2017

Annual Progress Report

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

Towards Gender Equality in the OSCE

Parliamentary Assembly

Office for Democratic Institutions and Human Rights

Project Co-ordinator in Ukraine

Observer Mission at the Russian Checkpoints Gukovo and Donetsk

Programme Office in Astana

High Commissioner on National Minorities

Special Monitoring Mission to Ukraine

Representative on Freedom of the Media

Secretariat

Mission to Serbia

Personal Representative of the Chairperson-in-Office on the conflict dealt with by the OSCE Minsk Conference

Project Co-ordinator in Uzbekistan

Programme Office in Bishkek

Mission to Bosnia and Herzegovina

Mission to Moldova

Mission to Montenegro

Mission in Kosovo

Centre in Ashgabat

Programme Office in Dushanbe

Mission to Skopje

Presence in Albania

osce Organization for Security and Co-operation in Europe

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List of Abbreviations

COMMS	Communication and Media Relations Section
CPC	Conflict Prevention Centre
CiO	Chairperson-in-Office
CTHB	Combating Trafficking in Human Beings
CSO	Civil Society Organization
DHR	Department of Human Resources
ExB	Extra-Budgetary
FSC	Forum for Security Co-operation
GBV	Gender-based violence
GFP	Gender Focal Point
GO	General Orientation
GS	General Service
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
IDP	Internally displaced person
MC	Ministerial Council
MC.DEC	Ministerial Council Decision
MP	Member of Parliament
MoD	Ministry of Defence
NAP	National Action Plan
NGO	Non-governmental Organization
NHRI	National Human Rights Institution
NP	National Professional
OCEEA	Office of the Co-ordinator of OSCE Economic and Environmental Activities
ODIHR	Office for Democratic Institutions and Human Rights
OMiK	OSCE Mission in Kosovo
OSCE	Organization for Security and Co-operation in Europe
OSR-CTHB	Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings
PBPB	Performance Based Programme Budgeting

PC	Permanent Council
PC.DEC	Permanent Council Decision
RFoM	Representative on Freedom of the Media
SALW	Small Arms and Light Weapons
SGBV	Sexual and gender-based violence
SHDM	Supplementary Human Dimension Meeting
SI	Staff Instruction
SMM	Special Monitoring Mission to Ukraine
SPMU	Strategic Police Matters Unit
SSA	Special Service Agreement
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

Foreword

I am pleased to present the Annual Progress Report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality. This year, the report takes a new approach that puts more focus on progress achieved by the OSCE executive structures. A new template for data collection and analysis was used to identify promising practices and lessons learned, as well as strategic areas that need more attention if we are to achieve the goals we have set for ourselves in the Gender Action Plan and in Ministerial Council decisions.

Gender equality and the inclusion of women in OSCE activities are priority areas in the reform agenda that aims to ensure that the Organization is fit for purpose. I am convinced that including a stronger gender perspective in the work of the OSCE will make the Organization more effective.

We have already achieved some encouraging progress towards gender parity and gender mainstreaming of OSCE programmes and projects, but it is uneven. We have to build up our capacity and strengthen our efforts to effectively achieve gender equality within the Organization, and through our programmes, to make genuine and sustainable progress in the OSCE region. To fulfill this ambition requires participating States to put their political weight behind our efforts, as well as to ensure we have sufficient resources. The responsibility to turn our commitments into reality for women and men throughout the OSCE region is shared by all.

I would like to thank all the executive structures and the Parliamentary Assembly for providing useful information on progress achieved in 2017 and remaining challenges. I would also like to thank the Secretariat's Gender Section for analyzing the data and compiling this report.

I invite you to draw on the findings and recommendations of this Annual Progress Report to learn from and build on OSCE experience in order to enhance policies, programmes and activities that advance gender equality. Its recommendations are forward-looking and propose concrete actions we can take to increase accountability and leadership for gender equality, to build capacity, and to improve the OSCE's internal processes and programmes.

The OSCE can only achieve its goals of security, stability and lasting peace when both women and men are able to achieve their full human potential. Gender equality benefits everybody.

Thomas Greminger

Secretary General

July 2018

Highlights of 2017

In 2017, the OSCE made progress in tackling persistent gender inequality, which affects all participating States. OSCE executive structures, in line with their mandates, have contributed to address issues, such as combating violence against women, amending discriminatory legal frameworks and practices, and removing of structural barriers to enable the full participation of women in the economy, public and political life. They also worked to improve women's participation in the security sector. The Organization brought a gender perspective into newer areas of the OSCE's mandate, such as addressing violent extremism and radicalization, the safety of female journalists online and disaster risk management.

Highlights during 2017 include:

- Ministerial Council Decision 8/17 on promoting economic participation in the OSCE area was adopted, recognizing that women's participation in the economic sphere contributes significantly towards economic development, sustainable growth and the promotion of cohesive societies. This decision addresses the need to develop women's entrepreneurial and other work-related skills, and promote and protect equal opportunities for women in the labour market.
- Two Ministerial Council decisions, 6/17 and 7/17, were adopted on combating trafficking in human beings and child trafficking, which reaffirm the need for a gender-sensitive and victim-centred approach, based on the best interest of the child, and taking into account gender-specific concerns of boys and girls in efforts to combat child sexual exploitation.
- The Second Gender Equality Review Conference was one of the main events during 2017, organized by the Austrian Chair, the Office for Democratic Institutions and Human Rights and the Gender Section, which led to concrete recommendations for turning the OSCE commitments on gender equality into action.
- Field offices, Institutions and the Secretariat enhanced the capacity to promote gender equality and combat gender-based violence of male and female police officers and members of law enforcement in at least 12 participating States. For instance, the Mission to Bosnia and Herzegovina worked with associations of women police officers, training 365 female officers on processing domestic violence cases. The Project Co-ordinator in Ukraine trained over 2,400 neighbourhood police officers (20 per cent women) on combating domestic violence and trafficking in human beings. Also, the OSCE Mission in Kosovo[1] (OMIK), trained 72 police women to strengthen their role in preventing violent extremism and radicalization that lead to terrorism (VERLT).
- Several field operations empowered women in participating States by providing female entrepreneurs and managers with skills and knowledge on management, fair trade, application of green technologies, and business development, including the Programme Office in Astana, the Centre in Ashgabat, the Programme Office in Dushanbe, the Project Co-ordinator in Uzbekistan and the OSCE Mission in Kosovo.
- In the human dimension, executive structures promoted gender equality in participating States in several priority areas. ODIHR and field operations supported the preparation of 21 gender audit reports for major political parties in Bosnia and Herzegovina, Kazakhstan, Kyrgyzstan and Moldova, which led to the development of gender action plans by 11 political parties in Bosnia and Herzegovina and Moldova. In 2017, for the first time, all of ODIHR's legal reviews included gender-specific recommendations.

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

- The Executive Gender Coaching programme, piloted in the Secretariat with the Secretary General and Directors, enhanced the awareness and capacity of OSCE senior leaders to advance the implementation of gender commitments. ODIHR established a Gender Leadership Team to support further progress in gender mainstreaming across the Office.
- Ten out of 15 field operations now have a Gender Action Plan, which is instrumental to achieve accountability in the monitoring and reporting of progress in gender mainstreaming. The Presence in Albania adopted their first Gender Action Plan and the Special Monitoring Mission in Ukraine (SMM), after a review process, adopted its second action plan. The Secretariat's adoption of the Implementation Roadmap for the Gender Action Plan and development of individual work plans by its Departments, marked an important step to monitoring and reporting on progress in gender mainstreaming.
- Better insight in the progress on and barriers to implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality was gained during 2017 through the thematic evaluation conducted by the Office of Internal Oversight.

Introduction

Since its inception and in particular through the adoption of the OSCE 2004 Action Plan for the Promotion of Gender Equality (MC.DEC/14/04), the OSCE has made significant progress in reducing discrimination and advancing gender equality and women's empowerment, as integral and indispensable components of comprehensive security. As the largest regional security organization in the world, and a regional arrangement under Chapter VIII of the Charter of the United Nations, the OSCE is in a unique position to further advance gender-sensitive comprehensive security, which integrates the needs and concerns of all individuals in the OSCE region.

The 2004 Gender Action Plan tasks the Secretary General to provide an annual report on progress made in its implementation. This Progress Report covers the period between 1st of January to 31st of December 2017 and presents achievements made organization-wide in promoting gender equality. It also identifies gaps and prospective actions for the future.

The report is structured along the result areas of the Gender Action Plan. While the Gender Action Plan also lays out commitments for participating States, due to a lack of a formal monitoring mechanism it is not possible to track progress. The first part of this report is dedicated to progress in gender mainstreaming within OSCE structures, followed by an analysis of progress in the programmatic work of OSCE executive structures in the three dimensions of comprehensive security: the politico-military; economic and environmental; and human dimensions, as well as in communication and visibility activities and partnerships. The final part of the report focuses on lessons learned, challenges and recommendations for the future.

This report builds on a new way of collecting information from all executive structures of the OSCE. It places greater emphasis on capturing progress and on establishing baselines against which progress can be assessed in the future. For the first time, the new template also requested executive structures to report on good practices and innovations.

Inputs were received from 14 field operations, the Institutions, Secretariat Departments, and the Parliamentary Assembly. It should be recognized that the executive structures responded positively to the new template and made substantial efforts to provide relevant and analytical inputs. At the same time, the offices faced challenges in data collection and analysis of results, due to lack of baselines, results frameworks and tools for monitoring and evaluation. This report therefore should be considered as an important first step towards results-based reporting on gender equality in the OSCE.

Chapter 1 - Gender mainstreaming within OSCE executive structures

In accordance with the 2004 Action Plan for the Promotion of Gender Equality, the OSCE executive structures have been concentrating their gender equality activities in promoting a professional working environment and gender-sensitive management culture, as well as developing internal capacity for gender mainstreaming.

Capacity building on gender mainstreaming

Building on achievements in prior years, the Department of Human Resources (DHR) has revamped its approach to leadership and organizational culture. A pilot Gender Executive Coach Programme was launched, in collaboration with the Gender Section, to increase awareness of gender issues, to sensitize the OSCE Secretary General and Directors on unconscious gender bias, and to enhance skills to integrate a gender-sensitive approach into leadership and management. Expressing personal leadership and commitment to gender equality and the empowerment of women, the Secretary General with all director-level staff (four men and four women), took part in this innovative programme.

Respect for diversity is a guiding theme for OSCE leadership development. A course on emotional intelligence, including a session on gender stereotyping and hidden biases, was attended by 24 women and eight men. The 'Leading for Success' course for middle and senior managers, attended by 21 men and seven women, focused on sensitivity to colleagues, and understanding their strengths and weaknesses. Also, the OSCE's General Orientation Programme included a module on gender, designed and delivered by the Gender Section. A total of 174 staff attended the General Orientation Programme in 2017 (101 men, 73 women).

In order to retain and develop in-house female talent, the OSCE enhanced its mentoring programme for aspiring female leaders. This programme established a support network to help overcome barriers that prevent women from advancing to senior level positions. In 2017, the programme expanded to all executive structures and included 42 pairs of mentors and mentees.

During 2017, there was an increased demand for specialized training. Executive structures provided regular trainings that include sessions on gender mainstreaming, as well as specific gender training. The Secretariat's DHR and the Gender Section organized Intensive Gender Training for 11 men and nine women focused on gender mainstreaming methodologies in the three dimensions of the OSCE. Additionally, targeted training on gender mainstreaming and gender equality was provided to 252 staff members (96 women, 121 men) in executive structures during 2017 by the Gender Section. ODIHR organized four gender equality and mainstreaming training events, building the capacity of 58 staff members (18 men, 40 women).

In 2017, Security Management provided the first three Women's Security Awareness Trainings (WSAT) to over 60 female staff members. The post-training survey demonstrated increased skills and knowledge on WSAT. In Ukraine, 281 members of the Special Monitoring Mission (197 men, 84 women) received a basic gender induction and 14 gender focal points (eight women, six men) participated in a training of trainers on gender mainstreaming. The

SMM also developed a Gender Training Manual for use by Gender Focal Points when training colleagues in the teams and hubs.

Gender balance of staff

DHR took several new initiatives to improve recruitment-related policies and practices, in order to achieve greater gender balance across OSCE executive structures. A compilation of gender statistics comparing the OSCE to other international organizations helped to establish gender benchmarks and informed the new quarterly Secretariat Diversity Scorecard. This reference tool measures the OSCE's key diversity metrics, gender and nationality, in the Unified Budget and in extra-budgetary-funded fixed-term posts, in the Secretariat. While the OSCE achieved gender parity at the director level in the Secretariat in 2017 for the first time in its history, three of the four heads of Institutions and the Secretariat appointed in 2017 were men. Only four out of 14 Head of Mission positions were filled by women, and across the Organization women accounted for only 31 per cent of senior management positions.

Figure 1: Gender balance in senior management positions[2]

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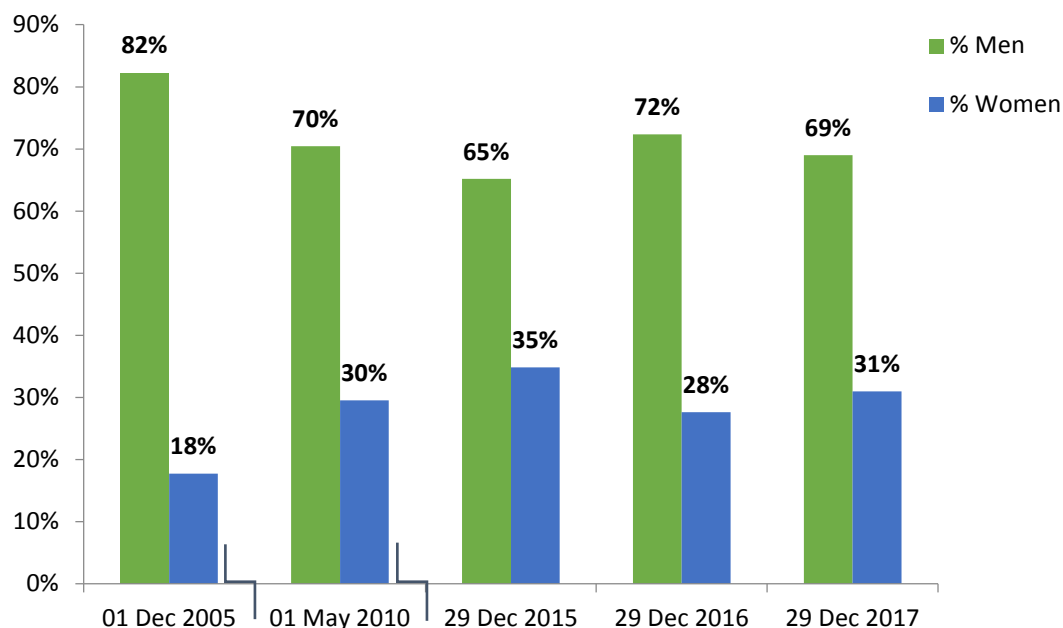
[2] In 2005, the data observed was for the period 1 December 2004 to 1 December 2005. In 2010, the data observed was for the period 1 May 2009 to 1 May 2010. From 2015 onwards, the data observed was for the period 1 January to 29 December. From 01 January 2016, S3 positions are no longer counted under Senior Management Staff positions. Senior Management Staff: S4, P5, D1, D2, SG, Head and Deputy Head of Mission and Institution.

Field Operations, Institutions and the Secretariat	Heads of FO and I							
	2014		2015		2016		2017	
	Men	Women	Men	Women	Men	Women	Men	Women
Total: Field operations	14	2	12	3	11	3	10	4
Total: Secretariat and Institutions	2	2	2	2	2	1	3	1
Total:	16	4	14	5	13	4	13	5
In per cent (%):	**80%**	**20%**	**74%**	**26%**	**76%**	**24%**	**72%**	**28%**

Throughout 2017, action was taken to address gender biases in recruitment through the introduction of additional measures by DHR. For example, vacancy announcements now need to be reissued if one gender is underrepresented (less than 20 per cent of applications) and quarterly diversity scorecards, including gender balance, are issued to hiring managers. Panels, such as the Performance, Reward and Recognition Panels, must now be composed of men and women. Interview board members were advised to take a course to strengthen their interviewing skills and recognize hidden (gender) biases. This course was given to 194 staff members (105 women, 89 men).

In order to attract more applications from women, in particular in the politico-military dimension, where women continue to be significantly underrepresented, the OSCE has partnered with the Global Career for Women Online Platform and has increased its presence in social media.

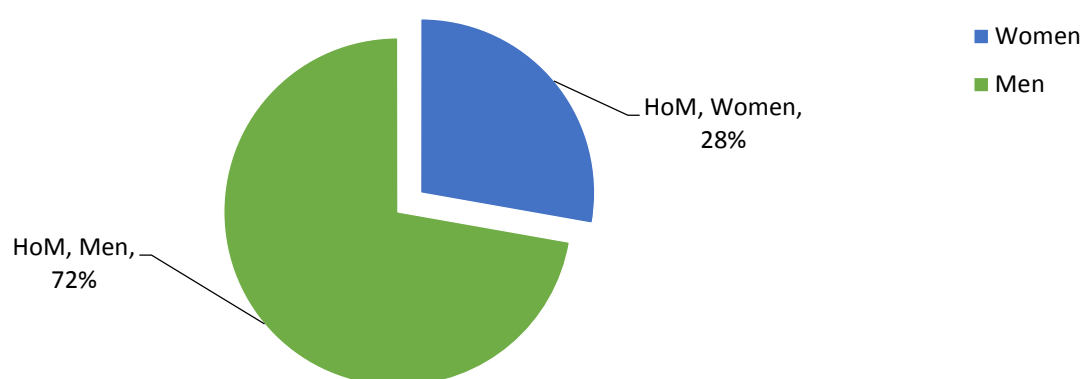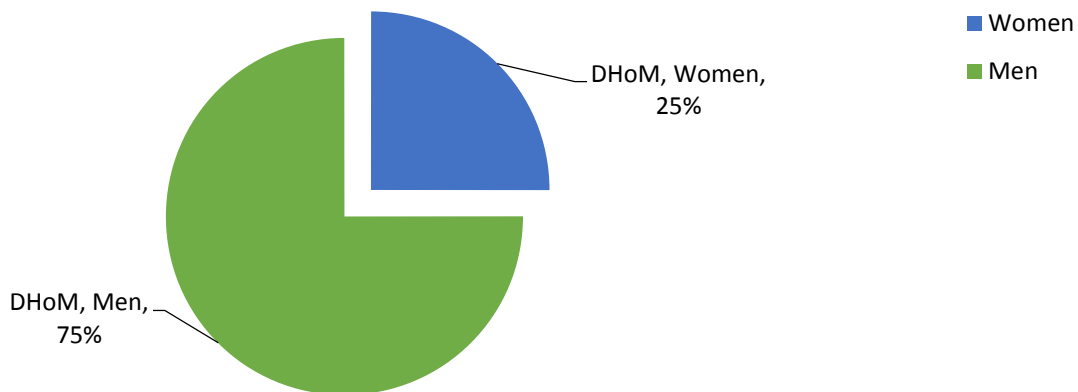Figure 3: Gender Balance of Head of Mission and Institution Positions

The Special Monitoring Mission to Ukraine (SMM), in co-operation with DHR, amended its vacancy notice for monitoring officer positions in order to attract more women candidates, with the purpose of improving the gender balance among the Monitoring Officers. SMM relies on the nominations of participating States of candidates and the importance of having female monitors nominated for the Mission is regularly raised. The Mission continues to face challenges in achieving gender parity, with women making up only 16 per cent of the 680 monitoring officers. While this is a small increase of one per cent compared to 2016, the gender balance decreased in all other categories in the mission. The SMM is introducing a number of specific measures that are expected to improve the gender balance in 2018.

Modern workforce practices and a professional working environment

Internally, the OSCE has made progress towards gender equality by addressing barriers to women's employment in the OSCE. Flexible work arrangements were promoted by DHR to enable women and men to cope with the dual responsibilities of family and work. Managers from field operations were advised to show the utmost flexibility in granting flexible work arrangements; however, no data is available on the level of implementation across the Organization.

In an effort to accommodate the changing demands and needs of a modern workforce and provide favourable conditions for women, the Policy Working Group has made proposals to review Staff Instruction 26 on Short-Term Appointments/Assignments, to increase the maximum duration and to remove the limitation of a maximum of 12 months in any one duty station. These measures are expected to lower barriers specifically for women to take on assignments with the OSCE as they provide more stability. Moreover, with the new International Civil Service Commission-mandated package for professional staff members, the OSCE introduced an allowance for single parents.

In 2017, the OSCE has also increased its focus on preventing sexual harassment, in line with the Code of Conduct. DHR organized a presentation for all staff on sexual harassment as part of the global 16 Days of Activism against Gender-based Violence campaign, which was attended and watched online by approximately 100 staff from across the OSCE. The recording is also available to all staff on the Learning Management System. ODIHR prepared a leaflet on the professional working environment in election observation activities. The leaflet is envisaged as a preventive tool against harassment, sexual harassment and

discrimination in election observation and assessment missions. In the Trans-National Threats Department (TNTD), separate meetings were organized with female staff to inform them of the channels within the Secretariat to file a complaint of harassment.

OSCE gender architecture

Gender Action Plans and implementation strategies of executive structures
In 2017, the Presence in Albania adopted its first gender action plan, becoming the tenth out of 15 field operations to have an internal gender action plan. The SMM, through an inclusive process, developed its second gender action plan, which was adopted in March 2018. At the Secretariat, the Implementation Roadmap for the 2004 Gender Action Plan laid down concrete commitments for 2018-2020 endorsed by all Departments and units, which in turn developed their own work plans, including specific targets, baselines and indicators.

Gender focal points and gender experts
For the first time, all field operations, including the Office of the Personal Representative of the Chairperson-in-Office on the conflict dealt with by the OSCE Minsk Conference, have appointed dedicated gender focal points. Several field operations also strengthened their Gender Focal Point (GFP) system to include heads of field operations, established gender theme groups or working groups, and added senior managers to the pool of GFPs. This resulted in a large increase in the number of GFPs, from 61 in 2016 to 112 in 2017, out of which 38 per cent are men. However, only 43 per cent of these GFPs have their gender-related responsibilities reflected in their annual performance objectives.

ODIHR, in addition to their regular gender focal point working group, established a gender leadership group to support the implementation of the ODIHR-wide gender mainstreaming roadmap. The group consists of ODIHR's First Deputy Director, and heads and deputy heads of ODIHR departments who serve on a rotational basis for 12 months.

During 2017, the number of dedicated gender experts and advisers working in the executive structures remained the same as in previous years, with dedicated gender adviser or officer posts only in the Secretariat, ODIHR, the Mission in Kosovo[3] and the SMM. A few field operations, namely the Mission in Bosnia and Herzegovina, the Programme Office in Dushanbe, the Mission to Serbia and the Mission to Moldova, have national or international staff who have gender-related responsibilities reflected in their job title and/or job descriptions.

Gender in internal oversight
The Office of Internal Oversight (OIO) during 2017 took a significant step forward in examining the implementation of gender commitments and policies in audits and internal evaluations. The Summary of 2017 OIO Audits, which reviewed aspects of gender mainstreaming in six executive structures (five field missions and one institution), noted progress in four of them, as they developed a gender action plan and used practical measurement tools. In another report, the OIO also reviewed findings from evaluations conducted between 2010 and 2017 and highlighted shortcomings with regards to gender mainstreaming.

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[3] 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.

Thematic evaluation of the implementation of the 2004 Gender Action Plan

The OIO-conducted corporate evaluation of the implementation of the Gender Action Plan marked an important step in improving gender mainstreaming in the Organization. The evaluation provides an in-depth overview of the progress on gender mainstreaming in the Organization over the last five years across executive structures, and proposed a comprehensive set of measures that have to be taken to reach the objectives of the Gender Action Plan. It revealed existing gaps in capacity of staff to mainstream gender in the OSCE programmes and projects, and the need to increase the effectiveness of gender-specific programming and gender mainstreaming. It also found that there is a lack of a shared narrative in the OSCE about how promoting gender equality contributes to comprehensive security. The evaluation emphasizes the need to improve the institutional set-up for more effective promotion of gender equality. This includes involvement of the Gender Section in key strategic and programmatic decision-making processes, improve synergies between executive structures, and the Special Representative of the Chairperson-in-Office on Gender Issues and strengthening the Gender Focal Points and their network. Evaluation findings indicate that field operations with dedicated gender advisors are more effective in implementing gender mainstreaming across the office, and that additional human and financial resources would be important to provide more strategic and targeted gender mainstreaming support to field operations.

Recommendations from the Thematic Evaluation:

The recommendations are addressed to SG, departments, institutions, field operations and CiO:

- Strengthen governance and improve complementarities between executive structures;
- Improve gender equality road maps and action plans, and strengthen their implementation;
- Scale up support to gender advisers and gender focal points;
- Strengthen leadership for gender mainstreaming;
- Enhance capacity building and learning;
- Advance the work on the gender marker;
- Improve the integration of gender perspective in the project cycle;
- Increase the effectiveness of gender specific programming and gender mainstreaming;
- Enhance gender mainstreaming in publications, events and reports to pS;
- Strengthen monitoring and evaluation.

Chapter 2 - Progress in implementation of the Gender Action Plan in three dimensions

In 2017, the OSCE made further progress in all areas of the OSCE Gender Action Plan: on preventing violence against women; promoting the participation of women in political and public life; promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction; promoting equal opportunities for women in the economic sphere; and enhancing national mechanisms for the advancement of women.

The Second Gender Equality Review Conference was a landmark event, organized by the Austrian Chair, ODIHR and the OSCE Gender Section. The Conference brought together more than 350 participants from participating States, OSCE executive structures, civil society, academia and international organizations to discuss progress on gender equality. The comprehensive debates encompassed all three dimensions, as well as institutional mechanisms and emerging issues. In addition to the exchange of good practices, concrete recommendations were put forward to improve the work and effectiveness of the OSCE and advance gender equality in the OSCE region.

All executive structures implementing projects provided data on the level of gender mainstreaming. Self-reported data on 317 projects[4] revealed that ten per cent were specifically designed to promote gender equality or women's empowerment, 30 per cent were fully gender mainstreamed, 51 per cent had limited elements of gender mainstreaming mainly pertaining to equal participation of women and men, and in nine per cent gender was not relevant or not considered at all. It is notable that projects listed as cross-dimensional have a much higher level of fully gender mainstreamed (36 per cent) or targeted projects (31 per cent) compared to projects covering only one dimension. The rate of fully gender-mainstreamed projects was much higher in the human dimension (42 per cent) than in the politico-military (19 per cent) and the economic and environmental dimensions (13 per cent).

Figure 5: Level of Gender Mainstreaming in OSCE Projects
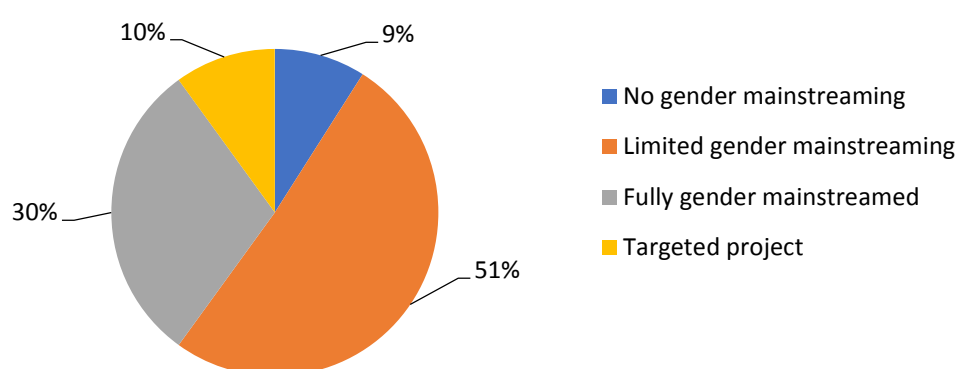
Furthermore, the OIO Thematic Evaluation report on the implementation of the 2004 Gender Action Plan included an assessment of OSCE projects implemented in 2016,

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[4] The projects included do not represent the total number of projects carried out by the OSCE, but only those submitted by executive structures for this report. The data presented is based on self-assessment by executive structures and therefore no review by gender experts of the projects was necessarily conducted.

compared to 2011. This assessment signaled a slight increase in project proposals that are fully gender mainstreamed. It concluded that significant differences exist between dimensions, and in all dimensions less than ten per cent of projects were fully gender mainstreamed.

Gender balance in OSCE-organized events

Many OSCE Secretariat Departments and units, such as the Office of the Co-ordinator of Economic and Environmental Activities (OCEEA) and the External Co-operation section, have strengthened their gender mainstreaming policies and practices by maintaining a gender balance of speakers at events. The External Co-operation Section, during the planning and preparation phase of every event, draws the delegations' attention to the fact that gender parity should be ensured in all panels. The section also keeps a database of female and male experts in order to be able to put forward recommendations for speakers. At the same time, a number of challenges persist; participating States and Partners for Co-operation generally nominate more men than women as delegates and speakers, and the senior management in the OSCE and its partner organizations is not gender balanced, which also make it difficult to ensure participation of women in various panels.

First dimension: politico-military

Throughout 2017, OSCE structures provided assistance to participating States in the integration of a gender perspective within the first dimension of politico-military affairs. Progress was made through a wide range of activities in areas of the Women, Peace and Security agenda, the inclusion of women in mediation and dialogue facilitation, and capacity development on gender issues in the security sector, including training of police and border service personnel.

Women, Peace and Security

The OSCE has continuously promoted the **implementation of UNSCR 1325** in the OSCE region. In 2017, the OSCE supported at least seven participating States to strengthen the implementation of UNSCR 1325 through national and local action plans.

The **Presence in Albania,** together with ODIHR, supported the drafting of Albania's first National Action Plan to implement UNSCR 1325 on Women, Peace and Security, and provided assistance to the establishment of the National Network of Civil Society Organizations on UNSCR 1325. The **Mission in Serbia** supported the co-operation between state institutions and civil society in the implementation of the National Action Plan for UNSCR 1325 and in strengthening oversight mechanisms in the security sector. In Ukraine, the OSCE Gender Section supported the localization of the National Action Plan through regional plans.

Furthermore, the OSCE Gender Section published a **toolkit on results-oriented national action plans on Women, Peace and Security**, capturing lessons learned during the September 2016 OSCE National Action Plan Academy. Women, Peace and Security, was the topic of a side event of the **2017 OSCE Mediterranean Conference** with the Mediterranean Partners for Co-operation.

Mission to Serbia: Support to implementation of the UNSCR 1325 National Action Plan at the local level

Following the Mission's successful initiative to establish the network of civil society organizations to monitor the implementation of the new National Action Plan (2017-2020) for the implementation of the UNSCR 1325 on Women, Peace and Security, the project continued with **capacity development of 24 member organizations of the network and their involvement in local security issues**. The main aim of the network is to ensure increased participation of civil society in the process of defining priorities of the new NAP and to monitor its implementation. In co-operation with one of the member organizations of the network, the Centre for Women's Support, the Mission supported development of the three research studies on local security; i.e. local security profiles of Užice, Kruševac and Zrenjanin. The findings of the research studies will be distributed to different actors involved in the implementation of the new National Action Plan, providing the first set of evidence-based data and, thus, facilitating the implementation of the document at the local level.

Mediation and dialogue-facilitation

The **CPC Mediation Support Team** and the **Gender Section** organized a "High-Level Retreat on Effective Peace Processes and Women's Inclusion" for senior representatives from the OSCE Chairmanship, Field Operations, Institutions and the Secretariat and the OSCE Group of Friends of Mediation. The retreat's recommendations on how the OSCE could work to increase women's inclusion in mediation and dialogue-facilitation processes serve as a starting point for an OSCE toolkit that will be finalized in 2018. At its 26th Annual Session, the **OSCE Parliamentary Assembly** (PA) adopted the "Resolution on Promoting Gender Inclusive and Responsive Mediation", which among other issues called on the OSCE to increase mentorship, training and networking opportunities to prepare women for increased roles in mediation, and requested that participating States ensure funding is in place for such initiatives. The PA also convened a one-day conference at the Austrian Parliament on the engagement of women in security issues.

Gender perspective in security sector governance

Violent extremism and radicalization that lead to terrorism (VERLT)

For the past few years, the OSCE has been at the forefront of international efforts to include gender perspectives in prevention and countering of terrorism and violent extremism. Although the low participation of women in VERLT activities and in interfaith dialogues continues to present a challenge for more effective programmes, the OSCE made progress in 2017 in addressing these issues.

The **Transnational Threats Department of the Secretariat** continued its training project for civil society, *Leaders against Intolerance and Violent Extremism (LIVE)*. After the successful completion of a curriculum for youth leaders, the project started in 2017 to develop a training course for women leaders, enabling them to identify and integrate actions to preventing and countering VERLT in their work. The training will be rolled out in 2018. In **the Programme Office in Astana,** 28 community police enhanced their capacity to engage local communities in preventing and countering threats stemming from violent extremism and radicalization. In **the Mission in Kosovo,** 72 female police officers benefitted from training on communication with returnees in the context of VERLT and trafficking in human beings. Further, 164 women and 47 men from municipal officials, civil society and religious communities' representatives in Kosovo discussed the inclusion of women in interfaith dialogue and dialogue on VERLT. In **the Mission to Serbia**, women experts in VERLT engaged in a dialogue and put forward their recommendations for policy making on VERLT issues. The **Programme Office in Dushanbe** organized various capacity-building activities for state and

non-state actors, including parent councils, to address VERLT, where the importance of including gender dimensions was discussed.

Women in the security force and, gender mainstreaming in the security sector
OSCE executive structures invested efforts in strengthening women's participation in the security sector, through institutional strengthening of professional networks and capacity building of police and law enforcement agencies.

CPC/FSC Support Section: The OSCE Scholarship of Peace and Security

In a joint initiative between the **Conflict Prevention Centre's (CPC) Forum for Security Co-operation Support Section and the UN Office for Disarmament Affairs (UNODA),** the organizations developed a unique training programme on arms control, disarmament and non-proliferation of weapons. Scholarships were awarded to 60 women and ten men, out of over 800 applicants, to take part in a nine-week training course. This is a significant step towards reducing the gender gap in the area of arms control. The training course was completed in early 2018, and scholarships were funded by Switzerland, Ireland, Spain and Finland.

ODIHR continued its work to build capacity of security sector actors. For example, 41 female and 60 male front-line and senior law-enforcement officers from Hungary, Poland and Ukraine increased their knowledge on responses to human rights violations affecting Roma women, such as hate crime, hate incidents, domestic violence and trafficking**.** In Ukraine, ODIHR trained police educators and investigators from the National Police of Ukraine on how to address sexual and gender-based violence, and developed a set of recommendations for the Ministry of Defence and the General Staff of the Armed Forces on the role of military commanders in preventing domestic violence in the families of armed forces personnel.

The **Programme Office in Bishkek** supported the establishment of the Kyrgyz Association of Women in the Security Sector (KAWSS). This inclusive platform of over 2,000 members includes representatives from all law enforcement agencies of the Kyrgyz Republic, which aims to strengthen peace and security by enhancing the capacity of women and achieving gender equality in the security sector.

The OSCE Secretariat, Institutions and field operations played an important role in capacity building of police and law enforcement. The **Project Co-ordinator in Ukraine** supported several capacity development initiatives, including in-service retraining for more than 1,800 neighborhood police officers and an initial four-month training of approximately 600 new recruits (20 per cent women, 80 per cent men) on combating domestic violence and trafficking in human beings, as well as tolerance and non-discrimination. The Co-ordinator also trained 35 female and 25 male police officers on support to victims of domestic violence, and trained 150 operators of the emergency call center dealing with cases of domestic violence.

The **Mission to Bosnia and Herzegovina** continued its co-operation with the two Associations of Women Police Officers. Three hundred and fifty-six police officers (285 in Federation of BiH and 71 in Republika Srpska) completed the training on processing of domestic violence cases and the application of protective measures.

In the **Mission in Kosovo**, 80 female police officers took part in courses enhancing their professional capacities, with 26 of them subsequently promoted to higher ranks. Further, 500 young adults (450 women and 50) participated in outreach activities organized by the

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OSCE Mission in Kosovo: Support to Women's Leadership in the Police

In co-operation with the International Association of Women Police (IAWP) and Force International, the OSCE Mission in Kosovo developed an innovative three-year operational commanders training package targeting women police officers in the Kosovo Police. Thirty women police officers received the "Strengthening Women's Leadership Skills" training in 2016, and 13 high-ranked women police (lieutenant and above) attended the "Operational Commanders Training" delivered in 2017. This gradual training method, designed to further develop skills and competencies of policewomen for management and leadership positions, proved very efficient as it enabled the identification and gradual development of female police officers. In the next phase of this three-year programme, the Mission will provide on-the-job training, to capacitate these 13 high-ranked policewomen with international practical experiences related to operational command, strategic planning and other management and leadership expertise.

Kosovo Police and the Association of Women in Kosovo Police, during which they learned about recruitment and selection procedures.

In the **Mission to Skopje**, 102 police officers took part in training on non-discrimination, gender-based discrimination, harassment and sexual harassment in the workplace, and the treatment of the women in the police. The **Mission to Montenegro**, in partnership with the DCAF, The Human Resources Management Agency (HRMA), and the Norway Centre for Integrity in the Defence Sector, supported training in gender and gender mainstreaming for more than 600 police officers and conducted a review of police training curricula to ensure that gender aspects were properly integrated. Gender facilitators from the police took part in a training of trainers on gender issues. The OSCE in Montenegro also supported, in co-operation with ODIHR, the drafting of the 2018-2021 Action Plan on the representation of women in leading positions in the police.

The **Programme Office in Dushanbe** supported the refurbishment of a Gender Sensitive Police Unit in the Khorug region so that cases of domestic violence can be identified and addressed. During a one-month course on border management by the **OSCE Border Management Staff College in Dushanbe**, 25 middle- to senior-level female border management and security officials, emanating from ten OSCE participating States and one OSCE Partner for Co-operation, developed their skills to address transnational threats and discussed female underrepresentation in border security management. Topics addressed included approaches to promote the recruitment, retention and advancement of female border security and management officials.

Humanitarian mine action capacity
The Project Co-ordinator in Ukraine (PCU) assisted the Ukrainian authorities in integrating gender aspects into their mine action. The PCU organized four regional and two national roundtables on mine action, where women accounted for 20 per cent of participants.

Second dimension: economic and environmental

The 2004 Gender Action Plan and other Ministerial Council Decisions emphasize the importance of women's economic empowerment, and identify it as a priority area that is intrinsically linked to economic recovery, sustainable growth and the creation of cohesive societies, and thus is essential to the security and stability of the OSCE region. In 2017, the OSCE executive structures included a gender perspective in its activities in the second dimension, and supported the participating States in strengthening women's roles in the economic and environmental area.

The **OCEEA,** in its project on **prevention of corruption** in Central Asia acknowledged the importance of the inclusion of women, and achieved greater gender balance of participants in trainings and consultations. National anti-corruption needs assessment missions in **Kazakhstan** and **Kyrgyzstan** conducted by the OCEEA identified further cross-sectoral technical assistance needs. Also, officials, members of civil society and the business community in Kazakhstan and Kyrgyzstan took part in training on business ethics and compliance, regulatory reform, and anti-corruption.

In 2017, the OSCE supported various **entrepreneurship and business leadership capacity development** initiatives that particularly targeted women as beneficiaries. The **OSCE Mission in Kosovo** included 35 women entrepreneurs from Kosovo Albanian and Kosovo Serb communities in management training. A Fair Trade event was featured by local and international media. Complementing each other, the events decisively contributed to improved co-operation and professional networks among the participants. The **Programme Office in Astana** targeted 75 women entrepreneurs from rural areas, who took part in a series of three OSCE-supported training seminars on the application of green technologies, of which 40 developed business plans and several expanded their businesses. More than 200 parliamentarians, municipal administrators, women from rural areas, and civil society staff discussed the challenges of setting up a business in the region and attended a management training workshop. Within the context of the world exhibition EXPO-2017, the 200 high-level participants of the second International Women's Forum on Future Energy: Women, Business, and the Global Economy, recommended ways to support women and women's organizations with a view to sustainable and inclusive development, a healthy environment and the transition to a 'green' economy.

At a round table meeting involving women on international labour migration, the **Centre in Ashgabat** raised the awareness of state institutions on the challenges posed by irregular and forced labour migration, and the need to address cases that may relate to human trafficking.

Through the **Programme Office in Dushanbe**, the Business Resource Centres have continued to reach out to female clients, providing services to 54 women and 407 men, and free legal advice on registering and operating private businesses/enterprises to 350 female and 1050 male entrepreneurs. The **Project Co-ordinator in Uzbekistan** partnered with the Westminster University in Tashkent to deliver management courses to 158 female managers.

In the environment sector, the OCEEA and OSCE field operations ensured that gender aspects were integrated in activities on **Climate Change and Security in South Eastern Europe, Central Asia and the Southern Caucasus**. For example, in the **Mission to Serbia** a conference on Security and Gender in Emergencies specifically advocated to include gender considerations at the policy-planning level and during natural disasters response efforts. An OSCE-supported guide on gender sensitive reporting in emergency situations was promoted at several public presentations. The **Programme Office in Dushanbe** supported seven

Aarhus Centres, which engage citizens, governments and the private sector in a dialogue on environmental challenges, to provide advice to over 2,100 community members (including 1,300 women) on legal matters and participation in decision-making in regards to the environment.

The Environmental Co-operation Unit of the OCEEA developed two new project proposals on disaster risk reduction focusing on wildfires for the South Caucasus and South-Eastern Europe, which were fully gender mainstreamed. The projects will be implemented in 2018 and provide a good example for improving gender mainstreaming in the environmental activities of the OSCE. Participatory assessments of climate change and security hotspots were conducted in Eastern Europe, Central Asia and the Southern Caucasus, ensuring equal representation of women and men in meetings that allow women's views be heard and taken seriously. The recommendations issued therefore included the development of joint initiatives to reduce the gender gap and address gender matters.

Third dimension: human rights and democracy

Legal standards for gender equality and their implementation

In 2017, for the first time, all of **ODIHR**'s legal reviews (compared to 85 per cent in 2016 and 33 per cent in 2013) included gender-specific recommendations. The **Mission to Bosnia and Herzegovina** successfully advocated for the adoption of the 2017 Law on Protection of Families with Children by the Herzegovina Neretva Cantonal Assembly. The Law had been pending adoption since 2005. It stipulates equal rights to employed and unemployed pregnant women, paternity leave and adequate compensation for absence from work.

ODIHR continued to support national parliaments across the OSCE region in the drafting of codes of conduct for Members of Parliaments, to provide parliamentarians and the general public with principles and rules able to facilitate transparency, accountability and legitimacy. In 2017, this included work with seven national parliaments. ODIHR further contributed to this process by advocating for the inclusion of gender equality aspects in the codes of conduct; for example, with rules on the use of gender sensitive language, favourable timing of parliamentary sessions, and anti-harassment provisions, providing instrumental impetus to the drafting of codes in Albania, Georgia, Moldova, and Ukraine.

In the **Mission to Serbia,** 150 lawyers have improved their knowledge and skills in protecting the fundamental human rights of victims of domestic violence or sexual assaults—in most cases women—when representing claimants before the Constitutional Court of Serbia and the European Court of Human Rights. As a result of capacity-development training for 120 employees of the victim support services in Prosecutors' Offices, female victim support officers are now present in most of the prosecutorial Victim Support Service offices. These officers are knowledgeable on the special needs of female victims of serious domestic violence, trafficking in human beings, and rape, and are enabled to gather and analyse sex-disaggregated statistics. The OSCE also supported a survey of court practices on the implementation of Criminal Code (Art. 194) on violence against women, in order to improve existing practices and address gaps in its implementation. The findings show that in 2017 one-third of cases with convictions for serious violence against women result in a suspended sentence, a reduction compared to two-thirds ten years ago.

Participation of women in political and public life

The **ODIHR** Programme on Gender Equality and Women's Political Participation supported the preparation of 21 confidential gender audit reports for major political parties in Bosnia and Herzegovina (in co-operation with the OSCE Mission), Kazakhstan, Kyrgyzstan and

Moldova. In total, more than 350 recommendations on internal party processes, structures, culture, and activities were presented. As a result of ODIHR's support, 11 political parties in Bosnia and Herzegovina and Moldova developed gender action plans for implementing the recommendations from gender audit reports.

The **Presence in Albania** organized capacity building training workshops for 120 female Municipal Councilors. With the support of the OSCE, Roma women participated in a public hearing of the Committee on Labour, Social Issues and Health and the Subcommittee on Gender and Minors. The hearing motivated Roma women to remain actively engaged with the Parliament on issues such as housing and registration. For most of the female Roma participants, this was the first time they were given the opportunity to express their views and needs in the Parliament and to communicate directly to MPs and other decision-making structures.

The **Mission to Montenegro,** together with ODIHR, partnered with the Parliamentary Committee for Gender Equality in raising the awareness of lawmakers on mainstreaming gender into the legislation in a workshop that introduced the ODIHR handbook 'Making Laws Work for Women and Men: A Practical Guide to Gender-Sensitive Legislation to the Montenegrin Parliament'. Also, the Mission's project on gender mainstreaming in public institutions at local and national level supports the municipal Gender Focal Point Network and trained its members on gender equality principles, gender-responsive budgeting and women's participation in public and political life. Through the project, a handbook for gender mainstreaming at the local level was developed, and a new model for Local Action Plans for Gender Equality, which were finalized and presented in 2017.

The **Programme Office in Dushanbe's** support to the capacity development of political parties and the Parliament includes issues relating to gender equality. In 2017, the Parliament established, with the support of the OSCE, the Alliance of Women members of the Parliament and seven political parties adopted gender action plans and appointed gender focal points. A mentoring programme for members of seven registered Tajik political parties was delivered with the intention to promote the role of women in leadership. These efforts have resulted in the appointment of female deputies by two parties.

Gender and electoral process

In 20 election observation activities led by **ODIHR**, women accounted for 41 per cent of leadership positions in mission teams and for 38 per cent of core team members, which was similar to the numbers in 2016 when 40 per cent of core team members were women. All election-related reports mainstreamed gender issues in thematic chapters. ODIHR produced gender-sensitive guidelines for assessing the conduct of security providers during elections and a gender-sensitive handbook on observing and promoting the electoral participation of persons with disabilities. With a view to promoting a professional working environment, ODIHR drafted guidance on preventing and addressing harassment, sexual harassment and discrimination during election observation activities. Further, it provided gender-sensitive support to the follow-up activities, including in the **Western Balkans** region where a new project to support the follow-up of electoral recommendations was launched in 2017.

A voter education campaign for Roma women and youth implemented by the OSCE **Presence in Albania** reached 432 women and girls and 328 men and boys, and resulted in the establishment of 11 Roma electoral offices ahead of the 2017 parliamentary elections. The **Mission to Montenegro** organized a first-ever training session on gender mainstreaming in electoral processes for the State Election Commission.

Awareness-raising and education on gender equality

The **Presence in Albania** initiated on the occasion of International Women's Day an online campaign to showcase the accomplishments of influential women in politics, the security sector and civil society in Albania. Also, in an innovative approach to initiate a public discussion on gender equality issues, FemSaloons, as semi-formal gatherings, brought together 91 participants (72 women, 19 men) who discussed gender equality in the technology sector, domestic violence and challenging stereotyped gender roles.

The **Mission to Serbia** continued to advance gender equality through its visibility and communication activities via its website and social media. The Mission's main annual public relations event, the 2017 Person of the Year award, awarded Brankica Janković, Serbian Commissioner for the Protection of Equality, for her dedication to combating discrimination. The OSCE in Serbia also supported the production and screening of the documentary *Kismet*, made by and about young women from Albania and Serbia, which explored the challenges faced by women in these countries. *Kismet* was screened at least 15 times in Serbia, but also in Albania, Austria, Bosnia and Herzegovina, and Montenegro. So far, it has gathered more than 2,000 online views and has succeeded in having a significant reach on Facebook.

In the **Mission to Bosnia and Herzegovina,** 67 female and 11 male pre-school, primary and secondary school teachers received training for the first time on gender perspectives and stereotypes in education legislation, practice and curricula. In the **Mission to Skopje**, law faculty students discussed gender discrimination, inter-sectional discrimination, gender stereotypes and prejudices during the OSCE organized moot court, and the syllabus for the Summer School on Human Rights and Criminal Law was updated to include the rights of women.

In **Serbia,** a conference on Gender Equality in Higher Education organized by the OSCE Mission and the Law Faculty at the University of Belgrade highlighted the pressing need for practical measures to improve the status of women as professors, to develop policies against harassment and discrimination, and to include gender into the curricula. The **Project Co-ordinator in Ukraine** organized three train-the-trainer sessions on civic and human rights education, including gender equality and non-discrimination, for more than 100 teachers from regional retraining institutions.

The OSCE Mission in Kosovo supported improved understanding of women's property rights of 85 women and four men from the Kosovo Serb, Kosovo Turk, Kosovo Roma and Kosovo Ashkali communities in Prishtinë/Priština region.

Gender equality in the Media and Freedom of Information

In 2017, the new phase of an innovative project Safety of Female Journalists Online organized by the office of the **Representative for the Freedom of the Media (RFOM)** placed gender and gender-based violence in the media on the agenda of policy-makers, academics, civil society and members of the media community. This initiative consisted of an outreach campaign that showcased the connection between the plight of women in journalism and plurality, and highlighted that media freedom provided a much-needed platform for networking and supporting female journalists and media workers from the OSCE region. RFOM has also developed a strong network of partners who work on this issue.

The **Project Co-ordinator in Ukraine** supported a coalition of local media NGOs and international organizations that monitored gender balance in the media. During the monitoring period key nationwide TV channels invited only two women compared to 40 men to speak at social and political talk shows, journalists engaged female experts in only 19 per cent of media materials, and women appeared as main characters in only 27 per cent of

media materials. The results of monitoring were used to develop recommendations on gender-sensitive journalism.

The **Mission to Serbia,** in co-operation with the Commissioner for the Protection of Equality, consistently supports the Journalism Award for Tolerance that promotes ethical and non-discriminatory reporting by top journalists. The **Centre in Ashgabat** provided training for journalists on gender-sensitive journalism.

Representative on the Freedom of Media: Promoting safety of female journalists online

Starting in 2014, Arzu Geybullayeva has been the target of an extensive online abuse campaign including dozens of death and rape threats. She reclaimed her power online by documenting and tracking down the users responsible for the harassment. Despite continued daily online harassment, she has become a champion for media freedom, speaking against online and physical intimidation of journalists at the national and international level. Arzu Geybullayeva started working with the SOFJO project in 2015 and contributed her story and strategies for dealing with abuse. She has spoken as a trainer on counter-initiatives to other female journalists that have encountered online abuse.
A full interview with Arzu Geybullayeva is available on the OSCE website: https://www.osce.org/representative-on-freedom-of-media/369446

National minorities and gender

In 2017, in order to ensure that gender concerns were properly taken into consideration, the **High Commissioner on National Minorities** (HCNM) involved the OSCE Secretariat Gender Section in the drafting of the HCNM's recommendations on access to justice and national minorities. In Kazakhstan and Kyrgyzstan, the HCNM supported ethnic minority school students, often girls, through multilingual education, thus enhancing their access to education and career opportunities. The programme has assisted in increasing the number of boys and girls finishing 11 or 12 years of education, which improves their prospects to attain tertiary education. In **Georgia**, where women belonging to national minorities rarely participate in politics, ten young professionals, including seven women, with support of the HCNM pursued an internship with political parties and engaged in multi-party dialogues on national minority issues.

Hate crimes and hate speech

In 2017, **ODIHR** developed a Hate Incident Database, which includes gender as a bias motivation and the gender of the victim as a data point, allowing for the analysis of the different effects that hate crimes have on men and women through an intersectional lens. For the first time, ODIHR explored the impact of anti-Semitic hate crimes and intolerance towards Jewish men and women. The study confirmed the important gender specific features of hate crimes and informed ODIHR's activities addressing anti-Semitism and discrimination in general.

The **Mission to Montenegro** enhanced the capacity of judicial and law enforcement institutions to properly addressing hate crimes and speech by dedicating a separate training module on gender motivated hate crimes and speech.

Cross dimensional activities

Combating trafficking in human beings

In 2017, the **Special Representative and Co-ordinator for Combatting Trafficking in Human Beings** conducted country visits to Canada, Demark, Mongolia, and the Russian Federation to assist them in implementing their anti-trafficking commitments. The Special Representative found a lack of relief services for male victims of trafficking, as well as inadequate identification and assistance to women and girls trafficked for various exploitative purposes, and provided concrete recommendations on the strengthening of relevant policy and legal frameworks and national mechanisms.

Trafficking in Children and the Best Interests of the Child were the thematic focus of the 17th conference of the Alliance against Trafficking in Persons, organized by the **Office of the Special Representative for Combating Trafficking in Human Beings (OSR/CTHB)**. The conference highlighted rights-based and child-friendly good practices, inclusive of gender analysis, as well as gaps to be addressed in response to child trafficking. A special emphasis was placed on unaccompanied minors, missing, and internally displaced children. A special promotional video prepared for the Alliance meeting featured six girls speaking out against child trafficking and calling for policy-makers to listen to their voices. The office also ran a month-long public information campaign about the impact of conflict and crisis on human trafficking. The campaign presented the persistent, critical situation of Yazidi women still enslaved with ISIS for more than three years.

The OSR/CTHB implemented a live simulation training exercise on combating human trafficking along migration routes. In 2017 a module was introduced on addressing gender-specific responses to victims of trafficking, highlighting the need to adopt a gender- and age-specific perspective. 137 participants (87 women, 50 men), including criminal investigators, prosecutors, labour inspectors, lawyers, NGOs and journalists, gained skills in this area.

The **Project Co-ordinator in Ukraine** continued its support for the development of the secondary legislative framework on combating trafficking in human beings, with the purpose to strengthen the capacity of state authorities and civil society to provide adequate assistance to trafficking victims that addresses their gender-specific needs.

OSCE field operations continued efforts in strengthening capacities of judiciary and law enforcers in prosecuting and punishing perpetrators of human trafficking. For example, the **Programme Office in Astana** trained 360 judges on countering trafficking in human beings and domestic violence.

Internally displaced persons

The **Project Co-ordinator in Ukraine** commissioned analysis of national and local initiatives and best practices to integrate internally displaced persons (IDPs) into hosting communities. Further, it supported a training of more than 100 social workers, psychologists and teachers on psychological rehabilitation of people experiencing conflict-related stress and provided psychological support to 390 internally displaced women and representatives of hosting communities in Vinnytsia and Lviv regions. The feedback from participants indicates that the interventions helped communication between IDPs and host communities and thus aided the better integration of IDPs.

Preventing and addressing gender-based violence

The vast majority of OSCE executive structures included the prevention and combating of gender-based violence in their work.

Research and data on gender-based violence

To address the lack of comparative and reliable data on violence against women in the OSCE region, the **Gender Section** is leading a multi-country survey on the prevalence of violence against women in conflict and non-conflict settings in Albania, Bosnia and Herzegovina, Moldova, Montenegro, Serbia, the former Yugoslav Republic of Macedonia, and Ukraine. The survey will also be conducted in Kosovo. The data will be published in March 2019 and will provide comparable key information on the prevalence rates of violence against women, negative consequences, and the underreporting of incidents to specialized institutions. Ultimately, the survey will contribute to evidence-based policy-making, better prevention and better services to survivors, and ultimately to a reduction of violence against women in the region.

Capacity development on gender-based violence

Capacity development for law enforcement and other security sector actors on preventing and combating gender-based violence was already described in the first dimension section of this chapter (*page 16*). OSCE also worked to strengthen capacity of other actors engaged in multi-sectoral prevention and support systems. The **Project Co-ordinator in Ukraine** supported training of 60 psychologists and social services workers on corrective programmes for domestic violence perpetrators. The **Programme Office in Astana** trained 420 police officers on responses to domestic violence. The **OSCE Mission in Kosovo** provided training to 90 female and 70 male school educators on their obligations with respect to identification, referral and treatment of male and female potential victims of gender-based violence.

ODIHR developed a Guidance Note for National Human Rights Institutions (including National Preventive Mechanisms) and civil society on preventing and addressing sexual and gender-based violence in places of deprivation of liberty, and a training curriculum for penitentiary and correction officers on preventing and addressing sexual and gender-based violence in places of deprivation of liberty.

Prevention of gender-based violence

Many field operations organized awareness-raising activities in the context of the 16 Days of Activism against Gender-Based Violence campaign, a global initiative taking place each year between 25 November and 10 December. The **OSCE Mission in Kosovo** broadcast video spots on Kosovo-wide TV stations on the issue of domestic violence, disseminated information about the helpline for victims of domestic violence, and more than ten messages on gender-based violence reached over 100,000 persons through the web and social media. The **Mission to Montenegro** organized four public discussions with students of six Montenegrin schools. The **Mission to Skopje**, in co-ordination with the UN Country Team, supported the campaign with the production of 32 videos featuring important personalities in conveying messages against gender-based violence. The **Programme Office in Dushanbe** produced a photo gallery against gender-based violence.

The **Mission in Montenegro** adopted a comprehensive approach to foster the prevention of early marriages among the most vulnerable groups. Following a situation analysis, the OSCE organized seven workshops for 75 Roma and Egyptian women from nine municipalities and supported the drafting of a model action plan on Roma inclusion, as well as assisting a regional conference for representatives of the communities, relevant local authorities and civil society dealing with this issue.

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Programme Office in Bishkek: Changing the perception on bride kidnapping in Kyrgyzstan

In 2017, the OSCE Academy in Bishkek conducted a joint project with the *Institut für Auslandsbeziehungen,* aimed at **informing and involving young people in advocacy against bride kidnapping**. In Kyrgyzstan the practice of bridal kidnapping deprives young women of many social and economic opportunities. Bridal kidnapping constitutes a threat to young women´s chances to obtain higher education, pursue a career, and choose the life they want. Despite the fact that bridal kidnapping is a crime punishable with up to seven years in prison, the public and law enforcement agencies often do not treat abduction and forced marriage as a serious crime. It is often de facto tolerated and considered a part of Kyrgyz traditions. The project aimed to change the public's perception of this crime and developed a cartoon "Erkinay" on bridal kidnapping.

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Support for survivors of gender-based violence

OSCE field operations support strengthening multi-sectoral support systems for survivors of gender-based violence. The **Mission to Bosnia and Herzegovina** continued supporting two local women's NGOs in the monitoring of trials of 100 cases of gender-based violence. The monitoring identified a range of issues, such as the lack of support for injured parties and witnesses prior and during the trials, limited legal representation and assistance, and inadequate information and assistance on requests for compensation of non-material damage.

The OSCE **Mission in Kosovo** trained 102 representatives (55 women, 47 men) from health care institutions, doctors and nurses from regional hospitals, and emergency and main family health care centres, on the identification, referral processes and treatment of victims of domestic violence. As a result, the number of domestic violence cases reported by healthcare providers to Kosovo Police increased by 25 per cent in 2017.

The **Programme Office in Dushanbe** supported Women's Resource Centers and 15 implementing partners who provided psycho-social consultations and free-of-charge legal services for victims of domestic violence. In addition, 297 beneficiaries of the Women's Resource Centers have learned a vocation and 30 per cent subsequently found employment. The Women's Resource Centers provided legal aid to 672 persons; psycho-social counselling to 576 beneficiaries, and its awareness-raising events reached over 10,321 beneficiaries. The OSCE supported four working groups consisting of relevant agencies responsible for the implementation of the Law on Prevention of Domestic Violence. Improved co-ordination resulted in higher numbers of victims of domestic violence being referred to relevant service providers. The work with **Women's Resource Centres in Armenia and Tajikistan** has been ongoing for several years, in order to provide practical support to women and contribute to women's empowerment at the local level. Even though the OSCE Mission in Yerevan was closed in 2017, support to the Women's Resource Centres in rural areas of the country is continuing.

The **Centre in Ashgabat** continued to support a local service provider working with victims of domestic violence. In 2017, 21 women and 18 children made use of the OSCE-supported shelter. The OSCE also supported the training of 42 members of civil society on identification and reporting domestic violence. In 2017, the number of consultations provided to citizens on domestic violence matters have increased significantly, reaching 1,064, compared to 590 in 2016.

Sexual violence during conflict

In 2017, the OSCE **Mission to Bosnia and Herzegovina** issued and publicly promoted its third report on conflict-related sexual violence cases. In the reporting period, 116 cases with elements of wartime sexual violence (among other charges) were finalized in BiH courts. The

continuous trial monitoring in conflict-related sexual violence cases conducted by the Mission is leading towards a more just and victim-oriented approach, and to the more efficient implementations of international decisions by all levels of courts in BiH.

Gender-responsive governance

OSCE supports parliamentary, judiciary and executive arms of governments to enhance gender-responsive governance. In 2017, **ODIHR** explored the participation of minorities and women in the judiciary and prosecution. The analysis considered the impact of diversity on decision-making and public trust in the judiciary, and confirmed that gender balance and minority representation are important for achieving a fairer justice system. A report will be published in 2018. In Ukraine, **ODIHR** signed a Memorandum of Co-operation with the 'Equal Opportunities' parliamentary caucus. Areas of co-operation include strengthening dialogue between civil society and governmental stakeholders, promotion of gender equality and women's participation in public and political life, and strengthening the capacity of gender equality mechanisms. Furthermore, the first Ukrainian Women's Congress, supported by ODIHR, served as a platform for women leaders to exchange good practices.

In the **Programme Office in Astana**, 150 representatives of local executive and local legislative bodies learned how to mainstream gender into local government policies, gender-responsive budgeting and disaggregated data. This enhanced their leadership skills, with a focus on the gender-sensitive use of media and social networks. In the **Mission in Kosovo**, 19 men and 15 women from local administrations benefited from a two-day workshop on gender mainstreaming in municipal action plans for communities' protection mechanisms.

The **Mission to Montenegro**, in co-operation with ODIHR, organized for 32 Members of Parliament and Parliamentary Committee staff members (24 women, eight men) to take part in a workshop on "Mainstreaming gender into the legislation", enhancing their knowledge on drafting laws that promote equality. The Mission also made the ODIHR handbook, *Making Laws Work for Women and Men*, available in Montenegrin. Furthermore, members of the Municipal Gender Focal Points Network attended two trainings on gender equality principles, discriminatory practices, gender responsive budgeting and women's participation in public and political life, and also developed the Model Local Action Plan for Gender Equality, with OSCE support.

The **Mission to Serbia** supported the Office of the Ombudsperson in the preparation of a Special Report on the implementation of gender equality policy at the local level. The report will be published in 2018.

The OSCE has been active in the area of **gender-responsive budgeting**. As a result of the work of the OSCE **Mission in Kosovo** and its partners, 29 out of 38 municipalities (up from 26 in 2016) met the minimum requirements of the Ministry of Finance on gender-responsive budgeting in 2017. Gender-responsive budgeting was introduced in 2017 by the **Programme Office in Dushanbe** to seven key political parties in Tajikistan and two parties have already begun funding their activities through gender-responsive lenses.

Involvement of men and boys in gender equality

In November 2017, participants of a MenEngage expert meeting organized by the Gender Section, including participating States, international organizations, CSOs and academia, discussed the role of men and boys in the promotion of gender equality. The meeting elaborated recommendations for specific measures involving men and boys to eliminate harmful masculinity norms as a way to advance gender equality. The workshop addressed the importance of equal sharing of caring responsibilities between women and men and provided good practices on grassroots-level programmes, while highlighting the need for

institutional reforms to achieve sustainable social change. The workshop also started a broader discussion in the OSCE on the accountability of men who are engaging in gender equality promotion and the need to have a strong framework, visibility, and accountability of the OSCE MenEngage Network.

Involvement of youth

The OSCE took new steps forward in including youth into its comprehensive security work. Youth-specific and innovative approaches and methods were piloted by the OSCE and included a gender perspective.

In 2017, a new OSCE GEMS Award was introduced by Italy and supported by the **External Co-operation Section**, to encourage young green entrepreneurs from the Mediterranean Partner countries in making a social impact. Four out of six winners were female entrepreneurs. The winners received an award of 15,000 euros each to start or grow their social or environmental business.

A regional approach was successfully utilized as 35 young students from Afghanistan, Kazakhstan, Kyrgyzstan, Mongolia, Tajikistan, Turkmenistan and Uzbekistan discussed gender issues in their respective countries in the framework of the annual Central Asian Network seminar organized by the **Programme Office in Astana**. Some 150 young participants of Youth Camp 2017 in the cities Karaganda and Aktobe in Kazakhstan, and national experts, discussed gender-based stereotypes, the human rights violations that women face in everyday life, and what they could do to address gender-based discrimination.

The **Mission to Bosnia and Herzegovina** supported a youth group of 13 women and 11 men to take part in the Youth and Security School. This initiative facilitated co-operation among young security experts and the promotion of the development of democratic institutions. Gender perspectives were mainstreamed and addressed in thematic sessions. The graduates of the Youth and Security School participated in a workshop on the implementation of UNSCR 1325 and UNSCR 2250 on Youth, Peace and Security and in the Mission's Youth Advisory Group activities.

In the **Mission in Kosovo,** the third ten-day OSCE Dialogue Academy for Young Women brought together 24 young women from Prishtinë/Priština and Belgrade. An alumni network of former participants of the Dialogue Academy organized, through discussions and workshops, the OSCE Dialogue Caravan, which can be found in 11 locations across Kosovo. An alumni mentorship program and special internship program were also established between alumni from Belgrade and Prishtinë/Priština.

To promote human rights and gender awareness in the school environment, the Project Co-ordinator in Ukraine piloted a human rights forum-theatre with 40 students, who took part in interactive plays featuring situations of human rights violations, including gender discrimination, and gained knowledge and practical skills on how to tackle gender stereotypes and promote equality.

In the **Mission to Skopje,** 39 young women and 32 men learned about the role and functions of local youth structures and the importance of youth participation in decision making processes at local and national level. In addition, 30 youth activists (50 per cent women) from community CSOs were trained in advocacy, organizational structure and development, democratic governance, and youth activism.

The **Mission to Serbia** supported an informal network "The Active Youth against Violence" in southwest Serbia through capacity development on human security, gender equality, and

peer violence for 80 young participants. The **Programme Office in Dushanbe** helped to establish of a network of 45 young Tajik gender champions (50 per cent girls) who advocate for gender equality within the communities where they live. Videos of interviews with the young gender champions were prepared and distributed among all relevant international and national stakeholders.

Chapter 3 - Visibility and communication

The OSCE Secretariat's **Communications and Media Relations section** and all executive structures continued efforts to mainstream gender into communications and to ensure that all communication products are gender sensitive. Many field operations produced good quality video materials on priority gender issues that were distributed on the web and social media. This contributed to the increased visibility of the OSCE's work on gender equality.

Communication highlight

Addressing women's low representation at security-oriented events, the **Forum for Security Co-operation** used social media and the OSCE webpage to highlight meetings which included gender aspects. The Serbian Chair of the FSC promoted an interview with Major General Tammy L. Harris, Deputy Commander of the Canadian Air Force, and highlighted key messages from her speech which resulted in more than 200 hits on the OSCE website. A key message from Maj Gen Harris's speech that was promoted was viewed more than 6,700 times.

In ODIHR, the combined number of news items and press releases drawing attention to gender issues in the region and highlighting gender perspectives has increased by 18 per cent since 2016. Efforts were made to ensure that gender issues feature prominently on ODIHR's website and that gender-related work is presented on social media. ODIHR included a section on gender-sensitive messaging in its capacity building event for human rights defenders, "Human Rights Communication 2.0". This innovative event for 150 participants focused on improving communications about human rights by using state-of-art insights from experts in neuroscience and marketing. The sessions were broadcast on Facebook Live, reaching a larger audience.

International Women's Day and 16 Days of Activism against gender-based violence

The Communications and Media Relations section provided media support to executive structures to mark International Women's Day and the 16 Days of Activism against Gender-based Violence campaign. With 20 posts across OSCE social media channels, the 2017 media campaign on International Women's Day reached 160,000 people. It consisted of two videos, one feature story about female monitors working in the **Special Monitoring Mission in Ukraine**, and an interview with an OSCE-supported female artist.

The OSCE campaign led by the Communications and Media Relations section and Gender Section to mark the 16 Days of Activism campaign in November 2017 included 29 social media posts that reached over 200,000 people. The Programme Office in Dushanbe's 16 Days of Activism campaign reached 15,272 people through the Facebook page.

Outreach highlight

During the global 16 Days of Activism Campaign against Gender-Based Violence campaign the **Special Monitoring Mission to Ukraine** (SMM) organized seven OSCE Cafes, an innovative format for communicating with the public. The SMM's Gender Focal Points and external speakers, such as experts from United Nations Population Fund (UNFPA) and the Patrol Police shared their experiences in preventing and addressing gender-based violence. This initiative received a large amount of positive local media coverage. The SMM during the campaign also organized a round table on the impact of the conflict on gender equality for youth representatives, as well as awareness-raising activities on gender-based violence for police officers and university students.

Chapter 4 - Key partnerships at national, regional and international level

Partnerships are an important tool for advancing gender equality. Across the OSCE region, the OSCE structures continue to strengthen existing partnerships and establish new ones with a range of stakeholders working towards this aim, partnering with international organizations, parliaments, government agencies, civil society organizations, law enforcement agencies, national human rights institutions, professional associations, international non-governmental organizations, embassies, think-tanks and universities. This chapter focuses on the regional and international level partnerships, while national-level partnerships are reported under chapter two.

The United Nations is a key partner in this regard. In 2017, the **Secretary General** met with **UN Women** Executive Director Phumzile Mlambo-Ngcuka to discuss co-operation on Women, Peace and Security, combatting gender-based violence, environmental threats, and capacity development on gender equality. The OSCE has partnered with **UN Women, UNFPA and the European Union** to support the OSCE-led survey on the Safety and Well-being of Women. The **OSR/CTHB** strengthened the ties between the OSCE and the **UN Secretary-General's Special Representative on Sexual Violence in Conflict** Ms Pramila Patten.

The OSCE FSC Support Section partnered with the United Nations Office for Disarmament Affairs **(UNODA)** in Vienna to provide 50 young women with scholarships for Peace and Security, and deepened its co-operation with the UN **University for Peace** in Costa Rica.

A joint action plan for the period 2018-2019 was established with the UN Office on Drugs and Crime (**UNODC)** and the OSCE **Secretariat**, which includes concrete areas of collaboration on preventing and combating violence against women, combating trafficking in human beings, and security sector governance and reform.

The OSCE **Parliamentary Assembly** forged a partnership with the **Regional Academy of the UN** that resulted in the mentorship of five female students from the University of Vienna on gender-related research.

ODIHR has implemented joint activities with the **UN Department of Political Affairs,** the **European Institute for Gender Equality**, the **European Network of Policewomen** and the **EU Agency for Law Enforcement Training CEPOL**.

The OSCE RFOM forged through the Safety of Female Journalists Online project a large number of effective partnerships, including with the **International Press Institute**, the **International Women's Media Foundation**, **Dart Center** and **International News Safety Network**.

The OSCE **TNTD/Strategic Police Matters Unit** established a new partnership with the Institute for Police Education at Linnaeus University to develop a project aiming at enhancing the responsiveness and professional capacities of first responder police officers, investigators, and prosecutors in addressing gender-based violence in Eastern Europe.

Chapter 5 - Conclusions, recommendations and next steps

Conclusions

In 2017 OSCE executive structures made another significant step in implementing the 2004 Gender Action Plan. This report captured improvements in quality and reach of capacity development activities, resulting in greater number of trained staff at various levels; stronger leadership has emerged across OSCE executive structures for gender equality; better institutional policies and practices in recruitment and working environment are developed and implemented; and the level and quality of gender mainstreaming into OSCE programmes and projects are showing a potential for future advancements.

The report also highlighted gaps and areas for improvement. Within the executive structures, these include the lack of dedicated staff appointed to work on gender issues and the uneven skills and knowledge on gender equality of Gender Focal Points and their positioning. Gender Focal Points and gender officers/advisers are often wrongly perceived as those solely responsible for gender mainstreaming. The lack of a centralized repository of knowledge resources and tools for mainstreaming gender in all three dimensions, poses a challenge for OSCE staff at all levels to integrate the gender perspective in their work.

It is difficult to assess whether these improvements are sustainable and systematic across and within executive structures, due to a lack of a unified monitoring framework and baselines in the Organization and underdeveloped accountability mechanisms. The support of participating States is essential to improve these, and will help to achieve greater effectiveness of programmes towards gender equality and therewith to bring greater stability, peace and security in the OSCE region.

Recommendations and next steps

The following next steps and recommendations are addressed to OSCE executive structures, but will require the support of participating States to be implemented.

Strengthening leadership and accountability for gender equality
- Leaders in the OSCE should **take personal responsibility** for achieving outcomes and making progress in mainstreaming gender in their structures, including through the development, implementation and monitoring of results-based action plans.
- Following senior management in the Secretariat, all OSCE senior managers should have **an objective in their Performance Management Process** regarding their performance on implementing the OSCE gender commitments.
- The **Executive gender coaching programme** will be evaluated, and based on the evaluation findings should be continued and expanded, targeting all top management of executive structures.

Strengthening institutional policies and practices in executive structures (the Secretariat, Institutions and field operations) to achieve gender parity
- Review and enhance policies and practices in **recruitment and retention of staff** with a focus on underrepresented areas to ensure staff diversity. The development of the diversity scorecard at the Secretariat is a promising approach, which should lead to setting Organization-wide, concrete targets in this area. Measures on the reasonable accommodation for persons with disabilities should also be considered.

- Further enhance the **promotion of a workplace culture that is free of harassment**, including sexual harassment. More work is needed to **review and promote the Code of Conduct** and increase staff's awareness of internal policies and complaint mechanisms.
- Establish **concrete initiatives to promote women's career development**, in particular in politico-military dimension positions, and promote good practices to develop talent pools in participating States to identify qualified women for leadership positions in the OSCE.
- Conduct a **review of implementation of flexible working arrangement policies** in executive structures, which will form a baseline and identify areas of improvement.
- While implementing the recommendations above should lead to concrete steps in reaching gender parity in the Organization, more should be done to highlight the **key role of participating States in putting forward more women candidates** for senior positions in the OSCE, as well as documenting good practices from countries which have put in place effective measures to improve gender equality in their nominations.

Strengthening internal mechanisms for implementing gender commitments
- During 2018, all executive structures should **create or strengthen their internal gender action plans, strategies and road maps**, with clear targets. A regular review of the implementation of the internal gender action plans should be done as a matter of course.
- The role and work of the **Gender Focal Points in executive structures should be further strengthened** by appointing the primary gender focal point at senior management level, establishing office-wide gender working groups, and providing support to the GFPs.
- Regular co-ordination among executive structures on gender mainstreaming and gender-specific programmes should take place in order to **promote synergies**, and to encourage mutual learning and collaboration.
- Each executive structure should **consider appointing dedicated gender advisers**, and gender advisers and gender focal points should be enabled to **access strategic decision-making processes** in all executive structures.

Enhancing capacity of staff for gender mainstreaming
- The systematic capacity building of staff should continue by creating **tailored, context-specific training modules and resource materials** to improve the practical implementation of gender mainstreaming in all OSCE policies, programmes, projects and activities.
- Specific focus should be placed on addressing the **training needs of field operations** on gender equality, expanding them to include regional trainings in South-Eastern Europe, Eastern Europe and Central Asia.

Improving gender mainstreaming in OSCE programmatic areas of work
- Gender mainstreaming efforts have to be **improved in all three dimensions**, and all executive structures should take responsibility for this, focusing on the politico-military and economic and environmental dimensions, as well as neglected areas or blind spots in the human dimension.
- Special focus should be placed on the **specific groups of women and girls** who are marginalized and who are at higher risk.

- Underdeveloped and emerging **thematic areas for gender mainstreaming** should receive more attention and analysis; such as preventing violent extremism, countering terrorism, mediation, cyber security, anti-corruption, trade, the participation of women in economic development and labour markets, and environmental hazards and threats caused by disasters, crises and climate change.
- The OSCE should make a stronger effort to **achieve gender balance among speakers** at OSCE-organized conferences, events and panel discussions and track progress in better balanced representation of women and men.

Strengthening resources available for work on gender equality
- A substantial acceleration of OSCE performance in the area of gender equality requires **additional resources for all executive structures**, in order to design and implement programmes on capacity building within the organization and on the promotion of gender equality in the framework of comprehensive security.
- There is a need to **create new and update existing rosters** of female and male experts and high-level speakers so that panels address a diversity of views and gender issues are discussed and reflected in a substantive way.

Better tracking results in future Annual Progress Reports
- For future Annual Progress Reports, OSCE executive structures should **assess more systematically the impact** of their activities on improving policies, processes, practices and initiatives in participating States.
- More efforts should go towards measuring and analyzing **how gender-mainstreamed and gender-targeted OSCE activities strengthened dialogue and peace and stability** in the short and long term. This should lead to identification of best practices and lessons learned, making the Organization more effective.
- Future reports should include a review of gender mainstreaming in main dialogues, events and discussions of the OSCE. To this end, **a baseline should be established to monitor progress** in women's equal representation and the participation of women in OSCE-supported dialogues and high-level forums.

This document contains the annexes to the 2017 Annual Progress Report on the Implementation of the OSCE 2004 Action Plan on the Promotion of Gender Equality, 'Towards Gender Equality in the OSCE'.

The full report is available on the OSCE website: www.osce.org

Contents

Annex I: **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. 14/05 on Women in conflict prevention, crisis management and post-conflict rehabilitation

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

Annex II: List of OSCE publications on gender equality during 2017

PUBLICATIONS:

FIELD OPERATIONS:

Mission to Bosnia and Herzegovina

Towards Justice for Survivors of Conflict-Related Sexual Violence in Bosnia and Herzegovina: Progress before Courts in BiH 2014–2016

Teaching Gender in the Military

Programme Office in Bishkek

Magazine story: Successful Girl

Story Book "Erkinay"

Information Leaflets

Programme Office in Dushanbe

Brochure on Success stories of Tajik women politicians

Brochure on Guidelines on identification of human trafficking victims

Mission to Moldova

Flyer on Raising awareness about domestic violence in Moldova

Mission to Montenegro

Mapping Analysis of six Montenegrin municipalities (EXB "Prevention of early forced marriages among vulnerable groups)

Handbook for municipal officials on gender mainstreaming

Model Local Action Plan for Gender Equality

Mission in Kosovo

Empowering Kosovo's women entrepreneurs

16 Days of Activism against Gender-Based Violence

Violence against family – Changing attitudes to prevent domestic violence

Mission's activities and programmatic priorities on gender equality

Project Co-ordinator in Ukraine

Report on the findings of the Research on Gender Discrimination in Professional Environment of Advocates and Judges in Ukraine

Manual on Women. Peace. Security.

Mission to Serbia

Gender Equality in Higher Education - International Good Practices and Local Contexts

Protection of women against domestic and intimate partnership violence

Media, Gender and Reporting in Emergencies

INSTITUTIONS:

Parliamentary Assembly

Gender and the Integration of Refugees and Migrants

Resolution on Promoting Gender Inclusive and Responsive Mediation

High Commissioner on National Minorities

The Graz Recommendations on Access to Justice and National Minorities (2017)

Office for Democratic Institutions and Human Rights

Making Laws Work for Women and Men: A Practical Guide to Gender-Sensitive Legislation (available in English, Montenegrin and Russian)

Compendium of Good Practices in Identity Management in the OSCE Region (available in English and Russian)

ODIHR, Gender Equality and Women's Rights (in English and Russian)

Understanding Antisemitic Hate Crime: Do The Experiences, Perceptions And Behaviours Of Jews

Vary By Gender, Age And Religiosity? Guidelines for Public Security Providers in Elections

Handbook on Observing and Promoting the Electoral Participation of Persons with Disabilities

Representative on Freedom of the Media

Factsheet Safety of Female Journalists online

SECRETARIAT:

Combating Trafficking in Human Beings

2016-2017 Report of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings

From Reception to Recognition: Identifying and Protecting Human Trafficking Victims in Mixed Migration Flows

External Co-operation

The Women, Peace and Security agenda in the Mediterranean: challenges and opportunities for the implementation of UNSCR 1325 and related resolutions in OSCE's Mediterranean Partners for Co-operation countries

OSG/Gender Section

[Designing Inclusive strategies for Sustainable Security: Results-Oriented National Action Plans on Women, Peace and Security](#)

[Combating violence against women in the OSCE region](#)

Office of the Co-ordinator of OSCE Economic and Environmental Activities

Evaluation of the implementation of the 2004 Action Plan for the Promotion of Gender Equality

Evaluation of the OSCE's Assistance Projects on Anti-Money Laundering and Countering Financing of Terrorism

Meta-Evaluation of Recurrent Findings in OIO Evaluations.

Transnational Threats Department

OSCE Guidebook, Intelligence-Led Policing

Leaders Against Intolerance and Violent Extremism course curriculum for youth leaders

BSMU Factsheet

MULTIMEDIA:

FIELD OPERATIONS:

Programme Office in Bishkek

["Erkinay" *OSCE Academy*](#)

[Sexual violence against young girls](#)

Mission in Kosovo

You are hope of our future without discrimination

OSCE campaign against violence against women : Real Men Never Hit Women

TV spot on right to protection of victim's advocate

Project Co-ordinator in Ukraine

Local elections in amalgamated communities

INSTITUTIONS:

Office for Democratic Institutions and Human Rights

Human Rights Monitoring: Steps for Success

Representative on Freedom of the Media

#SOFJO video on the International Day to End Impunity for Crimes against Journalists

#SOFJO Campaign video

#SOFJO interviews

#SOFJO Campaign graphics

SECRETARIAT:

Communication and Media Relations Section

Gender pay gap Infographic

Gender pay gap Infographic

OSCE supports IWD

OSCE IWD's message

Connecting Gender Equality to Peace and Security

16 Day's campaign launch

OSCE experts on OSCE's work in promoting gender equality

OSCE experts on OSCE's work in promoting gender equality

Gender expert Nikki van der Gaag

Annex III: Reports from Institutions

RFoM:

HCNM:

ODIHR:

Reporting period: 1 January 2017 – 31 December 2017

Section A – main results and highlights of the year

Please answer the following questions to provide a results-based assessment of the progress made in 2017 on the **Implementation of the 2004 OSCE Gender Action Plan** and relevant MC decisions, with focus on **quantitative or qualitative change** which occurred as result of your activities in 2017.

A1. General information:

This section requests information on the human and financial resources available for gender mainstreaming and gender-specific activities in the executive structures, as well as on the status of executive structures' gender action plan/strategy.

Gender Focal Points (GFP) - please provide the name(s) and position(s) of **all** gender focal points in your executive structure. *If available*, please also provide information on whether their GFP role is included in the objectives of their Performance Management Process (PMP).

Name	Position	Sex (M/F)	GFP in PMP? (yes/no)
Jennifer Adams	Media Freedom Project Officer	F	Yes

Gender Action Plan/Strategy – please complete this information only if your structure has such a plan or is developing a plan.

For executive structures with a Gender Action Plan/Strategy, please attach this, as well as your latest report on the implementation of the Gender Action Plan/Strategy

Title of your Action Plan	Time-frame	Short description of future plans *(for example:*

	(for example: 2015-2018)	*evaluation, updates, adoption of new plan)*
Gender and Freedom of the Media	First inputs delivered and first gender meeting February 2018; Final document Dec 2018	Currently in the process of developing a gender mainstreaming plan of action. The first meeting has already taken place and initial responses and recommendations are being compiled.

Staffing – please provide information on staff posts for gender issues, if this is possible to provide for your structure (for example: gender advisers, staff with a focus on specific gender-related tasks).

Job title	Post grade	Comments (optional)
Media Freedom Project Officer	S-3	Gender focal point, gender adviser with past experience, projects and internal gender-responsive activities

Key results/significant achievements:

This section looks into results and achievements during 2017 on the three priority areas of the Gender Action Plan. Please focus your inputs on highlights and significant achievements.

A2.1. **Pillar 1 of the 2004 Gender Action Plan.** *Gender Architecture*

Please provide an overview of **main changes** in the internal gender architecture *(staff capacity, working environment, gender focal points (GFPs), Gender Action Plans)* achieved **during 2017** (maximum 200 words per question, see the box below for reporting examples).

What **change** occurred in 2017 in awareness, knowledge and skills of staff in the ES on gender equality and gender mainstreaming?

Decision taken by management based on input of GFP to streamline and create a targeted gender mainstreaming plan for all of the work of RFoM; more focus and dedication given to gender-specific projects.

What **change** occurred in 2017 in the working environment in your department that promotes gender equality?

As part of gender mainstreaming plan, decision taken to insist on balanced participation in all our work – experts hired, panels convened, participants invited.

What **change** occurred in 2017 in the institutional structure of your operation in relation to the GAP implementation (GFPs, Gender Action Plan development, implementation and evaluation)?

Initiated the compilation of a gender-mainstreaming plan for the Office of the RFoM. Gender more of a focus when it comes to project implementation and evaluation.

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*Please note that you are encouraged to report, to the extent possible, on the **results** of your activities, rather than only the activities itself. Examples for areas of reporting:*

- What **change** occurred in 2017 in awareness, knowledge and skills of staff in the ES on gender equality and gender mainstreaming
  1 staff member (female) took part in training on gender-responsive reporting. 2 staff members (1 woman, 1 man) took part in an information session on the new system of gender-based reporting, including at the Director level.

- What **change** occurred in 2017 in the working environment in your department that promotes gender equality?
  Based on recommendation by the GFP, management asked that a gender-mainstreaming plan be developed including regular meetings (1 for entire staff and regular updates on gender and project management for 2 project staff – 1 male, 1 female) and recommendations to be updated annually.

- What **change** occurred in 2017 in the institutional structure of your operation in relation to the GAP implementation (GFPs, Gender Action Plan development, implementation and evaluation)?
  GFPs objectives on gender mainstreaming were included in PMPs for the Office GFP and working group – 2 staff members: 1 male, 1 female – to create gender mainstreaming plan established

A2.2. **Pillar 2 & 3 of the 2004 Gender Action Plan.** *Mainstreaming gender in policies, activities, projects, programmes and supporting participating States*

Please fill in the project table to assess the level of gender mainstreaming of projects (ExB and UB) implemented by your structure.

i. **Please complete the table with the <u>number of projects</u> (ExB and UB) implemented by your executive structure, based on the criteria below**

*NB: the Gender Marker application is through **self-assessment.***

	1st Dim	2nd Dim	3rd Dim	Cross-dim.	Total projects
GM 3			1500093		1
GM 2			1500110, 1500105, 1500089 1500104		4
GM 1			1500099, 1500100,		2
GM 0			1500103		1

Provide a narrative of key results about information on **your flagship/major activity/ies, project(s) or programme(s)** (max 250 words) of your executive structure which achieved specific results/impact on gender equality during 2017. Your inputs should **focus on the results** achieved, either in gender mainstreaming the project, or in changes achieved at the participating State level. You can provide **maximum 3 results per dimension[1].** We encourage you to provide inputs for all dimensions, in particular also 1st and 2nd.

Flagship result 1						
Project title	Safety of Female Journalists Online					
Dimension	☐1st	☐2nd		☒3rd		☐Cross-dim
GAP Priority area *(if applicable)*	☒ Non-discrimina tory legal and policy	☒ Violenc e against	☒ Participati on in political	☒ Participati on in conflict	☒ Economic participati	☒ National mechanis

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[1] Depending on the size and mandate of your executive structure, please add tables using copy-paste as necessary, up to maximum 12 flagship results (3 by dimension).

	framewor ks	women	and public life	prevention , etc.	on	ms

Project budget (in euros)	€302,120 (3 years)
Description of results in 2017 (max 250 words)	The overarching goal of the 2017 activities was two-fold: 1) To provide a platform for networking and support, the OSCE RFoM will host four round-table events, inviting female journalists and media workers from throughout the OSCE region to discuss their experiences with online harassment and meet experts in various fields, who can provide resources and tools for countering and dealing with this issue; and 2) Continue to raise awareness of the issue by sharing the experiences of real women collected throughout the duration of Safety of Female Journalists project through a targeted online campaign based graphic and video content. The Office hosted two workshops for 30 participants on the topics of trauma, advocacy, digital safety and innovative responses to counter online harassment. Following the online campaign, the Office also hosted a panel on Safety of Female Journalists Online alongside an exhibition of the online content generated throughout the campaign as well as a screening of the documentary A Dark Place, developed as part of the campaign.

Flagship result 2						
Project title						
Dimension	☐1st	☐2nd		☐3rd		☐Cross-dim
GAP Priority area *(if applicable)*	☐ Non-discrimina tory legal and policy framewor ks	☐ Violenc e against women	☐ Participati on in political and public life	☐ Participati on in conflict prevention , etc.	☐ Economic participati on	☐ National mechanis ms
Project budget (in euros)	€					
Description of results in 2017						

(max 250 words)	

Section B. Innovations, lessons learned and partnerships

The inputs in this section will be used for the chapters 6-8 in the Annual Progress Report, as well as the Annexes.

B1. Innovations

Provide a short description of **maximum three innovation(s)** made by your department, unit or structure, i.e. where you introduced a new method or approach to promoting gender equality, either within your executive structure or in your projects/programmes/activities. This includes examples of gender transformative approaches. Your example should explain what the innovation is about, why and in what ways it is novel in your specific context and how it will advance gender equality. (max 300 words).

Example: The Office initiated a pilot project in collaboration with a local NGO on combating gender stereotypes. Teams of young people have developed proposals for social media campaign and the best proposals received a small grant to implement their projects.

As part of activities to raise awareness of OSCE staff on gender equality, a theatre performance was organized, followed by an informal discussion.

Through the Safety of Female Journalists Online project, the Office initiated a new strategy to network and develop meaningful and sustainable cooperation with those organizations working on the promotion of gender-related issues in the media sphere. The Safety of Female Journalists project has also been included in a number of other projects in the Office to ensure that gender becomes a regular component of the events and projects we carry out.

The Office decided to include regular meetings with all staff members as part of the gender mainstreaming plan for the office. In addition to OSCE-related gender initiatives and programmatic/internal gender issues, initiatives such as an index of terminology, and current events on gender-specific topics will be circulated to staff.

The office has decided to, as part of the gender mainstreaming plan, disaggregate our data by sex. It has been time consuming to go back through the years to include this as a category in our data collection, but will allow us to be more targeted in how we intervene in violations of media freedom and freedom of the media.

B2. Good Practices and Lessons Learned

Provide an example of **maximum three good practice(s) and/or lesson(s) learned** from implementation of your activities, projects and programmes. Lessons learned aim to promote the recurrence of desirable outcomes and prevent the recurrence of undesirable outcomes. Describe what factors and challenges caused the desirable or undesirable outcome. (max 300 words)

Example: The evaluation of the mentor project identified several lessons learned. Mentoring requires a lot of time and dedication with experienced staff in gender equality and economic empowerment issues. The evaluation found that additional training was needed for mentors and mentees, and ad hoc meetings had to be organized to support mentors and mentees with special requests. This initially time-consuming investment proved to be worthwhile given the positive response rate of participants, increased satisfaction rates reported by mentors and mentees at the end of the project, as well as an increase in success stories of mentees.

Though it seems common sense, we learned that to ensure real gender balance in a meaningful way through participation ainour projects and activities, the request for gender balance must come from the highest level. Missions and other organizations we work with have been much more responsive and effective in creating gender-balanced panels and activities when the request comes from Office management.

We have also decided to try, whenever possible, to include people from other marginalized communities whenever possible. For our safety of female journalists project, we ensured representation of women of color and women from the LGBTQIA communities. Their perspectives made for richer dialogue and, ultimately, a much of effective project in that we could reach more people and address more nuanced problems in terms of gender-based violence and harassment online.

B3. Challenges in gender mainstreaming

Provide an example of **one key challenge** in gender mainstreaming projects, programmes and activities in your executive structure, and (if possible), how you are (planning to) address this challenge. (max 300 words)

Example: One of the main challenges to gender mainstreaming projects and programmes in the office has been the lack of gender expertise among staff members. Furthermore,

expertise is quite uneven between departments and units. Yearly gender training will be introduced.

Example: There is a specific challenge in promoting gender parity in events organized by the Mission, as national counterparts routinely nominate mainly male speakers. The Mission has started to raise this issue in meetings with national counterparts and includes a sentence on gender parity in Note Verbales' to requests for nominations for speakers.

Gender is not necessarily seen as valuable from the perspective of representatives of the media community. It has been difficult for us to establish gender as a topic for discussion when so many newsrooms, journalists and policy-makers do not see gender as relevant when it comes to monitoring media and ensuring safety on the ground for media workers. Since the advent of our Safety of Female Journalists projects, it has been easier for us to establish gender as a topic in our own events, but we face resistance from other communities who might not value or see, for example, gender-based violence as important or relevant as violence more generally.

B4. **Visibility and Communications-related activities**

If applicable please provide a short summary of how the visibility of gender issues has changed through communication and media relations in your structure (max 200 words)

Example: Based on a newly introduced series of "The photo of the month", gender issues were portrayed on a monthly basis with a picture of an OSCE activity, focussing on gender aspects. A total of 12 photos of the month were produced during 2017 and due to positive feedback received on social media and from other executive structures, an exposition "women and security" will be organized at the end of the year. This activity has helped to make the gender aspects of our work on (e.g. trafficking/ migration/ boarder security) more tangible, both, within OSCE and among our stakeholders.

Our work on the safety of female journalists has absolutely been a game-changer – putting gender and gender-based violence in and towards the media on the agenda for policy-makers, academics, civil society and members of the media community. The biggest component of our project in 2017 was an outreach campaign. Our graphic and audio-visual content has really brought the plight of women in journalism and its connection to plurality and media freedom to the international community. We have also been a huge part of developing a group of partners who all work on this topic so that we can add to the work without overlapping. This has absolutely expanded the reach our work and that of our partners has.

B5. Publications and knowledge products

Please list all knowledge products, handbooks, guides, videos, posters that are relevant to the Gender Action Plan that were produced during 2017 in the table below:

Type of publication/product	Title	Brief summary of contents	Weblink
Video	#SOFJO video on the International Day to End Impunity for Crimes against Journalists	On the International Day to End Impunity for Crimes against Journalists the Office of the RFOM recognizes impunity and safety of all journalists, online and offline, as top priority in the fight for freedom of the media.	https://www.osce.org/fom/354216
Video	#SOFJO Campaign video	This video explains the urgent need to step up efforts to tackle threats, harassment and intimidation of female journalists online.	https://www.osce.org/fom/363571

Factsheet	Safety of Female Journalists online	Safety of Female Journalists Online is part of the OSCE Representative on Freedom of the Media's work to promote journalists' safety in all 57 participating States. Democracy thrives when a plurality of voices are heard both on- and offline. Plurality is currently at risk.	https://www.osce.org/representative-on-freedom-of-media/370331
Video interviews	#SOFJO interviews	These videos, produced in close co-operation with the International Press Institute (IPI), are all part of the OSCE Representative on Freedom of the Media project on Safety of Female Journalists Online (#SOFJO),	https://www.osce.org/representative-on-freedom-of-media/369446

		Vienna.	
Graphics	#SOFJO Campaign	A variety of info-graphics and other graphic content dedicated to raising awareness about the safety of female journalists online	https://www.facebook.com/osce.rfom/

List any **new or significant** partnerships your structure developed during 2017 to achieve results on gender equality, and include what results have been achieved in the partnership so far (maximum 200 words). Partnerships can include formal or semi-formal collaborations with other national institutions, international organizations, national or international non-governmental organizations, etc.

Example: The office established a partnership with a national umbrella organization working on youth issues, which has a strong gender component. The partnership consists of regular (every eight weeks) thematic meetings that focus on the links between security and gender equality, and male and female members of the youth organization are invited to OSCE events and where appropriate and possible included as speakers. The partnership led to the participation of 10 young women and 10 young men at a roundtable discussion on UNSCR 1325 and its implementation in the national security sector, who presented a petition to the national authorities to review recruitment policies for the national police service to increase the recruitment rate of women.

Though informal and effective partnerships with many of these organizations existed, through our Safety of Female Journalists Online project, many of these have been formalized.

The International Press Institute has become a primary partner in the project and we've intensified our work with the International Women's Media Foundation, Dart Center and International News Safety Network.

In addition, we've been working regularly with new groups who are dealing with issues

that lie at the intersection of human rights (gender) and technology: TrollBusters, CommunityRed, Hollaback! and the new FOJO initiated pilot program on safety of female journalists.

These partnerships have allowed us to increase the reach of the project and develop an entire roster of experts best-positioned to effectively and sustainably address the issues.

B7. *Optional:* **Success story / human interest story**

Please provide one success story in the promotion of gender equality involving a beneficiary (maximum 300 words). You can provide a picture. If you had a success story published on OSCE (social) media during the past year, you can provide a link here. Some stories will be selected to be included in the Annual Progress Report.

Example: please see [this link](#) for an example of a human interest story from the OSCE Mission in Kosovo

When the SOFJO project first started in 2015, Arzu Geybullayeva , a journalist our office had previously worked with, had just been subjected to a campaign of abuse and harassment after her government labelled her a traitor.

Arzu started working with our project soon after. She came to the first event in 2015 and contributed her story and strategies for dealing with abuse. She has since made a name for herself as a champion for media freedom, speaking openly and loudly against online and physical intimidation of journalists in her native Azerbaijan, throughout the OSCE region and beyond. She has also spoken as a trainer on counter-initiates to other female journalists that have encountered online abuse.

Interview here: https://www.osce.org/representative-on-freedom-of-media/369446

Facebook graphic: https://www.facebook.com/osce.rfom/photos/a.210888039002674.49640.18332 3078425837/1521869081237890/?type=3&theater

B8. *Optional:* **Comments, suggestions**

This final section provides an opportunity to give any final comments you may have and specific requests to the Gender Section.

HCNM REPORT ON THE IMPLEMENTATION OF THE OSCE 2004 GAP

<u>Reporting period: 1 January 2017 – 31 December 2017</u>

Section A – main results and highlights of the year

Please answer the following questions to provide a results-based assessment of the progress made in 2017 on the **Implementation of the 2004 OSCE Gender Action Plan** and relevant MC decisions, with focus on **quantitative or qualitative change** which occurred as result of your activities in 2017.

A2. General information:

This section requests information on the human and financial resources available for gender mainstreaming and gender-specific activities in the executive structures, as well as on the status of executive structures' gender action plan/strategy.

Gender Focal Points (GFP) - please provide the name(s) and position(s) of **all** gender focal points in your executive structure. *If available*, please also provide information on whether their GFP role is included in the objectives of their Performance Management Process (PMP).

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 during 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 (1 January to 31 December 2017).

Name	Position	Sex (M/F)	GFP in PMP? (yes/no)
	Senior Adviser *(until August 2017)*	F	N/A
	Project Officer/Senior Adviser	F	No

Gender Action Plan/Strategy

Title of your Action Plan	Time-frame *(for example: 2015–2018)*	Short description of future plans *(for example: evaluation, updates, adoption of new plan)*
HCNM Implementation Strategy for the 2004 OSCE Gender Action Plan (MC.DEC/14/04)	Ongoing	The plan for 2018 is to review the Implementation Strategy, also in light of the findings contained in the OiO's Evaluation of the Implementation of the Gender Equality Action Plan, and transform it into a Gender Action Plan for the institution

Staffing

The HCNM does not have a staff post dedicated specifically to gender issues but relies on the gender focal points for gender-related tasks.

Key results/significant achievements:

> **A2.1.** **Pillar 1 of the 2004 Gender Action Plan.** *Gender Architecture*

Main changes achieved during 2017

Training on Women's Security Awareness (WSAT) was conducted in February 2017 for female HCNM staff at all levels of management. In attendance were 17 staff members out of a total of 30 staff based at The Hague office.

One of the High Commissioner's main priorities includes creating an attractive workplace for all staff members, striving for the equal representation of women and men at all levels and creating 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. It is with this in mind that attendance by a team member

who is not a gender focal point was encouraged and achieved for the 2nd OSCE Gender Equality Conference, held in June 2017 in Vienna. The staff member reported back on the interesting and provoking discussion during the Conference and initiated an internal discussion on ways to achieve a greater level of participation by women in political life.

Throughout the year, two staff members shared the duties of a gender focal point (GFP): a senior adviser and a project officer. In line with the HCNM Implementation Strategy For the 2004 OSCE Gender Action Plan, the GFPs continuously maintained the focus on gender-mainstreaming in policy documents with the management team. One result of this effort was the involvement of the OSCE Secretariat Office for Gender Issues in the drafting process of the new set of HCNM recommendations, which focused on access to justice and national minorities. *The Graz Recommendations on Access to Justice and National Minorities (2017)* https://www.osce.org/hcnm/graz-recommendations. This approach was taken in order to remedy one of the lessons learnt from the development of the HCNM *Ljubljana Guidelines on Integration of Diverse Societies.* In this case, a gender review was carried out retrospectively after publication.

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 eight recruitment processes, out of which one was for a G position and one was for a NP position, while two were for S positions and four for P positions. Fifty-four percent of the applicants were male and forty-six percent were female. Sixty percent of recruited candidates were women.

HCNM 2017 Recruitments Post	Applicants	M	F	Interviewed candidates		Selected	Gender Balanced board	Gender question
				M	F			
Senior Legal Adviser (S)	5	3	2	3	2	Male	Yes	Yes
Project Officer (P)	366	189	178	4	2	Female	Yes	Yes
Personal Adviser to High Commissioner (S)	4	2	2	2	2	Female	Yes	Yes
Finance Assistant (G)	35	6	29	0	6	Female	Yes	Yes
Senior Legal Adviser (P)	80	41	39	2	3	Female	Yes	Yes

Senior Adviser EECCA (P)	146	99	47	5	0	Male	Yes	Yes
Senior Adviser CEE West (P)	179	107	72	2	2	Female	Yes	Yes
National Program Officer (NP)	74	41	33	3	3	Male	Yes	Yes

A2.2. **Pillars 2 & 3 of the 2004 Gender Action Plan**. Mainstreaming gender in policies, activities, projects, support provided and programmes in the participating States

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 the 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.

1st Dim		Total projects
GM 1: Projects that make a limited contribution to gender equality. This refers to projects that are only gender-mainstreamed in terms of their participation aspects and/or are only gender-mainstreamed to a low extent.	1. Supporting Multilingual Education in Georgia 2. Multiparty Dialogue on National Minority Issues 3. Awareness Raising on Diversity and Tolerance Among Students at Higher Education Institutions in Georgia 4. Central Asia Education Programme II+III 5. Ukraine Support Programme 6. Moldova Support Programme 7. Explanations 8. Teaching Material Development for Official Language Acquisition for Municipal Officials in Kosovo 9. Official Language Acquisition for Municipal Officials in Kosovo 10. Promoting channels of communication between communities in Cyprus 11. Promoting Integration through Digitalisation of the Developed Macedonian - Albanian/Albanian - Macedonian Dictionary for Use in Elementary Schools 12. Improving the teaching and learning of Serbian as a non-mother tongue language in Serbia 13. Development of *The Graz Recommendations on Access to Justice and National Minorities* (2017)	13
GM 0	1. Assisting with the Evaluation of the State Concept on National Unity and Inter-ethnic Relations in Kyrgyzstan.	1

A narrative of key results about information on flagship/major activity/ies, project(s) or programme(s) which achieved specific results/impact on gender equality during 2017

Flagship result 1	
Project title	Central Asia Education Programme II

Dimension	☒1st		☐2nd		☐3rd	☐Cross-dim

GAP Priority area *(if applicable)*	☐ Non-discriminatory legal and policy frameworks	☐ Violence against women	☐ Participation in political and public life	☒ Participation in conflict prevention, etc.	☐ Economic participation	☐ National mechanisms

Project budget (in euros)	€ 478 574 (2014-2017)

Description of results in 2017 (max 250 words)	The programme aims to improve the language capacities (State, official and minority languages) of ethnic minority school students through multilingual education (MLE), thus enhancing their access to educational and career opportunities.

The main beneficiaries of the programme are school girls with a national minority background, who are mainly attending the pilot schools with minority languages of instruction. It is often the case that after completing 9th grade they would leave school, get married or get sent to vocational schools. With the introduction of MLE programmes in these schools, the number of pupils, including girls, finishing 11 or 12 years of education has increased significantly, as mentioned in previous years. This has also been demonstrated by comparatively higher scores in university entry exams and, consequently, a higher number of the schools' graduates, including girls, becoming enrolled in higher education.

Specific exercises targeting different kinds of stereotypes, including gender stereotypes, were included in multilingual and multicultural education training programmes.

Flagship result 2

Project title	Multiparty Dialogue on National Minority Issues

Dimension	☒1st		☐2nd		☐3rd	☐Cross-dim

GAP Priority area *(if applicable)*	☐ Non-discriminatory legal and policy frameworks	☐ Violence against women	☒ Participation in political and public life	☐ Participation in conflict prevention, etc.	☐ Economic participation	☐ National mechanisms

Project budget (in	€ 26 000

euros)	
Description of results in 2017 (max 250 words)	The project aimed at increasing national minority participation in politics. One of the project activities focused on organizing internships for the national minority youth with the political parties. While the project does not have gender equality as a main objective, the project managed to attract more female participants. Out of the 10 interns who were selected, 7 were female. The participation of national minority women in politics is extremely limited in Georgia, thus this level of interest from young national minority females was considered a major achievement of the project.

Section B. Innovations, lessons learned and partnerships

The inputs in this section will be used for the chapters 6-8 in the Annual Progress Report, as well as the Annexes.

B9. Innovations

While this may not be an innovation in the general sense of the word, it is the first time it was implemented as part of the process of developing HCNM thematic recommendations and guidelines. In 2015, the HCNM engaged an expert to conduct a gender review of the HCNM *Ljubljana Guidelines on Integration of Diverse Societies*. This exercise demonstrated that gender-mainstreaming had not been sufficiently integrated into the drafting process of the Guidelines from the outset. In order to avoid this reoccurring within its thematic work, the HCNM reached out and involved the OSCE Secretariat Office for Gender Issues in the drafting process of the new set of HCNM recommendations, those on access to justice and national minorities, developed in 2017.

B1. Good Practices and Lessons Learned

In 2017, the office finalised the digitalisation of two dictionaries as part of its project work. Both projects included original authorship of the contents of the dictionaries and an innovative approach to ensuring access to a learning tool. Within its project management activities and throughout the process, the HCNM strived to ensure that there was an equitable representation of both sexes in all the examples provided in the dictionaries in both the hard copy as well as the audio sections in the digital versions. Unfortunately, in the first audio version, the implementing partners simply recorded audios for one language with

a female voice and the audios for the other language in a male voice. They were asked to re-record this to ensure that there was equitable representation of both male and female voices in all languages. This is a lesson learnt for future endeavours wherein details on the implementation of a project have to be carefully reviewed to ensure that the implementing partners fully comprehend the needs of the project.

B2. **Challenges in gender mainstreaming**

One issue noted when attempting to integrate gender mainstreaming into advice on policy development is the shortage of practical examples that demonstrate how the gender-perspective could be integrated into policy development. That remains an issue and HCNM will continue to strive to expand existing contacts, and develop new ones, with gender professionals who can be of assistance in this process.

B1. *Optional:* **Comments, suggestions**

As mentioned under B2, Challenges, in absence of a dedicated advisor, it would be useful to have access to a compendium of policy solutions that have been proven successful in addressing some of the issues that are regularly encountered within our work. A typical example is meeting governmental interlocutors in a country who all turn out to be male. Another example would be with projects in the education sphere where most participants turn out to be female.

Reporting period: 1 January 2017 – 31 December 2017

Section A – main results and highlights of the year

Please answer the following questions to provide a results-based assessment of the progress made in 2017 on the **Implementation of the 2004 OSCE Gender Action Plan** and relevant MC decisions, with focus on **quantitative or qualitative change** which occurred as result of your activities in 2017.

1. **General information:**

This section requests information on the human and financial resources available for gender mainstreaming and gender-specific activities in the executive structures, as well as on the status of executive structures' gender action plan/strategy.

Gender Focal Points (GFP) - please provide the name(s) and position(s) of **all** gender focal points in your executive structure. *If available*, please also provide information on whether their GFP role is included in the objectives of their Performance Management Process (PMP).

Name	Position	Sex (M/F)	GFP in PMP? (yes/no)
	First Deputy Director	F	
	Senior Human Dimension Meetings Assistant	M	
	Website Editor	F	Yes
	Human Rights Adviser	F	Yes

	Associate Gender Officer	F	Yes
	Adviser on Combating Racism, Xenophobia and Discrimination	F	No
	Assistant Programme Officer	F	Yes
	Associate Programme Officer	M	Yes
	Senior Election Adviser	F	Yes

Gender Action Plan/Strategy – please complete this information only if your structure has such a plan or is developing a plan.

For executive structures with a Gender Action Plan/Strategy, please attach this, as well as your latest report on the implementation of the Gender Action Plan/Strategy

Title of your Action Plan	Time-frame *(for example: 2015-2018)*	Short description of future plans *(for example: evaluation, updates, adoption of new plan)*
Human Rights Department Gender Mainstreaming Roadmap	2016-2018	HRD Gender Mainstreaming Roadmap guides HRD staff in integrating a gender equality approach into day to day work through mainstreaming gender into activities, projects and procedures; allocating the resources needed to support positive change; systematic monitoring of

		progress; and leadership.
ODIHR Gender Mainstreaming Democratization Department Roadmap	2014-2017	The Democratization Department adopted a new gender/diversity mainstreaming roadmap for 2018-2020 after evaluating the implementation of the previous roadmap.
Tolerance and Non-Discrimination Department Gender Mainstreaming Roadmap – Action Plan	2018-2020	Finalization of the Action plan for 2018-2020 in consultation with the TND team and management.
Elections Department Gender Mainstreaming Roadmap Analysis and Reporting	2017-2018	Annual evaluation through feedback loops, regular annual updates to the roadmap as appropriate.

Staffing – please provide information on staff posts for gender issues, if this is possible to provide for your structure (for example: gender advisers, staff with a focus on specific gender-related tasks).

Job title	Post grade	Comments (optional)
Human Rights Officer	Seconded	Human Rights, Gender and Security Programme
Human Rights Officer	Seconded	Human Rights, Gender and Security Programme

Gender Adviser	Seconded	Tolerance and Non-Discrimination Department of ODIHR, position will be filled in 2018
Chief, Democratic Governance and Gender Unit	P4	Democratic Governance and Gender Programme
Adviser on Gender Issues	P3	Democratic Governance and Gender Programme
Associate Gender Officer	P2	Democratic Governance and Gender Programme

Key results/significant achievements:

This section looks into results and achievements during 2017 on the three priority areas of the Gender Action Plan. Please focus your inputs on highlights and significant achievements.

1. **Pillar 1 of the 2004 Gender Action Plan.** *Gender Architecture*

Please provide an overview of **main changes** in the internal gender architecture *(staff capacity, working environment, gender focal points (GFPs), Gender Action Plans)* achieved **during 2017** (maximum 200 words per question, see the box below for reporting examples).

> What **change** occurred in 2017 in awareness, knowledge and skills of staff in the ES on gender equality and gender mainstreaming?
>
> - In 2017 ODIHR organized gender equality and mainstreaming training events on four occasions. Fifty-eight ODIHR staff in total participated in these learning opportunities (18 men and 40 women). In 2017 ODIHR, for the first time, organized a "Gender training week" comprised of 3 sessions/modules (Gender Mainstreaming – 2 days; Gender Mainstreaming Advanced – 2 days; and Diversity Mainstreaming – 1 day). Feedback on the new modality of training delivery was excellent, and ODIHR intends to repeat this practice in 2018. The post-training survey is yet to be conducted, and the results of the survey will be incorporated in the ODIHR's Learning and Development plan for 2018**.**
>
> Throughout 2017, all Human Rights Department (HRD) staff who had not been trained on gender previously (1 man and 6 women) received a basic training on gender and gender

mainstreaming. The trainings, conducted by HRD staff and an external expert, covered the basic concepts pertaining to gender, OSCE commitments and gender mainstreaming tools and were positively evaluated. In addition, in 2017, 17 HRD staff (2 men and 15 women) benefited from a 2-day advanced, tailored gender training organized and conducted by HRD staff and an external gender expert. The training included, *inter alia*, sessions on gender budgeting, unconscious bias, gender in administrative tasks, and overcoming resistance; tailored coaching sessions for programmatic and administrative teams; and targeted coaching for the HRD management on gender equality leadership. As a result of the training, which was very positively evaluated, each programmatic portfolio within the HRD, as well as administrative and management teams, came up with a set of gender-related commitments, in line with the HRD roadmap.

- In addition to the gender mainstreaming training offered by ODIHR, the Democratization Department (DEM) allocated funding for individual staff training in 2017, which included gender-related courses.

- Eight staff-members from Tolerance and Non-Discrimination Department (TND) (2 men and 6 women) received a two-day training on gender mainstreaming in 2017.

- Two staff members from Contact Point for Roma and Sinti (CPRSI) (1 man and 1 woman) attended a two-day training on gender mainstreaming and a one-day training on diversity mainstreaming. The former gender focal point and the current gender focal point received a two-day advanced gender mainstreaming training, including individual coaching for concrete follow-up activities within the department. The department implements a policy for a mandatory gender mainstreaming orientation session for all newcomers (including permanent and temporary staff and interns).

- The gender focal point at the Elections Department (ELD) attended OSCE's General Orientation Programme in Vienna and the Human Dimension Induction course in Warsaw, which contributed to greater understanding of ODIHR's gender-related activities and the 2004 OSCE Action Plan for the Promotion of Gender Equality as well as cooperation between gender related structures within the OSCE. This knowledge is applied on a daily basis.

In addition, two staff members (1 woman and 1 man) from the ELD attended a two-day training event on recruiting great people with a gender perspective in recruitment policies.

What **change** occurred in 2017 in the working environment in your department that promotes gender equality?

- The Gender Leadership Group was established to support the implementation of the ODIHR-wide gender mainstreaming roadmap. The group consists of ODIHR First Deputy Director and heads/deputy heads of ODIHR departments who serve on rotational basis for 12 months. The Deputy Head of DEM served as a member of this group, and in February 2018, this rotated to the head of the department. The head of HRD was appointed to serve as part of ODIHR's Gender Leadership Group for one term in 2017. The head of ELD currently serves as a member of ODIHR's Gender Leadership Group.

- A new deputy head of HRD was appointed in 2017. Now HRD has a gender-balanced management team: one man and one woman.

- In TND, more staff members used available flexible working arrangements and took maternity and paternity leave that helped to ensure work-life balance. In CPRSI and ELD, flexible working arrangements have been used by two staff members. These arrangements contribute to the promotion of equal sharing of care work in households and offer flexible working hours to pregnant colleagues.

- ODIHR's Democratization department introduced changes, from a gender perspective, to its template for Special Service Agreement's (SSA) Terms of Reference. The amended template prompts those drafting the assignment to consider gender aspects, including the deliverables outlined for hired experts (e.g. a report, a presentation, a legal opinion, translation of a text), requiring them to consider the gender perspective of their assignment as well as to use gender-sensitive language.

- In 2017 ODIHR developed an Election Observation Activity (EOA) leaflet on Workplace Concerns, including adherence to the OSCE Code of Conduct and the Professional Working Environment. The idea behind the leaflet is to ensure that all EOA staff are provided with the information about the existing practices related to reporting of misconduct or unprofessional behavior, including sexual harassment.

What **change** occurred in 2017 in the institutional structure of your operation in relation to the GAP implementation (GFPs, Gender Action Plan development, implementation and evaluation)?

- The HRD Gender Working Group gathered regularly and was chaired by the HRD gender focal point. All the expected results of the HRD Gender Roadmap for the year 2017 were successfully realized. For example, there are no gender blind projects among those being currently prepared or implemented. In addition, all the HRD programmes began to prepare and present background papers about the gender implications of their thematic work. In October 2017 a new gender focal point of HRD was elected.

- TND developed a new gender mainstreaming roadmap action plan for the period 2018-2020. Currently the action plan is being reviewed by the team members and finalized by the Gender Focal Point.

- CPRSI initiated the update of its gender mainstreaming roadmap, which would align it with the ODIHR's gender mainstreaming roadmap as well as the arising challenges since its inception in 2014. All staff members were involved in discussion, review and drafting of the roadmap.

- The ELD's Gender Mainstreaming Roadmap Analysis and Reporting was drafted in consultation with and taking into account input from all ELD colleagues. This helped to systematize gender mainstreaming in ELD's work according to the type of activity (election observation, follow-up, methodology and training).

2. **Pillar 2 & 3 of the 2004 Gender Action Plan.** *Mainstreaming gender in policies, activities, projects, programmes and supporting participating States*

Please fill in the project table to assess the level of gender mainstreaming of projects (ExB and UB) implemented by your structure.

i. **Please complete the table with the <u>number of projects</u> (ExB and UB) implemented by your executive structure, based on the criteria below**

*NB: the Gender Marker application is through **self-assessment.**[2]*

	1st Dim	2nd Dim	3rd Dim	Cross-dim.	Total projects
GM 3			3	5	8
GM 2			30	1	31
GM 1			16		16

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[2] *Note: Application of a project cycle approach is not possible for all ODIHR activities.*

GM 0						

Provide a narrative of key results about information on **your flagship/major activity/ies, project(s) or programme(s)** (max 250 words) of your executive structure which achieved specific results/impact on gender equality during 2017. Your inputs should **focus on the results** achieved, either in gender mainstreaming the project, or in changes achieved at the participating State level. You can provide **maximum 3 results per dimension[3].** We encourage you to provide inputs for all dimensions, in particular also 1st and 2nd.

Flagship result 1						
Project title	**Integrating a human rights based and gender-sensitive approach in the security sector**					
Dimension				3rd		Cross-dim
GAP Priority area *(if applicable)*	Non-discriminatory legal and policy frameworks	Violence against women	Participation in political and public life	Participation in conflict prevention, etc.	Economic participation	National mechanisms

---

[3] Depending on the size and mandate of your executive structure, please add tables using copy-paste as necessary, up to maximum 12 flagship results (3 by dimension).

Description of results in 2017 (max 250 words)	- Twenty-eight police educators (from Ministry of Interior educational institutions of Kharkiv, Lviv, Odessa, Dnipro and Donetsk) and investigators from the National Police of Ukraine (9 men and 19 women) enhanced their knowledge and skills on stepping up responses to sexual and gender-based violence in Ukraine through a training event held in Kharkiv, Ukraine, on 4-5 April 2017. An evaluation done two months after the training showed that the participants are actively using the news skills and knowledge;

- 24 representatives (7 men and 17 women) of the Human Rights Directorate of the National Police of Ukraine increased their skills and knowledge on addressing gender-based violence through a training seminar on human rights compliant and gender sensitive approaches to police oversight held in Kiev on 29-30 May 2017. The usefulness of the training received an average evaluation of 5.6 on the scale from 1 (not useful) to 6 (very useful);

- A set of recommendations was developed for the Ministry of Defence and the General Staff of the Armed Forces of Ukraine on the role of military commanders in preventing domestic violence in the families of armed forces personnel;

- A Guidance Note for National Human Rights Institutions (including National Preventive Mechanisms) and civil society on preventing and addressing sexual and gender-based violence in places of deprivation of liberty was developed; and

- A training curriculum for penitentiary and correction officers on preventing and addressing sexual and gender-based violence in places of deprivation of liberty was developed. |

Flagship result 2						
Project title	NHRI Academy					
Dimension			3rd			
GAP Priority area *(if applicable)*	Non-discriminatory legal and policy frameworks	Violence against women	Participation in political and public life	Participation in conflict prevention, etc.	Economic participation	National mechanisms

Description of results in 2017 (max 250 words)	The NHRI Academy is an ODIHR flagship event, organized annually with the European Network for NHRIs. The Academy is a five-day training for 25 staff members from NHRIs across the OSCE region and focuses on two human rights topics, which are selected based on an annual survey of NHRIs in the OSCE region of topics that are most relevant to their work. The training programme is gender mainstreamed. Trainers delivering the training are instructed to pay attention to gender aspects of the human rights topics they cover, and NHRI staff attending the training are provided with the opportunity to attend a workshop during the training on how to gender mainstream their daily work, based on the ODIHR 2012 *Handbook for National Human Rights Institutions on Women's Rights and Gender Equality*. Participants are encouraged during the training to apply a gender sensitive approach to their activities. The evaluation directly after the Academy, and the post-Academy evaluation (conducted after approx. 6 months), also prod participants to share their feedback with the organizers on how gender was mainstreamed throughout the training and in their follow-up in their own organizations after the training.

Flagship result 3

Project title	Development of a policy guidance paper for National Preventive Mechanisms and other detention monitoring bodies on human rights in preventing and countering violent extremism and radicalization that lead to terrorism (VERLT) in prisons					
Dimension				3rd		Cross-dim
GAP Priority area *(if applicable)*	Non-discriminatory legal and policy frameworks	Violence against women	Participation in political and public life	Participation in conflict prevention, etc.	Economic participation	National mechanisms

Description of results in 2017 (max 250 words)	Jointly with Penal Reform International (PRI), ODIHR started drafting a policy guidance paper on human rights issues arising in the context of countering VERLT in prisons. The paper will aim at assisting detention monitoring bodies by enhancing their understanding of the human rights and gender considerations at stake when preventing and countering VERLT in prisons. It will also aim to offer them practical guidance on how to address the issue of VERLT in their monitoring activities. The document adopts an integrated approach, incorporating gender-related considerations in all its sections and, wherever possible, providing a separate gender-based analysis of the topic under consideration. The paper also provides concrete recommendations for monitoring bodies on how to best ensure that gender aspects are adequately assessed throughout the implementation of their duties. In partnership with PRI, ODIHR organized an expert meeting in December 2017. The meeting gathered 27 practitioners from a range of professional backgrounds (12 men and 15 women), including representatives of international and regional organizations, NGOs, penitentiary institutions, detention monitoring bodies and independent experts. In 2018, ODIHR will circulate the draft document among the participants for peer-review, so that they will have an opportunity to share their insights and contribute to finalization of the paper.

Flagship result 4

Project title	Programme Gender Equality and Women's Political Participation (UB) and Project Enhancing gender equality in political parties in the OSCE region (ExB)					
Dimension	☐1st		☐2nd	☒ 3rd		☐Cross-dim
GAP Priority area *(if applicable)*	☐Non-discriminatory legal and policy frameworks	☐ Violence against women	☒ Participation in political and public life	☐ Participation in conflict prevention, etc.	☐ Economic participation	☐ National mechanisms
Description of results in 2017 (max 250 words)	The ODIHR Programme on Gender Equality and Women's Political Participation focuses on facilitating and supporting institutional change, knowledge sharing and capacity building for advancing women's representation, roles and influence in political and public life. In 2017, ODIHR co-operated with political parties in four OSCE participating States[4] by applying a gender audit methodology developed by the Office					

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[4] Bosnia and Herzegovina, Moldova, Kazakhstan and Kyrgyzstan.

for assessing internal political party processes, procedures, structures, culture, and activities from a gender perspective.[5] ODIHR prepared 21 confidential political party gender audit reports to major parties in Bosnia and Herzegovina, Moldova, Kazakhstan and Kyrgyzstan. The reports include more than 350 recommendations related to internal party processes, procedures, structures, culture, and activities. Following the development of the gender audit reports, ODIHR supported 11 political parties in Bosnia and Herzegovina[6] and Moldova to develop individual gender action plans, which serve as roadmaps to implement the recommendations from ODIHR's gender audit reports.

Flagship result 5	
Project title	Legislative Review Fund
Dimension	☐1st ☐2nd ☒3rd ☐Cross-dim
GAP Priority area *(if applicable)*	☒ Non-discriminatory legal and policy frameworks ☐ Violence against women ☐ Participation in political and public life ☐ Participation in conflict prevention, etc. ☐ Economic participation ☐ National mechanisms
Description of results in 2017 (max 250 words)	With the Legislative Review Fund, 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. As a standard practice, this also includes analyses of the potentially different impact of legislation on women and men. In 2017, ODIHR continued its special efforts to ensure that gender and diversity aspects are systematically mainstreamed throughout its legislative assistance work. A "quick gender checklist for legal reviews", developed in 2016, is used in the preparation of ODIHR's legal reviews. Moreover, a mechanism to monitor how previous legal reviews on respective human dimension topics have addressed gender and diversity issues has been set up, with a view to compiling this information into an easily accessible reference tool. As a result, in 2017, gender and diversity aspects were specifically addressed in 100 per cent of ODIHR's legal reviews including through specific gender-related recommendations. In

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[5] 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).
[6] In cooperation with the OSCE Mission to Bosnia and Herzegovina.

	addition, ODIHR regularly recommends that legal drafters include measures to ensure gender-balanced composition of public bodies, to collect data disaggregated by sex, and that the legislation under review is adopted through an inclusive and participatory process. ODIHR further highlights the importance of using gender neutral language in legislation and pays particular attention to the use of wording or concepts in legal texts that may perpetuate possible gender stereotypes, for instance by limiting women's roles to those of wives and mothers.

Flagship result 6	
Project title	Gender, diversity and justice
Dimension	☐1st ☐2nd ☒3rd ☐Cross-dim
GAP Priority area *(if applicable)*	☒ Non-discriminatory legal and policy frameworks ☐ Violence against women ☐ Participation in political and public life ☐ Participation in conflict prevention, etc. ☐ Economic participation ☐ National mechanisms
Description of results in 2017 (max 250 words)	ODIHR used programme funds to develop its portfolio on gender, diversity and justice. A needs assessment was conducted in order to provide an overview of current barriers to equal representation of women and minorities (ethnic minorities, persons with disabilities, etc.) within the judiciary and prosecution service. The needs assessment study used nine participating States as case studies.[7] These were chosen to represent most OSCE sub-regions as well as diverse cultural, social, political and legal backgrounds. The programme involved an expert consultation meeting, convened at the ODIHR premises in Warsaw to review and validate findings and recommendations. These activities allowed ODIHR to finalize a needs assessment report and a policy paper in 2018, for wide dissemination, including through OSCE's field operations and website. The publications include recommendations to guide future policies and legal reforms that aim to overcome those barriers and can be used as an advocacy tool to promote proportional representation of women and minorities within the judiciary and prosecution service. Furthermore, due to the representative selection of OSCE participating States chosen for the study, the report also provides baseline data from end users on the perceived fairness of judicial outcomes and the effect of gender equality and diversity on the delivery of justice.

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[7] Bosnia and Herzegovina, Denmark, Kazakhstan, Kyrgyzstan, Montenegro, Serbia, Spain, Ukraine, the United Kingdom.

Flagship result 7	
Project title	Democratic Governance Programme: Assistance to Parliaments on Ethical Codes of Conduct

Dimension	☐1st		☐2nd		☒3rd		☐Cross-dim

GAP Priority area *(if applicable)*	☐ Non-discriminatory legal and policy frameworks	☐ Violence against women	☒ Participation in political and public life	☐ Participation in conflict prevention, etc.	☐ Economic participation	☐ National mechanisms

Description of results in 2017 (max 250 words)	In the framework of assistance to parliaments of OSCE participating States, the Democratic Governance Programme aims to support the drafting and approval of codes of conduct for members of parliament, as instruments to increase the professionalism and accountability of legislative powers across the OSCE region. In 2017, a number of assistance activities have been delivered to parliaments in Albania, Georgia, Italy, Moldova and Ukraine. While regulating issues, such as conflicts of interest, conduct in chamber and lobbying, among others, the activities maintain a strong gender focus, mainstreaming gender considerations in all components and also by specifically making gender equality a defining part of codes of conduct for members of parliament. These activities resulted in the inclusion of gender equality elements into the drafting of codes for the parliaments of Albania, Georgia, Moldova and Ukraine. This contributed to raising the awareness of members of parliament on the issue of gender-sensitive parliaments through dedicated discussions and debates.

Flagship result 8	
Project title	"Our right to participate – Promoting the participation of Persons with disabilities in political and public life (Phase II)"

Dimension	☐1st		☐2nd		☒3rd		☐Cross-dim

GAP Priority area *(if applicable)*	☐ Non-discriminatory legal and policy frameworks	☐ Violence against women	☒ Participation in political and public life	☐ Participation in conflict prevention, etc.	☐ Economic participation	☐ National mechanisms

Description of results in 2017	In 2017 ODIHR started implementing the two-and-a half year ExB project "Promoting the participation of persons with disabilities in political and

| (max 250 words) | public life (Phase II)." Through the project activities, ODIHR raises awareness and increases knowledge about the political participation of persons with disabilities among various stakeholders, promoting the political participation of youth and women with disabilities and improving disability mainstreaming within ODIHR and OSCE executive structures.

In 2017, 259 participants (101 men and 158 women) from various OSCE participating States were engaged in ODIHR's activities and improved their knowledge about positive practices to promote more inclusive parliaments, political parties and democratic institutions, including at the European Parliament and OSCE PA. Among all participants, 38 (19 men and 19 women) were persons with various types of disabilities. The discussions resulted in three published meeting reports with compiled recommendations for concrete steps to improve public and political engagement of persons with disabilities, to be included in the upcoming *Guidelines on Political Participation of Persons with Disabilities in the OSCE Region*. The recommendations specifically address the challenges facing women with disabilities who participate in political life. |
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Flagship result 9

Project title	A Forum "Gender and Intersectional Activism: Coalition-Building for a More Tolerant Society"

Dimension	☐1ˢᵗ		☐2ⁿᵈ		☒3ʳᵈ		☐Cross-dim

GAP Priority area *(if applicable)*	☒ Non-discriminatory legal and policy frameworks	☐ Violence against women	☐ Participation in political and public life	☐ Participation in conflict prevention, etc.	☐ Economic participation	☐ National mechanisms

Description of results in 2017 (max 250 words)	The forum explored ways of bringing different activist groups closer to each other in order to create networks of coalitions that can advocate the joint agendas of human rights, gender equality and tolerance and non-discrimination. It identified common issues and concerns in the fight against gender-based discrimination, anti-Semitism and other forms of intolerance, that can best be addressed through joining together either at a national or regional level. As a result, the participants developed a set of recommendations on how best to promote the formation of inter-communal coalitions to address intersectional discrimination, including gender-based discrimination, anti-Semitism, and other forms of intolerance across the OSCE region.

Flagship result 10						
Project title	Development of Hate Incident Database					
Dimension	☐1st		☐2nd		☐3rd	☐Cross-dim
GAP Priority area *(if applicable)*	☒ Non-discrimina tory legal and policy framewor ks	☐ Violenc e against women	☐ Participati on in political and public life	☐ Participati on in conflict prevention , etc.	☐ Economic participati on	☐ National mechanis ms
Description of results in 2017 (max 250 words)	During the development of the hate incident database, TND ensured that gender was included as a bias motivation, and that the gender of the victim was included as a data point. This means that the information can be disaggregated depending on the gender of the victim to see how hate crimes might affect women and men differently. It also makes it possible to identifying intersectional bias motivations and the gender of the victim.					
Flagship result 11						
Project title	Strengthening Dialogue among Civil Society and with Key Government Stakeholders on Human Dimension Issues in Ukraine Project (1300696)					
Dimension	☐1st		☐2nd		☒3rd	☐Cross-dim
GAP Priority area *(if applicable)*	☐ Non-discrimina tory legal and policy framewor ks	☐ Violenc e against women	☐ Participati on in political and public life	☐ Participati on in conflict prevention , etc.	☐ Economic participati on	☐ National mechanis ms
Description of results in 2017 (max 250 words)	• A Memorandum of Co-operation was signed with the "Equal Opportunities" Caucus in February 2017, which institutionalized ODIHR's co-operation with the Caucus. Co-operation on building the capacity of gender equality mechanisms (GEMs), focusing specifically on regional gender advisers, led to the development of a policy study that includes recommendations for how to improve the functions of gender equality mechanisms at the regional level. • ODIHR pursued a bottom-up approach in its activities related to GEMs that served as a confidence building measure to elevate the role of regional gender advisors as an integral part of the					

national gender equality machinery.

- ODIHR integrated the role and perspective of the regional gender advisors into other initiatives, such as the workshop "Strengthening gender equality mechanisms in Ukraine – the way forward", organized in September 2017.

- The partnership with the Caucus also resulted in joint planning and implementation of the first Ukrainian Women's Congress. The Congress (modelled on the Congress of Polish Women) is also a result of ODIHR's continued engagement in promoting the exchange of good practices among OSCE participating States.

- The project gender-mainstreamed methodology for human rights monitoring and mainstreamed gender into its trainings for human rights defenders in Ukraine. In addressing the needs of gender advisors in mainstreaming gender into communication, ODIHR prepared a *Guidance Note on Gender Sensitive Communication* that was distributed to all regions and the Ministry of Social Policy of Ukraine. Gender sensitive language was used in project documentation, concept notes and agendas of events. Project monitoring and evaluation tools include analysis on gender impact.

Flagship result 12					
Project title	UB – Election Observation Activities				
Dimension	☐1st	☐2nd	☒3rd		☐Cross-dim
GAP Priority area *(if applicable)*	☒ Non-discriminatory legal and policy frameworks	☐ Violence against women	☒ Participation in political and public life	☐ Participation in conflict prevention, etc.	☐ Economic participation	☐ National mechanisms
Description of results in 2017 (max 250 words)	• In 2017 ELD conducted a total of 20 election observation activities (EOMs, LEOMs, EAMs and EETs). Women accounted for 41.18 per cent of leadership positions in mission teams (Heads and Deputy Heads of Missions) and 38.01 per cent women as core team members. Participating States seconded a total of 39.75 per cent women LTOs and 46.05 per cent women STOs. • In 2017, published reports in the framework of election observation activities including NAMs systematically drew				

attention to the role, participation, and representation of women in electoral processes and political life. Several recommendations pertaining to enhancing the participation of women in electoral processes have been made in the final reports. Gender parity was also part of interim reports and preliminary statements of findings and conclusions.

- Whenever pertinent, follow-up activities, including presentation of the final reports, electoral assistance to beneficiaries and review of the electoral legislation consistently addressed gender parity issues.

- In 2017, ELD participated in several events dedicated to gender equality, including a PACE hearing on setting minimal standards for electoral systems to offer the basis for free and fair elections, in Strasbourg (April 2017), and a UNDPA BRIDGE training workshop on gender and elections in Ankara (October 2017).

Flagship result 13	
Project title	Support to the follow-up of electoral recommendations in the Western Balkans
Dimension	☐1st ☐2nd ☒3rd ☐Cross-dim

GAP Priority area *(if applicable)*	☒ Non-discriminatory legal and policy frameworks	☐ Violence against women	☒ Participation in political and public life	☐ Participation in conflict prevention, etc.	☐ Economic participation	☐ National mechanisms

Description of results in 2017 (max 250 words)	• The project was initiated at a launch event which took place on 8 September 2017 in Warsaw and was attended by 67 participants (21 women and 46 men) from all 6 beneficiaries. The event aimed at informing interlocutors and stakeholders about the project and its objectives as well as to raise their awareness about the importance of follow-up to electoral recommendations. • Following the launch event, and in view of further inception visits and tailored technical assistance, the project identified a total of 243 local counterparts (153 men and 90 women) for the six beneficiaries and a list was created in this regard. • The project aims at developing a system (database) of

	tracking the follow-up of election recommendations in three thematic areas: election management, voter registration, and media oversight. The database will monitor the implementation of cross-cutting issues such as the political and electoral participation of women.

Flagship result 14						
Project title	Diversification fund					
Dimension	☐1ˢᵗ	☐2ⁿᵈ		☒3ʳᵈ		☐Cross-dim
GAP Priority area *(if applicable)*	☐ Non-discriminatory legal and policy frameworks	☐ Violence against women	☒ Participation in political and public life	☐ Participation in conflict prevention, etc.	☐ Economic participation	☐ National mechanisms
Description of results in 2017 (max 250 words)	• Among the long-term observers funded by ODIHR women comprised 43 per cent, and among the short-term observers – 50 per cent. Among the participants of training activities for funded LTOs organised by ODIHR women comprised 85 per cent.					

Flagship result 15						
Project title	Election Observation Methodology Development Programme					
Dimension	☐1ˢᵗ	☐2ⁿᵈ		☒3ʳᵈ		☐Cross-dim
GAP Priority area *(if applicable)*	☒ Non-discriminatory legal and policy frameworks	☐ Violence against women	☒ Participation in political and public life	☐ Participation in conflict prevention, etc.	☐ Economic participation	☐ National mechanisms
Description of results in 2017 (max 250 words)	• **Development of guidelines for assessing the conduct of security providers during the course of the electoral process**. In 2017, ELD recruited five international experts (1 primary expert: female woman, 4 secondary experts: 3 men and 1 woman) to research, draft and review a comprehensive reference framework (guidelines) for observing and assessing the conduct of public security providers during the course of an electoral process. The guidelines were reviewed and gender mainstreamed by ODIHR and a group of international experts (6 funded under the project;					

	4 men and 2 women) on 20 June. The guidelines comprise a dedicated section on considerations for vulnerable and marginalised groups, including women. The publication was launched at the 2017 HDIM in Warsaw.
	• **Assessing electoral participation of persons with disabilities in elections**. In 2017, ELD recruited two women experts to research, draft and review a comprehensive handbook on observing and promoting electoral participation of persons with disabilities in elections. The handbook addressed the electoral participation of all persons with disabilities including women and draws attention to multiple types of discriminations that may arise in an electoral process. The Handbook was reviewed by ODIHR and a group of international experts (6 funded under the project; 2 women and 4 men) on 20 June and subsequently launched at the 2017 HDIM in Warsaw.

Section B. Innovations, lessons learned and partnerships

The inputs in this section will be used for the chapters 6-8 in the Annual Progress Report, as well as the Annexes.

1. **Innovations**

Provide a short description of **maximum three innovation(s)** made by your department, unit or structure, i.e. where you introduced a new method or approach to promoting gender equality, either within your executive structure or in your projects/programmes/activities. This includes examples of gender transformative approaches. Your example should explain what the innovation is about, why and in what ways it is novel in your specific context and how it will advance gender equality. (max 300 words).

- ODIHR pursued a new avenue focusing on the prevention of sexual and gender-based violence (SGBV) in places of deprivation of liberty –an under-researched topic in the OSCE region. This entailed consultations with OSCE participating States on the prevalence of the problem and on measures in place to prevent and address it, desk research, interviews with practitioners and two field trips, which included prison visits. As a result, a draft of the first ever compendium of standards and operational examples for the preventing and addressing of SGBV in places of deprivation of liberty was developed. The compendium formed the basis of two other tools which were developed: a training curriculum for penitentiary and correction officers and a guidance note for national human rights institutions and civil society. The tools will be published in English and Russian in 2018.

- ODIHR included a specific session during its capacity building event for human rights defenders, "Human Rights Communication 2.0", on gender-sensitive messaging. Human Rights Communication 2.0, organized in Budapest on 5 December 2017, was an innovative event organized by ODIHR, focusing on improving communications about human rights by using "out of the box" insights from experts in neuroscience, marketing and other fields. The event was open to the public (approximately 150 participants attended) and the sessions by experts were broadcasted on Facebook Live during the day. Online viewers had the opportunity to direct questions to the panel just like participants present in the room. This way, ODIHR reached a larger audience, also on Facebook. Viewers also had the opportunity to ask questions to the expert on gender-sensitive messaging taking part in one of the interactive panels by posting their questions on Facebook. The event as a whole was gender mainstreamed (including having gender balance among speakers and on panels) and through this innovative targeted action, ODIHR reached a large audience in the OSCE region on this specific gender topic, while also giving the audience the opportunity to contribute to the dialogue.

- ODIHR's *Making Laws Work for Women and Men: A Practical Guide to Gender-Sensitive Legislation* provides a step-by-step guide for parliamentarians on how to prepare gender-sensitive legislation, including recommendations on how to conduct gender needs analysis, how to assess the gender implications of specific laws, whether and how to integrate gender-focused activities in new legislative acts and how to develop gender-sensitive indicators that can facilitate the monitoring of the law's implementation. The publication also offers a comprehensive self-assessment tool on gender-sensitive legislation for its readers and practitioners to guide them through different stages of lawmaking from a gender perspective to ensure they contribute to advancing of gender equality through lawmaking.

- ODIHR's internal gender checklist for legal reviews, developed in 2016, is used in the preparation of ODIHR's legal reviews. Use of the checklist ensured that gender and diversity aspects were specifically addressed in 100 per cent of 2017 ODIHR's legal reviews (as opposed to 85 per cent in 2016, 75 per cent in 2015, 66 per cent in 2014 and 33 per cent in 2013) including through specific gender-related recommendations.

- ODIHR's Rule of Law portfolio on gender, diversity and justice looks comprehensively at the representation of women in the judiciary, and also of minorities (ethnic minorities, persons with disabilities, etc.), exploring the issue of women's participation in the judiciary and prosecution and going beyond numerical representation by considering the impact of diversity in representation on decision-making and public trust in the judiciary. The needs assessment study confirmed the view that gender balance and minority representation in the justice chain are important for achieving fairer justice system outcomes.

- For the first time, in the framework of the Words Into Action project, ODIHR took an intersectional approach to exploring impact of hate crimes and intolerance. In 2017, the ODIHR conducted a series of activities aimed at investigating the impact of anti-Semitic hate crime on various groups, including how Jewish men and women perceive and experience anti-Semitism, and what differential impact anti-Semitic hate crimes might have on them. The study contributed to further consideration about how best to address anti-Semitism and discrimination in general while also illustrating the importance of always taking gender into account.

- ODIHR continued the implementation of training programme on Effective and Human Rights-Compliant Policing in Roma and Sinti Communities. In course of the year, ODIHR trained 101 front-line and senior law-enforcement officers (60 men and 41 women) from Poland, Hungary and Ukraine. Evaluations of the training sessions revealed that participating police officers increased their knowledge regarding effective strategies for responding to the issues affecting Roma women, such as hate crime, hate incidents, domestic violence and trafficking by up to 38 per cent.

- ODIHR produced a draft leaflet on professional working environment in election observation activities. The leaflet is envisaged as a preventive tool against harassment, sexual harassment and discrimination in election observation and assessment missions. It

will be translated into national languages and disseminated to all mission members, including local support staff. The long-term-observer briefing now contains a dedicated section on this issue. Further efforts are planned by ODIHR to address such issues in a consistent manner and a working group with representatives from the Director's office, ELD and Human Resources was created. The group will work on action points on how to prevent such behaviour in the missions and how to ensure timely protection of victims and to efficiently handle such situations in line with the OSCE Rules and Regulations.

2. **Good Practices and Lessons Learned**

Provide an example of **maximum three good practice(s) and/or lesson(s) learned** from implementation of your activities, projects and programmes. Lessons learned aim to promote the recurrence of desirable outcomes and prevent the recurrence of undesirable outcomes. Describe what factors and challenges caused the desirable or undesirable outcome. (max 300 words)

- In 2017, while preparing capacity building programmes and other materials for its meetings and trainings, ODIHR considered gender dimensions of the issues under discussion and made every effort to ensure that relevant gender considerations were discussed at the events themselves. In this regard, sessions at training seminars and consultation events were specifically dedicated to gender issues. During a needs assessment visit to Kazakhstan (February - March 2017) and a pre-ToT assessment visit to Turkmenistan (June 2017) pertaining to the situation of freedom of religion or belief (FoRB), 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 disaggregated by gender, wherever possible.

- In 2017, ODIHR was asked to assist the drafting process of the first National Action Plan on Women, Peace and Security in Albania. The workshop, delivered by ODIHR in July 2017, focused on mechanisms for the broad inclusion of civil society in the National Action Plan drafting and subsequent implementation. The participants of the workshop included various Albanian civil society organizations, alongside key state and security sector actors.

- In 2017, ODIHR also delivered a series of training sessions to the Ukrainian police and police academies on how to effectively respond to sexual and gender-based violence, always bringing on board trainers from relevant Ukrainian NGOs, in addition to ODIHR experts and other international trainers. Prior to trainings, ODIHR surveyed participants through an online questionnaire to inquire if they were interested in learning more about gender mainstreaming their work during the training, while also surveying participants about their specific needs with regards to gender

mainstreaming in their daily work. Based on the assessment of the needs and the results of the surveys, in 2017, ODIHR delivered a workshop on gender mainstreaming the work of national human rights institutions, which was highly appreciated by the participants of the training.

- ODIHR strives to mainstream gender issues in all its legal opinions and other documents/tools. However, while the ODIHR staff has the training and skills to analyze how legal regulations may affect women and men differently, this is not always true for external consultants/experts, even though their Terms of Reference require them to do so. ODIHR will therefore continue to emphasize the importance of gender mainstreaming to its staff and engaged experts.

- Previous events organized by ODIHR involving civil society highlighted the need for broad, inclusive and diverse civil society coalitions that support governments in their efforts to prevent and address hate crime and discrimination. Recognizing the vital role that civil society in general, and activists in particular, plays in confronting discrimination and intolerance, TND has embarked on an effort to develop strong and lasting coalitions that will aim to jointly reduce all forms of intolerance and discrimination. Civil society can play an important role in pointing out necessary areas of improvement in government responses as well as initiating its own educational and monitoring activities. Activities implemented in 2017 demonstrated that promotion of coalition building between different communities focusing on specific topics is important in combating intolerance and discrimination as well as bias-motivated violence. Such approach proved that linking activists into one or more networks is crucial to promote tolerance and non-discrimination and help give voice to those sectors of society that are traditionally under-represented such as youth and women.

- Following the elections in Hungary, the Hungarian Women's Lobby (HWL) organized the International Forum on Women's Political Empowerment and sought the support of ODIHR and other international partners[8]. Despite international commitments, political participation and representation of women in Hungarian politics has been constantly low since the country's transition to democracy. Women's representation in the Parliament of Hungary currently stands at 10.1 per cent (the lowest in the OSCE region), with no improvement over the last 25 years. In addition, no effective legislative and policy measures have been introduced to increase women's participation in political and public life in the country. The Forum emphasized the role of political parties in advancing women's political participation and much-needed dialogue about the integration of gender aspects into internal political party decision-making among all Hungarian parties with parliamentary factions. The Forum also highlighted the key role that women's organizations play in promoting women's political participation, increasing the visibility of the HWL and other women's organizations, as well as raising issues of shrinking space for these organizations and threats against human rights defenders. Gathering around 200 participants (165 women and 35 men), including politicians, civil servants, gender

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[8] The Forum was organized by the ODIHR, the Hungarian Women's Lobby, the Embassy of Finland in Budapest and the Corvinus University of Budapest, in co-operation with the Friedrich Ebert Stiftung and the Embassy of Estonia in Vienna.

equality advocates, representatives of civil society, academia and youth organizations, the event received significant positive media attention and feedback, highlighting that broad coalitions can facilitate activities in challenging environments.

- ODIHR's gender, diversity and justice portfolio has prompted a strategic assessment of the advantages and disadvantages of addressing the issues of gender equality and diversity. While this initiative allowed for an intersectional approach, the balance between these sometimes disparate topics was not always easy to find. At times it has been challenging to find an appropriate way to incorporate both gender-related and various diversity-related analyses into the same project in a way that adequately represents the very different nature of the sources and forms of discrimination and bias that affect women and various minority groups (such as Roma and Sinti, persons with disabilities, ethnic and linguistic minorities, etc).

- Overall Office efforts to mainstream gender equality and at the same time issues affecting Roma and Sinti women within strategies for the inclusion of Roma and Sinti communities pointed out some lessons learned. Targeted activities related to issues facing Roma and Sinti women may need to be complemented with mainstreaming such issues both in relation to the inclusion of Roma and Sinti as well as overall gender equality promotion. For instance, within the Roma and Sinti Youth Initiative project ten Roma women activists, primarily young women, were supported to participate in the 2nd OSCE Gender Equality Review Conference, in Vienna, Austria. It received positive response among attending women, while their input has been very well received by participating stakeholders.

3. Challenges in gender mainstreaming

Provide an example of **one key challenge** in gender mainstreaming projects, programmes and activities in your executive structure, and (if possible), how you are (planning to) address this challenge. (max 300 words)

- Ensuring gender balance in activities on freedom of religion or belief and tolerance and non-discrimination remained a challenge in 2017 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, police, prosecutors and security sector policymakers. The issue was addressed by the Office through settling its own example ensuring gender parity and promotion of diversity at its events through inviting equal number of male and female speakers/trainers/participants of diverse backgrounds. TND always ensures that this issue is discussed with the representatives of the participating States/counterparts and is included into any agreements concluded prior to the implementation of activities. In addition, ODIHR continued to expand its active pool of experts and trainers on FoRB and related subjects, striving to ensure the

inclusion of equal numbers of men and women of diverse national, racial and religious backgrounds into its expert network. ODIHR continued to encourage balanced nomination of men and women as participants and beneficiaries of its activities.

- Gender and gender mainstreaming remain vague terms for many interlocutors who are not familiar with the OSCE definitions and terminology. One of the lessons learned with regards to addressing this challenge is to communicate clearly with interlocutors about gender, by making clear what is understood under gender, gender mainstreaming and provide the interlocutors with practical examples. This way, interlocutors understand what is asked from them and are in a better position to engage in a more meaningful manner.

- ODIHR has been faced with a declining number of requests for legal reviews from participating States/field operations, which are the prerequisite for LSU to conduct a review. In specific areas, such as legislation dealing with violence against women and domestic violence this decline in interest is particularly apparent (the last review of legislation explicitly dealing with preventing and combatting domestic violence was conducted in 2015). Recent controversies in some participating States surrounding the ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) aggravate this situation and make participating States less inclined to submit this kind of legislation for review. When preparing legal reviews, ODIHR's Democratization Department will therefore regularly seek the support of other ODIHR departments and field operations to help to generate requests for legal reviews in order to counter this trend.

- Gender mainstreaming in the field of rule of law can be challenging beyond the dedicated portfolio on gender, diversity and justice as it is difficult to identify entry points beyond the quantitative approach. For example, the overall goal of achieving balanced representation of men and women in activities can be in contradiction with the objective to reach decision-makers. In a high number of participating States top-ranked positions in the judiciary, prosecutor's office and other decision-making bodies are still predominantly held by men. At the same time, ODIHR has limited influence over the composition of delegations and the registration of participants as they are identified by state interlocutors. In order to address these challenges, the Democratization Department continues to encourage diverse delegations and is also considering ways in which the participation of women can be incentivized.

- One of the challenges to gender mainstreaming has been that the templates for project concepts and project proposals only very superficially mentioned gender. In 2017 the templates were properly gender mainstreamed and now guide staff on all the gender aspects that should be thought through and included in new projects and programmes.

4. **Visibility and Communications-related activities**

If applicable please provide a short summary of how the visibility of gender issues has changed through communication and media relations in your structure (max 200 words)

In 2017, ODIHR continued its efforts to promote gender equality in the OSCE region through public communication activities. A number of steps were taken to increase the visibility of the Office's work on gender issues, mainstream gender into communications and ensure that the outputs are gender-balanced. These included regular gender analysis of communication materials, with special attention to achieving balance in quotes, photos and videos, as well as publishing information on the number of men and women participating in ODIHR events. There was an 18 per cent increase, compared to 2016, in the combined number of news items and press releases drawing attention to gender issues in the region and highlighting the gender perspective in ODIHR activities (38 such materials were released, including 15 with the main focus on gender issues and/or gender-specific activities). Additional efforts were made to increase the visibility of the Office's gender-related work on social media and to ensure that it features prominently on the Office's website, including the homepage.[9] The Public Affairs Unit increased its gender mainstreaming capacity by providing training to a member of its staff.

Publications and knowledge products

Please list all knowledge products, handbooks, guides, videos, posters that are relevant to the Gender Action Plan that were produced during 2017 in the table below:

Type of publication/product	Title	Brief summary of contents	Weblink
Visual	Human Rights Monitoring: Steps for Success	This visual builds upon the Human Rights Monitoring Training Curriculum, a tool developed by ODIHR to strengthen human rights monitoring capacities of civil society organizations in the OSCE region. It displays which essential steps need to be undertaken in human rights monitoring, principles for human rights monitoring, including emphasizing the importance	https://www.osce.org/odihr/312681

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[9] See, e.g., Facebook event on the International Forum on Women's Political Empowerment and the related social media campaign.

		of taking into account a gender perspective.	
Handbook	Making Laws Work for Women and Men: A Practical Guide to Gender-Sensitive Legislation (available in English, Montenegrin and Russian)	The publication provides a step-by-step guide on how to implement gender-sensitive legislation. It includes recommendations on how to conduct a gender needs analysis in a given sector, how to assess the gender implications of specific laws, how to integrate gender-focused activities in new legislative acts, and how to develop gender-sensitive indicators that can facilitate the monitoring of a law's implementation.	https://www.osce.org/odihr/327836
Handbook	Compendium of Good Practices in Identity Management in the OSCE Region (available in English and Russian)	The Compendium is intended for the use of identity management practitioners and policymakers who are exploring options to improve their national identity management infrastructure as a whole or some of its individual components. The benefit of the Compendium comes from the wealth of	https://www.osce.org/odihr/346906

		information it provides in a structured and analytical format about the characteristics of identity management systems in OSCE participating States. Gender equality is not a focus of the publication, but specific issues and differences affecting men and women are addressed at certain points, and sex-disaggregated data provided wherever possible.	
Factsheet	*ODIHR, Gender Equality and Women's Rights* (in English and Russian)		https://www.osce.org/odihr/303541?download=true
Report	*Understanding Antisemitic Hate Crime:* *Do The Experiences, Perceptions And Behaviours Of Jews* *Vary By Gender, Age And Religiosity?*	This study provides information about how different types of Jewish people perceive, experience and respond to anti-Semitism, with a particular focus on three areas: gender (i.e. differences between men and women); age (difference between different age bands); and religiosity (differences between more observant and less observant Jews, who are also likely to be more or less identifiably Jewish based on	https://www.osce.org/odihr/320021?download=true

		the type of clothing they wear).	
Guidelines	Guidelines for Public Security Providers in Elections	Reference document for ODIHR to observe and assess the framework for and conduct of public security providers over the course of an election. Guidelines may serve as a reference for the authorities, including those who legislate on electoral security and for public security providers in the context of an election.	https://www.osce.org/ odihr/elections/339581
Handbook	Handbook on Observing and Promoting the Electoral Participation of Persons with Disabilities	This handbook provides information and a framework to assist ODIHR observers in assessing the participation of persons with disabilities, as part of the overall observation of an electoral process.	https://www.osce.org/ odihr/elections/339571

6. Partnerships

List any **new or significant** partnerships your structure developed during 2017 to achieve results on gender equality, and include what results have been achieved in the partnership so far (maximum 200 words). Partnerships can include formal or semi-formal collaborations with other national institutions, international organizations, national or international non-governmental organizations, etc.

- In 2017, ODIHR established a partnership with the EU Agency for Law Enforcement Training CEPOL in Queluz, Portugal. As a result HRD trained 27 police officers (11 of them women) from EU countries on integrating gender into Security Sector Reform (SSR) as a part of a 3-day pre-deployment course organized by CEPOL. 84 per cent of participants evaluated the training as superb (6 on the scale from 1 to 6) and 12.5 per cent as very good (5 on a scale of 1 to 6), and pointed to the interactive character of the session (use of a spectrum game, quiz, discussions, group work) and specific

examples of successful gender integration in SSR processes in developing and post-conflict countries (inter alia: Liberia, Sierra Leone, Nicaragua, Colombia).

- Engagement in the area of gender-sensitive parliaments and the launch of *Making Laws Work for Women and Men: A Practical Guide to Gender-Sensitive Legislation* reaffirmed ODIHR's understanding of the crucial role that legislative bodies play in advancing gender equality in the region and provided a concrete tool for parliaments in the OSCE region. Positive feedback received from Members of Parliament (MPs) from the OSCE Parliamentary Assembly as well as national parliaments and the OSCE field operations pointed to the importance of the tool and the continuing need to build capacities of MPs and parliamentary staff to mainstream gender into the work of parliaments with the ultimate goal of achieving gender equality. In addition to the publication, ODIHR has developed a training session, which was piloted in the Parliament of Montenegro in 2017. ODIHR also partnered with the European Institute for Gender Equality by contributing to development of indicators for a gender-sensitive parliament, facilitating the testing of the indicators also in Parliaments outside of the EU (Montenegro) with the aim, once finalised, to roll out the usage of the indicators also in OSCE pS outside of the EU.

- In 2017 ODIHR established a co-operation with the European Network of Policewomen (ENP) to promote its capacity building programme for law enforcement among women police officers and to expand its core group of trainers on hate crimes. In the framework of co-operation, TND delivered a three-day training-of-trainers on hate crimes for the members of the ENP (August 2017, Templemore, Ireland), invited several members of the ENP for the re-fresher courses and offered short-term consultancy assignments for the selected female trained trainers.

- ODIHR contributed to the BRIDGE training workshop on gender and elections organized by the UN DPA in Ankara (October 2017). UN DPA is a long-standing partner of the ELD, including in the framework of the Declaration of Principles for International Election Observation (DoP) group. Contribution to this event allowed the ELD to strengthen the gender component of this existing partnership and disseminate the results of activities related to further development of election observation methodology.

7. *Optional:* **Success story / human interest story**

Please provide one success story in the promotion of gender equality involving a beneficiary (maximum 300 words). You can provide a picture. If you had a success story published on OSCE (social) media during the past year, you can provide a link here. Some stories will be selected to be included in the Annual Progress Report.

- "The path of women in the defence sector is full of obstacles and challenges. The adoption of a UNSCR1325 national action plan in Albania will help unlock new opportunities for women by introducing changes at a systemic level," said Manushaqe Shehu, the first woman Brigadier General in Albania, at a regional workshop in Tirana organized by ODIHR and the OSCE Presence in Albania. The aim of the workshop was to share good practices in drafting national action plans for the implementation of United Nations Security Council Resolution 1325 on Women, Peace and Security while Albania was preparing its first ever national action plan on the issue. Experts from Bosnia and Herzegovina. Croatia and Serbia discussed their experiences with Albanian state representatives and civil society. "Because of our multi-layered institutional framework, the implementation of UNSCR 1325 has been challenging in Bosnia and Herzegovina," said Kika Babic-Svetlin, senior adviser at the Agency for Gender Equality of Bosnia and Herzegovina. "Yet we have learned from our mistakes and are building on that to advance the agenda. Today, this can serve as an inspiration to other countries in the OSCE region." See the full story here: https://www.osce.org/odihr/327821

Annex IV: Key Statistics on Staff Gender Balance (by DHR)

Category	Men	Women	Total	% Women	% Men
General Service Staff	622	534	1156	46%	54%
National Professional/ Professional/ Senior Professional/ Middle Management Staff*	416	402	818	49%	51%
Senior Management Staff**	49	22	71	31%	69%
Total Staff	1087	958	2045	47%	53%
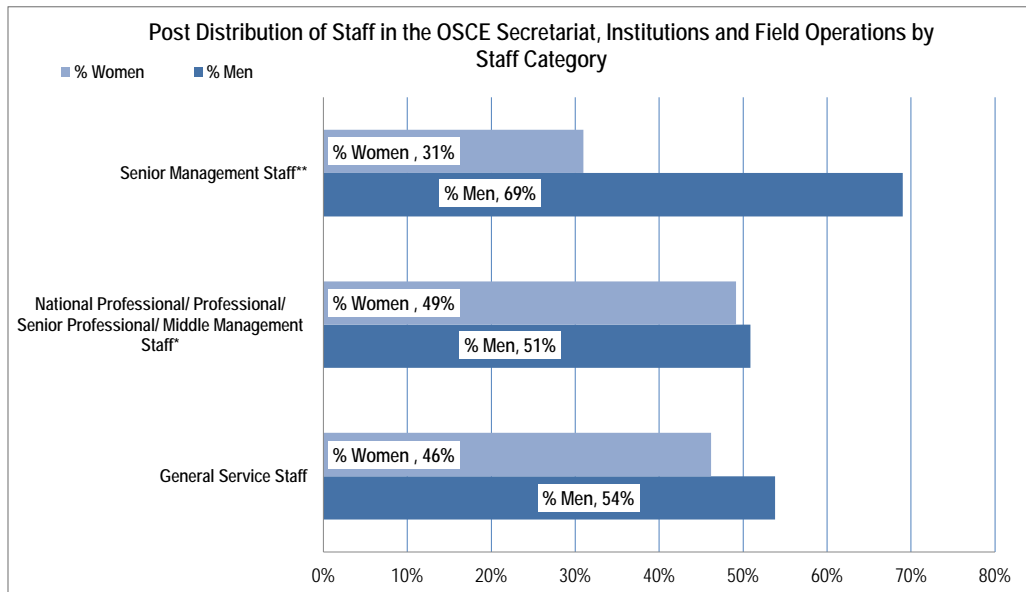
Post Distribution of Staff in the OSCE Secretariat, Institutions and Field Operations by Staff Category

■ % Women   ■ % Men

Senior Management Staff**
- % Women , 31%
- % Men, 69%

National Professional/ Professional/ Senior Professional/ Middle Management Staff*
- % Women , 49%
- % Men, 51%

General Service Staff
- % Women , 46%
- % Men, 54%

(0% 10% 20% 30% 40% 50% 60% 70% 80%)

*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 2017

	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	% Women
01 Dec 2004	1239	1034	2273	55%	45%	756	407	1163	65%	35%	152	27	179	85%	15%	2147	1468	3615	59%	41%
01 Dec 2005	1233	1009	2242	55%	45%	612	412	1024	60%	40%	116	25	141	82%	18%	1961	1446	3407	58%	42%
01 Dec 2006	1104	941	2045	54%	46%	618	439	1057	58%	42%	128	27	155	83%	17%	1850	1407	3257	57%	43%
01 Dec 2007	1079	921	2000	54%	46%	584	441	1025	57%	43%	118	32	150	79%	21%	1781	1394	3175	56%	44%
01 May 2008	951	811	1762	54%	46%	546	418	964	57%	43%	109	26	135	81%	19%	1606	1255	2861	56%	44%
01 May 2009	915	773	1688	54%	46%	512	411	923	55%	45%	102	32	134	76%	24%	1529	1216	2745	56%	44%
01 May 2010	872	754	1626	54%	46%	500	419	919	54%	46%	105	44	149	70%	30%	1477	1217	2694	55%	45%
01 May 2011	843	740	1583	53%	47%	470	436	906	52%	48%	103	46	149	69%	31%	1416	1222	2638	54%	46%
01 May 2012	839	729	1568	54%	46%	483	436	919	53%	47%	104	45	149	70%	30%	1426	1210	2636	54%	46%
01 May 2013	766	659	1425	54%	46%	447	412	859	52%	48%	97	49	146	66%	34%	1310	1120	2430	54%	46%
31 Dec 2013	766	659	1425	54%	46%	447	412	859	52%	48%	91	50	141	65%	35%	1304	1121	2425	54%	46%
29 Dec 2014	735	625	1360	54%	46%	422	395	817	52%	48%	91	44	135	67%	33%	1248	1064	2312	54%	46%
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%
29 Dec 2017	**622**	**534**	**1156**	**54%**	**46%**	**416**	**402**	**818**	**51%**	**49%**	**49**	**22**	**71**	**69%**	**31%**	**1087**	**958**	**2045**	**53%**	**47%**

General Service Staff

% Men
% Women

01 Dec 2004	01 Dec 2005	01 Dec 2006	01 Dec 2007	01 May 2008	01 May 2009	01 May 2010	01 May 2011	01 May 2012	01 May 2013	31 Dec 2013	29 Dec 2014	29 Dec 2015	29 Dec 2016	29 Dec 2017
55%	55%	54%	54%	54%	54%	54%	53%	54%	54%	54%	54%	54%	55%	54%
45%	45%	46%	46%	46%	46%	46%	47%	46%	46%	46%	46%	46%	45%	46%

National Professional/ Professional/ Senior Professional/ Middle Management Staff

% Men
% Women

01 Dec 2004	01 Dec 2005	01 Dec 2006	01 Dec 2007	01 May 2008	01 May 2009	01 May 2010	01 May 2011	01 May 2012	01 May 2013	31 Dec 2013	29 Dec 2014	29 Dec 2015	29 Dec 2016	29 Dec 2017
65%	60%	58%	57%	57%	55%	54%	52%	53%	52%	52%	52%	51%	51%	51%
35%	40%	42%	43%	43%	45%	46%	48%	47%	48%	48%	48%	49%	49%	49%

Senior Management Staff

% Men
% Women

01 Dec 2004	01 Dec 2005	01 Dec 2006	01 Dec 2007	01 May 2008	01 May 2009	01 May 2010	01 May 2011	01 May 2012	01 May 2013	31 Dec 2013	29 Dec 2014	29 Dec 2015	29 Dec 2016	29 Dec 2017
85%	82%	83%	79%	81%	76%	70%	69%	70%	66%	65%	67%	65%	72%	69%
15%	18%	17%	21%	19%	24%	30%	31%	30%	34%	35%	33%	35%	28%	31%

Total Staff

% Men
% Women

01 Dec 2004	01 Dec 2005	01 Dec 2006	01 Dec 2007	01 May 2008	01 May 2009	01 May 2010	01 May 2011	01 May 2012	01 May 2013	31 Dec 2013	29 Dec 2014	29 Dec 2015	29 Dec 2016	29 Dec 2017
59%	58%	57%	56%	56%	56%	55%	54%	54%	54%	54%	54%	54%	54%	53%
41%	42%	43%	44%	44%	44%	45%	46%	46%	46%	46%	46%	46%	46%	47%

*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 2017

TABLE AND GRAPH 3
Post Distribution in the OSCE Secretariat* and Institutions
(ODIHR, HCNM, OSCE Representative on Freedom of the Media, RFoM)
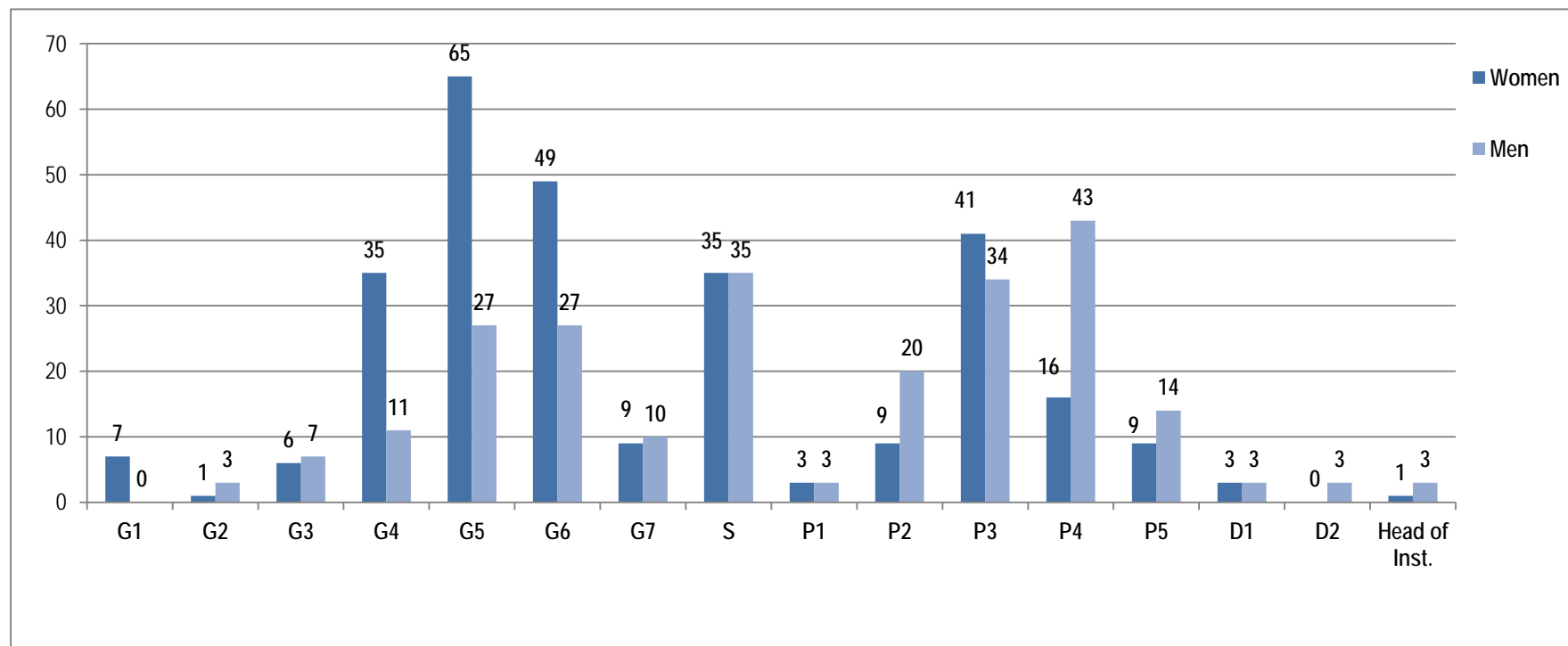
	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P	In %	Total	In %
Women	7	1	6	35	65	49	9	35	3	9	41	16	9	3	0	1	172	67%	35	50%	78	41%	289	54%
Men	0	3	7	11	27	27	10	35	3	20	34	43	14	3	3	3	243	95%	35	50%	114	59%	243	46%
TOTAL	7	4	13	46	92	76	19	70	6	29	75	59	23	6	3	4	257	161%	70	100%	192	100%	532	100%

* Secretariat staff includes High Level Planning Group.

Note: Data as on 29 December 2017

TABLE AND GRAPH 4
Post Distribution in the OSCE Secretariat and Institutions
Professional Staff*
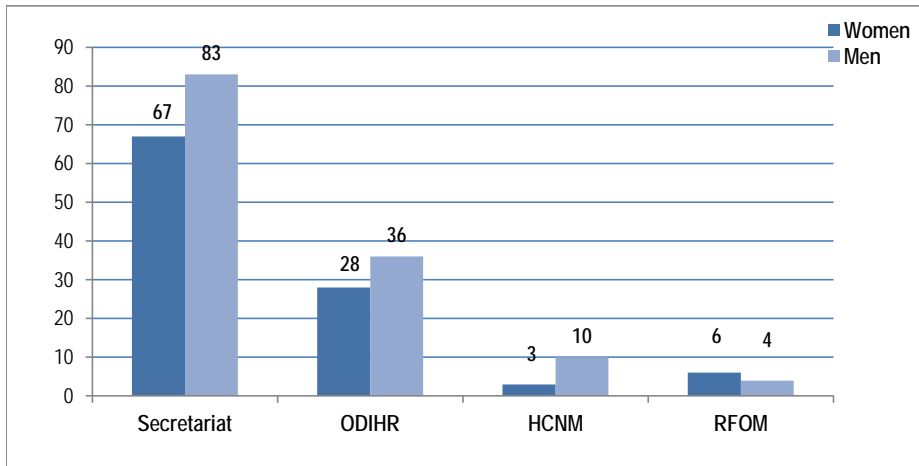
#	Secretariat	ODIHR	HCNM	RFOM	Total
Women	67	28	3	6	104
Men	83	36	10	4	133
TOTAL	150	64	13	10	237

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

TABLE AND GRAPH 5
Post Distribution in the OSCE Secretariat and Institutions
Senior Management Staff*
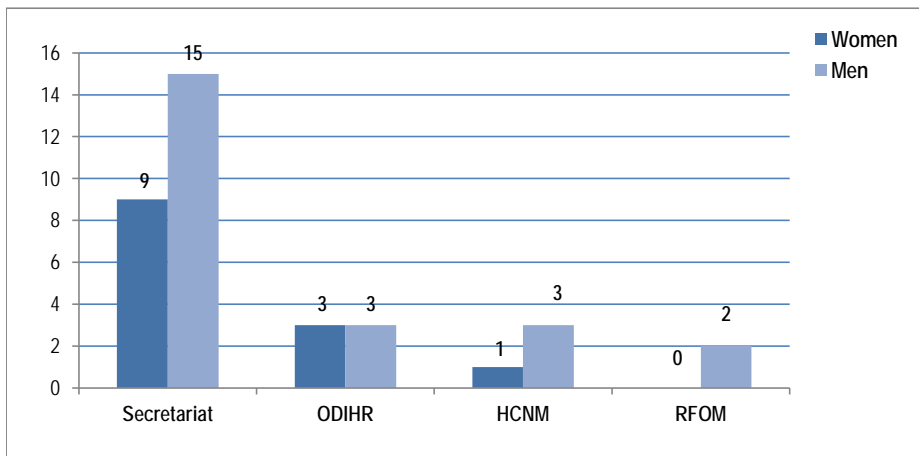
#	Secretariat	ODIHR	HCNM	RFOM	Total
Women	9	3	1	0	13
Men	15	3	3	2	23
TOTAL	24	6	4	2	36

Senior Management, Heads and Deputy Heads of Institutions, D1, D2, P5, SG, HoI

Note: Data as on 29 December 2017

TABLE AND GRAPH 6
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	1	0	0	1	1
OSCE Programme Office in Bishkek	1	0	1	0	1	0	3	0
OSCE Mission to Bosnia and Herzegovina	1	0	1	0	1	0	3	0
OSCE Mission in Kosovo	1	0	0	0	5	2	6	2
OSCE Mission to Moldova	1	0	0	0	0	0	1	0
OSCE Mission to Montenegro	0	1	1	0	0	0	1	1
OSCE Mission to Serbia	1	0	1	0	1	2	3	2
OSCE Mission to Skopje	0	1	1	0	1	0	2	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
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*	3	1	0	0	20	12	23	13
Total	13	5	7	1	29	16	49	22
In per cent (%)	72%	28%	88%	13%	64%	36%	69%	31%
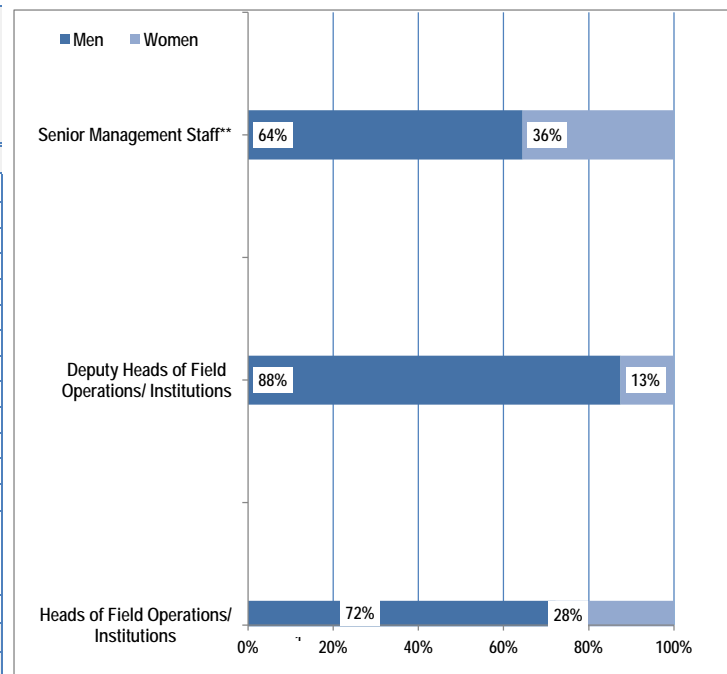
	Heads of Mission	Deputy Heads of Mission	Senior Management Staff
Men	72%	88%	64%
Women	28%	13%	36%

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

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

Note: Data as on 29 December 2017

Field operations, Secretariat and Institutions	S*		S1		S2		S3		S4		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
OSCE Presence in Albania	0	0	0	1	4	2	0	4	0	0	4	7
OSCE Centre in Ashgabat	0	0	0	0	1	2	1	0	0	0	2	2
OSCE Programme Office in Astana	0	0	0	0	2	1	0	0	0	0	2	1
OSCE Programme Office in Bishkek	0	0	0	0	2	1	2	3	1	0	5	4
OSCE Mission to Bosnia and Herzegovina	0	0	4	1	4	1	9	3	0	0	17	5
OSCE Mission in Kosovo	0	0	9	7	18	14	15	4	4	2	46	27
OSCE Mission to Moldova	0	0	0	0	3	1	1	2	0	0	4	3
OSCE Mission to Montenegro	0	0	0	0	2	3	0	0	0	0	2	3
OSCE Mission to Serbia	0	0	0	0	6	4	2	0	1	2	9	6
OSCE Mission to Skopje	0	0	3	3	12	5	6	1	1	0	22	9
OSCE Programme Office in Dushanbe	0	0	1	0	6	2	3	0	0	0	10	2
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	2	0	0	0	0	0	2	0
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)	25	22	0	0	0	0	0	0	0	0	25	22
Institutions (FoM, HCNM, ODIHR)	8	13	0	0	0	0	0	0	0	0	8	13
Total	33	35	17	12	66	36	40	17	7	4	163	104
Per cent	49%	51%	59%	41%	65%	35%	70%	30%	64%	36%	61%	39%

Post Distribution of Seconded Staff in the OSCE Secretariat, Institutions and Field Operations
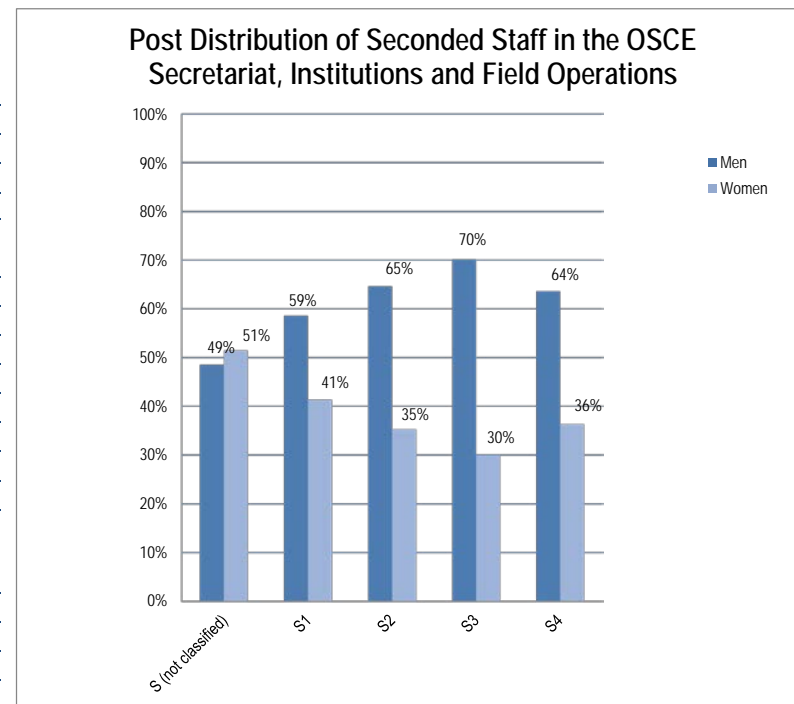
*Seconded posts in the Secretariat and Institutions are not classified and therefore not included in the standard system of grades.
Note: Data as on 29 December 2017

	Number of nominations	Women						Total of Women	Men						Total of Men
		DHoM	S	S1	S2	S3	S4		DHoM	S	S1	S2	S3	S4	
Albania	22		3		15			18	0		1	3			4
Armenia	13			1	3	2		6	0			5	2		7
Austria	42		1	8	1	1		11	2		10	15	4		31
Azerbaijan	11							0	0		2	7	2		11
Belgium	1							0		1					1
Bosnia and Herzegovina	71	1		3	11	6		21		2	13	29	6		50
Bulgaria	81		1	6	9	2		18	1		32	20	10		63
Canada	110	2		15	11	1		29	5		14	46	14	2	81
Croatia	7				3			3			3	1			4
Cyprus	0							0							0
Czech Republic	13		1			3		4		1	1	5	2		9
Denmark	0							0							0
Estonia	1							0				1			1
Finland	3		1					1	1				1		2
France	1							0		1					1
Georgia	67	4		4	15	8		31	2		6	11	16	1	36
Germany	49	2	7	3	5	2		19	4	6	4	11	5		30
Holy See	0					0							0		
Greece	61			4	11	1		16	1		12	21	9	2	45
Hungary	28			1		1		2		1	6	11	8		26
Ireland	40			3	6	3		12	1	1	11	8	6	1	28
Italy	128		3	11	22	8		44	2	5	20	37	19	1	84
Japan	1				1			1							0
Kazakhstan	1							0				1			1
Kyrgyzstan	33			4	6			10	1		3	14	5		23
Latvia	0							0							0
Luxembourg	0							0							0
The Former Yugoslav Republic of Macedonia (FYRoM)	56			3	18	3	2	26			2	23	5		30
Malta	2							0			2				2
Republic of Moldova	57	1		1	7	2		11			9	30	5	2	46
Montenegro	14			1	2	1		4			8	2			10
Netherlands	4				1	1		2				2			2
Norway	19		9		1			10	1	3		2	2	1	9
Poland	46			7	12			19			10	12	4	1	27
Portugal	11			3	5			8			2		1		3
Romania	23			1				1		2	8	8	4		22
Russian Federation	12							0		1		7	4		12
San Marino	0							0							0
Serbia	12			3				3			5	2	2		9
Slovakia	14			3	2	1		6			4	4			8
Slovenia	0							0							0
Spain	63			6	9	4		19	1	1	12	19	11		44
Sweden	20		1	1	4			6		7	1	5	1		14
Switzerland	4		1					1	1	2					3
Tajikistan	8			3				3		2	2	1			5
Turkey	19							0	1	3	2	9	4		19
Ukraine	2							0		1		1			2
United Kingdom	88			10	9	6		25	3		21	26	12	1	63
United States	70		13	1	8	7		29	3	6	2	14	15	1	41
Uzbekistan	0							0							0
Grand Total	1328	10	41	106	197	63	2	419	30	46	228	413	179	13	909

aggregated data in per cent, are insignificant.
From 1 January to 29 December 2017

Seconding Country	% of Women	Men	Women	Total Seconded Staff
Bulgaria	100%	0	2	2
Slovakia	100%	0	2	2
Croatia	100%	0	1	1
Montenegro	100%	0	1	1
the Netherlands	100%	0	1	1
The Former Yugoslav Republic of Macedonia (FYRoM)	67%	2	4	6
Poland	67%	1	2	3
Spain	60%	2	3	5
Armenia	50%	1	1	2
Switzerland	50%	1	1	2
Norway	50%	2	2	4
United States	50%	8	8	16
Republic of Moldova	50%	1	1	2
Romania	50%	1	1	2
Canada	40%	3	2	5
Germany	40%	6	4	10
Italy	38%	8	5	13
Ireland	33%	2	1	3
Kyrgyzstan	33%	2	1	3
Sweden	20%	4	1	5
Azerbaijan	0%	1	0	1
Kazakhstan	0%	1	0	1
Austria	0%	2	0	2
United Kingdom	0%	4	0	4
Hungary	0%	2	0	2
Bosnia and Herzegovina	0%	5	0	5
Czech Republic	0%	1	0	1
Georgia	0%	1	0	1
Russian Federation	0%	3	0	3
Ukraine	0%	1	0	1
Grand Total	40%	65	44	109

*Where the total number of nominees is below 10, the sex disaggregated data in per cent, are insignificant.
From 1 January to 29 December 2017

TABLE 10
Gender Balance by Grade in the Recruitment of Contracted Staff
in the OSCE Secretariat, Institutions and Field Operations
From 1 January to 29 December 2017

Grade	Number of Vacancies	Applied				Short listed				Accepted/Employed*			
		Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
D1	2	130	51	181	28%	6	2	8	25%	1	1	2	50%
P5	2	71	81	152	53%	3	5	8	63%	1	1	2	50%
Total P5 -D2	4	201	132	333	40%	9	7	16	44%	2	2	4	50%
P4	13	927	487	1414	34%	30	26	56	46%	7	6	13	46%
P3	16	1811	963	2774	35%	44	48	92	52%	9	8	17	47%
P2	6	569	320	2774	12%	22	13	35	37%	4	2	6	33%
P1	2	515	553	2774	20%	7	3	10	30%	0	2	2	100%
NP3	1	8	11	2774	0%	2	3	5	60%	1	0	1	0%
NP2	12	260	235	2774	8%	18	32	50	64%	2	10	12	83%
NP1	25	827	796	1623	49%	56	82	138	59%	10	15	25	60%
Total NP1 -P4	75	4917	3365	8282	41%	179	207	386	54%	33	43	76	57%
Total NP, P and D	79	5118	3497	8615	41%	188	214	394	54%	35	45	80	56%
Total P and D	41	4023	2455	10069	24%	112	97	209	46%	22	20	42	48%
G7	1	7	14	21	67%	2	0	2	0%	0	1	1	100%
G6	19	596	889	1485	60%	34	61	95	64%	9	12	21	57%
G5	34	865	1486	2351	63%	24	85	109	78%	10	24	34	71%
G4	11	386	796	1182	67%	14	18	32	56%	6	6	12	50%
G3	7	153	204	357	57%	9	10	19	53%	5	4	9	44%
G2	4	64	68	132	52%	10	6	16	38%	7	2	9	22%
Total G1-G7	76	2071	3457	5528	63%	93	180	273	66%	37	49	86	57%
Grand Total	155	7189	6954	22768		281	394	675		72	94	166	
% of Total		32%	31%			42%	58%			43%	57%		

Percentage		Applied			Short listed of applied		Employed of applied		Employed of shortlisted	
		Men	Women		Men	Women	Men	Women	Men	Women
	All grades	32%	31%		4%	5%	1%	1%	26%	24%
	P and D	76%	24%		3%	4%	1%	1%	20%	21%
	G1 - G7	37%	63%		4%	5%	2%	1%	40%	27%

Including re-issued Vacancy Notices (VNs)

TABLE 11
Sex disaggregated nominations and secondments as per Grade
in the OSCE Secretariat, Institutions and Field Operations
From 2005 to 29 December 2017

	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%
2017	68%	32%	69%	31%	74%	26%	87%	13%	53%	47%
Average of the above years	59%	41%	68%	32%	74%	26%	84%	16%	48%	52%
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%
2017	43%	57%	60%	40%	71%	29%	100%	0%	48%	52%
Average of the above years	55%	45%	64%	36%	69%	31%	82%	18%	60%	40%

*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.

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 Dushanbe		OSCE Representative on Freedom of the Media		OSCE Office for Democratic Institutions and Human Rights		Personal Representative of the C-i-O (Minsk Conf.)		OSCE Special Monitoring Mission to Ukraine		OSCE Mission to Kosovo		OSCE Mission to Serbia		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	M	F	M	F
DHoM	1	45%	50%																			0		10	14	3	2	13	16
D1	3	50%	#DIV/0!	10	10																	0						10	10
D2		#DIV/0!	42%																									0	0
P5	2	42%	50%															5	7									5	7
P4	16	50%	49%	22	27					8	7							11	7									41	41
P3	24	49%	58%	24	25			4	1	1	4	4	1	3	6			9	10			11	3					45	47
P2	10	58%	50%	6	7									7	3			5	3	2	3	9	3					18	13
P1	3	50%	43%			2	3											5	4									7	7
NP2	4	36%	46%									1	2									1	3	2	2	1	3	4	7
NP1	12	40%	100%					2	7			0	6	7	7							3	5	3	1	6	6	18	27
S	84	43%	46%	33	40			16	38					10	8	1	4	3	6			74	70	5	11	15	5	83	112
Total	159	46%	54%	95	109	2	3	22	46	9	11	5	9	27	24	1	4	38	37	2	3	98	84	20	28	25	16	244	287
Total	159	100%		204		5		68		20		14		51		5		75		5		182		48		41		531	
		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
%		46%	54%	47%	53%	40%	60%	32%	68%	45%	55%	36%	64%	53%	47%	20%	80%	51%	49%	40%	60%	54%	46%	42%	58%	61%	39%	46%	54%

Note: Recruitment panels between 1 January and 29 December 2017

"S" positions include S-S4 positions.

	MEN		WOMEN	
	DHoI	HoI	DHoI	HoI
OSCE Secretariat	n.a	6	n.a	0
ODIHR	3	5	2	2
High Commissioner on National Minorities	3	4	1	1
Representative on Freedom of the Media	3	3	0	1
TOTAL	9	18	3	4

	MEN		WOMEN	
	DHoM	HoM	DHoM	HoM
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 (*Centre in Almaty/Astana*)	2	8	2	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	8	1	0
Spillover Monitor / Mission to Skopje	2	6	2	1
Mission to Serbia	8	6	2	0
Mission to Montenegro	3	2	0	3
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.	4	n.a.	0
Office in Yerevan - CLOSED	*4*	*6*	*2*	*0*
Office in Baku - CLOSED	*3*	*8*	*2*	*0*
Office in Minsk - CLOSED	*3*	*5*	*1*	*0*
Mission to Croatia / Office in Zagreb - CLOSED	*6*	*5*	*0*	*0*
Mission to Georgia – CLOSED	*6*	*7*	*0*	*1*
AG Chechnya – CLOSED	*n.a*	*8*	*n.a.*	*0*
Latvia – CLOSED	*n.a*	*2*	*n.a.*	*0*
Estonia – CLOSED	*n.a*	*3*	*n.a.*	*1*
TOTAL	79	141	17	12

TABLE 14
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								Total							
	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
Total: Field operations	17	1	16	0	13	2	11	4	9	3	8	3	8	3	5	5	26	4	24	3	21	5	16	9
Total: Secretariat / Institutions*	3	1	3	1	3	1	2	2	0	0	0	0	0	0	0	0	3	1	3	1	3	1	2	2
Total:	20	2	19	1	16	3	14	6	9	3	8	3	8	3	5	5	29	5	27	4	24	6	18	11
In per cent (%):	91%	9%	95%	5%	84%	16%	70%	30%	75%	25%	73%	27%	73%	27%	50%	50%	85%	15%	87%	13%	80%	20%	62%	38%
																	Total 34		Total 31		Total 30		Total 29	

Field Operations, Institutions and the Secretariat	Heads of FO and I								Deputy Heads of FO and I								Total							
	2014		2015		2016		2017		2014		2015		2016		2017		2014		2015		2016		2017	
	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	10	4	7	3	8	3	8	3	7	1	22	5	70	31	19	5	17	5
Total: Secretariat / Institutions*	2	2	2	2	2	1	3	1	0	0	0	0	0	0	0	0	2	2	20	18	2	1	3	1
Total:	16	4	14	5	13	4	13	5	7	3	8	3	8	2	7	1	24	7	90	49	21	6	20	6
In per cent (%):	80%	20%	74%	26%	76%	24%	72%	28%	70%	30%	73%	27%	80%	20%	88%	13%	77%	23%	65%	35%	78%	22%	77%	23%
																	Total 31		Total 139		Total 27		Total 26	

* 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 2017 to 29 Deceber 2017