

The Secretary General's

# Annual Evaluation Report

on the Implementation of the  
2004 OSCE Action Plan for the  
Promotion of **Gender Equality**

3 September 2015



Organization for Security and  
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## Foreword

I am particularly pleased to present this year's Annual Evaluation Report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality (Ministerial Council Decision No. 14/04) as it reflects on the 10<sup>th</sup> year of implementation of the Gender Action Plan. The Gender Action Plan has had a profound impact on the way the OSCE views security and it has made a difference in the way we develop our policies, programmes and projects towards more equitable societies in the participating States.

Ten years after the adoption of this important policy document, representatives of the participating States, OSCE executive structures and Partners for Co-operation gathered on 10-11 July 2014 in Vienna to comprehensively review the implementation of the plan and consider how to enhance the fulfilment of gender-related commitments in the OSCE region and within OSCE structures. The Conference addressed achievements in the implementation of the Action Plan as well as gap areas identified by conference participants, also taking into account the Annual Evaluation Reports over the past decade, with the goal of achieving *de jure* and *de facto* gender equality across the OSCE region.

The Conference emphasized equality between women and men as an integral part of the OSCE's cross-dimensional, comprehensive and co-operative approach to security, recognizing that the inherent dignity of the individual is at the core of comprehensive security. The OSCE was seen to have made significant progress in some aspects of gender equality and in gender mainstreaming the Organization's structures, policies, programmes, projects and activities. However, it was agreed that a more strategic, systematic and structured approach that includes improved monitoring, evaluation and accountability mechanisms is needed to strengthen gender equality and gender mainstreaming within the Organization.

We are still not where we ought to be. There are still commitments that are quite far from being implemented and in some cases there are even negative developments. For instance, the overall percentage of female employees in the OSCE has decreased this year, unlike in the previous three reporting periods, where there were consecutive increases. We still lack women working in the first dimension. We could also do better in finding entry points for gender mainstreaming the projects implemented in the economic-environmental dimension, and the degree of gender mainstreaming in the third dimension could be increased. Furthermore, participating States should find ways and mechanisms to better share their

experiences and good practices with the OSCE and among themselves so that we all can better assess the status quo of implementation in our countries and close existing gaps.

This year, the thematic chapter of the Report presents good practices in preventing and combating violence against women. The examples outlined here will hopefully serve as an inspiration and practical guide to enhance implementation of the OSCE's policy framework on violence against women. In Basel, participating States reached consensus on updating a very important section of the OSCE Gender Action Plan on fighting violence against women. With Ministerial Council Decision No. 7/14, the OSCE aligns itself with the new international standard for defining violence against women and policies to combat and prevent it. Also, with the new decision, participating States have resolved to work with both perpetrators and victims and to engage men in combating violence against women.

Without the continued and increased efforts, as well as, commitment to the promotion of gender equality within the OSCE structures and in participating States by all staff, this report and the progress described therein would not have been possible. I am particularly grateful to have such dedicated Gender Focal Points in the Secretariat departments, Institutions and field operations. Their input, feedback and experience form the backbone on which the Gender Section, under the leadership of the Senior Gender Adviser, Ambassador Miroslava Beham, develops this report.

In conclusion, let me highlight that in 2015 we will continue the work on modernizing the commitments laid down in the Gender Action Plan. This work has started under the Swiss Chairmanship and will be concluded by the Serbian one as stipulated in last year's Ministerial Council Decision No.8/14, on presenting an addendum to the 2004 Gender Action Plan to the Permanent Council for adoption in 2015.



Lamberto Zannier  
Secretary General

## **Introduction**

Ministerial Council Decision No.14/04 on the 2004 OSCE Action Plan for the Promotion of Gender Equality, requests the Secretary General to present to the Permanent Council an annual report on the implementation of gender-related commitments by OSCE structures and participating States. This report is structured around the Action Plan's pillars.

As in previous years, chapter one addresses the mainstreaming of gender in Pillar One – which refers to the structures, working environment and recruitment procedures of the OSCE.

Chapter two assesses progress in gender mainstreaming of the OSCE activities, policies, programmes and projects, as outlined in Pillar Two. As in previous years, the separate reports of the Institutions are annexed to the main report; however their inputs were also taken into account throughout the body of the main report.

As there were considerable efforts in 2014 to gender mainstream the Special Monitoring Mission to Ukraine, the report includes a sub-chapter on the Mission, although it represents an Extra Budgetary activity. The purpose of collecting respective information on this very specific and important OSCE Mission is to create a baseline for improving the inclusion of a gender perspective.

Chapter three addresses the implementation of gender-related commitments and gender mainstreaming in participating States according to the six priority areas outlined in Pillar Three of the Gender Action Plan. In the absence of systematized mechanisms to collect data and information from participating States on gender equality and gender mainstreaming issues, the Gender Section circulates requests for input and information that form the basis for this chapter. This year, chapter three examines good practices in preventing and combating violence against women.

Based on feedback from the network of Gender Focal Points, the questionnaire used for collection and reporting of data for this years' Annual Evaluation Report has been further improved to better reflect the gender-related activities in the Secretariat, field operations and Institutions. Together with the new methodology

for grading projects using the Gender Marker system<sup>1</sup>, this should ensure a more nuanced representation of the state of gender mainstreaming in OSCE executive structures and provide us with important information on where significant progress has been made and where further improvements are needed. The next Annual Evaluation Report will cover progress during the year 2015 and will be presented to the Permanent Council by the Secretary General in June 2016.

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<sup>1</sup> For a definition of the Gender Marker system see page 32 of this report.

## Executive Summary

### **Progress made in the Mainstreaming of Gender in OSCE Structures and Working Environment**

The 2014 report is the first report where we have seen a weakening in the implementation of Pillar One of the Gender Action Plan. There is a continuing gender balance among general services and international staff, but there are fewer women nominated to positions and there has been a decrease of women among senior staff management in OSCE structures. Furthermore, data which is disaggregated by dimension and field of expertise show that men continue to be over-represented in first-dimension positions and under-represented in third-dimension positions.

The main concern is still the low number of women who head OSCE Institutions and field operations. Of the three Head of Mission positions<sup>2</sup> that were opened in 2014, there were no women nominated and thereby no women selected. Women held only two out of 16 (13 percent) Head of Mission (HoM) positions during the reporting period. The Special Representative of the Freedom of the Media and the High Commissioner of National Minorities (HCNM) continue to be occupied by women. When it comes to the Deputy Head of Mission positions, there are fewer women than in the previous reporting period as women fill just three of the twelve posts. This compares to the previous reporting period when there was a gender balance with men and women equally represented among the posts filled.

In detail, the findings of this report in the above mentioned area are as follows:

1. Capacity-building for staff continued in 2014 as there was continued demand by staff across the Organization's structures. The Gender Section and the Training Section of the Department of Human Resources both received more requests for capacity-building than they were able to fulfil due to limited human and financial resources. Regular capacity-building trainings have proven to be a successful tool to enhance staff responsibility and accountability for implementing the Gender Action Plan.

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<sup>2</sup> The figure excludes Extra Budgetary Project positions in the SMMU and the Observer Mission at the Russian Checkpoints Gukovo and Donetsk.

This year there were also requests for thematic-specific trainings, for example, Women in Business, and Women, Peace and Security Issues training. A special training was developed for Monitoring Officers in the SMMU to assist them to include gender analysis in their reports.

2. Staff in the Secretariat and in the Office of the High Commissioner on National Minorities are most likely to use flexible working arrangements in the form of staggered working hours, job-sharing and telecommuting.
3. The overall percentage of female OSCE staff across all categories and structures remains consistent with previous years at 46 percent of all staff.
4. The percentage of women in professional positions (National Professional Officers, P1 to P4 and S, S1 and S2) across all structures has not changed in comparison with previous reporting periods (48 percent).
5. The percentage of women holding senior management positions (S3+ and P5+), decreased from 35 in the previous reporting period to 33 percent.
6. Men have applied for contracted professional and senior management positions at a slightly lower rate than in the previous reporting period: 54 percent of applicants in 2014 were men, compared to 55 percent in the previous reporting period. However, 49 percent of men were hired compared to 41 percent in the previous reporting period.
7. During the reporting period there were five Head of Mission positions vacant, including the SMMU and the Observer Mission at the Russian Checkpoints Gukovo and Donetsk. A total of 12 nominations were received for five positions, whereof none were women candidates.
8. For the fourth year in a row, the percentage of women shortlisted for seconded positions has dropped. Women comprised 37 percent of those shortlisted for seconded positions in 2014, from a high of 48 percent in 2011. The decrease of shortlisted women followed the trend of the two previous reporting periods; in 2013 women comprised 42 percent of those shortlisted and 45 and 48 percent in the reporting periods prior.

9. The Gender Focal Point network has been strengthened by many field operations and departments, developing their specific action plans for the implementation of the GAP. Their work continues to be recognized in the staff member's Performance Appraisal Report (PAR) and a standardized Terms of Reference has been developed to provide the focal points and their supervisors with greater guidance on how the position can be used for optimal impact.
10. With its First Deputy Director as Gender Focal Point, ODIHR remains a role model of how to establish responsibility and accountability for gender mainstreaming at a senior management level, in addition to having substantive gender experts among its staff.

### **Progress made in the Gender Mainstreaming of OSCE Policies, Programmes, Projects and Activities**

Under Pillar Two of the Gender Action Plan, the key trend is that the bulk of mainstreamed projects continue to be in the third dimension, with far fewer mainstreamed projects reported in the first and second dimensions. During the 2014 reporting period, a total of 318 projects, both Unified and Extra Budgetary, were reported as including gender mainstreaming elements, a decrease from 332 in 2013. The lower number of gender mainstreamed projects is partially due to the reorganization of the programming structure and streamlining efforts in some field operations. It may also be due to a drop in the overall number of projects implemented by the OSCE, especially as many ExB funds have been redirected to set up the Special Monitoring Mission in Ukraine, but as data on the total number of projects is unavailable, it is not possible to make firm inferences on trends regarding whether the relative share of gender mainstreamed projects has risen or fallen.

11. The reporting on projects has been adjusted to allow for a more in-depth analysis of gender mainstreaming efforts made throughout the Organization. Secretariat departments, Institutions and field operations were asked to use a Gender Marker system when assessing their projects and activities. From the total amount of gender-mainstreamed projects reported by all OSCE structures in this reporting period (318), only 14 percent had gender as a principal objective, and 35 percent included gender equality as a significant objective. The rest of the projects (51

percent) had limited gender aspects that most commonly focused on female participation only.

- 12.** In the first dimension there were 66 projects reported, ten of which had a gender marker score of 3 (15 percent), 23 with a score of 2 (35 percent) and 33 a score of 1 (50 percent).
- 13.** In the second dimension, there were 55 projects reported, two of which had a gender marker score of 3 (4 percent), 23 with a score of 2 (42 percent) and 30 a score of 1 (54 percent).
- 14.** In the third dimension, there were 173 projects reported, of which 27 had a gender marker score of 3 (16 percent), 63 had a score of 2 (35 percent) and 83 had a score of 1 (49 percent).
- 15.** Despite progress in gender mainstreaming across the Organization, there are still a number of gaps. It is difficult to draw conclusions, partly because the Gender Action Plan does not provide a baseline or indicators against which progress has been systematically measured beyond figures on recruitment under Pillar One of the Action Plan.

### **Progress Made in the Priority Areas of Achieving Equality between Men and Women in participating States**

The goal of this year's theme of chapter three of the Annual Evaluation Report is to raise awareness of the good practices participating States have developed on combating gender-based violence. Gaps remain in the ability of national institutions to understand and address women's and girls' experience of violence.

- 16.** Throughout the OSCE region, governments at national, regional and local levels have implemented support services for women victims of violence. These include shelters, crisis centres, telephone hotlines, counselling services, legal aid and other types of support. Key partners in these initiatives include civil society, academia and regional and international organizations.

- 17.** The OSCE has an important role to play in terms of framing violence against women within the comprehensive security approach and its relevance across all three dimensions.
- 18.** Violence against women is emerging as a transnational issue. With increased migration, specific types of gender-based violence are increasing in prevalence across the OSCE region and a policy response requires both addressing actions by citizens within the territory of the state as well as when travelling abroad.
- 19.** It is important to understand the impact of conflict on gender-based violence prevalence, as well as understand conflict-related sexual violence. This is critical to the ultimate OSCE goal of achieving comprehensive security.

## Recommendations

The Gender Equality Review Conference held in July 2014 offered a unique opportunity to assess the progress of the implementation of gender equality commitments within OSCE executive structures as well as in participating States. It provided guidance as to what actions are needed to update commitments on gender equality. Many of the issues raised in the conference comply with the results of this report. The recommendations below draw on the main conclusions of the Review Conference, from the process in the Informal Working Group on the Addendum to the Gender Action Plan and the findings of this year's Annual Evaluation Report.

1. An Addendum to the 2004 Gender Action Plan should be adopted by participating States, as it would guide OSCE executive structures and participating States on how to enhance implementation of gender equality commitments by identifying areas where they need to mobilize efforts in order to respond to new challenges since the adoption of the Gender Action Plan in 2004, as well as to global developments in the international policy framework for gender equality, prompted by the 2015 anniversaries of both UNSCR 1325 and the Beijing Platform for Action. The Addendum would outline actions needed in policy development in order to create real change, not only on the level of women's participation, but also for gender equality issues to become an integral part of the substantive work throughout the three dimensions. Additionally, an enhanced institutional mechanism for gender

equality has been identified as a need to assist participating States and OSCE executive structures with efficient implementation of these commitments.

2. Ministerial Council Decision No. 7/14 on Preventing and Combating Violence against Women needs to be followed up with concrete actions by both OSCE executive structures and participating States in areas such as strengthening legal frameworks, data collection and enhancing mechanisms for the protection of women, as well as the persecution of perpetrators of domestic violence and violence against women.
  
3. OSCE executive structures and participating States need to develop strategies to identify and appoint women to senior management positions such as Head of Mission and Director, and they should enable more women to become Special Representatives and chair the three committees. OSCE executive structures need to develop specific gender strategies for each Secretariat department, field operation and Institution, with clear targets, budget allocations, division of responsibility and timelines. Furthermore, the Gender Focal Point Network needs to be enhanced with senior management taking the lead to guide the process of implementation and to provide accountability for the implementation of gender equality commitments.

## Conclusion

The findings of the Annual Evaluation Reports over time, including this one and the outcomes of the Gender Review Conference, show that the OSCE has made significant progress in the advancement of its gender equality commitments, be it the gender mainstreaming of its policies, structures and programmes or enhancing gender balance of OSCE structures and in senior management positions. The improved framework for the implementation of gender mainstreaming, both in terms of policy and mechanisms, is visible throughout OSCE structures as well as across the three dimensions.

The Annual Evaluation Report and the Conference, however, also address areas that still need to be enhanced. In order for gender equality issues to become an integral part of the Organization with staff that understands the fundamental principles of practical implementation of gender mainstreaming in policies,

projects and activities, there needs to be a more systematic approach, which includes capacity-building, but also benchmarking, monitoring, measuring and evaluating progress. The Addendum would provide guidance for both OSCE executive structures and participating States on how to move forward with gender equality commitments and to take on board international and regional developments since the Gender Action Plan was passed ten years ago. By adopting the Addendum, and thereby enhancing its strategies and structures for gender equality, the OSCE would be at the forefront of a global paradigm shift, which would allow women, men, girls and boys in the region to live up to their full potential and reap the benefits of truly equal societies.

## Chapter 1:

### Progress Made in Gender Mainstreaming in OSCE Structures and Working Environment<sup>3</sup>

The first pillar of the Gender Action Plan recognizes the importance of gender mainstreaming throughout the structures of the OSCE, its working environment and its recruitment processes.

#### 1.1 Capacity Building on Gender Issues for OSCE Staff

In order to enhance the understanding of how gender mainstreaming should be applied in the OSCE's daily work – from the working environment to programming and project development and implementation – OSCE staff is offered capacity-building training across all structures of the Organization.

The Department of Human Resources (DHR) Training Section continues to include a module on gender issues in the General Orientation (GO) Programme that targets incoming international staff and mission members throughout the Organization, as well as local employees in the Secretariat. During the reporting period 1 January to 29 December 2014, a total of 178 new staff members (92 men, 86 women) participated in the GO Programme. A Training Officer from the DHR/Training Section and a representative from the Gender Section facilitate the module on gender issues.

The DHR/Training Section also organized two three-day intensive gender seminars during the reporting period in which 38 staff (16 men, 22 women) participated. A Training Officer from the DHR/Training Section and an external consultant facilitated this workshop. The training targeted staff with project/programme responsibilities in the Secretariat, field operation and Institutions.

The Gender Section also organized capacity building training on gender mainstreaming for the OSCE Mission in Kosovo<sup>4</sup> (OMIK) and the High Commissioner on National Minorities (HCNM) during the reporting period. It also

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<sup>3</sup>MC.DEC/14/04 on the 2004 OSCE Action Plan for the Promotion of Gender Equality, Section III A.

<sup>4</sup> 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.

offered a gender module for the training of the monitors of the Special Monitoring Mission to Ukraine (SMMU) during the first phase of the Mission's deployment.<sup>5</sup> Two hundred and fifty-six mission members (157 men and 99 women) participated in the sessions, which concentrated on the practical integration of a gender perspective in their respective programming, policy and monitoring work.

During the reporting period, several field operations included training on gender mainstreaming in their curricula. The Mission in Kosovo, Mission to Skopje and the Mission to Bosnia and Herzegovina offered new staff induction training that included a session on gender mainstreaming. New staff members are briefed on gender-related activities within the Mission, as well as general OSCE gender-related policy. The OSCE Mission in Kosovo also included a session on mainstreaming gender in projects in its regular Project Cycle Management Training, and held two internal trainings for trainers on women's access to property rights.

The Office for Democratic Institutions and Human Rights (ODIHR) continues to carry out its Human Dimension Induction Course (HDIC), which also includes a module on gender equality. Since it was introduced in 2004, the HDIC has been organized on a regular basis for new staff from the OSCE Secretariat, field operation and Institutions, including ODIHR, working on the human dimension. Three induction courses took place for a total of 63 participants (37 women, 26 men) during this reporting period. They were all held in Warsaw in March, July and November 2014. One of the topics covered during the course was gender issues. The session looked at relevant international standards and OSCE commitments on gender equality, as well as ODIHR's mandate in this sphere. During the session, ODIHR presented case studies on women's political participation as well as gender and security sector programming.

Training for short-term and long-term election observers conducted by ODIHR highlighted the importance of observing women's participation in elections. For training sessions held between January and December 2014, out of a total of 66 participants, 40 were women. ODIHR's e-learning course for short-term observers (launched in 2012) includes reference to the observation of women's participation in elections. As of the end of 2014, more than 4500 individuals from 128 countries,

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<sup>5</sup> The training module was later taken over by the Gender Adviser in the Mission.

including 51 OSCE participating States and 10 OSCE Partners for Co-operation, have benefitted from the short-term observers e-learning course with more than 1400 persons completing the course.

Overall statistics show that women have been participating in training offered by OSCE/ODIHR to a greater degree than men, especially in language programmes. 64 percent of participants were women as compared to 66 percent during the last reporting period.

## 1.2 Management

To support the different needs of staff, the OSCE offers flexible working arrangements. During the reporting period, 58 staff members (48 women and 10 men) in the Secretariat made use of this provision, which includes staggered working hours, job-sharing, part-time work and telecommuting. This compares with the previous reporting period, during which 56 staff (47 women and nine men) used flexible working hours. Through Staff Instruction (SI) 27, these working arrangements have been made available to other Institutions and field operation to adopt in accordance with their needs.

## 1.3 The Professional Working Environment

As part of the GO Programme, new OSCE staff is informed about Staff Instruction (SI) 21 on the Policy on the Professional Working Environment and its related formal and informal processes. Participants are not only familiarized with the SI, but are also informed on the means and policies for identifying and reporting potential violations. Staff and mission members are required to read and sign the OSCE Code of Conduct when they take up their employment.

As part of the OSCE's on-going commitment to strengthen its framework for addressing ethics issues, the Deputy Director for HR and OSCE Ethics Co-ordinator is responsible for the organization's ethical strategy and related awareness raising activities, and for ensuring compliance with the regulatory framework. A mandatory online Ethics Awareness Training was launched across the OSCE in 2014, and over 2000 staff/mission members successfully completed this training. A workshop on SI 21 was organised in ODIHR in 2014 and this material is being made available to HR counterparts in other Executive Structures.

There were 11 official complaints made in 2014, alleging violation of the Professional Working Environment. Six of the complaints claimed general harassment; two cited both general harassment and discrimination; two alleged general harassment, discrimination and retaliation; and one cited violation of all areas, i.e. harassment, sexual harassment, discrimination and retaliation. Eight of the 11 complainants were men and three were women. In eight cases, men were cited as the alleged offenders; in three cases, women were cited as the alleged offenders.

These numbers represent just a partial indicator of the status of the professional working environment in the Organization as they only reflect formal complaints - informal complaints are not recorded.

#### 1.4 Gender Balance in Professional and Management Positions

Paragraph 31 of the Gender Action Plan requests the Secretariat to prepare annual statistics that show the distribution of women and men by category of posts at each level. Detailed sex-disaggregated statistics can be found in Annex I. The statistics attached to this report show the representation of women and men in the OSCE structures as of 29 December 2014.<sup>6</sup>

##### 1.4.1 Analysis of the General Categories of Staff in Field Operations, Institutions and the Secretariat

In December 2014, the total number of OSCE staff in all categories was 2,312 with women representing 46 percent<sup>7</sup>, the same share as in previous three years. The percentage of women in professional positions (National Professional Officers, P1 to P4 and S, S1 and S2) remained the same as for the last two reporting periods at 48 percent.<sup>8</sup>

Women make up 33 percent of senior management positions (S3+ and P5+), holding 44 of 135 filled positions. This represents a decrease compared to the

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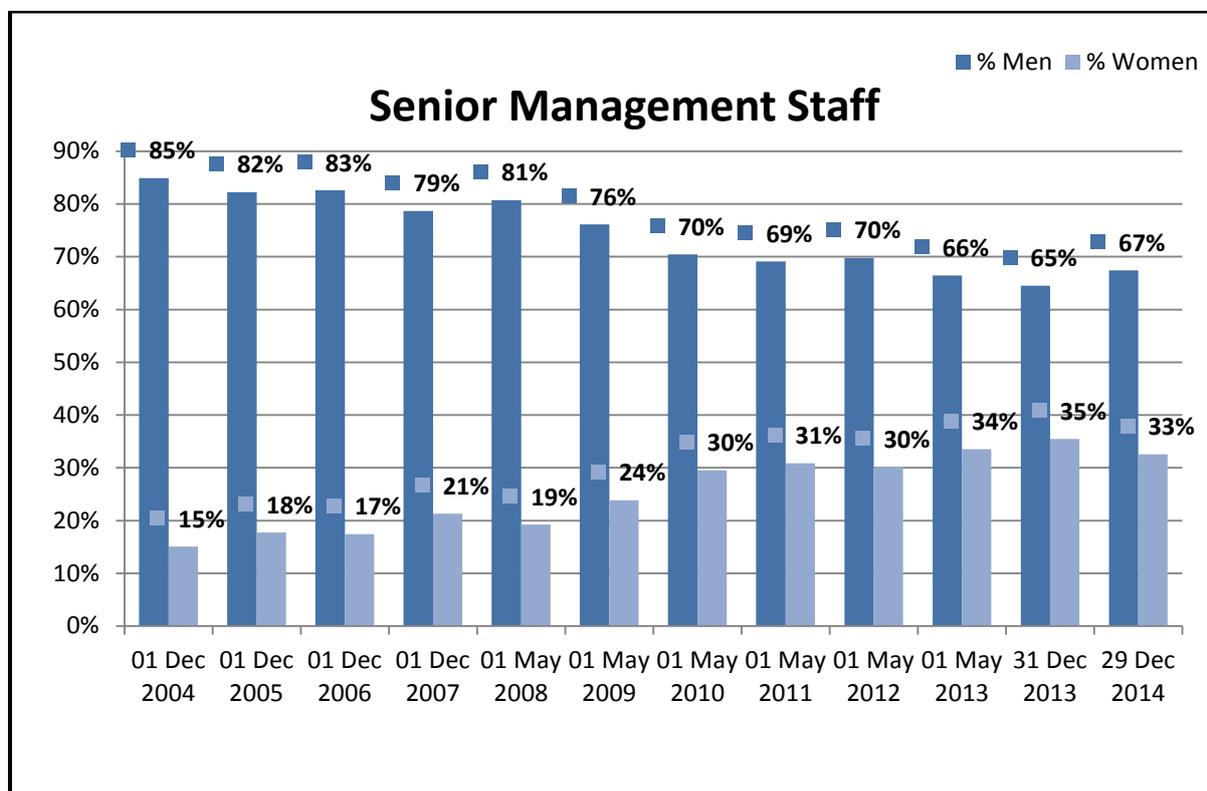
<sup>6</sup> 29 December is the day when the Department of Human resources makes changes to posts and counts as year's end.

<sup>7</sup> Annex I, table 3.

<sup>8</sup> The rate of nominations of women is affected by a number of factors including the number of vacancy notices, location of the post and sphere of field of work, etc.

previous reporting period when women made up 35 percent of senior management positions (50 posts of 141, the highest ever since 2004 when data collection on this indicator was initiated).<sup>9</sup>

**Graph 1: Development of Post Distribution by Category of Staff**



During the reporting period there were three Head of Mission positions vacant.<sup>10</sup> A total of 12 nominations were received for three positions, whereof none were women. As of 29 December 2014, 13 percent of **Head of Mission** (HoM) positions were held by women: two of a total of sixteen HoM (field operation to Montenegro and Astana). This is a decrease by almost half compared to the previous reporting period.<sup>11</sup>

As of 29 December 2014, there were 12 filled **Deputy Heads of Mission** (DHoM) positions of which 3 (25 percent) were occupied by women (Mission to Bosnia and Herzegovina, Mission in Kosovo, and Mission to Skopje). This also represents a 50

<sup>9</sup> Annex I, table 3.

<sup>10</sup> The figures on field operations exclude the positions in the SMMU and the Observer Mission at the Russian Checkpoints Gukovo and Donetsk as they were funded through Extra Budgetary Projects.

<sup>11</sup> Annex I, table 11.

percent drop compared to the previous reporting period, and compares unfavourably to statistics reported as far back as 2011.

The overall percentage of women working in field operation has remained the same over the last three reporting periods (44 percent). There is a slight decrease in the staffing of general services (41 percent in the current reporting period compared to 42 percent in the previous reporting period). Female staff in professional categories in field operation remains unchanged during the last two reporting periods at 50 percent.<sup>12</sup> The number of women in senior management positions<sup>13</sup> in field operation has dropped to 31 percent, breaking the trend of the three previous reporting periods (from 28 percent on 1 May 2012 to 32 percent as of 1 May 2013 to 34 percent on 29 December 2013).<sup>14</sup>

Women's representation has increased slightly by one percent to 53 percent of positions in the **Secretariat** overall. When the overall Secretariat statistics are disaggregated, however, some changes are apparent – while slightly more women hold professional positions, there are now fewer women in senior management. Women now account for 42 percent of professional positions<sup>15</sup> compared to 40 percent in the previous reporting period. In senior management posts, women now comprise 29 percent<sup>16</sup>, breaking the trend of increase of the two previous reporting periods (32 percent and 34 percent respectively). It should be noted that the number of filled senior management posts in the Secretariat has been reduced from 26 to 21 posts during the two last reporting periods. As in the last reporting period no woman holds a directorship in the Secretariat.<sup>17</sup> Women currently account for 38 percent of seconded positions (15 out of 40 positions) at the Secretariat, which is a seven percent increase compared to the previous reporting period, when women held 14 out of 45 seconded positions (31 percent).<sup>18</sup>

The number of women in professional positions at **ODIHR** increased from 47 percent in the previous reporting period to 51 percent on 29 December 2014.<sup>19</sup> Women made up 58 percent of ODIHR's overall staff in the reporting period:

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<sup>12</sup> Annex I, table 2.

<sup>13</sup> Senior Management Staff represent S3+, P5+, Heads and Deputy Heads of Field operations.

<sup>14</sup> Annex I, table 2.

<sup>15</sup> S, P1, P2, P3, P4. – Annex I, table 9.

<sup>16</sup> P5, D1, D2 and the Secretary General. – Annex I, table 10.

<sup>17</sup> Annex I, table 5.

<sup>18</sup> Annex I, table 5.

<sup>19</sup> S, P1, P2, P3, P4- Annex I, table 6.

approximately unchanged compared to the previous reporting period (57 percent). Women made up 67 percent of G staff and held four out of 10 seconded positions, or 40 percent, compared to 36 percent in the previous reporting period. Women occupy four of the seven senior management posts, which is the same as the last reporting period. Among professional staff at the level of P4 and P5, women hold 53 percent of these positions, as compared to 50 percent in the previous reporting period.<sup>20</sup>

The post of the High Commissioner for National Minorities (**HCNM**) is filled by a woman for the first time, and overall women make up 61 percent of staff (the same as the previous reporting period). In this reporting period the percentage of women in professional positions in HCNM has decreased from the previous one: from 42 percent to 36 percent (seven out of 18) compared with six out of 15 in the previous reporting period.<sup>21</sup> Women in senior management positions make up 33 percent compared to 50 percent in the previous period.<sup>22</sup>

The post of the **Representative on Freedom of the Media** (RFoM) continues to be filled by a woman and women make up 50 percent of the staff. Women have five out of 13 professional positions (38 percent) at the Office of the RFoM, the same proportion as compared to the previous reporting period, when women were three of the nine professional staff (38 percent).<sup>23</sup> The percentage of women in senior management position remains stable since the last reporting period at 50 percent (one out of two positions).

#### 1.4.2 Analysis of Gender Balance by Field of Expertise in Field Operations

Data across the OSCE structures on gender balance in field of expertise are not exactly comparable as job categories and titles often differ across field operation.<sup>24</sup> However, the data available is sufficient to capture trends in the representation of women across thematic areas in the field operation. The percentage of men working on Human Rights-related issues has fallen to 35

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<sup>20</sup>Annex I, table 6.

<sup>21</sup>Annex I, table 7.

<sup>22</sup>Annex I, table 10.

<sup>23</sup>Annex I, table 8.

<sup>24</sup>Annex I, table 17.

percent, compared to 42 percent in the previous reporting period.<sup>25</sup> The status of zero women in the military field<sup>26</sup> remains the same. There has been a slight increase of women in civilian police by one person (three percent), as in the last reporting period there were none. In the previous reporting periods the numbers were higher, as in May 2013 women made up 11 percent of policing staff, and in 2012 nine percent were women. Economic and Environmental Affairs has experienced an increase in the number of female staff, where women make up 46 percent in the current reporting period compared to 43 percent in the last one. In Media Affairs there has been an increase of men as women make up 55 percent compared to the previous reporting period when women made up 70 percent of the staff. In Rule of Law there has been a radical drop of women with a decrease of 12 percent as women make up 42 percent compared to 54 percent in the previous reporting period.<sup>27</sup>

#### **1.4.3 Analysis of Nominations and Recruitment of Seconded Staff in the OSCE Secretariat, Institutions and Field Operations**

On 29 December 2014, the OSCE had 373 seconded staff from 43 participating States and one Partner for Co-operation, of which 36 percent were women – this is a slight decrease from 38 percent in the previous reporting period.<sup>28</sup> The seconding States with the highest number of women secondees' were Italy, the United Kingdom, Germany and the United States of America.<sup>29</sup>

In the current reporting period, women comprise 37 percent of those short-listed for the positions, which is a decrease compared to 42 percent in the last reporting period. The total number of recruited seconded women staff made up 36 percent of those actually hired during the 2014 reporting period<sup>30</sup>, down from 43 percent during the previous reporting period.

This decrease in females hired can be seen across most of the seconded positions. The number of women recruited to seconded positions fell radically at the S1 level (from 62 percent in the previous reporting period to 38 percent in the 2014 reporting period). S2 levels experienced a drop as well (from 40 percent in

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<sup>25</sup> Annex I, table 17.

<sup>26</sup> In Articles IV, (Dayton Article IV Annex 1-B).

<sup>27</sup> Annex I, table 17.

<sup>28</sup> Annex I, table 15.

<sup>29</sup> Annex I, table 15.

<sup>30</sup> Annex I, table 21.

the previous reporting period to 37 percent in the current reporting period).<sup>31</sup> For S3 positions, 16 percent of those recruited were women compared to 33 percent in the previous period. In S4 positions, there was one woman recruited in the reporting period out of five positions open, and women made up 14 percent of the nominated candidates. In the previous reporting period one of the four S4 candidates hired were women.<sup>32</sup>

#### 1.4.4 Analysis of the Recruitment for Contracted Posts<sup>33</sup>

During the reporting period, 239 contracted positions were advertised, resulting in a total number of 17,412 applications, of which 46 percent came from women.<sup>34</sup> This is a decrease compared to the previous reporting period when 49 percent women applied for contracted positions. Of the total applicants selected for contracted positions, 51 percent were women and 49 percent were men.<sup>35</sup>

For General Service (GS) positions, women comprised 58 percent of applicants, 69 percent of those short-listed and 64 percent of those employed. This is almost equivalent to those employed in the previous reporting period (65 percent women).<sup>36</sup>

For contracted professional and management category (P and D positions), the trend from previous years, where women applied less than their male counterparts but were employed at a higher rate, has been broken: women made-up 42 percent of applicants, 40 percent of those short-listed and 42 percent of those employed. In the previous reporting period, women were 45 percent of those who applied, 50 percent of those short-listed, and 59 percent of those employed.<sup>37</sup>

In the 2014 reporting period, at the senior management P5-D2 level, women comprised 24 percent of those who applied, 33 percent of those short-listed, and 22 percent of those hired. This is a negative trend compared to the previous reporting period where women made up 27 percent of applicants, 42 percent of those short-listed and 33 percent of those accepted.

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<sup>31</sup> Annex I, table 21.

<sup>32</sup> Annex I, table 22.

<sup>33</sup> Note that comparisons from year to year are not an accurate representation, as vacancy numbers fluctuate. Additionally, statistics do not take into account qualifications of candidates.

<sup>34</sup> Annex I, table 20.

<sup>35</sup> Annex I, table 20.

<sup>36</sup> Annex I, table 20.

<sup>37</sup> Annex I, table 20.

**Table 1: Recruitment to Professional and Management Posts (P and D)**

Year	Applied		Shortlisted		Hired	
	Men	Women	Men	Women	Men	Women
2006	65 %	35%	65%	35%	74%	26%
2007/08*	66%	34%	64%	36%	73%	27%
2009**	61%	39%	69%	31%	66%	34%
2010**	62%	38%	62%	38%	62%	38%
2011**	60%	40%	50%	50%	46%	54%
2012**	62%	38%	60%	40%	52%	48%
2013**	46%	54%	47%	53%	50%	50%
2013***	55%	45%	50%	50%	41%	59%
2014****	58%	42%	60%	40%	58%	42%

\* From 1 January 2007 to 1 May 2008.

\*\*From 2009-2013\*\*, the reporting period covered 1 May until 30 April.

\*\*\*From 1 January 2013 to 29 December 2013.

\*\*\*\*From 1 January 2014 to 29 December 2014.

#### 1.4.5 Composition of Interview Panels

The Gender Action Plan stipulates that interview panels should, where possible, be gender-balanced.<sup>38</sup> The statistics on interview panels for professional positions show a slight over-representation of women, with the average panel comprising 51 percent women and 49 percent men during the 2014 reporting period.<sup>39</sup>

The Secretariat in particular has more women on interview panels, with women making up 54 percent of all panel membership – this is down from 57 percent in the previous reporting period. ODIHR interview panels included 53 percent women in this reporting period, up from the previous 45 percent.

<sup>38</sup> Gender Action Plan, paragraph 29.

<sup>39</sup> Annex I, table 23.

#### 1.4.6 Designation of Heads and Deputy Heads of Field Operation, Heads of Institutions and Political Bodies

Since the establishment of OSCE field operations in 1992, there have been 137 Heads of field operations appointed up until 29 December 2014<sup>40</sup>, eight of whom were women. In the same period, there have been 85 appointments of Deputy Heads of Mission, 14 of which have been women.<sup>41</sup> Since the establishment of the Secretariat and the three Institutions (RFoM, HCNM and ODIHR), there have been 18 appointed Heads of Institutions and Secretary Generals, with only three of them being women.<sup>42</sup>

Between 1 January and 29 December 2014, there were three vacancies for Head of Mission positions.<sup>43</sup> None of the 12 nominations received for the positions were women.

Women made up 24 percent of nominees for the five vacant Deputy Heads of Mission posts (DHoM). A total of 50 nominations were received (38 male, 12 female). This is a decrease from 46 percent in the previous reporting period. No woman was appointed for DHoM positions during 2014.

One woman represented the OSCE political structures during the reporting period: the Chair of the Economic and Environment Committee. There were three women Special Representatives of the Chair-in-Office, the Special Representative on Gender Issues, the Special Representative in Ukraine and the Special Representative on Countering Trafficking in Human Beings.

**Table 2: Heads and Deputy Heads in the Secretariat, Institutions and OSCE Field Operations. Disaggregated data, since the establishment of Executive Structures (1992-2014)**

Institution	Men		Women	
	DHol	Hol	DHol	Hol

<sup>40</sup> Annex I, table 24.

<sup>41</sup> Annex I, table 24.

<sup>42</sup> Annex I, table 24.

<sup>43</sup> The figure excludes the Extra Budgetary Project positions in the SMMU and the Observer Mission at the Russian Checkpoints Gukovo and Donetsk.

<b>OSCE Secretariat</b>	n.a.	5	n.a.	0
<b>ODIHR</b>	3	5	1	1
<b>HCNM</b>	3	3	1	1
<b>RFoM</b>	2	2	0	1
<b>TOTAL</b>	<b>8</b>	<b>15</b>	<b>2</b>	<b>3</b>
<b>Field Operation</b>	<b>Men</b>		<b>Women</b>	
	<b>DHoM</b>	<b>HoM</b>	<b>DHoM</b>	<b>HoM</b>
<b>Office in Baku</b>	3	8	2	0
<b>Office in Yerevan</b>	4	5	1	0
<b>Minsk Conference</b>	n/a	2	n/a	0
<b>Mission to Moldova</b>	10	11	0	1
<b>Project Co-ordinator in Ukraine</b>	1	6	0	1
<b>Centre in Almaty/ Astana</b>	1	7	1	1
<b>Centre in Ashgabat</b>	n/a	5	n/a	1
<b>Centre in Bishkek</b>	3	5	1	0
<b>Centre in Dushanbe /Office in Tajikistan</b>	7	9	0	0
<b>Project Co-ordinator in Uzbekistan</b>	n/a	6	0	0
<b>Mission in Kosovo</b>	6	6	1	0
<b>Mission to Bosnia and Herzegovina</b>	6	6	1	0
<b>Mission to Skopje</b>	1	6	2	0
<b>Mission to Serbia</b>	7	5	2	0
<b>Mission to Montenegro</b>	2	2	0	2
<b>Presence in Albania</b>	3	7	2	0
<b>Special Monitoring Mission to Ukraine</b>	2	1	0	0
<b>Observer Mission at the two Russian checkpoints</b>	0	1	0	0
<b>Office in Minsk – CLOSED</b>	3	5	1	0
<b>Mission to Croatia/ Office in Zagreb – CLOSED</b>	6	5	0	0

<b>Mission to Georgia – CLOSED</b>	6	7	0	1
<b>AG Chechnya – CLOSED</b>	n/a	8	0	0
<b>Latvia – CLOSED</b>	n/a	2	n/a	0
<b>Estonia – CLOSED</b>	n/a	3	n/a	1
<b>TOTAL</b>	<b>71</b>	<b>129</b>	<b>14</b>	<b>8</b>

### 1.5 Gender Focal Point Network/Implementation of the Gender Action Plan within OSCE Structures

To assist with the development and implementation of gender mainstreaming and gender analysis throughout the policies, activities and programmes of the OSCE, a Gender Focal Point (GFP) system has been set up throughout the OSCE Secretariat, field operations and Institutions. All in all there are 59 Gender Focal Points throughout OSCE executive structures. To enhance the gender related work in the field, some of the larger field operations such as the Special Monitoring Mission to Ukraine, the Mission to Bosnia and Herzegovina, the Office in Tajikistan and the Mission to Skopje have developed a Gender Focal Point Network in order to ensure that gender mainstreaming is carried out in all aspects of their work. These networks are co-ordinated by the official Gender Focal Point of the field operation and have regular meetings to follow up on gender-related issues such as gender mainstreaming in programmes. Some GFPs in the field have additionally developed gender modules for all new staff joining the mission as well as regular brush up courses for staff that has been with the field operation for some time.

The quality and the time devoted to gender mainstreaming tasks of each GFP vary across the OSCE structures as the position of a GFP is voluntary, and as such needs to have the support of the senior management to implement the commitments in the GAP as well as a personal interest in gender. Furthermore, the procedure to select a GFP varies across the OSCE structures; in some structures the GFP position is connected to a specific post, and in others the GFP is selected by the Gender Focal Point Network or appointed by senior management.

In order to streamline the work of the GFPs across OSCE structures as well as guide the work of the Focal Points, the Gender Section in co-ordination with the GFPs developed a generic Terms of Reference for the post that can be adapted to needs of the individual structures. Furthermore, evaluation of the tasks as a GFP has been included in the staff Performance Appraisal Report and thus contributes to the overall staff assessment.

The Mission to Moldova has a combined position of a Gender Adviser/Anti-trafficking Adviser. The Office in The Mission to Bosnia and Herzegovina and the Mission to Serbia have a National Programme Officer dedicated to Gender Issues. The Presence in Albania has a section dedicated to Civil Society and Gender within its Democratization Department and the Office in Tajikistan has a Gender Equality and Anti-Trafficking section within its Human Dimension Activities Department. Both sections have international and national staff.

Only two field operations have a dedicated Gender Adviser: the Special Monitoring Mission to Ukraine and the Mission in Kosovo. Both these positions were supported with Extra Budgetary Funds in 2014.

In ODIHR there is a Gender Unit within the Democratization Department with an Adviser on Gender Issues and an Associate Gender Officer. Within the Human Rights Department, there was an additional Adviser dedicated to UNSCR 1325 support during parts of 2014.

Furthermore, the Gender Section has, as mentioned in Section 1.1, developed tailor-made capacity building on gender mainstreaming, which can be adapted to the specific needs of all OSCE structures. Because staff turnover is high, especially in the field operations, the Section aims to provide several capacity-building trainings per year to the various structures. This also entails providing assistance with developing gender strategies for each of the structures. So far eight field operations have developed one and others are in the process of doing so.

In the Secretariat, a Gender Task Force was established in 2014 with the participation of all departments. Its aim is to identify lessons learned in the implementation of the Gender Action Plan and identify areas that need further work, as well as establish a structure within the Secretariat to discuss gender-

related issues. The overall gender strategy with specific contributions from all departments of the Secretariat by all departments will be finalized over the course of 2015.

## 1.6 Conclusions

The **overall gender balance** of the OSCE has taken a turn for the worse during the last reporting period, breaking the trend of the three previous reporting periods. Women's representation in senior management levels has dropped, as has the recruitment of women to professional positions. The trend of stagnation, meaning no or few women in the first dimension, persists, and we continue to see imbalances across fields of expertise, including at the management level.

In **G-level positions**, women still make up the majority of applicants, short-listed and successful candidates. The number of women among **professional staff** is relatively stable at 48 percent. **Senior management** positions occupied by women have decreased by 2 percent to 33 percent since the last reporting period.

The limited progress in recruiting women to the first dimension in **field operations** needs to be continuously tackled as there are still no women working in military affairs and a slight increase (3 percent) in the field of policing, as one woman was hired. In Economic and Environmental Activities, the number of women has increased by three percent, so that now women comprise 46 percent of the staff. In the third dimension, there was a decrease (7 percent) of women working on Human Rights issues. Rule of Law has also experienced a drop in the number of women (12 percent). The number of women in Media Affairs has fallen 15 percent (to become, 55 percent women), bringing greater gender balance to that department.

In the **Secretariat**, women hold 53 percent of positions overall. When the statistics are disaggregated, however, some changes are clear – while slightly more women hold professional positions, there are now fewer women in senior management. Women now hold 42 percent of the professional positions compared to 40 percent in the previous reporting period and only 29 percent of senior management posts: a three percent decrease compared to the previous reporting period.

In **ODIHR** women hold 58 percent of positions overall. The number of women in professional positions increased (51 percent) compared to the previous reporting

period (47 percent). The number of women in senior management positions<sup>44</sup> remains the same as in the previous reporting period and is stable at 57 percent.

**HCNM** is headed by a woman and overall women make up 61 percent of staff (the same as in the previous reporting period). Female professional staff has decreased by six percent to 36 percent and women in senior management positions now make up 33 percent compared to 50 percent in the previous reporting period.

Staff in both the Secretariat and HCNM use **flexible working hours** in the form of staggered working hours, job sharing and telecommuting.

**RFOM** continues to be headed by a woman and women make up 50 percent of the staff. Female professional staff at RFOM remains stable at 38 percent. Furthermore, women continue to hold 50 percent of senior management positions (one out of two positions).

With regard to training on gender equality, the **GO Programme** continues to dedicate one session to gender issues and gender mainstreaming in the OSCE. Field operations have participated in gender mainstreaming trainings. The Gender Section recommends that all OSCE officials receive annual gender equality training, and that departments and units of the Secretariat also receive individual briefings from the Gender Section tailored to their needs and programmes. This will increase the understanding of gender equality concepts and OSCE policy, and enhance staff responsibility and accountability for implementing the Gender Action Plan.

The **Gender Focal Point** network continues to operate throughout the Organization. However, much of the effectiveness of a Gender Focal Point is still dependent on their individual voluntary commitment as well as the support they receive from their immediate supervisor and senior management.

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<sup>44</sup> Senior Management Staff represent P5 and D positions.

## Chapter 2:

### Progress Made in the Gender Mainstreaming of OSCE Policies, Programmes, Projects and Activities

The participating States, the Secretariat, Institutions and field operations are, according to the Gender Action Plan, committed to ensuring that a gender perspective is integrated into OSCE activities, programmes, policies and projects.<sup>45</sup> Gender mainstreaming, as outlined in the Gender Action Plan, requires consistent, systematic attention to the gender perspective in the activities of the Organization based on a cross-cutting approach, which includes all three dimensions: the politico-military, the economic and environmental and the human dimension.

#### 2.1 Gender Mainstreaming in the Three Dimensions

During the 2014 reporting period, a total of 318 projects, both Unified and Extra Budgetary, were reported to include gender-mainstreaming elements. In contrast to previous reports, this year the reporting on projects has been adjusted to allow for a more in-depth analysis of gender-mainstreaming efforts made throughout the organization. Thus Secretariat departments, Institutions and field operation were asked to use a Gender Marker system when assessing their projects and activities.

The Gender Marker allows for a three tier grading:

**Grade 3:** Projects that have gender equality as a principal objective.

**Grade 2:** Projects that have gender equality as a significant objective or are fully gender mainstreamed. Fully mainstreamed constitutes that a gender perspective was taken into account across all aspects of project management and that there is a gender background analysis of the project's topic.

**Grade 1:** Projects that have a limited contribution to gender equality. This refers to projects that are only gender mainstreamed in terms of participation.

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<sup>45</sup> Gender Action Plan: Section III (B), paragraph 32.

The 318 projects that reported degrees of gender mainstreaming during the current reporting period indicate a lower number than in previous reporting periods (332 projects during the last reporting period, 389 in 2012/2013 and 365 during the 2012/2011 reporting period). The lower number of gender mainstreamed projects is partially due to the reorganization of the programming structure and streamlining efforts in some field operations (OMiK, for example, as of 2013 clusters its projects along thematic lines instead of reporting on each project separately). The lower number of projects does not necessarily signify a downward trend with regard to gender mainstreaming, but might also be due to a decrease in the overall number of projects implemented by the OSCE, especially as many Extra Budgetary funds have been redirected to set up the Special Monitoring Mission in Ukraine. However, creating awareness and appreciation of the benefits of gender mainstreaming has to be a continuous task securing the active support of senior management to fulfil the goals set out in the Gender Action Plan.

In order to fully understand the statistics presented in Table 3 below, it should be noted that due to the current absence of an aggregate list of projects, it is not possible to determine the percentage of overall projects in the OSCE that this number represents, or whether the overall number of OSCE projects is increasing or decreasing. Thus the 318 projects mentioned here do not represent the total number of projects carried out by the OSCE in the three dimensions, but the number of projects identified as including gender-mainstreaming aspects. This was based on self-assessment by project managers and Gender Focal Points, who used a template developed by the Gender Section. Analysis in this section refers only to these 318 projects.

Of the 318 gender mainstreamed projects reported by OSCE structures for this period, 14 percent reached grade 3, having gender equality as a principal objective. Thirty-five percent had gender equality as a significant objective reaching grade 2, while 51 percent have a limited contribution to gender equality, reaching grade 1 only. This means they are focused only on the participation of women.

**Table 3: Projects in Field Operations including a Gender aspect by Dimension  
(1 January to 29 December 2014)**

Dimension	Total Projects Reported	Score1	Score2	Score3
Politico-Military	72	39	23	10
Economic and Environmental	52	31	19	2
Human Dimension	194	90	71	33
<b>Totals</b>	<b>318</b>	<b>159</b>	<b>113</b>	<b>44</b>
by percent		51 %	35 %	14 %

A compilation of gender-mainstreamed projects with the information received and structured by dimensions is available in Doc-In.<sup>46</sup>

## 2.2 Politico-Military Dimension

To provide security for the whole population, i.e. for both women and men, it is essential that a gender analysis is made to establish how their concerns differ and what methods need to be developed to tackle these. By doing so, security institutions that are accessible to all citizens have a greater outreach, which is conducive to a resilient and stable society. In order to satisfy the security needs of the whole population a gender analysis must be applied throughout the institutions that provide security. Thus gender mainstreaming the politico-military dimension covers crucial areas such as policing, arms control, conflict prevention, and dialogue and mediation facilitation. However, even though there are several Ministerial Council Decisions covering gender mainstreaming in the first dimension<sup>47</sup>, this is the dimension that shows the most difficulties in including women's concerns in projects as the dimension traditionally covers male-dominated areas and issues of hard security. This reporting period breaks the upward trend of the previous four reporting periods, as fewer projects are reported to include gender-mainstreaming elements in the first dimension. For this reporting period, OSCE structures reported a total of 72 projects within the politico-military dimension that included a gender perspective. Out of these, only 14 percent, or 10 projects, had gender equality as a principal objective.

<sup>46</sup><https://docin.osce.org/docin/llisapi.dll?func=ll&objid=21502184&objAction=browse&sort=name>

<sup>47</sup>Gender Action Plan, MC.DEC.14/05 and MC.DEC.3/11.

### 2.2.1 Promoting Women's Participation in Conflict Prevention, Crisis Management and Post-Conflict Reconstruction

The assistance provided by OSCE structures to participating States in the integration of a gender perspective within the first dimension incorporated a wide range of activities, which focused on security sector reform, such as police training and border control to support the implementation of UN Security Council resolution 1325.

**United Nations Security Council Resolution (UNSCR) 1325** on Women, Peace and Security celebrates its 15<sup>th</sup> year in 2015 and there has been much focus throughout the OSCE region and OSCE structures on the implementation of the resolution in the run-up to the anniversary. The Gender Section arranged an expert workshop, which fed into the publication *OSCE Study on National Action Plans on the Implementation of the United Nations Security Council Resolution 1325*. The Study concentrated on best practices and lessons learned during UNSCR 1325 application throughout the OSCE region. It also formulated recommendations for enhanced operationalization in the organization and the region. The Study highlighted areas where National Action Plans needed improvement, such as the need to allocate budgets for implementation, setting out clear short-term and long-term goals, as well as the need to monitor and evaluate the NAP's implementation.

To raise awareness on the work of the OSCE on the implementation of the Women, Peace and Security agenda, the Senior Adviser on Gender Issues presented the work of the Organization at the UN Security Council Open Debate of UNSCR 1325. Additionally, the Gender Section organized informal power breakfasts to discuss issues such as the impact on women of small arms, prevention of sexual violence in conflict, applying the Women, Peace and Security agenda in Afghanistan and the Swedish approach to peace-building.

ODIHR, the OSCE Gender Section and the Geneva Centre for the Democratic Control of Armed Forces (DCAF) have co-operated since the beginning of 2013 in order to develop a set of three Guidance Notes on Gender in Security Sector Oversight. In 2014, both English and Russian versions of the Notes were presented at the OSCE Forum for Security Co-operation in Vienna on 16 July and during a joint ODIHR-DCAF side event at the Human Dimension Implementation

Meeting (HDIM) on 26 September. The publications focus on how to integrate a gender perspective into the work of oversight mechanisms in police and armed forces, including the work of national human rights institutions such as ombudsperson offices, which have jurisdiction over the security sector. Internal and external oversight bodies are important, especially from the perspective of female security personnel, because these bodies are able to address gender-based discrimination. On 12 June 2014 the Gender Section and the DCAF arranged a side event at the Global Summit to End Sexual Violence in Conflict in London to discuss the importance of having functioning human rights institutions in military contexts to prevent sexual violence in conflict. At the side event, the need to commit to and follow-up on regulations to prevent sexual violence in security forces was highlighted, as zero tolerance standards for sexual misconduct within security forces increases the likelihood that these standards will be adhered to when deployed into conflict zones.

Furthermore, **ODIHR** organized training on 13-14 May 2014, based on the Gender and Security Sector Reform Toolkit for civilian members of the Ministry of Defense (MoD), Ministry of Interior (Mol) and the Ministry of Foreign Affairs and European Integration (MFAEI) in Chisinau, Moldova. Participants (14 women and 4 men) were introduced to gender concepts and terminology, as well as international Women, Peace and Security standards. Furthermore, trainers explained the importance of UNSCR 1325 and gave presentations about the development of 1325 National Action Plans in the Western Balkan countries. One of the components of the training was to identify different steps Moldova should undertake in order to better comply with UNSCR 1325 goals at the international level. Moreover, participants discussed what a future National Action Plan for Moldova should contain and what activities they considered most important in relation to UNSCR 1325 requirements.<sup>48</sup>

On 17 July 2014, ODIHR organized an event on the Conditions of Service and the Human Rights of Members of the Armed Forces as part of the ongoing ODIHR Human Rights Discussion Series for the Forum for Security Co-operation (FSC) in Vienna. The aim of the Series is to provide information and support to the FSC on human rights and gender in order to promote these issues in the Politico-Military Dimension of the OSCE.

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<sup>48</sup> For full report on ODIHR's activities please see Annex II.

Together with the European Organisation of Military Associations (EUROMIL), ODIHR organized a meeting on *The Role of Military Associations in Protecting Human Rights of Armed Forces Personnel in Central and Eastern Europe*, which was held in Budapest on 10 September 2014. Representatives (5 women and 15 men) of military associations, national authorities, the Council of Europe (CoE), EUROMIL and ODIHR discussed international and regional standards, experiences and views regarding the right to association of armed forces personnel in the region. Integrating women in the armed forces was recognized as one of the challenges.

The second 2014 event of the ODIHR Human Rights Discussion Series for the Forum for Security Co-operation took place on 23 October in Vienna. The 51 participants (14 women and 37 men) who took part in the event focused on the challenge of how to balance freedoms of expression and association of armed forces personnel with the requirements of the armed service. During the discussion, participants stressed how important it is to have gender-sensitive messages in recruitment and advertising as well as in all media forums, including social media.

To help participating States implement the commitments outlined in UNSCR 1325, **the field operations** continued their support in developing targeted projects. The Centre in Bishkek developed the project “Peace Messengers” where 34 Peace Messenger teams (focused on mediation) in three provinces and one in the city of Osh were established to identify and prevent conflicts in their own communities, including, in particular, issues related to women. All the teams have been formed using a gender-mainstreaming approach.

Gender mainstreaming the **police force** is a key to UNSCR 1325 implementation as it is an important tool to ensure that security concerns of both men and women are addressed.

Several OSCE field operations, such as the Presence in Albania, Centre in Astana and the Project Co-ordinator in Baku, have projects on policing in which they strive for gender balance in the training provided to their national counterparts.

Furthermore, the Presence in Albania organized a project with the Albanian State Police where discussions on gender-based violence were included. Part of the project encompassed a campaign to counter domestic violence.

The Mission to Bosnia and Herzegovina organized a project on democratic oversight and good governance in the security sector that aimed to provide forums in which gender related issues in the security sector were discussed along with other reform-related needs.

In the project “Stop early and forced marriages!” the Centre in Bishkek focused on improved co-operation between police and women. The Centre continued its project to strengthen community policing and, within that campaign, organized an international conference on “Women in Law Enforcement” to support the Kyrgyz Association of Women Police. Furthermore, a series of training sessions on domestic violence were delivered both in the northern and southern provinces of Kyrgyzstan for Neighbourhood and Juvenile Delinquency Inspectors.

The Mission in Kosovo also provided assistance to enhance the capacities of the Kosovo Police and designed a Community Safety Awareness Programme as a tool to advocate the need for appropriate and proportional levels of participation of both male and female police officers in the area of the implementation, management and delivery of community policing throughout Kosovo. Furthermore, the programme included domestic violence as a thematic subject. The Mission in Kosovo additionally implemented a project to strengthen outreach activities and facilitated a regional conference on “Women in the Public Safety Sector”, where participants discussed women’s engagement and challenges in the public safety sector. The participants developed a set of recommendations that envisaged continued exchange of experiences and the appointment of focal points from the region.

The Office in Tajikistan continued its police reform project and included the assessment of the Gender Sensitive Police Units in six locations as well as the creation of two working groups that will elaborate on the referral system and discuss ongoing issues that are related to gender issues and domestic violence.

The Office in Yerevan carried out its multi-year programme to support community policing. It also worked to promote gender equality within the police system in a

bid to raise awareness that more female police officers need to be hired. Furthermore, the Office is providing support to the professional development of police to address domestic violence issues. The activities in 2014 supported the establishment of co-operation and co-ordination mechanisms between the police and other state and non-state partners that deal with domestic violence. A number of workshops were also organized with the stakeholders involved in solving domestic violence issues.

The Mission to Montenegro implemented a project to combat domestic violence that assists with the establishment of an efficient system of prevention and protection from domestic violence for law enforcement agencies, including police. The Mission to Serbia implemented a project, which aimed to increase the awareness of the police on the needs and the position of women as victims of violence. This included modules on investigative interviewing as well as victim risk assessment.

Gender analysis also plays an important role in **border management** as it can improve the operational effectiveness when addressing such issues as counter-terrorism and trafficking, and thus key OSCE programmatic components.

The Border Management Staff College (BMSC) in Tajikistan continues to include female experts both as lecturers and participants. There has been a steady increase of women participants as the College encourages participating States to identify female course participants, and during 2014 there were 86 female participants out of a total of 236. The BMSC arranges a one month Border Management Staff Course for Women Leaders, which has become an important event at the College and will now, after its debut, be offered every year. The first such staff course in 2014 was followed by a round table discussion organized by the College. It was attended by the participants of the Staff Course for Women Leaders and experts from diplomatic missions accredited in Tajikistan as well as representatives from government agencies and international organizations. Participants discussed the benefits of gender integration in border management, necessary reforms and actions to address gender issues in border agencies, and exchanged gender mainstreaming best practices. Furthermore, in May 2014, the BMSC successfully organized a round table discussion on “Strengthening Border Management and Security via Gender Mainstreaming” and facilitated the group research project during the Staff Course for Women Leaders.

The Border Security Management Unit (BSMU) in the Transnational Threats Department (TNTD) organized a training workshop in Romania on border security and management for more than 20 mid- to senior-level female officers from border, customs and border-related agencies from Albania, Bosnia and Herzegovina, Bulgaria, Croatia, former Yugoslav Republic of Macedonia, Greece, Moldova, Montenegro, Romania, Serbia, Turkey and Ukraine. The training focused on a wide selection of topics such as leadership and management, anti-corruption, border controls in border crossing points and UNSCR 1325. Furthermore, the Unit cooperated with the Co-ordinator on Trafficking in Human Beings, the International Organization for Migration and UNODC on a project regarding the strengthening co-operation among countries of origin, transit and destination in combating irregular migration and related transnational organized crimes. The project included gender aspects as women fall under the vulnerable groups that are most likely to migrate and thereby represent a target for organised criminal groups engaged in human trafficking and smuggling of migrants. Attention was also brought to the fact that trafficking in human beings, especially labour exploitation and smuggling of migrants, impact men, and that a restrictive mind-set would cause bias in their professional approach to victims and traffickers. Thus, this project shed light on gender-based biases that recur in the sphere of human trafficking.

The Action Against Terrorism Unit (ATU) in TNTD has continued its work with **women in counter-terrorism activities**. During 2014 the Unit organized an International Workshop, in partnership with the Global Counterterrorism Forum (GCTF), on *Supporting Civil Society Initiatives to Empower Women's Roles in Countering Violent Extremism and Radicalization that Lead to Terrorism*. Altogether there were two workshops organized under the joint OSCE-GCTF initiative to promote gender-sensitive strategies, policies and measures to counter Violent Extremism and Radicalization that Leads to Terrorism (VERLT), with an emphasis on empowering women to contribute to these efforts in different roles and capacities. The workshops fed into a draft good practice document for the GCTF co-chairs to be considered for possible adoption.

In March 2014, ODIHR and the OSCE Secretariat's Transnational Threats Department jointly published a *Guidebook on Preventing Terrorism and Countering Violent Extremism and Radicalization that Leads to Terrorism: A Community-Policing Approach*. The Guidebook provides direction for policymakers and senior police professionals on central issues that can impact the

success or failure of police efforts to harness a community-policing approach to preventing terrorism and countering VERLT. It could also serve as a useful resource for interested civil society representatives. The Guidebook highlights the potential role women can play in addressing the conditions conducive to terrorism and describes ways in which the police can effectively engage with women, underlining that the success of any such engagement is based on trust, transparency and co-operation. It stresses the need to involve women at all stages of development, implementation and evaluation of counter-terrorism and counter-radicalization strategies, policies and measures, as well as to increase women's presence in police forces. The guidebook is available in English, Russian, Arabic, Albanian, Bosnian and Serbian. ODIHR has participated in follow-up national seminars on countering VERLT in the former Yugoslav Republic of Macedonia and Ukraine in June and November 2014 respectively, which were organized by OSCE TNTD. In the national seminars ODIHR supported the need for all State responses to VERLT to be human rights compliant and gender sensitive, the need to understand the role of women in countering VERLT and the impact on women of responses to VERLT, as well as the need to involve women in all stages of counter-terrorism responses.

During 2014, ODIHR worked on the development of a training curriculum, trainers' manual and training-of-trainers programme for counter-terrorism law enforcement officers on countering terrorism and protecting human rights. As part of this programme, ODIHR delivered a pilot training course for law enforcement officers of Bosnia and Herzegovina on 10-11 July 2014 on complying with human rights standards while enhancing counter-terrorism strategies and skills. A follow-up training took place on 26-27 November 2014, which involved the delivery of a training course for senior law enforcement officers from eight OSCE participating States. The training focused on practical aspects of counter-terrorism policing, highlighting how complying with human rights may strengthen their effectiveness both in the short and long term. Key aspects of the training programme involve the need to assess the impact on the rights of men and women of counter-terrorism measures, the way that counter-terrorism measures may contribute to existing inequalities between men and women, and the need to involve women in every stage of the development and implementation of counter-terrorism measures. The participation of women in the training programme is specifically targeted and encouraged and the consultants developing and presenting the trainings are

required to fully mainstream gender issues in all their work, case studies and activities.

The Project Co-ordinator in Ukraine provided support to combat terrorism, organized crime and other threats to national and international security, and in the project developed topics related to a gender perspective in combating organised crime such as trafficking in human beings, female crime, and involvement of women and juvenile delinquents in criminal networks.

## 2.3 Second Dimension

The second dimension focuses on economic and environmental security related issues. In its policy framework the OSCE emphasizes the importance of both men and women having equal access to economic resources as a cornerstone of sustainable development and comprehensive security in the OSCE region. Ministerial Council Decision No. 10/11 on promoting equal opportunities for women in the economic sphere underlines that “women’s participation in the economic sphere contributes significantly towards economic recovery, sustainable growth and the creation of cohesive societies and thus is essential to the security and stability of the OSCE region.” Women’s economic empowerment is highlighted in the Gender Action Plan as one of the priority areas for the Organization to achieve sustainable peace, and the Gender Action Plan also stipulates that a gender perspective should be integrated into all OSCE activities, programmes and projects, including projects in the environmental sphere.

During the present reporting period, OSCE structures implemented 52 projects with a gender perspective in the Economic and Environmental Dimension, compared with 46 projects in the previous period, so a slight increase can be observed. The field operations in Albania, Astana, Baku, Bishkek, Montenegro, Serbia, Tajikistan, Ukraine, Uzbekistan and Yerevan implemented projects that were gender mainstreamed. Within the new reporting format applying the gender marker score, 60 percent of projects (31 projects) reported to have mainstreamed gender with regard to participation aspects only. Some 36 percent (19 projects) reported to have gender equality as a significant objective or to be fully gender mainstreamed, whereas only four percent (two projects) reported to have gender equality as the principal objective. The projects with gender equality as a principal objective focused on strengthening young women’s entrepreneurship skills and the inclusion of gender sensitive measures in OSCE participating States and Partner countries’ labour migration policies.

### 2.3.1 Promoting Equal Opportunities for Women in the Economic Sphere

The OSCE is mandated under the Gender Action Plan to promote equal opportunities for women in the economic sphere. As such, the OSCE executive structures are to include a gender perspective, analyse obstacles and develop

projects to assist women in fulfilling their economic potential. This includes activities designed to address discrimination in access to and control over productive resources as well as promoting women's entrepreneurial and other work-related skills needed for successful employment.

The Office of the Co-ordinator for Economic and Environmental Affairs (OCEEA) and the Project Co-ordinator in Uzbekistan were the only executive structures that implemented projects that had promoting equal opportunities for women in the economic sphere as their principal objective. OCEEA and the field operations in Astana, Albania, Tajikistan, Yerevan, Uzbekistan and Ukraine implemented eight projects in the economic sphere where projects had gender equality as a significant objective or were fully gender mainstreamed, corresponding to 40 percent. The remaining 50 percent of reported projects in the second dimension were reported as having a limited contribution to gender equality and were only mainstreamed in terms of participation.

Some of these field operations worked on building better networks for women entrepreneurs and connecting female leaders, both in order to connect them to resources and to one another. The Office in Yerevan, for example, provided career orientation for jobs in non-mining sectors with a higher participation of women than men. The Centre in Astana project helped to strengthen professional capacity of young women and men leaders through an exchange of experiences in resolving environmental problems.

Other field operations helped to improve women's business potential through providing relevant policy advice and capacity building. In 2014, the Project Co-ordinator in Uzbekistan continued to co-operate with the Business Women Association, the Women's Committee and the Ministry of Labour in improving business and employment opportunities for female college graduates. Trainings were held in more than 12 regions and helped 600 young women better understand what starting their own businesses means in practical terms. In 2014, with the objective to economically empower rural women, the Office in Tajikistan has strengthened its focus on women's role in international transit and in the context of its cross border trade with Afghanistan, and has also provided trainings, roundtables and policy recommendations to the Government with the goal of enhancing women's employment opportunities in the economic sectors.

OCEEA and field operations in Albania, Baku, Bishkek, Montenegro, Tajikistan and Ukraine addressed gender in relation to corruption, good governance, and

strengthening anti-money laundering measures, collecting sex-disaggregated data, actively promoting the participation of women and integrating a substantive gender perspective in some activities. In Ukraine, for example, a project on enhancing the Government's capacity to provide digital public services integrated a gender perspective in the design of the project activities and equal access to new services for women and men was ensured through awareness campaigns undertaken by local authorities.

The Centre in Astana has worked on the integration of a gender perspective into national labour migration strategies and the development of guidelines for NGOs on migration issues to better address women migrants' needs and promote the rights and interest of migrants and their families. Moreover, OCEEA continued its work on gender-sensitive labour migration policies across the OSCE region with the publication of the OSCE Guide on Gender Sensitive Labour Migration Policies in Spanish to encourage participating States and the Mediterranean Partners in developing labour migration policies in a more gender responsive manner, in line with OSCE commitments.

Special attention to the role of women in economic life was given at the Asian Partners Conference in Tokyo, which included a session on "Efforts to encourage women to play a main role as a driver in creating a fairer world" and the OSCE Mediterranean Conference held in Bosnia and Herzegovina, which included a session entitled "Enhancing the Role of Women in Public, Political and Economic Life in follow-up to the Mediterranean Conference 2013."

Issues related to the right to work, the right to health care and appropriate housing, and the challenges, especially for single mothers, in the realization of these rights, were addressed in a workshop on international standards in economic, social and cultural rights organized by the Centre in Astana.

### 2.3.2 Environment

Similarly to previous years' reporting, there are only a few environmental projects with a prominent gender perspective. No project had gender equality as a principal objective, but 34 percent, or 11 projects, reported gender equality as a significant objective, or being fully gender mainstreamed. The field operations in Albania, Montenegro, Serbia and Yerevan implemented these projects. Some 66

percent of projects, or 21 projects, were reported to have a limited contribution to gender equality only, thus a majority of the projects dealing with environmental issues were gender mainstreamed in terms of a balanced representation of experts, panel composition and participation only. This follows the trend of previous reports. Despite substantial efforts reported to achieve balanced representation, this was not always successful due to the smaller number of female technical experts typically available in the required sectors, but a positive trend can be observed in terms of raised awareness on this issue. Furthermore, field operations, such as those in Montenegro, further encouraged women's participation in project activities by considering childcare needs, meeting hours and means of transport.

Some of the field operations such as those in Albania, Tajikistan and Yerevan carried out a wide range of gender mainstreaming activities targeting the Aarhus Centres. Special attention was paid to integrating a gender perspective into the activities related to all the pillars of the Aarhus Convention (access to information, public participation and access to justice), co-operation with women NGOs and effectively employing OSCE guidance material on gender and the environment. In Tajikistan, the Aarhus Centres are cooperating with the Women's Resource Centres to achieve a more balanced outreach, compensating for the greater prevalence of men visiting the Aarhus Centres. The Presence in Albania promoted mainstreaming gender considerations into activities of the Aarhus Centers through focusing on themes such as women's role in waste management, awareness raising and public participation.

In Yerevan, the Office supported the gender mainstreaming of a project on environmental debates and analysis, ensuring that women's voices were included in events, hearings and public discussions. Their project on environmental rights for national minorities addressed gender issues in partnership with an NGO that involved women from their community for the trainings. A project installing low-carbon technology was designed to ensure that women and men equally benefited.

In Ukraine, the Project Co-ordinator ensured that gender aspects related to mine action and contamination by unsafe ammunition were taken into account in a project on enhancing information management in the Ukrainian mine action sector. Using sex-disaggregated data in preparation of awareness-raising materials helped focus the content and format of the messages toward boys, who currently represent near all explosive remnants of war casualties among children in Ukraine.

On climate change and security related projects, OCEEA and field operations in Albania, Ukraine and Yerevan demonstrated awareness that men and women are affected differently by climate change and that women in many instances are more vulnerable to natural disasters and environmental degradation. Project managers strived to achieve gender-balanced representation in project activities and implementation (consultations, identifying adaptation measures, prioritizing and implementation) to ensure that both men and women's perspectives and vulnerabilities are reflected.

The Mission to Serbia conducted a Gender Analysis of the Impact of the 2014 Floods in Serbia to identify and document gender-specific differences regarding flood risk, to inform the public, formulate a set of recommendations and offer them to relevant authorities to improve gender-sensitive planning in emergency management. Results of the research showed that the most vulnerable groups during natural disasters are the elderly, people with disabilities, single mothers and women who live alone in their households. Under the auspices of its gender equality project, the Mission to Bosnia and Herzegovina has an activity supporting existing gender machinery in gender mainstreaming disaster recovery plans resulting in 21 municipal teams being trained on local gender action plans and seven municipalities developing and adopting local gender action plans.

The Centre in Bishkek continued to promote women's participation in the water-users associations, in order to support their involvement in environmental issues. In Tajikistan, the Office reported an increased number of female participants in their energy security programme, and OCEEA also focused on increasing the involvement of women in their project on sharing best practices to protect electricity networks from natural disasters.

## 2.4 Third Dimension

Projects in the third dimension fall under four priority areas of action identified in the 2004 Gender Action Plan – non-discriminatory legal and policy frameworks, violence against women, participation of women in political and public life, and national mechanisms for the advancement of women. In addition, the calculations below also include projects on countering trafficking in human beings, which is a cross-dimensional issue but nevertheless most often considered in the context of the human dimension.

In the third dimension, OSCE structures reported an overall number of 194 projects. Of these, 33 (17 percent) scored 3 on the gender marker scale, 71 scored 2 (37 percent) and 90 (46 percent) scored 1. It is important that the OSCE structures endeavour to increase the number of thematic projects that are significantly gender mainstreamed and thus score a 2 on the gender marker scale as opposed to a 1.

A full overview of ODIHR activities to support gender equality in the human dimension is provided in Annex II of this report. This section highlights selected examples of ODIHR's work in the sphere of gender mainstreaming and gender specific programming.

### 2.4.1 Ensuring a Non-Discriminatory Legal and Policy Framework

The OSCE provides participating States with support in ensuring that national legal frameworks comply with international legal standards and OSCE commitments. This is done through technical assistance on gender equality, provision of legislative reviews; training key stakeholders such as legislators, judicial actors, and local governance representatives, and providing recommendations to institutions on integrating a gender perspective in legislation and policy.

During the reporting period, OSCE executive structures helped participating States address women's rights and gender equality in legislation on a range of issues, including domestic violence (to be discussed in more detail in section 2.4.2), media issues, budgetary processes, civil service and legal aid.

As a standard practice, ODIHR<sup>49</sup> reviews draft legislation on gender-equality issues and assesses compliance of this legislation with international gender-equality standards. Whenever possible, this legislative assistance is accompanied by expert roundtables involving ODIHR legal and gender experts, where proposals for reform are discussed with a variety of state, non-state and international actors. In addition, the ODIHR Legislative Support Unit has undertaken special efforts to ensure that gender is mainstreamed throughout its work, including in its legal reviews, its legislative guidelines and in particular in its law-making assessment portfolio.

In 2014, ODIHR prepared three legal opinions on draft legislation pertaining to the financing of political parties and election campaigns, two of which were prepared jointly with the European Commission for Democracy through Law (Venice Commission) of the Council of Europe. In these opinions, ODIHR and the Venice Commission extensively referred to the OSCE/ODIHR-Venice Commission Guidelines on Political Party Regulation, particularly the sections on gender equality in internal party democracy and during elections. In particular, the opinions noted that legislation should ensure that women are able to participate fully in political parties as a fundamental means for the full enjoyment of their political rights. ODIHR and the Venice Commission also provided examples of a number of ways of achieving this goal, some of which relate to internal party regulations, while others may be contained in political party legislation, for instance making the allocation of public funds contingent on compliance with gender balance requirements or imposing gender balance in electoral lists.

Gender aspects were also addressed in other legal opinions focusing on, among others:

- The independence of the judiciary in Moldova and the Kyrgyz Republic, with recommendations to ensure gender balance in the composition of judicial self-governance bodies and more generally in the judiciary;
- The police reform in Ukraine, particularly with regards to the composition of police services, gender-sensitive proceedings in relation to search, arrest and detention, gender equality and a multi-cultural working environment and adequate capacity development initiatives for all levels of the police forces on gender and human rights;

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<sup>49</sup> A full list of ODIHR's activities in all areas can be found in Annex II.

- The criminal procedure in Georgia, which has a dedicated section addressing victims' rights and gender-sensitive criminal proceedings;
- The Draft Building Act of Slovakia, which took into consideration the specific needs of women when providing recommendations for procedural and substantive safeguards in case of eviction, for instance by ensuring that both women and men from the same household are co-beneficiaries of compensation packages in case of eviction.

Two Missions implemented projects related to accountability for war crimes. In Serbia, the Mission ensured that gender-based crimes of sexual violence are included in the training curricula for the civil society organizations. The Mission is working with these civil society organizations in preparation for the takeover of war crimes trial monitoring in the future.

In Bosnia and Herzegovina the project built on past monitoring of trials now provides targeted advocacy and advice to national judicial actors on the investigation, adjudication, and prosecution of wartime sexual violence (women are disproportionately impacted by sexual violence during conflict) and ending impunity for such crimes. Trainings were organized for judicial professionals dealing with the prosecution of wartime sexual violence and war crimes and through the strengthening of existing witness/victims support mechanisms. In April 2014, the Mission launched a report on "Combating Impunity for Conflict-Related Sexual Violence in Bosnia and Herzegovina: Progress and Challenges." The report examined the achievements and obstacles in investigating, prosecuting and adjudicating cases of conflict-related sexual violence within the state-level criminal justice system. The Mission also facilitated the signing of a revised Protocol (MoU) on assistance and protection of victims/witnesses in war crimes cases for Tuzla Canton. The signed Protocol aims, among others objectives, to tackle the issue of adequate preparation and support to victims of sexual violence, mainly women in the territory of Tuzla Canton.

In 2014 the Mission to Bosnia and Herzegovina also launched the widely-acclaimed Bosnia and Herzegovina War Crimes Case Map, a web-based, interactive tool designed to provide accessible information regarding war crimes cases adjudicated in Bosnia and Herzegovina, including all cases of wartime sexual violence. The Map is regularly updated with new case information. Three trainings (Banja Luka, Teslic and Mostar) with a total of 80 judges, prosecutors

and defence attorneys were held on topics including the prosecution of wartime related sexual violence. The participants have increased capacities to apply domestic and international legal standards and instruments applicable to war crimes proceedings (including wartime sexual violence) to ensure war crimes trials are conducted fairly and efficiently.

OMIK supported two consultative roundtables on amending the draft Law on Gender Equality for participants from Kosovo institutions – the Agency for Gender Equality, relevant Ministries, Ombudspersons, NGOs and international organizations. Issues raised during the workshops included: expanding definitions of gender concepts; gender equality in employment; representation and participation of men and women; and the inclusion of gender mainstreaming and gender responsive budgeting within the law.

OMIK also mainstreamed a gender perspective into its project on strengthening municipal oversight by including the topic of gender responsive budgeting in its capacity building with municipalities. In total, 11 municipalities (29 percent) have allocated a specific budget code for the Municipal Office for Gender Equality: 16 municipalities (42 percent) have implemented activities in support of gender equality; six municipalities have adopted a Gender Action Plan; and 11 municipalities (29 percent) are reported to have considered gender responsive budgeting in their 2015 budget-planning document.

OMIK's project on supporting media and civil society was gender mainstreamed by including 11 screenings in municipalities across Kosovo of the documentary "Miss Representation," which uses examples to demonstrate how the mainstream media contributes to under-representation of women in powerful positions. During follow-up debates, multiple perspectives were discussed: the way in which women are represented in the media shaping cultural norms and attitudes; gender stereotypes and sexism in mainstream media; the objectification of women, which also reinforces a culture of violence against women; and persisting gender stereotypes, which limit women and girls socially, economically, and politically, and harm their self-esteem. This was the first time that the position of women in media was addressed as a topic in OMIK's large project on media.

The Project Co-ordinator in Ukraine provided continuing education for judges and/or court administrators on how to use gender-sensitive language in decisions and gender equality issues in general.

The Office in Tajikistan implemented a human rights project that worked to raise awareness and education levels of Government institutions, civil society, students and the public on human rights principles and commitments. It included a gender analysis in the process of assessing the human rights situation in the country, identifying consequences of human rights violations and issues on lives of women, men, youth and elderly, as well as communities. This included issues related to torture, criminal proceedings in extremist related cases, freedom of religion and belief, hazing in the military and other issues. Content of training and materials is checked against messaging that is gender sensitive and respectful. The Office also supports equal participation of women and men as speakers, expert consultants and beneficiaries of various programmes, with particular emphasis on reflecting women's voices.

The Presence in Albania worked with probation officers to include a gender perspective in their work and to understand in particular the factors that can help female offenders reintegrate into society as well as work with corrections officers on the legal rights of female prisoners. The Project Co-ordinator in Ukraine ensured that its detention monitoring included a gender perspective.

The Mission to Montenegro mainstreamed gender into its project on empowerment of the Roma, Ashkali and Egyptian (RAE) community by including a gender analysis in the project development, which identified girls from the RAE community as particularly vulnerable to missing school and education opportunities. Based on the analysis, it was decided that the project implementation needed to employ specific measures to target Roma, Ashkali and Egyptian girls as beneficiaries. As a result, a special effort was made to hire sufficient numbers of women as teaching assistants. Due to the traditional roles girls in these communities take on, these women were better able to gain acceptance to work with girls from the Roma, Ashkali and Egyptian community and improve the regularity of their school attendance by helping with school work and also walking them to and from school. More work needs to continue to be done with parents in these marginalized communities to ensure they understand the importance of girls' education for building positive futures.

The Project Co-ordinator in Ukraine implemented a project on the promotion of gender equality in Ukraine with the objective of enhancing gender mainstreaming in Ukrainian legislation, strengthening the capacity of Ukrainian social services providers, law enforcement agencies and media to promote gender equality and address gender-based violence, and increase public awareness on gender equality and non-discrimination issues. From March-May 2014, the Project Co-ordinator in Ukraine provided expert support and participated in a number of working group meetings organized by Ukraine's Ministry of Social Policy to draft Ukraine's combined periodic 8<sup>th</sup> and 9<sup>th</sup> report on the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) as well as a national report on the implementation of the decisions of the Fourth World Conference on Women, the 23<sup>rd</sup> special session of the UN General Assembly and "Beijing 20." From June-December 2014, the Project Co-ordinator in Ukraine provided expert support and participated in a number of working group meetings initiated by Ukraine's Ministry of Social Policy to draft a National Action Plan on the implementation of the UNSCR 1325 on Women, Peace and Security. The PCU also facilitated the Ukrainian translation of the OSCE Study on National Action Plans on the Implementation of UNSCR 1325, conducted by the OSCE Gender Section in 2014. In addition, the Project Co-ordinator in Ukraine extensively contributed to the working group that developed the amendments to the national legislation in the context of preparation for Ukraine's ratification of the Council of Europe Istanbul Convention. In line with the recently adopted Ukrainian State Programme to Ensure Equal Rights and Opportunities for Women and Men for the period until 2016, the Project Co-ordinator in Ukraine facilitated piloting of the course and manual on gender equality and non-discrimination, targeting the representatives of mass media and advertising industry (developed with support of the Project Co-ordinator in Ukraine in 2013) at three regional events held in Lviv, Odessa, and Kyiv from July-October 2014. About 100 journalists, representatives of media educational institutions and civil society from various regions of Ukraine (81 percent women) took part in training events. Based on the feedback from the participants, the manual and training course have been updated and two hundred copies of it have been printed for further handover and incorporation into the curriculum of Ukrainian media educational institutions.

The Mission to Skopje supported the strengthening of the national anti-discrimination mechanisms through the preparation of an expert analysis of discrimination practices on the grounds of gender in the education sector and in

the area of access to goods and services. These were used to inform the development of the Action Plan for the implementation of the anti-discrimination law. The Mission also continued implementation of its teacher training project. A gender analysis of teacher training institutions reveals a gender imbalance with many more female than male students. Towards this end, special measures were taken to try and encourage male students in teacher training institutions to participate in the project activities.

The Mission in Bosnia and Herzegovina ensured that a gender perspective was mainstreamed into its democratic governance project by promoting through project activities related to legislative drafting the relevant clauses of the Law on Gender Equality, including prohibition of discrimination, gender sensitive language and relevant quotas. Out of the 49 Republika Srpska municipalities that adopted new or amended existing Statutes, 25 accepted suggestions to include principles of gender equality among the other recommendations. The project also promoted the efforts of women parliamentarians and councillors, as well as gender equality committees, to launch legislative initiatives.

The Mission to Serbia supported mainstreaming principles of non-discrimination and inclusion in youth policies at the national and local level. Educational courses on working with vulnerable groups included a strong gender aspect and the development of inputs for the national youth strategy. It also included gender sensitive language, activities on gender equality and gender sensitive budgeting. The Mission continued with its project on mainstreaming gender and women's empowerment. The project objective was to strengthen national capacities to effectively address human rights, discrimination and gender inequality issues. The project contributed to increased participation of women from minority groups in public and political life and support efforts to develop the model Law on Gender Equality.

The Mission to Serbia also continued its mentoring programme. In 2014, 19 mentorship pairs were formed. The selected young women, among them five young Roma women, received professional guidance. In addition, the project contributed to building in-house expertise in gender equality and gender mainstreaming in the Mission to Serbia.

The Mission's programme on technical assistance for Roma inclusion mainstreamed gender by: ensuring that project staff received gender mainstreaming training; that gender sensitive indicators were developed for each component; that gender equality training was organized for mobile teams; that sex disaggregated data was provided for assessments of living conditions in Roma settlements; and that an assessment of good practices related to Roma employment focused in particular on Roma women.

#### 2.4.2 Preventing Violence against Women

MC Decision 15/05 on Preventing and Combating Violence Against Women encourages participating States to address violence against women through legislation, supporting victims' access to justice and education of relevant institutions. At the Ministerial Council in Basel in December 2014 participating States adopted MC Decision 07/14, also on Preventing and Combating Violence Against Women, which sets out further commitments in terms of preventing and prosecuting violence, protecting victims and building partnerships to achieve goals. OSCE field operations have undertaken a range of activities in these different areas to support participating States to implement not only their OSCE commitments, but also international conventions and legal standards on Violence against Women, such as the Council of Europe's Istanbul Convention.

Both ODIHR and field operations support the review of national legislation on domestic violence and educate stakeholders on the implementation of domestic violence legislation. In 2014, the Centre in Bishkek facilitated a request of the Ministry of Social Development for review of the draft law on domestic violence. The opinion was provided by ODIHR in October and circulated among government and civil society partners.

OMIK supported the drafting and distribution of the Commentary to the Law on Protection against Domestic Violence and, as part of this effort, 2,100 copies of the commentary (1,500 Albanian, 500 Serbian, 100 English) were distributed to stakeholders including lawyers, judges, prosecutors, Kosovo Police, social workers, and safety shelter staff. The commentary improves stakeholders' performance by providing them with reliable, up-to-date guidance and context to each article of the Law. Five trainings on the Standard Operating Procedures for

protection from domestic violence in Kosovo for duty bearers were conducted. The trainings provided instruction on the new Standard Operating Procedures for 211 participants (including representatives of the centre for social welfare in Mitrovica/Mitrovicë North and one Kosovo Serb NGO) from groups engaged in preventing domestic violence and service providers. The mission also developed two TV spots featuring local athletes (a Kosovo Serb and a Kosovo Albanian boxer) in order to reach out to men to promote the elimination of violence against women. The TV spot was aired on local Kosovo channels, both in Albanian and Serbian. Furthermore, 2,000 posters in Albanian and Serbian were printed and disseminated featuring the boxers with the same message. Focus group discussions consisting of 29 participants (14 females, 15 males) were carried out after completion of the airing. The focus groups showed that the campaign message was well understood. The young boxers were seen as a way to involve men in promoting positive messages of masculinity by speaking out against domestic violence.

OMiK conducted a training of trainers on the prevention of violence against women on the non-formal education curriculum for members of Kosovo Roma, Ashkali and Egyptian communities. As part of this activity, 11 Kosovo Roma, Kosovo Ashkali and Kosovo Egyptian community members (six women, five men) were trained on domestic violence prevention and protection mechanisms. In addition, 24 outreach workshops took place with youth (385 females and 115 males) on the prevention of gender-based violence. A regional roundtable with 24 participants (14 females and 10 males) was held focusing on how to improve support for survivors of domestic violence as well as the functioning of referral mechanisms.

During the reporting period, the Project Co-ordinator in Ukraine continued to assist Ukraine's Ministries of Social Policy and of Interior in addressing domestic violence, taking into account new challenges related to high risks of domestic violence in the families of Internally Displaced Persons. Three trainings on the implementation of corrective programmes for domestic violence perpetrators for about 90 representatives of social service providers (85 percent women) from various regions of Ukraine were conducted in Lviv and Dnipropetrovsk from July-August 2014. In November 2014, the Project Co-ordinator in Ukraine held a two-day international conference on combating gender-based violence for over 50 police officers. The conference was attended by heads of the Precinct Police

Inspectors Service Departments from across the country, teachers from police higher educational institutions, as well as representatives of central authorities (29 percent women). The female police experts from Canada, Austria, and the Czech Republic shared their positive experience related to various aspects of addressing gender-based violence. This included, in particular, police measures to prevent, investigate and prosecute gender-based violence and to protect victims. It also touched on approaches in teaching the courses on combating domestic violence for police officers.

In the framework of the “16 Days against Gender-Based Violence” campaign, the Project Co-ordinator in Ukraine supported an All-Ukrainian Conference on “Gender Policy in the Context of European Integration and International Commitments of Ukraine” in December 2014. The conference was held at the initiative of the Ministry of Social Policy and in partnership with UN Women, UNFPA, Friedrich-Ebert-Stiftung and the Ukrainian Women’s Fund. It gathered over 230 representatives of state authorities at the central and regional levels, as well as social service providers and civil society activists (87 percent women). Conference participants compiled recommendations on the proactive use of gender mainstreaming approaches in addressing the conflict and post-conflict situation in Ukraine, enhancing preventive efforts to mitigate the risks of human trafficking and domestic violence among new vulnerable groups, internally displaced persons, as well as, specific steps to be outlined in Ukraine’s Action Plan to implement UNSCR 1325. The participants also discussed proposed amendments to Ukrainian legislation related to gender mainstreaming in the national and institutional programmes for socio-economic development, developed with the Project Co-ordinator in Ukraine’s support.

In line with the OSCE Action Plan for the Promotion of Gender Equality and the recently adopted Ministerial Council Decision No. 7/14 on Preventing and Combating Violence Against Women, the Project Co-ordinator in Ukraine will continue to assist Ukrainian authorities in their efforts to promote comprehensive, effective and evidence-based approaches to combating all forms of violence against women, including sexual and domestic violence, and better respond to the needs of all victims. The Project Co-ordinator in Ukraine will further support the implementation of UNSCR 1325 to improve women’s participation in conflict resolution and peace-building, and to ensure the participation of women and women’s organizations in consultations and negotiations. The security threats

women face will be also addressed in the context of post-conflict security sector reform, including police reform. In these efforts, the Project Co-ordinator in Ukraine will continue co-operating with the Senior Adviser on Gender Issues and the SMMU and strive to ensure a complementary approach by closely co-ordinating with the Council of Europe, UN, USAID and other key stakeholders.

The Centre in Astana and the Project Co-ordinator in Baku implemented projects related to training police or other stakeholders on responding to domestic violence. In Kazakhstan, the law enforcement seminars focused on legal mechanisms for protecting victims of domestic violence, but it also provided training to other sectors, such as health care, social services and education workers that deal with domestic violence victims. The Centre in Astana also brought together city court judges and prosecutors, as well as experts from local non-governmental organizations, to share experiences with some 170 district police inspectors and social workers of local crisis centres on dealing with domestic violence cases. In addition, the Project Co-ordinator in Baku organized a competition for the best media article on the problem of domestic violence in Azerbaijan as a tool to raise public awareness of the issue and the responses needed to address the problem successfully. In the next year the Project Co-ordinator in Baku plans to follow up further on this work by cooperating with the government to establish the first functioning 24-hour shelter for victims of domestic violence in Azerbaijan as well as a telephone hotline.

The Mission to Bosnia and Herzegovina supported the development of a database of domestic violence interventions for referral mechanisms in the Federation of Bosnia and Herzegovina. It also helped with the development of municipal protocols on co-operation of referral mechanisms in Posavina Canton. The database of domestic violence interventions in the Federation of Bosnia and Herzegovina was developed for its Gender Centre and will be in full use by all safe houses, police stations and centres for social work as of 2016. The next step is training for social workers and police officers on the use of the database to ensure its sustainability. In addition, the Mission supported a theatre play on domestic violence in Travnik municipality to raise awareness among the local population on this issue.

The Mission to Moldova implemented a project on awareness-rising activities to combat gender-based violence. Capacity-building activities included elaboration

and distribution of a compilation of normative acts and judicial practice on combating domestic violence. As a part of the project, training was conducted for 70 representatives of multi-disciplinary teams from different regions in Moldova on how to handle domestic violence cases and how to support victims. A long-term result of the Mission working together with state agencies, and civil society was an increase in state resources being allocated to awareness-raising activities in domestic violence. Also, a new amendment to the Domestic Violence Law on making police officers responsible for issuing emergency protection orders was finalized and submitted for Governmental approval. In addition, the Mission to Moldova launched a project aimed at studying access to justice for victims of domestic violence and human trafficking in Moldova. The project has examined the present access to free legal aid and representation, pointing out where resources are most needed, and where they can make a difference. To enable legal professionals and service providers to more efficiently investigate and prosecute domestic violence and trafficking cases, training was provided to psychologists, prosecutors and judges on child victims interviewing techniques. The Ministry for Internal Affairs confirmed that their capacity to work on domestic violence and trafficking in human beings cases has been strengthened, but continuous training is required to respond to crimes.

Throughout the reporting period, ODIHR continued to support OSCE participating States, particularly in the Kyrgyz Republic and in Montenegro, in adopting and strengthening laws aimed at: preventing violence against women and domestic violence; protecting victims from abuse; and bringing perpetrators to justice. In particular, ODIHR continued to provide legislative assistance to OSCE participating States that have ratified the new Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (the Istanbul Convention) to bring their legislation into compliance with this instrument. ODIHR undertook the review of 18 laws and draft laws of Montenegro to provide recommendations for amendment to bring them into compliance with the Istanbul Convention. Linked to this comprehensive review, ODIHR issued a legal Opinion on the Draft Law on Compensation of Damages for Victims of Criminal Acts in Montenegro, which provides a set of recommendations to address the specific situations of victims of domestic violence, or of trafficking in human beings, or victims who may be particularly vulnerable due to their age or other circumstances.

### 2.4.3 Promoting the Participation of Women in Political and Public Life

Ministerial Council Decision No. 7/09 on Women's Participation in Political and Public Life describes the OSCE's commitment to promoting women's equal participation in democratic processes and political activities. The OSCE continues to provide technical assistance to participating States in improving opportunities for women, in particular those from minorities or marginalized groups, to participate in public and political life.

ODIHR's Programme on Increased Participation of Women in Politics supports participating States in advancing gender equality as an integral component of democratic society, focusing on increasing the participation of women in political parties, elections and parliaments, at all levels and, particularly, in decision-making. The full report on ODIHR's activities in this area can be found in Annex II.

A number of OSCE Structures supported the participation of women in elections, either as voters, candidates or election officials. The Centre in Bishkek mainstreamed its electoral assistance project by including gender specific topics in the national public dialogues organized in 2014. How to promote the use of official quotas as an effective tool for increasing women's substantive political participation was one of the important issues discussed, and, in particular, the role of party leaders in translating these quotas into actual seats in parliament. Raising the awareness of civil society and female members of parliament was also identified as an important strategy to improving the implementation of the quota.

Gender equality and the participation of women to public or political life are always under the scrutiny of the OSCE Parliamentary Assembly together with ODIHR on the evaluation of the electoral processes. During the reporting period, the OSCE Parliamentary Assembly organized nine election observation missions. These Missions had a Head of Delegation and some also had a CiO-appointed special co-ordinator. Good gender balance in the leadership of the missions was one of the priorities for OSCE PA. It is indicative that among CiO-appointed special co-ordinators and Heads of Delegations, nine were female and eight were male.

The OMiK, in co-operation with the OSCE Mission to Serbia, facilitated another meeting of prominent women leaders from politics, academia, media and civil society in Prishtinë/Priština and Belgrade. These dialogue meetings, the so-called

“Budva Process,” aim to contribute to a spirit of reconciliation between women leaders from Prishtinë/Priština and Belgrade through a focus on topics of general interest to both groups, i.e. the promotion of gender equality and women’s rights in different contexts (e.g. political/public participation, presentation of women in the media, education of women etc.).

The Mission also supports the local and central-level national women caucus groups with their establishment of capacity-building efforts, as well as planning and implementation of outreach activities on a variety of topics. These include breast cancer awareness, public budgetary processes, income generation initiatives and public speaking training. The development of their action plans and lobbying for budget and decision-making is supported through the Mission’s regional offices.

The Mission to Montenegro implemented a project on supporting a more efficient transparent and gender-sensitive parliament. The project supported the work of the Cetinje Parliamentary Forum on women's entrepreneurship and initiated the development of a Network of Women MPs.

The Mission to Serbia supported the strengthening of the capacities of the Women's Parliamentary Network to oversee the implementation of existing policies and review newly proposed legislation from a gender perspective. As a result, four amendments to the 2015 Draft Budget of the Republic of Serbia were tabled by the Women’s Parliamentary Network, and co-operation was enhanced with women politicians at different levels (provincial, and local), as well as with other relevant stakeholders including civil society, international organisations, academia, etc.

The Office in Yerevan provided targeted support to the implementation of OSCE gender-related commitments and promoted participation of women in public life. This came in the form of public awareness raising and discussions on gender-related issues in Armenia. The goal is to continue to support stakeholders to move policy discussions forward.

The Mission to Moldova implemented a project on participation of women and youth in political life. To promote women’s equal participation in political activities and engage women in local political life, four roundtables were organized in

different regions of Moldova that touched upon various topics. These included gender balance, establishing a clear threshold for women representation in parliament and government, and being nominated on the list of political parties during elections. Women formed more than half of the participants in all events.

Gender equality aspects are included in all ODIHR election-related activities, in line with Gender Action Plan commitments. In all its election observation activities, and in particular through its Election Observation Missions and Election Assessment Missions, ODIHR consistently conducts gender-specific analysis of election processes and women's participation in political life. Reporting on gender equality and women's effective participation in elections are part of the duties and responsibilities of all Election Observation Missions and Election Assessment Missions analysts, who consider the ways in which legal, media, political, and social structures affect women as well as men in electoral processes.

Where there is identified added value, the core team of experts of an Election Observation Mission or Election Assessment Mission may include a dedicated Gender Analyst. In 2014, one Gender Analyst was deployed on a long-term Election Observation Mission. In all other cases, a member of the core team, usually the Political Analyst, served as the Gender Focal Point, and was specifically asked to undertake and co-ordinate all gender-related analysis. Gender Analysts, or Gender Focal Points, co-ordinate inputs from analysts and are responsible for providing analysis, advice, and expertise to other core team members.<sup>50</sup>

#### 2.4.4. Strengthening National Mechanisms for the Advancement of Women

The 2004 OSCE Gender Action Plan encourages participating States to strengthen independent institutions that monitor and promote gender equality and women's human rights. This can also include creating Ombudsperson institutions or Human Rights Commissioners. Such institutions are often tasked to address gender-related discrimination against individual citizens.

The Mission to Bosnia and Herzegovina supported the adoption of municipal gender action plans in Republika Srpska; 21 municipalities received training on

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<sup>50</sup> A full list of ODIHR's activities in this area can be found in Annex II.

local gender action plans - two already had their own plans, seven have since adopted plans, and eight more are on track to complete theirs in the next year. Ten more trainings are planned for the remaining municipalities. The Mission to Bosnia and Herzegovina also supported the development of a manual for municipalities in the Federation of Bosnia and Herzegovina on the implementation of the Law on Gender Equality in Bosnia and Herzegovina at the local level.

The Mission in Kosovo integrated a gender component into its project work with independent oversight institutions. Given the low number of female members of these institutions, the project conducted research on the obstacles and challenges to women's appointments as board members. The resulting discussion paper on gender diversity in senior management of independent institutions found that there is low representation of women, there is no enforcement policy for balance or diversity in management and that party politicization of selection processes favours male candidates. The research will be used to design future activities with oversight mechanisms to improve their gender perspective.

The Mission to Montenegro mainstreamed gender into its project on enhancing the capacity of National Human Rights Institutions by ensuring that seminars and trainings integrated an understanding of multiple and intersecting forms of discrimination, especially as this regards gender based discrimination for individuals from vulnerable groups. In co-operation with the Ministry of Human and Minority Rights, the Mission continued its work at the local level in strengthening their abilities to implement gender equality policies. Support was provided in the establishment of Local Action Plans for Gender Equality in three municipalities and Memoranda of Understanding were signed with two municipalities (including Podgorica). The Mission also supported the implementation of Local Action Plans in six municipalities focusing on the economic and political empowerment of women, especially women from rural areas, and health campaigns. The Mission provided assistance to the Network of Gender Focal Points where co-ordination meetings and trainings were organised for network members. In addition, to further raise awareness of gender equality principles among youth and academia, a pilot two-day workshop was delivered to university students.

The Mission to Serbia integrated a gender perspective in its capacity building of the judiciary and the Commissioner for Protection of Equality Litigation Unit on

anti-discrimination legislation and practices. A special emphasis of the training was placed on cases of manifold discrimination, where victims are usually minority women. In addition, the Mission implemented a project on public accountability at the local level, the objective of which is to enhance public accountability and gender equality by supporting gender equality mechanisms, local ombudspersons, capacity-building of municipal councillors and implementation of integrity measures.

The Project Co-ordinator in Uzbekistan supported the National Centre of Human Rights during 2014 and, within the project frame, organized a four-day training course on improving skills in drafting National Reports to the CEDAW Committee. The training focused on developing better understanding of the Convention on the Elimination of all Forms of Discrimination against Women, work of the CEDAW Committee and the reporting process under CEDAW. During the event, special attention was paid to improvement of the monitoring and implementation mechanism of CEDAW's concluding observations.

## 2.5 Cross-Dimensional Gender Work and Project Management

A particularly effective way of working on gender issues in the OSCE is the informal collaboration between specialized gender staff (Gender Advisers, Focal Points, etc.) and non-specialized staff on the formulation and implementation of programmes, projects and systems. And there are numerous examples of collaborative work between OCEEA, ODIHR, the TNT Department, the Conflict Prevention Centre and the Gender Section within the reporting period.

One example of effective collaborative work is the relationship between the Programme and Evaluation Support Unit (PESU) of the Secretariat and the Gender Section on mainstreaming gender into the development of project proposals. The gender analysis of Extra Budgetary (ExB) projects is essential for improving the effectiveness, efficiency, transparency and accountability of projects. Throughout this reporting period, PESU coordinated the assessment of 118 ExB project proposals planned by field operations and Secretariat thematic units, amounting to a total value of EUR 120.7 million. The Gender Section continued to provide comments and advice on all ExB project proposals and when projects had a principal focus on gender issues, PESU also consulted with ODIHR's gender mainstreaming experts for their assessment of the approach taken and additional advice. The assessment of the gender experts consistently emphasized: the politically correct use

of language; a comprehensive and critical, rather than merely participatory, approach to gender mainstreaming; and the collection of sex-disaggregated data for further monitoring and evaluation purposes. However, given that only half of the final project proposal versions (52.9 percent) incorporate gender-related comments provided through the mandatory assessment process (ref. CPC/PESU 2013 assessment data), more could be done in regard to incorporating the feedback given.

PESU has also continued to promote its Manual for Programme and Project Managers, introduced in 2010, with chapter two outlining how to gender mainstream projects. The manual provides a comprehensive methodology to streamline and gender mainstream project management practices across the Organization, to implement efficient, effective and sustainable programmes and to ensure that both men and women benefit equally. In order to consolidate the impact of the manual, the Unit has been engaged in supporting Programme and Project Managers on-site as well as in Vienna. The Unit provides expert support such as coaching and training on programme and project management that includes a component on how to gender mainstream OSCE activities. PESU provided this project management on-site training in the following Executive Structures from 1 January to 29 December 2014: the Centre in Ashgabat, Office in Tajikistan, Mission to Serbia, Presence in Albania, Office in Yerevan, Mission to Montenegro, ODIHR and the Secretariat.

The Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings continued its support of a project in Moldova on preventing human trafficking in children without parental care (usually graduates of state boarding schools), in particular targeting girls who are considered the most vulnerable and at risk of trafficking. Both girls and boys equally benefited from the project activities, which aimed at breaking stereotypes and prejudices on gender equality as well as preventing violence and other forms of abuse. The next phase of the project will focus on the training of trainers from Moldova, Belarus and Ukraine. The Co-ordinator for Combating Trafficking in Human Beings organized workshops on the prevention of trafficking for the purpose of domestic servitude in diplomatic households and put special emphasis on trafficked migrant domestic workers, young girls and women's labour rights. In this connection, the Handbook on domestic servitude was also successfully launched in December. The Office supports gender equality during high-level conferences that it organizes, at bilateral meetings of the Special Representative with OSCE delegations, during meetings with senior government officials in the OSCE capitals, at public events and in the media.

The Presence in Albania addressed the vulnerability of women and girls towards human trafficking and forced labour in a project on enhancing the Government's measures to fight human trafficking in Albania. For instance, the questionnaires on the identification of forced labour, which were developed for labour inspectors and officially approved by the State Labour Inspectorate, contained specific questions that labour inspectors may use to identify women's social and economic vulnerabilities that make them particularly prone to being trafficked. Labour Inspectors were also encouraged to assign women inspectors in the inspections of working places where the occurrence of exploitation of women is most likely, such as the manufacturing sector. In addition, the Presence cooperated with the Office of the Special Representative on Combating Trafficking in Human Beings for the publication of a paper on the non-punishment of victims of trafficking, which addresses how women's social and economic vulnerabilities contribute to their trafficking and exploitation.

The Presence in Albania also implemented a project supporting measures to fight child trafficking in Albania. While the Project focused on the issue of the prevention of child trafficking, the vulnerabilities of young girls and women (below 18 years of age) were taken into consideration in the documents produced under the project. As such, the vulnerability of young female workers was discussed in the workshops to present the Code of Conduct. This approach aimed to raise awareness of the forced labour situations that may involve young girls and women. Gender issues were addressed in the project documents and workshops, mainly from the perspective of addressing the social and economic vulnerabilities of young girls and women.

The Office in Yerevan supported the strengthening of anti-trafficking policies and capacity of actors working on the anti-trafficking national action plan by integrating gender equality principles into trainings and seminars and paying special attention to addressing the specific needs of men and women when designing policy and legislative documents.

The Project Co-ordinator in Ukraine supported the National Anti-Trafficking Commission and other anti-trafficking actors in institutionalizing a multi-dimensional approach to combat human trafficking and related crimes. The project addressed both trafficking for forced and exploitative labour as well as trafficking for sexual exploitation. The project also highlighted several rights and obligations that have specific application to the situation of women who have been

trafficked or who are vulnerable to human trafficking. The results included greater knowledge among law enforcement, prosecutors and judiciary adjudicators of victim-centred principles in investigation, prosecution and conviction.

OMIK printed approximately 4,000 copies (3,500 copies in Albanian and 500 in Serbian) of the leaflet promoting the Anti-trafficking and Domestic Violence help line and disseminated it to 126 schools across Kosovo.

The Mission to Bosnia and Herzegovina implemented an anti-trafficking project based on the gender analysis that victims of sexual exploitation are mostly female, while victims of labour exploitation are male. The Mission organized a panel discussion regarding prosecution and protection of victims of trafficking, especially minors at the judicial and prosecutorial conferences held in 2014 and attended by over 100 judges and prosecutors. A training of trainers on trafficking in human beings was held for law enforcement to enhance capacities of the teaching staff in police academies in Bosnia and Herzegovina to master necessary skills in delivering effective and modern methods of training to police cadets and in-service police officers.

The Centre in Bishkek implemented a project designed to devise anti-trafficking prevention measures while simultaneously supporting the implementation of the National Action Plan to Combat Trafficking in Human Beings in the Kyrgyz Republic (2013-2016). Overall the project aimed to provide diversified support to the implementation of the measures contained in the National Action Plan, and succeeded in raising the awareness of stakeholders, such as religious leaders and foreign consulates, who had not previously been engaged in prevention efforts. The project did so by uncovering the gender dimensions of human trafficking and increasing data collection and analysis of the problem. With a diversified portfolio of activities ranging from training sessions to roundtables and research actions, the project endeavoured to keep a gender perspective and identify targeted responses. Thus, while the focus was not gender equality as such, a gender perspective was mainstreamed throughout the project.

The Mission to Skopje strengthened understanding among key stakeholders of the non-punishment principle as it relates to trafficked victims. It also worked on improving prevention, identification and protection services provided to potential and actual minors, who are victims of trafficking. Furthermore it reinforced co-

operation at the regional and European levels. The participants were predominantly women, who provide shelter and assistance to street children and those involved in begging or illicit activities, as well as with children trafficked for the purposes of sexual and labour exploitation. A scheme of regional exchange programmes was developed and two exchange programmes were organized for the NGOs - members of the regional network - in Greece and Serbia. Namely, the NGO representatives were placed with a counterpart organization in a different country. Together they worked on the ground on prevention, but they also helped real cases of trafficked and exploited children, mainly with cross-border elements.

Furthermore, two regional meetings were organized over the course of the project. The first one was an inception and co-ordination meeting, where the participants determined both substantial and practical details of the entire programme. A final meeting was organized towards the end of the project to assess the effects and benefits of the exchange programmes. It was also used to strengthen the advocacy skills of the regional network and the participating NGOs to pursue joint strategies and actions in combating trafficking of exploitation of children in the entire region. Additionally, the final meeting helped establish contacts between participating NGOs and their counterpart organizations in France, as one of the destination countries in Western Europe

The Office in Tajikistan co-operated with the Government in regards to implementation of the newly adopted law on combating trafficking in human beings and providing assistance to victims of trafficking, including co-ordination of activities between organizations to facilitate the work of the state Interagency Commission for Combating Trafficking in Human Beings and its associated working groups. The Office continued building capacity of the civil society to strengthen accessible rights enforcement mechanisms, identification processes, and raise awareness.

The Project Co-ordinator in Ukraine provided extensive expert support to the interagency working group on drafting the new State Programme for Combating Trafficking in Human Beings for 2016-2020, as well as in developing amendments to the national legislation to enhance the provision of assistance to victims of human trafficking. In November 2014, the Project Co-ordinator in Ukraine, joined with partners from Ukraine's security sector to conduct an international conference for approximately 140 participants. These included representatives of

the specialized anti-trafficking police departments, investigators, prosecutors and judges from all regions of Ukraine (21 percent women), who discussed challenges in the prosecution of human trafficking. Representatives of Dutch, Finnish, Israeli, Moldovan and UK police and prosecutorial authorities shared their experience in addressing various forms of human trafficking with Ukrainian counterparts. Particular focus was made on ensuring a co-ordinated, gender-sensitive and victim-centred approach to prosecution of all forms of human trafficking, and ways to address new trends, e.g. increased risk of trafficking in the context of the current crisis situation, including among IDPs.

As the level of human security has seriously deteriorated in Ukraine, it increases the vulnerability of the local population to trafficking rings. To respond to these risks, the Project Co-ordinator in Ukraine, together with national partners and the Co-ordinator on Countering Trafficking in Human Beings, adjusts its support in the anti-trafficking domain. In accordance with the OSCE Action Plan on Combating Trafficking in Human Beings, the Project Co-ordinator in Ukraine will assist local stakeholders in addressing all forms of human trafficking, particularly those arising from armed conflicts.

In November-December 2014, the Project Co-ordinator in Ukraine, in co-operation with Ukrainian Ministry of Social Policy, launched the second phase of the multiplication of the state-led National Referral Mechanism, with the local components being implemented in Chernivtsi, Khmelnytsky, Vinnytsia, Luhansk, Donetsk, Kharkiv, Zhytomyr, Rivne, Volyn, Sumy, Kirovohrad and Kyiv regions, and the city of Kyiv. Prior to the launch in October 2014, the Project Co-ordinator in Ukraine organised a briefing on gender aspects of the project implementation for heads of anti-trafficking NGOs selected as implementing partners in the project regions.

To discuss the plans of the project implementation for the initial period of November 2014 – May 2015, round tables involving key regional National Referral Mechanism stakeholders and Project Co-ordinator in Ukraine project staff were held in November-December 2014 in 11 of the National Referral Mechanism multiplication regions (over 300 hundred participants in total). In the Donetsk and Luhansk regions, the emphasis was placed on the revival of the National Referral Mechanism multidisciplinary groups at town and county levels. As a result of the National Referral Mechanism implementation, 27 persons were granted the status

of victim of trafficking in human beings (10 women, 12 men and 5 children) in 2014. These people are currently going through their respective rehabilitation programmes, the progress of which will be monitored by local authorities on a quarterly basis.

## **2.6 Gender Mainstreaming in Institutions**

The Office for Democratic Institutions and Human Rights (ODIHR), the Office of the Representative for Freedom of the Media (RFOM) and the Office of the High Commissioner (HCNM) are implementing the OSCE MC Decision on the Gender Action Plan in line with their mandates. Some of their activities have been included throughout the report according to thematic areas, but some programmes of note are described below and a full description of each Institution's work on promoting gender equality can be found in the Annexes.

### **2.6.1 Gender in the Work of the Representative on Freedom of the Media (RFOM)<sup>51</sup>**

The mandate of the RFOM is to uphold the fundamental right to freedom of expression and an independent and pluralistic media. In this regard, the RFOM advocates for and promotes compliance with OSCE media freedom commitments and works towards improving the legal frameworks across the OSCE region. In line with the Gender Action Plan, the RFOM is mandated to receive "allegations of serious intolerance towards women and incitement to gender discrimination in or by the media in participating States." The RFOM can react to reported cases observed in the general framework of monitoring freedom of the media in OSCE participating States.

The RFOM has identified such intolerance towards female journalists in the online environment in 2014. Over the past year, the Office of RFoM has become alarmed by a growing number of reports from across the OSCE region on female journalists/bloggers singled out and fiercely attacked in social media. The online attacks tend not to address the content of the articles but instead degrade the journalists/bloggers as a woman. Therefore, by the end of 2014, the Office of RFOM has developed a project to start in 2015 that will address the issue. The

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<sup>51</sup> A full list of RFOM's gender mainstreamed projects and activities can be found in Annex IV.

objective of the project activities to be implemented in 2015 is to raise awareness to the growing trend of female journalists' safety infringed by online threats and harassment and to develop sustainable solutions to grant female journalists access to expression and decision-making through the New Media.

Besides developing concrete steps to address the above-mentioned trend, the RFOM will continue to pay attention to developing trends of intolerance towards women or incitement to gender discrimination in the media area, and will carefully analyse their actual and potential impacts and take appropriate action.

In accordance with its mandate, the RFOM does not implement projects specifically aimed at promoting gender equality. However, all programming activities are gender-mainstreamed by the responsible officer and the Gender Focal Point, in particular participatory gender-mainstreaming such as equal gender representation of speakers, panellists and participants in conferences and seminars organized by the Office. Implementing partners are asked to take gender-equality principles into account when carrying out their projects.

Women were key speakers, chairs, presenters and experts in a host of trainings and conferences during the reporting period, including, but not restricted to, the Central Asia Media Conference, the South Caucasus Media Conference, the conference on Freedom of Expression for Tolerance and Non-discrimination<sup>52</sup> and the two expert meetings on Open Journalism.<sup>53</sup>

The entire report and further examples of RFOM's gender mainstreamed activities are included in Annex IV.

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<sup>52</sup> <http://www.osce.org/fom/127110>

<sup>53</sup> Interviews and recordings from the expert meeting on 5 May 2014 are available at: <http://www.osce.org/fom/118503> and from the meeting on 19 September at: <http://www.osce.org/fom/124991>

### **2.6.2 Gender in the Work of the High Commissioner on National Minorities (HCNM)<sup>54</sup>**

The High Commissioner on National Minorities (HCNM) regards the promotion of gender equality as an integral part of the Institution's policies and activities, not only within the office, but also when meeting interlocutors, providing recommendations on issues affecting the integration of society, and implementing project activities.

The HCNM is an instrument of conflict prevention, tasked with providing early warning and, if appropriate, action at the earliest possible stage concerning 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. The HCNM seeks to involve a range of stakeholders, including female minority representatives, NGO leaders and experts, in dialogue and activities. In the course of monitoring and analysing sources of interethnic tensions, the HCNM tries to examine how these issues might affect men and women differently. At the end of 2014, the HCNM adopted an internal strategy on the implementation of the OSCE Action Plan for the Promotion of Gender Equality.

The full report and further examples of HCNM's gender mainstreamed activities are included in Annex III.

### **2.6.3 Gender in the Work of Office for Democratic Institutions and Human Rights (ODIHR)<sup>55</sup>**

In accordance with the OSCE Action Plan for the Promotion of Gender Equality, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) assists participating States in implementing commitments related to the promotion of gender equality and increasing the participation of women in governance structures. ODIHR promotes the integration of a gender perspective in all policies, programmes and practices, and implements targeted initiatives to ensure gender equality in priority areas outlined in the Action Plan.

The priority areas defined in the Action Plan include the development of non-discriminatory legal and policy frameworks, ensuring equal opportunity for the

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<sup>54</sup> A full list of HCNM's gender mainstreamed projects and activities can be found in Annex IV.

<sup>55</sup> A full list of ODIHR's gender mainstreamed projects and activities can be found in Annex II.

participation of women in political and public life, promoting equal opportunities for women and men in the economic sphere, building national mechanisms for the advancement of women, preventing violence against women, and encouraging women's participation in conflict prevention and post-conflict reconstruction.

During 2014, ODIHR continued its two targeted programmes designed to increase women's participation in political and public life, and to integrate a gender and human rights perspective into the security sector. These goals are promoted through the implementation of the Programme on Increased Participation of Women in Politics, and the Human Rights, Gender and Security Programme. It also focuses on the protection and promotion of women's rights and on increasing the participation of women in political and public affairs.

Furthermore, the HDIM, Europe's largest annual human rights and democracy conference, is organized every year by ODIHR as a platform of exchange for OSCE participating States, Partners for Co-operation, civil society, international organizations and OSCE executive structures. The event is aimed at taking stock of the implementation of OSCE human dimension commitments, discussing associated challenges, sharing good practices and making recommendations to facilitate implementation in the future.

Two thematic sessions were devoted to gender issues during the HDIM:

- Tolerance and non-discrimination, including equality of opportunity for women and men and the implementation of the OSCE Action Plan for the Promotion of Gender Equality;
- Violence against women and children.

Gender equality commitments and issues were covered in detail during the session on Tolerance and Non-Discrimination, held on 25 September 2014. Participants discussed commitments relating to equality of opportunity for women and men, implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality, and prevention of violence against women and domestic violence. In 2014, speakers and participants emphasized the fundamental importance of gender equality as a cornerstone of secure, democratic societies in the OSCE region. They noted that more needs to be done to achieve not only *de jure* but also *de facto* gender equality in the OSCE region, including the need to enhance the participation of women in politics and in the security sector at all

levels of decision-making. A number of interventions highlighted the continuing prevalence of gender-based violence across the OSCE region. Participating States were urged to do their utmost to eradicate all forms of violence against women and girls, including in the context of conflict. The OSCE and its participating States were called on to enhance gender mainstreaming in all policymaking processes, with a focus on the cross-dimensionality of gender issues.

In addition, a number of side events organized during the HDIM were devoted to gender issues, including the situation of women in the North Caucasus and mechanisms for combating domestic violence, combating domestic violence against Romani women, women's participation including contributing to a children safeguarding policy and a side event on the "Istanbul Convention" as a tool to end female genital mutilation.

On 25 September, ODIHR Democratization Department organized a side event on "Women and Political Parties – Who needs Who?" OSCE participating States have committed themselves "to promote equal participation of women and men in political parties, with a view to achieving better gender-balanced representation in elected public offices at all levels of decision-making" (OSCE Ministerial Council Decision No. 7/09). Yet, women are often excluded from the decision-making establishments within political parties. A lack of internal party democracy and transparency as well as the absence of gender-sensitivity in candidate selection and outreach all inhibit women's opportunities to advance as political leaders. In order to address these challenges, ODIHR has recently published the Handbook for Promoting Women's Participation in Political Parties: a practical tool to advance women's role in political parties and beyond.

## 2.7 Press and Reporting

Under the Gender Action Plan, the Communication and Media Relations Section (COMMS) of the OSCE Secretariat is tasked to encourage gender-balanced reporting and awareness raising – as and when appropriate – in meetings, seminars, special events, reports, case studies and developments related to the implementation of the OSCE commitments on gender equality. The main outcome of the Section's work includes providing a balanced representation of OSCE activities to the media and public audiences with respect to gender and

encouraging press and web focal points throughout the OSCE structures to do the same. This is achieved through oversight of press and public communications materials, including press releases, news items, social media and multimedia items, the annual report as well as factsheets for each field operation, Institution and Secretariat Unit, taking special care to use gender appropriate language throughout.

During the reporting period, OSCE field operations, Institutions and Secretariat Units published more than 80 news items and press releases on issues specifically related to gender equality. There were 84,290 views of pages featuring material related to gender equality.

COMMS coverage of OSCE activities in Ukraine were gender mainstreamed wherever possible, for example in featuring women and girls prominently in multimedia products and giving them an appropriate voice in our written stories. The Senior Adviser on Gender Issues Miroslava Beham's visit to Ukraine in September was marked with a press release highlighting her calls to involve women in politics and peace efforts. The press release received 1,110 views on the website, and was retweeted more than 40 times on Twitter. A section focusing on the OSCE's work in gender-related issues was introduced to the OSCE's flagship infographic on the Organization's responses to the crisis in and around Ukraine.

A particular highlight during the reporting period was the Gender Review Conference of July 2014, which was marked with a text-and-multimedia story assessing ten years of the OSCE Action Plan for the Promotion of Gender Equality. A photo gallery showcased the different areas of work the OSCE has taken in the area of gender equality since 2004, while a graphic illustrated the steps the OSCE has made internally in striving towards balanced gender representation in senior management roles. In a podcast especially recorded for this feature story, the OSCE's Senior Adviser on Gender Issues Miroslava Beham spoke on the progress and challenges in achieving gender equality in the OSCE region. The story also touched on other particularly pertinent issues such as enhancing women's political participation and challenging the double discrimination facing women from Roma and Sinti communities. The story garnered more than 4,200 views, therefore building interest ahead of the event.

During the event itself, COMMS provided live web-streaming of the event's opening session as well as tweeting live from the discussions featuring the key quotes and ideas. The 18 tweets were in total retweeted more than 150 times.

COMMS also provided highly visible coverage on the Global Campaign to End Sexual Violence in Conflict, in which the OSCE was a key player. Drawing on the work done by the OSCE Mission to Bosnia and Herzegovina, COMMS in April supported the production of a video highlighting the impunity gap between victims and perpetrators and illustrated in graphics the alarming numbers of people who suffered sexual abuse during the 1992-1995 war. This story was viewed 2,167 times. For the London Summit in July, COMMS provided tweeting from the event in collaboration with members of the OSCE Gender Section, and has put together a feature story examining how security forces can and should act as a force for good to protect civilian lives in times of conflict. This story drew particularly on good practices imparted in a guidance note in 2014 by the OSCE Gender Section, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) and the Geneva Centre for the Democratic Control of Armed Forces (DCAF).

In the story "Women, terrorism and counter-terrorism," dating from June 2014, COMMS collaborated with the Action against Terrorism Unit (ATU) of the OSCE Transnational Threats Department to explore how women, who play crucial roles in families, communities, educational institutions, law enforcement agencies and the broader public sector, can bring important unique perspectives to understanding and countering violent extremism and terrorist radicalization. As well as producing four short video clips on Instagram featuring insights from world-renowned experts on this field, COMMS also compiled a photo collection highlighting the key viewpoints from the discussions.

The following month, in its story "Breaking the Vase," readers learned about how women from Central Asia and Afghanistan are challenging entrenched stereotypes to become border guards and how the Dushanbe-based OSCE Border Management Staff College has introduced its first all-women staff course to address their specific needs and concerns. This story was viewed more than 1,400 times.

Over the course of the year, COMMS also covered the OSCE's activities on promoting UNSCR 1325 ranging from the publication of the OSCE study on National Action Plans in the OSCE region, through to Ambassador Miroslava

Beham's presentation at the UN Security Council Open Debate on Women, Peace and Security on 28 October.

COMMS also supported coverage of the four special events held last year by the Gender Section, conducting live tweeting from discussions on women and guns, on applying the Women, Peace and Security agenda in Afghanistan, on the prevention of sexual violence in conflict, and the Swedish approach to peace with a gender perspective.

The OSCE magazine Security Community, whose editorial board includes the OSCE's Senior Gender Adviser, continued to publish a range of articles highlighting gender equality and gender issues over the course of 2014. These included articles written by prominent women such as Elisabeth Decrey Warner, who co-founded the Swiss NGO Geneva Call, which helps groups involved in internal armed conflict that operate outside state control to commit to humanitarian norms. Huguette Labelle, former chair of the Board of Directors of Transparency International from 2005 to 2014 and co-chair of Business for the Rule of Law in the United Nations Global Compact, focused on the scourge of corruption. Madeleine Rees, Secretary General of the Women's International League for Peace and Freedom, was interviewed about her work in last year's second issue. A book review of Zadie Smith's "The Embassy of Cambodia" noted the exploitation of women for domestic servitude, while there was also an article focusing on the OSCE Mission to Serbia's fifth annual Mentoring Walk, which is part of the mentoring programme for women.

With regards to its internal training, at its annual roundtable for communications staff from across the field operations and Institutions, COMMS ensured balanced gender participation and incorporated a discussion on effective ways of gender mainstreaming story-telling to ensure balanced and fair representation of women and men.

The COMMS Gender Focal Point also conducted a presentation for participants of the Gender Focal Point meeting in May 2014 on how to enhance awareness and understanding of gender equality matters in the OSCE's outreach, engagement and communications output.

## 2.8 Sub-chapter: Special Monitoring Mission to Ukraine

The OSCE Special Monitoring Mission to Ukraine (SMMU) was established on 21 March 2014, following a request to the OSCE by Ukraine's government and a consensus decision by all 57 OSCE participating States.

As Extra Budgetary contributions funded the SMMU during 2014, it is not included in the statistics and information of the activities carried out under the Unified Budget and collected for this report. Instead, information was gathered separately and is outlined in this sub-chapter, which gives information on human resources statistics, as well as a gender analysis of reporting provided by the SMMU in the form of daily, weekly, spot and thematic reports.

### 2.8.1 Gender Balance in Professional and Management Positions

As of 30 December 2014 there were in total 30 percent female staff and 70 percent male in the SMMU. In comparison, the overall percentage of women working in other OSCE field operations in the last reporting period comes to 44 percent.

Looking only at international contracted and seconded staff in the SMMU, the figure dropped to 19 percent female staff. Amongst monitors (S2) the figure was slightly higher at 21 percent female staff. Female staff in professional positions<sup>56</sup> made up 43 percent of the total staff in the SMMU, compared to 50 percent female professional staff in other OSCE field operations. The SMM received 2107 applications (1602 male and 505 female for seconded positions) as well as 786 applications (575 male and 211 female) for contracted positions. Therefore, the percentage of female applicants for both international contracted and seconded positions was at around 25%.

All four senior management positions<sup>57</sup> in the Kiev Headquarters were occupied by men. In the field, there were two women out of ten team leaders (S4). The mission therefore falls well below the average female senior management staff at 33 percent for the Organization as a whole, as well as below the average in other OSCE field operations where female management makes up 31 percent.

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<sup>56</sup> Professional staff includes only international contracted staff P1 to P4.

<sup>57</sup> Chief Monitor, Deputy Chief Monitor and S4.

For staff in general services, women make up 57 percent of staff in the SMMU, compared to an average of 41 percent in other field operations.

### **2.8.2 Gender Focal Point Network / Implementation of the Gender Action Plan within SMMU Structures**

The SMMU is the first field operation to include a full-time Gender Adviser from the onset of the mission. The Gender Adviser's role is to advise and assist the SMMU's Head Office senior and middle management through the Human Dimension Unit, as well as the field monitoring teams on how to mainstream gender into monitoring and reporting. The Adviser is tasked with establishing contact with local and international counterparts that are relevant to the implementation of the commitments as outlined in the Gender Action Plan.

During 2014, the Gender Adviser, amongst other things, developed a Guidance Note on Gender-Sensitive Monitoring and Reporting and Sex-Disaggregated Data, introduced gender aspects into mediation and dialogue facilitation events, as well as into the roadmap for dialogue facilitation and the implementation of the Geneva statement in April and May 2014. The Gender Adviser additionally developed and conducted a 60-minute module on gender issues in the Induction Training for all new monitors, as well as a specific module targeting field reporting officers on gender sensitive monitoring and reporting.

Gender-related information is coordinated by the Monitoring Officers in each monitoring team (hub) who act as Human Rights, Minorities and Gender Focal Point (HRMG FP). HRMG FPs are provided with Terms of Reference that task them to coordinate and monitor data gathering and report on human rights, minorities and gender issues. In addition they maintain filing systems, advise Team Leaders and act as a lead contact point for Headquarters on gender equality issues. At least six out of the 10 HRMG FPs were re-appointed several times in 2014, as HRMG FPs at occasions did not renew their contracts or were re-deployed to other locations within the Mission as a priority decided by the 57 participating States.

### 2.8.3 Gender Mainstreamed Reporting

The Monitoring Teams gathered information on gender issues during most of 2014. In October 2014 the reporting provided more detail after the Guidance Note on Gender-Sensitive Monitoring and Reporting was distributed to all teams. It should be noted that information gathered on gender issues was often difficult to corroborate, especially when related to violations, such as sexual and gender-based violence. The information that was included in the SMMU's daily, weekly and thematic reports was monitored directly by SMMU monitors or corroborated through multiple sources. Sensitive information was not always included into reports, especially not in the daily public reports, due to confidentiality and the "do no harm" principle.

The main issues that were covered by the monitoring teams included, amongst others:

- Women's role and participation in public demonstrations;
- Women expressing concern over the conditions of male family members in combat;
- Socio-economic impact of the crisis on women and men, including the situation of IDPs;
- Women in self-defence groups and self-defence training;
- Women civil society organizations providing humanitarian assistance to IDPs and conflict zone residents;
- Impact of Post-Traumatic Stress Disorder on former combatants and children;
- Women's political participation and representation.

From 20 April until 31 December 2014 the SMMU produced:

- 224 Daily Reports;
- 40 Weekly Reports;
- 51 Spot Reports;
- One Thematic Report;
- Four Reports to the PC.

Of these 320 reports, 135 reports mentioned a gender aspect (118 daily reports, 9 weekly reports, 7 spot reports and 1 thematic report). All in all there were 191

different entries on women and gender issues spread throughout the reports. Most of these entries concerned women's participation in demonstrations and protests. Of the 191 entries that mentioned either women or gender, 74 percent (141 out of 191) mentioned the presence of women at demonstrations or noted female victims of shelling. Another 10 percent of the entries (20 out of 191) gave information on the situation of IDPs of whom a majority are women and children. The rest of the reports either referred to interviewed women or gave information on activities organized and performed by women such as an exhibition on women in the conflict zone, organization of humanitarian aid, anti-corruption and mediation training, and a roundtable on sharing Bosnian and Georgian peace-building experiences.

## 2.9 Conclusion

In the decade passed since adopting the Gender Action Plan, gender mainstreaming has proven to make a positive impact on the Organization's policies and programmes, and many staff members and project partners are increasingly recognizing how integrating a gender perspective can contribute to the effectiveness and success of their work towards comprehensive security in the OSCE region. The 316 projects that reported degrees of gender mainstreaming during the current reporting period is lower than the three previous reporting periods, although this does not necessarily signify a downward trend with regard to gender mainstreaming, but might also be due to a decrease in the overall number of projects implemented by the OSCE, especially as many ExB funds have been redirected to set up the Special Monitoring Mission in Ukraine. However, creating awareness and appreciation of the benefits of gender mainstreaming has to be a continuous task securing the active support of senior management to fulfil the goals set in the Gender Action Plan.

The reporting on gender mainstreaming efforts has been adjusted during the 2014 reporting period to allow for a more in-depth analysis. Thus, Secretariat departments, Institutions and field operations were asked to use a Gender Marker system when assessing their projects and activities. The Gender Marker allows for a three tier grading, from projects that have a limited contribution to gender equality (grading 1 - only gender mainstreamed in terms of participation) through projects that have gender equality as a significant objective or are fully gender mainstreamed (grading 2) to projects that have gender equality as a principal objective (grading 3). Of the 318 gender mainstreamed projects reported by OSCE structures for this period, 14 percent reached grade 3, having gender equality as a principal

objective. Some 35 percent had gender equality as a significant objective reaching grade 2, while 51 percent have a limited contribution to gender equality, reaching grade 1 only.

Projects in the first dimension fall under the priority area of action identified in the 2004 Gender Action Plan on encouraging women's participation in conflict prevention, crisis management and post-conflict reconstruction. This reporting period breaks the trend of the previous four reporting periods for the first dimension as fewer projects are reported to include gender-mainstreaming elements. OSCE structures reported a total of 72 projects within the politico-military dimension that included a gender perspective. Out of these, only 14 percent, or 10 projects, had gender equality as a principal objective. Further efforts should be made to integrate a gender perspective in the projects implemented in the first dimension, as societies that have security institutions that are accessible to all citizens create more conflict resilient and stable societies. The OSCE has recognized this through several Ministerial Council Decisions emphasising the importance of gender mainstreaming in the first dimension.

Projects in the second dimension fall under the priority areas of action of promoting equal opportunity for women in the economic sphere as identified in the 2004 Gender Action Plan. In the second dimension, OSCE structures implemented 52 projects with a gender perspective compared with 46 projects in the previous period so a slight increase can be observed, although the second dimension still reports the lowest overall number of gender mainstreamed projects across dimensions. Within the new reporting format applying the gender marker score, 60 percent of projects reported to have mainstreamed gender with regard to participation aspects only. Also taking into account the small number of projects in the second dimension reported as mainstreamed there is still ample scope to integrate gender considerations more effectively. Slightly more than a third of reported projects (36 percent) noted gender equality as a significant objective or were said to be fully gender mainstreamed according to the new scoring format, whereas only four percent reported to have gender equality as the principal objective. The projects with gender equality as a principal objective focused on strengthening young women's entrepreneurship skills and the inclusion of gender sensitive measures in OSCE participating States and partner countries' labour migration policies. The projects reported as fully mainstreamed focussed to a large extent, but not exclusively, on projects related to women's entrepreneurship, rural women's economic empowerment and gender mainstreaming Aarhus Centres activities.

Projects in the third dimension fall under four priority areas of action identified in the 2004 Gender Action Plan – non-discriminatory legal and policy frameworks, violence against

women, participation of women in political and public life, and national mechanisms for the advancement of women. In addition, the calculations also included projects on countering trafficking in human beings, which is a cross-dimensional issue but nevertheless most often considered in the context of the human dimension. The third dimension continues to report the highest number of gender-mainstreamed projects with 194 projects in total. Of these 33 (17 percent) scored 3 on the gender marker scale, 71 scored 2 (37 percent) and 90 (46 percent) scored 1. It is important that the OSCE structures endeavour to increase the number of thematic projects that are significantly gender mainstreamed and thus score a 2 on the gender marker scale as opposed to a 1.

Since the Gender Action Plan does not have indicators or a baseline, it is hard to draw any firm conclusions on progress or contribution to gender equality made by the reported projects. Furthermore, the lack of information on the total number of projects implemented by the Organization compared to the reported number of projects gender mainstreamed restricts analysis on overall trends and progress made in terms of gender mainstreaming at the Organizational level.

## Chapter 3:

### Progress Made in the Priority Areas of Achieving Equality between Men and Women in Participating States

#### 3.1 Introduction

Pillar Three of the Gender Action Plan defines six priority areas in the effort to achieve gender equality in the OSCE region. They are:

- Establishing a non-discriminatory legal and policy framework;
- Preventing violence against women;
- Advancing the participation of women in political and public life;
- Promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction;
- Endorsing equal opportunities for women in the economic sphere;
- Creating national mechanisms for the advancement of women.

This chapter will focus on preventing violence against women as an increasing area of concern for the OSCE. A number of Ministerial Council Decisions address violence against women, including in crisis and conflict contexts, and recognize women's insecurity as a violation of comprehensive security. This chapter will: outline the policy framework in the OSCE; provide details on the new developments in the international framework on preventing violence against women; describe developments on providing services to victims and collecting data on prevalence of violence; and discuss the OSCE's strategy on addressing the issue in the future.

An informational note was circulated on 1 March 2015 to OSCE delegations (SEC.GAL/41/15) requesting input from participating States specifically on the topic of support services for victims of violence against women. Responses were received from twelve participating States.<sup>58</sup>

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<sup>58</sup> Allemagne, Andorre, Autriche, Espagne, Finlande, Grèce, Norvège, Pays-Bas, Slovénie, Suède, Turquie, Ukraine.

### **3.2 OSCE Mandate and the Link to Violence against Women**

The OSCE is unique in its comprehensive approach to security. This approach recognizes the importance of citizen security in the political, economic and human dimensions, equally for men and women, boys and girls. Citizen security includes personal security and research shows that gaps continue in the ability of institutions to understand and address women and girls' experience of violence. Unfortunately, based on available national, regional and global data we can infer that violence against women continues to persist at extremely high rates in the OSCE region (and globally), in both public (on the street, in the working environment, in schools and other institutions), as well as in private spaces (in the family, at home or other private locations). This comes at great costs to society as personal insecurity obstructs women from participating in building sustainable security and consequently undermines the goal of creating stable societies. For this reason it is critical that this issue is integrated in the OSCE's understanding of comprehensive security.

### **3.3 OSCE Policy Framework on Preventing and Combating Violence against Women**

The OSCE 2004 Action Plan for the Promotion of Gender Equality lists preventing violence against women as one of the six priority areas for participating States to focus on in order to achieve equality between men and women. In particular the Action Plan concentrates on the importance of:

- Promoting legislative initiatives, institution building;
- Addressing the effect of the proliferation of small arms and light weapons on violence against women;
- Improving the capacity to investigate sexual violence, trafficking and exploitation of women for propagating extreme ideologies, and;
- Combating negative gender stereotypes contributing to the persistence of violence against women.

The Action Plan was followed in 2005 by Ministerial Council Decision No. 15/05 on Preventing and Combating Violence against Women, which encourages participating States to address violence against women through legislation, supporting victims' access to justice, education of relevant institutions and ensuring that girl victims receive special consideration in terms of protection and

assistance. Importantly, this Decision also recognizes that the scope of violence remains unknown due to lack of reporting and data collection on the issue. It also urges participating States to take all necessary steps to prevent gender-based violence during and after armed conflict and emergencies, including the need to bring perpetrators of crimes to justice, and to take special measures to address the needs of women and girls in the post-conflict environment.

At the Ministerial Council in Basel in December 2014 participating States adopted Ministerial Council Decision No. 07/14, also on Preventing and Combating Violence against Women. This Decision sets out further commitments in terms of building legal frameworks for addressing violence against women and has a reference to the importance of the signature and ratification of the Istanbul Convention. In its prevention section the decision encourages participating States to conduct public awareness raising in order to address negative stereotypes and attitudes in society that underpin violence against women and to work with perpetrators to end the cycle of violence and repeat offences. It also urges OSCE executive structures to improve data collection on the occurrence of all forms of violence against women in the OSCE area - a key prerequisite to formulating effective policies that address the scope of the problem, which is currently not known in its entirety. The protection section of the decision encourages participating States to improve specialized support services for victims such as crisis centres, shelters and other relevant structures. The prosecution section calls on participating States to criminalize violence against women and improve investigation, prosecution and punishment, while the partnership section called on participating States and OSCE executive structures to enhance participation with relevant stakeholders of international and regional organizations.

### **3.4 Strengthening the International Framework on Violence against Women**

The most significant recent development in the international framework on violence against women has been the Istanbul Convention<sup>59</sup>, which entered into force in 2014 after the ratification of ten states. Altogether it has been signed by 21 and ratified by 16 states, all of which are also OSCE participating States. It is open for signature and ratification to all non-member states of the Council of Europe.

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<sup>59</sup> <http://www.coe.int/t/dghl/standardsetting/convention-violence/>

The Convention focuses on strategies in the areas of prevention, protection, prosecution and monitoring. Under prevention, governments that have agreed to be bound by the Convention will: train professionals in close contact with victims; regularly run awareness-raising campaigns; take steps to include issues such as gender equality and non-violent conflict resolution in interpersonal relationships in teaching material; set up treatment programmes for perpetrators of domestic violence and for sex offenders; work closely with NGOs; and involve the media and the private sector in eradicating gender stereotypes and promoting mutual respect.

When preventive measures fail, it is critical that victims are protected and receive support. The Convention sets out measures such as: giving police the power to remove the perpetrator of domestic violence from the home; ensuring access to specialized services for victims after experiencing violence; setting up sufficient shelters in numbers and geographical distribution; making available 24/7 telephone hotlines that help for victims and can point them towards safety; and setting up rape crisis and sexual violence referral centres that provide medical counselling, trauma care and forensic services.

For the purposes of prosecution, the Convention provides an important definition of violence against women, and that includes psychological and physical violence, sexual violence and rape, stalking, female genital mutilation, forced marriage, forced abortion and forced sterilisation. It also sets out that tradition, culture or so-called "honour" may not be regarded as justification for any of the above types of violence.

The Convention recognizes that no single government agency can deal with violence against women that an effective response requires co-ordination between government agencies, NGOs and national, regional, and local authorities. Evidence proves that results are improved when law enforcement agencies, the judiciary, NGOs, child protection agencies and other relevant partners act in a coherent and integrated manner.

Finally, the Convention establishes a monitoring mechanism to ensure that state parties are living up to obligations. The mechanism will use a report-based procedure to make recommendations to state parties to implement the convention more effectively.

The Convention is particularly interesting because it recognizes the increasing transnational nature of violence against women. It makes special reference to migrant and refugee women and women asylum seekers. It details how their residence status makes it particularly difficult for them to escape abusive relationships. It introduces the possibility of granting migrant women autonomous residence permits if they are trapped in an abusive relationship because their residence status depends on that of their abusive spouse or partners. This allows a victim of domestic violence to leave the relationship without losing her residence status. For victims of forced marriage, the Convention creates the obligation to allow migrant women to regain their residence status if they left their country of residence for longer period than legally permitted because they were forced into marriage abroad and unable to return.

The Convention also requires that grounds for asylum listed in the 1951 Refugee Convention is interpreted in a gender sensitive manner as women may face certain types of persecution such as sexual violence and control of reproduction, that are based on grounds of race, religion or nationality. It also sets out female genital mutilation and forced marriage as grounds for asylum.

### **3.5 Addressing Violence against Women in OSCE participating States – Support Services**

Factors both contributing to and resulting from violence against women are still prevalent in the OSCE region (for example: early marriage, forced marriage, lack of decision-making power for married women on timing and spacing of children, conservative social norms and understandings of societal gender roles).

At least 48 participating States have a specific law on violence against women or domestic violence, and the phenomenon is criminalized in at least 45 participating States. During 2014, 43 governments of participating States undertook national level awareness raising campaigns on combating and preventing violence against women.<sup>60</sup>

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<sup>60</sup> Based on data in 2014 UNECE national reporting on Beijing +20.

A large number of participating States have specialized services for victims and/or national referral systems. The examples below provide information of the different ways that violence against women is addressed in the OSCE area across a number of different participating States of varying geographies and population sizes with different balances of both rural and urban populations and differences in prevailing cultural behaviours and attitudes. Regardless of any of these factors, violence against women and domestic violence exists in all these contexts.

**Austria** has a comprehensive and well established support-system for victims of domestic violence: The "Protection Against Violence Act" (which came into force in 1997) authorizes the police to impose a barring order against an endangering person and to evict him from the domicile of the endangered person in case of refusal to leave. If prolonged protection against the endangering person is required, the endangered person can apply for a court injunction. And to ensure the necessary support of the victims, so-called Violence Protection Centres (Intervention Centres against domestic violence) are set up in all federal states. As of 1 January 2006, persons who are victims of violence or in serious threat of violence or whose sexual integrity has been violated (e.g. by rape) are, under certain conditions, entitled to claim free assistance in court proceedings (psychosocial assistance before, during and after police and judicial questioning, and legal assistance, i.e. legal advice and representation in court by lawyers). A Women's Helpline against Male Violence offers counselling 24/7, anonymous and free of charge, 365 days a year; a team of women experts offers first advice and crisis counselling and refers victims to regional protection and counselling facilities for women. Moreover, they provide information about legal and social issues and provide quick help in emergency situations. Foreign-language counselling is offered in Arabic, English, Bosnian-Croatian-Serbian, Romanian, Spanish and Turkish.

In **Andorra** an Interdisciplinary Team on Gender Violence (EAID) is tasked with providing assistance and support for victims of gender violence. The EAID consists of five women professionals: a social worker, two community workers, a lawyer and a psychologist, who work together to provide a comprehensive service to victims of gender violence. The EAID professionals provide information and assessment on existing social support and resources, and also help with managing these, if necessary. The social assistance provided is aimed at covering basic needs (food and accommodation) and at after-school activities for under-

age children. In addition, the Ministry of Health and Welfare has four shelters (two rooms in two hotels, a family providing shelter and a support flat) for the purpose of assisting victims of abuse who do not possess sufficient personal and/or family resources to cope with their situation. With regard to the specialist police team, there is a department, assigned to the Area of the Criminal Police, which investigates, among others, domestic violence offences. The agents comprising this unit coordinate directly with the EAID. The police also operate as a prevention and social guidance service that can treat victims of all kinds. This service includes an external female psychologist, who is not a member of the police force.

In **Finland**, a cross-sectoral working group exists, composed of representatives from the Ministry of Social Affairs and Health, the Ministry of the Interior, the Ministry of Justice, the Ministry of Employment and the Economy, and the Ministry for Foreign Affairs. The working group also includes representatives from the National Police Board. The Ministry of Culture and Education and the Finnish National Board of Education are consulted when necessary. The working group's task is to coordinate, monitor and pay attention to the development of reducing violence against women in all age groups, including in close relations and domestic violence. The working group also promotes the importance of working with men and boys. Young men have been reached by organizing training on personal relationships and sexuality for conscripts and persons undergoing non-military service. Also men with different cultural background living in Finnish society are provided with information and support in their own languages and with their culture being taken into account. Finland has 120 shelters, which has however proven not to be a sufficient number. Given Finland's sparsely populated rural areas it is difficult to establish shelter homes in the same way as in populated areas. The new act on sheltered homes came into force on 1 January 2015. According to the act, the State will be responsible for the costs of shelter homes. The act is implemented and coordinated by the National Institute for Health and Welfare.

An innovative solution has been the use of the Internet to reach people in rural areas or when it is not possible to go to the services for some other reason. A Finnish non-governmental organization, the Federation of Mother and Child Homes and Shelters, sustains Finnish Online Family Shelter, which includes information, self-help advice, peer support groups and a possibility to chat online with a professional. Another Finnish non-governmental organization, Resource

Centre Monika, has established low-threshold services for migrant women who have been victims of domestic and intimate relationship violence, human trafficking, honour-related violence and other forms of violence against women. Between 500 and 700 women are helped yearly by this Centre. The Centre also provides shelter for 10 migrant women and their children at a secret location. The government is also establishing a round-the-clock telephone helpline for victims of intimate partner violence and domestic violence. In order to promote the effective and fair enforcement of criminal liability, there is a special prosecutor system for crimes against women and children (including human trafficking and interpersonal and domestic violence encountered by men). There are a total of five special prosecutors in different regions.

In **Germany**, women affected by violence and their children have access to 350 women's shelters and 40 safe flats totalling more than 6800 beds (as of 2012). In addition there are 750 counselling services specialized on the diverse forms of violence against women. Annually between 15,000 and 17,000 women and their children – between 30,000 and 34,000 persons altogether – find shelter in this system. The law on protection from violence and the police laws of the Länder give victims further possibilities for protection and support. For example, the perpetrator can be barred from the joint home. However, for safety reasons and subjective feelings of threat and fear, many victims decide against staying in the home. In such cases, women and children are dependent on finding fast and easy accessible safety in a women's shelter. Counselling services specialized in advice on all forms of violence exist while emergency lines are specialized in sexual violence and intervention centres act in the context of police protection and the law on protection from violence. (in 2014, 16,183 women affected by violence were counselled, 335 men affected by violence and 692 children affected by violence.)

In addition, there are specialized services for victims of trafficking and other specific forms of violence, such as forced marriages or stalking. The national helpline is available round the clock, 365 days a year and free of charge. It offers victims a way of receiving competent advice securely, anonymously and regardless of disability. The female counsellors provide women with confidential support and, if needed, they can help them find appropriate local support options in their area. In 2014, the helpline was contacted for all forms of violence: 9,742 on intimate partner violence, 3,722 on violence outside partnerships, 1,819 on

violence in childhood, 753 on stalking, 423 on mobbing, 93 on violence in the name of so-called honour, 80 on forced marriages, 70 on violence in prostitution, 45 on trafficking in persons and 11 on female genital mutilation. Of the calls 4,588 were individuals in the midst in an acute crisis and in 13,586 cases the callers were transferred to other support services, such as the police, the health system and the legal system. This support service thus caters to a concrete social need and plays an important role in directing victims, relatives of victims, friends and professionals to appropriate support resources.

In **Greece**, the government has established a referral mechanism composed of counselling centres, shelters and a helpline. Training is offered to staff of these structures, as well as lawyers in the legal aid programme who provide support to women victims of violence and other relevant professionals - police, judges, and health professionals. The General Secretariat for Gender Equality recently requested 27 large municipalities to submit proposals for additional counselling centres. A bilingual (Greek and English) SOS telephone helpline offers advice, support and counselling 24 hours a day, 365 days a year. Victims are directly referred to other services. In four years of operation, the helpline has received 19,481 calls. Fourteen municipalities operate shelters for women victims of violence, with five more expected to open soon. In addition, the Ministry of Labour operates two more shelters.

In the **Netherlands** the approach is gaining popularity that wants to change the emphasis of victimizing women who encountered abuse and instead focus on empowering these women. A way of empowering women who have been abused is to assign a voluntary coach to them. Women who are victims of abuse are often financially dependent on their partner or on welfare. Coaches can help these women to regain their independence. They do this by spending a few hours every week guiding women with small steps that are necessary to get financial independence and employment and returning self-esteem.

In the Netherlands there also is new style of women's refuge centre. This new approach is about making the centre very visible. The idea behind it is that violence against women should no longer be dealt with in a hidden, undisclosed location but out in the open. Offering help in hidden locations can add to the victimization of these women while this new approach is all about the empowerment of the victims. Making women refuge centres more visible sends the message that these women should not be ashamed but can become stronger

and more independent. A new law on violence against women was adopted in 2013 which also covers honour-related violence against women, in particular its prevention and public awareness raising among society at large, but also specifically in migrant communities.

In **Norway**, the comprehensive system of legal aid has been widened to also ensure it applies to parties who consider reporting offences such as trafficking in human beings, female genital mutilation, forced marriage and domestic violence. In addition, there are specialized telephone help lines for victims of forced marriage and female genital mutilation, for victims of domestic violence, incest and sexual abuse by relatives. The help lines also assist elderly victims of domestic violence and abuse, which has risen with the economic downturn. These help lines and services are free of charge and are aimed towards finding a solution, giving advice/counselling and coordinating further assistance measures. The Norwegian directorate of health is now in the process of implementing a national guideline for antenatal care – how to uncover domestic violence and abuse against pregnant women.

In order to prevent violence, it is also important to establish treatment facilities for perpetrators of domestic violence. The Ministry of Children, Equality and Social Inclusion coordinates the state subsidies to Alternative to Violence (ATV), a private foundation which offers treatment services for perpetrators of domestic violence and their families in 11 centres across the country. The Brøset Centre for research and education in forensic psychiatry offers education of their “anger treatment model” to professionals all over Norway with costs covered by the government. There are also 22 Sexual Assault Centres spread throughout the country, with two-thirds at emergency wards, often inter-municipal ones, and one-third at hospital trusts.

The Norwegian Crisis Centre Act entered into force in January 2010. The Act gives municipalities the responsibility to ensure comprehensive shelter services for all victims of domestic violence; women, children and men. The Act contains requirements relating to free board and lodging, a daytime service and a 24-hour phone helpline. In 2013, 1,917 women, 1,746 children and 111 men stayed at least one night at one of 47 shelters in Norway.

Safe housing has also been established by Child Welfare Services for victims of forced marriage and other forms of honour-based violence. In addition, 30

Minority counsellors work in schools and provide a low threshold service for young people. Their aim is to prevent extreme control that leads to severe restrictions of young people's freedom, forced marriage and female genital mutilation, and to promote positive growth opportunities for children and young people.

The Government has established a nationwide network of Children's Houses for children and young people under 16 years of age, and for adults with intellectual disabilities, who are thought to have been exposed to violence or sexual abuse, or who have witnessed such violence, Children's Houses are child advocacy centres where judicial examination, medical examinations, treatment and follow-up can all be carried out in the same place.

On 1 January 2004, the police initiated a nationwide system of mobile violence alarms. Used in combination with other measures, like restraining orders, mobile violence alarms are intended to give persons under threat of violence greater freedom of movement and help prevent violence and threats. The alarm system is based on two geographical positioning systems (GPS and GSM) to ensure that the police can locate the person under threat as accurately as possible. When the alarm is triggered, the person concerned can communicate directly with the police operations centre. As of January 2015 a total of approximately 1,750 alarms were in operation.

In **Spain**, a free confidential helpline offers information to victims of domestic abuse, including specialized advice for individuals from migrant communities. The helpline directs callers to social resources, financial aid, access to sheltered housing, employment advice, and legislation on residence papers for foreigners. It also provides information on legal issues on criminal and civil affairs as they pertain to children and family relations. Responders can provide advice in ten languages to ensure that women from migrant communities are able to obtain information and assistance.

In **Slovenia**, the police consider preventing and combating violence against women as one of its priority tasks. They issue restraining orders to perpetrators of domestic violence and violence against women, and implement protection plans for victims. Due to the fact that victims of domestic violence often need several years to report it and that they don't have knowledge about the procedures, police pay special attention to awareness raising and information sharing about police procedures in cases of domestic violence, violence against women and violence

against children. In recent years employees of police service have been involved in preparation of research on violence, including domestic and sexual violence. One of the main areas of research is also violence against elderly women. Police also pay special attention to training of police officers and criminal investigators on domestic violence with the aim to improve field work in cases of domestic violence. Training is based on the principle "train the trainer", and is conducted by employees of police to ensure institutional knowledge and sustainability. It is based on field expertise and expert knowledge of trainers.

The police service is also actively engaged in co-operation with NGOs working in the field of violence against women and domestic violence. Government agencies also work closely with and support the work of NGOs active in the field of preventing violence against women. The Association SOS Phone for Women and Children, established in 1989, was the first non-governmental organization specialized in the field of helping women and children victims of violence. The Association for Non-Violent Communication is an NGO that provides social skills training for male perpetrators of violence, as well as individual counselling. It also has a separate programme to work with young men who have had violent behaviour in their past.

**Sweden** has approximately 200 women's shelters. They receive state funding for their activities from the National Board of Health and Welfare. The Government allocates about 40 million SEK to nationwide organizations which aim to stop men's violence against women and another 20 million SEK to non-profit organizations at the local level which work to stop men's violence against women, to support children who are subjected to violence and children who witness violence, and/or who take measures which target perpetrators of violence. The Government also has supported a dedicated phone line called Preventell that targets people, mainly men, who exercise or threaten to exercise sexual violence. There are also several telephone support lines for women who face violence at the local level which are run by women's shelters. The Government also funds the national support line for abused women, which is operated by the National Center for Protection of Women (NCK) in Uppsala.

In **Turkey**, the Ministry of Family and Social Policies has established national mechanisms for protecting and supporting women victims of violence that include women's shelters, Violence Prevention and Monitoring Centres (ŞÖNİM) and "first

step stations." In cities with shelters, a number of services are conducted in co-operation with the local government, labour agency, bar association and similar offices and agencies alongside the non-governmental organizations. Together, they provide the women at the shelters with legal counselling, they help them access to a lawyer free of charge with the concerted efforts of the authorities. If necessary, they supply the premises for the women's shelters, provide rent and education allowance for women and their children leaving the shelters and to help them find a job and enable their access to vocational training courses.

In the four-year period between 2011 and 2014, the number of women's shelters affiliated to the Ministry of Family and Social Policies rose by 95 percent while their capacities were also strengthened by 151 percent. As of March 2015, there were 95 women's shelters run by the national government that are able to help up to 2,585 individuals. The data dated March 2015 has put the number and the total capacity of the shelters within the local government to be 33 and 761 individuals respectively and the same figures for those run by NGOs to be 3 and 36 individuals.

"First step stations" are the service units where women victims of violence seeking shelter are observed preliminarily, their psychological and economic states are examined and they can stay up to two weeks after their provisional acceptance. In the event that there is no space in a shelter, or if the women's conditions are not suitable for placement for a women shelter, they can stay in the first step stations. Referral to other services happens after assessment at the first step stations. As of March 2015, there are 25 first step stations in 23 provinces.

The Violence Prevention and Monitoring Services have been opened in 14 pilot provinces and have the mandate of raising awareness on the elimination of violence, providing guidance and counselling services, launching measures that enable the integration of victims in society and providing rehabilitative services.

Working with perpetrators is an important next step and a pilot project on "Anger Management and Raising Awareness of Violence against Women" has been implemented in Ankara. Perpetrators with a rehabilitation training verdict from the court and upon whom protective measures have been ruled are admitted to the programme.

In **Ukraine**, there is an urgent need to address protection of victims and the government is currently working on new draft legislation on domestic violence. There are 13 shelters across the country as well as 22 social centres providing comprehensive assistance (psycho-social services, education, health care and counselling and legal services) to victims of domestic violence. Centres of Social and Psychological Assistance are present in most of the administrative units, called “oblasts,” with the exception of the Poltavskaya, Vinnitskaya, Kharkivska, Hersonska and Kyivska oblasts. These centres operate in regional hubs and accommodate needs of people both from cities and remote areas of the oblasts. Centres of Social and Psychological Assistance have day patient care facilities as well as 24 hours care facilities.

In 2013, out of 144,848 reported cases of domestic violence, 73 families were directed to receive assistance from the centres in Ukraine. According to the decree of the Cabinet of Ministers of Ukraine No. 608 dd.12.05.2004, called “About the Status of the Centres of Social and Psychological Assistance in Ukraine”, the centres are tasked to provide victims of domestic violence with shelter and food allowance, if needed. They also assist with legal consultations and develop individual plans for victims with concrete time frames and goals to improve their situation. Furthermore, they are tasked to carry out psychological treatment and rehabilitation, help victims with employment and education and instruct relevant centres of social services for family and youth to provide required further assistance.

### **3.6 Data collection and Costing Surveys**

As the OSCE policy framework recognizes, data collection on violence against women in participating States has always been difficult. Due to a range of factors, such as social pressures and stigma and lack of effective response by law enforcement agencies, victims are discouraged from reporting. Demographic and health surveys have recorded information on occurrences of violence against women but not in a consistent manner that allows longitudinal analysis nor in a replicable manner across countries that would allow comparisons of data and policy responses.

Conducting surveys that are methodologically rigorous and accurate is also an expensive undertaking. Despite these challenges the European Union

Fundamental Rights Agency recently conducted a large-scale survey across the European Union member states on violence against women.<sup>61</sup> It is based on interviews with 42,000 women across the EU, who were asked about their experiences of physical, sexual and psychological violence, including incidents of intimate partner violence (“domestic violence”).

The survey also included questions on stalking, sexual harassment, and the role played by new technologies in women’s experiences of abuse. In addition, it asked about their experiences of violence in childhood. The survey found that one in three women (33 percent) has experienced physical and/or sexual violence since she was 15 years old. Some 8 percent of women have experienced physical and/or sexual violence in the 12 months before the survey interview and out of all women who have a (current or previous) partner, 22 percent have experienced physical and/or sexual violence by a partner since the age of 15. One-third of victims of partner violence (33 percent) and one quarter of victims of non-partner violence (26 percent) contacted either the police or some other organisation, such as a victim support organisation, following the most serious incident of violence. In total, victims reported the most serious incident of partner violence to the police in 14 percent of cases and the most serious incident of non-partner violence in 13 percent of cases. For about a quarter of victims, feeling ashamed or embarrassed about what had happened was the reason for not reporting the most serious incident of sexual violence by a partner or a non-partner to the police or any other organisation.

The results of the Fundamental Rights Agency survey are truly revolutionary in terms of providing comprehensive and comparable data on violence against women and helping to develop an evidence-based policy response. The OSCE Gender Section is undertaking a large-scale project that would replicate this methodology in ten additional OSCE participating States.

Data collection on the economic costs of violence against women is also an important endeavour. These studies can effectively demonstrate the costs of violence against women to society and provide an evidence base for increasing investments in prevention of violence against women as a method to save money in the longer term.

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<sup>61</sup> <http://fra.europa.eu/en/publication/2014/violence-against-women-eu-wide-survey-main-results-report>

At least twelve<sup>62</sup> OSCE participating States have undertaken costing exercises that have looked at the costs of prevention, response and lost opportunities.<sup>63</sup> These include the costs associated with the burden on law enforcement structures, costs linked to the judiciary (civil, criminal and administrative), legal costs, health care costs, housing and shelter costs, lost wages and/or decreases in taxes paid to state due to reduced employment and productivity of both perpetrator and victim, costs of social services for women and children, income support and other support services. These studies estimate that violence against women costs governments and societies hundreds of millions dollars annually. In addition to these direct costs it is difficult to also measure indirect costs that result from the physical and psychological trauma and long-term effects that violence has on victims and their ability to be productive members of society. Violence against women has a strong social exclusion effect that can prevent victims from seeking education and employment, both of which have a negative impact for wider society, not only the victim.

### 3.7 Conclusion

With the increasing attention to the issue of violence against women, the OSCE Gender Section convened an Expert Group Meeting in December 2014 in order to brainstorm on the OSCE's niche on this topic and elements of a strategy for carrying work forward.

First of all, participants in the meeting discussed the importance of framing violence against women as relevant to all three dimensions. Violence against women is a proxy indicator for the effectiveness of law enforcement agencies; a huge economic burden on society; an undermining of the rule of law; a type of intolerance and discrimination that should be treated the same as manifestations of intolerance or discrimination against other social groups; a threat to democracy since it has a negative impact on women's public and civic engagement; and a fundamental human rights violation. Despite this, violence against women unfortunately continues to be seen as a marginal issue, instead of an integral component of comprehensive security discussions.

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<sup>62</sup> The Netherlands, Switzerland, Finland, Sweden, FYR of Macedonia, United Kingdom, Spain, Denmark, France, USA, Canada and Norway.

<sup>63</sup> See for some examples: <http://www.un.org/womenwatch/daw/vaw/expert%20brief%20costs.pdf> and [http://www.coe.int/t/dghl/standardsetting/convention-violence/Background info/Overview of studies on the costs of violence against women and domestic violence INTERNET VERSION.pdf](http://www.coe.int/t/dghl/standardsetting/convention-violence/Background%20info/Overview%20of%20studies%20on%20the%20costs%20of%20violence%20against%20women%20and%20domestic%20violence%20INTERNET%20VERSION.pdf)

Second, experts agreed on the importance of framing violence against women as an emerging transnational issue. With increased migration, specific types of gender-based violence are increasing in prevalence across the OSCE region and a policy response requires both addressing actions by citizens within the territory of the state as well as when travelling abroad.

A third area identified as critical for the OSCE to address was to ensure that gender-based violence is not forgotten during actual, potential and protracted conflict. This includes keeping the public aware of the problem as well as working to prevent it. Too often when a conflict arises, discussions on how it affects the population end. This is important in terms of understanding the impact of conflict on gender based violence prevalence, as well as understanding conflict related sexual violence. One recommendation was to ensure gender based violence is embedded in the OSCE's early warning approach.

Finally, the OSCE's greatest strength is as a forum for dialogue, where regions and participating States can share experiences which, in turn, encourage the building of partnerships. By facilitating dialogue, OSCE allows the sharing of good practice between participating States on preventing violence against women and gives national stakeholders the opportunity to build ownership over their policy responses. The OSCE could do more to ensure that violence against women is mainstreamed into its dialogue and convening activities in all three dimensions as the issue is relevant in scope as outlined above.

In conclusion, OSCE participating States have come far in terms of addressing the issue of combating and preventing violence against women and developing evidence-based policy responses. There are many good lessons that countries have to share with each other and the OSCE executive structures will continue to support these efforts as a fundamental aspect of promoting comprehensive security.

## Chapter 4: Recommendations and Strategic Priorities

To mark the 10<sup>th</sup> anniversary of the Gender Action Plan for the Promotion of Gender Equality (MC.DEC/14/04), the OSCE Swiss Chairmanship, the Secretariat/ Gender Section and ODIHR organized the first ever held OSCE Gender Equality Review Conference on 10-11 July 2014 in Vienna to comprehensively review the implementation of the Gender Action Plan and consider how to enhance the fulfilment of gender-related commitments in the OSCE participating States as well as within OSCE executive structures. The conference was attended by more than 200 representatives from participating States, OSCE executive structures and Partners for Co-operation and was a good opportunity to take stock of the achievements that the OSCE structures as well as participating States have accomplished over the past decade in promoting gender equality in the OSCE region and to provide strategic recommendations that address existing challenges in a systematic and forward looking way.

On the basis of the conference discussions and contributions, the Swiss OSCE Chairmanship, together with the incoming Serbian OSCE Chairmanship, issued the “Chairmanship Conclusions – Achieving Gender Equality in the OSCE Region: A Roadmap” (CIO.GAL/135/14, 24 July 2014) that identified accomplishments and challenges in the implementation of the Gender Action Plan as well as action points that need to be taken to strengthen implementation and, where appropriate, bring OSCE commitments up-to-date with a goal to achieving *de jure* and *de facto* gender equality across the OSCE region.

Furthermore, the Swiss Chairmanship initiated discussions in the framework of an Informal Working Group on the adoption of an Addendum to the 2004 Gender Action Plan. The purpose of the Addendum was to complement the Action Plan and provide the participating States with an updated framework for the promotion of gender equality in order to enhance efforts to advance gender equality and gender mainstreaming throughout the OSCE area, notably in all participating States and executive structures of the OSCE, with a view to address gaps in implementation as well as current and emerging trends and challenges. The outcome of the discussions was the adoption of Ministerial Council Decisions No. 7/14 on Preventing and Combating Violence against Women and No. 8/14 on the Addendum to the 2004 OSCE Action Plan for the Promotion of Gender Equality that tasks participating States to adopt the Addendum in 2015.

Although there has been clear and constant progress in the implementation of the 2004 Gender Action Plan over the years, challenges have been identified and further steps need to be taken by the OSCE executive structures, the Chairmanships and the participating States.

The following recommendations on actions needed are based on the findings of this Annual Evaluation Report, the discussions during the Gender Equality Review Conference and the Informal Working Group and on input from and consultations with field operations, Secretariat departments and Institutions as well as participating States.

### 1. Adopt the Addendum to the 2004 Gender Action Plan

The Addendum to the 2004 Gender Action Plan should be a document with a strategic vision that would give guidance to OSCE executive structures and participating States on how to strengthen commitments on gender equality issues and how to implement them in a more systematic, comprehensive and effective way. The Addendum should also take into account new global developments in the area of gender equality and incentives coming from the high-level review on the occasion of the 15<sup>th</sup> anniversary of UNSCR 1325 and the 20<sup>th</sup> anniversary of the Beijing Declaration and Platform for Action and reflect them in OSCE approaches to gender policies.

As a minimum, the following areas and issues should be covered by the addendum:

- **First dimension:** incorporating a gender perspective into conflict analysis; including women in all stages of the conflict cycle, in particular throughout mediation and peace processes, conflict prevention, crisis management and post-conflict rehabilitation; increasing participation of women in politico-military affairs and OSCE events in the first dimension; increasing the share of women in decision-making and senior positions in the security sector; making the approach to Women, Peace and Security more systematic; considering the role of women in counter-terrorism etc.;
- **Second dimension:** integrating gender analysis in activities and policies in the second dimension; reducing barriers for women in the economic

sphere; allowing for women's full participation in the labour market; increasing the share of women in decision-making and senior management positions in public and private enterprises; reducing the pay gap; developing non-discriminatory employment policies; removing remaining barriers for equal access to education; recognizing vulnerabilities of migrant, marginalized and Roma and Sinti women etc.;

- **Third dimension:** enhancing the participation of women in political and public life; remedying discriminatory laws and policies; mainstreaming gender issues into parliamentary procedures, priorities and budgets; promoting equal participation of women and men in political parties; providing equal opportunities for equitable political competition between women and men candidates in elections etc.;
- **Institutional mechanisms:** strengthening OSCE structures and institutional mechanisms for gender mainstreaming and promoting gender equality; increasing collection of data and exchange of experiences and good practices among participating States through the establishment of a Gender Equality Network; enhancing co-ordination and co-operation with other relevant international and regional organizations etc.

The Addendum should also contain a provision that would ensure the holding of a Gender Equality Review conference at regular intervals to increase monitoring of implementation of gender equality commitments.

## 2. Implement MC Decision on Violence against Women

As Ministerial Council Decision No. 7/14 on Preventing and Combating Violence against Women invigorated OSCE commitments in this area, it should be considered as a part of the efforts aimed at endorsing an Addendum to the Gender Action Plan and should be attached as an annex to the document to be adopted.

Further, OSCE executive structures and participating States should make efforts to follow-up on the Decision by developing approaches on its implementation. Measures should be taken related to combating and preventing violence against women in the areas of developing legal frameworks and partnerships, preventing

and prosecuting violence against women and protecting victims. Activities should be initiated to enhance data collection and share good practices and experiences among participating States. OSCE executive structures should identify how they can include the different provisions into their programmatic and project work. The Gender Section should facilitate these efforts through advice and co-ordination.

### **3. Enhance gender mainstreaming and women's participation**

The 2004 Gender Action Plan has clear provisions to gender mainstream all OSCE structures, projects, programs, activities and policies and to work towards full gender equality in the participating States, and the Addendum should strengthen these provisions. The Annual Evaluation Reports over the past decade have shown, however, that major efforts are needed to create a more systematic and strategic approach to include a gender perspective and increase women's participation in structures and activities. Secretariat, Institutions and field operations as well as participating States should consider developing targeted strategies and action plans for this purpose, with concrete mechanisms that provide well-defined quantitative and qualitative targets, clear timelines, monitoring and accountability frameworks and review capacities. The following issues should be addressed in such a systematic manner:

- The OSCE executive structures should take into account that the best way for ensuring proper and systematic gender mainstreaming of programs, projects and activities is to increase capacity-building and create tailor-made action plans for field operations, Institutions and Secretariat departments;
- The inclusion of a gender perspective in project activities, budgeting and monitoring should be enhanced;
- All executive structures should work on strengthening the Gender Focal Point network in the field operations, Institutions and Secretariat departments;
- Deputy Heads of Mission/ Deputy Directors of Institutions should, as a matter of policy, assume the responsibility of Gender Focal Points in order to ensure engagement on gender mainstreaming issues at a level of management responsibility sufficient to effect meaningful results;
- Efforts must continue to recruit more women to senior positions across all dimensions and executive structures.

- Chairmanships should call upon participating States to nominate female candidates to alleviate the chronic shortage of women in Heads of Mission, Deputy Heads of Mission or Directors positions;
- Chairmanships should endeavour to appoint more women as chairs of the three Committees and as Special Representatives;
- Participating States should invigorate their efforts to increase the number of nominations of women to seconded positions, in particular from under-represented participating States;
- Participating States should endeavour to nominate more female candidates to seconded positions in areas such as military affairs and civilian police, where they are underrepresented;
- Participating States should enhance efforts to second full-time gender advisers in larger field operations, as gender focal points in addition to their regular duties tend not to have sufficient time to influence the policies and programmes to ensure gender mainstreaming;
- Topics and agendas of OSCE events should include a gender perspective, and equal participation of women and men at the events should be ensured.

## Conclusions

Thanks to the 10<sup>th</sup> anniversary of the Gender Action Plan and the Gender Equality Review Conference, awareness of gender equality issues was enhanced among participating States and OSCE executive structures and the importance of including a gender perspective in efforts towards achieving comprehensive security was reaffirmed. As the discussions that started in 2014 on the development of an Addendum continue in 2015, there is a good momentum that should be used to essentially strengthen gender-related commitments and their implementation in the OSCE executive structures and in participating States. The present report addresses the gaps and challenges that need to be tackled in detail and can serve as a good starting point for the development of appropriate measures that need to be taken in order to achieve better results in gender mainstreaming and gender equality throughout the OSCE. The adoption of a substantial Addendum to the 2004 Gender Action Plan would be crucial to reaching this goal.

## **Annexes**

## **Annex I**

# **Sex Disaggregated Statistics of the OSCE Staff**

**TABLE AND GRAPH 1**  
**Post Distribution of staff in the OSCE Secretariat, Institutions and Field Operations (by staff category)**

<b>Category</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>% Women</b>
General Service Staff	735	625	1360	46%
Professional Staff*	422	395	817	48%
Senior Management Staff**	91	44	135	33%
<b>Total Staff</b>	<b>1248</b>	<b>1064</b>	<b>2312</b>	<b>46%</b>

*\*Professional Staff: NPOs, S, S1, S2, P1 to P4.*

*\*\*Senior Management Staff: S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.*

*General Service Staff: G1 to G7.*

*Seconded Staff: S, S1, S2, S3, S4, D/ Field Operations, H/ Field Operations.*

*Contracted Staff: G1 to G7, P1 to P5, D1, D2, HoI, The Secretary General.*

*Note: Data as on 29 December 2014*

**TABLE AND GRAPHS 2**  
**Post Distribution of the OSCE Staff, in the OSCE Secretariat,**  
**Institutions and Field Operations**

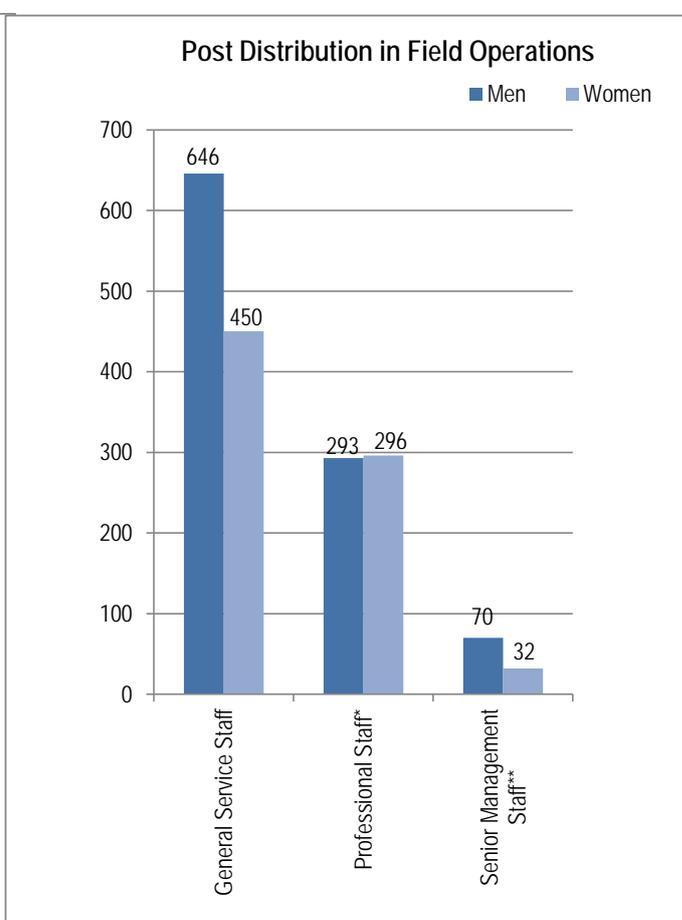
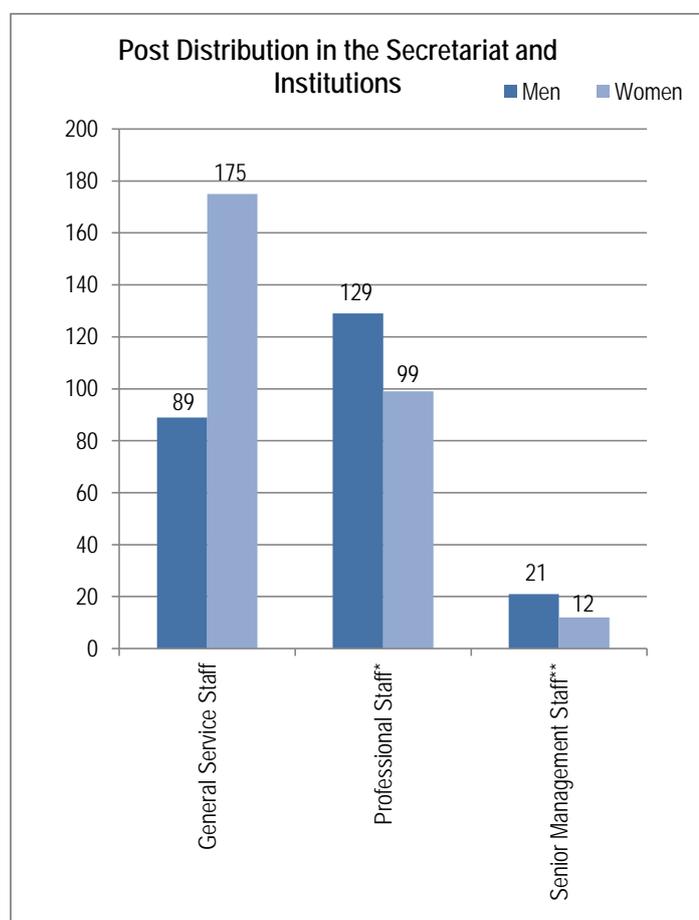
Category	Men	Women	Total	% Women
General Service Staff	89	175	264	66%
Professional Staff*	129	99	228	43%
Senior Management Staff**	21	12	33	36%
<b>Total Staff - Secretariat&amp;Institutions</b>	<b>239</b>	<b>286</b>	<b>525</b>	<b>54%</b>

Category	Men	Women	Total	% Women
General Service Staff	646	450	1096	41%
Professional Staff*	293	296	589	50%
Senior Management Staff**	70	32	102	31%
<b>Total Staff - Field Operations</b>	<b>1009</b>	<b>778</b>	<b>1787</b>	<b>44%</b>

Category	Men	Women	Total	% Women
<b>Grand Total Staff</b>	<b>1248</b>	<b>1064</b>	<b>2312</b>	<b>46%</b>



\*Professional Staff: NPOs, S, S1, S2, P1 to P4.

\*\*Senior Management Staff: S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.

General Service Staff: G1 to G7.

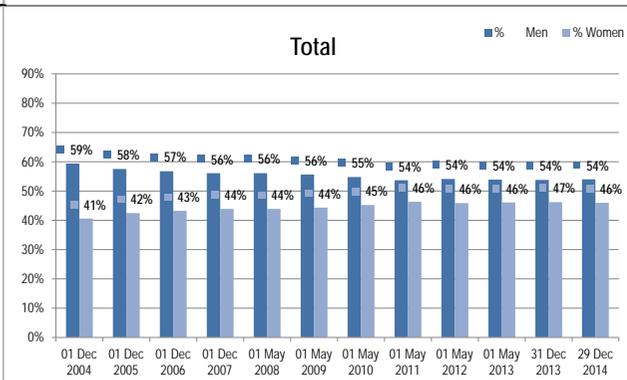
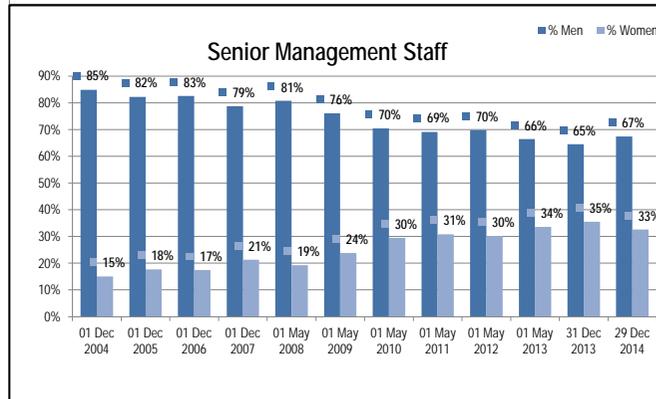
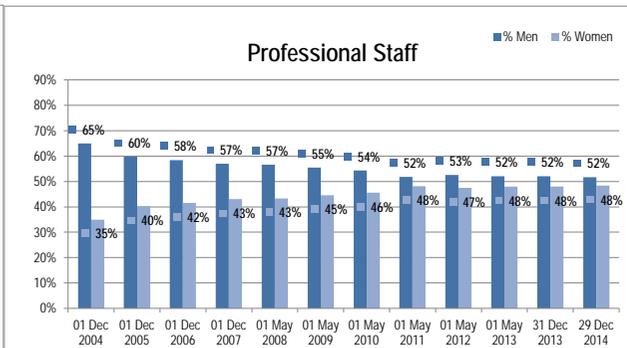
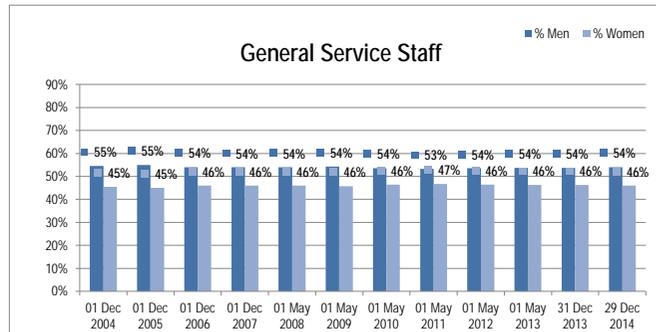
Seconded Staff: S, S1, S2, S3, S4, D/ Field Operations, H/ Field Operations.

Contracted Staff: G1 to G7, P1 to P5, D1, D2, HoI, The Secretary General.

Note: Data as on 29 December 2014

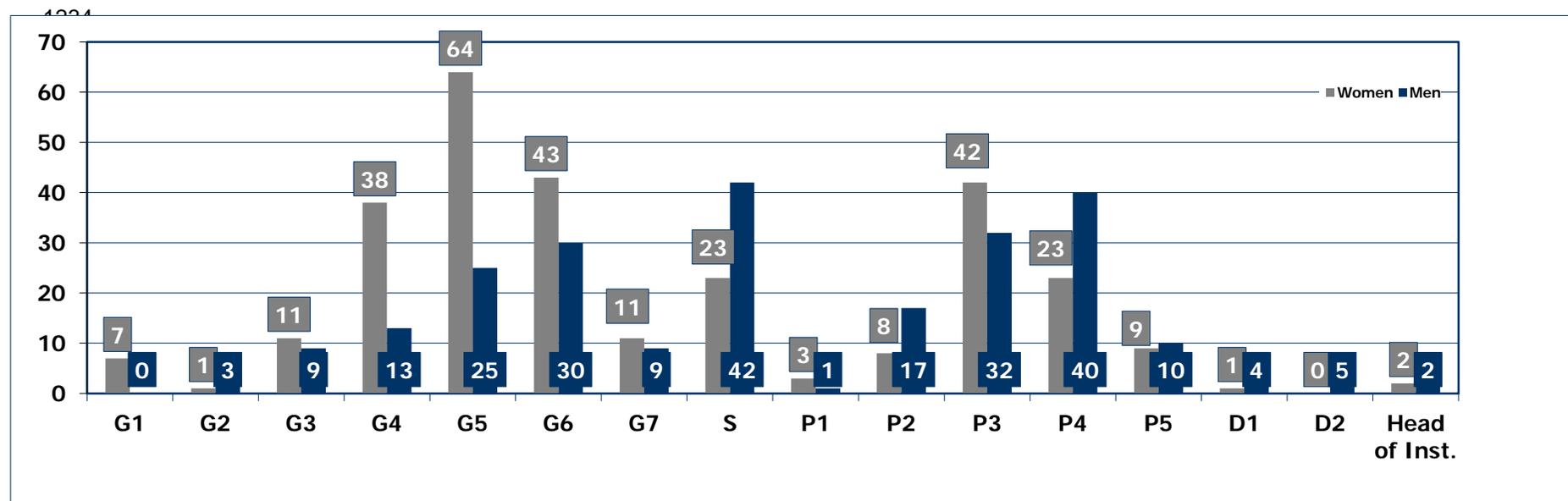
**TABLE AND GRAPHS 3**  
**Development of post distribution by Category of Staff in the OSCE**  
**From 1 December 2004 to 29 December 2014\***

	General Service Staff					Professional Staff					Senior Management Staff					Total			Total in per-cent (%)	
	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women
01 Dec 2004	1239	1034	2273	55%	45%	756	407	1163	65%	35%	152	27	179	85%	15%	2147	1468	3615	59%	41%
01 Dec 2005	1233	1009	2242	55%	45%	612	412	1024	60%	40%	116	25	141	82%	18%	1961	1446	3407	58%	42%
01 Dec 2006	1104	941	2045	54%	46%	618	439	1057	58%	42%	128	27	155	83%	17%	1850	1407	3257	57%	43%
01 Dec 2007	1079	921	2000	54%	46%	584	441	1025	57%	43%	118	32	150	79%	21%	1781	1394	3175	56%	44%
01 May 2008	951	811	1762	54%	46%	546	418	964	57%	43%	109	26	135	81%	19%	1606	1255	2861	56%	44%
01 May 2009	915	773	1688	54%	46%	512	411	923	55%	45%	102	32	134	76%	24%	1529	1216	2745	56%	44%
01 May 2010	872	754	1626	54%	46%	500	419	919	54%	46%	105	44	149	70%	30%	1477	1217	2694	55%	45%
01 May 2011	843	740	1583	53%	47%	470	436	906	52%	48%	103	46	149	69%	31%	1416	1222	2638	54%	46%
01 May 2012	839	729	1568	54%	46%	483	436	919	53%	47%	104	45	149	70%	30%	1426	1210	2636	54%	46%
01 May 2013	766	659	1425	54%	46%	447	412	859	52%	48%	97	49	146	66%	34%	1310	1120	2430	54%	46%
31 Dec 2013	766	659	1425	54%	46%	447	412	859	52%	48%	91	50	141	65%	35%	1304	1121	2425	54%	46%
29 Dec 2014	735	625	1360	54%	46%	422	395	817	52%	48%	91	44	135	67%	33%	1248	1064	2312	54%	46%



Professional Staff: NPOs, S, S1, S2, P1 to P4.  
 Senior Management Staff: S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.  
 General Service Staff: G1 to G7.  
 \*Raw data obtained varies.

**TABLE AND GRAPH 4**  
**Post Distribution in the OSCE Secretariat and Institutions**  
 OSCE Secretariat\*, ODIHR, HCNM, OSCE Representative on Freedom of the Media



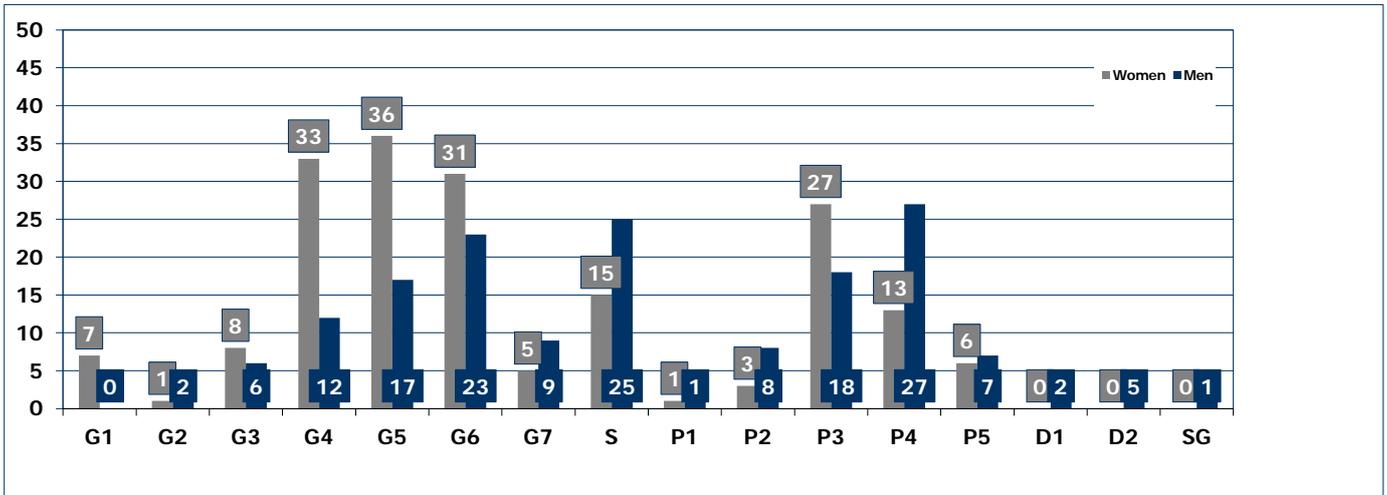
	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P+	In %	Total	In %
Women	7	1	11	38	64	43	11	23	3	8	42	23	9	1	0	2	175	66%	23	35%	88	44%	286	54%
Men	0	3	9	13	25	30	9	42	1	17	32	40	10	4	5	2	89	34%	42	65%	111	56%	242	46%
<b>TOTAL</b>	<b>7</b>	<b>4</b>	<b>20</b>	<b>51</b>	<b>89</b>	<b>73</b>	<b>20</b>	<b>65</b>	<b>4</b>	<b>25</b>	<b>74</b>	<b>63</b>	<b>19</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>264</b>	<b>100%</b>	<b>65</b>	<b>100%</b>	<b>199</b>	<b>100%</b>	<b>528</b>	<b>100%</b>

P+ includes P1, P2, P3, P4, P5, D1, D2, HoI

\* Secretariat staff includes High Level Planning Group.

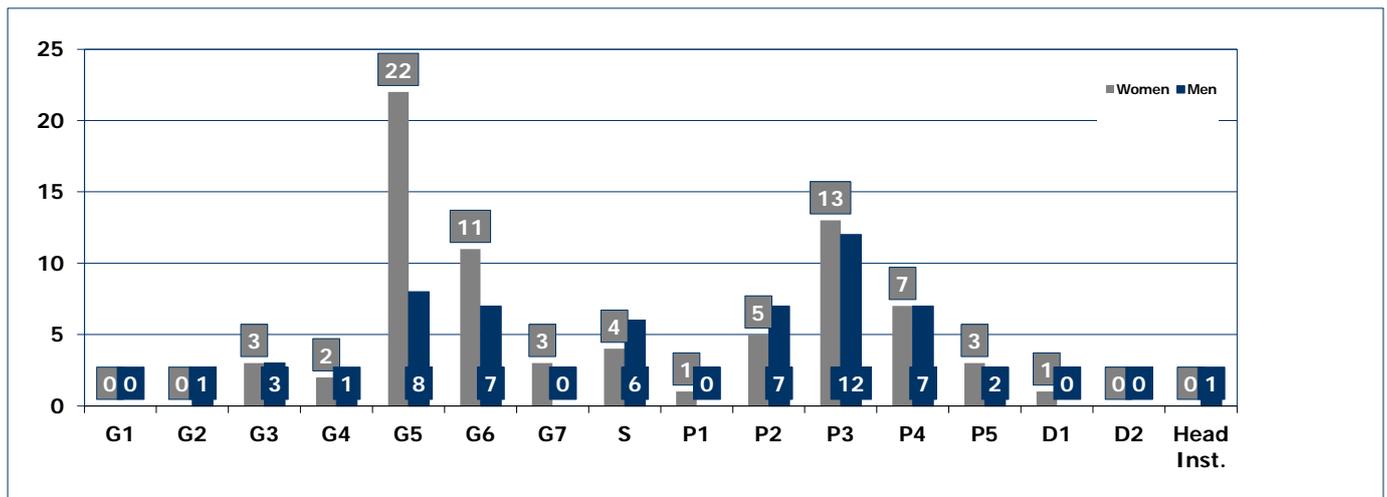
Note: Data as on 29 December 2014

**TABLE AND GRAPH 5**  
Post Distribution in the OSCE Secretariat\*



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	SG	G	In %	S	In %	P+	In %	Total	In %
Women	7	1	8	33	36	31	5	15	1	3	27	13	6	0	0	0	121	64%	15	37.5%	50	42%	186	53%
Men	0	2	6	12	17	23	9	25	1	8	18	27	7	2	5	1	69	36%	25	62.5%	69	58%	163	47%
<b>TOTAL</b>	<b>7</b>	<b>3</b>	<b>14</b>	<b>45</b>	<b>53</b>	<b>54</b>	<b>14</b>	<b>40</b>	<b>2</b>	<b>11</b>	<b>45</b>	<b>40</b>	<b>13</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>190</b>	<b>100%</b>	<b>40</b>	<b>100%</b>	<b>119</b>	<b>100%</b>	<b>349</b>	<b>100%</b>

**TABLE AND GRAPH 6**  
Post Distribution in the Office for Democratic Institutions and Human Rights



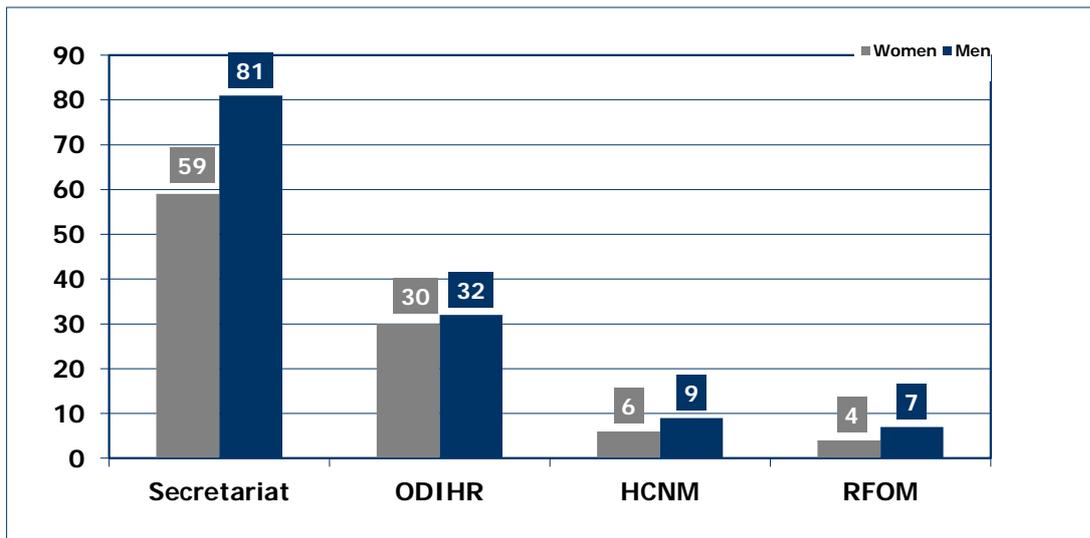
	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head Inst.	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	3	2	22	11	3	4	1	5	13	7	3	1	0	0	41	67%	4	40%	30	51%	75	58%
Men	0	1	3	1	8	7	0	6	0	7	12	7	2	0	0	1	20	33%	6	60%	29	49%	55	42%
<b>TOTAL</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>3</b>	<b>30</b>	<b>18</b>	<b>3</b>	<b>10</b>	<b>1</b>	<b>12</b>	<b>25</b>	<b>14</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>61</b>	<b>100%</b>	<b>10</b>	<b>100%</b>	<b>59</b>	<b>100%</b>	<b>130</b>	<b>100%</b>

P+ includes, P1, P2, P3, P4, P5, D1, D2, SG, Hol

\* Secretariat staff includes High Level Planning Group.

Note: Data as on 31 December 2013

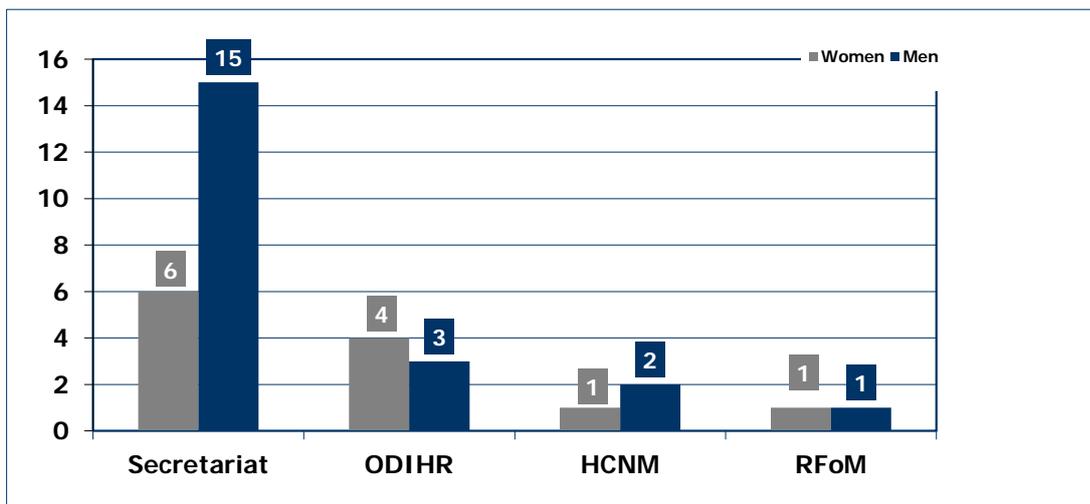
**TABLE AND GRAPH 9**  
**Post Distribution in the OSCE Secretariat and Institutions**  
**Professional Staff\***



#	Secretariat	ODIHR	HCNM	RFOM	Total
Women	59	30	6	4	99
Men	81	32	9	7	129
<b>TOTAL</b>	140	62	15	11	<b>228</b>

\*S, P1, P2, P3, P4.

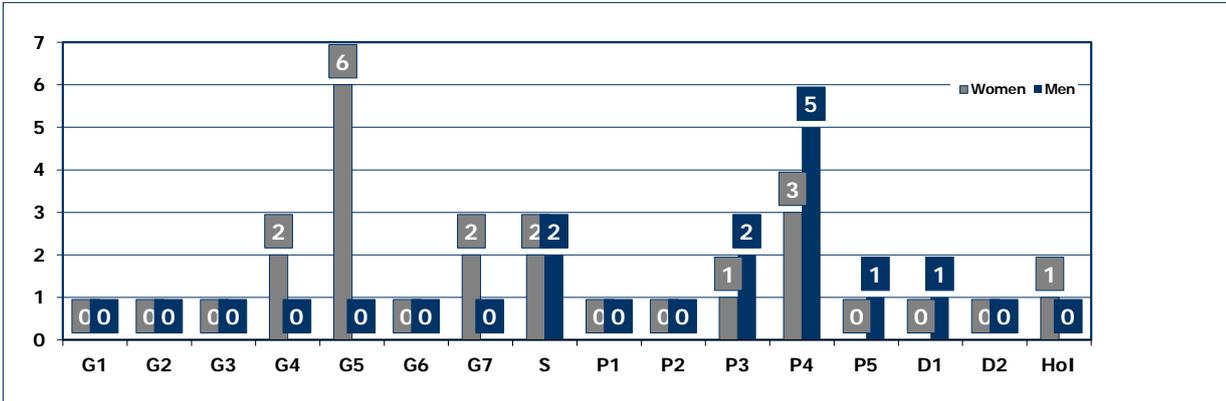
**TABLE AND GRAPH 10**  
**Post Distribution in the OSCE Secretariat and Institutions**  
**Senior Management Staff\***



#	Secretariat	ODIHR	HCNM	RFoM	Total
Women	6	4	1	1	12
Men	15	3	2	1	21
<b>TOTAL</b>	21	7	3	2	<b>33</b>

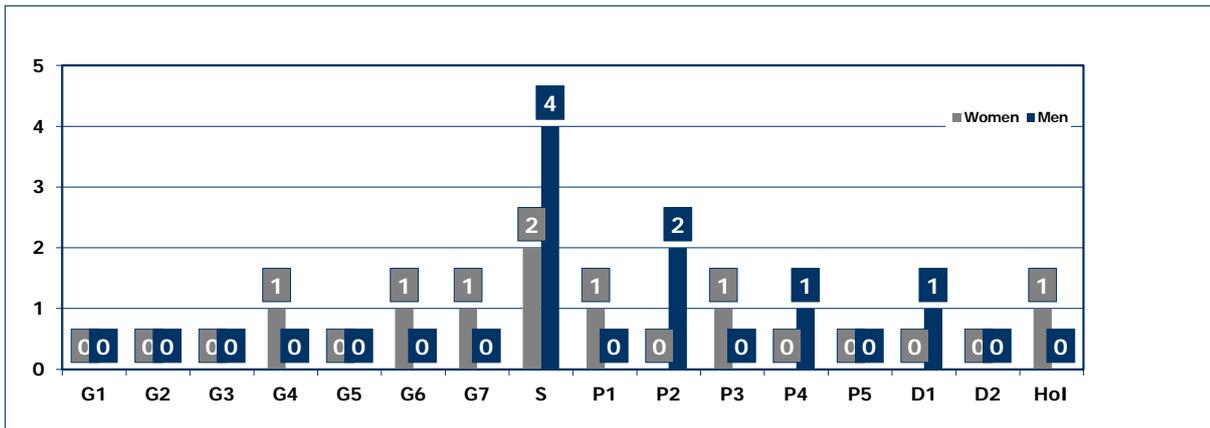
\*P5, D1, D2, SG and Head of Institution.  
 Note: Data as on 29 December 2014

**TABLE AND GRAPH 7**  
**Post Distribution in the Office of the High Commissioner on National Minorities**



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	HoI	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	2	6	0	2	2	0	0	1	3	0	0	0	1	10	100%	2	50%	5	36%	17	61%
Men	0	0	0	0	0	0	0	2	0	0	2	5	1	1	0	0	0	0%	2	50%	9	64%	11	39%
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>10</b>	<b>100%</b>	<b>4</b>	<b>100%</b>	<b>14</b>	<b>100%</b>	<b>28</b>	<b>100%</b>

**TABLE AND GRAPH 8**  
**Post Distribution in the Office of the Representative on Freedom of the Media**

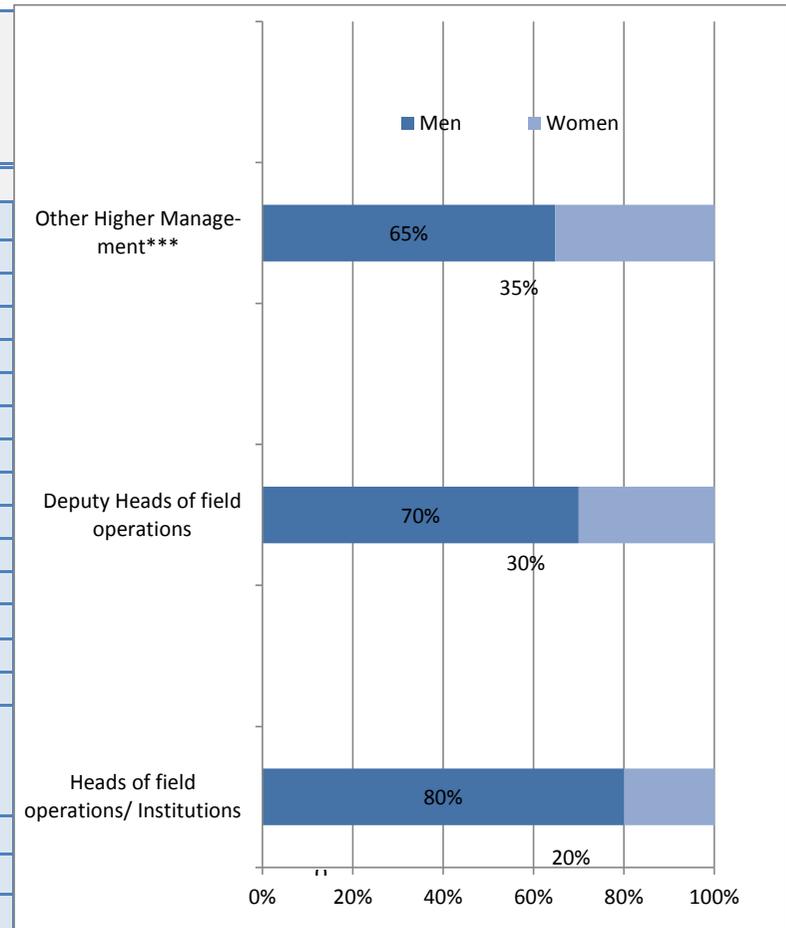


	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	HoI	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	1	0	1	1	2	1	0	1	0	0	0	0	1	3	100%	2	33%	3	43%	8	50%
Men	0	0	0	0	0	0	0	4	0	2	0	1	0	1	0	0	0	0%	4	67%	4	57%	8	50%
<b>TOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>100%</b>	<b>6</b>	<b>100%</b>	<b>7</b>	<b>100%</b>	<b>16</b>	<b>100%</b>

P+ includes, P1, P2, P3, P4, P5, D1, D2, SG, HoI  
 Note: Data as on 29 December 2014

**TABLE AND GRAPH 11**  
**Gender Balance among Contracted and Seconded Senior Management Staff**  
**in the OSCE Secretariat, Institutions and Field Operations**

Field operations, Secretariat and Institutions*	Heads of field operations/ Institutions		Deputy Heads of field operations		Other Higher Management***		Total	
	M	F	M	F	M	F	M	F
OSCE Presence in Albania	1	0	1	0	1	5	3	5
OSCE Centre in Ashgabat	1	0	0	0	1	0	2	0
OSCE Centre in Astana	0	1	0	0	0	0	0	1
OSCE Office in Baku	1	0	0	0	2	1	3	1
OSCE Centre in Bishkek	1	0	1	0	5	2	7	2
OSCE Mission to Bosnia and Herzegovina*	1	0	0	1	12	1	13	2
OSCE Mission in Kosovo	1	0	0	1	17	11	18	12
OSCE Mission to Moldova	1	0	1	0	0	0	2	0
OSCE Mission to Montenegro	0	1	1	0	0	0	1	1
OSCE Mission to Serbia	1	0	1	0	1	3	3	3
OSCE Mission to Skopje	1	0	0	1	5	3	6	4
OSCE Office in Tajikistan	1	0	1	0	4	1	6	1
OSCE Project Co-ordinator in Ukraine	1	0	0	0	1	0	2	0
OSCE Project Co-ordinator in Uzbekistan	1	0	0	0	0	0	1	0
OSCE Office in Yerevan	1	0	1	0	0	0	2	0
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1	0	0	0	0	0	1	0
Secretariat and Institutions**	2	2	0	0	19	10	21	12
<b>Total</b>	<b>16</b>	<b>4</b>	<b>7</b>	<b>3</b>	<b>68</b>	<b>37</b>	<b>91</b>	<b>44</b>
<b>In per cent (%)</b>	<b>80%</b>	<b>20%</b>	<b>70%</b>	<b>30%</b>	<b>65%</b>	<b>35%</b>	<b>67%</b>	<b>33%</b>



\*Includes Articles IV.

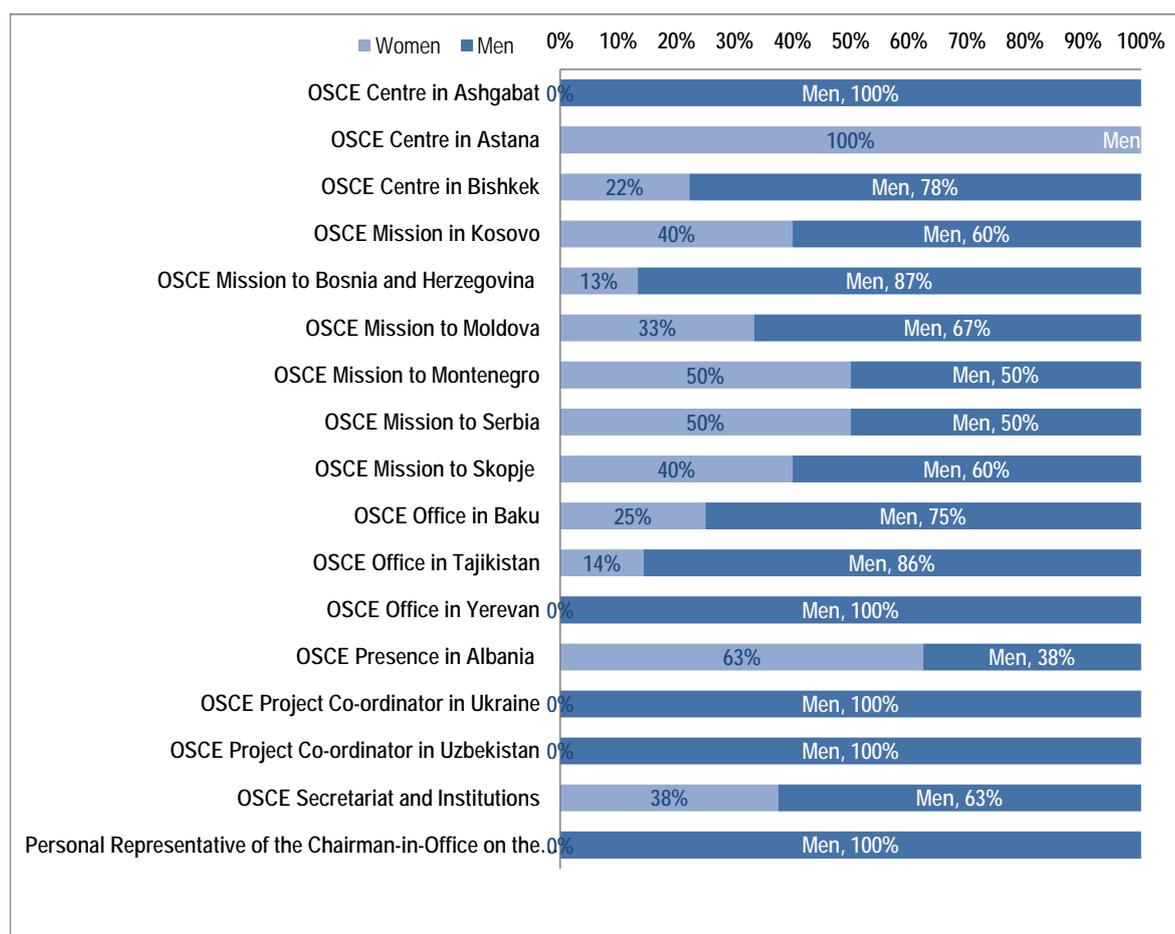
\*\*Includes FoM, HCNM, HLPG, ODIHR, the Secretariat.

\*\*\*Includes S3+ and P5+.

*Note: Data as on 29 December 2014*

**TABLE AND GRAPH 12**  
**Gender Balance among Contracted and Seconded Senior Management\***  
**in the OSCE Secretariat, Institutions and Field Operations**

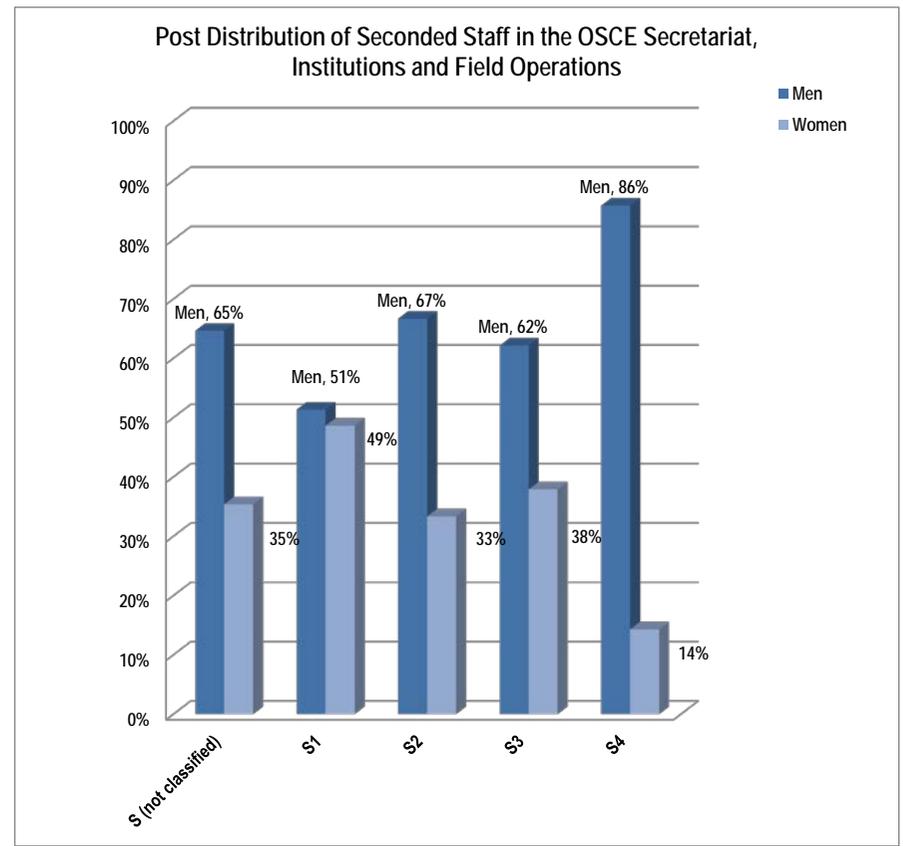
Field operations, Secretariat and Institutions	Total		Total in %	
	M	F	M	F
OSCE Centre in Ashgabat	2	0	100%	0%
OSCE Centre in Astana	0	1	0%	100%
OSCE Centre in Bishkek	7	2	78%	22%
OSCE Mission in Kosovo	18	12	60%	40%
OSCE Mission to Bosnia and Herzegovina	13	2	87%	13%
OSCE Mission to Moldova	2	1	67%	33%
OSCE Mission to Montenegro	1	1	50%	50%
OSCE Mission to Serbia	3	3	50%	50%
OSCE Mission to Skopje	6	4	60%	40%
OSCE Office in Baku	3	1	75%	25%
OSCE Office in Tajikistan	6	1	86%	14%
OSCE Office in Yerevan	2	0	100%	0%
OSCE Presence in Albania	3	5	38%	63%
OSCE Project Co-ordinator in Ukraine	2	0	100%	0%
OSCE Project Co-ordinator in Uzbekistan	1	0	100%	0%
OSCE Secretariat and Institutions	20	12	63%	38%
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1	0	100%	0%
<b>Total</b>	<b>90</b>	<b>45</b>	<b>67%</b>	<b>33%</b>



\*S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.  
 Institutions include ODIHR, FoM, HCNM. Secretariat Includes HLPG.  
 Note: Data as on 29 December 2014

**TABLE AND GRAPH 13**  
**Post Distribution of Seconded Staff**  
**in the OSCE Secretariat, Institutions and Field Operations**

Field operations, Secretariat and Institutions	S*		S1		S2		S3		S4		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
OSCE Presence in Albania	0	0	0	1	6	3	1	5	0	0	7	9
OSCE Centre in Ashgabat	0	0	0	0	2	0	1	0	0	0	3	0
OSCE Centre in Astana	0	0	0	0	2	1	0	0	0	0	2	1
OSCE Office in Baku	0	0	0	0	0	0	2	1	0	0	2	1
OSCE Centre in Bishkek	0	0	0	0	5	2	5	2	0	0	10	4
OSCE Mission to Bosnia and Herzegovina (incl. Article IV)	3	0	3	3	6	2	9	1	2	0	23	6
OSCE Mission in Kosovo	0	0	26	25	21	22	12	9	4	1	63	57
OSCE Mission to Moldova	0	0	0	0	7	3	0	0	0	0	7	3
OSCE Mission to Montenegro	0	0	0	0	5	2	0	0	0	0	5	2
OSCE Mission to Serbia	0	0	1	1	10	4	1	3	0	0	12	8
OSCE Mission to Skopje	0	0	7	6	11	0	5	3	0	0	23	9
OSCE Office in Tajikistan	0	0	1	0	8	4	4	1	0	0	13	5
OSCE Project Co-ordinator in Ukraine	0	0	0	0	0	0	1	0	0	0	1	0
OSCE Project Co-ordinator in Uzbekistan	0	0	0	0	0	1	0	0	0	0	0	1
OSCE Office in Yerevan	0	0	0	0	3	1	0	0	0	0	3	1
Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference	0	0	0	0	4	0	0	0	0	0	4	0
Secretariat (incl. Prague Office, HLPG)	27	15	0	0	0	0	0	0	0	0	27	15
Institutions (FoM, HCNM, ODIHR)	12	8	0	0	0	0	0	0	0	0	12	8
<b>Total</b>	<b>42</b>	<b>23</b>	<b>38</b>	<b>36</b>	<b>90</b>	<b>45</b>	<b>41</b>	<b>25</b>	<b>6</b>	<b>1</b>	<b>217</b>	<b>130</b>
<b>Per cent</b>	<b>65%</b>	<b>35%</b>	<b>51%</b>	<b>49%</b>	<b>67%</b>	<b>33%</b>	<b>62%</b>	<b>38%</b>	<b>86%</b>	<b>14%</b>	<b>63%</b>	<b>37%</b>



\*Seconded posts in the Secretariat and Institutions are not classified and therefore not included in the standard system of grades.  
 Note: Data as on 29 December 2014

**Table 14**  
Nominations\* by Participating States for Seconded Posts in the OSCE Secretariat,  
Institutions and Field Operations according to staff categories.

Row Labels	Female						Female Total	Male						Grand Total	
	DHoM	S	S1	S2	S3	S4		DHoM	S	S1	S2	S3	S4		
Albania		1	4	12	1	1	19		1	6	10	1	6	43	
Armenia				4	1		5			1	3		2	11	
Austria	1		6	6	4	1	18	2		6	17	6	2	51	
Azerbaijan				9			9				1			10	
Belarus	1						1							1	
Bosnia and Herzegovina	1	1	12	4	1	1	20	1	1	12	29	7		70	
Bulgaria			4	12		2	18	1	1	8	30	6	3	67	
Canada	2		21	22	6	1	52	7		37	56	32	17	201	
Croatia			2	3			5	1	1	1	3	1		12	
Czech Republic		1	1				2			3	2		1	8	
Denmark					1		1	1				1	1	4	
Estonia			1	2	1		4				11			15	
Finland		3		1			4	2		1	2			9	
France		1			1		2						1	3	
Georgia	2		2	9	4		17	2	1	2	15	9	11	57	
Germany		18	2	5	3	4	32	2	12	2	5	7	7	67	
Greece			22	29			51	1		34	28	7	6	127	
Hungary			3	4	3		10			9	31	9	1	60	
Ireland			13	6			19	1		11	17	5	6	59	
Italy	3	4	21	23	6	1	58	6	10	24	24	17	10	149	
Japan			1				1			2				3	
Kazakhstan											1			1	
Korea, Republic of										2				2	
Kyrgyzstan			5	3			8	2	2	1				13	
Latvia			1	3			4							4	
The Former Yugoslav Republic of Macedonia	1		24	10		2	37	1		25	38	14	1	116	
Malta													1	1	
Republic of Moldova			5	2	1		8	1		7	14	10	9	49	
Montenegro			1	1			2				2			4	
Netherlands	1						1	1	1			1		4	
Norway		3				1	4		3		2	5	1	15	
Poland			12	11	1		24	1	1	5	9	2	1	43	
Portugal		1	3	3	1	2	10			3	7	1	4	25	
Romania			3	1		1	5			3	11	3	1	23	
Russian Federation								1			9	4	1	15	
Serbia				1	1		2			1	2	1		6	
Slovakia			7	3			10			3	5	2		20	
Spain		2	2	6		1	11		5	4	2	2	3	27	
Sweden			2	4	3		9	1			5	3	3	21	
Switzerland									1		1		1	3	
Tajikistan												1		1	
Turkey		1	4	5	1		11	1	2	3	26	8	5	56	
Ukraine											4	3		7	
United Kingdom			30	17	11	1	59	8	1	30	40	19	10	167	
United States				15	4	2	21	4	1		18	18	6	68	
Uzbekistan											1	1		2	
<b>Grand Total</b>		<b>12</b>	<b>36</b>	<b>214</b>	<b>236</b>	<b>55</b>	<b>21</b>	<b>574</b>	<b>43</b>	<b>47</b>	<b>246</b>	<b>481</b>	<b>208</b>	<b>121</b>	<b>1720</b>

\*Where the total number of nominees' is below 10, the sex disaggregated data in per cent, are insignificant.  
From 1 January 2014 to 29 December 2014.

**Table 14**

Nominations\* by Participating States for Seconded Posts in the OSCE Secretariat, Institutions and Field Operations according to staff categories.

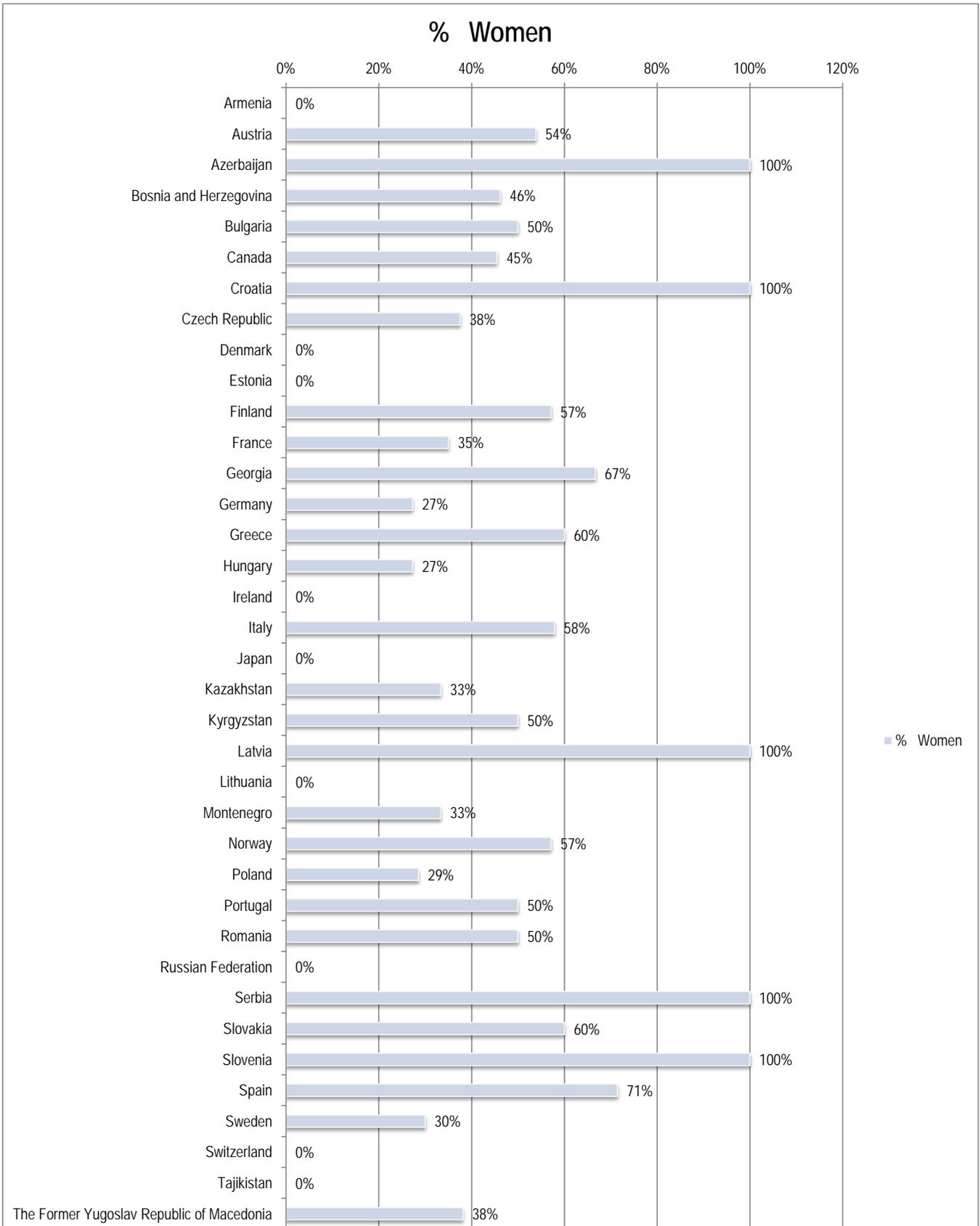
**TABLE 15**  
**Seconded Staff in the OSCE Secretariat, Institutions and Field Operations**  
**by Seconding Country and Sex**

Seconding Authority*	% Women	Men	Women	Total Seconded Staff
Armenia	0%	1	0	1
Austria	54%	6	7	13
Azerbaijan	100%	0	1	1
Bosnia and Herzegovina	46%	7	6	13
Bulgaria	50%	3	3	6
Canada	45%	6	5	11
Croatia	100%	0	3	3
Czech Republic	38%	5	3	8
Denmark	0%	2	0	2
Estonia	0%	1	0	1
Finland	57%	3	4	7
France	35%	13	7	20
Georgia	67%	1	2	3
Germany	27%	24	9	33
Greece	60%	2	3	5
Hungary	27%	8	3	11
Ireland	0%	13	0	13
Italy	58%	16	22	38
Japan	0%	2	0	2
Kazakhstan	33%	2	1	3
Kyrgyzstan	50%	1	1	2
Latvia	100%	0	1	1
Lithuania	0%	1	0	1
Montenegro	33%	2	1	3
Norway	57%	3	4	7
Poland	29%	10	4	14
Portugal	50%	1	1	2
Romania	50%	1	1	2
Russian Federation	0%	11	0	11
Serbia	100%	0	1	1
Slovakia	60%	2	3	5
Slovenia	100%	0	1	1
Spain	71%	2	5	7
Sweden	30%	7	3	10
Switzerland	0%	7	0	7
Tajikistan	0%	1	0	1
The Former Yugoslav Republic of Macedonia	38%	13	8	21
The Netherlands	0%	1	0	1
The Republic of Moldova	20%	4	1	5
Turkey	38%	5	3	8
Ukraine	50%	2	2	4
United Kingdom	30%	21	9	30
United States of America	20%	28	7	35
<b>Grand Total</b>	<b>36%</b>	<b>238</b>	<b>135</b>	<b>373</b>

\*Including Partners for Co-operation.

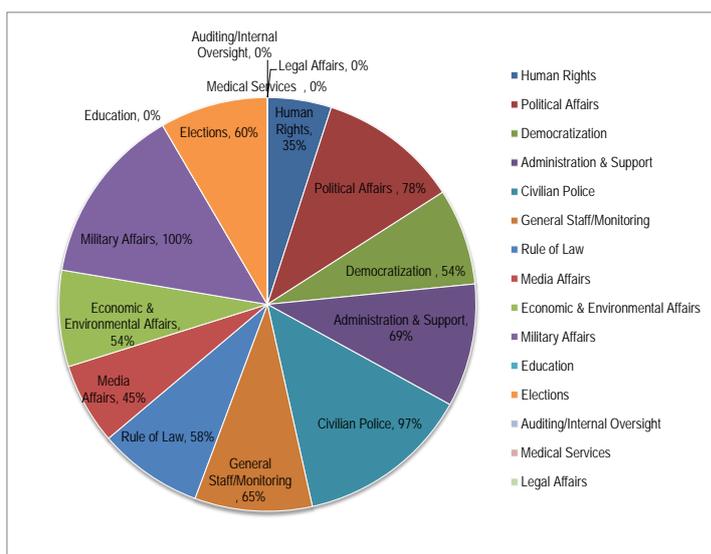
*Note: Data as on 29 December 2014*

**GRAPH 16**  
**Number of Seconded Female Professionals in the OSCE Secretariat, Institutions and Field Operations**  
**by Seconding Country in the period from 1 January 2014 until 29 December 2014**



**TABLE 17**  
**Gender Balance of International Seconded and Contracted Mission and Institution Members**  
**(including Management) by field of expertise**

Field of Expertise	Men	Women	Total	Men	Women
Human Rights	22	40	62	35%	65%
Political Affairs	54	15	69	78%	22%
Democratization	27	23	50	54%	46%
Administration & Support	31	14	45	69%	31%
Civilian Police	29	1	30	97%	3%
General Staff/Monitoring	15	8	23	65%	35%
Rule of Law	14	10	24	58%	42%
Media Affairs	5	6	11	45%	55%
Economic & Environmental Affairs	7	6	13	54%	46%
Military Affairs	9	0	9	100%	0%
Education	0	0	0	0%	0%
Elections	3	2	5	60%	40%
Auditing/Internal Oversight	0	0	0	0%	0%
Medical Services	0	0	0	0%	0%
Legal Affairs	0	0	0	0%	0%
<b>Grand total</b>	<b>216</b>	<b>125</b>	<b>341</b>	<b>63%</b>	<b>37%</b>



\* Where the total numbers are below 10, the sex disaggregated data in per cent are insignificant.

Note: Data as on 29 December 2014

**TABLE 18**  
**Post Distribution of Local Staff in OSCE Field Operations**

Grade	Total in Per Cent		OSCE Presence in Albania		OSCE Centre in Astana		OSCE Centre in Ashgabat		OSCE Office in Baku		OSCE Centre in Bishkek		OSCE Mission to Bosnia and Herzegovina		OSCE Mission in Kosovo		OSCE Mission to Moldova		OSCE Mission to Montenegro		OSCE Mission to Serbia		OSCE Mission to Skopje		OSCE Office in Tajikistan		OSCE Project Co-ordinator in Uzbekistan		OSCE Project Co-ordinator in Ukraine		OSCE Office in Yerevan		Plus: Res of the C.I.O on the conflict dealt with by the OSCE Minsk Conference		Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
NPO	41%	59%	4	11	1	3	1	1	3	2	6	4	44	79	45	35	3	6	2	5	6	19	6	12	8	4	3	2	9	12	3	8	0	0	144	203	
G7	0%	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G6	50%	50%	2	3	2	3	0	2	1	2	11	11	4	4	65	33	4	4	2	8	8	13	4	7	5	6	0	0	1	5	2	11	0	1	111	113	
G5	41%	59%	7	17	2	5	3	4	2	1	12	8	31	64	47	27	0	5	4	4	12	15	5	17	13	21	3	5	1	6	1	3	0	1	143	203	
G4	63%	37%	1	5	0	1	0	0	0	0	0	5	13	5	56	24	2	2	1		4	1	21	9	5	6	0	0	0	2	0	0	1	0	104	60	
G3	87%	13%	2	0	1	0	1	0	1	0	5	1	13	4	46	5	2	0	2	0	4	2	8	2	5	1	2	0	1	0	2	0	4	0	99	15	
G2*	97%	3%	7	0	3	0	6	0	1	0	19	0	33	0	33	3	6	1	2	0	13	0	10	1	42	1	3	0	3	0	7	0	1	0	189	6	
G1**	0%	100%	0	0	0	1	0	1	0	0	0	5	0	10	0	0	0	3	0	1	0	8	0	2	0	12	0	2	0	2	0	2	0	3	0	52	
Total	55%	45%	23	36	9	13	11	8	8	5	53	34	138	166	292	127	17	21	13	18	47	58	54	50	78	51	11	9	15	27	15	24	6	5	790	652	
Total	100%		59		22		19		13		87		304		419		38		31		105		104		129		20		42		39		11		1442		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
%	55%	45%	39%	61%	41%	59%	58%	42%	62%	38%	61%	39%	45%	55%	70%	30%	45%	55%	42%	58%	45%	55%	52%	48%	60%	40%	55%	45%	36%	64%	38%	62%	55%	45%	55%	45%	

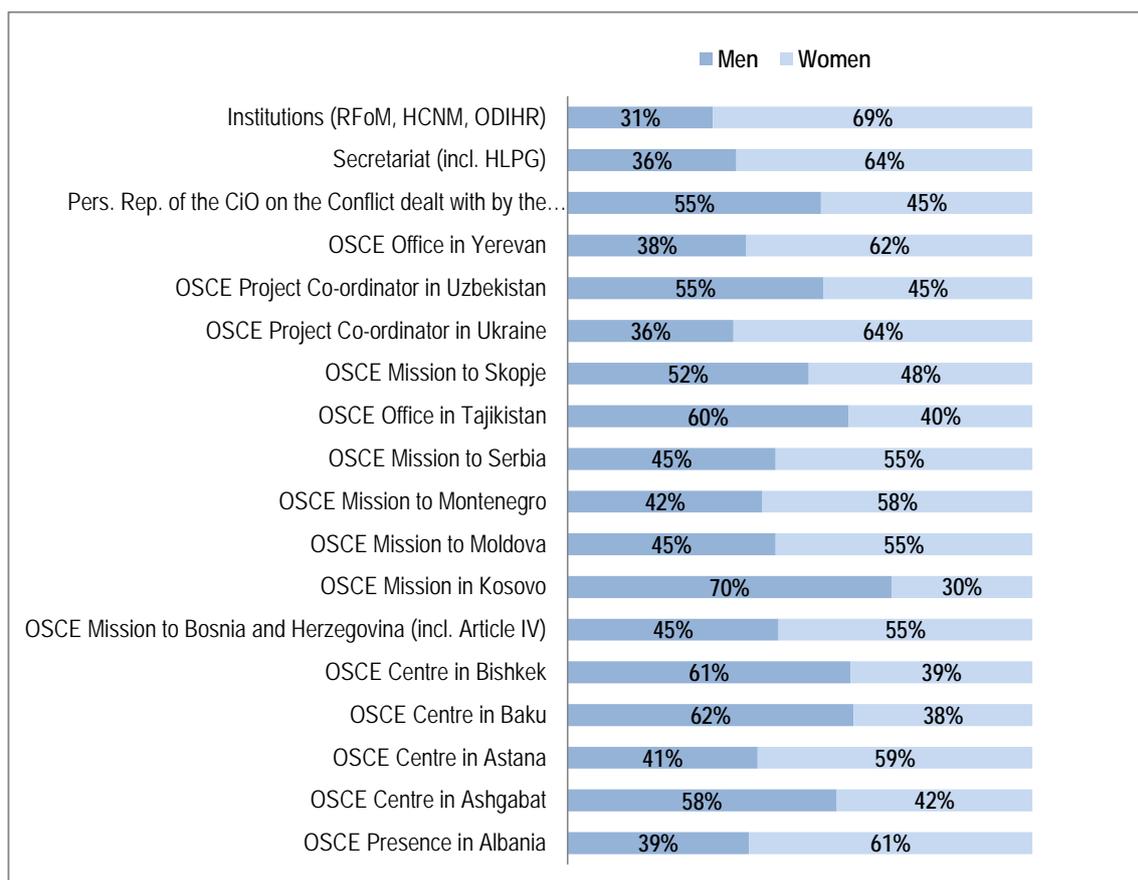
\*The high percentage of male staff at the G2 level is due to the fact that posts of drivers are classified as G2 and these tend to be held by men.

\*\*The high percentage of female staff at the G1 level is due to the fact that posts of cleaners are classified as G1 and these tend to be held by women.

Note: Data as on 29 December 2014

**TABLE AND GRAPH 19**  
**Gender Balance of Local Staff in OSCE Field Operations**  
**and General Services Staff in the OSCE Secretariat and Institutions**

Field operation	Percentage		Number		Total
	Men	Women	Men	Women	
OSCE Presence in Albania	39%	61%	23	36	59
OSCE Centre in Ashgabat	58%	42%	11	8	19
OSCE Centre in Astana	41%	59%	9	13	22
OSCE Centre in Baku	62%	38%	8	5	13
OSCE Centre in Bishkek	61%	39%	53	34	87
OSCE Mission to Bosnia and Herzegovina (incl. Article IV)	45%	55%	138	166	304
OSCE Mission in Kosovo	70%	30%	292	127	419
OSCE Mission to Moldova	45%	55%	17	21	38
OSCE Mission to Montenegro	42%	58%	13	18	31
OSCE Mission to Serbia	45%	55%	47	58	105
OSCE Office in Tajikistan	60%	40%	78	51	129
OSCE Mission to Skopje	52%	48%	54	50	104
OSCE Project Co-ordinator in Ukraine	36%	64%	15	27	42
OSCE Project Co-ordinator in Uzbekistan	55%	45%	11	9	20
OSCE Office in Yerevan	38%	62%	15	24	39
Pers. Rep. of the CiO on the Conflict dealt with by the Minsk Conference	55%	45%	6	5	11
Secretariat (incl. HLPG)	36%	64%	69	121	190
Institutions (RFoM, HCNM, ODIHR)	31%	69%	20	44	64
<b>Grand Total</b>	<b>52%</b>	<b>48%</b>	<b>879</b>	<b>817</b>	<b>1,696.00</b>



*Includes, NPO+, G1-G7.*

*Note: Data as on 29 December 2014*

**TABLE 20**  
**Gender Balance by Grade in the Recruitment of Contracted Staff**  
**in the OSCE Secretariat, Institutions and Field Operations**  
**From 1 January 2013 to 29 December 2014**

Grade	Number of Vacancies	Applied				Short listed				Employed*			
		Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
D2	1	14	0	14	0%	0	0	0	0%	0	0	0	#DIV/0!
D1	1	85	36	121	27%	4	1	5	20%	1	0	1	0%
P5	11	605	189	794	24%	34	18	52	35%	6	2	8	25%
<b>Total P5 - D2</b>	<b>13</b>	<b>704</b>	<b>225</b>	<b>929</b>	<b>24%</b>	<b>38</b>	<b>19</b>	<b>57</b>	<b>33%</b>	<b>7</b>	<b>2</b>	<b>9</b>	<b>22%</b>
P4	16	1101	481	1582	30%	47	20	67	30%	3	2	5	40%
P3	35	2969	2108	5077	42%	82	57	139	41%	11	6	17	35%
P2	14	1220	896	2116	42%	52	20	72	28%	9	2	11	18%
P1	2	485	682	1167	58%	4	2	6	33%	1	0	1	0%
NP3	2	24	24	48	50%	0	0	0	0%	0	1	1	0%
NP2	17	320	228	548	42%	12	22	34	65%	4	4	8	50%
NP1	34	635	709	1344	53%	19	27	46	59%	3	10	13	77%
<b>Total NP1 - P4</b>	<b>120</b>	<b>6754</b>	<b>5128</b>	<b>11882</b>	<b>43%</b>	<b>216</b>	<b>148</b>	<b>364</b>	<b>41%</b>	<b>31</b>	<b>25</b>	<b>56</b>	<b>45%</b>
<b>Total P and D</b>	<b>133</b>	<b>7458</b>	<b>5353</b>	<b>12811</b>	<b>42%</b>	<b>254</b>	<b>167</b>	<b>421</b>	<b>40%</b>	<b>38</b>	<b>27</b>	<b>65</b>	<b>42%</b>
G6	24	396	541	937	58%	14	31	45	69%	2	7	9	78%
G5	46	977	1275	2252	57%	19	48	67	72%	6	15	21	71%
G4	22	470	822	1292	64%	14	28	42	67%	4	7	11	64%
G3	7	45	10	55	18%	1	4	5	80%	2	0	2	0%
G2	6	47	5	52	10%	7	1	8	13%	3	0	3	0%
G1	1	1	12	13	92%	0	3	3	100%	0	1	1	100%
<b>Total G1 - G7</b>	<b>106</b>	<b>1936</b>	<b>2665</b>	<b>4601</b>	<b>58%</b>	<b>55</b>	<b>115</b>	<b>167</b>	<b>69%</b>	<b>17</b>	<b>30</b>	<b>47</b>	<b>64%</b>
<b>Total NP, P and D</b>	<b>239</b>	<b>9394</b>	<b>8018</b>	<b>17412</b>	<b>46%</b>	<b>309</b>	<b>282</b>	<b>591</b>	<b>48%</b>	<b>55</b>	<b>57</b>	<b>112</b>	<b>51%</b>
<b>% of Total</b>		<b>54%</b>	<b>46%</b>			<b>52%</b>	<b>48%</b>			<b>49%</b>	<b>51%</b>		

	Applied		Short listed of applied		Employed of applied	
<b>% of Applicants</b>	<b>100%</b>	<b>100%</b>	<b>3.3%</b>	<b>3.5%</b>	<b>0.6%</b>	<b>0.7%</b>
<b>Total</b>	<b>9394</b>	<b>8018</b>	<b>309</b>	<b>282</b>	<b>55</b>	<b>57</b>

Percentage		Applied		Short listed of applied		Employed of shortlisted	
		Men	Women	Men	Women	Men	Women
	<b>All grades</b>	<b>54.0%</b>	<b>46.0%</b>	<b>3.3%</b>	<b>3.5%</b>	<b>17.8%</b>	<b>20.2%</b>
	<b>P and D</b>	<b>58.2%</b>	<b>41.8%</b>	<b>3.4%</b>	<b>3.1%</b>	<b>15.0%</b>	<b>16.2%</b>
	<b>G1 - G7</b>	<b>42.1%</b>	<b>57.9%</b>	<b>2.8%</b>	<b>4.3%</b>	<b>30.9%</b>	<b>26.1%</b>

Unified Budget posts only

\*Including re-issued Vacancy Notices (VNs)

**TABLE 21**  
**Gender Balance by Grade in the Recruitment of Seconded Staff**  
**in the OSCE Secretariat, Institutions and Field Operations**  
**From 1 January 2014 to 29 December 2014**

Grade	Number of Vacancies	Applied/Nominated			Long-listed			Short-listed			Employed		
		Men	Women	% Women	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
DHoM	5	38	12	24%	7	3	n/a	5	3	n/a	2	0	0%
S4	18	157	26	14%	84	13	13%	9	1	0%	4	1	20%
S3	37	232	66	22%	139	41	23%	17	11	39%	16	3	16%
S2	96	629	333	35%	281	181	39%	73	44	38%	82	48	37%
S1	20	252	219	46%	141	142	50%	17	14	45%	13	8	38%
S**	24	47	36	43%	32	21	40%	26	15	37%	8	9	53%
<b>Total</b>	<b>200</b>	<b>1355</b>	<b>692</b>	<b>34%</b>	<b>684</b>	<b>401</b>	<b>37%</b>	<b>147</b>	<b>88</b>	<b>37%</b>	<b>125</b>	<b>69</b>	<b>36%</b>
<b>% of Total</b>		<b>66%</b>	<b>34%</b>		<b>63%</b>	<b>37%</b>		<b>63%</b>	<b>37%</b>		<b>64%</b>	<b>36%</b>	

	Applied/Nominated		Long-listed of Nominated		Short-listed of Nominated		Employed of Nominated	
	Men	Women	Men	Women	Men	Women	Men	Women
<b>% of Applied/Nominated</b>	<b>66%</b>	<b>34%</b>	<b>50%</b>	<b>58%</b>	<b>11%</b>	<b>13%</b>	<b>9%</b>	<b>10%</b>
<b>Total</b>	<b>1355</b>	<b>692</b>	<b>684</b>	<b>401</b>	<b>147</b>	<b>88</b>	<b>125</b>	<b>69</b>

Percentage	Applied/Nominated		Long-listed of Nominated		Short-listed from the long list		Employed of shortlisted	
	Men	Women	Men	Women	Men	Women	Men	Women
	<b>66%</b>	<b>34%</b>	<b>50%</b>	<b>58%</b>	<b>21%</b>	<b>22%</b>	<b>85%</b>	<b>78%</b>

Unified Budget posts only

\*\*Seconded posts in the Secretariat and Institutions. These posts are not classified and therefore not included in the standard system of grades.

**TABLE 22**  
**Sex disaggregated nominations and secondments as per Grade**  
**in the OSCE Secretariat, Institutions and Field Operations**  
**From 2005 to 29 December 2014**

	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		(S4+†) Senior Management		(S) Secretariat Institutions	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
<b>Nominations</b>										
2005	62%	38%	67%	33%	75%	25%	81%	19%	55%	45%
2006	62%	38%	66%	34%	76%	24%	91%	9%	40%	60%
2007/08*	56%	44%	63%	37%	78%	22%	76%	24%	45%	55%
2009**	63%	37%	70%	30%	73%	27%	81%	19%	43%	57%
2010***	57%	43%	68%	32%	72%	28%	75%	25%	47%	53%
2011****	59%	41%	72%	28%	77%	23%	91%	9%	45%	55%
2012*****	55%	45%	72%	28%	70%	30%	84%	16%	50%	50%
2013***** 1.Jan.- 31.Dec.2013 *****	54%	46%	72%	28%	70%	30%	83%	17%	50%	50%
2014	53.5%	46.5%	67%	33%	79%	21%	83%	17%	57%	43%
<b>Average of the above years</b>	<b>57%</b>	<b>43%</b>	<b>68%</b>	<b>32%</b>	<b>75%</b>	<b>26%</b>	<b>82%</b>	<b>18%</b>	<b>49%</b>	<b>51%</b>
<b>Secondments</b>										
2005	64%	36%	60%	40%	77%	23%	85%	15%	71%	29%
2006	60%	40%	64%	36%	71%	29%	96%	4%	66%	34%
2007	54%	46%	64%	36%	68%	32%	86%	14%	67%	33%
2008	53%	47%	62%	38%	71%	29%	85%	15%	68%	32%
2009	56%	44%	61%	39%	68%	32%	75%	25%	66%	34%
2010	53%	47%	60%	40%	64%	36%	67%	33%	61%	39%
2011	49%	51%	61%	39%	63%	37%	78%	22%	46%	54%
2012	48%	52%	73%	27%	77%	23%	68%	32%	70%	30%
2013	52%	48%	64%	36%	66%	34%	70%	30%	66%	34%
2013 1.Jan.- 31.Dec.2013	50%	50%	66%	34%	58%	42%	68%	32%	69%	31%
2014	60%	40%	63%	37%	84%	16%	86%	14%	47%	53%
<b>Average of the above years</b>	<b>54%</b>	<b>46%</b>	<b>63%</b>	<b>37%</b>	<b>70%</b>	<b>30%</b>	<b>79%</b>	<b>21%</b>	<b>63%</b>	<b>37%</b>

\*From 1 January 2007 to 1 May 2008. Same both years.

\*\*From 1 May 2008 to 1 May 2009.

\*\*\*From 1 May 2009 to 1 May 2010.

\*\*\*\*From 1 May 2010 to 1 May 2011.

\*\*\*\*\*From 1 May 2011 to 1 May 2012.

\*\*\*\*\*From 1 May 2012 to 1 May 2013.

\*\*\*\*\*From 1 January 2013 to 31 December 2013.

2014 data covers the period from 1 December 2014 to 29 December 2014.

† S4 Senior Management incl. Deputy Head of Mission (DHoM.)

**Average of 2014: 36 per-cent, i.e. 68 secondments out of 190 seconded positions are covered by women.**

TABLE 23

Composition of Recruitment Panels for International Contracted Professional and Seconded positions in Field Operations, Secretariat and Institutions

Grade	No. of panels	Total in Per Cent		OSCE Secretariat		Project Co-ordinator in Ukraine		OSCE Centre in Astana		OSCE Mission to Bosnia and Herzegovina		OSCE Mission to Skopje		OSCE Office in Tajikistan		ODIHR		OSCE Mission to Montenegro		OSCE Representative on Freedom of the Media		Total in Numbers	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
P5	10	49%	51%	13	15	5	0									8	12					26	27
P4	7	47%	53%	12	14											3	3					15	17
P3	24	44%	56%	13	19	7	5									25	34			2	1	47	59
P2	17	55%	45%	7	5	2	2	0	4	3	1	2	3	4	2	18	12	2	2			38	31
P1	5	52%	48%	1	2					5	2			4	3	1	3					11	10
S	4	50%	50%													5	5			4	4	9	9
<b>Total</b>	<b>67</b>	<b>49%</b>	<b>51%</b>	<b>46</b>	<b>55</b>	<b>14</b>	<b>7</b>	<b>0</b>	<b>4</b>	<b>8</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>8</b>	<b>5</b>	<b>60</b>	<b>69</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>146</b>	<b>153</b>
<b>Total</b>	<b>67</b>	<b>100%</b>		<b>101</b>		<b>21</b>		<b>4</b>		<b>11</b>		<b>5</b>		<b>13</b>		<b>129</b>		<b>4</b>		<b>11</b>		<b>299</b>	
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>%</b>		<b>49%</b>	<b>51%</b>	<b>46%</b>	<b>54%</b>	<b>67%</b>	<b>33%</b>	<b>0%</b>	<b>100%</b>	<b>73%</b>	<b>27%</b>	<b>40%</b>	<b>60%</b>	<b>62%</b>	<b>38%</b>	<b>47%</b>	<b>53%</b>	<b>50%</b>	<b>50%</b>	<b>55%</b>	<b>45%</b>	<b>49%</b>	<b>51%</b>

Note: Recruitment panels between 1 January 2013 and 29 December 2014

"S" positions are listed for the OSCE Secretariat, RFoM, and HLPG.

TABLE 24:

History of appointments of Heads and Deputy Heads in the Secretariat, Institutions and OSCE Field Operations, by sex, since establishment of the OSCE structures in the '90s until 29 December 2014

	MEN		WOMEN	
	DHoI	HoI	DHoI	HoI
OSCE Secretariat	n.a	5	n.a	0
ODIHR	3	5	1	1
High Commissioner on National Minorities	3	3	1	1
Representative on Freedom of the Media	2	2	0	1
<b>TOTAL</b>	<b>8</b>	<b>15</b>	<b>2</b>	<b>3</b>

	MEN		WOMEN	
	DHoM	HoM	DHoM	HoM
Office in Baku	3	8	2	0
Office in Yerevan	4	5	1	0
Minsk Conference	n.a	2	n.a.	0
Mission to Moldova	10	11	0	1
Project Co-ordinator in Ukraine	1	6	0	1
Centre in Almaty/Astana	1	7	1	1
Centre in Ashgabat	n.a	5	n.a.	1
Centre in Bishkek	3	5	1	0
Centre in Dushanbe / Office in Tajikistan	7	9	0	0
Project Co-ordinator in Uzbekistan	n.a	6	n.a.	0
Mission in Kosovo	6	6	1	0
Mission to Bosnia and Herzegovina	6	7	1	0
Spillover Monitor / Mission to Skopje	1	6	2	0
Mission to Serbia	7	5	2	0
Mission to Montenegro	2	2	0	2
Presence in Albania	3	7	2	0
Special Monitoring Mission to Ukraine	2	1	0	0
Observer Mission at the two Russian checkpoints	0	1	0	0
Office in Minsk - CLOSED	3	5	1	0
Mission to Croatia / Office in Zagreb - CLOSED	6	5	0	0
Mission to Georgia – CLOSED	6	7	0	1
AG Chechnya – CLOSED	n.a	8	n.a.	0
Latvia – CLOSED	n.a	2	n.a.	0
Estonia – CLOSED	n.a	3	n.a.	1
<b>TOTAL</b>	<b>71</b>	<b>129</b>	<b>14</b>	<b>8</b>

**TABLE 25:**  
**Post Distribution in the OSCE Secretariat, Field Operations and Institutions. Seconded and Contracted posts of Heads, Deputy Heads and other Senior Management**

Field Operations, Institutions and the Secretariat	Head(s)										Deputy Head(s)										Other Senior Management**										Total									
	2010		2011		2012		2013***		2014		2010		2011		2012		2013***		2014		2010		2011		2012		2013***		2014		2010		2011		2012		2013***		2014	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
<b>Total: Field operations</b>	17	1	16	0	13	2	11	4	14	2	9	3	8	3	8	3	5	5	7	3	51	28	56	28	59	25	40	23	49	27	77	32	80	31	80	30	56	32	70	32
<b>Total: Secretariat / Institutions*</b>	3	1	3	1	3	1	2	2	2	2	0	0	0	0	0	0	0	0	0	0	22	11	20	14	21	14	18	10	19	10	25	12	23	15	24	15	20	12	21	12
<b>Total:</b>	20	2	19	1	16	3	14	6	16	4	9	3	8	3	8	3	5	5	7	3	73	39	76	42	80	39	72	39	68	37	102	44	103	46	104	45	91	50	91	44
<b>In per cent (%):</b>	91%	9%	95%	5%	84%	16%	70%	30%	80%	20%	75%	25%	73%	27%	73%	27%	50%	50%	70%	30%	65%	35%	64%	36%	67%	33%	65%	35%	65%	35%	70%	30%	69%	31%	70%	30%	65%	35%	67%	1234%
																										<b>Total</b>	<b>146</b>	<b>Total</b>	<b>149</b>	<b>Total</b>	<b>149</b>	<b>Total</b>	<b>141</b>	<b>Total</b>	<b>135</b>					

\* Secretariat / Institutions: HLPG, ODIHR, HCNM, OSCE Representative on Freedom of the Media.  
 \*\* Other Senior Management: S3+, P5+.  
 \*\*\* 2013 includes period from 1 January 2013 until 31 December 2013  
 Note: Data from 1 January 2014 to 29 December 2014.

## **Annex II**

# **Office for Democratic Institutions and Human Rights (ODIHR)**



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

**ODIHR CONTRIBUTION TO THE 2014 ANNUAL EVALUATION  
REPORT  
ON GENDER ISSUES IN THE OSCE**

**February 2015**

## **Introduction**

In accordance with the OSCE Action Plan for the Promotion of Gender Equality, the OSCE Office for Democratic Institutions and Human Rights (ODIHR) assists participating States in implementing commitments related to the promotion of gender equality and increasing the participation of women in governance structures. ODIHR promotes the integration of a gender perspective in all policies, programmes and practices, and implements targeted initiatives to ensure gender equality in priority areas outlined in the Action Plan (Chapter V, para. 44 b-g).

The priority areas defined in the Action Plan include the development of non-discriminatory legal and policy frameworks, ensuring equal opportunity for the participation of women in political and public life, promoting equal opportunities for women and men in the economic sphere, building national mechanisms for the advancement of women, preventing violence against women, and encouraging women's participation in conflict prevention and post-conflict reconstruction.

Section I of this report provides an overview of gender-mainstreaming activities in the fields of training, management, recruitment and public relations, and provides updated gender-disaggregated statistics on the recruitment process and staff composition in the Annex 1.

In Section II, the report provides a comprehensive description of the manner in which gender is integrated into all ODIHR programmes and projects, across all Departments. This Section focuses on programmes designed to eliminate gender-based discrimination in political and electoral processes and to promote the integration of a gender perspective in legal frameworks. It also focuses on the protection and promotion of women's rights and on increasing the participation of women in political and public affairs.

Lastly, Section III of the report highlights key activities and outputs of ODIHR's two targeted programmes designed to increase women's participation in political and public life, and to integrate a gender and human rights perspective into the security sector. These goals are promoted through the implementation of the Programme on Increased Participation of Women in Politics, and the Human Rights, Gender and Security Programme.

The report covers the period of **1 January to 31 December 2014**.

## **I) Promoting gender equality within the Organization: Training, management, recruitment and public relations**

From 1 January to 31 December 2014, ODIHR continued to seek gender balance when identifying experts for projects, selecting speakers and moderators for human dimension events, and recruiting new ODIHR staff members. ODIHR enhanced its efforts to include gender considerations when developing and commenting on national policy documents and training manuals, as well as when developing ODIHR publications, programmes and projects. ODIHR personnel statistics remained at similar gender-balanced level compared to the previous reporting period (41.5 per cent of men compared to 58.5 per cent of women). Inequality at the level of general services staff, whose tenure with the organization is statistically much longer than professional staff partially due to a non-career OSCE policy, remains an issue, since there are almost twice as many women as men. However, this is offset within the professional staff category, where women and men are almost equally represented. It should be noted that among professional staff at P3 level and above, who represent almost 72 per cent of international professional contracted staff at ODIHR, since 2013 almost 52 per cent of the positions continue to be occupied by men, as compared to 48 per cent occupied by women (in the previous reporting period, these percentages were 55 and 45, respectively).

In contrast to the previous period, where almost half of the seconded staff members were men and half women, since 2013, almost twice as many men occupied seconded positions as women. There were no changes in gender composition at the level of P5 (60 per cent women compared to 40 per cent men). A significant change occurred to established prevalence of lower-entry professional positions that were held more often by women than by men. If in the past the ratio was two-thirds women to one-third men at P1 and P2 levels, currently appointments at those grades have been almost equally distributed between both genders). In terms of gender distribution across departments, men and women are almost equally represented in the Common Services and Direction and Policy, while in the programmatic departments , (Contact Point for Roma and Sinti Issues, Democratization, Elections, Human Rights, and Tolerance and Non-Discrimination), women represent the majority of staff members (their representation varies from 59% to 72%). A summary of staffing statistics with gender breakdown for the reporting period can be found in the table at the end of this report.

There was almost no change to active women participation in training activities offered by the organization: female staff members constituted 64 per cent of training participants during this reporting period. If participation in obligatory training courses (such as General Orientation and IRMA) or individual external training courses corresponds to gender proportion in the workplace, women are more active participants in courses offered by OSCE/ODIHR, especially in language programme.

Despite the overall increase of the number of applications for vacancies submitted by almost 50% (in the year 2013 a total number of 2308 applications were reviewed, while during the year 2014 the ODIHR received 3414 applications), there was slightly higher proportion of women applicants compared to the number of applications received from men (51 per cent compared to 49 per cent). However, a higher percentage of men were included in the short-lists for professional positions (58 per cent), which is a reverse trend compared to the previous reporting period (60% of women were short-listed in 2013). Despite of this, an equal

number of women and men have been appointed in professional category of staff. The majority of short-listed candidates for the general services posts were women (over 83 per cent) and, subsequently, all appointed staff (three of them) were women. This requires closer attention and action, since in the previous reporting period three men and three women were appointed to general services posts between 1 January and 31 December 2013, even though 73 per cent of the applications for those posts were submitted by women and only 27 per cent by men.

At the same time, ODIHR has managed to improve the composition of the recruitment boards. If in the past the statistics showed a slight prevalence of men over women: 57 per cent to 43 per cent, in the year 2014 the ratio was 49 per cent to 51 per cent. A breakdown of recruitment statistics for the reporting period can be found in the tables at the end of this report.

With regard to statistics on consultancy, women were contracted 48 per cent of the time (as compared to 51 per cent in the previous reporting period), whether within the framework of the recruitment of experts for election observation missions or when contracting experts for other ODIHR activities. Despite a relative parity in awarding the Special Service Contracts to men and women, in overall men earned more than women (almost 58 per cent of consultancy budget), while their input in terms of working time (total number of working days) was shorter (49 per cent). As a result, an average daily fee was higher for men (153 EUR) compared to women (107 EUR). A breakdown of consultancy statistics can be found in the tables at the end of this report.

When recruiting experts for Election Observation Missions (EOMs), Election Assessment Missions (EAMs) and Election Expert Teams (EETs), ODIHR strives to ensure gender balance. ODIHR makes specific efforts to recruit women as experts in management positions, such as Heads and Deputy Heads of Missions. Between January and December 2014, the ODIHR Director appointed 5 women as Heads of Mission of a total of 12 missions. Participating States have been encouraged to continue seconding women as long- and short-term observers (LTOs/STOs).

Between January and December 2014, core teams of 12 EOMs/LEOM/EAMs/EETs included 65 women experts out of a total of 171. Out of 286 LTOs seconded by the OSCE participating States, 106 were women. Out of 1,886 STOs seconded by the OSCE participating States, 769 were women. In addition, out of 16 STOs funded through the OSCE/ODIHR Diversification Fund, 9 were women, while 5 of 11 funded LTOs were women.

Training for short-term and long-term observers conducted by ODIHR highlighted the importance of observing women's participation in elections. For training sessions held between January and December 2014, out of a total of 66 participants, 40 were women. ODIHR's e-learning course for STOs (launched in 2012), includes references to the observation of women's participation in elections. As of the end of 2014, more than 4,500 participants have benefitted from the STO e-learning course. These include potential election observers, election management professionals, civil society representatives, and academics from 128 countries around the world, including 51 OSCE participating States and 10 OSCE Partners for Co-operation. More than 1,400 have already completed the course.

ODIHR emphasizes gender mainstreaming throughout its communication with the public, including on its website, in interaction with the press and through its publications programme. The Office maintains and updates a page on [Human rights, gender and security](#) which explains how a security sector that is gender-balanced and diverse can better meet the needs of the community it serves. The latter provides links to the core OSCE commitments and international instruments in this area, while highlighting ODIHR activities in this field. The ODIHR website also highlights gender equality as one of the main activities on its homepage and has made the OSCE Gender Action Plan and other gender-relevant information available on applicable sections of the website.

ODIHR strives to ensure that women and men are equally represented visually in all its material, be it in print or other media, such as photographs and video. The Office's press releases and publications are edited to ensure they follow OSCE standards, including by ensuring gender-sensitive language and, when attention is drawn to individuals, specialists or officials, representing women as often as possible.

In 2014, ODIHR published eight press releases and news items focusing on the Office's activities to promote gender equality. These focused on a broad range of steps ODIHR has taken, in co-operation with participating States, to make further progress on gender equality and women's political participation.

2014 saw the publication of a number of new tools to promote gender equality in the OSCE region. The three-part [Guidance Notes on Gender in Security Sector Oversight](#), produced in co-operation with The Geneva Centre for the Democratic Control of Armed Forces and the OSCE Gender Section, promote integrating gender into oversight of the security sector and police, both internally and through ombuds institutions and national human rights institutions. The [Handbook on Promoting Women's Participation in Political Parties](#) was released in July and encourages political party leaders, men and women alike, to support the integration of gender aspects into internal political party decision-making processes.

### **Human Dimension Induction Courses (HDIC)**

Since the HDIC was introduced in 2004, it has been organized on a regular basis for new staff members from the OSCE Secretariat, field operations and institutions, including ODIHR, working on the human dimension.

Three induction courses were conducted during the reporting period, held in Warsaw in March, July and November 2014. Out of a total of 63 participants, 37 (58.7 per cent) were women and 26 (41.3 per cent) were men. Gender balance is one of the criteria used by ODIHR when selecting participants for the HDIC.

The course curriculum covers all topics related to the human dimension, thus providing participants with comprehensive knowledge of the scope of OSCE human dimension commitments and ODIHR work in this area. In addition, it serves as an excellent forum for field operations and ODIHR staff members to discuss possible co-operation on programmes, projects and activities. One of the topics covered during the course is gender equality. The session looks at relevant international standards and OSCE commitments on gender equality,

as well as ODIHR's mandate in this sphere. During the session, ODIHR presents case studies on women's political participation as well as gender and security programming.

## **II) Supporting participating States in implementing relevant commitments and promoting gender equality**

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

### **Human Dimension Implementation Meeting (HDIM)**

In accordance with its Decisions No. 1114, 1115 and 1132, the Permanent Council decided to hold the annual HDIM in Warsaw from 22 September to 3 October 2014.

The HDIM is Europe's largest annual human rights and democracy conference, organized every year by ODIHR as a platform of exchange for OSCE participating States, Partners for Co-operation, civil society, international organizations and OSCE structures. The event is aimed at taking stock of the implementation of OSCE human dimension commitments, discussing associated challenges, sharing good practices and making recommendations to facilitate implementation in the future.

Gender issues were also discussed during other thematic sessions during the HDIM relating to:

- Tolerance and non-discrimination, including equality of opportunity for women and men and the implementation of the OSCE Action Plan for the Promotion of Gender Equality and
- Violence against women and children.

Gender equality commitments and issues were covered in detail during the session on Tolerance and Non-Discrimination, held on 25 September 2014. Participants discussed commitments relating to equality of opportunity for women and men, implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality, and prevention of violence against women and domestic violence. In 2014, speakers and participants emphasized the fundamental importance of gender equality as a cornerstone of secure, democratic societies in the OSCE region. They noted that more needs to be done to achieve not only *de jure* but also *de facto* gender equality in the OSCE region, including the need to enhance the participation of women in politics and in the security sector at all levels of decision-making. A number of interventions highlighted the continuing prevalence of gender-based violence across the OSCE region. Participating States were urged to do their utmost to eradicate all forms of violence against women and girls, including in the context of conflict. The OSCE and its participating States were called on to enhance gender mainstreaming in all policymaking processes, with a focus on the cross-dimensionality of gender issues.

In addition, a number of side events organized during the HDIM were devoted to gender issues, including the situation of women in the North Caucasus and mechanisms for combating domestic violence, combating domestic violence against Romani women, women

participation including contributing to children safeguarding policy and a side event on the “Istanbul Convention” as a tool to end female genital mutilation.

On 25 September, ODIHR Democratization Department organized a side event on “Women on Political Parties – Who needs Who?”. OSCE participating States have committed themselves “to promote equal participation of women and men in political parties, with a view to achieving better gender-balanced representation in elected public offices at all levels of decision-making” (OSCE MC Decision No. 7/09). Yet, women are often excluded from the decision-making establishments within political parties. A lack of internal party democracy and transparency as well as the absence of gender-sensitivity in candidate selection and outreach all inhibit women’s opportunities to advance as political leaders. In order to address these challenges, OSCE Office for Democratic Institutions and Human Rights (ODIHR) has recently published the *Handbook for Promoting Women’s Participation in Political Parties*, a practical tool to advance women’s role in political parties and beyond.

### **Supplementary Human Dimension Meetings (SHDM)**

#### *SHDM on the “Human Rights and Fundamental Freedoms in Economic Crisis”*

The SHDM on “Human Rights and Fundamental Freedoms in Economic Crisis”, held on 30 and 31 October 2014 in Vienna, discussed also the impact of the economic crisis in vulnerable groups. While women in general are more likely to be affected by job cuts (in particular because the majority of public sector workers in most participating States affected by austerity are female) and underemployment, loss of livelihoods, as well as limited access to and control over economic and financial resources, special attention must be given to addressing intersectional barriers that prevent women belonging to vulnerable groups from fully enjoying their human rights. In particular, the Report on the impact of the economic crisis on gender equality and women’s rights by the Committee on Women’s Rights and Gender Equality of the European Parliament stated that budget cuts by governments implementing austerity plans are mostly affecting the public sector and its welfare services, which are staffed and benefited mainly by women.

### **General statistics on speakers at the human dimension events**

During the reporting period, five OSCE Human Dimension Events took place, including the HDIM, the HDS, and three SHDMs. In total, 115 speakers (keynote speakers, moderators and introducers) took part in these events. Out of 115 speakers, 49 were women (43 per cent) and 66 were men (57 per cent).<sup>1</sup> Gender balance is one of the key criteria used by ODIHR when selecting speakers for human dimension events.

### **ELECTIONS, ELECTION OBSERVATION AND EFFECTIVE REPRESENTATION:**

In its activities and programmes, the Elections Department (ELD) continues to implement the commitment of “making equality between men and women an integral part of our policies,

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<sup>1</sup> The number of speakers includes OSCE staff from the Secretariat, Institutions, Field Operations and other structures.

both at the level of our States and within the Organization”. In line with the Gender Action Plan (GAP), the ELD is mainstreaming gender issues in its programmes and activities. It seeks to pay “consistent, systematic attention to gender perspectives in the activities [...] based on a cross-dimensional approach” (GAP 2004, paragraph 8).

In the reporting period, ODIHR continued to address gender equality in its activities by engaging in gender-specific analysis of election processes and women’s participation in political life, specifically through its Election Observation Missions (EOMs) and Election Assessment Missions (EAMs). ODIHR also provided reviews of election legislation of participating States, including assessments of whether the legislation provides for women’s rights and ensures equal opportunity for women to participate in elections. ODIHR also continued to pay attention to gender balance in the recruitment of election experts for its EOMs and EAMs.

### ***ODIHR Election Observation Missions and Election Assessment Missions***

Gender equality aspects are included in all ODIHR election-related activities, in line with Gender Action Plan commitments. In all its election observation activities, and in particular through its Election Observation Missions (EOMs) and Election Assessment Missions (EAMs), ODIHR consistently conducts gender-specific analysis of election processes and women’s participation in political life. Reporting on gender equality and women’s effective participation in elections is part of the duties and responsibilities of all EOM and EAM analysts, who consider the ways in which legal, media, political, and social structures affect women as well as men in electoral processes.

Where there is identified added value, the core team of experts of an EOM or EAM may include a dedicated Gender Analyst. In 2014, one Gender Analyst was deployed on an LEOM. In all other cases, a member of the core team, usually the Political Analyst, served as the gender focal point, and was specifically tasked to undertake and co-ordinate all gender-related analysis. Gender Analysts or gender focal points serve as a focal point for inputs from analysts and are responsible for providing analysis, advice, and expertise to other core team members.

In line with a gender mainstreaming approach, all members of the core team, specifically the Legal Analyst, the Political Analyst, the Election Analyst, the Media Analyst and the LTO Co-ordinator, are requested to analyse how gender issues relate to their area of responsibility and how legal, political, media, and social structures affect women in electoral processes. When deployed, Campaign Finance Analysts, National Minorities Analysts, Voter Registration Analysts, and New Voting Technology Analysts also consider the impact of gender issues on their area of expertise. Heads of ODIHR EOMs and EAMs have a specific responsibility in ensuring mainstreaming of gender issues throughout the Mission’s activities.

As a result, all ODIHR EOMs and EAMs undertake a systematic examination of: women’s participation as election administrators, voters, candidates and elected representatives; the participation of women in leadership roles within state institutions, electoral commissions, political parties and civil society organizations; and how women and men are affected by the respective legal framework and media structures.

## ***Reporting on Election Observation Missions (EOM) and Election Assessment Missions (EAM)***

ODIHR seeks to ensure “gender-balanced reporting” (GAP 2004, paragraph 40) in all its electoral activities. Transparent reporting of election observation missions is ensured by the publication of a series of reports,<sup>2</sup> which systematically include sections on the role, participation, and representation of women in election processes and political life. Where appropriate, EOM and EAM final reports also include recommendations to facilitate and enhance women’s participation in the electoral process. In 2014, recommendations focused on legislative changes to promote equality of women candidates, the representation of women candidates during the campaign, the representation of women in election administration, and on specific electoral violations impacting women, such as family or proxy voting. The analysis and recommendations also identify good practices to contribute to equal opportunities and to overcome barriers to women’s participation in electoral processes.

In addition, when a Gender Analyst is deployed on an EOM, the analyst provides a separate and more detailed Gender Report to assess women’s electoral participation in relation to international gender equality obligations and commitments. These reports are intended to assist the OSCE/ODIHR in effective electoral follow-up in the sphere of women’s political participation.

### ***Development of Election Observation Methodology***

The terms of reference for all core team members require that they pay attention to the gender dimensions noted above, including observation of women’s participation in election processes. The ODIHR [\*Handbook for Monitoring Women's Participation in Elections\*](#) continues to provide support to core team members in undertaking this task.<sup>3</sup>

Election observers are provided with briefing materials and specific instructions that enable them to fulfill their responsibility of systematic reporting on gender issues. The *ODIHR Handbook for Long-term Observers* devotes specific attention to gender monitoring, as do several other handbooks.<sup>4</sup> Specific questions pertaining to these issues are included in the observation forms that STOs use to report their findings on election day. In 2014, the *ODIHR Handbook for the Observation of Campaign Finance* was published, which includes a dedicated chapter on women’s participation. The handbook provides guidance for ODIHR election observers, as well as interested citizen observers and national authorities. Collectively, these materials provide specific guidance to observers in their gender-related analysis of election processes and have led to recommendations to the respective OSCE participating States on how to improve their electoral legislation and practices.

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<sup>2</sup> Needs Assessment Mission Reports, Interim Reports, Statements of Preliminary Findings and Conclusions, as well as Final Reports. All OSCE/ODIHR election observation reports are available at: <http://www.osce.org/odihr/elections>.

<sup>3</sup> Available at: <http://www.osce.org/odihr/elections/35151>.

<sup>4</sup> All publications related to elections are available at: <http://www.osce.org/odihr/elections/75352>.

## ***Review of Election Legislation***

Upon request, ODIHR regularly reviews the election legislation of participating States, which contributes to ensuring non-discriminatory legal and policy frameworks (GAP 2004, paragraph 44b). These legal reviews assess, for example, the existence of provisions for the respect of women's human rights, provisions for equal opportunities for women and men to participate in elections and in the formation of government, as well as the inclusion of specific measures (for instance, quota systems) to increase the participation of women as voters, candidates and elected representatives, and as members of the election administration.<sup>5</sup> In 2014, reviews were undertaken in Bulgaria, Moldova and the Kyrgyz Republic.

## ***Technical Expertise***

OSCE/ODIHR provides technical expertise on women's electoral participation at seminars and roundtables. During the reporting period, ODIHR presented on its methodology for observing women's participation at an event organized by the Permanent Electoral Authority of Romania

## ***Declaration of Principles Meeting***

ODIHR demonstrated its high interest in collaboration with international partners in the observation of women's participation within the framework of the Declaration of Principles for International Election Observation. From 12 to 15 November 2014, ODIHR participated in the 9th Implementation Declaration of Principles Meeting, which included a dedicated section on the monitoring of gender issues in elections. The meeting brought together more than 50 representatives of the Declaration of Principles signatory organizations.

## **RULE OF LAW:**

During the reporting period, ODIHR continued to mainstream gender aspects into all its rule of law projects and activities, including in the areas of judicial independence, administrative and criminal justice and trial monitoring. In particular, gender considerations, including but not limited to gender equality, were kept in mind when selecting experts, topics and participants for the various rule of law activities, aiming to ensure that the experiences and concerns of both women and men are considered in project design and implementation.

## ***Judicial Independence***

A diverse and gender-balanced composition of judicial personnel is an important factor for public acceptance and legitimacy of the judiciary, which in turn can strengthen judicial independence. ODIHR continued to use the *Kyiv Recommendations on Judicial Independence in Eastern Europe, South Caucasus and Central Asia* to promote discussion in numerous judicial reform debates in OSCE participating States, including Armenia, Kyrgyzstan, Moldova and Ukraine. The recommendations were developed by independent experts led by ODIHR, in 2010.

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<sup>5</sup> OSCE/ODIHR legal reviews are available at <http://www.osce.org/odihr/elections>.

## ***Administrative Justice***

ODIHR assists participating States to fulfil their OSCE commitments in the field of administrative justice. According to the Copenhagen and Moscow Documents, commitments on administrative justice encompass the right to an effective means of redress against administrative decisions and regulations, and the participating States' provision for judicial review in administrative disputes. Women can face different forms of discrimination than men when accessing public services or dealing with public administration and state authorities, for example in immigration procedures of trafficking victims, due to gender-stereotyping. Moreover, legal practices as well as social and economic factors may form obstacles for women seeking effective legal redress when their rights are violated. These obstacles may impede women's submission of complaints before the public administration or the initiation of administrative proceedings before the courts.

During the reporting period, ODIHR continued to promote its *Handbook for Monitoring Administrative Justice*, launched in 2013. Before the Handbook was published, it was reviewed by an independent gender expert to ensure that a gender perspective is mainstreamed throughout, and that special attention is paid to gender issues that may adversely affect an individual's access to administrative justice.

## ***Trial Monitoring***

During the reporting period, ODIHR continued and concluded its Trial Monitoring Project in Georgia, achieving gender balance among monitoring staff selected to observe hearings. The final report was published on 9 December 2014. The accused in the cases selected for monitoring are all men, and the offences for which they are tried do not include any gender-based offences. Due to this scope of monitoring, the report did not provide an explicit focus on gender issues within the Georgian criminal justice system.

During the reporting period, ODIHR organized a trial monitoring training in Kyrgyzstan (on 5 and 6 March 2014). Lawyers and human rights defenders from the Southern Kyrgyzstan provinces of Osh, Batken and Jalalabad were trained on skills, tools and techniques to conduct trial-monitoring activities. An equal balance of women and men was reached in the selection of participants to the event, with 24 participants including 10 women and 14 men and two female trainers. As a follow up to the training, ODIHR embarked on the review of the monitoring checklist, with an effort to gender mainstream the tool by adding the gender/age/vulnerable background of the main actors; by asking monitors to pay attention to and report on the use of gender-sensitive language; by observing and reporting on potential gender-related bias of judges that could affect the impartiality of the court.

ODIHR conducted two country assessments from 7 to 13 September 2014 in Montenegro and the former Yugoslav Republic of Macedonia in partnership with Court Watch Foundation Poland aimed at exploring opportunities for and interest of civil society organizations to develop trial monitoring activities based on civic engagement of citizens and provide for improved sustainability of trial monitoring efforts as a means to support judicial reforms. The selection of the assessment's interlocutors, including representatives of judicial institutions

and civil society organizations was done with a view to ensure an equal representation of male and female professionals.

From 26 to 28 November 2014 in Tbilisi, Georgia, ODIHR organized the Annual Trial Monitoring Meeting which brought together 50 participants, out of which 28 were women, from OSCE field operations, national and international NGOs. Participants exchanged experiences and discussed challenges related to the practical application of trial monitoring principles and methodologies. Gender based violence (GBV) was selected as one of the thematic areas for discussion at the meeting. Within this thematic area, discussed topics ranged from: the involvement of victims of GBV in the development of monitoring checklists; monitoring of closed hearings; documentation and assessment of judges' sensitivity towards gender issues and discussing the monitoring findings with the courts etc. The objective of this type of monitoring was described as twofold: to support the courts with the implementation of the legal framework for the protection of gender rights and to support victims in gaining access to information. The meeting contributed to enhance the skills of civil society organizations willing to embark on this type of monitoring.

### ***Criminal Justice and War Crimes Justice***

ODIHR made particular efforts to mainstream gender in its criminal justice activities by including a gender perspective in the project implementation and evaluation stages as well as gender-specific activities. The Fifth Expert Forum on Criminal Justice in Central Asia, the regional platform for criminal justice reform discussions organized by ODIHR on 24 and 25 November in Bishkek, Kyrgyzstan, was attended by 26 women and 46 men from Central Asia and the wider OSCE area, including 3 female experts and 6 male experts. One session of the Expert Forum was dedicated to a discussion on if and how the gender composition of legal professions has an impact on justice delivery. In this session, participants discussed the current status of gender balance within legal and law-enforcement professions in Central Asia, stereotypes about the capabilities of men and women professionals and solutions to eradicate discrimination and inequalities.

Under the War Crimes Justice Project - Phase II, ODIHR organized a regional conference on the role of national jurisdictions in implementing international law, including international humanitarian and criminal law and human rights law, in co-operation with the International Committee of the Red Cross, the OSCE Mission in Bosnia and Herzegovina (BiH), the Swiss Embassy in BiH and the BiH Court. The regional conference gathered 38 female and 35 male participants from South Eastern Europe and the wider OSCE area. Discussions integrated a gender perspective, particularly when participants exchanged on re-victimization through court proceedings and the need to eradicate and prosecute conflict-related sexual violence which primarily affects women and girls.

In 2014, ODIHR also prepared three legal opinions on draft legislation pertaining to the independence of the judiciary (two of them jointly with the European Commission for Democracy through Law of the Council of Europe (Venice Commission), more specifically on the selection, performance evaluation, discipline and career of judges in Moldova and on the disciplinary responsibility of judges in the Kyrgyz Republic. Several recommendations

made by ODIHR specifically focused on the mechanisms to ensure gender balance in the composition of judicial self-governing bodies and more generally in the judiciary.<sup>6</sup>

## **LEGISLATIVE SUPPORT:**

Throughout 2014, the ODIHR Legislative Support Unit has undertaken special efforts to ensure that gender is mainstreamed throughout its work, including in its legal reviews, its legislative guidelines and in particular in its law-making assessment portfolio.

### *Legislative Reviews*

As a standard practice, ODIHR opinions, reviews and comments on all legislation within the human dimension contain an analysis of the impact of the law in question on gender equality. ODIHR also reviews draft legislation on gender-equality issues, and assesses compliance of this legislation with international gender-equality standards. Whenever possible, this legislative assistance is accompanied by expert roundtables involving ODIHR legal and gender experts, where proposals for reform are discussed with a variety of state, non-state and international actors.

In 2014, ODIHR prepared three legal opinions on draft legislation pertaining to the financing of political parties and election campaigns, two of which were prepared jointly with the European Commission for Democracy through Law (Venice Commission) of the Council of Europe.<sup>7</sup> In these opinions, ODIHR and the Venice Commission extensively referred to the OSCE/ODIHR-Venice Commission Guidelines on Political Party Regulation, particularly the sections on gender equality in internal party democracy and during elections.<sup>8</sup> In particular, the opinions noted that legislation should ensure that women are able to participate fully in political parties as a fundamental means for the full enjoyment of their political rights.<sup>9</sup> ODIHR and the Venice Commission also provided examples of a number of ways of achieving this goal, some of which relate to internal party regulations, whilst others may be contained in political party legislation, for instance making the allocation of public funds contingent on compliance with gender balance requirements or imposing gender balance in electoral lists.<sup>10</sup>

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<sup>6</sup> See pars 71-75 of the Joint OSCE/ODIHR-Venice Commission Opinion on the Draft Amendments to the Legal Framework on the Disciplinary Responsibility of Judges in the Kyrgyz Republic (16 June 2014), available at <http://www.legislationline.org/documents/id/19099>. See also par 16 of the OSCE/ODIHR Opinion on the Law on the Selection, Performance Evaluation and Career of Judges of Moldova (13 June 2014), available at <http://www.legislationline.org/documents/id/19100>.

<sup>7</sup> Joint OSCE/ODIHR-Venice Commission Opinion on Draft Amendments to the Law on the Financing of Political Activities of Serbia (15 October 2014), available at <http://www.legislationline.org/documents/id/19358>; Joint OSCE/ODIHR-Venice Commission Opinion on the Draft Act to Regulate the Formation, the Inner Structures, Functioning and Financing of Political Parties and Their Participation in Elections of Malta (14 October 2014), available at <http://www.legislationline.org/documents/id/19359>; and OSCE/ODIHR Opinion on Draft Amendments to some Legislative Acts of Ukraine concerning Transparency of Financing of Political Parties and Election Campaigns (11 September 2014), available at <http://www.legislationline.org/documents/id/19344/>.

<sup>8</sup> OSCE/ODIHR-Venice Commission Guidelines on Political Party Regulation, pars 97-112 and pars 131-138.

<sup>9</sup> See par 60 of the Joint OSCE/ODIHR-Venice Commission Opinion on the Draft Act to Regulate the Formation, the Inner Structures, Functioning and Financing of Political Parties and Their Participation in Elections of Malta (14 October 2014), available at <http://www.legislationline.org/documents/id/19359>.

<sup>10</sup> See pars 59-61 of the Joint OSCE/ODIHR-Venice Commission Opinion on the Draft Act to Regulate the Formation, the Inner Structures, Functioning and Financing of Political Parties and Their Participation in Elections of Malta (14 October 2014), available at <http://www.legislationline.org/documents/id/19359>. See also par 32 of Joint OSCE/ODIHR-Venice

Throughout the reporting period, ODIHR continued to support OSCE participating States in adopting and strengthening laws aimed at preventing violence against women and domestic violence, protecting victims from abuse, as well as bringing perpetrators to justice, particularly in the Kyrgyz Republic and in Montenegro.<sup>11</sup>

In particular, ODIHR continued to provide legislative assistance to OSCE participating States which have ratified the new Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (the Istanbul Convention) to bring their legislation into compliance with this instrument. Given the comprehensive scope of the Istanbul Convention, it is important for ODIHR legislative assistance to be more holistic to have a greater impact. In that area, ODIHR is increasingly seeking to review not only a single (draft) law but rather various pieces of legislation covering domestic violence, criminal and criminal procedure laws, legislation pertaining to residency status and asylum, but also other legislation pertaining to gender equality in general, the roles and responsibilities of various actors involved in the protection and assistance to victims, social protection, family and anti-discrimination, all of which have a potential impact on preventing and combating violence against women and domestic violence. Consequently, ODIHR undertook the review of 18 laws and draft laws of Montenegro to provide recommendations for amendment to bring them into compliance with the Istanbul Convention. Linked to this comprehensive review, ODIHR issued a legal *Opinion on the Draft Law on Compensation of Damages for Victims of Criminal Acts in Montenegro*<sup>12</sup> which provides a set of recommendations to address the specific situations of victims of domestic violence or of trafficking in human beings, or victims who may be particularly vulnerable due to their age or other circumstances.

With the support of the OSCE Mission in Montenegro, ODIHR presented the main recommendations from these two legal reviews at a hearing organized by the Montenegrin Parliament's Committee for Gender Equality on 24 November 2014. During this follow-up event, the Parliament of Montenegro informed ODIHR that many of the recommendations made in the two opinions on the legal framework on preventing and combating violence against women and domestic violence have been or will be taken into account in the ongoing legislative reform process. The issuance of the *Opinion on the Draft Law of the Kyrgyz Republic on Safeguarding and Protection from Domestic Violence* may also lead to follow-up event in 2015 to discuss ODIHR recommendations.

Gender aspects were also addressed in other legal opinions focusing on, among others:

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Commission Opinion on Draft Amendments to the Law on the Financing of Political Activities of Serbia (15 October 2014), available at <http://www.legislationline.org/documents/id/19358>; and pars 38-39 of the OSCE/ODIHR Opinion on Draft Amendments to some Legislative Acts of Ukraine concerning Transparency of Financing of Political Parties and Election Campaigns (11 September 2014), available at <http://www.legislationline.org/documents/id/19344>.

<sup>11</sup> OSCE/ODIHR Opinion on the Impact of the Ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence on Legislation in Montenegro (10 September 2014), available at <http://www.legislationline.org/documents/id/19349>; OSCE/ODIHR Opinion on the Draft Law of the Kyrgyz Republic on Safeguarding and Protection from Domestic Violence (28 October 2014), available at <http://www.legislationline.org/documents/id/19372>.

<sup>12</sup> Available at <http://www.legislationline.org/documents/id/19167>.

- the independence of the judiciary in Moldova and the Kyrgyz Republic, with recommendations to ensure gender balance in the composition of judicial self-governance bodies and more generally in the judiciary;<sup>13</sup>
- the police reform in Ukraine, particularly with regards to the composition of police services, gender-sensitive proceedings in relation to search, arrest and detention, gender equality and a multi-cultural working environment and adequate capacity development initiatives for all levels of the police forces on gender and human rights;<sup>14</sup>
- the criminal procedure in Georgia, which has a dedicated section addressing victims' rights and gender sensitive criminal proceedings;<sup>15</sup> and
- the Draft Building Act of Slovakia, which took into consideration the specific needs of women when providing recommendations for procedural and substantive safeguards in case of eviction, for instance by ensuring that both women and men from the same household are co-beneficiaries of compensation packages in case of eviction.<sup>16</sup>

### *Legislative Guidelines*

Next to the preparation of legal reviews, ODIHR assists OSCE participating States in their legal reform efforts by preparing legislative Guidelines which outline how to legislate on specific and often complex human dimension issues in compliance with universal and regional human rights instruments and OSCE commitments. In 2014, ODIHR focused on drafting new joint ODIHR-Venice Commission Guidelines on Freedom of Association, which were adopted in December 2014. The Guidelines promote the development of non-discriminatory legal frameworks for the exercise of the right to freedom of association and also provide examples of positive measures that may be taken by the state to support certain associations that work to ensure equality of representation and promote the position of women in society for the purpose of gender equality.<sup>17</sup>

### *Legislative Assessments and Democratic Law-making*

For nearly a decade, ODIHR, upon request, has provided assistance to participating States by assessing their lawmaking systems, with a view to rendering legislative processes more inclusive, participatory, transparent, and thus efficient. Gender equality and equal participation in political and public affairs can only be achieved if supported by adequate

<sup>13</sup> See pars 71-75 of the Joint OSCE/ODIHR-Venice Commission Opinion on the Draft Amendments to the Legal Framework on the Disciplinary Responsibility of Judges in the Kyrgyz Republic (16 June 2014), available at <http://www.legislationline.org/documents/id/19099>. See also par 16 of the OSCE/ODIHR Opinion on the Law on the Selection, Performance Evaluation and Career of Judges of Moldova (13 June 2014), available at <http://www.legislationline.org/documents/id/19100>.

<sup>14</sup> See pars 25-29, 35, 55, 72, 79 and 121 of the OSCE/ODIHR Opinion on the Draft Law of Ukraine on Police and Police Activities (1 December 2014), available at <http://www.legislationline.org/documents/id/19505>.

<sup>15</sup> See pars 36, 52-53, 76-85 of the OSCE/ODIHR and Council of Europe Joint Opinion on the Criminal Procedure Code of Georgia (22 August 2014), available at [http://www.legislationline.org/download/action/download/id/5607/file/257\\_CRIM\\_GEO\\_22%20Aug%202014\\_en.pdf](http://www.legislationline.org/download/action/download/id/5607/file/257_CRIM_GEO_22%20Aug%202014_en.pdf).

<sup>16</sup> See pars 18, 21-22, 26, 73, 87, 90-91 of the OSCE/ODIHR Opinion on the Draft Act on Land-Use Planning and Construction of the Slovak Republic (1 July 2014), available at [http://www.legislationline.org/download/action/download/id/5459/file/FINAL%20OSCE-ODIHR%20Opinion%20on%20Draft%20Building%20Act\\_SVK\\_1July2014.pdf](http://www.legislationline.org/download/action/download/id/5459/file/FINAL%20OSCE-ODIHR%20Opinion%20on%20Draft%20Building%20Act_SVK_1July2014.pdf).

<sup>17</sup> The Guidelines are available at <http://www.legislationline.org/documents/id/19524>. See in particular Section C, Sub-Section 2, Part A on Equal treatment and non-discrimination and par 204.

systems and mechanisms ensuring that diversity and gender aspects are integrated throughout policy and law-making processes. This would ensure that meaningful opportunities are provided for the public, including women, men and minority groups, to contribute to the process of preparing draft proposals and to the quality of the supporting analysis, amongst others.

In 2014, the Legislative Support Unit undertook a review of its methodology to carry out assessments of legislative processes and identified the following elements as being essential in contributing to diversity and gender mainstreaming in policy and law-making processes: (i) the existence of an overall equality and gender mainstreaming strategy which addresses the issue of gender mainstreaming in policy and law-making processes; (ii) an institutional framework for gender mainstreaming in policy and law-making processes; (iii) a legal obligation (in primary or secondary legislation) for the drafters to conduct a gender analysis as part of the regulatory impact assessment; (iv) supportive tools such as guidelines / toolkits / checklists for gender sensitive drafting of legislation and comprehensive trainings of legal drafters; (v) some procedures in place (such as expert hearings and public consultation) providing a genuine opportunity to engage in the legislative procedure in a meaningful way; (vi) a mechanism to use a gender responsive budgeting approach and designated entities for that purpose; (vii) adequate data collection, monitoring and evaluation mechanisms. These aspects will be more systematically integrated in the future work relating to democratic lawmaking, particularly in the comprehensive assessment of the lawmaking process in the Kyrgyz Republic in 2015.

### ***ODIHR Online Legislative Database***

Furthermore, ODIHR continues to maintain and update the [www.legislationline.org](http://www.legislationline.org) database, which features a large compilation of laws and regulations on different aspects of gender equality from various OSCE participating States, as well as relevant international instruments and commitments, in both the English and Russian languages. Updated gender legislation was also added for other OSCE participating States, including Belarus, Estonia, Lithuania, Montenegro, the Netherlands, Norway, and the Former Yugoslav Republic of Macedonia.

### **DEMOCRATIC GOVERNANCE:**

The democratic governance programme of ODIHR aims at enhancing political pluralism, strengthening parliaments and fostering the inclusive participation of all citizens – both men and women – in political and public processes. ODIHR seeks to promote representative, inclusive, and accountable governance systems, by co-operating with political stakeholders, international organizations, and civil society.

In 2014, efforts were made to mainstream gender considerations into the activities of the Democratic Governance Programme, resulting in a heightened focus on women's political participation. As part of planning and implementation of activities, special attention was paid to achieving a gender balance in terms of participation ensured, expertise provided, and views raised, while also highlighting specific challenges related to participation of women and other marginalized groups.

### ***Ensuring pluralistic political party systems***

In 2014, the *Guidelines on Political Party Regulation*, jointly developed by ODIHR and the Council of Europe's Venice Commission, continued to constitute an important tool for ODIHR to assess the compliance of political party legislation with international and national gender equality standards and good practices. ODIHR continued to engage in dialogue on gender equality with national stakeholders, through consultations and roundtables on different aspects of political party regulation, so as to ensure that both women and men are able to participate in political life on equal terms.

The issue of gender equality in internal party democracy was discussed during a *Political Party Expert Seminar* in July 2014 in Warsaw, bringing together over 50 experts. Internal party democracy is the key to internal party functioning, covering issues such the selection of candidates, the balanced representation of women and men, access to resources, and transparency in internal decision making. Seminar participants and experts discussed contemporary concepts of internal party democracy and gender equality within parties, brainstorming on the ways to include additional guidance on these matters.

### ***Strengthening parliaments***

ODIHR continued to support participating States to develop and implement codes of conduct that concern ethical standards for parliamentarians, using the ODIHR [\*Background Study: Professional and Ethical Standards for Parliamentarians\*](#). The Study includes a section on gender-sensitive codes of conduct, highlighting examples of incidents where members of parliament have used discriminatory, degrading, or abusive language to belittle women's role and capacities in parliaments. ODIHR has been looking into further gender mainstreaming its responses to the specific challenges that men and women face in the context of ethical standards and parliamentary conduct.

### ***Inclusive political participation***

In 2014, ODIHR has increasingly been working towards promoting an active participation of young women and men in political and public life. An integral part of this work has been to increase the awareness about the specific obstacles that youth face in relation to gender equality in political life as well as to raise the capacity among youth to address these challenges. In 2014, ODIHR organized two Youth Leadership Forums for almost 100 young leaders from 37 OSCE participating States. Participants agreed on a number of recommendations on enhancing youth political participation in the OSCE region. The forums specifically addressed challenges related to gender equality and political participation, organizing a *Gender Equality Power Lunch* where ODIHR presented the findings of its baseline study, [\*Gender Equality in Elected Office: A Six-Step Action Plan\*](#) as well as the 2014 ODIHR [\*Handbook on Promoting Women's Participation in Political Parties\*](#).

In co-operation with the Folke Bernadotte Academy and the Central European University's School for Public Policy, ODIHR organized training for 25 young policy professionals from Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine. Held in October 2014 in Sandö, the training aimed to enhance young advisors' role in policy making within

democratic institutions of their respective countries. Training modules were gender mainstreamed and sought to discuss specific gender perspectives of the policy making process, while also highlighting different skillsets that may be required of women and men policy professionals. This training has also been subject to a gender mainstreaming review within ODIHR's Democratization Department, with the objective to further improve the gender mainstreaming of training modules.

ODIHR, in co-operation with the School of Leaders in Poland, hosted a group of 25 young leaders from Eastern Partnership countries, including Armenia, Azerbaijan, Georgia, Moldova, and Ukraine at the OSCE's Human Dimension Implementation Meeting (HDIM) in September 2014 in Warsaw. ODIHR presented its knowledge tools on gender equality in political and public life, offering participants the opportunity to discuss these issues in a regional setting. ODIHR also discussed gender aspects of the political process with around 40 students, at a seminar titled *Quality of Democratic Institutions and Women's political participation in Georgia*, organized at the Caucasus International University in Tbilisi in 2014, in co-operation with the Helsinki Citizen's Assembly - Georgian National Committee.

## **MIGRATION AND FREEDOM OF MOVEMENT:**

In 2014 to continue awareness-raising and capacity-building of OSCE participating States to include gender aspects into the national migration policy framework ODIHR organized a regional training on gender-sensitive labour migration policies in Riga on 15 and 16 May for 28 representatives (7 men and 21 women) of national authorities and civil society actors from Estonia, Latvia and Lithuania.<sup>18</sup>

ODIHR supports OSCE participating States in developing national migrant integration policies and practices in line with relevant OSCE commitments and international standards. The course materials of the ODIHR training on "Best practices in integration of migrants in line with OSCE commitments" underline the need to better respond to different needs of migrant women and men in various stages and aspects of the integration process. In addition, a separate training module has been added to this course, specifically addressing the development of gender-sensitive migrant integration policies.

By using a gender mainstreamed approach in 2014, ODIHR continued to build the capacity of national authorities and civil society actors by conducting trainings on best practices in migrant integration upon request of participating States and Field Operations. The Office organized 9 two-day training events: on 26 and 27 February-in Riga, on 22 and 23 May and on 9 and 10 October - in Chisinau, on 16 and 17 October – in Tirana, on 27 and 28 October – in Odesa, on 30 and 31 October – in L'viv, on 1 and 2 December – in Kharkiv, on 4 and 5 December - in Kyiv, and on 26 and 27 November in Yerevan. The trainings in Ukraine were conducted by ODIHR in co-operation with IOM Mission in Ukraine. In total 228 participants (51 men and 177 women) attended these trainings.

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<sup>18</sup> While conducting the trainings on Gender-Sensitive Labour Migration Policies in the OSCE Region ODIHR uses the tools developed or co-developed by the OSCE, such as the Training Modules on Labour Migration Management - Trainer's Manual, the Guide on Gender-Sensitive Labour Migration Policies, the Gender and Labour Migration Trainer's Manual, and the Handbook on Establishing Effective Labour Migration Policies in Countries of Origin and Destination.

## **ROMA AND SINTI:**

In 2014, the work of the Contact Point for Roma and Sinti Issues (CPRSI) on gender issues was strongly enhanced by the Ministerial Council Decision 4/13 “Enhancing OSCE Efforts to Implement the Action Plan on Improving the Situation of Roma and Sinti Within the OSCE Area, With a Particular Focus on Roma and Sinti Women, Youth and Children” from December 2013. The year 2014 was also marked by the development of both the nascent strategic framework for gender mainstreaming, as well as commencing its implementation, in the CPRSI. In follow up to the gender mainstreaming training held at ODIHR in 2013, the CPRSI created its own gender mainstreaming roadmap for the period 2014-2017. In line with the aims set in the roadmap, the CPRSI took a number of steps in this direction in the course of this year.

### ***Integrating gender equality into CPRSI’s operational work***

In 2014, the CPRSI also introduced a number of changes in its internal operations in order to improve its gender mainstreaming. For instance, the CPRSI gender-mainstreamed its forms for project proposals submitted by partner organizations – instead of one gender-related section in the previous form, which was often not appropriately dealt with by the partner organizations, gender-related questions are now included in every other section of the project proposal form, with the aim of supporting the partner organizations in developing the gender-related aspects of the proposal. It also introduced pilot internal evaluation forms that reflect on various aspects of CPRSI-organized events and activities from the point of view of gender, on the levels of participation and contribution. Additionally, the CPRSI’s updated model document for preparing Terms of Reference for external experts now includes elements that render gender mainstreaming mandatory in experts’ deliverables. The CPRSI is also gradually increasing the number of its concept notes and project proposals that are reviewed and amended from the gender equality point of view.

In the organization of most of its recent events, the CPRSI monitored the lists of invitees for balance both in terms of gender and geography, ensured that qualified women speakers were represented in each panel or working group, and included gender-relevant questions in discussion points prepared in advance when moderating workshops.

In addition, with regard to recruitment processes, particular attention is paid to ensure a balance between men and women in the selection process of posts (including internship opportunities).

### ***Human dimension events***

The participation of Roma and Sinti women in particular was the focus of a number of activities the CPRSI conducted in 2014 with regards to human dimension events. Most importantly, the CPRSI hosted a Roma and Sinti women consultation meeting on the margins of the OSCE Gender Equality Review Conference, held on 10 July 2014 in Vienna. In this way, thirteen Roma and Sinti women activists from Europe and North America meaningfully contributed to the Gender Equality Review Conference. They made formal statements and raised concerns on multiple discrimination they face in crisis situation, in the economic

sphere, in political participation, or with regard to violence they face from outside and within their communities. One of the CPRSI's Roma women invitees from Romania also had a speaking role at the conference, as one of the panelists in the session devoted to violence against women.

The CPRSI also ensured the participation of Roma and Sinti women activists in the 2014 Human Dimension Implementation Meeting in sessions relevant for the issues of gender, and organized a working lunch with the activists on the margins of the meeting. Nine Roma women activists thus participated in the 2014 HDIM as the guests of ODIHR, including Ms. Soraya Post, MEP, who served as an introducer in the session on violence against women and children, whereas four other Roma women participants also made public statements in the course of the HDIM. Additionally, Roma women activists from Georgia and Ukraine spoke as panelists in two respective side events organized by the CPRSI.

Additionally, the CPRSI also promoted Roma and Sinti women speakers in other human dimension events. A Roma woman scholar from Romania spoke on the impact of the economic crisis on vulnerable groups in the Supplementary Human Dimension Meeting: Human Rights and Fundamental Freedoms in Economic Crisis, held in Vienna in October 2014.

### ***Roma and Sinti in crisis and post-crisis situations***

Upon receiving reports on attacks against Roma in Ukraine in the context of the crisis in the country, ODIHR conducted a specific monitoring exercise in the country and publicized its findings in the report "Situation Assessment on Roma in Ukraine and the Impact of the Current Crisis", including information on the situation of Roma women in Ukraine. The report was launched on 29 September 2014, at an HDIM side event, with the participation of Ukrainian authorities and Roma civil society, including two Roma women activists, one of whom had a speaking role at the event. Additionally, the CPRSI also signed an Implementing Partner Agreement with the Roma Women's Fund Chiricli, to monitor the situation of Roma in Ukraine with a special focus on the situation of women.

### ***Monitoring human rights of Roma and Sinti***

Ms. Mirjam Karoly, ODIHR's Senior Adviser on Roma and Sinti Issues, conducted a joint visit to Albania with Ms. June Zeitlin, the Special Representative of the OSCE Chairman-in-Office on Gender Issues, from 2 to 4 April 2014. The experts met with a number of women activists in Albania, and their joint press statement considerably dwelled on the situation of Roma and Egyptian women in the country.

In October 2014, the CPRSI conducted the field assessment visit to Slovakia, with a focus on relations between police and Roma communities. The CPRSI list of issues to be discussed with the authorities and activists in the course of the visit was fully gender-mainstreamed prior to the visit.

### ***Public and political participation of Roma and Sinti women***

Early in 2014, together with resident United Nations agencies and the Council of Europe, the CPRSI held a joint roundtable on Roma women's political participation, which took place on 24 April 2014 in Chisinau, Moldova. In follow-up to the conference, the CPRSI kept in touch with the UN Women in Moldova, with regards to their current project on the participation of Roma women and possible co-operation in this regard.

Additionally, the CPRSI hosted an expert meeting addressing opportunities and risks of Roma and Sinti local-level political engagement, which took place in Warsaw on 28 November 2014. The meeting convened 15 Roma and Sinti activists, politicians, experts and academics with extensive experience and knowledge related to the political participation of Roma and Sinti. The participants included six Roma and Sinti women, and the political participation of women was discussed throughout the event, especially since the CPRSI fully gender-mainstreamed the content lists of the issues to be raised by workshop moderators.

### ***Young women in Roma and Sinti communities***

Public and political participation, together with issues of activism and security, were also addressed from the viewpoint of youth, at the "Roma and Sinti Youth Conference: Activism, Participation, Security", which took place in Belgrade in December 2014, and was convened by the CPRSI with the support of the Office for Human and Minority Rights and the Ministry of Youth and Sport of the Government of Serbia. The conference brought together over 50 young Roma and Sinti, including 26 young Roma and Sinti women, from 17 countries. In the preparation for the event, the requirement for gender balance was firstly made visible in the CPRSI public call for applications for participants, which was followed by including the column on gender in its internal list of invitees, in order to make monitoring the gender balance easier.

It also featured the participation of eight Junior Experts, including five young Roma and Sinti women, engaged by the CPRSI to prepare background papers for the conference. Three of the papers focused exclusively on the situation of women, and gender issues were mainstreamed in all the other papers as well, since this was a mandatory requirement in the experts' ToRs. Roma and Sinti women were also equally represented in speaking roles in all of the event's sessions, from the opening speeches to all of the discussion workshops.

### ***Co-operation on gender-related issues***

The CPRSI staff also participated in events relating to gender equality. Some of the events were internal, such as the Workshop on Women's Political Participation for OSCE Staff, which took place in Warsaw, in February 2014. Externally, the CPRSI spoke in the International Seminar on Mainstreaming Gender in the National Roma Strategies and Action Plans, organized by the Council of Europe, in Kyiv, in November 2014.

## ***Gender equality and CPRSI public relations***

The CPRSI keeps giving Roma and Sinti women visibility and voice by means of its public relations approach. Out of nine news and press items prepared by the CPRSI in the course of 2014, the majority (six) were accompanied by photographs displaying Roma women and including quotes of Roma women, and one more item featured a quote of a Roma woman. Similarly, six out of fourteen photos and quotes profiling the participants of the Roma and Sinti Youth Conference featured young Roma women, in a Facebook album that became ODIHR's most shared and visible social media feature so far.

## **TOLERANCE AND NON-DISCRIMINATION:**

ODIHR's Tolerance and Non-Discrimination Department (TnD) highlights issues related to gender-based discrimination on its Tolerance and Non-Discrimination Information System (TANDIS).<sup>19</sup> The system also provides links to international instruments and documents, including the 2004 OSCE Action Plan for the Promotion of Gender Equality and related national action plans.

The Department continued monitoring and reporting on incidents of intolerance throughout the OSCE region, including cases where women suffer from aggravated discrimination with regard to gender as well as their religious and ethnic identities. The Hate Crime Reporting website <http://hatecrime.osce.org>, which was launched in spring 2014, does not present any specific data as no information on gender-based motivated incidents was submitted by participating States, IGOs or civil society.

In two new publications issued in 2014, *Hate Crime Data Collection and Monitoring Mechanisms: A Practical Guide* and *Prosecuting Hate Crime: A Practical Guide*, ODIHR identifies gender as one of the protected characteristics that should be taken into account in the establishment of bias motivation, and highlights the intersectional component of gender bias motivation for hate crimes. In addition, in the Hate Crime Data Collection Guide advises participating States to mainstream gender when they establish data-collection and monitoring systems on hate crimes.

In response to the strategic review process, the Department organized several gender-sensitive and three gender-targeted activities. The latter included two events in Warsaw, a one-day focus group meeting with 16 Muslim women from 13 participating States (May 2014), and a three-day workshop for 21 women of African Descent from 14 participating States. These events looked at how racism, intolerance and discrimination affect women and served as a basis to collect additional information on the issue of gender-based discrimination targeting these minority groups. In September 2014, ODIHR organized a training event for 17 women (Muslim women and women of African descent) from 12 participating States. These included hate crime data collection workshop in Kosovo, 20-21 May and a one-day workshop on hate crime in Skopje on 21 October, in which discussion on how to consider gender when collecting hate crime data was part of the workshops.

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<sup>19</sup> See <http://tandis.odihr.pl> and <http://tandis.odihr.pl/?p=ki-ge>.

In 2014, participation in most TND events was gender-balanced. In the majority of civil society trainings on hate crime, female and male were represented almost equally - almost 60 per cent were female. During training for police and prosecutors, ODIHR worked with participating States to ensure balanced gender representation by discussing with authorities on the list of participants whenever possible.

## **HUMAN RIGHTS EDUCATION AND CAPACITY BUILDING:**

Throughout the reporting period, ODIHR continued to systematically integrate gender considerations into its activities in the area of human rights education and capacity building.

The OSCE/ODIHR Guidelines on the Protection of Human Rights Defenders, launched on 10-11 June 2014 at the Berne Conference jointly organized by ODIHR and the Swiss Chairmanship with the support of the incoming Serbian Chairmanship, paid particular attention to the specific challenges women human rights defenders face.<sup>20</sup> The Guidelines stressed that a gender- and diversity-sensitive approach should be mainstreamed into all activities to strengthen the protection of human rights defenders and recommended participating States to provide gender-sensitive protection and support that meet the needs of women human rights defenders. The Guidelines specifically called on participating States to ensure that every activity to strengthen the protection of human rights defenders be examined for the different impact it may have depending on gender, and for its unintended impact in reinforcing stereotypes and patterns of exclusion.<sup>21</sup>

The Guidelines were developed on the basis of a broad consultation process with human rights defenders, international experts, partners from other intergovernmental organizations, national human rights institutions and OSCE participating States. In the consultation process, which commenced in 2013 and was concluded during the first half of 2014, ODIHR paid particular attention to ensuring gender-balance among participants and secured the contribution of human rights defenders who work specifically on women's rights, so as to obtain their unique input and experiences during the discussions. In the organization of the June 2014 Berne Conference, which saw the launch of the Guidelines, ODIHR also ensured gender-balance and representation of women rights defenders among the civil society representatives whose participation the Institution facilitated. Gender considerations and the specific challenges women human rights defenders face also featured prominently in the follow-up activities ODIHR carried out since the publication of the Guidelines in order to disseminate them, raise awareness about their existence and encourage their use. These included a number of events to present the Guidelines to national and international audiences, including a side event organized in cooperation with UN Special Rapporteur on the situation of human rights defenders at the 27th session of the UN Human Rights Council (15 September 2014, Geneva) as well as two national events (on 27-28 November in Budapest, Hungary, and on 9-10 December 2014 in Bishkek, Kyrgyzstan), which provided a forum for

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<sup>20</sup> In the OSCE/ODIHR Guidelines on the Protection of Human Rights Defenders the term "women human rights defender" is used as it has been set out in UNGA Resolution 68/181 of December 2013, which includes both human rights defenders who are women and all those, irrespective of their gender, who defend women's rights and gender equality.

<sup>21</sup> The Guidelines are available at: <http://www.osce.org/odihr/119633>.

discussion between civil society and representatives of national authorities about the implementation of the Guidelines in their countries.

Gender considerations were also mainstreamed as an integral part into other human rights education and capacity building activities carried out by ODIHR. Between 23 and 27 June 2014, for example, ODIHR, the European Network of National Human Rights Institutions (ENNHRI) and the School of Public Policy at Central European University co-organized the NHRI Academy, which brought together staff from National Human Rights Institutions (NHRIs) from across the OSCE region. The goal of this training was to provide the participants with knowledge on how to effectively address the challenges in their human rights protection work and give them an opportunity to share their views and good practices. One of the sessions was dedicated to understanding how essential it is to gender mainstream the NHRI work and how to relate gender to particular areas like institutional capacity, co-ordination and co-operation. In the evaluation forms, participants marked gender and gender mainstreaming as priority issues which should be discussed in their respective institutions upon their return from the Academy.

### **HUMAN RIGHTS MONITORING AND RESPONSE:**

Gender considerations were taken into account in activities implemented by ODIHR's human rights department in Ukraine in 2014. In March-April 2014, ODIHR and the OSCE High Commissioner on National Minorities (HCNM) carried out a human rights assessment mission (HRAM) to Ukraine. The methodology for HRAM was developed in line with the OSCE Gender Action Plan, where special attention was paid to monitoring and reporting on specific risks and challenges faced by both men and women in light of political and security developments in and around Ukraine. ODIHR's monitoring team consisted of 16 monitors in total, including 7 women and 9 men. The teams received pre-deployment briefing and post-monitoring debriefing, in which monitors were provided with materials and guidelines that enabled them to monitor and report on the gender issues during and after the mission.

The final report with findings and recommendations from HRAM was published in May 2014. In line with the OSCE commitments on the promotion of gender equality, ODIHR ensured that data for the report was analyzed taking into consideration gender. Information on the human rights situation of both men and women was included in the report. The final report was reviewed by the gender expert in ODIHR's human rights department.

As a follow-up to HRAM, ODIHR carried out a series of events, namely a consultative meeting with the Ukrainian civil society (18-19 September, 2014; Warsaw, Poland); a training of trainers on human rights monitoring for representatives of OSCE Special Monitoring Mission to Ukraine (12-14 November, 2014; Kiev, Ukraine); a training on safety and security for human rights defenders (17 – 20 December, 2014; Kiev, Ukraine). When developing concept notes and agendas for the events, ODIHR mainstreamed a gender perspective into discussions and group work as well as ensuring that gender aspects were covered in case studies. Participants in the events were encouraged to identify, discuss, and address gender issues and strategies to address them, with specific focus on the current developments in Ukraine. In addition, ODIHR ensured a gender balance among participants

as well as trainers and facilitators of the events; gender mainstreaming expertise was taken into consideration while contracting consultants and trainers for all events.

The annual *Background Paper on the Status of the Death Penalty* is drafted primarily on the basis of responses of participating States to a questionnaire on the death penalty sent by ODIHR. The 2014 questionnaire was revised and updated to reflect important international developments relating to the issue of the death penalty and in line with recommendations made at the HDIM in October 2013. Three versions of the questionnaire tailored for retentionist, de-facto abolitionist and abolitionist participating States were sent to all 57 participating States, to widen the scope of ODIHR reporting on the topic. New questions have been included on the cases of citizens of participating States who face the death penalty abroad, as well as on safeguards that are in place to protect children who have a parent facing the death penalty or executed in a participating State or abroad. All questionnaires request participating States to provide data disaggregated by age, sex and ethnic origin or nationality. ODIHR's desk research that complements the responses from participating States was presented in a report in a manner that was sensitive to gender, age, and diversity.<sup>22</sup>

During the analysis of assembly monitoring findings gender issues are also taken into account, which entails that ODIHR's work in this sphere aims to benefit men and women alike. ODIHR strives to ensure gender balance in the selection of its consultants and monitors for activities carried out under this programme.

#### **HUMAN RIGHTS IN THE SECURITY SECTOR:**

On 17 July 2014, ODIHR organized an event on the Conditions of Service and the Human Rights of Members of the Armed Forces as part of the on-going ODIHR Human Rights Discussion Series for the Forum for Security Co-operation (FSC) in Vienna. The aim of the Series is to provide information and support to the FSC on human rights and gender in order to promote these issues in the Politico-Military Dimension of the OSCE. Participants (14 women and 31 men) discussed the human rights implications of the conditions of service of women and men serving in the armed forces. They emphasized that debate about conditions of service should take into account women's equal access to opportunities and benefits, as well as their protection from gender based violence. It was further noted that some participating States have implemented measures to combat gender based violence against women and men in armed forces and that addressing the issue requires a commitment at leadership level.

Together with the European Organisation of Military Associations (EUROMIL), ODIHR organized a meeting on *The Role of Military Associations in Protecting Human Rights of Armed Forces Personnel in Central and Eastern Europe* which was held in Budapest on 10 September 2014. Representatives (5 women and 15 men) of military associations, national authorities, the Council of Europe (CoE), EUROMIL and ODIHR discussed international and regional standards, experiences and views regarding the right to association of armed forces personnel in the region. Integrating women in the armed forces was recognized as one of the

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<sup>22</sup> See the 2014 background papers on the status of the death penalty in the OSCE area at: <http://www.osce.org/odihr/124105?download=true>.

challenges. Bearing in mind that the number of female personnel in the armed forces has increased over recent years, it was agreed that military associations should work more on how to better represent the interest of their members, including those interests which are gender specific.

The second 2014 event of the ODIHR Human Rights Discussion Series for the Forum for Security Co-operation took place on 23 October in Vienna. There were 51 participants (14 women and 37 men) who took part in the event which focused on the challenge of how to balance freedoms of expression and association of armed forces personnel with the requirements of the armed service. During the discussion, participants stressed how important it is to have gender-sensitive messages in recruitment and advertising as well as in all media forums, including social media. One of the recommendations produced at the meeting was that media messages should be reviewed by women's rights experts in order to avoid gender bias and to present the armed forces as an equal rights employer. Furthermore, an emphasis was put on associations which could contribute to achieving gender balance by promoting female recruitment and addressing discrimination and stereotypes against women in armed forces.

#### **HUMAN RIGHTS AND ANTI-TERRORISM:**

In March 2014, ODIHR and the OSCE Secretariat's Transnational Threats Department jointly published a *Guidebook on Preventing Terrorism and Countering Violent Extremism and Radicalization that Lead to Terrorism (VERLT): A Community-Policing Approach*. The Guidebook provides direction for policymakers and senior police professionals on central issues that can impact the success or failure of police efforts to harness a community-policing approach to preventing terrorism and countering VERLT. It could also serve as a useful resource for interested civil society representatives. The Guidebook highlights the potential role women can play in addressing the conditions conducive to terrorism and describes ways in which the police can effectively engage with women, underlining that the success of any such engagement is based on trust, transparency and co-operation. It stresses the need to involve women at all stages of development, implementation and evaluation of counter-terrorism and counter-radicalization strategies, policies and measures, as well as to increase their presence in police forces. The guidebook is available in English, Russian, Arabic, Albanian, Bosnian and Serbian. ODIHR has participated in follow-up national seminars on countering VERLT in the former Yugoslav Republic of Macedonia and Ukraine in June and November 2014 respectively which were organized by OSCE TNTD. In the national seminars ODIHR supported the need for all State responses to VERLT to be human rights compliant and gender sensitive, the need to understand the role of women in countering VERLT and the impact on women of responses to VERLT, as well as the need to involve women in all stages of counterterrorism responses.

During 2014, ODIHR worked on the development of a training curriculum, trainers' manual and training-of-trainers programme for counter-terrorism law enforcement officers on countering terrorism and protecting human rights. As part of this programme, ODIHR delivered a pilot training course for law enforcement officers of Bosnia and Herzegovina on 10-11 July 2014 on complying with human rights standards while enhancing counter-terrorism strategies and skills. A follow-up training took place on 26-27 November 2014,

which involved the delivery of a training course for senior law enforcement officers from eight OSCE participating States. The trainings focused on practical aspects of counterterrorism policing, highlighting how complying with human rights may strengthen their effectiveness both in the short and long term. Key aspects of the training programme involve the need to assess the impact on the rights of men and women of counterterrorism measures, the way that counterterrorism measures may contribute to existing inequalities between men and women, and the need to involve women in every stage of the development and implementation of counterterrorism measures. The participation of women in the training programme is specifically targeted and encouraged and the consultants developing and presenting the trainings are required to fully mainstream gender issues in all their work, case studies and activities.

### III) Programmatic activities with specific focus on gender

ODIHR has developed and is currently implementing two programmes in areas requiring more focused gender-equality efforts. These are the:

- Programme on Increased Participation of Women in Politics, and
- Human Rights, Gender and Security Programme.

#### PROGRAMME ON INCREASED PARTICIPATION OF WOMEN IN POLITICS:

ODIHR aims to “assist participating States in developing effective measures to bring about the equal participation of women in democratic processes,” and support efforts to strengthen national mechanisms for the advancement of women, as tasked by the 2004 OSCE Action Plan for the Promotion of Gender Equality.<sup>23</sup> Women’s representation in national parliaments in the OSCE region has slightly increased from 24.7 per cent in 2013 to 25.3 per cent in 2014.<sup>24</sup> However, should recent trends in women’s political representation continue on the same rate and without concerted institutional interventions, ODIHR *Gender Equality in Elected Office: A Six-Step Action Plan* found that gender parity in elected office in the OSCE region would require more than 50 years to achieve.<sup>25</sup> Worldwide, it will take more than 150 years. Furthermore, strengthened efforts are needed to translate women’s numerical representation into true power and influence in politics.

In turn, ODIHR works to promote gender equality in all aspects of the political process, implementing its comprehensive programme to advance women’s participation in political parties, parliaments, elected office, and at local level. Responding to an increasing demand for its expertise, ODIHR organized 21 events on women’s political participation in 2014, reaching out to more than 900 stakeholders from across the OSCE region.

With its status and mandate, ODIHR is uniquely placed to collect good practices and lessons learned on women’s political participation and gender equality from across the OSCE region.

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<sup>23</sup> [2004 OSCE Action Plan for the Promotion of Gender Equality](#), OSCE Ministerial Council Decision No. 14/04, para 44 (d) and (g).

<sup>24</sup> ODIHR assessment, based on information compiled by the Inter-Parliamentary Union, [Women in National Parliaments](#), for lower houses, as of December 2013 and December 2014, respectively.

<sup>25</sup> ODIHR *Gender Equality in Elected Office: A Six-Step Action Plan*, Warsaw, 2011.

ODIHR also seeks to share these practices, by facilitating national and regional knowledge-exchange events and activities as well as by prioritizing co-operation with OSCE field operations and institutions. In February 2014, ODIHR organized a *Workshop on Women's Political Participation* for 35 OSCE staff members, coming from 14 OSCE field operations, the Gender Section at the OSCE Secretariat, the Office of the OSCE High Commissioner for National Minorities, and the OSCE Parliamentary Assembly. The main goal of the workshop was to share good practices and challenges in implementing women's participation programming and identify entry points for enhancing and streamlining such work across the OSCE region. In July 2014, on the occasion of the 10th anniversary of the 2004 OSCE Action Plan for the Promotion of Gender Equality, ODIHR co-organized the Gender Equality Review Conference in Vienna, hosting 200 participants and leading a working session specifically dedicated to women's participation in political and public life.

### ***Women's participation in political parties***

OSCE participating States emphasized that all political actors should be encouraged "to promote equal participation of women and men in political parties, with a view to achieving better gender-balanced representation in elected public offices at all levels of decision-making."<sup>26</sup> In turn, ODIHR worked to build the capacity of political party leaders, women politicians, and gender advocates in developing systematic approaches to advance women's participation in political parties.

In November 2014, ODIHR organized a *Conference on Women's Political Participation* in Malta, in co-operation with the House of Representatives of the Parliament of Malta, the Maltese Commissioner for the Promotion of Equality, and the National Council of Women of Malta. Eighty participants, including representatives of political parties, members of parliament, policymakers, academics, civil society, and media discussed challenges and strategies for advancing women's political participation in Malta. Encouraging political parties to advance women's role in their structures and elected office more broadly was one of the key recommendations of the conference.<sup>27</sup>

ODIHR published the [\*Handbook on Promoting Women's Participation in Political Parties\*](#) in July 2014, highlighting the special role and responsibility of political parties in advancing women's participation, integrating gender aspects into party decision-making, and supporting women politicians in advancing their political careers. The Handbook also targets leaders of political parties and emphasizes their role in ensuring gender-responsible politics and policies. The Handbook was launched on the margins of the *Gender Equality Review Conference* in July 2014 in Vienna. Handbook recommendations were also presented at the *Women's Power Breakfast on Women and Political Parties*, held during the OSCE Human Dimension Implementation Meeting in September 2014 in Warsaw, facilitating a regional discussion on women's access to political parties among 60 representatives of the OSCE structures, participating States, political institutions, international actors, and civil society.

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<sup>26</sup> [OSCE Ministerial Council Decision No. 07/09 on Women's Participation in Political and Public Life](#), art. 3.

<sup>27</sup> An analysis of [Women and Political Participation in Malta](#), including conference recommendations, was commissioned by ODIHR and prepared by Dr. JosAnn Cutajar in November 2014.

In 2014, ODIHR also finalized its *political party gender audit methodology*, which assesses gaps and good practices in promoting gender equality and women's participation in key internal party processes, structures, and policies. In turn, ODIHR conducted gender audits of parliamentary political parties in Armenia, Georgia, and Tajikistan, resulting in the development of gender reports for selected political parties, as a basis for future development of *political party gender action plans*. The gender action plans can serve as a tool for political parties to improve their internal structures and processes as well as their overall programmes and initiatives, making them not only more gender-responsible and inclusive of women, but also more democratic and transparent in general.

ODIHR presented its gender audit methodology for political parties at the *Forum on Gender Equality in Political Parties*, organized in May 2014 in Sarajevo by the Parliamentary Assembly of Bosnia and Herzegovina (BiH), the BiH Gender Equality Agency, and the OSCE Mission to BiH. The event brought together 70 political party representatives from all major parliamentary parties in BiH as well as government officials, gender advocates and international organizations, discussing challenges women face in acquiring candidacy nomination, support, and resources of political parties. Strategies for advancing women's participation in political parties were explored, particularly in light of the General Elections in BiH held in October 2014.

### ***Women's participation in parliaments***

In 2014, ODIHR continued to promote the participation of women in parliaments, facilitating an exchange of good practices for establishing and running parliamentary women's structures, while highlighting the importance of cross-party co-operation in advancing gender equality.

In June 2014, ODIHR supported the Parliamentary Women's Caucus of Mongolia in knowledge sharing, policy development, and strategic planning, by organizing a *Study Visit* to Sweden, in co-operation with the Women's Democracy Network of the International Republican Institute. On this occasion, members of the Parliamentary Women's Caucus of Mongolia exchanged experiences in advancing gender equality with representatives of the Swedish government, parliament, political parties, and women's organizations.

Aiming to strengthen gender equality and women's role in parliaments, ODIHR presented its [\*Comparative Study of Structures for Women MPs in the OSCE Region\*](#) to 100 participants of the sixth *OSCE Regional Conference of Women Parliamentarians on Parliamentary Working Bodies – Achievements and Challenges from a Gender Perspective*, held in March 2014 in Sarajevo. The study provides an eight-step framework for the effective establishment and running of women's parliamentary caucuses. The participants discussed the benefits of establishing parliamentary structures for women MPs as well as the main challenges to cross-party co-operation on gender equality issues. In November 2014, the Study was also presented at *the thematic session of the Gender Equality Committee of the Parliament of Montenegro*, attended by 20 women parliamentarians, councillors and civil society representatives. At last, in response to the need identified by relevant stakeholders in Eastern

Europe and Central Asia, the [\*Comparative Study of Structures for Women MPs in the OSCE Region in Russian language\*](#) was prepared by ODIHR in 2014.<sup>28</sup>

### ***Women's participation in elections***

In 2014, ODIHR worked to advance the women's role in elections, focusing on promoting women's participation as electoral candidates. In October 2014, ODIHR organized a seminar titled *Women's Participation in Politics - Hungarian and International Panorama after the 2014 Parliamentary Elections and ahead of the Local Elections*, in co-operation with the Hungarian Women's Lobby. The event, held in Budapest, brought together 70 representatives of parliament, political parties, civil society organizations, academia, and media, analysing women's political participation in Hungary from the democratic transition to the 2014 elections. The event discussed challenges and identified strategies for advancing women's role as candidates in Hungarian elections.

Political party regulation and regional good practices in campaign finance observation were the focus of the *Campaign Finance Monitoring Expert Workshop*, organized by ODIHR in June 2014 in Warsaw. The event gathered prominent experts in campaign finance as well as selected members of the OSCE/ODIHR Core Group of Experts on Political Parties, addressing issues related to the legal framework for political financing. Recognizing the role of campaign finance in ensuring a level playing field, the workshop also addressed the importance of campaign and political finance in relation to women's political participation. As a result, the interdependence of women's political participation and women's access to financial resources and campaign financing has found its reflection in ODIHR's [\*Handbook for the Observation of Campaign Finance\*](#), published in late 2014.

Furthermore, ODIHR continued to engage in gender-specific analysis of election processes and women's participation in political life, specifically through its Election Observation Missions (EOMs) and Election Assessment Missions (EAMs), as specified in section on *Elections, Election Observation and Effective Representation* above. Recommendations related to women's political participation that emerge from the EOM Final Reports are used as a basis for future programming.

### ***Women's participation in local politics***

In 2014, ODIHR started expanding its portfolio on women's participation at the local level, by collecting comparative data on women's representation in local councils and mayoral offices as well as by providing expertise on women's participation at the local level through discussions and capacity building activities.

In February 2014, ODIHR organized a *Roundtable on Politics, Power and Women: the Local Perspective*, in co-operation with the Go-Governance Institute and the Buerger Forum Europa 2020. The Roundtable aimed to raise awareness about the OSCE commitments, good practices and strategies for advancing women's political participation, with a special focus on

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<sup>28</sup> The [\*Comparative Study of Structures for Women MPs in the OSCE Region in Croatian language\*](#) was prepared by the OSCE Mission to Bosnia and Herzegovina, and distributed to field operations with common languages.

local politics in Austria. Fifty participants, including Austrian and European politicians, women aspiring political candidates, academics, and media discussed challenges and ways forward towards gender equality in elected office at the local level.

In March 2014, ODIHR organized a *Roundtable on Women's Political Participation* in Georgia, in co-operation with the Netherlands Institute for Multiparty Democracy (NIMD) and the International Foundation of Electoral Systems (IFES). The round table brought together over 70 women politicians to discuss women's candidacy in the local elections scheduled for June 2014 and identified challenges of the 2012 elections. The discussion focused on concrete measures which could be taken by political parties ahead of the local elections to increase the selection of women candidates and improve their electoral chances. Furthermore, party leaders presented what measures they were willing to take in order to promote women's candidacy.

In March 2014 in Warsaw, ODIHR organized a *Workshop for Women Leaders – Candidates for Local Elections* in 2014 in Poland. Thirty participants, aspiring women candidates, learned key steps in political campaigning, including polling and message development, constituency outreach and establishment of a campaign and volunteer team. The workshop provided an opportunity for the participants to work on their political campaigns in practical steps, as to increase their chances of success in Polish local elections.

Together with the Institute of Public Affairs, a Polish think-tank, ODIHR organized a *Seminar on the Role of Women Leaders in the Polish Political Life*, in Warsaw in December 2014. The event gathered 30 participants, including members of leading political parties, women politicians, representatives of the National Electoral Committee, Office of the Government Plenipotentiary for Equal Treatment, Bureau of Research in the Chancellery of the Polish Sejm, gender advocates and international actors to discuss trends and results of the 2014 local elections in Poland from a gender perspective.

### ***National Human Rights Institutions and Gender Equality***

ODIHR recognizes the role of national human rights institutions and national mechanisms for the advancement of women as crucial to safeguarding women's human rights and monitoring state compliance with national and international gender equality obligations. In turn, in April 2014, ODIHR contributed to the *Launch of ODIHR [Handbook for National Human Rights Institutions on Women's Rights and Gender Equality](#)* in Mongolian language, supporting the National Human Rights Commission and civil society in Mongolia in protecting women's rights more effectively. Furthermore, in co-operation with the OSCE Mission to Serbia, ODIHR supported a *Study Visit on Gender Equality* of the Serbian Citizens' Protector, Commissioner for the Protection of Equality, and the Provincial Citizens' Protector, in October 2014 in Vilnius, facilitating a knowledge exchange on protecting and promoting women's rights and gender equality.

### ***Preventing violence against women and domestic violence***

ODIHR supports participating States in improving their legal frameworks for preventing violence against women and domestic violence, protecting victims, and punishing

perpetrators. In 2014, ODIHR prepared a legal opinion on the *Draft Law of the Kyrgyz Republic on Safeguarding and Protection from Domestic Violence*, and an *Opinion on the Impact of the Ratification of the Istanbul Convention on Legislation in Montenegro*, making concrete recommendations for improvement of the legal framework towards effective prevention and combating of violence against women and domestic violence, as specified in more detail in section on *Legislative Support* above.

## **HUMAN RIGHTS, GENDER AND SECURITY PROGRAMME:**

The Human Rights, Gender and Security (HRGS) programme was established in January 2012. The programme works to support OSCE participating States in mainstreaming human rights and gender issues in security policy and in their daily activities as well as providing assistance in meeting relevant OSCE commitments.

The programme has three pillars of work:

- Increasing the effectiveness and responsiveness of the security sector by applying human rights and gender equality standards in its work.
- Improving respect for and protection of the rights of all those working within the security sector.
- Increasing the diversity of the security sector by providing equal access to and opportunities for advancement in the security sector for men and women of all backgrounds

The gender-specific work of the programme includes the training of security sector actors (armed forces, law enforcement and border guards), parliamentarians and NGOs in OSCE participating States. It also includes the provision of expert advice and facilitating cooperation with other international organizations on issues relating to UNSC Resolution 1325 and national and regional gender policies as well as the development of resources and materials for training and awareness-raising.

### ***Gender Training Activities***

On 13-14 May 2014, ODIHR organized a 1.5 day training based on the *Gender and Security Sector Reform Toolkit*<sup>29</sup> for civilian members of the Ministry of Defense (MoD), Ministry of Interior (MoI) and the Ministry of Foreign Affairs and European Integration (MFAEI) in Chisinau, Moldova. Participants (14 women and 4 men) were introduced to gender concepts and terminology, as well as Women, Peace and Security (WPS) international standards. Furthermore, trainers explained the importance of UNSCR 1325 and gave presentations about the development of 1325 National Action Plans (NAP) in the Western Balkan countries. One of the components of the training was to identify different steps Moldova should undertake in order to better comply with UNSCR 1325 goals at the international level. Moreover, participants discussed what a future NAP for Moldova should contain and what activities they considered most important in relation to UNSCR 1325 requirements.

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<sup>29</sup> The Gender and Security Sector Reform Toolkit is available at <http://www.osce.org/odih/70294>

### ***Gender Considerations in Security Sector Oversight***

ODIHR has been cooperating with the Geneva Centre for the Democratic Control of Armed Forces (DCAF) and the OSCE Gender Section since the beginning of 2013 in order to develop a set of three Guidance Notes on Gender in Security Sector Oversight<sup>30</sup>. In 2014, both English and Russian versions of the Notes were launched at the OSCE Forum for Security Cooperation (First Dimension) in Vienna on 16 July and during a joint ODIHR-DCAF side event at HDIM on 26 September. The publications focus on how to integrate a gender perspective into the work of oversight mechanisms in police and armed forces, including the work of national human rights institutions such as ombudsperson offices, which have jurisdiction over the security sector. Internal and external oversight bodies are important especially from the perspective of female security personnel because these bodies are able to address gender based discrimination. Such bodies can strive to ensure women's equal access to jobs in the security sector, and can address any incidents of violence or sexual harassment that women may experience while in service. Also, each Guidance Note includes practical examples and tools, such as a self-assessment guide designed to support the proper integration of gender considerations into the work of the security sector. It can also assist the work of oversight mechanisms in successfully addressing gender based grievances. The aim of ODIHR is to utilize this new resource to enrich its on-going training and awareness-raising of security sector personnel about gender issues and the importance of gender mainstreaming. It also reflects the cross-dimensional aspect of ODIHR's continuous work on Human Rights, Gender, and Security issues.

### ***Increasing diversity in the Security Sector***

In 2014, ODIHR assisted the OSCE Community Security Initiative (CSI) in raising awareness about increasing diversity in the police in Kyrgyzstan by supporting the production of 20,000 brochures in the local language addressing the benefits of recruiting women and minorities in the Kyrgyz police. The CSI and local NGOs distributed ODIHR brochures in various areas of Kyrgyzstan. The goal was to raise public awareness about this issue and emphasize the importance of the active recruitment and increase in number of female employees in national law enforcement entities.

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<sup>30</sup> Guidance Notes on Gender in Security Sector Oversight are available at <http://www.osce.org/odihhr/118331>

**Staff by Gender <sup>31</sup>**  
**31 December 2014**

Category and level	UB			XB			Grand Total
	M	F	total	M	F	total	
INS.D/ODIHR	1		1				1
INS.D1		1	1				1
INS.P1		2	2		2	2	4
INS.P2	8	5	13		1	1	14
INS.P3	11	12	23	1	1	2	25
INS.P4	7	7	14				14
INS.P5	2	3	5				5
INS.S	7	4	11	2		2	13
ODI.G2	1		1	1		1	2
ODI.G3	2	4	6	1		1	7
ODI.G4	2	1	3		1	1	4
ODI.G5	8	22	30		5	5	35
ODI.G6	7	11	18		1	1	19
ODI.G7		3	3				3
Grand Total	56	75	131	5	11	16	147

Department	M	F	total
Direction and Policy	10	9	19
Contact Point for Roma and Sinti Issues	2	4	6
Democratization Department	6	16	22
Elections Department	5	10	15
Human Rights Department	7	10	17
Programme on Tolerance and Non-discrimination	6	9	15
Common Services	25	28	53
Total	61	86	147

<sup>31</sup> Based on report produced from IRMA Personnel Administrator module

**Training Break-down by Gender<sup>32</sup>**  
**1 January 2014 – 1 December 2014**

Courses	female	male	Grand Total
OSCE Training Course	208	117	325
Language Course	15	2	17
IRMA Training	4	3	7
General Orientation Programme	9	7	16
External Training Course	7	5	12
<b>Grand Total</b>	<b>243</b>	<b>134</b>	<b>377</b>

Participation of Male Staff Members	<b>36%</b>
Participation of Female Staff Members	<b>64%</b>

**Special Service Agreements<sup>33</sup>**  
**1 January 2014 – 1 December 2014**

	Number of unique consultants	Number of SSAs	Remuneration (EUR)	Number of working days	Average rate per working day (EUR)
Men	365	618	2064029	13466	153.28
Women	335	583	1525506	14213	107.33
<b>Total</b>	<b>700</b>	<b>1201</b>	<b>3589535</b>	<b>27679</b>	<b>129.68</b>

**Staff Recruitment by Gender<sup>34</sup>**  
**1 January 2014 – 31 December 2014**

<b>Applications</b>	
Male	Female
1669	1745
<b>Short Listed Professionals</b>	
Male	Female
75	55
<b>Short Listed General Services</b>	
Male	Female
2	10
<b>Board Members</b>	
Male	Female
86	88

<sup>32</sup> Based on report produced from IRMA Training Administrator module

<sup>33</sup> Based on report produced from IRMA Personnel Administrator Module

<sup>34</sup> Based on reports produced from IRMA Recruitment Administrator and Personnel Administrator modules

<b>Professional Appointments</b>	
Male	Female
11	11
<b>General Services Appointments</b>	
Male	Female
0	3

		Male	Female	Total
<b>Board members</b>	All recruitments	86	88	174
<b>Applications</b>	SM.C.I	1624	1666	3290
	SM.S.I	4	12	16
	SM.C.L	45	79	124
<b>Short-listed</b>	SM.C.I	71	43	114
	SM.S.I	4	12	14
	SM.C.L	2	10	12
<b>Appointments</b>	SM.C.I	10	10	20
	SM.S.I	1	1	2
	SM.C.L	0	3	3

## **Annex III**

# **High Commissioner on national Minorities (HCNM)**

# **HCNM Annual Evaluation Report on Implementation of the Gender Action Plan January 1 – December 31 2014**

The High Commissioner on National Minorities (HCNM) regards the promotion of gender equality as an integral part of policies and activities, both within the office and in the course of conducting official country visits and implementing project activities. This 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 (January 1 to December 31 2014).

## **1) Gender mainstreaming – internal issues**

The High Commissioner has made it a priority to create an attractive place of work for all staff members, to strive for the equal representation of women and men at all levels and to create conditions where all employees have a sense of inclusion and the ability to influence their job situations.

### Staff development

The Gender Focal Point (GFP) appointed by the High Commissioner seeks to raise awareness of gender issues within the office and shares relevant information, such as relevant research reports or statistics, with staff members. During the reporting period, the High Commissioner and senior management included gender among the office's thematic priorities and reinforced the aim to mainstream gender in all aspects of HCNM activities. Two HCNM staff members participated in Intensive Gender Training organized by the Gender Section.

During the year the GFP worked with HCNM staff and the management team to develop a HCNM strategy for implementation of the OSCE Action Plan for the Promotion of Gender Equality. The strategy was approved and adopted in December 2014. The implementation strategy sets out objectives and targets related to mainstreaming gender in various aspects of the work of HCNM.

A link to information on gender issues, including Staff Instruction 21/2006 and other documents related to implementation of the OSCE Action Plan, continued to be available on the HCNM Intranet.

### Staffing/recruitment

When conducting recruitment processes, the HCNM attaches importance to finding people who demonstrate gender-sensitive attitudes and understand the importance of an inclusive organizational culture. For this purpose, interview panels generally included a question to test candidates' knowledge and experience of gender mainstreaming.

## **2. Gender Mainstreaming – all projects and programmes**

The HCNM is 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. The HCNM seeks to involve a range of stakeholders, including female minority representatives, NGO leaders and experts, in dialogue and activities. In the course of monitoring and analysing sources of interethnic tensions, the HCNM tries to examine how these issues might affect men and women differently.

The HCNM sought to raise awareness of the particular challenges faced by minority women in areas such as political participation. The HCNM participated in a panel on “Participation of minority women in public and political life” at the Gender Equality Review Conference in Vienna on 11 July 2014. The GFP participated in an ODIHR workshop on women’s political participation held in Warsaw in February 2014.

#### Gender mainstreaming in HCNM projects

Due to the HCNM mandate, projects are aimed at early warning and early resolution of ethnic tensions and are not usually specifically aimed at promoting gender equality and resolving gender-related issues. At the same time, the HCNM strives to achieve gender mainstreaming in the design and implementation of HCNM projects. For example, in Moldova, where the HCNM supported the development of an integration strategy, the project partners encouraged women and women’s organizations to participate actively in the strategy development process to ensure that their issues and concerns are reflected in the document. A project to work with political parties to strengthen the participation of minorities in political life in Georgia put a special emphasis on participation of both men and women from ethnic majority and minority populations.

HCNM project officers encourage implementing partners to seek gender balance among project staff and beneficiaries. Activities are designed to ensure participation of both men and women, for example, by conducting training activities during working hours. In a project designed to review the existing practices pertaining to the use of official languages in municipalities in the former Yugoslav Republic of Macedonia, the methodology of the study was designed to ensure that women’s input on the language laws’ implementation was specifically sought and any statistics included in the report were disaggregated by gender. Efforts were made to gender mainstream training materials, for example by including examples featuring both men and women. When announcing expert positions within projects, the HCNM encourages qualified female candidates to apply. In projects which involve a large number of participants (e.g. training activities and research on particular minority groups), the HCNM requests implementing partners to provide gender-disaggregated data in their final reports.

### **3. Gender mainstreaming in public information materials**

Gender-balanced presentation of information is the guiding principle for all HCNM speeches, statements, press releases and other public appearances. The HCNM incorporates a gender component in project publications and relevant reports.

### **4. Recommendations**

1. Pay particular attention to gender considerations in the implementation and monitoring of HCNM projects in the field of education.
2. Keep Gender Section informed of progress in implementation of HCNM strategy to implement the OSCE Action Plan.

## **Annex IV**

# **OSCE Representative on Freedom of the Media (RFoM)**



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

**RFOM Contribution to the Annual Evaluation Report of the  
Implementation of the OSCE Action Plan for the Promotion of  
Gender Equality**

**1 January 2014 - 31 December 2014**

## **Introduction**

The promotion of gender equality and gender mainstreaming is an integral component of the internal policies, programmatic activities and public relations work of the Representative on Freedom of the Media (RFOM). The activities and efforts to advance the gender dimension of the RFOM are guided by the Action Plan (Chapter V, paragraph 44 d) which stipulates that the RFOM “will be alert to allegations of serious intolerance toward women and incitement to gender discrimination in or by the media in participating States in accordance with Chapter 6 of the mandate”.<sup>1</sup> With the following report the RFOM evaluates the Office’s implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality and addresses activities undertaken during the reporting period.

The present report shows how gender equality is promoted within the Institution and how gender aspects are integrated in the programmatic activities of the Institution. The report covers the period of 1 June 2014 – 31 December 2014.

### **1. Progress made in the mainstreaming of gender in the structure and working environment of RFOM**

#### *1.1 Gender balance in the RFOM Office*

As in previous years, the Office of RFOM underwent staff changes in 2014, albeit without changing the existing gender balance prevailing among the total staff of 16 members. The RFOM represents the smallest of the OSCE Institutions and even slight staff fluctuation may affect the proportion of men to women in the Office.

#### **Post table Staff by Gender (as of 31 March 2014)**

<b>Grade</b>	<b>Female</b>	<b>Male</b>	<b>Total</b>
RFoM	1	0	1
Director	0	1	1
Principal and Senior Advisers (5 seconded, 1 contracted)	1	5	6
P1-P2-P3 (4 contracted) S3 (seconded)	3	2	5
GS 7	1	0	1
GS 6	1	0	1
GS 4	1	0	1
<b>Total</b>	<b>8</b>	<b>8</b>	<b>16</b>

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<sup>1</sup> Decision No. 14/04 on the 2004 OSCE Action Plan For The Promotion Of Gender Equality, MC.DEC/14/04, 7 December 2004.

Recruitment for open positions is governed by the OSCE guidelines regarding the drafting of vacancy notices and the recruitment process. The Office includes both women and men on interview panels. Shortlists, particularly for contracted positions, are gender-balanced. For seconded positions, the gender-balance of the shortlists tends to be accidental given the fact that only a few participating States put forward names for seconded positions with the duty station in Vienna.

### ***1.2 The professional working environment in the RFOM Office***

RFOM management has been working towards ensuring equal opportunities for both genders and to create a professional working atmosphere where both female and male staff is equally represented and where their professional needs and strengths are equally taken into consideration, whenever and wherever possible. Female and male Senior Advisers, Advisers, and Project Officers present thematic issues according to their respective expertise and the regions assigned to them, at conferences, roundtables and training sessions.

Staff rules and regulations relating to maternity and paternity entitlements were not used during the reporting period.

All relevant information regarding gender issues is regularly distributed to the Office staff by the Gender Focal Point. Gender issues are put on staff-meeting agendas when organization-wide issues are presented. All new staff members are made aware of and receive an explanation regarding the Staff Instruction 21/2006.

All new staff is requested to attend the GO Program which includes a session on staff rules and regulations, in which the Staff Instruction are introduced.

## **2. Progress made in the Gender mainstreaming of RFOM programmatic activities, events and press reporting**

### ***2.1 RFOM mandate***

The mandate of the RFOM is to uphold the fundamental right to freedom of expression and an independent and pluralistic media. In this regard, the RFOM advocates for and promotes compliance with OSCE media freedom commitments and works towards improving the legal frameworks across the OSCE region.

The RFOM does not implement projects which have the specific aim to promote gender equality in or by the media. The RFOM thus has no influence on the quality of gender reporting by journalists or on the issue of equal and adequate gender representation in media outlets.

In line with the Gender Action Plan, the RFOM is mandated to receive “allegations of serious intolerance towards women and incitement to gender discrimination in or by the media in participating States.”<sup>2</sup> The RFOM can react to reported cases observed in the general framework of monitoring freedom of the media in OSCE participating States.

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<sup>2</sup> Decision No. 14/04 on the 2004 OSCE Action Plan For The Promotion Of Gender Equality, Chapter V, Para 44 d, MC.DEC/14/04, 7 December 2004.

The RFOM has identified such intolerance towards female journalists in the online environment in 2014. Over the past year, the Office of RFoM has become alarmed by a growing number of reports from across the OSCE region on female journalists/bloggers singled out and fiercely attacked in social media. The online attacks tend not to address the content of the articles but instead degrade the journalist as a woman. Therefore, by the end of 2014, the Office of RFOM has developed a project to start in 2015 that will address the issue. In December 2014, the RFOM has engaged an expert to devise an analysis on the current situation of the above mentioned issue, existing studies and regulations that address the issue. The project proposal was developed on the bases of the findings of this analysis. The objective of the project activities to be implemented in 2015 is to raise awareness to the growing trend of female journalists' safety infringed by online threats and harassment and to develop sustainable solutions to grant female journalists access to expression and decision-making through the New Media.

Besides developing concrete steps to address the above mentioned trend, the RFOM will continue to pay attention to developing trends of intolerance towards women or incitement to gender discrimination in the in the media area, and will carefully analyse their actual and potential impacts and take appropriate action.

## ***2.2 Gender mainstreaming in RFOM programmatic activities***

In accordance with its mandate, the RFOM does not implement projects specifically aimed at promoting gender equality. However, all programming activities are gender-mainstreamed by the responsible Officer and the Gender Focal Point, in particular quantitative gender-mainstreaming such as equal gender representation of speakers, panellists and participants in conferences and seminars organized by the Office.

The Office keeps the gender balance in mind when identifying experts for projects. When announcing expert positions for publication or legal analysis, the RFOM encourages qualified women to apply. A gender balance is also considered when selecting experts, moderators and participants for events and meetings.

Women were key speakers, chairs, presenters and experts in a host of training and conferences during the reporting period, including, but not restricted to, the Central Asia Media Conference, the South Caucasus Media Conference, the conference on Freedom of Expression for Tolerance and Non-discrimination (<http://www.osce.org/fom/127110>) , and the two expert meetings on Open Journalism (interviews and recordings from the expert meeting on 5 May 2014 are available at the link <http://www.osce.org/fom/118503>, and from the meeting on 19 September at <http://www.osce.org/fom/124991>).

Implementing partners are asked to take gender-equality principles into account when carrying out their projects.

Reporting of results and indicators related to gender equality takes place on an *ad hoc* basis and is generally mainstreamed into the specific project or activity in question.

### ***2.3 Gender mainstreaming in RFOM reporting***

RFOM press statements adhere to gender mainstreaming. All of the Office's reporting and its publications are edited pursuant to OSCE standards, including the OSCE Style Manual that outlines the use of gender-sensitive language. The Office works in co-operation with PPIS for its press reporting and tries to ensure that photos, press releases and news items ensure gender-sensitive representation.

## **Annex V**

# **Questionnaire for Evaluation of the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality**

**Annual Evaluation Report 2014**  
**OSCE Action Plan for the Promotion of Gender Equality**  
**Questionnaire for Field Operations and Institutions**  
**For the period 1 January – 31 December 2014**

Dear Gender Focal Points,

In accordance with the 2004 OSCE Action Plan for the Promotion of Gender Equality, the Secretary General will present an annual evaluation report (AER) to the Permanent Council in June 2015. This report will capture activities and progress on the Action Plan as well as identify the challenges that OSCE executive structures continue to face in its implementation.

The contributions of OSCE Executive Structures are key elements in drafting this report.<sup>1</sup> The attached questionnaire is designed to collect information on the efforts across the OSCE to implement the Action Plan.

The Questionnaire consists of two sections:

**1. Mainstreaming internal processes**

This section requests information on actions taken to implement the tasks set out in the Action Plan related to internal processes. **In your response please include also an assessment of the results achieved.**

**2. Mainstreaming projects**

The purpose of this section is to collect information on projects across the three dimensions so that the Gender Section can analyse trends in gender mainstreaming and identify areas of progress as well as areas for improvement. For the first time, the matrix requesting project information is deploying a gender marker score for assessing the project's contribution to gender equality and the extent of gender mainstreaming. This system will allow the report to analyse patterns on the effectiveness of gender mainstreaming in a more systematic manner. The scoring criteria are described in full detail below in Section 2.

For any questions on the gender marker scores please contact [ana.lukatela@osce.org](mailto:ana.lukatela@osce.org) and [Hedda.Femundsenden@osce.org](mailto:Hedda.Femundsenden@osce.org).

Please send completed questionnaires **by 1 March 2015** to [jana.palaversa@osce.org](mailto:jana.palaversa@osce.org) and [hanna.sands@osce.org](mailto:hanna.sands@osce.org).

Thank you!

OSCE Gender Section

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<sup>1</sup> 2004 OSCE Action Plan for the Promotion of Gender Equality, MC.DEC/14/04, Para 47.

Name of Field Operation or Institution:	
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## Questionnaire

### Section I – Mainstreaming Internal Processes

1. Were **trainings** on gender mainstreaming or other gender equality topic provided for staff during 2014?  
If yes:
  - a. Who provided this training?
  - b. Who was the target audience?
  - c. How many staff members were trained (disaggregate data by sex)?
  
2. Do you have any **requests/recommendations for additional training** in gender mainstreaming or other gender equality/thematic issues that you would like to receive?
  
3. What is the position of your **Gender Focal Point (GFP)**?
  - a. Did the GFP receive training during 2014?
  - b. If yes, please describe the training?
  
4. Are other types of **expertise** on gender issues available in your Field Operation/Institution other than the gender focal point? For example a GFP Network among field offices or a Gender Working Group among different departments?
  
5. Please describe the internal process in your Field Operation/Institution for **reviewing UB and ExB project proposals** for gender mainstreaming?

6. Does your Field Operation/Institution have a **gender action plan** or implementation strategy (please attach if available) and what is the process of reporting against it?
  - a. If there is no action plan or strategy, does your structure have other types of gender equality objectives and indicators that it assesses progress against? For example in the UB?
7. Please **identify challenges** in your implementation of the OSCE Action Plan for the Promotion of Gender Equality, in particular as regards mainstreaming gender in training, recruitment, working environment or activities and projects.
8. Please **make recommendations** on how the Gender Section could provide further support to your efforts to mainstream gender.

## Section II – Mainstreaming Projects

### Gender Marker Score

In order to improve coherence of reporting the Gender Section is introducing a new method of assessing the extent to which projects are gender mainstreamed – the Gender Marker Score. The Gender Marker is used by a number of international organizations to assess the contribution of a project towards gender equality and women's empowerment. Successful gender mainstreaming of a thematic project results in a score of 2, indicating that the project is fully gender mainstreamed.

#### Score Criteria:

**3 = Projects that have gender equality as a principal objective.** This refers to projects specifically addressing one of the six priority areas of the 2004 Action Plan for the Promotion of Gender Equality: 1: Establishing non-discriminatory legal and policy frameworks; 2: Preventing violence against women; 3: Promoting the participation of women in political and public life; 4: Promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction; 5: Promoting equal opportunities for women in the economic sphere; 6: Creating national mechanisms for the advancement of women.

*Example: A project on women's political participation; a project on domestic violence; a project on women's entrepreneurship.*

**2 = Projects that have gender equality as a significant objective or are fully gender mainstreamed.** Fully mainstreamed means that a gender perspective was taken into account across the aspects of project management: background analysis of the project's topic; the design of the substance; the implementation (partners and participants); and the evaluation (sex-disaggregated indicators, gender sensitive indicators).

*Example: A project on police reform that promotes participation of women in the activities AS WELL AS includes topics related to a gender perspective of policing (such as domestic violence for example) in the agendas of the activities/events/trainings; A project on education reform that promotes participation of boys and girls as well as addresses gender stereotypes in the education system.*

**1 = Projects that have a limited contribution to gender equality.** This refers to projects that are only gender mainstreamed in terms of their participation aspects.

*Example: A project on security sector reform that promotes participation of women in the activities/events/trainings.*

**POLITICO-MILITARY DIMENSION**

1. Please give the total number of both UB and ExB projects your Field Operation/Institution implemented during 2014 in the first dimension. UB \_\_\_\_\_ ExB\_\_\_\_\_
2. Please describe all projects in the first dimension that made a contribution to gender equality during 2014.

Project title and short description (please also indicate whether UB or ExB)	Please give this project a score from 1-3 on the gender marker scale	Please shortly describe how gender was mainstreamed into the activities of this project	Evaluation (progress/results achieved, lessons learned, next steps, challenges)
	<u>Total # of projects</u> 3: 2: 1:		

**ECONOMIC-ENVIRONMENTAL DIMENSION**

3. Please give the total number of both UB and ExB projects your Field Operation/Institution implemented during 2014 in the second dimension. UB \_\_\_\_ ExB \_\_\_\_
4. Please describe all projects in the second dimension that made a contribution to gender equality during 2014.

Project title and short description (please also indicate whether UB or ExB)	Please give this project a score from 1-3 on the gender marker scale.	Please describe how gender was mainstreamed into the activities of this project.	Evaluation (progress/results achieved, lessons learned, next steps, challenges)
	<u>Total # of projects</u> 3: 2: 1:		

**HUMAN DIMENSION**

5. Please give the total number of both UB and ExB projects your Field Operation/Institution implemented during 2014 in the third dimension. UB \_\_\_\_\_ ExB\_\_\_\_\_

6. Please describe all projects in the third dimension that made a contribution to gender equality during 2014.

Project title and short description (please also indicate whether UB or ExB)	Please give this project a score from 1-3 on the gender marker scale.	Please describe how gender was mainstreamed into the activities of this project.	Evaluation (progress/results achieved, lessons learned, next steps, challenges)
	<u>Total # of projects</u> 3: 2: 1:		

