the internal aspects of gender equality policy and provided an overview of the OSCE Gender Action Plan, the concepts of gender equality, sensitivity and Staff Instruction 21/2006 on Professional Working Environment. The afternoon part of the training day focused on the gender aspects of the HCNM mandate with two speakers examining the theme of "Gender and conflict prevention". While the first speaker - a professor of human rights and member of the UN CEDAW Committee – presented the international legal framework, the second speaker – a gender expert from the Swedish NGO "Kvinna till Kvinna" – presented the UN Security Council Resolution 1325 on the role of women in conflict prevention and post-conflict rehabilitation. This part of the training also focused on how to apply the

Resolution in concrete cases and how to include women's organisations in the process of information gathering and sharing.

Staff Rules and Regulations

As the outline for the Evaluation Report asks the missions and institutions to "identify any barriers to and/or ways of improving implementation" of the Gender Action Plan, the HCNM would like to draw attention to the OSCE Staff Rules and Regulations. During the reporting period the HCNM has experienced that some elements of the Staff Rules and Regulations are incompatible with national and/or EU labour law (one example of this is Rule 7.06.1, sub b, which determines that staff members who have not been in service for one year or more are not entitled to maternity leave). This incompatibility creates legal uncertainty and exposes the OSCE to possible litigation.

In addition, it is the experience of the HCNM that other important aspects of OSCE Staff Rules and Regulations are not conducive to achieving a good gender balance among the staff but rather reinforce existing imbalances and stereotypical gender roles. Examples of these imbalances are the less-than-rudimentary arrangements for paternity leave (see for example Regulation 7.04, sub a ii, which provides for a mere 4 days of paternity leave), the impossibility of taking special leave without pay in connection with paternity leave and the impossibility for all staff members to work part-time during a certain period etc. The fact that the OSCE is a "non-career organisation" provides no justification for this gender bias in the Staff Rules and Regulations as male and female P-staff will also have to balance their work with their family life during their employment by the OSCE, which may last up to 10 years. The same applies a fortiori to G-staff members.

Bringing the OSCE Staff Rules and Regulations in line with those of other international organisations – many of which, irrespective of the period of service, offer up to two months of paternity leave with full pay – as well as with the recommendations of the International Civil Service Commission, provides an excellent opportunity for the participating States to demonstrate their commitment to achieving gender equality in the internal organisation of the OSCE.¹ It is therefore recommended that the OSCE Staff Rules and Regulations are reviewed by the Gender Unit of the Secretariat with the assistance of an independent expert, as recommended by paragraph 16 of the Gender Action Plan.

2) Preventive diplomacy:

The mandate of the HCNM establishes the institution as 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. In seeking to dispel tensions and to improve inter-ethnic relations, the HCNM approach is to encourage States to act to accommodate the legitimate interests and needs of all sectors of society – majority and minorities – to the greatest extent possible and

¹ At its 58th session (2004) the International Civil Service Commission (ICSC) - an independent expert body established by the United Nations General Assembly whose mandate is to regulate and coordinate the conditions of service of staff in the United Nations common system – decided that. "in consideration of the need to maintain good staffing/management relations (...) duration of up to four weeks paid leave for paternity purposes should be granted to staff at headquarters and family duty stations and up to eight weeks for staff at non-family duty stations (...)" and that these provisions "should supersede the existing paternity leave arrangements in organizations". The ICSC also emphasized that "the cost of the entitlement was negligible and that its application had no effect on operational capacity" [A/59/30, vol.1, para. 210-211].

in accordance with the principles of equality and non-discrimination. Applying a gender perspective and involving all stake-holders (women and men, from top as well as grass-root level) in the dialogue and activities of the HCNM is therefore a basic element in his work, considering that the involvement of all groups affected by majority/minority relations will make efforts to ease tensions and reconcile differences more effective. In addition, during his country visits the HCNM regularly meets with women's groups from different parties in order to gather and exchange information as well as to encourage inter-ethnic dialogue within a country.

3) Projects aimed at conflict prevention:

Sex-disaggregated data and gender mainstreaming

The HCNM's preventive diplomacy is frequently backed up by targeted projects in support of i.a. education, language and public participation, as well as media access and development. Although the emphasis of these projects is always on prevention of conflict – and not on promoting gender equality as such – efforts are made to take into account gender aspects. During 2005 and 2006 sex-disaggregated data was collected for a large portion of the projects. This showed that the projects at an over-all level are more or less gender balanced regarding both staffing and the groups targeted by the projects. Where adverse imbalances exist, however, these are being addressed in planning and selection procedures. In some projects, such as the legal clinics in Georgia, more female staff members were subsequently hired in order to correct the imbalance in the clientele and increase the number of women approaching the clinics for legal advice. In the coming year, efforts will be made to collect sex-disaggregated data for all projects.

The intention is to introduce gender budgeting for future HCNM projects in order to ensure availability of funds for gender expert assistance in projects, for example in organising Training of Trainers, and by liaising with local women's rights NGOs. During the reporting period, internal guidelines were developed to serve as support in considering gender aspects when developing and implementing projects. Finally, training components on gender aspects are being introduced in existing training projects, such as for journalists and training in the management of inter-ethnic relations.

Training

During the spring of 2006 HCNM organised a 2-day gender training seminar for the management staff of HCNM projects in Georgia. 20 directors, managers and coordinators took part in the training which was conducted by 3 gender experts from the ODIHR regional gender panel. Presentations, exercises and role-plays raised the HCNM project partners' awareness on gender equality and provided them with an understanding of the international framework on gender equality. In addition, during the training all HCNM projects in Georgia were analysed from a gender perspective and recommendations were formulated for existing and future projects. While all project-partners have been provided with reference materials on gender-mainstreaming they can in the future also contact the gender experts which are available for consultation.

Similar trainings will be considered for HCNM projects in other geographic areas.



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

**Evaluation Report of the Implementation of the Action Plan for the
Promotion of Gender Equality June 2006**

Gender Mainstreaming – Internal Issues - Working environment¹

What steps have been taken by HoM to promote a gender-sensitive and professional working environment and management culture?

Total Staff: 16	
Women: 10	Men: 6

P Staff - Total: 11	
5 Women	6 Men
1 Seconded Senior Advisor	1 Representative on Freedom of the Media
2 Contracted Advisors	2 Seconded Senior Advisors
1 Temporary Seconded Liaison Officer	1 Temporary Contracted Project Officer
1 Seconded Project Assistant	1 Temporary Contracted Project Coordinator
	1 Research Assistant

G staff - Total: 5	
5 Women	0 Men
1 Contracted Executive Assistant	
1 Contracted Project Assistant	
1 Program Secretary	
1 Temporary Contracted Clerk	
1 Intern	

Compared to six months ago three more women are in P positions: Senior Advisor, Liaison Officer and Project Assistant.

Disseminate staff instruction 21/2006

All new staff attends the Go Program and should therefore be aware of staff instruction 21/2006

How can gender mainstreaming in internal issues be further encouraged?

- Guarantee equal distribution of P and G positions
- Create internal policy on informing new and old staff on gender topics / on staff regulation

¹MC.DEC/14/04 Para 14 “The Secretary General, and Heads of Institutions and Missions shall exercise strong and active leadership in building sustainable gender awareness in the Organization and shall intensify their efforts towards achieving a gender-sensitive and professional working environment and management culture ...”

Gender Mainstreaming – all projects and programs

Terms of reference²

- Gender Focal Point position: Seconded, Liaison Officer
- Access to senior management: participates in staff meetings, advises senior advisor on Gender activities

Further enhanced

- Staff meetings will address gender issues when appropriate

Gender Equality Projects and Programs

The priorities of the RFOM will be to “ensure equal opportunity for the participation of women in political and public life. *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 of the RFOM. The Representative will inform the participating States of such cases in his or her regular reports.”³

Please note that it is NOT the task of the RFOM to monitor the content of the media as such and we can therefore react to reported cases only, including observing the general framework of the freedom of the media in participating States.

Gender Mainstreaming in Press Reporting, Liaison Activities and Events

Gender Balanced Reporting⁴

All on-line documents have been revised in order to eliminate gender biased language. This practice will be continued.

Have the events/themes incorporated a gender perspective?

Below is a general overview of the gender balance in FOM events during the past three years.

An average of 29% of women has participated in the three internet related projects (two conferences and one seminar). In the first internet project only 20% of the participants were women. At the last internet conference the number of women participants had already risen to 36%.

Recently the FOM started to organize training seminars. So far, two seminars took place. The first was held in Baku, Azerbaijan, where 40% of the participants were women. The second training seminar was held in Kyrgyzstan, where 42% of the participants were women.

² MC.DEC/14/04 Para 39 of Action Plan: “... It is the responsibility of the heads of mission to position gender focal points on a sufficiently high level and to make sure that they enjoy full access to senior management.”

³ MC.DEC/14/04, Para 44 (d)

⁴ MC.DEC/14/04 Para 40 of Action Plan: “...encourage gender balanced reporting, and highlight , as appropriate, meetings, seminars, special events, reports, case stories and developments related to the implementation of the OSCE commitments to gender equality.”

During the Human Dimension Seminars in Paris, Brussels and Warsaw, the FOM organized side events. Every panel had women experts on it.

Three out of the 16 speakers at the First South Caucasus Media Conference were women, that is 19%. The average percentage of women attending the Central Asia Media Conference (six conferences have been held up to today) was 25%. At the next Central Asian Media Conference, a quarter of the participants are also expected to be women.