

Democracy and Human Rights in the OSCE

OSCE Office for Democratic Institutions and Human Rights
Annual Report

2023



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The OSCE Office for
Democratic Institutions
and Human Rights
Annual Report

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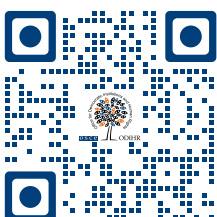
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ODIHR Director's foreword



Democracy and human rights are at the heart of ODIHR's work and its people. The war in Ukraine that began on 24 February 2022 betrayed the principles and common vision of security on which the OSCE was founded, and in 2023, our activities to support Ukraine therefore remained fundamental to our work.

As we say in the main section of the report you have in front of you: imagine taking cover from missile attacks at the same time as working to ensure that the rights of those attacking you are protected. Ukrainian judges are confronting this and other challenges every single day. In the midst of this, ODIHR has been supporting them in their work and in 2023, ODIHR helped train over 100 Ukrainian judges adjudicating cases of alleged war crimes.

At the same time and in line with ODIHR's monitoring mandate, we are continuing to monitor violations of international humanitarian and human rights law in Ukraine and their impact on civilians and prisoners of war. This includes in-depth interviews with more than 330 survivors and witnesses of violations, both in Ukraine and outside the country. Our impartial analysis aims to help ensure accountability for all violations of international law.

Two decades after ODIHR began working on Roma and Sinti issues, we published our new five-yearly report to assess efforts made by OSCE states to improve the lives of Roma and Sinti and ensure they are not just tolerated, but respected and included in all areas of public life. While real progress has been made in this area, deep disparities remain and anti-Roma racism and discrimination are still a fundamental challenge. We still have much work to do.

As always, another major area of ODIHR's work in 2023 was election observation. And despite the many challenges, it was our busiest year on record, with invitations to observe 24 elections across the OSCE region. In fact, we successfully deployed over 2,000 observers over the course of the year, and these efforts were very much welcomed. We are also increasingly being invited to take part in follow-up activities to assist with the implementation of our election recommendations. In this way, we

contribute to the integrity of the electoral process and to the quality of democracy overall.

All OSCE states have recognized that only democracies built on trust, equality and respect for human rights can make their societies more secure and prosperous, and this principle is key to ODIHR's work. That is why we continue to work with determination to help strengthen the institutions and processes that ensure respect for human rights and the rule of law.

In 2023, ODIHR received an unprecedented 35 requests for assistance in reviewing draft legislation from a wide geographical spread of OSCE states and OSCE field operations, on topics ranging from judicial reform to freedom of assembly. A number of the proposed legal reforms regrettably followed the disturbing trend towards narrowing space for civil society and an independent media. By entering into dialogue with the authorities drafting the legislation early on, ODIHR can contribute to public debate and pave the way to a more positive outcome of the legislative process.

The need for a free and vibrant civil society for democracies to thrive has always been a key focus for ODIHR, and our dialogue with civil society activists and human rights defenders is at the centre of our work. As the defence of human rights becomes more dangerous, we continue to support the important work of human rights defenders across the region and to offer our expertise and tools to help in these efforts, for the benefit of all citizens and societies.

Through these and all the other stories in this year's annual report, we once again illustrate the many ways in which ODIHR's work has a positive impact on people's lives and assists OSCE states in strengthening their democratic institutions and increasing respect for human rights. In this way, ODIHR helps to make the vast OSCE region more secure for everyone.

A handwritten signature in blue ink, which appears to read 'Matteo Mecacci'.

— Matteo Mecacci, ODIHR Director

Overview

ODIHR plays a unique role in the OSCE's overall mandate. It works steadily to build a region in which resilient and effective democratic institutions work in the interest of the people, in which strong civil society organizations and human rights defenders are empowered to engage in meaningful dialogue with governments, and in which the voices of all are heard.

To assist human rights defenders in their important work, ODIHR launched an e-learning course that provides both theoretical and practical advice on interviewing people who have experienced trauma, thus protecting the well-being of both interviewee and interviewer. With over 2,000 users by the end of 2023, the course offers a comprehensive overview of trauma-informed interviewing. Interest in the course, which is available in English, Russian, and Ukrainian, continues to grow across the OSCE region and beyond.

For our democracies to flourish, the equal representation of women and men in all areas of public life is vital. Although the political participation of women in national parliaments in the OSCE region is now at a record high of 31.5 per cent, the growth rate has slowed considerably in recent years, and we see that many procedures and processes within political parties are continuing to hold women back. ODIHR's tailored support to parliamentary political parties includes gender audits, and to date, more than 40 political parties from 10 OSCE states have run an ODIHR participatory gender audit.

Gender equality is a key topic for ODIHR in other areas too. Promoting equality within security sector institutions is a precondition not only to further the human rights of women, but also to increase the effectiveness of those institutions and ensure they can respond to the diverse security needs of our societies.

ODIHR works with security sector staff across the OSCE region, particularly with law enforcement authorities, to equip them with the knowledge and skills to become more inclusive, accountable and gender responsive. In 2023, ODIHR worked specifically with a number of police forces in Central Asia, for example delivering training on mainstreaming gender in police reform, and discussing

the career advancement of women in border management and security agencies.

Another important strand of ODIHR's work to build strong, democratic societies are activities on the participation of people with disabilities in political life. In 2023, the Office's dedicated advisory panel finalized recommendations to OSCE states for increasing political inclusivity. In addition, to assist states in their efforts to mainstream disability in parliaments and political parties, ODIHR launched an e-learning course designed to address the barriers encountered by people with disabilities in participating in political and public life.

ODIHR is always mindful of the fact that the ultimate beneficiaries of its assistance are the people, who are endowed with the rights and freedoms enshrined in the Universal Declaration of Human Rights. The aim of the Office in supporting states in the implementation of their OSCE commitments is therefore always the interest of the people living in the OSCE region, in all their diversity.

In this context, investing in migrant and refugee integration is a crucial long-term response to challenges linked to migration and the growing diversity of our societies. Such efforts are needed more than ever as the number of forcibly displaced people seeking protection in the OSCE region reaches record highs, and at the same time anti-migration rhetoric is becoming harsher and more frequent in many places.

OSCE states have recognized that successful integration policies must include respect for cultural and religious diversity, as well as the protection of human rights and fundamental freedoms. By learning from successful integration models and initiatives and by assisting in strengthening international, national and local cooperation, ODIHR helps to build inclusive and resilient communities, provide migrants and refugees with a dignified life, and promote fair societies.

In 2023, ODIHR teamed up with a number of other organizations to offer training on the integration of migrants and refugees specifically to Polish cities. These practical courses aim to help local authorities in Poland support

the newcomers, which has become a particular challenge following the arrival of large numbers of refugees from Ukraine.

A final important element of ODIHR's work is to foster equal and inclusive societies. To respond effectively to intolerance, prejudice and hate crime, ODIHR promotes a comprehensive approach that includes grassroots civil society groups, national level institutions and intergovernmental bodies.

In 2023, ODIHR was involved in more than 60 events aimed at strengthening a collective response to intolerance in the OSCE region, including support to regional partnerships focused on combating hate crime in the Western Balkans, as well as measures to address the security needs of Jewish and Muslim communities in the OSCE region. In 2024, ODIHR will add another practical guide to its series of practical guides, this time focusing on the security needs of Christian communities.

By bringing people together throughout the year at conferences, training courses for human rights defenders and civil society, or for frontline practitioners such as prosecutors and the police, ODIHR seeks to enable dialogue where there has been little or none. Through its outreach,

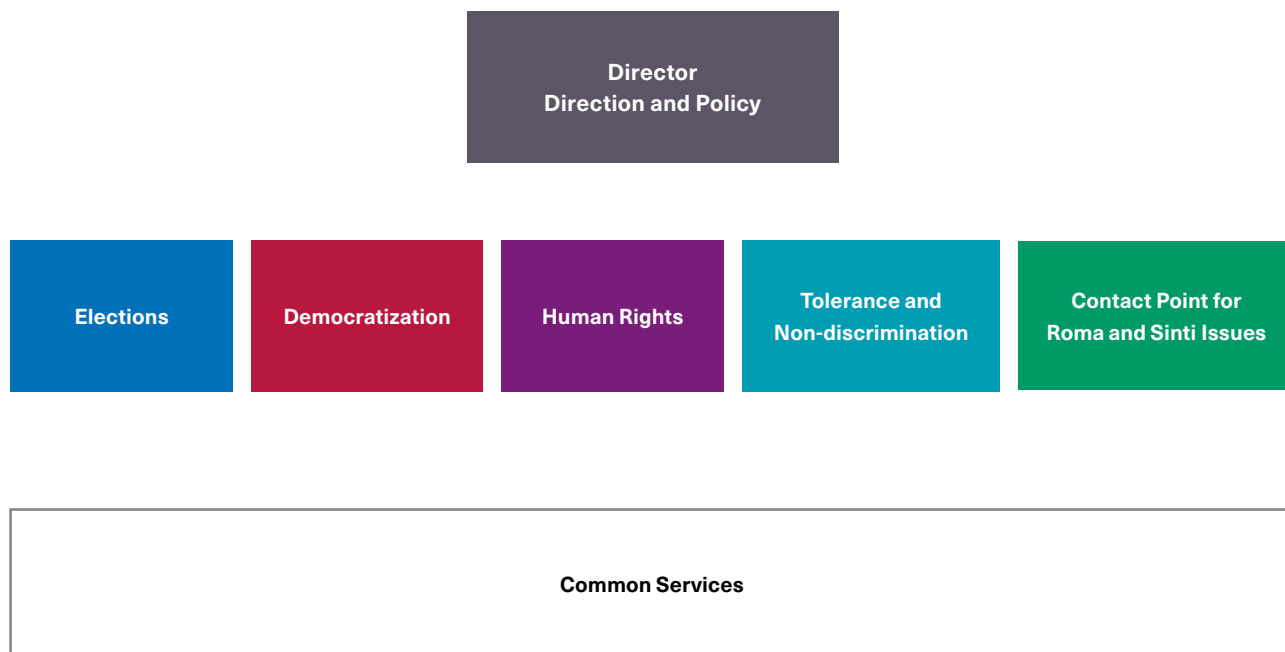
the Office reminds states and their citizens that it is still possible, in spite of the challenges, to move forward on strengthening the human dimension. Only in this way can we achieve security throughout the OSCE region.

The OSCE commitments remain the basis of ODIHR's mandate and its work. 2023 saw the launch of an updated and redesigned edition of the *OSCE Human Dimension Commitments*, as well as a mobile app in both English and Russian to increase understanding, knowledge and — most importantly — implementation of the principles of human rights, democracy, and the rule of law that underpin the OSCE.

This year's impact stories are once again divided into three sections that cover ODIHR's work and illustrate the added value of the Office's initiatives to:

- Make democratic institutions more accessible, inclusive and trusted;
- Support civil society and the security sector to strengthen democracy and guarantee human rights; and
- Strive for equal, inclusive societies, free from discrimination.

ODIHR Structure and budget



2023 Unified Budget provisional quarter and monthly allotments based on approved 2021 Unified Budget (all figures in euros)

Direction and Policy	1,294,600
Fund Administration Unit	2,970,700
Human Dimension Meetings	603,000
Democratization	1,580,300
Human Rights	1,232,200
Elections	6,505,200
Tolerance and Non-Discrimination	1,418,200
Roma and Sinti	555,700
Total ODIHR Unified Budget	16,159,900
Augmentation	234,100
Total Fund Resources	16,394,000 (unchanged)

ODIHR employed 146 people on fixed term contracts, including:

- 51 men and 95 women of 33 nationalities
- 25 of which were extrabudgetary positions

€7,110,577 Extrabudgetary actual expenditure

PART 1

Making democratic institutions more accessible, inclusive and trusted

Despite the ongoing challenges to democracy and rule of law and the decline of public trust in democratic institutions in many places, ODIHR continued to find innovative ways of supporting participating States in fulfilling their commitments to build and strengthen representative, accessible and ethical democratic institutions. The impact stories below highlight the many ways in which ODIHR provided assistance and expertise to governments, parliaments, judiciaries and institutions to make them more democratic, accountable and trustworthy.



1.1 Promoting judicial independence and accountability

The independence of the judiciary is inherent in the concept of separation of powers. Independent judges play a crucial role in safeguarding human rights and protecting fundamental freedoms. OSCE participating States have recognized the importance of judicial independence to the rule of law (Copenhagen 1990) and have committed to ensuring that the independence of the judiciary is guaranteed in law and respected in practice (Moscow 1991). In practice, however, participating States frequently face challenges in this area, particularly when conducting justice sector reforms.

Through its tools, resources, monitoring and training, ODIHR is a hub for discussion on the challenges to judicial independence and accountability in the OSCE region. Sharing good practices is also an important part of this work. The *Kyiv Recommendations on Judicial Independence in Eastern Europe, South Caucasus and Central Asia*, developed by ODIHR together with the Max Planck Institute for Comparative Public Law and International Law, highlight good practices in judicial administration in the identified regions. Since publication in 2010, they have promoted compliance with international standards and good practices for judicial system reforms. They have been used extensively by national authorities, civil society, OSCE field offices and international organizations. However, new challenges to judicial independence, and new institutional approaches to safeguarding it, have emerged.

In 2023, ODIHR completed a multi-year review of the *Kyiv Recommendations*, comprising detailed assessments and extensive consultations with justice sector stakeholders and leading experts from OSCE participating States. Judges, members of judges' associations, judicial training bodies, legislative and executive authorities, lawyers, members of civil society organizations, academics, staff members of OSCE field offices, and staff members from regional and international organizations and scientific bodies all took part in the review process.



I believe that the diverse array of experts which ODIHR brought together strengthens the legitimacy of the Warsaw Recommendations. As part of the exchange promoting judicial independence, I was delighted to contribute to the nuanced dialogue surrounding international standards and best practices, shaping a stronger foundation for these vital principles.

— *Nina Betetto, judge of the Supreme Court of Slovenia and member of the Council of Europe's Consultative Council of European Judges (CCJE)*



Shutterstock/Frank Wagner



ODIHR published the resulting *Recommendations on Judicial Independence and Accountability (Warsaw Recommendations)* in October 2023. They address topics such as the accountability of judicial self-governing bodies, disciplinary accountability of judges, transfers of judges between and within courts, and freedom of expression and association of judges. The *Warsaw Recommendations* build on the guidance in the *Kyiv Recommendations* and are a practical tool for national authorities, civil society, OSCE field offices and international organizations to identify international standards and good practices and to deal with emerging challenges in safeguarding and promoting judicial independence. The *Warsaw Recommendations* will support OSCE participating States in upholding judicial independence in the OSCE region.



**ODIHR IS A CLOSE PARTNER
FOR CIVIL SOCIETY
ACROSS THE OSCE REGION**



1.2 Accountability for violations of international humanitarian law and international human rights law

In 2023, ODIHR expanded the work of the Ukraine Monitoring Initiative (UMI), which started immediately following the military attack by the Russian Federation in Ukraine on 24 February 2022. The Initiative was set up to monitor reported violations of international humanitarian law and international human rights law in the context of the armed conflict, focusing on the most pressing issues impacting the lives of civilians and prisoners of war. Through collecting, storing and documenting information on these topics, ODIHR aims to contribute to accountability for the reported violations.

During the year, ODIHR conducted nine separate monitoring deployments to interview Ukrainian witnesses and survivors; four in Ukraine, four in Estonia and one in Poland. During these deployments, 17 monitoring teams interviewed 210 people (114 women and 96 men) about the violations they experienced or witnessed. ODIHR conducts the monitoring in a trauma-informed manner in order to keep both interviewees and interviewers safe and to ensure that the information collected is as accurate and detailed as possible.

Information collected through in-person interviews was complemented by remote monitoring, including verification of digital evidence by a team of researchers. Crucially in the scope of its monitoring, ODIHR worked with Ukrainian human rights defenders to continue producing tools to assist them with their monitoring. To this end, ODIHR experts visited Lviv and Kyiv in June, meeting a total of 18 human rights organizations.

ODIHR published the UMI's *Third and Fourth Interim Reports*, in July and December respectively, to provide OSCE participating States and the wider public with up-to-date and well-documented evidence of reported violations. The reports focused on specific issues that witnesses and survivors gave detailed information about, giving prominence to their experiences. They also contained updated recommendations aimed at preventing further civilian suffering.



Shutterstock/Yannick Martinez

1.3 Striving for gender equality in election observation and electoral processes

In 2023, ODIHR expanded its focus on women's representation in observation and support to participating States to encourage gender equality in election processes, aiming to increase equality between women and men in electoral processes in the years to come.

For the first time, ODIHR's election observation activities deployed more women than men in both core team analyst positions and mission management. For externally recruited core team positions, ODIHR deployed 57 women and 52 men, including nine women and eight men as heads of missions or team leaders in smaller observations, and eight women and six men as deputy heads of missions. Similarly, over half of long-term observers from the ODIHR Diversification Fund this year were women.

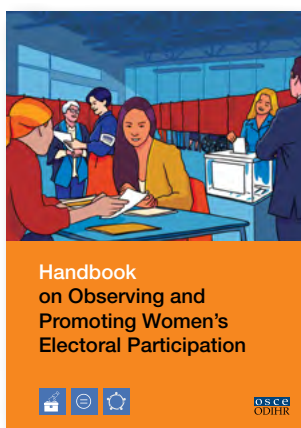
Greater participation of women in elections and election observation significantly enriches the democratic process. OSCE participating States have committed to making equality between men and women an integral part of their policies. As half the population in all societies, women observers must be represented in all election observation activities. The diverse perspectives and experiences brought by women observers contribute to a more comprehensive and inclusive assessment of electoral proceedings, and therefore also to the assistance ODIHR can provide following observation. Their insights play a pivotal role in shaping recommendations for improved electoral practices, promoting fairness and advancing gender-inclusive policies.



ODIHR has always recognized the importance of women to its work. Over the many missions I have led, I have seen this commitment in action, with growing attention to the participation of women, both in the composition of missions and in election observation activities. Therefore, embracing gender parity in election observation not only upholds principles of equity but also cultivates a more robust, transparent and representative democratic framework.

— Tana de Zulueta, former Italian senator and frequent head of ODIHR observation activities

Likewise, most final election reports released by ODIHR in 2023 contained at least one, dedicated gender recommendation on how to improve the participation of women in political and public life. In April, the Office also published the second edition of its *Handbook on Observing and Promoting Women's Electoral Participation*, which elaborates on ODIHR's methodology for assessing and issuing recommendations on women's participation in elections. Among other new topics, the handbook looks into issues surrounding cyberviolence against women and its impact on women's choices to take part in politics, and is already supporting more robust observation of this growing challenge to gender equality.



As part of ODIHR's follow-up to election observation recommendations to participating States, the Office is using two further tools to impact gender equality in elections. In partnership with ODIHR's CHANGE project, gender-focused follow-up events were organized in 2023 in Poland, North Macedonia and Georgia, with the aim of helping these states make electoral politics more accessible to women and increase their representation. For example, in Skopje in June, a dedicated gender event focused on ODIHR's detailed recommendation on women in politics. The event gathered key stakeholders, including political parties, to develop effective measures to identify and overcome gender barriers for women candidates and to discuss the impact of the gender quota on the election of women officeholders at all levels.

Finally, as part of its Support to Electoral Reforms in the Western Balkans project, funded by the European Union and Austrian Development Agency, ODIHR conducted assessments of the gender dimension of election administration activities — or gender audits — for election management bodies (EMBs) in Albania and Montenegro. The key objective of these gender audits is to identify good practices, gaps and challenges, and then to develop practical solutions and proposals to strengthen: gender knowledge and the capacity of election administrations; gender aspects in policy and the operations of electoral processes; and gender mainstreaming in EMB organization and culture. Based on this work, ODIHR is finalizing a toolkit for all participating States on how to conduct such audits.



Election observers, Warsaw, Poland, 15 October 2023.

1.4 Breaking down barriers to inclusive political participation



It is very important to make sure that the topic of disability is included in all elections in 2024; nothing about us without us.

— Amu Urhonen, Finnish disability activist and Chair of the Advisory Panel



This is a critical juncture for all of us in increasing the political participation of persons with disabilities in parliament, in elections, and in making democracy accessible.

— Jerry Buttimer, Deputy Speaker, Irish Parliament (Seanad Éireann)

ODIHR convened its first Advisory Panel on the Political Participation of Persons with Disabilities in 2021. With a growing global emphasis on diversity and inclusion, the establishment of the panel was timely, with its focus on dismantling barriers for those with disabilities in the political sphere directly addressing key challenges. Drawing on key OSCE commitments, the panel targets participating States, advocating for shifts in legislative approaches and practices.

At the heart of this transformative journey was the Advisory Panel's 2023 annual meeting, a hybrid event hosted in Dublin, Ireland, and online. The meeting played a crucial role in finalizing the *Dublin Recommendations*, a set of actionable steps offered by ODIHR to participating States containing insights derived from the collective expertise of the panel members.

The *Recommendations* offer participating States comprehensive recommendations for enhancing political inclusivity. These include: the call for inclusive legislation aligned with international norms; the identification and removal of barriers hindering the participation of people with disabilities; an emphasis on accessible information; and the acknowledgment of intersectionality, urging participating States to consider multiple marginalized identities in political representation. Each recommendation is a step towards a more inclusive political landscape. The comprehensive engagement advocated by the panel extends beyond rhetoric and calls on political parties to promote diversity and inclusivity actively.



To enhance the collaborative efforts of participating States in mainstreaming disability in parliaments and political parties, and with the active support of the Advisory Panel, ODIHR launched the e-learning course [Promoting the Participation of Persons with Disabilities: An Interactive Tool for Parliaments and Political Parties](#). The course is designed to address the barriers encountered by people with disabilities in accessing political and public life. It offers comprehensive guidance and good practices that aim to mitigate these barriers effectively.



ODIHR Advisory Panel on the Political Participation of Persons with Disabilities at their annual meeting, Dublin, Ireland, 14 November 2023.



1.5 Supporting Ukrainian judges in determining accountability for war crimes

Imagine taking cover from missile attacks at the same time as working to ensure that the rights of those attacking you are protected. This is one of the many daunting and emotionally challenging tasks that Ukrainian judges confront each day, complicated by a list of over 100,000 alleged war crimes cases, thousands of judicial vacancies and the need to master international criminal and humanitarian law, a complex body of law for even the most seasoned professionals.

ODIHR has been supporting Ukrainian judges in their work amidst the ongoing war and the accompanying strain on the judiciary. Through the successful implementation of rule of law and accountability activities under the “Advancing the Human Dimension of Security in Ukraine” project, ODIHR has become a key platform for interaction between judges from Ukraine and elsewhere in the OSCE region, advancing justice and

fair trial principles in cases where defendants stand accused of committing war crimes in Ukraine. In doing so, ODIHR’s Rule of Law unit helped enhance the legal skills of over 100 Ukrainian judges adjudicating cases of alleged war crimes in 2023.

In addition to regular webinars, a seminar in December focused on how Ukrainian courts can apply international humanitarian and international criminal law norms when adjudicating war crimes cases. The event, hosted by ODIHR in Warsaw, brought together 25 judges from the Ukrainian Supreme Court, courts of appeals and first-instance courts, and included judges working in courts located near the front line. Despite the constant threat of attacks on their communities and court infrastructure, the judges were adamant about their duty to guarantee the right to a fair trial, including for Russian prisoners of war, in line with international law.



Supporting Ukrainian judges in delivering justice, Warsaw, Poland, 30 October 2023.



Borodyanka, Ukraine, 1 July 2022.

During the seminar, the Ukrainian judges worked on identifying elements of international crimes, applying international humanitarian and human rights law in domestic jurisdictions, determining whether evidence may be used in a case, and addressing the treatment of prisoners of war in their verdicts. The participants discussed the experience of Croatia and Bosnia, as well as the rules of procedure of the International Criminal Court. Leading scholars and judicial professionals from these countries and institutions were on hand to answer judges' questions and to engage in in-depth discussions about their experiences. The seminar was structured around OSCE participating States' commitments, such as recognition of the right to effective remedy and judicial independence, accountability for war crimes and

violations of international humanitarian law, and support of national and international efforts to bring to justice those who have committed crimes against women under international criminal law, including conflict-related sexual violence.

The positive feedback of the judges stressed the importance of further training and events on the application of international law in Ukraine. While individual judges left the seminar with greater knowledge, the event also embodied Ukraine's collective effort to advance the rule of law and strengthen legal institutions, in compliance with European and international standards, even during a time of war.

1.6 Transforming gender equality in political parties

Political parties are considered the ‘gatekeepers’ of democracy and therefore also the gatekeepers of the equal participation of women and men in political life. Although the political participation of women in national parliaments in the OSCE region is currently at a record high of 31.5 per cent, the growth rate has slowed considerably in the last five years. At the current rate, achieving gender parity will take another 40 years. The rules, processes and mechanisms within political parties are among the many barriers that hold women back from political participation.

Recognizing the vital role of political parties, OSCE commitments specifically encourage political parties to promote the equal participation of women and men as a means to achieve gender balance in elected office at all levels of decision-making. With a mandate to strengthen and promote the equal and meaningful participation of women and men in political life and to advance gender equality in democratic institutions, ODIHR provides direct and targeted support to parliamentary political parties. This includes running participatory gender audits.

ODIHR worked with political parties in Denmark and Serbia in 2023. In Denmark, ODIHR was invited by six of the eight largest parliamentary political parties to support their multiparty initiative to assess their gender sensitivity. Representatives of these parties were trained on how and why to conduct gender audits and on how the resulting recommendations can be made into party roadmaps or action plans for promoting gender equality.

After the training, three political parties — the Conservative People’s Party; Radikale Venstre, the Danish Social-Liberal Party; and Venstre, the Danish Liberal Party — invited ODIHR to conduct full audits. They included a desk review of central party documents, workshops, interviews and focus groups. The audit reports make party-specific recommendations, recognizing the unique and informal Danish approach to gender equality advancement. The parties have committed to implement recommendations in a number of areas, including setting up statutory bodies for gender equality, conducting awareness-raising and training on gender equality, and doing further work on preventing sexism and sexual harassment.



The gender audit has given us very useful recommendations to work on in the coming years, to continuously strive for a better gender balance, especially within our party bodies.

— Henrik Salje Weiglin, Deputy Chairperson of the Conservative People’s Party





Participants of a gender audit workshop, Copenhagen, Denmark, 14–15 April 2023.

ODIHR also completed a gender audit for the Democratic Party in Serbia, producing a set of recommendations on how the party can increase the number of women in the party and gender mainstream the party's vision, policies and organizational culture. The Democratic Party is now setting up a statutory Gender Equality Committee, which will take the lead on implementing the recommendations. In line with standard practice, ODIHR also extended the invitation to the two biggest parliamentary parties in Serbia, demonstrating its commitment to multiparty initiatives.

To date, more than 40 political parties from 10 OSCE participating states have run an ODIHR participatory gender audit. Experience shows that a political party must own the audit process and commit to implement the recommendations. If party leadership is closely engaged in the process, a gender audit can lead to significant institutional change towards gender equality.

ODIHR's gender audit methodology as an online tool

ODIHR's gender audit methodology is available online in English and Russian at genderaudit.osce.org. Structured as a survey, the tool guides the user with clear questions and proposals for further actions.

Political Parties are the Gatekeepers of Democracy
 Make sure yours is open for women as well as men

Free Download

1.7 Improving the accessibility of elections and election observation

Assessing the accessibility of an election process for persons with disabilities has long been part of ODIHR's election observation methodology and is included in the *Handbook* dedicated to the topic. However, in 2023, significant strides in inclusion and accessibility were made in ODIHR election activities.

The more inclusive an election observation mission is, the more effective it should be in providing a comprehensive assessment of the entire process. Greater participation of persons with disabilities should produce valuable insights into the accessibility of polling stations, leading to tangible improvements, such as ramps and accessible voting booths. Greater participation can also lead to recommendations on ensuring diverse representation, fostering inclusivity and democratic values, all of which OSCE participating States have committed to strengthening. Observers with disabilities, and experts who focus on these issues, can advocate for inclusive electoral policies, recommending accessible voting technologies and alternative formats, such as braille or audio.

In 2023, ODIHR's election team implemented three initiatives to enhance the inclusion of observers with disabilities in its work and to provide comprehensive feedback to States on this important aspect of democratic elections.

Having individuals with disabilities as ODIHR observers can raise awareness about inclusivity and accessibility, educating election officials, voters and the public about the rights of those with disabilities. Actively engaging these individuals in election observation helps identify and address barriers, increasing equal participation and encouraging a level playing field. To this end, this year ODIHR worked closely with interested participating States to proactively recruit more observers with disabilities to their rosters for both short- and long-term observation roles. Inclusive language has been added to recruitment posts and States are making concerted efforts to put forward candidates with disabilities, to add further diverse perspectives to ODIHR's international observation.

Ireland welcomes ODIHR's commitment to facilitating the participation of persons with disabilities in its election observation missions. Ireland is grateful for ODIHR's support to its new International Election Observation Roster (2024-2028). This Roster is now established and we look forward to supporting members, including those with disabilities, take their places on ODIHR missions into 2024 and beyond.

— David O'Shea, Deputy Director, Irish Department of Foreign Affairs, Civil Society Unit



OSCE/Maria Kökce

Warsaw, Poland, 15 October 2023.

ODIHR also launched a comprehensive audit of the current accessibility of election missions. Working closely with disabled persons organizations, the audit has gathered data about physical accessibility and other barriers that may be hindering the full participation of persons with disabilities in election observation activities. The outcome of this audit will be a more comprehensive understanding of accommodations and resources that should be available (related to spaces, materials, transport or other tools) so that more people with disabilities will have what they need to succeed as election observers with ODIHR.

Lastly, the ease and accessibility with which individuals with disabilities are able to take part in elections, as voters, in campaigns and as candidates, can build confidence in the electoral process and support the legitimacy and fairness of democratic practices. The Office continued to deepen its observation in this regard, beyond simple physical accessibility to polling stations. Throughout its election activities in 2023,

ODIHR observers focused on the ability of people with disabilities to participate in campaigning, whether state resources for inclusion initiatives were available to campaigns, and assessing whether electoral events, materials, venues and debates were accessible to people with various forms of disability.

Also, this year, for the first time, ODIHR deployed an Election Accessibility Analyst on the Election Expert Team for the October elections in Switzerland. Her presence and expertise enabled ODIHR to provide concrete recommendations to make future Swiss elections more accessible to all citizens. ODIHR's recommendations to better guarantee the political rights of persons with disabilities range from addressing legal provisions that impact those with intellectual disabilities, to considering supported decision-making and ensuring that candidates with disabilities enjoy equal campaign opportunities, possibly by providing financial support to reduce disability-related costs.

1.8 Strengthening political integrity in Georgia

All OSCE participating States have recognized the fundamental democratic principles of public accountability. High standards in public integrity can be enforced effectively when they become integral to the work of political parties, who then follow these same principles in their parliamentary work. ODIHR engages actively with political parties across the OSCE region, helping them to develop internal codes of conduct.

In 2023, ODIHR was asked by four Georgian parliamentary political parties to help them develop their codes of conduct. The parties — For Georgia, Georgian Dream Democratic Georgia, United National Movement and Lelo for Georgia — come from across the political spectrum.

After analysing their statutes and internal documents and conducting interviews, ODIHR prepared for each party tailored guidance notes on developing a code of conduct. These also included research results and good practices from across the OSCE region, drawn from ODIHR's extensive mapping of codes of conduct, covering 90 political parties in 25 OSCE participating States.

In November, ODIHR ran in-person workshops for around 125 representatives of the four parties. Each party now intends to draft a party code of conduct and establish bodies to oversee compliance with ethical principles. This includes addressing violence against women in politics, a key element of modern codes of conduct.



After participating in ODIHR's Young Women's Political Academy in 2022 [where one session covered Democracy and Integrity Mechanisms], I thought it would be beneficial for our relatively newly established political party to have a code of conduct. I believe that one cannot demand anything from others if we politicians do not comply with integrity principles. Gladly, our team leaders were open to this idea and, soon after, with the assistance of ODIHR, we drafted the Code which will come into force in spring 2024. I am proud to be part of this process.

— Ana Buchukuri, Member of the Parliament of Georgia/Member of the Political Council of the For Georgia political party

Why should political parties adopt a code of conduct?

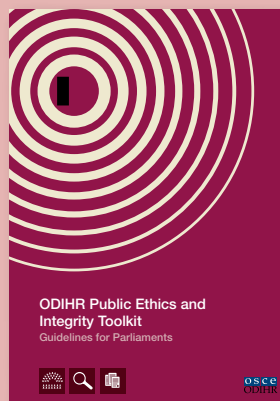
To determine and define the ethics/integrity principles to which the party aspires, to strengthen its political culture and ensure its long-term sustainability.

To help members behave with integrity and avoid potential reputational damage to the party by:

- Managing intra-party conflicts;
- Promoting and prioritizing ethical values;
- Mainstreaming inclusion and equal treatment, especially in relation to gender and combating violence against women in politics;

To monitor the observance of integrity principles through clear, simple and impartial monitoring mechanisms that also allow for whistle-blowing; and

To develop sanctions for misconduct (proportional and graduated, formal and informal) to mitigate the risk of reputational damage and loss of trust in political parties by the public.



1.9 Supporting migrant and refugee integration in Polish cities



Polish cities have much to share. They have the potential and experience to create open and empathetic communities. At this training seminar, we talked about what worked and what didn't, and how to continue working towards intercultural dialogue. We inspire each other.

— *Magdalena Furdzik, Municipality of Kraków*



It was very important for me to exchange experiences with colleagues from other cities. The session on media narratives and social campaigns was particularly helpful. I will use this knowledge in my work with the Gdansk Council of Immigrants and with journalists who support the city through information campaigns reaching out to migrants.

— *Yurii Zabiaka, Gdansk Council of Immigrants*

ODIHR teamed up with three international organizations and the Union of Polish Metropolises to offer the “Academy on the Integration of Migrants and Refugees” to Polish cities. The Academy provides a series of training courses to support cities in responding to the challenges of integrating refugees and migrants, to share lessons learned and to get inspired by good practices in other cities and OSCE countries. A range of courses are on offer over 18 months. The courses are delivered alongside the Council of Europe, the United

Nations Refugee Agency (UNHCR) and the Organisation for Economic Co-operation and Development (OECD). The courses are practical and complementary and help Polish local authorities support migrants and refugees, which has become a particular challenge following the arrival of large numbers of refugees from Ukraine. Five Academy courses were delivered in 2023, with more to come in 2024. The growing interest in participation from local authority staff demonstrates the usefulness of this initiative.



OSCE/Maria Kökce



OSCE/Maria Kökce

Training on the integration of migrants and refugees, Warsaw, Poland, 6-7 November 2023.

1.10 Strengthening institutional mechanisms for gender equality

Governmental institutional mechanisms (IMs) for the advancement of women and gender equality play an important role in advancing gender equality. Since 2004, participating States have been encouraged to establish and strengthen mechanisms for ensuring gender equality and ODIHR supports States in this endeavour.

In 2023, ODIHR worked with IMs in Ukraine, Bosnia and Herzegovina and the Czech Republic. ODIHR continued to support the Ukrainian Gender Advisers Network, established with ODIHR's support in 2021. This is an informal network of gender advisers appointed across national ministries, government agencies, and regional and local level bodies. It is a unique platform for the exchange of good practice and training between gender advisers. In September, together with the Ukrainian Government Commissioner for Gender Equality Policy, ODIHR organized a week-long study visit to the Czech Republic for 20 Ukrainian gender advisers. Hosted

by the Czech Government's Gender Equality Department, the Ukrainian gender advisers learned about the national, legal, institutional and policy framework, as well as the innovative approaches taken by the Prague City Administration to mainstream gender in the city's human resources policies and in their implementation. In light of the war in Ukraine, there was particular focus on the "Women, Peace and Security" agenda.

ODIHR also continued its support to the OSCE Mission to Bosnia and Herzegovina and the country's Agency for Gender Equality. Using ODIHR's methodology, they conducted a national assessment of the barriers to gender equality in politics. The resulting report contributed to the newly adopted Gender Action Plan of Bosnia and Herzegovina, which places a strategic emphasis on advancing women's political participation and gender equality in political life.



Study visit for 20 Ukrainian gender advisers to Prague, Czech Republic, 19–21 September 2023.



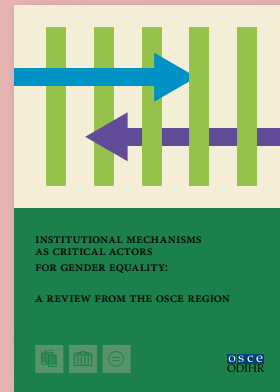
During the study visit to the Czech Republic, participants learned that challenges to gender equality are similar to those in Ukraine. Among other things, we learned about good practices on achieving a work-life balance, which we will use as a toolbox for further work and implementation.

— Natalya Ryabushenko, Coordinator of the Ukrainian Gender Advisers' Network



ODIHR Guide on the role of Institutional Mechanisms in promoting gender equality

In 2023 ODIHR published *Institutional Mechanisms as Critical Actors for Gender Equality: A Review from the OSCE Region*, a new guide to support OSCE participating States and their governmental institutional mechanisms for the advancement of women and gender equality in enhancing their roles in promoting gender equality and a more just society. The guide presents a study of 42 countries from across the OSCE region, examining gender mainstreaming and targeted gender equality efforts through the lens of the personal observations and experiences of people who work for IMs. The guide provides concrete, evidence-based recommendations to help governments and IMs work towards greater gender equality.



ODIHR's new methodology on national assessments for gender equality in politics

It is often left to political parties to advance women's political participation and gender equality in politics, and some will prioritize the subject more than others. To address this, ODIHR has developed a tailor-made methodology to assess gender equality in politics at the national level. These assessments can feed into national action plans for the advancement of women's political participation, ultimately improving the access of women to politics and making their voices heard.

1.11 Election observation work in high gear

Dedication to promoting democratic values and supporting democratic rights and freedoms through credible election observation was ODIHR's founding purpose. Despite political and budgetary challenges, 2023 was the busiest on record for the ODIHR Election department, with invitations to observe 24 elections across the OSCE region. In response, the Office deployed 18 Needs Assessment Missions to identify how and where it can provide the best possible assistance to participating States. This led to the deployment of over 2,000 observers to 18 elections in 16 countries, contributing to the integrity of electoral processes.

Communicating transparently the findings and guidance that result from observation is critical to ODIHR's ongoing relevance. In 2023, 61 election-related reports provided insights and offered thorough assessments and valuable recommendations to participating States for enhancing their election processes.

ODIHR's impact in the area of elections extended beyond observation, as the Office actively supported, upon request, nine participating States in implementing recommended improvements through follow-up visits. This collaborative approach underpins the continuous refinement and evolution of electoral practices in the OSCE region. ODIHR's dedication to promoting democratic values and its extensive range of election activities played a pivotal role in supporting democracy across the OSCE region in 2023.



Observation of local elections, Albania, 14 May 2023.



ODIHR ELECTION OBSERVATION IN 2023



19 NEEDS ASSESSMENT MISSIONS

21 needs assessment reports



18 ELECTION OBSERVATION ACTIVITIES

In 16 participating States



2,154 ELECTION OBSERVERS

From 52 participating States



61 ELECTION RELATED REPORTS

Including 19 final reports



25 PRESS CONFERENCES

To open missions and share preliminary findings



2 NEW HANDBOOKS

On Observing Election Administration, and Women's Electoral Participation



7 ELECTION FOLLOW-UP VISITS

Presenting recommendations from final reports



9 LEGAL REVIEWS OF ELECTION LAWS

For 7 participating States

www.osce.org/ODIHR/elections



OSCE/Maria Kökce
 Observation of general elections, Turkey, 14 May 2023.



OSCE/Alina Vasiliu
 Observation of early presidential election, Uzbekistan, 9 July 2023.



OSCE/Neveljka Sindik
 Observation of early parliamentary elections, Montenegro, 11 June 2023.



Spotlight on election mission operations

2023 was certainly another busy year for all the operations experts who support ODIHR during missions.

We oversee the logistical and operational aspects critical to a mission’s success, within tight timeframes and with budgets that haven’t risen in years. Our small group of ‘Ops’ experts support each other through the intense work each of us manages during many overlapping missions every year. However, we relish the challenge of arriving in a country with almost nothing set up, where OSCE/ODIHR is sometimes barely known, and establishing an office, local staff, transportation, IT and communication infrastructure to ensure that, within one week, mission members have the necessary work environment and that we can handle hundreds of short-term observers at election time.

There is a real feeling of accomplishment when hearing comments from locals who appreciate our presence, and at the moment when a mission closes. We see on the ground how the mission’s work provides independent information about what happened in a specific election, sometimes building trust in the outcomes and sometimes reinforcing citizens’ calls for reform.

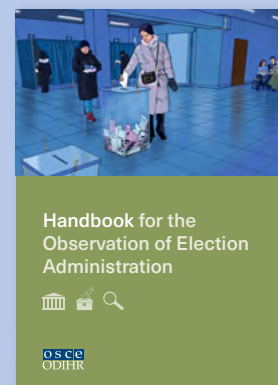
— Kyle Bowers, ODIHR Operations expert in Poland and Albania in 2023



Handbook for the Observation of Election Administration

In 2023, the Office published new guidance for the comprehensive, systematic and consistent assessment of the complexities of election administration.

How an election is administered has a direct impact on the quality and integrity of electoral processes and is one of the keys to protecting the rights of both voters and contestants. With this new tool, ODIHR can better observe the administrative aspects of elections, which is central to fostering public confidence in democracy in OSCE participating States.



1.12 Working with media regulators to address electoral integrity in online campaigning

As digital campaigning becomes an ever more important channel for political contestants and other election stakeholders to attract support or to communicate with voters, new challenges are emerging to ensure a fair campaign environment. While offline election campaigns are generally subject to clear regulations, online campaigning remains largely unregulated, and measures to counter digital threats to the integrity of elections are relatively new and constantly and rapidly evolving. Against this background, multitrack regulatory efforts — including adopting codes of conduct — are among the ways countries are addressing the emerging threats that social networks and online media platforms may pose to the democratic process.

Between September 2022 and October 2023, ODIHR supported North Macedonia's Agency for Audio and Audiovisual Media Services (the Agency) in developing a *Code of Conduct in the Online Sphere during Electoral Processes and Referenda* (the Code). ODIHR's assistance to the Agency was part of the [Support to Electoral Reforms in the Western Balkans project](#), funded by the European Union and the Austrian Development Agency.

The Code addresses the regulation of online campaigns in line with democratic principles and good practice to protect freedom of expression. It covers the online conduct of political parties and candidates during the electoral process, including on social networks. It also considers the online conduct of the media, fact-checkers and other entities that may influence the public during a campaign. The Code is voluntary and is intended to serve as a guide for ensuring the integrity of online information during elections and referendums. It also aims to ensure the transparency of online campaign advertising and its funding, as well as the privacy and safety of the processing of citizens' personal data, and seeks to prevent the spread of disinformation, intolerant speech and discrimination. Its main strength lies in its comprehensive approach, which recognizes the complex nature of election campaigns and related online threats to election integrity, while engaging all key stakeholders.



The digital environment has also brought about new trends and numerous challenges for elections, as the way campaigns used to be conducted has changed and new tactics for political advertising and its funding have appeared. Meanwhile, the narrative that incites a climate of intolerance, hatred, violence and discrimination has moved into the online space, mostly on social networks. In such an environment, adopting a document that would serve as a guideline for the good conduct of all relevant entities became a necessity. Abidance by the principles laid down in the Code will ensure the necessary transparency and integrity of elections and referendums and, equally importantly, will strengthen citizens' trust.

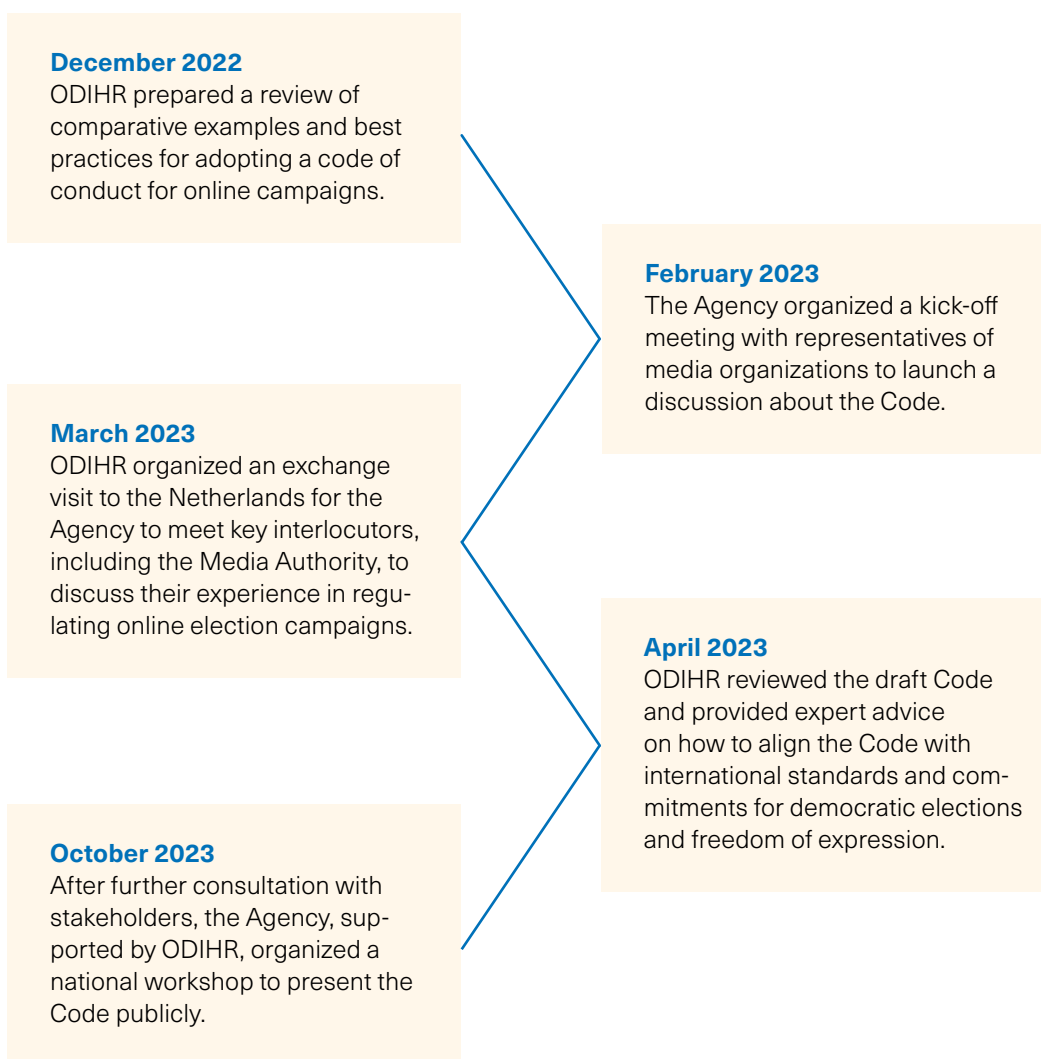
— Zoran Trajcevski, Director of the Agency for Audio and Audiovisual Media Services

Through the creation of a multi-stakeholder oversight mechanism — the Coordinating Body — the Code includes a vital element of regulation responsible for handling complaints. Its composition and functions are based on dialogue, transparency and openness, and are set down in a detailed Memorandum of Cooperation. A dedicated webpage for complaints and responses fosters the transparency and accountability of the Coordinating Body. Another important innovative element is the consultation process between the Coordinating Body and other state institutions, a mechanism that enhances the legitimacy and soundness of the decisions adopted.

The Code is an innovative tool for tackling the challenges of electoral integrity in the online sphere in North Macedonia and is the first such initiative in the region. The Agency adopted it through an inclusive and proactive approach together with the Association of Journalists of Macedonia, the Macedonian Institute for Media, the Council of Media Ethics of Macedonia, the Institute of Communication Studies and the “Metamorphosis” Foundation.

ODIHR has committed to monitoring further challenges in the implementation of the Code and its effectiveness, in collaboration with media regulators and other election stakeholders.

ODIHR SUPPORT



PART 2

Supporting civil society and the security sector to strengthen democracy and guarantee human rights

Effective cooperation between civil society organizations and government is a cornerstone of societies where human rights, fundamental freedoms and democracy are respected. ODIHR brings governments and civil society organizations together to foster inclusive decision-making to improve security for all. The stories below demonstrate how ODIHR is supporting different civil society and security sector actors, from human rights defenders and survivors of human trafficking to law enforcement and prison staff, to advance human rights.



2.1 Increasing respect for Roma rights — combating hate crimes and evictions, and improving access to quality health care

The right to feel safe is inextricably linked to adequate housing and good health. Ensuring these rights is critical to breaking the cycle of marginalization of Roma and Sinti communities, and their interconnected nature requires a comprehensive and concerted approach.

In 2023, ODIHR produced three new guides to address these issues directly — *Understanding Anti-Roma Hate Crimes and Addressing the Security Needs of Roma and Sinti Communities: A Practical Guide*, *Guidelines for Activists in Addressing Situations of Evictions of Roma and Sinti*, and *Guidelines for Activists in Addressing Access to Health Care and Vaccination for Roma and Sinti*.

Each guide is a strategic resource for use by state authorities, civil society and activists. The first examines the dynamics of anti-Roma hate crimes and suggests practical measures to enhance the security of these communities. The second gives an easily accessible overview of the international and regional human rights standards on forced evictions and ways to monitor and prevent them. The third covers how to develop and implement activities to increase Roma and Sinti's access to health care and vaccination.

The information in these practical guides helps national institutions, civil society organizations and activists to tackle head on the issues faced by Roma and Sinti communities in order to work towards societies in which everyone, regardless of their background, can genuinely experience the right to safety, dignity and health.



Roma and Sinti communities continue to experience inequalities in accessing healthcare services and often face stereotyping by healthcare workers and even segregation. The ODIHR guidelines are a valuable tool for civil society and activists in addressing some of these issues.

— Daniel Radulescu, *Sastipen Roma*
Centre for Health Policies



Evictions are a recurring reality for many Roma and Sinti communities; a persistent issue that many have yet to acknowledge. ODIHR's step-by-step guidance on how to tackle cases of eviction is very important in this regard.

— *Vivien Brassói, Legal Director of the European Roma Rights Centre*



As an ex-police officer working in the United Kingdom, I recognize the importance of the Security Guide in addressing the security needs and equal treatment of Roma and Sinti communities. It isn't only a legal requirement but also the moral duty of every police office to uphold fundamental human rights and to treat all members of the public with dignity and respect.

— *Petr Torák, former police officer*



A quick and effective response to anti-Roma attacks sends a powerful message that Anti-Roma hate crime will not be tolerated. ODIHR's new publication provides clear and comprehensive guidance for States and civil society on addressing the security concerns of Roma communities across the OSCE region.

— *Cerasela Banica, State Secretary, National Council for Combating Discrimination, Romania*

2.2 Tackling shrinking civic space and democratic backsliding

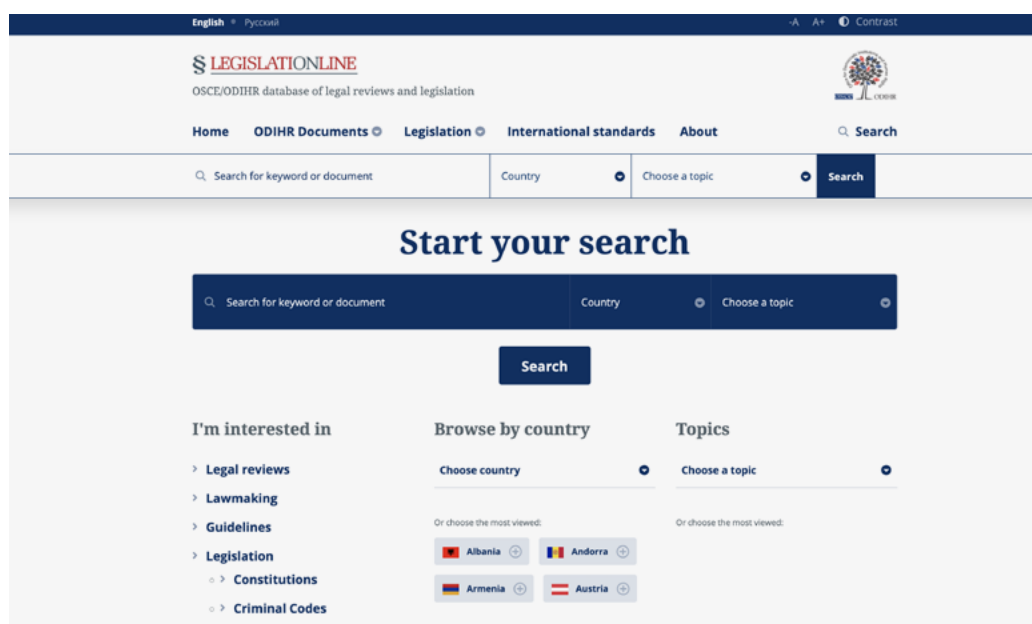
In 2023, ODIHR received an unprecedented number of requests for legislative assistance from OSCE participating States and OSCE field operations, an increase of almost 50 per cent from 2022 (see [Legislative Reviews and Assessments](#) in the Annexes). Although some requests came at short notice, ODIHR made every effort to mobilize quickly and was able to provide legal advice, sometimes within days. This was the case for judicial reform in Poland, the reform of the Ombudsperson in the Kyrgyz Republic and the re-criminalization of defamation in Republika Srpska (Bosnia and Herzegovina), as well as attempts to curtail the freedoms of peaceful assembly, association and expression in several OSCE participating States.

Through early intervention and dialogue with the authorities drafting the legislation, ODIHR is able to contribute meaningfully to public debate and may be able to impact the outcome of the legislative process.

Several of the proposed legal reforms on which ODIHR worked in 2023 confirmed the worrying trend of attempts by public authorities in some places to narrow

the civic space, without a proper risk assessment of the civil society sector nor concrete justification for such reforms. National authorities often argued there was a need to enhance the transparency of non-governmental organizations, to increase the fight against terrorism and so-called 'extremism', or to prevent crimes.

At the request of the Public Defender of Georgia, in cooperation with the UN Special Rapporteur on the rights to freedom of peaceful assembly and of association, and with the support of its [Panel of Experts](#), ODIHR developed a comprehensive [Note on so-called "Foreign Agents Laws" and Similar Legislation](#). This provides an overview of the human rights concerns these laws raise. Read together with the other ODIHR Opinions and Notes published or presented this year — on issues such as the right to freedom of association, freedom of peaceful assembly, political party regulation, freedom of expression and freedom of the media — they constitute a powerful advocacy toolkit for defending these fundamental freedoms, the cornerstones of any vibrant, pluralistic and participatory democracy.



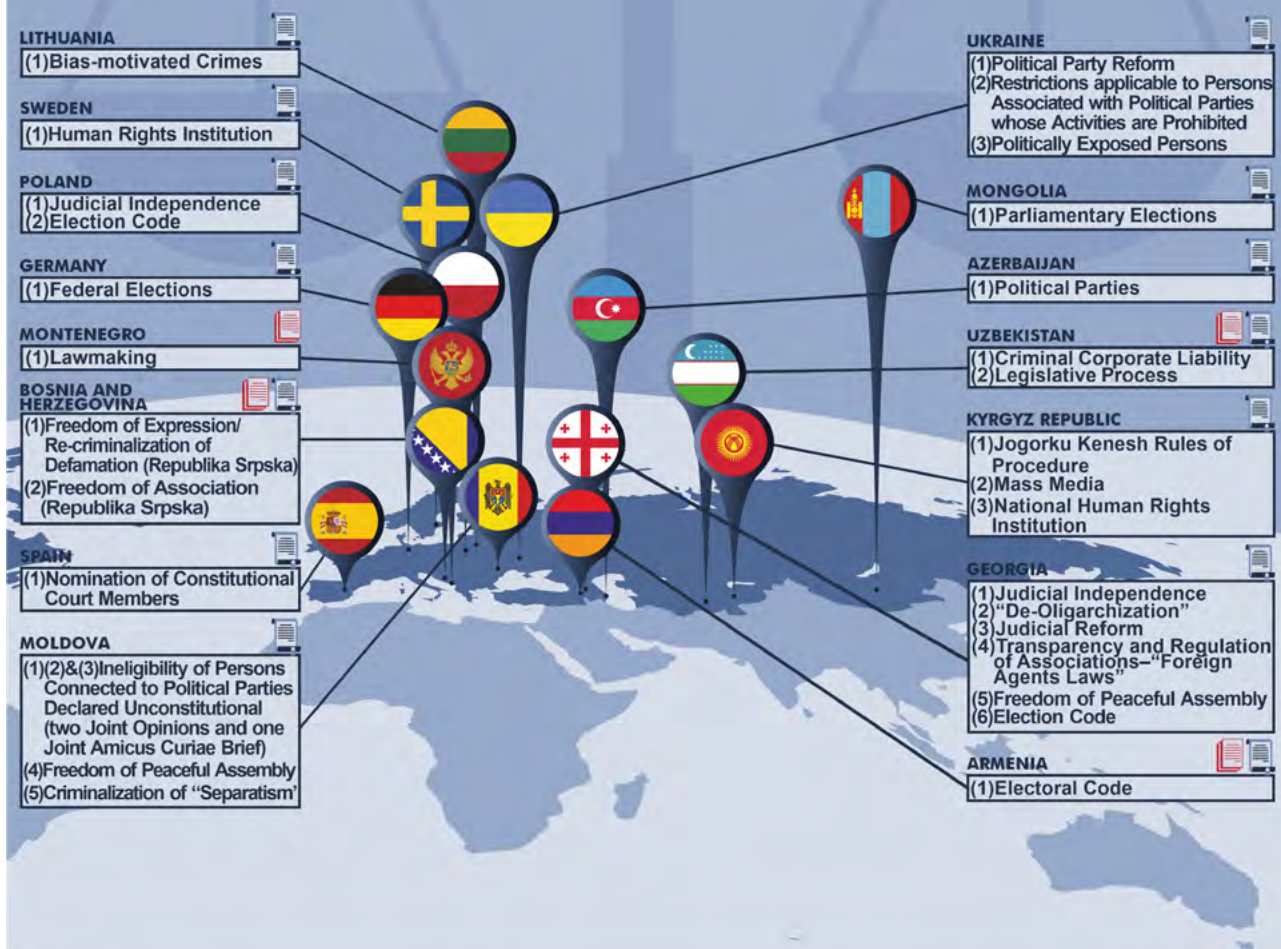
2023 ODIHR's Legislative Assistance



35 legislative reviews covering 16 countries*



4 assessments of legislative processes: Armenia, Bosnia and Herzegovina, Montenegro and Uzbekistan



All ODIHR legal reviews and reports are available on ODIHR online legislative database

www.legislationline.org

*Of which, three legal reviews are non-public and were prepared to assist OSCE field operations in accordance with ODIHR's mandate.

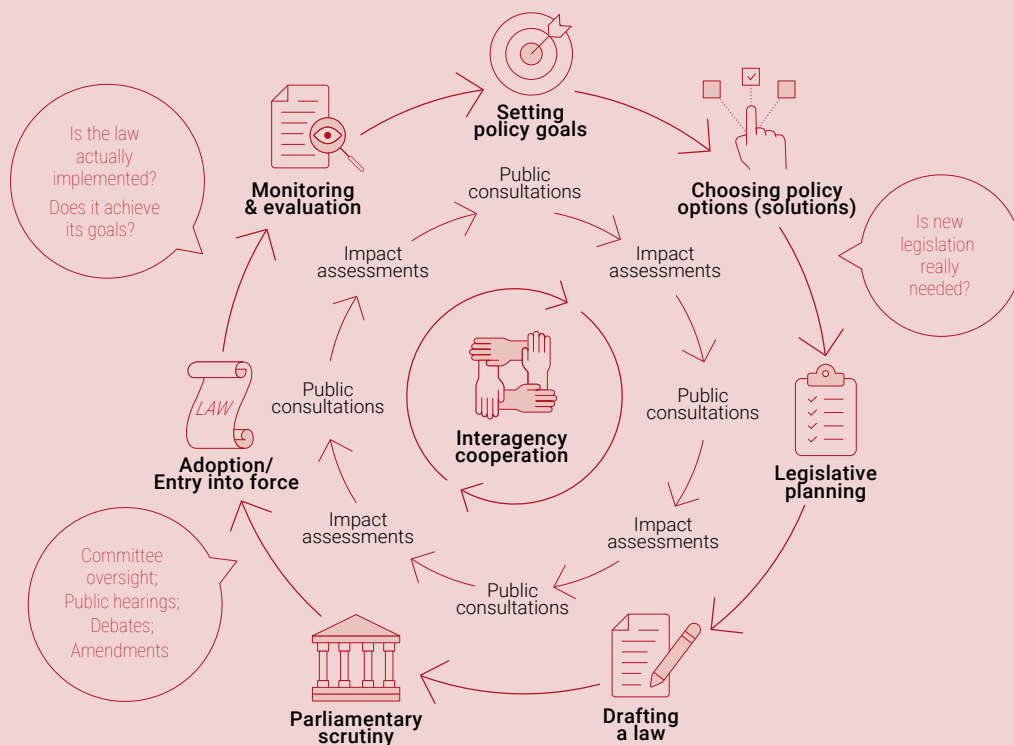
§ LEGISLATIONLINE

ODIHR Guidelines on Democratic Lawmaking for Better Laws: a comprehensive toolkit for policy- and lawmakers

Almost twenty years ago, on the understanding that the quality of laws is a direct consequence of the manner in which they are developed and consulted, ODIHR started assessing lawmaking systems and processes to identify ways to improve legislative processes and, ultimately, to adopt better legislation. The *Guidelines on Democratic Lawmaking for Better Laws*, finalized in 2023, build upon ODIHR's work in this area and seek to provide concrete, practical recommendations on how to improve the quality of lawmaking processes in order to draft high-quality laws.

The guidelines contain an overview of the guiding principles of democratic lawmaking, followed by concrete and practical recommendations on how to adhere to them at each stage of the legislative cycle, benchmarked against OSCE human dimension commitments and international human rights and rule of law standards and recommendations. The guidelines also reflect the importance of maintaining lawmaking principles and standards in times of crisis, including the experience of the COVID-19 pandemic.

The guidelines offer a comprehensive toolkit for policy- and lawmakers on how to improve their legislative process to tackle contemporary lawmaking challenges head-on and to promote more openness, transparency, accountability, inclusiveness and participation at all stages of the legislative cycle. The guidelines can be used to ensure that lawmaking processes and legislation are human rights-compliant, accessible, non-discriminatory, gender-responsive and sensitive to the needs of diverse social groups. The guidelines also emphasize the fundamental role of non-governmental organizations throughout the lawmaking process. Civil society can use the Guidelines as an advocacy tool to ensure that the people affected by legislation are informed about, and have a say in shaping its contents.



Pulling together

If the international community works together, it could more effectively counter the global trend of shrinking civic space and better address the challenges impacting our democracies. With this in mind, in 2023, ODIHR further strengthened its legislative assistance cooperation and partnerships with other OSCE institutions, especially the OSCE Representative on Freedom of the Media, as well as the Council of Europe, the UN and Special procedures mandate-holders. One example was ODIHR's participation in the development of the [Framework for Joint Action](#) at the initiative of the Special Rapporteur on the rights to freedom of peaceful assembly and of association, to strengthen collaboration among regional mechanisms for the protection and promotion of civic space.

The intention of the framework is also to serve as a call to action to unite in the defense of civic space. We hope the Framework for action can inspire others in the international community to take more forceful action to counter global trends of closing civic space repression and address the challenges impacting our democracies. Together, we can and must do more to ensure that assembly and association rights are respected, protected, and upheld for all.

— Clément Nyaletsossi Voule, *Special Rapporteur on the rights to freedom of peaceful assembly and of association*



Annual meeting of the ODIHR Panel of Experts on Freedom of Assembly and Association, Warsaw, Poland, 6–7 March 2023.

2.3 Helping human rights defenders to conduct trauma-informed monitoring

In March, ODIHR launched an e-learning course entitled [Trauma-Informed Interviewing: Skills and Techniques for Monitors](#). This provides theory and practical advice on interviewing people who have experienced trauma, thus helping to reduce the risk of re-traumatization and protecting the well-being of both interviewee and interviewer.

Developed to address the growing demand from human rights monitors for trauma-informed resources, the course takes learners through the theory of the impact traumatic events can have on memory retention and recall, before moving on to provide a practical methodology for conducting trauma-informed interviews. Each module contains a video lecture that includes simulated interview scenarios alongside additional resources for

further research. To create the course, the ODIHR team drew on guidance from experts on trauma-informed interviewing, and the course notably highlights Dr Rebecca Dempster's specialized humanitarian experience as a clinical forensic psychologist.

The course is available on [FreedomLab](#), ODIHR's online platform for human rights defenders. Available in English, Russian, and Ukrainian, the course fills a significant gap for Russian- and Ukrainian-speaking human rights monitors, as there were previously no substantive, effective resources in either language. The course has been picked up quickly by many monitoring missions, within ODIHR and beyond, becoming a prerequisite to complete before conducting monitoring interviews with communities affected by conflict.

I am an investigator as well as a monitor. Everything in this course is something I can use and apply in my work.

I believe that this course will be very helpful in my work. I often work with vulnerable communities and I plan to apply the methods I have just learned in my everyday practice.

Very practical training with concrete tips that I will use. It is particularly useful to have a training [course] that includes both techniques related to increasing the reliability of information and to preventing re-traumatization. These two components tend to be often treated separately (...).

I specialize in international human rights protection. In my work or voluntary activities, I interface with vulnerable people or victims of trauma and human rights violations. The tips and techniques learnt during the course will certainly be useful.

I worked as a monitoring officer in Ukraine performing Human Rights Officer duties. I conducted numerous interviews with people affected by the conflict.... The content helped me to recall my own techniques and the methods I used to apply during this work and helped me to see what areas could be improved. [...] this training is an excellent opportunity to enhance my human rights monitoring skills.

— Feedback from monitors using the e-learning course



In addition to being used by Human Rights Defenders in their monitoring work, the course has proved popular with others working in other areas, including academia, law enforcement and private companies.

While not working in a monitoring setting, I interview traumatized individuals from an academic perspective and, too often, academics do not consider the impact of their technically conceptual questions on traumatized individuals. This course helped me not only with approaching my interviews with more confidence but also [with implementing] strategies to minimize harm.

— Feedback from e-learning course user

With over 2,000 users by the end of 2023, the course has consolidated knowledge from many angles and provides a comprehensive overview of trauma-informed interviewing. Its impact continues to grow and reach interested learners from across the OSCE region and beyond, demonstrating that human rights defenders want to improve their trauma-informed skillsets and increase the quality of their monitoring.

Discussing the way memory works and the way a trauma-informed approach cannot just protect interviewees, but can actually lead to a more successful interview, was a good reminder that this approach is not only the ‘right’ thing to do, but actually achieves better outcomes.

— Feedback from e-learning course user



2.4 Strengthening the protection of human rights in counter-terrorism policing in Uzbekistan

The protection of human rights is essential to sustainable security, which includes countering terrorism, as recognized in the OSCE's comprehensive concept of security. When human rights are not prioritized this creates less security, not more, because it ignores the root causes that can lead to or exacerbate the spread of terrorism. Within the framework of its mandate to offer technical assistance and advice on implementing anti-terrorism policies, ODIHR's dedicated training course for law enforcement — Protecting Human Rights while Countering Terrorism Effectively — focuses on the inextricable link between human rights and the operational effectiveness of policing. It combines individual and group exercises and involves participants in interactive and practice-orientated activities that are closely linked to their operational tasks in countering terrorism. The

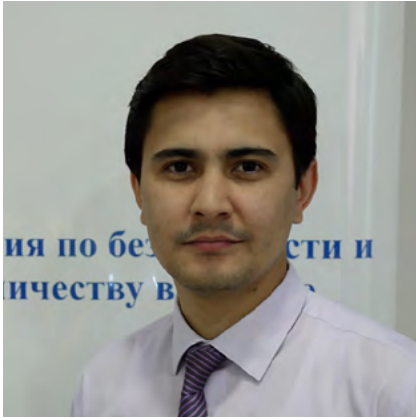
course has been delivered to law enforcement officers in several different countries of the OSCE region and emphasizes how respect for human rights can tangibly enhance the effectiveness of counter-terrorism policing.

As part of the longstanding training programme for law enforcement in Uzbekistan, implemented by ODIHR jointly with the OSCE Project Co-ordinator in Uzbekistan (PCUZ), national experts are increasingly engaged in educating officers from across the country in how better to protect human rights while countering terrorism and thereby tackle related security threats more effectively.

In 2023, national trainers from the State Law University and the National Human Rights Centre, together with ODIHR experts and an international police trainer,



Shutterstock/Anton Prado PHOTO



Human rights education of law enforcement needs to be a priority, to foster effective responses to terrorism and ensure greater security for all. ODIHR's training on the protection of human rights in countering terrorism directly contributes to this.

— *Qodirjon Obidov, National Co-Trainer of ODIHR's course and Leading Specialist at the International Department of the National Human Rights Centre of Uzbekistan*

delivered two further training courses for local law enforcement officers from the Bukhara and Xorazm regions of Uzbekistan. With their expertise and local knowledge, the national trainers brought significant added value to the training. At the same time, they deepened their own knowledge of the curriculum and developed their skills as trainers, carrying out different parts of the programme themselves. By including national trainers in the training team, ODIHR is gradually increasing their involvement, skills and commitment, so they can deliver the training by themselves in the future.

Since 2018, ODIHR and PCUz have run the course seven times, for over 100 officials from different parts of Uzbekistan to reach local law enforcement agencies as



Human rights violations take a heavy toll on our collective efforts to fight terrorism and ensure greater security for our societies. ODIHR's training activities help strengthen the skills of law enforcement officers in protecting human rights while countering terrorism.

— *Govkherzhan Yuldasheva, Professor, International Law and Human Rights Department, Tashkent State Law University*

well as those from the capital, Tashkent. In order to build up a pool of national trainers for this programme, ODIHR and PCUz also conducted a dedicated 'training-of-trainers' course in 2021. This introduced the national trainers to ODIHR's training curriculum and methodology, giving them their first opportunity to practise delivering parts of the course. Since then, the training courses are increasingly being conducted together with national trainers and in different regions of Uzbekistan. This has clearly helped to foster the sustainability and local ownership of the training programme and has opened up opportunities for further collaboration with the trainers and their institutions in any future training on human rights and counter-terrorism.

2.5 Strengthening Ukrainian Roma and pro-Roma human rights defenders

Roma and Sinti groups are particularly vulnerable to human rights violations in the ongoing armed conflicts in the OSCE area. Roma civil society plays an important role, not only in highlighting the challenges faced by these communities during war, but also in advocating for, and bringing about positive change in Roma communities and wider society.

The conflict in Ukraine triggered a [need for specific skills training](#) for Roma and Sinti human rights defenders and advocates. In response, ODIHR launched an initiative that includes both training and enhanced monitoring. In October, seven Roma and pro-Roma defenders from Ukraine took part in human rights monitoring and open-source investigation training organized by ODIHR. This was tailored to their specific interests and knowledge and included mentoring and coaching.

The Office also enabled this group to attend the 2023 Warsaw Human Dimension Conference, where they took part in discussions on the situation of human rights and freedoms in the OSCE region. ODIHR also supports them in monitoring the human rights situation of Roma.

This initiative has equipped the young defenders with detailed knowledge and practices on human rights fact-finding and investigation. Ukrainian Roma people have reported prejudice, hate crime, violence and discrimination during their journeys to find safety. These experiences remain largely undocumented. The ODIHR-trained defenders can now help address this problem and advocate for better policy outcomes.



Pre-implementation training programme on human rights monitoring for Ukrainian Roma and pro-Roma human rights defenders, Warsaw, Poland, 8–10 October 2023.



Displaced Ukrainian Roma often face substantial obstacles in gaining asylum, securing shelter, and obtaining other forms of aid. Our mission as activists is to raise awareness of these problems by speaking up and advocating on behalf of our communities. ODIHR has provided the venue and tools for us to make this happen.

— *Janush Panchenko, Roma rights activist, Ukraine*



At such a difficult time for Ukraine, Roma, and women in particular, suffer discriminatory treatment. As Roma human rights defenders, we play a crucial role in monitoring and reporting the human rights violations experienced by our community. ODIHR's support helps us to continue fighting for Roma rights and to ensure justice and redress.

— *Elvira Popenko, Roma rights activist, Ukraine*

2.6 Enabling dialogue on migration in Poland and Greece

After a successful pilot in Poland in 2022, ODIHR ran a training programme, in partnership with the Nansen Centre for Peace and Dialogue, for civil society on facilitating public dialogues on migration and relations in diverse communities. Held in Vravrona and Athens, Greece, between March and December, the course equipped Greek civil society and community workers with the practical skills needed to facilitate public dialogues on migration. Dialogue facilitation is a method of community-building that enables people to share

their experiences and gain deeper understanding of other people's perspectives. It is particularly useful for exploring politicized and often polarizing issues such as migration and life in diverse communities.

The participants of both courses have committed to organizing at least one dialogue in their own workplace or community settings. So far, 25 dialogues have been organized in Poland and Greece, with more than 250 participants.



OSCE/Lola Girard

Facilitating public dialogues on migration and relations in diverse communities, final workshop, Athens, Greece, 15 December 2023.



ODIHR's training on open dialogues was probably the tool I needed in my wish to foster a better understanding of migration and sometimes even for 'sewing' together divided communities — a new way of making people feel heard and listened to, whether they are in government, migrating, hosting migrants or opposed to migration.

In May 2023, I had the opportunity to run a whole cycle of open dialogues on migration as part of Warsaw University's "UW for Ukraine" programme for highly-skilled Ukrainian war refugees. Held at Warsaw University's Centre of Migration Research, the dialogues covered migration and personal life, professional life, Poland and Ukraine, and Ukraine's future, rebuilding and reconstruction. After this, I can personally attest that open public dialogues work and are needed, especially in different languages. I also know that it takes perseverance to persuade people to try them (as with many new things), but the dialogue then creates a whole new community.

— Dr Kateryna Krakhmalova, University of Warsaw



2.7 Practical responses to combat the trafficking of Ukrainian women and children

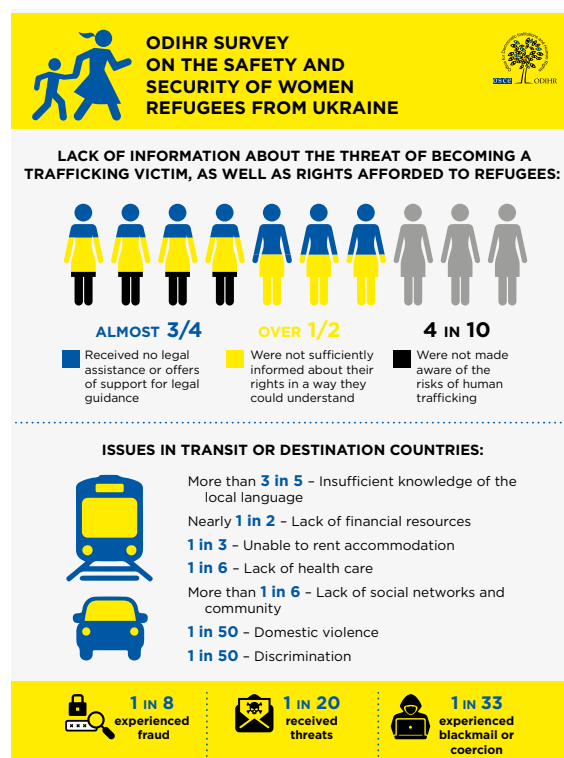
In 2023, ODIHR ran a further five training courses for civil society and frontline responders on how to address human trafficking risks in light of the military attack by the Russian Federation in Ukraine. Thus far, ODIHR has trained 275 responders from 40 OSCE countries. This is one of the initiatives created by ODIHR as part of its “Advancing the Human Dimension of Security in Ukraine” project. The training programme focused on the proactive identification of victims of trafficking in crisis situations, as well as on applying a trauma-informed approach when giving assistance. Participants also learned about National Referral Mechanisms (NRMs) — national frameworks through which governments fulfill their obligations to protect and promote the human rights of victims of trafficking — with a focus on NRMs and children, and their vital role in victim support.

After the training, participants said they felt better able to detect and report cases of suspected trafficking. Twenty-seven cases have subsequently been reported by participants to law enforcement, including one case in which almost 200 potential victims were rescued from exploitation. One participant identified a displaced family that had potentially fallen victim to labour exploitation and referred the case to police for further investigation; the accused have been charged with trafficking in human beings.

ODIHR also helped to create a confidential platform for frontline responders from Ukraine and from transit and destination countries to coordinate their work for Ukrainian refugees. The platform allows users to support each other in the identification of potential trafficking victims and to refer them between countries, as well as being a forum for discussing the issues and trends in the OSCE region on the vulnerability of Ukrainian refugees to trafficking. The platform users ‘meet’ regularly to discuss topics they have proposed.

In my everyday job, I work with vulnerable people and I have consistently prioritized providing support to those in need. The training has significantly broadened my perspective beyond addressing basic necessities, enhancing my sensitivity to human trafficking issues. I am now more attuned to recognizing indicators of trafficking, and the practical skills gained at the training have given me the confidence to approach every potential survivor in a trauma-informed and survivor-centered manner.

— Participant who identified the potentially exploited displaced family cited above





Training for civil society and frontline responders, Warsaw, Poland, 20–24 March 2023.

2.8 Advancing women's inclusion in law enforcement

Promoting gender equality is critical to ensuring that government institutions are democratic and able to respond to the needs of all. Security sector institutions, such as law enforcement, are no exception. Gender-diverse security sector institutions create an inclusive institutional culture and are better able to assess and address the security needs of all citizens, effectively protecting and promoting their human rights and freedoms. Advancing the equal participation and leadership of women at all levels of security institutions is integral to OSCE commitments and the OSCE's comprehensive approach to security.

ODIHR works with security sector actors across the OSCE region, particularly with law enforcement authorities, to equip them with the knowledge and skills to become more inclusive, accountable and gender responsive.

Drawing upon ODIHR's *Gender & Security Toolkit*, published in 2019 together with the Geneva Centre for Security Sector Governance (DCAF) and UN Women, ODIHR regularly delivers training and organizes events focused on advancing equal participation and women's leadership in the security sector. The toolkit and training provide practical policy and programmatic guidance for governments, international and regional organizations,

and security and justice institutions on how to integrate a gender perspective in their work and advance gender equality in security and justice policy, programming and reform.

In 2023, ODIHR worked with a number of police forces in Central Asia. At the invitation of the OSCE Programme Office in Dushanbe, together with the OSCE Strategic Police Matters Unit (SPMU), ODIHR delivered a training course and a training-of-trainers course in May for participants from the Ministry of Interior, law enforcement and civil society. The courses focused on mainstreaming gender in police reform, addressing issues such as effective and gender-sensitive responses to, and handling of domestic violence cases and countering gender stereotyping in the justice sector.

To promote further the role of women in the security sector in the region, ODIHR also co-organized a two-day Regional Conference on Promoting Women's Participation in Law Enforcement in Central Asia. This was organized with the OSCE's Gender Issues Programme, Conflict Prevention Centre, Strategic Police Matters Unit and the OSCE Programme Office in Astana. ODIHR presented its work on policewomen's associations and moderated a cross-regional exchange on the operation of Women Police Associations and networks.



One-day policy workshop for the Working Group on Gender Mainstreaming into Police Reform, under the Ministry of the Interior, Dushanbe, Tajikistan, 1 May 2023.



Conference on promoting women's participation in law enforcement in Central Asia, Astana, Kazakhstan, 14–15 September 2023.



It is still a very male culture. There are a lot of things that are said and I have heard them too; the old sayings about 'oh she is female, she will get pregnant, she is of no use'. Unfortunately, they still exist, but there are fewer of them now and I hope that in the future, step by step, even if they are baby steps, it will get better. A panel like this is a very good way to promote, support and facilitate that process.

— Beate Schmidt, Chief Inspector/Deputy Section Manager, German Federal Police (Bundespolizei)

ODIHR continued to address the career advancement of women in border management and security agencies as part of its training delivered during the annual course of the OSCE Border Management Staff College in Dushanbe for senior border management staff from across the OSCE in March.

Working closely with UN Women and DCAF, ODIHR also organized two online discussions about the integration of a gender-perspective in border management in the OSCE region and best practices for guaranteeing the right to family life and support for care work responsibilities in security institutions. In addition, ODIHR organized a side event during the 2023 Warsaw Human Dimension Conference to discuss the potential of policewomen's associations and networks to promote and advance the position of women in the police.

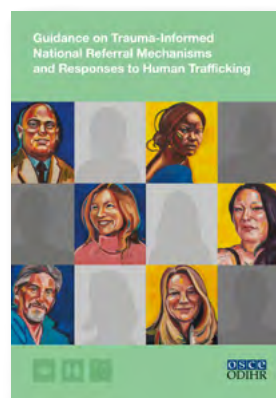
ODIHR's many activities this year helped to raise awareness of the challenges faced by women in law enforcement. They also fostered a deeper understanding of the need to advance the participation of women in the security sector and of the benefits of creating more gender-balanced institutions. Many participants expressed interest in continuing to engage with ODIHR on these issues and appreciated the valuable opportunity to engage with all interested stakeholders.

2.9 Recognizing the inclusion of survivors in all anti-trafficking efforts

After more than a decade supporting the implementation of National Referral Mechanisms (NRMs) in the OSCE region and beyond, ODIHR has identified the successes, promising practices and gaps in efforts to prevent and combat trafficking in human beings (THB). The NRM Handbook (2nd edition), published in 2022, has become widely recognized for its effectiveness in promoting a victim- and survivor-centred and trauma-informed approach.

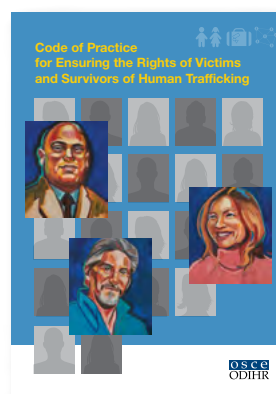
Several participating States have already put this approach at the heart of their anti-trafficking policies, including it, for example, in the design and evaluation of their National Action Plans (NAPs) and National Referral Mechanisms. In 2023, ODIHR published two complementary guides dedicated to this anti-trafficking approach. The first, the *Code of Practice for Ensuring the Rights of Victims and Survivors of Trafficking* (Code of Practice), was developed together with the members of the 1st International Survivors of Trafficking Advisory Council (ISTAC), drawing on their experiences and professional expertise as survivor leaders. The Code of Practice explains how participating States should implement their commitments to protect the rights of trafficked people, covering identification and protection, support and access to services, justice and redress, social inclusion and victim- and survivor-engagement strategies. The Code of Practice is currently available in English, Romanian, Russian and Ukrainian.

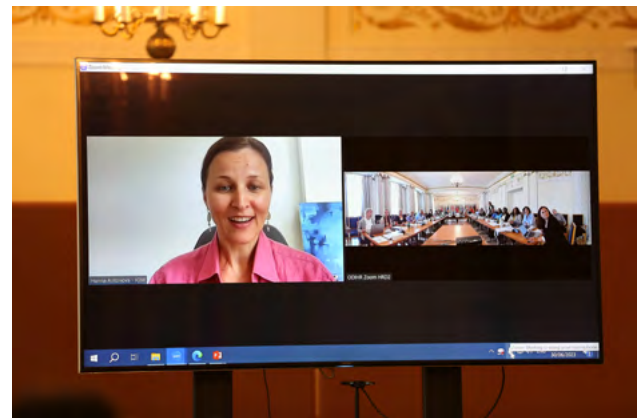
The second publication was the *Guidance on Trauma-Informed National Referral Mechanisms and Responses to Human Trafficking*, which advocates for trauma-informed methods of working. General and specialized trauma-informed training enables professionals at all levels within and around NRMs to work safely and appropriately with survivors, supporting improved collaboration and communication across multi-agency sectors. This guidance gives examples of promising practices and contains useful resources for professionals working with victims and potential victims of THB. It also makes recommendations to participating States on adopting a trauma-informed approach and delivering trauma-informed training. It is currently available in Russian, English and Ukrainian.



The Code of Practice is the most significant achievement of the 1st ISTAC, giving participating States guidance on measures to ensure the inclusion of victims' and survivors' voices as well as their full engagement in all anti-trafficking responses. I am proud to be one of the survivor leaders who contributed to the launch of this publication.

— Jerome Elam, 1st ISTAC member and 2nd vice-chair of the 2nd ISTAC





2nd ISTAC meeting, Warsaw, Poland, 30 June 2023.

In parallel, ODIHR launched the [2023 Capacity-building for Survivor Leaders of Trafficking in Human Beings](#) e-learning course, which provides trafficking survivors with leadership skills and practical tools. The eight-module course, hosted by survivor leaders and professionals with trauma-informed and self-care expertise, trains participants about leadership and the legal and institutional anti-trafficking frameworks, along with practical training on resilience, self-care and how to cope with trauma. Over 60 survivor leaders have already taken the course.

I love the way that this course inspires and encourages survivors to build skills and to engage in consistent trauma-informed care and self-care practices. Excellent course, and I would like to take it again in order to refresh and build my knowledge.

— Feedback from an e-learning course participant

PART 3

Striving for equal, inclusive societies, free from discrimination

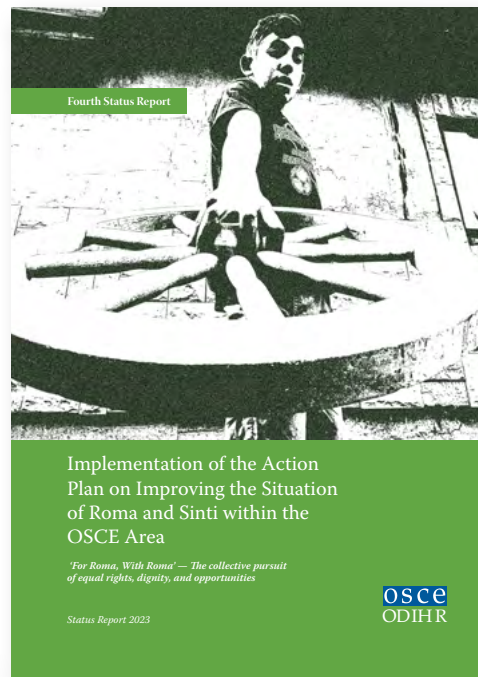
Working closely with national governments, authorities, educators, youth, and civil society organizations, ODIHR offers guidelines, tools and practical training to counter discrimination and foster greater inclusivity across societies. This year's impact stories include ODIHR's latest report on the situation of Roma and Sinti in the OSCE region, training on responding to hate crimes and work with young people to create a collective vision of peaceful, inclusive and diverse societies.



3.1 Twenty years of work on Roma and Sinti issues

On the 20th anniversary of the adoption of the OSCE Action Plan on Improving the Situation of Roma and Sinti in the OSCE Area, ODIHR published its *Fourth Status Report*. This gives a comprehensive account of activities by OSCE participating States between 2018 and 2023 in meeting the objectives of the Action Plan, and details the persistent challenges that remain. The report also provides recommendations for addressing priority areas of concern.

Over the period covered by the report, national and local authorities made efforts to address Roma and Sinti issues, particularly by developing and implementing equality policies, demonstrating good practices and making visible progress on local and national initiatives. However, the findings also show that Roma and Sinti continue to experience racism and discrimination and still have limited opportunities for equitable participation in public and political life. Throughout the OSCE region, Roma and Sinti also face ongoing problems with accessing quality education, health care, employment and housing.



3.2 Strengthening the criminal justice response to hate crime

Too often, hate crimes are not properly addressed by justice systems. This can leave victims and their communities with the sense that the impact of hate crimes on their daily lives is unacknowledged and invisible. Building the capacity of criminal justice systems and actors to recognize, record and prosecute hate crimes and provide effective support to victims is therefore essential. Only then can victims and targeted communities enjoy a sense of safety and belonging in society.

National frameworks to respond to hate crimes are rarely perfect and may be hampered by any number of problems such as limited understanding of hate crimes among police, differences in recording definitions and practices, lack of coordination across different institutions, and insufficient specialist support for victims. Identifying and addressing these gaps requires a holistic approach, helping to improve the criminal justice response to hate crime and provide victims with access to justice.

This is where ODIHR's hate crime training programmes come in. Working closely with state agencies, ODIHR develops training curricula customized to the situation and criminal justice system of any given country and offers training workshops, courses and events for all criminal justice and hate crime victim support actors in the OSCE region.

In 2023, ODIHR organized 13 hate crime training sessions for 720 direct beneficiaries from across the OSCE region. In addition, more than 30 meetings and other events were held for policymakers, criminal justice agencies, civil society actors and international organizations to address specific hate crime-related issues.

ODIHR's hate crime training programmes are never one-off events, but are preceded by detailed plans, consultations and formal agreements with state agencies to establish a strong commitment among national partners. They often lead to other initiatives to strengthen states' comprehensive responses to hate crime and are supported by a range of ODIHR resources and tools.

While some training programmes are directly for practitioners, others train future hate crime trainers on disseminating the curricula throughout their countries. They are also designed for integration into existing training programmes and draw on the expertise and resources of national training institutions.

In each country, ODIHR's work has provided the building blocks for a better hate crime response, helping to ensure that the impact of identity-based crimes on victims and their communities is fully acknowledged and addressed.

Training prosecutors to identify and gather evidence of bias motivation in Montenegro

In May, ODIHR teamed up with Montenegro's Centre for Training in Judiciary and State Prosecution to deliver a three-day workshop for prosecutors. The workshop prepared participants to train other prosecutors to identify bias motives and apply the relevant legal provisions when prosecuting hate crimes. As a result, participants have asked ODIHR to help them develop guidelines for prosecutors working on hate crime cases.



Train-the-trainer workshop for prosecutors in Podgorica, Montenegro, 1 June 2023.

Polish police prepare to deliver ODIHR hate crime training nationwide

ODIHR held a three-day 'train-the-trainer' course in December to equip 21 police professionals with the practical tools and knowledge to roll out ODIHR's hate crime training courses across the police force in Poland. After a needs assessment in August, ODIHR delivered an updated curriculum for Poland, including new modules on the [sensitive and respectful treatment of hate crime victims](#) developed under ODIHR's EStAR project.

With the new curriculum and a pool of trainers, the Polish Police Training Centre in Legionowo plans to run at least three, ten-day 'train-the-trainer' courses on hate crime in 2024 to share their knowledge with police officers across Poland.



As an experienced police officer and a lecturer, addressing hate crimes is particularly important to me. ODIHR's training gave me valuable knowledge and insights, including on the topics of criminal law and forensics, that I will use to train police officers at all levels. I am confident that this will have a positive impact on the policing of hate crimes in Poland.

— Maria Wysocka, junior lecturer and Deputy Commissioner, Department of Criminal Service of the Police Training Centre in Legionowo



Assessing support systems for hate crime victims in Austria

In January, ODIHR organized a one-day diagnostic workshop to assess the support services available to hate crime victims in Austria. The workshop was held following an initial assessment by participants, including Austria's Interior and Justice Ministries, police and prosecution authorities and civil society representatives. Organized in cooperation with the country's Federal Ministry of the Interior, the workshop analysed the *six essential building blocks* for effective hate crime victim support, including the status of hate crime victims in policy and law, the quality and type of support services, and the sensitive and respectful treatment of victims.

The workshop allowed the Austrian authorities to identify steps to improve their hate crime victim support system, and also contributed to findings presented to the ODIHR-led EU Working group on hate crime victim support under the EU's High Level Group on combating hate speech and hate crime.



ODIHR's workshop and assessment have helped us identify practical measures to strengthen cooperation between Austria's police and civil society organizations on hate crime victim support. Through this guided analysis, we can better ensure the sensitive and respectful treatment of victims and provide for their complex needs.

— Johanna Eteme, head of the department for Fundamental and Human Rights Affairs, Austrian Interior Ministry



Participants of ODIHR's Diagnostic Workshop to assess support systems for hate crime victims in Austria, Vienna, 30 January 2023.

3.3 Bridging the gaps in the national, regional and international responses to intolerance

Alarming examples of intolerance and identity-based hatred can be found in countries across the OSCE region. Responding effectively to intolerance, prejudice and hate crime requires a comprehensive approach at all levels, from community-based civil society groups to intergovernmental bodies.

ODIHR works at the intersection of a number of related issues, allowing the Office to bridge gaps and forge connections between national, regional and international actors to develop concrete solutions to some of the most serious challenges to the cohesion of our societies.

In 2023, ODIHR was involved in more than 60 events aimed at bolstering the collective response to all forms of intolerance across the OSCE region. These included consultative meetings with civil society to collect community-level information and perspectives on hate crime, high-level working group meetings to review the implementation of international standards and share good practices, and training opportunities for national authorities and others, including young people, to combat hate crimes and foster mutual respect and understanding.



Participants discuss steps to address the security needs of Muslim communities in South Eastern Europe at an ODIHR-organized event in Skopje, North Macedonia, 6 June 2023.

Supporting regional partnerships to counter hate crime in the Western Balkans

In October 2023, ODIHR continued its cooperation with the European Parliament to advance tolerance and non-discrimination in the Western Balkans during a second workshop held for young legislators from the region. Following the first workshop in October 2022, the event brought together young leaders from Albania, Bosnia and Herzegovina, North Macedonia, Serbia and the Kosovo region* to share experiences and good practices in preventing and responding to intolerance both online and offline.

Participants noted the interplay between intolerant discourse in parliaments and hate speech in society, highlighting the importance of addressing both. They also discussed the risks and opportunities of artificial intelligence in relation to online hate, as well as the challenges facing civil society working to strengthen tolerance and social cohesion in the region.

Members of the European Parliament (EP) expressed their interest in taking part in future initiatives with ODIHR and their counterparts from the Western Balkans as part of the EP's Young Political Leaders Programme.

* There is no consensus among OSCE participating States on the status of Kosovo and, as such, the Organization does not have a position on this issue. 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.

Addressing the security needs of Jewish and Muslim communities

ODIHR provides guidance on addressing hate crime through its practical guides for Jewish and Muslim communities. In 2023, the Office continued work on adapting these guides to the contexts of countries across the OSCE region. Events held in Canada, Italy, Ireland, North Macedonia and the United Kingdom brought together community representatives, law enforcement, national authorities and ombuds institutions to identify measures to strengthen trust and improve the security of affected groups.

In addition to launching local language versions of the guides, these events provided a space for open discussion about the security gaps facing at-risk communities, as well as measures to sensitize and adapt the security framework to the needs of specific communities. At the same time, they help to ensure that national policies to tackle hate crime and address security needs always include the perspectives of the communities concerned.

In 2024, ODIHR will add another practical guide to the series, focusing on the security needs of Christian communities.



Canada is committed to inclusive, human rights-focused action on addressing anti-Muslim hate and looks forward to including ODIHR's practical guide in its policy toolbox.

— Amira Elghawaby, Canada's Special Representative for Combating Islamophobia

Cooperation to counter anti-Semitism in and through education

In 2023, ODIHR worked with leading international actors in the field of education, Holocaust studies and combating intolerance to disseminate educational materials and develop teaching standards on addressing anti-Semitism in and through education.

In March, ODIHR collaborated with UNESCO, the USC Shoah Foundation, the American Jewish Committee and the American Federation of Teachers to create a series of webinars for educators aimed at strengthening their knowledge and skills to address anti-Semitism effectively through education. More than 800 educators from across North America followed the webinars to understand and identify key features of anti-Semitic incidents, as well as practical strategies to deal with them.

In September, ODIHR contributed to a UNESCO-organized event in partnership with the Croatian Ministry of Science and Education to train more than 50 school directors and teacher trainers on tackling anti-Semitism, stereotypes and prejudice through education. During the event, ODIHR presented its range of *teaching materials to challenge anti-Semitism*, including the four-part *Training Curricula* developed with UNESCO and with the support of University College London's Centre for Holocaust Education.



Turning a blind eye to the first manifestations of religious radicalization, such as hate-motivated crimes, may have devastating results. The ODIHR training emphasizes the importance of addressing such crimes at an early stage.

— Mikheil Lazginiani, Yazidi activist and Executive Director of the "World of Tolerance" NGO, Georgia

3.4 Training young people to foster equal and inclusive societies

ODIHR's work is not only about defending democracy and human rights today, but also about fostering equal and inclusive societies for the future. In recognition of this need, and in response to the military attack in Ukraine and the resulting demographic shifts in Polish cities, ODIHR developed the Youth for Inclusion (Y4I) project to help young people in Poland create lasting social change.

Over the year, ODIHR brought together 107 young people from diverse backgrounds in a series of training workshops held in seven cities across Poland. These workshops formed the backbone of the Y4I project, which also included a coaching programme and more than 60 initiatives designed and implemented by young people to foster equality, inclusion and social cohesion at the community level.

During the workshops, the young participants explored issues of identity and diversity, discussed their role in social change and learned effective dialogue skills to address bias, stereotypes and other forms of intolerance and to build equal, inclusive and cohesive societies.

With one-on-one support and guidance from a dedicated coaching team, the young people then applied these skills to develop their own initiatives in their local communities. These included an interactive art clinic in Kraków for Polish and Ukrainian women, workshops for students in Warsaw on recognizing bias, and an art installation in Gdańsk developed by Polish and Ukrainian youth. By the end of the year, 53 of the workshop participants had completed 33 activities, reaching approximately 650 community members.

The young participants represent different nationalities, ethnicities, religions and other identities, but they all share a common goal — to create societies characterized by mutual respect, understanding and trust.

The project culminated in a three-day conference in December, during which the young participants showcased their community activities, exchanged experiences and developed plans for the future.

The Y4I project was developed as part of ODIHR's project on Advancing the Human Dimension of Security in Ukraine and delivered in cooperation with municipal authorities across Poland.

Wrocław: video interviews with civil society

Y4I participant Liamis-Yelyzaveta wanted to promote the perspectives of those who work directly with migrants and refugees. Using communication skills developed during the Y4I workshop in Wrocław, she interviewed civil society actors in her city about the meaning of the words 'inclusion', 'equality' and 'belonging'. She then produced a short film to highlight how inclusion is not just about being accepted, but about recognizing the value of every member of society.

Supporting everyone working with inclusion is essential for a caring society. Let's embrace diversity, offer help and empower individuals on their journey to a better life. Together we can create a world where every person feels welcomed and valued.

— Liamis-Yelyzaveta Al-Badu, Y4I participant, Wrocław



Snapshot of the video created by Liamis-Yelyzaveta.

Kraków: cultural exchange and art therapy

One Y4I participant hosted an interactive art workshop for Polish and Ukrainian women in Kraków. The workshop provided a safe space for the women to share a creative experience while strengthening social cohesion. The group decorated a tablecloth in traditional Polish and Ukrainian styles using a variety of techniques while engaging in guided discussions on inclusion and community.

Unfolding the tablecloth made by Polish and Ukrainian women as a part of my art therapy project was profoundly moving. It was gratifying to see how the women — at first sceptical about the project — wove their identities into the tablecloth while sharing conversations on tolerance, mutual understanding and respect. Y4I has given me renewed hope in the power of youth to bring about positive change in our communities.”

— Rita Ster, Y4I participant from Kraków



Rita Ster (left) and participants of the art workshop for Polish and Ukrainian women in Kraków, Poland, 2023.

Gdańsk: “My new life in Poland” exhibition

Davide, Paula and Yanki were on a mission to challenge perceptions of migrants, overcome prejudices and build empathy within their local community in Gdańsk. Working with volunteers from the European Solidarity Corps, the three young people used the skills learned at their Y4I workshop to create an exhibition to share the stories of those who migrated to Poland and the positive impact they had on the community.



Volunteers in the community activity organized by Davide Imperato, Paula Richardson and Tuğba Yankı Adır aimed at promoting recognition of migrants' contribution to society

Warsaw: podcast series

Based in Warsaw, Maja, Jakub and Paulina produced a podcast series featuring guest speakers to discuss topics relating to diversity and inclusion. Episode 1, entitled United in Diversity, explored the impact of crises on uniting or dividing society. In Episode 2 — A Shared Vision for an Inclusive Society — the hosts discussed attitudes towards tolerance, respect for diversity across different cultures and how individuals can contribute to promoting peaceful coexistence.



Jakub Sadowski, Paulina Pac and Maja Wesołowska recording their podcast at the Radio Pałac Studio in Warsaw, Poland.



Final conference of Youth for Inclusion participants, Warsaw, Poland, 4–6 December 2023.

Annexes



MEETINGS AND EVENTS

Organized in 2023

HUMAN DIMENSION MEETINGS

Meeting or Event	Location	Date	Number of Participants
Supplementary Human Dimension Meeting I on Media Freedom as a Central Pillar of Comprehensive Security	Vienna, Austria	13–14 March 2023	179 (105 women, 73 men, 1 undeclared)
Supplementary Human Dimension Meeting II on Torture and Other Grave Breaches of International Humanitarian Law and Gross Violations of International Human Rights Law	Vienna, Austria	24–25 April 2023	204 (114 women, 88 men, 2 undeclared)
Human Dimension Induction Course I	Warsaw, Poland	16–19 May 2023	25 (15 women, 10 men)
Supplementary Human Dimension Meeting III on The Role of Civil Society in the Promotion and Protection of Tolerance and Non-Discrimination	Vienna, Austria	26–27 June 2023	191 (115 women, 74 men, 2 undeclared)
Human Dimension Induction Course II	Warsaw, Poland	11–14 July 2023	14 (12 women, 2 men)
Human Dimension Induction Course III	Warsaw, Poland	28 November to 1 December 2023	15 (11 women, 4 men)

ELECTIONS DEPARTMENT

Meeting or Event	Location	Date	Number of Participants
Meeting of heads and deputy heads of election observation missions	Warsaw, Poland	24–25 January 2023	40 (17 women, 23 men)
Meeting of Focal Points for Election Observation	Warsaw, Poland	2–3 February 2023	43 (22 women, 21 men)
Support to Electoral Reforms in the Western Balkans Project — regional conference: Civil Society Organizations and the Follow-up on Electoral Recommendations	Warsaw, Poland	21–22 February 2023	63 (25 women, 38 men)
Support to Electoral Reforms in the Western Balkans Project — regional conference: Regional Exchange on Strengthening Election Dispute Resolution Systems and Practices	Skopje, North Macedonia	26–27 April 2023	55 (23 women, 32 men)
ODIHR expert discussion on Handbook for the Observation of Information and Communication Technologies (ICT) in Elections	Warsaw, Poland	17 May 2023	16 (5 women, 11 men)
Training for Long-Term Observers under the Diversification Fund	Belgrade, Serbia	3–7 July 2023	22 (13 women, 9 men)
Support to Electoral Reforms in the Western Balkans Project — regional conference: Enhancing the Effectiveness of Election Administration in the Western Balkans	Sarajevo, Bosnia and Herzegovina	26–27 September 2023	51 (17 women, 34 men)
Warsaw Human Dimension Conference side event: presentation of the ODIHR Handbook for the Observation of Election Administration	Warsaw, Poland	3 October 2023	50
Support to Electoral Reforms in the Western Balkans Project — national workshop: presentation of the Code of Conduct in the Online Sphere during Electoral Processes and Referenda	Skopje, North Macedonia	12 October 2023	37 (18 women, 19 men)
ODIHR seminar on Election Observation and Assessment of Election Administration	Vienna, Austria	24 October 2023	111 (65 women, 46 men)
Support to Electoral Reforms in the Western Balkans Project — national workshop: Resilience to Undue Influence in Elections from a Political and Campaign Finance Perspective	Tirana, Albania	21–22 November 2023	39 (25 women, 14 men)

DEMOCRATIZATION DEPARTMENT

Meeting or Event	Location	Date	Number of Participants
Democratic Governance and Gender			
10th Gender Matters! online briefing: From Gender Quota Laws to Gender Equality Policy	Online	17 January 2023	31 (26 women, 5 men)
Institutionalizing Gender Mainstreaming in Parliament: Participatory Gender Audits and Gender Action Plans	Online	24 January 2023	111 (no sex–aggregated data available)
Addressing Violence against Women in Politics in Georgia — the Role of Political Parties	Tbilisi, Georgia and online	13 February 2023	c. 80 (no sex–aggregated data available)
Participatory Gender Audit Workshop for the National Assembly of Slovenia	Ljubljana, Slovenia	13 March 2023	27 (22 women, 5 men)
Seminar for parliamentary committees on gender equality in Bosnia and Herzegovina	Jahorina, Bosnia and Herzegovina	13–15 March 2023	17 (12 women, 5 men)
Participation in High Commissioner for National Minorities event on Intersectionality of Gender and National Minorities	Vienna, Austria	28 March 2023	No data available
Seminar on promoting the political participation of women with disabilities in Poland	Warsaw, Poland	30 March 2023	22 (18 women, 4 men)
1st Spotlight on Disability Online Briefing: Tools and Strategies for EMBs to strengthen the participation of persons with disabilities in elections and political processes	Online	4 April 2023	18 (no sex–aggregated data available)
11th Gender Matters! online briefing: Innovative approaches to citizens' engagement on gender equality reforms: Lessons learned from Ireland	Online	5 April 2023	16 (11 women, 5 men)
Workshop for Danish parliamentary political parties on gender audits and gender action plans: Tools for institutional transformation of political parties	Copenhagen, Denmark	14–15 April 2023	19 (13 women, 6 men)
Presentation on Public Integrity and Codes of Conduct to the National Assembly of Serbia	Belgrade, Serbia	20–21 April 2023	N/A
Workshop on Gender–responsive Local Governance: The Role of Male Leaders	Prizren, Kosovo*	26–27 April 2023	31 (4 women, 27 men)
Presentation of a Guidance Note on Developing a Code of Ethics for the For Georgia parliamentary political party	Online	2 May 2023	23 (21 women, 2 men)
Participatory Gender Audit workshop for the Democratic Party in Serbia	Belgrade, Serbia	16 May 2023	10 (5 women, 5 men)
Presentation of ODIHR's service lines to national parliaments at OSCE PA Informal Gender Network	Online	26 May 2023	24 (21 women, 3 men)
Expert meeting on Advocating for Equality of Women and Men: Mainstreaming Gender in the Work of Local Self-government Units in North Macedonia	Skopje, North Macedonia	29 May 2023	30 (27 women, 3 men)
Presentation on Promoting Ethics and Integrity among Political Parties	Sarajevo, Bosnia and Herzegovina	31 May to 2 June 2023	N/A
Presentation of ODIHR's Participatory Gender Audit on the parliament of Kyrgyzstan	Bishkek, Kyrgyzstan	5 June 2023	49 (38 women, 11 men)
Participation in 2023 Model OSCE	Vienna, Austria	11–14 June 2023	26 (16 women, 10 men)
Human Dimension Committee Meeting: Democratic institutions — political participation of persons with disabilities	Vienna, Austria	13 June 2023	55 (no sex–aggregated data available)
Presentation on political party ethics mechanisms mapping research at the Science of Politics — International Interdisciplinary Conference of Political Research	Bucharest, Romania	17–20 June 2023	N/A

* There is no consensus among OSCE participating States on the status of Kosovo and, as such, the Organization does not have a position on this issue. 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.

Meeting or Event	Location	Date	Number of Participants
Re-engagement with key stakeholders in Kyiv participating in expert roundtable on the future of democracy in Ukraine	Kyiv, Ukraine	24–30 June 2023	N/A
Presentation on public integrity at the Transparency International School on Integrity	Vilnius, Lithuania	25–29 June 2023	N/A
Intensive course on Gender Equality and Gender Mainstreaming for parliamentary staff of the National Assembly of Serbia	Veliko Gradiste, Serbia	25–27 July 2023	19 (11 women, 8 men)
Briefing on the Role of Men in Gender Equality for the UK NGDP Gender Equality Network	Online	23 August 2023	12 (8 women, 4 men)
Participation in 2023 Open Government Partnership Global Summit	Tallin, Estonia	5–8 September 2023	1500
EIGE Expert Meeting on Gender Equality Action Plans for Parliaments	Vilnius, Lithuania	12 September 2023	32 (28 women, 4 men)
12th Gender Matters online briefing on Observing and Promoting Women's Electoral Participation: ODIHR's Approach and Lessons Learned	Online	14 September 2023	35 (29 women, 6 men)
Study visit for Gender Advisers from Ukraine to the Czech Republic	Prague, Czech Republic	19–21 September 2023	32 (26 women, 6 men)
Policy analysis workshop for WFF Youth Policy Board Members	Online	25 September 2023	16 (9 women, 7 men)
2nd Spotlight on Disability Online Briefing on Disability Inclusion in Finnish Politics	Online	6 October 2023	12 (no sex-aggregated data available)
Participatory Gender Audit workshop for the Conservative People's Party in Denmark	Copenhagen, Denmark	8 October 2023	13 (8 women, 5 men)
ODIHR/FES School on Politics, Leadership and Advocacy	Warsaw, Poland	16–20 October 2023	23 (13 women, 10 men)
Study visit of Kyrgyz MPs to the UK Parliament	London, UK	22–26 October 2023	15 (8 women, 7 men)
Workshop for the Ethics Commission of the National Assembly of the Republic of Serbia	Belgrade, Serbia	23–24 October 2023	10 (6 women, 4 men)
Workshop for the Georgian Dream - Democratic Georgia political party leadership and representatives on the development of Political Party Codes of Ethics	Tbilisi, Georgia	30 October 2023	45
Workshop for the United National Movement political party leadership and representatives on the development of Political Party Codes of Ethics	Tbilisi, Georgia	31 October 2023	25
5th ODIHR/TI Political Integrity Bootcamp on Civil Society Interventions to Enhance Parliamentary Oversight	Warsaw, Poland and online	31 October to 1 November and 7–8 November 2023	37 (22 women, 15 men)
Annual meeting of the ODIHR Advisory Panel on the Political Participation of Persons with Disabilities	Dublin, Ireland	13 November 2023	25 (21 women, 4 men)
Meeting on Disability inclusion in Ireland and launch of ODIHR's eLearning course in the Houses of the Oireachtas	Dublin, Ireland	14 November 2023	34 (26 women, 8 men)
Participation in SSG/R Focal Points Annual Meeting	Vienna, Austria	15–18 November 2023	29 (12 women, 17 men)
13th Gender Matters! online briefing: Feminist Foreign Policy: Lessons Learned from Sweden	Online	16 November 2023	27 (24 women, 2 men)
ODIHR contribution to 12th Warsaw Dialogue for Democracy	Warsaw, Poland	17 November 2023	>100 (no sex-aggregated data available)
Participation in the OSCE Parliamentary Assembly Autumn Session	Yerevan, Armenia	18–21 November 2023	300 (N/A)
5th Coordination Workshop with OSCE Field Operations and Institutions on Gender Equality in Politics and Democratic Institutions	Warsaw, Poland	21–22 November 2023	31 (27 women, 4 men)

Meeting or Event	Location	Date	Number of Participants
Workshop for the For Georgia political party leadership and representatives on the development of Political Party Codes of Ethics	Tbilisi, Georgia	28 November 2023	32
Workshop for the Lelo political party leadership and representatives on the development of Political Party Codes of Ethics	Tbilisi, Georgia	29 November 2023	25
Participation in the Second High-Level Global Forum of interparliamentary cooperation in the implementation Sustainable Development Goals	Tashkent, Uzbekistan	30 November 2023	N/A
Social Media launch of <i>Recommendations on the Rights of Persons with Disabilities to Participate in Political and Public Life in the OSCE Region (Dublin Recommendations)</i>	Online	3 December 2023	N/A
Visit to the Parliament of Sweden (Riksdag) for research on parliamentary oversight practices	Stockholm, Sweden	7–8 December 2023	N/A
Participation in Transparency International Greece's conference on Independent authorities as institutional counterweights in the consolidation of rule of law and prevention of corruption	Athens, Greece	9 December 2023	73 (40 men and 33 women)
Participation in the OSCE Gender Focal Points Meeting	Vienna, Austria	12–13 December 2023	N/A
Training for parliamentary staff of the Jogorku Kenesh on Gender Equality and Lawmaking	Bishkek, Kyrgyzstan	18–20 December 2023	25 (15 women, 10 men)
Visit to Kyrgyzstan to discuss political party integrity practices	Bishkek, Kyrgyzstan	18–21 December 2023	N/A
Rule of Law			
Supplementary Human Dimension Meeting II side event on The Right to a Fair Trial in War Crimes Cases: Standards, Challenges and Good Practices	Vienna, Austria	25 April 2023	50 (not known)
Webinar on Procedural Guarantees and Evidentiary Rules in the Adjudication of War Crimes Cases	Online	26 April 2023	90 (45 women, 45 men)
Expert meeting on judicial independence and the rule of law in Poland	Warsaw, Poland	15 June 2023	40 (18 men, 22 women)
Warsaw Human Dimension Conference side event on <i>ODIHR Recommendations on Judicial Independence and Accountability</i>	Warsaw, Poland	9 October 2023	48 (not known)
Participation in conference on Raising Public Awareness to Promote Fair Trial Rights in International Crimes Cases	Lviv, Ukraine	22 October 2023	50 (25 women, 25 men)
Training on Application of Norms of International Humanitarian and International Criminal Law in Adjudicating War Crimes Cases for Ukrainian judges	Warsaw, Poland	30–31 October 2023	34 (17 women, 17 men)
Annual trial monitoring meeting for OSCE field office staff and members of civil society	Skopje, North Macedonia	22–23 November 2023	38 (20 women, 18 men)
High-level Expert Consultation Meeting on Addressing Systemic Challenges in Judiciaries	Warsaw, Poland	12 December 2023	30 (16 women, 14 men)
Webinar on the role of defence lawyers in war crimes trials in Ukraine	Online	14 December 2023	60 (30 women, 30 men)
Migration and Freedom of Movement			
Closing event of Open Dialogues on Migration for Polish trainees in partnership with the Nansen Centre for Peace and Dialogue	Warsaw, Poland	27 January 2023	17 (16 women, 1 men)
Expert workshop on engaging the Ukrainian diaspora in reconstruction and development	Warsaw, Poland	9–10 February 2023	23 (18 women, 5 men)
Training on facilitating open dialogues on migration in Greece in partnership with the Nansen Centre for Peace and Dialogue	Vravrona, Greece	6–10 March 2023	16 (12 women, 4 men)

Meeting or Event	Location	Date	Number of Participants
Training for human rights defenders at international borders, Northern Mediterranean region	Vravrona, Greece	6–10 March 2023	23 (13 women, 10 men)
Academy on the Integration of Migrants and Refugees in Polish Cities, launch event in collaboration with UNHCR, Council of Europe, OECD and Union of Polish Metropolises	Warsaw, Poland	16 March 2023	30 (17 women, 13 men)
Coordination meeting with human rights defenders on missing persons at the EU-Belarus border	Warsaw, Poland	30 May 2023	15 (13 women, 2 men)
Training on good practices in migrant integration for Polish cities, Part I	Warsaw, Poland	19–20 June 2023	16 (15 women, 1 men)
Training for human rights defenders at international borders, Southern Mediterranean region	Warsaw, Poland	26–30 June 2023	17 (7 women, 10 men)
Expert workshop on engaging the Ukrainian diaspora in reconstruction and development, in collaboration with the University of Warwick, UK	Warsaw, Poland	3 July 2023	10 (8 women, 2 men)
Europe Consultation on Strategic Litigation and Legal Advocacy for Refugee and Migrant Rights in collaboration with the Global Strategic Litigation Council and International Detention Coalition	Warsaw, Poland	7–8 September 2023	34 (23 women, 11 men)
OSCE–UNHCR conference on access to civil documentation and prevention of statelessness in South–Eastern Europe in collaboration with the OSCE High Commissioner on National Minorities, the OSCE Mission to Skopje and the United Nations High Commissioner on Refugees (UNHCR)	Skopje, North Macedonia	17 October 2023	106 (60 women, 46 men)
Training on good practices in migrant integration for Polish cities, Part II	Warsaw, Poland	6–7 November 2023	26 (23 women, 3 men)
Expert discussion on Engaging the Ukrainian Diaspora in Reconstruction and Development	Online	12 December 2023	41 (29 women, 12 men)
Closing event of Open Dialogues on Migration for Greek trainees in partnership with the Nansen Centre for Peace and Dialogue	Athens, Greece	15 December 2023	15 (12 women, 3 men)
Legislative Support			
Meeting of the Development Partners Coordination Council on Reform of NGO Legislation in the Kyrgyz Republic	Online	26 January 2023	N/A
Presentation of ODIHR's <i>Urgent Interim Opinion on the Bill Amending the Act on the Supreme Court and Certain Other Acts of Poland (as of 16 January 2023)</i> during the joint meeting of the Senate's Legislative and Human Right Committees	Warsaw, Poland	30 January 2023	N/A
ODIHR–Venice Commission pre–assessment visit for the preparation of the <i>Joint Opinion on the Law of Azerbaijan on Political Parties</i>	Online	8 February 2023	24 (7 women, 17 men)
Annual Meeting of the Panel of Experts on Freedom of Assembly and Association	Warsaw, Poland, and online	6–7 March 2023	20 (8 women, 12 men)
Participation in the meeting of the Council for Democratic Elections and the 134th Venice Commission Plenary Session	Venice, Italy	9–11 March 2023	N/A
Presentation of ODIHR's Opinion on the Code of Ethics to the Working Group on amending the current Code of Ethics of MPs of the Jogorku Kenesh	Bishkek, Kyrgyzstan	13 March 2023	14 (8 women, 6 men)
Presentation of ODIHR's <i>Urgent Interim Opinion on the Bill Amending the Act on the Supreme Court and Certain Other Acts of Poland (as of 16 January 2023)</i> and exchange of views on the rule of law in Poland before the European Parliament's LIBE Committee	Brussels, Belgium	23 March 2023	N/A

Meeting or Event	Location	Date	Number of Participants
Launch of the ODIHR <i>Assessment of the Legislative Process in Bosnia and Herzegovina</i>	Sarajevo and Banja Luka, Bosnia and Herzegovina	30 May to 2 June 2023	N/A
Presentation of ODIHR's <i>Urgent Comments on the Draft Criminal Offences against Honour and Reputation in the Republika Srpska</i>	Sarajevo and Banja Luka, Bosnia and Herzegovina	30 May to 2 June 2023	N/A
Participation in the 135th Venice Commission Plenary Session	Venice, Italy	9–10 June 2023	N/A
Presentation of ODIHR's <i>Legal Opinion on the Code of Ethics to the Working Group on amending the current Code of Ethics of MPs of the Jogorku Kenesh</i>	Online	13 June 2023	14 (8 women, 6 men),
Presentation of ODIHR–Venice Commission <i>Joint Opinion on the Draft Law of Republika Srpska on the Special Registry and Publicity of the Work of Non–Profit Organizations</i>	Sarajevo and Banja Luka, Bosnia and Herzegovina	11–12 September 2023	30 (17 women, 13 men)
Public Discussions of the Draft Constitutional Law on the Ombudsperson of the Kyrgyz Republic and presentation of ODIHR's <i>Urgent Interim Opinion</i>	Online	18 September 2023	N/A
Launch of the ODIHR Brief on the <i>Guiding Principles of Democratic Lawmaking and Better Laws</i>	Warsaw, Poland	9 October 2023	46 (30 women, 16 men)
Parliamentary hearing on the Draft Law “On Amendments to Certain Legislative Acts of the Kyrgyz Republic (Law of the Kyrgyz Republic “On Non–Profit Organizations”, Criminal Code of the Kyrgyz Republic)” and presentation of ODIHR's <i>Urgent Interim Opinion on the Draft Law on Non–Profit Non–Governmental Organizations and Draft Amendments on “Foreign Representatives” of the Kyrgyz Republic (2022)</i>	Bishkek, Kyrgyzstan	17 October 2023	N/A
Presentation of ODIHR's <i>Opinion on the Act on the Institute for Human Rights of Sweden</i> at the High–level Webinar on the Paris Principles and the Swedish Institute for Human Rights	Online	18 October 2023	N/A
Technical consultation on the Draft Law on Mass Media of the Kyrgyz Republic and presentation of the ODIHR–OSCE Representative on Freedom of the Media <i>Interim Joint Opinion on the Draft Law of the Kyrgyz Republic on Mass Media</i>	Bishkek, Kyrgyzstan and online	31 October 2023	N/A
5th Coordination Workshop with OSCE Field Operations and Institutions on Gender Equality in Politics and Democratic Institutions to present the (draft) Note on Gender Equality Laws across the OSCE Region	Warsaw, Poland	21 November 2023	N/A
ODIHR–Venice Commission pre–assessment visit for the preparation of the <i>Joint Opinion on the amendments to the Electoral Code of Moldova concerning the ineligibility to stand for elections of representatives of political parties declared unconstitutional</i> and the <i>Joint Amicus Curiae Brief on the same matter</i>	Online	22–24 November 2023	N/A
International scientific and practical conference on the Implementation of International Legal Norms Ensuring Human Rights into National Legislation	Astana, Kazakhstan and online	7 December 2023	N/A
Presentation of ODIHR's <i>Note on the Proposed Revision of the Definition of Terrorist Offences in Article 1 of the Council of Europe Convention on the Prevention of Terrorism</i> at the Council of Europe Committee on Counter–Terrorism (11th Plenary Meeting)	Helsinki, Finland	11–12 December 2023	N/A
Participation in the 137th Venice Commission Plenary Session (15–16 December) and meeting of the Council for Democratic Elections (14 December 2023)	Venice, Italy	14–16 December 2023	N/A

HUMAN RIGHTS DEPARTMENT

Meeting or Event	Location	Date	Number of Participants
Freedom of Religion or Belief			
Meeting of ODIHR Panel of Experts on Freedom of Religion or Belief	Online	19 January 2023	17 (9 women, 8 men)
Workshop on Freedom of Religion or Belief for All, International and National Standards, Policy and Practice	Tbilisi, Georgia and online	24–25 January 2023	31 (23 women, 8 men)
Meetings of the International Contact Group on Freedom of Religion or Belief (ICG FoRB) and International Religious Freedom or Belief Alliance (IRFBA)	Geneva, Switzerland and online	8–10 March 2023	N/A
Training course on the Right to Freedom of Religion or Belief for All, Non-Violent Communication, Mediation and Dialogue	Sarajevo, Bosnia and Herzegovina	10–14 May 2023	14 (10 women, 4 men)
Consultation on the draft Toolkit on FoRB and Inter-religious and Inter-faith Dialogue and Partnerships (IIDP)	Foggia, Italy	29–30 June 2023	15 (6 women, 9 men)
Meeting of ODIHR's Panel of Experts on Freedom of Religion or Belief	Warsaw, Poland	13 October 2023	14 (7 women, 7 men)
Two panel sessions on Freedom of Religion or Belief: Contemporary Challenges and Perspectives	Sarajevo, Bosnia and Herzegovina	7 December 2023	72 (49 women, 23 men)
Expert consultation on state practices and the role of civil society in relation to incidents of desecration of religious texts, including Quran-burning	Warsaw, Poland	18 December 2023	40 (13 men, 27 women)
Meeting of the panel of experts on Freedom of Religion or Belief	Warsaw, Poland	18–20 December 2023	21 (11 women, 10 men)
Freedom of Peaceful Assembly			
ODIHR/Civil Society Organizations network meeting on peaceful assembly monitoring	Online	16 February 2023	17 (8 women, 9 men)
In-house ODIHR assembly monitoring training	Online	23–24 February 2023	22 (17 women, 5 men)
Speaker at OSCE Human Dimension Committee meeting on freedom of peaceful assembly	Vienna, Austria	16 May 2023	N/A
Training-of-trainers workshop for Moldovan law enforcement on Complying with Human Rights Standards While Policing Assemblies	Chisinau, Moldova	18–22 September 2023	16 (1 woman, 15 men)
Assembly monitoring training for Belarusian human rights defenders in exile from the "Viasna" Human Rights Centre	Vilnius, Lithuania	28–29 September 2023	12 (9 women, 3 men)
ODIHR/Civil Society Organizations network meeting on peaceful assembly monitoring	Online	25 October 2023	17 (9 women, 8 men)
Torture Prevention			
Briefing for OSCE Field Operations on torture-free trade	Online	8 February 2023	20 (10 women, 10 men)
Joint in-situ dialogue of ODIHR and the UN Subcommittee to Prevent Torture to strengthen the implementation of OPCAT in Latvia	Riga, Latvia	21–22 February 2023	34 (23 women, 11 men)
UN Human Rights Council side event on The Role of Defence Lawyers in Death Penalty Cases	Geneva, Switzerland and online	28 February 2023	55 (44 women, 11 men) and 40 online
Training on monitoring weapons and restraints for the National Commission for the Prevention of Torture (Swiss NPM)	Bern, Switzerland	10 March 2023	16 (11 women, 5 men)
Conference on justice for torture victims: applying a victim-centred approach and ensuring rehabilitation in practice, organized by the Permanent Delegations of Switzerland and Denmark with the support of the OSCE 2023 CiO and ODIHR	Vienna, Austria	2 June 2023	c. 81 (46 women, 34 men)

Meeting or Event	Location	Date	Number of Participants
Workshop on monitoring the use of weapons and methods of restraint by law enforcement personnel in Kazakhstan, Kyrgyzstan and Uzbekistan	Almaty, Kazakhstan	21–22 June 2023	51 (24 men, 27 women)
Regional training-of-trainers on the Nelson Mandela Rules	Belgrade, Serbia	17 to 21 July 2023	21 (12 women, 9 men)
Warsaw Human Dimension Conference side event on Making the Nelson Mandela Rules actionable for prison staff: ODIHR/PRI curriculum on the UN Standard Minimum Rules for the Treatment of Prisoners	Warsaw, Poland	10 October 2023	37 (22 women, 15 men)
Regional meeting of National Preventive Mechanisms and civil society organizations from the OSCE region on mental health in detention	Copenhagen, Denmark	9–10 November 2023	70 (41 women, 29 men)
Joint dialogue of ODIHR and the UN Subcommittee to Prevent Torture to strengthen the implementation of OPCAT in Slovakia	Bratislava, Slovakia	22–24 November 2023	29 (17 women, 12 men)
Anti-trafficking			
Consultation group meeting on the development of guidance on delivery of trauma-informed training for all professionals working with survivors of human trafficking	Online	24 February 2023	13 (11 women, 2 men)
CSW 67 side event on Technological Challenges and Solutions in Combating Trafficking of Women and Girls in Overlapping Emergencies	New York, United States	8 March 2023	N/A and 450 online
CSW 67 side event on The Need for Effective National Referral Mechanisms to Combat Trafficking in Women and Girls	New York, United States	13 March 2023	N/A and 130 online
Panel presentation on Addressing the Demand for Trafficking in Human Beings for Sexual Exploitation and Ensuring Assistance to Victims organized by the Swedish Presidency of the Council of the European Union	Stockholm, Sweden	29 March 2023	18 (11 women, 7 men)
Event on Recognition of Survivor Leaders' Inclusion in Anti-trafficking Policies at the 23rd Conference of the Alliance against Trafficking in Persons	Vienna, Austria and online	18 April 2023	65 (45 women, 20 men)
Launch of the <i>Code of Practice for Ensuring the Rights of Victims and Survivors of Human Trafficking</i> in the margins of the 23rd Conference of the Alliance against Trafficking in Persons	Vienna, Austria	18 April 2023	65 (45 women, 20 men)
Launch of the e-Learning course on <i>Capacity Building for Survivor Leaders of Trafficking in Human Beings</i>	Vienna, Austria	18 April 2023	65 (45 women, 20 men)
Launch event for the 2nd International Survivors of Trafficking Advisory Council (ISTAC)	Online	21 June 2023	180
First Annual Meeting of the 2nd International Survivors of Trafficking Advisory Council (ISTAC)	Warsaw, Poland	30 June to 2 July 2023	30 (26 women, 4 men)
Webinar for World Day against Trafficking in Persons: Addressing the Risks of Trafficking of Refugees Fleeing Ukraine	Online	28 July 2023	135
Launch of the Ukrainian translation of the <i>National Referral Mechanisms – Joining Efforts to Protect the Rights of Trafficked Persons: A Practical Handbook</i> – Second Edition and Ukrainian interagency NRM roundtable	Warsaw, Poland	11–12 October 2023	36 (27 women, 9 men)
Annual Meeting of the International Survivors of Trafficking Advisory Council (ISTAC)	Online	14–15 October 2023	25 (23 women, 2 men)
Meeting on establishing Survivors of Trafficking Advisory Council in Latin America	Online	18 October 2023	12 (12 women)

Meeting or Event	Location	Date	Number of Participants
Human Rights, Gender and Security			
Series of informal consultations with law enforcement officers on human rights, gender and security	Online	16 January 2023	5 (2 women, 3 men)
Comparative Study of Policewomen Associations in the OSCE region: Presentation of key findings and next steps for OSCE staff	Vienna, Austria	31 January 2023	28 (18 women, 10 men)
Webinar on Towards Gender-responsive Border Management	Online	3 February 2023	56
Training on Integrating the Issue of Sexual and Gender-Based Violence in Detention Monitoring	Tashkent, Uzbekistan	1–3 March 2023	33
Modules delivered at the 34th Annual Course of the Border Management Staff College (BMSC)	Dushanbe, Tajikistan	22 March 2023	23 (4 women, 19 men)
Policy workshop for the Working Group on Gender Mainstreaming into Police Reform, under the auspices of the Ministry of the Interior of Tajikistan	Dushanbe, Tajikistan	1 May 2023	18 (8 women, 10 men)
Presentation at the 4th International Scientific and Practical Conference on Implementation of Gender Policy at the Modern Stage of Development of Security and Defence Sector of Ukraine: State, problems, prospects	Online	18 May 2023	78
Consultation with representatives of the Civic Solidarity Platform Working Group on Women and Gender Realities in the OSCE region	Online	26 May 2023	4 (4 women)
Follow-up webinar to the training for staff of the Office of the Polish Commissioner for Human Rights on Integrating the Issue of Sexual and Gender-Based Violence in Detention Monitoring	Online	30 May 2023	9 (5 women, 4 men)
Informal consultation with civil society organizations from Central Asia and the South Caucasus	Online	31 May 2023	6 (6 women)
Webinar on Women's Meaningful Participation in Security Institutions: Right to family life and care work	Online	19 July 2023	129
Regional conference on Promoting Women's Participation in Law Enforcement in Central Asia	Astana, Kazakhstan	14–15 September 2023	57 (45 women, 12 men)
Launch of <i>Preventing Sexual and Gender-based Violence in Places of Deprivation of Liberty</i> in Uzbek	Tashkent, Uzbekistan	19 September 2023	25 (13 women, 12 men)
Training for officers of penitentiary/correctional institutions on Preventing and Addressing Sexual and Gender-Based Violence in Places of Deprivation of Liberty	Tashkent, Uzbekistan	20–21 September 2023	32 (20 women, 12 men)
Warsaw Human Dimension Conference Women's Power Breakfast: Challenges for women, peace and security in Central Asia and across the OSCE	Warsaw, Poland	5 October 2023	65 (55 women, 10 men)
Modules delivered at the 35th annual course of the Border Management Staff College (BMSC)	Dushanbe, Tajikistan	16 October to 10 November 2023	25 (6 women, 19 men)
Training for officers of penitentiary/correctional institutions on Preventing and Addressing Sexual and Gender-Based Violence in Places of Deprivation of Liberty	Dushanbe, Tajikistan	24–25 October 2023	25 (1 woman, 24 men)
Training for staff of the Institution of Human Rights, Ombudsman of Bosnia and Herzegovina	Sarajevo, Bosnia and Herzegovina	13–15 November 2023	24 (16 women, 8 men)
Annual meeting of heads of Law Enforcement/Security Co-operation Departments on Police-related Activities	Vienna, Austria	13–15 November 2023	50 (19 women, 31 men)
Roundtable on The Role of Women in Ensuring Peace and Security	Astana, Kazakhstan	28–29 November 2023	25 (25 women, 10 men)
Launch of <i>Preventing Sexual and Gender-based Violence in Places of Deprivation of Liberty</i> in Polish	Warsaw, Poland	7 December 2023	18 (12 women, 6 men)

Meeting or Event	Location	Date	Number of Participants
Human Rights and Anti-Terrorism			
Two workshops for Uzbek law enforcement on Protecting Human Rights while Countering Terrorism Effectively	Khiva and Bukhara, Uzbekistan	11–12 May and 16–17 May 2023	32 (3 women, 29 men)
Regional workshop for South East Europe on Detention Monitoring and the Protection of Human Rights while Preventing and Countering Violent Extremism and Radicalization to Terrorism (VERLT) in Prisons	Sarajevo, Bosnia and Herzegovina	13–14 September 2023	71 (35 women, 36 men)
Training course for detention monitors from Kazakhstan and Kyrgyzstan on Detention Monitoring and the Protection of Human Rights while Preventing and Countering Violent Extremism and Radicalization to Terrorism (VERLT) in Prisons	Bishkek, Kyrgyzstan	14–15 November 2023	31 (15 women, 16 men)
Human Rights Defenders			
Meetings and interviews regarding human rights defenders in exile	Warsaw and Białystok, Poland	January to March 2023	N/A
Assessment visit focusing on human rights defenders	Malta	11–25 March 2023	130 (62 women, 68 men)
Game design workshop for Starlight Stadium Episode 3	Warsaw, Poland	26–29 March 2023	7 (3 women, 4 men)
Supplementary Human Dimension Meeting II side event: Presenting Trauma-informed Interviewing: the key to effective human rights monitoring	Vienna, Austria	25 April 2023	65
Meetings and interviews regarding human rights defenders in exile	Vilnius, Lithuania	16–19 May 2023	N/A
Starlight Stadium Playtest at College of Europe Natolin	Warsaw, Poland	19 May 2023	14 (7 women, 7 men)
Open-source investigation training for human rights defenders in cooperation with RARE-2 Project	Warsaw, Poland	31 May to 2 June 2023	24 (16 women, 8 men)
Tech Demo of Starlight Stadium at RightsCon	Online	7 June 2023	c. 30–40
Meetings and interviews regarding human rights defenders in exile	Tbilisi, Georgia	11–16 June 2023	N/A
Consultation meeting for CHANGE (Capitalizing on the Human dimension mandate to Advance Gender Equality) in Georgia	Tbilisi, Georgia	31 August to 1 September 2023	21 (15 women, 6 men)
Game testing of Episode 3 of Starlight Stadium	Tbilisi, Georgia	1 September 2023	5 (4 women, 1 man)
Warsaw Human Dimension Conference: Starlight Stadium booth	Warsaw, Poland	3–6 October 2023	87 (41 women, 46 men)
Warsaw Human Dimension Conference side event on Human Rights Defenders in Exile	Warsaw, Poland	6 October 2023	75 (40 women, 35 men)
Assessment visit on the situation of human rights defenders in Estonia	Estonia	15–28 October 2023	101 (69 women, 32 men)
FreedomLab development workshop	Warsaw, Poland	19–20 October 2023	5 (4 women, 1 man)
Starlight Stadium Workshop at OSCE Academy Bishkek	Bishkek, Kyrgyzstan	7 December 2023	10 (7 women, 3 men)
Consultation meetings with human rights defenders in Kyrgyzstan	Bishkek, Kyrgyzstan	8–11 December 2023	13 (10 women, 3 men)
Remote Working Accelerator Initiative (RAWI) first kickoff workshop	Vilnius, Lithuania	12–14 December 2023	15 (11 women, 5 men)
National Human Rights Institutions			
NHRI Academy on the Rule of Law	Skopje, Republic of Macedonia	19–23 June 2023	25 (18 women, 7 men)
Introduction workshop for NHRIs resilience focal points	Online	23 September 2023	22 (15 women, 7 men)

Meeting or Event	Location	Date	Number of Participants
Human Rights and New Technologies			
Webinar at DigitALL: Innovation and technology for gender equality	Online	7 March 2023	75
Roundtable on Human Rights and New Technologies	Warsaw, Poland	11 December 2023	16 (10 women, 6 men)
Cross-cutting			
Introduction to the Human Dimension for delegation from Turkmenistan	Warsaw, Poland	24–26 January 2023	N/A
Workshop on FoRB standards and good practices relevant to CVE and PVE measures for human rights defenders from Uzbekistan	Online	13 February 2023	9
Visit by the Finnish National Human Rights Institution	Warsaw, Poland	16–17 February 2023	N/A
Re-engagement visit with civil society organizations in Ukraine	Lviv and Kyiv, Ukraine	25 August to 1 September 2023	4 (3 women, 1 man)

TOLERANCE AND NON-DISCRIMINATION DEPARTMENT

Meeting or Event	Location	Date	Number of Participants
Diagnostic workshop to assess national structures and services for hate crime victim support in Austria	Vienna, Austria	30–31 January 2023	36 (11 women, 7 men, 18 other)
Three training sessions for civil society on Addressing Religion-related Hate Crime	Online	1–15 February 2023	22 (8 women, 10 men, 4 other)
Webinar, Under the Spotlight — Recognizing Victims' Experience: A Condition for Effective Hate Crime Support	Online	3 February 2023	N/A
Study visit and joint meeting of the working group on hate crime training for law enforcement and working group on hate crime data collection under the EC High Level Group on combating hate speech and hate crime	Stockholm, Sweden	6–7 February 2023	42
Presentation during CiO Conference on Addressing Anti-Semitism in the OSCE Region	Skopje, North Macedonia	6–7 February 2023	c. 100
Roundtable discussion on engaging hate crime victims in policymaking	Online	7 March 2023	27
Participation in meetings of the International Contact Group on Freedom of Religious Belief (ICG FoRB) and International Religious Freedom or Belief Alliance (IRFBA)	Geneva, Switzerland and online	7–10 March 2023	N/A
Presentations during SOAR Project (Strengthening the Security and Resilience of At-risk Religious Sites and Communities) meetings	Brussels, Belgium	13–14 March 2023	53 (24 women, 29 men)
Webinar on Responding to Incidents of Anti-Semitism in Schools	Online	15 March 2023	89
Briefings on how to submit data to ODIHR's annual hate crime report for civil society organizations	Online	15 March 2023	25 (25 other)
Presentation for participants of the "One Step Ahead" youth project	Online	20 March 2023	40 (25 women, 15 men)
Moderation and keynote speech at the Conference on the Muslim Voices for Dialogue and the EU anti-racism week event at the European Parliament	Brussels, Belgium	20–23 March 2023	N/A
Preparation meeting for the 2023 Regional Conference on Hate Crime in South East Europe	Belgrade, Serbia and online	22 March 2023	20
Information sessions for National Points of Contact (NPCs) on how to submit data to ODIHR's annual hate crime report	Online	28 March 2023	14 (14 other)

Meeting or Event	Location	Date	Number of Participants
Presentation at an expert meeting ahead of the Fifth European Policy Dialogue Forum (EPDF)	Lisbon, Portugal	28–29 March 2023	25 (12 women, 13 men)
Presentation at the Third Meeting of the Council of Europe Committee of Experts on Hate Crime	Strasbourg, France	29 March to 1 April 2023	N/A
Presentation during CEPOL webinar on hate crime	Online	3 April 2023	56 (56 other)
Presentation to OSCE Preparatory Committee of joint reports by the OSCE and Council of Europe (CoE) Focal Points on cooperation in the protection of the rights of people belonging to national minorities and the promotion of tolerance and non-discrimination	Vienna, Austria and online	17 April 2023	N/A
Presentation at the International Religious Freedom or Belief Alliance (IRFBA) Plenary	Online	19 April 2023	>50 (all other)
Presentation at the European Conference on Antisemitism	Vienna, Austria	17–18 April 2023	>50 (all other)
Workshop on hate crime data recording and collection	Ljubljana, Slovenia	19–21 April 2023	18 (14 women, 4 men)
Presentation during 36th meeting of the Council of Europe–OSCE Co-ordination Group and other meetings in Strasbourg	Strasbourg, France	19–21 April 2023	N/A
Presentation during a hate crime event with the European Parliament’s Committee on Civil Liberties, Justice and Home Affairs (LIBE)	Brussels, Belgium and online	27 April 2023	N/A
Briefing for OSCE Field Operations, UNHCR Field Offices and Implementing Partners on ODIHR’s hate crime reporting	Online	11 May 2023	75 (75 other)
Webinar, Under the Spotlight — The Specific Needs of Anti-LGBTI Hate Crime Victims: The Case of France	Online	15 May 2023	25 (25 other)
Presentation at the International Empathic Cities Forum	Kraków, Poland	15–16 May 2023	61 (35 women, 24 men, 2 other)
Presentation on ODIHR’s hate crime mandate during event on criminal law and LGBTI people in Bulgaria	Sofia, Bulgaria	6 June 2023	30
Workshop on hate crime data recording and collection in Germany	Berlin, Germany	7 June 2023	27
Presentation at the International Holocaust Remembrance Alliance (IHRA) Plenary meeting	Dubrovnik, Croatia	12–15 June 2023	c. 150
Webinar, Under the Spotlight — Addressing Anti-Muslim Hate Crime and Supporting Victims	Online	15 June 2023	40
Presentation at the Sixth Annual Conference of the European Academy of Religion	St Andrews, Scotland (UK)	19–21 June 2023	N/A
Supplementary Human Dimension Meeting III — The Role of Civil Society in the Promotion and Protection of Tolerance and Non-Discrimination	Vienna, Austria	26–27 June 2023	N/A
Speaking at 10th anniversary event of the EU Guidelines on the promotion and protection freedom of religion or belief (FoRB)	Brussels, Belgium	29 June 2023	65 (36 women, 29 men)
Training for employees of Crime Victim Information Offices in Slovakia on hate crimes and Sensitive and Respectful Treatment of Hate Crime Victims	Bratislava, Slovakia and online	20 September 2023	20
Presentation during a webinar on good practices for reporting racism	Online	20 September 2023	92
Conference on Responding to Anti-Muslim Hate Crimes and Addressing the Security Needs of Muslim Communities	Ottawa, Canada	21 September 2023	70 (40 women, 30 men)
Event on educating against anti-Semitism, intolerance and discrimination	Zagreb, Croatia	26–27 September 2023	c. 60

Meeting or Event	Location	Date	Number of Participants
Accompanying the visit of CiO Personal Representatives on tolerance and non-discrimination	Oslo, Norway	26–29 September 2023	33 (18 women, 15 men)
Presentation on Sensitive and Respectful Treatment of Hate Crime Victims during CEPOL training course	Online	27 September 2023	20
Participation in EU high-level group of experts on combating anti-Muslim hatred and discrimination	Brussels, Belgium	3–4 October 2023	35 (20 men, 15 women)
Warsaw Human Dimension Conference side event on Addressing Anti-Religious Hate Crime in the OSCE Area	Warsaw, Poland	5 October 2023	c. 40
Warsaw Human Dimension Conference side event on Addressing Online Hate in the Age of Artificial Intelligence	Warsaw, Poland	5 October 2023	c. 40
Participation in 11th meeting of the EU High Level Group On Combating Hate Crime and Hate Speech	Madrid, Spain	10–11 October 2023	60
Presentation at a training course on Police Operating in Diverse Societies organized by the Council of Europe	Strasbourg, France	23–25 October 2023	70
ODIHR and European Parliament 2nd Workshop for Young Political Leaders on the prevention of intolerance, discrimination and hate	Brussels, Belgium	24–25 October 2023	9 (5 women, 4 men)
Presentation at the VI Seminar on Hate Crimes for Security Forces	Madrid, Spain and online	6 November 2023	376
Participation in 5th European Policy Dialogue Forum on Young People and Social Inclusion in Cities	Rotterdam, The Netherlands	13–15 November 2023	127 (72 women, 53 men, 2 other)
15th Annual Meeting of the OSCE National Points of Contact on Hate Crimes (NPCs)	Warsaw, Poland and online	16–17 November 2023	64
Co-organization of 11th Annual Regional Conference of the SEE Network on Hate Crime	Tirana, Albania	20–22 November 2023	32
Presentation during the 2023 Zagreb Plenary Meeting of the International Holocaust Remembrance Alliance (IHRA)	Zagreb, Croatia	26–30 November 2023	c. 150
Moderation and side event during Ministerial Conference of the International Religious Freedom or Belief Alliance	Prague, Czech Republic	28–30 November 2023	15 (10 women, 5 men)
Awareness-raising seminar on hate crimes for Icelandic authorities, law enforcement and civil society	Online	5 December 2023	17 (2 women, 15 other)
Event on Addressing the Security Needs of Jewish Communities in Italy, followed by a country visit of the CiO Personal Representative on Combating Anti-Semitism	Rome, Italy	10–14 December 2023	c. 40
TAHCLE (Training Against Hate Crimes for Law Enforcement) train-the-trainer event for Polish Police	Legionowo, Poland	12–14 December 2023	23 (10 women, 13 men)
Expert consultation on state practices and the role of civil society in relation to incidents of desecration of religious texts, including Quran-burning	Warsaw, Poland and online	18 December 2023	40 (27 women, 13 men)
Workshop on finalizing guidelines for handling hate crime cases for the Ombudsperson's Institution in Kosovo*	Pristina, Kosovo and online	18 December 2023	10
Speaking at Muslim Jewish Leadership Council Ambassador Programme event	Berlin, Germany	18–20 December 2023	16 (7 women, 9 men)
Presentation on support to hate crime victims during a train-the-trainer event for the Gendarmerie Nationale	Paris, France	19–20 December 2023	c. 150

* 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.

CONTACT POINT FOR ROMA AND SINTI ISSUES

Meeting or Event	Location	Date	Number of Participants
Consultation on Roma Inclusion and Empowerment programme, EEA and Norway Grants future funding	Brussels, Belgium	7–9 February 2023	33 (21 women, 12 men)
Participation in the Transitional Justice — Paving the way for Truth and Reconciliation Processes in Romania expert meeting, ERGO Network	Online	3 March 2023	>50
Participation in the launch of Finland's Roma Strategy for 2023–2030	Helsinki, Finland	23 March 2023	>30
Field assessment visit to the Czech Republic	Prague, Czech Republic	28–30 March 2023	36 (21 women, 15 men)
Induction Workshop: Monitoring the Human Rights Situation of Ukrainian Roma Refugees in Nine OSCE Participating States	Online	13 April 2023	11 (5 women, 6 men)
Human Dimension Committee meeting on the role of civil society in driving positive change for Roma, Sinti and Travellers in the OSCE Area	Vienna, Austria	18 April 2023	>100
Roma Week 2023, European Parliament	Brussels, Belgium	24–27 April 2023	>40
Launch of <i>Understanding Anti-Roma Hate Crimes and Addressing the Security Needs of Roma and Sinti Communities: A Practical Guide</i>	Warsaw, Poland	25 May 2023	52 (29 women, 23 men)
15th meeting of the Council of Europe Dialogue with Roma and Traveller civil society — Equality for Roma and Traveller Women and Girls	Online	6 June 2023	>20
Participation in the kick-off event of EQUIROM, a Council of Europe project addressing equality and freedom from discrimination for Roma in Bulgaria, Greece, Italy and Romania	Brussels, Belgium	8 June 2023	>50
18th meeting of the Focal Points on Roma from OSCE Field Operations	Skopje, North Macedonia	12 June 2023	9 (6 women, 3 men)
Participation in the plenary meeting of the International Holocaust Remembrance Alliance under the Croatian Presidency	Dubrovnik, Croatia	12–14 June 2023	>120
National consultation meeting with Spanish Roma civil society	Online	22 June 2023	18 (14 women, 4 men)
Supplementary Human Dimension Meeting III on The Role of Civil Society in the Prevention and Response to Intolerance, Discrimination and Hate Crime	Vienna, Austria	27–28 June 2023	>100
Consultation workshop: Fourth Status Report — Implementation of the OSCE Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area	Warsaw, Poland	28–29 June 2023	17 (9 women, 8 men)
Participation in ceremony commemorating the 79th anniversary of the liquidation of the "Zigeunerlager", Auschwitz–Birkenau Museum	Oświęcim, Poland	2 August 2023	>150
Participation in workshop on Educating against antisemitism, intolerance and discrimination in Croatia: essential elements for teacher training, UNESCO and Croatian Ministry of Science and Education	Zagreb, Croatia	26–27 September 2023	>100
Warsaw Human Dimension Conference side event: Self-advocacy by women from under-represented groups for achieving justice and gender equality	Warsaw, Poland	6 October 2023	22 (19 women, 3 men)
Pre-implementation training programme on human rights monitoring for Ukrainian Roma and pro-Roma human rights defenders	Warsaw, Poland	8–10 October 2023	12 (8 women, 4 men)
Warsaw Human Dimension Conference side event on the Human Rights Situation of Ukrainian Roma affected by the War in Ukraine	Warsaw, Poland	11 October 2023	65 (32 women, 33 men)

Meeting or Event	Location	Date	Number of Participants
Warsaw Human Dimension Conference side event on Capacity-building Tools for Roma and Sinti Civil Society: Guidelines for activists in addressing situations of evictions of Roma and Sinti and Guidelines for activists in addressing access to healthcare and vaccination of Roma and Sinti	Warsaw, Poland	11 October 2023	36 (18 women, 18 men)
1st Environmental Justice for Roma Communities conference on Leveraging the EU Roma Strategic Framework	Online	12 October 2023	>30
OSCE–UNHCR Regional Conference on Access to Civil Documentation and Prevention of Statelessness in South–Eastern Europe	Skopje, North Macedonia	17 October 2023	>100
Meeting with the Czech authorities about the Effective and Human Rights–Compliant Policing in Roma and Sinti Communities training programme	Online	13 November 2023	9 (4 women, 5 men)
Webinar on Good Practices for Training Law Enforcement Officials on Protecting the Rights of Roma, Sinti and Travellers, with the Council of Europe and the European Union Agency for Law Enforcement Training (CEPOL)	Online	20 November 2023	>80
Participation in the Zagreb Plenary of the International Holocaust Remembrance Alliance, visit to Jasenovac memorial site and the Roma Memorial Center Uštica	Zagreb, Croatia	26–30 November 2023	>100
Addressing racially motivated crimes against Roma, Sinti and Travellers: Towards effective and non–discriminatory policing, train–the–trainer course	Strasbourg, France	27–30 November 2023	18 (4 women, 14 men)
Participation in the 16th European Platform for Roma Inclusion, organized by the Spanish Presidency of the Council of the European Union and European Commission	Madrid, Spain	30 November 2023	>100
Launch of <i>Implementation of the Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area — Fourth Status Report</i>	Vienna, Austria	8 December 2023	65 (38 women, 26 men, 1 other)
Joint regional workshop to foster dialogue between media professionals on fair and constructive media coverage about people belonging to national minorities, including Roma and Sinti	Warsaw, Poland	12 December 2023	18 (12 women, 6 men)

EXTRABUDGETARY PROGRAMMES AND PROJECTS

Implemented in 2023

ELECTIONS DEPARTMENT

Fund/Programme/Project	Region/country	Included work on:
Fund for Enhancing the Diversification of Election Observation Missions	OSCE Region	<ul style="list-style-type: none"> Deploying experts from eligible participating States (Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kazakhstan, Kyrgyzstan, North Macedonia, Moldova, Mongolia, Montenegro, Uzbekistan, Serbia, Tajikistan, Turkmenistan and Ukraine) as long-term and short-term election observers within ODIHR Election Observation Missions.
Election Observation Development Programme	OSCE Region	<ul style="list-style-type: none"> Publication of the <i>Handbook for the Observation of Election Administration</i> and an updated version of the <i>Handbook on Observing and Promoting Women's Electoral Participation</i>.
Fund for Enhancing the Follow-up of ODIHR Electoral Assessments and Recommendations	OSCE Region	<ul style="list-style-type: none"> Assisting institutions and civil society in addressing ODIHR electoral assessments and recommendations through technical expertise.
Election Observer Training Programme	OSCE Region	<ul style="list-style-type: none"> Training of long-term election observers from participating States eligible for the Fund for Enhancing the Diversification of Election Observation Missions.
Support to the follow-up of electoral recommendations in the Western Balkans	South East Europe	<ul style="list-style-type: none"> Assisting institutions and civil society in addressing ODIHR electoral assessments and recommendations related to election administration, voter registration, the conduct of the media during election campaigns, the ability of parties and candidates to campaign freely, and to the capacity and independence of electoral dispute resolution bodies.

DEMOCRATIZATION DEPARTMENT

Rule of law

Fund/Programme/Project	Region/country	Included work on:
Strengthening Inclusive and Accountable Democratic Institutions in the OSCE Region	OSCE Region	<ul style="list-style-type: none"> Continuing the review and update of the OSCE Kyiv Recommendations on Judicial Independence (2010) by carrying out in-depth analysis in thematic areas, such as accountability of judicial councils, disciplinary accountability of judges, and transfer of judges, and convening seven online regional workshops to receive feedback for the technical drafting of revisions/amendments.
	Eastern Europe	<ul style="list-style-type: none"> Continued monitoring the evaluation process of the integrity (pre-vetting) of candidates for the Superior Council of Magistracy (SCM) in Moldova and launched a monitoring report, which outlined the main findings and recommendations from the first phase of the evaluation process. In parallel, ODIHR continued monitoring the re-evaluation of the SCM candidates whose appeals before the Supreme Court of Justice (SCJ) were successful and the beginning of the subsequent process of the evaluation (vetting) of the judges/candidates of the SCJ. The work will continue in 2024.
Trial Monitoring	Central Asia	<ul style="list-style-type: none"> Continued to monitor trials in relation to the January 2022 events in Kazakhstan. The purpose of ODIHR monitoring is to assess the respect of the right to a fair trial and of the rights of victims and witnesses. ODIHR monitoring will result in a public report in 2024, containing assessment and recommendations based on the monitoring of 35 individual cases and more than 400 days of trials against 129 defendants.

Legislative Support

Fund/Programme/Project	Region/country	Included work on:
Legislative Review Fund	OSCE Region	<ul style="list-style-type: none"> Legal analyses of legislation, including on judicial reform (Poland, Georgia), “de-oligarchization” (Georgia), parliamentary rules of procedure (Kyrgyzstan), freedom of association (Georgia, Republika Srpska/Bosnia and Herzegovina), “separatism” (Moldova), freedom of the media (Kyrgyzstan), corporate criminal liability (Uzbekistan), national human rights institution (Kyrgyzstan, Sweden), anti-corruption (Ukraine), political parties (Ukraine, Moldova, Azerbaijan), pan-European definition of “terrorism”. Annual meeting of the ODIHR Panel of Experts on Freedom of Assembly and Association. Follow-up events with Polish counterparts on the ODIHR Urgent Opinion on judicial reform (January) and before the European Parliament’s LIBE Committee. Online assessment with stakeholders in Bosnia and Herzegovina to prepare, together with the Venice Commission, the Joint Opinion on so-called “foreign agents” legislation of the Republika Srpska.
Strengthening Inclusive and Accountable Democratic Institutions in the OSCE Region	OSCE Region	<ul style="list-style-type: none"> Legal analyses of legislation, including on judicial reform (Poland, Georgia, Moldova), parliamentary integrity (Moldova) and on the Rules of Procedure of the Jogorku Kenesh (Parliament) of the Kyrgyzstan. Launch of the <i>ODIHR Brief: Guiding Principles of Democratic Lawmaking and Better Laws</i> and publication of the <i>ODIHR Guidelines on Democratic Lawmaking for Better Laws</i>. Publication of the Follow-up Assessment Report of the Lawmaking Process in the Republic of Uzbekistan and of the Preliminary Opinion on the Legal Framework governing the Legislative Process in Montenegro, and finalization of the Follow-up Assessment Report of the lawmaking process of Armenia. Launch of the Assessment Report on the Legislative Process of Bosnia and Herzegovina. Technical maintenance, overhaul and updating of www.legislationline.org.

Democratic Governance

Fund/Programme/Project	Region/country	Included work on:
Strengthening Inclusive and Accountable Democratic Institutions in the OSCE Region	OSCE region	<ul style="list-style-type: none"> Translation of eLearning course on Promoting the participation of persons with disabilities: an interactive tool for parliaments and political parties into Serbian. Organizing a Political Integrity bootcamp on Parliamentary Oversight in cooperation with the Transparency International Secretariat for 19 local TI chapters and five representatives of the OSCE FOs. Commissioning a comprehensive mapping study on parliamentary oversight practices in the OSCE region. Conducting case study research on parliamentary oversight practices in the Swedish Riksdag, as the second stage of research on oversight. Conducting a study visit for MPs from Kyrgyzstan to the UK Parliament to contribute to the development of the Code of Conduct and looking into comparative good practices. Delivering a workshop on ethical standards and parliamentary integrity to the Ethics Commission of the National Assembly in Serbia. Organizing the School of Leadership and Advocacy for 23 young MPs and political party representatives from the Western Balkans and Eastern Partnership countries to enhance the capacity of young politicians and activists. Continuation of OSCE-wide research on programmes and policy areas dedicated to youth issues in democratic institutions across the OSCE region.

Gender Equality

Fund/Programme/Project	Region/Country	Included work on:
Strengthening Inclusive and Accountable Democratic Institutions in the OSCE Region	OSCE region	<ul style="list-style-type: none"> Finalization of the new tool on <i>Institutional Mechanisms as Critical Actors for Gender Equality: A Review from the OSCE Region</i>. Releasing a report on the participatory gender audit of the Jogorku Kenesh of Kyrgyzstan and delivering a training course for parliamentary staff on how to conduct gender impact assessments of legislation. Conducting three gender equality training courses for national parliaments: an orientation seminar for the Parliamentary Assembly of Bosnia and Herzegovina, in cooperation with the OSCE Mission; a training course for parliamentary staff of the National Assembly of Serbia; and for the Jogorku Kenesh, the Parliament of Kyrgyzstan, in cooperation with the OSCE Programme Office in Bishkek. Kicking off a participatory gender audit of the National Assembly of Slovenia, engaging with parliamentary leadership, MPs and parliamentary staff, to identify good practices and challenges. The audit will result in a report to assist the parliament in becoming more gender sensitive. Conducting research, in cooperation with the OSCE Parliamentary Assembly, on formal and informal parliamentary bodies for gender equality, to map good practices and lessons learned on how parliaments establish and maintain structures that lead on gender equality policies in national parliaments. Collaborated with the European Institute for Gender Equality, supporting them in developing an online tool on parliamentary gender action plans. Providing support and awareness-raising to six parliamentary political parties in Denmark, including the conduct of full gender audits for three parliamentary parties.

Migration

Fund/Programme/Project	Region/Country	Included work on:
Assistance for Implementation of OSCE Commitments on Migration and Freedom of Movement	OSCE region	<ul style="list-style-type: none"> Two training courses on human rights at international borders: human rights principles, monitoring, safety and security for human rights defenders working in the Northern Mediterranean region (Cyprus, Greece, Italy, Malta, Türkiye, Spain); and for OSCE Mediterranean Partners for Co-operation (Algeria, Egypt, Israel, Jordan, Morocco and Tunisia). Publication of <i>Enhanced Understanding on Freedom of Movement in all Phases of the Conflict Cycle</i>. Publication of an animation to demonstrate key human rights risks that may emerge when states use new technologies at borders, with particular focus on the risks faced by people seeking international protection. Training for civil society actors on facilitating open dialogues on migration in Greece and follow-up support in their implementation of public dialogue in their communities. Preparatory work for a training course on good practices in migrant integration to be delivered in Sarajevo, Bosnia and Herzegovina in 2024. Preparatory work for a training course on good practices in migrant and refugee integration for Polish cities to be delivered in 2024. Participation in a week-long monitoring visit to Germany to contribute on the migration-related aspects of work on developing a National Referral Mechanism for victims of trafficking in human beings in Germany.

HUMAN RIGHTS DEPARTMENT

Fund/Programme/Project	Region/Country	Included work on:	
Promoting a Human Rights Compliant and Gender Responsive Security Sector — Human Rights and Anti-Terrorism	Central Asia	<ul style="list-style-type: none"> Two training workshops on Protecting Human Rights while Countering Terrorism Effectively for law enforcement officers in Xorazm and Bukhara regions, Uzbekistan. 	
	OSCE region	<ul style="list-style-type: none"> Participation in OSCE Secretariat Transnational Threat Department policy discussion on Resolving the Detainee Dilemma (repatriation of “foreign terrorist fighters” from conflict zones in Northeast Syria and Iraq). 	
Protection of persons deprived of liberty in the OSCE region — Human Rights and Anti-Terrorism	Central Asia	<ul style="list-style-type: none"> First training workshop for detention monitors from Kazakhstan and Kyrgyzstan on detention monitoring and the protection of human rights while preventing and countering violent extremism and radicalization that lead to terrorism in prisons. 	
	OSCE region	<ul style="list-style-type: none"> Three additional translations of the <i>Protecting Human Rights in Prisons while Preventing Radicalization Leading to Terrorism or Violence: A Guide for Detention Monitors</i> in prisons into Albanian, Bosnian and French to support current and future activities. 	
	South East Europe	<ul style="list-style-type: none"> Regional dialogue promotion conference for South East Europe on Detention monitoring and the protection of human rights while preventing and countering violent extremism and radicalization to terrorism (VERLT) in prisons. 	
Promoting a Human Rights Compliant and Gender Responsive Security Sector — Freedom of Peaceful Assembly	Moldova	<ul style="list-style-type: none"> Training on human rights-compliant policing of assemblies for Moldovan law enforcement. 	
Increasing effectiveness, strengthening enabling environment for human rights defenders — Freedom of Peaceful Assembly	OSCE region	<ul style="list-style-type: none"> Two biannual online ODIHR CSOs Freedom of Peaceful Assembly Monitoring network meetings. Assembly monitoring training for Belarusian human rights defenders in exile. Development of an e-learning course on freedom of peaceful assembly monitoring. 	
Protection of persons deprived of liberty in the OSCE region — Anti-Torture	OSCE region	<ul style="list-style-type: none"> Online briefing for OSCE colleagues based in Field Operations on law enforcement equipment that can be used/misused for torture. Publication of <i>Introduction to the Nelson Mandela Rules International Training Programme, Trainer's Manual</i> for prison staff. Translation of the <i>Trainer's Manual</i> into Russian. Launch of the <i>Introduction to the Nelson Mandela Rules International Training Programme, Trainer's Manual</i> at a Warsaw Human Dimension Conference side event. Presentation of the <i>Introduction to the Nelson Mandela Rules International Training Programme, Trainer's Manual</i> at the annual conference of the European Penitentiary Training Academies in Tallin, Estonia. Sixth regional meeting for NPMs and CSOs of the OSCE region (organized in partnership with the Association for the Prevention of Torture, the Council of Europe and the Danish Parliamentary Ombudsman) in Copenhagen, Denmark. 	
	South East Europe	<ul style="list-style-type: none"> Regional training-of-trainers on the <i>Introduction to the Nelson Mandela Rules International Training Programme, Trainer's Manual</i> for staff of penitentiary training centres from Croatia, North Macedonia and Serbia in Belgrade, Serbia. 	
	Central Asia	<ul style="list-style-type: none"> Regional workshop on monitoring the use of weapons and methods of restraint by law enforcement personnel for detention monitors of Kazakhstan, Kyrgyzstan and Uzbekistan in Almaty, Kazakhstan. 	
	Latvia	<ul style="list-style-type: none"> ODIHR-SPT joint in-situ dialogue to strengthen the implementation of OPCAT in Latvia. 	
	Slovakia	<ul style="list-style-type: none"> ODIHR-SPT joint in-situ dialogue to strengthen the implementation of OPCAT in Slovakia. 	
	Switzerland	<ul style="list-style-type: none"> Training on monitoring weapons and restraints for the Swiss national preventive mechanism. 	
	Promoting a Human Rights Compliant and Gender Responsive Security Sector — Freedom of Religion or Belief	Bosnia and Herzegovina	<ul style="list-style-type: none"> Pilot of training curriculum on FoRB, NVC and mediation (block I) conducted in Sarajevo with young change agents.
		OSCE region	<ul style="list-style-type: none"> Work on finalizing the guide for participating States on FoRB and interreligious and interfaith dialogue and partnerships.
OSCE region		<ul style="list-style-type: none"> Work on a publication on Freedom of Thought. 	

Fund/Programme/Project	Region/Country	Included work on:
Promoting a Human Rights Compliant and Gender Responsive Security Sector — Anti-Trafficking	OSCE Region	<ul style="list-style-type: none"> Continued to promote the <i>National Referral Mechanisms – Joining Efforts to Protect the Rights of Trafficked Persons: A Practical Handbook – Second Edition</i>. Launch event of the e-learning Course on <i>Capacity Building for Survivor Leaders of Trafficking in Human Beings</i>. Launch event of the <i>Code of Practice for Ensuring the Rights of Victims and Survivors of Trafficking</i>. Launch of the 2nd International Survivors of Trafficking Advisory Council (ISTAC). Launch event of the <i>Guidance on Trauma-Informed National Referral Mechanisms and Responses to Human Trafficking</i> on the World Day Against Trafficking in Persons.
Promoting a Human Rights Compliant and Gender Responsive Security Sector — Human Rights Gender and Security	OSCE region	<ul style="list-style-type: none"> Webinar on the ODIHR <i>Gender and Security Toolkit</i>, focusing on gender-responsive border management (organized with DCAF and UN Women). Webinar on ODIHR <i>Gender and Security Toolkit</i>, focusing on women's meaningful participation in security institutions: rights to family life and care support (organized with DCAF and UN Women). Warsaw Human Dimension Conference side event on women's participation and leadership in the security sector (organized with the OSCE CPC). Warsaw Human Dimension Conference: Women's Power Breakfast. Development of a training curriculum on the Human Rights and Gender Assessment Methodology in Armed Forces.
	Central Asia	<ul style="list-style-type: none"> OSCE-led regional conference on promoting women's participation in law enforcement in Central Asia.
Protection of persons deprived of liberty in the OSCE region — Human Rights Gender and Security	Uzbekistan	<ul style="list-style-type: none"> Training for penitentiary staff on preventing and addressing SGBV in places of deprivation of liberty. Launch of the Uzbek translation of <i>Preventing and Addressing Sexual and Gender-based Violence in Places of Deprivation of Liberty: Standards, Approaches and Examples from the OSCE Region</i>.
	Poland	<ul style="list-style-type: none"> Follow-up to the training on integrating the issue of SGBV in detention monitoring for staff of the Office of the Polish Commissioner for Human Rights. Launch of the Polish translation of <i>Preventing and Addressing Sexual and Gender-based Violence in Places of Deprivation of Liberty: Standards, Approaches and Examples from the OSCE Region</i>.
	Uzbekistan	<ul style="list-style-type: none"> Training on integrating the issue of SGBV in detention monitoring and follow-up for staff of the Office of the Authorized Person of the Oliy Majlis of the Republic of Uzbekistan for Human Rights and the Expert Group on the National Preventive Mechanism against Torture.
	Bosnia and Herzegovina	<ul style="list-style-type: none"> Training on integrating the issue of SGBV in detention monitoring for staff of the Ombudsperson institution of Bosnia and Herzegovina. Translation into Bosnian, Croatian and Serbian of <i>Integrating the Issue of Sexual and Gender-Based Violence in Detention Monitoring: A Guidance Note for Oversight Mechanisms</i>.
	Central Asia	<ul style="list-style-type: none"> Informal consultation with civil society organization representatives from Central Asia and the South Caucasus.
Increasing effectiveness, strengthening enabling environment for human rights defenders — Human Rights Defenders	Malta	<ul style="list-style-type: none"> Assessment visit focusing on the situation of HRDs.
	Estonia	<ul style="list-style-type: none"> Assessment visit focusing on the situation of HRDs.
	OSCE Region	<ul style="list-style-type: none"> Warsaw Human Dimension Conference side event on Human Rights Defenders in Exile.
	Poland	<ul style="list-style-type: none"> Interviews with HRDs in exile and topical meetings with authorities.
	Georgia	<ul style="list-style-type: none"> Meetings with authorities about the situation of HRDs in exile.
	Lithuania	<ul style="list-style-type: none"> Meetings with authorities about the situation of HRDs in exile.
	OSCE Region	<ul style="list-style-type: none"> Continued development of the FreedomLab platform — an online educational platform for Human Rights Defenders — prioritizing digital safety and data security. Development workshop for FreedomLab with web developer and ODIHR team.

Fund/Programme/Project	Region/Country	Included work on:
	OSCE Region	<ul style="list-style-type: none"> Development and launch of e-learning course on Trauma-informed Interviewing: Skills and Techniques for Monitors, published on FreedomLab in English, Russian, and Ukrainian. Development of e-learning course on Safety and Security in Human Rights Work, with a focus on Risk Management for FreedomLab.
	OSCE Region	<ul style="list-style-type: none"> Finalization and launch of Episode 4 (Advocacy) of Starlight Stadium, ODIHR's online educational game for Human Rights Defenders. Online launch event of Episode 4 of Starlight Stadium during RightsCon, the world's leading summit on human rights in the digital age. Conducted numerous Episode 4 testing sessions with HRDs, notably including a workshop-cum-testing session with postgraduate students at the College of Europe, Natolin. Interactive booth at the Warsaw Human Dimension Conference showcasing Episode 4 of Starlight Stadium to participants.
	OSCE Region	<ul style="list-style-type: none"> Development workshop with game developers, script writers and ODIHR team for Episode 3 of Starlight Stadium. Development of Episode 3 of Starlight Stadium (Verification, Analysis, Report Writing), including development in consultation with HRDs from across the region.
	OSCE Region	<ul style="list-style-type: none"> Rework and development of Episode 2 of Starlight Stadium (Information Gathering).
	Georgia	<ul style="list-style-type: none"> Starlight Stadium Episode 3 playtest and workshop with HRDs from across the country.
	Kyrgyzstan	<ul style="list-style-type: none"> Workshop with students from the OSCE Academy in Bishkek, reviewing major concepts of human rights monitoring and testing Episode 3 of Starlight Stadium.
	Lithuania	<ul style="list-style-type: none"> Workshop on Remote Working Accelerator Initiative (RAWI) for HRDs in exile.
	European Union	<ul style="list-style-type: none"> Open-source investigation training for human rights defenders in the European Union, as part of the RARE programme in cooperation with Hertie School and The Netherlands Helsinki Committee.
Human Rights Monitoring Fund — Ukraine Monitoring Initiative (UMI)	OSCE Region	<ul style="list-style-type: none"> 12 briefings on the situation in Ukraine.
	Estonia	<ul style="list-style-type: none"> Monitoring mission to Tallinn, February.
	Ukraine	<ul style="list-style-type: none"> Monitoring mission to Kyiv, March to April.
	Estonia	<ul style="list-style-type: none"> Monitoring mission to Tallinn, April to May.
	Ukraine	<ul style="list-style-type: none"> Monitoring mission to Kyiv and Lviv, May.
	OSCE Region	<ul style="list-style-type: none"> Publication of the <i>Third Interim Report on Reported Violations of International Humanitarian Law and International Human Rights Law in Ukraine</i>.
	Ukraine	<ul style="list-style-type: none"> Monitoring mission to Kyiv, August.
	Ukraine	<ul style="list-style-type: none"> Re-engagement visit to Kyiv and Lviv, August to September.
	Estonia	<ul style="list-style-type: none"> Monitoring mission to Tallinn, August to September.
	Ukraine	<ul style="list-style-type: none"> Monitoring mission to Lviv, September to October.
	Estonia	<ul style="list-style-type: none"> Monitoring mission to Tallinn, October.
	OSCE Region	<ul style="list-style-type: none"> Publication of the <i>Fourth Interim Report on Reported Violations of International Humanitarian Law and International Human Rights Law in Ukraine</i>.
Increasing effectiveness, strengthening enabling environment for human rights defenders — National Human Rights Institutions	OSCE Region	<ul style="list-style-type: none"> NHRI Academy.
	OSCE Region	<ul style="list-style-type: none"> Online consultation with NHRI representatives about the Resilience Tool and start of the first stage of the resilience-building process.
	OSCE Region	<ul style="list-style-type: none"> Online publication of the Russian translation of <i>Strengthening the Resilience of National Human Rights Institutions Guidance Tool</i>.

TOLERANCE AND NON-DISCRIMINATION

Fund/Programme/Project	Region/Country	Included work on:
Turning Words into Action to Address Intolerance	OSCE Region	<ul style="list-style-type: none"> Event for representatives of Muslim communities, law enforcement officials, human rights institutions, civil society organizations and international experts from South Eastern Europe on addressing the security needs of Muslim communities based on ODIHR's practical guide <i>Understanding Anti-Muslim Hate Crimes — Addressing the Security Needs of Muslim Communities</i>. Event for representatives of Jewish communities, law enforcement officials, civil society organizations and international experts in Ireland on addressing the security needs of Jewish communities based on ODIHR's practical guide on <i>Understanding Anti-Semitic Hate Crimes and Addressing the Security Needs of Jewish Communities: A Practical Guide</i>. Meetings for representatives of civil society organizations and Muslim communities in the UK on addressing anti-Muslim intolerance, discrimination and hate crimes and the security needs of Muslim communities. Delivering a workshop on investigating and prosecuting hate crimes and hate crime data collection, towards the development of prosecutorial guidelines for North Macedonia. Delivering a training-of-trainers course for police in the Kosovo* region to build capacity to support hate crime victims, including on conducting Individual Needs Assessments. Delivering a training-of-trainers course for prosecutors in Montenegro as part of ODIHR's Prosecutors and Hate Crimes Training (PAHCT) programme.
Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities	OSCE Region	<ul style="list-style-type: none"> Organizing a series of consultation meetings with representatives of OSCE participating States and civil society organizations towards the development of a practical guide on <i>Understanding Anti-Christian Hate Crimes and Addressing the Security Needs of Christian Communities</i>.

CONTACT POINT FOR ROMA AND SINTI ISSUES

Fund/Programme/Project	Region/Country	Included work on:
Advancing the Human Dimension of Security in Ukraine project	Czech Republic, Hungary, Moldova, Poland, Romania, Slovakia, and Baltic region	<ul style="list-style-type: none"> Monitoring the human rights situation of Ukrainian Roma refugees in nine OSCE participating States, including: Engaging Roma human rights defenders to investigate human rights challenges and persisting concerns in relation to Ukrainian Roma refugees, and examining the measures put in place by authorities to address the discriminatory practices. Organizing an induction workshop on human rights monitoring. Organizing a training session on trauma-informed interviewing. Providing guidance to the monitors and supporting their work on human rights monitoring.
Advancing the Human Dimension of Security in Ukraine project	Ukraine	<ul style="list-style-type: none"> Monitoring the Human Rights Situation of Roma People Affected by the Armed Conflict in Ukraine: Training seven Roma and pro-Roma monitors from Ukraine to investigate the human rights situation of Roma in light of the armed conflict in Ukraine. Organizing a training course on human rights monitoring and open-source investigation. Providing tailored mentoring to the monitors and supporting their work on human rights monitoring.
Advancing the Human Dimension of Security in Ukraine project	OSCE Region	<ul style="list-style-type: none"> Warsaw Human Dimension Conference side event on The Human Rights Situation of Ukrainian Roma affected by the War in Ukraine.
Promoting a Human Rights Compliant and Gender Responsive Security Sector	OSCE Region	<ul style="list-style-type: none"> Publication and launch of <i>Understanding Anti-Roma Hate Crimes — Addressing the Security Needs of Roma and Sinti Communities: A Practical Guide</i>.
Assisting Participating States to Effectively Implement the Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area	OSCE Region	<ul style="list-style-type: none"> Provided professional development opportunities for one young Roma and Sinti activist, contracted and working with ODIHR as Junior Expert for a period of six months. Consultation workshop with civil society stakeholders on 4th Status Report Implementation of the OSCE Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area.

HUMAN DIMENSION MEETINGS

Fund/Programme/Project	Region/Country	Included work on:
Enhancing the quality of ODIHR-organized events in the human dimension	OSCE Region	<ul style="list-style-type: none">• Enhancing the online Conference and Event System, to support the registration and management of events in the human dimension.• Supporting the organization and management of the Warsaw Human Dimension Conference.
Fund for NGO Participation in OSCE Human Dimension Events	OSCE Region	<ul style="list-style-type: none">• Supporting the participation of civil society representatives at events in the human dimension.






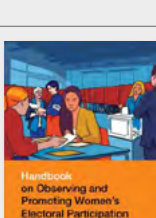
Fund/Programme/Project	Region/Country	Included work on:
Programme on ODIHR Support for and Engagement in Ukraine Project: Advancing the Human Dimension of Security in Ukraine (1300696)	Ukraine	<ul style="list-style-type: none"> • Participating in regular donor coordination meetings in the areas of gender equality and parliamentary technical assistance to Ukraine. • Organizing a series of training events for civil society and frontline responders on the topics of countering trafficking in human beings and national referral mechanisms. • Conducting an assessment of the anti-trafficking response system in Germany for the identification of, and provision of assistance to victims of human trafficking. • Supporting the Ukrainian translation of <i>National Referral Mechanisms — Joining Efforts to Protect the Rights of Trafficked Persons: a Practical Handbook</i>. • Supporting the participation of experts from Ukraine in the launch of the Ukrainian version of the <i>National Referral Mechanisms — Joining Efforts to Protect the Rights of Trafficked Persons: a Practical Handbook</i>. • Organizing an online event to mark the World Day against Trafficking in Persons: Addressing the Risks of Trafficking of Refugees Fleeing Ukraine. • Supporting Expert Workshops on Engaging the Ukrainian Diaspora in reconstruction and development and an online discussion on Engaging the Ukrainian Diaspora in reconstruction and development. • Commissioning the translation of ODIHR's report on Engaging the Ukrainian Diaspora in Reconstruction and Development. • Organizing two side events during the Warsaw Human Dimension Conference on Engaging the Ukrainian Diaspora in Reconstruction and Development and on the Human Rights Situation of Ukrainian Roma affected by the war in Ukraine. • Printing and launching the Handbook for Gender Advisers in Ukraine in cooperation with the Government Commissioner for Gender Equality Policy. • Organizing a study visit to the Czech Republic for representatives of the Gender Advisers' Network in Ukraine. • Organizing a visit of representatives of the Ukrainian Women's Congress to the Icelandic Congress of Women (Kynjaþing). • Supporting the participation of Ukrainian Women's Congress representatives in the XV Polish Congress of Women in Wroclaw, Poland. • Organizing an ODIHR delegation visit to Kyiv, Ukraine to meet Ukrainian stakeholders in the sphere of democratization and rule of law. • Commissioning an audit on the accessibility of public documents for persons with disabilities in Ukraine. • Organizing six Youth for Inclusion capacity-building workshops in Polish cities to foster dialogue and inclusion for young people from Ukraine, Poland and third countries. • Organizing a Final Conference for the Youth for Inclusion programme participants in Warsaw, Poland. • Commissioning an assessment of draft laws of Ukraine related to political party regulation. • Organizing a webinar for Ukrainian judges on accountability in the context of the military attack in Ukraine. • Supporting the participation of ODIHR experts in a conference on Justice in the Domestic Adjudication of War Crimes Cases in Lviv, Ukraine. • Conducting a webinar for defence lawyers from Ukraine on the Role of Defence Counsel in War Crime Trials in Ukraine. • Supporting an initiative on monitoring the human rights situation of Ukrainian Roma refugees in nine OSCE Participating States. • Organizing a training programme on human rights monitoring for Ukrainian Roma and pro-Roma human rights defenders in Warsaw, and two online progress review meetings. • Supporting the monitoring initiatives of Ukrainian Roma and pro-Roma human rights defenders in Ukraine.

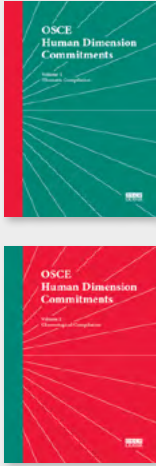


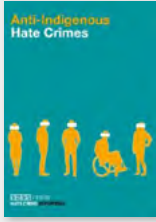

CHANGE 2023

Fund/Programme/Project	Region/Country	Included work on:
Capitalizing on the Human Dimension Mandate to Advance Gender Equality (CHANGE)	OSCE Region	<ul style="list-style-type: none"> Introducing the concept of gender-sensitive lawmaking with practical tools for practitioners on how to scrutinize legislation from a gender perspective.
	OSCE Region	<ul style="list-style-type: none"> Bringing together formal and informal networks working with men for gender equality in the OSCE region for an exchange on good practices and lessons learned on the drivers and bottlenecks in engaging with men for gender equality. Identifying opportunities for advances in institutional structures, including OSCE internal structures, and policies that reinforce the engagement of male allies. Preparing recommendations on how to progress work on engaging men across the OSCE's three dimensions. Implemented jointly with the OSCE WIN project.
	Georgia	<ul style="list-style-type: none"> Raising awareness of political actors on ways to effectively prevent violence against women in politics and especially within political parties by sharing guidance and promising practices. Exploring how Georgian political parties address violence against women in politics within their parties. Seeking ways and gathering ideas to further address violence against women in politics within political parties. Implemented in partnership with the Permanent Parliamentary Gender Equality Council in Georgia and International Federation for Election Systems.
	Georgia	<ul style="list-style-type: none"> Analysing political party Statutes, policies and practices. Preparing guidance on designing a Code of Conduct tailored to the needs of different political parties. Delivering workshops for leadership and representatives of four parliamentary political parties on the development of Political Party Codes of Conduct, increasing gender equality and addressing violence against women in politics. Supporting the finalization of respective Codes of Conduct.
	Georgia	<ul style="list-style-type: none"> Delivering the third Young Women's Political Academy (YWPA) for young women in politics representing different political parties and regions in Georgia. Strengthening participants' knowledge, capacities and skills about political structures, the status of women's political participation, gender-responsive leadership, the importance of issue-based coalitions in advancing gender equality, the impact of the electoral system and special measures on women's representation in elected bodies, and addressing violence against women in politics. Reinforcing participants' ability to stay on message in media interviews, to deal with negative questions and to ensure a positive image on camera. Implemented in partnership with the Permanent Parliamentary Gender Equality Council in Georgia.
	Georgia	<ul style="list-style-type: none"> Creating space for dialogue on the situation of diverse human rights defenders (HRDs) and women's civil society organizations in Georgia, focusing on fundamental rights and freedoms, including freedom of expression, freedom of peaceful assembly, freedom of association and freedom of movement, and participation in public affairs, as well as cooperation and solidarity. Discussing the key challenges and protection gaps and opportunities for the increased safety and security of human rights defenders.
	Georgia	<ul style="list-style-type: none"> Organizing a multistakeholder consultation, constructive exchange and ally-building event for engaging male allies from religious and traditional communities in supporting gender equality. Identifying entry points for concerted efforts by democratic institutions, civil society organizations and religious and traditional communities. Identifying barriers and ways to overcome and/or mitigate them.
	North Macedonia	<ul style="list-style-type: none"> Supporting national human rights institutions and internal oversight bodies focusing on the security sector to integrate a gender perspective in their work through training.






Fund/Programme/Project	Region/Country	Included work on:
	North Macedonia	<ul style="list-style-type: none"> Organizing a multi-stakeholder consultation on gender equality backsliding. Supporting efforts in North Macedonia to reverse gender equality backsliding, especially online, by sharing lessons learned in the implementation of successful online campaigns. Discussing a draft action plan, roles for different stakeholders seeking to implement effective responses to gender equality backsliding, and opportunities for the coordination of individual stakeholder contributions to reversal of gender backsliding. Implemented in partnership with the Ministry of Labour and Social Policy, Republic of North Macedonia.
	North Macedonia	<ul style="list-style-type: none"> Contributing to the revised <i>Guidelines on Democratic Lawmaking for Better Laws</i> by integrating a gender perspective. Presenting at the Fifth Meeting of the Group of Experts on Democratic Lawmaking in Warsaw.
	Poland	<ul style="list-style-type: none"> Training Polish civil society organizations in ODIHR's election observation methodology based on the <i>Handbook on Observing and Promoting Women's Electoral Participation</i> and the <i>Toolkit on Addressing Violence Against Women in Politics</i>. Raising participants' awareness of OSCE commitments and other international obligations and standards and learning to analyze qualitative and quantitative aspects of the participation of women in election administration. Highlighting gender aspects of voter registration and candidates' nomination and registration, key issues related to women in campaigns and campaign financing, as well as media coverage of gender-related issues during the electoral campaign, and strengthening skills for monitoring and addressing violence against women in politics.
	Poland	<ul style="list-style-type: none"> Implementing partner agreement with the Congress of Women NGO to strengthen the Congress' ability to operate independently and strengthen its organizational management, resource diversification and fundraising, digital transformation and communication.
	Poland and OSCE region	<ul style="list-style-type: none"> Developing a framework for an online education model for democracy and gender equality for broad audiences via e-learning. The "Flying Academy" framework draws on ODIHR's mandate and is designed and tested in Poland. Implemented in partnership with the Polish Women's Congress.
	OSCE Region	<ul style="list-style-type: none"> Presenting the CHANGE project's approach to OSCE participating State delegations ahead of the 2023 OSCE Gender Champions Award ceremony. The CHANGE project received an award in the projects category.
	OSCE Region	<ul style="list-style-type: none"> Organizing a side event as part of the Warsaw Human Dimension Conference on self-advocacy for women from under-represented groups for achieving justice and gender equality.
	Poland	<ul style="list-style-type: none"> Delivering the established I-CHANGE methodology training in self-advocacy for ODIHR staff in non-managerial positions. Supporting training participants' micro projects as a contribution to ODIHR's strategy implementation.

ODIHR PUBLICATIONS IN 2023

Title	Month of publication	Description/Languages
 <p>ODIHR survey on the safety and security of women refugees from Ukraine</p>	January	<p>As part of its ongoing support to Ukraine, ODIHR conducted a survey of close to 1,000 Ukrainian refugee women to ensure their experiences and vulnerabilities are reflected in policies to address human trafficking in the OSCE region.</p> <p>Languages: English Ukrainian</p>
 <p>Promoting gender equality in politics and democratic institutions</p>	February	<p>This factsheet describes how ODIHR works to promote gender equality in politics and in democratic institutions.</p> <p>Languages: English Russian</p>
 <p>Democracy and Human Rights in the OSCE: The ODIHR Annual Report 2022</p>	March	<p>This report highlights the impact of activities carried out by the OSCE Office for Democratic Institutions and Human Rights (ODIHR) in 2022.</p> <p>Languages: English Russian</p>
 <p>Political Party Guidelines 2nd edition/ Venice Commission</p>	April	<p>These Guidelines were jointly prepared by OSCE/ODIHR and by the Council of Europe's Venice Commission and adopted by the Venice Commission at its 125th online Plenary Session (11–12 December 2020). The Guidelines offer advice and expertise to legislators tasked with drafting laws on political parties, to facilitate their establishment, development and functioning in compliance with international human rights standards and OSCE Human Dimension commitments.</p> <p>Languages: English</p>
 <p>ISTAC Code of Practice</p>	April	<p>The Code of Practice provides guidance for participating States on ways to ensure not only the inclusion of victims' and survivors' voices but also their full engagement on all anti-trafficking responses. The lived experience and professional expertise of survivor leaders contributes to the understanding of the importance of ensuring a victim- and survivor-centred, child-friendly, age-appropriate, gender-sensitive, trauma-informed and human rights-based approach throughout the Code of Practice.</p> <p>Languages: English Romanian Ukrainian Russian</p>
 <p>Handbook on Observing and Promoting Women's Electoral Participation</p>	April	<p>As part of its comprehensive election observation methodology, the second edition of the Handbook on Observing and Promoting Women's Participation in Elections elaborates further on ODIHR's methodology for assessing and issuing recommendations on women's participation in elections.</p> <p>Languages: English Russian Albanian Bosnian Croatian Macedonian Montenegrin Serbian Serbian Cyrillic</p>



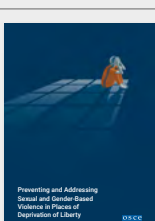
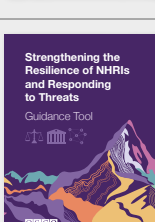
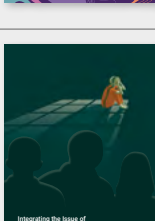

Title	Month of publication	Description/Languages
 <p>OSCE Human Dimension Commitments – 4th Edition, two volumes</p>	April	<p>The fourth edition of OSCE Human Dimension Commitments is a compilation of commitments the OSCE participating States have made in the fields of human rights, democracy and the rule of law. It comes in two volumes — chronological and thematic — and provides easy access to the catalogue of human rights and democracy commitments undertaken by participating States.</p> <p>Languages: English Russian French German Italian Spanish</p>
 <p>Understanding Anti-Roma Hate Crimes and Addressing the Security Needs of Roma and Sinti Communities: A Practical Guide</p>	May	<p>This guide describes and analyses hate incidents and hate crimes faced by Roma and Sinti, as well as the corresponding security challenges. Considering cases from many of the 57 OSCE participating States, it highlights measures that promote safety and security without discrimination, in line with OSCE commitments.</p> <p>Languages: English</p>
 <p>Third Interim Report on reported violations of international humanitarian law and international human rights law in Ukraine</p>	July	<p>Third Interim Report on reported violations of international humanitarian law and international human rights law in Ukraine</p> <p>Languages: English Russian Ukrainian</p>
 <p>Anti-Indigenous Hate Crimes</p>	August	<p>Intolerance and discrimination, including harmful discourse and stereotyping, have affected Indigenous communities for centuries. This factsheet highlights the impact of anti-Indigenous hate crime and provides guidance on identifying, reporting, and countering such crimes.</p> <p>Languages: English Russian</p>
 <p>Guidelines for Activists in Addressing Access to Health Care and Vaccination for Roma and Sinti</p>	August	<p>This guide aims to support civil society, human rights defenders and activists, public institutions and other stakeholders to increase Roma and Sinti access to healthcare and vaccination services as a basic human right.</p> <p>Languages: English</p>

Title	Month of publication	Description/Languages
 <p>Guidance on Trauma-Informed National Referral Mechanisms and Responses to Human Trafficking</p>	August	<p>This guidance is part of the ODIHR series deriving from the National Referral Mechanisms Handbook (2nd Edition). It summarizes why National Referral Mechanisms need to be trauma-informed, makes the case for trauma-informed methods of working, and provides recommendations for participating States, examples of promising practices and useful resources.</p> <p>Languages: English Russian</p>
 <p>Handbook for the Observation of Election Administration</p>	September	<p>This Handbook is intended to serve as primary reference material for all types of ODIHR observation activities, such as election and referendum observation missions, limited observation missions, assessment missions and expert teams (further jointly referred to as observation missions), to support their efforts in assessing the work of an election administration in a comprehensive, systematic and consistent manner.</p> <p>Languages: English</p>
 <p>OSCE/ODIHR Election Observation to the 2023 Parliamentary Elections in Poland</p>	September	<p>This factsheet explains the purpose of the Limited Election Observation Mission to Poland's 2023 Parliamentary Elections.</p> <p>Languages: English Polish</p>
 <p>Introduction to the Nelson Mandela Rules International Training Programme, Trainer's Manual</p>	September	<p>This manual has been made available as an online resource to encourage the development of training programmes on the Nelson Mandela Rules or to supplement existing training agendas. It will also be provided to all those participating in the ODIHR/PRI Training-of-Trainer sessions. The training course is arranged thematically. It gives guidance on how to implement minimum standards for the treatment of people in prison and should not hinder the implementation and development of higher standards of prison management, treatment of prisoners, or prison conditions.</p> <p>Languages: English Russian</p>
 <p>ODIHR Brief: Guiding Principles of Democratic Lawmaking and Better Laws</p>	October	<p>Given the ongoing erosion of democratic and constitutional standards and the rule of law across the world, and the declining public trust in democratic institutions, it is essential to strengthen democratic institutions and processes by promoting openness, transparency, inclusiveness and accountability in lawmaking. This Brief highlights some of the key concepts contained in the Guidelines and provides an overview of the Guiding Principles of Democratic Lawmaking and Better Laws.</p> <p>Languages: English</p>
 <p>Recommendations on Judicial Independence and Accountability (Warsaw Recommendations), 2023</p>	October	<p>The Recommendations on Judicial Independence and Accountability (Warsaw Recommendations) are intended to deliver a practical tool for stakeholders across the OSCE region who engage with justice systems at all contact points. The Warsaw Recommendations aim to supplement the Kyiv Recommendations by elaborating on certain, previously unaddressed issues and to respond to developments since 2010.</p> <p>Languages: English</p>
 <p>Enhanced Understanding on Freedom of Movement in all Phases of the Conflict Cycle</p>	November	<p>This guidebook seeks to clarify the legal standards that should apply in times of conflict, to assist practitioners in developing their monitoring tools on freedom of movement, in reporting on this important right in all phases of the conflict cycle, and in their advocacy activities. The right to freedom of movement includes the right to leave, the right to move internally within a territory and the right to return.</p> <p>Languages: English</p>

Title	Month of publication	Description/Languages
 <p>Institutional Mechanisms as Critical Actors for Gender Equality: A Review from the OSCE Region</p>	November	<p>The purpose of this guide is to help OSCE participating States and their governmental IMs for the advancement of women and of gender equality to enhance their roles as critical actors in promoting gender equality and a more just society.</p> <p>Languages: English Russian</p>
 <p>Implementation of the Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area – Fourth Status Report</p>	December	<p>Marking the 20th anniversary of the Action Plan, the Fourth Status Report takes comprehensive stock of the advances made over the past five years in realizing the Action Plan's commitments.</p> <p>Languages: English</p>
 <p>ODIHR Public Ethics and Integrity Toolkit: Guidelines for Parliaments</p>	December	<p>This tool is designed to support national parliaments in OSCE participating States in developing parliamentary integrity systems. It provides a concise roadmap for designing and implementing a code of conduct for MPs from scratch, as well as guidance for parliaments that want to improve their existing integrity systems.</p> <p>Languages: English</p>
 <p>Fourth Interim Report on reported violations of international humanitarian law and international human rights law in Ukraine</p>	December	<p>Fourth Interim Report on reported violations of international humanitarian law and international human rights law in Ukraine</p> <p>Languages: English Russian Ukrainian</p>
 <p>Guidelines on Democratic Lawmaking for Better Laws</p>	December	<p>The Guidelines provide an overview of the guiding principles of democratic lawmaking, followed by concrete and practical recommendations on how these guiding principles can be adhered to at each stage of the legislative cycle to achieve good-quality laws, based on the rule of law and human rights. These principles and standards assist in the process of preparing, discussing, adopting, implementing and evaluating laws.</p> <p>Languages: English</p>

TRANSLATIONS OF PREVIOUS PUBLICATIONS

Title	Original publication date	Languages
<p>Promoting the Political Participation of People with Disabilities</p>	2022	Russian Polish
<p>Freedom of Religion or Belief and Security: Policy Guidance</p>	2019	Ukrainian
<p>Handbook for the Observation of Election Campaigns and Political Environments</p>	2021	Albanian Bosnian Croatian Macedonian Montenegrin Serbian Serbian Cyrillic
<p>Guidelines for Observation of Election Campaigns on Social Networks</p>	2021	Albanian Bosnian Croatian Macedonian Montenegrin Serbian Serbian Cyrillic
<p>Protecting Human Rights in Prisons while Preventing Radicalization Leading to Terrorism or Violence: A Guide for Detention Monitors</p>	2021	Albanian Bosnian
<p>Understanding Anti-Muslim Hate Crimes — Addressing the Security Needs of Muslim Communities: A Practical Guide</p>	2020	Albanian Bosnian Macedonian
<p>Understanding Anti-Semitic Hate Crimes and Addressing the Security Needs of Jewish Communities: A Practical Guide</p>	2017	Portuguese

	Title	Original publication date	Languages
	National Referral Mechanisms — Joining Efforts to Protect the Rights of Trafficked Persons: A Practical Handbook — Second Edition	2022	Russian Ukrainian
	Addressing Anti-Semitism through Education: Teaching Aids	2019	Hungarian
	Preventing and Addressing SGBV in Places of Deprivation of Liberty	2019	Polish Tajik Uzbek
	Strengthening the Resilience of National Human Rights Institutions Guidance Tool	2022	Russian
	Integrating the Issue of Sexual and Gender-Based Violence in Detention Monitoring	2021	Bosnian Croatian Serbian Cyrillic
	Sensitive and Respective Treatment of Hate Crime Victims	2020	French Romanian

LEGISLATIVE REVIEWS

Released in 2023 (available at www.legislationline.org)

In 2023, ODIHR received 37 requests for legislative assistance and finalized 35 legislative reviews and assessments (10 prepared jointly*, 6 urgent**)***, providing assistance to 16 OSCE participating States.

	Country	Full name of Legal Review	Publication date
1	Poland	Urgent ODIHR Interim Opinion on the Bill Amending the Act on the Supreme Court and Certain Other Acts of Poland (as of 16 January 2023)	25 January 2023
2	Poland	ODIHR Opinion on the Draft Act of Poland Amending the Election Code and Certain Other Acts (Senate Paper no. 911)	20 February 2023
3	Azerbaijan	Joint ODIHR–Venice Commission Opinion on the Law of Azerbaijan on Political Parties	13 March 2023
4	Georgia	ODIHR Opinion on the Draft Amendments to the Legal Framework on the Judiciary of Georgia	15 March 2023
5	Spain	ODIHR Opinion on the Proposed Changes to the Modalities for Nominating Members of the Constitutional Court of Spain	24 March 2023
6	Georgia	ODIHR Opinion on the Draft Law of Georgia on De–Oligarchization	4 April 2023
7	Ukraine	ODIHR Note on International and Regional Standards Applicable to Certain Issues relating to Political Party Reform in Ukraine	2 May 2023
8	Bosnia and Herzegovina	Urgent ODIHR Comments on the Draft Criminal Offences Against Honour and Reputation in Republika Srpska	11 May 2023
9	Kyrgyzstan	ODIHR Opinion on the Rules of Procedure of the Jogorku Kenesh (Parliament) of the Kyrgyz Republic	24 May 2023
10	Mongolia	ODIHR Opinion on the Draft Amendments to the Law on Parliamentary Elections of Mongolia	30 May 2023
11	Germany	Joint ODIHR–Venice Commission Opinion on the Draft of an Act amending the Federal Elections Act and the Twenty–fifth Act amending the Federal Elections Act	12 June 2023
12	Bosnia and Herzegovina	Joint ODIHR–Venice Commission Opinion on the Draft Law of the Republika Srpska on the Special Registry and Transparency of the Work of the Non–Profit Organizations	13 June 2023
13	Georgia	ODIHR Note on Several Issues Relating to Judicial Reform in Georgia	16 June 2023
14	Georgia	ODIHR Note on Legislative Initiatives on Transparency and Regulation of Associations Funded from Abroad or So–called ‘Foreign Agents Laws’ and Similar Legislation and their Compliance with International Human Rights Standards	25 July 2023
15	Lithuania	ODIHR Opinion on the Criminal Code Provisions of Lithuania on Bias–motivated Crimes and Related Criminal Offences	25 July 2023
16	Kyrgyzstan	Joint ODIHR–OSCE Representative on Freedom of the Media Interim Opinion on the Draft Law of the Kyrgyz Republic on Mass Media	26 July 2023
17	Kyrgyzstan	Urgent ODIHR Interim Opinion on the Draft Constitutional Law of the Kyrgyz Republic on the Ombudsperson	16 August 2023
18	Sweden	ODIHR Opinion on the Act of Sweden on the Institute for Human Rights	15 September 2023
19	Uzbekistan	ODIHR Opinion on Draft Amendments relating to Criminal Corporate Liability in Uzbekistan	15 September 2023
20	All	ODIHR Note on the Proposed Revision of the Pan–European Definition of Terrorist Offences	29 September 2023
21	Montenegro	ODIHR Preliminary Opinion on the Legal Framework Regulating Law–making in Montenegro	2 October 2023
22	Moldova	Joint ODIHR–Venice Commission Opinion on Amendments to the Electoral Code, Political Parties Act and Related Legislation of Moldova	6 October 2023
23	Armenia	Joint ODIHR–Venice Commission Opinion on Draft Amendments to the Electoral Code and Related Legislation of Armenia	9 October 2023

24	Ukraine	Joint ODIHR–Venice Commission Opinion on the Draft Law “On Amendments to Certain Laws of Ukraine on Restriction of Participation in the State Power of Persons Associated with Political Parties whose Activities are Prohibited”	9 October 2023
25	Ukraine	Urgent ODIHR Interim Opinion on the Draft Law of Ukraine on “Amendments to the Law of Ukraine on Prevention and Counteraction to Legalization (Laundering) of Proceeds of Crime, Terrorist Financing and Financing of Proliferation of Weapons of Mass Destruction” in relation to “Politically Exposed Persons”	16 October 2023
26	Georgia	Urgent ODIHR Opinion on the Draft Laws on Making Amendments to the Law of Georgia on Assemblies and Demonstrations and to the Administrative Offences Code of Georgia	6 November 2023
27	Moldova	Urgent ODIHR Opinion on the Law on Assemblies of the Republic of Moldova	7 November 2023
28	Moldova	ODIHR Comments on the Criminalization of “Separatism” and Related Offences in Moldova	4 December 2023
29	Uzbekistan	Follow–up Assessment of the Legislative Process in the Republic of Uzbekistan	8 December 2023
30	Moldova	Joint ODIHR–Venice Commission Amicus Curiae Brief on the Ineligibility of Persons Connected to Political Parties Declared Unconstitutional for the Constitutional Court of the Republic of Moldova	18 December 2023
31	Moldova	Joint ODIHR–Venice Commission Follow–up Opinion to the Joint Opinion on amendments to the Electoral Code and other Related Laws concerning the Ineligibility of Persons Connected to Political Parties Declared Unconstitutional in the Republic of Moldova	18 December 2023
32	Georgia	Joint ODIHR–Venice Commission Opinion on Amendments to the Election Code and Parliamentary Rules of Procedure	18 December 2023

* Nine were prepared jointly with the Council of Europe Venice Commission and one with the OSCE Representative on Freedom of the Media.

** Urgent opinions are prepared in less than a month, at times in a matter of a few days.

*** Three non–public legal reviews were prepared to support OSCE field operations.

ODIHR ELECTION REPORTS AND STATEMENTS

Released in 2023

Early parliamentary elections, Italy, 25 September 2022

1. ODIHR EAM Final Report

Parliamentary elections, Latvia, 1 October 2022

2. ODIHR EAM Final Report

General elections, Bosnia and Herzegovina, 2 October 2022

3. ODIHR EOM Final Report

Early parliamentary elections, Bulgaria, 2 October 2022

4. ODIHR EOM Final Report

Early general elections, Denmark, 1 November 2022

5. ODIHR EET Final Report

Mid-term congressional elections, United States of America, 8 November 2022

6. ODIHR LEOM Final Report

Early presidential election, Kazakhstan, 20 November 2022

7. ODIHR EOM Final Report

Presidential election, Czech Republic, 13–14 and 27–28 January 2023

8. ODIHR EET Final Report

Parliamentary elections, Monaco, 5 February 2023

9. ODIHR NAM Report

Re-runs, Germany, 12 February 2023

10. ODIHR NAM Report

Parliamentary elections, Estonia, 5 March 2023

11. ODIHR NAM Report
12. ODIHR EET Final Report

Presidential election, Montenegro, 19 March, 2 April 2023

13. ODIHR NAM Report
14. ODIHR EOM Interim Report
15. ODIHR EOM Preliminary Statement
16. ODIHR EOM Preliminary Statement 2nd Round
17. ODIHR EOM Final Report

Early parliamentary elections, Kazakhstan, 19 March 2023

18. ODIHR EOM Interim Report
19. ODIHR EOM Preliminary Statement
20. ODIHR EOM Final Report

Parliamentary elections, Turkmenistan, 26 March 2023

21. ODIHR NAM Report
22. ODIHR EAM Final Report

Parliamentary elections, Finland, 2 April 2023

23. ODIHR NAM Report

Parliamentary elections, Andorra, 2 April 2023

24. ODIHR NAM Report

Early parliamentary elections, Bulgaria, 2 April 2023

25. ODIHR EOM Preliminary Statement
26. ODIHR EOM Final Report

Constitutional Referendum, Uzbekistan, 30 April 2023

27. ODIHR LROM Preliminary Statement
28. ODIHR LROM Final Report

Local elections, Albania, 14 May 2023

29. ODIHR NAM Report
30. ODIHR EOM Interim Report
31. ODIHR EOM Preliminary Statement
32. ODIHR EOM Final Report

General election, Türkiye, 14 and 28 May 2023

33. ODIHR NAM Report
34. ODIHR EOM Interim Report
35. ODIHR EOM Preliminary Statement
36. ODIHR EOM Preliminary Statement, 2nd round
37. ODIHR EOM Final Report

Early parliamentary elections, Greece, 21 May 2023

38. ODIHR NAM Report
39. ODIHR EAM Final Report

Early parliamentary elections, Montenegro, 11 June 2023

40. ODIHR EOM Interim Report
41. ODIHR EOM Preliminary Statement
42. ODIHR EOM Final Report

Early presidential election, Uzbekistan, 9 July 2023

43. ODIHR NAM Report
44. ODIHR EOM Interim Report
45. ODIHR EOM Preliminary Statement
46. ODIHR EOM Final Report

Early parliamentary elections, Spain, 23 July 2023

47. ODIHR NAM Report

Early parliamentary elections, Slovakia, 30 September 2023

48. ODIHR NAM Report

Parliamentary elections, Luxemburg, 8 October 2023

49. ODIHR NAM Report

Parliamentary elections, Poland, 15 October 2023

50. ODIHR NAM Report

51. ODIHR LEOM Interim Report

52. ODIHR LEOM Preliminary Statement

Federal elections, Switzerland, 22 October 2023

53. ODIHR NAM Report

Local elections, Moldova, 5 November 2023

54. ODIHR NAM Report

55. ODIHR EOM Interim Report

56. ODIHR EOM Preliminary Statement

Early parliamentary elections, The Netherlands, 22 November 2023

57. ODIHR NAM Report

Early parliamentary elections, Serbia, 17 December 2023

58. ODIHR NAM Report

59. ODIHR EOM Preliminary Statement

Presidential election, Finland, 28 January 2024

60. ODIHR NAM Report

Early presidential election, Azerbaijan, 7 February 2024

61. ODIHR NAM Report

NEEDS ASSESSMENT MISSIONS CONDUCTED IN 2023

	Country	Election type	Election date
1	Germany	Berlin re-run	12 February
2	Estonia	Parliamentary	5 March 2023
3	Andorra	Parliamentary	2 April 2023
4	Finland	Parliamentary	2 April 2023
5	Montenegro	Presidential	19 March, 2 April 2023
6	Greece	Parliamentary	21 May 2023
7	Poland	Parliamentary	15 October 2023
8	Luxembourg	Parliamentary	8 October 2023
9	Uzbekistan	Early Presidential	9 July 2023
10	Spain	Early Parliamentary	23 July 2023
11	Slovakia	Early Parliamentary	30 September 2023
12	Moldova	Local	5 November 2023
13	Switzerland	Federal	22 October 2023
14	The Netherlands	Early Parliamentary	22 November 2023
15	Serbia	Early Parliamentary	17 December 2023
16	EU	European Parliament	6–9 June 2024
17	Latvia	European Parliament	June 2024
18	Finland	Presidential	28 January 2024
19	Azerbaijan	Early Presidential	7 February 2024

ELECTION FOLLOW-UP VISITS IN 2023

	Country	Follow-up type	Dates
1	Slovenia	Presentation of the final report on the 2022 parliamentary elections	18–19 April 2023
2	Bosnia and Herzegovina	Presentation of the final report on the 2022 general elections	22–25 May 2023
3	Italy	Presentation of the final report on the 2022 early parliamentary elections	29–31 May 2023
4	France	Presentation of the final reports on the 2022 presidential and parliamentary elections	6–7 June 2023
5	Hungary	Presentation of the final report on the 2022 parliamentary elections	17–19 October 2023
6	Kazakhstan	Presentation of the final reports on the 2022 early presidential and 2023 early parliamentary elections	20–24 November 2023
7	Albania	Presentation of the final report on the 2023 local elections	4–7 December 2023