



50+ stories of change at the anniversary of the Helsinki Final Act in 2025

OSCE Outcome Harvesting Initiative

The OSCE is a forum for security dialogue and a platform for action to improve the lives of people in its region. To mark the 50th anniversary of the Helsinki Final Act in 2025, the Office of Internal Oversight (OIO) gathered 50+ Outcome Stories from OSCE staff. These stories highlight changes that the Organization helped bring about over the last 20 years. The stories aim to give a broader audience an insight into the OSCE's contributions to change, and key stakeholders food for thought as they deliberate on how the Organization can add the most value to foster security co-operation in Europe in the future.

This initiative was made possible through the financial support of the Ministry of Foreign Affairs of Finland

> ABOUT THE INITIATIVE



TIMELINE AND METHODS:

➤ June 2024 – June 2025

➤ Participatory, 'Outcome Harvesting', coding, synthesis, case studies.

In outcome harvesting, an outcome is a verifiable change observed in the behaviour, relationships, actions, policies or practices of an individual, group, community, organization or institution



RESULTS:

1
EASTERN EUROPE

Moldova

23

SOUTH EASTERN EUROPE

Albania, Bosnia and Herzegovina, Kosovo, Serbia, North Macedonia, Montenegro

12
OSCE-wide reach

3

Multi-regional (change happened in several countries from different regions)

15

CENTRAL ASIA

Kazakhstan, Uzbekistan, Turkmenistan, Kyrgyzstan, Tajikistan

➤ 54 outcome stories harvested from OSCE staff:

Institutions: **11**

Secretariat: **13**

Field operations: **30**

➤ 1 synthesis report

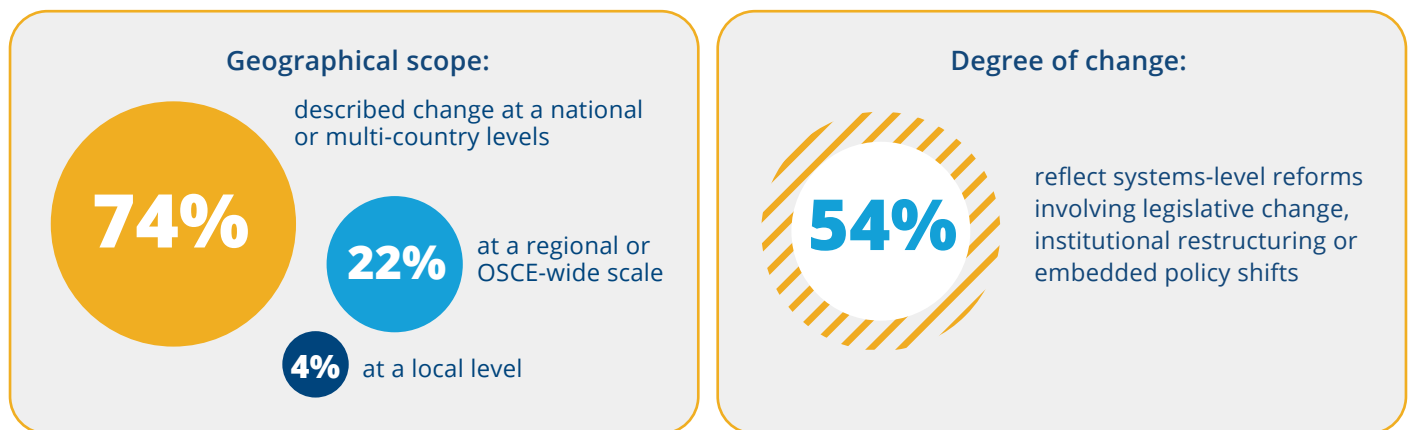
➤ 4 case studies

➤ 5 outcome stories harvested by Central European University students

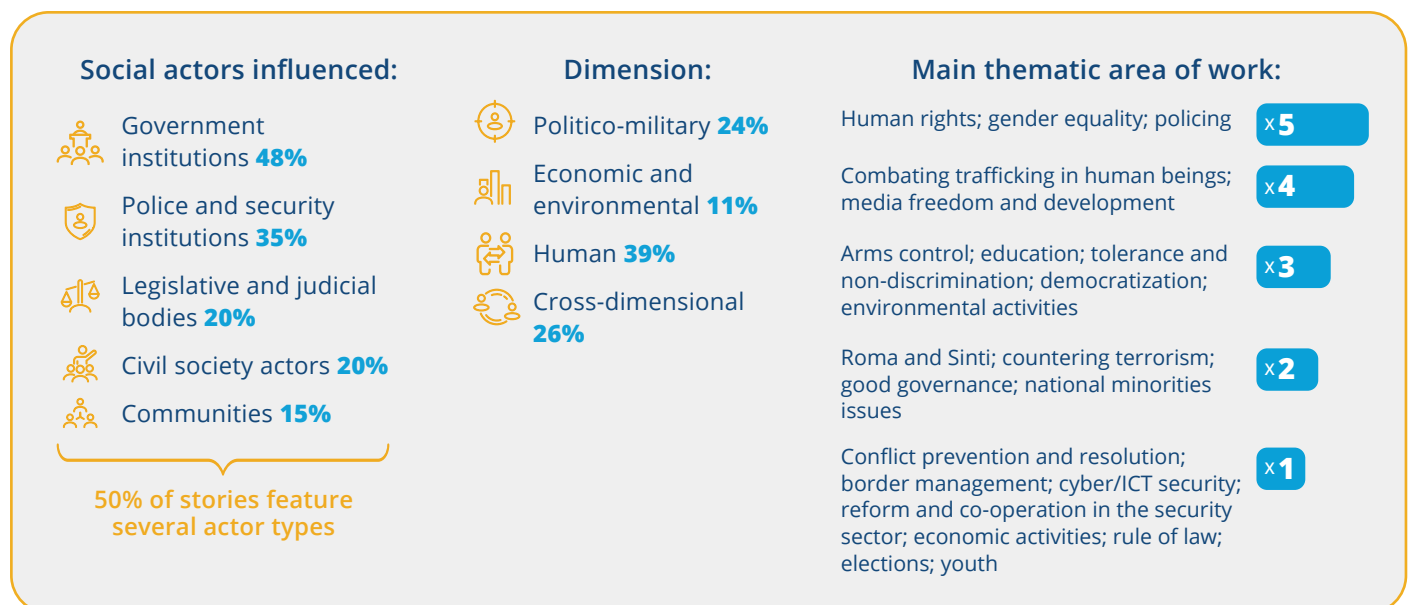
* All references to Kosovo, whether to the territory, institutions or population, in this text should be understood in full compliance with United Nations Security Council Resolution 1244.

> KEY FINDINGS

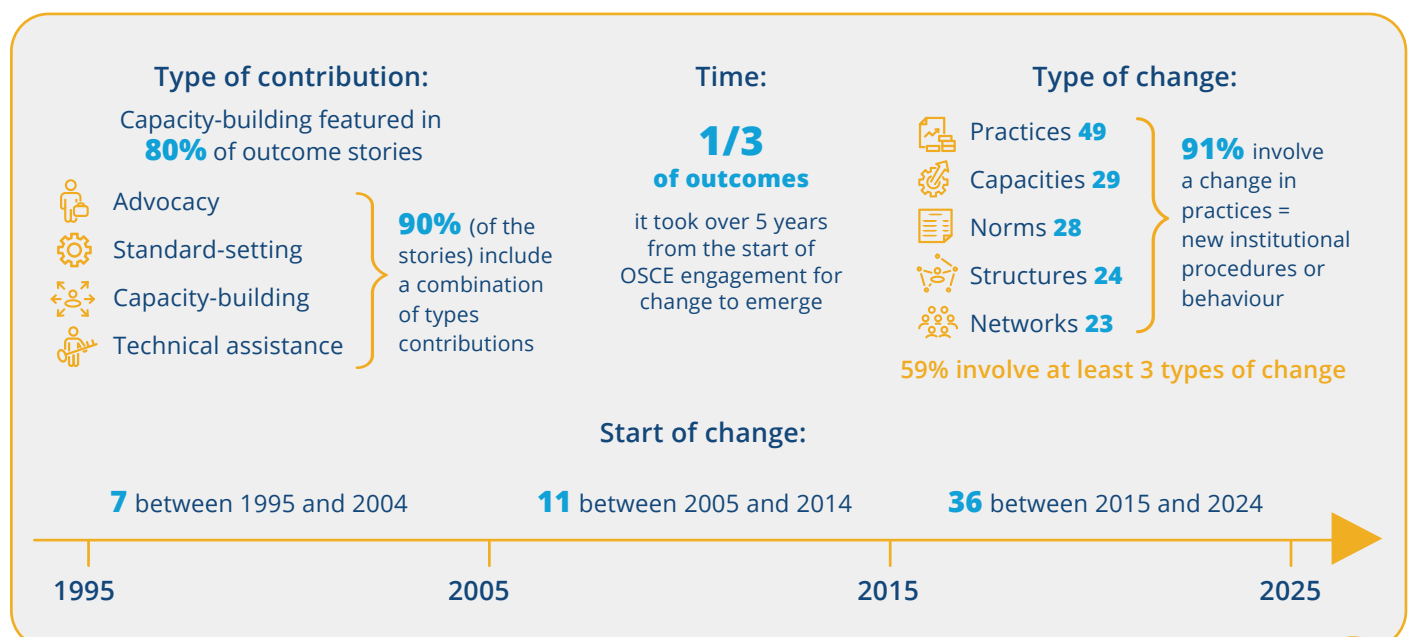
The OSCE works mostly on national-level systemic change:



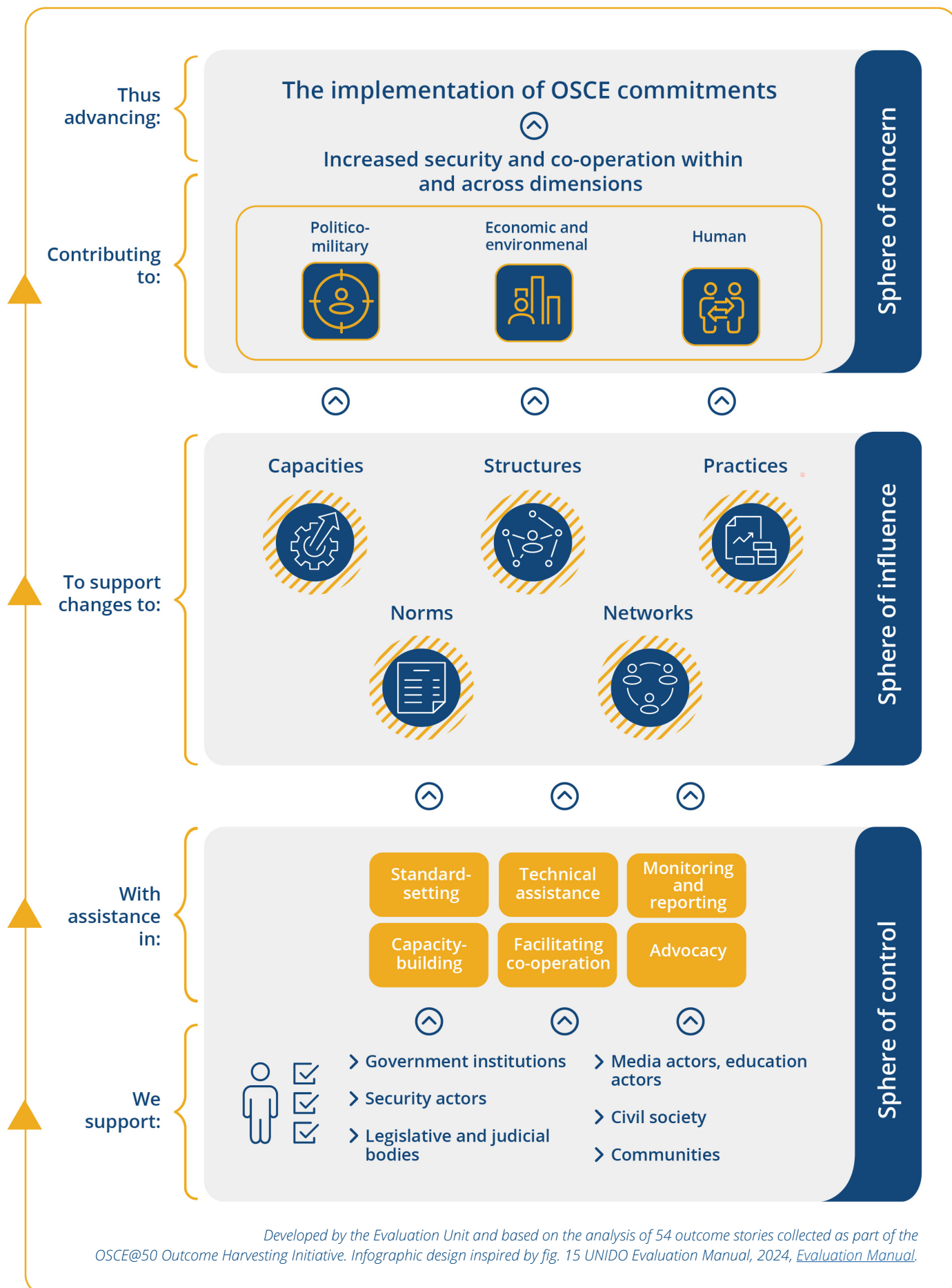
Through co-operative and comprehensive approaches to security:



With multifaceted contributions to support lasting results:



> OSCE AS A PLATFORM FOR ACTION



Developed by the Evaluation Unit and based on the analysis of 54 outcome stories collected as part of the OSCE@50 Outcome Harvesting Initiative. Infographic design inspired by fig. 15 UNIDO Evaluation Manual, 2024, [Evaluation Manual](#).

> QUESTIONS FOR FUTURE THINKING



1. Which stories are most **relevant** for future work, and which stories are **missing** (e.g. related to closed field operations, thematic areas not covered)?
2. How can we leverage the OSCE's **added value** (e.g. presence, trust and technical expertise) and **comparative advantage** (e.g. long-term engagement, neutral broker, ability to act as 'critical friend' in politically sensitive change processes) when planning future work?

The outcomes provide good examples of OSCE contributions to change observed by current staff, but does not capture contributions of field operations that were closed." — Reference group member.

The outcome stories cover a wide range of thematic areas, but some important ongoing work is missing, for instance OSCE's anti-corruption work." — Reference group member.

3. What areas of work (themes, contribution types) should be **prioritized** in a changing geopolitical environment also marked by budget constraint, and are there opportunities for synergies through better internal and external **co-ordination**?
4. How can we improve **sustainability planning** to facilitate effective handover while ensuring lasting results?

5. How can we better link the OSCE as a **platform for action** with the forum for **dialogue function** (e.g. what is the role of monitoring and reporting on the implementation of OSCE commitments)?
6. How can we better leverage the OSCE's overall value proposition (across **dimensions, mandates, functions** etc.)?

The synthesis report speaks to the OSCE's unique added value, comprehensive approach to security, and ability to occupy spaces in-between." — Reference group member.

The case studies reflect OSCE's long-term institution building work, which differentiates it from other organizations." — Reference group member.

7. How can we better **build monitoring and evaluation** into our work to demonstrate results and ensure learning and accountability?