



**Organization for Security and Co-operation in Europe**  
**2024 Annual Report on implementation of OSCE Action Plan on the Promotion**  
**of Gender Equality**  
**Secretary General Feridun H. Sinirlioğlu's remarks**  
**18 September 2025**

Thank you Chair

Distinguished delegates, Ladies and Gentlemen,

I'm delighted to present today our **Annual Progress Report** on the implementation of the **OSCE Action Plan on the Promotion of Gender Equality**. I'd like to thank the Gender Issues Programme in my Office for preparing this report.

The report notes 20 years of progress since the adoption of the OSCE's Gender Action Plan. It is published on the eve of the 25<sup>th</sup> anniversary of UNSC Resolution 1325 on Women, Peace and Security, which set a global benchmark for women's inclusion in peace and security efforts. A standard that remains urgently relevant and pressing today.

I want to focus on two main points today. First, some reflections on the progress the Organization has made in 2024 towards gender equality. And second, some thoughts on how the OSCE can continue to respond to the emerging challenges to equality and women's rights, protecting 20 years of progress.

Let me begin with the key achievements in 2024:

- we continued to invest in the **implementation of the 2019 Gender Parity Strategy**. We have continued to see a **steady increase** in the number of women employed by the OSCE, particularly in senior management positions where women now represent 44 per cent of contracted and 56 per cent of seconded positions. I would **urge you** all to continue your efforts to nominate qualified female applicants for seconded positions, not least leadership roles, to help us sustain this progress going forward.
- Second, with the support of participating States the OSCE has continued to take tangible action to promote women's leadership, tackle barriers and discrimination and fight gender-based violence. **I am pleased to tell you that we will join a number of countries, regional organizations and other mediating actors (including 12 participating States) in committing to the UN**

## **Secretary General's Common Pledge for Women's Full, Equal and Meaningful Participation in Peace Processes.**

- Third, through the *OSCE Networking Platform for Women Leaders*, launched in 2021 by my predecessor Helga Maria Schmid, whom I thank for her extraordinary leadership on this issue and for spearheading the work in 2024 you see reflected in the report, we **supported women peacebuilders and conflict resolution experts** through mentoring and capacity building.
- Fourth, we redoubled efforts to invest in **young women and in fostering essential inter-generational exchanges**. The *OSCE Young Women for Peace Initiative* under the WIN project with the support of the EU has made a visible impact for 18 young women from Central Asia and Afghanistan. **I'm delighted to say these young women are with us today. I met them this morning. Their dedication to peacebuilding is truly inspiring. We must continue to support these initiatives.**
- Fifth, we continue to implement a key programme led by our missions in Kosovo and Serbia. The **OSCE Dialogue Academy for Young Women** is helping to strengthen the leadership, mediation, and dialogue skills of over 230 young women, helping to create a talent pipeline for tomorrow.
- Sixth, we have remained active on **economic empowerment**. **We have** launched initiatives such as the OSCE Central Asian Women's Entrepreneurship Programme to empower women-led businesses in Central Asia.
- Finally, we **continue to tackle violence against women in conflict**, providing training and capacity building for civil society activists and justice professionals to address conflict related sexual violence.

These are just some key examples. I could flag many more, which you will see in the report that was circulated last week.

While we have reason to be proud of these achievements, we can't be complacent. The struggle for equality between women and men needs to be fought every day, so let me share with you my initial thoughts on future priorities:

First, we need to keep investing in **women's leadership and participation** in political, economic, and social life. The **25th anniversary of UN Security Council Resolution 1325** is an opportunity to work towards fully implementing the Women, Peace and Security agenda. The WPS Roadmap, initiated by our Chair, gives us a useful tool in this direction.

Second, we must ensure that women have equal access to economic opportunities, increase access to digital technologies, improve digital literacy, and ensure women's safety and rights online.

Third, we must recognize how climate change disproportionately affects women and make sure they **fully participate in decision-making** - particularly in rural and vulnerable communities.

Fourth, we need to intensify our efforts to **fight gender-based violence and support survivors**. Ending the scourge of femicide is one of my top priorities. I look forward to supporting a Ministerial conference in Rome later this year to foster action on this terrible problem.

We must also work to ensure the **inclusion of women with disabilities**, actively **engage youth** in advancing gender equality and strengthen further our existing global partnership.

In summary, I think we have collectively made important progress. But this is an area where we still have a long way to go.

When I formally agreed to become an International Gender Champion I made this commitment, and I quote:

*'I believe that true peace and security are only possible when gender equality is treated as a fundamental pillar. I carry the blueprint of gender equality into every strategy I lead, because without it, no structure—whether in peacebuilding, governance, or development—can truly stand. Gender equality is not an add-on; it is the foundation. Implementation means laying bricks, not drafting dreams. And I will build with intention, action, and accountability.'*

When I return to deliver this report next year, I will be holding myself to that commitment.

Thank you.