

2016

Annual Progress Report

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



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Foreword

I am pleased to present the 2016 Annual Progress Report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality, which highlights last year's achievements as well as areas for further work in mainstreaming gender perspectives into the Organization's policies, programmes and activities.

In 2016, the OSCE continued to strengthen its mechanisms for gender mainstreaming in all three dimensions of comprehensive security. However, in the absence of a clear set of benchmarks or targets for measuring implementation of the 2004 Action Plan, it is difficult to provide a results-based assessment of progress achieved. Therefore, the 2016 Progress Report represents a transition to a new form of results-based reporting: it highlights selected results of our activities and projects and recommends ways forward toward a more rigorous assessment of OSCE activities in the future.

The OSCE already has a number of effective gender-mainstreaming mechanisms in place. For example, many of our Field Operations have developed specific action plans and strategies for more systematic implementation of gender commitments, and more than half of them have established internal gender working groups, which play an important role in applying gender perspectives to their programmes.

Nevertheless, we have more work to do to achieve full gender equality throughout the OSCE and to mainstream gender perspectives in all of our work. A systematic and comprehensive approach to developing capacity for mainstreaming gender reaching all Executive Structures and all staff members is needed. While we have achieved overall gender balance in our staff across the Organization, this has not yet translated to senior management levels, particularly among heads and deputy heads of missions. We also continue to see low levels of women in posts in the politico-military dimension, which is particularly evident in the ranks of our monitors in Ukraine. Both of these examples reflect the generally small percentage of female candidates nominated by participating States for these seconded positions. In an effort to encourage more nominations of female candidates for these and other seconded posts, this report highlights good practices that some participating States have used to increase recruitment of women, particularly for positions in the first dimension.

Looking ahead, in January 2018 the Secretariat will launch a three-year Road Map for implementation of the 2004 Gender Action Plan. The Road Map sets clear objectives for each Secretariat Department and Unit to achieve the goals set out in the Gender Action Plan to improve our internal structures, mainstream gender systematically in all programmes, projects and activities, and provide support to participating States in promoting gender equality.

I would like to thank the Gender Section for drafting this report in close co-operation with our Field Operations, Institutions and every department in the Secretariat. The Gender Section also surveyed the participating States on progress made in achieving gender balance among seconded staff in the politico-military dimension.



Thomas Greminger
Secretary General

September 2017

Highlights of the 2016 Progress in the implementation of the GAP

Considerable progress was made in 2016 in the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality. Two Ministerial Council decisions were adopted in 2016 that addressed issues in the OSCE region from a gender perspective:

- Ministerial Declaration on OSCE Assistance Projects in the field of Small Arms and Light Weapons and Stockpiles of Conventional Ammunitions (MC.DOC/3/16)
- Ministerial Declaration on Strengthening OSCE Efforts to Prevent and Counter Terrorism (MC.DOC/01/16)

The OSCE advanced in strengthening internal mechanisms for gender mainstreaming in all three dimensions of comprehensive security. The Secretariat completed the development of its 2017–2020 Road Map for the implementation of the Gender Action Plan, which sets priorities and an accountability framework for each department. ODIHR introduced its Gender Mainstreaming Strategy and Action Plan, and eight field operations implemented their own Gender Action Plans. Seven-hundred-and-ninety-one staff members increased their understanding of gender and improved their knowledge at various trainings offered by the Secretariat, Institutions and field operations.

In the politico-military dimension, a regional Academy on National Action Plans on UN Security Council Resolution (UNSCR) 1325 advanced the implementation of the Women, Peace and Security agenda at the national level, and several OSCE field operations included a strong gender dimension in their support to police reform processes. In the economic and environmental dimension, there is an increased understanding of the importance of women's equal participation in water and energy governance. More focus was placed to improve access to resources that enable women's economic empowerment, to develop businesses in the green economy, and to better adapt to threats caused by natural disasters. A gender-sensitive approach to sustainable water management was promoted through OSCE projects involving Central Asia and Afghanistan. In the human dimension, OSCE executive structures helped to improve capacity of national institutions, law enforcement and service providers in participating States to tackle gender-based violence. The OSCE advanced women's participation in public and political life, including through the Women's Leadership Forum organized by ODIHR in Minsk, which established good practices for supporting women's leadership and public participation.

In terms of staffing, gender balance has been achieved within the OSCE professional and general service categories. However, in senior positions across the Organization, the percentage of women dropped to 28 per cent. In the Special Monitoring Mission in Ukraine the gender balance decreased to 15 per cent women among monitors. The thematic analysis of recruitment practices in the politico-military dimension in participating States reveals that this is linked to low numbers of women working in the security sector, but also the lack of training opportunities and measures to improve the appeal of vacancy notices to women. Promising approaches exist in participating States with affirmative action, improved information sharing and outreach to female candidates identified as good practices.

In coming years, the OSCE should invest in strengthening its institutional structure for the implementation of its gender commitments. A comprehensive programme for capacity development tailored to the specific needs of structures within the organization is needed, while increased efforts for mainstreaming gender in the work on countering new and emerging threats to security have to be taken. Further engagement and commitment of participating States would help to ensure the OSCE promotes gender equality in an effective, sustainable and co-ordinated manner.

Chapter 1

Pillar 1: Progress in Gender Mainstreaming in OSCE Structures and Working Environment

1.1 Capacity Building on Gender Issues for OSCE Staff

Capacity building on gender issues is an important strategy to raise OSCE staff members' understanding, knowledge and skills to mainstream gender equality into the organization's policies, programmes, and activities. A wide range of training modules on different gender aspects are offered to OSCE staff according to identified needs and aligned to the mandate of the respective executive structure. A total of 791 staff members undertook training on gender issues in 2016.

Induction trainings for new staff in 2016 included an introductory session on gender mainstreaming concepts as part of the General Orientation (GO) programme organized by the Secretariat in Vienna, while several field operations provided briefings on gender issues for new mission members. The OSCE Office for Democratic Institutions and Human Rights (ODIHR) delivered regular training modules on gender equality during its Human Dimension Induction Course (HDIC), held in Warsaw three times a year. The tenth annual Intensive Gender Training for staff and mission members working on programmatic activities offered by the Learning and Development Unit in the Department for Human Resources, in collaboration with the Gender Section, attracted high interest, resulting in an additional one-and-a-half day training course for interested staff.

There was an increased commitment within the Secretariat in 2016 to **integrate gender issues in regular training activities**. The following are examples of such integration:

- The Conflict Prevention Centre (CPC) integrated a gender perspective in several training initiatives, including eight training courses delivered by the Project Evaluation and Support Unit (PESU) on project and programme management in five field operations and the Secretariat. The Operations Support, through its Mediation Support Team (MST), provided mediation trainings and coaching for mission staff and high-level mediators, including Special Representatives appointed by the CiO, drawing on the *OSCE Guidance Note on Enhancing Gender-Responsive Mediation*. Trainings for OSCE mission staff on conflict analysis and early warning skills provided guidance on gender-sensitive conflict analysis and gender-sensitive early warning indicators.
- The initiative of the Security Management Section's Gender Focal Point to develop and provide specific training on women's security awareness was highly appreciated by the 15 staff members who received the training. The programme is being provided to more staff in 2017.

- The High-Level Planning Group (HLPG) improved understanding of their staff members on gender mainstreaming in military operations with participation of a Swedish military gender expert.

OSCE field operations also took steps to enhance capacity building for gender mainstreaming in their programmes. Gender training was provided to mission members by **eight field operations, including the Special Monitoring Mission to Ukraine (SMM)** during 2016. For example, the Mission to Bosnia and Herzegovina's Gender Unit developed a training module that was tested at nine trainings reaching 78 staff members in field offices.

A **growing interest** in advanced training for gender mainstreaming was reported by OSCE staff from field operations, institutions and the Secretariat.

Innovations in training and awareness rising in OSCE executive structures

In an innovative approach, the Mission in Kosovo (OMiK) organized a one-day alternative training for all Mission Members, consisting of a theatre performance by a Belgrade-based theatre group, a short presentation by the Head of the Office of Central Co-ordination and an intensive Q&A session. The training questioned gender roles and the position of men in society, providing theoretical reflections on men's engagement in gender equality. In total 59 staff attended (37 women, 22 men).

1.2 Gender Focal Point Network and Gender Action Plans of Executive Structures

Implementation of gender commitments of the Organization continued in 2016 through Gender Action Plans and Gender Focal Points (GFPs) appointed in all executive structures. Eight out of 17 field operations had a mission-specific Gender Action Plan or Strategy valid during 2016. The Gender Section finalized a Road Map for the Secretariat which identified objectives, indicators and activities for the implementation of the 2004 Gender Action Plan by the Secretariat departments and units. ODIHR adopted in 2016 a Gender Mainstreaming Roadmap and Gender Action Plan.

Two field operations have taken the lead in establishing dedicated, full-time Gender Adviser positions: the Special Monitoring Mission to Ukraine and the Mission in Kosovo¹ (OMiK). OMiK included the post in its Unified Budget from 2016. Some field operations have staff positions with gender responsibilities. As a good practice the Mission to Bosnia and Herzegovina and the Mission to Serbia have National Programme Officers dedicated to gender issues that contributed significantly to gender mainstreaming in the Missions. The Mission to Moldova has a combined position of a Gender Adviser/Anti-Trafficking Adviser.

GFPs are appointed across the OSCE structures systematically, to assist with gender mainstreaming policies, activities, programmes and projects. The positive trend of assigning

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.

Deputy Heads of Mission as GFP continued in 2016 in three field operations (OMiK, the Mission to Serbia and the Office in Tajikistan²). In ODIHR, the First Deputy Director, alongside three other senior managers (two men and two women) form ODIHR's Gender Leadership Team. The Senior Gender Adviser is the Gender Focal Point for the Secretariat.

There are 61 GFPs throughout OSCE executive structures. Their background, responsibilities, and time devoted to gender mainstreaming tasks vary widely. In most cases, the position of a GFP is voluntary. They therefore need the support of senior management, as well as a personal interest in gender issues. Twelve out of 17 field operations have a specific Terms of Reference (ToR) for the GFP position based on the generic ToR.

Nine out of 17 field operations³ have established an internal Gender Working Group or GFP network, usually co-ordinated by the official GFP or Gender Adviser. These groups consist of representatives from different sections and field offices. In ODIHR, the GFP and gender experts form the office-wide Gender Working Group.

1.3 Gender Balance in Professional and Management Posts⁴

While this report provides a snapshot of key developments in gender balance in OSCE executive structures, detailed sex-disaggregated statistics of staffing can be found in Annex I.⁵

Unlike in previous years, in this Annual Evaluation Report 2016 the position of S3 is no longer included in the senior management statistics, but is reflected under the grouped National Professional/Professional/Senior Professional/Middle Management figures, impacting the senior management distribution. This is to reflect consistent use of the definition of "senior management" in the OSCE.

² Following the Decision of the OSCE Permanent Council No. 1251 the OSCE Office in Tajikistan was transformed into the "OSCE Programme Office in Dushanbe" on 1 July 2017".

³ Presence in Albania, Mission to Bosnia and Herzegovina, Mission to Montenegro, Mission in Kosovo, Mission to Serbia, Mission to Skopje, Centre in Bishkek, the Office in Tajikistan and the Special Monitoring Mission in Ukraine

⁴ Throughout this report, the different staff categories entail the following: General Staff: G1-G7; National Professional/Professional/Senior Professional/Middle Management: NPO, NP1-NP3, P1-P4, S-S3; Senior Management Staff: Heads and Deputy Heads of FO and I, D1 D2, P5, S4, SG.

⁵ As a rule, for the purpose of consistency, all annual statistical references in DHR use 29 December as the cut-off date. Subsequent changes are reflected in statistics for the following year. Furthermore, SMM, Observer Mission at the Russian Checkpoints Gukovo and Donetsk, and all extra-budgetary projects are excluded from analyses. The high fluctuation rate of extra-budgetary contributions does not allow reliable comparisons from one year to the next.

1.3.1 Gender Balance in the General Categories of Staff in Field Operations, Institutions and the Secretariat

The total number of OSCE officials in 2016 in all categories⁶ was 2,225 with women representing 46 per cent. The percentage of women in professional posts (National Professional Officers, P1 to P4, and S, S1, S2 and S3) increased to 50 per cent. Women made up 28 per cent of senior management positions (S4 and P5+), holding 21 of 76 filled positions.

Figure: Senior Management Distribution 2004 – 2016

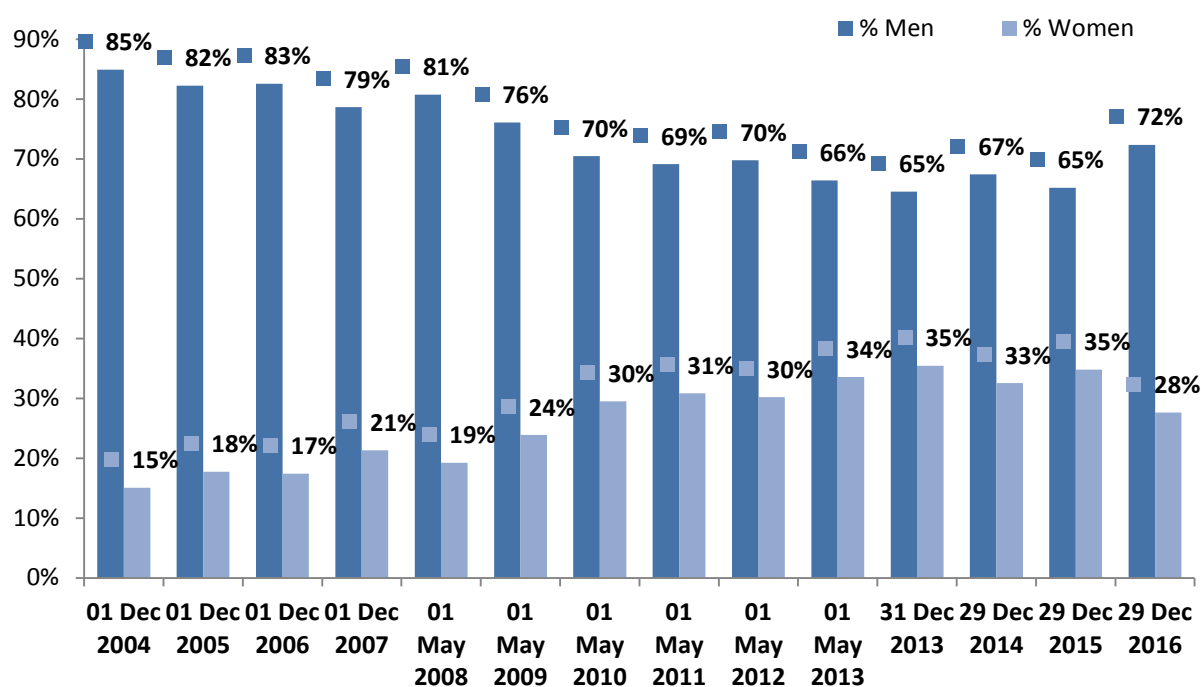


Table: Gender balance in Secretariat and ODIHR positions by percentage

	Secretariat		ODIHR	
	% women	% men	% women	% men
Secretariat				
All staff	53 %	47 %	55 %	45 %
General Service Staff ⁷	65 %	35 %	69 %	31 %
Professional Staff ⁸	41 %	59 %	42 %	58 %

⁶ Excluding Special Monitoring Mission in Ukraine, and Border Observation Mission at two Russian Border Checkpoints

⁷ General Service Staff: G1 to G7

Seconded Staff ⁹	41.5%	58.5 %	50 %	50 %
	# of women	# of men	# of women	# of men
P5	6	10	1	3
D1 and above	2	6	1	1

Table: Gender balance in HCNM and RFoM positions by number

	HCNM		RFoM	
	#of women	# of men	# of women	# of men
All staff	16	13	9	7
General Service Staff	8	2	3	0
Professional Staff	5	9	2	3
Seconded Staff	3	1	3	3
P5	1	1	0	0
D1 and D2	0	1	1	1

Table: Gender balance in field operations

Field Operations	% women	% men
All staff	43 %	57 %
General Service Staff	40 %	60 %
Professional Staff	51 %	49 %
Seconded Staff	65 %	35 %
Senior Management Staff ¹⁰	22 %	68%

1.3.2 Gender Balance by Field of Expertise in Field Operations and Institutions¹¹

It is not possible to compare data across OSCE structures in fields of expertise with any great precision as job categories and titles often differ across field operations. However, the data available do capture trends in gender balance across thematic areas.

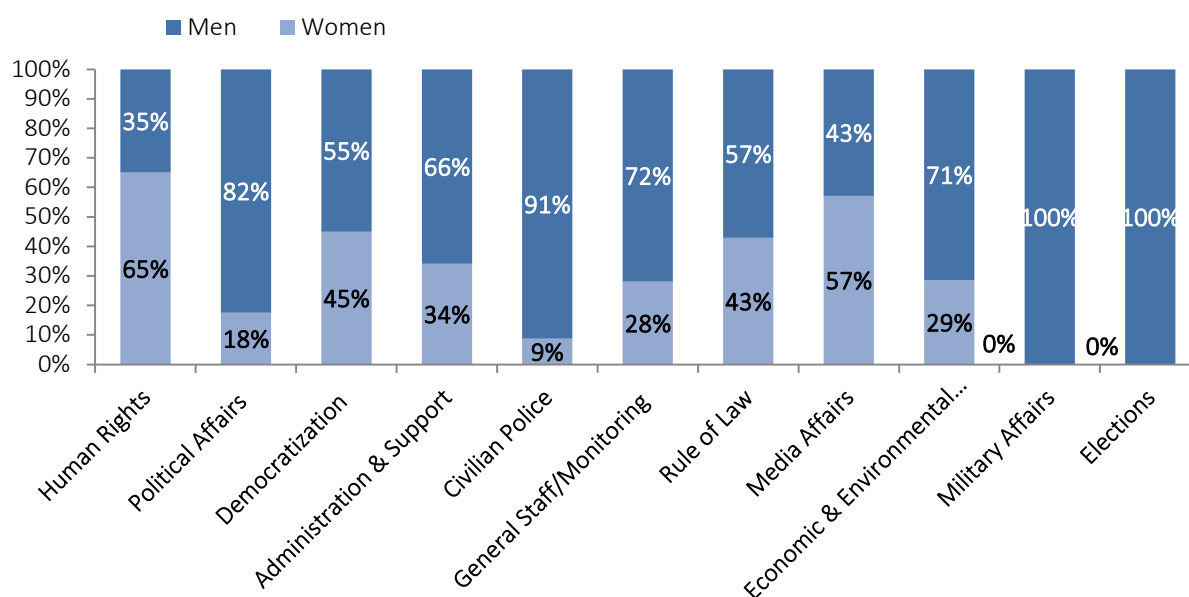
⁸ Professional Staff: National Professional / Professional / Senior Professional / Middle Management: NP1-NP3, P1-P4, S-S3

⁹ Seconded Staff: S, S1, S2, S3, S4, D/ Mission and Institution, H/ Mission and Institution. In the Secretariat and Institutions seconded staff are referred to as "S" only.

¹⁰ Senior Management Staff: S4, P5, D1, D2, SG, Head and Deputy Head of Mission and Institution

¹¹ Annex I, table 17.

Figure: Gender balance by field of expertise



1.3.3 Nominations and Recruitment of Seconded Staff / Mission Members in the OSCE Secretariat, Institutions and Field Operations

The OSCE had 316 seconded staff from 39 participating States in 2016. Twenty-eight per cent were women. The seconding countries with the highest number of seconded women were the United States of America, Germany, Bulgaria and Norway. Data for SMM is presented later in this chapter.

Table: Ratio of women in nominations and recruitments for seconded positions

	Nominated overall	Recruited S1	Recruited S2	Recruited S3	Recruited S4	Total recruited
Women	34 %	36 %	28 %	40 %	0 %	32 %

1.3.4 Recruitment for Contracted Posts¹²

The OSCE advertised 199 contracted positions during 2016, resulting in a total number of 19,608 applications, of which 49 per cent came from women. Of the total number of

¹² Note that comparisons from year to year are not an accurate representation, as vacancy numbers fluctuate. Additionally, statistics do not take into account qualifications of candidates.

applicants selected for contracted positions, 60 per cent were women.¹³ The increase in the percentage of women applying, shortlisted and employed is mainly explained by the large increase in the number of women applying for General Service (GS) positions.

For contracted National Professional posts (NP1-NP3 positions), fewer women than men applied. Overall at the NP1–NP3 level, women made up 46 per cent of applicants, 53 per cent of short-listed candidates and 64 per cent of those employed.

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

Year	Applied		Shortlisted		Accepted	
	Men	Women	Men	Women	Men	Women
2006	65 %	35%	65%	35%	74%	26%
2011**	60%	40%	50%	50%	46%	54%
2016	51%	49%	44%	56%	45%	55%

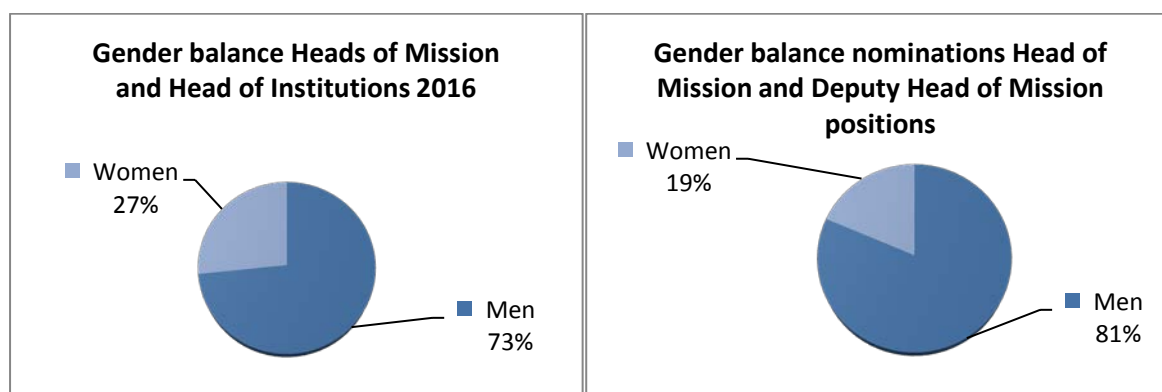
** The reporting period covered 1 May of 2011 until 30 April 2012.

At the contracted senior management level (P5-D2), 11 positions at P5 and D1 level were advertised in 2016. Women comprised 31 per cent of those who applied, 37 per cent of short listed candidates and 45 per cent of those recruited.

With regards to the **composition of Interview Panels**, in 2016 women comprised 52 per cent and men 48 per cent of all panels for international contracted professional and seconded positions across executive structures.

1.3.5 Designation of Heads and Deputy Heads of Field Operation, Heads of Institutions and Political Bodies

Figure: Gender balance Heads of Mission and nominations for Heads and Deputy Heads of Mission



¹³ Annex I, table 20.

The representation of women at the Heads of Mission and Deputy Heads of Mission level remains particularly low. In 2016, participating States put forward 29 nominations for nine vacant Head of Mission posts, of which only four nominees were women. Only twelve of the 57 candidates nominated by participating States for two vacant Deputy Head of Mission positions were women.

1.4 Gender Balance in the Special Monitoring Mission in Ukraine

The SMM continued to struggle to achieve gender balance among its international staff members. On 31 December 2016 the SMM had 1,053 staff members (761 internationally recruited, 292 local), of which 27 per cent of SMM staff were women. Two consecutive years have seen a drop in female staffing levels. This declining tendency in the SMM's female staff is seen both in general service positions and in international positions.

Table: Gender balance in SMM staff

Percentage of women in SMM	2014	2015	2016
Total staff	30 %	29 %	27 %
Local staff		55 %	53 %
Internationally recruited staff	19 %	18 %	17 %
Internationally recruited monitors	21%	16 %	15 %
Senior management positions (4 positions in 2014-2015, 6 in 2016)	0 %	25 %	50%
Senior management in the field (Team Leaders and Deputy Team Leaders)	20 %	23 %	25 %

The low number of female monitors can mainly be attributed to the low number of female candidates put forward by the participating States. In 2016, the OSCE received 1,469 applications for the SMM seconded positions, out of which just 264 (18 per cent) were women.

The SMM has had a full-time Gender Adviser since the outset of the mission in 2014, who works under direct supervision of the Deputy Chief Monitor; however, in 2016 this position was vacant for six months. The mission has 13 Gender Focal Points (GFPs) in all ten Monitoring Teams and three Patrol Hubs. The network of GFPs and Gender Adviser has been strengthened through the use of a gender mailing list and quarterly GFP meetings.

The SMM has introduced a regular 45-minute briefing on gender issues in the Mission-wide induction course for all new members, and organized four advanced gender trainings for SMM Head Office staff, the Human Resources Office, and management staff in the Head Office and Monitoring Teams. A training of trainers session in 2016 in 'Integrating Gender

Equality and Women, Peace and Security Principles in OSCE SMM Work' was useful for GFPs to carry out trainings for members of teams with focus on critical issues of gender-sensitive reporting, patrolling practices, trafficking in human beings and on gender-based violence. Overall, strong management support was vital for successful implementation of the GAP.

Gender balance in the OSCE Observer Mission at the Russian Checkpoints

Gukovo and Donetsk

In 2016 there were 20 international seconded staff members, of which three were female Observers. There was one vacancy in the Observer Mission, to which 46 applications were received, six came from female applicants. The Observer Mission has appointed a Gender Focal Point.

Chapter 2

Pillar 2: Progress Made in Gender Mainstreaming of OSCE Policies, Programmes, Projects and Activities

Significant progress was achieved in mainstreaming gender into project development and management in 2016. A total of 392 projects of executive structures were self-assessed on the extent of mainstreaming gender equality by using the gender marker score.¹⁴ Out of these, 378 projects, both under the Unified Budget (UB) and extra-budgetary (ExB), included gender mainstreaming elements. Thirteen per cent of these projects had gender equality as a principal objective, with gender marker 3; 39 per cent had gender equality as a significant objective or were fully gender mainstreamed, reaching grade 2. Finally, 47 per cent of gender-mainstreamed projects scored a gender marker 1, having reached limited gender mainstreaming, mainly in the participation of women in the project.

In overall, there was an increased use of the gender marker score at project level by OSCE structures, making it a useful tool for measuring progress in gender mainstreaming. The trend of an increased reporting of gender marker score 2 indicates that there were more fully gender mainstreamed projects.

The Gender Marker for projects

The gender marker provides a three-tier marking system for projects;

1. projects only gender mainstreamed in terms of participation and/or only gender mainstreamed to a small extent, like participation aspects;
2. gender equality issues mainstreamed fully at all stages of project or to significant extent;
3. gender equality is a principal objective.

Projects assigned a gender marker zero (no reference to gender equality) were excluded from this list.

In 2016 the CPC/ Programming and Evaluation Support Unit (PESU) assessed 95 ExB project proposals, totalling €31.4 million. The CPC/PESU continued to systematically gender mainstream their capacity-building on project and programme management activities in all training, facilitation, coaching and briefing provided to OSCE Staff and Mission Members across the Organization in line with the Performance Based Programme Budgeting (PBPB) Guidelines and the OSCE Project Management Manual. As part of its mandatory extra-budgetary (ExB) project assessment process prompted by the FAI 4/2004, the CPC/PESU ensures that every ExB project proposal of the field operations and of the Secretariat is

¹⁴ The projects included in this report do not represent the total number of projects carried out by the OSCE, but only those reported by executive structures to have gender-mainstreaming aspects.

reviewed by the network of project focal points, including the Gender Section, for consistency with the OSCE standards, rules and regulations.

Table: Projects including a gender aspect by dimension (1 January-31 December 2016)

Dimension	Projects Reported Gender Marker 1-3			Score 1			Score 2			Score 3		
	'14	'15	'16	'14	'15	'16	'14	'15	'16	'14	'15	'16
Year												
1 st Dimension	72	81	114	39	44	66	23	28	39	10	9	9
2 nd Dimension	52	41	60	31	25	43	19	11	11	2	5	6
3 rd Dimension	194	195	204	90	86	69	71	67	97	33	42	38
Total	318	317	378	160	155	178	113	106	147	44	56	53
In Per-cent				50	49	47	36	33	39	14	18	14

2.1 Politico-Military Dimension

Progress was made in the first Politico-Military dimension, with an increase in the number of projects reported to include a gender component from 72 in 2014 to 114 in 2016. The assistance provided by OSCE structures to participating States in the integration of a gender perspective within the first dimension incorporated a wide range of activities, including: efforts to enhance the implementation of UN Security Council Resolution (UNSCR) 1325 on Women, Peace and Security; supporting reforms in the security sector, training of police and

border service personnel; and promoting women's participation in armed forces and arms control activities.

Promoting the Global Women, Peace and Security Agenda

The OSCE has **systematically promoted the implementation of UNSCR 1325** in the OSCE region. The Gender Section, in partnership with Inclusive Security, facilitated exchange experiences and collaboration among 52 government and civil society experts from 14 OSCE participating States and the OSCE Mission in Kosovo to strengthen the impact of their national action plans on women, peace and security. The workshop resulted in a practical tool *Designing Inclusive Strategies for Sustainable Security: Results-Oriented National Action Plans on Women, Peace and Security* that offers examples from the case studies in the region. Support was provided by OSCE field operations on the national implementation of the UNSCR 1325 in their host countries.

OSCE support to the implementation of UNSCR 1325 in Ukraine:

Ukraine adopted its National Action Plan for UNSCR 1325 implementation in 2016. OSCE achievements included:

- 28 police educators and officers (16 women, 12 men) from all parts of Ukraine became trainers on the topic of sexual and gender-based violence in conflict and post-conflict settings through an ODIHR project.
- Government and non-governmental stakeholders discussed key challenges for implementation of the NAP in areas of co-ordination, localization and monitoring during two visits by the Senior Gender Advisor.
- Partnerships between parliament, government and civil society for UNSCR 1325 implementation were established and new training materials and tools for implementers in law enforcement, the security sector and social services were developed and provided through the Project Co-ordinator in Ukraine.

The OSCE achieved progress in voluntary information exchange by the OSCE participating States on the implementation of UNSCR 1325. The Forum for Security Co-operation (FSC) Support Section of the OSCE Conflict Prevention Centre (CPC) supports the implementation of the OSCE Code of Conduct on the politico-military aspects of security. In 2016, 32 participating States took the opportunity to voluntarily share information on the implementation of UNSCR 1325 as part of this annual information exchange.

In Moldova, encouragement by the OSCE High Commissioner on National Minorities (HCNM) for the active participation of women and women's organizations in the development of the National Integration Strategy resulted in several references to gender in the final document. The HCNM also produced a research paper on experiences and perspectives on bridge

building among ethnic groups, including the roles that women with ethnic and national minority backgrounds can play in such efforts.

The OSCE field operations have increasingly focused on the importance of including young women and men in discussions about security issues and challenges in the communities. For example, as part of the OSCE-supported Central Asian Youth network, a group of students from five Central Asian countries, Afghanistan and Mongolia discussed security trends and challenges and identified gender dimensions during a workshop organized by the Programme Office in Astana.

Gender Perspective in Security Sector Governance and Reform

The OSCE executive structures have made gender mainstreaming an integral element of their **support to security sector reforms** in the participating States. A practical tool for OSCE staff to support national security sector governance and reform processes was provided by the CPC's Forum for Security Co-operation (FSC) Support Section. The newly developed guidelines integrate gender equality and gender responsiveness as a core element of security sector governance and reform, in accordance with OSCE standards.

The OSCE field operations carried out activities on security sector reform in the host countries, paying particular attention to gender aspects of the reform processes. The Organization focused on improving policies, training programmes for government and civil society and the development of education curricula. ODIHR assisted several participating States in the integration of a gender perspective into the oversight mechanisms of the security sector.

Police reform was supported through various gender-focused activities of the OSCE field operations in Serbia, the Former Yugoslav Republic of Macedonia, Armenia, Tajikistan and Ukraine. In Ukraine, over 10,300 police officers, of whom 20 per cent were women, learned about gender sensitive police responses to cybercrime, gender-based violence, and human trafficking. Supported by the Centre in Bishkek¹⁵, Kyrgyzstan improved parliamentary oversight of the police and law enforcement reform. Other field operations carried out activities that addressed discriminatory practices inside law enforcement agencies, empowered women police, supported national association of police women, helped establish gender sensitive police units, and brought a gender perspective to community policing.

For the past years the OSCE has been highlighting the need for gender sensitive responses to violent extremism and radicalization that might lead to terrorism (VERLT). Following the adoption of United Nations Security Council Resolution 2242, which calls for a **greater integration of national agendas on women, peace and security, counter-terrorism and**

¹⁵ Following the Decision of the OSCE Permanent Council No. 1250 the OSCE Centre in Bishkek was transformed into the "OSCE Programme Office in Bishkek" on 1 May 2017.

countering violent extremism, the Transnational Threats Department (TNTD) expanded its work in this area and initiated during 2016 discussions on trends in terrorist radicalization and recruitment of young women and girls.

The OSCE's field operations in Turkmenistan, Kyrgyzstan, Uzbekistan, Tajikistan and Serbia, as well as the OSCE Mission in Kosovo and the Mission to Skopje carried out projects to strengthen capacities of local authorities and communities to counter terrorism, prevent violent extremism and radicalization leading to terrorism, and to combat organized crime. Many field operations reported that gender mainstreaming efforts addressed challenges in this male-dominated field. Measures have been taken to increase the number of women participants in project activities, to promote the increase of the number of women police officers, and to advance gender analyses and gender sensitivity of witness and victim protection programmes.

In many OSCE countries women's participation in **border services** remains low. The OSCE Border Management Staff College in Dushanbe, Tajikistan, continued to offer courses to female border security and management officials from OSCE participating States and Afghanistan. In 2016, 61 per cent of participants of the Border Management Staff Courses and 15 per cent of participants of the short-term thematic courses were women.

Gender dimensions of Declarations adopted at the Ministerial Council in Hamburg in 2016

Ministerial Declaration on OSCE assistance projects in the field of Small Arms and Light Weapons and stockpiles of conventional ammunition (MC.DOC/3/16)

- Identifies the need to address the impact on women and children of the excessive, destabilizing accumulation and uncontrolled spread of SALW and conventional ammunition;
- Calls for creating equal opportunities for women's participation in policy making, planning and implementation processes with regard to the OSCE assistance projects in this field;

Declaration on Strengthening OSCE Efforts to Prevent and Counter Terrorism (MC.DOC/1/16)

- Underscores the important role that civil society, in particular youth, families, women, victims of terrorism, religious, cultural and education leaders, as well as the media and the private sector can play in preventing VERLT.

In the field of **arms control and non-proliferation**, a study on the participation of women in the military verification activities under the Vienna Document 2011 on Confidence- and Security-Building Measures revealed that currently women comprise merely three to four per cent of individuals participating in verification visits, and that only one-and-a-half per cent of all verification activities have been led by a woman. The OSCE in co-operation with the United Nations Office for Disarmament Affairs (UNODA) is preparing a training programme for women to build their capacity to participate in disarmament and non-proliferation activities.

2.2 Economic and Environmental Dimension

OSCE executive structures include a gender perspective in work in the Economic and Environmental Dimension by analysing persisting challenges to women's equal economic participation, and developing projects to assist women in fulfilling their potential. This includes activities designed to address discrimination in access to and control over natural resources, and to enhance women's participation in disaster risk reduction.

Promoting Equal Opportunities for Women in Economic Spheres

In the area of **enhancing women's economic skills and participation**, the OSCE **promoted women entrepreneurship in Kazakhstan's rural areas**, by providing training on financial procedures and programmes for women entrepreneurs running small and medium enterprises and defining ways to improve the legal and institutional framework to enhance opportunities for women entrepreneurs. In Tajikistan, the OSCE provided support to two business resource centres and the Cross-Border Trade Resource Centre to **enhance the role of women in economic activities**. These centres have a strong background in promoting women as beneficiaries and in making their services accessible to women.

The OSCE made further efforts to ensure that projects **addressing corruption** include gender aspects in order to make them more effective. The Presence in Albania provided relevant sex-disaggregated data on complaints and reports on corruption in their support of anti-corruption measures in the country, thereby contributing to improvement of the public administration's capacities to fight corruption at central and local levels.

In the field of migration, the OSCE in the Mediterranean region and Eastern Europe worked to raise awareness of **gender-sensitive labour migration** among practitioners and policy makers and enhance their capacity to mainstream a gender perspective in their work. As a result of training activities on migrant's rights, knowledge of state and civil society actors has improved in the integration of migrants in line with OSCE commitments and in the development of gender-sensitive national labour migration policies.

Environment

There is an encouraging upward trend of projects that include gender mainstreaming security issues in the environmental sphere. Nineteen projects were reported as being mainstreamed in terms of a balanced representation of women experts, panel composition and participation. Efforts to achieve more balanced gender representation were often hampered by the smaller number of female technical experts available in the required sectors.

Innovative approaches for addressing gender equality in environmental activities

- The joint Office of the Co-ordinator of Economic and Environmental Activities (OCEE) and Gender Section project on Women, Water Management and Conflict Prevention enhanced capacities of women professionals from Central Asia and Afghanistan on gender mainstreaming and conflict resolution in water governance. A career development seminar and a mentoring programme for female water professionals from this region received high appraisal from beneficiaries.
- Training seminars for 100 women entrepreneurs to increase their capacity in starting and managing green technology businesses in rural areas by the Programme Office in Astana.
- Small grants for women-led civil society partnerships with government and other stakeholders in addressing environmental and security challenges in Armenia.
- Enhancing women's participation in decision-making on policy instruments for mitigation of climate change risks and destruction of eco-systems in Armenia.
- Also in Armenia, the Office ensured women's resource centres participated in local policy discussions, ensuring gender mainstreaming issues were integrated in the planning processes of a project targeting 72 communities to prepare a strategic development plan for non-mining sectors, and for addressing environmental security in mining-affected areas.

OSCE field operations contributed to enhanced **enforcement of environmental legislation and policies and improved governance mechanisms**. The application of gender mainstreaming principles by stakeholders, including Parliament and civil society organizations, was an important part of OSCE activities in Serbia and Montenegro.

2.3 Human Dimension

Although gender equality is an issue which cuts across the three dimensions, within the OSCE it is still associated most with the Organization's work in the Human Dimension. Most projects, 54 per cent of the total, are reported by executive structures under the third dimension. Of all the projects which include a gender component in this dimension, there is an increase in projects which are fully gender mainstreamed and a decrease of projects with only limited gender components, signalling a positive trend.

Ensuring a Non-Discriminatory Legal and Policy Framework

During 2016, OSCE executive structures supported participating States to address women's equal rights and gender equality in legislation. A large number of OSCE field operations initiated new or continued existing initiatives to support **improvements to the legislative and policy framework** at the national and local level. Highlights of 2016 include the following:

- With the support of the OSCE, for the first time in Bosnia and Herzegovina agencies at all levels of government adopted operational plans for mainstreaming gender perspectives.
- A research document on international expert practice in assessing State policies on gender mainstreaming for the Kazakhstan Ministry of Justice was made available by the Programme Office in Astana.
- Active engagement of 100 representatives of local gender equality mechanisms, women councillors' networks, local municipal councils, centres for social welfare, police, CSOs, media and other local stakeholders in the development of Local Gender Equality Action Plans, supported by the Mission to Serbia.

Field operations in Armenia, Kyrgyzstan, Serbia and Turkmenistan incorporated a gender perspective in their projects to improve the legal and policy framework around **penitentiary institutions and incarceration of offenders**, often focusing on the situation of female prisoners. Trainings and regional roundtables in 2016 organized by the Presence in Albania, involving 190 judges and prosecutors, led to an increase in the use of alternatives to custody, especially for women offenders, from 463 women offenders in 2015 to 643 by the end of 2016 - showing a 40 per cent increase. These results informed changes in the Criminal Procedure and Criminal Code in Albania.

ODIHR in 2016 launched a new portfolio under their rule of law programme focusing on **gender and diversity aspects in the justice system** to support the implementation of relevant OSCE commitments. The Co-ordinator in Ukraine's project on Safeguarding Human Rights through courts emphasized gender equality issues and included a session on gender equality in all trainings to judges and legal professionals.

ODIHR developed a 'quick gender checklist for legal reviews' and provided reviews of national laws with a gender lens in 85 per cent of legal reviews, an increase compared to 75 per cent in 2015, 66 per cent in 2014 and 33 per cent in 2013. ODIHR continues to maintain and update its **online legislative database** [www.legislationline.org], which features a large compilation of laws and regulations on different aspects of gender equality in OSCE participating States.

OSCE field operations **improved awareness and knowledge of the rights and provision of legal aid** aimed at advancing women's rights in Ukraine, the Former Yugoslav Republic of Macedonia, Bosnia and Herzegovina, Kyrgyzstan and Moldova.

Examples of results of awareness raising projects in the OSCE region during 2016

- The Centre in Bishkek provided 60 teenage girls with knowledge of their rights, personal advancements and leadership, and supported through partner NGOs the provision of free legal advice and consultations to 884 citizens on criminal and civil cases (423 women, including single mothers).
- The Mission to Moldova supported the provision of legal aid as part of their ongoing project to ensure better access to legal information in four districts in Moldova. This project trained students to deliver primary legal aid and public awareness raising. In Moldova, 672 persons (435 women, 237 men) benefitted from consultations and free legal assistance was provided to 341 people (199 women, 142 men) in Transdnistria.

Visible progress was achieved in applying the gender perspective in the area of **combating hate crimes**, where ODIHR has successfully integrated a gender lens in the work on issues of racism, xenophobia, anti-Semitism, and intolerance against Muslims, Christians and people of other religious backgrounds. For example, a conference on intolerance and discrimination against Muslims in the OSCE region revealed specific discrimination against Muslim women. An assessment of anti-Semitic hate crime carried out by ODIHR examined gender specific patterns and impact on men and women. The Mission to Bosnia and Herzegovina improved its monitoring of hate crimes by introducing the gender of victim and perpetrator into the database, allowing better analysis of motivations of hate crimes on the basis of gender, sexual orientation and gender identity.

Combating Violence Against Women

The OSCE executive structures recognize the importance of combating all forms of gender-based violence against women through a comprehensive approach that includes awareness raising, changing social norms and improving protection of survivors of violence.

In July 2016, the Conference on Combating Violence Against Women in the OSCE region organized by the Gender Section and the German OSCE Chair provided a forum for participation of 150 stakeholders from government, OSCE executive structures, international organizations, academia and civil society to discuss critical issues and propose a set of practical recommendations.

A snapshot of Key Recommendations of the OSCE Conference on Combating Violence Against Women, July 2016

- Develop a comprehensive OSCE-wide Action Plan to implement existing commitments to end gender-based violence (GBV), with a focus on practical strategies and approaches to prevent and combat GBV in all stages of the conflict cycle;
- Increase ratification and implementation of the Istanbul Convention and increase synergies with national and international frameworks like CEDAW;
- Prioritize the issue at the highest level, to reflect the deep impact of GBV on national social, economic, and political development and security, which includes investing resources;
- Improve data collection, research and documentation;
- Develop new partnerships and approaches to combat conflict-related sexual violence;
- Integrate prevention of GBV across all sectors and institutions;
- Work with men and boys as allies in the fight against GBV.

All recommendations are available in the publication 'Combating violence against women in the OSCE region' <http://www.osce.org/secretariat/286336>

To improve **access to justice** for survivors of violence, the Presence in Albania targeted legal sector actors to examine judicial responses to domestic violence survivors, in order to address stigma and bias against them. The OSCE supported national policy development in participating States. Field operations contributed to increased awareness of decision makers on various types of GBV and facilitated the development of policy measures in Kazakhstan on sexual harassment in the workplace, contributing to the National Action Plan of a new Concept on Gender and Family Policy. In Kosovo¹⁶, inter-ministerial working group meetings supported by the OSCE on domestic violence resulted in the draft Strategy and Action Plan on Protection from Domestic Violence for 2016–2020.

The Office in Tajikistan supported the government to implement the Law on the Prevention of Domestic Violence. As a result of this work, according to official sources, the number of reported cases of domestic violence in 2016 increased by seven per cent compared to 2015. Working groups on counteracting domestic violence and improving the referral mechanism were established at the local levels, including the OSCE-supported Women Resource Centres.

In 2016 the OSCE also strengthened the capacity of actors in the justice sector. In Albania, support was provided on improving case management and enhancing analysis of sex-disaggregated data in the court's baseline reports, which helped to ensure timely and effective remedies for survivors of violence by district courts. Four hundred police officers in Bosnia and Herzegovina enhanced their knowledge of procedures and investigation in cases

¹⁶ 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.

of domestic violence. In Moldova, OSCE trained 263 judges, prosecutors and lawyers and 386 police officers on handling cases of domestic violence and human trafficking in civil and criminal law proceedings.

The OSCE raised attention to specific GBV issues affecting particularly vulnerable groups of women. The OSCE international conference on 'Forced and Coercive Sterilization of Roma Women: Justice and Reparations for Victims in the Czech Republic', organized by ODIHR discussed the mechanisms to ensure victims had access to justice and compensation. Also, ODIHR initiated a compendium on prevention of sexual and gender-based violence in places of deprivation of liberty, drawing attention to this often neglected and underestimated problem.

Main results in 2016 in addressing conflict-related gender-based violence in Bosnia and Herzegovina through the OSCE Mission's War Crimes project

- Publication of analytical data on the processing of wartime sexual violence cases;
- Social media public awareness campaign on the rights of survivors;
- Technical support to cantonal/district prosecutors in wartime sexual violence cases;
- Trainings on conflict related sexual violence crimes to newly hired war crimes prosecutors, judges, and court staff;
- Advocacy and advice to judicial actors on the investigation, adjudication, and prosecution of wartime sexual violence;
- Provision of assistance to witness support and legal NGOs representing survivors of wartime sexual violence in compensation claims before the courts.

Ensuring adequate support to survivors of GBV was at the centre of several OSCE field operations' work supporting service providers in government sector and civil society. Projects enhanced the capacity of NGO service providers in Armenia, Tajikistan, Moldova and Ukraine through development of training manuals and guidebooks, as well as trainings on the provision of psychosocial, legal and other crisis services to domestic violence survivors.

Women's resource centres supported by the OSCE became indispensable in providing much needed support services to survivors of violence, often in a comprehensive manner by providing legal, psycho-social counselling, and vocational training. In Tajikistan and Armenia, the OSCE continued its projects to strengthen these centres.

In Turkmenistan, the OSCE since 2012 has supported a centre and a hotline for survivors of GBV in the country, run by the public organization *Keik Okara* in Ashgabat, which remains the only such hotline and shelter in the country. The OSCE-supported centre is victim-oriented and offers psychological support, legal advice, and, when needed, refers victims to appropriate public services, including medical, educational or job placement services. The centre also provides victims of domestic violence and their children with temporary shelter.

Examples of awareness raising initiatives implemented by OSCE field operations

- A novel approach of engaging men (community elderly councils, religious leaders, local crime prevention centres, and sports clubs) and educational institutions was developed by the OSCE Centre in Bishkek as part of their work with Women Initiative Groups.
- In Tajikistan, through the Office's field presence and network of 18 women resource centres, a campaign against GBV targeted 42 remote settlements, reaching 4,302 persons directly and 495,700 persons indirectly.

Raising awareness about all forms of gender-based violence (GBV) was a prominent feature of many OSCE activities. Social media and public information campaigns executed by executive structures addressed deeply rooted causes of violence against women and girls, and challenged existing prejudices and traditional stereotypes about the roles of women and men with an aim to change social attitudes and discriminatory behaviours.

In 2016, ODIHR started working on the issue of **sexual and gender-based violence (SGBV) in places of deprivation of liberty** of the criminal justice system (police custodies, pre-trial detention facilities and corrections). The project is the first endeavour of its kind, and attempts to map good practices and experiences in the OSCE region.

Promoting the Participation of Women in Political and Public Life

The OSCE continued to provide technical assistance to participating States in improving rights and opportunities for women, in particular those from minorities or marginalized groups, to participate in public and political life.

In its efforts to **promote gender equality in all aspects of the political process**, ODIHR continued its programme to increase the participation of women in politics. A number of novel approaches and strategies were introduced. A Compendium of Good Practices for Advancing Women's Political Participation in the OSCE Region covering issues relating to political parties, elections, local politics and parliaments was made available for use by stakeholders.

ODIHR applied its own gender audit methodology in political parties to identify discriminatory practices that perpetuate gender inequality and outline ways forward to strengthen women's participation in political parties and beyond. In co-operation with the OSCE field operations, the methodology was applied to political parties in Armenia, Georgia and Bosnia and Herzegovina. In Tajikistan, women politicians from all seven registered political parties were supported to discuss their political party's gender action plans. Initial steps to advance gender equality in parliamentary political parties have also been taken in Kyrgyzstan and Moldova.

The OSCE supported capacity building of women to stand as candidates in national and local elections. For example, in Albania, at least 40 women benefiting from the 2016 trainings have indicated their willingness to stand as candidates in the 2017 elections. In Kyrgyzstan, the Centre in Bishkek promoted equal representation of men and women in local councils and encouraged women's active participation in discussions on electoral issues, including gender quotas.

Examples of networking and exchange activities to support women's political participation in the OSCE region

- OMiK and the Mission to Serbia continued their joint work on the *Follow Us* initiative, an informal platform bringing together influential women from politics, media, academia, and civil society from Belgrade and Prishtinë/Priština for dialogue and women's empowerment.
- The Mission to Serbia supported the newly established Women Parliamentary Network (WPN) by setting up databases of local level politicians, implementing gender equality mechanisms, conducting surveys of gender equality awareness among MPs, and training newly elected women MPs. The Mission, in co-operation with ODIHR, also organized a National Conference which created a network of around 400 women politicians from national, provincial and local levels, academia, experts, and civil society active in the field of gender equality.
- In Tajikistan, as a novel approach, the Office introduced a mentoring programme for women in politics, which was adopted by all seven Tajik political parties.
- The International Forum of Women Leaders organized by ODIHR in Minsk brought together more than 100 participants from 21 participating States. A Minsk Declaration of Women Leaders was adopted.
- ODIHR organized an international panel discussion in Warsaw as part of the eighth Annual Polish Congress of Women, which brought together some 5,000 women from across Europe.

The Office in Yerevan promoted the inclusion of women's political participation in the context of the new Electoral Code development, which raised the gender quotas to 25 and 30 per cent accordingly for 2017 and 2022 elections. To raise awareness among the general population about women candidates and their leadership potential, the Office founded *omennet.am*, a media outlet dedicated specifically to women politicians that published at least 40 online pieces covering women's issues and women's participation in local and parliamentary elections.

Intersectional approaches in women's participation in political and public life

- In 2016, ODIHR initiated its work on the **participation of men and women with disabilities** in political and public life through a six-month inception project in the OSCE region, with a strong gender mainstreaming component.
- The Mission to Serbia incorporated a strong gender component in its work with the national government on the implementation of the national strategy for the **improvement of the status of Roma**. The project, which was implemented in 20 pilot municipalities in Serbia, included gender sensitive data collection, consultation and participation of women and the development of Local Action Plans for the improvement of the position of Roma women.
- Most of ODIHR's **Roma- and Sinti-related trainings and events** highlight the importance of preventing discrimination especially for those who face multiple forms of discrimination, such as Roma and Sinti women and youth. In Ukraine, ODIHR commissioned a study to analyse the security needs of Roma communities, paying attention to the specific security concerns and needs of the most vulnerable groups, in particular women and internally displaced persons.
- ODIHR also ensured the participation of Roma and Sinti women activists in the 2016 Human Dimension Implementation Meeting (HDIM).

In all its **election observation** activities, ODIHR conducted gender-specific analysis of electoral processes and undertook a systematic examination of women's participation as election administrators, voters, candidates and elected representatives. In terms of the composition of 14 Election Observation and Election Assessment Missions deployed in 2016, there were significantly more men head of missions.

Table: Gender balance in ODIHR election observation missions

Core teams	Heads of Missions	Deputy Heads	Members of core teams	Long term observers	Short Term Observers
Men	10	6	96	156	1,139
Women	4	8	68	124	905

The OSCE Parliamentary Assembly during the year 2016 organized ten election observation missions in eight OSCE participating States. From the 334 participants during the EOMs there was a 33 per cent female representation.

Strengthening National Human Rights Mechanisms for the Advancement of Women

In line with the 2004 OSCE Gender Action Plan, OSCE executive structures continued to support the capacities of National Human Rights Institutions (NHRIs) in mainstreaming gender in their activities, including through the following projects:

- ODIHR developed an innovative training curriculum for NHRIs that emphasized gender sensitivity as a crucial human rights monitoring principle, and introduced modules on the application of a gender lens.

- The Mission to Montenegro improved the capacities of its NHRI to efficiently exercise their obligations, including their role in monitoring gender equality.
- The Mission to Skopje focused on strengthening the role and capacity of civil society organizations as watchdogs of democratic governance, through the implementation of gender equality principles.
- The Project Co-ordinator in Uzbekistan implemented a project addressing the role of the Ombudsperson Institution and the Women’s Committee of Uzbekistan in raising the level of electoral culture and promoting the participation of women in elections.

2.4 Cross-Dimensional Issues of Gender Equality: Combating Trafficking in Human Beings

In 2016, a strong gender perspective was applied to a wide range of activities across the OSCE in the area of **combating trafficking in human beings**. The Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR-CTHB) succeeded in addressing gender concerns in all anti-trafficking actions and programmes. The 16th Alliance Against Trafficking in Persons conference on ‘Combating Trafficking in Human Beings for the Purpose of Forced Criminality’ raised the understanding of participants on forced marriages as a gender-specific form of human trafficking. In its co-ordination of anti-trafficking efforts through meetings and country visits, the OSR/CTHB included women’s organizations and wherever possible, visited shelters for trafficking victims as well as migrant/refugee reception facilities. Special considerations were given to gender-specific aspects of victim identification and protection mechanisms, as well as an emphasis on sex-disaggregated data collection approaches.

Gender mainstreaming in the OSR-CTHB project on Combating Human Trafficking Along Migration Routes

- New training modules were developed on all forms of human trafficking affecting both men and women, with sessions on the gender aspects of human trafficking.
- The modules encourage gender specific responses and ensure the best interests of the child.
- The innovative methodology takes into account groups particularly vulnerable to falling victim to human trafficking, such as unaccompanied girls and boys, and individuals targeted on the basis of their sexual orientation or gender identity.

The Centre in Bishkek, the Mission to Skopje, the Mission to Serbia and the Mission in Bosnia and Herzegovina all strengthened gender perspectives in their projects on combating human trafficking, by analysing the specific gendered realities of female and male victims of human trafficking. Many offices place a specific emphasis on female victims of trafficking, in particular for sexual exploitation purposes, and worked with government and civil society to

strengthen the legal, policy and implementation framework to combat trafficking in human beings.

In Ukraine, the Project Co-ordinator increased economic opportunities for men and women at risk and former victims of trafficking through professional skills training. As part of this project, about 6,200 stakeholders (65 per cent women) were trained in combating trafficking, and 85 beneficiaries (72 women, 13 men) received job skills training. During 2016, 110 people (including 46 adult women and five girls) were registered as trafficking victims, a one-third increase compared to the previous year.

2.5 Developing New Strategies and Approaches to Promote Gender Equality

During 2016, several OSCE executive structures broadened their work on **youth issues**, often including a gender perspective. For example, in 2016 for the first time, the trainings delivered by ODIHR for the 'Young Policy Professionals Training' included a specific session on gender equality and gender mainstreaming. Training evaluations showed that participants had improved their understanding of gender and gender mainstreaming in policy making processes, and appreciated the specific skills on gender analysis.

The Gender Section in the Secretariat and the OSCE Mission in Kosovo continued activities to **engage men in promoting gender equality**. The on-going project in Kosovo aims to increase awareness of gender equality among men, particularly youth, and to promote behavioural change in favour of gender equality. Innovative methodologies of the *Young Men Initiative Manual* aimed at stimulating young male participants to reflect on their attitudes to gender equality and gender roles.

Mentor networks in 2016 demonstrated high impact and low cost results that directly benefit the beneficiaries. These networks are a tool to enhance women's capacities and give opportunities to apply their skills and knowledge in economic, political or other spheres. A seminar to develop evaluation frameworks for mentor networks was organized in Skopje by the Mission in collaboration with the Gender Section, which is now being tested and used in the OSCE mentor networks project. During 2016, new mentor networks were established through training provided by a Serbian NGO to Roma women's organisations in Ukraine. In Kosovo, a women lawyers' mentoring network was established with the help of the Gender Committee of the Kosovo Bar Association. Young female candidate lawyers received guidance, advice and encouragement from experienced lawyers for starting up a lawyer's business, with the ultimate aim of increasing the percentage of female lawyers registered in the Kosovo Bar Association (currently at only 12 per cent or 78 out of 622 lawyers).

2.6 Gender Mainstreaming in Institutions

In line with the 2004 Gender Action Plan, the three OSCE Institutions further enhanced efforts to mainstream gender in their work during 2016.¹⁷

The Representative on Freedom of the Media (RFoM)

During 2016, the Representative on Freedom of the Media (RFOM) promoted gender equality and applied gender mainstreaming as an integral component of the internal policies, programmatic activities and public relations work.

The High Commissioner on National Minorities (HCNM)

The HCNM conducted several targeted activities in 2016 to strengthen minority representatives' access to linguistic rights as well as their integration in society. Some of these included a gender component. In its Central Asia Education Programme, the HCNM addressed gender disparities among ethnic minority school students through multilingual education, which enhanced access to educational and career opportunities. In Georgia, the HCNM aimed to increase participation of national minority men and women in political life in multiparty dialogue, with a special focus on minority women's participation in politics.

The Office for Democratic Institutions and Human Rights (ODIHR)

ODIHR assists participating States to implement their gender equality commitments and increase the participation of women in governance structures. ODIHR in 2016 adopted a Gender Mainstreaming Roadmap and Action Plan, which include provisions for all units to mainstream gender in policies, programmes, projects and activities, including specific targets and timelines.

During the Human Dimension Implementation Meeting in 2016, 12 of the 92 side events organized by different organizations promoted gender equality by highlighting emerging issues impacting vulnerable groups. These initiatives demonstrate an increased awareness among various stakeholders on the importance of including gender aspects in the human dimension discussions, and provides a platform for dialogue within the HDIM on recommendations for follow-up activities on equal rights and opportunities in the OSCE region.

ODIHR has two programmes that specifically target the promotion of gender equality and women's empowerment. The programme on increased participation of women in politics works to promote gender equality in all aspects of the political process, providing expertise and knowledge tools to advance women's participation in political parties, parliaments, elected office, and at the local level. The Human Rights, Gender and Security Programme

¹⁷ A full description of each Institution's work on promoting gender equality can be found in the Annexes 3,4 and 5.

(HRGS) works with participating States on promoting women's involvement in security delivery and management as well as in peace processes, addressing and preventing sexual and gender-based violence and strengthening the oversight of the security sector by equipping it with a gender perspective.

2.7 Gender Mainstreaming in the Special Monitoring Mission to Ukraine¹⁸

Significant efforts were made from the establishment of the Special Monitoring Mission to Ukraine (SMM) to incorporate gender mainstreaming within its work. The SMM has developed and implemented in 2016 a Gender Action Plan that is a part of the Mission Strategy for 2016-2017. It has three objectives: 1) Integration of gender equality principles into SMM structures and working environment; 2) Strengthening gender mainstreaming in SMM monitoring and reporting work, and in other mandated activities, and; 3) Supporting and engaging in effective co-ordination and liaising with international and national stakeholders, including civil society, on the issues of gender equality.

Despite internal and external challenges to the SMM's gender-related work, all SMM teams maintain frequent contact with local authorities, government representatives, and law enforcement agencies of Ukraine. The teams working in the areas not under the control of the Government of Ukraine were also in contact with the de facto authorities, particularly in relation to the situation of displaced populations or detention cases. The SMM teams engaged effectively with local populations, internally displaced persons, NGOs including women's organizations, and governmental interlocutors. This helped to gather information and views on the gendered impact of conflict as well as the situation of IDPs, gender-based violence, trafficking in human beings, women's participation in the armed forces, police and border services, and women's empowerment initiatives and activities in the regions. In particular, the Eastern teams regularly shared information with other international organizations in the regions, and participated in the GBV sub-cluster meetings chaired by UNFPA.

In 2016 the SMM produced 208 daily and 50 weekly reports. The SMM reports do consistently provide sex and age-based disaggregated data on the received information, the monitored events, and on the interlocutors met by the SMM patrols. Although most monitoring teams include information on events, activities and developments related to gender equality in their reports; this information is largely excluded from the mission-wide daily and weekly reports. A common explanation is that the SMM mission-wide daily and weekly reports only include verifiable factual information that has been triangulated. This

¹⁸ The SMM Gender Adviser and ten of the 13 SMM GFPs provided information for this report (Chernivtsi, Donetsk, Kharkiv, Kherson, Kramatorsk, Kyiv, Luhansk, Lviv, Mariupol and Odessa).

principle limits the reporting to events and incidents, and excludes broader and more long-term developments and situational assessments which are included in thematic reports. In 2016 the SMM prepared a thematic report¹⁹ on conflict-related displacement in Ukraine, which extensively discussed information on the gendered aspects of displacement. The report is based on information collected through focus group discussions and interviews with over 1,600 individuals in Ukraine. It demonstrates that the SMM has a good potential and capacity to produce nuanced gender-mainstreamed assessments on complex phenomena such as internal displacement.

The SMM Chief Monitor reported four times to the OSCE Permanent Council in 2016. These reports outlined the operational environment of the mission, including challenges related to gender issues. The reports also highlighted programmatic activities undertaken by the SMM with external interlocutors and brought up the challenges the SMM has in reaching a good gender balance in its human resources.

Recommendations provided by OSCE SMM Gender Focal Points

- Additional gender-related training and awareness-raising activities for GFPs and SMM staff would be beneficial.
- The current SMM Gender Action Plan needs revision by developing indicators and clear distribution of responsibilities in order to assess progress in its implementation.
- Patrol tasking and instructions could better integrate gender by using the expertise of GFPs and issuance of gender-specific tasking from the Mission Head Office.

2.8. Press and Reporting

The Communication and Media Relations Section (COMMS) of the OSCE Secretariat devoted increased attention to stories on gender issues and women's empowerment in 2016, including by giving a more prominent voice to women in multimedia stories about OSCE activities in Ukraine and specific stories on the website and the OSCE magazine *Security Community*.

COMMS also provided a balanced representation of OSCE activities to the media and public audiences with respect to gender, and encourages press and web focal points throughout the OSCE structures to do the same. Special care to use gender appropriate language throughout is promoted. An increased number of news items and press releases on issues specifically related to gender equality by OSCE field operations, Institutions and Secretariat units were

¹⁹ "Conflict-related Displacement in Ukraine: Increased Vulnerabilities of Affected Populations and Triggers of Tension within Communities" published on 26 August 2016.

reported in 2016. There were 77,562 views of pages featuring material related to gender equality—roughly 3,000 more than in the previous reporting period.

OSCE Communication activities for the ‘16 Days of Activism on Ending Violence Against Women’

The ‘16 Days’ project was an online social media campaign featuring infographics, videos, text-based stories and photographs with key messages capturing a diversity of messages highlighting the Organization’s work to combat VAW across its geographic region. Highlights included:

- Seventy-one posts were shared on the Organization’s Facebook, Twitter (English- and Russian-language), Instagram and LinkedIn channels, reaching more than 560,000 people.
- Local-level campaigns were conducted by the OSCE field operations in Tajikistan and Kosovo, where the messaging was adapted to the local situation.
- More than 1,500 likes, shares and comments of the campaign’s posts were collected on Facebook.
- Some of the communications products designed for the campaign became legacy products and were incorporated in other publications and used during events.

Chapter 3

Pillar 3: Progress Made in the Priority Areas of Achieving Equality between Men and Women in Participating States: Thematic Analysis on Women in the OSCE Politico-Military Dimension

Every year, the Annual Evaluation Report on the implementation of the OSCE Gender Action Plan provides a focused analysis of one of the six priority areas in which the OSCE should support the participating States to achieve gender equality. This year's report focuses on **good practices in the participating States in the recruitment of women for the OSCE in the politico-military dimension**, particularly in the fields of policing, arms control and border security and management.²⁰ Although all 57 participating States were requested to provide information, only ten did so. Therefore, this analysis is limited to information received from ten participating States²¹, complemented by desk research. The participating States which provided information all reported on nominating women for first dimension positions, including for SMM. Canada was the most successful participating State in getting its female candidates selected to OSCE vacancies.

The analysis of inputs provided by participating States confirms challenges raised in previous Annual Evaluation Reports, whereby the low number of women in OSCE seconded positions is partly attributable to requiring an educational background and expertise in civilian policing or military. The number of female staff in the politico-military dimension as a percentage of staffing levels is low in both the Secretariat and in the OSCE's field operations. The overall picture in 2016 is also significantly affected by the Special Monitoring Mission in Ukraine, since a large number of international experts in the first dimension are seconded to the SMM Monitoring Officer positions. The number of female Monitoring Officers in the SMM continued to decrease in 2016, and was just 15 per cent at the end of the year.

Challenges

It is estimated that 20–30 per cent of the applications for the OSCE positions to seconding agencies came from women. The following challenges were cited by participating States to explain the low number of female applicants for the OSCE first dimension positions:

- The low number of women in the police forces, border services and armed forces;
- Officer training is often enlisted as a mandatory requirement for the positions that require military education and/or expertise that hinder women from applying;
- The OSCE vacancy notices do not appear to pay enough attention to diverse military ranking systems used in the participating States;

²⁰ This report does not cover the OSCE verification visits under the Vienna Document.

²¹ Canada, Czech Republic, Finland, Italy, Latvia, Norway, Poland, Slovakia, Sweden and the United States.

- Lack of education programmes in disarmament, non-proliferation and arms control specifically targeted to women. Accordingly, women do not have sufficient possibilities to build their capacities to better meet the required qualifications in first dimension activities.

An assessment through desk research of available data on women in police and armed forces also shows that both the low number of women working in the security sector, as well as the type of work they do, relates to the challenges the OSCE confronts in recruiting women to politico-military dimension positions. For example, the majority of countries have a higher percentage of women in their police force than in the armed forces. In national police forces the percentage of women varies between 1.3 per cent and 34 per cent of the total force. In the armed forces the given figures range from less than one per cent to 21 per cent.²² In some of the participating States that provided information, there are restrictions on the positions women are allowed to perform in the armed forces; combat roles are often exclusively reserved for men. Also, a pattern can be discovered of main areas of deployment within the armed forces where women are more likely to serve in logistics, medical services, human resources, or communications.

Another challenge identified by the participating States is that women tend to be more self-critical and selective when applying for international positions, a phenomenon impacting recruitment across the three dimensions. Identified challenges include:

- Very detailed and specific requirements in qualifications in the OSCE vacancy notices appear to discourage women from applying for the positions;
- Men tend to apply for a wider range of positions in the OSCE missions, whereas women applicants are often more selective. Thus, there are always fewer women than men applying;
- Women are less likely to perceive international missions to be ‘good career moves’, thus they are less interested in applying to OSCE posts;
- Women with small or school-aged children tend to prefer to work in their home country rather than take up international assignments.

Based on the challenges identified around vacancy notices published by the OSCE, the Gender Section analysed approximately 30 OSCE vacancy notices for international seconded and international contracted positions in the politico-military dimension in 2015–2016.²³

²² In comparison, the average percentage of women in the armed forces of NATO member nations was 10.8 per cent in 2015, which included all active duty military personnel. *Summary of the National Reports of NATO Member and Partner Nations to the NATO Committee on Gender Perspectives*, 2015. In 2013, there were approximately 16 per cent female police officers in the EU Member States. In the same year the percentage of women in the EU national armed forces was around nine per cent. Maline Meiske: Gender Balancing in CSDP Missions. European Institute for Security Studies, Issue Alert No. 51, 2015.

²³ The sample did not cover all vacancy notices, the notices that focused on the first dimension positions were selected based on their classification under the ‘field of expertise.’

Almost half of the vacancy notices requested the nominated candidates to have a formal education in civilian police matters or in military affairs. Most of those notices that did not consider a formal training to be compulsory still required extensive work experience in law enforcement, a military field, arms control or peacekeeping. The examined vacancies thus were the ones for which a solid educational and professional background in policing or military were considered essential. Only two of the examined vacancy notices specifically encouraged female candidates to apply for the positions.²⁴ All of them included a general note on the OSCE's commitment to diversity and inclusion.²⁵ One could therefore say that the OSCE vacancy notices tend to be gender-neutral, not taking into account gender-specific barriers.

Gender policies and good practices

The participating States were asked whether they are using any specific gender policy to direct their recruitment processes for OSCE positions. Four out of ten informed that they do not have any gender policy in place. The other countries indicated they either had a general gender equality policy, or a more specific gender policy and strategy for recruitments. Highlighted policies included:

- Canada, the United States, Norway and Finland underlined that their specialized recruitment agencies were committed to promoting gender equality in all their activities.
- Canada, Finland, Norway and Sweden highlighted that the National Action Plan to implement the United Nations Security Council Resolution 1325 on Women, Peace and Security provided clear guidance and concrete objectives for increasing the number of women seconded to international crisis management operations.

²⁴ At the time of drafting this report the SMM has also revised its vacancy notice for Monitor positions; it now encourages "the nominations of qualified female candidates and candidates with previous experience in the area of human security."

²⁵ "The OSCE is committed to diversity and inclusion within its workforce, and encourages the nomination of qualified female and male candidates from all national, religious, ethnic and social backgrounds."

Initiatives in the participating States aimed at enhancing women's recruitment in the first dimension

1. *Trainings*

- Finland requires that at least 40 per cent of participants in training courses for those interested in civilian crisis management assignments should be women.
- The Swedish Police has set a target that at least 30 per cent of Swedish Police Officers deployed to international missions should be women, reflecting the proportion of women in its domestic forces. International police officer courses seek gender balance among participants and instructors. All training materials portray both women and men in international positions.

2. *Affirmative action for female applicants*

- Finland, Spain and Norway prioritize female candidates in situations where two equally qualified candidates apply for the same position, especially in areas where women are under-represented.

3. *Making information on vacant positions and recruitment processes of international organizations like the OSCE available to all interested men and women*

- Italy's Ministry for Foreign Affairs maintains an internet portal where all international vacancies are portrayed.
- The United States ensure all recruitment materials feature both men and women to emphasize the message that their international opportunities are for both genders.
- Poland makes sure that information on the OSCE's policy that encourages women to apply for the OSCE positions is available to those interested.

4. *Outreach to potential female candidates to encourage them to apply*

- Norway's seconding agency NORDEM maintains a roster of qualified women for particular positions and helps women to identify in their professional backgrounds and previous work experiences in conflict areas comparable skills that can compensate for the lack of experience men usually gain through their military work careers. It organizes forums to inform men and women about working opportunities in the OSCE and to learn from Norwegians with personal experiences working for the OSCE.
- The Folke Bernadotte Academy (FBA) that second Swedish nationals to civilian crisis management positions organizes campaigns to increase their candidate base, focused on identifying individuals with qualifications suitable for Gender Adviser and mission leadership positions. The FBA actively reaches out to women's networks and associations.
- In the United States, professional associations and female-expert-oriented organizations have been actively approached to ensure that interested and qualified women are aware of available OSCE positions.

Way forward

The participating States that responded to the Gender Section's information request were well aware of the challenges of identifying qualified female candidates to OSCE positions that are directly related to security sector work. The low numbers of women in national police forces and armed forces form a hindrance that can only be addressed in the long term. Participating States have enhanced efforts through information campaigns and headhunting to ensure that women receive information on all vacant positions, and are informed about the OSCE's gender equality policy during recruitment processes. Using current and former OSCE officials in information and recruitment campaigns is seen by many as an effective method to attract greater numbers of women to apply for OSCE positions. The OSCE Department of Human Resources already makes use of internal Secretariat networks of

experts (e.g. POLIS), the OSCE's internal network of gender focal points, and external networks of delegations and training institutions to disseminate job openings in fields with gender imbalance. The OSCE also tries to reach out to potential women applicants by publishing stories on women working in the politico-military dimension on the OSCE employment website. Such efforts can and should be further enhanced in the future.

In order to better assess and address this challenge it would be recommendable for the OSCE Human Resources Department to develop an enhanced and systematic compilation of information on first dimension positions. It would be important to first establish baseline data that can later enable systematic tracking and assessing of progress towards improved gender equality. The OSCE should also assess current and future vacancy notices in light of the information received through the responses that they may not sufficiently encourage women to apply for the first dimension positions. The vacancy notices should be modified to encourage greater diversity among qualified candidates, including on the basis of gender.

Since the OSCE relies heavily on the nominations made by participating States, the Organization can support increased recruitment of women by continuing to share good practices. This is particularly important in areas where women remain underrepresented, as is the case in the politico-military dimension. It is paramount that participating States enhance their efforts to nominate women to seconded positions in this dimension. The OSCE will continue to emphasize through the Advisory Committee on Management and Finance, the Talent Acquisition Program, the Annual Talent Management Meeting and bilateral meetings how important is for the participating States to reach out to networks of women experts.

Chapter 4

Recommendations

1. Strengthening the OSCE gender mainstreaming structure

- A more systematic approach to raising awareness and building capacity of all staff members in the area of gender mainstreaming is needed. This requires embedding a strong gender architecture within OSCE executive structures, co-ordinated and supported by the Gender Section in order to implement robust, comprehensive programmes that are supportive of and complimentary to the existing capacities in the Secretariat, Institutions and field operations. The Gender Section should play a key role in facilitating gender mainstreaming in all executive structures and provide tangible assistance to participating States. To achieve this, the Section needs to be equipped with an improved mandate and sufficient human and financial resources.
- The position of Gender Advisers and Gender Focal Points in OSCE executive structures needs to be strengthened by appointing them at strategic levels:
 - Deputy Heads of Mission / Deputy Directors of Institutions should, as a matter of policy, assume the responsibility of Gender Focal Points in order to increase engagement on gender mainstreaming issues.
 - The heads of executive structures should ensure uniformity in the position of GFPs across the Organization's structures, in the time allocated to work on gender-related issues and their function as co-ordinators and trainers.
 - Participating States should enhance efforts to second full-time gender advisers in larger field operations, as well as where significant gender inequalities have been identified to ensure that policies and programmes are fully gender mainstreamed.
- Field operations and Institutions should review and assess existing Gender Action Plans or strategies regularly, or develop one if they don't have one, with support and guidance from the Gender Section.

2. Enhancing gender mainstreaming in the structures and working environment, and gender mainstreaming in recruitment

Capacity-building to enhance gender-mainstreaming in the Organization

- The OSCE should introduce and implement a long-term, sustained approach to capacity development on gender mainstreaming by ensuring systematic gender mainstreaming of programmes, projects and activities. High quality standardized gender training modules should be developed and made available for all staff.
- General training on gender mainstreaming should be complemented by specific training tailored to the differing needs of staff members, including specialized training for senior

management. This would improve the inclusion of a gender perspective in project activities, budgeting and monitoring and ensure gender becomes an integral part of the work and management of executive structures.

Enhancing efforts to recruit more women to senior and high-level positions

- Strengthened and innovative recruitment strategies need to be applied to ensure that qualified women are identified and attracted, with the aim to increase the number of women working at senior levels across all dimensions in the OSCE.
- OSCE Chairpersons-in-Office should call upon participating States to nominate female candidates to alleviate the chronic shortage of women in Heads of Mission, Deputy Heads of Mission and Directors positions.
- OSCE Chairpersons-in-Office should endeavour to appoint more women as chairs of the three Committees and as Special Representatives, beyond those traditionally filled by women, and in particular those dealing with security and peacebuilding issues.
- Participating States should invigorate their efforts to increase the number of women nominated to seconded positions, in particular in areas where women remain underrepresented, such as military affairs and civilian police.

3. Mainstreaming a gender perspective into OSCE activities, policies, programmes and projects

- All executive structures as well as participating States are encouraged to develop targeted action plans and strategies for mainstreaming gender. Such action plans should include well-defined quantitative and qualitative objectives, indicators, clear timelines, monitoring and accountability frameworks, budgets and review capacities, in order to ensure that progress can be evaluated.
- A tool should be introduced for measuring the level of and progress in gender mainstreaming of programmes of each OSCE executive structure to allow a more systematic and strategic integration of a gender perspective.
- Topics and agendas of OSCE events should include a gender perspective as a matter of principle, and equal participation of women and men at events should be ensured.

Structural advancements in mainstreaming gender in the three OSCE dimensions

Increase efforts for mainstreaming gender in the politico-military dimension

- More targeted projects and activities should be developed and implemented to address specific challenges such as the low number of women in the security sector and among related fields of expertise like VERLT and cyber security.
- The OSCE needs to enhance its efforts to identify and recruit female experts; for example, by building up and maintaining a roster of female experts across the OSCE region.

- The OSCE should identify and implement gender-inclusive, conflict-sensitive approaches, and institutionalize gender adviser posts across executive structures to ensure the consistent application of a gender perspective throughout the conflict cycle.

Increase efforts for mainstreaming gender in the economic and environmental dimension

- OSCE structures working in the economic and environmental area need to enhance their efforts to integrate a gender perspective in their programmes and activities. Particular attention should be paid to second dimension project activities which were reported to have no gender component, in order to identify entry points for gender mainstreaming.
- All second dimension projects and activities need to be based on and supported by gender analyses. For this purpose, the already existing gender expertise in the Organization should be complemented by additional efforts.

Further strengthen gender mainstreaming throughout the human dimension

- Although the human dimension is most successful in gender mainstreaming in the OSCE, further efforts are needed to ensure all projects in this dimension are fully gender mainstreamed, rather than focusing only on gender balance in participation.
- OSCE executive structures as well as participating States should further encourage the development of mentoring networks and other tools for women's empowerment, to support women's equal participation in all spheres, taking into account the needs of women from ethnic minority groups, women with disabilities and other marginalized groups.

Promoting Gender Equality in Participating States

Implement Ministerial Council Decisions on gender issues in a results-driven manner

- It is imperative that the 13 year old, *OSCE Gender Action Plan*, should be updated in order to strengthen existing commitments for advancing gender equality in the OSCE region. This is to be accomplished by addressing new and emerging threats to comprehensive security, adopting new and effective measures, and by introducing monitoring and evaluation framework of the Gender Action Plan. To this end, renewed efforts should be undertaken to adopt an Addendum to the 2004 Gender Action Plan.
- Incoming and current Chairpersons-in-Office, in co-operation with the Gender Section and Departments, should ensure that in relevant OSCE bodies like the Forum for Security Co-operation, Permanent Council and the three Committees, gender is an integral part of the planned activities and meetings throughout the year.
- More focus should be placed on developing practical measures for implementing and monitoring existing Ministerial Council decisions.
- Participating States should develop an OSCE-wide strategy for combating violence against women that would include measures in the areas of developing legal frameworks and partnerships, preventing and prosecuting violence against women, and protecting victims. Measures on enhancing data collection and sharing good practices and

experiences among participating States in ending violence against women will also assist the participating States in implementing the Sustainable Development Goals.

- As the Women, Peace and Security agenda is constantly evolving, it is essential to further strengthen OSCE commitments and partnerships to enhance the role of women in countering violent extremism and radicalization that leads to terrorism, and addressing gender dimensions of refugee and migration flows.
- The OSCE's co-operation with global and regional key actors, including the European Union, the Council of Europe and the United Nations system, should be further enhanced to ensure a co-ordinated approach to address gender equality in all efforts to achieving the Sustainable Development Goals and addressing emerging global threats.

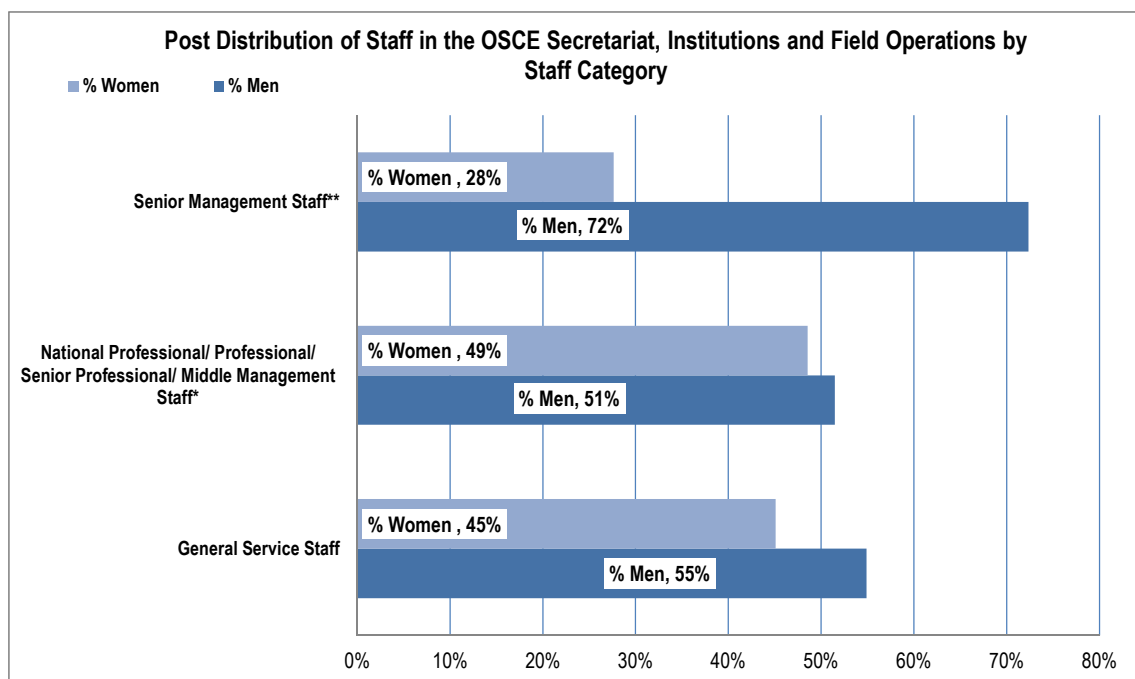
ANNEXES

Annex I

Sex-Disaggregated Statistics of the OSCE Staff

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

Category	Men	Women	Total	% Women	% Men
General Service Staff	713	586	1299	45%	55%
National Professional/ Professional/ Senior Professional/ Middle Management Staff*	438	413	851	49%	51%
Senior Management Staff**	55	21	76	28%	72%
Total Staff	1206	1020	2226	46%	54%



*National Professional / Professional / Senior Professional / Middle Management: NP1-NP3, P1-P4, S-S3

**Senior Management Staff: S4, P5, D1, D2, SG, Head and Deputy Head of Mission and Institution

General Service Staff: G1 to G7

Seconded Staff: S, S1, S2, S3, S4, D/ Mission and Institution, H/ Mission and Institution

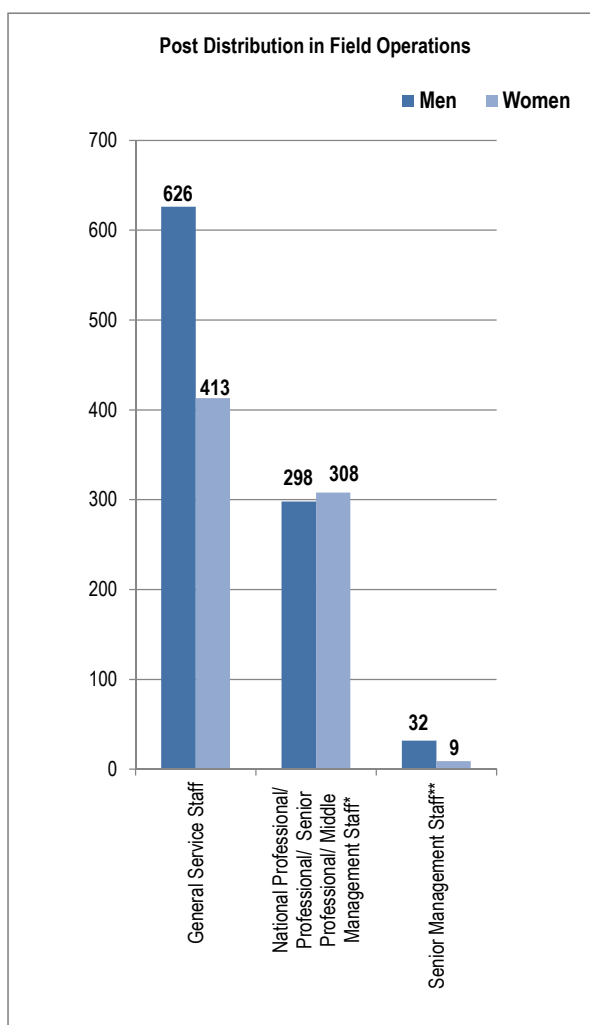
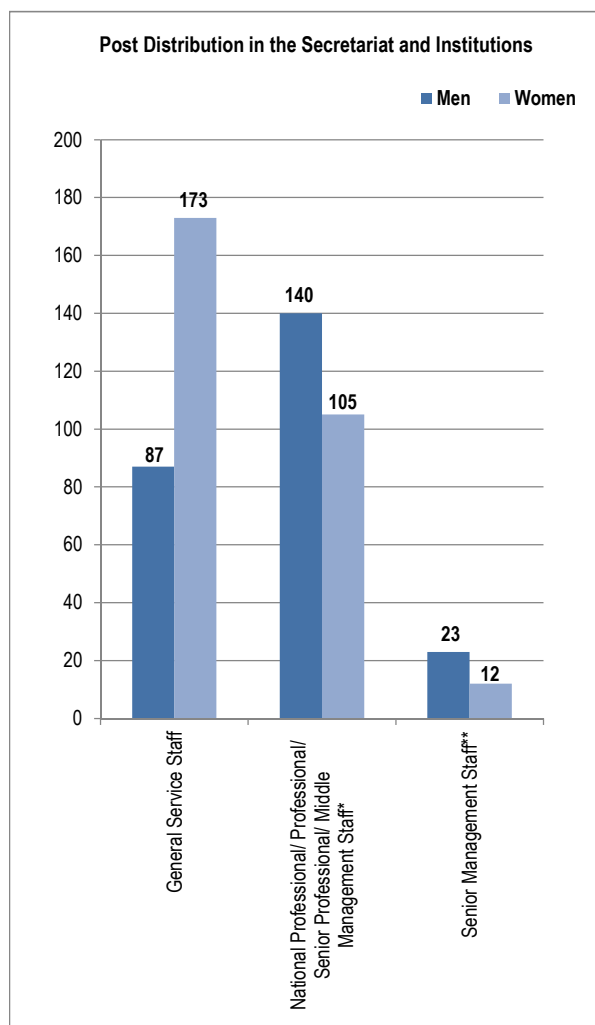
Contracted Staff: G1 to G7, P1 to P5, D1, D2, Hol, The Secretary General

From 01 January 2016, S3 positions are no longer counted under Senior Management Staff positions.

Note: Data as on 29 December 2016

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

Category	Men	Women	Total	% Women
General Service Staff	87	173	260	67%
National Professional/ Professional/ Senior Professional/ Middle Management Staff*	140	105	245	43%
Senior Management Staff**	23	12	35	34%
Total Staff - Secretariat&Institutions	250	290	540	54%
<hr/>				
Category	Men	Women	Total	1234
General Service Staff	626	413	1039	40%
National Professional/ Professional/ Senior Professional/ Middle Management Staff*	298	308	606	51%
Senior Management Staff**	32	9	41	22%
Total Staff - Field Operations	956	730	1686	43%
<hr/>				
Category	Men	Women	Total	% Women
Grand Total Staff	1206	1020	2226	46%



*National Professional / Professional / Senior Professional / Middle Management: NP1-NP3, P1-P4, S-S3

**Senior Management Staff: S4, P5, D1, D2, SG, Head and Deputy Head of Mission and Institution

General Service Staff: G1 to G7

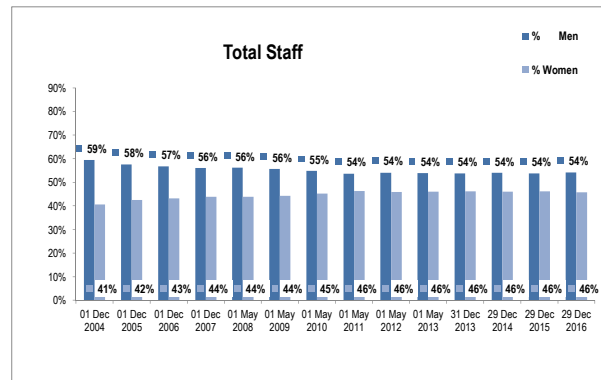
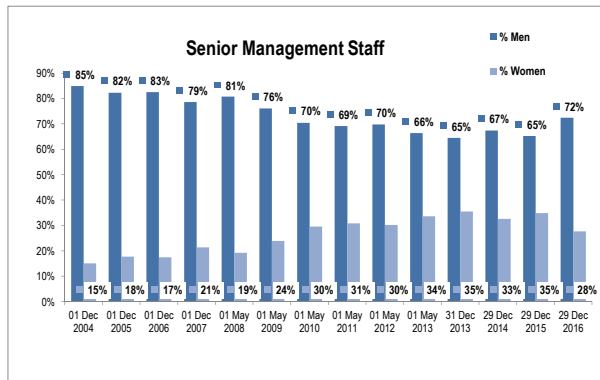
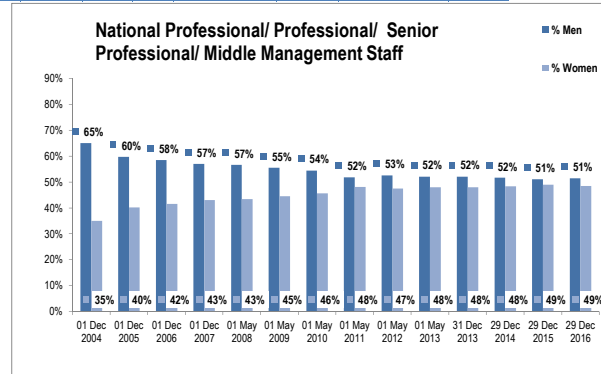
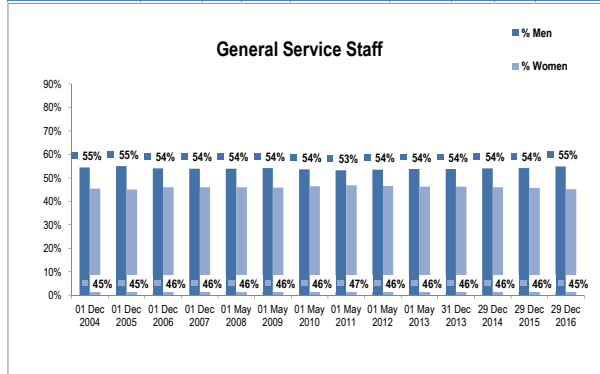
Seconded Staff: S, S1, S2, S3, S4, D/ Mission and Institution, H/ Mission and Institution

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

Note: Data as on 29 December 2016

TABLE AND GRAPHS 3
Development of post distribution by Category of Staff in the OSCE
From 1 December 2004 to 29 December 2016*

	General Service Staff					National Professional/ Professional/ Senior Professional/ Middle Management Staff					Senior Management Staff					Total			Total in per-cent (%)	
	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	%	Men
01 Dec 2004	1239	1034	2273	55%	45%	756	407	1163	65%	35%	152	27	179	85%	15%	2147	1468	3615	59%	41%
01 Dec 2005	1233	1009	2242	55%	45%	612	412	1024	60%	40%	116	25	141	82%	18%	1961	1446	3407	58%	42%
01 Dec 2006	1104	941	2045	54%	46%	618	439	1057	58%	42%	128	27	155	83%	17%	1850	1407	3257	57%	43%
01 Dec 2007	1079	921	2000	54%	46%	584	441	1025	57%	43%	118	32	150	79%	21%	1781	1394	3175	56%	44%
01 May 2008	951	811	1762	54%	46%	546	418	964	57%	43%	109	26	135	81%	19%	1606	1255	2861	56%	44%
01 May 2009	915	773	1688	54%	46%	512	411	923	55%	45%	102	32	134	76%	24%	1529	1216	2745	56%	44%
01 May 2010	872	754	1626	54%	46%	500	419	919	54%	46%	105	44	149	70%	30%	1477	1217	2694	55%	45%
01 May 2011	843	740	1583	53%	47%	470	436	906	52%	48%	103	46	149	69%	31%	1416	1222	2638	54%	46%
01 May 2012	839	729	1568	54%	46%	483	436	919	53%	47%	104	45	149	70%	30%	1426	1210	2636	54%	46%
01 May 2013	766	659	1425	54%	46%	447	412	859	52%	48%	97	49	146	66%	34%	1310	1120	2430	54%	46%
31 Dec 2013	766	659	1425	54%	46%	447	412	859	52%	48%	91	50	141	65%	35%	1304	1121	2425	54%	46%
29 Dec 2014	735	625	1360	54%	46%	422	395	817	52%	48%	91	44	135	67%	33%	1248	1064	2312	54%	46%
29 Dec 2015	709	598	1307	54%	46%	402	385	787	51%	49%	88	47	135	65%	35%	1199	1030	2229	54%	46%
29 Dec 2016	713	586	1299	55%	45%	438	413	851	51%	49%	55	21	76	72%	28%	1206	1020	2226	54%	46%



*National Professional / Professional / Senior Professional / Middle Management: NP1-NP3, P1-P4, S-S3

**Senior Management Staff: S4, P5, D1, D2, SG, Head and Deputy Head of Mission and Institution

General Service Staff: G1 to G7

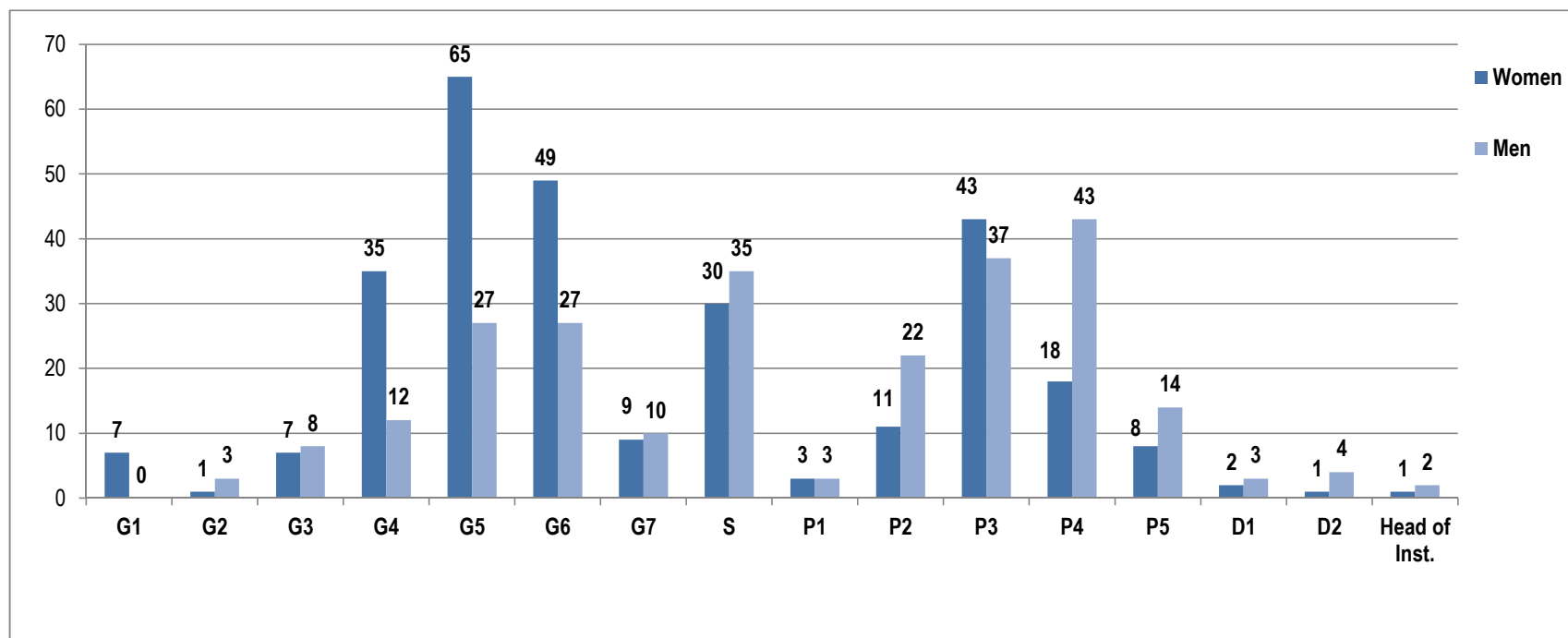
Seconded Staff: S, S1, S2, S3, S4, D/ Mission and Institution, H/ Mission and Institution

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

From 01 January 2016, S3 positions are no longer counted under Senior Management Staff positions.

Note: Data as on 29 December 2016

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

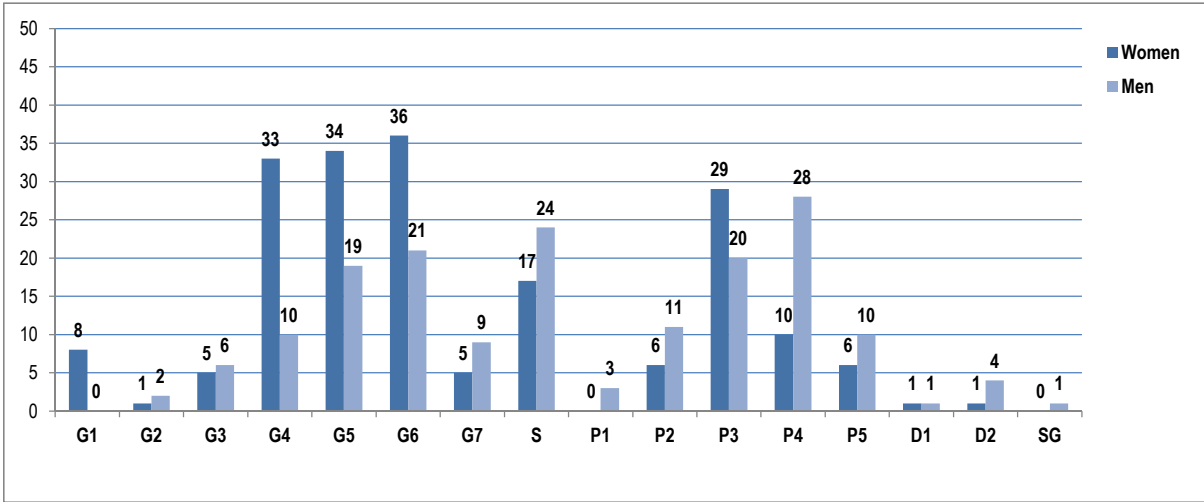


	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P	In %	Total	In %
Women	7	1	7	35	65	49	9	30	3	11	43	18	8	2	1	1	173	67%	30	46%	83	41%	290	54%
Men	0	3	8	12	27	27	10	35	3	22	37	43	14	3	4	2	87	33%	35	54%	119	59%	250	46%
TOTAL	7	4	15	47	92	76	19	65	6	33	80	61	22	5	5	3	260	100%	65	100%	202	100%	540	100%

* Secretariat staff includes High Level Planning Group.

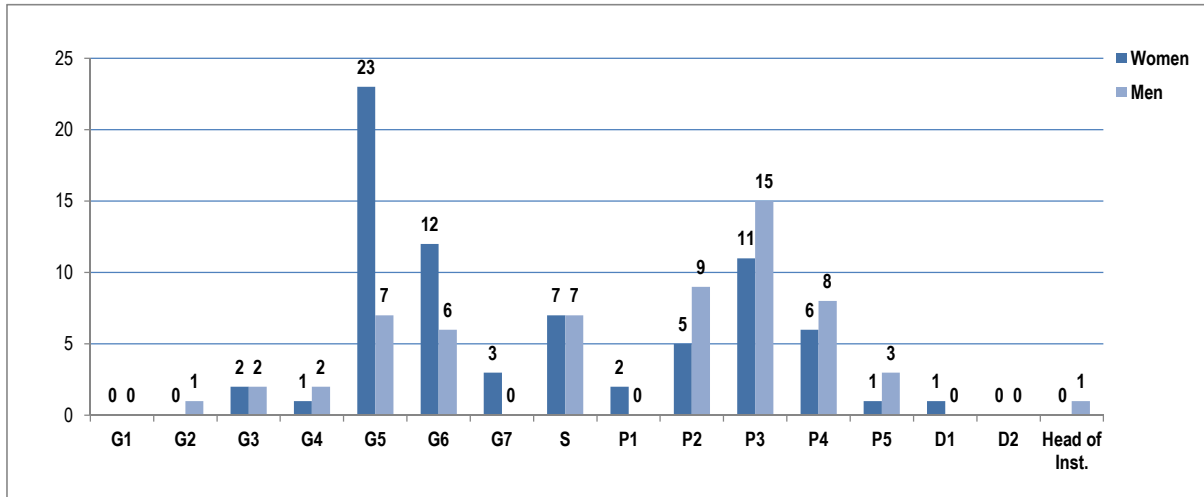
Note: Data as on 29 December 2016

TABLE AND GRAPH 5
Post Distribution in the OSCE Secretariat*



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	SG	Total G	In %	Total S	In %	Total P	In %	Total	In %
Women	8	1	5	33	34	36	5	17	0	6	29	10	6	1	1	0	122	65%	17	41.5%	51	41%	192	53%
Men	0	2	6	10	19	21	9	24	3	11	20	28	10	1	4	1	67	35%	24	58.5%	72	59%	169	47%
TOTAL	8	3	11	43	53	57	14	41	3	17	49	38	16	2	5	1	189	100%	41	100%	123	100%	361	100%

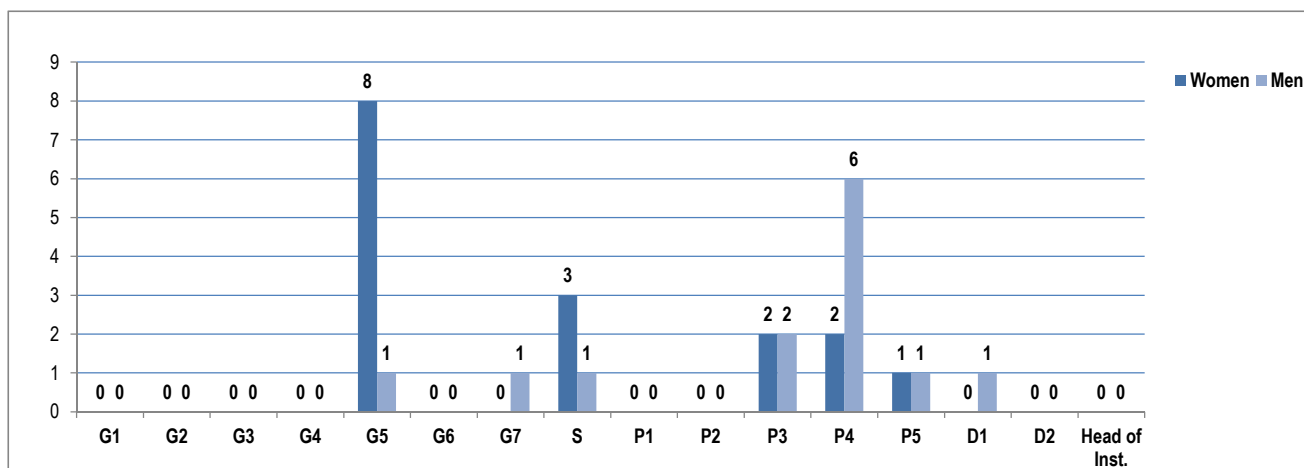
TABLE AND GRAPH 6
Post Distribution in the Office for Democratic Institutions and Human Rights



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P	In %	Total	In %
Women	0	0	2	1	23	12	3	7	2	5	11	6	1	1	0	0	41	69%	7	50%	25	42%	74	55%
Men	0	1	2	2	7	6	0	7	0	9	15	8	3	0	0	1	18	31%	7	50%	35	58%	61	45%
TOTAL	0	1	4	3	30	18	3	14	2	14	26	14	4	1	0	1	59	100%	14	100%	60	100%	135	100%

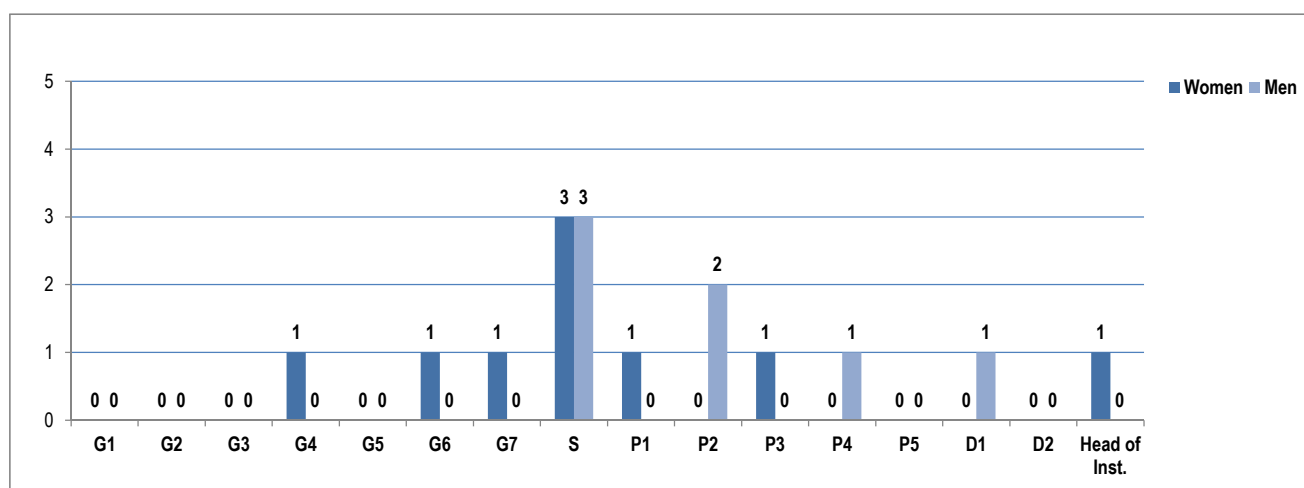
* Secretariat staff includes High Level Planning Group.
Note: Data as on 29 December 2016

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



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P	In %	Total	In %
Women	0	0	0	0	8	0	0	3	0	0	2	2	1	0	0	0	8	80%	3	75%	5	36%	16	55%
Men	0	0	0	0	1	0	1	1	0	0	2	6	1	1	0	0	2	20%	1	25%	9	64%	13	45%
TOTAL	0	0	0	0	9	0	1	4	0	0	4	8	2	1	0	0	10	100%	4	100%	14	100%	29	100%

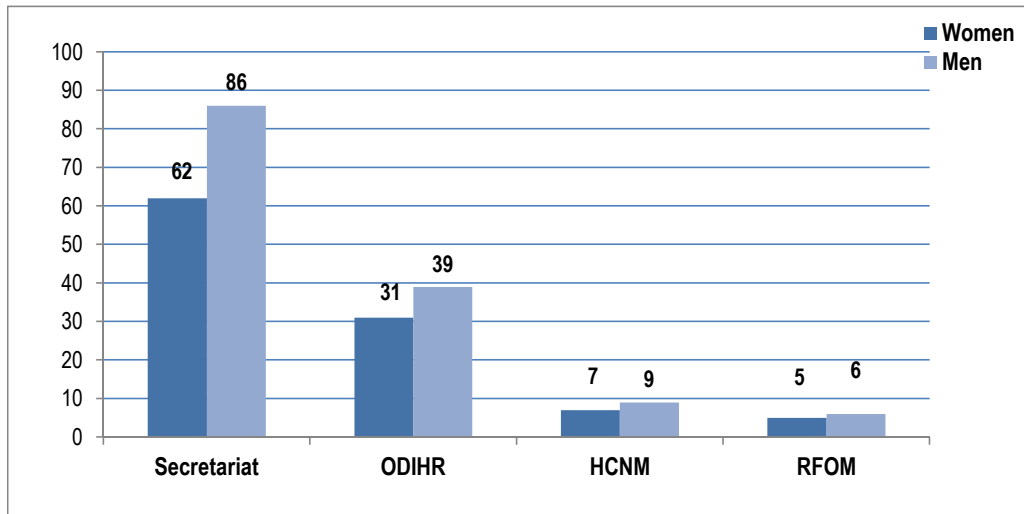
TABLE AND GRAPH 8
Post Distribution in the Office of the Representative on Freedom of the Media



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P	In %	Total	In %
Women	0	0	0	1	0	1	1	3	1	0	1	0	0	0	0	1	3	100%	3	50%	2	40%	9	56%
Men	0	0	0	0	0	0	0	3	0	2	0	1	0	1	0	0	0	0%	3	50%	3	60%	7	44%
TOTAL	0	0	0	1	0	1	1	6	1	2	1	1	0	1	0	1	3	100%	6	100%	5	100%	16	100%

Note: Data as of 29 December 2016

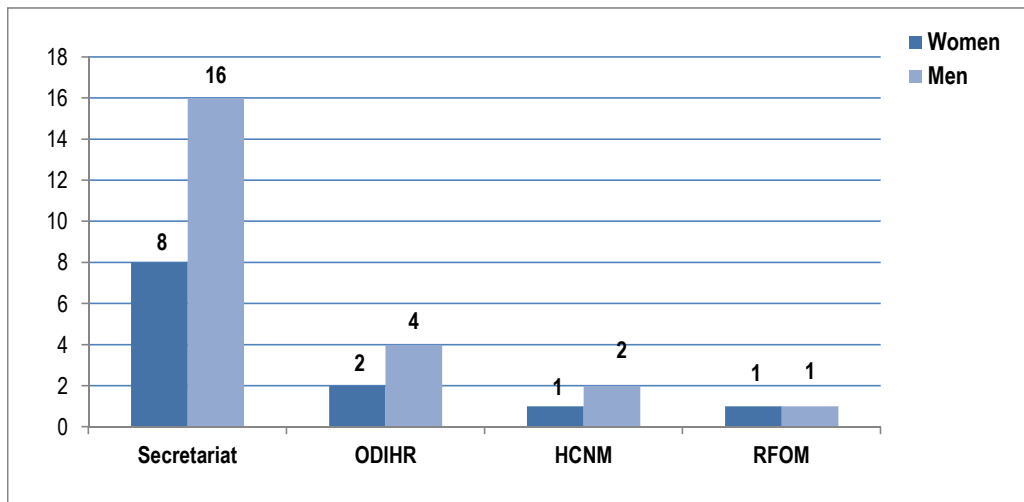
TABLE AND GRAPH 9
Post Distribution in the OSCE Secretariat and Institutions
Professional Staff*



#	Secretariat	ODIHR	HCNM	RFOM	Total
Women	62	31	7	5	105
Men	86	39	9	6	140
TOTAL	148	70	16	11	245

*Professional Staff: S, P1, P2, P3, P4.

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



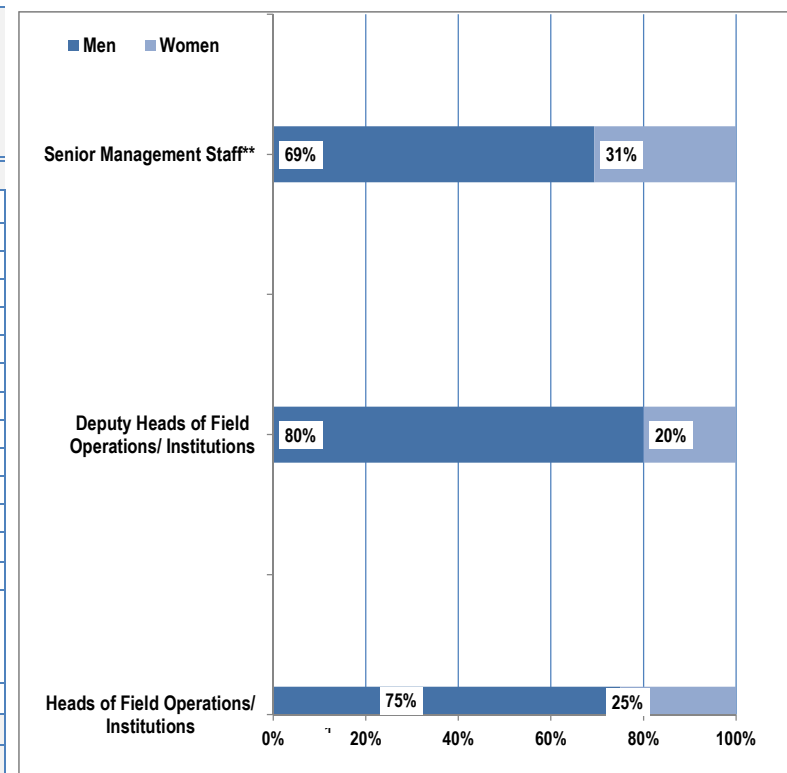
#	Secretariat	ODIHR	HCNM	RFOM	Total
Women	8	2	1	1	12
Men	16	4	2	1	23
TOTAL	24	6	3	2	35

*Heads and Deputy Heads of Institutions, D1, D2, P5, SG

Note: Data as on 29 December 2016

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

Field operations, Secretariat and Institutions*	Heads of Field Operations/ Institutions		Deputy Heads of Field Operations/ Institutions		Senior Management Staff**		Total	
	M	F	M	F	M	F	M	F
OSCE Presence in Albania	1	0	1	0	0	0	2	0
OSCE Centre in Ashgabat	0	1	0	0	0	0	0	1
OSCE Programme Office in Astana	1	0	0	0	0	0	1	0
OSCE Programme Office in Bishkek	1	0	1	0	0	0	2	0
OSCE Mission to Bosnia and Herzegovina	1	0	1	0	1	0	3	0
OSCE Mission in Kosovo	1	0	0	1	7	2	8	3
OSCE Mission to Moldova	1	0	1	0	1	0	3	0
OSCE Mission to Montenegro	0	0	1	0	0	0	1	0
OSCE Mission to Serbia	1	0	1	0	2	2	4	2
OSCE Mission to Skopje	0	1	1	0	2	0	3	1
OSCE Programme Office in Dushanbe	0	1	1	0	0	0	1	1
OSCE Project Co-ordinator in Ukraine	1	0	0	0	0	0	1	0
OSCE Project Co-ordinator in Uzbekistan	1	0	0	0	0	0	1	0
OSCE Office in Yerevan		0	0	1		0	0	1
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1	0	0	0	0	0	1	0
Secretariat and Institutions*	2	1	0	0	21	11	23	12
Total	12	4	8	2	34	15	54	21
In per cent (%)	75%	25%	80%	20%	69%	31%	72%	28%



	Heads of Mission	Deputy Heads of Mission	Senior Management Staff
Men	75%	80%	69%
Women	25%	20%	31%

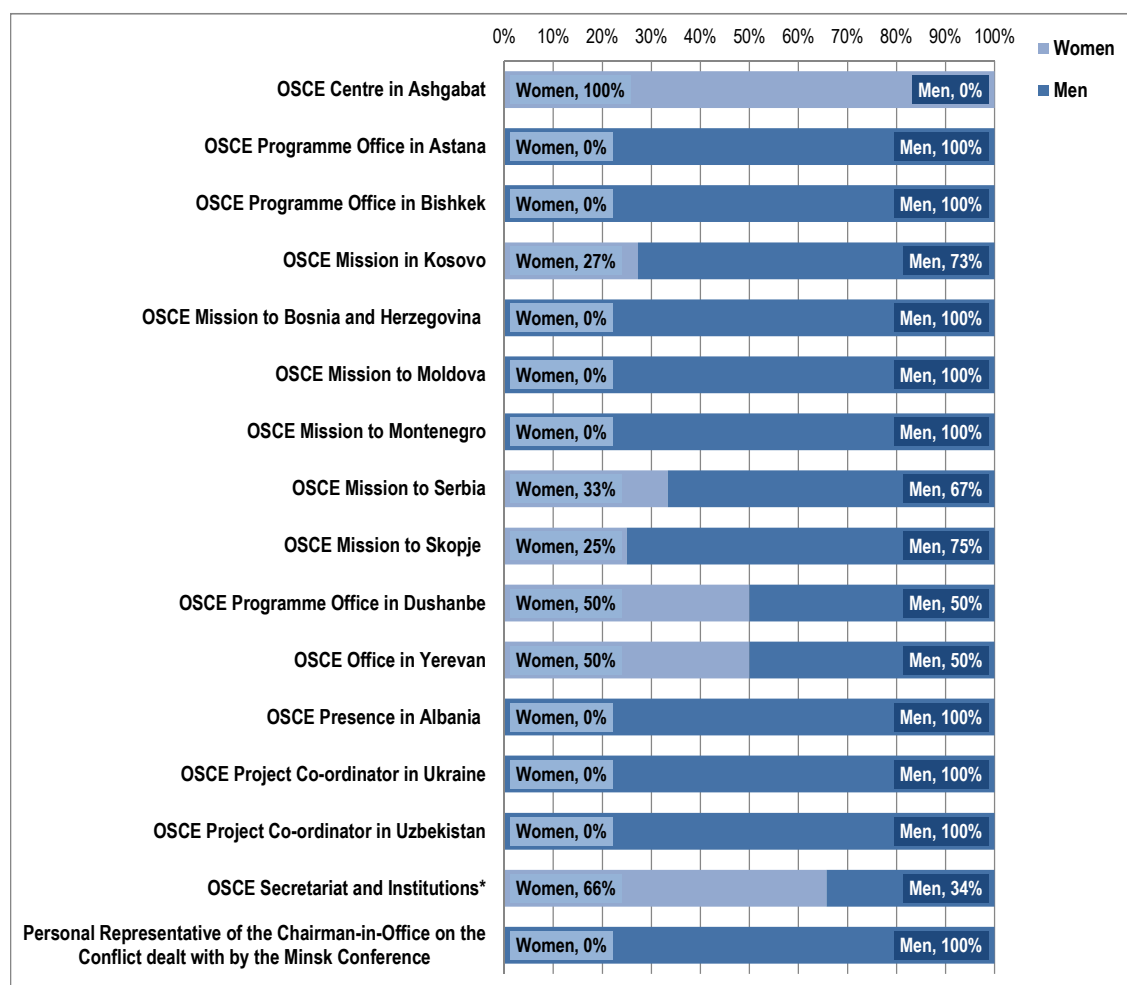
*Includes FoM, HCNM, HPLG, ODIHR, the Secretariat.

**Includes: S4, P5, D1, D2, SG but not (D)HoM/Hol

Note: Data as on 29 December 2016

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

Field operations, Secretariat and Institutions	Total		Total in %	
	M	F	M	F
OSCE Centre in Ashgabat	0	1	0%	100%
OSCE Programme Office in Astana	1	0	100%	0%
OSCE Programme Office in Bishkek	2	0	100%	0%
OSCE Mission in Kosovo	8	3	73%	27%
OSCE Mission to Bosnia and Herzegovina	3	0	100%	0%
OSCE Mission to Moldova	3	0	100%	0%
OSCE Mission to Montenegro	1	0	100%	0%
OSCE Mission to Serbia	4	2	67%	33%
OSCE Mission to Skopje	3	1	75%	25%
OSCE Programme Office in Dushanbe	1	1	50%	50%
OSCE Office in Yerevan	1	1	50%	50%
OSCE Presence in Albania	2	0	100%	0%
OSCE Project Co-ordinator in Ukraine	1	0	100%	0%
OSCE Project Co-ordinator in Uzbekistan	1	0	100%	0%
OSCE Secretariat and Institutions*	12	23	34%	66%
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1	0	100%	0%
Total	44	32	58%	42%



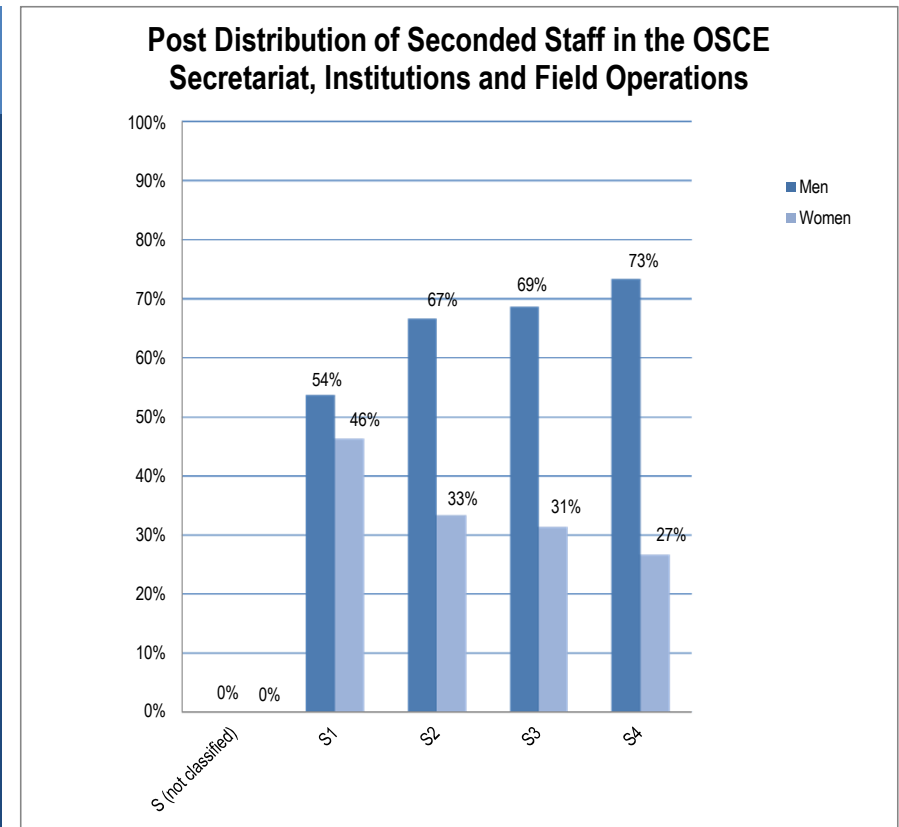
*S4, P5, D1, D2, Heads and Deputy Heads of Field Operations and Institutions

Institutions include ODIHR, FoM, HCNM. Secretariat Includes HLPG.

Note: Data as on 29 December 2016

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

Field operations, Secretariat and Institutions	S*		S1		S2		S3		S4		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
OSCE Presence in Albania	0	0	1	1	5	2	2	4	0	0	8	7
OSCE Centre in Ashgabat	0	0	0	0	2	1	0	0	0	0	2	1
OSCE Programme Office in Astana	0	0	0	0	2	0	0	0	0	0	2	0
OSCE Programme Office in Bishkek	0	0	0	0	5	3	3	3	0	0	8	6
OSCE Mission to Bosnia and Herzegovina	0	0	2	4	2	1	8	1	0	0	12	6
OSCE Mission in Kosovo	0	0	17	16	20	16	12	3	6	2	55	37
OSCE Mission to Moldova	0	0	0	0	5	1	0	2	1	0	6	3
OSCE Mission to Montenegro	0	0	0	0	2	2	0	0	0	0	2	2
OSCE Mission to Serbia	0	0	1	1	6	3	2	0	2	2	11	6
OSCE Mission to Skopje	0	0	7	3	10	3	4	1	2	0	23	7
OSCE Programme Office in Dushanbe	0	0	1	0	7	4	3	2	0	0	11	6
OSCE Project Co-ordinator in Ukraine	0	0	0	0	0	0	1	0	0	0	1	0
OSCE Project Co-ordinator in Uzbekistan	0	0	0	0	1	0	0	0	0	0	1	0
OSCE Office in Yerevan	0	0	0	0	3	1	0	0	0	0	3	1
Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference	0	0	0	0	4	0	0	0	0	0	4	0
Secretariat (includes HLPG)												
Institutions (FoM, HCNM, ODIHR)												
Total	0	0	29	25	74	37	35	16	11	4	149	82
Per cent	#DIV/0!	#DIV/0!	54%	46%	67%	33%	69%	31%	73%	27%	65%	35%



*Seconded posts in the Secretariat and Institutions are not classified and therefore not included in the standard system of grades.
Note: Data as on 29 December 2016

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

	Number of nominations	Women						Total of Women	Men					
		DHoM	S	S1	S2	S3	S4		DHoM	S	S1	S2	S3	S4
Albania	25	2	2	0	8	5	0	17	0	1	2	4	1	0
Armenia	12	0	3	0	0	0	0	3	0	0	0	6	3	0
Austria	46	0	8	5	3	1	0	17	0	16	2	6	4	1
Azerbaijan	18	0	0	0	4	3	0	7	0	5	1	4	1	0
Belarus	2	0	0	0	0	0	0	0	0	2	0	0	0	0
Belgium	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bosnia and Herzegovina	88	0	2	1	13	6	0	22	3	7	13	35	7	1
Bulgaria	134	0	1	7	24	3	0	35	3	3	15	68	10	0
Canada	147	0	4	15	19	4	1	43	7	8	15	51	18	5
Croatia	5	0	0	0	4	0	0	4	0	0	0	0	1	0
Cyprus	4	0	2	0	0	0	0	2	0	2	0	0	0	0
Czech Republic	27	0	4	0	1	1	0	6	0	2	5	6	8	0
Denmark	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Estonia	3	0	2	0	0	0	0	2	0	0	0	1	0	0
Finland	34	0	11	0	0	0	0	11	0	14	0	3	5	1
France	6	0	1	0	0	0	0	1	0	5	0	0	0	0
Georgia	81	3	7	3	16	4	0	33	3	3	2	20	15	5
Germany	81	0	6	2	15	4	1	28	4	17	0	18	10	4
Greece	122	0	4	9	10	6	0	29	2	4	19	47	20	1
Hungary	40	0	0	3	4	2	0	9	0	1	7	14	8	1
Ireland	26	0	1	2	7	3	0	13	0	0	7	3	3	0
Italy	163	2	12	12	31	7	0	64	6	9	25	35	18	6
Japan	4	0	0	0	1	0	0	1	0	0	0	3	0	0
Kazakhstan	3	0	1	0	0	0	0	1	0	0	0	1	1	0
Kyrgyzstan	66	0	2	2	3	0	0	7	0	10	7	33	9	0
Latvia	2	0	1	0	0	0	0	1	0	1	0	0	0	0
Luxembourg	3	0	1	0	0	0	0	1	0	2	0	0	0	0
The Former Yugoslav Republic of Macedonia (FYRoM)	82	0	0	4	21	10	0	35	0	3	4	33	7	0
Malta	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Republic of Moldova	105	2	2	1	8	6	1	20	9	7	10	43	12	4
Montenegro	13	0	1	0	0	0	0	1	0	0	6	3	3	0
Netherlands	8	0	1	0	0	0	1	2	0	3	0	3	0	0
Norway	13	0	1	0	0	0	0	1	1	2	0	5	3	1
Poland	36	0	3	5	7	2	0	17	0	1	3	13	2	0
Portugal	37	0	1	2	13	1	0	17	3	5	3	6	2	1
Romania	19	0	2	1	0	0	0	3	0	1	3	9	3	0
Russian Federation	20	0	0	0	1	0	0	1	0	0	1	10	7	1
San Marino	4	0	1	2	0	0	0	3	0	0	1	0	0	0
Serbia	16	0	0	0	2	2	0	4	0	1	5	4	2	0
Slovakia	34	0	5	3	3	0	0	11	0	7	2	12	2	0
Slovenia	3	0	2	0	1	0	0	3	0	0	0	0	0	0
Spain	63	0	4	7	10	7	0	28	0	5	11	11	7	1
Sweden	15	0	2	0	1	0	0	3	0	1	0	8	2	1
Switzerland	2	0	1	0	0	0	0	1	0	1	0	0	0	0
Tajikistan	10	0	0	0	4	0	0	4	0	2	0	4	0	0
Turkey	11	0	0	0	0	0	1	1	0	0	0	7	2	1
Ukraine	3	0	0	0	0	0	0	0	0	1	0	1	0	1
United Kingdom	94	2	0	5	13	3	0	23	0	0	12	33	23	3
United States	59	1	2	0	6	11	1	21	5	1	0	8	23	1
Uzbekistan	1	0	1	0	0	0	0	1	0	0	0	0	0	0
Grand Total	1791	12	104	91	253	91	6	557	46	153	182	571	242	40

aggregated data in per cent, are insignificant.
From 1 January 2016 to 29 December 2016

Table 15
 Seconded Staff in the OSCE Secretariat, Institutions and Field Operations by
 Seconding Country and Gender

Seconding Country	% of Women	Men	Women	Total Seconded Staff
Albania	100%	0	1	1
Azerbaijan	100%	0	2	2
France	100%	0	2	2
Georgia	100%	0	4	4
Portugal	100%	0	4	4
Switzerland	50%	2	2	4
Norway	47%	9	8	17
Canada	43%	4	3	7
The Former Yugoslav Republic of Macedonia (FYRoM)	43%	4	3	7
Bulgaria	41%	10	7	17
The Netherlands	40%	3	2	5
Spain	38%	5	3	8
Germany	36%	14	8	22
Ireland	33%	2	1	3
Italy	33%	12	6	18
United States	29%	32	13	45
Austria	29%	5	2	7
Serbia	29%	5	2	7
Poland	22%	7	2	9
Tajikistan	22%	7	2	9
Greece	20%	4	1	5
Slovakia	20%	4	1	5
United Kingdom	19%	21	5	26
Finland	17%	10	2	12
Hungary	17%	5	1	6
Sweden	14%	6	1	7
Republic of Moldova	8%	12	1	13
Bosnia and Herzegovina	7%	14	1	15
Belarus	0%	2	0	2
Belgium	0%	3	0	3
Czech Republic	0%	3	0	3
Denmark	0%	3	0	3
Estonia	0%	2	0	2
Kyrgyzstan	0%	5	0	5
Luxembourg	0%	1	0	1
Romania	0%	4	0	4
Russian Federation	0%	4	0	4
Turkey	0%	1	0	1
Ukraine	0%	1	0	1
Grand Total	28%	226	90	316

*Where the total number of nominees is below 10, the sex disaggregated data in per cent, are insignificant.
 From 1 January 2016 to 29 December 2016

GRAPH 16

Number of Seconded Female Professionals in the OSCE Secretariat, Institutions and Field Operations
by Seconding Country in the period from 1 January 2016 until 31 December 2016

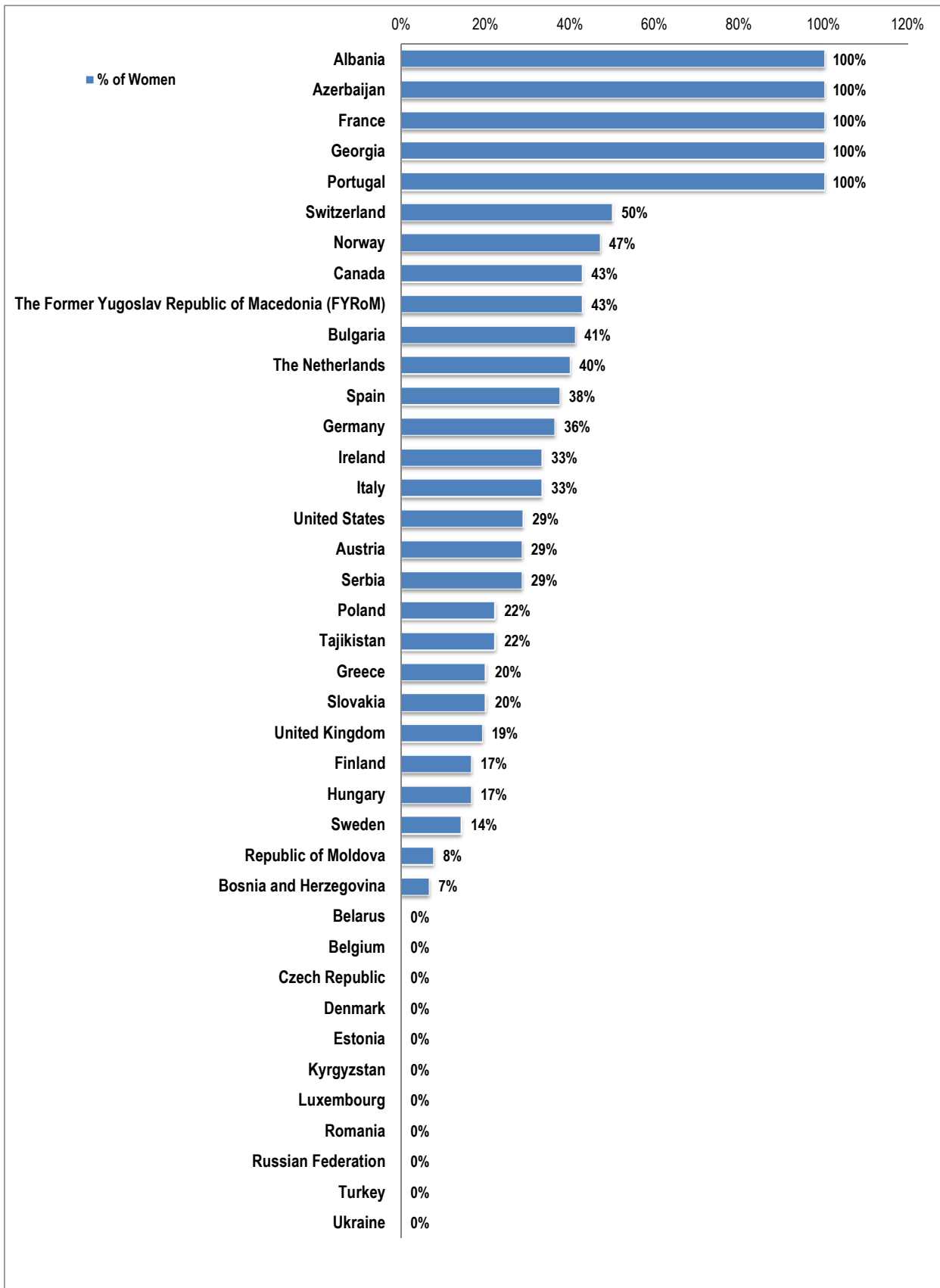


TABLE 17
Gender Balance of International Seconded and Contracted Mission and Institution Members
(including Management) by field of expertise

Field of Expertise	Men	Women	Total	Men	Women
Human Rights	14	26	40	35%	65%
Political Affairs	47	10	57	82%	18%
Democratization	22	18	40	55%	45%
Administration & Support	27	14	41	66%	34%
Civilian Police	21	2	23	91%	9%
General Staff/Monitoring	18	7	25	72%	28%
Rule of Law	16	12	28	57%	43%
Media Affairs	3	4	7	43%	57%
Economic & Environmental Affairs	10	4	14	71%	29%
Military Affairs	6	0	6	100%	0%
Elections	2	0	2	100%	0%
Grand total	186	97	283	66%	34%

* Where the total numbers are below 10, the sex disaggregated data in per cent are insignificant.
Note: Data as on 29 December 2016

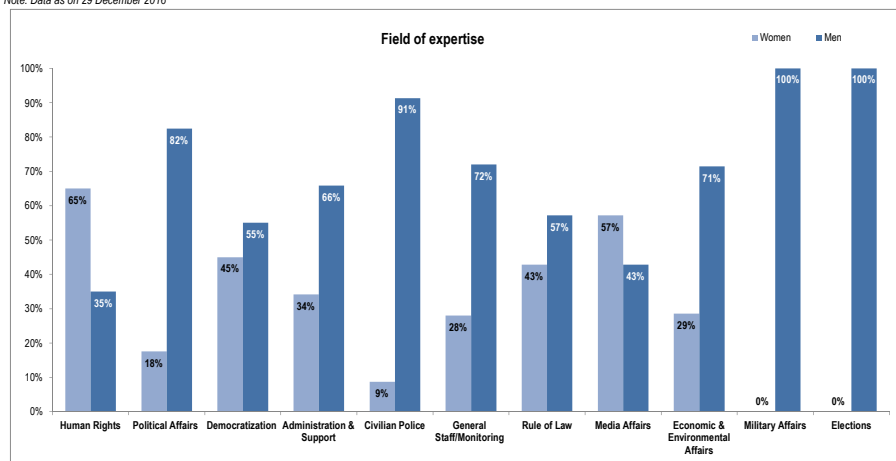


TABLE 18
Post Distribution of Local Staff in OSCE Field Operations

Grade	Total in Per Cent		OSCE Presence in Albania		OSCE Programme Office in Astana		OSCE Centre in Ashgabat		OSCE Programme Office in Bishkek		OSCE Mission to Bosnia and Herzegovina		OSCE Mission in Kosovo		OSCE Mission to Moldova		OSCE Mission to Montenegro		OSCE Mission to Serbia		OSCE Mission to Skopje		OSCE Programme Office in Dushanbe		OSCE Project Co-ordinator in Uzbekistan		OSCE Project Co-ordinator in Ukraine		OSCE Office in Yerevan		Pers. Rep. of the C-I-O on the conflict deal with by the OSCE Minsk Conference		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
NPO	40%	60%	5	12	0	4	1	1	5	6	41	78	49	36	3	7	2	6	7	26	7	11	9	7	3	2	8	15	4	8	0	0	144	219
G7	0%	0%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
G6	48%	52%	3	4	2	4	0	2	12	11	4	7	60	32	5	4	2	7	7	14	4	9	6	6	0	1	2	4	2	11	0	1	109	117
G5	45%	55%	6	15	2	4	3	4	15	5	27	50	44	22	0	5	4	4	13	13	10	18	17	23	3	5	2	6	1	3	0	1	147	178
G4	62%	38%	2	5	0	1	0	0	3	6	10	2	49	19	1	5	1	0	5	2	14	10	3	2	0	0	0	1	0	1	1	0	89	54
G3	86%	14%	2	0	1	1	1	0	5	1	13	4	41	5	1	1	2	0	3	1	8	2	6	0	2	0	1	0	2	0	5	0	93	15
G2*	97%	3%	7	0	2	0	6	0	19	0	32	0	32	3	7	0	2	0	13	0	10	1	42	1	5	0	4	0	7	0	0	0	188	5
G1**	0%	100%	0	0	0	1	0	1	0	5	0	7	0	0	0	3	0	0	0	4	0	2	0	12	0	2	0	2	0	2	0	3	0	44
Total	55%	45%	25	36	7	15	11	8	59	34	127	148	275	117	17	25	13	17	48	60	53	53	83	51	13	10	17	28	16	25	6	5	770	632
Total	100%		61		22		19		93		275		392		42		30		108		106		134		23		45		41		11		1402	
%	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
	55%	45%	41%	59%	32%	68%	58%	42%	63%	37%	46%	54%	70%	30%	40%	60%	43%	57%	44%	56%	50%	50%	62%	38%	57%	43%	38%	62%	39%	61%	55%	45%	55%	45%

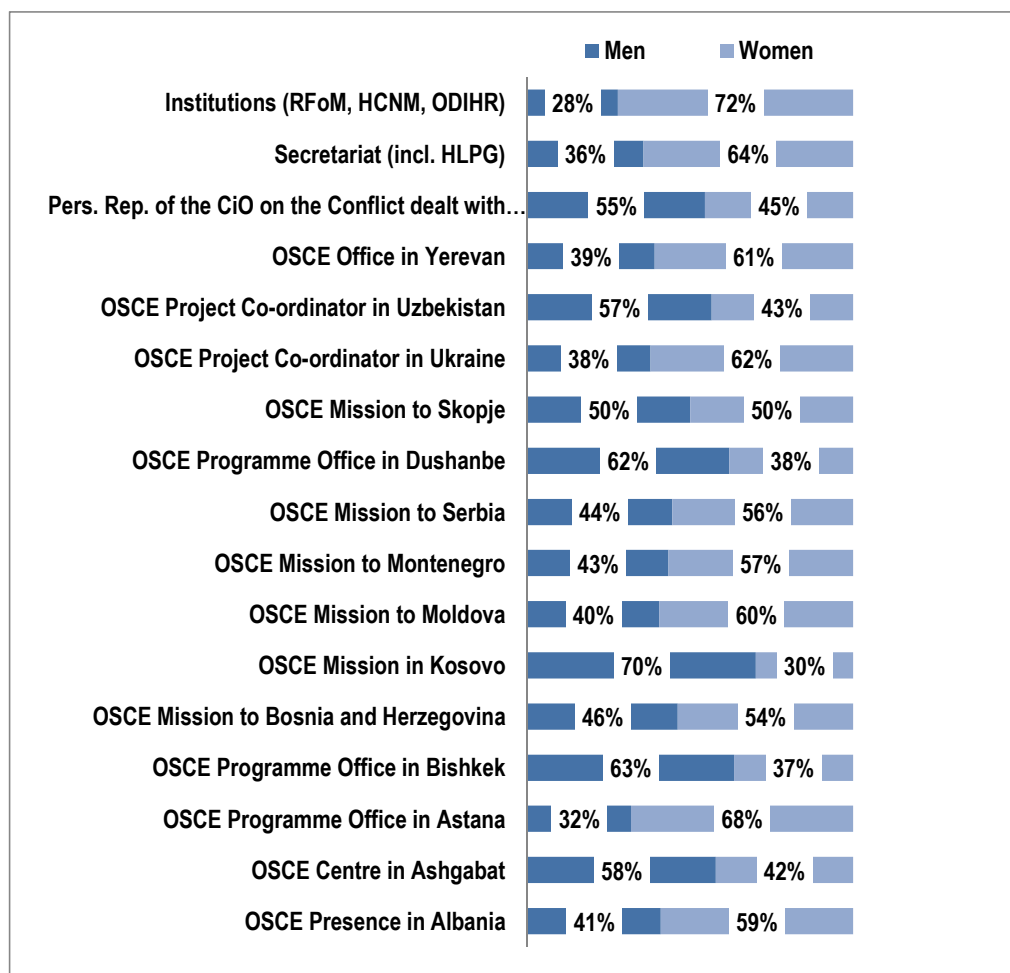
*The high percentage of male staff at the G2 level is due to the fact that posts of drivers are classified as G2 and these tend to be held by men.

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

Note: Data as on 29 December 2016

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

Field operation	Percentage		Number		Total
	Men	Women	Men	Women	
OSCE Presence in Albania	41%	59%	25	36	61
OSCE Centre in Ashgabat	58%	42%	11	8	19
OSCE Programme Office in Astana	32%	68%	7	15	22
OSCE Programme Office in Bishkek	63%	37%	59	34	93
OSCE Mission to Bosnia and Herzegovina	46%	54%	127	148	275
OSCE Mission in Kosovo	70%	30%	275	117	392
OSCE Mission to Moldova	40%	60%	17	25	42
OSCE Mission to Montenegro	43%	57%	13	17	30
OSCE Mission to Serbia	44%	56%	48	60	108
OSCE Programme Office in Dushanbe	62%	38%	83	51	134
OSCE Mission to Skopje	50%	50%	53	53	106
OSCE Project Co-ordinator in Ukraine	38%	62%	17	28	45
OSCE Project Co-ordinator in Uzbekistan	57%	43%	13	10	23
OSCE Office in Yerevan	39%	61%	16	25	41
Pers. Rep. of the CiO on the Conflict dealt with by the Minsk Conference	55%	45%	6	5	11
Secretariat (incl. HLPG)	36%	64%	67	121	188
Institutions (RFoM, HCNM, ODIHR)	28%	72%	20	52	72
Grand Total	52%	48%	857	805	1,662



Local Staff includes: NPO+, G1-G7.

Note: Data as on 29 December 2016

TABLE 20
Gender Balance by Grade in the Recruitment of Contracted Staff
in the OSCE Secretariat, Institutions and Field Operations
From 1 January 2016 to 29 December 2016

Grade	Number of Vacancies	Applied				Short listed				Accepted/Employed*			
		Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
D2	1	31	10	41	24%	1	4	5	80%	0	1	1	100%
D1	2	151	42	193	22%	9	3	12	25%	0	2	2	100%
P5	8	571	286	857	33%	32	18	50	36%	6	2	8	25%
Total P5 -D2	11	753	338	1091	31%	42	25	67	37%	6	5	11	45%
P4	13	1195	514	1709	30%	48	27	75	36%	12	1	13	8%
P3	15	1675	1331	3006	44%	39	56	95	59%	11	9	20	45%
P2	6	1292	998	2290	44%	28	34	62	55%	6	5	11	45%
P1	2	889	1174	2063	57%	8	13	21	62%	2	2	4	50%
NP3	1	21	13	34	38%	2	0	2	0%	1	0	1	0%
NP2	5	157	161	318	51%	14	15	29	52%	2	3	5	60%
NP1	31	800	660	1460	45%	64	76	140	54%	12	24	36	67%
Total NP1 -P4	73	6029	4851	10884	45%	203	221	424	52%	46	44	90	49%
Total NP, P and D	84	6782	5189	11975	43%	245	246	491	50%	52	49	101	49%
Total P and D	47	5804	4355	10162	43%	165	155	320	48%	37	22	59	37%
G7	2	43	105	148	71%	3	7	10	70%	1	1	2	50%
G6	27	773	1003	1776	56%	52	68	120	57%	11	17	28	61%
G5	44	1177	1552	2729	57%	88	136	224	61%	19	27	46	59%
G4	25	683	1280	1963	65%	39	75	114	66%	7	21	28	75%
G3	11	315	552	867	64%	17	30	47	64%	6	5	11	45%
G2	5	151	1	152	1%	6	0	6	0%	5	0	5	0%
G1	1	0	2	2	100%	0	2	2	100%	0	1	1	100%
Total G1-G7	115	3142	4495	7637	59%	205	318	523	61%	49	72	121	60%
Grand Total	199	9924	9684	19608		450	564	1014		101	121	222	
% of Total		51%	49%			44%	56%			45%	55%		
Percentage		Applied		Short listed of applied		Employed of applied		Employed of shortlisted					
		Men	Women	Men	Women	Men	Women	Men	Women				
	All grades	51%	49%	5%	7%	1%	1%	22%	21%				
	P and D	57%	43%	3%	4%	1%	1%	22%	14%				
	G1 - G7	41%	59%	7%	7%	2%	2%	24%	23%				

*Including re-issued Vacancy Notices (VNs)

TABLE 21
Gender Balance by Grade in the Recruitment of Seconded Staff
in the OSCE Secretariat, Institutions and Field Operations
From 1 January 2016 to 29 December 2016

Grade	Number of Vacancies	Applied/Nominated			Long-listed			Short-listed			Accepted/Employed		
		Men	Women	% Women	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
DHoM	2	21	3	13%	12	2	14%	8	1	11%	2	0	0%
S4	4	37	5	12%	25	3	11%	6	1	14%	4	0	0%
S3	23	182	80	31%	98	48	33%	43	23	35%	17	9	40%
S2	45	360	184	34%	219	108	33%	68	46	40%	36	14	28%
S1	8	168	90	35%	89	51	36%	21	16	43%	9	5	36%
S*	19	28	46	62%	17	35	67%	18	26	59%	11	9	45%
Total	101	796	408	34%	460	247	35%	164	113	41%	79	37	32%
% of Total		66%	34%		65%	35%		59%	41%		68%	32%	

	Applied/Nominated		Long-listed of Nominated		Short-listed of Nominated		Employed of Nominated	
	Men	Women	Men	Women	Men	Women	Men	Women
% of Applied/Nominated	66%	34%	38%	21%	14%	9%	7%	3%

	Applied/Nominated		Long-listed of Nominated		Short-listed from the long list		Employed of shortlisted	
	Men	Women	Men	Women	Men	Women	Men	Women
Percentage	66%	34%	38%	21%	23%	16%	29%	13%

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

TABLE 22
Sex disaggregated nominations and secondments as per Grade
in the OSCE Secretariat, Institutions and Field Operations
From 2005 to 29 December 2016

	S1		S2		S3		S4		(S) Secretariat and Institutions	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Nominations										
2005	62%	38%	67%	33%	75%	25%	81%	19%	55%	45%
2006	62%	38%	66%	34%	76%	24%	91%	9%	40%	60%
2007/08*	56%	44%	63%	37%	78%	22%	76%	24%	45%	55%
2009**	63%	37%	70%	30%	73%	27%	81%	19%	43%	57%
2010***	57%	43%	68%	32%	72%	28%	75%	25%	47%	53%
2011****	59%	41%	72%	28%	77%	23%	91%	9%	45%	55%
2012*****	55%	45%	72%	28%	70%	30%	84%	16%	50%	50%
2013*****	54%	46%	72%	28%	70%	30%	83%	17%	50%	50%
1.Jan.-31.Dec.2013*****	51%	49%	66%	34%	75%	25%	77%	23%	56%	44%
2014	53.5%	46.5%	67%	33%	79%	21%	83%	17%	57%	43%
2015	63%	37%	64%	36%	68%	32%	89%	11%	43%	57%
2016	65%	35%	66%	34%	69%	31%	88%	12%	38%	62%
Average of the above years	58%	42%	68%	32%	74%	27%	83%	17%	47%	53%
Appointed Secondments										
2005	64%	36%	60%	40%	77%	23%	85%	15%	71%	29%
2006	60%	40%	64%	36%	71%	29%	96%	4%	66%	34%
2007	54%	46%	64%	36%	68%	32%	86%	14%	67%	33%
2008	53%	47%	62%	38%	71%	29%	85%	15%	68%	32%
2009	56%	44%	61%	39%	68%	32%	75%	25%	66%	34%
2010	53%	47%	60%	40%	64%	36%	67%	33%	61%	39%
2011	49%	51%	61%	39%	63%	37%	78%	22%	46%	54%
2012	48%	52%	73%	27%	77%	23%	68%	32%	70%	30%
2013	52%	48%	64%	36%	66%	34%	70%	30%	66%	34%
1.Jan.-31.Dec.2013	50%	50%	66%	34%	58%	42%	68%	32%	69%	31%
2014	60%	40%	63%	37%	84%	16%	86%	14%	47%	53%
2015	67%	33%	67%	33%	62%	38%	87%	13%	40%	60%
2016	64%	36%	72%	28%	60%	40%	100%	0%	55%	45%
Average of the above years	56%	44%	64%	36%	68%	32%	81%	19%	61%	39%

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

**From 1 May 2008 to 1 May 2009.

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

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

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

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

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

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

From 2015 onwards, data covers the period starting from 1 January to 29 December.

TABLE 23

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

Grade	No. of panels	Total in Per Cent		OSCE Secretariat*		OSCE Mission to Montenegro		OSCE Mission to Skopje		OSCE Mission to Bosnia and Herzegovina		OSCE Project Co-ordinator in Ukraine		OSCE Programme Office in Bishkek		OSCE Representative on Freedom of the Media		OSCE Office for Democratic Institutions and Human Rights		OSCE Mission to Kosovo		OSCE Programme Office in Astana		Total in Numbers		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
DHoM	3	38%	62%					2	4					2	4							2	2	6	10	
D1	3	62%	83%	5	4													3	1					8	5	
D2	1	83%	46%	5	1																			5	1	
P5	8	46%	46%	12	17					2	3								4	1				18	21	
P4	14	46%	49%	11	19					6	4	3	3						6	7	3	1			29	34
P3	13	49%	50%	14	17			2	3										8	5					24	25
P2	13	50%	50%	7	9			12	7										9	12					28	28
P1	3	50%	45%	3	1	2	1												1	4					6	6
S	14	45%	48%	22	25											2	3	3	5						27	33
Total	72	48%	52%	79	93	2	1	16	14	8	7	3	3	2	4	2	3	34	35	3	1	2	2	151	163	
Total	72	100%		172		3		30		15		6		6		5		69		4		4		314		
		M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
%		48%	52%	46%	54%	67%	33%	53%	47%	53%	47%	50%	50%	33%	67%	40%	60%	49%	51%	75%	25%	50%	50%	48%	52%	

Note: Recruitment panels between 1 January 2016 and 29 December 2016

*S" positions are listed only for the OSCE Secretariat, RFoM and ODIHR

TABLE 24:

History of appointments of Heads and Deputy Heads in the Secretariat, Institutions and OSCE Field Operations, by sex, since establishment of the OSCE structures in the '90s until 29 December 2016

	MEN		WOMEN	
	DHoI	HoI	DHoI	HoI
OSCE Secretariat	n.a	5	n.a	0
ODIHR	3	5	1	1
High Commissioner on National Minorities	3	3	1	1
Representative on Freedom of the Media	3	2	0	1
TOTAL	9	15	2	3

	MEN		WOMEN	
	DHoM	HoM	DHoM	HoM
Office in Yerevan	4	6	2	0
Minsk Conference	n.a	2	n.a.	0
Mission to Moldova	11	12	0	1
Project Co-ordinator in Ukraine	1	6	0	1
OSCE Programme Office in Astana (<i>Centre in Almaty/Astana</i>)	2	8	1	1
Centre in Ashgabat	n.a	5	n.a.	2
OSCE Programme Office in Bishkek	4	6	1	0
OSCE Programme Office in Dushanbe	8	9	0	1
Project Co-ordinator in Uzbekistan	n.a	7	n.a.	0
Mission in Kosovo	6	7	1	0
Mission to Bosnia and Herzegovina	7	7	1	0
Spillover Monitor / Mission to Skopje	2	6	2	1
Mission to Serbia	7	6	2	0
Mission to Montenegro	3	2	0	2
Presence in Albania	3	8	2	0
Special Monitoring Mission to Ukraine	2	1	1	0
Observer Mission at the two Russian checkpoints	n.a.	3	n.a.	0
<i>Office in Baku - CLOSED</i>	3	8	2	0
<i>Office in Minsk - CLOSED</i>	3	5	1	0
<i>Mission to Croatia / Office in Zagreb - CLOSED</i>	6	5	0	0
<i>Mission to Georgia - CLOSED</i>	6	7	0	1
<i>AG Chechnya - CLOSED</i>	n.a	8	n.a.	0
<i>Latvia - CLOSED</i>	n.a	2	n.a.	0
<i>Estonia - CLOSED</i>	n.a	3	n.a.	1
TOTAL	78	139	16	11

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

Field Operations, Institutions and the Secretariat	Heads of FO and I								Deputy Heads of FO and I								Other Senior Management**								Total							
	2010		2011		2012		2013***		2010		2011		2012		2013***		2010		2011		2012		2013***		2010		2011		2012		2013***	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Total: Field operations	17	1	16	0	13	2	11	4	9	3	8	3	8	3	5	5	51	28	56	28	59	25	40	23	77	32	80	31	80	30	56	32
Total: Secretariat / Institutions*	3	1	3	1	3	1	2	2	0	0	0	0	0	0	0	0	22	11	20	14	21	14	18	10	25	12	23	15	24	15	20	12
Total:	20	2	19	1	16	3	14	6	9	3	8	3	8	3	5	5	73	39	76	42	80	39	58	33	102	44	103	46	104	45	76	44
In per cent (%):	91%	9%	95%	5%	84%	16%	70%	30%	75%	25%	73%	27%	73%	27%	50%	50%	65%	35%	64%	36%	67%	33%	64%	36%	70%	30%	69%	31%	70%	30%	63%	37%
																								Total 146	Total 149	Total 149	Total 120					

Field Operations, Institutions and the Secretariat	Heads of FO and I						Deputy Heads of FO and I						Other Senior Management**						Total							
	2014		2015		2016		2014		2015		2016		2014		2015		2016		2014		2015		2016			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F		
Total: Field operations	14	2	12	3	11	3	7	3	8	3	8	2	49	27	50	25	13	4	72	30	70	31	32	9		
Total: Secretariat / Institutions*	2	2	2	2	2	1	0	0	0	0	0	0	19	10	16	14	21	11	18	16	20	18	23	12		
Total:	16	4	14	5	13	4	7	3	8	3	8	2	68	37	66	39	34	15	90	46	90	49	55	21		
In per cent (%):	80%	20%	74%	26%	76%	24%	70%	30%	73%	27%	80%	20%	65%	35%	63%	37%	69%	31%	66%	34%	65%	35%	72%	28%		
																								Total 136	Total 139	Total 76

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

**Other Senior Management Staff: S4, P5, D1, D2

From 1 January 2016, Other Senior Management Staff does not include S3 positions.

*** 2013 includes period from 1 January 2013 until 31 December 2013

Note: Data from 1 January 2016 to 29 December 2016

Annex II

MC Decisions on Gender Equality

Ministerial Council Decision No. 14/04 2004 OSCE Action Plan for the Promotion of Gender Equality

Decision taken at the 14th Ministerial Council in Sofia, 7 December 2004

MC Decision No. 15/05
on preventing and
combating violence
against women

MC Decision No. 7/09 on
Women's Participation in
Political and Public Life

MC Decision No. 10/11
on Promoting Equal
Opportunity for Women
in the Economic Sphere

MC Decision No. 7/14
on Preventing and
Combating Violence
Against Women

MC Decision No. 8/14
on the Addendum to the
2004 OSCE Action Plan
for the Promotion of
Gender Equality

Annex III



ODIHR CONTRIBUTION TO THE 2016 ANNUAL EVALUATION
REPORT ON THE OSCE ACTION PLAN FOR THE PROMOTION OF GENDER EQUALITY

February 2017

Introduction

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

Section II: overview of all ODIHR programmes and projects, across all programmatic Departments, and the overall support for implementation of Gender Action Plan commitments by the participating States.

This section includes references to gender mainstreaming within Human Dimension events.

Section III: ODIHR's programmatic activities specifically targeting gender equality, through programmes dedicated to enhancing gender equality and women's participation.

Includes input from the Human Rights Department, Gender and Security Programme and the Gender Unit of the Democratization Department.

Annex 1: Recruitment statistics for 2016

Annex 2: Mapping of training and capacity building needs in ODIHR gender mainstreaming roadmap

Annex 3: Gender disaggregated data for the Programme on ODIHR Support for and Engagement in Ukraine in 2016

SECTION I

PROMOTING GENDER EQUALITY WITHIN THE ORGANIZATION: GENDER PARITY, TRAINING, AND PUBLIC RELATIONS

This section outlines how the gender equality perspective has been mainstreamed in recruitment, management, training and public relations.

1.1 Gender parity

From 1 Jan to 31 Dec 2016, ODIHR continued to seek gender balance when identifying experts for projects, selecting speakers and moderators for human dimension events, and recruiting new staff members. ODIHR enhanced its efforts to include gender considerations when developing and commenting on national policy documents and training manuals, as well as when developing ODIHR publications, programmes and projects. ODIHR personnel statistics remained at similar gender-balanced level compared to the previous reporting period. Inequality at the level of general services staff, whose tenure with the organization is statistically much longer than professional staff partially due to a non-career OSCE policy, remains an issue, since women are dominantly represented in this area. In 2016 men held 40 and women 30 professional contracted positions, excluding positions at the Director's level. It should be noted that among professional contracted staff at P3 level and above (excluding Director's level), 29 positions are occupied by men, compared to 21 occupied by women.

In 2016 women held 9 and men 8 seconded post-table positions. When it comes to P5 positions, women held 2 positions compared to 5 held by men. In case of P1 and P2 UB-posts, men held 11 positions and women held 8.

In terms of gender distribution across departments, men and women are almost equally represented in the Common Services and Direction and Policy, while in the programmatic departments (Contact Point for Roma and Sinti Issues, Democratization, Human Rights, and Tolerance and Non-Discrimination), except the Elections Department, women represent the majority of staff members. A summary of staffing statistics with gender breakdown for the reporting period can be found in the table at the end of this report.

There was almost no change to active women participation in training activities offered by the organization: female staff members constituted 68 per cent of training participants during this reporting period while men constituted 32 per cent. Women were more active participants in courses offered by ODIHR and external training programmes. ODIHR is currently trying to gain an understanding of this imbalance and how to enable more men to benefit from training opportunities.

With regard to statistics on consultancy, women were contracted 48 per cent of the time (as compared to 49.6 per cent in the previous reporting period), whether within the framework of the recruitment of experts for election observation missions or when contracting experts for other ODIHR activities. Despite a relative parity in awarding the Special Service Contracts to men and women, in overall, men earned more than women. An average daily fee was

higher for men (243.21 EUR) compared to women (218.93 EUR). A breakdown of consultancy statistics can be found in the tables at the end of this report.

In 2015 ODIHR received more applications from women compared to men. Out of 3,245 received applications, men constituted 1,414 applicants while women 1,831. A higher number of women was shortlisted in professional category of staff (76 women compared to 63 men). A significantly higher number of women was also shortlisted for general services posts (53 women compared to 28 men). A breakdown of recruitment statistics for the reporting period can be found in the tables at the end of this report (attached as Annex 1).

1.2 Public Relations

ODIHR works to ensure that the Office's visibility is gender positive and that public statements, photos and quotes promote gender balance and equality, including on its website, in interaction with the press and through its publications programme. Gender equality is one of the main activity areas highlighted on the ODIHR homepage, and the gender equality landing page contains the highlights of Office's work in the area, including events, feature stories and key publications in this area. Furthermore, the human rights, gender and security page of the ODIHR website explains how a security sector that is gender-balanced and diverse can better meet the needs of the community it serves. It also provides links to the core OSCE commitments and international instruments in this area, while highlighting ODIHR activities. The website also highlights gender equality as one of the main activities on its homepage and has made the OSCE Gender Action Plan and other gender-relevant information available on applicable sections of the website.

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

SECTION II

SUPPORTING PARTICIPATING STATES IN IMPLEMENTING RELEVANT COMMITMENTS AND PROMOTING GENDER EQUALITY

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

2.1 Human Dimension Meetings

The OSCE human dimension meetings provide many opportunities for exploring and advancing gender mainstreaming efforts. As forums for review through dialogue in raising and addressing human rights-related issues of common concern, they pursue four objectives:

- Review the implementation of OSCE human dimension commitments in different areas;
- Exchange ideas and experiences between participating States and stakeholders;
- Identify new issues for political action;
- Outreach to a larger public.

During the reporting period, five OSCE human dimension meetings took place: the Human Dimension Implementation Meeting, the Human Dimension Seminar and three Supplementary Human Dimension Meetings. 116 speakers (keynote speakers, moderators and introducers) took part in human dimension meetings in 2016. Out of them, 56 were women (48 per cent) and 60 were men (52 per cent).

Human Dimension Implementation Meeting (HDIM)

HDIM is Europe's largest annual human rights and democracy conference, organized every year by ODIHR as a platform of exchange for OSCE participating States, Partners for Co-operation, civil society, international organizations and OSCE structures. 2016 HDIM took place in Warsaw from 19 to 30 September.

During HDIM, gender issues were addressed specifically during the Working Session 14: Tolerance and non-discrimination II that related to ensuring equal opportunity for women and men in all spheres in life, including through implementation of the OSCE Action Plan for the Promotion of Gender Equality. The session included the introductory speech by Ms. Anna Lindqvist, Director of Men for Gender Equality Sweden/Co-Chair of MenEngage Europe, the video address by Amb. Melanne Verbeke, Special Representative of the OSCE Chair-in-Office on Gender Issues and was moderated by Amb. Miroslava Beham, OSCE's Senior Adviser on Gender Issues. The topic discussed and recommendations made by participants are available in the HDIM 2016 Consolidated Summary available on HDIM 2016 website: http://www.osce.org/odihr/hdim_2016.

12 out of 92 side events during the HDIM were devoted to gender issues, including the Women Power Breakfast organized by ODIHR. Other topics included: security of women journalists, gender violence in conflict zones, women and security, transgender issues, sexuality, LGBT issues, women reproductive rights and gender mainstreaming. The full list of side events and their convenors is available on HDIM 2016 website.

ODIHR strives to maintain gender balance when selecting speakers for human dimension events. During HDIM, 42 per cent of speakers and moderators of the working sessions were women and 58 per cent were men. All sessions but one had representatives of both women and men included in the panels. For the first time, ODIHR collected also statistic of number of women and men taking the floor during the working sessions. 210 women and 390 men (35 per cent to 65 per cent, respectively) made statements during all HDIM working sessions. Information about it was included in the HDIM consolidated summary.

In terms of event logistics, there were briefing organized for suppliers (hotel and conference services provider) to try to include an equal number of men and women servicing the conference. As a result, men were included as hosts and as waiters servicing the conference. Nursing facilities were identified in the hotel, and information about their location was included in the conference manual and available from the welcome desk staff.

To build on progress in gender mainstreaming becoming a part of planning and organization of in the human dimension meetings, ODIHR is looking into further improvements, such as:

- More diversity in the photos and quotes in press releases;
- Crèche facilities for speakers and participants (requires additional funding);
- Disaggregation of participants, with necessary changes introduced in the on-line registration system (requires additional funding);

Human Dimension Seminar (HDS)

Organized by ODIHR under the guidance of the OSCE Chairmanship-in-Office, the HDS addresses specific topics of particular relevance to the human dimension and of current political concern.

In 2016, an HDS “Promoting effective and integral justice systems: how to ensure the independence and quality of the judiciary” was organized in Warsaw between 21 and 23 November, raising awareness about the gender aspects of the judiciary (that is often considered gender neutral). The Seminar included a strong focus on gender aspects related to judicial quality, integrity and independence. Working Session 1 on the selection, promotion and training of judges included discussions on how the judiciary should be selected and whether its "reflection of the society as a whole", including different genders, should be a criterion. ODIHR also organized a side event “Diversity and the Judiciary: Promoting Full and Equal Participation of Women and Minorities” (described in chapter 2.3.1) and paid attention to including both women and men in the panels. The report on HDS discussions can be consulted on HDS 2016 website http://www.osce.org/odihr/hds_2016.

In terms of event logistics, following briefing for suppliers (hotel and conference services provider) on a more equal number of men and women servicing the conference, men were included as hosts and as waiters. Also, some nursing facilities were identified in the hotel, included in the conference manual and welcome desk staff were briefed to advise guests on their location.

Supplementary Human Dimension Meetings (SHDMs)

SHDMs are informal meetings organized by the Chairmanship-in-Office to discuss key concerns raised at the previous HDIM or Review Conference. The 2016 SHDMs addressed gender issues through their various sessions. For example, during the SHDM on “Policies and

strategies to further promote tolerance and non-discrimination” (Vienna, 14 – 15 April 2016), participants were encouraged to reflect on gender issues and share good practices that integrate a gender-responsive approach.

2.2 Elections, Election Observation and Effective Representation

In the reporting period, ODIHR Election Department (ELD) continued to address gender equality in its activities by engaging in gender-specific analysis of electoral processes and women’s participation in political life, specifically through its election observation activities, namely Needs Assessment Missions (NAMs), Election Observation Missions (EOMs), Limited Election Observation Missions (LEOMs), Election Assessment Missions (EAMs) and Election Expert Teams (EETs). The ELD also advances the political participation of women through its activities to support participating States in the follow-up of its electoral assessments and recommendations, which includes reviews of electoral legislation, technical advice to electoral officials, and the provision of good practices through seminars, roundtables and other events. Efforts to ensure gender balance in the recruitment of experts for its election observation activities were made.

ODIHR Election Observation Activities

In all its election observation activities, ODIHR conducts gender-specific analysis of electoral processes and undertakes a systematic examination of: women’s participation as election administrators, voters, candidates and elected representatives; the participation of women in leadership roles within state institutions, electoral commissions, political parties and civil society organizations; and how women and men are affected by the respective legal framework and media structures.

Analysis of women’s electoral participation, based on OSCE commitments, international obligations and other standards for democratic elections, is part of the duties and responsibilities of all experts, who consider the ways in which legal, political, media and social structures affect women as well as men in elections. Where there is identified added value, the core team of experts of an election observation activity may include a dedicated Gender Analyst¹. In all missions, a member of the core team, usually the Political Analyst, served as the gender focal point, and was specifically tasked to co-ordinate the gender-related analysis of the mission. Heads of Mission have ultimate responsibility in ensuring gender is mainstreamed throughout the activities.

Representation of women and men in Election Observation Activities

ODIHR is pursuing a policy of gender mainstreaming in all election observation activities including by encouraging participating States to continue to second women as long-term and short-term observers. In 2016 ODIHR deployed twelve Election Observation Missions (EOMs), two Election Assessment Missions (EAMs) and one Election Expert Team (EET). Core team members² of these missions were made up of 192 experts including 4 women and 10 men Heads of Mission, 8 women and 6 men Deputy Heads of Mission, 68 women and 96 men

¹ No deployment of a dedicated Gender Analyst in a EAM or EET took place in 2016.

² Recruited by ODIHR’s Election Department on the basis of an open competition.

other core team members. Teams of long term observers³ (LTOs) were composed of 280 observers, 124 women and 156 men. A total of 2044 short term observers⁴ (STOs) were deployed in 2016 including 905 women and 1139 men. Through ODIHR's diversification fund⁵, Election Department funded a total of 26 LTOs, 14 women and 12 men and 5 women out of 7 STOs. Training of LTOs involved 23 participants, 14 women and 9 men.

Reporting on Election Observation Activities

ODIHR seeks to ensure "gender-balanced reporting" (GAP 2004, paragraph 40) in all its electoral activities. Transparent reporting of election observation activities is ensured by the publication of a series of reports,⁶ which systematically draws attention to the role, participation, and representation of women in electoral processes and political life. Where appropriate, election observation final reports also include recommendations to facilitate and enhance women's electoral participation.

In 2016, out of 15 election observation final reports 9 contained gender related recommendations. From a total of 368 recommendations, 10 were related to gender. Most recommendations encouraged OSCE participating States to improve legal framework in order to advance women's participation as well as political parties to introduce special measures to enhance participation of women in political life, including by ensuring more balanced composition of candidate lists and by increasing the visibility of female candidates during election campaigns. For the first time, a recommendation was issued to take measures against instances of intolerant rhetoric, including sexist language and gender stereotyping. These recommendations assist ODIHR in effective electoral follow-up in the sphere of women's political participation.

Election Observation Methodology

The terms of reference for all core team members require that they pay attention to the gender dimensions noted above, including observation of women's participation in electoral processes. The [ODIHR Handbook for Monitoring Women's Participation in Elections](#) provides support to core team members in undertaking this task.

Election observers are provided with briefing materials and specific instructions that enable them to fulfill their responsibilities of systematic reporting on gender issues. The [ODIHR Handbook for Long-term Observers](#) devotes specific attention to gender monitoring, as do several other ODIHR election-related handbooks.⁷ Specific questions pertaining to these issues are included in the observation forms that STOs use to report their findings on election day. Furthermore, [ODIHR Handbook for the Observation of Campaign Finance](#) includes a dedicated chapter on women's participation. The handbook provides guidance for ODIHR election observers, as well as citizen observers and national authorities. Collectively, these

³ LTOs are seconded by the participating States, except for the ones covered by the diversification fund.

⁴ *Idem*

⁵ The fund covers the costs of LTOs and STOs from 17 countries (Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kazakhstan, Kyrgyz Republic, former Yugoslav Republic of Macedonia, Moldova, Mongolia, Montenegro, Serbia, Tajikistan, Turkmenistan, Ukraine and Uzbekistan).

⁶ Needs Assessment Mission Reports, Interim Reports, Statements of Preliminary Findings and Conclusions as well as Final Reports.

⁷ All election-related publications are available at: <http://www.osce.org/odihr/elections/75352>.

materials provide guidance to observers in their gender-related analysis of electoral processes and have led to recommendations to the respective OSCE participating States on how to improve their electoral legislation and practice.

Review of Electoral Legislation

Upon request, ODIHR regularly reviews the electoral legislation of participating States, which contributes to ensuring non-discriminatory legal and policy frameworks (GAP 2004, paragraph 44b). These legal reviews assess, for example, the existence of provisions for the respect of women's human rights, provisions for equal opportunities for women and men to participate in elections and in the formation of government, as well as the inclusion of temporary special measures (for instance, legal quotas) to increase the participation of women as candidates and elected representatives, and as members of the election administration.⁸ In 2016, reviews that touched *inter alia* upon women's political participation were undertaken in Armenia and in the former Yugoslav Republic of Macedonia.

Technical Advice

ODIHR routinely discusses its assessments and recommendations on women's electoral participation during follow-up visits to specific countries. In 2016 visits covered Armenia, Belarus, Kyrgyz Republic and Mongolia. The [*ODIHR Handbook on the Follow-up of Electoral Recommendations*](#) published in 2016 contains a dedicated chapter aimed at promoting the participation of politically under-represented groups including women.

In addition, ODIHR provides technical advice on women's electoral participation at seminars and roundtables. In 2016 ODIHR presented amongst others on barriers faced by women with disabilities within the framework of "Enhancing the Electoral Participation of Persons with Disabilities: Mainstreaming Disability in Observation Findings and Recommendations" at the 11th Annual Implementation Meeting of the Declaration of Principles for International Election Observation in Johannesburg, South Africa.

2.3 Democratization

2.3.1 Rule of Law

Gender, Diversity and Justice

ODIHR continued to mainstream gender aspects into its rule of law activities, particularly in the area of judicial independence, criminal justice and trial monitoring. ODIHR also launched a new portfolio focusing on gender and diversity aspects in the justice system. OSCE participating States have committed themselves to provide "for specific measures to achieve the goal of gender balance...in all judicial and executive bodies" (Athens 2009) and to ensure "that judges are properly qualified, trained and selected on a non-discriminatory basis" (Moscow 1991). These aspects of gender and diversity in the justice system include, among others, questions related to equal representation, obstacles faced by various social groups in accessing legal education and legal professions, including the judiciary, and equal treatment and opportunities within these domains. Questions related to gender and diversity taken

⁸ OSCE/ODIHR election-related legal reviews are available at: <http://www.osce.org/odihr/elections/195256>.

individually, as well as issues demonstrating the existence of linkages between these two problems, were identified as key concerns to be addressed through ODIHR's work on gender, diversity and justice.

On 6-7 October 2016, ODIHR conducted its first event: "Expert Meeting on Gender, Diversity and the Judiciary: Exploring the Benefits and Challenges of Equal Opportunity, Representation, and Effective Participation". The meeting gathered 18 participants (17 women and 1 man): representatives of the judiciary, legal profession, academia and civil society from across the OSCE region, including North America, Europe and the South Caucasus. The meeting provided an opportunity for experts to discuss the most pressing barriers and challenges in the field of gender, diversity, and the judiciary. Participants also shared good practices and provided recommendations on ODIHR's support to civil society and participating States in this field. A number of recommendations were identified to further promote diverse judiciaries across the OSCE participating States, including research and awareness-raising on what diversity means in the national context of a justice system and the importance of including gender and diversity aspects in the judiciary.

On the basis of this activity, ODIHR embarked on the development of a larger program on gender, diversity and justice, with new activities to be conducted in 2017 and beyond.

Judicial Independence

On the margins of the HDS on "Promoting Effective and Integral Justice Systems: How to Ensure the Independence and Quality of the Judiciary", ODIHR held a side event entitled "Diversity and the Judiciary: Promoting Full and Equal Participation of Women and Minorities". The event was prepared on the premise that diversity in the judiciary is critical to its legitimacy and public perception that the justice system is fair, equal and accessible to all. Participants discussed how to facilitate a more diverse judiciary that promotes full and equal participation of women and minorities and that addresses the needs of court end-users to protect access to justice and fair trial rights for all.

Criminal Justice Reform and Trial Monitoring

In 2016 ODIHR continued the field visits supporting the research on criminal procedure reforms in South-Eastern Europe, to examine the possible impact of the introduction of elements from the adversarial/common law model of criminal procedure on the right to a fair trial and on victims' rights. Visits were conducted to Belgrade (February), Pristina (May) and Skopje (October) to hold interviews with stakeholders on the basis of gender mainstreamed questionnaires developed at the beginning of the research. ODIHR strived to strike a gender balance in the composition of stakeholders interviewed, although we had to rely on the authorities nominating relevant representatives from their institutions in many cases. ODIHR also finalized data collection by requesting statistical information collected in a sex- and minority-disaggregated manner by states.

ODIHR Annual Trial Monitoring Meeting conducted in Tirana on 15-17 June 2016 promoted gender balanced participation. The participants discussed challenges and good practices in the area of trial monitoring. In a thematic working group on monitoring gender-related cases, participants shared experiences on monitoring of cases of domestic violence, trafficking in human beings, sexual violence, LGBTI cases and cases related to sex workers. The participants

concluded that gender related questions should be added to the monitoring checklists for every type of case.

2.3.2 Legislative Support

Legislative Reviews

ODIHR supports participating States by reviewing, upon request, draft and existing laws to assess their compliance with OSCE human dimension commitments and other international standards, which, as a standard practice, also includes analyses of the potentially different impact of legislation on women and men. In 2016, ODIHR continued its special efforts to ensure that gender is systematically mainstreamed throughout its legislative assistance work. Building on measures introduced in 2015, a “quick gender checklist for legal reviews” was developed. A mechanism has been set up to monitor how previous legal reviews on respective human dimension topics have addressed gender issues, with a view to compiling this information into an easily accessible reference tool. As a result, in 2016, gender aspects were specifically addressed in 85 per cent of ODIHR’s legal reviews (as opposed to 75 per cent in 2015, 66 per cent in 2014 and 33 per cent in 2013).

In 2016, specific gender-related recommendations were made in legal opinions focusing on, among others:

- the Rules of Procedure of the National Assembly of Armenia, with ODIHR recommendations regarding gender balance requirement in the membership of factions and standing committees and the adoption by parliaments and other elected bodies of measures to reconcile their activities with the private lives of members;
- the regulation of political parties in Armenia, where ODIHR and the Venice Commission proposed ways to promote gender equality and diversity in general within internal party structures and recommended to provide additional public funding for political parties that promote the participation of women at the central and local levels;
- the legal framework on counter-terrorism in Kazakhstan, which raised specific concerns regarding the potential discriminatory impact of certain legal provisions on women, children or marginalized groups, particularly those provisions on the confiscation of property or those imposing new temporary residence registration requirements;
- the draft law on public consultations of Ukraine, where ODIHR’s opinion included a series of recommendations to guarantee the inclusiveness of such processes;
- the national human rights institution of Ukraine, where ODIHR provided recommendations to ensure diversity and a balanced representation of women and men within the staff at all levels of responsibility, including senior level positions;
- the prevention and protection against enforced disappearances in Tunisia, with ODIHR’s opinion addressing the specific situation of women victims of enforced disappearances and the need to adopt gender and child-sensitive approaches to provide assistance and protection to victims and relatives;
- hate crime legislation of Moldova and the former Yugoslav Republic of Macedonia; in both instances, ODIHR’s opinions highlighted the obligation to prevent and punish bias-motivated crimes committed on the ground of sex, gender identity and sexual orientation, including gender-based violence.

ODIHR regularly recommends that legal drafters include measures to ensure the gender balanced composition of public bodies, to collect data disaggregated by sex, and that the legislation under review be adopted through an inclusive and participatory process. ODIHR also highlights the importance of using gender neutral language in legislation and pays particular attention to the use of wording or concept in legal texts that may perpetuate gender stereotypes.

Legislative Guidelines

ODIHR also prepares legislative guidelines which outline how to legislate on specific and often complex human dimension issues in compliance with international human rights standards and OSCE commitments. In 2016, ODIHR continued its work on updating the ODIHR-Venice Commission Guidelines on Freedom of Peaceful Assembly and on Political Party Regulations, including a comprehensive review to ensure that gender and diversity aspects are reflected in new editions to be published in 2017.

Legislative Assessments and Democratic Law-making

Upon request, ODIHR provides assistance to participating States by assessing their law-making systems, with a view to rendering legislative processes more inclusive, participatory, open and transparent, and thus efficient and effective. In 2016, ODIHR continued to mainstream gender and diversity in its democratic law-making activities, with a particular focus on the inclusiveness of public consultation processes and mechanisms for gender- and diversity-proofing of draft legislation.

ODIHR Online Legislative Database

ODIHR continues to maintain and update its online legislative database www.legislationline.org, which features a large compilation of laws and regulations on different aspects of gender equality from various OSCE participating States. The website also contains relevant international instruments and commitments, as well as ODIHR reviews and reports, in both English and Russian languages. In particular, the Gender Equality Section of Legislationline.org contains international and regional standards as well as the latest national legislation pertaining to gender equality, women's participation in political and public life and the prevention and protection from violence against women and domestic violence. ODIHR has noted that the Gender Equality Section of the website is becoming more popular among users – in 2016, there was a 80 per cent growth in the number of page views in comparison to 2015 and a 200 per cent growth in comparison to 2014.

2.3.3 Democratic Governance

Strengthening Parliaments

ODIHR continued to support participating States to develop and implement codes of conduct that concern ethical standards for parliamentarians, using the ODIHR [*Background Study: Professional and Ethical Standards for Parliamentarians*](#). The Study includes a section on gender-sensitive codes of conduct, highlighting examples of incidents where members of parliament have used discriminatory, degrading, or abusive language to undermine women's roles and capacities in parliaments. Specific gender aspects were mainstreamed in 2016 in the dialogue processes carried out with national members of parliaments in Ukraine, Georgia and Moldova.

Inclusive Political Participation

ODIHR continued working towards promoting an active participation of young women and men in political and public life through the “Young Policy Professionals Training” project. Based on lessons learned, additional efforts were made to increasingly mainstream gender into the training modules. This was done, going beyond the previous years’ practices, by also using gender sensitive language. For the first time, in 2016 the trainings delivered by ODIHR for young policy professionals included a specific session on gender equality and gender mainstreaming, which provided an introduction and a toolkit for conducting a gender analysis within the framework of the policy cycle. Training evaluations showed that participants had improved their understanding of gender and gender mainstreaming in policy making process, and appreciated the specific skills on gender analysis.

Promoting the Participation of Persons with Disabilities in Political and Public Life

In 2016, ODIHR initiated its work on the participation of persons with disabilities in political and public life through a six-month inception project “Our right to participate – promoting the participation of Persons with Disabilities in political and public life in the OSCE region.” Gender mainstreaming was considered throughout the project implementation, including, for example, during the high-level experts’ seminar held in Helsinki on 31 October and 1 November, attended by 140 participants (80 women, 60 men). The aim of the event was to discuss challenges to the participation of persons with disabilities and identify good practice examples across the OSCE region. Gender balance was considered when identifying the speakers for the panels; the moderators were instructed to focus also on specific challenges that women with disabilities face when participating in political life. The recommendations, developed as a result of the event, identify the need to address multiple forms of discrimination and promote gender equality as cross-cutting issues to further increase the representation of women with disabilities in political and public life.

2.3.4 Migration and Freedom of Movement

The gender perspective has been fully incorporated into ODIHR training curricula on "Good Practices in Integration of Migrants in Line with OSCE Commitments" and on “Development of Gender-sensitive National Labour Migration Policies”. ODIHR training curriculum on “Rights of Migrants” also contains sections on the rights of women migrant workers and on gender-related discrimination in employment.

Based on requests of OSCE participating States, in 2016 ODIHR conducted a number of training events for key national stakeholders from the authorities and civil society:

- Three training events on good practices in migrant integration in Latvia, Slovenia and Georgia for 144 participants (48 men and 96 women);
- Eight training events “Rights of Migrants” in Armenia Estonia, Latvia, Lithuania, Moldova and Turkey for 240 participants (64 men and 176 women);
- Two training events on development of gender-sensitive labour migration policies in Serbia (in co-operation with the OSCE Mission to Serbia) and Moldova, for 60 participants (9 men and 51 women).

ODIHR supported the OSCE/OCEEA, ILO and IOM by co-organizing the workshop on “Labour Migration and Gender: Contemporary Trends in Central and Eastern Europe” in Chisinau,

Moldova, for 20 participants (5 men and 15 women) from national authorities of Belarus, Bulgaria, Moldova, Poland, Romania and Ukraine.

2.4 Roma and Sinti

ODIHR continued mainstreaming gender in its activities and pursuing gender-targeting efforts in its work on Roma and Sinti Issues, in line with the Ministerial Council Decision 4/13 “Enhancing OSCE Efforts to Implement the Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area, with a Particular Focus on Roma and Sinti Women, Youth and Children” from December 2013. All staff working in the Contact Point for Roma and Sinti Issues completed gender mainstreaming and diversity trainings.

Assisting participating States in the implementation of their commitments

ODIHR continued implementing activities focusing on the situation of Roma and Sinti women, and organized an international conference “Forced and Coercive Sterilization of Roma Women: Justice and Reparations for Victims in the Czech Republic” (Prague, 1 June 2016, 12 men and 27 women). The conference provided a forum for dialogue on the issue of forced and coercive sterilization of Roma women and on mechanisms to ensure access to justice and compensation for the victims of sterilization. Participants included government representatives, Roma women victims of sterilizations, representatives of Roma and other civil society and of the international community. The summary report of the conference is available on the OSCE website.⁹

In most of ODIHR’s Roma- and Sinti-related events, agendas included issues of relevance to gender. For instance, an international consultation meeting on “The Situation of Roma and Related Groups in the South Caucasus and Central Asia Regions: Experiences and Way Forward” (Tbilisi, 18 May 2016, 8 male and 23 female participants) included three presentations that focused on the situation of women. The consultation meeting on the “Political Participation of Roma and Sinti: The Right to Vote and Electoral Processes” (Warsaw, 27-28 October 2016, 8 male and 7 female participants) featured a session on obstacles facing specific groups within Roma and Sinti communities, such as women, as both voters and voted for, and included Roma women politicians and activists among its participants.

In 2016, ODIHR also developed an interactive two day training on “Effective and Human Rights-Compliant Policing in Roma and Sinti Communities” to strengthen the capacity of law enforcement working in Roma and Sinti and mixed communities. In each of its phases (needs assessment, design, implementation and evaluation), the training is based on the values and norms of human rights and gender equality: respecting human rights as well as preventing discrimination essential to guarantee security of all individuals, especially those who face multiple forms of discrimination, such as Roma and Sinti women and youth. In each of the police trainings implemented (Slatina and Campina, Romania, June and July 2016), ODIHR requested a gender-balanced representation from the relevant authorities, however due to

⁹ Organization for Security and Co-operation in Europe, “Summary Report of the OSCE/ODIHR Conference on Forced and Coercive Sterilization of Roma Women: Justice and Reparations for Victims in the Czech Republic”, 13 December 2016, available at: http://www.osce.org/odihr/sterilization_report.

the lack of female officers among law enforcement in the country their representation was significantly lower than male officers.

The activities of ODIHR on Roma issues in Ukraine in 2016 also featured gender-related elements. ODIHR conducted two visits to the Transcarpathia, Odessa and Kharkiv regions of the country (November and December 2016) to seek updated information on the situation of Roma men and women and about implementing policies to improve the situation of Roma at the local level. ODIHR's training on effective and human rights-compliant policing in Roma communities for Ukrainian police officers (Odessa, 30 November – 1 December 2016, 15 male and 5 female participants) also reflected on gender-related challenges faced by the communities and drew on examples demonstrating experiences of Roma men and women.¹⁰ In November, ODIHR commissioned a study from the Kharkiv Institute for Social Research, aimed to provide an analysis on the security needs of Roma communities in Transcarpathia and Odessa regions, paying attention to the specific security concerns and needs of the most vulnerable groups, in particular women and internally displaced persons.

Co-operation with civil society

ODIHR continued supporting Roma and Sinti civil society, including women's organizations. Within its project Roma and Sinti Youth Initiative, ODIHR signed an implementing partner agreement with Romani Cikna, a Roma women's organization based in Kruševac, Serbia, for a project on the "Security of Young Roma Men and Women", which included components related to violence against young Roma women and the issue of forced marriages.

ODIHR also ensured the participation of Roma and Sinti women activists in the 2016 HDIM. Two Roma women activists contributed as introducers to the HDIM working sessions on tolerance and non-discrimination (including Roma and Sinti issues) and the rights of the child, respectively. Seven other Roma and Sinti women activists also participated in the HDIM and actively engaged in the discussion in the two aforementioned working sessions, and also the session on targeting equal opportunity for women and men in all spheres in life.

Roma and Sinti women in public relations

ODIHR continued giving voice and visibility to Roma and Sinti women in its public relations too. Out of a total of fourteen news items and press releases in 2016, one news item was devoted to issues of gender equality of Roma and Sinti women, and five more news items and press releases included references to gender and the situation of women. The majority of accompanying photographs included women, with one featuring only Roma and Sinti women. One-half of all ODIHR news items and press releases on Roma and Sinti issues used quotes from women.

2.5 Tolerance and Non-Discrimination

ODIHR assists participating States in addressing intolerance, discrimination and hate crimes through awareness-raising and capacity building initiatives.

¹⁰ More information is available at: <http://www.osce.org/odihr/285216>.

Training against Hate Crimes for Law Enforcement and Prosecutors

Training against Hate Crimes for Law Enforcement (TAHCLE) and Prosecutors and Hate Crime Training (PAHCT) are tailored to the needs and experiences of each country to improve their response to hate crimes. During all stages of implementation, starting with the needs assessment and desk research, ODIHR attempts to determine how hate crimes and discrimination affect men and women differently. ODIHR also works with national authorities to ensure gender balanced representation of police officers and prosecutors. 18 training events and workshops were organized during 2016. They were attended by 288 men and 195 women.

Thematic portfolios

ODIHR works on issues of anti-Semitism, intolerance against Muslims, intolerance against Christians and other religions, racism and xenophobia, in close co-operation with and engagement of civil society.

Trainings, seminars, conferences and other events are organized within these portfolios. During 2016, ODIHR organized 7 civil society trainings on hate crime in Ukraine, Romania, Lithuania, Macedonia, Warsaw and Vienna, attended by 59 men and 95 women. Training materials were gender mainstreamed, and gender balanced representation of participants was encouraged.

ODIHR also organised 6 other events during 2016. In February a conference in Vienna, entitled “A Holistic Approach to Addressing Intolerance and Discrimination against Muslims in the OSCE region” included a special session on discrimination against Muslim women in education/work. For this and other events (in Kyiv, Vienna and Baku) efforts were made to make sure that gender balance is present among panellists and participants. They were attended by 255 men and 204 women.

Words into Action project on anti-Semitism

Since 2016, ODIHR implements a project “Words into Action to address anti-Semitism” which aims to strengthen the capacity of OSCE participating States and civil society to prevent, and respond to anti-Semitism. It works in three interconnected areas: security, education and coalition-building. These components are supported by activities that address cross-cutting themes, such as gender and youth. During 2016, the project events were attended by 401 participants (209 men, 188 women and 4 transgender persons).

ODIHR partnered with a research institute to assess the specific impact of anti-Semitic hate crime on women and youth in order to gain a better understanding of how Jewish women and men experience anti-Semitism. The study found that men are more likely than women to experience anti-Semitic insults, harassment and physical attacks. On the other hand, women are more likely to consider anti-Semitism to be a serious problem, to find certain anti-Semitic comments offensive, and to alter their behavior in some way to hide their Jewish identity because they feel unsafe as Jews.

A hate crime reporting platform/app was developed which includes the category of gender for the victims involved in such incidents. As the platform will be introduced during 2017 and

2018 to NGOs interesting in adopting this tool, more gender-segregated data on hate crime should be generated in the future.

Hate Crime Reporting and TANDIS

Throughout 2016, ODIHR continued to monitor and report on incidents of intolerance, hate incidents and crimes the OSCE region, including cases in which women and men suffered from aggravated discrimination with regard to gender as well as their religious, ethnic identities or sexual orientation. These cases were documented in the 2015 Hate Crime Reporting website (<http://hatecrime.osce.org>). Still many participating States, IGOs or civil society do not disaggregate their data by gender. Therefore one of permanent recommendations to the stakeholders is to improve their monitoring mechanisms so that they are capable of gender disaggregation of their data. “The Hate Crime Data Collection and Monitoring Mechanisms Guide”¹¹ instructs stakeholders to mainstream gender in their data-collection and monitoring mechanisms. Whenever this is possible, gender disaggregated data is included in ODIHR Hate Crime Reporting website. The website currently does not contain gender-based incidents/hate crimes as a specific category.

ODIHR is managing the Tolerance and Non-Discrimination Information System (TANDIS)¹². The system provides links to international instruments and documents, including the ones on gender equality, gender-based discrimination or hate crimes. It also provides links to the 2004 OSCE Action Plan for the Promotion of Gender Equality and related national action plans.

2.6 Human Rights

Human Rights Department has strengthened gender mainstreaming within all its activities in 2016, actively striving for a gender balance among the participants, trainers, speakers and experts at all the events and applying a gender lens to their topics. All the programs of the Department prepared background papers on gender issues related to their thematic areas and on how to address them in a gender-sensitive way. All the programs also prepared topic specific gender mainstreaming checklists.

Human Rights Defenders

A 5-day regional training on human rights monitoring and safety and security for human rights defenders (held in Budva, October 2016) had gender mainstreaming as one of the indispensable skills required of the trainers. The target audience (19 women, 6 men) has been identified through a gender-mainstreamed questionnaire. The training curriculum was gender mainstreamed, with the emphasis on gender sensitivity as a crucial human rights monitoring principle and inviting participants to apply a gender lens throughout the sessions exercises (i.e. considerations on safety and security of women and LGBTI defenders). The challenges faced by Human Rights Defenders promoting the rights of LGBTI people was selected by participants as one of the main topics of the training.

¹¹ <http://www.osce.org/odihr/datacollectionguide?download=true>

¹² <http://tandis.odihr.pl>

The forthcoming monitoring report on Human Rights Defenders in the OSCE area (to be released on 28 April 2017) includes focused sections on bias-motivated incidents, and the confronting of stigmatization against human rights defenders, including on account of their gender. The preparation of the report was fully gender mainstreamed: gender-sensitive questions were utilized in interviews; interviewees and surveyed groups included adequate samples of men, women and LGBTI people; data collection was disaggregated by gender; gender-sensitive tracking tools; recommendations generated on identified gender disparities in situation of human rights defenders.

Training on human rights monitoring and reporting for OSCE field operations

Upon request of the OSCE Office in Tajikistan and the OSCE Special Monitoring Mission to Ukraine, ODIHR conducted two 3-day trainings in 2016 on gender-sensitive human rights monitoring and reporting. 42 staff (22 men and 20 women) of OSCE field operations were trained. The ODIHR activity co-ordinator mainstreamed gender throughout the design of the training modules and exercises, and conducted peer review of the documents with the Gender Focal Point of the ODIHR Human Rights Department. This was a goal set by the activity co-ordinator in the course of a gender-mainstreaming training at ODIHR prior to the development of the training modules. Exercises and overhead slide presentations both included core elements focused on OSCE gender-mainstreaming policy, and obligations arising from it in the conduct of OSCE staff when conducting human rights monitoring.

National Human Rights Institutions Academy

Since 2014, every year ODIHR organizes the NHRI Academy to bring together NHRI staff from all the OSCE participating States, to build the capacity of their institutions to promote and protect human rights. In its 2016 edition, a session on gender mainstreaming in the work of NHRIs was delivered as part of the agenda. An “open clinic” on mainstreaming gender was also organised as a side event. ODIHR staff working on gender served as resource person to ensure that 2016 sessions were gender mainstreamed. ODIHR ensured a gender balanced participation (13 women, 12 men) and equal access to speaking time during the discussion of women and men.

Freedom of Assembly

While monitoring public assemblies in the OSCE region in 2016, ODIHR paid special attention to collect data on specific risks women might face when exercising their freedom to assemble, and exploring the differences in treatment or enjoyment of freedom of peaceful assembly between men and women during the pre-event information-gathering. ODIHR paid special attention to the various gender aspects of the assembly and its facilitation by the police during the monitoring. ODIHR included in the monitoring sample assemblies with key messages especially relevant for women. We also used the OSCE framework relevant to women with special focus on the prohibition of discrimination and the importance of equal access to the public sphere in the assessment framework. The group of monitors was gender-balanced. The researchers, security experts and interpreters that worked for the programme were required to demonstrate gender sensitivity and experience in mainstreaming gender in their work. Gender-relevant findings were included in the thematic report issued at the end of the assembly monitoring cycle, and a background paper was produced on the enjoyment of women of their right to peaceful assembly, in cooperation with the Legal Clinic of the University of Sussex. The programme also organised an assembly monitoring roundtable for

NGOs and OSCE field offices, with gender-balanced participation, that paid special attention to gender aspects and included a working session dedicated solely to the topic of gender in the context of the enjoyment of freedom of peaceful assembly. The roundtable produced concrete recommendations with the aim to contribute to gender equality in the context of the exercise and enjoyment of freedom of peaceful assembly. These recommendations will be taken into account in ODIHR's programmatic planning and follow-up activities, such as the revision of the ODIHR Handbook on Monitoring Peaceful Assemblies as well as in future capacity building activities regarding assembly monitoring.

Human Rights and Anti-Terrorism

Together with the OSCE Secretariat's Transnational Threat Department/Strategic Police Matters Unit (TNTD/SPMU), ODIHR developed a training curriculum for law-enforcement officers on human rights in counter-terrorism investigations. Activities included an expert peer-review meeting as well as two pilot training sessions and pre-training assessment visits. The expert peer-review meeting benefited from the participation of ODIHR's gender experts who ensured that discussions covered gender-related aspects. The pre-training assessment visits aimed, among other goals, to assess gender implications linked to the terrorist situation in the country of delivery. To achieve that result, the questions asked during the meetings also targeted gender-related aspects associated to the terrorist situation. Both assessments also reached out to local NGOs whose work touched upon gender-related issues within the security sector. Invitations to national authorities to select participants in the pilot training sessions encouraged the nomination of an equal number of male and female participants. During both pilot training courses, the organizers distributed among the participants gender-disaggregated pre- and post-training evaluation questionnaires. The curriculum, as finalized, provides trainers with gender-related guidelines which are linked to both the training methodology and thematic issues.

In November 2016, ODIHR delivered a training session for Spanish law-enforcement officers on human rights and countering terrorism. Invitation to the Spanish national authorities to identify participants in the training session encouraged the nomination of an equal number of male and female participants. The trainers addressed gender-related issues throughout the delivery of each session of the training. During the course, the trainers distributed among the participants pre- and post-training evaluation questionnaires to permit a gender-disaggregated and comparative evaluation of the training.

Also in November, ODIHR co-organised, together with the OSCE Secretariat, a technical expert meeting on Gender Mainstreaming in Operational Responses to Violent Extremism and Radicalization that Lead to Terrorism (VERLT). The meeting focused on increasing gender mainstreaming in States' operational responses to VERLT, thus strengthening the process to achieve gender equality in the security sector and considering the differential impact of VERLT and measures to counter it on women and men. In the selection process of participants, the organizers encouraged the nominating authorities to ensure equal participation of male and female candidates.

Freedom of Religion or Belief

ODIHR focused on assessing the differential impact of the freedom of religion or belief (FoRB) violations on men and women and ensuring the equal participation of men and women in its

activities. For example, ODIHR trained a total number of 85 individuals from Tajikistan and Ukraine, including 64 men and 21 women; 64 representatives of State bodies and 21 representatives of civil society organizations, on FoRB-related topics. International standards and OSCE commitments on FoRB, in particular those pertaining to the registration and legal personality of religious or belief communities; the duties of the State to respect, protect and facilitate FoRB for all; equality, non-discrimination and FoRB; and strategies to prevent and respond to FoRB violations were among the key themes presented and discussed at these capacity building events. Gender-mainstreamed case studies were introduced at the training events, which led to gender-sensitive discussions and debates on FoRB issues.

During 2016, a total of 198 participants (including 120 men, 78 women) took part in meetings in Bishkek, Kyiv, London, Warsaw and Washington DC, organized by ODIHR to launch and discuss the OSCE/ODIHR-Venice Commission Guidelines on the Legal Personality of Religious or Belief Communities and discuss and revise the initial drafts of ODIHR's Guidance Paper on FoRB and security for OSCE participating States. Participants included government officials, academics, and representatives of civil society organizations, religious or belief communities, international organizations and OSCE field operations.

ODIHR continued to draw on the assistance of its Panel of Experts on FoRB. The Panel, which serves a source of advice, assistance and recommendations to ODIHR in the sphere of religion or belief, consists of seven men and seven women. At the meeting of the Panel in October 2016 in Warsaw, its members established a sub-group on gender, which seeks to contribute in a systematic and focused manner to the efforts to mainstream gender into ODIHR FoRB-related activities, including research on the interrelationship of gender and FoRB. In the margins of the meeting, ODIHR hosted a working dinner on FoRB and gender, which provided the opportunity for Panel members and ODIHR staff to discuss the interrelationship between FoRB and women's rights.

Ensuring gender balance in activities was a challenge due to the fact that many religious or belief communities were represented solely by men as were the nominated representatives of OSCE participating States, including, for example, State officials as well as police and prosecutors. Ensuring gender balance among experts also proved challenging at times due to the availability of experts. Nevertheless, while preparing concepts and agendas for its meetings, ODIHR always referenced the gender dimensions of FoRB issues under discussion and made every effort to ensure that relevant gender considerations were discussed at the events. In this regard, sessions at training seminars, roundtables and consultation events were specifically dedicated to gender issues. For example, the differential impact of hate crimes on men and women were raised at the FoRB and hate crimes training events held in Ukraine (January-February 2016) and extensive discussions of the gender dimensions of the interrelationship between FoRB and security were part of all four consultation meetings on the draft guidance paper for OSCE participating States (October-November 2016). The importance of ensuring the equal participation of women in interreligious dialogue processes was extensively discussed at the roundtable in Bishkek (February 2016) and the final project meeting in Kyiv (February 2016). During needs assessment visits to Dushanbe (August 2016) and Ashgabat (September 2016), ODIHR sought information about how FoRB-related issues affected men and women through gender-sensitive and gender-mainstreamed

questionnaires. ODIHR also collected and reported statistical data related to FoRB activities disaggregated by gender wherever possible.

ODIHR will continue to fully mainstreaming gender into FoRB-related activities by seeking a balanced representation of men and women at all its events, further revising its training materials on FoRB from a gender perspective, and exploring the gender dimension of FoRB at all meetings held under its auspices, including relevant human dimension meetings.

Prevention of Torture

In 2016, the first Annual Meeting of NPMs from the OSCE region was organized on 13 and 14 October 2016 in Vienna. The meeting gathered 59 participants (33 women and 26 men), including heads and other high-level representatives of 32 NPM/Ombudsperson Institutions from the OSCE region. Among the experts from the UN Subcommittee on the Prevention of Torture (SPT) and the European Committee for the Prevention of Torture (CPT) and representatives from 7 OSCE field operations there were 3 men and 7 women. The event engaged the services of 1 male and 5 female moderators for the working group discussions and the plenary sessions. While gender was not the main focus of the event, gender-related considerations were addressed during the working group discussions and plenary sessions. The gender aspects discussed included the standards applying to women and children in detention (Bangkok Rules) as well as the lack of clear standards when it comes to non-traditional places of detention, including for women and girls in psychiatric institutions, elderly homes, juvenile facilities and orphanages.

Jointly with the OSCE German Chairmanship 2016, the Convention Against Torture Initiative (CTI) and the Ministry of Foreign Affairs of Denmark, ODIHR organised a workshop on rehabilitation of victims of torture. The workshop brought together 30 representatives of 17 OSCE participating States (approx. 40% were women). The expert panel was all-female with 3 female experts and 1 female moderator. Gender aspects discussed included: the treatment of victims of domestic violence and trafficking in human beings (with the majority of victims being women and children) and the treatment of male and female victims of torture.

2.7 Programme on ODIHR Support for and Engagement in Ukraine

The “Strengthening Dialogue among Civil Society and with Key Government Stakeholders on Human Dimension Issues in Ukraine” project aims to enhance effective mechanisms of multi-stakeholder dialogue to address key human dimension issues in Ukraine in line with OSCE commitments and international standards.

The 2010 Concluding Observations of the Committee on the Elimination of Discrimination against Women (CEDAW) and the 2015 Report of Ukraine to CEDAW recognized the importance of the establishment of structures aimed at strengthening national mechanisms for the advancement of women, including the appointment of advisers and focal points on gender issues in Ukrainian ministries and at the regional level. The Committee expressed concern that the national mechanisms require more visibility and adequate human resources to carry out their mandate and promote the advancement of women and gender equality effectively. Building upon ODIHR’s previous efforts in Ukraine, aimed at strengthening

women's advocacy efforts and capacities of the national gender equality machinery, ODIHR in co-operation with the Equal Opportunities Caucus at the Parliament of Ukraine (the Caucus) focused on analyzing the effectiveness of gender equality mechanisms in Ukraine at the regional level.

In February 2016, ODIHR held a workshop on the effectiveness of gender equality mechanisms in Ukraine and the functioning of existing gender equality structures beyond the national level. During the workshop, participants highlighted the lack of gender advisors' capacities at the regional level. Since increasing visibility of gender issues for promoting women's political participation, in general, has been viewed as a priority by the participants, ODIHR in co-operation with the Caucus identified work on enhancing capacities of gender advisors to communicate effectively as a possible action that could provide visible results. In line with this priority, ODIHR developed a Guidance Note for Gender Sensitive Communication. ODIHR also gathered 25 representatives of the Ministries of Defence and of Social Policy, regional gender advisors and civil society organizations in a workshop devoted to mainstreaming gender in communication, held in June 2016 in Lviv. The Deputy Minister of Social Policy and a member of the Caucus took part in the workshop.

In November 2016, 22 representatives of the Ukrainian Ministry for Social Policy participated in an additional workshop on mainstreaming gender into communication, organized by ODIHR in Kyiv. The workshop was conducted following the request from the Ministry, and aimed at assisting government officials in finding effective ways to include a gender perspective into their internal and external communication.

Building on project results in the area of political participation, the Fourth Political Party Expert Workshop, held in Ukraine in July 2016, further underlined the importance of women's role in politics and their political participation, with a specific focus on gender implications connected to the financing of political parties. The workshop gathered around 100 regional experts, including representatives of Ukraine's Parliament, academia and CSOs. ODIHR continued its engagement in promoting the exchange of good practices among OSCE participating States as well as supporting women's political participation in Ukraine. ODIHR supported the participation of the Equal Opportunities Caucus of the Parliament of Ukraine in the 8th Polish Congress of Women, in particular, at the international panel "Together for stronger women's lobby in politics!" organised by ODIHR in May 2016 in Warsaw.

In 2016, ODIHR supported two civil society initiatives focused on the development and implementation of peace-building initiatives by the different target groups, including youth and women, to build reliable information exchange, implementation of joint educational and information activities and the development of network of well-equipped mediators from the civil society of Ukraine and Russian Federation.

Connecting ODIHR efforts in capacity-building, dialogue and action, five CSOs were supported by ODIHR in 2016 to carry out a range of activities to increase understanding of hate crime across Ukrainian society, conduct monitoring and reporting of hate crimes along with working to provide legal support to victims and promote co-operation between civil society and the National Police. The activities ran by partner CSOs included focus groups, educational sessions, production and dissemination of information materials, theatre performances and

summer camps that gathered diverse target audiences, including representatives of the LGBTI community and parishioners of different churches, school students and representatives of the education system, members of local communities and young activists. ODIHR invited representatives of the pre-selected projects for the pre-implementation workshop, held in April 2016 in Kyiv.

Gender disaggregated data for 2016 activities of the project is available in Annex 2.

SECTION 3

PROGRAMMATIC ACTIVITIES WITH SPECIFIC FOCUS ON GENDER

ODIHR continues to implement two programmes in areas requiring more focused gender-equality efforts:

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

3.1 Programme on Increased Participation of Women in Politics

The 2004 OSCE Action Plan for the Promotion of Gender Equality tasks ODIHR with assisting participating States in implementing their commitments related to women's participation in political and public life. ODIHR works to promote gender equality in all aspects of the political process, implementing its comprehensive programme to advance women's participation in political parties, parliaments, elected office, and at the local level. ODIHR's Programme on Increased Participation of Women in Politics complements office efforts to promote effective democratic governance and law-making, seeking synergies with work on parliamentary support, political party regulations, legislative reviews, and elections.

Knowledge sharing on good practices of women's political participation in the OSCE region

The *Compendium of Good Practices for Advancing Women's Political Participation in the OSCE Region* compiled for the occasion of the 20th anniversary of the Beijing Declaration and Platform for Action presents good practices for enhancing women's participation in political parties, in elections, local politics and in parliaments. The publication also reflects on where progress has been made, and identifies some of the continuing challenges in achieving gender equality in politics. The Compendium contains recommendations for legislators, political parties, governments, international actors, civil society organizations and academics for further actions and reforms to advance women's numerical and substantive participation in politics in the OSCE region. The publication was translated into English and Russian. The Compendium was presented in international conferences and expert meetings throughout the year, including the Annual Regional Conference of Women Parliamentarians, held in Tirana, Albania and the 9th meeting of the Gender Equality Commission of the Council of Europe, held in Strasbourg, France.

Increasing women's political participation through political party reform

ODIHR continued to support gender mainstreaming in political parties by using its own gender audit methodology. A political party gender audit¹³, or "self-assessment", serves to

¹³ The Political Party Gender Audit methodology commences with consultations with political parties, structured interviews with party leadership and activists in order to collect information about the status quo in the party in relation to women's participation and gender quality (Stage 1). These consultations are followed by participatory drafting of gender audit reports which identify discriminatory practices within political parties and provide recommendations for improvement (Stage 2). Subsequently, political parties with ODIHR's assistance proceed with the development of their Gender Action Plans (GAPs, Stage 3) in order to address the identified gender gaps in their processes, procedures, structures, culture, programmes, recruitment and activities. Finally, in co-operation with local and international partners, ODIHR monitors the implementation of the GAPs and supports the parties in the process of their implementation (Stage 4).

assess internal political party processes, procedures, structures, culture, and activities from a gender perspective, with the aim of identifying discriminatory practices that can perpetuate gender inequality and hinder women's participation in politics. The gender audit process equips political party leadership and party activists with the necessary information to adjust political party policies, programmes, and campaign strategies in way which supports gender equality. Building upon its activities in 2015 with parliamentary political parties in Armenia and Georgia, ODIHR conducted follow up visits to gather information about the implementation of the parties' Gender Action Plans. ODIHR also contributed to a roundtable discussion on political party gender action plans with women politicians all seven registered political parties in Tajikistan, organized by the OSCE Office in Tajikistan. This event marked the conclusion of the gender audit exercise which included developing political party Gender Action Plans for the Tajik parties. Finally, in co-operation with the OSCE Mission to Bosnia and Herzegovina, ODIHR initiated gender audit of parliamentary political parties in the country. Initial steps to advance gender equality in parliamentary political parties have been also taken in Kyrgyzstan and Moldova.

Strengthening women's leadership and networking in the OSCE region

In order to support women's leadership and networking, as well as to encourage the mobilization of men as partners in achieving gender equality, ODIHR organized the International Forum of Women Leaders "Equal Opportunities for a Better Future", in Minsk, Belarus. More than 100 participants from 21 OSCE participating States attended the event and discussed good practices for advancing and institutionalising gender equality and promoting women's roles and influence in politics. A *Minsk Declaration of Women Leaders* was adopted, calling for the establishment of a Network of Women Leaders from the CIS region to provide for regular exchange of experiences as well as peer support. As a follow up to the Forum, ODIHR organized in Warsaw a working-level meeting on the opportunities and challenges for establishing a network of women leaders in the CIS region. The meeting gathered international and regional organizations and gender equality experts who discussed concrete steps as well as challenges to the establishment of the network.

Strengthening women's lobbying in public and political life in the OSCE region was the focus of an international panel discussion in Warsaw organized by ODIHR as part of the 8th Annual Congress of Women, which brought together some 5,000 women from Poland and across Europe. The panellists came from Finland, Hungary, Poland and Ukraine and engaged in the exchange views and ideas concerning women's lobbying in the OSCE region, including good practices and lessons learned.

ODIHR supported a Workshop on "Effective Public Speaking" for aspiring women candidates in Poland, organized within the framework of the Summer Academy of the Polish Congress of Women in Szwalk, Poland. The workshop aimed at enhancing networking and strengthening public speaking skills of aspiring women candidates, including political party members, local councillors and civil society activists. In co-operation with the OSCE Mission to Serbia, ODIHR supported the organization of the Fourth National Conference of Women's Parliamentary Network of Serbia. The conference gathered over 420 women politicians, MPs and councillors from over 100 municipalities of Serbia. The event provided an opportunity to review activities and priorities of the Women's Parliamentary Network, and served as a networking opportunity for women politicians. During the conference ODIHR promoted good

practices of women's networking from the OSCE region focusing on different models and concrete results.

Building capacity and expertise on gender equality

ODIHR organized a study visit of Belarusian officials to Austria on gender-sensitive legislation and budgeting in order to facilitate an exchange of good practices and strengthen the capacity of Belarusian authorities to analyse laws, policies, and budgets from a gender perspective. A delegation from Belarus, including representatives of the National Assembly, the ministries of justice, labour and social protection, finance and foreign affairs, the National Committee on Gender Policies and the Executive Committee of the Commonwealth of Independent States, explored ways for institutionalizing gender analysis in parliamentary procedures, national budgets, labour and social policies, and at the local level. Good practices for ensuring gender-sensitive legislation and budgeting were presented to the delegation by their Austrian counterparts, including officials from the parliament, various ministries, and the city of Vienna. Building on this study visit and for the purposes of ensuring further knowledge exchange, ODIHR initiated drafting of a Guidance Note on Gender-Sensitive Legislation¹⁴ as an information resource on concrete recommendations and examples of good practice for conducting legislative gender-sensitive analysis for countries of the OSCE region.

ODIHR contributed to the third edition of the Ukrainian School of Political Studies organized by the Agency for Legislative Initiatives together with the Directorate of Policy Planning of the Council of Europe in Lviv, Ukraine for over 30 participants. ODIHR's presentation focused on international and OSCE frameworks for gender equality and women's political participation, and provided information on current trends and challenges in the OSCE region as well as in Ukraine. ODIHR also addressed the issue of gender-based stereotypes and prejudices which challenge women's participation in public and political life.

3.2 Human Rights, Gender and Security Programme

ODIHR's Human Rights, Gender and Security Programme (HRGS) promotes the understanding that integrating a gender perspective in security matters is key to addressing the needs, contributions and security perceptions of women and men while strengthening overall security. The programme has a broad mandate in the field of women's empowerment and gender equality (as described in the 2004 OSCE Action Plan) and is further mandated by MC Decisions 14/05, 15/05, 7/09 and 7/14 to develop and implement relevant interventions. The programme therefore works with participating States on promoting women's involvement in security delivery and management as well as in peace processes, addressing and preventing sexual and gender based violence and strengthening the oversight of the security sector by equipping it with a gender perspective.

The programme has three main priorities:

- Advancement of the United Nations Security Council resolution 1325 on Women, Peace and Security (UNSCR1325) implementation (support to drafting and revision of NAPs,

¹⁴ The Guidance Note is expected to be available in the first half of 2017 both in English and Russian.

support to voluntary reporting on UNSCR1325 through the annual CoC information exchange, expert advice to policy frameworks);

- Prevention of sexual and gender-based violence (SGBV) in places of deprivation of liberty;
- Incorporation of a human rights compliant and gender sensitive- perspective into oversight mechanisms of the security sector

Women, Peace and Security

In 2016, ODIHR conducted a needs assessment mission to Ukraine with the aim of identifying our possible added value to the implementation of the UNSCR1325 NAP, areas of support and partners for co-operation. As a result, the Ministry of Interior (and the National Police) and the Ministry of Defence (as well as Armed Forces) were identified as key co-operation partners and recipients of ODIHR activities related to the delivery of security, prevention of and responses to sexual and gender-based violence including domestic violence and addressing discrimination and barriers to women in the security sector.

ODIHR also contributed to the international forum in Kiev: “Implementation of the National Action Plan on Women, Peace and Security: the Role of Parliament and Partnership between the Parliament, the Government and Civil Society” held in the premises of the Verkhovna Rada on September 15, 2016.

On 1-2 December, in co-operation with the European Union Advisory Mission in Ukraine (EUAM) and the NGO La Strada Ukraine, ODIHR organized a train-the-trainers course that brought together 28 police educators and officers from various regions of Ukraine (16 women, 12 men). The event, held in Odessa, aimed at increasing the effectiveness of police responses to sexual and gender-based violence. The activity was hosted by the Odessa State University of Internal Affairs.

On 11 October, as part of its Human Rights Discussion Series for the OSCE Forum for Security Co-operation (FSC), ODIHR organized an event on “Boosting the reporting on the implementation of the Women, Peace and Security Agenda”, in Vienna. Thirty-one participants (19 women, 12 men) discussed how reporting by the OSCE participating States on the United Nations Security Council Resolution 1325 on Women, Peace and Security (UNSCR 1325) can be encouraged and streamlined.

On 14-16 December, ODIHR contributed to a human rights and gender training for the Ministry of Interior, Police Administration and the National Security Agency Personnel of Montenegro. The event held in Budva gathered 35 high level representatives of these institutions (18 women, 17 men).

ODIHR experts also presented on the UNSCR 1325 implementation in the OSCE at the workshop on Women, Peace and Security co-organised by the Swedish Agency for Peace, Security and Development Folke Bernadotte Academy and the Gender Section of the OSCE Secretariat at Hofburg in Vienna 3-4 October, and at the 4th OSCE Civil Society Expert Workshop “Security, War and Peace - Human Rights as a Cross-dimensional Issue” in Vienna on 25 October.

Sexual and gender based violence (SGBV) in places of deprivation of liberty

In 2016, ODIHR started working on the issue of SGBV in places of deprivation of liberty of the criminal justice system (police custodies, pre-trial detention facilities and corrections). The project was the first endeavour of its kind to raise the issue of SGBV in these places, and an attempt to map good practices and experiences in the OSCE region.

For this purpose, ODIHR organized a meeting of practitioners on 17 and 18 October 2016 in Warsaw, gathering 19 experts (12 women and 7 men) from the criminal justice systems, national human rights institutions and civil society in the OSCE region to collect relevant information on countries experiences. At subsequent peer-review meeting on 9 December, attended by experts including representatives of key international NGOs and IGOs (UNODC, ICRC, APT, PRI, DCAF), the draft publication was discussed. As a result, the first ever Compendium of Standards and Operational Examples for Preventing and Addressing Sexual and Gender-based Violence (SGBV) in Places of Deprivation of Liberty - to be used as a reference in criminal justice institutions in the whole OSCE region - was produced. The compendium will be published in spring 2017.

Gender and human rights in the oversight of the security sector

On the integration of a gender perspective into the oversight of the armed forces, during the reporting period ODIHR contributed comments on the Draft Concept of Civil Democratic Control over Armed Forces of Ukraine, as a follow up to a targeted event organized by the OSCE Project Co-ordinator in Ukraine, Ukrainian MOD and Parliament on 31 October 2016. ODIHR's comments aimed at adding a gender perspective into the draft. Preparations are under way to develop a guidance note for national parliaments' security committees/commissions, to be released in 2018.

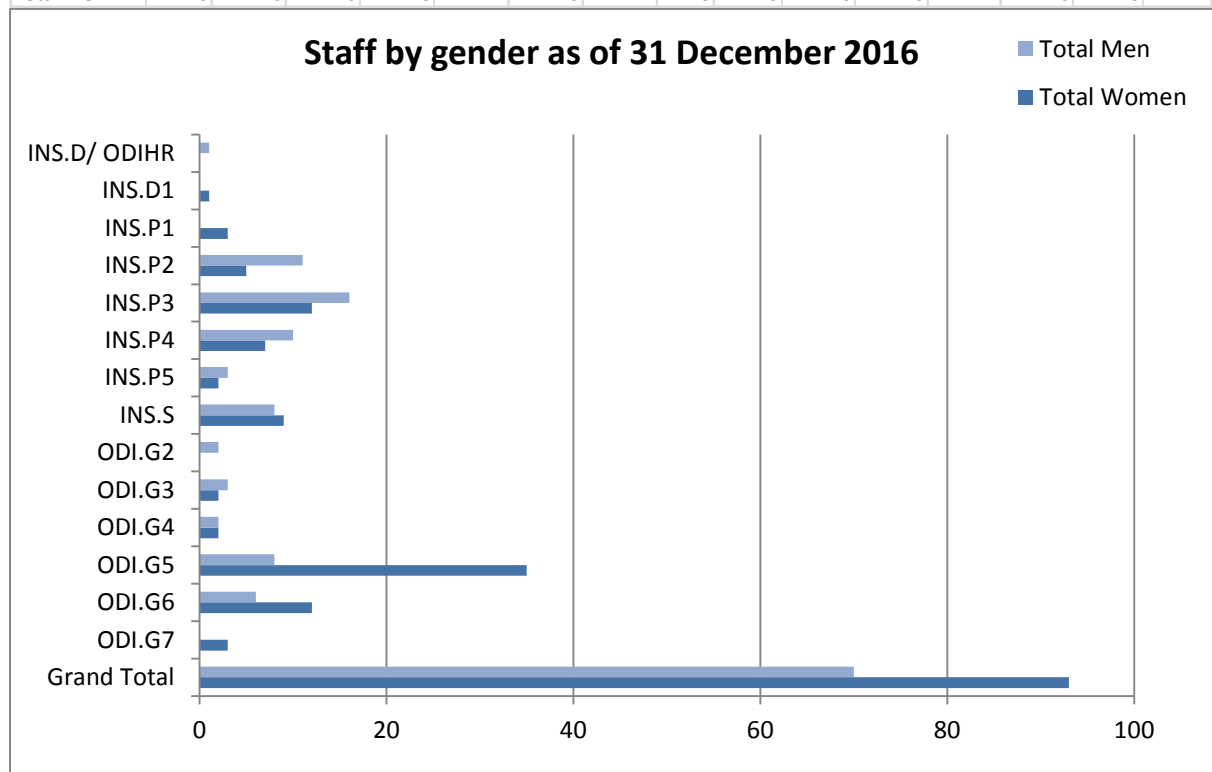
On 7 June in Riga, ODIHR and the European Organization of Military Associations EUROMIL hosted a roundtable on the role of military associations and unions in Central and Eastern Europe in safeguarding the rights of servicemen and servicewomen. The roundtable gathered 27 representatives (7 of them women) from military associations and unions, authorities, ombudsperson institutions and civil society organizations from Estonia, Finland, Germany, Latvia, Lithuania, Poland and Ukraine. Discussions included gender aspects related to service in armed forces: the recruitment, retention and advancement of women in the armed forces, gender based discrimination, as well as parental leave for both men and women in the military were brought to the table.

On 29-30 November 2016, ODIHR participated in the fifth multi-stakeholder conference on the Role of Ombuds Institutions in Security Sector governance: Monitoring Ukraine's Security Governance Challenges providing a contribution on integrating a gender perspective into National Human Rights Institutions' monitoring role of the security sector.

Annex 1

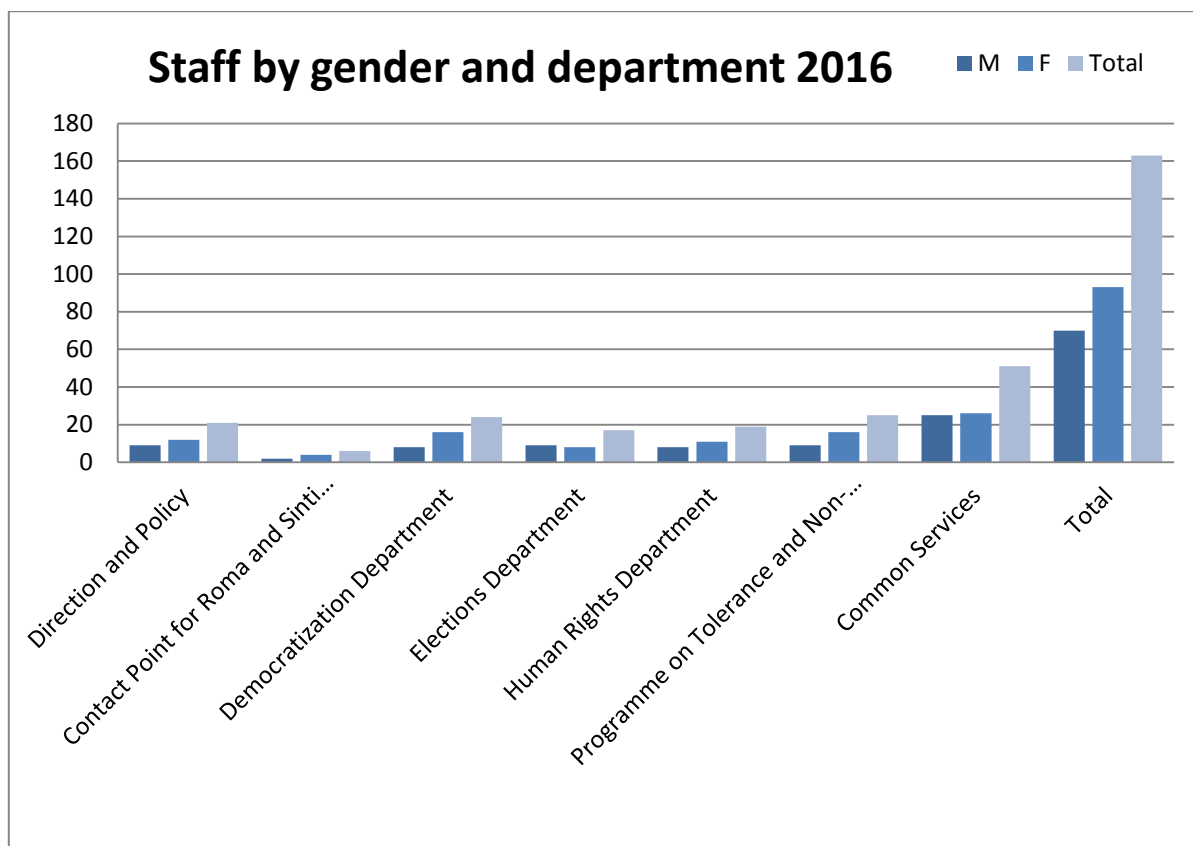
Staffing statistics:

	Grand Total	ODI.G7	ODI.G6	ODI.G5	ODI.G4	ODI.G3	ODI.G2	INS.S	INS.P5	INS.P4	INS.P3	INS.P2	INS.P1	INS.D1	INS.D/ ODIHR
Total Women	93	3	12	35	2	2	0	9	2	7	12	5	3	1	0
Total Men	70	0	6	8	2	3	2	8	3	10	16	11	0	0	1



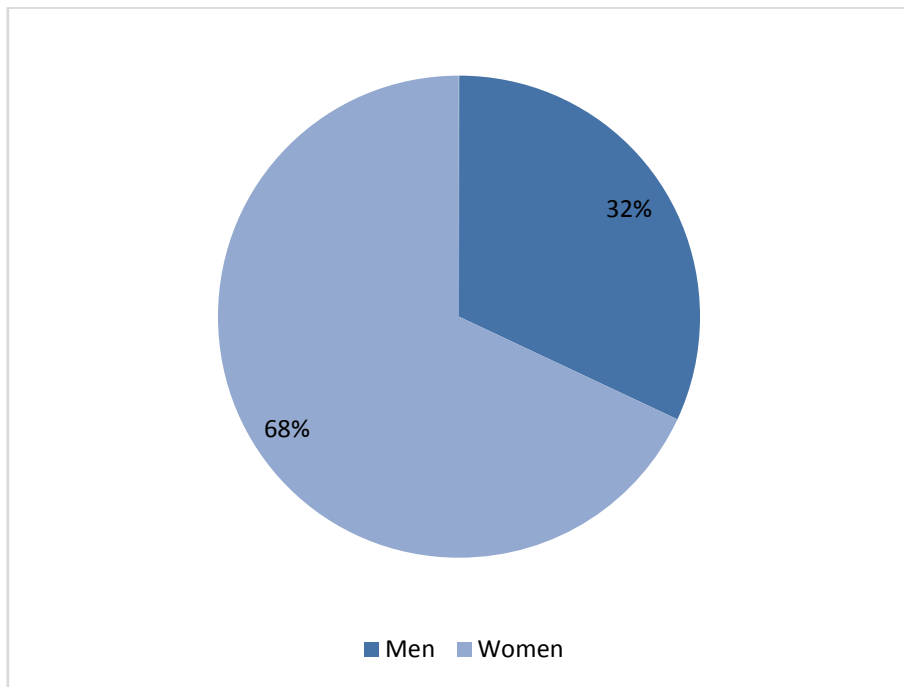
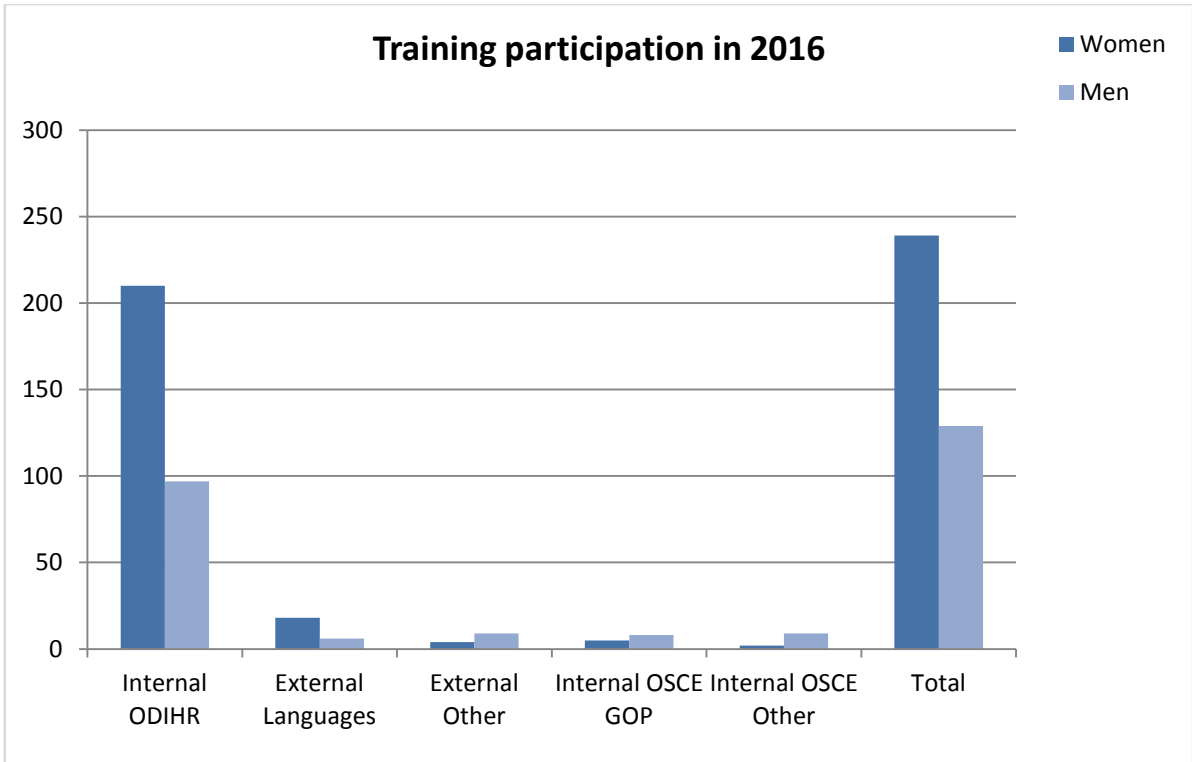
Department	M	F	Total
Direction and Policy	9	12	21
Contact Point for Roma and Sinti Issues	2	4	6
Democratization Department	8	16	24
Elections Department	9	8	17
Human Rights Department	8	11	19
Programme on Tolerance and Non-discrimination	9	16	25
Common Services	25	26	51
Total	70	93	163

Training statistics:

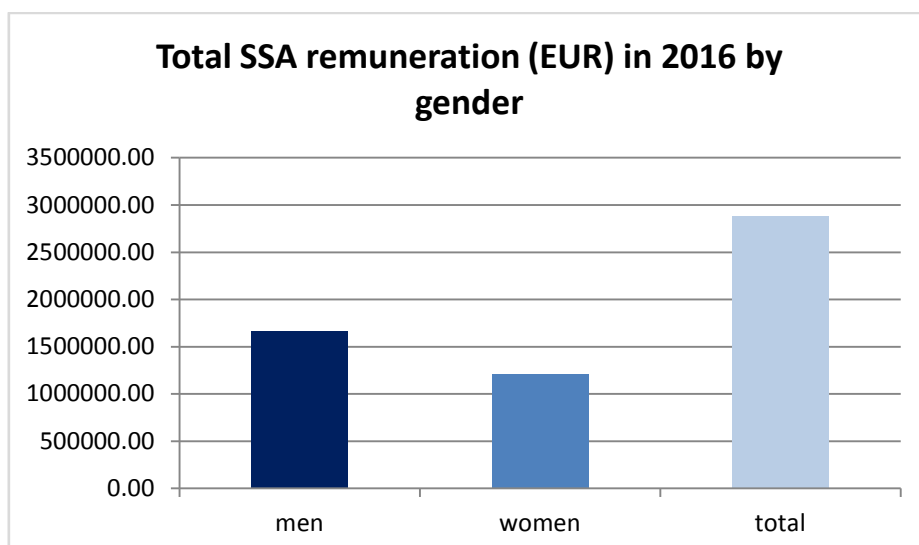
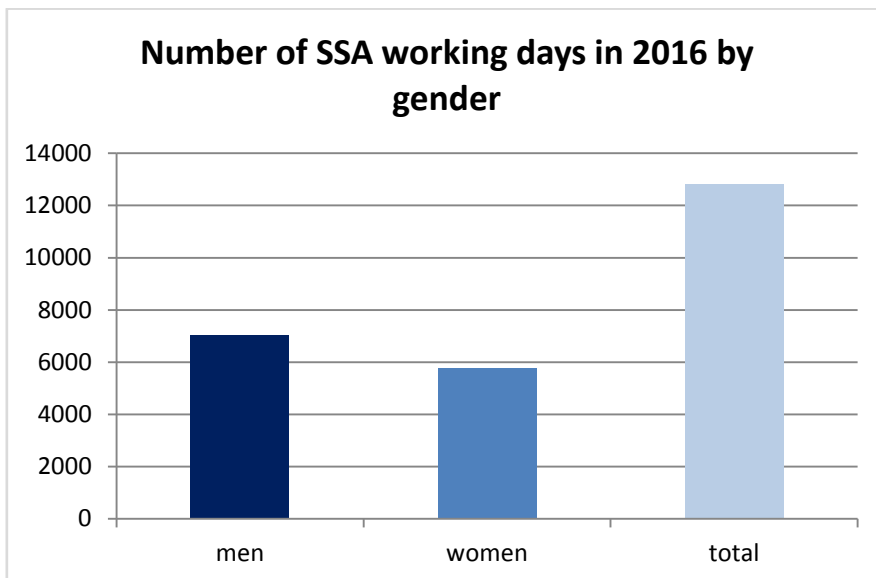
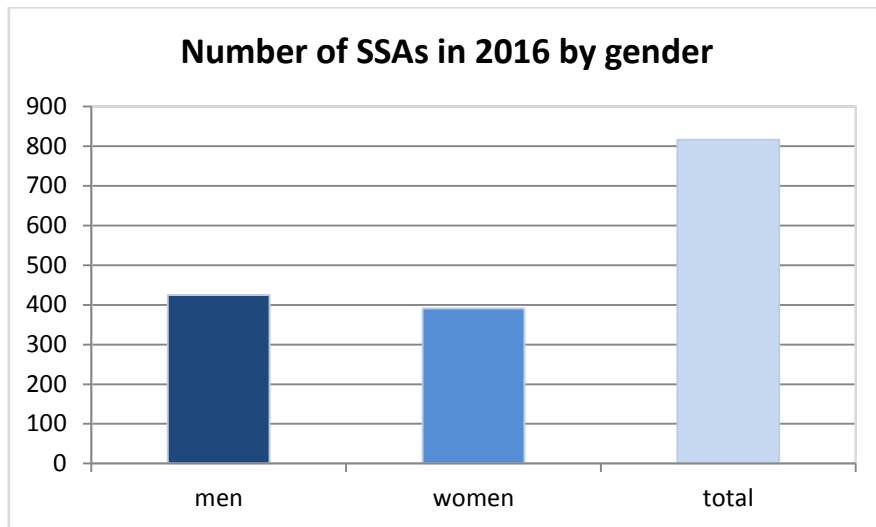


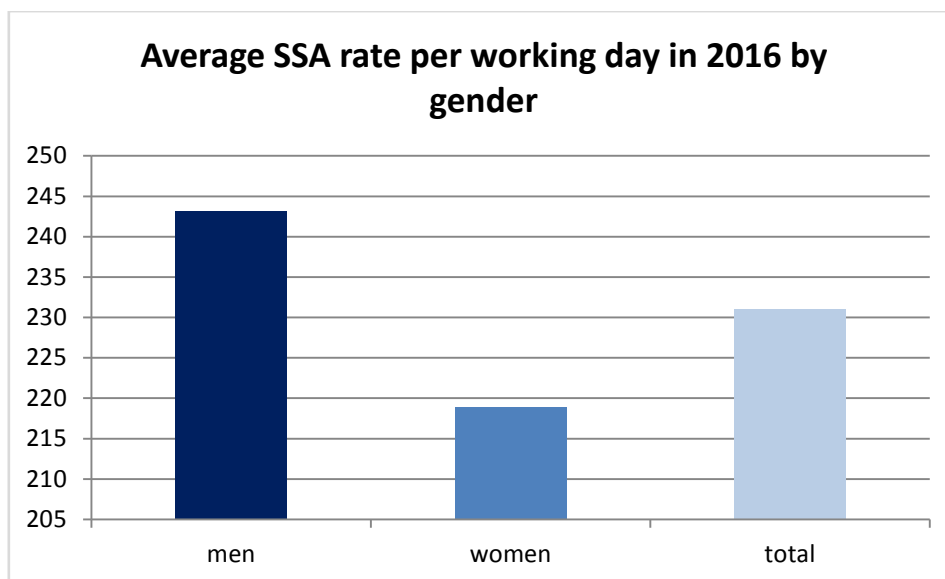
	Internal ODIHR	External Languages	External Other	Internal OSCE GOP	Internal OSCE Other	Total
Women	210	18	4	5	2	239
Men	97	6	9	8	9	129

Training participation



Consultancy statistics:





Recruitment statistics:

	By category of recruitment (number of recruitment activities)	Male	Female	Total
Applications	SM.C.I (17)	1414 (43.6%)	1831 (56.4%)	3245
	SM.S.I (11)	11 (47.8%)	12 (52.2%)	23
	SM.C.L (7)	149(74.1%)	28 (25.9%)	177
Short-listed	SM.C.I	52 (44.8%)	64(55.2%)	116
	SM.S.I	11 (47.8%)	12 (52.2%)	23
	SM.C.L	28 (34.6%)	53 (65.4%)	81
Appointments	SM.C.I	7 (46.7%)	8 (53.3%)	15
	SM.S.I	3 (60%)	2 (40%)	5
	SM.C.L	3 (30%)	7(70%)	10

Annex 2

Mapping of training and capacity building needs in ODIHR gender mainstreaming roadmap

Chapter I of the Roadmap: Management and Accountability

Annex, Implementation Plan

Result 1.4. ODIHR leadership supports the promotion of gender equality and gender mainstreaming in the office:

- ODIHR leadership actively participates in gender related in-house awareness raising events (See Gender Mainstreaming and Outreach part of the Action Plan)

Result 2.1. Senior managers demonstrate their commitment to gender equality and gender mainstreaming:

- Mandatory OSCE/ODIHR intensive gender training is organized for ODIHR managers ¹⁵

Chapter III of the Roadmap: Gender Mainstreaming Into Project Cycle

OBJECTIVES:

Project design, implementation, monitoring and evaluation cycle in ODIHR is fully gender mainstreamed by June 2017 through:

- Organization of training on revised templates for all relevant staff on a regular basis as part of project cycle/management training in ODIHR;
- Publication of new templates on intranet and inclusion into the newcomers' induction session.

Gender marker system for projects is introduced and institutionalized in ODIHR by December 2016, baseline is identified and each year gender marker rating is improved by 20% through:

- Organization of training for all relevant staff on gender marker on regular basis¹⁶ and inclusion as part of newcomers' induction session;

Annex, Implementation Plan

Under Objective 1: Project design, implementation, monitoring and evaluation cycle in ODIHR is fully gender mainstreamed by June 2017

Result 1.4. Inclusion of revised templates and checklist into regular project cycle/management training in ODIHR and newcomer's induction session

¹⁵ The training will be specifically developed for staff members with managerial duties.

¹⁶ Training and webex sessions planned by the OSCE Secretariat will be used to the extent possible as a foundation.

Under Objective 2: Gender marker system for projects is introduced and institutionalized in ODIHR by December 2016, baseline is identified and each year gender marker rating is improved by 20%

Result 2.2. All staff is trained on how to use the gender marker system and it is included as part of newcomer's induction session

Chapter Training and capacity building						
Objective 1: ODIHR staff has improved awareness about gender equality and consistently applies gender mainstreaming tools in daily work by the end of 2017						
R 1.1. Office-wide survey is conducted to identify training needs of staff on gender equality, gender mainstreaming : <ul style="list-style-type: none"> - Agree on the format, dates and process, draft survey - Run survey and analyze results - Draft recommendations 	Survey questionnaire, # of responses	GWG, LC	x			
R.1.2. Based on survey, trainings and learning sessions on gender mainstreaming and gender equality are prepared highlighting both women and men related gender issues (Annex 5): <ul style="list-style-type: none"> - Identification of target groups, their needs and relevant training modules - Development of terms of reference for trainings - Identification of expert(s) and development of modules 	ToR, Modules	GWG, LC, external experts		x	x	x
R 1.3. Targeted gender mainstreaming training is provided to staff members, twice per year <ul style="list-style-type: none"> - Organization of pilot training and collecting feedback - Implementation of refined trainings [incl. train-the-trainers] - Evaluation of trainings & drawing recommendations - Collecting feedback 6 months after training 	# of participants, training agenda and module; # of staff reporting usage of tools	GWG, LC, external experts		x		x

R 1.4. Gender session is included into induction briefing for newcomers and is implemented on regular basis	Amended induction checklist, # staff reached	HRU, GWG, gender experts		x	x	x
R 1.5. Inputs on gender component are provided to future ODIHR Learning and Development Strategy: - Analyze 2013 and 2016 results - Good practices related inputs (see R 2.1.)	Training and Development Strategy	GWG, LC		x	x	x
R 1.6. Learning activities ¹⁷ for raising awareness and promoting among staff gender equality, international and OSCE commitments and gender mainstreaming are organized twice per year and male champions on gender equality are engaged and promoted (Annex 5)	# of participants, feedback from staff	GWG, volunteers, PAU, LC	x	x	x	x

Chapter V of the Roadmap: Gender Mainstreaming and Outreach

OBJECTIVES:

All ODIHR staff is aware of guidelines on gender-sensitive language when preparing and compiling texts for publications, news items and other outreach materials by June 2017 through:

- Training staff on new guidelines and including it into the PAU induction session and on intranet.

All policies, procedures and standards guiding ODIHR's communication and outreach efforts are gender-sensitive and promote gender equality by December 2018 through:

- Regular in-house awareness raising on important gender days.

Annex, Implementation Plan

Under Objective 2: All ODIHR staff is aware of guidelines on gender-sensitive language when preparing and compiling texts for publication, news items and other outreach by June 2017

Result 2.3. Communication of guidelines to all staff, uploading it on intranet, initial training of all staff and inclusion into mandatory induction session

Under Objective 3: All policies, procedures and standards guiding ODIHR's communication and outreach efforts are gender-sensitive and promote gender equality by December 2018

¹⁷ Sample of activities is given in Annex 5.

Result 3.3. ODIHR's gender-sensitive outreach engagement is introduced as part of general induction briefing for newcomers

Result 3.4. Quarterly awareness raising events among staff are organized (e.g. 8 March, 25 November, brown bag lunches, guest speakers)

Chapter VI of the Roadmap: Gender Parity

This chapter mentions that one of the current measures undertaken to achieve gender balance in ODIHR includes seeking balanced participation of ODIHR staff members in training events.

Also, it mentions gender parity in Training:

Women, making up 59% of ODIHR staff, consistently constitute around 64% of training participants, more actively attending courses offered by the organization, especially in IRMA, General Orientation and external trainings. This gender gap should be further analyzed.

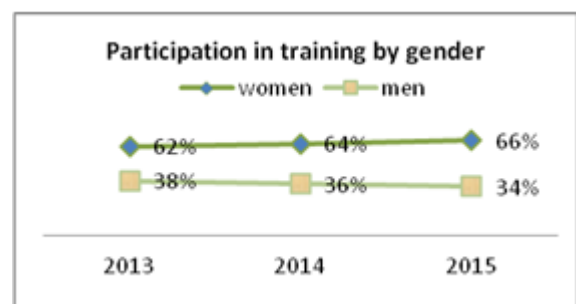
ODIHR also regularly organizes Human Dimension Induction Courses for new staff members from the OSCE Secretariat, field operations and institutions, including ODIHR, working on the human dimension. Gender balance is one of the criteria used by ODIHR when selecting participants for the course. Over the last 3 years, women constituted on average 57% of participants, compared with 43% men.

Annex, Implementation Plan

Under Objective 1: Gender parity among staff and consultants is 50/50 by year 2018

Result 1.4. Equal participation of women and men in internal and external trainings in ODIHR is promoted:

- Supervisors actively encourage female and male staff to participate in trainings of different types (technical and soft skills), upon request or through PAR process;
- Supervisors actively inform and raise awareness of female and male staff about external training opportunities and ensure that staff is able to participate in these trainings (i.e. by approving special leave, temporarily adjusting workloads, etc).



Under Objective 2: Gender sensitive career development and retention policies are in place by year 2018

Result 2.2. Regular awareness raising and gender-sensitive support provided to staff on career development

- ODIHR mentoring/leadership/peer to peer exchange is established for staff as part of gender-sensitive career development objective (possibly using mentoring programme from the OSCE Secretariat as the basis).
- Supervisors actively encourage women and men staff to consider and pursue career development opportunities, upon request and through the PAR process.
- While nominating for ODIHR Annual staff awards, supervisors and committee strive for gender balanced nominations (as appropriate in particular Depts/Units) and consider contribution to gender mainstreaming as a selection criteria as well.

Chapter VII of the Roadmap: Work Life Balance and Enabling Working Environment

This chapter mentions that “There is further indication of issues with enabling a professional working environment in ODIHR in the Staff Committee report 2014-2016. Staff has approached Staff Committee with concerns about allegedly biased treatment by supervisor, inappropriate communication style, discrimination and arbitrary application of rules. In response, Staff Committee organized a workshop in 2014 to raise awareness on the revised Staff Instruction 21 on Professional Working Environment. However, low attendance and non-mandatory nature of such training, especially among supervisors, were noted as concerns.”

Objectives mention the raising awareness and capacity building activities.

OBJECTIVES:

Comprehensive work life balance policy is introduced in ODIHR by the end of 2016 and regularly monitored and reported through:

- Raising awareness about new policy and monitoring its implementation.

Dependent’s leave recognition issue is promoted and solution identified by 2018 through:

- Raising awareness about new/amended policy/measures and monitoring its implementation.

Professional working environment is strengthened in ODIHR by 2017 and staff awareness is regularly raised through:

- Conducting awareness raising events, developing relevant materials and staff capacity building on harassment related issues;

Annex, Implementation Plan

Under Objective 1: Comprehensive work life balance policy is introduced in ODIHR by the end of 2016 and regularly monitored

Result 1.3 Raising awareness about new instruction through conducting annual learning event (brown bag lunch, Q&A session, interactive role play, etc.)

Under Objective 2: Dependent’s leave recognition issue is promoted and solution identified by 2018

Result 2.3. Institutionalizing and annual raising awareness events about new/amended policy
Under Objective 3: Professional working environment is strengthened in ODIHR by 2017 and staff awareness is regularly raised

Result 3.2 All newcomers receive informational materials related to professional working environment and harassment prevention and relevant training within 6 months of joining ODIHR

Result 3.3. At least one awareness raising event is organized annually for staff about harassment prevention

Annex 3

Gender disaggregated data for 2016 - activities of the “Strengthening Dialogue among Civil Society and with Key Government Stakeholders on Human Dimension Issues in Ukraine Project”.

	Expected Result/Project Objective	Male	Female	Total
	<i>Expected Result 1: Increased confidence, through dialogue and joint action, between Ukrainian civil society and key state and non-state stakeholders at local, national and international levels</i>			
1	ODIHR expert consultation: “Information and Dialogue Days on Human Rights in Ukraine” (Kyiv, 8-10 Nov 2016)	15	19	34
	<i>Expected Result 2: Strengthened capacity of Ukrainian civil society to identify, monitor and report on human rights issues and to advocate for better protection of human rights</i>			
1	Final workshop on Human Rights Monitoring and Dialogue Initiatives (Chernihiv, 22-24 Nov 2016)	14	16	30
	<i>Expected Result 3: Civil society in Ukraine better equipped to effectively advocate for democratic governance reforms</i>			
1	Workshop on Effectiveness of Gender Equality Mechanisms in Ukraine with a Focus on a Local Level (Kharkiv, 19 Feb 2016)	1	15	16
2	Why Professional and Ethical Standards for Parliamentarians? (Brussels, 1 March 2016)	-	-	60
3	Workshop “Mainstreaming gender into communication” (Lviv, 24 Jun 2015)	2	23	25
4	2016 Political Party Expert Workshop and (Kyiv, 6-7 Jul 2016)	61	48	109

5	Training on Political Party Financing in Ukraine	-	-	20
6	Parliamentary Ethics Dialogue (Kyiv, 8 July 2016)	-	-	70
7	Parliamentary Ethics Dialogue (Kyiv, 21 October 2016)	-	-	31
8	Working group on public consultations (Kyiv, 24-25 Oct 2016)	8	8	16
9	Working group on Checklist for Human Rights Impact Assessment of draft legislation (26-27 October 2016)	4	5	9
10	Workshop "Mainstreaming gender into communication" (Kyiv – Ministry of Social Policy of Ukraine, 25 Nov 2015)	4	18	22
11	Study visit for Ukrainian MPs to attend the Congress of Polish Women (Warsaw, 13 May, 2016)	-	6	6
12	Study visit of the National Anti-Corruption Prevention Agency to Poland (Warsaw, 10-11 October, 2016)	2	4	6
<i>Expected Result 4: Civil society in Ukraine has capacities, mechanisms and tools to identify hate crimes and engage in dialogue with relevant state structures on addressing bias-motivated violence</i>				
1	Workshop for Civil Society in Ukraine – Training on Hate Crime (Kyiv, 16-17 Feb 2016)	12	11	23
2	IPA pre-implementation meeting (Kyiv, 25 Apr 2016)	3	11	14
3	2 nd Confidence Building Event on Hate Crimes (Kyiv, 26 Apr 2016)	24	23	47
4	3 rd Confidence Building Event on Hate Crimes / Final workshop on addressing bias-motivated violence (Kyiv, 2 Dec 2016)	3	9	12
TOTAL as per available data		153	216	549

Annex IV

HCNM Annual Evaluation Report on Implementation of the Gender Action Plan

January 1 – December 31 2016

The High Commissioner on National Minorities (HCNM) regards the promotion of gender equality as an integral part of policies and activities, both within the office and in the course of conducting official country visits and implementing project activities. This report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality addresses activities undertaken by the HCNM during the reporting period (January 1 to December 31 2016).

1. Gender mainstreaming – internal issues

One of the High Commissioner's main priorities is to create an attractive workplace for all staff members, to strive for the equal representation of women and men at all levels and to create conditions where all employees have a sense of inclusion and the ability to influence their job situations. The High Commissioner also seeks to ensure that all staff members have the opportunity to acquire and apply knowledge and skills about gender mainstreaming on a regular basis.

Staff development

The Gender Focal Point (GFP) appointed by the High Commissioner seeks to raise awareness on gender issues within the office and shares relevant information, such as relevant research reports or statistics, with staff members, as well as liaises with ODIHR and other institutions on relevant gender issues. During the reporting period, the High Commissioner and senior management included gender among the office's thematic priorities and reinforced the aim to mainstream gender in all aspects of HCNM activities. Training on Women's Security Awareness (WSAT) was conducted in February 2016 for female HCNM staff at all levels of management.

During the year the GFP worked with HCNM staff and the management team to implement the HCNM strategy for implementation of the OSCE Action Plan for the Promotion of Gender Equality, which was adopted in December 2014. The implementation strategy sets out objectives and targets related to mainstreaming gender in various aspects of the work of HCNM, serving as a tool to reinforce the priority of gender mainstreaming and track progress in specific areas.

A link to information on gender issues, including Staff Instruction 21/2006 and other documents related to implementation of the OSCE Action Plan, was readily available for staff on the HCNM Intranet.

Staffing/recruitment

When conducting recruitment processes, the HCNM attaches importance to finding people who demonstrate gender-sensitive attitudes and understand the importance of an inclusive organizational culture. For this purpose, most interview panels included a question to assess candidates' knowledge and experience of gender mainstreaming. During the reporting period, there were 4 recruitment processes, out of which two were for G positions, and two for S positions. Twenty-eight percent of applicants were male and seventy-two percent were female. Fifty percent of recruited candidates were women.

2. Gender Mainstreaming – all projects and programmes

The HCNM is an instrument of conflict prevention, tasked to provide early warning and, as appropriate, early action at the earliest possible stage in regard to tensions involving national minority issues which have the potential to develop into a conflict within the OSCE area affecting peace, stability or relations between participating States. The HCNM seeks to involve a range of stakeholders, including female minority representatives, NGO leaders and experts, in dialogue and activities.

In the course of monitoring and analysing sources of interethnic tensions, the HCNM tries to examine how these issues might affect men and women differently. Information about relevant gender issues was generally included in background material prepared for HCNM country visits.

In an effort to deepen understanding of how to mainstream gender in the promotion of the *Ljubljana Guidelines on Integration of Diverse Societies*, the most recent thematic recommendations produced by the institution, in 2015 the HCNM conducted an expert "gender review" of the Guidelines. The resulting document still serves as an internal resource for HCNM to more thoroughly consider gender aspects of key policy areas related to integration.

Gender mainstreaming in HCNM projects

Due to the HCNM mandate, projects are aimed at early warning and early resolution of ethnic tensions and are not usually specifically aimed at promoting gender equality and resolving gender-related issues. At the same time, the HCNM strives to achieve gender mainstreaming in the design and implementation of HCNM projects.

HCNM project officers encourage implementing partners to seek gender balance among project staff and beneficiaries. Activities are designed to ensure participation of both men and women, for example, by conducting training activities during working hours. When announcing expert positions within projects, the HCNM encourages qualified female candidates to apply. In projects which involve a large number of participants (e.g. training activities and research on particular minority groups), the HCNM requests implementing partners to provide gender-disaggregated data in their final reports.

The HCNM uses the recently introduced Gender Marker Score as a method of assessing the extent to which the projects are gender mainstreamed. All of the eleven HCNM projects implemented in 2016 receive a one (1) on the Gender Marker Scale. As per the mandate, all

projects have a limited contribution to gender equality, however, they are all gender mainstreamed in terms of their participation aspects.

3. Gender mainstreaming in public information materials

Gender-balanced presentation of information is the guiding principle for all HCNM speeches, statements, press releases and other public appearances. Gender considerations are also taken into account in the preparation of materials produced within HCNM projects.

Annex V



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

RFOM Contribution to the Annual Evaluation Report of the Implementation of the OSCE Action Plan for the Promotion of Gender Equality

1 January 2016 - 31 December 2016

Introduction

The promotion of gender equality and gender mainstreaming is an integral component of the internal policies, programmatic activities and public relations work of the Representative on Freedom of the Media (RFOM). The activities and efforts to advance the gender dimension of the RFOM are guided by the Action Plan (Chapter V, paragraph 44 d) which stipulates that the RFOM “will be alert to allegations of serious intolerance toward women and incitement to gender discrimination in or by the media in participating States in accordance with Chapter 6 of the mandate”.¹⁸ With the following report the RFOM evaluates the Office’s implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality and addresses activities undertaken during the reporting period.

The present report shows how gender equality is promoted within the Institution and how gender aspects are integrated in the programmatic activities of the Institution. The report covers the period of 1 January 2016 – 31 December 2016.

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

1.1 Gender balance in the RFOM Office

The Office of RFOM underwent some staff changes in 2016. Being the smallest among the OSCE Institutions, any change in the staff may affect the proportions of men to women in the Office of RFOM. The ratio of female Senior Advisers was balanced with the ratio of male Senior Advisers, providing for a reasonable balance among managerial positions in the institution. However, with the mandate of the RFOM ending on 10 March 2017, the new appointment will play an important role in maintaining this balance.

Post table Staff by Gender (as of 31 March 2016)

Grade	Female	Male	Total
RFoM	0	0	0
Director	0	1	1
Principal and Senior Advisers (4 seconded, 1 contracted)	2	3	5
P1-P2-P3 (3 contracted) S3 (1 seconded)	2	2	4
GS 7	1	0	1
GS 6	1	0	1
GS 4 (1 temporary)	1	1	2
Total	9	7	15

¹⁸ Decision No. 14/04 on the 2004 OSCE Action Plan For The Promotion Of Gender Equality, MC.DEC/14/04, 7 December 2004.

Recruitment for open positions is governed by the OSCE guidelines regarding the drafting of vacancy notices and the recruitment process. The Office includes both women and men on interview panels. Shortlists, particularly for contracted positions, are gender-balanced. For seconded positions, the gender-balance of the shortlists tends to be accidental given the fact that only a few participating States put forward names for seconded positions with the duty station in Vienna.

1.2 The professional working environment in the RFOM Office

RFOM management has been working towards ensuring equal opportunities for both genders and to create a professional working atmosphere where both female and male staff is equally represented and where their professional needs and strengths are equally taken into consideration, whenever and wherever possible. Female and male Senior Advisers, Advisers, and Project Officers present thematic issues and participate at events and conferences abroad according to their respective expertise and the regions assigned to them, at conferences, roundtables and training sessions.

All relevant information regarding gender issues is regularly distributed to the Office staff by the Gender Focal Point. Gender issues are put on staff-meeting agendas when organization-wide issues are presented. All new staff members are made aware of and receive an explanation regarding the Staff Instruction 21/2006.

2. Progress made in the Gender mainstreaming of RFOM programmatic activities, events and press reporting

2.1 RFOM mandate

The mandate of the RFOM is to uphold the fundamental right to freedom of expression and an independent and pluralistic media. In this regard, the RFOM advocates for and promotes compliance with OSCE media freedom commitments and works towards improving the legal frameworks across the OSCE region.

In line with the Gender Action Plan, the RFOM is mandated to receive “allegations of serious intolerance towards women and incitement to gender discrimination in or by the media in participating States.”¹⁹ The RFOM can react to reported cases observed in the general framework of monitoring freedom of the media in OSCE participating States.

The RFOM has been looking more closely at cases of intolerance towards female journalists in the online environment since 2013, after being made aware of the growing number of reports from across the OSCE region on female journalists/bloggers singled out and fiercely attacked in social media. The online attacks tend not to address the content of the articles but instead degrade the journalist as a woman.

¹⁹ Decision No. 14/04 on the 2004 OSCE Action Plan For The Promotion Of Gender Equality, Chapter V, Para 44 d, MC.DEC/14/04, 7 December 2004.

2.2 Gender mainstreaming in RFOM programmatic activities

In accordance with its mandate, the RFOM does not implement projects specifically aimed at promoting gender equality. However, all programming activities are gender-mainstreamed by the responsible Officer and the Gender Focal Point, in particular quantitative gender-mainstreaming such as equal gender representation of speakers, panellists and participants in conferences and seminars organized by the Office.

The Office keeps the gender balance in mind when identifying experts for projects. When announcing expert positions for publication or legal analysis, the RFOM encourages qualified women to apply. A gender balance is also considered when selecting experts, moderators and participants for events and meetings.

Women were key speakers, chairs, presenters and experts in a host of training and conferences during the reporting period, including, but not restricted to, the Central Asia Media Conference, the South East Europe Media Conference, the expert meeting on Access to Information and other meetings and events hosted by the Office.

Implementing partners are asked to take gender-equality principles into account when carrying out their project activities.

Reporting of results and indicators related to gender equality takes place on an *ad hoc* basis and is generally mainstreamed into the specific project or activity in question.

2.3 Gender mainstreaming in RFOM reporting

RFOM press statements adhere to gender mainstreaming. All of the Office's reporting and its publications are edited pursuant to OSCE standards, including the OSCE Style Manual that outlines the use of gender-sensitive language. The Office works in co-operation with PPIS for its press reporting and tries to ensure that photos, press releases and news items ensure gender-sensitive representation.

Annex VI

List of Abbreviations

CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
COMMS	Communication and Media Relations Section
CPC/PESU	Conflict Prevention Centre/Programming and Evaluation Support Unit
CPT	Committee for the Prevention of Torture
CiO	Chairperson-in-Office
CSO	Civil Society Organization
CSDP	Common Security and Defence Policy
DCAF	Democratic Control of Armed Forces
DHR	Department of Human Resources
EAM	Election Assessment Mission
EET	Election Expert Team
ELD	Election Department
EOM	Election Observation Mission
ExB	Extra-Budgetary
FBA	Folke Bernadotte Academy
FoRB	Freedom of Religion or Belief
FSC	Forum for Security Co-operation
GBV	Gender-based violence
GFP	Gender Focal Point
GO	General Orientation
HCNM	High Commissioner on National Minorities
HDIC	Human Dimension Induction Course
HDIM	Human Dimension Implementation Meeting
HDS	Human Dimension Seminar
HLPG	High-Level Planning Group
ICRC	International Committee of the Red Cross
IDP	Internally Displaced Person
IPA	Implementing Partner Agreement

IRMA	Integrated Resource Management System
LEOM	Limited Election Observation Mission
LTO	Long term observers
MC	Ministerial Council
MC.DEC	Ministerial Council Decision
MP	Member of Parliament
MoD	Ministry of Defense
NAM	Needs Assessment Mission
NAP	National Action Plan
NGO	Non-governmental Organization
NHRI	National Human Rights Institution
OCEEA	Office of the Co-ordinator of OSCE Economic and Environmental Activities
ODIHR	Office for Democratic Institutions and Human Rights
OMiK	Mission in Kosovo
OSR-CTHB	Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings
OSCE	Organization for Security and Co-operation in Europe
PBPB	Performance Based Programme Budgeting
PC	Permanent Council
PC.DEC	Permanent Council Decision
POLIS	Policing OnLine Information System
RFoM	Representative on Freedom of the Media
SALW	Small Arms and Light Weapons
SGBV	Sexual and gender-based violence
SHDM	Supplementary Human Dimension Meeting
SMM	Special Monitoring Mission to Ukraine
SPMU	Strategic Police Matters Unit
SSA	Special Service Agreement
STO	Short term observer
TNTD	Transnational Threats Department
ToR	Terms of Reference

UB	Unified Budget
UNFPA	United Nations Population Fund
UNODA	United Nations Office for Disarmament Affairs
UNODC	United Nations Office on Drugs and Crime
UNSCR	United Nations Security Council Resolution
VERLT	Violent extremism and radicalization that might lead to terrorism
WPN	Women Parliamentary Network