



Organization for Security and Co-operation in Europe

The Secretary General

Vienna, 17 September 2008

To: All Heads of Delegations

Subject: Annual Evaluation Report on the Implementation of the 2004 Action Plan for the Promotion of Gender Equality

Attached, I circulate my Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality. I will present the report to the Permanent Council on 25 September 2008.

Armenia, in particular, with its Institute of Education on the integration of gender equality aspects in the civic education curriculum in high-schools and in the training modules for teachers.

In the Former Yugoslav Republic of Macedonia, the ODIHR supported the organization of the International Summer University in Bitola in July 2007, held jointly by national education institutions and the *Academic Training Association* from the Netherlands. With the ODIHR support and funding, organizers developed and conducted a two-week course on Gender, Ethnicity and Democracy, which brought together over 20 representatives of various universities from across the country and members of civil society organizations from all Balkan countries.

Promoting women's economic literacy among grassroots NGOs and local self-government bodies in Georgia

The ODIHR in co-operation with a local NGO *Gender for Socio-Economic Development* supported further strengthening of women's economic rights and opportunities. From March to September 2007 targeted training seminars were carried out for active women in Gori, Gurjaani and Kutaisi regions on basic concepts of gender equality, women's participation in decision-making processes and entrepreneurial opportunities. In addition, roundtable meetings were held for local women counselors on gender mainstreaming and gender-budgeting. The trainings made extensive use of the information brochure prepared by the project team on women's economic rights and opportunities, selected legal provisions and advice on business start-up and micro-crediting sources. The analyses of local budgets in the three pilot regions were submitted for information of local council members, who participated in the trainings.

Human Rights, Women and Security Programme

The ODIHR has used a cross-dimensional approach to advance integration of women's rights in security-related areas of concern such as security sector reform and support for implementation of UN Security Council Resolution (UNSCR) 1325 on Women, Peace and Security. This Resolution is the first-ever resolution passed by the Security Council that focuses on women and security, thereby underlining that women have an important role in the prevention and resolution of conflicts and in peace-building.

The ODIHR has continued to raise awareness of, and promote national-level implementation of, the resolution building on its previous regional work in South-Eastern Europe and Central Asia. A series of three workshops were organized in Central Asia in coordination with OSCE field operations and the NGO Working Group on Women, Peace and Security. The workshops involved governmental officials and civil society actors from Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan, and focused on awareness-raising of the UNSCR1325 provisions as well as on elaboration of ways forward for national-level implementation.

The ODIHR published in March, in co-operation with the Geneva Centre for Democratic Control of Armed Forces (DCAF) and the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) a Gender and Security Sector Reform (SSR) Toolkit aimed at raising the level of understanding of the gender aspects of security among those working in security-sector reform.⁵ The Toolkit sets out why gender is important to SSR processes; presents practical strategies to intergrate gender in SSR; suggests gender-responsive SSR policy approaches; and provides material from which to develop training on gender issues. The Toolkit contains comprehensive Tools and shorter Practice Notes on 12 topics including: police reform and gender; defence reform and gender; border management and gender; national security policy-making and gender; SSR assessment, monitoring and evaluation and gender.

Awareness-raising for Romani Activists on Issues of Trafficking in Human Beings

A Roma anti-trafficking project fund was established by the ODIHR to support small-scale projects that seek to exchange information between Roma and non-Roma NGOs working on trafficking in

⁵ (http://www1.osce.org/odihr/item_11_29669.html).

Roma communities. The aim is to pair Roma and non-Roma NGOs from countries of origin and destination to better understand the nature of trafficking and to strengthen preventive measures as in particular Romani women and children are targeted. CPRSI supports Romani women activists by means of capacity-building trainings to provide the necessary skills to work efficiently with local authorities and with the anti-trafficking local and national networks. In the past year, ODIHR provided such support for the implementation of a number of small-scale projects in Albania, Italy and Romania.

The ODIHR facilitated the attendance of several NGOs working with Roma communities at the Supplementary Human Dimension Meeting in October on “Combating the Sexual Exploitation of Children”. The organizations in question work with Roma to address the factors that often make people vulnerable to trafficking. Their participation at the SHDM gave them an opportunity to share the results of their work with governments and others working in this field, as well as to make recommendations for initiatives in this area.

During the summer of 2007, the ODIHR made a field visit to Rome, where several meetings were held with NGOs working with Roma and Sinti children who have been victims of trafficking. In addition, camps with Roma and Sinti, with both legal and illegal residency status, were visited. These visits serve the ODIHR to better target its assistance to OSCE participating States in the area of combating trafficking in human beings.

Annex

**Post table Staff Recruitment by Gender
(June 2007 - May 2008)**

Applications	
Male	Female
876	736
Short Listed Professionals	
Male	Female
35	28
Short Listed General Services	
Male	Female
6	19
Board Members	
Male	Female
60	37
Professional Appointments	
Male	Female
12	1
General Services Appointments	
Male	Female
1	7

Training Break-down by Gender

	Female	Male	Total
GOP	2	8	10
ODIHR Administrative Induction Course	14	11	25
IRMA	8	1	9
Individual training or conference	2	1	3
Work related specialised training	15	8	23
Russian individual classes	1	2	3
Russian group classes	21	8	29
Ergonomics	8	2	10
Doc In (internal training)	3	1	4
Gender Mainstreaming	13	10	23
Totals	87	52	139

Female Participation	63%
Male Participation	37%

Post Table Staff by Gender - 5 May 2008

Grade	Male	Female
D	2	0
P5	3	1
P4	8	3
P3	13	6
P2	4	8
P1	1	3
Seconded	6	6
Sub Total Professional	37	27
G7	0	4
G6	3	4
G5	7	32
G4	1	4
G3	1	4
G2	0	2
G1	3	0
Sub Total GS	15	50
Total	52	77
Per Department	Male	Female
Direction and Policy	8	6
Common Services	15	29
CPRSI	4	1
Democratization	11	13
Elections	8	6
Human Rights	3	10
TND	3	12
Total	52	77

2008 HCNM Annual Evaluation Report on Implementation of the Gender Action Plan June 2008

The High Commissioner on National Minorities (HCNM) regards the promotion of gender equality as an integral part of his policies and activities, both, within his office and also when implementing projects and other activities. This evaluation report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality addresses activities undertaken by the HCNM during the reporting period.

1) Gender mainstreaming – internal issues

The High Commissioner and senior management in his office are responsible for policies and measures to ensure equal opportunities for the 29 female and male HCNM staff members. The High Commissioner has made it one of his priorities to create an attractive place of work in which women and men are represented at all levels, are able to influence their job situation and feel included. He has underlined in a number of staff and co-ordination meetings that any problems in this area should be brought to his attention immediately.

The balance of the gender situation in the office has much improved over the reporting period, but further steps can and will be made to counter predominance of men in professional and of women in administrative positions. For the first time since the existence of the office of the HCNM a female representative in one of the upper management positions has been recruited, a female project officer has joined and a female legal advisor is about to reinforce the team. This means that among the teams of political and legal advisors as well as project officers there are female staff members

During the reporting period, the HCNM has discussed with the Secretariat in Vienna (Department of Human Resources and the Senior Adviser on Gender Issues) how to engage in active recruitment, including efforts of how to attract female candidates for vacancies. The Director of the office participated in the annual gender focal point meeting in Vienna at the end of March to underline the HCNM's commitment to this question.

Concerning recruitment procedures, interview panels try to usually include both women and men. Due to the size of the office it is however not always possible to stick to this rule. The office aims at drawing up gender-balanced short lists as appropriate. As a general rule when vacancies are to be filled, the HCNM attaches importance to finding people who demonstrate gender-sensitive attitudes and understand the importance of an inclusive corporate culture. For some of the expert recruitment candidates often comprise more than 90 % women, in particular when the HCNM looks for advisors on education issues.

Staff Instruction 21/2006 on the Professional Working Environment is disseminated to all HCNM staff members upon taking up their position. Due to a large staff turnover in the reporting period it is planned that its content and implications will be further explained in a gender training seminar for all staff members in summer 2008. This training is aimed at

finding ways to further enhance and support gender mainstreaming in internal issues. The gender focal point, together with the Senior Gender Advisor in the OSCE Secretariat, is in the process of organising this training.

While implementation of the Gender Action Plan is primarily the responsibility of the management, the gender working group which was set up in 2005 continues to meet periodically. It reports directly to the HCNM.

2. Gender Mainstreaming – all projects and programmes

The mandate of the HCNM establishes the institution as an instrument of conflict prevention, tasked to provide early warning and, as appropriate, early action at the earliest possible stage in regard to tensions involving national minority issues which have the potential to develop into a conflict within the OSCE area affecting peace stability or relations between participating States.

Due to his mandate the HCNM does not implement projects which specifically aim at promoting gender equality and resolving various gender-related issues. However, all project officers try to provide gender-mainstreaming of HCNM projects.

It is continuously required that implementing partners of the HCNM ensure a sensible gender-balance with the project staff they employ and among beneficiaries. For a number of projects gender-disaggregated data is received which provides the office with a clear picture of who benefited from the project.

Although in many projects implementing partners of the HCNM manage to keep a reasonable gender balance among project staff and beneficiaries, there are certain cases when this balance is not practically possible. This is, for instance, the case of education-related projects where a certain predominance of women is observed due to the fact that schools employ mostly women as teachers.

Implementing partners are as a rule encouraged to taking gender equality principles into account. In some cases project officers insisted on hiring female lawyers together with male ones. This is very important since due to local realities in some areas where the HCNM is engaged, female residents feel uncomfortable consulting male lawyers (especially on such issues as domestic violence).

To raise awareness of the implementing partners of the HCNM and project beneficiaries on gender-related issues, gender seminars within the projects are regularly conducted. During the reporting period such seminars were organized for Armenian teachers in Georgia and lecturers of the Police Academy in Tbilisi. Notions like "gender", "gender equality", "gender mainstreaming", "gender discrimination", etc were explained in detail. Participants were also familiarised with international and national gender-related legislation.

The HCNM tries to incorporate a gender component in project publications whenever possible. Gender chapters have been drafted and incorporated into the guide on Management of Interethnic Relations for cadets for the Police Academy in Tbilisi and a booklet elaborated for Meskhetians who consider repatriation to Georgia.

Applying a gender perspective and involving all stake-holders in his dialogue and the activities of the office is a priority for the HCNM, considering that the involvement of all groups affected by majority/minority relations make efforts to ease tensions and reconcile differences more effectively.

When the HCNM travels to States he regularly meets with different NGOs and minority representatives, including women's groups in order to exchange information as well as to encourage inter-ethnic dialogue within a country.

3. Gender mainstreaming in press reporting, liaison activities and events

Gender balanced reporting is the guiding principle for all speeches, press releases and other public appearances by the HCNM.

4. Recommendations

1. Provide gender-specific training for all managerial and programmatic staff
2. Look into further improvements on gender mainstreaming in all projects and activities
3. Continue to address and counter the tendency that significantly fewer female candidates apply for professional positions (and vice versa for G-staff positions). In the office of the HCNM not even one third of the applications received come from female candidates for professional posts.



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

Evaluation Report of the Implementation of the Action Plan for the promotion of Gender Equality – June 2008

The following is the input of the Office of the Representative on Freedom of the Media into the annual evaluation report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality.

Gender Mainstreaming- Internal Issues

Gender-balance

The Office of the OSCE Representative on Freedom of the Media (RFOM) is a small institution in which the staff fluctuates on a regular basis. Therefore, the proportion of men to women in different positions can change quite a lot in a year.

Although the overall situation in the office is well gender-balanced, with 6 woman and 6 men currently (June 2008), there is at the moment a predominance of men in professional positions and of women in administrative positions.

Statistics below show that, contrary to previous years, there is at the time no gender balance amongst P staff. This is due to the fact that three women staff ended their contracts with FOM in 2007 (one seconded Senior Advisor and two contracted Advisors). However, the P3 vacancy for the contracted advisor was filled internally by a female incumbent. RFOM is now in process of recruiting for the 2 remaining vacant P staff positions.

The recruitment for RFOM is done by the personnel service of the OSCE Secretariat and respects equal opportunities for all, ensures that well-qualified women are amongst applicants and are short-listed as candidates. Moreover, all FOM vacancy notices are drafted in accordance with the “Revision of the OSCE vacancy notice” distributed by the Director of Human Resources to all heads of OSCE institutions and Field Operations on 16 February 2007.

Total Staff: 12	
Women: 6	Men: 6

P Staff - Total: 7	
2 Women	5 Men
1 Advisor	1 Representative on Freedom of the Media
1 Seconded Project Officer	1 Director

	1 Seconded Senior Advisor
	1 Project Officer
	1 Assistant Research Officer

G staff - Total: 5	
4 Women	1 Men
1 Senior Administrative Assistant	1 Temporary Contracted Clerk
1 Project Assistant	
1 Program Secretary	
1 Temporary Contracted Clerk	

Working environment, dissemination of information, trainings

No incidents of gender-related conflict or mistreatment were notified during the reporting period.

All relevant information regarding gender issues have been distributed electronically and were explained/made aware of during staff meetings of the Office. Gender issues are put on the staff meeting agendas on a regular basis, thus ensuring the continual briefing by the gender focal point to the FOM staff.

All new staff attended the GO Program and were thereby made aware of staff instruction 21/2006. In addition, the RFOM Gender Focal Point informs new staff on this instruction and ensures that all staff has access to the document.

The RFOM Gender Focal Point participated in the three days intensive gender training in Stadtschlaining in November 2007.

Gender Mainstreaming- All Projects and Programmes

Terms of reference for Gender Focal Point have remained unchanged. The current gender focal point holds the position of Assistant Project Officer.

According to the Gender Action Plan, the priorities of the RFOM will be to “ensure equal opportunity for the participation of women in political and public life. *The RFOM will be alert to allegations of serious intolerance towards women and incitement to gender discrimination in or by the media in participating States in accordance with chapter 6 of the mandate of the RFOM. The Representative will inform the participating States of such cases in his or her regular report*”¹.

It is important to note that it is not the task of RFOM to monitor the content of the media as such. Therefore, RFOM can only react to reported cases observed in the general framework of the monitoring of freedom of the media in OSCE participating States. During the last period RFOM was not alerted of allegations of serious intolerance towards women and incitement to gender discrimination in or by the media.

¹ MC.DEC/14/04, Para 44 (d)

Gender Mainstreaming in Press Reporting, Liaison Activities and Events

Throughout last year, RFOM continued to keep gender balance in mind when identifying experts for projects, selecting experts and moderators for events and meetings. All events organized by FOM included women in all panel sessions. Additionally, experts commissioned by the Office for its publications also reflect as much as possible a clear gender balance.

Moreover, RFOM strives to ensure a balance and also an equal participation of women in all events organized by the Office. For instance, during the last Central Asian and South-Caucasus conferences, the average percentage of women attending both conferences was 25%. This practice will be continued.

Eventually, RFOM's press statements reflect gender mainstreaming wherever possible. All of the Office's reporting and its publications are edited pursuant OSCE standards. These include ensuring gender-sensitive language. Women are also represented visually as much as possible on all its material, printed or web-based.