

Annexes to the Secretary General's Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality

September 2010

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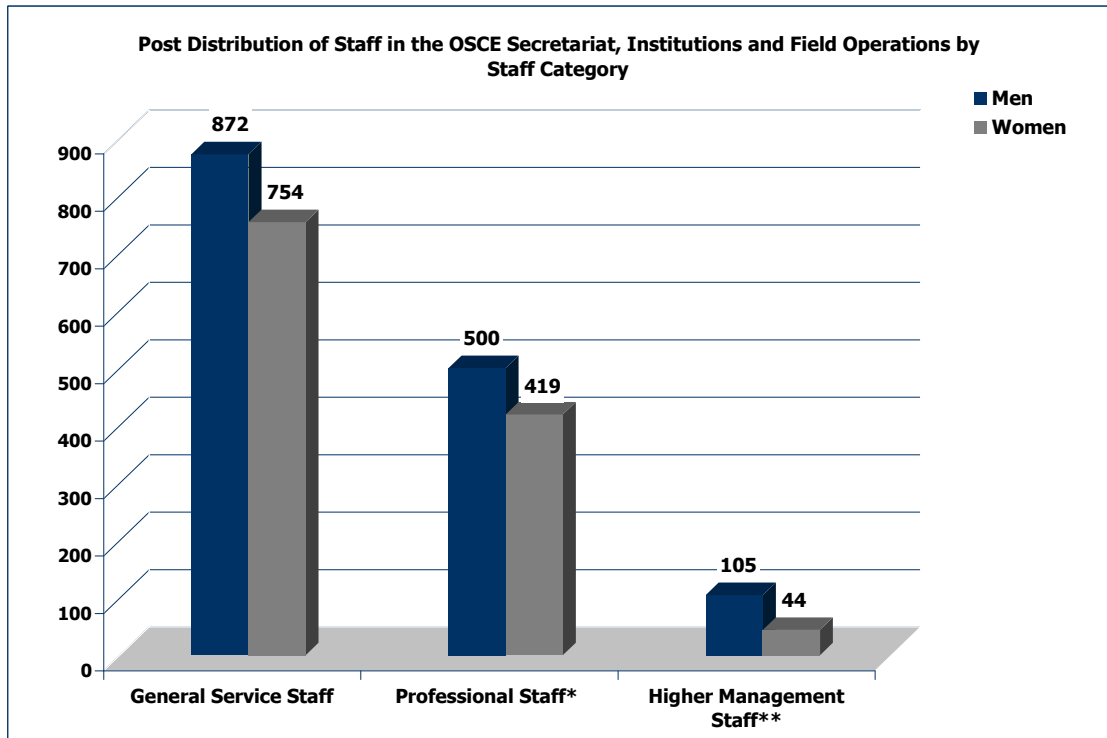
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Post Distribution of staff in the OSCE Secretariat, Institutions and field operations (by staff category)

Category	Men	Women	Total	% Women
General Service Staff	872	754	1626	46%
Professional Staff*	500	419	919	46%
Higher Management Staff**	105	44	149	30%
Total Staff	1477	1217	2694	45%



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

**Higher 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

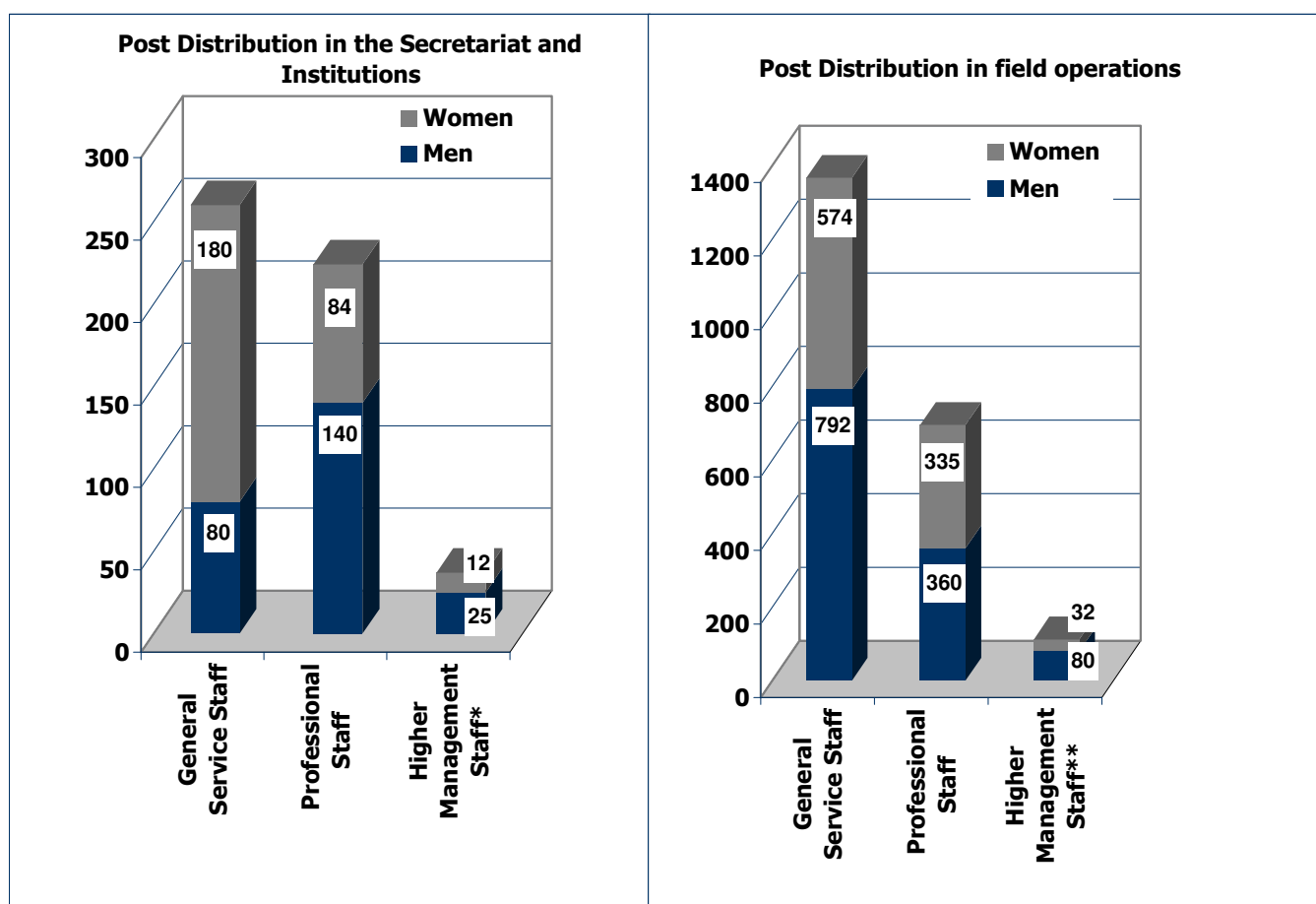
Note: Data as on 1 May 2010

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	80	180	260	69%
Professional Staff	140	84	224	38%
Higher Management Staff*	25	12	37	32%
Total Staff - Secretariat and Institutions	245	276	521	53%

Category	Men	Women	Total	% Women
General Service Staff	792	574	1366	42%
Professional Staff	360	335	695	48%
Higher Management Staff**	80	32	112	29%
Total Staff - Field Operations	1232	941	2173	43%

Category	Men	Women	Total	% Women
Grand Total Staff	1477	1217	2694	45%



*NPOs, S, S1, S2, P1 to P4.

**S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions.

Note: Data as on 1 May 2010

TABLE AND GRAPHS 3
Development of post distribution by Category of Staff in the OSCE
From 1 December 2004 to 1 May 2010

	General Service Staff					Professional Staff					Higher Management Staff					Total			Total in per cent (%)	
	Men	Women	Total	%	%	Men	Women	Total	%	%	Men	Women	Total	%	%	Men	Women	Total	%	%
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%

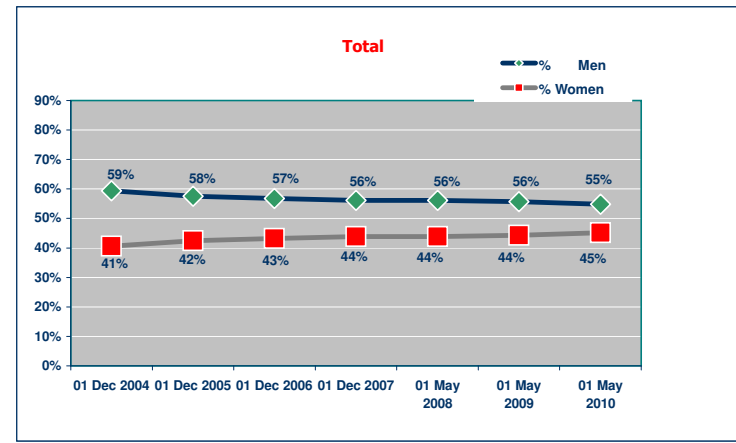
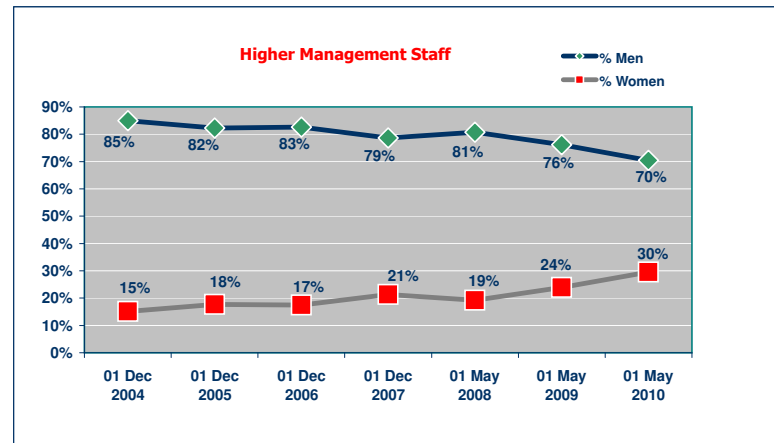
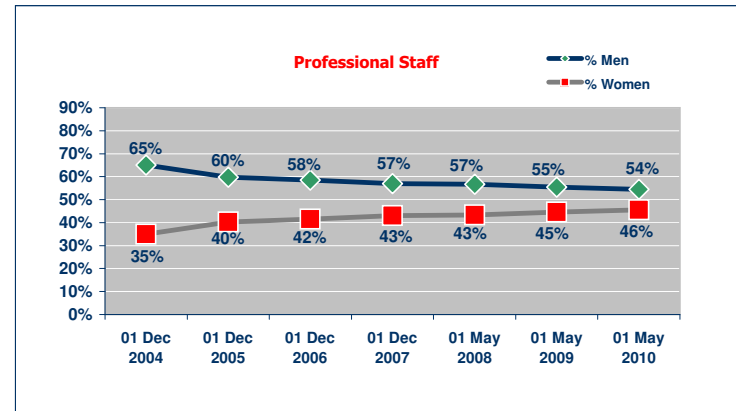
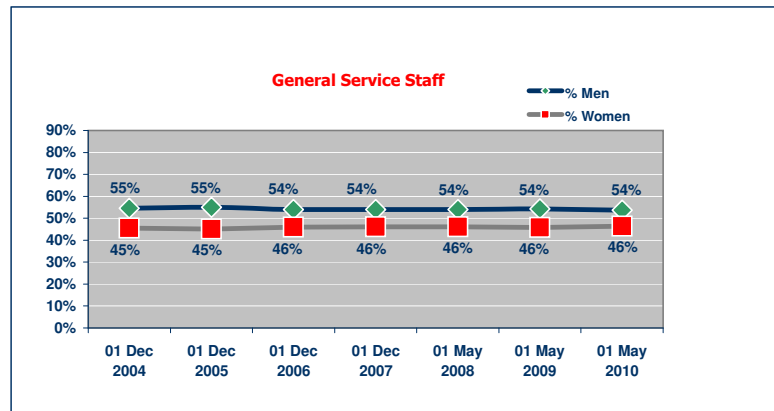
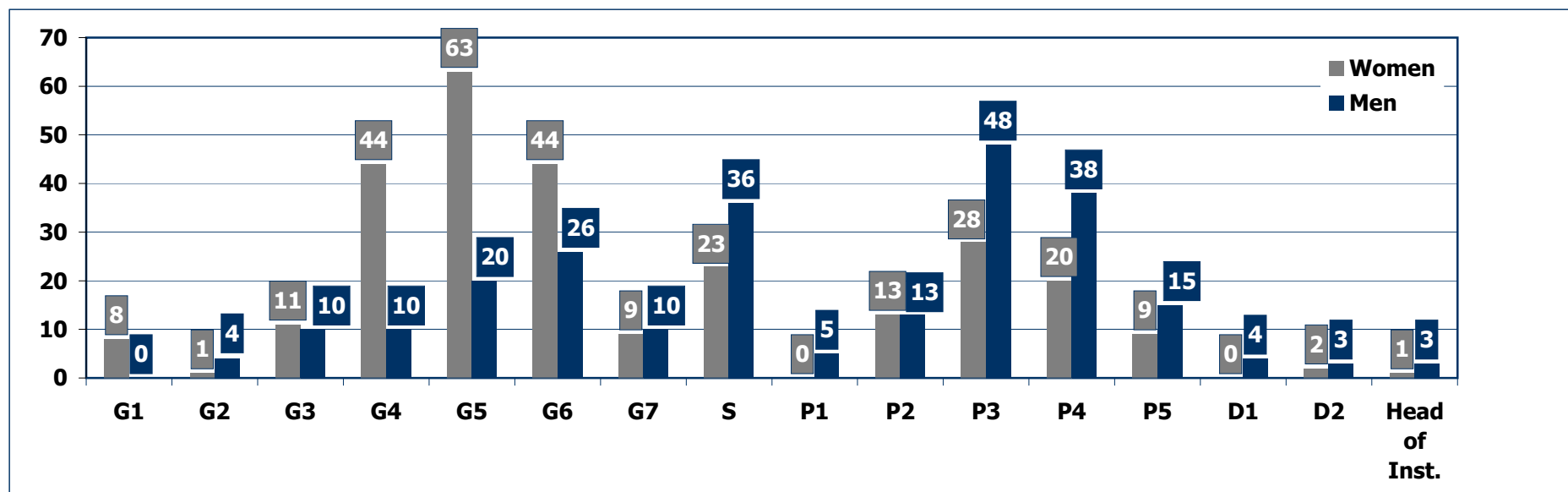


TABLE AND GRAPH 4
Post Distribution in the OSCE Secretariat and Institutions
OSCE Secretariat*, ODIHR, HCNM, OSCE Representative on Freedom of the Media

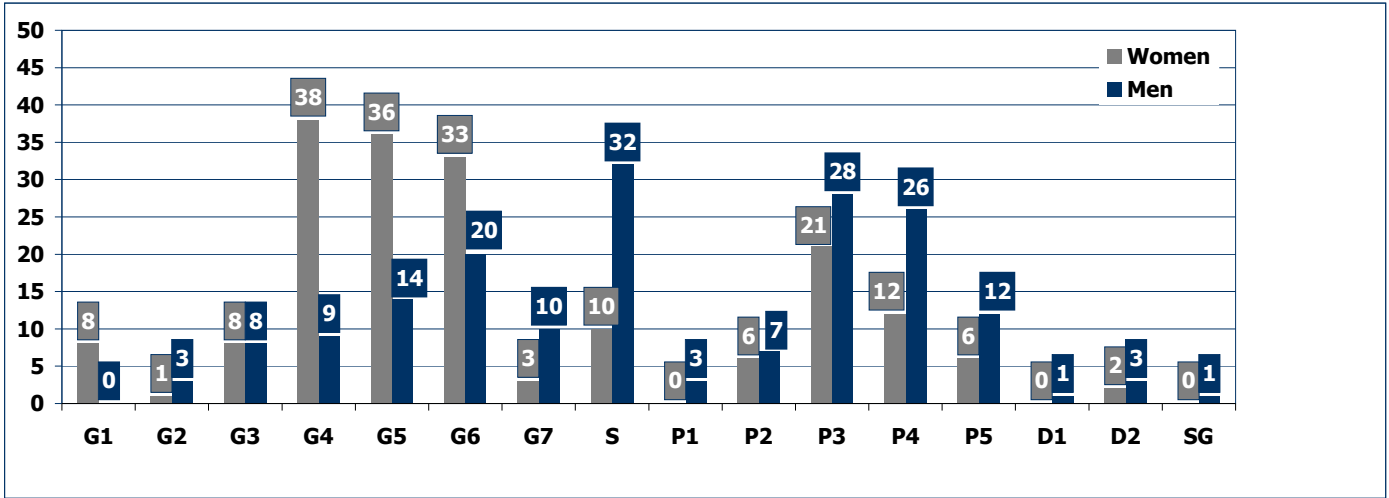


	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P+	In %	Total	In %
Women	8	1	11	44	63	44	9	23	0	13	28	20	9	0	2	1	180	69%	23	39%	72	36%	276	53%
Men	0	4	10	10	20	26	10	36	5	13	48	38	15	4	3	3	80	31%	36	61%	126	64%	245	47%
TOTAL	8	5	21	54	83	70	19	59	5	26	76	58	24	4	5	4	260	100%	59	100%	198	100%	521	100%

* Secretariat staff includes Article IV and High Level Planning Group.

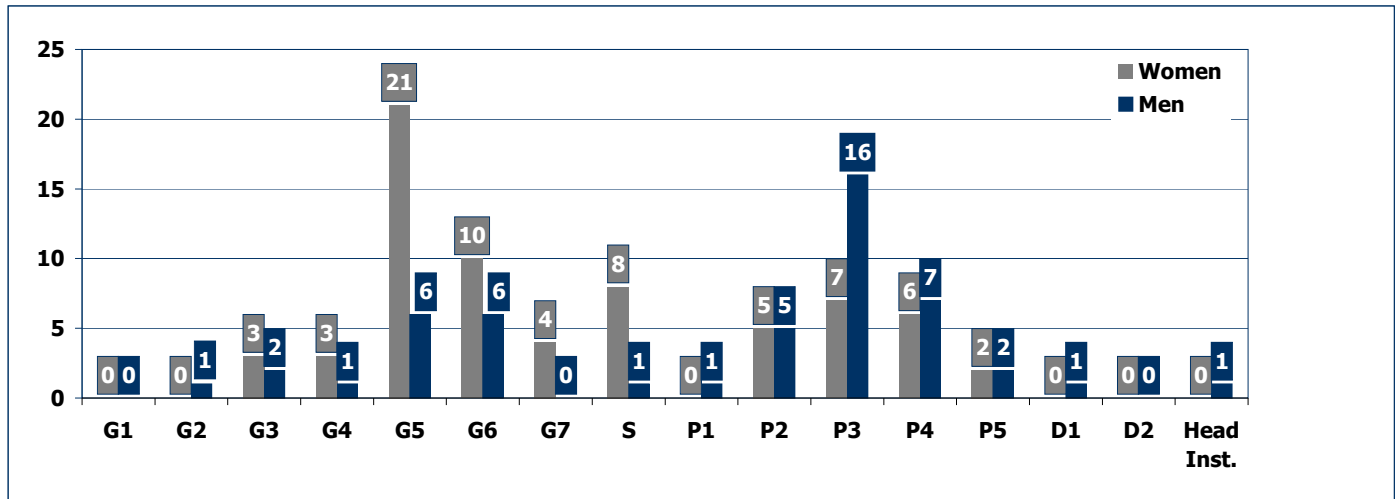
Note: Data as on 1 May 2010

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	8	1	8	38	36	33	3	10	0	6	21	12	6	0	2	0	127	66%	10	24%	47	37%	184	51%
Men	0	3	8	9	14	20	10	32	3	7	28	26	12	1	3	1	64	34%	32	76%	81	63%	177	49%
TOTAL	8	4	16	47	50	53	13	42	3	13	49	38	18	1	5	1	191	100%	42	100%	128	100%	361	100%

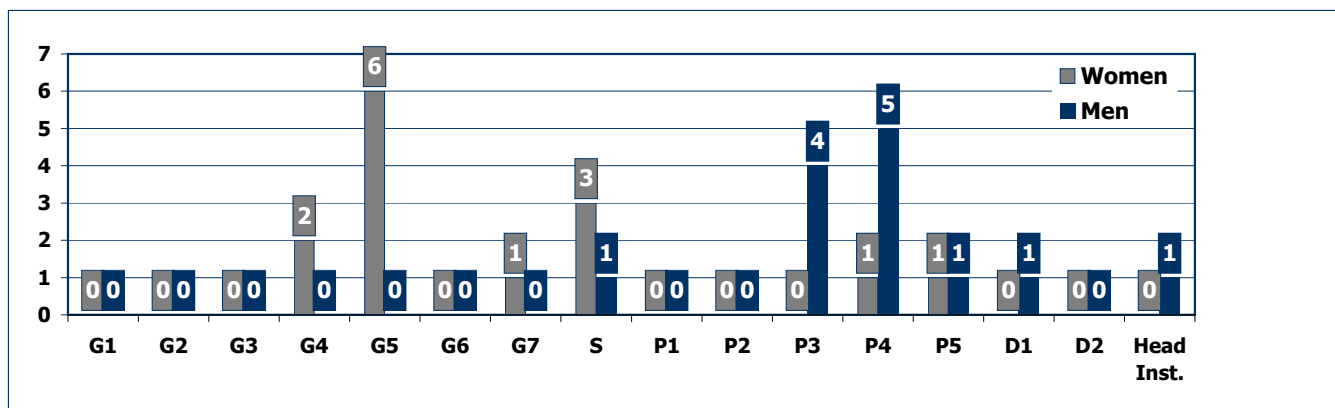
TABLE AND GRAPH 6
Post Distribution in the Office for Democratic Institutions and Human Rights



	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	3	21	10	4	8	0	5	7	6	2	0	0	0	41	72%	8	89%	20	38%	69	58%
Men	0	1	2	1	6	6	0	1	1	5	16	7	2	1	0	1	16	28%	1	11%	33	62%	50	42%
TOTAL	0	1	5	4	27	16	4	9	1	10	23	13	4	1	0	1	57	100%	9	100%	53	100%	119	100%

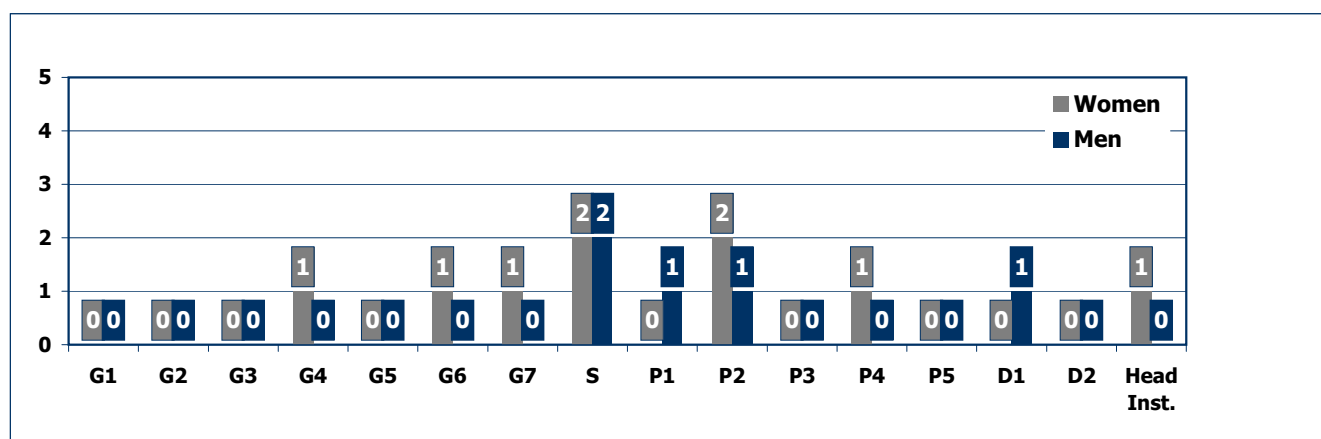
* Secretariat staff includes Article IV and High Level Planning Group.
 Note: Data as on 1 May 2010

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	Head Inst.	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	2	6	0	1	3	0	0	0	1	1	0	0	0	9	100%	3	75%	2	14%	14	52%
Men	0	0	0	0	0	0	0	1	0	0	4	5	1	1	0	1	0	0%	1	25%	12	86%	13	48%
TOTAL	0	0	0	2	6	0	1	4	0	0	4	6	2	1	0	1	9	100%	4	100%	14	100%	27	100%

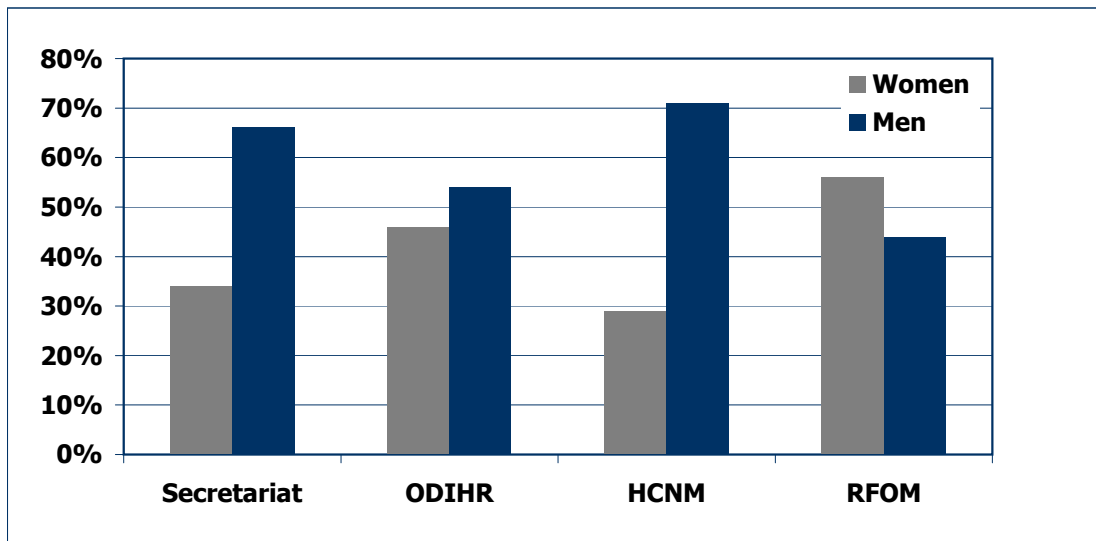
TABLE AND GRAPH 8
Post Distribution in the Office of the Representative on Freedom of the Media



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head Inst.	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	1	0	1	1	2	0	2	0	1	0	0	0	1	3	100%	2	50%	4	57%	9	62%
Men	0	0	0	0	0	0	0	2	1	1	0	0	0	1	0	0	0	0%	2	50%	3	43%	5	36%
TOTAL	0	0	0	1	0	1	1	4	1	3	0	1	0	1	0	1	3	100%	4	100%	7	100%	14	100%

Note: Data as on 1 May 2010

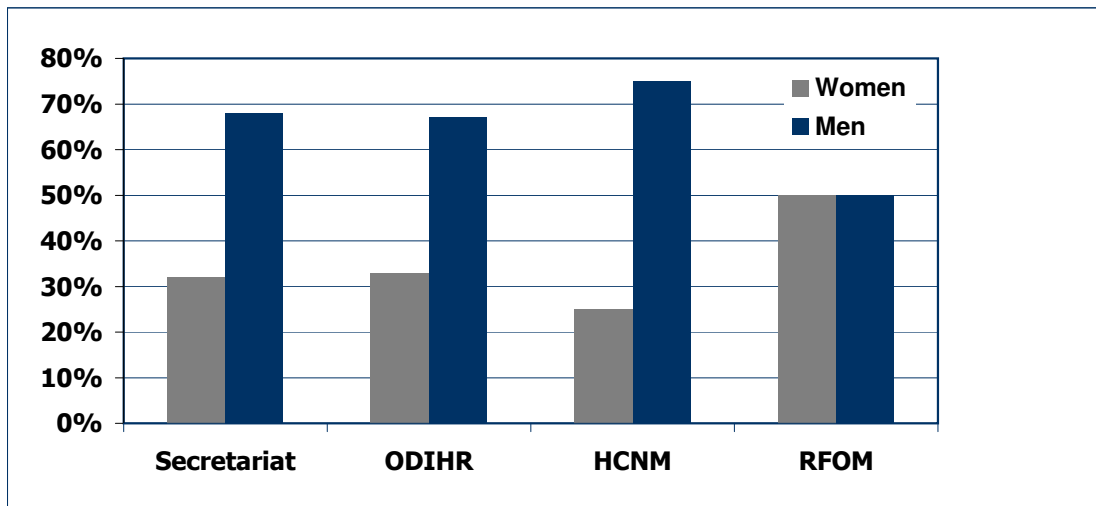
TABLE AND GRAPH 9
Post Distribution in the OSCE Secretariat and Institutions
Professional Staff*



%	Secretariat	ODIHR	HCNM	RFOM	Total
Women	34%	46%	29%	56%	37%
Men	66%	54%	71%	44%	63%
TOTAL	100%	100%	100%	100%	100%

*S, P1, P2, P3, P4.

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



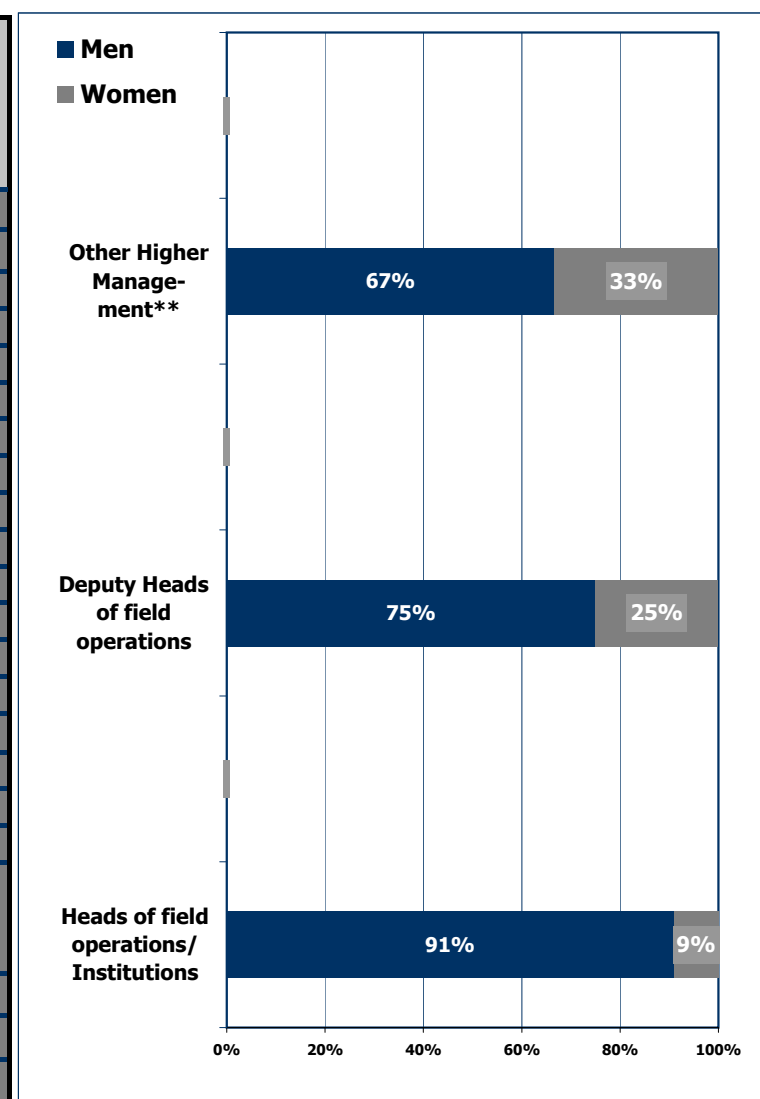
%	Secretariat	ODIHR	HCNM	RFOM	Total
Women	32%	33%	25%	50%	33%
Men	68%	67%	75%	50%	67%
TOTAL	100%	100%	100%	100%	100%

*P5, D1, D2 and Head of Institution.

Note: Data as on 1 May 2010

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			1	3	2	4	3
OSCE Centre in Ashgabat	1				1		2	
OSCE Centre in Astana	1					1***	1	1
OSCE Office in Baku	1			1	2	1	3	2
OSCE Centre in Bishkek	1		1		5	1	7	1
OSCE Mission to Bosnia and Herzegovina	1		1		14	9	16	9
OSCE Mission in Kosovo	1		1		21	8	23	8
OSCE Office in Minsk	1		1				2	
OSCE Mission to Moldova	1		1				2	
OSCE Mission to Montenegro		1	1				1	1
OSCE Mission to Serbia	1		1				2	
OSCE Spillover Monitor Mission to Skopje	1			1	5	4	6	5
OSCE Office in Tajikistan	1		1		1	2	3	2
OSCE Project Co-ordinator in Ukraine	1				1		2	
OSCE Project Co-ordinator in Uzbekistan	1						1	
OSCE Office in Yerevan	1		1				2	
OSCE Office in Zagreb	1				1		2	
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1						1	
Secretariat and Institutions*	3	1	0	0	22	11	25	12
Total	20	2	9	3	76	38	105	44
In per cent (%)	91%	9%	75%	25%	67%	33%	70%	30%



*Includes FoM, HCNM, ODIHR, the Secretariat.

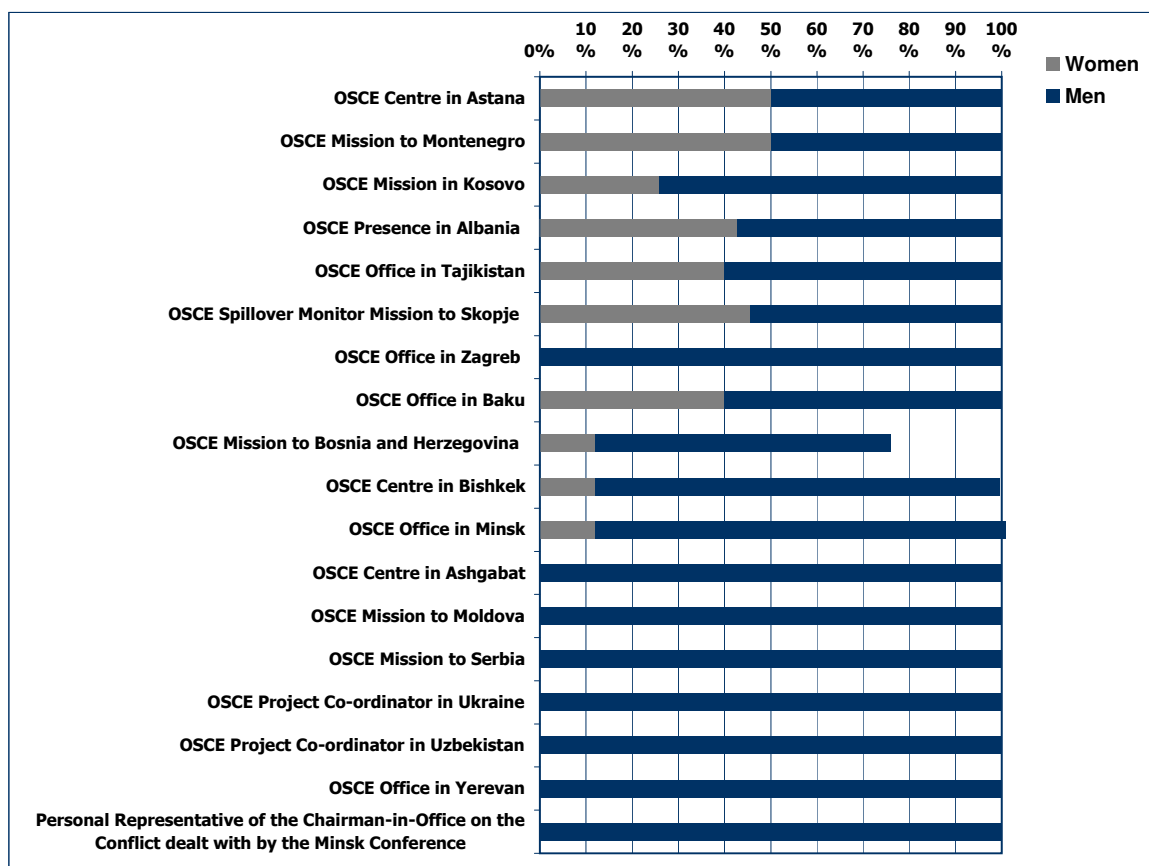
**Includes S3+ and P5+.

*** IRMA staff report classifies the DHoM in Astana as S4, without specifying the actual official function of the incumbent.

Note: Data as on 1 May 2010

TABLE AND GRAPH 12
Gender Balance among Contracted and Seconded Senior Management*
in the OSCE Secretariat, Institutions and field operations

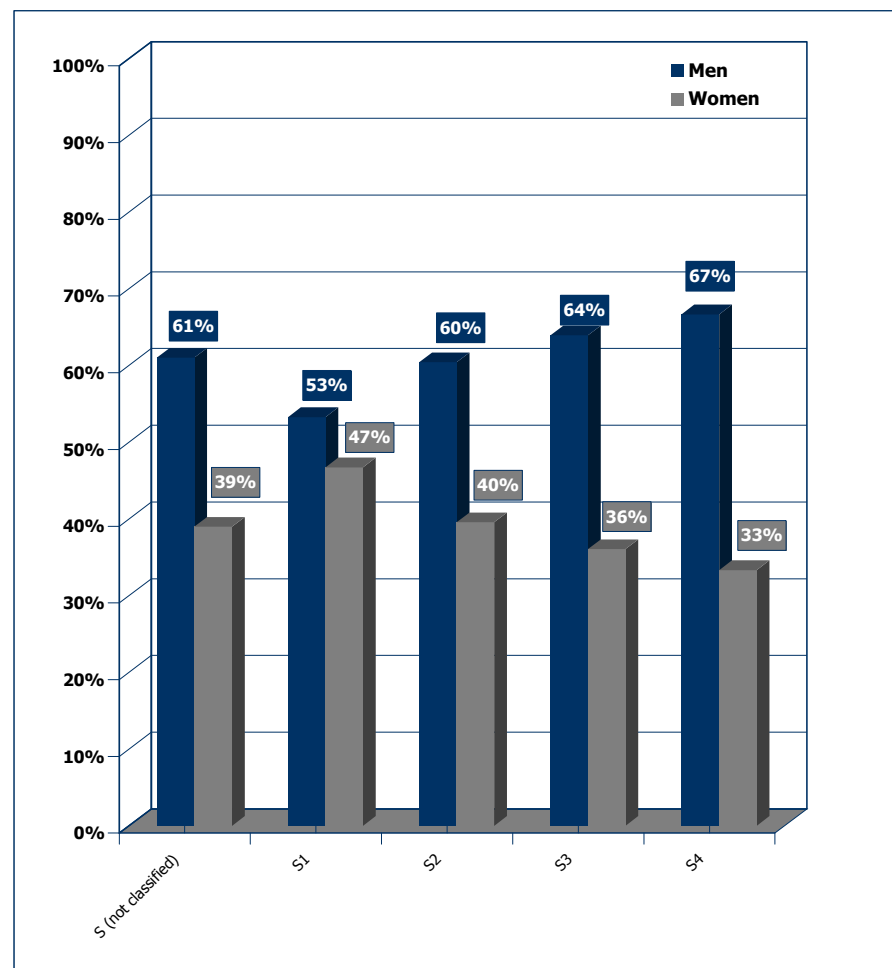
Field operations, Secretariat and Institutions	Total		Total in %	
	M	F	M	F
OSCE Centre in Astana	1	1	50%	50%
OSCE Mission to Montenegro	1	1	50%	50%
OSCE Mission in Kosovo	23	8	74%	26%
OSCE Presence in Albania	4	3	57%	43%
OSCE Office in Tajikistan	3	2	60%	40%
OSCE Spillover Monitor Mission to Skopje	6	5	55%	45%
OSCE Office in Zagreb	2	0	100%	0%
OSCE Office in Baku	3	2	60%	40%
OSCE Mission to Bosnia and Herzegovina	16	9	64%	12%
OSCE Centre in Bishkek	7	1	88%	12%
OSCE Office in Minsk	2	0	100%	12%
OSCE Centre in Ashgabat	2	0	100%	0%
OSCE Mission to Moldova	2	0	100%	0%
OSCE Mission to Serbia	2	0	100%	0%
OSCE Project Co-ordinator in Ukraine	2	0	100%	0%
OSCE Project Co-ordinator in Uzbekistan	1	0	100%	0%
OSCE Office in Yerevan	2	0	100%	0%
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1	0	100%	0%
OSCE Secretariat and Institutions	25	12	68%	32%
Total	105	44	70%	30%



*S3+, P5+, Heads and Deputy Heads of field operations and Institutions.
 Note: Data as on 1 May 2010

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			1		6	5	3	2			10	7
OSCE Centre in Ashgabat					1	2	1				2	2
OSCE Centre in Astana					3				1		3	1
OSCE Office in Baku					4	2	2	1			6	3
OSCE Centre in Bishkek					8		5	1			13	1
OSCE Mission to Bosnia and Herzegovina			5	9	13	14	10	7	3	2	31	32
OSCE Mission in Kosovo			27	29	24	26	12	6	8	2	71	63
OSCE Office in Minsk					1						1	
OSCE Mission to Moldova					6	4					6	4
OSCE Mission to Montenegro			2		5	4					7	4
OSCE Mission to Serbia			1		20	8					21	8
OSCE Spillover Monitor Mission to Skopje			21	10	6	2	3	3	1	1	31	16
OSCE Office in Tajikistan				1	9	6	1	2			10	9
OSCE Project Co-ordinator in Ukraine							1				1	
OSCE Project Co-ordinator in Uzbekistan					1	1					1	1
OSCE Office in Yerevan					2						2	0
OSCE Office in Zagreb				1			1				1	1
Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference					4						4	
Secretariat (incl. Prague Office, HPLG and Art. IV)	32	10									32	10
Institutions (FoM, HCNM, ODIHR)	4	13									4	13
Total	36	23	57	50	113	74	39	22	12	6	257	175
Per cent	61%	39%	53%	47%	60%	40%	64%	36%	67%	33%	59%	41%



*Seconded posts in the Secretariat and Institutions are not classified and therefore not included in the standard system of grades.
 Note: Data as on 1 May 2010

TABLE 14
Nominations* by Participating States for Seconded Posts
in OSCE Secretariat, Institutions and field operations according to staff categories
From 1 May 2009 to 1 May 2010

Nominating Authority	% Women*	Women (total)	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		S4 & DHoM		Secretariat		Total
			M	W	M	W	M	W	M	W	M	W	
Cyprus	100%	2		1		1							2
Luxembourg	100%	2		2									2
Kazakhstan	100%	4		1		3							4
Finland	80%	4		2	1	1						1	5
Poland	70%	16	2	9	3	7	1		1				23
Lithuania	67%	2				1		1			1		3
Croatia	64%	16	4	8	4	6	1	2					25
Georgia	64%	28	8	5	7	17	1	5				1	44
Canada	64%	42	15	29	7	12	1	1	1				66
Portugal	60%	15	1	12	3	2	2		1		3	1	25
Latvia	57%	16	3	4	6	10	2	1	0	1	1		28
France	57%	45	7	18	15	12	6	2	4		2	13	79
Serbia	56%	5	2	3	2	2							9
Slovakia	52%	11	3	10	4	1	3						21
Armenia	50%	3	1	2		1	2						6
Montenegro	50%	1				1	1						2
Belgium	50%	1				1					1		2
Switzerland	50%	1				1			1				2
Italy	48%	101	54	49	33	29	4	6	2	3	15	14	209
Sweden	48%	23		2	14	9	3	4	3	3	5	5	48
Moldova, Republic of	48%	10	3	2	5	8	2		1				21
Czech Republic	45%	18	7	13	10	2	3		1	1	1	2	40
United States	44%	52	7	1	24	18	14	12	8	7	12	14	117
Norway	43%	6	2		4	2					2	4	14
Spain	42%	43	17	17	20	11	12	1	2		8	14	102
Azerbaijan	38%	6	2	2	4	3	3		1			1	16
Greece	36%	24	15	8	17	10	6	4	4	1	1	1	67
Austria	35%	60	50	30	36	18	15	6	4	1	6	5	171
Japan	33%	2	4	2									6
Romania	31%	17	12	10	21	6	2	1	3				55
United Kingdom	30%	49	36	21	53	19	17	7	3		5	2	163
Germany	28%	12	2	1	10	5	6	2	5		8	4	43
Albania	25%	1	3			1							4
Estonia	25%	2	3	2	3								8
Hungary	21%	21	23	11	46	6	9	3			1	1	100
Ireland	20%	11	28	5	12	4	3				1	2	55
Netherlands	18%	2			5		2		2			2	11
Bulgaria	17%	24	18	6	73	14	15	4	10				140
Macedonia, The Former Yugoslav Republic of	13%	3	10	1	4	1	5	1			1		23
Bosnia and Herzegovina	8%	2	12	1	7	1	2		1				24
Turkey	6%	7	27	1	63	5	11		1	1			109
Tajikistan	0%	0			1								1
Slovenia	0%	0			2								2
Denmark	0%	0	0	0	0	0	0	0	0	0	0	0	0
Iceland	0%	0	2				1						3
Kyrgyzstan	0%	0	1		3								4
Uzbekistan	0%	0					2						2
Ukraine	0%	0	4		10				1				15
Russian Federation	0%	0	3		4		1				2		10
Belarus	0%	0	1		4		1						6
Grand Total	37%	710	392	291	540	251	159	63	60	18	76	87	1937

* Where the total number of nominees' is below 10, the sex disaggregated data in per cent are insignificant.

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
United States of America	52%	22	24	46
Germany	43%	26	20	46
Spain	59%	11	16	27
Italy	50%	15	15	30
France	38%	18	11	29
Austria	42%	14	10	24
Greece	64%	4	7	11
Finland	63%	3	5	8
Romania	56%	4	5	9
Bulgaria	45%	6	5	11
Hungary	29%	12	5	17
Croatia	57%	3	4	7
Bosnia and Herzegovina	36%	7	4	11
Ireland	31%	9	4	13
Canada	75%	1	3	4
Czech Republic	50%	3	3	6
Slovenia	50%	3	3	6
Georgia	43%	4	3	7
Portugal	38%	5	3	8
Poland	33%	6	3	9
Norway	30%	7	3	10
United Kingdom	25%	9	3	12
Turkey	12%	22	3	25
Latvia	100%	0	2	2
Azerbaijan	67%	1	2	3
Armenia	67%	1	2	3
Estonia	33%	4	2	6
Sweden	15%	11	2	13
Netherlands	15%	11	2	13
Montenegro	50%	1	1	2
Uzbekistan	50%	1	1	2
Belarus	33%	2	1	3
Slovakia	20%	4	1	5
Russian Federation	9%	10	1	11
Moldova, Republic of	0%	4	0	4
Kazakhstan	0%	4	0	4
Tajikistan	0%	1	0	1
Denmark	0%	1	0	1
Macedonia, The Former Yugoslav Republic of	0%	3	0	3
Lithuania	0%	1	0	1
Belgium	0%	3	0	3
Kyrgyzstan	0%	1	0	1
Malta	0%	1	0	1
Serbia	0%	1	0	1
Switzerland	0%	1	0	1
Ukraine	0%	2	0	2
Grand Total	39%	283	179	462

*Including Partners for Co-operation.

Note: Data as on 1 May 2010

GRAPH 16
Number of Seconded Female Professionals in the OSCE Secretariat, Institutions and field operations
by Seconding Country on the 1 May 2010

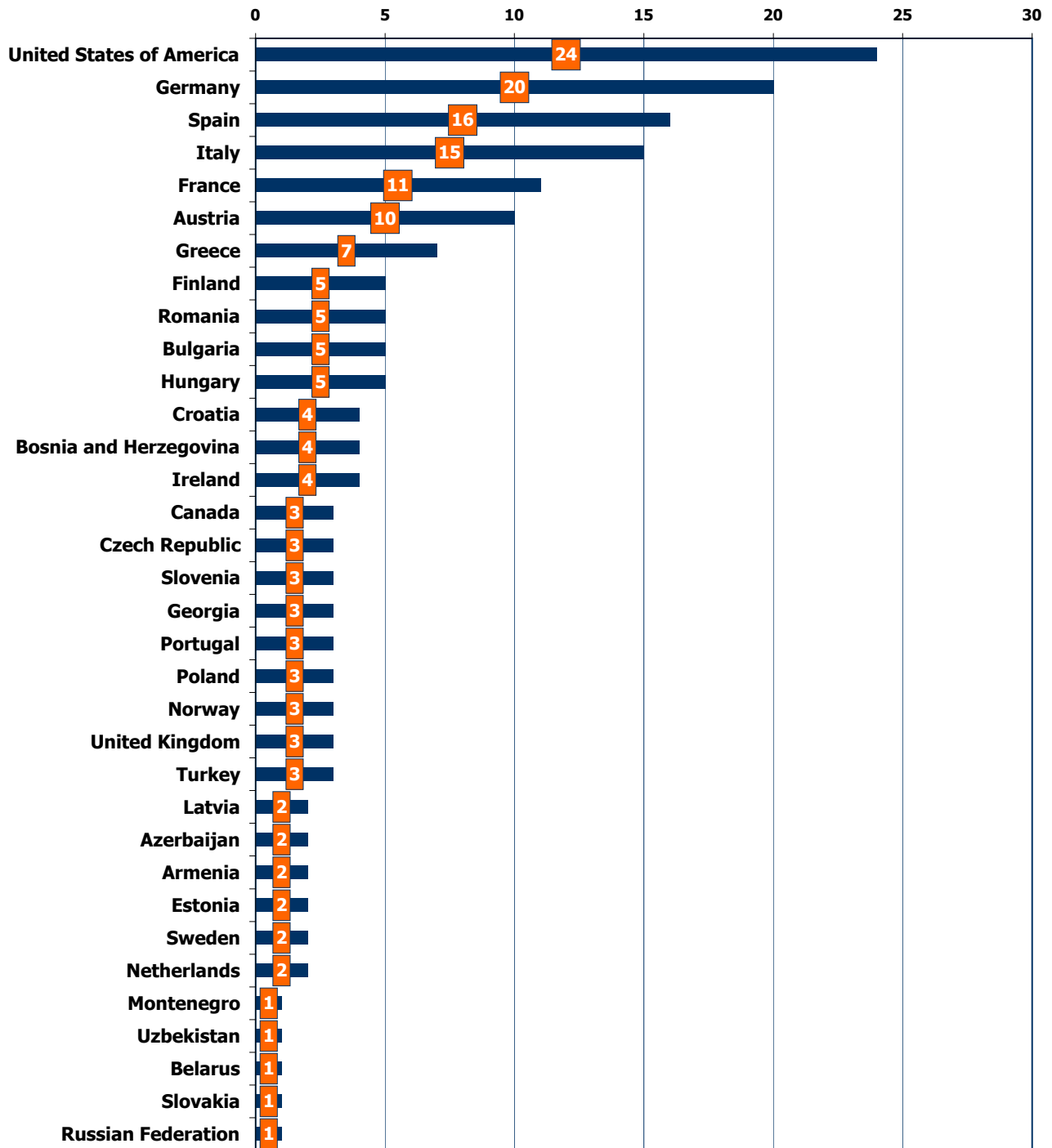


TABLE 17
Gender Balance of International Seconded and Contracted Mission Members
(including Management) by field of expertise

Field of Expertise	Men	Women	Total	Men	Women
Auditing/Internal Oversight	0	1	1	0%	100%
Administration & Support	41	16	57	72%	28%
Civilian Police	53	7	60	88%	12%
Democratization	29	31	60	48%	52%
Economic & Environmental Affairs	9	7	16	56%	44%
Education	3	3	6	50%	50%
Elections	2	3	5	40%	60%
General Staff/Monitoring	23	6	29	79%	21%
Human Rights	33	48	81	41%	59%
Legal Affairs	1	0	1	100%	0%
Media Affairs	4	5	9	44%	56%
Medical Services	0	1	1	0%	100%
Military Affairs	12	0	12	100%	0%
Political Affairs	58	21	79	73%	27%
Rule of Law	13	20	33	39%	61%
Grand total	281	169	450	62%	38%

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

Note: Data as on 1 May 2010

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 Office in Zagreb		OSCE Mission in Kosovo		OSCE Office in Minsk		OSCE Mission to Moldova		OSCE Mission to Montenegro		OSCE Mission to Serbia		OSCE Spillover Monitor Mission to Skopje		OSCE Office in Tajikistan		OSCE Project Co-ordinator in Uzbekistan		OSCE Project Co-ordinator in Ukraine		OSCE Office in Yerevan		Pers.Rep.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	M	F	M	F		
NPO	45%	55%	5	12	2	2	1	1	3	1	1	4	59	83	3	2	45	32	0	0	2	5	2	4	10	15	10	11	3	5	2	1	8	12	4	8	0	0	160	198		
G7	100%	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0			
G6	49%	51%	2	3	0	5	0	2	2	5	8	10	4	2	0	1	72	35	0	3	2	5	1	5	8	13	5	6	4	5	0	0	2	3	1	11	0	1	111	115		
G5	41%	59%	10	20	0	7	2	4	4	4	10	8	39	78	3	3	55	32	0	3	2	4	5	8	11	22	6	21	16	18	3	4	2	6	1	4	1	1	170	247		
G4	56%	44%	2	3	0	1	0	0	0	3	0	4	27	35	1	2	61	29	0	2	2	2	0	0	10	4	19	9	6	4	0	1	0	2	0	0	0	0	128	101		
G3	79%	21%	2	0	0	0	1	0	1	0	2	2	15	8	0	0	50	10	1	0	2	0	1	0	5	1	26	9	3	1	2	0	1	0	2	0	2	0	116	31		
G2*	96%	4%	13	0	3	0	6	0	2	0	20	0	63	0	1	0	52	7	0	0	7	1	4	0	18	1	20	2	41	1	3	0	3	0	7	0	2	0	265	12		
G1**	1%	99%	0	0	0	1	0	1	0	1	0	5	0	26	0	0	1	0	0	0	0	3	0	1	0	7	0	2	0	12	0	2	0	1	0	2	0	4	1	68		
Total	55%	45%	34	38	5	16	10	8	12	14	41	33	207	232	8	8	336	145	1	8	17	20	13	18	63	63	86	60	73	46	10	8	16	24	15	25	5	6	952	772		
Total	100%		72		21		18		26		74		439		16		481		9		37		31		126		146		119		18		40		40		11					
	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		
%	55%	45%	47%	53%	24%	76%	56%	44%	46%	54%	55%	45%	47%	53%	50%	50%	70%	30%	12%	89%	46%	54%	42%	58%	50%	50%	59%	41%	61%	39%	56%	44%	40%	60%	38%	63%	45%	55%	55%	45%		

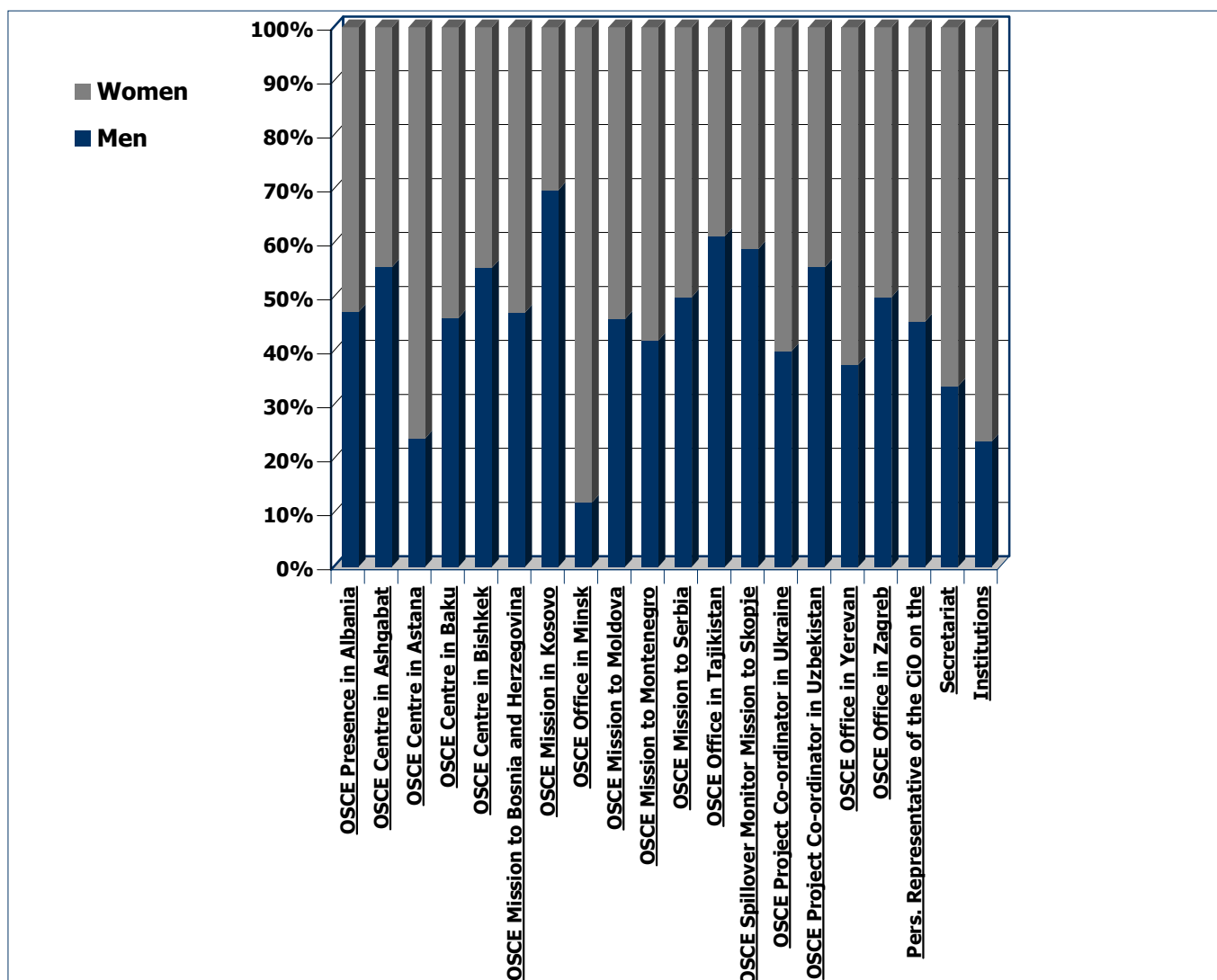
*The high percentage of male staff at the G2 level is due to the fact that posts of drivers are classified as G2 and these tend to be held by men.

**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 1 May 2010

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	47%	53%	34	38	72
OSCE Centre in Ashgabat	56%	44%	10	8	18
OSCE Centre in Astana	24%	76%	5	16	21
OSCE Centre in Baku	46%	54%	12	14	26
OSCE Centre in Bishkek	55%	45%	41	33	74
OSCE Mission to Bosnia and Herzegovina	47%	53%	207	232	439
OSCE Mission in Kosovo	70%	30%	336	145	481
OSCE Office in Minsk	12%	89%	1	8	9
OSCE Mission to Moldova	46%	54%	17	20	37
OSCE Mission to Montenegro	42%	58%	13	18	31
OSCE Mission to Serbia	50%	50%	63	63	126
OSCE Office in Tajikistan	61%	39%	73	46	119
OSCE Spillover Monitor Mission to Skopje	59%	41%	86	60	146
OSCE Project Co-ordinator in Ukraine	40%	60%	16	24	40
OSCE Project Co-ordinator in Uzbekistan	56%	44%	10	8	18
OSCE Office in Yerevan	38%	63%	15	25	40
OSCE Office in Zagreb	50%	50%	8	8	16
Pers. Representative of the CiO on the Conflict dealt with by the Minsk Conference	45%	55%	5	6	11
Secretariat	34%	66%	64	127	191
Institutions	23%	77%	16	53	69
Grand Total	52%	48%	1032	952	1984



Note: Data as on 1 May 2010

TABLE 20
Gender Balance by Grade in the Recruitment of Contracted Staff
in the OSCE Secretariat, Institutions and field operations
From 1 May 2009 to 1 May 2010

Grade	Number of Vacancies	Applied				Short listed				Employed*			
		Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
D2	3	230	62	292	21%	7	6	13	46%	1	1	2	50%
D1	0	0	0	0	0%	0	0	0	0%	0	0	0	0%
P5	15	844	354	1198	30%	36	15	51	29%	6	2	8	25%
Total P5 - D2	18	1074	416	1490	28%	43	21	64	33%	7	3	10	30%
P4	26	1400	682	2082	33%	46	18	64	28%	7	5	12	42%
P3	29	1725	1091	2816	39%	37	28	65	43%	4	5	9	56%
P2	10	988	807	1795	45%	15	17	32	53%	4	2	6	33%
P1	3	487	479	966	50%	4	5	9	56%	2	0	2	0%
NP2	14	158	125	283	44%	3	4	7	57%	3	4	7	57%
NP1	36	314	322	636	51%	12	16	28	57%	4	8	12	67%
JPO**	3	47	62	109	57%	0	0	0	0%	6	6	12	50%
Total NP2 - P4	121	5119	3568	8687	41%	117	88	205	43%	30	30	60	50%
Total P and D	139	6193	3984	10177	39%	160	109	269	41%	37	33	70	47%
G7	2	33	16	49	33%	4	2	6	33%	1	1	2	50%
G6	35	471	558	1029	54%	34	24	58	41%	11	5	16	31%
G5	60	854	1096	1950	56%	23	44	67	66%	11	17	28	61%
G4	27	440	790	1230	64%	14	40	54	74%	7	11	18	61%
G3	6	103	240	343	70%	2	17	19	89%	2	2	4	50%
G2	5	49	2	51	4%	4	0	4	0%	2	0	2	0%
Total G2 - G7	135	1950	2702	4652	58%	81	127	208	61%	34	36	70	51%
Grand Total	274	8143	6686	14829	45%	241	236	477	49%	71	69	140	49%
% of Total		55%	45%			51%	49%			51%	49%		

	Applied		Short listed of applied		Employed of applied	
% of Applicants	100%	100%	3.0%	3.5%	0.9%	1.0%
Total	8143	6686	241	236	71	69

Percentage	Applied		Short listed of applied		Employed of shortlisted	
	Men	Women	Men	Women	Men	Women
All grades	54.9%	45.1%	3.0%	3.5%	29.5%	29.2%
P and D	60.9%	39.1%	2.6%	2.7%	23.1%	30.3%
G2 - G7	41.9%	58.1%	4.2%	4.7%	42.0%	28.3%

* For some posts recruitment had not been finalized by 1 May 2010. Hence, the number of vacancies and employed staff members might vary.

** Each JPO vacancy called for applications for 6 JPOs positions.

TABLE 21
Gender Balance by Grade in the Recruitment of Seconded Staff
in the OSCE Secretariat, Institutions and field operations
From 1 May 2009 to 1 May 2010

Grade	Number of Vacancies	Nominated Candidates			Long-listed			Short-listed			Employed**		
		Men	Women	% Women	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
HoM	3	7	3	30%			0%				1	0	0%
DHoM	3	16	7	30%			0%			0%	1	1	50%
S4	11	44	11	20%	29	6	17%	0	0	0%	4	0	0%
S3	39	159	63	28%	101	35	26%	15	3	17%	18	8	31%
S2	118	540	251	32%	355	186	34%	82	38	32%	34	29	46%
S1	44	392	291	43%	209	150	42%	40	27	40%	16	20	56%
S*	23	76	87	53%	8	13	62%	11	20	65%	4	4	50%
Total	241	1234	713	37%	702	390	36%	148	88	37%	78	62	44%
% of Total		63%	37%		64%	36%		63%	37%		56%	44%	

	Nominated		Long-listed of Nominated		Short-listed of Nominated		Employed of Nominated	
	Men	Women	Men	Women	Men	Women	Men	Women
% of Nominated	100%	100%	57%	55%	12%	12%	6%	9%
Total	1234	713	702	390	148	88	78	62

	Nominated		Long-listed of Nominated		Short-listed from the long list		Employed of shortlisted	
	Men	Women	Men	Women	Men	Women	Men	Women
Percentage	100%	100%	57%	55%	21%	23%	53%	70%

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

**For some posts recruitment had not been finalized by 1 May 2010. Hence, the numbers of accepted and hired staff members vary.

TABLE 22
Sex disaggregated nominations and secondments as per Grade
in the OSCE Secretariat, Institutions and field operations
From 2005 to 1 May 2010

	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		(S4****) Senior Management		(S) Secretariat Institutions	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Nominations										
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%	77%	23%	47%	53%
Average of the above years	60%	40%	67%	33%	75%	25%	81%	19%	46%	54%
Secondments										
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%
Average of the above years	57%	43%	62%	38%	70%	30%	82%	18%	67%	33%

*From 1 January 2007 to 1 May 2008.

**From 1 May 2008 to 1 May 2009.

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

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

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		OSCE Centre in Astana		OSCE Presence in Albania		OSCE Office in Baku		OSCE Centre in Bishkek		OSCE Mission to Bosnia and Herzegovina		OSCE Office in Zagreb		OSCE Mission in Kosovo		OSCE Office in Minsk		OSCE Mission to Moldova		OSCE Mission to Montenegro		OSCE Mission to Serbia		OSCE Spillover Monitor Mission to Skopje		OSCE Office in Tajikistan		ODIHR		HCNM		OSCE Office in Yerevan			
		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		
DHoM	3	93%	7%	0	0					4	1								5	0							5	0											
D2	2	64%	36%	7	4																																		
D1	1	71%	29%																															5	2				
P5	14	69%	48%	11	8									4	2				8	2									4	1	4	1	23	10					
P4	21	59%	41%	25	22								6	4	3	0			1	2												20	11						
P3	20	49%	51%	24	20				1	3			3	2														2	1			14	20			2	2		
P2	11	52%	48%	11	9									2	2				2	2										3	4	6	5						
P1	1	75%	25%	3	1																																		
S4	9	62%	38%	0	0									10	3				13	11																			
S3	34	60%	40%	0	0							3	3	3	1	9	3	3	0	39	32								7	4	7	4							
S2	81	58%	42%	0	0	2	4	6	9	5	4	7	1	12	12				54	36			1	3	3	1	42	12	10	15	9	8					5	6	
S1	42	58%	42%	0	0			3	6					6	9				27	12								37	26	12	8								
S	22	47%	53%	23	23																												13	20	3	1			
Total	261	58%	42%	104	87	2	4	10	18	12	8	19	8	46	31	3	0	144	97	5	0	1	3	3	1	47	12	60	47	35	25	81	68	3	1	7	8		
Total	261	100%		191		6		28		20		27		77		3		241		5		4		4		59		107		60		149		4		15			
		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		
%		58%	42%	54%	46%	33%	67%	36%	64%	60%	40%	70%	30%	60%	40%	100%	0%	60%	40%	12%	0%	25%	75%	75%	25%	80%	20%	56%	44%	58%	42%	54%	46%	75%	25%	47%	53%		

Note: Recruitment panels between 1 May 2009 and 1 May 2010.

TABLE 24**Projects reported by field operations as being gender mainstreamed by Dimension and Budget**

From 1 May 2008 to 1 May 2010

Dimension	Total Number of Projects reported	Projects with Budget Information	Projects with Budget under 20,000 EUR	Total Budget of all Projects of less than 20,000 EUR	Total Budget of all Gender mainstreamed Projects
Politico-Military	49	36	18	122,529.65	7,836,216.65
Economic and Environmental	41	26	10	105,340.39	2,942,382.39
Human Dimension	128	94	54	428,645.54	14,530,170.00
Total	218	156	82	656,515.58	25,308,769.04

TABLE 25**Projects reported by field operations as being gender mainstreamed by Dimension and Budget**

From 1 May 2008 to 1 May 2010

Dimension	Total Number of Projects reported	Projects* where the Definition of Gender is Restricted to the representation of women among Project Staff, Partners or Beneficiaries
Politico-Military	49	14
Economic and Environmental	41	23
Human Dimension	128	33
Total	218	70

* Projects where the definition of gender mainstreaming is explained as the representation of women among project staff, partners or among beneficiaries, such as trainees. Therefore, although the total number of projects classified by the field operations as containing a gender mainstreaming component is 218, only 148 projects include a gender component in the substance of the activities.

Table 26
Number of male and female staff at P5, D1, D2 and UG positions for United Nations Organizations; and P5, D1, D2, DHoM, HoM and HoI for the OSCE

UN

	P5				D1				D2				*USG				TOTAL D+			
	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
UN Secretariat	1012	426	1438	30%	356	130	486	27%	109	35	144	24%	85	29	114	25%	550	194	744	26%
UNDP	382	247	629	39%	164	100	264	38%	56	23	79	29%	9	5	14	36%	229	128	357	36%
UNFPA	92	89	181	49%	36	27	63	43%	10	5	15	33%	0	3	3	100%	46	35	81	43%
UNHCR	132	72	204	35%	62	35	97	36%	11	5	16	31%	1	2	3	67%	74	42	116	36%
UNICEF	278	200	478	42%	54	38	92	41%	17	14	31	45%	2	2	4	50%	73	54	127	43%
ILO	215	98	313	31%	36	33	69	48%	16	7	23	30%	7	5	12	42%	59	45	104	43%
FAO	276	79	355	22%	75	10	85	12%	28	10	38	26%	13	2	15	13%	116	22	138	16%
UNESCO	100	62	162	38%	53	16	69	23%	18	7	25	28%	9	2	11	18%	80	25	105	24%
WHO	504	231	735	31%	176	48	224	21%	42	13	55	24%	16	6	22	27%	234	67	301	22%
UNIDO	65	11	76	14%	25	9	34	26%	6	1	7	14%	1	0	1	0%	32	10	42	24%
IAEA	229	39	268	15%	20	3	23	13%	14	4	18	22%	7	1	8	13%	41	8	49	16%
TOTAL UN	3285	1554	4839	32%	1057	449	1506	30%	327	124	451	27%	150	57	207	28%	1534	630	2164	29%

OSCE

	P5				D1				D2				DHoM				HoM				TOTAL D+			
	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
TOTAL OSCE	18	9	27	33%	4	0	4	0%	3	2	5	40%	9	3	12	25%	17	1	18	6%	36	7	43	16%

HoI			
Men	Women	Total	% Women
3	1	4	25%

	Men	Women	Total	% Women
UN: D +	1534	630	2164	29%
OSCE: D +	36	7	43	16%

	Men	Women	Total	% Women
UN: P5 & D +	4819	2184	7003	31%
OSCE: P5 & D +	105	44	149	30%

*USG: Under Secretary General.

** United Nations Organizations data as on 31 December 2009.

*** OSCE data as on 1 May 2010.

TABLE 27:
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 1 May 2010

	MEN		WOMEN	
	DHoI	HoI	DHoI	HoI
OSCE Secretariat	n.a	4	n.a	0
ODIHR	3	4	0	1
High Commissioner on National Minorities	2	3	0	0
Representative on Freedom of the Media	1	2	0	1
TOTAL	6	13	0	2

	MEN		WOMEN	
	DHoM	HoM	DHoM	HoM
Office in Baku	3	5	1	0
Office in Yerevan	3	4	1	0
Minsk Conference		2		0
Office in Minsk	3	5	1	0
Mission to Moldova	9	11	0	0
Project Co-ordinator in Ukraine	1	5	0	0
Centre in Almaty/Astana	1	7	1	0
Centre in Ashgabat		3		1
Centre in Bishkek	1	4	1	0
Centre in Dushanbe / Office in Tajikistan	6	8	0	0
Project Co-ordinator in Uzbekistan		5		0
Mission in Kosovo	5	5	0	0
Mission to Bosnia and Herzegovina	6	5	0	0
Spillover Monitor Mission to Skopje	1	5	1	0
Mission to Serbia	6	4	1	0
Mission to Montenegro	2	0	0	1
Presence in Albania	1	5	2	0
Mission to Croatia / Office in Zagreb	6	5	0	0
Mission to Georgia – CLOSED	6	7	0	1
AG Chechnya – CLOSED		8		0
Latvia – CLOSED		2		0
Estonia – CLOSED		3		1
TOTAL	60	108	9	4

**TABLE 28:
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			
	2009		2010		2009		2010		2009		2010		2009		2010	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total: Field operations	17	1	17	1	10	4	9	3	46	18	51	28	73	23	80	32
Total: Secretariat / Institutions*	4	0	3	1	0	0	0	0	26	9	22	11	30	9	25	12
Total:	21	1	20	2	10	4	9	3	72	27	73	39	103	32	105	44
In per cent (%):	95%	5%	91%	9%	71%	29%	75%	25%	73%	27%	65%	35%	76%	24%	70%	30%

Notes: In comparison to the year '2009', In '2010', one female DHoM has separated and thirteen new women professionals have joined the group of the Higher Management positions in the OSCE.

Out of these 13 new appointments, there have been 3 contracted and 10 seconded positions. Another new appointment regards the Special Representative on Anti-Trafficking in Human Beings, but it has no statistical significance as the post was held by a woman and replaced by a woman.

IRMA staff report classifies the DHoM in Astana as S4, without specifying the actual official function of the incumbent. Hence, the number "3" under D/HoM 2010.

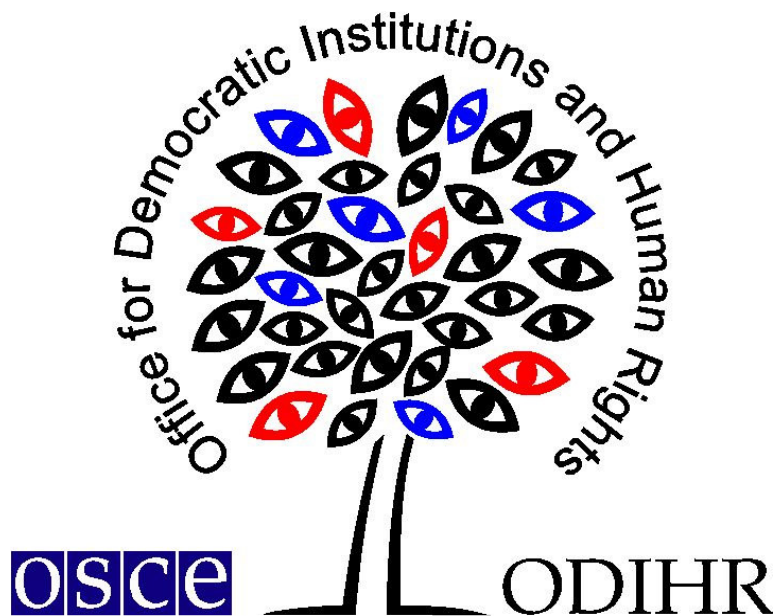
* Secretariat / Institutions: HLPG, Article IV, ODIHR, HCNM, OSCE Representative on Freedom of the Media.

**Other Senior Management: S3+, P5+.

Note: Data as on 1 May 2009 and 1 May 2010.

Annex II

ODIHR: Contribution to the Annual Evaluation Report on the Implementation of the 2004 OSCE
Action Plan for the Promotion of Gender Equality



OSCE Action Plan for the Promotion of Gender Equality

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

May 2010

Introduction

In line 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 legal and policy reforms aimed at achieving gender equality. This objective is pursued through a two-pronged approach which involves integrating gender equality aspects in all ODIHR programmes (“gender mainstreaming”) and implementing targeted initiatives in priority areas for action, as set out in the Action Plan (Chapter V, para 44 b - g).

The priority areas include the development of non-discriminatory legal and policy frameworks, ensuring equal opportunity for participation of women in political and public life, promoting equal opportunity for women 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.

At the outset, the report presents the summary of gender-mainstreaming activities in the fields of training, management, recruitment and public relations, and provides updated gender-disaggregated statistics of the recruitment process and the staff composition.

Furthermore, the report provides a detailed description of the manner in which all ODIHR programmes integrate and address, among other aims, the objective of elimination of various forms of gender-based discrimination, protection and promotion of human rights of women and increasing participation of women in political and public life, including women from Roma and Sinti communities.

Lastly, the report outlines key activities and outputs of ODIHR’s two targeted programmes designed to ensure the integration of gender-equality aspects in the security sector reform and promote the implementation of United Nations Security Council Resolution on Women, Peace Security (UN SCR 1325), and the programme on increased participation of women in democratic processes.

The report covers the period of 1 May 2009- 1 May 2010*.

I. Promoting gender equality within the Organization: training, management, recruitment and public relations

Throughout 2009 and at the beginning of 2010, ODIHR continued to keep gender balance in mind when identifying experts for projects, selecting speakers and moderators for human dimension events as well as while recruiting new ODIHR staff members. Of equal importance, ODIHR promotes the inclusion of gender equality considerations when developing publications and guidelines, and when assisting with preparing or commenting on national policy documents and training manuals.

In terms of the current staff composition, female members make up 73 per cent of the general services staff. At the P3 and higher levels, men represent 63 per cent of contracted

* As an exception, the report also provides a brief description of the Supplementary Human Dimension Meeting on Promoting Gender Balance and Women’s Participation in Political and Public Life, which took place on 5-6 May 2010.

professional staff. Seconded staff members are mostly female, representing three-fourths of this category of staff.

Similar to the personnel statistics, the recruitment data show slightly improved gender balance at ODIHR in comparison to the previous reporting period. The overall number of applications for vacancies from men was higher than the number of applications from women. And men were more successful in being appointed to the general services posts, which is an encouraging trend bearing in mind the gender dominance of women at GS levels of staff. Appointments to professional posts were more balanced, however. Nine men and ten women were appointed to those posts during the reporting period.

There is a relatively good balance with regard to the number of consultants who were contracted by ODIHR, with women being contracted 43 per cent of the time, whether within the framework of the recruitment of experts for election observation missions or when contracting experts for other important ODIHR activities.

When recruiting experts for Election Observation or Assessment Missions or Election Support Teams (EOMs/EAMs/EST), ODIHR strives to ensure gender balance. ODIHR made specific efforts to recruit female experts in management positions, such as Head and Deputy Head of Missions. Participating States have been encouraged to continue to second female long- and short-term observers (LTOs/STOs). Between May 2009 and May 2010, core teams of 18 EOMs/EAMs/EST included 94 female experts out of a total of 255. Out of 1,632 STOs seconded by the OSCE participating States, 611 were women. Of 54 STOs funded through the OSCE/ODIHR Diversification Fund, 27 were women. 64 of 168 seconded LTOs and 13 of 28 funded LTOs were female.

Training statistics show that women have been participating in training to a greater degree than men, i.e. 70 per cent of staff members participating in training activities were women, an increase of 15 per cent in comparison to the previous reporting period.

In November 2009, two staff members from the Elections and Democratization Departments participated in the Intensive Gender Training organized by the Training and Gender Sections in Stadt Schlaining in Austria. The training focused on key gender concepts, methodology of gender mainstreaming applied to the OSCE's three dimensions, integration of gender perspective in project cycle and introduction to gender budgeting.

Human Dimension Induction Course (HDIC)

Following a request from a number of field operations for targeted training in the human dimension of OSCE activities, the ODIHR introduced a quarterly course in 2004 for staff members of the OSCE field missions working on the human dimension. The training that now lasts four days covers the breadth of human dimension activities and consists of a series of presentations and interactive workshops run by ODIHR experts in various fields including gender equality. Seventeen Human Dimension courses were conducted in 2004-2010, in which more than 600 staff members from all field operations participated. The selection of participants is conducted with consideration for gender balance and so far nearly 54 per cent of all participants in the HDIC have been women. The course provides a good opportunity for women and men to strengthen their skills and knowledge in various human dimension fields, including on gender mainstreaming, which is a crucial part of the Gender Action Plan.

In its public information activities and publication programme, ODIHR reflects gender mainstreaming. ODIHR press releases and publications are edited to ensure they follow OSCE standards. Those include ensuring gender-sensitive language and, when attention is drawn to individuals, specialists or officials, women are represented as often as possible. ODIHR also strives to ensure that women and men are equally represented visually in all its material, be it printed or web-based.

ODIHR highlights gender equality as one of the main activities on its homepage and has made the OSCE Gender Action Plan and other gender-relevant documentation available on its webpage.

II. Supporting participating States in implementing relevant commitments and promoting gender equality in participating States

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

Human Dimension Implementation Meeting (HDIM)

The Human Dimension Implementation Meeting, which is the largest Human Dimension forum in the Eurasian region, has a dedicated session or a special day on gender mainstreaming issues. The HDIM is annually visited by more than 1000 participants and is aimed at reviewing the implementation of human rights commitments, including implementation of the gender equality action plan. The HDIM is also a useful forum for exchange of experience and best practices on gender related issues. The gender aspect is discussed also during the other sessions of HDIM, namely the tolerance and non-discrimination (TND) session on Gender and Minorities — Religious, Ethnic, Economic. The comprehensive and professional discussions on various aspects of gender issues during HDIM are regular parts of the annual meeting and bring together experts, NGOs and government representatives. Many civil society activists and NGO representatives use this forum for networking and to raise their concerns over thematic human rights issues as well as the situations in various participating States. A number of gender-related side events take place during the HDIM, giving an opportunity to many NGOs and international organizations to present their work in that field outside of the working sessions as well.

Supplementary Human Dimension Meetings (SHDM)

Supplementary Human Dimension Meeting on Gender Equality and Combating Violence against Women (5-6 November 2009)

The Supplementary Human Dimension Meeting on Gender Equality, with a Focus on Combating Violence against Women was held in Vienna, on 5-6 November 2009. The meeting brought together 232 participants, including 95 representatives of 42 governmental delegations and 55 representatives of NGOs¹. Eleven OSCE field operations were represented at the meeting. Distinguished keynote speakers, moderators, and introducers from eight OSCE

¹ The Civil Society Roundtable was organized on the margins of the meeting, bringing together NGOs as well as representatives of national delegations and other inter-governmental organizations. The Roundtable provided participants with the opportunity to engage in an informal exchange of views on the three thematic areas of protection, prosecution and prevention of violence against women and helped participants to effectively consolidate and voice their recommendations during the main meeting.

participating States contributed to the meeting with their expertise on promoting gender equality and combating violence against women.

The SHDM evaluated both the achievements and challenges in promoting gender equality and the implementation of measures to prevent and combat violence against women. The discussions highlighted approaches that have proven most successful with regard to the three priority areas of work: prevention, protection, and prosecution of cases of violence against women. The meeting underscored the immediate obligation of all participating States to take the necessary legal and policy steps to provide both immediate and long-term protection to victims of violence against women, and to combat the culture of impunity for perpetrators through strengthened law-enforcement capacity to intervene and put an end to all forms of violence against women.

Supplementary Human Dimension Meeting on Promoting Gender Balance and Women's Participation in Political and Public Life (6-7 May 2010)

The meeting brought together 250 participants from a large number of OSCE participating States and representatives from civil society groups and international organizations, providing an opportunity to exchange views on legal and policy instruments and approaches adopted by participating States to foster balanced participation of women and men in political and public life. The discussions focused on a range of critical issues such as development of effective gender equality and anti-discrimination laws and building national mechanisms for the advancement of women, adoption and implementation of specific measures to achieve the goal of gender balance in political parties, and in all legislative, judicial, and executive bodies, including security services, such as police services. In addition, participants presented examples of effective initiatives to combat gender-based discrimination in the employment sphere, eliminate gender-based stereotypes in education and the media, and promote a better reconciliation of professional and private/family responsibilities by women and men.

On the margins of the meeting, ODIHR together with the United Nations Development Fund for Women (UNIFEM) and the United Nations Development Programme (UNDP) Regional Office in Bratislava hosted a side event, featuring the presentation of an on-line portal on women's participation and representation in politics. The portal iKNOW Politics has been developed through a collaborative initiative of UNIFEM, UNDP, International Institute for Democracy and Electoral Assistance (IDEA) and the National Democratic Institute, to collect and consolidate existing good practices in promoting women's political participation and integration of gender-equality issue into the policy-making processes. The panelists from UNIFEM and UNDP discussed ways that women's political participation can be fostered through increased access to knowledge resources, expertise and lessons learnt by women candidates in elections, political party leaders and civil society activists. The side event provided an opportunity for a broad range of SHDM participants to get first-hand information and insights into the knowledge and practical resources that the web portal offers.

ELECTIONS, ELECTION OBSERVATION AND EFFECTIVE REPRESENTATION:

Gender equality aspects are included in all ODIHR election observation activities, in particular through its Election Observation Missions (EOMs). In the reporting period, gender-specific analysis of election processes and women's participation in political life consistently took place within EOMs. Reporting on gender equality and women's effective participation in elections is part of the duties and responsibilities of all EOM analysts who analyze the manner

in which legal, media, political and social structures affect women as well as men in electoral processes.

The Core Team of an EOM may include a Gender Analyst (subject to the availability of funds) or a Political Analyst takes up the responsibilities in this field. Gender analysts serve as a focal point for inputs on relevant issues and are responsible for providing analysis, advice and expertise to other analysts. In the reporting period, Gender Analysts were part of the core teams of four EOMs. Long-term and short-term observers (LTOs and STOs) are provided with briefing materials and instructions that enable them to fulfil their responsibility of systematic reporting on gender issues.

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 analyze how gender issues relate to their area of responsibility and how legal, political, media and social structures affect women in electoral processes. An EOM/EAM therefore examines 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.

All terms of reference for core team members include reference to gender aspects, observation of women's participation in election processes as well as to the ODIHR *Handbook for Monitoring Women's Participation in Elections*.² Heads of the EOM also have a specific responsibility in ensuring mainstreaming of gender aspects throughout an EOM's activity.

LTOs and STOs are provided with briefing materials and specific instructions that enable them to fulfil their responsibility to report systematically on gender issues. The ODIHR *Handbook for Long-term Observers*³, published in April 2007, devotes specific attention to gender monitoring. Specific questions pertaining to these issues are included in the observation forms that STOs use to report their findings on election day. The *Handbook for Monitoring Women's Participation in Elections* is used by all EOM members as a working tool. All of this provides guidance to observers in their gender-related analysis of election processes and has led to recommendations to the respective OSCE participating States as to how to improve their electoral legislation and practices.

The review of election legislation of participating States is another regular activity of the ODIHR Elections Department (ELD), which contributes to ensuring non-discriminatory legal and policy frameworks (GAP 2004, para. 44b). These legal reviews⁴ assess e.g. the existence of provisions for inclusion of women's rights, on equal opportunities for women to participate in elections, their participation in forming governments, as well as the inclusion of specific measures (i.e. quota systems) to increase the participation of women as voters, candidates, and elected representatives as well as within the election administration.

² http://www.osce.org/odihr/item_11_13585.html

³ http://www.osce.org/odihr/item_11_24088.html

⁴ OSCE/ODIHR legal reviews are available at <http://www.osce.org/odihr-elections/13438.html>.

The ELD seeks to ensure “gender-balanced reporting” (GAP 2004, para. 40). Transparent reporting of election observation missions is ensured by the publication of a series of reports.⁵ These reports systematically include sections on the role, participation and representation of women in election processes and political life. In addition, on EOMs with a Gender Analyst, the analyst contributes text for inclusion in the EOM’s reporting, including recommendations for further improvement in the area of women’s participation in the electoral process. Such recommendations focus on legislative changes to promote equality of women, the impact of electoral systems on women’s opportunities to be elected, improving the representation of women in election administration, and on eliminating specific electoral violations impacting women, such as family or proxy voting. Such analysis and recommendations also identify best practices to contribute to equal opportunities and to overcome barriers for women’s participation in electoral processes.

When organizing other activities, such as Human Dimension Meetings, expert meetings and conferences, the ELD includes gender aspects in the agenda, contributions and discussion as much as possible. For example, training for short-term observers conducted by the ELD included references to the observation of women’s participation in elections.

In December 2009, the ELD participated in a discussion meeting organized by the Democratization Department that brought together gender analysts to discuss gender-specific issues of election observation and possible follow up activities that the Democratization Department could undertake.

LEGISLATIVE SUPPORT AND PROMOTION OF THE RULE OF LAW:

As a standard practice, ODIHR opinions, reviews and comments on all legislation within the human dimension contain an analysis of the impact on gender equality of the legal acts in question. Additionally, ODIHR reviews draft legislation on gender equality issues and assesses its compliance with international standards. This assistance, whenever possible, is accompanied by expert roundtables, where proposals for reform are discussed with a variety of state, non-state and international interlocutors.

During the reporting period, upon request, ODIHR assessed a number of pieces of draft legislation in the field of gender equality and combating domestic violence, such as the draft laws of the Republic of Kazakhstan on Counteracting Domestic Violence and on Equal Rights and Opportunities for Women and Men. Following the request of members of parliament in Kazakhstan, ODIHR discussed best practices in legislation on domestic violence in Astana at two workshops in June and October 2009. Both workshops were attended by parliamentarians, representatives of the executive branch of government, and international experts, and focused on specific aspects of the draft law. ODIHR also shared the expertise of other OSCE participating States during the workshops and assessed the extent to which international standards have been met in the legislation. Furthermore, upon request of competent domestic authorities or relevant OSCE representations, ODIHR was involved in reviewing draft legislation on domestic violence.

Furthermore, ODIHR is paying special attention to the issue of gender equality in the drafting of ODIHR Guidelines on Legislation Pertaining to Political Parties. Gender issues will be mainstreamed through the text of the Guidelines to ensure that women’s participation in

⁵ Needs Assessment Mission Reports, Interim Reports, Statements of Preliminary Findings and Conclusions as well as Final Reports. All observation-related reports are available at <http://www.osce.org/odihr-elections>.

political parties and thus, political life, is well addressed. In this context, and for the purpose of informing stakeholders about this aspect of the guidelines, a roundtable on participation of women in political parties was held in Warsaw in June 2009.

In addition, ODIHR maintains the www.legislationline.org database, which features a large compilation of laws and regulations from various OSCE participating States on different aspects of gender equality in both English and Russian.

In promoting the rule of law, ODIHR carried out an assessment of the independence of the judiciary in the OSCE region, with a special focus on countries in Eastern Europe, South-East Europe, the South Caucasus and Central Asia throughout the reporting period. A diverse composition of judicial personnel is an important factor for public acceptance and legitimacy, which in turn may strengthen judicial independence. Therefore, the assessment also covered the extent to which women are equally represented in the judiciary. For this purpose ODIHR analyzed existing legislation and regulations, as well as the situation in practice regarding women's representation in judicial selection/appointment and careers.

Since December 2009, ODIHR has been assessing recent reforms related to the introduction of jury trials in Kazakhstan. The assessment, *inter alia*, will provide insights into the percentage of women jurors and the process of jury selection. Results of the assessment will be presented in June 2010.

MIGRATION AND FREEDOM OF MOVEMENT:

The *Gender and Labour Migration Trainer's Manual*⁶ was published in March 2010 by ODIHR's Migration and Freedom of Movement Unit and the Office of the Co-ordinator of OSCE Economic and Environmental Activities. The manual is a follow up to the previously-developed *OSCE Guide on Gender-Sensitive Labour Migration Policies*⁷ and focuses on incorporating gender aspects into migration legislation and its implementation. The manual serves as a practical training tool, aimed at providing legislators and policy-makers with the knowledge of how to effectively mainstream gender issues into migration policies. An overview of various legal protection mechanisms for female migrant workers as well as an analysis of latest policy developments related to the labour migration of women are included. Moreover, the policies of migrants' admission and post-admission, practical measures to reduce irregular labour migration as well as possibilities for international labour migration schemes are analyzed from a gender perspective. The manual was put to use in a Regional Training on Gender and Labour Migration, held in April 2010 in Finland, and is now being extensively distributed to various groups of trainers and stakeholders. Another Regional Training on Gender-Sensitive Labour Migration Policies is planned in Kazakhstan in September 2010.⁸

ROMA AND SINTI

⁶ Manual available at: <http://www.osce.org/item/43874.html?code=9066d9b4c7>

⁷ Guide available at: http://www.osce.org/publications/eea/2009/05/37689_1289_en.pdf. The Guide was produced jointly by the Office of the Co-ordinator of OSCE Economic and Environmental Activities (OCEEA), Office of the Special Representative/ Co-ordinator for Combating Trafficking in Human Beings and the OSCE Secretariat Gender Section.

⁸ This training is organised within the OCEEA project "Gender-Sensitive Labour Migration Policies: Awareness Raising and Training;" the ODIHR Migration and Freedom of Movement Unit serves as a supporting partner.

The ODIHR Contact Point for Roma and Sinti Issues (CPRSI), in its overall assessment of the situation of Roma and Sinti in the OSCE region, pays special attention to the concerns and challenges affecting the capacity of Roma and Sinti women to play an equal part in the public and political life of their communities and in the society. In particular, it recognizes that Roma and Sinti women often face multiple forms of discrimination in many areas of life. In all its activities, the ODIHR CPRSI is therefore supporting the capacity-building and empowerment of Roma and Sinti women and has this task as a cross-cutting priority.

The ODIHR CPRSI takes care to ensure that Roma women are represented in Human Dimension meetings, in particular the Human Dimension Implementation Meeting, where Roma women are given the opportunity to be visible and express their voice, often as keynote speakers or moderators (Special Day on Roma on 7 October 2009). Depending on the topics of the SHDM, the ODIHR CPRSI supports the participation of Roma women, in particular at those meetings that tackle the issue of gender equality and participation of women in politics and public life. (e.g. SHDM 6-7 May, 2010)

The ODIHR CPRSI is also supportive of facilitating and encouraging Roma women's efforts to participate in electoral processes as voters and candidates. To this end, the ODIHR CPRSI has provided small grants to Roma organizations to raise awareness in Roma communities of the importance of the voting process and voting procedures, placing a particular emphasis on encouraging Roma women and youth to vote.

Furthermore, the ODIHR CPRSI has supported the realization of a study on Roma migration in Spain which included a particular focus on the situation of Roma women and their efforts to ensure decent living conditions and education for their children in Spain. Examples based on extensive field work illustrate that migrant Roma women are often successful in dealing with challenging conditions in the receiving country. The study is expected to be published in June 2010.

The ODIHR CPRSI also supports activities organized by partner institutions that have a gender-specific focus. For example, in January 2010 ODIHR CPRSI participated in the Second International Conference on Roma Women in Athens organized by the Council of Europe, the Ministry of Interior of Greece and the Panhellenic Intermunicipal Network for the Support of Greek Roma.

As part of the ODIHR CPRSI's task to support implementation of the Helsinki OSCE Ministerial Council Decision 6/08, the CPRSI has organized two consultation meetings on the issue of early education of Roma and Sinti children. Roma women were substantially represented in these meetings which benefited from their valuable input. (December 2009 and March 2010). The ODIHR CPRSI activities to promote education and early education for Roma and Sinti include a gender mainstreaming component to address the high drop-out rate of Roma and Sinti girls and the issue of early marriages.

TRAFFICKING IN HUMAN BEINGS:

In the reporting period ODIHR continued to promote gender-sensitive approaches to the identification and protection of trafficked persons, recognising that trafficking harms both men and women. Since the established networks of womens' rights organisations working on trafficking are not always able or willing to adapt to the difficulties confronted by trafficked men, ODIHR continued to seek new partnerships with organisations that can respond

effectively to different forms of trafficking, including labour trafficking, which is a significant problem for men.

In particular, ODIHR strengthened its working relations with migrants' rights organisations and trade unions who are often more experienced and better placed to respond to cases of labour trafficking. In this regard, it organised a variety of activities and implemented projects with these partners during the year including in Azerbaijan, Kazakhstan, Poland, Bosnia and Herzegovina, and Ireland. Recognising that victims of labour trafficking are less likely to be identified and protected by the authorities, it has also supported a number of projects during the year to secure legal assistance and justice for victims of labour trafficking, including through supporting civil complaints for unpaid wages and compensation. It has also increased its focus on the return of victims of trafficking to countries of origin alongside the detention and expulsion of irregular migrants, amongst whom are often victims of labour trafficking, who have evaded identification. It organised two workshops with civil society, international organisations and governmental representatives of countries of origin and destination to debate some of the challenges in ensuring human rights protection of returnees and make recommendations for future practice. To further its work in this field it is supporting projects with civil society partners providing legal and other assistance to migrants in immigration detention and is extending its contacts with organisations working on refugee and asylum issues.

TOLERANCE AND NON-DISCRIMINATION:

The Tolerance and Non-Discrimination Department continued mainstreaming issues related to gender equality and discrimination into its Tolerance and Non-Discrimination Information System (TANDIS)⁹. The system includes “gender-based discrimination” as a key issue and provides links to international instruments and documents (among them the OSCE Action Plan for the Promotion of Gender Equality and related national action plans).

The application of a gender perspective to freedom of religion or belief has become part of the work of the Advisory Council of the OSCE/ODIHR Advisory Panel of Experts on Freedom of Religion or Belief. Specific attention to this issue was paid in review of draft legislation on freedom of religion or belief and in the preparation of the second edition of the Guidelines for Review of Legislation Pertaining to Religion or Belief.

The Civil Society Capacity Building Programme continued its efforts to achieve gender balance when identifying participants, speakers and moderators for human dimension events in the area of tolerance and non-discrimination. Furthermore, ODIHR has ensured that a gender perspective was included in the agenda and recommendation process of civil society meetings that were held ahead of OSCE conferences. Additionally, during ODIHR's hate crime training courses for civil society organizations which were conducted in 2009 it was ensured that a gender perspective is mainstreamed into the curriculum of the training and both trainees and trainers were chosen in a gender balanced way.

The ODIHR also assisted the three Personal Representatives of the Chairman-in-Office to promote greater tolerance and combat racism, xenophobia and discrimination¹⁰ by identifying

⁹ Available at <http://tandis.odihr.pl>.

¹⁰ The Personal Representative on Combating Anti-Semitism; the Personal Representative on Combating Intolerance and Discrimination against Muslims; and the Personal Representative on Combating Racism, Xenophobia and Discrimination, also focusing on Intolerance and Discrimination against Christians and Members of Other Religions.

key NGOs addressing gender mainstreaming or women rights in relation with hate crimes and other forms of intolerance and providing substantial inputs concerning minority women who may experience aggravated discrimination.

III. Programmatic activities with specific focus on gender

ODIHR has developed and implements two programmes to address those areas where a need for more concentrated gender equality related efforts has been identified.

- Programme on Increased Participation of Women in Democratic Governance
- Human Rights, Women and Security Programme

Programme on Increased Participation of Women in Democratic Governance

ODIHR's work in support of increased participation of women in political processes and access to decision-making builds on two key components. First, ODIHR is engaged with political parties, think tanks and other stakeholders in civil society to provide them with skills and expertise for promoting equality of rights and opportunities for women and men to participate in political processes as candidates for elected offices. In addition, ODIHR provides expertise and assistance to parliaments, government bodies, and civil society organizations to enhance legal and policy instruments for gender equality.

Expert Roundtable on Women's Participation in Political Parties

In the framework of its programme to develop guidelines on legislation related to political parties, ODIHR organized the Roundtable on Women's Participation in Political Parties, held in Warsaw on 23-24 June 2009. The Roundtable gathered experts from across the OSCE region, including representatives of research and academic communities, elected members of parliament and local self-government councils, representatives of state institutions for promoting gender equality, the non-governmental sector, and international organizations. The discussions at the meeting highlighted the variety of measures and practices adopted by participating States and political parties for promoting women's political participation.

The key recommendations widely shared by participants included the need for political parties to undertake measures such as regular gender-equality assessments of party memberships and procedures and to collect data and use it proactively to strengthen equality provisions within party rules and procedures. Regarding gender-based quotas, participants underscored the importance of matching legislative quotas with effective enforcement mechanisms, and that when used, quotas should necessarily have specific time-limits, particularly when set at lower levels, as they should serve to lead the transformation to higher-level representation, and not perpetuate low levels of women's representation. In addition, the need for transparency and gender-balanced nomination boards for candidate selection was noted as one of the critical aspects in rendering the political sphere more open to women. ODIHR will further pursue this work in 2010 to consolidate knowledge of existing good practices in this field across the OSCE region and contribute to their dissemination and application where women continue to be underrepresented in political and public life.

In Ukraine, ODIHR continued to provide expertise and assistance to locally elected representatives in the regions of Zaporizhe, Chernovtsy and Kirovograd to promote gender equality in policy-making processes at the local level and to foster women's participation in

political and public life. During the reporting period, activities implemented by ODIHR in conjunction with local civil society experts focused on the following objectives: a) strengthening the capacity and expertise of elected officials in implementing gender-mainstreaming in the policy-making process, and b) promoting public awareness on the role of women in political and public life and the application of various strategies for increasing women's political participation.

In the framework of this programme, ODIHR hosted a training workshop in Odessa, Ukraine on strengthening the expertise of elected officials on gender-impact assessment methods and strategies for increasing women's political participation. The workshop brought together elected officials and staff members from the three districts of Zaporizhe, Kirovograd, and Chernovtsy who have already been involved in previous ODIHR capacity building activities on gender-equality issues. Particular topics addressed during the workshop included: review of existing strategies for promoting women's participation in political parties, including a review of European good practices in the field of voluntary and legislated measures; methods for undertaking gender-impact assessments of legislative and policy measures in various fields of work relevant to the work of local councils; and discussion of experiences and lessons learnt in networking and coalition building among elected officials to lobby for gender-equality reform initiatives at national and international/regional levels.

On the margins of the Supplementary Human Dimension Meeting on Promoting Gender Balance and Women's Political Participation, 6-7 May 2010, ODIHR invited a selected number of elected officials from national and local levels and representatives of civil society organizations from Belarus, Moldova, and Ukraine to participate in a study visit in Vienna, Austria. The visit featured a number of meetings and panel discussions on women's political participation and gender equality policies as implemented by Austria's political parties and government institutions. Practices adopted by Austria's main political parties in relation to voluntary gender-based quotas were noted to be of particular interest to representatives of these three countries, given their interest in identifying strategies for strengthening their work within parties and their overall influence on the law-making process.

Human Rights, Women and Security Programme

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

Since 2005, the ODIHR programme on Human Rights, Women and Security (HRWS) has been working to enhance respect for the human rights of women in order to promote sustainable and comprehensive security and stability. Although the participating States have affirmed the need to integrate gender in matters related to security in different OSCE commitments, including the OSCE Action Plan for the Promotion of Gender Equality and MC Decision 14/05 on Women in Conflict Prevention, Crisis Management, and Post-Conflict Rehabilitation, security dialogue rarely devotes adequate attention to issues of gender equality and women's human rights. In response to this, the programme has elaborated three objectives that it seeks to implement in all phases of the conflict cycle:

- Participating States and civil society develop practical strategies for advancing women's rights in line with commitments set forth in UNSCR 1325;
- Participating States and civil society elaborate strategies to integrate a women's rights and a gender perspective in security sector reform (SSR);
- Participating States and civil society develop their awareness of and capacity to integrate a women's rights and a gender perspective in strategies for conflict prevention/early warning in practice.

The programme is active mainly in South-Eastern Europe, South Caucasus and Central Asia.

Integrating a gender perspective in security sector reform

The Toolkit on Gender and Security Sector Reform:

In March 2008, ODIHR – together with the Geneva Centre for the Democratic Control of Armed Forces (DCAF) and the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW), published the Toolkit on Gender and Security Sector Reform (the Toolkit). This toolkit aims to raise the level of understanding of the gender aspects of security among the various actors that constitute the security-sector by consolidating knowledge and best practices.¹¹ By ensuring that government officials and NGO practitioners include a gender perspective in day to day decision- and policy-making processes, interventions in security-related matters will be (a) more likely to achieve their intended objectives, (b) have greater impact and (c) support, address and respond to the security needs of both men and women, boys and girls.

The HRWS programme continued to promote the Toolkit in 2009-2010. Thus, the programme worked with myriad interlocutors including the police services, representatives of the armed forces, relevant Ministries, Parliamentarians and civil society. The programme has focused on demonstrating how integrating a gender perspective addresses the different security needs and priorities of men and women, promotes equal participation in decision making, ensures improved security sector oversight, increases local ownership and creates institutions that are representative of the society at large.

Seminars on National Security Policy and Gender:

In the reported period seminars were organized in the former Yugoslav Republic of Macedonia (October 2009) and in the Republic of Georgia (December 2009) to discuss the integration of a gender perspective in national security policy with members of Parliament, representatives of the relevant Ministries, international organizations and national civil society. At the seminar aimed at addressing national security policy and gender in Georgia, where representatives of state authorities and civil society were present, civil society actors identified the security institutions as a viable partner and explored priorities for cooperating with them. To support efforts, a research review was compiled, evaluating the situation of women in the national security structures of Georgia. The report is currently available in the English and Georgian languages. As follow-up, in autumn 2010, it is planned to organize a seminar with the stakeholders to discuss the findings of the report and the most effective ways of implementing the recommendations.

At the seminar in the former Yugoslav Republic of Macedonia, parliamentarians from the Security and Defence Committee and Gender Equality Committee met over the topic of

¹¹ Available at http://www1.osce.org/odihr/item_11_29669.html

gender and national security policy. The event helped to promote the concept that security policy needs to include gender, and gender policy needs to take into consideration security issues. It created a platform for both Committees to meet.

In order to ensure broad distribution of the Toolkit, it was translated into the Russian language in November 2009. Also, for use at specific seminars and events, parts of the Toolkit were translated into Albanian, Macedonian, Serbian, and Georgian.

Support to the Establishment of a Southeast Europe Women's Police Officer's Network:

ODIHR has identified police as a target group for integrating gender in security. The HRWS programme - together with the South-East Europe Police Chiefs Association (SEPCA) and the OSCE Mission to Serbia, supported the establishment of the Southeast Europe Women's Police Officer Network (WPON) with the aim to promote the principle of gender equality and democratic policing in police services. In 2009, three expert meetings took place to discuss challenges that women police officers face as well as opportunities for addressing them. The network launched a research project to evaluate the situation of policewomen in the region, including such issues as recruitment, retention and promotion of women police officers in all of SEPCA's member states.¹² The HRWS programme actively contributed to preparing the questionnaires as well as reviewing and commenting on the final report. Together with the Ministry of the Interior of Serbia, HRWS presented preliminary findings of the research at the November 2009 SEPCA General Assembly in Sarajevo. The final research report is currently available in Croatian and Serbian and is being translated into Albanian, Bulgarian, English, Macedonian and Romanian.

Integrating a gender perspective in conflict prevention/early warnings programmes

The HRWS programme sought to address an area of UNSCR 1325 that is largely underdeveloped, namely early warning systems and conflict prevention mechanisms. Enhanced understanding of gender-based perspectives of conflict and of the inclusion of women's contributions in conflict resolution can contribute to more effective and sustainable interventions aimed at conflict prevention and conflict early warning. ODIHR is drafting a series of policy briefs that will aim to provide practitioners with best practices and concrete recommendations to support gender mainstreaming in the elaboration and implementation of early warning systems. The first in a series of three policy briefs on gender and early warning systems – “*Gender and Early Warnings Systems: An Introduction*” – was drafted and printed in November 2009. The document was subsequently translated into the Bosnian, Serbian and Georgian languages. A presentation of the document and the recommendations it contains was made at the seminar organized for the representatives of civil society in Georgia on women and security in December 2009. The presentation encouraged colleagues from the international community (the EUMM, UNDP, UNIFEM in Georgia) interested in supporting a national early warning system, to take not only gender into consideration but also conflict preparedness and ways to generate local ownership and support.

Other activities:

Presentation on Integrating a Gender Perspective into the Armed Forces:

In July 2009, together with the ODIHR Programme on Human Rights and the Armed Forces, the HRWS programme organized a seminar at the OSCE Forum for Security Co-operation,

¹² Albania, Bosnia and Herzegovina, Bulgaria, Croatia, the former Yugoslav Republic of Macedonia, Moldova, Montenegro, Romania and Serbia.

together with the FSC Chairperson, entitled “Women and the Armed Forces: Recruitment, Promotion and Retention”. The event examined policy aimed at integrating a gender perspective in operational policy as well as efforts to recruit, retain and promote women within the armed forces.

Co-operation with the OSCE field presences:

The HRWS actively co-operated with the relevant units of the OSCE Mission in Kosovo and the OSCE Spillover Monitor Mission to Skopje in exploring ways to integrate a gender perspective in policing.

**Post Table Staff by Gender
1 May 2010**

GENDER BY GRADE	Male	Female
D	2	0
P5	2	2
P4	8	6
P3	17	9
P2	5	6
P1	1	0
Seconded	3	9
Sub Total Professional	38	32
G7	0	4
G6	6	11
G5	7	27
G4	1	3
G3	2	3
G2	2	0
G1	0	0
Sub Total GS	18	48
Total	56	80
GENDER BY DEPARTMENT		
Direction and Policy	10	6
Common Services	23	26
CPRSI	2	3
Democratization	8	16
Elections	4	9
Human Rights	3	10
TND	6	10
Total	56	80

**Post table Staff Recruitment by Gender
(1 May 2009 – 30 April 2010)**

Applications	
Male	Female
1,810	1,726
Short Listed Professionals	
Male	Female
50	44
Short Listed General Services	
Male	Female
25	14
Board Members	
Male	Female
70	43
Professional Appointments	
Male	Female
9	10
General Services Appointments	
Male	Female
7	3

Training Break-down by Gender
(1 May 2009 – 30 April 2010)

Training Activity	Female	Male	Total
GOP	2	2	4
ODIHR Administrative Induction Course	16	9	25
IRMA	6	6	12
Russian individual classes	2	1	3
Russian group classes	14	3	17
Management Development	8	1	9
Performance Management	7	4	11
Effective Writing Workshop	16	6	22
Polish individual classes	0	1	1
Archival training	1	0	1
Presentation Skills	14	10	24
Security Crowd Monitoring	8	7	15
MS PowerPoint	6	4	10
ITILV3 Foundation	0	1	1
Adobe Acrobat	4	1	5
HTML	1	0	1
IRMA/Project Management	8	2	10
PRINCE2	0	2	2
First Aid	30	9	39
MS Project	1	1	2
International Financial Reporting Standards	1	1	2
DocIn Level I & II	34	9	43
Personal Effectiveness	8	4	12
Coaching Workshop	2	3	5
Engaging Writing Workshop	10	2	12
MS Word	10	2	12
Capacity Building	12	5	17
Totals	221	96	317
Female Participation	70%		
Male Participation	30%		

Annex III

HCNM: Contribution to the Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality

HCNM Annual Evaluation Report on Implementation of the Gender Action Plan May 2010

The High Commissioner on National Minorities (HCNM) has always regarded the promotion of gender equality as an integral part of his policies and activities, not only within his office, but also when 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 (May 2009–May 2010)

1) Gender mainstreaming – internal issues

The High Commissioner has made it one of his priorities to create an attractive place of work for all HCNM staff members. Together with the office management team he has addressed the representation of women and men at all levels and their ability to influence their job situation and their sense of inclusion. The HCNM has repeatedly underlined in a number of staff and co-ordination meetings that any problems in this area should be brought to his attention immediately.

A Gender Working Group (GWG), which reports directly to the High Commissioner, was set up in 2005 and continues to meet periodically. During the reporting period two meetings were held. The GWG has made a number of recommendations concerning the working environment and recruitment procedures in the office. A decision has been reached to involve at least one member of the GWG in the recruitment procedure not only for general office staff but also for experts/political staff. This includes involvement in writing the terms of reference, compiling the short list and participating in the interview board. This practice has been followed during the review period. Other recommendations included periodic training for all staff on gender issues.

The recommendations of a gender training seminar organized for all HCNM staff in December 2008 with the help of the gender and training sections of the OSCE Secretariat have been put into practice, in particular with regard to project and media work. An increased awareness about the professional working environment has also been noticeable. Due to the anticipated large staff turnover in 2010 the HCNM is considering repeating the training seminar for new staff in the first half of 2011 and will be in touch with the relevant sections in the Secretariat. The gender focal point in the office is part of the management team and ensures that all recommendations from training activities as well as from the GWG are being followed internally.

During the reporting period, a staff member participated in an intensive training course on gender issues in Schlaining and the gender focal point attended the annual gender focal point meeting in Vienna.

Six recruitment procedures were carried out at the HCNM during the reporting period and a total of 753 applications were received of which 379 were from male candidates. There were five recruitment procedures for professional positions (P) and one procedure for an

administrative position (G). Despite some improvement in the ratio of the applications, problems remain as far as the G position is concerned: applications were received from 69 women but only 10 from men.

The gender balance in the office has been closely monitored and the High Commissioner will take further steps to counter the predominance of men in P and of women in G positions. Unfortunately this issue remains a challenge: in the P category male staff members are overrepresented, while in the G category 100 per cent of staff is female. It is proving difficult to counter this trend. Currently there are two female staff members in the management team and the office has two female political advisers and one female legal adviser. In 2010 many professional staff reach their maximum term of service so there will be an unusually high turnover and the HCNM will endeavour to use this as an opportunity to actively look into the gender balance of the office again.

As far as recruitment procedures are concerned, the office makes a point of including both women and men on interview panels. This policy has been followed for all recruitment procedures during the reporting period. The office endeavours to draw up gender-balanced short lists. This is particularly challenging as candidates who apply for general office positions are overwhelmingly women and the large majority applying for professional posts continue to be men. As a general rule when looking to fill vacancies, the HCNM attaches great importance to finding people who demonstrate gender-sensitive attitudes and understand the importance of an inclusive corporate culture. The recruitment of experts has proved to be just as complicated, particularly in the sphere of education which is predominately female.

With regard to the professional working environment, the relevant Staff Instruction 21/2006 is disseminated to all HCNM staff members when they take up their posts.

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.

Due to the High Commissioner's mandate, the HCNM does not implement projects specifically aimed at promoting gender equality and resolving various gender-related issues. Nevertheless, all project officers try to achieve gender mainstreaming in HCNM projects and HCNM staff make sure that implementing partners seek a sensible gender balance among the project staff they employ and among the beneficiaries. 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 sessions and research on particular minority groups) the HCNM requests implementing partners to provide gender-disaggregated data in their final reports.

Gender seminars within the projects are regularly conducted to raise awareness among HCNM's implementing partners and project beneficiaries on gender-related issues. Notions like "gender", "gender equality", "gender mainstreaming" and "gender discrimination" are all

explained in detail. Participants are also familiarized with international and national gender-related legislation.

All projects that focus on early warning and early resolution of ethnic tensions, for instance monitoring networks, educational activities or enhancing knowledge within law enforcement agencies about minority concerns, cover men and women equally.

The HCNM tries to incorporate a gender component in project publications whenever possible. Another priority is applying a gender perspective and involving all stakeholders in the HCNM's dialogue and activities, particularly as the involvement of all groups affected by majority/minority relations can contribute to easing tensions and reconciling differences more effectively.

When the HCNM makes country visits, he regularly meets with different NGOs and minority representatives, including women's groups in order to exchange information as well as to encourage interethnic dialogue within a State.

3. Gender mainstreaming in press reporting

As in the past and as an outcome of the training seminar in December 2008, gender-balanced reporting is the guiding principle for all speeches, statements, press releases and other public appearances by the HCNM.

4. Recommendations

1. Continue to provide gender-specific training for all managerial and programmatic staff on a periodic basis;
2. Look into further improvements on gender mainstreaming in all projects and activities;
3. Increase efforts to address and counter the tendency for significantly fewer female candidates to apply for professional positions (and vice versa for general staff positions). The office intends to continue investigating ways to address this phenomenon together with the Gender Section in the Secretariat.

Annex IV

Office of the Representative of FOM: Contribution to the Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality



**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**

May 2010

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 towards women and incitement to gender discrimination in or by the media in participating States in accordance with Chapter 6 of the mandate”.¹ 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 an improvement in the mainstreaming of gender in the structure and working environment of RFOM during the reporting period. It also shows how gender aspects are integrated in the programmatic activities of the Institution.

1) Progress made in the mainstreaming of gender in the structure and working environment of RFOM

1.1 Gender balance in the RFOM Office

During the reporting period, the Office has achieved a full balance between male and female at a P-Staff level, including at the management and decision-making level.

Ms. Dunja Mijatović became the new OSCE Representative on Freedom of the Media on 11 March 2010. Being the first woman to become the head of an OSCE Institution, the appointment of Mijatović constitutes a major change for the OSCE as a whole.

The reporting period saw turnover at the P-Staff level, with the recruitment of one seconded and one contracted staff. With only 14 staff members, RFOM represents the smallest of the OSCE Institutions and even the slightest staff fluctuation affects the proportion of men to women in the Office. During the reporting period, an absolute balance between male and female was achieved at the management level, the senior level and generally at the P-Staff level (see table below). However, only women occupy administrative positions.

As to the recruitment procedure, the RFOM is served by the Secretariat and closely follows the OSCE guidelines regarding the drafting of vacancy notices and the recruitment process. The Office tries to include both women and men on interview panels. This policy has been followed during the reporting period.

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 Decision No. 14/04 on the 2004 OSCE Action Plan For The Promotion Of Gender Equality, MC.DEC/14/04, 7 December 2004.

Post table Staff by Gender

Grade	Female	Male	Total
RFoM	1	0	1
Director	0	1	1
Senior Advisers (3 seconded +1 contracted)	2	2	4
P2 (3 contracted + 1 seconded)	3	1	4
P1	0	1	1
Sub Total P-Staff level	6	5	11
GS 7	1	0	1
GS 6	1	0	1
GS 4	1	0	1
Sub Total G-Staff level	3	0	3
Total	9	5	14

1.2 The professional working environment in the RFOM Office

As in previous years, RFOM management has worked toward ensuring equal opportunities for both genders and creating 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.

Staff rules and regulations relating to maternity and paternity entitlements have been used. During the reporting period, one staff member took maternity leave and then came back to work while using the nursery room available in the Secretariat.

All relevant information regarding gender issues is regularly distributed to the Office staff. Gender issues are put on staff-meeting agendas on a regular basis, thus ensuring the continuous briefing of the RFOM staff. All new staff members are made aware of and receive an explanation regarding the Staff Instruction 21/2006. All new staff attends the GO Program which includes a session on staff rules and regulations, in which the Staff Instruction also was introduced. Participants were informed of the options available in case of a violation.

Ms. Mijatović, the newly appointed Representative, has been made aware by the gender focal point of all relevant information regarding gender issues, in particular the section on the management of Chapter III of the 2004 OSCE Action Plan for the Promotion of Gender Equality.

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 toward improving the legal frameworks across the OSCE region.

Given the fact that the RFOM is neither mandated to engage in media development nor to monitor specific media content, 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”². The RFOM can react to reported cases observed in the general framework of monitoring freedom of the media in OSCE participating States. During the reporting period, the RFOM was not alerted to any alleged cases of intolerance toward women or any incitement to gender discrimination in or by the media.

2.2 Gender mainstreaming in RFOM programmatic activities

Because of its mandate, the RFOM does not implement projects specifically aimed at promoting gender equality. However, all staff members try to achieve gender mainstreaming in their programmatic activities. Project officers are asked to include gender mainstreaming in projects, to strive for equal gender representation of speakers, panellists and participants in conferences and seminars organized by the Office.

Also, the Office continues to keep the gender balance in mind when identifying experts for projects and selecting experts and moderators for events and meetings. During the reporting period, all events organized by the RFOM included women in all panel sessions. The experts commissioned by the Office for its publications, legal reviews and training events reflect a balance in the gender representation.

During the reporting period, women were key speakers, presenters and experts in a host of trainings and conferences, *inter alia*, a training seminar on media self-regulation held in Minsk, regionwide conferences on journalism education held in Tbilisi and Bishkek, and a meeting of a working group of international organizations concerning media reforms in Bosnia and Herzegovina.

All implementing partners are asked to take gender-equality principles into account when carrying out their projects.

² 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 Gender Focal Point of the RFOM Office regularly participates in the gender focal points meetings of the Secretariat.

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 cooperation with PPIS for its press reporting and tries to ensure that photos, press releases and feature stories ensure a gender-sensitive representation.