

Annual Report 2024

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The OSCE participating States could not reach consensus on a Unified Budget for the year 2024. The last Unified Budget of the OSCE was approved on 18 August 2021 by PC.DEC/1413, in which the OSCE participating States acknowledged that agreement could not yet be found on all programmatic activities and noted the need to continue some of these discussions.

*****END DISCLAIMER *****

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OSCE CHAIRPERSONSHIP IN OFFICE

Strengthening Resilience and Enhancing Security

Malta assumed the [2024 OSCE Chairpersonship](#) with a deep sense of responsibility, humility and pride, in a global landscape marked by evolving geopolitical dynamics, complex security threats and deepening uncertainty. A firm believer in the value of multilateral engagement and principled dialogue, Malta has long upheld the OSCE as a vital platform for advancing peace, stability, and cooperation across the region. In a period of acute institutional and geopolitical strain, Malta remained committed to reinforcing the OSCE's role and relevance, despite only having mere weeks to prepare.

As Malta assumed the Chair, the OSCE stood at a crossroads. The ongoing war of aggression by the Russian Federation against Ukraine had inflicted unprecedented damage on the Organization's credibility and functionality. This blatant breach of the Helsinki Final Act and OSCE core commitments contributed to a deep erosion of trust between participating States. By the end of 2023, the OSCE was facing a serious institutional impasse. It had been without a Unified Budget since 2021, hampering its operations and mandate implementation; the mandates of the Secretary General and Heads of Institution were due to expire; and there had been no agreement on a Chair for 2024. North Macedonia asked Malta to step in at the last minute and managed to extend the mandates of the Top 4 posts for nine months. Yet despite these crucial decisions, the Organization was facing an existential crisis and a deficit of predictability.

In this context, Malta's Chairpersonship focused on restoring institutional stability, safeguarding the OSCE's operational integrity and reaffirming the value of inclusive dialogue. The Maltese Chairpersonship identified four key priorities:

1. Support for Ukraine
2. Safeguarding the OSCE's functionality and resilience
3. Addressing other regional conflicts and supporting OSCE Field Operations
4. Inclusive Approach to Security

Support for Ukraine

At the heart of Malta's Chairpersonship was the imperative to keep Russia's war of aggression against Ukraine at the top of the OSCE agenda. Malta consistently called for Russia's full and immediate withdrawal from Ukrainian territory, upheld OSCE principles, and supported political dialogue and accountability. Ukraine remained a cross-cutting theme addressed in our thematic discussions during the year, with a focus on alleviating human suffering, condemning breaches of OSCE commitments, and promoting accountability. All events and meetings were structured to give Ukraine the opportunity to highlight specific threats it is facing, and to call for a just and lasting peace. Malta pledged to strengthen the OSCE's support for the people in Ukraine, particularly through the Support Programme for

Ukraine (SPU). Additionally, upon request from Ukraine, the Chairpersonship initiated and supported the development of a project on investigating serious crime related to missing children, now being implemented by the SPU. The Chair worked closely with the SR of the Chair-in-Office – Project Co-ordinator in Ukraine (SR/PCU) Ambassador Marcel Peško and later Ambassador Petr Mareš, in supporting this priority and supporting the delivery of impactful, needs-based projects, under the Chairpersonship's strategic direction.

Safeguarding the OSCE's functionality and resilience

A second core objective was to resolve the institutional gridlock by advancing sustainable solutions for the OSCE's leadership and financial predictability. This included finding a solution to deliver a Unified Budget, leadership of the Top 4 posts of the Organization, as well as Chairpersonships in 2026 and if possible, beyond. Through extensive consultations, inclusive dialogue, and principled diplomacy, Malta helped secure consensus on the appointment of a new Secretary General and Heads of Institution, as well as on Switzerland's Chairpersonship for 2026. These decisions represented critical progress in restoring the OSCE's functionality, agility, and credibility.

Despite Malta's efforts, consensus on a Unified Budget for 2024 could not be reached. However, the Maltese Chairpersonship was able to secure consensus on crucial decisions aimed at tackling the most severe deficits that the Organization was facing. Since 2024 was an extraordinary election year, an additional decision was adopted which responded to ODIHR's funding request to organize Election Observation Missions in Bosnia and Herzegovina and Uzbekistan.

Addressing other regional conflicts and supporting OSCE Field Operations

Malta also prioritised the OSCE's role in supporting conflict resolution efforts across the OSCE region, preventing escalation, and restoring stability. The Chairpersonship highlighted the importance of the OSCE's toolkit and expertise in supporting peace by facilitating dialogue towards durable and sustainable political solutions, particularly during the CiO's visits to Eastern Europe and the South Caucasus.

In Moldova, the Chair-in-Office reaffirmed the OSCE's commitment to advancing the Transnistrian Settlement Process and strengthening the Organization's work on the ground. Throughout the year, the OSCE Mission to Moldova facilitated three 1+1 meetings between the Chief Negotiators and organised numerous meetings of the different working groups. In 2024, the sides agreed on the importation of x-ray machines and the reopening of vehicle registration offices on the left bank. Additionally, they engaged in discussions on a joint declaration to reaffirm their commitment to reaching a peaceful settlement.

In May, the Chair-in-Office visited Georgia, Azerbaijan, and Armenia to assess the situation on the ground and engage with political leaders and civil society. CiO Ian Borg underscored the OSCE's comprehensive set of tools and decades of experience in supporting efforts

toward lasting peace in the region, and its readiness to support the implementation of confidence-building measures among all parties.

The Maltese Chairpersonship's work to facilitate dialogue towards durable and sustainable political solutions in the South Caucasus included co-chairing three rounds of the Geneva International Discussions, alongside the EU and UN. As the sole format of discussion between Georgia and Russia on the consequences of the 2008 conflict in Georgia, the GID demonstrates the OSCE's continued leadership in supporting the delivery of tangible results for conflict-affected communities. Additionally, the Special Representative of the CiO for the South Caucasus (SRCiO) also served as co-facilitator, together with the EU, of the Incident Prevention and Response Mechanism (IPRM) in Ergneti.

In fulfilment of his mandate Personal Representative Andrzej Kasprzyk and his team continued to explore opportunities for confidence-building measures between Armenians and Azerbaijanis. The Personal Representative and his team provided regular reporting from the region to the Chairpersonship. Upon request, briefings were provided to relevant OSCE stakeholders. After nearly 28 years of dedicated service, Personal Representative Kasprzyk concluded his mandate on 31 March 2024

The Chairpersonship was also strongly committed to supporting the OSCE's field operations and strengthening their capacity to assist host authorities by supporting ongoing domestic reform processes and enhancing engagement between host authorities, the OSCE and civil society in reinforcing adherence to OSCE principles and commitments, including in South Eastern Europe and in Central Asia.

The OSCE remains status-neutral on Kosovo, in line with UN Security Council Resolution 1244. In Kosovo, the CiO emphasised the OSCE Mission in Kosovo's key role in promoting dialogue, strengthening democratic institutions and rule of law. During his visit to Serbia, CiO Borg's high-level engagements focused on the OSCE's continued partnership with Serbia in implementing key reforms. During both visits, Minister Borg stressed the importance of regional stability and encouraged renewed commitment to the EU-facilitated Belgrade-Pristina Dialogue. He reiterated the OSCE's readiness to provide its conflict resolution tools to support the normalisation process and assist in the implementation of reached agreements.

In Bosnia and Herzegovina, the CiO visited flood-affected communities in and around Konjic and, alongside Foreign Minister Elmedin Konaković, commemorated the 30th anniversary of the OSCE Code of Conduct on Politico-Military Aspects of Security. Minister Borg urged political leaders to move beyond divisive narratives and engage in constructive dialogue to generate tangible progress for all citizens. Efforts in education, reconciliation, and trust-building are crucial to prevent the resurgence of ethnic divides that could destabilize the

region. While central-level dialogue is stalled, the OSCE's work at the local level through its field offices is making positive progress.

In Montenegro, North Macedonia, and Albania, there was wide recognition of the OSCE field operations' pivotal role in supporting national reforms in such areas as media freedom and the safety of journalists, electoral processes, the rule of law, gender equality, and combating gender-based violence.

The visits to Kazakhstan, Tajikistan and Kyrgyzstan in June were especially timely in reinforcing the OSCE leadership's commitment to supporting our field operations in the region. In Kyrgyzstan, the CiO's successful efforts to restart dialogue between the government authorities and the OSCE Programme Office on facilities for the OSCE Academy in Bishkek were a tangible success which will significantly benefit the Academy's students and broader educational goals.

Malta's Chairpersonship also provided support to the OSCE's Field Operations and helped to strengthen their capacity in assisting host authorities in implementing OSCE principles and commitments. Through informal meetings, Permanent Council reports, as well as through the conferences organised by the Chair, the Chairpersonship continued to showcase the crucial work carried out by the OSCE's Missions and Field Operations, to demonstrate their added value in supporting the host country. The support of the OSCE Missions, as well as Special Representatives Ambassador Thomas Mayr Harting (Special Representative for the Transnistrian Settlement Process) and Ambassador Viorel Mosanu (Special Representative for the South Caucasus) were integral to fulfilling Malta's priorities, as well as assisting with the CiO's visits.

Inclusive approach to Security

In the spirit of inclusivity, Malta also built on North Macedonia's success in placing the region's one billion people at the centre of all OSCE initiatives. This is why Malta also focused on effectively mainstreaming gender and increasing the meaningful engagement of youth in all discussions. These efforts ensured that voices of women and young people were consistently present and influential in OSCE discussions. Mainstreaming gender perspectives is not just a moral imperative, it is also central to any efforts toward maintaining peace and security. The 20th anniversary of the Gender Action Plan (GAP) provided an opportunity to reflect on progress and renew commitments. A Ministerial side event titled 'Accelerating Women's Leadership and Gender Equality for Resilience and Security: 20 Years Since the Adoption of the 2004 Gender Action Plan' called on participating States to recommit to the GAP's objectives. The Maltese Chairpersonship, together with Croatia's Chairpersonship of the FSC, held a joint FSC-PC on Women Peace and Security, reflecting on the last 25 years since the adoption of UNSCR1325 - a landmark resolution which reaffirmed the important role of women in prevention, conflict resolution and peacebuilding efforts. The CiO's Special Representative on Gender, Liliana Palihovici, was appointed to ensure Malta fulfils its

priorities in this regard. Her proactive leadership and technical expertise ensured that gender perspectives were systematically integrated across all OSCE dimensions and activities throughout the year.

Furthermore, the CiO and his Special Representative on Youth, Oliver Scicluna, actively engaged with youth and youth Civil Society Organizations during their visits to OSCE participating States, experiencing first-hand the positive impacts of OSCE programmes to promote youth engagement across the region. The SR on Youth also conducted a visit to Serbia, where he engaged with government stakeholders, civil society and youth representatives.

Cooperation between OSCE and other International Organizations

Malta's concurrent role on the UN Security Council allowed it to identify synergies and promote global peace and security. This dual role provided a unique perspective on the complementarity of the OSCE and the UN in advancing their respective missions. Joint initiatives, including high-level briefings with UN officials, underscored the importance of regional organisations under Chapter VIII of the UN Charter. One such example was the invitation of UN SRSG on Children and Armed Conflict, Virginia Gamba, to the Permanent Council, to brief on how the OSCE and her office can mutually reinforce their efforts in this field. The efforts of the Maltese Chairpersonship to enhance the OSCE's functionality were rooted in a commitment to ensuring its ability to respond to key security challenges, fulfil its strategic role in multilateral efforts to build and sustain peace, and cooperate more closely with international partners, particularly in light of the recently adopted Pact for the Future. This was also the topic of the Working Lunch held on 5 December, during the 31st Ministerial Council held in Malta, where UN Secretary General Antonio Guterres addressed Ministers and Heads of Delegation on the importance of regional arrangements under Chapter VIII of the UN Charter.

Further to OSCE-UN cooperation, the Maltese Chairpersonship also strived to maintain the OSCE's close and longstanding cooperation with the Council of Europe (where Malta will also Chair the Presidency of the Committee of Ministers as of May 2025), including through holding the spring and autumn sessions of the Co-ordination Group in Strasbourg (26 April 2024) and Vienna (25 October 2024), and the Chair-in-Office's participation in the 2+2 Dialogue on 17 May 2024 in the margins of the Ministerial Session of the Committee of Ministers of the Council of Europe.

The OSCE's three dimensions

In the first dimension, Malta promoted cyber resilience, arms control, and conflict prevention. The Annual OSCE-wide Chairpersonship Conference on Cyber/ICT Security, held in Malta in July, focused on strengthening national cyber resilience and enhancing implementation of the OSCE's 16 Cyber/ICT Confidence-Building Measures. Malta also succeeded in securing consensus on the dates, agenda, and modalities of the Annual Security Review Conference (ASRC), held in June after a year-long hiatus. The ASRC served as an inclusive platform for over 400 participants to examine evolving security challenges and propose practical responses.

In the second dimension, recognizing the links between security, prosperity, and the environment, Malta focused on bridging digital divides, enhancing climate resilience, and addressing food insecurity and corruption. Malta was able to secure consensus to hold the 31st Economic and Environmental Forum (EEF) cycle and the annual Economic and Environmental Dimension Implementation Meeting (EEDIM). These events highlighted the security implications of climate change, the importance of digitalisation, and sustainable development across the OSCE region. The Chairpersonship worked closely with OCEEA, as well as Professor Anita Ramasastry, the CiO's Special Representative on Combatting Corruption, to advance these initiatives, with their guidance contributing significantly to thematic coherence and policy alignment within the second dimension.

The High-Level Conference on Climate Change (HLCCC), convened in Malta in June, explored innovative approaches to climate adaptation, critical infrastructure resilience, and regional cooperation. In the margins of the Conference, an initiative was presented by Malta with the aim of expanding knowledge and networks on multilateral climate engagement for future leaders.

In the third dimension, Malta prioritised media freedom, media literacy, the protection of female journalists online and offline, and supported initiatives to combat violence against women and human trafficking. Malta worked closely with Dr Kari Johnstone, the Special Representative and Coordinator for Combatting Trafficking in Human Beings in this regard, especially with regard to hosting the Alliance Conference which provided an opportunity for all anti-trafficking actors to develop innovative strategies to prevent and combat trafficking in human beings.

Despite the inability to hold mandated meetings, Malta organized three Supplementary Human Dimension Meetings and the Warsaw Human Dimension Implementation Meeting, all reflecting Malta's priorities and the OSCE's fundamental commitments. These forums tackled current and emerging challenges ranging from media freedom to the human rights impacts of Russia's aggression, including by enabling representatives of civil society to engage with OSCE delegations and have their voices heard. This conviction also underpinned the Maltese Chairpersonship's support for the Parallel Civil Society Conference, organised by

the Civic Solidarity Platform and held in Malta on 4 December ahead of the Ministerial Council. The recommendations presented on this occasion by civil society representatives will help guide the OSCE, its executive structures, and the participating States in advancing the principles of peace, security, and accountability.

Malta also organized the Conference on Addressing Anti-Semitism in the OSCE region, with a particular focus on ways to promote dialogue and build trust and peaceful coexistence across religious and cultural boundaries. The three Personal Representatives on Tolerance and Non-Discrimination (Ambassador Evren Dağdelen Akgün, Personal Representative on Combating Intolerance and Discrimination against Muslims; Rabbi Andrew Baker, Personal Representative on Combating Anti-Semitism; and Dr Regina Polak, Personal Representative on Combating Racism, Xenophobia and Discrimination also focusing on Intolerance and Discrimination against Christians and Members of Other Religions) participated in this conference, and provided insights on the importance of interreligious dialogue.

The Conference on Media Freedom in the OSCE Region explored the critical role of free, independent, and pluralistic media in strengthening democratic institutions and enhancing security across the OSCE region. The conference addressed key challenges to media freedom, including the safety of journalists, the rise of disinformation, and the rapidly changing digital landscape. The Conference was preceded by a complementary workshop on youth and information, where 25 students and young professionals from across the OSCE region discussed challenges and opportunities in the digital information space. The conference was well-received by OSCE pS as it provided a fresh and open space for discussion relative to mandated OSCE meetings and conferences.

31st Ministerial Council, 5-6 December 2024, Malta

The [31st OSCE Ministerial Council](#), held in Malta on 5–6 December 2024, was the culmination of Malta’s efforts at the helm of the OSCE. Amid an increasingly polarised geopolitical context, the Ministerial Council gathered 37 Foreign Ministers and 14 Deputy Ministers, and succeeded in adopting pivotal decisions, including on the Organization’s leadership. The Ministerial Council reaffirmed that the OSCE remains a vital platform for political dialogue and highlighted the Chairpersonship’s enduring focus on inclusion and cooperation.

As Chair of the OSCE, Malta remained resolute in strengthening the Organization’s resilience, functionality, and relevance. The Chairpersonship delivered meaningful outcomes: restoring leadership, supporting Ukraine, advancing gender and youth inclusion, enhancing cyber and climate resilience, and reinforcing the OSCE’s human dimension. It preserved the integrity of the OSCE’s tools and structures and reaffirmed its foundational principles at a time when they were under threat. Through inclusive dialogue, diplomacy and principled leadership, Malta pursued a vision of comprehensive and cooperative security—leaving no stone unturned in advancing shared peace and stability across the OSCE region.

FORUM FOR SECURITY CO-OPERATION

The [Forum for Security Co-operation](#) (FSC) is the OSCE's key decision-making body on politico-military aspects of security and meets weekly in Vienna to discuss the most tangible issues related to arms control, disarmament and confidence- and security-building, security co-operation and conflict prevention in the OSCE area. The Forum's Chairpersonship rotates among the OSCE participating States in alphabetical order, with each State chairing it for four months. In 2024, Cyprus, Croatia and Denmark chaired the FSC.

Russia's war against Ukraine continued to negatively impact the whole security architecture in Europe and beyond, jeopardizing the Organization's underlying concept of co-operative security. In its response to the unprecedented security situation, the FSC Chairpersonships, in close co-ordination with the Chair of the Permanent Council and supported by the OSCE Secretariat, led the FSC's work in the spirit of preserving its mandate as a platform for dialogue, in the context of the current security challenges, including unresolved conflicts in the OSCE region.

Most prominently, the work of the FSC was affected by increasingly frequent and wide-ranging blocking of meetings. For two years running, one participating State made it its practice to disrupt the good order and smooth running of FSC meetings. This continuously escalated throughout the year and during the second trimester of 2024 one participating State was regularly blocking even the meetings with only standing items on the agenda. In this situation..

Despite the difficult atmosphere among the OSCE participating States all FSC Chairs underscored the FSC's importance as a platform for mandated dialogue and for addressing politico-military security issues of concern and relevance. In addition to regular exchanges on the situation in Ukraine in total, twelve Security Dialogues were scheduled, including four during Joint FSC-PC meetings, out of which nine took place:

Cyprus (January to April)

- Humanitarian Mine Action – victim assistance;
- *Human security in armed conflicts: protection against gender-based violence;
- Women, Peace and Security - integrating gender perspective when fulfilling the OSCE politico - military commitments and activities;
- Joint FSC-PC Meeting on Environment and Security;

Croatia (April to August)

- Humanitarian demining – scope, challenges and the way forward;
- Military education and the changing roles of military academies;
- *Emerging technologies and military data collection, Open-source intelligence;

- Joint FSC-PC Meeting on Women, Peace and Security: Women's contribution to peace and security: lessons learned and challenges ahead;

Denmark (September to December)

- Code of Conduct on Politico-Military Aspects of Security;
- **Women, Peace and Security – United Nations Security Council Resolution 1325;
- Joint FSC-PC Meeting on the Russian Federation's military co-operation with the Democratic People's Republic of Korea and the possible implication for its ongoing aggression against Ukraine;
- Joint FSC-PC Meeting on Helsinki Decalogue.

* Since the agenda of the meeting could not be agreed upon, the Chair, with the support of the FSC Troika, organized a side event on this topic.

** The topic was discussed as a side event.

In 2024, the security situation precluded the conduct of many of the FSC-related politico-military annual meetings. Despite efforts, the respective Chairs concluded that there was no agreement on the conduct of these Meetings in light of the current security situation. In the absence of annual meetings, the FSC Chairs dedicated some thematic FSC security dialogues or side events.

Military information exchange remained at a high rate, although some participating States decided not to exchange military information at all or to not provide it to all participating States, in light of current security situation. The OSCE Information Management and Reporting System (iMARS) was successfully expanded to support the States Parties to the Dayton Peace Accords in implementing the Sub-Regional Arms Control Agreement under Dayton Article IV. The iMARS CPC Dashboard was developed to manage the CSBM databases of exchanged military information to allow the CPC to update them in real-time as of Q1 2025.

All three FSC Chairpersonships continued to support the OSCE's work in the politico-military dimension of security on practical assistance in the area of the small arms and light weapons (SALW) and stockpiles of conventional ammunition (SCA) controls. The OSCE's assistance projects on SALW and SCA continued to provide steady support in 2024 with a portfolio of 19 assistance projects in worth €55.5 million.

Several projects are aimed at ensuring the secure and safe management of stockpiles through infrastructure, material, equipment upgrades at storage sites, as well as establishment of laboratories for chemical analysis of SCA stability and its surveillance. A significant element of the projects was providing support to the efforts of combating illicit trafficking in SALW across the OSCE region. The assistance projects in Central Asia

continuously provided support for countering the threat and risk of potential SALW, ammunition and explosives trafficking from Afghanistan, as well as strengthening life-cycle management of conventional ammunition. In the context of disposal of stockpiles, the last remaining toxic obsolete rocket fuel was removed from Kyrgyzstan. After successful implementation of assistance projects in South-Eastern Europe and Ukraine, they were reassessed to provide tailored assistance to the beneficiaries for the next phase 2025-2027. Further information and details are available via the [OSCE SALW Portal](#).

In 2024, the OSCE contributed with a report on the OSCE's efforts in the field of SALW to the UN 4th Conference to Review Progress Made in the Implementation of the Programme of Action to Prevent, Combat and Eradicate the Illicit Trade in SALW in All Its Aspects held from 18 to 28 June 2024 in New York. Furthermore, the OSCE organized a side event to present the OSCE's holistic and comprehensive approach when implementing critical assistance projects aimed at reducing risks related to uncontrolled spread of SALW/SCA and showcased achievements with the enhancement of SALW and ammunition management capacities in the Kyrgyz Republic. A similar side event was also held in the margins of the 12th Session of the Conference of the Parties to the UN Convention against Transnational Organized Crime on 15 October 2024 in Vienna, highlighting the OSCE's efforts in through-life management of weapons and ammunition in Central Asia.

The FSC underscored the importance of the implementation of the UN Security Council Resolution 1325 and advancing the Women, Peace and Security agenda by holding three Security Dialogues dedicated to this topic. In 2024, on average 31% women and 69% men participated in FSC meetings. The panelists providing expertise for the Security Dialogues and FSC Chair's side events in 2024 were comprised of 46% women and 54% men.

Throughout the year, the FSC Chairpersonships supported the 2024 [OSCE Scholarship for Peace and Security](#) training programme empowering youth, especially women, to engage meaningfully in policy-making, planning and implementation processes in conflict prevention and resolution through arms control, disarmament and non-proliferation in the OSCE area.

In 2024, the participating States continued to be supported by the FSC E-learning covering FSC-related topics, which are aimed at systematizing the transfer of knowledge on, inter alia, military information exchanges pertaining to the conventional arms control. In 2024, new FSC e-learning modules on Military Information exchange, the Vienna Document and Conventional Arms Control in English and Russian languages, as well as the module "Rules of Procedures for FSC Meetings" in English were launched. Overall, 915 participants from 51 participating States have participated in the introductory and in-depth FSC E-learning modules.

Against the security challenges in the region and unprecedented deterioration of constructive approach at the FSC, the Forum for Security Co-operation continued to be

committed to serve as the key OSCE body for dialogue and decision-making in the first dimension, providing participating States with a platform to discuss politico-military security issues, raise security concerns, and hold each other accountable for adherence to the OSCE's principles and implementation of their commitments.

OSCE PARLIAMENTARY ASSEMBLY

Secretary General: Roberto Montella

Budget: €4,373,000

Staff: 31 (including 6 research assistants)

Bringing together 323 parliamentarians from across the OSCE region, the [Parliamentary Assembly](#)'s efforts in 2024 underscored parliamentary diplomacy's vital role in fostering security, dialogue, and resilience.

Overview of main activities and achievements

The OSCE PA's unwavering support for Ukraine dominated discussions, with visits to Kyiv, led by President Pia Kauma (Finland), assessing needs like air defence and reconstruction, and condemning Russia's aggression. Broader conflict resolution efforts included supporting mediation in the South Caucasus, Moldova's Transdniestria settlement, and forums promoting reconciliation and regional integration in South East Europe.

The PA demonstrated its commitment to upholding democratic standards through extensive election observation missions, deploying over 540 observers across eight missions in the United States, Georgia, Uzbekistan, Moldova, Azerbaijan, and North Macedonia. These observations consistently emphasized the need for reforms to address long-standing recommendations, such as enhancing transparency, combating disinformation, and ensuring inclusive participation, reinforcing the PA's role in fostering accountable governance amid geopolitical tensions.

Counter-terrorism remained a cornerstone of the PA's agenda, with a focus on leveraging new technologies like artificial intelligence (AI) while mitigating risks. The Ad Hoc Committee on Countering Terrorism (CCT) organized forums and collaborated with UNOCT and UNODC to address AI's dual role in detecting threats and enabling terrorist activities. Youth engagement was highlighted, as well as evolving threats like cyber-terrorism and organized crime.

Environmental security emerged as a critical theme, with the PA advocating for climate resilience and inter-parliamentary co-operation at the COP29 in Baku. Visits to Central Asia, including the Aral Sea, highlighted desertification and water scarcity, while the Second Committee's work focused on deindustrialization, green initiatives, and AI's environmental applications. The Ad Hoc Committee on Migration conducted field visits that examined frontline challenges like irregular flows and human trafficking.

FIELD OPERATIONS

The OSCE maintains a network of field operations in Eastern Europe, South-Eastern Europe and Central Asia. Field operations assist host countries in putting their OSCE commitments into practice and foster local capacities through specific projects that respond to their needs. Activities vary with the context of the host country and are governed by the mandate of each field operation. Field operations enable the OSCE to manage crises and to play a critical post-conflict role, helping to restore trust among affected communities. Several field operations contribute to early warning and conflict prevention, and some also monitor and report on developments on the ground.

OSCE MISSION TO MOLDOVA

Head of Mission: Ambassador Kelly Keiderling

Expenditure: UB: EUR 2,156,629 ExB: EUR 680,877

Staff: 52, 13 international and 39 local staff – 39

Overview of key achievement in 2024

In 2024, the [Mission to Moldova](#) helped keep the peace between Chisinau and Tiraspol. The Mission promoted dialogue and helped solve several issues which concerned residents of both banks of the Dniester/Nistru River. The Mission facilitated three meetings of the Chief Negotiators from Chisinau and Tiraspol and thematic Working Group meetings of experts from the two Sides. The Mission maintained a visible monitoring presence in the Security Zone and actively participated in the Joint Control Commission. The Mission's combined efforts lessened the chances of an escalation of confrontational rhetoric or actions between the Sides.

Overview of main activities and achievements

The Mission remained actively engaged in bridge-building between experts and communities from both banks of the river. This included activities such as:

- Successful removal and destruction of 154 tons of chemical waste from Transdnistria in 2024. and the removal of 111 tons of hazardous waste from right-bank Moldova;
- Risk-reduction training for Moldova's armed forces on managing ammunition depots, and providing technical equipment to the Moldovan police academy;
- Holocaust education project for 100 history teachers;
- Advanced medical training for 80 healthcare professionals from Transdnistria in Chisinau and a training for child psychologists from both banks of the river;
- A Donor's Forum to unite civil society from both banks of the river with development experts and donors, and providing technical support and equipment to left bank CSOs;
- Ongoing health monitoring and advocacy for some detainees;

- Support to 560 Transnistrian residents seeking civil status documentation and healthcare services;
- Conducting and presenting an assessment of the functionality of Moldova's 35 territorial anti-trafficking commissions;
- An art project building confidence and co-operation between artists from both banks.

OSCE PRESENCE IN ALBANIA

Head of Presence: Amb. Michel Tarran (Head of Presence since May 2024). Ms. Clarisse Pasztor (Acting Head of Presence until May 2024).

Expenditure: UB: EUR 2,980,851 ExB: 1,755,682 EUR

Staff: 18 international, 64.5 local staff. ExB projects 26 staff

Overview of key achievement in 2024

In 2024, the [Presence in Albania](#) supported national partners in advancing electoral reform and strengthening the Assembly and justice institutions. It contributed to combating human trafficking, enhancing intelligence-led policing and promoting human rights, gender equality and media freedom.

Overview of main activities and achievements

In 2024, the Presence concluded its multi-year assistance in institutionalizing the Informants Management Unit within the Albanian State Police and remained a key actor in enhancing the national witness protection framework. It advanced cross-institutional cooperation- in addressing environmental crime by fostering collaboration among relevant stakeholders, contributing to a 13% increase in convictions through improved enforcement.

The Presence provided advanced simulation exercises and specialized training on the deployment of special investigation techniques with a focus on case identification, victim interviewing and multi-agency coordination. The methodology was practically applied during a major anti-trafficking operation in December, resulting in the successful rescue of several foreign nationals trafficked into Albania for the purposes of labour exploitation.

The Presence introduced a new institutional risk assessment framework in 2024, drawing on international models to address systemic corruption in public procurement and supporting public institutions in identifying vulnerabilities and implementing safeguards.

The Presence supported national institutions in strengthening electoral reform. In partnership with OSCE/ODIHR and the Central Election Commission it delivered targeted workshops, to address key recommendations and improve institutional practices. It *inter alia* played a key role in safeguarding the gender quota during the July 2024 Electoral Code amendments and in developing a roadmap to increase gender representation in the election administration.

The Presence deepened its partnership with the Assembly of Albania through the signing of a new Memorandum of Understanding, contributed to the development of the Assembly's Communication Strategy and Strategic Plan 2025–2030, facilitated exchanges with peer parliaments in Scotland, Italy and North Macedonia and supported committee work and regional outreach.

Justice reform was advanced through expert support in drafting the Cross-Sector Justice Strategy 2024–2030 and its Action Plan, alongside capacity-building for nearly 100 justice professionals. The Presence helped launch Albania’s first Guide on Constitutional Court case-law and formalized cooperation- with the Free Legal Aid Directorate, enhancing services to selected groups.

OSCE MISSION TO BOSNIA AND HERZEGOVINA

Head of Mission: Ambassador Brian Aggeler

Expenditure : UB : EUR 11,677,082 ExB : EUR 2,858,446

UB staff: 24 International, 247 Local. ExB staff: 3 International, 21 Local

Overview of key achievements in 2024

The [Mission to Bosnia and Herzegovina](#) improved the integrity of 2024 and 2026 electoral processes in BiH in line with ODHIR recommendations and international standards, contributed to strengthening and standardizing IT capacities for criminal intelligence work, continued efforts to eliminate violence against women (VAW), gender-based violence (GBV) and domestic violence (DV) via the three pillars of engagement and enhanced community engagement for environmental conservation in the Drina River Basin.

Overview of main activities and achievements

Through the project *Enhancing Electoral Integrity in BiH* (2024–2026), the Mission partnered with the Central Election Commission (CEC) to deliver nationwide training for over 4,000 polling station leaders and launch an online platform that helped recruit more than 10,000 election officials. In Brčko District, a biometric ID pilot modernized voter check-in at all 138 polling stations, while Radio-Frequency Identification (RFID) technology transformed how election materials are stored and tracked. Over 1.5 million people were reached through voting awareness campaigns. Workshops brought electoral education to marginalized groups: rural women, Roma communities, youth and people with disabilities. First-time voters joined CEC Open Days across the country. The Mission launched a multimedia campaign spotlighting legal consequences, reaching over 1.2 million voters with a clear message: integrity matters.

Strengthening and Standardizing IT Capacities for Criminal Intelligence Work

To enhance the intelligence capabilities of law enforcement agencies in BiH, the Mission supported the delivery of 42 computers to 21 police institutions, including state, entity, and cantonal bodies, as well as police academies. This strengthened the IT infrastructure needed for effective intelligence gathering and analysis. The Mission enabled, for the first time, standardized analytical capabilities across key agencies - and delivered practical training to 12 analysts. These upgrades support real-time information exchange, improve analytical quality, and promote interagency co-operation.

Combating Gender-Based Violence (GBV) through Institutional and Political Action

Building on the 2023 *Comprehensive Dialogue on GBV*, the Mission supported the alignment of domestic laws and practices with international standards. This included partnering with police academies and ministries to unify policies and enhance police training. A critical

collaboration with the Federation of (FBiH) Ministry of Labour and Social Policy resulted in the launching of an accredited programme to train social workers on multisectoral responses to domestic and gender-based violence, which is now offered in several cantons. The Mission supported parliamentary committees in advancing reforms to implement relevant GREVIO recommendations, and organized thematic sessions in the FBiH Parliament to enable the adoption of a new law on domestic and gender-based violence. Ten parties of the BiH Parliament and the Head of Mission signed an [open letter](#) endorsing the [Principles for Political Engagement on Eliminating Violence against Women](#). The Mission also trained 30 female members of a major party, strengthening their voices in both legislative and executive spaces.

Enhancing Community Engagement for Environmental Conservation in the Drina River Basin
The Mission completed the project *Citizen Scientist – Assessing the Impact of Water Pollution in the Drina River Basin*, which engaged local communities, scientists, and youth to assess pollution and raise awareness of its impacts on health and ecosystems. Implemented in collaboration with faculties, the project mobilized citizens, civil society, and authorities through water sampling along the Drina River. The collected data was compiled in a comprehensive report, and shared with municipal leaders, NGOs, and local media to inform future monitoring and policymaking. The initiative also strengthened co-operation among municipalities and between the FBiH and RS.

OSCE MISSION IN KOSOVO

Head of Mission: Ambassador Michael Davenport (until September 2024)
Cornelia Taylor (Acting Head of Mission from September 2024)

Expenditure: EUR 17,697,585. ExB: EUR 755,872

Staff: 80 international staff, 366 local staff, 9 ExB

Overview of key achievement in 2024

The [Mission in Kosovo](#) continued to consolidate democratic institutions, safeguard human and community rights, and enhance public safety and security, further reinforcing the protection for non-majority communities and empowering youth and women. Its strategic direction continued to strengthen democratic institutions and address the needs of the communities it serves across Kosovo.¹

Overview of main activities and achievements

In preparation of the February 2025 Assembly of Kosovo elections, several milestones were achieved thanks to Mission support: the Central Election Commission digitalized election operations to make them more transparent and voter-friendly; 66 MPs signed the Declaration on Violence against Women in Politics; seven local women politicians were nominated as candidates, and the Independent Media Commission developed a regulation on media conduct during elections. Through the Dialogue Academy Network of Alumnae, (DANA) 230 young women from Prishtinë/Priština and Belgrade continued to reinforce their role in dialogue and peacebuilding. The Mission helped shape the new youth legislative framework in Kosovo, with 33 of 45 OSCE comments integrated into the adopted Youth Law, and four bylaws enacted, thus creating the basis for effective public participation.

The Mission strengthened cultural heritage protection, contributing to a 10 percent drop in Special Protective Zone violations and the finalization of conservation plans for two key heritage sites. Nearly 47 percent of its 306 legislative comments were adopted, influencing laws on language compliance, domestic violence, youth, and Government procedures. Mission advocacy resulted in the resolution of personal documentation in 32 cases of displaced persons from Kosovo residing in North Macedonia through Governmental inter-institutional channels. In addition, the verification of 320 diplomas issued by the Serbian language University of Mitrovica North enabled Kosovo Serb graduates to meet the academic requirements for employment in Kosovo institutions.

¹ All references to Kosovo, whether to the territory, institutions or population, in this text should be understood in full compliance with United Nations Security Council Resolution 1244.

The Mission's support to the Quality Assurance Commission of the Kosovo Academy for Public Safety contributed to international re-accreditation and high-standard law enforcement education. The operational readiness of the Kosovo Police was enhanced through targeted training and equipment, improving crime investigation and prevention. The Mission advanced locally driven safety initiatives and helped to build trust between communities and the Kosovo Police. It established new, and revitalized several existing Local Public Safety Committees (LPSCs) and trained members of 84 out of 86 LPSCs across Kosovo.

OSCE MISSION TO MONTENEGRO

Head of Mission: Ambassador Jan Haukaas (as of December 2024)

Giovanni Gabassi (Acting Head of Mission from August 2024 until December)

Ambassador Dominique Waag (until August 2024)

Expenditure: UB: EUR 2,152,100 ExB: EUR 998,911

Staff: 9 international, 23 local, 10 ExB staff (2 international)

Overview of key achievements in 2024

To combat violence against women and girls, the [Mission to Montenegro](#) partnered with the Ministry of Social Welfare, Family Care and Demographics; the NGO Women's Safe House; and Montenegro's basketball, handball, and water polo and swimming associations to launch a public awareness campaign. Featuring animated messages from athletes targeted towards reaching boys and young men, the campaign sent a clear message: violence against women and girls is unacceptable. The campaign reached over 500,000 people in Montenegro and across the region.

Overview of main activities and achievements

Through its Security Co-operation and Governance Programme, the Mission continued to support the Police Directorate in strengthening investigative capacities related to organized crime, trafficking in human beings, and corruption. The Forensic Centre's ballistics laboratory received ISO certification, and gender-sensitive amendments to the Criminal Code contributed to improved trafficking investigations. The representation of women in the police force rose to 15 per cent in 2024, an increase from 12 per cent in 2020, aided by a long-running Mission-supported awareness campaign. The Mission also contributed to enhanced inter-agency co-ordination in combatting the misuse of small arms and light weapons, including through specialized training for K9 units.

Through its Democratization Programme, the Mission built on its long-standing co-operation with Parliament to further advance gender-responsive lawmaking, strengthen democratic oversight, and promote youth inclusion. Public confidence in Parliament increased to 40 per cent from 36 per cent the previous year, while gender was integrated into 50 per cent of national strategies through Mission-supported strategic planning tools and civil service training. The Mission continued to provide technical assistance to the State Election Commission to enhance voter outreach and polling staff preparedness. It also sustained its support for institutional responses to violence against women and girls, combining capacity-building with services for survivors. Youth participation was further encouraged through the establishment of four local youth entrepreneur clubs and a new newsletter, both developed in partnership with the Union of Young Entrepreneurs.

Under its Media Programme, the Mission continued to support Montenegro's 2023 to 2027 Media Strategy, including foundational research on media self-regulation. It partnered with

the Commission for Monitoring Investigations of Attacks on Journalists to facilitate a national debate on press safety and security of journalists.a Two prime-time television programmes, co-produced with Mission support, helped bring national attention to gender stereotypes and violence against women in media reporting. Public trust in the national public service broadcast - RTCG - remained steady, with 51.6 per cent of respondents affirming the broadcaster's role as a public service provider.

Two extra-budgetary projects complemented core activities: one focused on monitoring trials in high-level organized crime and corruption cases, and the other supported national authorities in reducing the risk of unplanned explosions and diversion of arms and ammunition from Ministry of Defence storage sites.

OSCE MISSION TO SERBIA

Head of Mission: Ambassador Jan Braathu, until December 2024. Carolina Hidea, Acting Head of Mission from 6 December 2024.

Budget: UB: EUR 6,255,583. ExB: EUR 1,564,991

Staff: 16 International Staff: (15 UB, 1 ExB) 115 Local Staff: (93 UB, 22 ExB)

Overview of key achievement in 2024

In 2024, the [Mission to Serbia](#) continued to support Serbia in strengthening democratic institutions, media freedom, human and minority rights, and rule of law. The Mission worked with national and local institutions to enhance institutional accountability, improve transparency, and promote inclusion, with particular attention to the participation of women, youth, and members of national minorities in public life. It continued to foster dialogue and co-operation across political and social divides, and to contribute in a meaningful way to creating greater trust between citizens and state institutions.

Overview of main activities and achievements

In close co-operation with the OSCE Mission in Kosovo, the Mission organized the 10th Dialogue Academy, where 24 young women from Belgrade and Pristina were equipped with skills in mediation, reconciliation, and peacebuilding, leading to increased dialogue between future leaders to reduce tensions and improve stability.

Under the Mission's auspices, the Permanent Working Group for the Safety of Journalists implemented all 11 Action Plan activities for 2023-2025, expanding outreach on the safety of media workers and improving co-operation among local police, prosecutors, and media, contributing to strengthening journalists' protection mechanisms. The Working Group continues to serve as a model for other countries.

Through the Professional Practice Programme (PPP) for young professionals from under-represented communities in south and southwest Serbia and the Active Citizenship Initiative for high school students from southwest Serbia, the Mission supported increased youth understanding of and integration into state institutions, democratic processes, good governance principles and the importance of youth engagement in public life; with the PPP promoting integration in place of alienation.

The Mission-piloted South Serbia Youth Talks facilitated 30 young Albanians, Roma and Serbs from Bujanovac, Preševo and Medveđa, to break down stereotypes affecting inter-community relations, increasing dialogue and stability in the region.

The Mission's support contributed to increased recruitment of police officers from national minority communities, resulting in greater representation within the police and laying the groundwork for enhanced trust between law enforcement and these communities by reducing tensions.

With the Mission's support, the CSN Foundation's Cyber-Hero Initiative, was implemented in line with Serbia's Cybersecurity Strategy, to enhance youth engagement in cybersecurity through education, practical training, and the organisation of the national competition. This year's programme saw a record participation of young women. Serbia ranked 19th in the 2024 European Cybersecurity Challenge, the best of the participants from the Western Balkans and several European countries' teams.

As part of the Mission's continued support for Serbia's judiciary, Serbia joined the OSCE regional project on trial monitoring of organized crime and corruption cases, resulting in monitoring for high-profile cases.

The Mission's assistance contributed to advancing judicial independence by supporting the development of bylaws that enable the effective implementation of the 2022 constitutional changes.

OSCE MISSION TO SKOPJE

Head of Mission: Ambassador Kilian Wahl

Expenditure: UB: EUR 6,452,699 ExB: EUR 1,803,412

Staff: 22 international staff; 96 local staff; 14 ExB staff

Overview of key achievement in 2024

The [Mission to Skopje](#) supported reforms to bolster judicial independence, improve police-prosecutor co-operation, advance social cohesion and community rights, and strengthen the inclusion of women and youth in key decision-making processes. Following external evaluations of its programmes, and consultations with the incoming government, the Mission initiated a new, long-term strategic approach set to begin in 2025.

Overview of main activities and achievements

In 2024, the Mission played a key role in supporting more inclusive, data-driven, and participatory elections. By partnering with the State Election Commission (SEC), it strengthened electoral education through a comprehensive Training of Trainers program, equipping 108 certified trainers to prepare 28,000 election administrators. For the first time, gender mainstreaming was fully integrated into training, prompting the SEC to adopt gender-sensitive policies and publish its first gender-disaggregated electoral data.

The Mission also re-engaged civil society by convening a national dialogue on CSO participation and helped the SEC to improve transparency and professionalism through a new post-election Communication Strategy - laying the foundation for a more representative electoral process.

The Mission launched a cross-dimensional task force to strengthen dialogue between local authorities and the Roma community in Bitola, the '*Bitola Task Force*'. Bringing together police, municipal officials, and Roma representatives, the Bitola Task Force worked to rebuild trust, enhance communication, and address security concerns. It also tackled educational segregation by realigning school catchment zones to ensure equal access for Roma pupils. Following its success, the initiative is being replicated in other municipalities in 2025 to foster constructive dialogue nationwide.

The Mission scaled up anti-corruption efforts. It brought together 80 mayors and senior officials for four targeted workshops and delivered a hands-on, eight-module training to 85 integrity officers from 18 municipalities and the City of Skopje. According to a February 2025 report of the State Commission for the Prevention of Corruption, the number of municipalities rated as having a "very good" or "good" level of implementation jumped from just 1.4 per cent in 2023 to 14 per cent in 2024. Even more encouraging, 13 percent of local governments implemented over half of the core integrity system components, marking real progress toward more transparent and accountable local governance.

CENTRE IN ASHGABAT

Head of Centre: Ambassador John MacGregor

Expenditure: EUR 1,601,272: ExB: 227,531

Staff:UB; 6 international staff and 23 local staff. 2 ExB ICC short-term staff and 5 ExB local staff

Overview of key achievements in 2024

The [Centre in Ashgabat](#) prioritized support in promoting confidence and security-building measures and arms control, enhancing good governance practices and reducing methane emissions, as well as advancing the penitentiary system, addressing domestic violence and advocating media literacy.

Overview of main activities and achievements

The Centre, jointly with the CPC/FSC Support Unit, presented OSCE arms control assistance programmes and regional initiatives focusing on SALW/SCA trafficking, physical security and stockpile management. The Centre facilitated the exchange of military information under the OSCE Vienna Document. and enhanced the capacities of law-enforcement and border security officials in addressing terrorism, violent extremism, drug trafficking, and cybersecurity. The Centre's extra-budgetary border project promoted gender mainstreaming in the border sector and prepared a pool of national trainers on border patrolling, K9 and first aid areas.

As the host government's key partner in addressing anti-money laundering / combatting terrorism financing / combating proliferation financing (AML/CFT/CPF), the Centre continued to support national efforts through the Good Governance Resource Centre (GGRC) at the Ministry of Finance and Economy of Turkmenistan. Using the GGRC, the Centre updated the Law on AML/CFT/CPF, strengthened state employees' capacities and supported the implementation of the country's recommendations detailed in the Eurasian Group Mutual Evaluation Report. The Centre worked to integrate gender and youth perspectives by supporting four students, including two females, who won awards at the IV International Olympiad on Financial Security 2024, after AML/CFT training.

The Centre supported the development of Turkmenistan's National Report on the Aarhus Convention (2021-2025) and promoted best practices in methane emission management, contributing to national efforts under the Global Methane Pledge. The Centre also provided expertise to the draft Laws on Climate Change and Reduction of Greenhouse Gas Emissions. The Centre promoted green energy transition through renewable and alternative energy development and research.

The Centre supported the capacity building of key staff members in the justice and penitentiary systems to implement advanced approaches to justice. This contributed to the reduction in prison overcrowding and improving the penitentiary system. The Centre's flagship project on domestic violence supported the development of strategic action plans and road maps to address the issue in the country.

The Centre started preparing a pool of national trainers on media literacy and trained journalists to write stories for digital media and report on elections. It also shared journalistic best practices and facilitated the advancement of journalism education.

OSCE PROGRAMME OFFICE IN ASTANA

Name of Head of Executive: Dr. Volker Frobarth

Expenditure: UB: EUR 2,204,966 ExB: EUR 646,645

Staff: 6 International Staff, 22 local staff, of which 11 are ExB

Overview of key achievement in 2024

The [Programme Office in Astana](#) continued to foster dialogue and co-operation between government, civil society, academia, the private sector and the international community, with an overarching focus on supporting the presidential reform agenda in all three OSCE dimensions of security.

Overview of main activities and achievements

As a part of its **preventing/countering violent extremism and radicalization that lead to terrorism (P/C VERLT)** activities and recognizing the importance of including children and youth in the peace and security agenda, the Office supported the 'TurKIDstan' initiative, which convened ten children between the ages of 7 and 12 years old who were repatriated from conflict zones in Syria within the framework of Kazakhstan's special humanitarian operation "Jusan". Together with the NGO "Zhaiyk Zhuldyzy", local authorities, and UNICEF, the children took part in cultural and educational activities in Turkistan province, including visits to historical sites and a psychological reflection session. The aim of the activity was to make a meaningful contribution to reintegration efforts, while also reinforcing the role of local institutions and civil society in supporting vulnerable groups. By engaging in these experiences, the 'TurKIDstan' initiative provided participants with critical emotional support, cultural exposure, and positive social interaction, thereby contributing to their overall well-being.

In the second dimension, the Office contributed to the capacities of the host country in the area of disaster risk reduction by finalizing a two-year initiative of developing digital safety passports and interactive maps of Kazakhstan's regions for use by the Ministry for Emergency Situations. The initiative provided a comprehensive solution through the use of information technologies, which enabled the Ministry to monitor and predict both natural and human-induced disasters in real time. Equipped with this valuable resource, which provides reliable information about potential emergency triggers, enables early warning and allows for pre-emptive measures and strengthens response strategies.

As part of its long-standing commitment to promoting equal rights and inclusive participation, the Office, in partnership with the Constitutional Court of Kazakhstan, made Kazakhstan's Constitution accessible to persons with disabilities by transcribing, printing and distributing it in Braille in both Kazakh and Russian languages. Copies were also distributed to local authorities and libraries in all regions of Kazakhstan. This initiative marked the first time the country's foundational legal document was made available in Braille, expanding

access to legal knowledge and civic education amongst persons with disabilities and underscoring the importance of removing informational barriers.

OSCE PROGRAMME OFFICE IN BISHKEK

Head of Office: Ambassador Alexey Rogov

Expenditure: UB: EUR 6,806,375 ExB: 2,062,785

Staff: UB: 11 international and 111 local fixed-term staff. ExB: 5 international; 6 local

Overview of key achievements in 2024

In 2024, the [Programme Office in Bishkek](#) advanced regional security and development through several key initiatives, such as promoting best practices in border security and community engagement through law enforcement training and outreach, collaborating with the Ministry of Emergency Situations to build its early warning and crisis response capacities and further implementing its financial literacy initiatives by focusing on youth, and facilitating a regional youth forum addressing the gender dimensions of trafficking in human beings, culminating in a co-operation plan and media campaign to combat this issue.

Overview of main activities and achievements

In 2024, the OSCE Programme Office in Bishkek (POiB) played a pivotal role in advancing Kyrgyzstan's security, governance, and sustainable development through a range of impactful initiatives. By engaging with the host State and key stakeholders via the Consultative Mechanism, the Office promoted collaboration between state institutions and civil society, aligning joint efforts with national priorities. This platform enabled dialogue across all three OSCE dimensions, while promoting gender mainstreaming and ensuring that the Office's programmes addressed the country's diverse and evolving needs.

In the Politico-Military Dimension, in partnership with the TNTD, POiB conducted specialized training for border and customs officials on crisis management and behavioural analysis, which strengthened their ability to detect and respond to potential threats. The Office also facilitated consultations on the protection of critical infrastructure and public spaces, contributing to national resilience against security risks.

Two extra-budgetary projects supported the safe storage of Small Arms and Light Weapons and efforts to combat their illicit trafficking. In a further demonstration of its commitment to public and environmental safety, POiB launched a project with the FSC Support Section to ensure the safe removal and disposal of hazardous rocket fuel components, Samin and Mélange.

In the Economic and Environmental Dimension, the POiB enhanced the disaster risk management capacity of the Ministry of Emergency Situations with technological support and mapping 969 hazard-prone areas. More than 700 personnel were trained on the System-112 emergency response platform, and over 5,000 awareness materials were distributed nationwide to strengthen local environmental governance. In co-operation with the National Bank of Kyrgyzstan, the Office expanded its financial literacy campaign with a special focus on youth. A total of 137 training sessions were held across the country for secondary school students, covering topics such as budgeting, digital finance, savings, taxation, and financial safety. This initiative promoted inclusive economic participation and empowered young people to make informed financial decisions.

In the Human Dimension, the POiB advanced the protection of human rights and the rule of law through targeted support for the implementation of the national Penitentiary Reform Strategy. The Office enhanced the capacity of prosecutors, judges, and lawyers, with a particular emphasis on the prevention of torture in detention facilities. It also engaged youth by promoting awareness of governance, civic activism, and electoral rights, thus helping to cultivate a new generation of informed and active citizens.

The OSCE Academy in Bishkek continued to serve as a regional hub for academic excellence, research, and policy engagement. In 2024, graduate degrees were awarded to 36 graduates from seven countries, expanding the alumni network to 655 professionals. The Academy hosted its Annual Security Conference, with a focus on human security topics such as food, energy, and cybersecurity, and organized public lectures addressing key regional challenges. It also produced policy briefs on critical issues like climate adaptation and peacebuilding in the Fergana Valley, contributing to evidence-based policymaking across Central Asia. Through these initiatives, the Academy further strengthened its role in fostering regional cooperation and development.

OSCE PROGRAMME OFFICE IN DUSHANBE

Head of Mission: Ambassador Willy Kempel

Expenditure: UB: EUR 7,293,627 ExB: EUR 5,891,291

Staff: UB 110 local and 22 international. ExB42: local and 5 international

Overview of key achievements in 2024

The [Programme Office in Dushanbe](#) (POiD) continued to strengthen border security, crisis response, and police reform through training and equipment, while also addressing explosive hazards risks. It advanced digitalization, trade facilitation, disaster preparedness, and supported media reform, anti-discrimination, women's empowerment and domestic violence survivors.

Overview of main activities and achievements

The POiD focused on building local security capacities and building capacities to respond to local and transnational security threats. National instructors from Tajikistan led the first regional training course in explosive hazard response, with full national ownership and certification. Specialized training for Tajikistan's border troops promoted leadership, cross-border co-operation, patrolling capacity, crises response and gender-responsive policies. The provision of personal protective equipment, boats, ambulances, communications tools and advanced monitoring systems further strengthened Tajikistan's ability to secure its borders, with a focus on border protection with Afghanistan.

Significant progress was made in improving storage infrastructure for Small Arms and Light Weapons and Conventional Ammunition.

POiD-supported mobile police services also improved citizen's engagement, legal aid, and gender-sensitive policing in remote communities.

Environmental protection, economic development, disaster risk reduction and water resource management were improved through training, legislative support, and inter-agency co-operation.

POiD advanced digitalization by developing a platform for managing transport assets, and boosting efficiency in road maintenance. It supported trade facilitation through a new logistics center concept and created new customs training modules.

POiD also updated training curricula and trained first responders, strengthening the government's search and rescue capacity, which led to successful real-life operations and improved community preparedness.

POiD promoted the rule of law, media freedom, human rights, and gender equality. The new journalism curriculum developed with POiD support, was formally adopted and implemented, annually training 500 journalism students.

POiD supported the newly established Anti-Discrimination Department within the Ombudsperson's Office to implement the region's first non-discrimination law and supported its alignment with international standards. Support for domestic violence survivors expanded via a network of women resource centers providing legal and psychosocial aid, training and awareness campaigns reaching over 15,000 people.

OSCE PROJECT CO-ORDINATOR IN UZBEKISTAN

Head of Executive Structure: Ambassador Antti Karttunen (since January 2024)

Expenditure: UB: EUR 2,392,867: ExB: EUR 64,766

Staff: UB: 4 international and 36 local; ExB: 2 international

Overview of key achievements in 2024

In 2024, the [Project Co-ordinator in Uzbekistan](#) (PCUz) supported Uzbekistan's cybersecurity, counter-terrorism and anti-trafficking efforts through capacity-building, regional collaboration and awareness campaigns. It also promoted digital inclusion by training women and supporting youth start-ups, while advancing judicial reforms, torture prevention and constitutional justice via expert training and international exchanges.

Overview of main activities and achievements

The PCUz trained over 150 businesswomen in Syrdarya region in computer literacy, e-commerce and digital marketing, boosting women's digital capacity and economic participation. In Khorezm region, more than 300 young people engaged in PCUz-supported business workshops, ideathons, a start-up incubation programme and coding courses. These activities underline the PCUz's support to entrepreneurship and youth employment through digitalization.

The PCUz enhanced Uzbekistan's cyber resilience by training over 60 ICT specialists in advanced cybersecurity tools and techniques.

It supported over 100 officials in strengthening critical infrastructure and aligning with global counter-terrorism standards.

Additionally, the PCUz brought together more than 80 stakeholders in a multi-sector dialogue on preventing violent extremism.

The PCUz also supported the launch of the Regional Expert Council on the reintegration of returnees from conflict zones.

On the topic of Combatting Trafficking in Human Beings, the PCUz organized a regional round table on victim protection for 40 participants, produced the "Youth Against Human Trafficking" campaign and supported Uzbekistan's participation in major anti-trafficking forums.

In torture prevention, the PCUz trained over 60 penitentiary staff and forensic professionals on gender-sensitive practices and the Istanbul Protocol.

INSTITUTIONS

The OSCE includes three institutions dedicated to specialized areas of work: the Office for Democratic Institutions and Human Rights promotes democratic development and human rights; the High Commissioner on National Minorities uses quiet diplomacy and early action to seek resolution of ethnic tensions that might endanger peace and security; and the Representative on Freedom of the Media monitors media developments and provides early warning on violations of freedom of expression and media freedom.

OFFICE FOR DEMOCRATIC INSTITUTIONS AND HUMAN RIGHTS (ODIHR)

Head of Institution: Mr. Matteo Mecacci (until September 2024)

Dr. Tea Jaliahvili (September until December 2024)

Ms. Maria Telalian (from December 2024)

Expenditure: UB: EUR 16,790,498; ExB: EUR 8,772,849.

Staff: 76 International staff, 70 local staff, of which 26 are ExB

Overview of Key Achievements in 2024

[ODIHR](#) continued its work to support countries across the OSCE region in strengthening democratic institutions and the rule of law, as well as respect for the rights and fundamental freedoms of every individual. See the [ODIHR Annual Report 2024](#).

Overview of main activities and achievements

Playing a vital role in safeguarding electoral integrity and democratic standards, ODIHR deployed some 2,500 observers in 32 states, including in 20 EU countries for the European Parliament elections. For the first time, a person with a disability led an observation mission, reaffirming ODIHR's commitment to accessibility and equal representation in elections.

ODIHR marked twenty years of legislative assistance, publishing its flagship [Guidelines on Democratic Lawmaking for Better Laws](#) and its 500th legal review, benefiting almost 40 countries. ODIHR's legal advice is regularly cited internationally, (e.g., by the European Court of Human Rights) demonstrating the lasting influence of our work. All opinions are available on [LEGISLATIONLINE](#).

ODIHR continued to document the most serious violations of international law of the conflict in Ukraine. Over seven monitoring missions in 2024, ODIHR monitors conducted more than 170 in-person interviews with survivors and witnesses. Together with remote monitoring, these interviews provided the basis for public reports on violations of international law in Ukraine, contributing towards future accountability for such violations.

Alongside its [Hate Crime Report](#) and extensive experience of training prosecutors, as well as judges and law enforcement, in 2024, the Office developed the step-by step guide [Hate Crime prosecution at the Intersection of Hate Crime and Criminalized Hate Speech: a Practical Guide](#). This help prosecutors overcome practical challenges and ensure appropriate support for victims across the OSCE region.

ODIHR continued its work to combat racism and discrimination against Roma and Sinti communities. It carried out a comprehensive analysis of current trends, as space for civil society continues to shrink, leaving critical gaps in the ability to address human rights violations.

ODIHR continued to monitor assemblies to ensure respect for freedom of peaceful assembly, as well as the transparency and accountability of law enforcement agents and

other state authorities. To date, the Office has observed 143 public assemblies and published six reports. To meet the growing demand for ODIHR's assembly monitoring training, ODIHR launched an [online course on independent monitoring of freedom of peaceful assembly](#).

ODIHR worked with several parliaments across the OSCE region to increase gender equality in politics and the political participation of women, as well as improving parliamentary ethics. The Office also launched targeted work on addressing violence against women in parliaments.

Among other meetings, ODIHR organized three Supplementary Human Dimension Meetings and supported the organization of the 2024 Warsaw Human Dimension Conference. Together these events gathered some 1,500 participants from governments, civil society and international organizations to review the implementation of OSCE human dimension commitments and discuss emerging challenges.

OSCE HIGH COMMISSIONER ON NATIONAL MINORITIES

Head of Institution: Ambassador Kairat Abdrakhmanov (until September 2024)

Mr. Marek Szczygiel (September to December 2024)

Ambassador Christophe Kamp (from December 2024)

Expenditure: UB: EUR 3,542,799: ExB: EUR 658,076

Staff: 14 international contracted staff, 5 international seconded staff, 16 local staff, 3 ExB staff

The mandate of the OSCE [High Commissioner on National Minorities](#) (HCNM) is to provide early warning and take early action at the first sign of tensions involving national minorities in the OSCE region. Integration with respect for diversity reduces the risk of conflict.

Overview of main activities and achievements

As part of HCNM's longstanding engagement on multilingual education (MLE), HCNM assisted Kyrgyzstan's Ministry of Education to organize its "National Forum on Multilingual Education" in Bishkek, where the future of MLE in the country was discussed. The National Forum was the final segment in a series of activities in October, dubbed the "Month of Multilingual Education".

In parallel, HCNM organized a study visit to the border area between Germany and Denmark for a delegation of Ukraine's State Service on Ethnic Policy and Freedom of Conscience. The visit, facilitated by the European Centre for Minority Issues in Flensburg, demonstrated how Germany and Denmark manage minority-related issues in the border region. The experience of these countries, with a history of conflict and contestation, serves as a good example of minority accommodation and inclusion in practice as well as cross-border co-operation for other OSCE participating States.

In Ukraine, HCNM intensified its capacity-building efforts to help institutions develop and implement integration policies that support diversity and helped the office of the Ukrainian Parliament Commissioner for Human Rights strengthen its ability to monitor minority rights.

In July, HCNM organized the fourth annual HCNM Inter-Agency Roundtable (IART) in The Hague for agencies and bodies from across the OSCE region that are responsible for implementing integration policies and handling minority issues. Drawing inspiration from this cross-regional event, HCNM supported the Regional Conference on Co-operation with National Minorities in Sarajevo, hosted by the Bosnia and Herzegovina Ministry of Human Rights and Refugees. With participants from six jurisdictions in Southeast Europe, the gathering was a momentous occasion in overcoming the challenges and complexities of a diverse region and harnessing the benefits of its rich tapestry of languages and traditions.

Co-operation with the United Nations High Commissioner on Refugees (UNHCR) on statelessness prevention continued throughout the year and culminated in HCNM joining the Advisory Committee of the Global Alliance to End Statelessness.

Natur og Ungdom, a Norwegian youth organization, received the 2024 Max van der Stoel Award for its efforts to give young people of all backgrounds a voice in environmental policy, build bridges between diverse communities and advocate for Sámi interests and environmental rights.

An expert meeting on contested histories and national minorities in The Hague discussed how policymakers can address contested historical narratives and develop more inclusive policies on these issues.

In December, as a result of its research into gender and national minorities, especially from the perspective of the Women, Peace and Security Agenda, the office of the HCNM produced a preliminary draft of recommendations on national minority women and conflict prevention.

OSCE REPRESENTATIVE ON FREEDOM OF THE MEDIA

Head of Institution: Ambassador Jan Braathu (from December 2024)
Mr. Philippe Tremblay (September until December 2024)
Ms. Teresa Ribeiro (until September 2024)

Expenditure: UB EUR 1,608,800 ExB: EUR 897,091

Staff: 7 international staff; 6 seconded; 4 local staff; 5 ExB

Overview of key achievement in 2024

The work carried out by the OSCE [Representative on Freedom of the Media](#), and the RFoM Office throughout 2024 has been key in providing supporting to participating States (pS) in upholding their media freedom commitments. Furthermore, it set important standards related to the protection of media freedom in the context of today's technological developments.

Overview of main activities and achievements

The monitoring of developments affecting media freedom in all 57 pS and the promotion of full compliance with OSCE commitments and international obligations regarding media freedom and freedom of expression remained the core activities of the RFoM. Throughout 2024, the RFoM registered a total of 160 interventions which served as early warning to pS. The Representative also prepared legal reviews in cooperation with ODHIR highlighting concerns about legal developments affecting the media in Uzbekistan, Georgia, and Cyprus.

The RFoM continued to work closely with States, executive structures, including field operations, as well as with civil society, academia and IGOs. An exemplary demonstration of collaboration with other intergovernmental bodies is the Joint Declaration on the Climate Crisis and Freedom of Expression by OSCE RFoM with the freedom of expression mandate holders at the UN, OAS, and ACHPR.

The implementation of the Ministerial Council Decision 3/18 on Safety of Journalists remained a core focus of work in 2024. The RFoM also published an important standard-setting Position Paper on attacks against journalists as war crimes during armed conflict to explain the protection that journalists are due in armed conflict under international humanitarian law (IHL) and reiterating that deliberate attacks against journalists during an armed conflict constitute war crimes.

On a programmatic level, the RFoM organized numerous meetings of experts to discuss emerging media freedom issues and receive advice to develop policy recommendations.

Throughout 2024, the RFoM published five in-depth reports, which in most cases were the result of close consultation with leading international experts, and which offer policy recommendations for pS to address some of the big media freedom challenges of our times.

These reports cover diverse issues such as the interdependence between media freedom, democracy and security; the challenges posed by AI and Big Tech for media freedom and independent journalism; and States' responsibility to promote clear understanding within society about the importance of media freedom. This topic was also covered by the Communiqué on promoting Media Freedom Literacy in the OSCE pS.

SECRETARIAT

The Vienna-based Secretariat supports the [Secretary General](#), carries out programmatic work in support of OSCE commitments, supports OSCE field activities and Chairpersonship, maintains relations with international and non-governmental organizations, and provides conference, language, administrative, financial, personnel and information technology services.

The Secretariat comprises eight Departments and was led by H.E. Helga Maria Schmid (until September 2024) and by H.E. Feridun H. Sinirlioğlu (from December 2024), who was appointed by participating States at the Ministerial Council in Valletta through [MC Decision 02/24](#).

OFFICE OF THE SECRETARY GENERAL

Head of Department: Patrick O'Reilly (Acting)

Expenditure: UB: EUR 12,784,867 ExB: EUR 2,080,973

Staff: 88 (26 International, 55 Local, 7 ExB)

Overview of key achievement in 2024

2024 marked a transition in leadership with the end of Secretary General Schmid's mandate in September, a transition period during which the essential functions of Secretary General were exercised by the Director of the Conflict Prevention Centre and Deputy Head of the Secretariat Kate Fearon, and finally the appointment of Secretary General Sinirlioğlu in December 2024.

Overview of main activities and achievements

Throughout the year, the Executive Management team continued to provide co-ordinated policy advice to the leadership of the Organization, assisting the Secretary General and the OIC/SG in ensuring operational efficiency and effectiveness across executive structures, and the OSCE Chair in implementing its mandate by facilitating coordination with Secretariat departments and other executive structures.

The ExB Project “Strategic Advisory Support (SAS) (2022-2026)” supported the OSCE Secretary General, Chair and Troika with expertise and advice. The Expert Network on the OSCE continued expanding, bringing together academic institutions and think tanks working on OSCE-related topics, producing academic articles, reports and analyses, and engaging in discussions on geopolitical developments and implications for OSCE. The second Annual Meeting of the Expert Network on the OSCE was held in Vienna, with the participation of experts and participating States’ delegations in Vienna. The project team also invited experts to engage in internal discussions with OSCE staff, and represented the OSCE in external security conferences.

Youth support has been carried out within the framework of the ExB Project “Accelerating the implementation of the Youth and Security Agenda in the OSCE region”. In 2024 a number of events were organized, including a four-day training for OSCE Youth Focal Points on implementing the Youth, Peace and Security Agenda; a ‘Model OSCE’ targeting youth from South-Eastern Europe; the establishment of the OSCE Pool of Young Experts and their training; and facilitation of the dialogue between state officials and civil society organizations in Kyrgyzstan on the adoption of the National Action Plan on Youth, Peace and Security (which was ultimately adopted at the beginning of 2025).

For External Co-operation (ExCo), strengthening partnerships with other international and regional organizations as well as with OSCE Asian and Mediterranean Partners for Co-operation continued to be a key focus. By supporting the Secretary General, the OSCE Troika and internal stakeholders, ExCo contributed to advancing political dialogue and to facilitating the exchange of expertise, including staff-to-staff talks, with OSCE's key institutional partners and Partners for Co-operation. A particularly rich agenda of engagements with Asian Partners allowed for maximizing synergies and sharing best practices, which exemplified the interconnectedness of security and provided a space to discuss common challenges. It also reviewed opportunities for practical co-operation benefitting relations with Mediterranean Partners for Co-operation. ExCo continued to manage the Partnership Fund (established by PC.DEC/817), which supports activities and projects within Asian and Mediterranean Partnerships. Of note was the consecutive iteration of an ExB-funded Study Visit Programme organized by ExCo, which brought together young diplomats from both Partnerships and familiarized them with the OSCE. In addition, ExCo established a new workstream related to resource mobilization and partnerships, aimed at developing co-ordinated approaches to extra-budgetary funding for OSCE projects and strengthening donor relations.

Security Management continued ensuring the security and safety of OSCE staff, providing recommendations and strategic support to Executive Structures and the Secretariat. Situational awareness among staff was strengthened through regular advisories, warden training, and coordination with programmatic departments. Additionally, a comprehensive security and emergency preparedness training concept was developed, incorporating lessons from previous exercises. Trainings included HEAT, SIMEXs with dedicated Security Management Team sessions, and evacuation/relocation tabletop exercises. In 2024, the Safe Travel System (STS) ExB project became a core component of daily operational support, emergency response, and mission facilitation in the SPU and POiB. Initiated in 2024, the OSCE Security Training Initiative aims to enhance the security culture and crisis preparedness of OSCE staff by providing comprehensive security-related training to improve risk management and personnel safety in all Executive Structures in the next three years.

The Office of Legal Affairs continued to deliver advice to the SG, Chair and all executive structures on the full range of legal issues that affect the OSCE. These included interpreting the regulatory framework; handling administrative appeals and complaints; advising on host country arrangements, privileges and immunities issues, taxation, duty of care, dispute settlement, tenders and negotiations of complex contracts, and administrative policies; along with addressing ad hoc legal issues that arose.

[Communications and Media Relations Section](#) continued to promote the work of the Secretariat and OSCE field operations. The team strengthened its focus on refining its messaging, campaigns and especially social media to promote the OSCE's programmes and activities and the positive impact they have on people in the region. It continued to focus on elevating the importance of communications with key stakeholders and, in doing so,

ensured that senior management received timely strategic advice. This resulted in greater engagement on the social media platforms LinkedIn (194 per cent increase) and Instagram (165 per cent increase), as well as a 12 per cent increase in followers overall from 2023 to 2024.

Despite budgetary challenges, Conference and Language Services (CLS) continued to provide high-quality meeting and language services to participating States, the Secretariat and executive structures, distributing almost 9000 documents, arranging over 2000 meetings in the Hofburg, including 48 PCs, 29 FSC meetings and 4 FSC-PC meetings, and providing support for the Valletta Ministerial Council.

The [Gender Issues Programme](#), particularly through the WIN project (“WIN for Women and Men - Strengthening comprehensive security through innovating and networking for gender equality”), strengthened the implementation of the Women, Peace and Security (WPS) agenda by promoting women’s leadership and participation in peacebuilding through initiatives such as the Networking Platform for Women Leaders, the Women’s Peace Leadership Programme, and the Young Women for Peace Initiative. It supported the development of National Action Plans (NAPs) on UNSCR 1325, particularly in Central Asia and Eastern Europe, advanced the economic empowerment of women through digital tools and analysed the impact of climate change and corruption on gender equality. A key focus remained on combating gender-based violence (GBV), with targeted training for security, justice and police personnel, and civil society representatives, and a high-impact 16 Days of Activism campaign in 2024 that spotlighted online violence against women.

The [Documentation Centre in Prague](#) (DCiP) contributed to the visibility of OSCE work and its impact by hosting researchers from the OSCE region and Partners for Co-operation, and by strengthening its contacts with the international archival and information management community. As part of its outreach, the DCiP gave lectures on the OSCE and its CSCE/OSCE Archives at universities and at thematic conferences and reached more than one hundred young diplomats, students and trainees through its presentations. In addition, the DCiP supported the concluding meeting of the 31st EEF held in Prague on 12-13 September. The Centre acted as the focal point for the technical set-up of the conference venue and the organization of side-events. Finally, the DCiP assisted in hosting other events in Prague.

Records Management focused on the revision of the Financial and Administrative Instruction 3 on Records Management, and on the revision and drafting of many relevant policies and procedures to complete a comprehensive Records Management framework applicable across Executive Structures. The team held extensive consultations across departments and executive structures, engaging with colleagues, and ensuring that their input was taken into account in support of a successful implementation of these processes.

In addition, the team conducted an extensive appraisal exercise regarding its semi-active and closed records collections, resulting in the disposition of approximately 125 linear meters of records at the Records Centre in Vienna. Subsequently, Records Management

coordinated and completed the transfer of 70 linear meters of records to the Document Centre in Prague, where records are archived for permanent preservation, in support of the preservation of institutional memory. As a result of this exercise, valuable office space in Vienna was freed up, contributing to a more efficient and effective utilization of available workspace.

CONFLICT PREVENTION CENTRE

Head of Department: Catherine Fearon

Expenditure: UB EUR 5,238,600; ExB: EUR 10,613,593

Staff: 82 (41 International; 20 Local); 21 ExB

Overview of key achievement in 2024

In 2024, the [Conflict Prevention Centre](#) (CPC) advanced OSCE priorities in conflict prevention, crisis response, politico-military security and programme support. CPC enabled high-level political engagement through over 30 High-Level engagements in the field and active involvement in regional dialogue mechanisms such as the IPRM and GID, while also fostering internal alignment through regional HoM meetings and a pilot Deputy HoM platform. CPC strengthened implementation of CSBMs, SALW/SCA frameworks, and key OSCE documents, deploying the iMARS system for real-time military data exchange. CPC further reinforced crisis preparedness through simulations, cybersecurity co-ordination, and rapid deployment readiness. Finally, CPC increased staff capacities across the OSCE through training for 734 OSCE personnel on programming and project management.

Overview of main activities and achievements

In politico-military security, CPC supported safe rocket fuel disposal from Kyrgyzstan, making a densely populated area safer. CPC advanced SALW control in South Eastern Europe deploying police dogs for detection and deactivation. CPC supported law enforcement agencies in Ukraine in preventing and countering illicit trafficking of weapons, ammunition and explosives (WAE) by delivering specialized vehicles, K9 assets and providing a nationwide awareness campaign.

CPC delivered key technological advancements to modernize OSCE capabilities: the development of the Information Management and Reporting System (iMARS) reached a major milestone, enabling participating States to receive real-time military data updates via the secure OSCE Communications Network—enhancing monitoring, verification, and geo-spatial analysis in support of CSBMs and arms control agreements; CPC launched the OSCE-wide Geographic Information System (OGIS) application development - a strategic step toward digitalizing workflows across conflict analysis, planning, security, evaluation, and knowledge management.

CPC strengthened OSCE mediation capacities through expert support, a mapping study on dialogue facilitation, and the flagship Mediation Course. CPC managed large repository programmes such as the Support Programme for Ukraine, RIAOR addressing Afghanistan's regional implications, SALW and the EU-funded Regional Trial Monitoring Project, both in SEE. CPC implemented targeted programming such as the cross-regional Youth Dialogue

Project. Complementing these efforts, CPC's Programme Support functions reviewed an extrabudgetary portfolio of 218 projects with a combined budget of €391 million, while strengthening staff capacity through training for 734 OSCE personnel on programming and project management.

TRANSNATIONAL THREATS DEPARTMENT

Head of Department: Ambassador Alena Kupchyna, Co-ordinator of Activities to Address Transnational Threats:

Expenditure: UB: EUR 2,767,900: ExB: EUR 5,759,650

Staff: 30 UB and 24 ExB

Overview of key achievement in 2024

In 2024, the Department carried out capacity-building projects, enabled the sharing of information and good practices, and convened expert meetings to support OSCE participating States and Partners for Co-operation in their efforts to address transnational threats.

Overview of main activities and achievements

In [combatting terrorism](#), TNTD supported stakeholders with strengthening critical thinking and digital literacy skills in the context of preventing violent extremism, and advanced efforts to protect vulnerable targets through establishing an Expert Advisory Group and conducting capacity-building activities. It also supported the drafting of a new national law on digital evidence, enhancing legal tools for cross-border online crime and terrorism cases while safeguarding human rights. TNTD provided tailored assistance to strengthen national counter-terrorism financing frameworks and co-operation with the private sector.

In [border security and management](#), TNTD supported the development of advance passenger information systems and regional travel security dialogue. It also strengthened the capacities of border, customs and law enforcement officers on forged document and impostor detection, and the identification and prevention of cross-border crimes, as well as the movement of foreign terrorist fighters and high-risk individuals, through the Mobile Training Team. TNTD continued supporting authorities with enhancing airport security, contributed to cultural property protection through the Heritage Crime Task Force and established the Network of Women in Law Enforcement and Border Agencies in Central Asia.

TNTD supported [police development and reform](#) processes, and strengthened the capacities of law enforcement to respond to criminal threats through targeted programmatic activities on asset recovery, cybercrime, gender-based violence, intelligence-led policing and youth crime prevention. It also contributed to relevant policy discussions through side events at key UN meetings on the gender aspects of transnational organized crime and youth crime prevention, and by launching a series of expert round tables on the use of new technologies by law enforcement.

In [cyber/ICT security](#), TNTD continued to support participating States in their implementation of the OSCE's 16 cyber confidence-building measures, with a particular

focus on building national capacities. It facilitated regional co-operation with study visits, workshops and scenario-based discussions on critical infrastructure protection, and enhanced knowledge exchange through annual meetings of national cyber points of contact, expert sessions and practical training events. TNTD published a good practice report with actionable recommendations on national cyber incident classification and continued to deliver on key initiatives, such as its flagship training event on international cyber diplomacy and the annual OSCE Cybersecurity Awareness Month.

OFFICE OF THE CO-ORDINATOR OF OSCE ECONOMIC AND ENVIRONMENTAL ACTIVITIES

Head of Department: Ambassador Bakyt Dzhusupov, Co-ordinator (from February 2024)
Ralf Ernst, Acting Co-ordinator (until February 2024)

Expenditure: UB: EUR 2,235,591 ExB: EUR 5,835,051

Staff: 26 (5 ExB) international staff; 10 (4 ExB) local staff; 1 intern

Overview of key achievement in 2024

The [Office](#) continued to support pS in the OSCE area by initiating new platforms and activities, underlining its leading role in promoting good governance in the second dimension, and addressing corruption risks as well as energy- and climate-related security risks, among others.

Overview of main activities and achievements

The OCEEA supported the Chairpersonship of Malta in organising the meetings of the 31st Economic and Environmental Forum cycle and EEDIM and the conduct of 7 meetings of the Economic and Environmental Committee.

OCEEA implemented a range of new initiatives in the field of **anti-corruption** (establishment of the OSCE Anti-Corruption Focal Point Network, first progress report on OSCE anti-corruption and good governance activities, International Anti-Corruption Day Conference organized with ODIHR); the Office offered concrete capacity-building to pS on preventing and fighting money laundering and terrorist financing, including through the use of virtual assets, as well as asset recovery throughout the OSCE area. Women entrepreneurs in Central Asia received essential digital skills to take their businesses to the next level, and various cross-dimensional activities focused on strengthening youth resilience against corrupt and criminal activities. A pivotal study on the role of financial literacy in youth crime prevention was also carried out.

The Office proactively integrated gender and youth perspectives via the Women in Water Management Network in Central Asia, including as part of the Global Network of Women in Water Diplomacy. In addition, the 2024 Aarhus Centres Annual Meeting successfully took place in Belgrade, featuring youth perspectives in decision-making, climate change and environmental education.

OCEEA advanced efforts to help pS identify and address climate-related security risks and the OSCE Climate and Security Fund Repository Programme was employed as a critical vehicle to support pS across the region. Joint co-operation strategies on climate and

security, pilot initiatives concerning wildfire risk reduction and the understanding of the links between climate, security, and human mobility were implemented in 2024.

OCEEA also expanded its energy security portfolio by tackling energy security challenges from climate-related risks, through assessments in 15 pS and launching climate modeling for resilient energy planning. The OSCE's efforts in energy security, climate resilience, and co-operation was highlighted at COP29 in Baku, while the 2024 Vienna Energy Security Dialogue drew over 200 experts underscoring the value of multilateral energy security dialogue.

OCEEA continued implementing the ExB-project "Assessment of environmental impacts of the war against Ukraine and options for remediation" and developed several new ExB projects (early warning and disaster preparedness measures, transboundary co-operation in the Dniester River, youth engagement in the nexus Water-Food-Energy in Central Asia).

OFFICE OF THE SPECIAL REPRESENTATIVE AND CO-ORDINATOR FOR COMBATING TRAFFICKING IN HUMAN BEINGS

Name of Head of Department: Dr. Kari Johnstone, Special Representative and Co-ordinator for Combating Trafficking in Human Beings

Expenditure: UB: EUR 1,131,293 EUR ExB: EUR 1,461,021

Staff: 11 international staff, 2 local staff, 5 ExB staff

Overview of key achievement in 2024

In 2024, the [Office of the Special Representative](#) supported participating States in formulating and executing effective policies to combat and prevent human trafficking while safeguarding victims' rights and coordinated OSCE anti-trafficking efforts. It provided research, training, and support for policy-making to help States meet their commitments via a cross-dimensional approach across all forms of trafficking.

Overview of main activities and achievements

The 2024 high-level Alliance against Trafficking in Persons Conference under the theme “Beyond Awareness-Raising: Reshaping Human Trafficking Prevention” convened the largest number of in-person anti-trafficking practitioners to date and reinforced the critical need for coordination and survivor-led insights in shaping policies and practices.

The Office reinforced the capacity of anti-trafficking practitioners to identify victims and prosecute perpetrators, by engaging stakeholders in a Mediterranean regional simulation-based training in Italy, conducting workshops on vulnerability factors to trafficking, such as children and disability, and developing tailored guidance and partnering with financial intelligence and authorities to scale up anti-trafficking action in the financial services industry. Assisting States to address human trafficking risks in emergencies, the Office conducted 20 workshops and events for about 800 stakeholders from 33 States to enhance hosting countries' mechanisms to prevent trafficking of those fleeing the Ukraine war.

In 2024, the Office released a number of publications: exploring the nexus between disabilities and trafficking, three anti-trafficking resources for first-line responders and other stakeholders engaged in receiving and supporting Ukrainian refugees, examining the dynamics of trafficking among persons belonging to minority groups, and first-ever policy brief on the misuse of generative artificial intelligence in human trafficking.

At the policy level, official visits to Finland, France, Kyrgyzstan, Poland, Romania, Slovakia, and Tajikistan, virtual engagements with Ukraine and Lithuania, as well as the annual meeting of the National Anti-Trafficking Co-ordinators and Rapporteurs, co-hosted with the Council of Europe, ensured direct dialogue with national authorities to reinforce political will, mobilise resources, and keep anti-trafficking measures at the top of the agenda.

DEPARTMENT OF HUMAN RESOURCES

Name of Head of Department: Mr. Paolo Bernasconi

Expenditure: UB: EUR 4,170.800 ExB: EUR 236,167

Staff: 15 international, 20 local, of which 3 ExB

Overview of key achievement in 2024

In 2024, the Department of Human Resources (DHR) upheld its commitment to integrity, accountability and innovation, serving as an agile partner to participating States and OSCE staff. DHR translated business strategies into modern HR policies, supported transformation processes and helped maintain an ethical, high-performing work environment.

Overview of main activities and achievements

Workforce planning and talent acquisition were further strengthened through the strategic use of analytics, targeted outreach and employer branding initiatives. Continued emphasis was placed on the principles set out in Staff Regulation 3.01, while maintaining focus on cost containment measures and organizational agility. Revision 3 of Staff Instruction No. 17 on Standard Recruitment and Selection Procedures and upgrades to HR systems and automation tools improved candidate experience and recruitment lead times.

Cost-effective e-learning and blended solutions were prioritized in learning and development initiatives, advancing easier access across the Organization. The Mentoring Programme for Women was successfully re-launched with its largest-ever cohort. A modernized job design and classification approach improved transparency.

The Medical Office advanced initiatives in the areas of occupational health, duty of care and mental health. The issuance of Staff Instruction No. 34 on Medical Clearance established the OSCE medical standard, facilitating the recruitment of fit-for-work staff. A first-ever OSCE-wide psychosocial assessment was carried out, whose results continue to inform management follow-up actions throughout the Organization, including reinforced work on sustaining a professional working environment.

DHR's data-driven and evidence-based approach continued to be strengthened through enhanced analytics capabilities, new dashboards and the delivery of timely and critical analyses. These insights support both the effective functioning of the HR function and the wellbeing of staff.

DEPARTMENT OF MANAGEMENT AND FINANCE

Head of Department: Ms. Miroslawa Boryczka (from November 2024)

Mr. John Aguirre (until November 2024)

Expenditure: UB: EUR 12,305,525 ExB: EUR 52,413

Staff: 30 International Staff, 65 Local staff, of which 10 ExB

Overview of key achievement in 2024

The Department of Management and Finance contributes to security and co-operation in the OSCE region by continued support to all OSCE Executive Structures and participating States in the delivery of their mandates. Client-oriented administrative, information technology and financial services are backed by adequate internal control and risk management systems.

Overview of main activities and achievements

Despite the challenges of operating without an approved Unified Budget and financial constraints that accompanied them, the Department provided uninterrupted service, support and advice to both internal stakeholders and the participating States.

As a central task of its budget and finance services, the Department prepared and delivered the Organization's Unified Budget documents in a timely fashion. It also helped ensure compliance with the CRMS in the use of funds and provided high-quality accounting, treasury, and extrabudgetary contribution management services.

Additionally, throughout the year, it facilitated accurate and regular financial forecasting, guided executive structures, and prepared comprehensive financial reports to ensure early identification of potential resourcing issues, enabling the timely identification of areas at risk of financial shortfall in 2024. As in previous years, the Department submitted the Organization's financial statements on time, receiving an unqualified audit opinion.

Apart from the budget and finance services, the Department continued to support Executive Structures with the management of their material resources through the provision of client support and policy guidance on procurement, assets, logistics, travel and facilities management.

Furthermore, the Department provided essential ICT services to the entire Organization, enabling all stakeholders to deliver on their respective mandates. The Department continued to upgrade its ICT portfolio to meet the needs of the OSCE in a cost-efficient and effective manner. In 2024 the Department delivered several major ICT initiatives, including a new OSCE intranet, a new Business Intelligence platform, migration to Windows 11, and essential security updates to the OSCE-wide "Secure Microsoft Infrastructure" environment.

Relying on its crucial role as a “second line of defense” on all activities, the Department continued to carry out its functions and further strengthened the internal control environment.

OFFICE OF INTERNAL OVERSIGHT

Head of Department: Ms. Susanne Frueh, Director of Internal Oversight

Expenditure: UB: EUR 1,901,143 ExB: EUR 101,372

Staff: 17 international staff (11 contracted, 6 seconded), 2 local staff.

Overview of key achievement in 2024

In 2024, the Office's internal auditors continued to provide assurance to the participating States on the adequacy of the Organization's governance, risk management and internal control processes. Covering the work of the Secretariat and the field operations, its audits and evaluations identified areas of improvement towards better compliance, increased efficiency and effectiveness, and helped strengthen the Organization's second line of defence.

The Office worked on strengthening the Organization's policy framework and zero tolerance messaging in relation to staff misconduct and fraud through its investigative activities which aim at holding staff accountable for all forms of misconduct including fraud and code of conduct violations

Overview of main activities and achievements

OIO issued 10 internal audit reports which included observations and conclusions together with action-oriented recommendations, aiming at further strengthening the OSCE's accountability, efficiency and effectiveness, and the Organization's ability to mitigate key risks. The Office continued to help protect the Organization against fraud and corruption by proactively assessing fraud risks and by ensuring that allegations of fraud or other misconduct were addressed in a timely manner through professional investigations.

The two Independent Evaluations published in 2024, the Independent Evaluation of the implementation of the OSCE's Gender Action Plan and the Independent Evaluation of OSCE's work on Energy Security, confirmed the relevance and results achieved in both areas, highlighted good practices as well as recommendations for future improvement.

During 2024 the Evaluation Unit also harvested over 50 Outcome Stories from across the OSCE to mark the 50th anniversary of the Helsinki Final Act. The stories describe changes to which the OSCE plausibly contributed with its practical work in the OSCE region over the last 20 years and aims to inform reflections by key stakeholders on the OSCE's past and future.

In 2024, OIO issued eight investigations reports and opened twelve new investigations. OIO processed 51 incoming issues/complaints comprising the assessment of issues reported through internal audits and internal referrals as well as allegations and requests received from various channels (including the OIO hotline).

ANNEXES

OSCE Staff at a Glance



(fixed time staff, as of 31 December 2024)

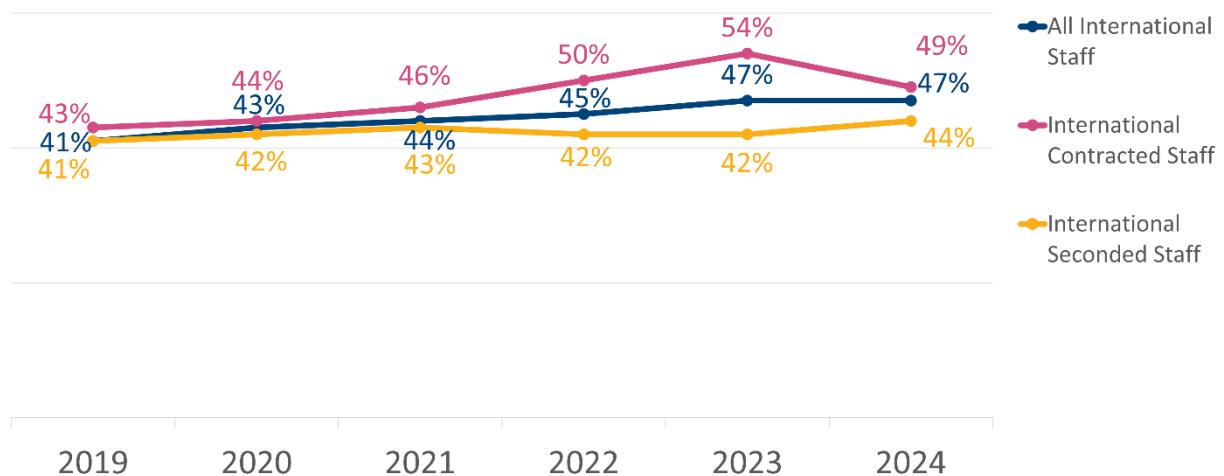
Progress towards gender parity

The Organization has made significant strides towards gender balance within its workforce and is proud of having achieved, and of being able to maintain, gender parity among overall fixed-term staff/mission members (50.2% women and 49.8% men at the end of 2024). There is, however, a wide variation in gender balance between staff categories and between executive structures.

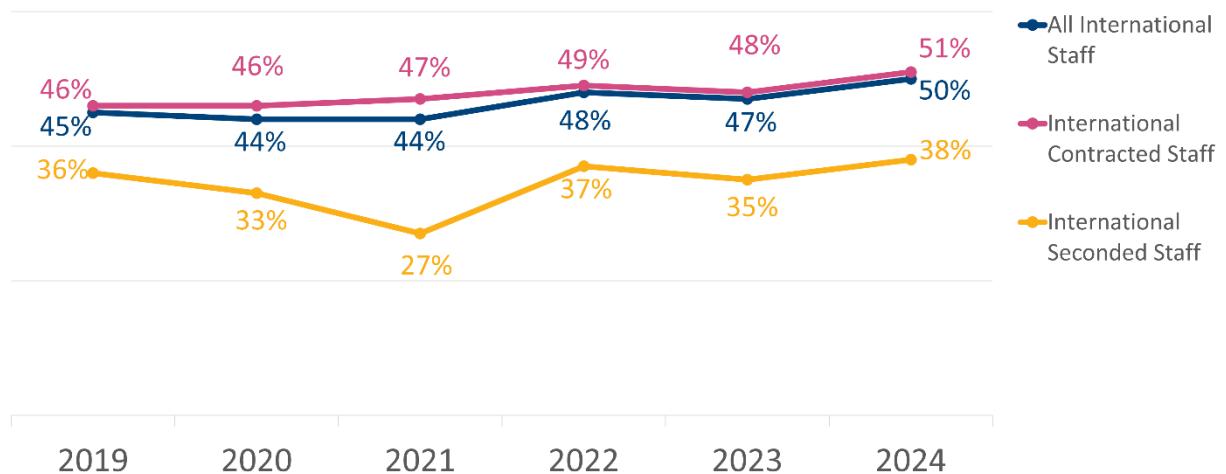
For international staff, the balance is more pronounced among contracted staff, while seconded roles demonstrate a generally positive trend. Even more importantly, there is a trend towards improving the ratio of women joining the OSCE and a growing share of women among applicants for international posts.

Regrettably, the data on nominations for seconded positions and ratio of women among applicants for senior management posts showed a negative dynamic in 2024. Therefore, efforts need to continue, and even intensify, towards improving gender balance in senior management positions.

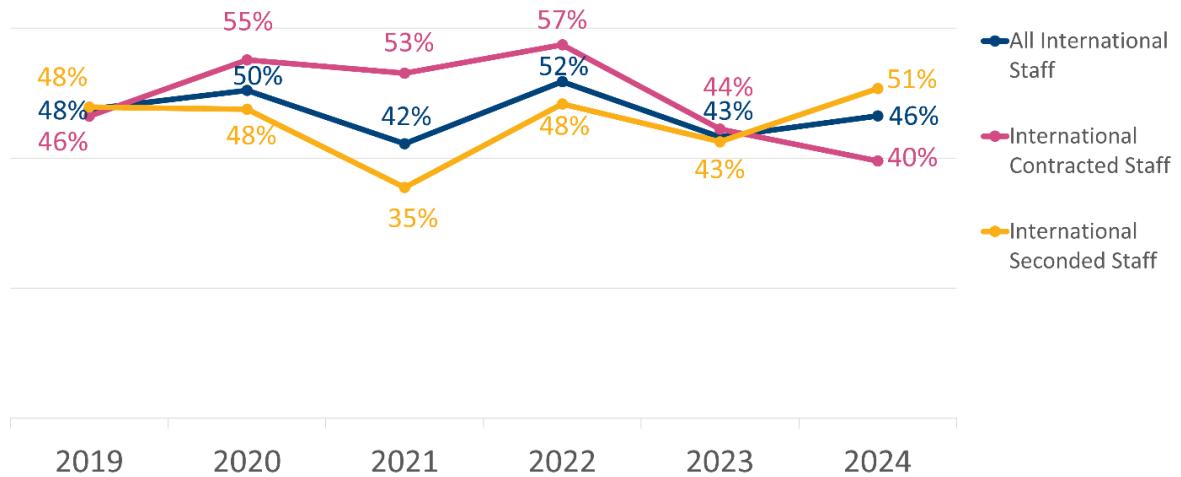
Share of women among active staff:



Share of women among applicants:



Share of women among new starters:



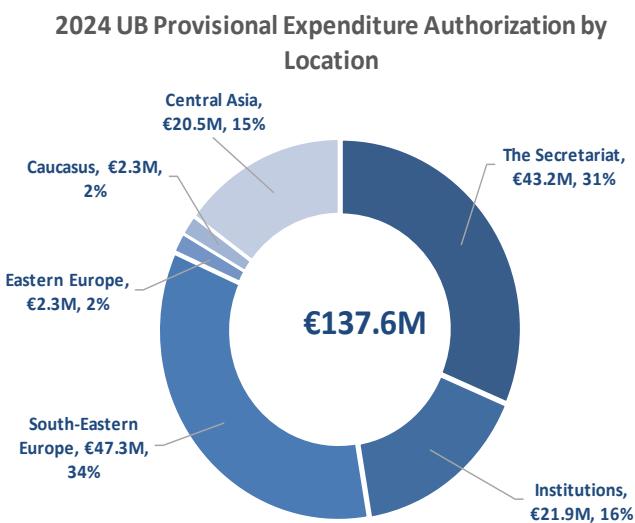
2024 OSCE Expenditure Report by Executive Structure*

	2024 Provisional Expenditure Authorization	2024 Expenditure	% Utilization
THE SECRETARIAT AND INSTITUTIONS			
The Secretariat	43,204,100	43,065,099	100%
Office for Democratic Institutions and Human Rights	16,791,300	16,790,498	100%
High Commissioner on National Minorities	3,542,800	3,542,799	100%
Representative on Freedom of the Media	1,608,800	1,608,800	100%
TOTAL FOR THE SECRETARIAT AND INSTITUTIONS	65,147,000	65,007,197	100%
OSCE FIELD OPERATIONS			
South-Eastern Europe			
Mission in Kosovo	17,698,500	17,697,585	100%
Mission to Bosnia and Herzegovina	11,682,000	11,677,082	100%
Mission to Serbia	6,258,600	6,255,583	100%
Presence in Albania	2,981,200	2,980,851	100%
Mission to Skopje	6,506,100	6,452,699	99%
Mission to Montenegro	2,152,100	2,083,201	97%
Total for South-Eastern Europe	47,278,500	47,147,001	100%
Eastern Europe			
Mission to Moldova	2,302,700	2,156,629	94%
Representative to the Latvian-Russian Joint Commission on Military Pensioners	5,500	0	0%
Total for Eastern Europe	2,308,200	2,156,629	93%
Caucasus			
High-Level Planning Group	247,600	188,798	76%
The Minsk Process	911,200	-	0%
Personal Representative of the CiO on the Conflict Dealt with by the Minsk Conference	1,179,700	702,516	60%
Total for Caucasus	2,338,500	891,313	38%
Central Asia			
Programme Office in Astana	2,232,700	2,204,966	99%
Centre in Ashgabat	1,661,200	1,601,272	96%
Programme Office in Bishkek	6,811,000	6,806,375	100%
Project Co-ordinator in Uzbekistan	2,499,200	2,392,867	96%
Programme Office in Dushanbe	7,311,600	7,293,627	100%
Total for Central Asia	20,515,700	20,299,108	99%
TOTAL FOR OSCE FIELD OPERATIONS	72,440,900	70,494,051	97%
GRAND TOTAL	137,587,900	135,501,248	98%

*The table reflects utilization of resources against the 2024 total provisional expenditure authorization in line with Financial Regulation 3.04 and Permanent Council decisions PC.DEC/1485, PC.DEC/1487, PC.DEC/1491 and PC.DEC/1494.

For graph:

The Secretariat	€43.2M
Institutions	€21.9M
South-Eastern Europe	€47.3M
Eastern Europe	€2.3M
Caucasus	€2.3M
Central Asia	€20.5M
	<hr/>
	137.6



Assessed Contributions by Participating States

PARTICIPATING STATE	PROVISIONAL 2024 UB		PARTICIPATING STATE	PROVISIONAL 2024 UB	
	FINANCIAL RESOURCES (€)	% OF TOTAL		FINANCIAL RESOURCES (€)	% OF TOTAL
Albania	91,052.63	0.1%	Luxembourg	478,373.09	0.4%
Andorra	91,052.63	0.1%	Malta	94,943.23	0.1%
Armenia	45,758.48	0.03%	Moldova	45,758.48	0.0%
Austria	3,189,241.33	2.3%	Monaco	91,052.63	0.1%
Azerbaijan	45,758.48	0.03%	Mongolia	45,758.48	0.03%
Belarus	200,222.92	0.1%	Montenegro	45,758.48	0.03%
Belgium	4,600,337.45	3.3%	Netherlands	5,403,215.09	3.9%
Bosnia and Herzegovina	91,052.63	0.1%	North Macedonia	91,052.63	0.1%
Bulgaria	369,425.48	0.3%	Norway	2,848,746.43	2.1%
Canada	7,494,844.12	5.4%	Poland	1,632,319.65	1.2%
Croatia	200,338.27	0.1%	Portugal	1,027,590.20	0.7%
Cyprus	199,734.35	0.1%	Romania	455,727.48	0.3%
Czech Republic	671,045.52	0.5%	Russian Federation	5,568,829.50	4.0%
Denmark	2,855,087.91	2.1%	San Marino	91,052.63	0.1%
Estonia	129,703.64	0.1%	Serbia	100,111.46	0.1%
Finland	2,646,700.80	1.9%	Slovak Republic	285,816.01	0.2%
France	14,277,462.25	10.3%	Slovenia	268,429.75	0.2%
Georgia	45,758.48	0.03%	Spain	6,657,417.21	4.8%
Germany	15,030,785.84	10.9%	Sweden	4,596,098.46	3.3%
Greece	1,158,662.59	0.8%	Switzerland	3,813,504.50	2.8%
Holy See	91,052.63	0.1%	Tajikistan	45,758.48	0.03%
Hungary	656,830.58	0.5%	Türkiye	1,193,550.47	0.9%
Iceland	184,775.89	0.1%	Turkmenistan	45,758.48	0.03%
Ireland	1,067,655.51	0.8%	Ukraine	519,603.62	0.4%
Italy	14,241,703.37	10.3%	United Kingdom	14,276,010.41	10.3%
Kazakhstan	264,099.06	0.2%	United States of America	17,838,769.00	12.9%
Kyrgyz Republic	45,758.48	0.0%	Uzbekistan	250,278.65	0.2%
Latvia	133,594.24	0.1%	Gap in Scales	48,673.07	0.04%
Liechtenstein	91,052.63	0.1%	Total	138,204,100.00	100.0%
Lithuania	133,594.24	0.1%			

Extra-Budgetary Pledges and Voluntary Contributions

Donor	Pledge Amount (€)
ALBANIA	10,000
ANDORRA	20,000
AUSTRIA	545,518
BULGARIA	160,000
CANADA	3,000
CROATIA	13,089
CYPRUS	90,000
CZECH REPUBLIC	460,494
ESTONIA	45,000
EUROPEAN UNION	21,802,260
FINLAND	3,286,064
FRANCE	3,010,000
GEORGIA	50,000
GERMANY	17,882,076
IRELAND	659,098
ITALY	1,680,930
JAPAN	266,828
LATVIA	140,000
LIECHTENSTEIN	255,356
LITHUANIA	50,000
LUXEMBOURG	153,000
MALTA	224,666
MOLDOVA	706
MONACO	120,000
MONTENEGRO	34,000
NETHERLANDS	468,000
NORWAY	10,022,993
POLAND	112,782
ROMANIA	37,395
SAN MARINO	1,387
SLOVAKIA	34,000
SLOVENIA	46,951
SOUTH KOREA	62,468
SPAIN	41,572
SWEDEN	3,595,157
SWITZERLAND	1,391,266
THAILAND	10,734
TÜRKİYE	20,000
UNITED KINGDOM	3,246,517
UNITED STATES	7,046,644
Grand Total	77,099,950
Executive Structure	Pledge Amount (€)

Secretariat	32,329,704
Secretariat Unallocated Funds*	12,903,509
Office for Democratic Inst. and Human Rights	14,080,169
High Commissioner on National Minorities	514,640
Representative on Freedom of the Media	1,410,014
Mission in Kosovo	1,019,593
Mission to Bosnia and Herzegovina	2,445,039
Mission to Serbia	5,051,864
Presence in Albania	809,970
Mission to Skopje	816,568
Mission to Montenegro	435,779
Mission to Moldova	740,267
Programme Office in Astana	43,125
Centre in Ashgabat	38,000
Programme Office in Bishkek	1,363,082
Project Co-ordinator in Uzbekistan	21,562
Programme Office in Dushanbe	3,077,063
Grand Total	77,099,950

*Unallocated extrabudgetary contributions are funds provided by donors to the OSCE without allocating contributions to a specific extrabudgetary project at the time of acceptance.

Extrabudgetary Expenditure

Executive Structure	Actual Expenditure (€)
Secretariat	26,874,826
Office for Democratic Inst. and Human Rights	8,772,849
High Commissioner on National Minorities	658,076
Representative on Freedom of the Media	897,091
Mission in Kosovo	755,872
Mission to Bosnia and Herzegovina	2,858,446
Mission to Serbia	1,564,991
Presence in Albania	1,755,682
Mission to Skopje	1,803,412
Mission to Montenegro	998,911
Mission to Moldova	680,877
Programme Office in Astana	646,645
Centre in Ashgabat	227,531
Programme Office in Bishkek	2,062,785
Project Co-ordinator in Uzbekistan	64,766
Programme Office in Dushanbe	5,891,291
Total	56,514,051

Secretariat Main Programme	Actual Expenditure (€)
Secretary General and Central Services	2,080,973
Chairperson in Office	734,587
Internal Oversight	101,372
Office of the Special Representative/Co-ordinator for Combating Trafficking in Human Beings	1,461,021
Addressing Transnational Threats	5,759,650
Activities Relating to the Economic and Environmental Aspects of Security	5,835,051
Conflict Prevention	10,613,593
Human Resources Management	236,167
Department of Management and Finance	52,413
Total	26,874,826