

Annual Report of the Secretary General on Police-Related Activities in 2012

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of the Bucharest Ministerial Council Meeting, 4 December 2001

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OSCE Secretariat
Transnational Threats Department
Strategic Police Matters Unit
Wallnerstrasse 6,
1010 Vienna, Austria

Tel: +43-1 514 36 6942
Fax: +43-1 514 36 6266
E-mail: spmu@osce.org
<http://www.osce.org/spmu>
<http://www.osce.org/what/policing>
<http://polis.osce.org>

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ABBREVIATIONS AND ACRONYMS

ABA ROLI	American Bar Association Rule of Law Initiative
AEPC	Association of European Police Colleges
AGD	Anti-corruption General Directorate
AI	Administrative Instruction
AMC	Azerbaijan Migration Center
AP	Action Plan
APEM	Annual Police Experts Meeting
APWG	Anti-Phishing Working Group
ATG	Anti-Trafficking and Gender Programme
ASC	Administration for Security and Counterintelligence
ASP	Albanian State Police
BCFE	Basic Certified Forensic Examiner
BCM	Bureau for Co-operation with Media
BCP	Border Crossing Point
BCSP	Belgrade Centre for Security Policy
BDC	National Bomb Data Center
BiH	Bosnia and Herzegovina
BKA	Bundeskriminalamt (Federal Criminal Police Office)
BMI	Ministry of the Interior
BMP	Albanian Border and Migration Police
BMSC	OSCE Border Management Staff College
BSMC	OSCE Border Security and Management Concept
BSP	Bureau for Strategic Planning
CAG	Citizens' Advisory Group
CAP	Criminal Arboristic Perspective
CARICC	Central Asian Regional Information and Coordination Centre
CBM	Confidence-Building Measure
CBSS	Council of the Baltic Sea States
CCOSC	Centre for Combating Organized and Serious Crime
CDHRF	Council for the Defence of Human Rights and Freedoms
CEOP	Child Exploitation and Online Protection Centre
CEPOL	European Police College
CFCE	Certified Forensic Computer Examiner
CHIS	Covert Human Intelligence Source
CiB	OSCE Centre in Bishkek
CICA	Conference on Interaction and Confidence Building Measures in Asia
CID	Unit for Combating Narcotics
CiO	Chairmanship-in-Office
CIS	Commonwealth of Independent States
CIS ATC	Anti-Terrorist Centre of the Commonwealth of Independent States
CNCA	National Centre of Anti-terrorist Coordination
CoE	Council of Europe
CP	Community Policing
CPC	Conflict Prevention Centre
CPC	Criminal Procedure Code
CPO	Community Police Officer
CPRSI	Contact Point for Roma and Sinti Issues
CPS	Community Policing Strategy
CPTC	Community Policing Training Centre
CSCE	Conference for Security and Co-operation in Europe

CSI	Community Security Initiative in Kyrgyzstan
CSO	Civil Society Organization
CSTO	Collective Security Treaty Organization
CSWG	Community Safety Working Group
CSWG	Civil Society Working Group
CT	Counter Terrorism
CTHB	Combating Trafficking in Human Beings
DCA	Drug Control Agency
DCAF	Geneva Centre for the Democratic Control of Armed Forces
DC/CTHB	Deputy Co-ordinator for Combating Trafficking in Human Beings
DCCRS	Direction Centrale des Compagnies Républicaines de Sécurité
DHRC SMS	Department for Human Rights and Communities' Security Monitoring Section
DNA	Deoxyribonucleic Acid
DPED	Department of Police Education and Development
DRS	Department for Intelligence and Security
DSPS	Department for Security and Public Safety
EAG	Eurasian Group on Combating Money Laundering and Financing of Terrorism
EC	European Commission
ECPAT	End Child Prostitution, Child Pornography and Trafficking of Children for Sexual Purposes
EED	Economic and Environmental Dimension
EEF	Economic and Environmental Forum
ENFSI	European Network of Forensic Science Institutes
EU	European Union
EUBAM	European Union Border Assistance Mission
EULEX	European Union Rule of Law Mission in Kosovo
EUPOL	European Police Mission in Afghanistan
EUROJUST	European Union's Judicial Co-operation Unit
EUROPOL	European Police Office
ExB	Extra Budgetary Funding
FATF	Financial Action Task Force
FO	Field Operation
FRONTEX	European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union
FSC	Forum for Security Co-operation
FSC/SS	Forum for Security Co-operation Support Section
GCTF	Global Counter Terrorism Forum
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit
HCNM	High Commissioner on National Minorities
HD	Human Dimension
HDIM	Human Dimension Implementation Meeting
HRA	Human Rights Adviser
HRD	Human Rights Department
HRGS	Human Rights Gender and Security
HRM	Human Resources Management
HQ	Headquarters
IACIS	International Association of Computer Investigative Specialists
IBM	Integrated Border Management
ICD	Internal Control Department
ICITAP	US International Criminal Investigative Training Assistance Program

ICMEC	International Centre for Missing & Exploited Children
ICMPD	International Centre for Migration Policy Development
ICPO	International Criminal Police Organization
ICS	Internal Control Service
ICT	Information and Communications Technology
ID	Identity Document
IDBC WG	International Bomb Data Centre Working Group
ILO	International Labour Organisation
ILP	Intelligence-led policing
INTERPOL	International Criminal Police Organisation
IOM	International Organisation for Migration
IPA	International Police Advisers
IPR	Intellectual Property Rights
ISAK	National Police of Turkey and the Intelligence Academy
IT	Information Technology
ITC	International Training Centre
JBCP	Joint Border Crossing Point
JDI	Juvenile Delinquency Inspectors
JITS	Joint Investigation Teams
KAPS	Kosovo Academy for Public Safety
KCPSED	Kosovo Centre for Public Safety Education and Development
KFA	Kosovo Forensics Agency
KFOR	Kosovo Force
KP	Kosovo Police
KRCT	Kosovo Rehabilitation Centre for Torture Victims
LCP	Law on Criminal Procedure
LCPC	Local Crime Prevention Centres
LED	Law Enforcement Department
LGBT	Lesbian Gay Bisexual and Transgender
LMS	Learning Management System
LoIA	Law on Internal Affairs
LPC	Local Prevention Council
LPSC	Local Public Safety Committees
MARRI	Migration, Asylum, Refugees Regional Initiative
MC/DEC	OSCE Ministerial Council Decision
MCSC	Municipal Community Safety Councils
MIA	Ministry of Internal Affairs
MoE	Ministry of Education
MoI	Ministry of Interior
MoIA	Ministry of Internal Affairs
MoJ	Ministry of Justice
MoU	Memorandum of Understanding
MPR	Mobile Police Reception
MU	Monitoring Unit
NA	Needs Assessment
NAR	Nakhchivan Autonomous Republic
NATO	North Atlantic Treaty Organization
NFP	OSCE National Focal Point
NGO	Non-Governmental Organization
NI	Neighbourhood Inspectors
NM	Neighbourhood Management

NMPP	Neighbourhood Management Pilot Project
NORLAM	Norwegian Rule of Law Mission
NPM	National Preventive Mechanism
NRM	National Referral Mechanism
OCC	On-Call Centre Operations
OCEEA	Office of the Co-ordinator of Economic and Environmental Activities
ODIHR	Office for Democratic Institutions and Human Rights
OECD	Organisation for Economic Co-operation and Development
OFA	Ohrid Framework Agreement
OiT	OSCE Office in Tajikistan
OLAF	Department for the Suppression of Organized Financial Crime and the Financial Investigation Unit to the European Anti-Fraud Office
OMIK	OSCE Mission in Kosovo
OPCAT	Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment
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
PA	Police Administration
PA	Police Affairs
PAM	Public Assembly Management
PAP	Police Assistance Programme
PAS	Police Affairs Section
PC	Police College
PCC SEE	Police Cooperation Convention for Southeast Europe
PC/DEC	OSCE Permanent Council Decision
PCU	OSCE Project Co-ordinator in Ukraine
PCUz	OSCE Project Co-ordinator in Uzbekistan
PD	Police Directorate
PDD	Police Development Department
PDU	Police Development Unit
PHRC	Public Health and Reforms Center
PiA	OSCE Presence in Albania
PIK	Police Inspectorate of Kosovo
PKD	Public Key Directory
PMO	Prime Minister's Office
POLIS	Policing OnLine Information System
POP	Problem Oriented Policing
PRP	Police Reform Programme
PSC	Public Supervisory Council
RA	Republic of Armenia
RFoM	OSCE Representative on Freedom of the Media
RoLHR	Rule of Law and Human Rights Department
ROLD	Rule of Law Department
RoLHRD	Rule of Law and Human Rights Department
SALW	Small Arms Light Weapons
SARA	Scanning Analysis Research Assessment
SBU	Security Service of Ukraine
SCAHRM	Sector for Common Affairs and Human Resources Management
SCD	Security Co-operation Department
SCNS	State Committee of National Security
SEESAC	South Eastern Europe Small Arms Control

SELEC	Southeast European Law Enforcement Center
SIA	Sectors for Internal Affairs
SICPS	Sector for Internal Control and Professional Standards
SIU	Special Intervention Unit
SOCA	Serious Organised Crime Agency
SOU	Special Operations Unit
SR	Special Representative
SSPS	Secondary Special Police School
SSR	Security Sector Reform
SSU	Security Service of Ukraine
StAR	Stolen Asset Recovery
SUD	Special Units Department
TADOC	Turkish International Academy against Drugs an Organized Crime
TAHCLE	Training against Hate Crimes for Law Enforcement
TEMAK	Turkish National Police and the Anti-Terrorism Academy
THB	Trafficking in Human Beings
TNP	Turkish National Police
TNPA	Turkish National Police Academy
TNT	Transnational Threats
TNTD	Transnational Threats Department
TNTD/ATU	Transnational Threats Department/Action against Terrorism Unit
TNTD/BU	Transnational Threats Department/Borders Unit
TNTD/CC	Transnational Threats Department/Co-ordination Cell
TNTD/SPMU	Transnational Threats Department/Strategic Police Matters Unit
ToT	Training of Trainers
UATI	Universal Anti-Terrorism Instruments
UK	United Kingdom
UN	United Nations
UNAMA	United Nations Assistance Mission in Afghanistan
UNCTED	United Nations Counter Terrorism Committee Executive Directorate
UNDP	United Nations Development Programme
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Child Education Fund
UNODC	United Nations Office on Drugs and Crime
UNRCCA	United Nations Regional Centre for Preventative Diplomacy for Central Asia
UNSC	United Nations Security Council
UNSCR	United Nations Security Council Resolution
UNTOC	United Nations Convention against Transnational Organized Crime
USAID	United States Agency for International Development
USA	United States of America
VERLT	Violent Extremism and Radicalization that Lead to Terrorism
VIN	Vehicle Identification Number
WFP	World Food Programme
WG	Working Group
WHO	World Health Organization

EXECUTIVE SUMMARY

The Annual Report of the Secretary General on Police-Related Activities in 2012, submitted in accordance with Decision 9, paragraph 6, of the 2001 Bucharest Ministerial Council Meeting, provides an overview of the police-related programmes and projects, implemented by the OSCE executive structures, including the thematic units in the Secretariat, the Institutions and the field operations, during 2012.

General Overview of Police-related Activities

The topics that continued to dominate OSCE's policing agenda were the fight against transnational threats, including those, emanating from organized crime and terrorism, and the promotion of the principles of democratic policing.

With a total number of some 920 activities, 2012 witnessed a slight decrease in the absolute number of activities compared to 2011.¹ The types of OSCE assistance to participating States varied from country to country and among the executive structures. Since the OSCE does neither have the mandate nor the means for conducting operational policing activities, the focus of police assistance was directed at three areas of support: legislative and strategic support; support in training and capacity building, and the facilitation of study tours and conference participation of host State representatives abroad. Among these three areas of police-related assistance, by far most efforts were devoted to training and capacity building, with around four fifths of all activities focusing on this field of assistance. This constitutes a notable increase from 2011, when around two thirds of the activities were related to training and capacity building. The increase in training and capacity building came along with a decrease of legislative and strategic support activities. The reason for this was that many host States of field operations had finalized the drafting of various police reform strategy documents and action plans in 2011 and early 2012, which were due to be adopted in 2012 and 2013 by the host States' legislatures. Therefore, legislative and strategic support activities were only slightly more frequently implemented than activities to facilitate study tours and conference participation of national stakeholders (eleven and eight per cent, respectively).

While more than three fifths of all police-related activities were devoted to addressing general police development and reform, 2012 still witnessed a slight increase of anti-organized crime activities.

In the field of general police development and reform, activities devoted to enhancing and consolidating community policing/police-public partnership projects were still most common (almost one third of all activities), particularly in South-Eastern Europe, and certain States of Central Asia and the South Caucasus. However, partly due to projects being completed or project implementation responsibility being handed over to national authorities, the number of community policing activities declined considerably compared to the previous year. Support in strategic planning of police reform, the development of national police training capacity as well as measures for enhancing police accountability were the other three areas receiving most attention by the executive structures upon request from their host States. Police-media relations, border and customs activities, domestic violence and public order management also received notable attention.²

¹ The number of 920 does not mean that 920 different events were conducted in 2012. The number means that events - which were co-organized and/or attended by two or more executive structures, or by representatives of host States whose participation had been facilitated by the executive structures -, were all counted as single activities of these structures, as all of them devoted time, personnel and financial resources to these activities.

² A graphic overview of the types of assistance provided by the various executive structures in the different fields of police development and reform is given in Appendix 4 to this report.

With regard to the fight against organized crime, THB-related activities remained the most prominent field of work, with a third of all project activities devoted to this topic. These projects were particularly in the focus of the field operations in Eastern Europe, the South Caucasus, and within the Secretariat. As in the previous year the fight against counter-terrorism received the second greatest attention, closely followed by activities that addressed cyber security/cybercrime and the fight against illicit drugs and precursors. Criminal investigations, as well as financial investigations, anti-money laundering and corruption also received notable attention, while somewhat less attention was given to forensics and travel document security.³

Activities of the Secretariat

Following up on the 2011 Vilnius Ministerial Council Decision No. 9/11 on *Strengthening Co-ordination and Coherence in the OSCE's Efforts to Address Transnational Threats*, as well as the proposals by the Secretary General included in the 2012 Unified Budget Proposal for the creation of a department to address transnational threats, the Transnational Threats Department (TNTD) became operational on 1 January 2012.

Police-related activities of the TNTD's Co-ordination Cell focused on supporting the participating States in developing cyber/ICT security-related confidence-building measures (CBMs) to reduce the risks of conflict stemming from the use of information and communication technologies; and on extending and enhancing online and information system support through the online information management platform Policing OnLine Information System (POLIS) to all TNTD units and other relevant actors in the OSCE, in planning, co-ordinating and implementing activities.

The TNTD/Strategic Police Matters Unit continued providing police-related support to the OSCE Secretary General and the OSCE Chairmanship-in-Office. The Unit also responded to participating States' requests for assistance in policy-development and police reforms and supported the OSCE field operations and Institutions in the implementation of their mandates, including an assessment of the OSCE Community Security Initiative's achievements in Kyrgyzstan and the development of guideline documents for law enforcement practitioners, policymakers and civil society in the OSCE area. During the year, particular efforts were devoted to the areas of strategic planning and police reform within the framework of criminal justice system reform, democratic policing, and combating organized crime, including the fight against illicit drugs, trafficking in human beings and cybercrime.

The TNTD/Action against Terrorism Unit promoted capacity building on terrorism issues related to policing and anti-organized crime. Through trainings, seminars and events field operations, participating States, and other OSCE executive structures were assisted on issues such as community policing and countering VERLT, countering the use of the Internet for terrorism purposes, promoting the legal framework and co-operation in criminal matters related to terrorism, as well as travel document and border security.

The TNTD/Borders Unit was involved in activities to address crime-related issues, directly focusing on capacity building activities related to trafficking in drugs, human beings and goods, anti-corruption, licencing and control of exported small arms and light weapons, and other major cross-border crimes relevant to border security. In addition, considerable support was provided to the OSCE Border Management Staff College in Dushanbe.

The Gender Section in the Office of the Secretary General continued providing assistance to integrate a gender perspective in police-related activities of the OSCE as well as in national

³ A graphic overview of the types of assistance provided by the various executive structures in the different fields of combating organized crime is given in Appendix 5 to this report.

police strategies of participating States, and further developed the roster for female experts in the first dimension.

Police-related activities of the Office of the Co-ordinator of Economic and Environmental Activities focused primarily on raising awareness of the participating States on the implementation of international legislative frameworks in the fields of good governance, combating corruption, money laundering and terrorist financing.

Police-related activities of the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings continued to focus on providing training for police agencies, prosecutors and judges in the OSCE area to raise awareness about the human rights-based approach in the fight against THB, as well as about the links of THB with other forms of transnational threats such as drug trafficking, corruption, money laundering and terrorist activities. Furthermore, the Office promoted international co-operation among law enforcement agencies and among relevant international organizations, such as the United Nations Office on Drugs and Crime, the International Labour Organisation and the International Organisation for Migration.

Activities of the Institutions

In 2012, the office of the High Commissioner on National Minorities started its engagement in Kazakhstan in the field of policing ethnically diverse communities, responding to a suggestion brought forward by the Assembly of the People of Kazakhstan.

The Office for Democratic Institutions and Human Rights continued promoting human rights in police-related activities and in the development of counter-terrorism strategies of participating States. ODIHR also focused on integrating a gender perspective in policing, ensuring freedom of peaceful assembly, combating domestic violence and trafficking in human beings, as well as combating hate crimes and improving Roma-police-relationships. All these activities were undertaken in the form of workshops, conferences, needs assessments and the publication of guideline documents.

Activities of the Field Operations

The field operations in South-Eastern Europe continued to shift efforts in the area of police development, community policing and border and customs management from basic capacity building to ensuring the sustainability of previous achievements through specific and specialized capacity building in strategic planning, accountability and the further development of police training. Even though the number of community policing activities decreased considerably from 2011, by far most attention was still devoted to this area in the region. Significant attention also continued to be devoted to building national capacities in the fight against organized crime, including illicit drugs and THB, as well as on criminal investigations/analysis. 2012 witnessed a considerable increase in the number of anti-organized crime activities in comparison to police development and reform. However, the latter still stands for more than two thirds of all activities. Moreover, whereas the last two years saw a significant increase in activities related to training and capacity building, the number of activities related to strategic and legislative support decreased notably.

Due to a lack of dedicated policing components, the field operations in Eastern Europe continued to implement their police-related activities and reforms within the framework of their Rule of Law and Human Rights programmes. Supported by the TNTD/SPMU, the field operations' police-related initiatives focused primarily on the fight against THB, strategic planning and police reform, gender/domestic violence and police accountability. The number of activities addressing the fight against THB more than doubled. Around the same number

of activities were conducted in the fields of anti-organized crime and police development and reform, respectively.

In the South Caucasus, developments in the field of community policing were diverse. Whereas activities of the Office in Yerevan increased significantly due to an expansion of community policing project sites, the Office in Baku completed its project and handed over full implementation responsibility for the community policing project to the Ministry of Internal Affairs. Furthermore, the Office in Yerevan devoted much attention to the modernization of the police educational system, whereas the Office in Baku enhanced its activities related to organized crime and counter-terrorism. Developments in both field operations were similar with regard to capacity building of relevant government agencies and civil society groups in the fight against human trafficking, the fight against cybercrime, and public order management. These activities were high on the agenda of both field operations.

In Central Asia, the field operations continued to focus on police training, education and reform, including improving police-public relationships, accountability and respect for human rights. A notable step was made in Kyrgyzstan with the development of a police education reform strategy for 2012-2015. In Kyrgyzstan and Tajikistan, field operations continued to provide considerable support to the development of police reform concepts and strategies. Most field operations paid attention to the fight against illicit drugs and precursors. Fewer activities were devoted to the fight against terrorism and THB compared to 2011. All in all, anti-organized crime activities across Central Asia dropped significantly.

Co-operation with International, Regional and National Partner Organizations

Close consultation, co-ordination and co-operation of the OSCE executive structures with other international stakeholders involved in police assistance in the OSCE participating States is crucial in order to develop coherent, holistic and complementary reform goals and strategies, deliver coherent and joint statements of goals and expectations to the national counterparts, build synergies, delegate and divide tasks, and avoid duplication of activities. In 2012, the OSCE executive structures, on the basis of the Platform for Co-operative Security of 1999, continued to co-operate with the United Nations, its structures, and other relevant international and regional organizations on police-related activities.

In the field of general police development and reform main international, regional and national partner organizations included, *inter alia*: the Association of European Police Colleges (AEPIC); the Belgrade Centre for Security Policy (BCSP); the Council of Europe (CoE); the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ); the European Agency for the Management of Operational Cooperation at the External Borders of the Member States of the European Union (FRONTEX); the European Commission (EC); the European Police College (CEPOL); the European Police Mission in Afghanistan (EUPOL); the European Police Office (EUROPOL); the European Union (EU); the Geneva Centre for the Democratic Control of Armed Forces (DCAF); the German Federal Criminal Police Office (BKA); the International Criminal Police Organisation (INTERPOL); the International Organization for Migration (IOM); the Intelligent Traffic Management Centre (ITMC); the International Training Centre (ICT); the Kosovo Force (KFOR); the Polish Helsinki Federation for Human Rights; the Regional Cooperation Council (RCC); the South Eastern Europe Small Arms Control (SEESAC); the United Nations Assistance Mission in Afghanistan (UNAMA); the United Nations Department for Peacekeeping Operations (UNDPKO); the United Nations Development Programme (UNDP); the United Nations Habitat; the United Nations High Commissioner for Refugees (UNHCR); the United Nations Women; the United States International Criminal Investigative Training Assistance Program (US ICITAP); the Women Police Officers Network in Southeast Europe; the World Food Programme (WFP); and the World Health Organization (WHO).

The preparation and implementation of activities related to organized crime in general, and trafficking in human beings and drugs, and cybercrime in particular, entailed co-ordination and co-operation with various international, regional and national partner organizations, including, *inter alia*: the American Bar Association Rule of Law Initiative (ABA ROLI); Amnesty International; the Anti-Phishing Working Group (APWG); the Basel Institute on Governance; the Central Asian Regional Information and Coordination Centre (CARICC); the Child Exploitation and Online Protection Centre (CEOP); the Collective Security Treaty Organization (CSTO); the Commonwealth of Independent States (CIS); the Council of the Baltic Sea States (CBSS); the Eurasian Group on Combating Money Laundering and Financing of Terrorism (EAG); the EC; the European Network of Forensic Science Institutes (ENFSI); the EU; the European Union Border Assistance Mission (EUBAM); the European Union's Judicial Co-operation Unit (EUROJUST); the European Union Rule of Law Mission in Kosovo (EULEX); the Financial Action Task Force (FATF); DCAF; the BKA; the Global Counterterrorism Forum (GCTF); the Global Network for Public Interest Law; the International Association of Computer Investigative Specialists (IACIS); the International Centre for Migration Policy Development (ICMPD); the International Centre for Missing & Exploited Children (ICMEC); INTERPOL; the International Labour Organisation (ILO); the IOM; the International Telecommunications Union (ITU); the North Atlantic Treaty Organization (NATO); the Organisation for Economic Co-operation and Development (OECD); the RCC; the Shanghai Cooperation Organization (SCO); the Southeast European Law Enforcement Center (SELEC); the Southeast Europe Police Chief Association (SECPA); the Turkish International Academy against Drugs and Organized Crime (TADOC); the UK Serious Organised Crime Agency (SOCA); the United Nations Counter Terrorism Committee Executive Directorate (UNCTED); the United Nations Department of Peacekeeping Operations (UNDPKO); UNDP; the United Nations High Commissioner for Refugees (UNHCR); the United Nations International Child Education Fund (UNICEF); the United Nations Office on Drugs and Crime (UNODC); the United Nations Regional Centre for Preventive Diplomacy for Central Asia (UNRCCA); the United States Agency for International Development (USAID); the US ICITAP; the University College Dublin (UCD); the World Bank (WB); and the World Customs Organization (WCO).

Finally, it is worth mentioning the close and trusting collaboration with the hosting authorities in the OSCE participating States and with numerous implementing partners from civil society.

1. INTRODUCTION

The OSCE operates on the premise that respect for human rights and fundamental freedoms, democracy and the rule of law, as well as an effective and accountable criminal justice system are fundamental to a well-functioning modern democracy. Democratic policing, which serves the people rather than just the State and respects human rights, fundamental freedoms and the rule of law, is central to protecting life and property, detecting crime, preserving public order as well as preserving social stability during crises and emergencies, and supporting post-conflict reconstruction and rehabilitation.

In recognition of the importance of the rule of law and democratic policing, police-related activities have become a key component of the OSCE's post-conflict rehabilitation operations and have gained increasing relevance in the organization's democratization and rule of law activities in states of transition as well as in the promotion of international co-operation in the fight against transnational threats. By the end of 2012, 14 out of 15 OSCE field operations undertook police-related activities.⁴

The following map provides an overview of OSCE field operations that undertook police-related activities as at the end of 2012.



Legend:

South-Eastern Europe:

- 1) Presence in Albania
- 2) Mission in Kosovo
- 3) Mission to Montenegro
- 4) Mission to Serbia
- 5) Mission to Skopje

Eastern Europe:

- 6) Mission to Moldova
- 7) Project Co-ordinator in Ukraine

South Caucasus:

- 8) Office in Baku
- 9) Office in Yerevan

Central Asia:

- 10) Centre in Ashgabat
- 11) Centre in Astana
- 12) Centre in Bishkek
- 13) Office in Tajikistan
- 14) Project Co-ordinator in Uzbekistan

⁴ Since not all field operations have a distinguished police component, police-related activities of these field operations have been undertaken by other thematic components such as democratization, human rights, or rule of law units.

The police-related activities of the OSCE executive structures are based on a comprehensive list of mandates and tasks, which have been provided by various Ministerial Council and Permanent Council Decisions since 1998. In December 2012, to further strengthen the OSCE's efforts to address transnational threats, the Dublin Ministerial Council adopted Decision No. 4/12. This so called 'chapeau' decision endorses four decisions which had been adopted in 2012 by the Permanent Council on the *Development of Confidence-Building Measures to Reduce the Risks of Conflict Stemming from the Use of Information and Communication Technologies* (PC Decision No. 1039), the *OSCE Concept for Combating the Threat of Illicit Drugs and the Diversion of Chemical Precursors* (PC Decision No. 1048), the *OSCE Strategic Framework for Police-Related Activities* (PC Decision No. 1049); as well as the *OSCE Consolidated Framework for the Fight against Terrorism* (PC Decision No. 1063).⁵

Due to the OSCE's comprehensive and cross-dimensional approach to the three dimensions of security, which emphasizes the connection between rule of law, economic development and stability, police-related activities have been increasingly attracting attention by the OSCE's executive structures. In addition to the field operations and the Strategic Police Matters Unit in the newly created Transnational Threats Department (TNTD/SPMU), the High Commissioner on National Minorities (HCNM) and the Office for Democratic Institutions and Human Rights (ODIHR), as well as several thematic units within the OSCE Secretariat have included certain aspects of policing in their respective programmes. The thematic units include: the TNTD/Co-ordination Cell, TNTD/Action against Terrorism Unit (ATU); the TNTD/Borders Unit; the Gender Section; the Office of the Co-ordinator of Economic and Environmental Activities (OCEEA); and the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR/CTHB).

With the adoption of the *OSCE Strategic Framework for Police-Related Activities* in 2012, the participating States reaffirmed their acknowledgement of the key role that OSCE police-related activities play in the Organization's efforts to address threats to security and stability in the OSCE region posed by criminal activity emanating from organized crime, including terrorism and trafficking in drugs and human beings, as well as in the areas of conflict prevention, crisis management and post-conflict rehabilitation. Furthermore, the participating States acknowledged the added value of the OSCE's police related activities in the international context, and reaffirmed the priority areas of OSCE engagement that they had defined in the past decade, and which had already been addressed by the OSCE executive structures throughout the previous years.

The topics that continued to dominate OSCE's policing agenda in 2012 were the fight against transnational threats, including those emanating from organized crime and terrorism, and the promotion of the principles of democratic policing. In 2012, the main focus of OSCE police reform assistance programmes was directed towards providing assistance in introducing and enhancing community policing/police-public partnerships, strategic planning, accountability, the development of basic and advanced police training capacity; combating trafficking in human beings as well as terrorism, enhancing border management, and promoting regional law enforcement co-operation in addressing transnational threats. Increasing attention was devoted to addressing cyber security and cybercrime. In all of the police-related activities, the promotion of human rights and gender mainstreaming remained an integral element.⁶

Moreover, in line with a holistic approach to Criminal Justice System Reform (CJSR), the executive structures have increasingly combined police reform activities with activities that address capacity building of other key players of the Criminal Justice System too, such as prosecutors and judges. Such complementary activities included in particular joint training events for police officers, prosecutors and judges. In order to develop a coherent OSCE-wide

⁵ For a comprehensive overview of the Decisions, see Appendix 3 to this report.

⁶ An overview of different areas of police-related activities is provided in Appendix 4 and 5 to this report.

approach to holistic CJSR, the TNTD/SPMU, in close consultations with criminal justice practitioners, policymakers and academics from various international, regional and national partner organizations continued to work on a new guidebook on *Police Reform within the Framework of Criminal Justice System Reform*.

This is the eleventh report submitted in accordance with Decision 9, paragraph 6, of the Bucharest Ministerial Council Meeting, 4 December 2001. It describes the police-related activities of the OSCE executive structures in compliance with the Ministerial and Permanent Council Decisions and Action Plans, listed in Appendix 3. The report provides information about the police-related activities of the TNTD, other thematic units in the Secretariat, and the OSCE field operations. The Annual Reports on Police-Related Activities for 2012 by the HCNM and ODIHR are attached to this report in Appendix 1 and 2.

A list of contact details of the OSCE executive structures that dealt with policing issues in 2012 is attached in Appendix 6 to this report.

2. ACTIVITIES OF THE TRANSNATIONAL THREATS DEPARTMENT

Background

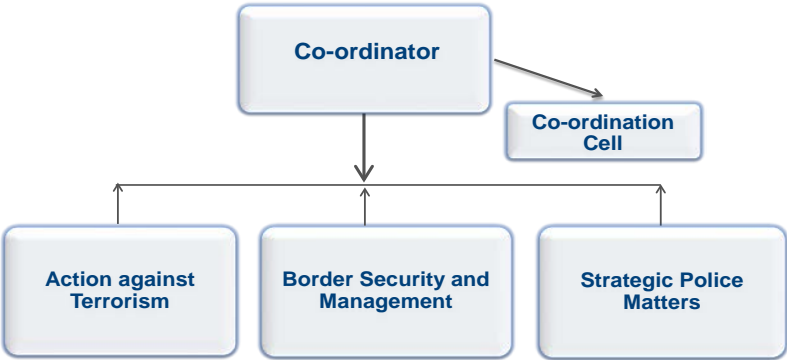
Following up on the Athens Ministerial Council Decision No. 2/09 and the Report 2010 by the OSCE Secretary General on the Implementation of MC.DEC/2/09 on *Further OSCE Efforts to Address Transnational Threats and Challenges to Security and Stability*, the 2011 Vilnius Ministerial Council adopted Decision No. 9/11 on *Strengthening Co-ordination and Coherence in the OSCE’s Efforts to Address Transnational Threats*.

The decision welcomed “the proposals by the Secretary General included in the 2012 Unified Budget Proposal for the creation of a department to address transnational threats, consistent with the OSCE’s mandates and within available resources, with a view to ensuring better co-ordination, strengthened coherence and more efficient use of the OSCE’s resources in addressing transnational threats”⁷.

The Transnational Threats Department (TNTD) became operational on 1 January 2012 to optimize the support provided to the Secretary General, the Chairmanship-in-Office and the participating States on TNT matters including anti-terrorism, border management and security, cyber security as well as police-related activities. The role of the TNTD is to support the Secretary General as a focal point for Organization-wide programmatic activities that relate to countering transnational threats, and to ensure co-ordination and coherence of action across all three OSCE dimensions, among all OSCE executive structures, while respecting their mandates.

The TNTD is led by a Co-ordinator and comprised of the following units: the Co-ordination Cell (CC), the Action against Terrorism Unit (ATU), the Borders Unit (BU) and the Strategic Police Matters Unit (SPMU).

Transnational Threats Department



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⁷ OSCE, Ministerial Council Decision No. 9/11, *Strengthening Co-ordination and Coherence in the OSCE’s Efforts to Address Transnational Threats*, Eighteenth Meeting of the Ministerial Council, Vilnius, 7 December 2011, p. 2.

2.1 TNTD/Co-ordination Cell

Background

The Transnational Threats Department Co-ordination Cell (TNTD/CC) was established to support the process of co-ordinating TNT-related activities within the TNTD, across all three OSCE dimensions and among all OSCE executive structures. Furthermore, the TNTD/CC comprises staff members working on horizontal issues which are relevant for all TNTD units, such as cyber/ICT security and the Policing OnLine Information System (POLIS).

Co-ordination of TNT activities

Throughout 2012, the TNTD/CC worked on the establishment of effective co-ordination mechanisms within the TNTD, and with other OSCE executive structures and Institutions, but did not implement any activities specifically related to police issues.

Cyber/ICT Security

The TNTD/CC participated as speaker and moderator in the 2012 Annual Police Experts Meeting (APEM) which took place on 20-21 September 2012 and focused on issues related to combating cyber/ICT crime. The TNTD/CC informed participants about OSCE efforts pertaining to cyber/ICT security, namely with regard to developing confidence-building measures (CBMs) to reduce the risks of conflict stemming from the use of information and communication technologies.

Moreover, throughout 2012, in order to advise OSCE senior management as well as OSCE delegations, as appropriate, the TNTD/CC closely followed international developments related to combating cyber/ICT crime, focusing in particular on how pertinent discussions in other international forums might influence discussions in the OSCE aimed at developing the aforementioned cyber/ICT security related CBMs, presently the main focus of OSCE efforts in the thematic area.

Policing OnLine Information System (POLIS)

In 2012, the TNTD/CC started to extend and enhance online and information system support through the online information management platform POLIS to all TNTD units and other relevant actors in the OSCE, in planning, co-ordinating and implementing activities related to addressing TNTs.

The exchange and sharing of relevant and up-to-date TNT-related information and the mobilization and transfer of know-how and lessons learned through the use of contemporary learning and communication methods, including e-learning, online discussions and video conferencing, was one of the main priorities in further improving the services the system offers.

The TNTD/CC continued to promote co-operation with relevant international and regional organizations with a view to creating added value, avoiding duplication of efforts and further enriching the content available through POLIS.

The co-ordination with the Focal Points in the OSCE field operations continued to play a key role in this context. In 2012, the TNTD/CC visited two OSCE field operations to enhance co-operation with the POLIS focal points, collect all relevant material for uploading to the

system, present the system to relevant stakeholders and gather feedback on how to increase the usefulness and relevance of the system.

In close co-operation with relevant internal and external stakeholders, the TNTD/CC provided substantial design and development support in the development of e-learning modules in the field of combating the sexual exploitation of children on the Internet.

Furthermore, the TNTD/CC created and maintained an online forum on drafting a guidebook on police reform within the reform of the wider criminal justice system, aimed at facilitating discussions among Criminal Justice System experts from the OSCE participating States, OSCE executive structures and international and national organizations.

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2.2 TNTD/Strategic Police Matters Unit

Background

The primary role of the TNTD/SPMU is to provide police-related support to the OSCE Secretary General, the Chairmanship-in-Office, and upon their request, to the OSCE participating States. The TNTD/SPMU's mission is to support policing in all OSCE participating States as part of the rule of law and fundamental democratic principles and, through assessment and expert advice, to contribute to the development of accountable police agencies that protect and serve the public. The TNTD/SPMU's long-term goals aim to provide a democratic vision of policing for the entire OSCE region and put that vision to work by assisting OSCE participating States in police capacity and institution-building and improving police performance within the broader objective of strengthening national criminal justice systems. The vision guides capacity building aimed at creating competence to tackle transnational threats, including those emanating from organized crime and terrorism.

The TNTD/SPMU explores every opportunity to also include participants from Partners for Co-operation, in particular from Afghanistan, in its capacity building events.

Throughout the year, the Senior Police Adviser and his staff held high-level meetings with the Ministers of Interior and their Deputies, Directors of Departments; and the Heads/Directors of the Police and Police Academies of numerous participating States, in order to discuss OSCE's assistance to police reform and development as well as the fight against organized transnational crime.

Following up on the Athens Ministerial Council Decision 02/09 and the 2010 report by the OSCE Secretary General on the *Implementation of MC.DEC/2/09 on Further OSCE Efforts to Address Transnational Threats and Challenges to Security and Stability*; within the newly created structures of the Transnational Threats Department, which had been established in response to the Vilnius Ministerial Council Decision No. 9/11 on *Strengthening Co-ordination and Coherence in the OSCE's Efforts to Address Transnational Threats*; and in line with the two PC Decisions of July 2012 on the *OSCE Strategic Framework for Police-Related Activities*, and the *OSCE Concept for Combating the Threat of Illicit Drugs and the Diversion of Chemical Precursors*, the TNTD/SPMU focused on ensuring maximum programmatic co-ordination of its activities among the OSCE executive structures and with international and regional organizations and NGOs in order to avoid duplications and to provide added value.

The TNTD/SPMU co-operated with other partners in organizing a number of needs assessments/fact finding missions, workshops, conferences, meetings and training events, described in this document.

On 19-20 September, the Unit organized a meeting with the Heads of Law Enforcement Departments and Programmes to address issues of common interest. Other thematic units from the Secretariat as well as representatives from ODIHR and the HCNM also participated in the meeting in order to enhance the exchange of information between various executive structures involved in police-related activities. In addition, Delegations of the participating States were also invited to the meeting to give them the opportunity to meet the field operations' representatives in person and to receive insight from the field. The meeting was held in Vienna back-to-back with the "2012 OSCE Annual Police Experts Meeting", providing the Heads of Law Enforcement Departments and Programmes with the opportunity to meet law enforcement experts from the participating States, Partners for Co-operation, and international partner organizations.

In line with its task to share information on police-related activities, the Unit also produced the *Annual Report of the Secretary General on Police-Related Activities in 2011*; as well as the *Report on OSCE Activities in the Fight Against Organized Crime in 2011*.

The Unit also continued assisting the field operations and participating States in developing police training and in organizing study tours for law enforcement representatives from participating States to other countries and institutions where they could observe and learn about other practices and standards in various fields of policing.

International Policing/Police Peacekeeping

On 15 February, upon invitation of the German Ministry of Interior, the TNTD/SPMU participated in the conference "Participation of German Police in Peace Keeping Missions" which was held at the Police Academy Saxony-Anhalt in Aschersleben. Police practitioners and representatives from the German Center for International Peace Operations, the Ministry of Interior, the Ministry of Foreign Affairs, the European Union and the OSCE gathered to discuss the role of police in field missions and future engagement in seconding police officers.

On 10-11 October, the TNTD/SPMU participated in the high-level UN "Conference on International Police Peacekeeping in the 21st Century" in Berlin. Representatives from more than 100 UN Member States, the African Union, the European Union, INTERPOL and the OSCE attended the event. Conference topics covered the deployment and training of personnel for International Police Peacekeeping Missions; the management of missions; the necessity to meet new capacity needs and to forge relevant partnerships; and the role of international police peacekeeping in addressing the threat to security from serious and organized crime. The OSCE policing concept, activities and co-operation with other relevant stakeholders were presented.

On 24-25 October, the TNTD/SPMU participated in a high-level conference on "Enhancing European Military and Police Contributions to UN Peacekeeping" in Berlin, Germany. The conference discussed the current evolving strategic security context and Europe's security concerns given recent developments in North Africa and the Middle East. Participants exchanged their views on the changed and noticeably grown role of UN police in peace operations, moving beyond the monitoring towards more specialized functions, such as restructuring police organizations or developing police skills and institutions. Discussions highlighted the gap between requirements and existing capabilities that needed to be bridged. The conference was part of a series of UN events called "Being a Peacekeeper" and was an excellent opportunity to present the police-related activities of the OSCE.

On 5-8 November, the TNTD/SPMU attended the “81st INTERPOL General Assembly Meeting” in Rome. Some 110 Ministers from INTERPOL Member States engaged in a high-level dialogue on “Challenges for Police facing Contemporary Criminal Violence” and on sharing best practices based on national and international experience. The Ministers issued a declaration on the future development of police training, structures, co-operation and partnerships between police and civil society. Furthermore, they affirmed the importance of full compliance with human rights principles and the rule of law measures undertaken by the police. Representatives from 140 Member States attended the General Assembly meeting, to which approximately 30 observers from various international organizations and civil society were also invited.

OSCE Policy Development

In 2012, the Unit continued to support the participating States in finalizing the *OSCE Strategic Framework for Police-Related Activities*, as well as the *OSCE Concept for Combating the Threat of Illicit Drugs and the Diversion of Chemical Precursors*. Both documents were adopted by the OSCE Permanent Council on 26 July and endorsed at the Ministerial level within the Ministerial Council Decision No. 4/12 on *OSCE’s Efforts to Address Transnational Threats*.⁸ The *Strategic Framework* puts on paper what has long been the OSCE’s important role in policing in the international context. On the basis of this, it defines priorities for police-related activities such as police development and reform, and the fight against organized transnational crime, including trafficking in illicit drugs and precursors, trafficking in human beings, the sexual exploitation of children on the Internet, and cybercrime. The *Concept for Combating the Threat of Illicit Drugs and the Diversion of Chemical Precursors* identifies areas and activities for a short-, medium- and long-term engagement in combating the threat of illicit drugs and the diversion of chemical precursors that requires sustained efforts. It also establishes a political framework for comprehensive action by the OSCE participating States and the OSCE executive structures to combat this threat.

Assessment of Police-related Projects

In 2012, upon invitation and in close consultation with the Kyrgyz authorities and the OSCE Centre in Bishkek (CiB), the TNTD/SPMU together with the Conflict Prevention Centre (CPC) conducted a week-long assessment visit to Kyrgyzstan to take stock of achievements made by the OSCE Community Security Initiative (CSI) since the last mid-term assessment in September 2011, and to provide evidence-based input for reshaping the CSI to meet any evolving needs of Kyrgyzstan. During the visit, the assessment team spoke to some 160 individuals from a wide cross section of those involved in or addressed by the CSI, including high-level representatives from the Ministry of Interior in Bishkek; Regional and City Police Commanders; Police Station Commanders; Neighbourhood Inspectors and other police officers in four of the districts in which the CSI was located; members of the public municipality and community leaders; NGOs; representatives of the international community; as well as staff from the CiB and CSI. The findings and recommendations of the assessment were highly appreciated by the Host country, the CiB and other international stakeholders. Upon request from the Kyrgyz authorities the CSI was extended for another year.

⁸ Cf. OSCE, Permanent Council Decision No. 1048, *OSCE Concept for Combating the Threat of Illicit Drugs and the Diversion of Chemical Precursors*, Vienna, 26 July 2012; OSCE, Permanent Council Decision No. 1049, *OSCE Strategic Framework for Police-Related Activities*, Vienna, 26 July 2012; and OSCE, Ministerial Council Decision No. 4/12, *OSCE’s Efforts to Address Transnational Threats*, Nineteenth Meeting of the Ministerial Council, Dublin, 7 December 2012.

Development of Baseline Police Capacities

In its efforts to assist the participating States in developing baseline police capacities that comply with the requirements and obligations accepted by them by ratifying fundamental international legal instruments, the TNTD/SPMU continued disseminating and promoting its key publications on democratic policing and operationalizing them in the framework of high-level regional workshops on democratic policing.

Together with the ODIHR Contact Point for Roma and Sinti Issues, the TNTD/SPMU continued to promote the jointly developed Guidebook on *Police and Roma and Sinti: Building Trust and Understanding*. On 6-7 December, the TNTD/SPMU and ODIHR, with the support of the Ministry of Interior of the Republic of Slovakia, launched the Slovak version of the guidebook in Smrekovec at Donovaly in the Republic of Slovakia. The two-day event was organized for representatives of the police training institutions and the Ministry of Interior of the Republic of Slovakia in order to discuss the operationalization of the Guidebook through training. Representatives from the Roma community played an important part as lecturers in the event (see also Appendix 2).

Furthermore, the Unit, in close co-operation with criminal justice experts from the OSCE executive structures, participating States, international organizations and think tanks drafted a new guideline document on *Police Reform within the Framework of Criminal Justice System Reform*, which provides good practices in a holistic approach to police reform that complements relevant reform activities in other sectors of the Criminal Justice System to enhance the effectiveness and efficiency of the entire criminal justice process. The book was planned to be published in July 2013.

Jointly with ODIHR, the TNTD/SPMU developed *Guidelines on Human Rights Education for Law Enforcement Officials* which were published in September 2012, as well as a practical manual for law enforcement officers on *Human Rights in Counter-Terrorism Investigations*, which was planned to be published in 2013 (see also Appendix 2).

Jointly with the TNTD/ATU and ODIHR, the TNTD/SPMU continued to support the drafting of a guidebook on *Preventing Terrorism and Countering Violent Extremism and Radicalization that Lead to Terrorism: A Community Policing Approach*. The guidebook was also planned to be published in 2013 (see also chapter 2.3).

As the OSCE is a co-operating partner of the Police Cooperative Convention of Southeastern Europe (PCC SEE), the TNTD/SPMU participated at the "PCC SEE Implementation Programme "Way Ahead" Meeting" on 16-17 January in Ljubljana. Various PCC SEE programmes are designed to assist cross-border co-operative investigations, Joint Investigation Teams (JITS) and policing in the region. The TNTD/SPMU and OSCE Field Operations co-operate in training efforts that explore the use of the PCC SEE as a criminal justice tool. A number of other regional organizations working to enhance police co-operation in the region, such as CEPOL, EUROPOL, FRONTEX and MARI also participated at the meeting. The meeting served to co-ordinate capacity building and development efforts planned by the PCC SEE and the participating organizations, and to look for partnership areas of synergy.

With the aim of promoting strategic planning capacities of law enforcement organizations in South-Eastern Europe, the TNTD/SPMU, on 28-29 November, attended a seminar on strategic planning, organizational performance and setting priorities for regional police co-operation in Belgrade. The Seminar was organized by the Ministry of Interior of the Republic of Serbia with the support of the OSCE Mission to Serbia. Representatives from the Ministries of Interior of Bosnia and Herzegovina/Republika Srpska and Serbia; international organizations (the EU, INTERPOL, and the United Nations Development Programme (UNDP)), the Geneva Centre for the Democratic Control of Armed Forces (DCAF), and

national representatives from neighbouring countries attended the seminar. International and national presenters portrayed various aspects of strategic planning. The TNTD/SPMU provided a methodological overview of strategic police reform. Presentations and discussions were followed by two workshops. Participants agreed on the need to strengthen strategic management capacities, acquire new knowledge and skills, and improve horizontal communication through: developing new managerial solutions and integrating existing management approaches; elaborating a consolidated system of support to the decision making process, which would enable a more effective utilization of public resources, as well as increased transparency and accountability of the work; and defining priorities in key areas, ensuring transparency in work and developing partnerships with a large number of actors.

The TNTD/SPMU, as part of its strategic outreach in establishing partnerships with the police academies of participating States and with the international and regional organizations, prepared a co-operation protocol between the OSCE and the Association of European Police Colleges (AEPC), which was signed in the frame of the AEPC Governing Board Meeting of 14-15 February in Solna, Sweden. The protocol provides the OSCE with the opportunity to utilize the training expertise of the AEPC member colleges when providing assistance to the participating States. The AEPC was created in 1996. It is a network of police colleges from all over the European continent. In 2012, it had 50 member colleges (www.aepc.net). The AEPC supports the police training institutions by sharing collective knowledge on current police training matters. The association provides a choice of courses, conferences and various activities aimed at supporting and developing the police training institutions for senior police officers throughout the whole European continent.

In February, following up on some initial talks with the Deputy Minister of Interior, the Director of the Police Academy and his senior staff on the reform of the Kyrgyz Police Academy in 2011, the TNTD/SPMU, in co-operation with the OSCE CiB facilitated the development of a co-operation agreement between the Turkish Police Academy and the Kyrgyz Police Academy about the Turkish Police Academy's consultancy support to its Kyrgyz counterparts in developing a reform strategy and implementing activities highlighted in the Police Reform Project document developed by the OSCE CiB.

On 11-12 April, the TNTD/SPMU participated in a national seminar on "Countering Violent Extremism and Radicalisation that Leads to Terrorism and the Use of Community Policing" in Becici, Montenegro. The seminar was co-sponsored by the OSCE Mission to Montenegro. Experts on terrorism, community policing, human rights and civil society presented information to members of the Montenegro criminal justice system and local community policing programmes. The meeting also served as an opportunity to collect information relevant for the development of a new upcoming guidebook on CP and VERLT undertaken in partnership with ODIHR and the TNTD/ATU (see above, and chapter 2.3 and 4.3)

On 9 May, the TNTD/SPMU participated in an ODIHR consultation meeting on "Democratic Policing and Management of Assemblies" in Warsaw. The experts' discussion focused on the status of current police training in the participating States and human rights concerns in terms of policing and management of assemblies. Lessons learned within the OSCE region were discussed as well as possible co-operation in a future project on the subject matter.

On 23-24 May, the TNTD/SPMU participated in the third meeting of the "Global Counter Terrorism Forum (GCTF) Criminal Justice and Rule of Law Working Group" in The Hague. The meeting explored existing and potentially new counter-terrorism (CT) capacity building programmes to support the implementation of the *GCTF Rabat Memorandum on Good Practices for Effective Counterterrorism Practice in the Criminal Justice Sector*. The goal was to identify the potential future role and work plan for the Working Group for 2012-2013. The TNTD, jointly with ODIHR, submitted a written overview of pertinent OSCE activities as well as potential co-operation areas with the working group. In addition, the TNTD/SPMU delivered a presentation on the OSCE's perspective on policing needs for addressing

counter-terrorism and how the OSCE's police-related activities contribute toward capacity building in response to these needs. A number of potential activities where the OSCE and the GCTF could co-operate in future were highlighted. Given the political will by GCTF participants and potential funding opportunities, forging closer ties with the GCTF working groups could further enhance OSCE efforts to counter terrorism.

On 25-28 June, the TNTD/SPMU attended a high-level meeting in Astana that served as a project opening and MoU signing event to enhance the capacity of Kazakhstan's police to operate in multi-ethnic environments. The TNTD/SPMU elaborated on the OSCE's collective experience and knowledge gained in supporting effective and efficient multi-ethnic policing during police reform. The project was building on the HCNM *Recommendations for Policing in Multi-Ethnic Societies* and aimed at providing practical guidance on policies and laws to strengthen inter-ethnic relations and to increase the operational effectiveness of national police services. The TNTD/SPMU intended to assist with police expertise for training and awareness-raising events in the frame of the project.

On 6-7 November, the TNTD/SPMU participated in the "Annual Conference of the Association of European Police Colleges (AEPC)" in Bucharest. The conference focused on the topic of "Human Rights and Diversity Focused on Police Work". The conference was attended by Presidents, Rectors, Deans and representatives of Police Academies and Colleges that are members of the AEPC. CEPOL, FRONTEX and ODIHR also participated in the event. As a follow-up to the conference, the TNTD/SPMU, ODIHR and the AEPC planned to jointly organize an event in 2013 in Lyon, France, to bring together the Directors of Police Colleges for a training of trainers (ToT) course on hate crimes.

Confidence-Building Activities in the Transdnistria Conflict

On 20-22 June, the TNTD/SPMU moderated a panel session regarding the law enforcement and security spheres during a "High-Level Conference on Developing Confidence Building Measures in the Transdnistria Conflict Settlement Process" in Rottach-Egern, Germany (see also chapter 4.6). The TNTD/SPMU moderator facilitated negotiations between the Police Service of Moldova and the Militia of Transdnistria, resulting in an agreement on a six-point plan which will strengthen joint policing and investigative activities. The agreement included, *inter alia*, important steps for the sharing of information, recovery and the exchange of stolen property, and co-ordinated responses to emergencies.

From 2-6 December, the TNTD/SPMU further supported the efforts of the OSCE Mission to Moldova, to negotiate the format and conditions of a possible future law enforcement co-operation between the conflict parties. During meetings with the de-facto Deputy Minister of Internal Affairs of Transdnistria and the Minister of Interior of Moldova, a three-phase project on emergency/disaster relief management was basically agreed upon. The project would involve representatives from both parties and include study visits to learn about international best practices, a desktop exercise for senior management and a practical disaster relief exercise. It was envisaged to involve representatives of law enforcement agencies, emergency services, medical services and fire brigades. The modalities and conditions to implement the project were going to be negotiated in early 2013 with the involvement of the TNTD/SPMU. During the visit the TNTD/SPMU staff held meetings with representatives from the CoE, EC Delegation, the German Embassy, the US Embassy and the Head of the OSCE Mission to Moldova, on issues related to law enforcement co-operation in the security zone.

Organized Crime in General

Since organized crime is a multi-dimensional phenomenon of a transnational nature, the OSCE has developed a wide network of co-operation with institutions being involved in anti-organized crime activities. In 2012, the TNTD/SPMU continued its efforts in supporting and assisting specialized organizations such as UNODC in their anti-organized crime work. The Unit supported the implementation of the *United Nations Convention against Transnational Organized Crime* (UNTOC) and its three Protocols. UNTOC is the main international instrument in the fight against transnational organized crime, and the TNTD/SPMU's Adviser on Organized Crime is a member of the UNTOC Steering Committee and the Working Group of Government Experts on Technical Assistance. During the seven years that the TNTD/SPMU has supported the ratification and implementation of the UNTOC, 18 OSCE participating States ratified the convention, bringing the total number of ratifying States among the participating States to 56.⁹

Throughout 2012, the TNTD/SPMU represented the OSCE at the "UNTOC Conference of Parties Meetings" and at the "United Nations Commission on Crime Prevention and Criminal Justice Conference".

On 16-17 January, the TNTD/SPMU participated in an international expert panel on the *United Nations Convention against Transnational Organized Crime* (UNTOC). The panel is tasked to review new draft legislation models to assist countries in enacting national legal statutes in compliance with UNTOC. The draft model laws are amended to incorporate the feedback provided by the expert panel and published by UNODC.

On 24-27 April, the TNTD/SPMU participated in the "21st Session of the Commission on Crime Prevention and Criminal Justice" organized by UNODC in Vienna. During the session several areas of policing of relevance for the OSCE were discussed: in particular resolutions on migrants; money laundering; private security services; and the protection of human rights for migrant workers and their families. Over 800 people attended the 21st Session, representing 116 countries, and some 43 NGOs.

On 9-10 May, upon request from the Turkish Armed Forces, the TNTD/SPMU gave a lecture on the OSCE's activities in addressing Organized Crime at the "NATO/Partnership for Peace Training Centre Course" in Ankara. The lecture highlighted police-related activities in the OSCE area, and addressed security dilemmas emanating from modern organized crime networks and non-state violent actors.

On 6-7 June, the TNTD/SPMU, in close co-operation with the OCEEA and UNODC organized the fifth regional workshop on "International Co-operation in Criminal Matters: Information Exchange in the Fight against Organized Crime and Terrorism" at the Central Asian Regional Information and Coordination Centre (CARICC) in Almaty, Kazakhstan. The workshop addressed co-operation on organized crime and criminal justice issues in Central Asia. This series of workshops contributes to mutual understanding of regional legislation, regulations, systems and structures. In 2012, the focus was on strengthening the existing information exchange mechanisms in response to organized crime and terrorism in the area. In the frame of some case studies, the workshop highlighted best local practices as well as challenges experienced in regional co-operation. Initiatives and recommendations for further action were discussed in the workshop and are detailed in the final report, circulated as SEC.GAL/158/12. As in the previous four workshops, participants represented law enforcement and judicial experts from Central Asia, Afghanistan, Iran and Pakistan.

On 21-22 June, the TNTD/SPMU, in co-operation with Japan Tobacco International and Microsoft, organized a training course on "Illicit Trade in Cigarettes and Software Piracy" in Ohrid, the Former Yugoslav Republic of Macedonia. The training covered organized crime

⁹ For an update of the UNTOC ratification status see: www.unodc.org/unodc/en/treaties/CTOC/signatures.html

involvement and sought to raise awareness regarding the illicit revenues generated from counterfeiting, illicit cigarette trade and criminal influence in software piracy. Law enforcement officials from Albania, the Former Yugoslav Republic of Macedonia, Montenegro and Serbia participated in the training.

On 15-16 October, the TNTD/SPMU participated in the “6th Session of the Conference of Parties to the United Nations Convention against Transnational Organized Crime”. At the conference, UNODC, *inter alia*, presented a new review mechanism to monitor the implementation of the UNTOC and its supplementing Protocols; as well as a new *Digest of Organized Crime Cases*.

On 12-15 November, upon invitation from the Department for Intelligence and Security (DRS) of the Ministry of Defense of Algeria, a TNTD team comprised of representatives from the TNTD/ATU, TNTD/BU and TNTD/SPMU, together with colleagues from External Co-operation, visited Algeria. The visit was a follow-up to a meeting held in Vienna on 16 July 2012 between the TNTD and the DRS, who expressed interest in exploring possibilities for closer co-operation with the OSCE in the areas of anti-terrorism, borders management and combating drug trafficking and money laundering.

Cyber Security/Cybercrime

In February, the TNTD/SPMU visited Israel, one of the OSCE Partner for Co-operation Countries, for a series of meetings to discuss co-operation in the area of cybercrime. The meetings were organized through the Israeli Cyber Defence Institute. The experts represented a wide assortment of technical areas, ranging from basic cybercrime investigation curriculum developers to highly specialized investigative software designers. Along with discussing potential co-operation in the area of police training the participants also spoke about cybercrime country assessments and pre-instruction screening methodologies for students.

On 7-8 March, the TNTD/SPMU addressed the “Anti-Phishing Working Group Seminar” in Dublin, organized by the University College Dublin’s Centre for Cybercrime Investigation. The event served as an opportunity for networking and exchanging ideas for researchers and professionals. The TNTD/SPMU supported the attendance of a total of 17 specialists from the participating States of Albania, Azerbaijan, Bosnia and Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Moldova, and Montenegro. Several participants in the meeting were cybercrime investigators from the OSCE’s ongoing training projects to improve the capacity of cybercrime investigations in South-Eastern Europe. Topics covered during the event were: emerging transnational threats, trends, and forensic methods for combating cybercrime.

On 8 March, the TNTD/SPMU, in co-operation with the TNTD/CC (POLIS Team), started an online expert discussion forum on “Developing an Online E-learning Module on Combating Child Abuse Online”. 45 registered experts participated in the forum that was running until the end of December. The module was expected to be used by law enforcement officers, police training institutions and other interested parties for blended and distant learning as well as for self-education purposes. On 6-7 December, the TNTD/SPMU organized an expert meeting in Vienna in the framework of the online forum project to discuss the e-learning module. The expert meeting brought together experts from the Child Exploitation and Online Protection Centre (CEOP), the Council of the Baltic Sea States (CBSS), End Child Prostitution, Child Pornography and Trafficking of Children for Sexual Purposes (ECPAT), EUROPOL, the International Centre for Missing & Exploited Children (ICMEC), INTERPOL, UNODC and the Austrian Police, contributing to the module’s content in separate chapters based on the specific expertise of their organizations. Project implementation was planned to continue during 2013.

In April, the TNTD/SPMU was invited to become a member of the Anti-Phishing Working Group (APWG) Steering Committee. The APWG was established in 2003 and is focused on unifying the global response to cybercrime. The organization provides a forum for responders and managers of cybercrime to discuss cybercrime issues, and examines potential technology solutions for cyber security and cybercrime forensics. The organization also works closely with the academic sector involved in cybercrime research. The APWG advises government, industry, law enforcement and treaty organizations on cybercrime issues, and the APWG Steering Committee provides expert guidance to the APWG regarding its future activities.

On 26-27 April, the TNTD/SPMU participated in the APWG's "Sixth Annual Counter-eCrime Operations Summit" in Prague. The meeting paid special attention to the shifting nature of cybercrime. Presenters reviewed case studies of successful transnational forensic co-operation and participants also examined new resources for improving cybercrime response and forensic analysis. The OSCE region was identified as the area from where much of the world's cybercrime activities originate. A number of OSCE participating States were noted within the top ten for cybercrime activity. Some 130 representatives from the private sector, governments and international organizations participated in the event. The TNTD/SPMU facilitated the participation of two Serbian cybercrime experts and one cybercrime prosecutor at the meeting.

On 8-10 May, the TNTD/SPMU participated at the "41st ICPO-INTERPOL European Regional Conference" in Tel Aviv. The meeting was organized by INTERPOL in co-operation with the Israeli Police authorities. Relevant topics of immediate OSCE interest included: an effective global law enforcement response to cybercrime; challenges in combating organized crime and terrorism at the global level; and capacity building and training initiatives. Both INTERPOL and the TNTD/SPMU have had a lengthy experience as partners co-operating on issues to the benefit of the OSCE participating States. As a collaborator, INTERPOL, with their innovative tools and global reach, have created good synergy with TNTD/SPMU expertise.

In 2012, the Annual Police Experts Meeting organized by the TNTD/SPMU was devoted to the topic of "Fighting the Threat of Cyber Crime". The meeting, which was held on 20-21 September in Vienna, convened some 90 experts from academia, the private sector and criminal justice bodies, who discussed ways to fight cybercrime. The two-day meeting was organized through the Irish Chairmanship-in-Office (CiO) and focused on improving prevention efforts, information exchange, investigative training and co-operation with the private sector and Internet providers. The participants were informed about existing and planned networks of relevant bodies to counter crime and discussed strategies to make them more effective. The CiO identified the importance of expert input from the private sector and academia. With ever changing cyber threats the importance of co-operating and developing efficient tools was highlighted. A conference report was circulated to all participants and Delegations as SEC.GAL/227/12.

On 29-30 November, the TNTD/SPMU, in co-operation with the OSCE Mission to Serbia, organized a two-day training course on Computer Forensics and Digital Evidence, which brought together 40 police supervisors, appellate level prosecutors and judges from Croatia, Bosnia and Herzegovina, the Former Yugoslav Republic of Macedonia, Montenegro, and Serbia. The workshop aimed at improving the participants' understanding of computer crimes, computer forensics, and cyber evidence retrieval, while investigating and prosecuting crimes against children on the Internet. The training was delivered by cybercrime experts from the Ministries of Justice and Interior of the Republic of Serbia, the Association of Prosecutors of Serbia and the Garda Síochána, Ireland. Five speakers reviewed various aspects of handling digital evidence in regard to child pornography in their presentations, followed by discussions among participants on technical and legal matters in this regard. The seminar focused to a great extent on legislative issues and on challenges remaining in

increasing the regional/international co-operation in this area. The common view among participants was that these kinds of seminars had great value by bringing professionals from the region together to share experiences, discuss problems and promote their skills.

From 10-14 December, the TNTD/SPMU, in co-operation with the OSCE Presence in Albania, organized a workshop on the “Deep Thought” software tool. The workshop gave Albanian cybercrime experts the opportunity to effectively deal with large numbers of computers seized during criminal investigations, and to reduce the existing case load to manageable numbers. The workshop involved two expert trainers from Ireland and the UK who trained the staff from two Albanian forensic units in how to use the examination tool “Deep Thought”. At the conclusion of the training, the software was provided to the respective units at no cost and with no annual licensing fees. The workshop was funded by the Irish and US governments.

Trafficking in Human Beings

On 27-28 March, the TNTD/SPMU participated in an expert group meeting organized by ODIHR in Warsaw. The meeting focused on the revision of a draft *ODIHR Guide to Human Rights in the Return of Trafficked Persons*, which had been prepared by an Australian human rights expert (see also Appendix 2). The group of experts comprised international and inter-governmental organizations, non-governmental organizations, independent consultants and OSCE representatives (ODIHR, OSR CTHB and TNTD/SPMU). Previous expert meetings on this topic had been held in 2009 and 2010. The guide was envisaged to serve as a recommended standard for policymakers in the OSCE participating States.

On 22 May, the TNTD/SPMU delivered two presentations (“The OSCE strategy in combating human trafficking” and “TNTD activities in the area of combating sexual abuse of children on the Internet”) in the frame of a one-week training course on “Best Practices and Perspectives of Combating Trafficking in Human Beings” for law enforcement officials from Belarus, Moldova and Ukraine. The training was organized by the International Training Centre on Migration and Combating Trafficking in Human Beings in Minsk.

On 21-22 June, the TNTD/SPMU delivered a presentation and several case studies on the identification of victims of human trafficking for the purpose of forced labour in the frame of a training organized jointly by the OSCE Office in Baku and the United Nations High Commissioner for Refugees (UNHCR) Office in Baku. The training was organized for borderguards, migration officers and security service staff based at the airport. The training aimed at building the capacities of airport officials in identifying potential victims among labour migrants; elaborating on the status of asylum seekers; and providing information on mixed migration flows.

From 18-20 July, the TNTD/SPMU organized a regional training seminar on the “Identification, Seizure and Confiscation of Criminal Assets arising from Different Forms of Human Trafficking - Practical Perspective” in Prague. The seminar was a follow-up event to the “OSCE/UNODC Expert Seminar on Leveraging Anti/Money Laundering Regimes to Combat Human Trafficking” in 2011. The target audience for this seminar consisted of criminal police and financial investigators dealing with human trafficking from all regions covered by the OSCE field operations. The seminar aimed to provide operational-level guidance for police investigators dealing with criminal investigations into human trafficking and financial investigators involved in the search, seizure and confiscation of the proceeds of different forms of human trafficking. The seminar also promoted co-operation, co-ordination and information sharing among law enforcement agencies, financial intelligence units, banks and other financial institutions.

On 11 September, the TNTD/SPMU delivered a presentation on “Current priorities in preventing and combating sexual abuse of children on the Internet – the OSCE perspective”

during a one-week training on “Combating child pornography on the Internet”, organized by the International Training Centre on Migration and Combating Trafficking in Human Beings in Minsk. Topics of the training included the determination of online child sexual abuse material; international and national legislation; criminal, legal and criminological characteristics of the crime; modus operandi of the crime, etc. The training was attended by police officers from Belarus, Moldova and Ukraine, specializing in cybercrime and combating child pornography.

In October, the TNTD/SPMU embarked on the development of an *OSCE Resource Training Guide on Combating Human Trafficking*. The project’s objective is to revise existing training manuals used in the course of OSCE-facilitated police training activities addressing the issue of human trafficking, in order to identify their strong features and gaps, collect additional material and develop a new OSCE Resource Police Training Guide reflecting current challenges in combating trafficking in human beings (addressing, for instance, the identification of victims; the prevention of secondary victimization; the investigation and prosecution of trafficking for forced labour; the current modus operandi of traffickers; the financial investigation into human trafficking cases; the sexual abuse of children on the Internet; human trafficking for the purpose of organ removal; and victim compensation). The Guide was intended to be used as guidance and at the same time as a minimum set of standards for both internal and external trainers engaged in specialized police training activities facilitated by the OSCE. Apart from references to existing training manuals, the Guide was intended to incorporate outcomes of the seminars, conferences and other events recently organized by the OSCE in the area of combating human trafficking (key-note speeches, conference final reports etc.).

On 13-15 November, the TNTD/SPMU participated in the “EUROPOL Annual Experts Conference on Child Sexual Exploitation”. The conference was dedicated to three specific topics: "The new European Financial Coalition, a multi-stakeholder initiative to combat the distribution of commercial child abuse material"; "Project HAVEN, a EUROPOL initiative to fight the sexual exploitation of children perpetrated by EU citizens abroad. Possible strategies and forms of cooperation"; and "Law enforcement efforts against Darknet".

On 21-22 November, the TNTD/SPMU gave a presentation about its activities in preventing and combating THB during training that was organized by the OSCE Project Co-ordinator in Ukraine for the Security Service of Ukraine (SSU). The target audience was composed of officers of the SSU, prosecutors and police officers tasked with combating organized crime.

Drug Trafficking

On 6-7 February, the TNTD/SPMU participated in a working meeting of the Heads of Counter-Narcotics agencies from Central and Western Asian countries in Almaty, Kazakhstan. In line with the Central Asian regional programme for Afghanistan and neighbouring countries, UNODC and the Central Asian Regional Information and Coordination Centre (CARICC) sponsored this workshop that focused on a review of counter narcotic operations in the region; information exchange on transnational drug trafficking groups; and UNODC regional programme discussions for Afghanistan and Central Asia. An exchange of ideas took place on ways to address joint operations, particularly controlled buys and initiatives for combating illicit trafficking in precursor drug chemicals. Furthermore, the potentials of agreements on bilateral and regional formats for joint actions were discussed.

On 16 February, the TNTD/SPMU participated at the UNODC Paris Pact “Reconvened Policy Consultative Group Meeting” in Vienna. The meeting took place in the margins of the “Third Ministerial Conference of the Paris Pact Partners on Combating the Afghan Illicit Opiate Trade”, which also took place on 16 February. The consultative group focused its work on drafting the main outcome document of the Conference.

On 16 February, the TNTD/SPMU met with executive members of the Collective Security Treaty Organization Secretariat (CSTO) in Vienna, to discuss co-operation between the two organizations on issues related to combating the trafficking of illicit drugs. The possibility of joint training for Afghan National Police on combating drug trafficking and corruption and the potential modalities of such training were explored. The TNTD/SPMU briefed the CSTO representatives on the OSCE's police training offered to CSTO member states. At the meeting the CSTO invited the TNTD/SPMU to observe the next "Channel anti-drug operation", designed to address the northern opium route from Afghanistan to Europe through joint counter-narcotics efforts along trafficking routes through the CSTO member states.

On 12-13 July, the TNTD/SPMU assisted the OSCE Centre in Ashgabat in organizing a round table on "Mechanisms of Effective Cooperation between Police and Drug Enforcement Agencies in the Area of Illegal Drug Apprehension Procedures". The round table was also organized and conducted in partnership with UNODC's Regional Office in Kazakhstan and CARICC. The round table brought together 20 representatives of the State Service for Combating Drugs of Turkmenistan and the Ministry of Internal Affairs of Turkmenistan. Key note speakers were invited from the State Service for Combating Drugs of Turkmenistan, the Supreme Court of Turkmenistan, the Office of the Prosecutor General of Turkmenistan, as well as from the MIA of the Russian Federation, the US ICITAP, UNODC and the OSCE Secretariat.

From 18-19 October, the TNTD/SPMU organized a conference on the "Prevention of Illicit Drug Supply to Youth" in Vienna. Over 125 representatives from participating States, Partners for Co-operation, international and regional organizations (such as CARICC, the the Southeast European Law Enforcement Center (SELEC), UNODC, and the World Customs Organization (WCO)) participated in the event. Participants appreciated the conference as a valuable contribution to the international efforts for combating illicit drug supply to youth. The conference focused on the implementation of national programmes and OSCE commitments relevant for bringing drug producers and dealers to justice; and for ensuring protection of youth against drugs. The conference report was circulated among participants and Delegations as SEC.GAL/248/12.

From 28-30 November, the TNTD/SPMU participated in the "2012 Annual Meeting of the Precursor Network of the Pompidou Group". The 2012 Meeting was organized by the Council of Europe (CoE) focusing on "New Threats and Challenges in the Field of Precursor Diversion". The meeting addressed possibilities to improve information exchange, co-ordination and networking among law enforcement agencies, regulatory authorities, prosecutors and the chemical industry. Participants examined gaps in the judicial chain from the identification of suspect consignments to prosecution and sanctioning. The meeting also addressed the improvement of interagency co-operation at the international level. The meeting was attended by 60 representatives from law enforcement agencies, international organizations and the chemical industry. The TNTD/SPMU presented the OSCE's activities on precursor control. The meeting's conclusions highlighted the necessity to: a) adapt legislations in general to enable more rapid and efficient reactions to new tendencies in the field of drug precursors, including EU legislation; and improve communication at all levels among police, prosecutors, customs, and health authorities through awareness-raising and training; b) raise awareness of the problem of precursor diversion within the chemical industries in general - including pharmaceutical distributors and pharmacies in particular; c) reinforce co-operation with the industry; d) improve the judicial follow-up, including the development of links with the European Network of Specialised Prosecutors on Precursors and Synthetic Drugs as well as with EUROJUST; e) consolidate co-operation with international partners and relevant CoE bodies as well as to open the Precursor Network of the Pompidou Group to other stakeholders; and f) have continuity of participation of international bodies competent in the field of precursors in the Network. The link with relevant

CoE bodies, such as the European Pharmacopeia responsible for the implementation of the Convention “Medicrime” was also deemed important.

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2.3 TNTD/Action against Terrorism Unit

Background

The TNTD/ATU, which was established in 2002, is the OSCE’s focal point and information resource and implementation partner on counter-terrorism activities. The Unit’s work is guided by the *OSCE Consolidated Framework for the Fight against Terrorism* adopted in December 2012.¹⁰ The Decision outlines strategic focus areas for counter-terrorism activities of the Organization and is an important roadmap for further action to be taken in this regard.

Importantly, the *Consolidated Framework* stipulates that the OSCE will further co-ordinate its efforts internally and co-operate externally with relevant regional and international organizations. The Secretary General will continue to ensure co-ordinated efforts among thematic structures within the Secretariat and other executive structures in the pursuit of activities related or relevant to counter-terrorism, in order to maximize the use of resources and available expertise. Furthermore, the *Consolidated Framework* mandates the OSCE Secretariat to continue ensuring the facilitation and cross-dimensional and cross-institutional co-ordination of all OSCE counter-terrorism activities, without prejudice to the mandates of other OSCE executive structures. To this end, other OSCE executive structures are tasked to proactively inform the Secretariat about planned and ongoing activities as they relate to terrorism/anti-terrorism.

Terrorism is a serious crime and has to be dealt with determination and effectiveness, within a framework based on the rule of law and human rights. Police and law enforcement play an important role in preventing and countering terrorism and the work of the TNTD/ATU complements the work of the TNTD/SPMU in relation to the role of law enforcement in countering terrorism. In 2012, the following police-related activities were implemented, some of them having been organized jointly with other TNTD structures.

Counter-Terrorism in General

On 12-13 November, the TNTD/ATU organized an “OSCE Conference on Strengthening Regional Co-operation, Criminal Justice Institutions and Rule of Law Capacities to Prevent and Combat Terrorism and Radicalization that Lead to Terrorism” in Vienna. More than 170 experts examined good practices in upholding the rule of law within a counter-terrorism context through establishing adequate criminal offences, criminal procedure tools and law enforcement capacities. Experts identified several potential OSCE roles including increasing co-operation with the Global Counterterrorism Forum (GCTF) in promoting the GCTF’s *Rabat Memorandum on Good Practices for Effective Counterterrorism*, building on the OSCE’s unique comprehensive approach to security as a fundamental component to support all aspects of effective and efficient criminal justice systems. At the end of 2012, the Unit started developing concrete follow-up activities at the national level planned to be implemented in 2014.

¹⁰ CF. OSCE, Permanent Council Decision No. 1063, *OSCE Consolidated Framework for the Fight against Terrorism* Dublin, 7 December 2012.

Promoting the Legal Framework and Co-operation in Criminal Matters related to Terrorism

On 24-26 January, the TNTD/ATU participated in the visit of the United Nations Counter Terrorism Committee Executive Directorate (UN CTED) to Albania. CTED monitors the implementation of Security Council resolution 1373 (2001), which contains provisions aimed at criminalizing terrorist offenses, fighting the financing of terrorism and enhancing counter-terrorist investigations and international operational co-operation. To this end, CTED conducts visits to UN member States and produces reports with recommendations on how to better address gaps pertaining to the implementation of the UNSC Resolution by national authorities. Since 2005, the OSCE has been regularly invited to participate in these visits. The team met with high level representatives from the State Intelligence Service, Ministries of the Interior, Justice and Finance and the General Prosecutors' Office.

On 16-20 April, the TNTD/ATU participated in the CTED team visit to the Kyrgyz Republic. The TNTD/ATU contributed to the team's visit by covering aspects related to law enforcement and international co-operation.

On 10-11 May, the OSCE and UNODC jointly organized a conference on "Enhancing Implementation of the Universal Anti-terrorism Instruments on Terrorist Use of Explosive Substances" in Vienna. 183 experts from 54 participating States and Partners for Co-operation, eleven international/regional organizations and representatives from the private sector participated. The purpose of the conference was to raise awareness of the need to fully implement the 1997 *United Nations Convention for the Suppression of Terrorist Bombings* and particularly the preventive aspects relating to the investigation and control of explosive substances and their precursors. The final report of the conference, which contains conclusions and recommendations, was circulated as SEC.GAL/151/12.

On 6-7 June, the OSCE/TNTD, together with the OCEEA, CARICC, and UNODC, organized a regional workshop on "International Co-operation in Criminal Matters: Information Exchange in the Fight against Organized Crime and Terrorism" in Almaty (see also chapter 2.2).

On 26-27 July, the OSCE CiBand the Anti-Terrorism Centre (ATC) of Kyrgyzstan's State Committee of National Security (SCNS), with the support of the TNTD/ATU, organized an expert meeting on "Exchanging Expertise and Enhancing Cooperation and Co-ordination on Anti-Terrorism Issues" in Bishkek. This was the first time ever that a meeting of experts from ATCs had been organized in the OSCE's framework. The event brought together some 30 experts, representatives of the SCNS, the Anti-Terrorist Centre of the Commonwealth of Independent States, the Regional Counter-Terrorism Structure of the Shanghai Co-operation Organization and relevant State Agencies of other OSCE participating States, including France, Georgia, Poland, Spain, Turkey and Ukraine. As a follow-up, a team of experts from the SCNS ATC visited the Spanish National Centre of Anti-terrorist Coordination (CNCA), the Guardia Civil and the National Police from 24-26 September. The visit was organized by the OSCE CiB and supported by the TNTD/ATU. Three high-level officials from Kyrgyzstan travelled to Spain with the objective of exchanging experiences with the Spanish authorities.

Travel Document Security

On 17-26 April, the TNTD/ATU organized a ten-day training course for 20 Afghan and Tajik Border officials on “Enhancing Operational Awareness to Detect Forged Documents” delivered at the OSCE Border Management Staff College (BMSC) in Dushanbe. The intensive training course was facilitated by two trainers from the Austrian Ministry of the Interior (BMI) employing training material that has been developed by the BMI in co-ordination with the TNTD/ATU and the TNTD/BU. The objective of the training was to equip trainees with the necessary skills to detect forged documents, which in turn they will further disseminate within their structures as national trainers. The course consisted of theoretical sessions complemented by practical sessions on forensic techniques, and how to detect forged documents using examination kits that were donated to the participants. The overall goal of the training was to increase the number of forged documents seized in Tajikistan and Afghanistan, thereby impacting positively on wider efforts to combat transnational threats.

From 4-6 July, the TNTD/ATU held discussions to strengthen Travel Document Security and access to INTERPOL databases in Chisinau. The TNTD/ATU and the OSCE Mission to Moldova conducted bilateral meetings with the Moldovan counterparts from the INTERPOL National Central Bureau, the Travel Document Issuing Authority, the Ministry of Foreign Affairs, including the Consular Department, the Border Police and the Customs Service. Topics discussed included reviewing the progress of a 2010 OSCE/ATU project that facilitated real-time connection to INTERPOL databases at border control points; identity management for passport and visa issuance; motor vehicle inspection; and the improvement of interagency data sharing modalities. In order to share information and co-ordinate potential future projects, additional meetings were held with the Norwegian Rule of Law Mission (NORLAM), the European Union (EU), the International Organisation for Migration (IOM) and UNHCR.

From 27-29 August, the TNTD/ATU and the Office in Tajikistan conducted bilateral meetings and a concluding round table discussion with a number of Tajik Government Agencies to review the progress made in the area of Travel Document Security. The bilateral meetings were held with Border Troops of the State National Security Committee, the Deputy Minister of Internal Affairs, the INTERPOL National Central Bureau of the Ministry of Internal Affairs (MIA), the MIA’s Office of Visa and Registration, the Ministry of Foreign Affairs’ Consular Department and the Prosecutor General’s Office. All of these agencies were then invited to a concluding round table discussion, held on 29 August at the OSCE BMSC in Dushanbe.

Countering the Use of the Internet for Terrorism Purposes

In 2012, the TNTD/ATU conducted four online expert forum discussions on:

- “The Internet used as tactical facilitator by terrorists” (21-25 May);
- “Terrorist abuse of social networking tools” (2-6 July);
- “Right wing extremist/terrorist use of the Internet” (17-21 September); and
- “Effective public private partnerships to counter terrorist use of the Internet” (8-12 October).

Overall, 140 experts participated in these events representing national authorities of participating States, civil society organizations, academia and the business community. Experts contributed to discussions with over 164 posts tackling and shedding light on key discourses in this field, offering potential solutions, showcasing national good practices and relevant international initiatives as well as offering their views on areas in which the OSCE could get more involved by building on its comparative advantages. A consolidated report highlighted the conclusions and main themes of the online forums and proposed potential follow-up areas for the OSCE.

On 3-4 December, the TNTD supported the organization of a “Sub-regional Workshop” on “Regulating Terrorism and Crimes in Cyberspace: Challenges and Tendencies” in Bishkek. The workshop was organized by the OSCE CiB, the Anti-Terrorism Centre of Kyrgyzstan’s State Committee of National Security (SCNS) as well as the NGO Civil Initiative on Internet Policy. 35 experts from the CIS-ATC, the Conference on Interaction and Confidence-Building Measures in Asia (CICA), the CoE, INTERPOL, and the Shanghai Co-operation Organization shared their experiences with national experts from ministries as well as civil society. Key conclusions of the workshop included the need for additional steps to harmonize national legislation in line with international and regional instruments; further enhance national capabilities and capacities in countering cyber threats; and enhance international co-operation based on a coherent and comprehensive national strategy addressing various cyber threats. A key objective of the workshop was to kick-start longer term co-operation between the OSCE and Kyrgyzstan in this thematic area, including potential concrete capacity building assistance, legislative reviews as well as training for relevant law enforcement and the judiciary.

Countering Violent Extremism and Radicalization that Lead to Terrorism (VERLT)

In 2012, the TNTD/ATU and TNTD/SPMU, jointly with ODIHR, started a guidebook project on *Preventing Terrorism and Countering Violent Extremism and Radicalization that Lead to Terrorism VERLT: A Community Policing Approach*. The guidebook, expected to be published in 2013, aims to provide guidance, based on international experiences and in line with OSCE commitments in the field of counter-terrorism and human rights, on how to leverage community policing as part of an effective human-rights compliant, gender sensitive and multi-disciplinary approach to countering terrorism. It would be primarily directed to policy level officials and senior police professionals. In the context of this project, TNTD and ODIHR organized a round table on 26-27 January in Warsaw. A group of selected external experts discussed the conceptual parameters for the guidebook. Furthermore, an on-line forum in POLIS was established and moderated in support of the development of the guidebook.

On 11-12 April, the TNTD/ATU and TNTD/SPMU, jointly with the OSCE Mission to Montenegro, organized a National Seminar on “Countering VERLT and the Use of Community Policing” in Budva. The seminar was attended by 30 police officers at senior and mid management levels. ODIHR also participated and contributed with an expert from its Human Rights and Anti-Terrorism programme. The seminar stressed the need for a multi-dimensional, context-based understanding of VERLT to develop and implement effective, human-rights compliant policies and measures to counter the threat. In this context, the seminar further explored how a community policing approach and police-public partnerships could contribute to terrorism prevention and counter-radicalization efforts in Montenegro.

On 28-29 May, the TNTD/ATU, jointly with the OSCE CiB, and in co-operation with the national Anti-Terrorism Centre of the State Committee on National Security and the Ministry of Interior of the Kyrgyz Republic, organized a National Seminar for Kyrgyzstan on “Conceptualizing VERLT and Developing an Effective Approach to Counteracting the Threat of VERLT” in Bishkek. Some 30 participants included senior officials from the capital and provinces, from the State Committee on National Security, the Ministry of Interior, the General Prosecutor’s Office, the State Service on Execution of Punishment and the State Committee on Religious Affairs, as well as civil society representatives engaged in the fields of religion, tolerance and human rights. It was emphasized that VERLT is a complex multi-dimensional phenomenon and that, as a consequence, effectively countering VERLT requires a sophisticated and comprehensive response anchored in an empirical understanding of specific contexts.

On 11-12 October, the TNTD/ATU and the OSCE Centre in Astana co-organized a “National Seminar on Community Policing and Countering VERLT” in Astana. Some 40 national and international experts discussed violent radicalization and factors that may be conducive to terrorism. The seminar focused on how state authorities and the public can co-operate, including through community policing approaches, to prevent and combat terrorism while ensuring respect for human rights and the rule of law. Government and independent experts from six participating States shared experiences and policy recommendations. Participants from Kazakhstan included representatives from the Ministry of Internal Affairs, the Police Academy, the National Security Committee, the General Prosecutor’s Office, as well as experts from academia and human rights organizations. The seminar was also attended by representatives of the CIS, CICA, UNODC and the United Nations Regional Centre for Preventive Diplomacy for Central Asia (UNRCCA). Participants notably expressed concerns about the vulnerability of individuals in crisis situations to manipulative interpretations of religious dogmas and the spread of VERLT in prisons. It was suggested that vigilance among the public should be increased without being alarmist, and that building trust between the public and the police requires sustained efforts in terms of professional development of the police and improving perceptions of the police by the public.

On 28-29 November, the TNTD/ATU and the CiB co-organized a seminar on countering VERLT for the Southern Provinces of Kyrgyzstan in Osh, bringing together 60 national and international experts to conceptualize the threat of VERLT, factors conducive, and how to effectively counter it from a multi-dimensional perspective. The seminar was a follow-up to a National Seminar on Countering VERLT in Bishkek held in May 2012. Non-governmental experts from Germany and the United Kingdom as well as governmental experts from Spain and Turkey shared their experience with a multi-stakeholder audience from the South of Kyrgyzstan. A UNCTED representative presented and moderated during the seminar, which was also attended by the CIS-ATC and UNRCCA. The seminar discussed the role of different actors, emphasizing the need to rely on different measures to tackle violent and non-violent extremism to uphold freedom of belief, expression, the media and association. Participants identified that public perception(s) of policies and actions of state authorities had particular bearing on the potential for increased radicalization and the willingness of civil society organizations to engage in preventive efforts. The seminar concluded with a discussion on possible next steps for Kyrgyzstan, in particular for the South of the country.

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2.4 TNTD/Borders Unit

Background

The TNTD/BU is the primary point of contact in the Secretariat for all border security and management related issues. The TNTD/BU is responsible for co-ordinating the OSCE’s response to requests from participating States on this subject and maintaining the OSCE Border Security and Management National Focal Point (NFP) Network.

In 2012, five permanent staff of the TNTD/BU were involved in activities to address crime-related issues, directly focusing on capacity building activities concerned with trafficking in drugs, human beings and goods, licensing and control of exported small arms and light weapons, and other major cross-border crimes relevant to the border security and management of OSCE participating States. In addition, the Unit undertook efforts to support

co-ordination of OSCE activities in the field of cross-border co-operation and countering organized crime.

Border Management Staff College

Throughout 2012, the TNTD/BU consistently supported diverse capacity building training events within the BMSC in Dushanbe by providing thematic input and serving as instructors. Three four-week staff courses, addressing mid-level and senior management from border security and management agencies, had priority and were successfully delivered. An additional 24 courses were conducted for border officials on law enforcement-related border activities and duties. During 2012, a total of 592 attendees, including officials from participating States and Partners for Co-operation, were hosted by the BMSC.

Trafficking in Human Beings

Migration and readmission issues and trafficking/smuggling of human beings were addressed during the Annual Meeting of the OSCE Border Security and Management National Focal Point Network and through discussions by members of the Network. The discussions resulted in the development of a formal working group on trafficking in human beings that was planned to be facilitated by the TNTD/BU in 2013.

Illicit Trade in Small Arms and Light Weapons

The TNTD/BU, in conjunction with the FSC Support Section (FSC/SS) in the OSCE Secretariat, delivered a series of regional workshops that brought together officials from the customs agencies and national export licensing authorities of participating States and Partners for Co-operation. The workshops focused on the legal and illegal movement of weapons and dual-use goods and compliance with UNSCR 1540, among other issues.

During the 2012 Annual NFP Network Meeting INTERPOL introduced its new database on tracing illicit arms – iARMS – to the participants. Participants were provided with an opportunity to exchange opinions on weapons tracing tools and present their national experiences on INTERPOL and iARMS. The TNTD/BU and FSC/SS planned to follow up with further activities on the tracing of illicit weapons during 2013.

Anti-Corruption

The TNTD/BU, in co-operation with experts from participating States, developed a course on anti-corruption based on input from experts of the participating States during a workshop under the NFP Network in 2011. A pilot course, hosted at the BMSC, was successfully delivered in November 2012 by an OSCE expert. The BMSC has incorporated the course into its standard offerings and planned to conduct it twice in 2013.

In co-ordination with the OSCE Project Co-ordinator in Ukraine and the Mission to Moldova, the TNTD/BU and the European Union Border Assistance Mission (EUBAM) in Ukraine and Moldova conducted meetings of the working group of selected representatives of the Border Services of the two countries, including Customs Administrations, in order to develop a curriculum on preventing and countering corruption. The TNTD/BU facilitated these meetings with the provision of subject matter experts from participating States to assist with developing the curriculum and tailoring the modules to the respective national structures.

Other

During the course of the year, the TNTD/BU continued to support the second phase of “Patrolling and Surveillance Training” for Tajik Border Troops on techniques and tactics to detect and interdict organized illegal cross-border movements. During this phase, the training included participants from the Afghan Border Police. Some courses were conducted jointly with the Tajiks and other courses were held specifically for the Afghans.

In conjunction with the Federal Security Service of the Russian Federation, the TNTD/Customs Adviser served as an instructor for a maritime port security course in Turkmenbashi, Turkmenistan. The course was conducted at the end of 2012 and brought together agencies, such as Coast Guard, Navy, Customs, Police and Port Authorities. In addition, the TNTD/BU supported a complementary effort by the Centre in Ashgabat where officials from the four OSCE littoral states of the Caspian Sea came together to meet each other and to share experiences and discuss issues in the Caspian Basin.

3. POLICE-RELATED ACTIVITIES OF OTHER THEMATIC UNITS

3.1 The Gender Section

Background

The Gender Section continued its efforts to enhance gender mainstreaming in policing to ensure that security is accessible and attainable to all segments of society. The integration of a gender perspective that takes into account the needs, concerns and experiences of both men and women is crucial in attaining a comprehensive security analysis and is therefore critical in police work. During 2012, the Section continued to offer capacity building to field operations, as well as technical assistance and tools that supported OSCE staff working in the first dimension, to take gender aspects and gender mainstreaming into account in their work.

Activities

The 2012 Annual Evaluation Report of the 2004 Action Plan for the Promotion of Gender Equality showed that there has been steady progress in gender mainstreaming since 2009 for projects in the first dimension. However, taking into account that a majority of the gender mainstreamed projects mainly focus on the participation of women but do not look at how the aim of the project affect both men and women, there is still work to be done in contextualizing gender mainstreaming throughout the project proposals. To help the field operations, departments and Institutions to include gender aspects in their programming, the Gender Section continued to offer tailor-made capacity building in gender mainstreaming. In 2012, three field operations benefited from this training (Mission to Montenegro, Mission to Skopje and Office in Tajikistan).

The Gender Section, together with the TNTD/SPMU, developed a project to train Belarusian police officers in understanding domestic violence and how to proceed with processing cases of domestic violence. The project was planned to be implemented in the course of 2013.

The Gender Section further developed the GenderBase, which is a roster created to promote female experts in the first dimension, and was in the process of merging the database with the TNTD/POLIS database in order to increase its outreach.

During 2012, the Section organized side events during formal OSCE meetings such as the Annual Police Expert Meeting to discuss aspects of gender in policing as well as tools and mechanisms that can be utilized to enhance gender mainstreaming in the police forces.

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3.2 The Office of the Co-ordinator of Economic and Environmental Activities

Background

In 2012, four staff members at the Office of the Co-ordinator of Economic and Environmental Activities (OCEEA) continued to be directly involved in police-related activities, addressing good governance, anti-corruption, anti-money laundering and combating the financing of terrorism. To this end, the Office co-operated closely with relevant thematic units, the OSCE field operations and partner organizations, such as UNODC, the Organisation for Economic Co-operation and Development (OECD), the International Monetary Fund, the World Bank, the CoE, the Financial Action Task Force, and the Eurasian Group on Combating Money Laundering and the Financing of Terrorism (EAG).

The 2012 Economic and Environmental Forum (EEF) Process, which was dedicated to “Promoting Stability and Security through Good Governance”, culminated in the adoption of the OSCE Ministerial Council *Declaration on Strengthening Good Governance and Combating Corruption, Money-Laundering and the Financing of Terrorism*.¹¹ The MC Declaration strengthened the OCEEA’s mandate and is expected to guide the OCEEA’s future activities in supporting the participating States in implementing the commitments contained therein.

Counter-Terrorism

On 28-29 November, at the invitation of the authorities of Montenegro, UNODC and the OSCE (TNTD/ATU and OCEEA) carried out a needs assessment mission to Podgorica to advise the authorities in charge of drafting Montenegro’s *2013-2015 Action Plan* for the implementation of the *2010-2014 Strategy for Prevention and Suppression of Terrorism, Money Laundering and Terrorist Financing* (adopted in September 2010). The needs assessment mission included a series of working meetings with representatives of the Police Directorate, the Ministry of Internal Affairs and Public Administration, the National Security Agency, the High Court in Podgorica, the Ministry of Defence and the Administration for the Prevention of Money Laundering and Terrorism Financing. Participants identified ways that UNODC and OSCE could support the implementation of the Strategy, including through national capacity building initiatives.

Financial Investigations and Money Laundering

On 18-20 January, the OCEEA, the CoE and the World Bank launched the first in a series of workshops for the countries of South-Eastern Europe on Serbia’s National Money Laundering Risk Assessment. The workshop gathered representatives of Serbian government agencies, including the Interior Ministry and other law enforcement agencies, and observers from the governments of Albania, Azerbaijan, Bosnia and Herzegovina, Croatia, the Former Yugoslav Republic of Macedonia, Montenegro and Slovenia to study and begin the process of conducting a money laundering national risk assessment using a World Bank methodology. The Serbian authorities conducted a national risk assessment and a concluding workshop was held on 23-24 October to review the findings and present them to senior decision-makers in the Government of Serbia.

On 13-15 March, the OCEEA, together with the OSCE Centre in Bishkek and the World Bank, co-organized the opening workshop of the Kyrgyz Republic Money Laundering National Risk Assessment. The workshop gathered representatives from the Kyrgyz financial

¹¹ OSCE, Ministerial Council *Declaration on Strengthening Good Governance and Combating Corruption, Money-Laundering and the Financing of Terrorism*, Dublin, 2012.

intelligence unit, law enforcement agencies, bank supervisors and the private banking sector to learn the World Bank's methodology for conducting a national risk assessment and to plan the year-long process of gathering and analysing information used to most effectively allocate state resources in the fight against money laundering.

On 18 July, an OCEEA representative provided a keynote address at an OSCE training seminar on the "Identification, Seizure and Confiscation of Criminal Assets arising from Different Forms of Human Trafficking – A Practical Perspective" in Prague. Law enforcement officers from all of the OSCE participating States which host field operations were invited to attend the seminar, which was organized primarily by the TNTD/SPMU as a follow-up to the October 2011 Expert Seminar on "Leveraging Anti-Money Laundering Regimes to Combat Human Trafficking".

On 16-17 October, at the "Economic and Environmental Dimension Implementation Meeting", the OCEEA launched the *OSCE Handbook on Data Collection in Support of Money Laundering and Terrorism Financing National Risk Assessments*. The handbook is designed to build the capacity of the OSCE participating States to fully implement the Financial Action Task Force (FATF) Recommendations 1 and 31, which relate to the collection of statistics for the purposes of evaluating the effectiveness of specific components of a national anti-money laundering regime. The handbook includes guidance for law enforcement authorities on the process of collecting, collating and reporting statistics related to investigations, prosecutions and convictions related to proceeds-producing crimes.

On 4-6 December, the OSCE Centre in Astana, in partnership with the Financial Police of Kazakhstan and the International Narcotics and Law Enforcement Office of the US Embassy in Kazakhstan, held a training on international mechanisms and tools to combat money laundering and terrorism financing for 70 Kazakh officials and private financial institutions. The OCEEA identified experts for the training from Ukraine, the United Kingdom and the United States and assisted in developing the agenda, which covered modern tools and good practices in financial investigative techniques in the banking sector. The event concluded a year-long series of training courses on good governance, anti-corruption, and combating money laundering and the financing of terrorism.

Corruption

The Economic and Environmental Committee of 11 July 2012 featured a thematic meeting on "Good Governance from a Cross-Dimensional Perspective" and featured presentations by the Rule of Law Department at the OSCE Mission to Serbia on "The Current State of Anti-corruption Efforts in Serbia" and the TNTD/SPMU on "Anti-organized Crime Activities that Address Public Corruption Issues."

On 3-5 September, the OCEEA organized a seminar in Vienna on "Identifying, Restraining and Recovering Stolen Assets in the OSCE Region", together with the Irish Chairmanship, UNODC, the Stolen Asset Recovery (StAR) Initiative of the World Bank, and the Basel Institute on Governance. The aim of the seminar was to provide a platform for the exchange of expertise and best practices, and to raise political awareness among OSCE participating States of the key importance asset recovery holds for the credibility and effectiveness of national and international anti-corruption efforts. The seminar brought together some 130 experts and government officials from a large number of OSCE participating States, Partners for Co-operation and international organizations including EUROPOL and INTERPOL. The main outcome of the seminar was the agreed upon Expert Conclusions document (CIO.GAL/115/12) which was circulated to all Delegations on 4 September. A consolidated summary report was prepared and circulated by the OCEEA.

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3.3 The Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings

Background

Trafficking in human beings (THB) has reached the level of a massive scale crime and has become a serious transnational threat throughout the OSCE region, as well as a grave human rights violation. Estimates by the ILO in 2012 provide an indication of the size of the criminal industry of trafficking: at any moment 20.9 million people are victims of forced labour globally, although the organization stresses that this is a conservative estimate.¹²

THB has also been recognized as a form of organized crime integrally linked with various other forms, such as drug trafficking, corruption, money laundering, forging of documents, fraud, smuggling of migrants, and terrorist activities, apart from being a gross violation of human rights and fundamental freedoms. Human trafficking endangers national security and economies of the participating States permeating into the legal economic sectors, and furthermore, transforming labour exploitation resulting from THB into a structural component of the global economy.

The vast majority of cases of THB (as well as victims) go undetected, and when they are detected, they are too often not properly identified. Therefore police-related activities should be enhanced to ensure an end to impunity for the offenders, and that all victims are identified and provided with adequate assistance and protection without any discrimination.

In 2012, seven professional staff members of the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR/CTHB) were fully engaged in addressing trafficking in human beings (THB) as an integral part of organized crime, and its dimension of a serious transnational threat.

The OSR/CTHB works in close co-operation with the TNT Department, including regular exchange of information, joint meetings and joint initiatives, and has established a Focal Point to facilitate this co-operation.

In 2012, the SR/CTHB took advantage of official country visits to discuss these issues, among others, with high-level officials in Azerbaijan, Bosnia and Herzegovina, Ireland, and Portugal, especially with agencies responsible for front-line actions against modern-day slavery, and to stress that all related policy areas such as migration and labour policies should be consistent with anti-trafficking action. The SR also followed up with Canada, Moldova and the UK with regard to her 2011 country visits and reports.

Working with the Judiciary

The fight against human trafficking requires close co-operation and a common stand shared by the police, judges and prosecutors to have any THB-related case identified, investigated and prosecuted. This is why, in order to strengthen the criminal justice system response as mandated in the OSCE Action Plan¹³, the OSR/CTHB also continued to work extensively with the judiciary in participating States to further improve access to justice for victims of trafficking as well as to provide capacity building on the legal complexities which often characterize human trafficking cases at trial.

¹² ILO, *Global Estimate of Forced Labour* (Geneva, 2012).

¹³ OSCE, Permanent Council Decision No. 557/Rev. 1, *OSCE Action Plan to Combat Trafficking in Human Beings*, Vienna, 7 July 2005.

On 4-5 April, the SR/CTHB addressed a high-level round table organized by the Italian National Judicial Council in the framework of the regular training curriculum for prosecutors and judges. The round table discussed legal issues arising during both the investigation phase and the judgement period for crimes involving vulnerable victims who are at risk of being traumatized again by testifying in Court and recalling their past experiences. The conference was attended by judges, public prosecutors, lawyers, professors of law and psychology as well as psychiatrists from Italy and a number of partner countries.

On 25-26 October, the SR/CTHB addressed the conference in Rome, "Towards a European approach to judicial training on trafficking in human beings 'The victim'", organized by Italy's Superior Council of Magistrates, the Netherland's Training and Study Centre for the Judiciary and The Polish National School of Judiciary and Public Prosecution and attended by prosecutors and judges from the 27 EU Member States.

On 24 April, the SR/CTHB introduced the initial findings of a research project "Trafficking for the Purpose of Organ Removal" related to cases identified and prosecuted in 17 countries in the OSCE region. The final report was scheduled for publication in summer 2013, marking the first time that a systematic gathering of these cases has been carried out in the OSCE region. The Report will provide better understanding of peculiar features of THB for organ removal that can be helpful for the identification of such cases by the police. The research was undertaken in co-operation with the TNTD/SPMU (see also chapter 2.2).

Money Laundering

Another example of co-operation with OSCE structures was the joint research by the OCEEA, OSR/CTHB and TNTD/SPMU on "Leveraging Anti-Money Laundering Regimes to Combat Human Trafficking", building on the *Alliance* Expert Seminar of the same name from September 2011 organized together with UNODC. The research findings were expected to be available in 2013.

Promoting the Implementation of the OSCE Anti-Trafficking Commitments, Strengthening Co-operation with External Partners

External co-operation, strengthened within the *Alliance against Trafficking in Persons*, was complemented by enhanced bilateral and multilateral relations with key international organizations involved in combating THB and addressing it as a transnational threat. In particular, the SR/CTHB worked closely with UNODC, the IOM, the ILO, INTERPOL, and others. She also co-operated with regional organizations such as the European Commission, NATO, EUROPOL, Eurojust, the CoE, the CIS Executive Committee, CSTO, CBSS, FRONTEX, etc. UNODC was the key partner for the SR/CTHB in terms of promoting the implementation of the UNTOC and the associated Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children.

On 16 February, the OSR/CTHB attended the FRONTEX preparatory meeting in Warsaw in order to prepare for the pilot "Anti-Trafficking Training for Border Guards" in Vilnius the following month. The OSR/CTHB discussed the final version of the *FRONTEX Manual on THB* for front line border officials developed by OSR/CTHB together with a group of international organizations.

From 13-15 March, the OSR/CTHB contributed to the pilot training course in Vilnius in order to introduce the good practices outlined in the Manual. The aim of the course was to test the training materials developed in 2011. The outcomes were to be used as a base for advising national trainers. More than 15 senior border officials from across the EU as well as EU neighbouring states attended the pilot training course.

From 29 February to 1 March, the OSR/CTHB attended the SMi Border Security Conference “Managing Borders between EU and non-EU nations” in Sofia. The OSR/CTHB representative spoke at a session, where issues such as managing borders between EU and non-EU nations in Eastern Europe; the co-ordination of joint operations between Member States; and the establishment of common training standards were discussed.

Training standards were also in focus at the NATO Partnership for Peace Training Centre course “Combating Trafficking in Human Beings (CTHB)” held on 5-9 March in Ankara and attended by the OSR/CTHB. The OSR provided the organization’s perspectives on the issue to course attendees. Officials from EUROPOL, the IOM, NATO, and the UNHCR, as well as the NATO School and the Turkish Ministry of Foreign Affairs were among those who led other sessions.

On 21-25 May, the OSR/CTHB, together with the TNTD/SPMU, participated in training sessions organized by the International Training Centre on Migration and Combating Trafficking in Human Beings and funded by the IOM Office in Minsk on “Best Practices and Prospects for Counteraction of Trafficking in Human Beings”. The training course was held for 30 experts in the sphere of counter-action of THB representing the law enforcement bodies of Belarus, Moldova and Ukraine. The OSCE presentation covered measures taken in all 57 participating States to combat THB (see also chapter 2.2).

The OSR/CTHB is a partner in a number of selected and innovative projects. On 27 February, the SR/CTHB delivered the keynote address to the kick-off for the joint OSCE-International Centre for Migration Policy Development (ICMPD) project “Capacity building for combating trafficking for labour exploitation”, carried out by ICMPD. Subsequently, in the context of the same project, the DC/CTHB made a presentation to labour inspectors and other officials from several Central and Eastern European participating States on 18-19 June. The training was the first of four courses to be carried out between June 2012 and February 2013 by the OSCE, ICMPD and NGOs.

4. POLICE-RELATED ACTIVITIES OF FIELD OPERATIONS

SOUTH-EASTERN EUROPE

4.1 The OSCE Presence in Albania

Background

Based on its mandate, the OSCE Presence in Albania (PiA) assists the Albanian State Police (ASP) with a notable focus on the Border and Migration Police (BMP). In 2012, the PiA supported the police through its Security Co-operation Department (SCD) staffed with 2 internationals and 4 nationals.

Assistance was provided through a broad range of activities within a co-ordinated framework with other international actors. The PiA actively participated in the International Consortium, the main forum gathering international and national organizations for co-ordinating criminal justice and police assistance. The Presence provided various training courses and technical support on the development of relevant legislation and official strategies.

Training and other Capacity Building Activities

One of the most important reform activities during the past few years was related to the improvement of police training. However, the Internal Control Service of the Ministry of Interior (ICS), as well as the ASP and BMP, still required assistance in some areas. In 2012, activities therefore included:

- The continuation of a Professional Development Programme, in co-operation with the International Police Association; Ruhr-Universität Bochum, Germany; the Scottish Police College and the French National Police. Training given in this area included leadership and management training for 1st line managers; equality and diversity training; child victim/witness interviewing techniques; training for dog handlers; and the development of a Master's scholarship programme for young managers, in co-operation with Ruhr-Universität Bochum;
- A strategic assessment of the State Police Anti-Explosives Unit;
- The development of an Offender Electronic Monitoring Programme to assist both police and the Albanian Criminal Justice system;
- A strategic assessment of the Municipal and Commune Police;
- A community policing initiative focusing on domestic violence; and
- Various activities connected with the continued development of the integrated border management process, the exchange of information between neighbouring countries and the development of Joint Information Exchange Centres.

In total 15 trainings were delivered to the ASP.

Border and Migration Police

The PiA continued providing sustained capacity building assistance to the Albanian BMP, aimed at improving cross-border co-operation between Albania and neighbouring countries. This included a comprehensive set of activities – from training of BMP officials and the provision of equipment (e.g. biometric passport readers, etc.), to supporting joint exchange of information with fellow border police bodies and, in general, operational synergies that further border security co-operation and contribute to tackling transnational crime.

The Presence, for instance, facilitated and participated in bi-monthly joint meetings between the Albanian Border Police and fellow police bodies from neighbouring countries (mainly the Former Yugoslav Republic of Macedonia and Montenegro). Such meetings help to expand the exchange of information and to identify training needs.

In May, the PiA organized a joint training between border police officers from Albania and the Former Yugoslav Republic of Macedonia. The training focused on specimen Albanian biometric passports and ID cards. Trainees (30 in total) came from Gorica, Tushemisht and Qafe Thana Border Crossing Points.

In terms of practical deliverables, the Presence played a crucial role in the establishment of a Joint Information Exchange Centre between Albania and the Former Yugoslav Republic of Macedonia – from conception to the training of officers and the provision of equipment. Building on this positive project, the Presence also supported similar projects related to the establishment of additional Centres of this kind across the region, particularly with regard to Montenegro (in partnership with the OSCE Mission to Montenegro) and Greece.

Trafficking in Human Beings

In 2012, in line with the relevant PC Decision No. 1049, the Presence supported the enhancement of law enforcement agencies' capacities, with a particular focus on improving co-operation among all stakeholders and agencies in the area of trafficking in labour exploitation – which, in spite of evidence pointing to upward trends, remained inadequately addressed. For instance, at the institutional level, some of the activities led by the Presence included the establishment of co-operation with the State Labour Inspectorate and the Police Migration Directorate; the organization of seminars for labour inspectors, anti-trafficking and border police, and social services; and the development of information leaflets on migration and anti-trafficking, distributed at the Centre for Irregular Migrants and border crossing points.

Secondly, the Presence, in co-operation with state agencies and NGOs, continued to promote the protection of witnesses and victims of trafficking. In 2012, the Presence provided funding to local NGOs which run shelters for victims of trafficking. This included the provision of counselling and basic living support for 37 victims of trafficking.

Drug Trafficking

The PiA, in partnership with other international actors, has long been involved in the improvement of the Albanian State Police's capacities to fight drug trafficking (in particular cannabis), a fundamental problem in Albania and the broader region. This has included, for instance, the improvement of border controls and provision of relevant training to police, against a backdrop of institutional weaknesses in terms of intelligence management, training deficiencies and procedural problems. In 2012 alone, the Presence contributed significantly to the State Police's achievements in the recovery of over 7 tons of cannabis, produced in Albania and intended to be trafficked out of the country. The Presence continued working with the State Police and other partners to overcome identified weaknesses – e.g. intelligence-gathering on operations against organized crime.

Criminal Investigations

In 2012, the Presence supported the ASP with several training and capacity building activities which dealt with investigation skills development. The Presence co-operated with and supported the TNTD/ATU in introducing Albanian ministries to the Public Key Directory (PKD) system for biometric passport certification. Follow-up activities and projects were envisaged to ensure the sustainability of these initiatives.

Cybercrime

The Presence also made efforts to upgrade the Albanian State Police's capacities for combating cybercrime, an area where progress has unfortunately been rather scarce given budgetary constraints and other structural limitations. As an example, in 2012 the Presence co-operated with and supported the TNTD/SPMU in delivering forensic computing software and training to the State Police.

Counter-Terrorism

The Presence worked to address capacity shortcomings in areas such as intelligence gathering and training weaknesses. Improving cross-border co-operation was another issue of importance. In addition, the Presence undertook comprehensive reviews of different operational capacities (e.g. the Albanian Fire and Rescue Service, State Police Anti-Explosives Unit) in order to identify potential weaknesses in the event of terrorist incidents – e.g. lack of training and/or equipment, an unclear legal framework and the absence of safe operating procedures, etc. Building on this work and in co-operation with other international partners, the Presence intended to continue its involvement in related follow-up projects, some of which might include elements of horizontal co-operation with other regional OSCE FOs in the future.

Corruption

During 2012, the Presence continued its work with the Ministry of Interior Internal Control Service to reduce instances of police corruption. As part of this process, training and developmental opportunities were provided for agents involved in covert operations. The experts for this training were provided by Italy, following the signing of a Memorandum of Understanding between the Presence and the Department of Public Security of the Ministry of the Interior of the Italian Republic in April 2012.

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4.2 The OSCE Mission in Kosovo

Background

The OSCE Mission in Kosovo (OMIK), the largest OSCE field operation, forms a distinct component of the United Nations Interim Administration in Kosovo¹⁴. It is mandated with institution and democracy-building and promoting human rights and the rule of law. In 1999, the OSCE was mandated with training the new police service that was to uphold human rights and democratic policing principles. To do so, The Mission's Department of Police Education and Development (DPED) created an institution – the Kosovo Police Service School – that in 2006 evolved into the Kosovo Centre for Public Safety Education and Development (KCPSED), and in 2011 into the Kosovo Academy for Public Safety (KAPS). In order to better reflect the broader context of its programmes with justice, safety and security sector development, the DPED itself became the Department for Security and Public Safety (DSPS) in 2006.

According to the approved OSCE unified budget the DSPS' staffing table for 2012 included 17 international and 29 national positions. Owing to the very limited budget for projects in 2012, the DSPS utilized its internal resources to continue conducting many training courses, and to advise and mentor its counterparts from the Kosovo Police (KP), the independent oversight body Police Inspectorate of Kosovo (PIK) and other public safety institutions. In 2012, the DSPS implemented around 60 activities financed by the unified budget. Most of these activities were training courses, mainly focusing on building the capacities of the KP and other public safety institutions to combat organized crime, as well as to provide advanced and specialized training, management and leadership, and courses on community policing. As with previous years, the DSPS focused on training-of-trainers (ToT) activities and planned to continue doing this in the future. At the same time, the DSPS contributed to the drafting and reviewing of several Administrative Instructions (AIs), as well as strategies and action plans that aimed at enhancing the security sector.

In 2012, the DSPS successfully concluded the "Police Inspectorate of Kosovo (PIK) Programme", which it had implemented for almost seven years. As a result of the DSPS' involvement and support, the PIK became a professional and sustainable institution in inspecting the management of the KP and conducting criminal investigations and high-profile misconduct of its employees.

Ensuring the accountability, independence and effectiveness of the KP, and monitoring the law enforcement agencies' compliance with human rights, also continued to be a key task of OMIK's Department for Human Rights and Communities' Security Monitoring Section (DHRC SMS). The strategy to fulfil this mandate included: proactive monitoring of the KP; addressing the institutional and legal gaps through confidential reporting; advising police authorities on remedial and/or corrective actions; and capacity building within the KP.

In 2012, the DHRC SMS had a total of 18 staff, eight international and ten local staff. Five staff members were based in the HQ, while the rest were deployed to all OMIK Regional Centres. DHRC SMS field teams covered all six police regions (Ferizaj/Uroševac, Gjilan/Gnjilane, Mitrovicë/Mitrovica, Pejë/Peć, Prishtinë/Priština, Prizren) and provided the information that was analysed and channelled to the KP Management.

¹⁴ All references to Kosovo institutions/leaders refer to the Provisional Institutions of Self Government.

Accountability

In line with its programme to increase the capacities of the PIK and with the new law equipping the PIK with the power to conduct integrity investigation in force, the Department provided the PIK investigators and inspectors with a specialized training course on Integrity Testing/Investigations. The course, consisting of many scenarios and case studies, was tailored to the PIK's needs and covered the legislative aspect of PIK investigations, many international applicable standards, forms and procedures that the PIK staff need for investigating the integrity of police employees in their future activities. The course took place from 5-9 March at the MoIA.

With PIK's ongoing efforts to improve its legislative framework, the Department took part in a series of meetings of the working group to review the AIs on budget administration; the procedure on the implementation of covert measures and false identity; as well as rules and procedures for conducting integrity investigations. During these meetings held in the second quarter of the year, the DSPS contributed towards enhancing the existing regulations, where many articles were reviewed and standardized with other relevant government regulations.

In an effort to improve communication channels with members of the public and to build better public relations with the agency, as agreed with the Chief Executive Officer (CEO) of the PIK, the DSPS prepared a presentation on the topic of "PIK – Its Role and Importance in the Rule of Law in Kosovo". This presentation was delivered to accredited colleges in Kosovo, in order to reach out to the important community of law students. Many students attended on a voluntary basis. The lectures contributed to the agency's visibility, as they were also covered in the different Kosovo-wide electronic media.

On 12 October, the DSPS marked the closure of its support programme to the PIK through a ceremony organized at the premises of the MoIA. The purpose of organizing this ceremony was twofold; firstly to mark the OSCE achievements in building a successful police oversight agency, and secondly, to provide the PIK with an opportunity to further promote its activities to the public through media presence at this event. The Department intended to further support capacity building of the PIK by continuing to invite PIK personnel to all relevant training sessions with other public safety agencies. By acknowledging its support in various security and public safety areas, the Minister of MoIA and the PIK CEO specifically thanked the OSCE for its assistance in supporting this institution during the last seven years.

In 2012, a key facet of the work of the DHRC SMS was carrying out monitoring programmes aimed at identifying reasons why the police failed to comply with the applicable law and international human rights standards and, as a result, failed to adequately protect the rights of Kosovo's population. These monitoring activities resulted in thematic, non-public reports, which were made available to the KP key personnel. DHRC SMS used inputs from the DHRC SMS field teams to produce these reports, mainly through drafting exercises which included questionnaires in order to be able to generate quantitative data. However, qualitative data, which also included anecdotal information, was as important for getting a comprehensive picture of the KP's compliance with human rights in specific areas.

In 2012, the DHRC SMS also advised the police on issues such as searches of private dwellings and premises, security of non-majority communities, rights of arrested persons, and temporary restriction of freedom of movement and temporary police custody.

The DHRC SMS also assisted the KP in remedying shortcomings by offering human rights trainings. These activities were meant to both raise the awareness of the police in certain areas, such as combating and preventing hate crimes, and to improve the skills of police officers to improve their performance. The DHRC SMS supported the ownership of the KP in the respective areas to achieve sustainability. Therefore, the Section mostly used the ToT approach.

During interviews with arrested persons in 2011 and 2012, the DHRC SMS noted significant deficiencies in their treatment by the KP. Furthermore, the lack of knowledge of international human rights standards and domestic laws of individual police officers was evident on several occasions. Therefore, the DHRC SMS organized a three-day ToT on the use of force and detention, which was successfully delivered to the KP by an international expert hired by OMIK. In total, 18 police officers benefited from the training.

In 2012, the DHRC SMS also continued supporting the establishment of a local detention monitoring mechanism. Such a mechanism would borrow from the Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT). One of the main provisions of the OPCAT is the establishment of National Preventive Mechanisms (NPM), specifically to “set up, designate or maintain at the domestic level one or several visiting bodies for the prevention of torture and other cruel, inhuman or degrading treatment or punishment (hereinafter referred to as the national preventive mechanism).” The DHRC SMS has been supporting the establishment of such a local detention monitoring mechanism since 2009. On 10 May 2011, the SMS advocacy efforts had resulted in the signing of a co-operation agreement on detention monitoring between the Kosovo Ombudsperson Institution and two local non-governmental organizations (NGOs), the Kosovo Rehabilitation Centre for Torture Victims (KRCT) and the Council for the Defence of Human Rights and Freedoms (CDHRF). Subsequently, in 2012, the DHRC SMS organized two capacity building training events for the detention monitoring task force: In April it organized a three-day training on fundraising and project cycle management for 15 participants; and in August a two-day training on lobbying and advocacy for 16 participants.

Security and Safety Education

In support of setting up and strengthening the legislative framework of the public safety institutions, the DSPS continued to monitor and report its results for further development of the Kosovo Academy for Public Safety (KAPS) and its subordinators, such as the KP, PIK, Customs, Fire Fighters, Correctional and Probation Services.

During 2012, the Department participated in many working groups for drafting several sub-legal acts, such as the regulations on: the Academy Board; the Institutional Organizational Structure; Training and Curriculum Development; the KAPS Provision of Trainings and Services for Private Physical and Legal Persons; the Academy’s Code of Ethics; and the Regulation for Training Planning and Co-ordination of Donations for Trainings. Apart from the last four regulations which had been already approved, the other regulations were with the Prime Minister’s Office at the end of 2012 awaiting the final approval before coming into force.

The DSPS gave particular attention to the regulation on the Academy Board, as the Board was expected to set up and define minimum professional standards and policies related to higher education for all public safety and security providers.

Furthermore, the DSPS was actively involved in defining the specific norm structure for the functionality of KAPS in the public safety and security domain. This support resulted in the new completed draft regulation on the *KAPS Organizational Structure*¹⁵, which was crucial for KAPS as an institution for providing higher education, and more concretely, as a Faculty of Security Sciences including a regional scientific research institute. In addition, great consideration was given to this regulation because of the necessity to accommodate the mutual interest of three different ministries and five different public safety agencies: the MoIA

¹⁵ As of December 2012, the regulations on the *Academy Board* and the *Institutional Organizational Structure* awaited the approval by the Prime Minister’s Office.

(KP, Fire Fighters, PIK), the Ministry of Justice (Correctional and Probation Services), and the Ministry of Finance (Customs).

By proactively co-ordinating the activities at the mission, governmental and KAPS level, and continuing to co-operate and share expertise with the EU in Kosovo, the DSPS focused on delivering workshops and seminars to public safety agencies. This was done to support the successful implementation of the EU Twinning Project “Improved Education in the Public Safety and Security Sectors”, which was expected to further develop a strong and accountable Kosovo Academy for Security Sciences that would meet the requirements set in similar European institutions. As a member of the EU Twinning Project Steering Committee, DSPS representatives participated and provided their expertise in the two EU Steering Committee meetings held in 2012, and in the conference for “Increasing Visibility of the Twinning Project in Kosovo” hosted by EU.

In a co-ordinated approach with the EU, the DSPS prepared and delivered training to KAPS senior management on building up a proper Human Resource Management and Development System. The training addressed comprehensive employee recruitment and selection procedures, and aimed at increasing the quality of management performance. The course was delivered at KAPS from 28 May to 1 June.

Throughout the year, the DSPS, in co-operation with the EU Twinning Project resident advisers, prepared KAPS and public safety curriculum developers and subject matter experts in the field of curriculum design, in order to qualify them to define competences, learning outcomes and job profiles for each of the specialized modules delivered.

On 16-17 June, the DSPS, for the 8th consecutive time, supported KAPS in hosting the traditional two-day “Mini-Olympic Games for Youth with Disabilities”. In 2012, the event was organized by the NGO “OPFAKKOS” and the Kosovo Paralympics Committee. Some 450 persons from different communities, mainly children and youth, joined by their family members, took place in different sporting competitions, including a wheelchair race, basketball, handball, darts, chess, shooting (at the underground shooting range), and drawing competitions. Through such events, the Department seeks to integrate youths with disabilities into society, and to increase the trust and co-operation between this group of young people and the law enforcement agencies.

With the aim of further increasing the credibility of KAPS in the region, the DSPS continued to liaise and assist KAPS in establishing relations with other international European Police Associations and by supporting the membership process in the field of security and public safety. To this end, the Department liaised and, together with senior officers from the KP and KAPS, participated in the “Balkan Countries Police Training Conference” which was hosted by the Turkish National Police in Istanbul, from 18-20 June.

From 12-14 September, the Department provided senior public safety managers with an “Organizational and Public Relations Skills” training delivered by an expert of the Mission. This particular module enabled KAPS and the senior management of the KP to properly organize and host similar international conferences, seminars and visits within KAPS.

In November the Department also supported KAPS on drafting and finalizing the *KAPS Training Plan 2013*, which clearly defines the future training needs of all public safety agencies and international partners operating within the academy. The training plan is based on a law enforcement training needs analysis and states the mission and vision of the academy. Subject to approval by the Minister of Internal Affairs, the Department intended to start monitoring the implementation of the training courses included in this training plan in 2013.

Training Development

In order to support a sustainable, transparent and accountable public security sector in Kosovo, the DSPS continued to support capacity building of the KP and other public safety agencies by providing specific training programmes in the areas of: diplomatic immunity; strategy development and project management; police management; training management and curriculum design; criminal investigations, traffic management, crowd and riot control, forensics, K9, and illegal immigration. In most of the training courses, potential trainers, who were expected to deliver the same training subjects in the future for the benefit of their respective agencies, were identified and supported by the DSPS.

As a follow-up activity of the DSPS projects, the Department's experts monitored the KP Homicide Investigation Training in February. The KP conducted their first in-service Homicide Investigation course for KP investigators through utilizing trainers from regional homicide units, who had been selected and trained by the Department in the Homicide Investigation training courses since 2009. The Department's experts not only monitored the course quality and trainers' capability but also advised trainers on better Homicide Investigation training.

As a pioneer activity, the Department conducted Diplomatic Immunity Training from 12-13 March, aiming to provide KP officers with the knowledge and skills for dealing with people who have diplomatic immunity.

The Department continued to provide training on project management for the Kosovo Public Safety Agencies. From 26-30 March, the Department organized and conducted in-house training for 21 staff from various Public Safety Agencies (Agency for Emergency Response, Customs, KAPS and KP) on project management at a basic level. In addition, the Department assisted these agencies in standardizing their own project templates and successfully implementing projects within their organizations. The activity aimed to enable them to implement projects successfully and in line with best European standards.

As a follow-up activity to projects on traffic safety, the DSPS, between 26 March and 6 April, conducted training on "Digital Tachograph and Traffic Control" for KP traffic officers at KAPS. The aim was to enhance the officers' capacity in using digital tachographs during their daily activities, and to develop proper traffic control strategies at major intersections.

In response to a request from the KP, the Department organized a training course for all officers of the newly established Highway Patrol Unit, which took place from 3-7 December at KAPS. The training course was delivered by an international expert and focused on management, control and monitoring of highways, and was a continuation of training for traffic police officers on traffic management issues. The participants of the course gained knowledge, understanding and skills on effective methods of controlling and monitoring highways. To consolidate the theoretical learning, a practical exercise on traffic safety issues and effective techniques in conducting traffic safety operations was conducted on a highway.

Since theft of motor vehicles is a major problem for Kosovo and other European countries, the DSPS, from 1-12 October, organized a ToT course on "Auto Theft Investigation" with the aim of enhancing the capacity of KP investigators to effectively deal with this type of crime in line with international operating procedures. The training was held at KAPS and the target audience included 15 KP officers from various units dealing with organized crime, and in particular auto theft cases.

In 2012, the assessment of the KP practices concerning crowd and riot control was still a sensitive issue in Kosovo as the KP still lacked capacity on the tactical usage of their equipment, such as tonfa (PR24 baton) and water cannon, as well as the ability to coordinate its activities to manage disorder situations in line with human rights standards. In its efforts to support the capacity building and development of the KP Directorate of Specialized

Units, in particular the Special Operations Units (SOU), the DSPS conducted pilot training on “Tactical Tonfa and Tactical Water Cannon” at the SOU Campus from 7-19 May.

The Department also supported the KP SOU by delivering a training package which included crowd and riot control management and the management of an operational command room. The goals of both of these training courses held at KAPS were fully achieved as the participants were satisfied with the content of the training, which was directly related to their day-to-day challenges and difficulties in both controlling and managing various policing operations.

Furthermore, at later stages during the year, the DSPS provided the KP SOU with two more ToT courses on the tactical use of tonfa and the tactical use of tear gas. Having certified trainers who are competent to deliver the respective courses was seen as a prerequisite for enhancing the KP SOU officers’ capacity on the usage of tonfa, tear gas and water cannons as efficient professional service tools during special operations. In order to ensure consistency of the training, the DSPS monitored the performance of the trained trainers and provided them with comprehensive feedback. The tactical training on the use of tonfa and tear gas presented an important activity of the DSPS, considering that these two types of training were provided to the KP for the first time since the KP SOU became fully operational.

The DSPS paid particular attention to the sustainability of the activities and training courses on forensics because of the vital role of forensics in supporting the investigations by providing proven and credible evidence reports to the courts. The DSPS continued to provide the Kosovo Forensics Agency (KFA) with “Latent Fingerprint Development and Vehicle Identification Number (VIN) Inspection” training courses which took place from 7-11 May, and 11-15 June at the KFA premises. In addition to the KP forensics experts, investigators from various regions were also given the opportunity to practice on real case scenarios during the training. The main goal of these activities was fully achieved by training all relevant experts in Kosovo, who were certified in analysing and presenting valid and credible reports for the judiciary institutions after passing the proficiency test at the end of the training.

During the first quarter of 2012, the DSPS also participated in the working group meetings on the KFA in order to contribute to the drafting of the new law on KFA. The Department was also involved in facilitating co-operation initiatives in the region in order to enhance cross-border activities.

Since witness protection is still a relatively new issue in Kosovo, the Department organized follow-up training on “Witness Protection” from 11-15 June at KAPS. The aim of the training was to encourage the Kosovar authorities to apply the legal provisions and to enhance their capacity to pursue and successfully prosecute major crime cases. Since police investigators are the first to meet witnesses they are crucial in building trust and negotiating suitable protection measures and programmes. It was expected that the insights gained during this training would help the investigators to establish such trust.

From 28 May to 8 June, the DSPS also conducted joint practical training for K9 Dog Handlers from police services of Albania, the Former Yugoslav Republic of Macedonia and Kosovo at the KP K9 Camp. The dog handlers improved their skills and knowledge on how to train and handle detection dogs in searching for narcotics and explosives. By organizing this kind of training, the DSPS, for the first time, enabled three neighbouring police services to improve regional co-operation, which would assist them in tackling transnational crimes.

As a pilot activity, the DSPS, from 17-21 September, provided the KP with in-house training on “Contemporary Policing Management” in line with the best European policing practices. The training took place at KAPS. First line supervisors and middle managers from the KP received this training to enhance their managerial capabilities.

In May, the DSPS organized a three-day study visit to Brandenburg, Germany, for two KP Special Intervention Unit (SIU) commanders. In the frame of scenario-based exercises, the KP SIU commanders exchanged their experiences with the German Police regarding the management of terrorist acts such as hijacking and hostage situations. The KP SIU commanders gained knowledge, skills and understanding about employing ground support equipment and tactical procedures required for such high risk operations.

Following up on the activities performed over the previous two years, the DSPS supported the KP by delivering an in-house ToT course on “Investigative Interviewing Techniques”, which was held from 19-23 November at KAPS. Through its expert, the DSPS also monitored the performance of the local trainers in conducting this training and noted a successful exercise. The certification of the investigative interview trainers provides the KP with the capacity to cascade this training to its investigative staff. A comprehensive curriculum on “Kosovo Model Investigative Interviewing” was developed and given to the KP Training Department.

In addition to the support of public safety agencies in building a sustainable training system, the DSPS, as part of its in-house training package, prepared and conducted training on “Management of Training and Development”. The training, which was delivered at KAPS from 11-13 September, positively impacted on the training system of public safety agencies, as it provided the participants with knowledge and practical skills on how an efficient and effective training system should be set up and how it assists the overall organizational development.

From 4-22 June, the DSPS conducted in-house capacity training on “Curriculum Design” with the aim of assisting the KP and other public safety agencies in establishing a sustainable system of capacity building in curriculum development. Apart from providing knowledge, which improved the skills of participants in this area as a result, this comprehensive training also supported the curriculum development component of the EU twinning project on Establishing Higher Education for Public Safety Agencies within KAPS. Additionally, based on the needs of the agencies, the DSPS delivered the second in-house capacity training on curriculum design from 27 August to 7 September. Both courses were held at KAPS.

The DSPS also monitored a two-day course on “Performance Appraisal” for assessment panels of the KP. The course was organized by the KP Training Department in October 2012, and was delivered by two certified trainers who had been trained by the DSPS in 2011. The goal of this training was to enhance the capacity of the KP in interviewing and performance assessment to evaluate internal candidates applying for promotion within the KP. At the end of the training, the department’s experts gave feedback to the local trainers in order to maintain a sustainable training mechanism and to improve the quality of the implementation of further training activities in this area.

Between 5-9 November, the DSPS delivered a training course on “Research and Data Analysis”; and from 5-7 December a “Strategy Development” course to public safety agencies at KAPS. At the end of the courses the participants were equipped with the knowledge and skills to conduct qualitative data analysis, interpret interviews, properly present the results of their research and evaluate the data. Additionally, they also learned how to utilize the data to develop innovative strategies, as well as how to implement those strategies for optimal performance from the perspective of a police manager.

From 19-30 November, the DSPS provided training on “Resource Management” to the KP. The training, held at KAPS, provided participants with a general overview of the planning process and the management of police resources, with a view to ensuring that finances and other resources of the police departments are managed effectively and efficiently.

From 10 to 21 December, the DSPS provided the KP with a ToT on “Juvenile Delinquency and Child Protection”. The course focused on the needs of the KP investigators in dealing with juvenile delinquents more effectively and in line with international standards. During this interactive training, which took place at KAPS, the participants learned about developing a preventative strategy and how to investigate criminal cases where children and youth are involved as victims, offenders, witnesses or information providers. While implementing the training, the Department co-operated with UNICEF and assisted both UNICEF and the KP in the implementation of the 2013 plan to establish Child Protection Units in Kosovo.

Community Safety Development

The DSPS continued its commitment to enhancing community policing and improving inter-ethnic relations by supporting the development of an effective and sustainable multi-level community safety and security infrastructure in Kosovo.

From 27-29 March, the Department supported the KP in the process of drafting the *Community Policing Strategy and Action Plan 2012-2016* (CPS&AP 2012-2016), which aims to improve the overall performance of the KP, strengthen the partnership between all communities and the police, and to increase the trust and confidence of the general public by embracing the community policing philosophy within the entire police organization. The CPS&AP 2012-2016 was expected to have an impact on community policing as it sets out the principles and the future directions for the implementation of community policing within the entire organization. The CPS&AP 2012-2016 was approved in April 2012.

With the aim of implementing the Kosovo strategies for Community Safety and for Community Policing, the DSPS supported the development of both training and information material to be used throughout the KP, as well as the delivery of a short training programme for a number of pre-certified trainers. From 10-14 September, 22 KP trainers were trained on the content and delivery of this programme held at KAPS. Subsequently, they began to deliver these training courses in all regions to all KP officers. It was expected that all KP officers up to the rank of lieutenant would have completed the training during 2013. In addition, the DSPS planned to develop and deliver a further awareness-raising programme on the new CPS&AP 2012-2016 for Middle and Senior KP officers in 2013.

In addition to delivering its training to pre-certified trainers, the DSPS formally handed over its training material to KAPS, which was subsequently incorporated into the Cadet Training curriculum. The new Cadet Training on the basis of the new curriculum started at the end of September 2012.

The DSPS also assisted the KP in the design, content and production of a joint police/public information leaflet on the new CPS&AP 2012-2016. 72,000 copies of the information leaflet, produced in five languages: Albanian, Serbian, Roma, Turkish and English, was considered to be a useful awareness tool in relation to the new strategy. On 15 October, the distribution of the leaflets to all KP officers and to members of the public by the KP Community Police officers and Local Public Safety Committees (LPSCs) started throughout Kosovo. The purpose of the leaflet campaign was to raise awareness about the existence of the new CPS&AP 2012-2016 and to provide better access to the information for both the police and civilian population.

On 6 November, the DSPS participated in the press launch of the new CPS&AP 2012-2016 held at the KP headquarters. In addition, the Department enabled the KP to conduct a round table review of the ongoing implementation of the new CPS&AP 2012-2016, which took place on 14 December at the OMIK headquarters. The review was held to establish the level of progress, to identify any shortcomings, obstructions or difficulties in the implementation of the new CPS&AP 2012-2016 and to provide recommendations for the future implementation and development of the CPS&AP 2012-2016.

During the reporting period, the DSPS also provided capacity building support to community safety forums at the local level throughout Kosovo, with a particular focus on the Kosovo Serb and other non-Albanian communities. In light of increased interest of returnees to establish LPSCs in their villages, the Department supported the KP in the establishment and capacity building of six new and one re-established LPSCs in non-majority (Kosovo Serb) and mixed communities, bringing the total number of LPSCs to 33. The Department's support aimed at fostering an inter-community dialogue and a reconciliation process in return villages. A high level of Kosovo Serb and Ashkali communities' representation in the new LPSCs (50 per cent) clearly demonstrated the increase of trust towards the police and the willingness of non-majority communities to be involved in community safety initiatives.

In addition to delivering a comprehensive training package during certain periods over the year, as part of training modules on "Partnerships Building" and "Problem Solving", the DSPS, in co-operation with OMIK's DHRC, supported the newly established LPSCs in organizing high-scale project presentation sessions in their respective communities. These sessions involved a wide audience of stakeholders and potential partners, including municipal authorities, international organizations, NGOs and potential donors who could respond to future requests from LPSCs. These meetings helped to enhance the visibility of LPSCs and to create stronger links with external stakeholders, in order to ensure long-lasting attention and support for their grassroots initiatives, relating to safety, security and liveability in their areas of responsibility.

To promote the community policing philosophy and support community safety projects and activities throughout Kosovo, the Department further trained 15 selected LPSC members as Community Safety Trainers (with 34 per cent of them from non-majority communities) order to widen and deepen their partnership-building and problem-solving skills. The training was held from 19-23 October at KAPS.

In order to ensure regular communication between LPSCs throughout Kosovo, the DSPS supported the facilitation of two meetings of the LPSCs Executive Council in 2012. The first meeting took place on 6 June in the Gračanica/Graçanicë municipality, and the second one on 7 December in the Gjilan/Gnjilane municipality. The second meeting summarized the achievements of the LPSCs and their partners during 2012, familiarized the participants with LPSC challenges across Kosovo, and developed suggestions and future plans for the improvement of safety, security and quality of life in the respective communities.

The DSPS also continued contributing to the capacity building of the Municipal Community Safety Councils (MCSCs). In the first half of 2012, five MCSCs were trained based on the methodology developed in the previous years.

The DSPS observed a gradual increase in understanding of the MCSCs' importance by the central institutions. The MCSCs were acknowledged as an integral part of the implementation of the *National Community Safety Strategy and Action Plan*. It was the working group on the implementation of the aforementioned strategy that emphasized the urgent need to improve the MCSC-related legislation.

In order to support the MCSCs to become more functional, publicly accepted and utilized as efficient community safety forums, the DSPS supported the process of reviewing and amending the inter-ministerial AI for MCSCs in the second quarter of 2012. The AI, which was approved by the Ministry of Internal Affairs and the Ministry of Local Government Administration on 22 August, provides guidance to all MCSCs in Kosovo, as well as to other relevant institutions including the KP and municipalities, in the area of community safety at the municipal level.

Furthermore, this AI was expected to help MCSCs to fulfil their proactive problem-solving role more effectively and to realize their additional potential as forums for inter-ethnic

communication, as the document sets guiding principles on facilitating inter-ethnic co-operation in terms of safety and security at the municipal level. This AI sets out participatory principles of their functionality and composition. It includes ethnic communities' representation, and determines more clearly the MCSCs' procedures and their vertical and horizontal communication lines.

In order to ensure that the changes in the legislation were properly communicated to stakeholders at the municipal level, the Department supported the organization of a round table for the mayors of all municipalities in October 2012. During the event, the mayors, as the MCSC chairpersons, were provided with a copy of the new AI. In addition, the DSPS observed that the mayors commenced restructuring of the MCSCs in their respective municipalities according to the requirements of the new AI over the remainder of the year. It was anticipated that this process would be finalized in the first quarter of 2013.

Public Safety Awareness

In support of its guiding principle that public confidence is a key element in ensuring a transparent security sector, the DSPS' Public Safety Awareness component continued with activities that led to the improvement of the KP performance in awareness-raising and enhancement of co-operation and interaction between the KP and the people of Kosovo.

At the beginning of 2012, the DSPS, in co-operation with OMIK's DHRC and the KP, continued to monitor the projects "Safety Handbook for Schoolchildren" and "Get to Know Your Police Officer".

In co-operation with the KP Training Department and the KP Press and Public Information Office, the DSPS delivered a series of training courses and workshops to the six KP Regional Directorates and to the high ranking officers of the organization in June. During the series of "Public and Media Relations" courses, 78 participants from all six regions were equipped with techniques on how to handle difficult questions from the media. Additionally, as part of the practical exercise, participants faced job specific scenarios, aiming at developing their skills in giving public statements on a very short notice. The exercises were taped and the appearance and the performance of the trainees in public/media relation events were analysed.

During the training course on "Media Communication in Cases of Crisis and Big Events", which took place from 24-28 September at the KP headquarters, 22 high-ranking KP officers were trained to communicate and respond to the public and media during events classified as emergencies, crises or big events. Participants were trained on how to react in a situation that somehow challenges the public's sense of appropriateness, tradition, values, safety and security, or the integrity of institutions. They were also trained on how to execute a solid communication plan that will make them the first source of information. As with other media-related courses, the training exercises were also taped and the performance of the trainees was analysed.

In the last quarter of the year, the DSPS, in co-operation with the MoIA and the agencies operating under the umbrella of the MoIA (KP, PIK, KAPS and the Agency for Emergency Management), worked together to draft and finalize the *Communication Strategy and Action Plan 2013-2015*. This initiative was taken to strengthen the capacities of the executive agencies to meet communication needs, in order to increase the interest and trust of the general public towards these agencies. The working group drafted the strategy based on applicable laws and regulations in force, as well as on international laws. Once approved, the strategy was expected to regulate the internal and external communication of all law enforcement agencies contributing to the enhanced trust of the public.

Organized Crime in General

Throughout the year, the Department continued to participate in the Inter-Institutional Group for evaluating the implementation of the strategies and action plans against Drugs, Organized Crime, and Crime Prevention 2009-2012. All the responsible partners submitted progress reports to the respective working groups, which formed the basis for redrafting strategies and action plans for 2012-2017. The DSPS worked in partnership with representatives from the KP; the Ministries of Internal Affairs, Justice, Economy, Culture, and Education; the judicial and prosecutorial councils; as well as with the European Union Rule of Law Mission (EULEX), the US ICITAP and the UNDP.

The strategy against drug trafficking aims to maintain public health and prevent drug abuse by reducing both availability and demand, while the strategy against terrorism strives to create a safe environment by preventing, pursuing, protecting from and reacting to terrorism activities. The strategy against organized crime – as an umbrella strategy – outlines the roles for all law enforcement agencies and foresees further improvements in their work. It also includes an awareness-raising component to build public support for its implementation. These draft strategies and action plans, developed with the Department's support, were approved by the Government of Kosovo on 19 September 2012. The EU requirements and conditions of the roadmap for visa liberalization were synchronised and incorporated therein.

As a follow-up to the seminar on "Environmental Crime" held in 2011, in line with a recommendation from the OSCE, the KP established a new unit with respect to preventing and countering environmental crime in February 2012. The DSPS worked closely with this unit and other agencies during the year in order to combat the serious issue of environmental crime. From 3-5 December, the DSPS and the Kosovo Judicial Institute organized a training course on the "Prevention and Prosecution of Environmental Crimes" for 15 police officers of the newly established Environmental Crimes Unit, together with customs officers, judges and prosecutors. The training was held at KAPS and focused on key environmental issues in Kosovo, the legislative framework, investigative techniques and co-operation between law enforcement agencies and judiciary.

With the support of OMIK's DHRC, the DSPS made progress in involving more prosecutors and judges in OSCE training activities. The DSPS organized several courses for the KP during 2012 which were also attended by both prosecutors and judges. Such partnership training fostered mutual understanding and co-operation and provided a common perspective when participants worked together on practical classroom-based exercises. The inclusion of prosecutors and judges received positive feedback from the participants.

Criminal Investigations/Criminal Intelligence

The Department continued to support and enhance capacities within the KP in order to implement the Intelligence-Led Policing (ILP) strategy to support the prevention and detection of crime at all levels. A strategic review of ILP and its implementation within the KP was deemed necessary at this stage, as it was thought that such a review would give a precise indication of what progress the KP has made since the ILP strategy was first implemented, and what needed to be done in the future to sustain the implementation programme. Furthermore, the strategic review was also expected to identify the precise needs of the KP and to ensure that KP policies, procedures and practices in relation to criminal intelligence were supported by the new IT infrastructure.

In this context the DSPS also organized a meeting with senior representatives from the KP crime pillar, which provided a strategic overview of 2012, and identified capacity building issues and areas where the OSCE could provide support. Moreover, on 3 April, the Department organized a workshop to enable a strategic review of ILP to be conducted jointly

with the KP and EULEX. The workshop, which was held at the OMIK headquarters, was attended by 20 delegates and examined progress made by the KP over the last 12 months. Progress was particularly visible with respect to the integration of community policing into ILP and with regard to the fact that the KP had successfully executed the majority of the recommendations formulated by a similar workshop hosted by the DSPS in the previous year. It was also acknowledged that the European Commission (EC) project to fund a new criminal intelligence IT infrastructure for the KP would have a significant positive impact on ILP and complemented the activities of the DSPS. The EC-funded IT infrastructure project for the KP was still ongoing and the project was expected to resume in the first quarter of 2013.

Between 7-13 May, the Department also organized training for eleven officers from the KP on “The Role of Criminal Intelligence against Organized Crime”. The course was held in Turkey and conducted in partnership with the Turkish National Police, utilising case studies.

On 27 October, the Department organized and hosted a one-day round table meeting for KP senior command staff in order to review the organizational progress that had been made with the implementation of ILP. The meeting, held at the OMIK headquarters in Pristina, was a follow-up to a previous meeting, held in March, which had resulted in a number of recommendations and action plans aimed at advancing ILP implementation. The majority of these recommendations had been addressed with the assistance and support of the DSPS in the meantime. The Deputy General Director of the KP publicly acknowledged that most of the achievements in relation to the 2012 activities had come as a result of the ongoing support from the Department, especially in the area of tasking and co-ordination.

From 29 October to 2 November, the Department delivered a training course on the “Management of Tasking and Co-ordination Meetings” to ten KP officers ranking from Lieutenants to Lt. Colonels. This training, held at KAPS, was delivered by an external consultant with extensive experience on criminal investigations and was part of the DSPS’ ILP programme.

On 20 November, the DSPS chaired a round table on “Intellectual Property Rights (IPR) Enforcement in Kosovo” at the OMIK headquarters. Prior to this, in October, the Department had conducted fact finding research on IPR. The Department presented the findings and recommendations from an internal briefing paper on *The Institutional Landscape of Kosovo’s Intellectual Property Rights Enforcement Sector* to the participants, including representatives from the KP, Customs, the Market Inspectorate, the Industrial Property Office, the Office for Copyright & Related Rights and delegates from the private sector. It was recognized that the distribution and sale of counterfeit goods in Kosovo was a serious problem, generating huge profits for criminal networks and providing a lucrative business stream for organized crime. It was jointly concluded that the existing legal framework fit the purpose for dealing with IPR infringements, but that there was little understanding among the various law enforcement agencies regarding IPR, as well as an overall lack of activities in solving such issues. The meeting also highlighted the need for raising awareness among judges, prosecutors and the general public about the issue. The report itself and the proposals for a multi-agency approach to related training activities in 2013 were welcomed by all participants who unanimously agreed and supported the Department’s capacity building initiatives for 2013.

From 2-6 July, the DSPS organized a five-day training programme on “Informant Handling” for 15 officers from the KP, which took place at KAPS. This training provided operational front-line detectives with theoretical and practical lessons and case studies to fully equip them with the skills to properly apply the principles of Covert Human Intelligence Source (CHIS) management, in accordance with internationally recognized law enforcement standards.

From 3-7 September, the DSPS organized and delivered “Anti-Narco Terrorism” training for 16 KP officers whose work could involve issues relating to narcotics and terrorism. Officers

from departments with responsibilities for the investigation of drug trafficking, economic crimes and corruption, intelligence and analysis, counter-terrorism, and the KP Task Force were represented. The course was held at KAPS.

From 3-7 December, the DSPS provided advanced training on “Criminal Profiling” for 18 investigators from the KP Directorates of Counter Terrorism, Financial Investigation and Corruption, Trafficking in Human Beings, Intelligence and Analysis, and officers from Kosovo Customs. This course took place at KAPS and was delivered by an experienced consultant with a proven background in criminal profiling. Key modules included: risk assessments; intelligence; risk profiling; profiling techniques applied to passengers, cargos, and flights; behavioural indicators of suspicious persons in mass transit; offender and victim profiling; as well as the criminal profiling generating process. The course enabled trainees to understand how to use crime analysis and apply principles to the prevention and detection of crime. In addition, participants were taught about the inductive profiling technique where investigators develop a profile for a given case based on substantial evidence that they gather throughout their investigations, and not based on sex, race, or age, which is mostly deemed as a deductive profiling technique that uses stereotypical assumptions or discriminatory techniques.

Cybercrime

From 14-18 May, the DSPS delivered training at KAPS to 12 KP investigators on the use of the Internet as an investigative tool. The KP had identified cybercrime as an emerging threat and further courses were planned for 2013.

Financial Investigations/Money Laundering

On 1-5 October, the DSPS delivered a five-day training programme on “Money Laundering” for 12 KP investigators and two criminal judges at KAPS. This course was designed to improve the investigation of money laundering offences and highlight the added benefits that financial investigation can bring to the investigation of other serious criminal offences. The participation of two judges provided the course with an added and valuable dimension that allowed both judges and police officers to work together on classroom-based practical exercises. This led to a better understanding of the role, responsibilities and challenges that each of the two professions face within the criminal justice system.

Corruption

On 26 April, representatives from the DSPS attended the launch of a Kosovo-wide initiative to tackle economic crime in Pristina. This was a joint EU and CoE funded project designed to strengthen the capacity of Kosovo institutions to tackle corruption and money laundering. The Department intended to participate in this project by providing training on corruption to the KP and other public safety agencies, planned to take place in 2013 and 2014.

From 8-19 October, the DSPS organized and facilitated a two-week advanced training course on “Procurement and Tender Procedures” for 15 participants. Attendees included investigative officers from the KP, PIK and Kosovo Customs. This course took place at KAPS and was delivered by an external expert consultant, the President of Public Procurement Regulatory Commission in Kosovo and the KP Director of Investigation of Economic Crimes and Corruption Directorate.

Through its Senior Organized Crime Adviser, the DSPS assisted the OSCE Office in Tajikistan with border and customs training on countering corruption, held from 19-23 November. This was organized in co-operation with the TNTD/BU and was attended by 26

senior-ranking border and customs officers from 19 different countries. Course modules focused on identifying types of corruption, motivating factors, risk assessment, preventative strategies and investigative skills. The course also examined the role of international and regional organizations in the fight against corruption and was seen as an excellent example of mutual co-operation between missions.

Drug Trafficking

With the continuous support of the DSPS the KP made significant progress in responding to drug trafficking. The KP Drug Directorate recruited 40 new staff members, increasing their personnel to a total of 90. The DSPS had, for some time, supported training for officers in this area of work.

On 10-11 May, the DSPS organized a two-day workshop at KAPS, bringing together senior professionals from the KP, relevant ministries, NGOs, the Kosovo Judiciary Council, the Prosecutor's Office and international partners. The purpose of the workshop was to highlight the issue of emerging local drug markets in Kosovo and to explore potential solutions. A number of key points were identified and presented to the strategic group with responsibility for the *Strategy and Action Plan against Drugs*, and subsequently incorporated into the document.

Between 28 May and 1 June, the DSPS held an in-house training course at KAPS entitled "Management of Serious Crime Investigations", attended by 12 middle ranking officers from the KP. This training programme was designed to equip officers leading investigations into drug trafficking networks with the necessary skills to effectively lead their teams and make sound operational decisions. Modules delivered included ILP, risk assessment, human rights, financial investigation and policy/decision making skills. Students completed a scenario-based exercise on the final two days of the course upon which they were assessed.

From 29 October to 9 November, the DSPS organized and facilitated a training course on proactive investigation methods of criminal networks involved in drug trafficking. This training, facilitated by an internal OSCE expert in co-operation with the KP and prosecutors, focused on the detection of trafficking routes; the search of premises; the identification of drug types; and interviewing of suspects. In addition, participants were also trained on how to build a case file, including information gathering, analysis of intelligence and collection of evidence, for submission to prosecutors. The course took place at KAPS. Participants also had the opportunity to visit the Kosovo Forensic Laboratory to observe the scientific processes applied in drugs investigation.

The efforts made by the Department with respect to combating drug trafficking produced significant results. Firstly, the KP Drug squad continued to enhance its operational results. During the year, the squad dismantled several key criminal networks and made significant seizures of both heroin and cannabis. Secondly, the DSPS focused the KP on tackling local drug markets through the adoption of a problem-solving approach, utilising community groups. Lastly, the Department's input into the Kosovo *Strategy and Action Plan against Drugs*, outlined above, was deemed a crucial capacity building activity.

Counter-Terrorism

On 21 February 2012, the DSPS organized and delivered a "Seminar on Strategic Planning for Tackling Terrorist Propaganda", which took place at the KP headquarters. Over 30 senior staff from various KP directorates gathered and shared their knowledge and experience. A counter-propaganda methodology and strategies relevant to enhancing intelligence and improving public relations were presented.

The DSPS also provided 14 KP investigators and staff from the KP Counter Terrorism Directorate and Public Relations Office with capacity building training on public relations in counter-terrorism. This course provided a mixture of theoretical and practical based lessons, involving case studies for the participants to gain knowledge and understanding in recognising the radicalization process leading to violent extremism and the effective measures to counter that process. The course helped to build an understanding of the power of propaganda, the importance of transparency and the necessity to establish early communication with the public and to win public support for the work undertaken. The course took place from 5-9 November at KAPS.

Hate Crimes

In 2012 the DHRC SMS continued implementing a comprehensive programme in the area of combating hate crimes, with a focus on the KP as first responder to hate crimes. In 2012, the DHRC SMS trained 323 police officers, including senior regional management on identifying, investigating and responding to hate crimes. The training events included a one-day follow-up ToT; a one-day workshop for KP officers in all regions delivered by new KP trainers, one-day training for community policing officers, two one-day training sessions for sergeants and one workshop in each of the six KP regions for senior regional management.

Furthermore, as a result of the DHRC SMS's advocacy efforts, the combating hate crimes training was included into the Basic Police Training Curriculum and the first group of cadets were trained on the subject in November 2012.

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4.3 The OSCE Mission to Montenegro

Background

The OSCE Mission to Montenegro supports the Montenegrin authorities in the ongoing police reform process aimed at transforming the Montenegrin Police into a professional, democratic, accountable, effective, and efficient service, accepted and respected by the society. In 2012, the Police Affairs Section (PAS) within the Mission consisted of four international and four national staff involved in a variety of police-related activities defined as priorities within the comprehensive police reform process. Furthermore, the Mission's Rule of Law and Human Rights Department (RoLHR) was involved in police-related activities.

At the strategic level, the Mission and the Ministry of Interior (MoI) of Montenegro signed an annual Memorandum of Understanding (MoU) on co-operation in the law enforcement area on 19 July 2012, facilitating further integration of the host State into European and Euro-Atlantic structures.

The MoU aims at supporting the police reform process in the fields of:

- Enhancing strategic planning and development, to include: assistance in implementing the *Strategy and Action Plan for Police Functioning and Development*; assistance in enhancing strategic planning, leadership and management capacities within the Ministry and the Police; and advisory support during the implementation of the structural changes within the Ministry and the Police.

- Developing the Police Accountability System, to include: expert assistance in the development of the most effective systems for internal control; implementation of the *Police Integrity Plan* through training and other educational events; support in enhancing horizontal co-operation between the internal and external police oversight mechanisms; advisory assistance in enhancing the investigative and anti-corruption capacities of the internal control, and development of transparent working procedures in the Department for Internal Control, in line with international standards and values.
- Enhancing criminal investigation capacities, especially in the fight against organized and serious crime, to include: assistance in the implementation of the *Strategy and Action Plan for the Fight against Organized Crime and Corruption*; enhancement of the capacity of the police to fight corruption, organized serious crime and economic crime; assistance in providing specialized training in police affairs, identified as a priority by the Police Directorate; and facilitation of the provision of necessary specialized equipment.
- Enhancing the capacities of the Border Police, to include: enhancement of border security management capacities; further improvement of regional cross-border co-operation; and expert support in the implementation of the *Integrated Border Management Strategy and Action Plan*.
- Enhancing police education and development, to include: assistance, consultancy and support to the Police and Police Academy in the police education reform process by providing general education and training; delivery of trainer development programmes; curriculum development assistance, and improvement of the police's capacities for the substantive delivery of training programmes;
- Monitoring the implementation of the Community Policing Project that was transferred to the Police Administration in 2012, to include: additional support to national authorities upon their request, occasionally and according to their needs, thus ensuring the project's self-sustainability.

Strategic Planning and Development

On 10-13 September, the Mission, in co-operation with the Austrian Ministry of Interior, organized a study visit for two members of the Montenegrin Strategic Planning Unit and the Montenegrin Organized Crime Department. The visit aimed to ensure that senior police staff, one police strategic planner and one senior officer from the Organized Crime Department enhanced their competencies and means with which to further the strategic planning and management process within their responsibilities.

In October, the Mission printed and distributed the report *Police Reform in Montenegro 2006-2011. Assessment and Recommendations*. The report provides an assessment of the main developments between 2006 and 2011 in the areas which are vital for police reform in Montenegro.

In accordance with the Annual Programme of the Judicial Training Centre for 2012 and its Mandatory Training Programme on the Criminal Procedure Code (CPC) for judges, prosecutors, police officers and lawyers, the Mission, in co-operation with the Judicial Training Centre, organized four two-day training courses in May, June, July and October on the implementation of the Criminal Procedure Code. The training was organized for judges, prosecutors, lawyers and police officers. The training focused on identifying problems in the implementation of CPC and their clarification; defining roles of all actors and improving co-operation among them, with a special emphasis on court practice in this area; as well as

harmonizing procedures and court practice. Based on the training and its conclusions, recommendations were developed for amending the new CPC.

Co-ordination of Police-related Activities among International Organizations

In 2012, the Mission handed over the responsibility for organizing the annual co-ordination meeting to the local police authorities. Unfortunately, they didn't succeed in completing this task.

Prohibition of Discrimination

On 10-11 May, the Mission, in co-operation with the Ministry of Human and Minority Rights and the NGO CEDEM, held a workshop on the "Second Series on Prohibition of Discrimination – Comparative Analyses of Montenegrin and European Legal Framework", in Budva. This workshop was the first of a total of four workshops of the "Second Series" that covered different issues under the topic of prohibition of discrimination, taking into account the implementation of the *Law on Protection from Discrimination* and the areas which are considered to be the main or most frequent grounds for discrimination. The "Second Series" workshops were intended for officials from the local level, such as representatives of the police and municipalities. Experts from Serbia and Montenegro presented the general legal aspects of discrimination; mechanisms of protection; principles and standards of case law; and practice of the European Court of Human Rights related to discrimination.

On 21-22 June, the Mission, in co-operation with the Ministry of Justice and Human Rights, held the second workshop on the "Second Series – Prohibition of Discrimination of Persons with Disability". The workshop brought together representatives from local authorities, such as municipal authorities, and the police. Experts from Serbia and Montenegro presented the general legal aspects of discrimination of persons with a disability; mechanisms of protection; principles and standards of case law; and practice of the European Court of Human Rights related to the discrimination of persons with a disability.

On 8-9 October, the Mission, in co-operation with the Ministry of Justice and Human Rights, held the third workshop on the "Second Series – Prohibition of Discrimination based on Gender". This workshop targeted representatives of local self-governments and police units at local level. Experts from Montenegro presented concepts and theories on gender equality; the use of gender sensitive language; gender equality in the Montenegrin society; the application of the principle of gender equality on the local level; and the phenomena of family violence against women.

On 20-21 November, the Mission, in co-operation with the Ministry of Justice and Human Rights, held the fourth workshop on the "Second Series – Prohibition of Discrimination based on Sexual Orientation". The workshop was organized for participants from local authorities, including the municipal bodies and police. Experts from Montenegro and Serbia presented concepts and theories on sexual orientation; stereotypes, prejudices, discrimination and tolerance issues; and the legal and institutional framework for protecting members of the lesbian, gay, bisexual, and transgender (LGBT) communities from discrimination. The experts presented statistics, gave examples from practice and held panel discussions on solving the problems of discrimination against LGBT persons in Montenegro and Serbia.

Police Education and Development

Between 12 March and 6 April, the Mission organized the first cycle of a four-week Trainer Development Course for four officers from the Special Anti-Terrorist Unit, three from the Crowd Control Unit, two from the Military, two from Customs Administration, and two from the Institute for Execution of Criminal Sanctions. The aim of this course was to enhance the capacities of various police departments and public institutions in order to increase the capacity of their staff, and to educate them to perform in-service training on their own as well as to establish in-service capacity for police units and public administration. The variety of participants' profiles of this course demonstrated that the Montenegrin Police College (PC) is not only serving the police but also various public institutions as stipulated in its founding documents.

On 3-7 May, the Mission, in co-operation with the PC, facilitated the first phase of an assessment of the new *Criminal Procedures Code* (CPC). In total, 1,894 members of the Police Directorate (PD), of which 250 were police managers, passed the test. The findings of the assessment were to be further used for the development of a training programme on the implementation of the CPC. A pool of experts were to design the training programme and all authorised police officers were to complete this training.

On 8-10 May, the Mission, in co-operation with the Turkish National Police, organized the introduction of a situational training concept as well as of sample modules for the Montenegrin PC. The aim of this presentation was to familiarize the staff of the PC with sample situational training modules to enable them to adopt a new training approach into the basic police training concept as well as to find common ground for new projects in the future.

Additionally, the Turkish experts offered to produce a 5-year action plan, including projects, study visits, and the exchange of professors and instructors with the PC. It was agreed that the PC would send a letter to the Turkish National Police expressing interest in the aforementioned activities. The OSCE police education and development adviser was to co-ordinate these projects.

On 28-31 May, the Mission, in co-operation with the Montenegrin PC, organized a study visit for two members of the Montenegrin PC to the Portuguese Police Academy in Lisbon. The purpose of the visit was to allow the Montenegrin representatives to get an insight into new programmes of simulation training for police cadets and to import some of the training modules to the Montenegrin PC. During the visit the PC Director had the chance to see various shooting ranges and simulation systems and to identify one that would adequately meet the needs of the Montenegrin Police.

On 3-7 September, the Mission organized a five-day course on "Developing Needs Assessments" (NA) for PC and PD instructors. The course was delivered by experts from the Turkish Police Education Department. The Montenegrin instructors were provided with the skills to design and assess questionnaires and finally conduct NAs for various institutions. This was meant to increase sustainability in the training field. Participants included nine instructors from the PC, one representative of Customs and two from the PD.

On 23 November, the Mission organized the first cycle of a one-day workshop on "Developing New Curriculum for the Police College". The workshop took place at the PC in Danilovgrad. Two Curriculum Developers from Serbia, the Director and Deputy Director of the PC, representatives from the PD, and PC trainers attended the workshop. The aim was to define a job description for each teaching position at the PC by recognizing the tasks and responsibilities among trainers that should be added in order to have a more effective teaching staff.

Accountability

From 8-10 May, the Mission, together with the Internal Control Department (ICD) of the MoI, and with the support of a representative of the Balkan Analyses Group, organized a seminar on the topic of “Risk Analyses in the Prevention of Police Corruption and Promoting Police Integrity” in Podgorica. The target group comprised ICD inspectors and police managers from eight Regional Police HQs and the Police Administration (PA) working group for drafting the *Police Integrity Plan*. The seminar focused on raising awareness about the importance of risk assessment tools in fighting corruption; addressing the importance of police integrity as a preventive mechanism in suppressing in-service corruption; and promoting co-operation between internal control practitioners and working group members with regard to drafting and implementing the Police Integrity Plan. Managers from the eight Regional Police HQs were invited to participate in the seminar to provide support to the ICD in the implementation of their tasks.

From 21-22 June, 31 October to 1 November, and 13-14 December, the Mission’s Rule of Law and Human Rights Department (RoLHR), in co-operation with UNDP and the Judicial Training Centre, organized three two-day seminars on the topic of “Investigation of Criminal Offences of Corruption and Personal and Professional Integrity”, within the Anti-Corruption Training Programme for judges, prosecutors, police and customs. Each seminar was attended by 30 representatives of the judiciary, the prosecution’s office and state authorities, among whom there were also representatives of the Police authority. Participants had the opportunity to learn about best practices in the area of personal integrity and integrity of members of state institutions. The seminar was also a good opportunity for open discussion and the exchange of ideas between the lecturers and participants.

From 21-23 November, the Mission, in co-operation with UNDP and the Judicial Training Centre, organized a two-day seminar on the topic of “Investigation and Prosecution of Corruption and Organized Crime – Financial Investigations”. The training was delivered to 30 representatives from the courts, prosecution, police and customs. It was delivered by two experts from the Republic of Ireland’s Criminal Assets Bureau and the Unit for Money Laundering. The Mission also invited three experts from the Republic of Serbia’s Supreme Court of Cassation, the State Prosecution Office and the Agency for the Management of Seized Illicit Assets as lecturers who presented their experiences.

From 5-6 December, the Mission, in co-operation with UNDP and the Judicial Training Centre, organized a two-day seminar on “Money Laundering, Financial Investigations and Confiscation of Illicit Assets” within the Anti-Corruption training programme for judges, prosecutors, police and customs. Training was organized for judges, prosecutors, police investigators and other state officials involved in financial investigations. The Mission invited three experts from the Republic of Italy’s Court for Prevention Measures, the Public Prosecutor of the Palermo District Anti-Mafia Directorate, and the Guardia di Finanza’s Special Unit for Combating Organized Crime in Palermo, who presented their work in financial investigations against members of mafia groups and the confiscation of their assets. Participants had the opportunity to learn about best practices in the area of seizure of illicit assets and financial investigations and to openly discuss possible solutions and courses for their future work in this area.

Community Policing

On 22-23 October, the Mission, in co-operation with the Police Directorate, organized a two-day workshop on “Enhancing Police and Media Co-operation” for the Montenegrin Uniform Police and media representatives. As a continuation of efforts since 2006, this workshop targeted community police officers from 21 uniform and border police stations in charge of communication with the media; middle management staff; and representatives of local and central media services, reporting on police matters. 40 participants attended the workshop.

The aim of the workshop was to propose strategies to overcome the inherent mistrust and suspicion between both organizations and to build a partnership. Only well-functioning relationships between the media and the police will lead to better reporting on policing issues and better informing the Montenegrin society about security and safety issues. A senior adviser from the Vienna-based Office of the OSCE Representative on Freedom of the Media presented OSCE experience in the co-operation of police and media, and trends in relations between both institutions.

Upgrade of the On-call System

On 7-8 May, the Mission, in co-operation with the PD and the PC, organized two one-day training courses on “On-Call Centre Operations” (OCC). 40 shift leaders together with duty officers completed the course which was delivered by Slovenian experts. Training focused on communication skills and new trends in OCC operating in view of planned changes in the structure of the Dispatch Service of the Police Directorate.

On 9-11 May and 12-14 November, the Mission also facilitated two three-day training programmes for 25 shift leaders and dispatch officers from Montenegrin On-Call Centres, with a particular focus on: Rules of Communication; The Aim of Communication; Elements of Successful Communication; Listening; Types of Communication; Negative Feedback; Receiving the Feedback; Personal Style – State of Ego; Transactions among States of Ego; and Strategies and Best Practices for Successful Conflict Solving. The training was delivered by Slovenian experts at the PC.

Traffic Safety

In 2012, the Mission printed 65,000 information leaflets in support of the PD with the aim of raising public awareness about the main provisions of the new *Law on Traffic Safety* that was to be implemented by 6 January 2013. Press houses in Montenegro distributed the leaflets with their daily editions. The leaflets informed citizens *inter alia* about the new traffic provisions, restrictions and strict penalties.

Criminal Analysis/Criminal Investigations

From 28 May to 8 June, the Mission organized a two-week training course for 15 officers from the Police Administration, the Administration for the Prevention of Money Laundering and Terrorism Financing, and the Special Prosecutor for Combating Organized Crime, Corruption, War Crimes and Terrorism. The training offered the participants a great opportunity to learn more about the strategic analysis method “Phenomenon Analysis”, which can be used to predict forms and activities that might be carried out by organized crime. Participants received new knowledge and enhanced their analytical capacities, and they identified legislative and organizational frameworks to be further developed and/or amended. Strategic intelligence focuses on long-term aims and objectives. It typically reviews current and emerging trends in the crime environment and emerging threats to public order.

From 19-21 June, the Mission organized a “Training on Tactical Analysis Method – the Arboristic Approach” for 15 officers from the Police Administration, the Administration for the Prevention of Money Laundering and Terrorism Financing, and the Special Prosecutor for Combating Organized Crime, Corruption, War Crimes and Terrorism. The activity continued the Mission’s efforts to enhance intelligence capacities of Montenegrin law enforcement authorities and was a step forward following the training on “Phenomenon Analysis”. Participants learned more about the “Criminal Arboristic Perspective” (CAP), an analytical method to identify strategically important individuals within organized crime groups or networks, and to assess their capacity and priorities at which law enforcement measures should be aimed.

On 3-5 October, the Mission, in co-operation with the Swedish Police and Prosecutor's Office, organized a three-day training course on "Economic Crimes" for Montenegrin law enforcement authorities. The project goal was to provide assistance to the Crime Police, and the Office of the Special Prosecutor for Combating Organized Crime, Corruption, War Crimes and Terrorism, and the Administration for the Prevention of Money Laundering and Financing of Terrorism of Montenegro, in order to increase their capacities in combating all forms of economic crime, new trends of frauds in economic crime, and to improve co-operation between these three institutions in these matters at both national and international levels. Eleven police officers, two prosecutors and two employees of the Administration for the Prevention of Money Laundering attended the training course.

On 26-29 November, the Mission, in co-operation with the Montenegrin PD, organized a four-day workshop for ten experienced informant handlers from the Police HQ and branch offices on enhancing the capacity of Montenegrin Police to implement informant handling techniques and to improve the handling of informants in order to strengthen the ability of the police service to combat organized crime through the proper collection and management of criminal intelligence. The second objective of the workshop was to develop informant handling training curricula, which would be delivered to the crime inspectors in the frame of an in-service training programme. Participants were acquainted with best international and EU practices in these topics.

Forensics

Since 2003, the Mission has been putting effort into institutional and capacity building of the Forensic Sciences in Montenegro. In this context, and with the aim of further strengthening the forensic capacities, the Mission facilitated the participation of two members of the Forensic Centre in Montenegro at the "2nd Meeting" of the "European Network of Forensic Science Institutes (ENFSI) Standing Committee 'Education & Training'" in Bratislava, Slovakia, on 25-26 April. The meeting focused on education and training; the establishment of a common database for all ENFSI member states; accreditation and quality control; and expert working groups' reports.

On 25-27 April, the Mission also supported the participation of representatives from the Montenegrin PD, the Group for Fingerprints, and the Forensic Centre in Danilovgrad to attend the "7th International Symposium on Fingerprints Material Storage" in Lyon, France. The main topic of the symposium was fingerprint material and the full harmonization of the exchange of fingerprint material, emphasizing the importance of international exchange of biometric information.

Trafficking in Human Beings

On 24-27 April, the Mission, in co-operation with the Turkish National Police, organized a three-day study visit for representatives of the Criminal and Border Police and the National Co-ordinator's Office for the Fight against Trafficking in Human Beings. The aim of the visit was to enable Montenegrin officials to establish direct contact with their Turkish counterparts in order to develop better co-operation with Turkish law enforcement agencies. This was deemed necessary as Montenegro is being used as a transit country for many illegal migrants on their way to Europe, with the vast majority of them coming from Turkey. During the visit, the Montenegrin delegation was familiarized with the work of various Turkish institutions that are in charge of combating trafficking in human beings and illegal migration. It was planned to establish a direct communication channel between the two police services in order to respond to cases of THB in a timely manner.

On 11-15 June, the Mission, in co-operation with the Turkish International Academy against Drugs and Organized Crime (TADOC), organized a five-day training programme that

equipped participants with the necessary knowledge, skills, and abilities to effectively carry out criminal investigations regarding illegal migration and human trafficking. 22 participants from the Office for the Fight against Trafficking in Human Beings, the Border Police, the Criminal Investigative Department, Customs Administration and the Police College attended the training. Trainees were acquainted with human smuggling and trafficking methods; trends and routes; as well as the role and importance of border controls, risk assessment maps of human smuggling and trafficking routes into, out of, or through their countries, and risk profiles based on comprehensive risk assessments of the means and methods used by smugglers and traffickers.

On 13 December, the Mission, in co-operation with the Montenegrin Office for the Fight against Trafficking in Human Beings, organized the promotion of the *National Strategy 2012 – 2018*. The Mission facilitated the entire process of drafting and printing the strategy as well as the action plan for its implementation.

Drug Trafficking

On 2-6 April, the Mission organized a five-day “Anti-Narcotics Training Course” for 17 members of the Montenegrin Border Police, seven from the Criminal Police, two from the Crowd Control Unit, three from Customs and one member of the Montenegrin Military. The training equipped participants with the knowledge, ability, skills, and attitudes to safely and effectively search persons, vehicles, residences, workplaces, and goods and belongings in order to detect and obtain evidence in anti-narcotics operations and investigations. The trainers were two experts from TADOC.

From 4-6 September, the Mission organized a three-day training course on “Psychoactive Drugs, Recognition of Drugs and Symptoms they are Causing”. The training took place in Podgorica. Participants were 15 inspectors from the Unit for Combating Narcotics (CID). The lectures were given by police experts and a clinical toxicologist from Sweden and Romania.

With the aim of raising awareness among young people about the consequences of drug abuse, the Mission supported the printing of 20,000 leaflets that also described trends in drug abuse and trafficking around the world. The initiative was implemented jointly with the PD and the NGO ‘Preporod’. It was planned that as a follow-up, representatives from the civil sector and police investigators who deal with drug crimes would facilitate a cycle of ten lectures at secondary schools and universities on this topic.

On 17-21 September, the Mission organized another five-day “Anti-Narcotics Training Course” for 17 members of the Montenegrin Border Police, seven from the Criminal Police, two from the Crowd Control Unit and three representatives from Customs. Like the previous training in April, the training equipped participants with the knowledge, ability, skills, and attitudes to safely and effectively search persons, vehicles, residences, workplaces, and goods and belongings in order to detect and obtain evidence in anti-narcotics operations and investigations. The two trainers were again representatives of TADOC.

On 18-19 October, the Mission facilitated the participation of two Montenegrin police officers at the conference “Prevention of Illicit Drug Supply to Youth”, organized by the TNTD/SPMU in Vienna. The aim of the conference was to serve as an opportunity for further enhancing law enforcement activities in improving prevention mechanisms and coping with the illicit drug supply to young people. The conference focused on emerging routes of trafficking, new methods of illicit drug supply to young people and the use of modern technology to distribute drugs (see also chapter 2.2).

On 30 October, the Mission, in co-operation with the PC, organized a lecture on drug trafficking and the effects of drugs for some 40 first-year cadets. The lecture took place at the PC in Danilovgrad and was delivered by an OSCE Mission member.

On 28 November, the Mission, in co-operation with the Faculty of Economy, organized a lecture on drug trafficking and the effects of drugs for 200 first and second-year students. The lecture took place at the University of Podgorica and was delivered by an OSCE Mission member.

Border Policing

On 26 January, the Mission, in co-operation with the OSCE Presence in Albania, organized a one-day regional meeting devoted to illegal migration. The meeting took place in Skodra, Albania. It convened border police delegations from Albania and Montenegro as well as representatives of IOM and UNHCR. Discussions focused on the situation of illegal migration and preventive measures taken by respective structures in Montenegro and Albania as well as the role of joint patrols, joint analysis and risk assessments. Conclusions addressed measures to further improve co-operation and intensify the information exchange; the involvement of the traffic police; and regular joint risk assessments and trainings (see also chapter 4.1).

On 27 January, the Mission, in co-operation with the OSCE Presence in Albania, facilitated a regular cross-border co-ordination meeting between a Montenegrin Border Police delegation and an Albanian Border Police delegation (see also chapter 4.1). The meeting took place in Shkoder, Albania and was organized in line with the OSCE BSMC. At the meeting the delegations focused on: the implementation of existing agreements between Albania and Montenegro; the analysis of joint patrols and operations conducted by the two border agencies during 2011; the analysis of the functioning of the Joint Border Crossing Point (JBCP) Muriqan-Sukobin; problems encountered and measures taken to solve them; bilateral co-operation at local level; co-operation regarding the exchange of information; and management of the influx of people during the winter holiday season.

On 3 April, the Mission, in co-operation with the OSCE Presence in Albania, facilitated a regular cross-border co-ordination meeting between a Montenegrin Border Police delegation and an Albanian Border Police delegation (see also chapter 4.1). The meeting took place at the Border Police Station Zoganje – Ulcinj, and was organized in line with the OSCE BSMC. At the meeting the delegations focused on: the implementation of existing agreements between Albania and Montenegro; the analysis of joint patrols and operations conducted by the two border agencies during the first three months of 2012, with a focus on the management of the influx of people during the summer holidays, and the decision to check just the incoming flow to avoid possible queues; problems encountered and measures taken to solve them; the exchange of operational information and lists of people who are in the focus of both Border Police services; and the establishment of a Joint Information Centre for Customs and the Border Police.

On 3 May, the Mission, in co-operation with the OSCE Presence in Albania, facilitated a study visit for the members of the Montenegrin Border Police and the Albanian Border Police to the JBCP – Vermice – Morine, at the border between Kosovo¹⁶ and Albania. The goal of the visit was to acquaint the members of both delegations with the procedures, protocols, technical aspects and the implementation of entrance-entrance access control at the JBCP. It was expected that the information received during the visit would allow the border police to speed up the control of travellers during the tourist season and to avoid the long queues of vehicles and people.

On 4 May, the Mission, in co-operation with the OSCE Presence in Albania, facilitated a regional level meeting for the border police authorities of Albania and Montenegro. The

¹⁶ All references to Kosovo institutions/leaders refer to the Provisional Institutions of Self Government.

meeting took place in Skadar, Albania, and focused on technical issues at the joint JBCP Murican – Sukobin with regard to the upcoming summer season. The parties agreed to speed up the process of drafting procedures for the implementation of the entrance-entrance access control. IT experts from both border police administrations elaborated on the possibilities of installing an information system on wanted persons, vehicles and documents as well as on the number of people and vehicles crossing the JBCP. The information system was planned to be available at the beginning of the tourist season.

On 11 May, a follow-up meeting took place at the JBCP Murican – Sukobin. Both OSCE Missions facilitated the meeting. IT experts from the Albanian and Montenegrin police decided to set up a joint on-line information system, which was expected to allow implementation of the entrance-entrance control regime without neglecting security measures. Furthermore, the experts considered implementing this system at all Montenegrin border crossing points with its neighbouring countries. It was expected that the control procedures would speed up significantly while security measures would still be at a high level.

On 7 June, the Mission facilitated a cross-border co-ordination meeting between the Montenegrin Border Police delegation and Serbian Border Police delegation. The meeting took place in Bjelo Polje, Montenegro, in line with the OSCE BSMC. At the meeting the delegations focused on: the implementation of existing agreements between Serbia and Montenegro; the analysis of joint patrols and operations conducted by the two border agencies during 2011; the analysis of the functioning of the BCPs; problems encountered and measures taken to solve them; bilateral co-operation at local level; co-operation regarding the exchange of information; and the management of the influx of people during the summer holiday season. Both sides underlined common difficulties they were facing in their work along the green border, particularly with regard to joint patrols, illegal migration and border crossing control. The following measures for improving the situation were proposed: Increasing and enhancing daily communication and information exchange at the local level, and bringing the issue to the regional and central level, if necessary; increasing the number of joint patrols in line with the conclusions of the joint risk analyses (four to eight patrols per month proposed); and taking all necessary measures to suppress illegal migrations.

On 14 June, the Mission, in co-operation with the OSCE Presence in Albania, organized another regional level meeting between the border police authorities of Albania and Montenegro. The meeting took place in Shkoder. At the meeting the delegations focused on: the implementation of existing agreements between Albania and Montenegro; the analysis of joint patrols and operations conducted by the two border agencies in the first six months of 2012; the analysis of the functioning of the JBCP Muriqan-Sukobin; problems encountered and measures taken to solve them; bilateral co-operation at local level; co-operation regarding the exchange of information; and the management of the influx of people during the summer holiday season. In order to avoid long queues at the BCP the delegations proposed the following measures: 1) to assign more police officers during the tourist season; 2) to increase the number of police officers' kiosks and computers in order to speed up the checking procedures; and 3) to check the passenger buses in advance through tourist agencies. The parties agreed to set up additional measures during the meeting of the Joint Experts Committee, which was due to take place the following week.

On 17-21 September, the Mission organized a five-day training course on new mechanisms for detecting and investigating the smuggling of persons, goods and illegal substances by sea and land; as well as opportunities to discuss the relevance and applicability of these mechanisms in the everyday work of the Montenegrin border law enforcement services, such as Border Police and Customs Administration. Course participants included seven police officers from the Border Police and seven investigators from Customs Administration.

Experts from the Swedish Customs Administration designed the curriculum and delivered the training.

On 17 December, the Mission, in co-operation with the PD, organized a meeting between the Montenegrin Border Police delegation and the Border Police delegation of Bosnia and Herzegovina. The meeting took place in Pluzine, Montenegro, in line with the OSCE BSMC. At the meeting the delegations focused on: the implementation of existing agreements between Bosnia and Herzegovina and Montenegro; bilateral co-operation at local, regional and central level, how it was working and ways to improve it in line with the IBM of the countries; problems and good practices at border crossing points and the possible establishment of JBCPs; joint patrols, lessons learned; Green Border patrolling; joint incident investigations information exchange and ways to improve it; points of contact and their maintenance; improving communication across the border, especially in the case of emergencies; possible ways for making the passage of people and goods more efficient during the summer season; co-operation on illegal migrants and returnees (proper identification, handling and referral); and other questions related to border management.

Counter-Terrorism

On 11-12 April, the Mission, in co-operation with the TNTD/ATU and the Montenegrin PD, organized a two-day seminar on effective policies and measures to counter Violent Extremism and Radicalization that Lead to Terrorism (VELRT). 15 police officers from the Office for Crime Prevention and Community Policing and five representatives from civil society took part in the seminar. The discussion focused on: radicalization as a key issue of concern for communities in the context of community policing, leveraging community policing in preventing terrorism and countering VELRT; addressing the challenge of how the perception that community policing is a tool for intelligence-gathering operations can be avoided, how counter-terrorism work can be maximised without changing the nature of community policing, how to apply community policing in cases where (violent) radicalization is already widespread; and the way forward in Montenegro.

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4.4 The OSCE Mission to Serbia

Background

The OSCE Mission to Serbia and its Law Enforcement Department (LED) assist Serbia in the reform of the police service in order to strengthen effective and democratic policing. As Serbia further integrates into European structures, the police service has continued to advance, increasing its level of professionalism and accountability.

The co-operation with Serbia's Government is based on the strategic framework document – a Memorandum of Understanding (MoU), signed between the Mission and the Ministry of Interior (Mol) in 2009. The MoU defines the following priority areas: Police Accountability; Police Training and Education; Fight against Organized Crime; Community Policing; Strategic Planning and Development; and Public Relations and Communication.

In 2012, key areas of the Mission's activities were in-line with the main Mol strategic areas defined in the overall *Mol Development Strategy 2011-2016*. Furthermore, the Mission assisted in developing the *Community Policing Strategy*, as well as in the implementation of

the Ministry's *Communication Strategy*, *National Strategy for the Fight against Organized Crime* and the *National Strategy for the Fight against Drugs*.

In 2012, the LED was comprised of 15 international and 22 national staff. The Mission negotiated the process of handing over full control of the OSCE Advanced Police Training Centre in Zemun to the MoI. At the end of 2011, the Mission had also withdrawn all of its staff from the Basic Police Training Centre in Sremska Kamenica.

In 2012, a total of 550 police officers and 50 judiciary representatives were trained, while the results of the Mission's police-related activities directly reached 20,000 citizens in Serbia.

Finally, the Mission went through self-evaluation and decisions were made to close the Mission's Strategic Planning Unit as well as to mainstream the main components of the Police Accountability Programme to other LED programmes at the end of 2012. According to the evaluation, the Mission's efforts in developing the Ministry's capacities for strategic planning during the last eight years allowed the MoI to move forward on its own, within the overall framework of public administration reform in Serbia.

Strategic Planning and Development

During 2012, the MoI started implementing its *Development Strategy 2011-2016 Action Plan*, using the skills and approaches derived from the Mission's earlier efforts. The Ministry's Bureau for Strategic Planning (BSP) further built up its central role of co-ordinating and overseeing strategic planning and reform processes. Notably, the Bureau applied newly acquired capacities in policy and strategy development, as demonstrated by the development of the *Community Policing Strategy*, a milestone in Serbia's police reform process.

As part of its overall support to the BSP in building capacity to successfully and more efficiently implement its roles within the MoI, the Mission enhanced communication, presentation and facilitation skills of 16 BSP employees.

In October and November 2012, the Mission assisted the BSP to engage at the district police level in the implementation of the Ministry's *Development Strategy* and to embed the Strategy's goals in their work through a series of four workshops across Serbia, which were attended by more than 60 mid-level managers from the MoI. The BSP also worked on enhancing the network between national level strategic planners and their local counterparts in all 27 police districts in Serbia. This resulted in the transfer of know-how on the strategic planning process, basic procedures, techniques and tools, as well as in a high level of local ownership throughout the process. These workshops were thematically divided into two parts – theoretical and practical. The theoretical part familiarized the participants with the phases of the strategic planning process, the importance of strategic planning for the policy and decision making process and the significance of internal communication in a team. The practical part involved aspects of the above mentioned theoretical background, which were tailor-made for the district police level.

Mutual efforts of the Mission and the MoI to develop strategic planning and strategic management capacities resulted in the sustainability of the role and work of the BSP, as demonstrated at the joint high-level international conference "Effective Strategy in Policing", held on 28-29 November in Belgrade. The conference was a milestone event, where strategic planning professionals from a number of European police services (e.g. Bosnia and Herzegovina, Bulgaria, France, Montenegro, the Netherlands, Romania, Sweden, and the UK) gathered to share experiences and exchange information related to the improvement of strategic planning and management. The event also gathered representatives from the international organizations dealing with strategizing in policing, namely EUROPOL, INTERPOL and the OSCE. More than 50 MoI personnel, including representatives of the EU

Delegation to Serbia and foreign embassies in Belgrade, as well as representatives of civil society and the media, attended the conference. The recently appointed Mol State Secretary in charge of strategic planning and international co-operation supported this high-level event. Following useful discussions and the exchange of experiences, the conference participants concluded that the Mol had developed capacities for strategic planning and that regional co-operation in terms of a complementary development of police services in the region was needed. On this occasion, the Ministry proved that Serbia's strategic development professionals could play an important role in future regional co-operation in this area.

In an effort to institutionalize a key advanced strategic management tool, the Mission supported the introduction of the Knowledge Management System in the BSP. This system enables quality management of knowledge relevant for strategic development. This support was provided through the organization of a study trip for senior Mol officials from the BSP to the main office of the Police Knowledge Network of the Netherlands on 18-20 September. This concept is a necessary modern management tool that will help to institutionalize the methodology and best practices for strategic planning and policy-making throughout the Ministry.

Furthermore, on 18-19 October, the Mission facilitated a "Knowledge Management Workshop" for 16 selected members of the Mol in Belgrade. The workshop was organized as part of the second phase of the activity "Needs Assessment and Recommendations for Introducing Knowledge Management System into the Ministry of Interior" that aims to equip the BSP with a detailed specification for the tailor-made knowledge management system. Once developed, the system was expected to enable quality management of the selection, storing and distribution of knowledge that is relevant for the Ministry's strategic planning processes.

As part of its overall support to the BSP and the Ministry's Central Project Management and Donor Co-ordination Unit that aimed at building capacity required to successfully and more efficiently implement their roles within the Mol, the Mission organized the first of two events on "Enhancing Communication, Presentation and Facilitation Skills" on 20-21 March in Belgrade. The training was attended by 20 Mol employees - all BSP staff, together with up to three representatives from each bureau in the Minister's Cabinet, including the Bureau for International Co-operation and EU Integration; the Bureau for Co-operation with the Media; and the Bureau for the Information of Public Importance. The event was conducted by an experienced coach and consultant in communication, presentation and facilitation skills, who previously co-operated with the Mission. This activity was also the continuation of the Mission's previous support for building the Mol's capacities to efficiently implement strategic planning and strategic management of international funds.

In an effort to advance performance-based strategic management, the Mission helped to enhance project management capacities of the Ministry's Central Project Management and Donor Co-ordination Unit. The Mission provided expert advice to the Unit to advance its programming of international development assistance and practice of determining priority goals within individual sectors. This resulted in higher quality and success rates of project proposals that the Unit developed. On 8-10 February, the Mission organized a workshop for drafting a strategy for the Unit to efficiently manage international assistance funds. 15 Ministry representatives involved in planning, managing and implementing projects funded through foreign assistance participated. Members of the Unit and from the BSP and the Division for Finance, Human Resources and Common Affairs were the main target group.

In order to enhance Ministry-wide capacities that would support and sustain the development and management of strategic reform projects, the Mission provided training for more than 35 senior management staff in the Ministry, particularly from the Sector for Finance, Human Resources and Common Affairs, to increase their negotiating, lobbying, communication and

diplomacy skills. Between March and November 2012 the Mission organized and facilitated a series of six intensive two-day courses, which were specifically tailored for the Ministry's senior management whose duties involve frequent negotiations with various stakeholders, especially representatives of the international community in the process of securing support for the reform projects. These training courses were delivered by experienced consultants who used negotiation, communication and diplomatic protocol simulations, case studies and group discussion to highlight practical applications of these skills and techniques in the Ministry. By completing these courses, participants acquired a conceptual framework and practical knowledge which was going to help them to turn their own negotiating experiences into expertise which can be applied in their daily work.

In 2012, the Mission continued supporting the role of civil society organizations and the Ministry's own analytical services in providing inputs and analyses that feed into the Ministry's decision making. The Mission therefore co-ordinated the creation of civil society's policy recommendations on current police reform issues, such as tackling police corruption; crime prevention; professional culture; ethics; misconduct and the responsibilities of the police; as well as recommendations on the reform of the criminal procedure code in Serbia. The Mission also supported the organization of two press conferences where the policy recommendations were presented to a wide audience including relevant representatives of the MoI, the international community in Serbia, civil society organizations and the media. Furthermore, the Mission assisted civil society organizations in their efforts to influence policy-making through fostering dialogue, the exchange of views and discussions between the MoI and civil society organizations (CSOs).

On 17-18 July, the Mission organized and facilitated a workshop for the Belgrade Centre for Security Policy (BCSP) on how to use analyses from their work with the security sector to develop sustainable projects, using the logical framework approach. The workshop was attended by the entire staff of the BCSP, allowing the Mission to train more than 10 BCSP researchers. This activity was in line with the Mission's efforts to support CSOs to build analytical capacities to enable them to bridge the gap from monitoring security sector reform (SSR) to a more intervention-oriented approach, through advocacy and capacity building of the SSR oversight bodies and organizations.

On 15 March, the Mission, at the request of the MoI's Analytics Department, participated in the "Days of Analytics" in Zlatibor. Days of Analytics is organized annually by the MoI. It gathers more than 100 middle and senior managers from all of the Ministry's and the police organization's units. The topics covered at the event included the role of analytics in strategic planning, as well as the role of the police as a public service in the Ministry's policy development. A Mission representative briefly presented the Mission's previous co-operation with the Analytics Department and ideas for future joint activities between the two organizations in this area. The representative also presented the knowledge management concept and its importance for efficient strategic management in the Ministry.

In order to enhance the information management and to monitor the implementation of its strategies, the Mission built the capacities of the MoI's Analytics Directorate on methodology and techniques of conducting public perception surveys through two specialized training courses held on 5 and 11 December. Approximately 20 analysts from the Analytics Directorate and Police Districts of Belgrade, Novi Sad, Kragujevac and Niš participated in the event. The trainers were experts from the NGO CeSID, a specialized polling agency which conducted the survey. The main topics included practical examples and the theory of sampling techniques, the development of questionnaires, data interpretation and report drafting, including recommendations and planning of further actions on the basis of research results. The overall goal was to transfer the know-how to the MoI to independently conduct similar surveys in the future and, more importantly, to train the Ministry staff to compare and interpret results of previous surveys to better understand trends. The acquired knowledge

should directly support monitoring of the implementation of Ministry strategies and thus enhance the strategic management practices.

In order to enhance the participation and visibility of women at all levels in the police service, the Mission hosted the third informal “Gender and Security Sector Reform (SSR) Coordination Meeting” on 21 June. The meeting gathered relevant stakeholders from the international community working on gender issues, such as those supporting the Women Police Officers Network in Southeast Europe, but also other SSR reform projects, in order to gather information about ongoing activities and to discuss concrete possibilities for co-operation and achieving synergies. Representatives of DCAF, ODIHR, the Swedish Government, UNDP/SEESAC, and UN Women attended the meeting.

Recognizing the importance of information exchange and co-ordination among donors, and in continuation of a dialogue with all international stakeholders active in the SSR, the Mission hosted an informal international stakeholder meeting on police reform on 26 June. Mission experts provided a general overview of recent developments in the police reform process as well as updates on the ongoing and planned projects. The meeting gathered representatives of the European Commission, the CoE, the Governments of Austria, Denmark, Italy, Germany, the Netherlands, Sweden, the UK, the USA, as well as representatives of DCAF, the IOM, UNDP/SEESAC and UN Habitat. All participants thanked the Mission for keeping the dialogue active and were looking forward to the next meeting announced for the last quarter of 2012.

Following the closure of its Strategic Planning Unit at the end of 2012, the Mission planned to continue monitoring the implementation of adopted strategies through other thematic areas of its engagement.

Accountability

Throughout 2012, the Mission advocated the timely and proportionate use of existing oversight mechanisms in order to improve accountability.

The Mission’s Rule of Law and Human Rights Department (RoLHRD) supported an open dialogue between the Serbian National Preventive Mechanism (NPM) for the prevention of torture as well as the Police Directorate with the aim of preventing ill-treatment of those in police detention. In its support to the NPM, the RoLHRD facilitated a series of round tables in Belgrade (Oct-Nov 2012), which brought together more than 70 representatives of the NPM and the Police Directorates from across Serbia. The purpose of the meetings was to create an open dialogue between the NPM and the heads of Police Directorates, to present findings of the NPM related to the conditions in the police detention facilities, and to find ways for preventing possible cases of torture in police custody. The NPM had visited more than 28 police stations in 2012, focusing on the conditions in the detention units, and prepared its first report with recommendations for possible improvements.

With the aim of standardizing practices and policies regulating police custody, the Mission supported the Mol in developing a by-law, which would provide assurances that pre-trial custody practices will be applied in line with international human rights standards. The aim of the document is to protect the human rights of detainees and to ensure a safer environment for officers assigned to this duty. Following extensive consultations with regional police districts, round tables with NGOs and the Ombudsman’s Office, and internal discussions within the working group tasked by the Mol to complete this project, the Mission facilitated a two-day working session for members of the Ministry to finalize the document before it was submitted for approval. The session was held on 26-27 November. The purpose of the event was to clarify some of the issues that remained unresolved after the feedback and inputs on the document were collected from all police districts across Serbia; and to finalize the instructions manual and accompanying intake forms. The final product,

called *Instructions on Handling of Persons in Police Custody and Detainees*, was completed and approved by the Minister on 10 December. The Mission and the Mol planned to hold a joint presentation and media promotion of the document in February 2013.

On 24-25 October, the Mission's Organized Crime Adviser participated in the peer review meeting for the finalization of the *Joint Manual on Human Rights and Counter-Terrorism Investigations* in Vienna (see also ODIHR report in Appendix 2).

Victim Support

In 2012, the Mission continued sensitizing police officers to improve support for victims of crime by providing advice and expertise from European police services, as well as national and international CSOs.

From 20-23 March, the Mission supported a workshop for officers from the Mol's Police Academy. It aimed to introduce a framework for police response to victims of crime, including mechanisms for providing information to victims, using risk assessment instruments, and developing victim referral systems. *Crime Victims – International and Serbian Perspective*, a publication on best national and international practices in dealing with victims of crimes, had been presented by the Mission in December 2011. The workshop results were expected to contribute to strengthening the victim support system in the Serbian police, and to serve as needs-based recommendations for developing a specialized training programme for police officers on working with victims of crime.

During the Stockholm Criminology Symposium, held from 11-13 June, two representatives of the Mol, jointly with Mission representatives, members of the Victimology Society of Serbia and the Swedish NGO "Safer Sweden Foundation", presented the activities conducted in Serbia on enhancing police work with the victims of crime. The presentation focused on the role of the Mission and activities in relation to victims of crime; victim support services provided by the CSO sector and the Victimology Society of Serbia; and the Serbian police service's approaches in working with the victims of crime focusing on criminal offences and preventive police work. The symposium served as a meeting point for researchers and policymakers and provided an opportunity for the Serbian police to share experiences and learn about different practices and standards that can help Serbia's police service develop and improve mechanisms for dealing with victims of crime.

On 5-6 December, the Mission organized a round table on "Support to Victims of Crime - Police Service Practices", which aimed to support the Mol to develop mechanisms to assist victims of crimes. The objectives of the event were to assist the Ministry in enhancing the effectiveness and efficiency of police investigations and the interviewing process, and to meet the needs of victims in the best possible way. Approximately 20 participants from the Criminal Investigation Directorate and the Uniform Police Directorate, as well as from the Victimology Society of Serbia and other CSOs, explored issues such as the level of victim co-operation with the police during the investigation phase; how to prevent repeated victimization; and how to enhance victims' knowledge on available support and access to other available services etc. International experience presented by experts from Slovenia, Sweden and the UK was also shared with the participants.

Public Relations and Communication

On 26 January, the results of the 2011 public perception survey on police reform in Serbia were presented by the Mission and the Mol to the representatives of the media and international community. The event was opened by the Head of Mission and the Minister of Interior. This survey, funded by the Mission and conducted by the CSO CeSID, was the fourth regular annual survey since 2008. The purpose of this series of surveys has been to

assess progress of the police reform process in Serbia by measuring citizens' perception of: personal safety; threats to local community; main problems in Serbia; national institutions; attitudes towards police and awareness of police reform. According to the results of the surveys, citizens' views of Serbia's police service had been steadily improving over the previous four years. The latest findings suggested that corruption was perceived to be the biggest law enforcement problem in Serbia, both at the national and local level, with drug abuse coming second. The surveyed citizens recognized significant improvement in the area of fighting organized crime. The media in Serbia reported widely on the event and the survey results in prime time news and on the front pages of daily newspapers.

The Mission developed a set of capacity building activities for the MoI Bureau for Co-operation with Media (BCM) and district police staff dealing with communication and public relations in improving internal capacities for efficient communication with the public and the media. The Mission's support aimed to improve the Ministry's internal communication and transparency with external actors. The initiative presented the continuation of the Mission's previous support to help the MoI implement its *Communication Strategy 2010-2012* and the relevant *Action Plan* at both central and district levels. It was also a follow-up to previous Mission efforts to improve team-building between the Ministry's staff working on communication and public relations. Between March and June, four capacity building activities were organized across Serbia for more than 120 MoI staff including police district commanders, spokespersons, community liaison officers and representatives from the BCM. An experienced consultant addressed communication, presentation and facilitation skills. The workshop also provided the opportunity to assess the current relationship between the police and the media by disseminating a questionnaire on advantages and problems in police co-operation with media. The same questionnaire, developed in co-operation with the Mission's Media Department and the Serbian Press Council, was distributed to media outlets. The report's findings indicated that police spokespersons and officers in contact with the public were lacking knowledge on ethics in journalism, the protection of privacy and assumption of innocence, as well as what type of information was in the public's interest to know.

Based on the results of the questionnaire and inter-departmental co-operation between the Mission's Media and Law Enforcement Departments, the Mission organized consultations addressing the quality of police and media relations in Belgrade on 9 November. This event gathered more than 30 representatives from the MoI, media associations, the Public Prosecutor's Office and the Office of the Commissioner for the Information of Public Importance and Personal Data Protection. The need to improve existing practice and channels of communication was raised by the MoI and the Serbian Press Council, which is an independent, self-regulatory body that gathers publishers, owners of printed media and professional journalists. Participants emphasized the problems in cases where journalists as well as the MoI became subjects of criminal charges due to publishing the MoI press releases. It was agreed that in order to reduce the number of problematic cases it would be helpful to organize a set of meetings and consultations with the representatives of the journalists and judiciary in the foreseeable future. The event also served to introduce the revision process of the MoI *Guidelines for Co-operation with Media*, to be facilitated by the Mission by mid-2013.

In order to address citizens' concerns identified in the 2011 public opinion poll, the Mission assisted the Ministry with several campaigns on public safety, peer violence and drug abuse. This was done mainly through the provision of promotion material, distributed to police stations and primary schools throughout Serbia.

Police Training and Education

The OSCE continued to support the MoI in introducing the e-learning concept as a supporting element to the development of the overall police training system capable of implementing contemporary education and training methodologies and curricula that are based on modern policing models.

On 16 January, the MoI, with the support of the Mission, launched the first online course on “Communication Skills” for 100 participants from different organizational units of the Ministry. The course content, already taught in the traditional classroom setting, was converted to an online Moodle platform by the trainers and administrators previously trained with support from the Mission. During the online training course, participants had the opportunity to learn about tactical communication, social interaction, verbal and non-verbal communication, assertive communication, etc. through interaction with other participants and course instructors. Over the five-week course, participants were tested weekly and only successful candidates were allowed to enrol in the next module of the training held in the following week. This pilot course ended on 18 February, upon which the Ministry and the Mission made a joint course evaluation.

In order to support the MoI in enhancing its capacities for international co-operation, the Mission also continued with the English language training for 70 senior MoI officials, initiated in 2011. This project aims to bring English speaking skills of core MoI personnel to a functioning level, while at the same time ensuring the sustainability of the effort in the long term through coaching and Training of Trainers of the selected teaching staff from the MoI. The project included both generic and thematic language courses, such as “English for EU Integration” and “English for Law Enforcement”. Training in English language skills was seen as one of the key requirements for advancing the police reform process and enhancing the MoI’s international co-operation opportunities in the context of EU integration and the modernization of policing in Serbia.

From 13 November until January 2013, the Mission supported the MoI in launching the first online English language course for 60 selected mid-level managers from different organizational units of the Ministry. The training content was jointly developed and delivered by a language school and the Ministry’s language teachers previously trained to work on the online platform Moodle. The four-week online language course provided instruction in all aspects of English, including listening, speaking, reading, writing and grammar. The course content was at the intermediate level and focused on the language of presentations, negotiations and meetings, and included police and public administration vocabulary. To ensure the sustainability of training efforts this initiative included coaching selected English language teaching staff from the Ministry to develop and deliver language courses on the Moodle platform.

From 23-25 April, the Mission, in co-operation with the Novi Sad University, organized training for a core group of administrators on using and administering the Moodle – Learning Management System (LMS). The purpose of the exercise was to support the MoI in developing its capacities for sustaining the e-learning training efforts. During the course, seven trainers of specialized and basic training from the traffic, uniform and criminal investigation police directorates gained knowledge and skills about the technical administration of the LMS platform. Furthermore, from 1-10 October, the Mission organized a final cycle of training for the selected group of trainers (15 Ministry trainers and 5 administrators - IT administrators and trainers with a completed Training Development Course from different organizational units of the MoI) in using Moodle. The training was delivered at the Basic Police Training Centre in Sremska Kamenica. Participants learned how to utilize the functionality of Moodle effectively and how to integrate it in the existing training system of the Ministry. To ensure sustainability, five Ministry trainers were coached on preparing and delivering the Moodle Designer Course. By the end of this ToT course,

these trainers were capable of running the entire programme unassisted, enabling the Ministry to take over this programme.

On 17 November, representatives of the MoI, together with a Mission representative, held a joint presentation at the Second Western Balkan and Serbian Moodle Moot conference, organized in Novi Sad by the Serbian and Croatian Moodle Communities. The Conference gathered experts from the region who shared their experiences in using e-learning and integrating this type of learning with other learning methodologies.

By the end of 2012, the Mission had organized and funded training for a total of 47 Moodle Course Designers, 16 Moodle Administrators, and five Trainers of Trainers. Using resources generated through this process, the MoI delivered 2 e-pilot training courses in 2012 for more than 100 participants across the Ministry, and a number of new training courses were underway.

On 28-29 June, a seminar on the “Integration of the Interactive Library in Police Training” was held at the newly refurbished library of the Basic Police Training Centre in Sremska Kamenica. The Mission organized the event and facilitated the participation of an expert from the Swedish National Police Academy. The seminar gathered 14 national police trainers and course managers expected to utilize the new library resources in the basic training of police cadets as well as in the professional development of serving police officers. The newly established information library was the result of a bilateral project funded by the Norwegian Government. The initial development of the project was supported by the Mission. The Mission complemented this bilateral project by enhancing the library staff capacities through a series of seminars and a study visit to the Swedish National Police Academy Library. Following this last seminar in June, the modern library was expected to support networking of the Serbian police training institutions with other professional libraries and enable the police cadets to learn interactively while developing their problem-solving skills. These skills would later be transferred to their operational police work.

On 3 August, the interactive information centre and the library were formally inaugurated at the Basic Police Training Centre in Sremska Kamenica in the presence of senior MoI and Mission officials. The Mission provided the library with several hundred books on law enforcement, criminal law, forensics, human rights, ethics and other topics and it allowed online access to the national virtual library and worldwide library resources. In addition to renovating the library, the Mission had also provided equipment to the Curriculum Development Unit of the Basic Police Training Centre.

With the aim of supporting the Police Education Directorate's role of co-ordinator of the police training system within the Serbian MoI, the Mission organized four workshops in Belgrade in November and December, which focused on introducing training standards in the areas of specialized and in-service training as well as on effective training cycle management. Participants included training managers from the Police Education Directorate as well as Police Training Co-ordinators from all 27 regional police districts in Serbia. The workshops also aimed at identifying the areas in which further capacity was needed in order to have a well-managed and co-ordinated system of police training within the MoI. The workshops, each gathering around 30 training professionals from the MoI, were facilitated by two national experts in adult learning and training management and development. The workshops focused on standards needed as well as processes through which these standards are supervised and evaluated. Defined standards of training would enable the MoI to assure the quality of the police training cycle, consisting of training needs analysis, development of curricula, selection of participants and trainers, assessment of training efficiency, monitoring and evaluation. The workshops also enabled the regional and central level training managers to discuss their respective roles within the training cycle and to develop tools that would unify the efforts of all concerned to build a functioning and effective training system for all employees of the Ministry.

In order to support the Ministry in its fight against corruption and encourage its endeavours in enforcing zero tolerance for corruption among law enforcement officers, the Mission participated in the development of a police ethics curriculum which took place between April and December 2012. At the initiative of the MoI's Internal Affairs Division, the Mission cooperated with the Education Directorate and helped them to draft six modules covering topics such as police ethics and integrity, forms of unethical conduct, ethical dilemmas, ethical decision making, etc. The Ministry planned to incorporate the curriculum in its annual in-service programme. Ethics training was designed for all law enforcement officers and all Ministry employees, and would be implemented in the form of group discussions.

Community Policing

In 2012, the MoI continued its commitment to the inter-ministerial working group on drafting the *Community Policing Strategy* for a significant period of time. The Strategy had been in development since 2007.

In 2012, a *Draft Community Policing Strategy* was sent to the Mission for comments and the following elements of the Draft Strategy were highlighted by Mission experts: creation of the legal framework for further developing police-public partnerships; outreach to diverse groups of the public; local solutions to safety concerns of the citizens; community policing as a basic element for the development of the *Crime Prevention Strategy*; and institutionalization of crime prevention practices. The draft document also demonstrated the MoI's commitment to serving the needs of the public, thus providing the final formal transition from a reactive to a preventive type of work and service.

The Mission offered its support in the continuation of the drafting process and the development of an *Action Plan* that would follow the adoption of the Strategy.

On 6 November, the Mission and the MoI jointly organized a round table discussion to finalize the *Draft Community Policing Strategy*. The round table gathered approximately 60 experts, including representatives of CSOs, the academic community, international organizations and embassies in Belgrade, as well as the media and government ministries that would be engaged in the implementation of the *Strategy*.

The *Strategy* was planned to be formally signed by the Serbian Government by the end of 2012. The formal adoption of the *Strategy* was expected to further embed community policing practices in Serbia.

While awaiting formal adoption of the *Community Policing Strategy* the Mission, in cooperation with the MoI, organized the first meeting of the Ministry's Working Group tasked to develop the *Action Plan* for the implementation of the *Strategy* in Belgrade on 26-27 December. The Working Group gathered 20 relevant representatives of the various MoI units, which included the Uniform Police Directorate, Criminal Investigations Directorate, Strategic Planning Bureau and representatives of police districts from across Serbia. Following the finalization of the *Action Plan*, the *Strategy* and the *Action Plan* were both to be submitted for adoption by the Government, thus enabling their implementation. The Mission provided essential input for the first meeting of the working group by delivering a thorough analysis of the Strategy and suggesting concrete activities to be included in the *Action Plan*.

The Mission also supported the further development of the community policing concept by increasing its work locally with police districts. The first one of these activities was launched on 9 May with the Sombor police district at the Kula police station. The activities included seven drug prevention panel discussions held in seven local communities within the Municipality of Kula. They were hosted by two representatives of local police stations and the Head of Sombor police district, as well as representatives of social services and local CSOs

aiming to raise awareness on the problem of drugs and drug abuse in the town of Kula. The panels were attended by approximately 500 people, including schoolchildren, their parents and teachers.

From 21-25 May, 60 community liaison officers from 27 Serbian police districts participated in a Mission-supported training course on "Action Planning" in Vrnjačka Banja. The purpose of the training was to provide the police officers, who serve as a link between the police and the citizens at the local level, with skills they could apply in their daily operational work, especially in the co-ordination of activities with local community stakeholders. After the training, the officers were expected to develop *Local Safety Action Plans* for each of the 27 police districts - a number of which were to be funded by the Mission. The *Action Plans* were designed to prevent locally identified safety problems, such as drug abuse, juvenile delinquency, thefts, burglaries, sexual offences, human trafficking, and improve outreach to minority communities.

From 26-31 August, the Mission organized a five-day study visit to the Slovenian MoI for 13 representatives from police districts in Serbia who were implementing community policing action plans. During the visit, the representatives from Serbia's MoI observed community policing practices primarily at the field level, as well as at the management level and were given the opportunity to exchange experiences with members of the Slovenian MoI. The study visit included meetings with high and medium level officials of the Slovenian MoI and police officers working in the field of community policing (addressing issues such as the organizational structure, legislation, financial matters, and training of community policing). The visit's programme also included presentations on preventive police work (work methods; counselling bodies; and evaluating and measuring police preventive work), presentations on the organization and activities regarding community policing in a Police Directorate and in the field; and discussions on European integration requirements and their impact on the police reform process.

The Mission further supported the implementation of 13 selected *Action Plans* developed by police districts to tackle various security and safety issues identified by the police and local communities in the following cities: Belgrade, Bor, Kragujevac, Kruševac, Novi Pazar, Novi Sad, Prijepolje, Prokuplje, Šabac, Smederevo, Sremska Mitrovica, Valjevo, and Vranje. All *Action Plan* activities were implemented between September and November 2012 and reached out to some 20,000 people. The 13 *Action Plans* included the following activities:

On 12 September, the Mission supported the launching of the project "Be a Fan Not a Hooligan" by the Smederevo district police. The launching workshop was held at the Secondary Technical School in Smederevo and was attended by over 100 pupils, teachers, activists of the local youth office, etc. It was hosted and moderated by two community policing officers from the Smederevo police district. Local police officers and Smederevo town officials who work with young people, as well as representatives of local football and handball clubs, also participated. Police and other officials answered the pupils' questions relating to the problem of football hooliganism both in their town and nationwide. The objective of the project was to raise awareness among the youth of Smederevo town about the problem of hooliganism and to improve the level of overall safety and security of the town. The project covered six more events similar to this that were held in other secondary schools in Smederevo, as well as two public events at the local football club's stadium, hosting matches with visiting clubs from other towns in which the police interacted with the fans, distributed promotional material and attempted to convey the message that violence in sports is not acceptable and that young people should choose to be real fans of football instead of hooligans. The project was implemented from September until October.

On 24 September, the Mission supported the launch of the project "For Life without Violence" by the Kragujevac district police, by jointly holding a press conference with the police at the Kragujevac Police HQ where the goals of the project were presented. The project was

implemented by the Kragujevac police from September to mid November 2012, and included lectures at schools, street events and workshops for parents, aimed at improving the safety of youth. The project focused on raising awareness about peer violence and juvenile delinquency at times when the youth is not under parental or school supervision. The target groups of the initiative were juveniles from secondary schools, as well as parents, teachers, the media and the general public. On 2 October, the Mission supported the organization of a street performance in Kragujevac marking the International Day of Non-Violence. Educational material was distributed to interested citizens while local media representatives covered the entire event.

During October, the Mission supported the project "Reliable Connection – We Understand Each Other even without Using our Voice" by the Sremska Mitrovica district police. The project included sign language training for 16 police officers of the Sremska Mitrovica district police. The training consisted of three cycles and targeted police officers from the uniform police, criminal police, traffic police and administrative personnel working on issuing personal identification documents. This activity was aimed at enhancing the work of the police with deaf and hearing-impaired citizens. After the training, interactive workshops were organized jointly with the Inter-municipal Organization of the Deaf and Hearing Impaired to practice the newly applied skills.

On 4 October, the Mission facilitated a public debate on the results of the safety perception survey among secondary school students in the city of Bor as one of the activities within the project "Safe School – You Hold the Key" by the Bor district police. The debate was attended by approximately 200 students. It started off with a presentation of the perception survey on school safety, which showed that students were mostly concerned about vandalism at schools, personal property and peer violence, whereas drugs and alcohol abuse were perceived to be less of a concern. Furthermore, students considered the streets surrounding the schools as the most unsafe areas compared to school yards and classrooms. When it came to sharing their concerns with others, the students expressed most trust in their teachers while school pedagogues, psychologists, police officers and principals were ranked lower. The introductory presentation was followed by a discussion among Bor police representatives and the students. The results of the perception survey were to be used by all relevant agencies in the town (the police, school authorities, local self-government and social services) in planning their future activities in the area of crime prevention. The overall goal of the project was to encourage future generations of secondary school students to actively participate in creating a safer environment in their schools.

On 9 October, the Mission, in the frame of the project on the "Protection and Support to Victims of Domestic Violence" by the Vranje district police, supported the organization of a street event by the local police in Vranje marking the International Day of Non-Violence. The event was an opportunity to distribute information material and offer advice to interested members of the public on the issue. The local media was also there to cover the event. The entire project aimed to raise awareness of the issue of domestic violence and it entailed numerous activities such as training for police officers in domestic violence, a media campaign on raising awareness of the problem of domestic violence, public debates on the issue in remote rural areas, and an open-door day at the Vranje police department. On 24 November, the Mission supported the Vranje police and their partners in organizing another street event marking the International Day for the Elimination of Violence against Women, marked internationally on 25 November. The event was co-ordinated by the representatives of Vranje police and local NGOs, with the presence of local media.

On 20 October, the Mission supported an event marking the finalization of the project "Practice Sports – Stop the Violence" by the Valjevo Police Directorate. The project was implemented by the Valjevo district police, and aimed at reducing and preventing violence among primary schoolchildren. It was primarily intended for primary sixth-graders and included sports tournaments in four primary schools. All the events were organized by the

local police with the support of the local self-government and the local educational institutions. This final event included a football tournament as well as the presentation of project results by the project co-ordinator and participants and prominent sportsmen from Ub whose names and faces were used in the promotion of the project. It was estimated that the Valjevo district police reached out to over 2,000 schoolchildren.

On 25 October, the Mission supported a lecture organized by the Novi Sad district police in the frame of their project "Only Fair Play Supporter is our 12th Player" that focused on preventing sports hooliganism and violence in sports events. The lecture was held by a prominent university professor of Sociology from Novi Sad who spoke about the need for prevention of sports violence and the best prevention methods. This lecture was an integral part of the above project that also included lectures by police officers in a number of secondary schools in Novi Sad to young people who could potentially be recruited to hooligan groups.

On 9 November, the Mission supported the convening of an interactive workshop for elementary schoolchildren in Prokuplje, conducted by the Prokuplje district police as part of their project "Safe Child – Safe School". The workshop gathered schoolchildren aged 11 to 14 who discussed the problem of peer violence with representatives of the police, the Centre for Social Welfare and the local Youth Office. This activity was part of the crime prevention action plan that aimed to raise the awareness of elementary school students, their parents and members of the general public about the issue of peer violence, violence among children of that age or close to that age, as well as how to prevent and reduce violence among children. Additionally, the event served as an opportunity to enhance knowledge and understanding among participants of the definition of criminal offences of vandalism, and the intentional and malicious destruction or damage to the property of another, when committed against school property.

On 17 November, within the project "Alcohol is not cool" by the Prijepolje district police, the Mission supported the organization of a football tournament for secondary schoolchildren. The tournament gathered final year schoolchildren with the aim of promoting sports activities as a good means to fight alcohol abuse. The general aim was to raise the awareness of secondary school students, their parents and members of the public, especially café bar and shop owners, about the detrimental effects of alcohol abuse. The project aimed to contribute to the creation of a more secure and safer living environment through the education of young people and by directing the whole community towards responding proactively to delinquent behaviours caused by alcohol abuse. Some 200 people were in the audience at the event, while more than 700 students from 7 secondary schools from Prijepolje, Priboj and Nova Varoš participated in educational workshops throughout this crime prevention activity. Also, around 50 café bar and shop owners situated around these schools took part in public debates organized by the Prijepolje district police.

On 10 October, the Novi Pazar district police organized a street event involving the distribution of information material to the citizens of Novi Pazar. This activity was conducted jointly with all project partners (local self-government, Centre for Social Welfare, local NGOs) in the frame of the project "Stop Domestic Violence". On 9 November, the Novi Pazar police organized a school public debate involving the distribution of information material to all the secondary schoolchildren in Novi Pazar. This activity was also conducted jointly with all project partners (local self-government, Centre for Social Welfare, local NGOs). The objective of the action plan was to raise awareness among the citizens of Novi Pazar of the issue of domestic violence (within the family and gender-based violence); of the fact that violence is unacceptable and punishable; of the measures to protect the victims (victimization), and of measures against offenders with the goal of reducing the number of crimes containing the elements of domestic violence and gender-based violence.

On two separate occasions in late November and early December, the Belgrade City Police organized public events in the Cukarica and Palilula municipalities in the frame of their project "I am Roma and I Exist". The events were held in two major Roma settlements in the area, inviting the Roma residents to register and obtain personal identification documents. According to the Ombudsman's Report, Serbia is home to an unknown number of people without legal identity. These were people who were either never registered in the birth registries or their birth registries were destroyed or went missing and these people did not possess identity documents or other papers that could prove that they had once been registered. From the legal perspective they were "invisible", not being in the position to exercise citizenship and other rights. Mostly, these were persons of Roma origin. For that reason, the Belgrade City Police decided to implement this project aimed at raising awareness of this problem among the Roma in Belgrade and helping them to obtain legal documents. One activity was used to invite Roma residents of the two municipalities to register and to inform them of the legal procedures in the process. It was estimated that around 1,000 residents attended. The police distributed leaflets containing full information and an explanation of the procedures for obtaining IDs and passports in both Serbian and Roma languages. The police also used the activities to directly communicate with the residents on various other safety issues of their concern, thus further promoting the community policing concept. The project also gathered the representatives of the Cukarica Municipality, NGO "Praxis", which was well versed on working with Roma in this field, and the media.

The project "Rights and Obligations – Knowing Each Other as the Pre-Condition for Respect" by the Šabac district police tackled the issue of illegal immigrants in Serbia who became asylum seekers in the country. The local police, in partnership with local residents, organized events on raising citizens' awareness about the need for respecting diversity as well as working together with the police on improving the local safety. The Šabac Police District covers the town of Banja Koviljača - one of the two asylum seeker centres in Serbia. The Centre serves to accommodate asylum seekers until a final decision is reached on their request for asylum. In 2011, 1,870 persons (1,559 males and 311 females) approached Šabac police to express their intention to seek asylum; all were issued a certificate that their intention to seek asylum had been registered, and all were referred to the Asylum Centre, which was capable of accommodating 84 persons. Due to the insufficient accommodation capacity of the Centre, most asylum seekers received accommodation in local households. Different ethnic backgrounds, cultures and languages of asylum seekers made their communication with both the local community and local and state authorities more difficult. The local community members were not sufficiently informed what their duties were when accepting and providing accommodation to asylum seekers in their homes. Since the local community safety situation in Banja Koviljača had deteriorated considerably, the objective of the project was to provide information to the residents of Banka Koviljača local community and migrants temporarily residing there of their rights and duties, with a view to reducing the number of misdemeanours, improving local safety and reducing the number of dissatisfied citizens. The activities in the project included, among others:

- training 12 police officers on procedures concerning asylum seekers; duties of local residents providing accommodation to asylum seekers; and customs of some of the nations whose nationals are most frequent asylum seekers to ensure respect of diversity;
- providing information to the residents of Banja Koviljača, primarily those who had provided accommodation to asylum seekers in the past, on legal requirements they needed to comply with in order to provide these services as well as their duties when accommodating asylum seekers in their homes, to avoid misdemeanour liability;
- providing information to migrants who expressed the intention to seek asylum on their rights and duties to create the conditions for them to be able to enjoy their rights as envisaged by the law.

The general aim of the project “Knowledge against Cyber Bullying” by the Kruševac district police was to share information and raise awareness among the Kruševac citizens about cyber-bullying and the importance and ways of preventing and combating this type of violence, and promoting a culture of non-violence. The specific objective of the project was to increase the level of knowledge among Kruševac citizens about the need to monitor childrens’ activities in the e-environment, and to recognize violence and steps to be taken in these circumstances. The project targeted all citizens of the town of Kruševac, with a special focus on students of primary and secondary schools. The duration of the project was 45 days (November – December 2012) and the key implementation actors were the Kruševac town administration, Kruševac district police, the Kruševac youth office, a local TV network and external partners including the local NGO-civic association “A Step Ahead” and other stakeholders who could contribute to the successful implementation of the project. The project activities involved more than 2,000 residents of Kruševac through lectures and public campaigns, and it was estimated that the total number of people reached through the media was several times higher.

All the efforts within the above projects were part of the Mission’s efforts to develop, train and assist Community Policing Liaison officers in further incorporating crime prevention practices in their everyday activities and building better partnerships between the Mol and the citizens across Serbia.

Following the completion of the implementation of the above mentioned projects in the 13 police districts, the Mission organized an evaluation round table on 3-4 December in Zlatibor. The event gathered 60 community liaison officers from all 27 police districts, as well as representatives of the Ministry’s Uniform Police Directorate from the central level, to discuss lessons learned in the projects’ implementation. Police representatives of the 13 project districts presented their experiences, while the representatives from the remaining 14 police districts also actively participated to learn from their peers. It was planned that the 14 remaining districts would be supported by the Mission to implement similar projects in 2013. Some of the topics covered by the presentations included issues relating to organizational management, team work, and time management. Experiences gathered from this event were also intended to be used for the upcoming development of the *Action Plan* for the implementation of the *National Community Policing Strategy*.

With the aim of supporting the development of a police service oriented towards a preventive approach, the Mission participated in the expert seminar “Enhancing Police Work Regarding Traffic Safety”, convened on the mountain Tara from 7-9 November. The seminar was organized by the Serbian Mol, supported by the Hanns Seidel Foundation in co-operation with the Belgrade Academy of Criminalistic and Police Studies. The event gathered representatives of the Serbian scientific and professional institutions who were dealing with the issues relating to traffic safety as well as a number of traffic police services from European countries.

Organized Crime in General

In 2012, the Mission’s Law Enforcement and Rule of Law Departments continued to support the Mol in enhancing its capacities to combat organized and serious crime. The Mission, in collaboration with the Judicial Academy and the US Department of Justice, delivered a series of training courses on the new *Criminal Procedure Code*, which entered into force in January 2012, introducing a prosecutor-led investigation system.

A ToT course was organized for 16 appellate and high prosecutors, 18 appellate court judges and 17 police officers to become trainers on the new CPC. After this first phase, 22 training sessions were conducted in the four main territorial jurisdictions of the Country (Belgrade, Novi Sad, Nis, Kragujevac) and 370 judges, prosecutors, police officers, and 12 legal advisers from the Supreme Court of Cassation took part in the preparatory course.

With the aim of providing further support and international expert advice in the overall reform process of Serbia, the Mission organized a workshop on “Supporting the Implementation of the New Criminal Procedure Code in Perspective of Enhancing the Cooperation between Prosecutors and Police” on 29 May in Belgrade. The purpose of the workshop was to support co-operation between the police and prosecution in the ongoing implementation phase of the new CPC, as well as to discuss current and potential practical issues in the implementation of prosecutor-led investigations. The workshop also provided a possibility for Serbian prosecutors and police officers to share experience with guest speakers, prosecutors and police officers from Sweden and Hungary, countries with significant experience in prosecutor-led investigations. The main beneficiaries of the workshop were 15 representatives of the MoI, three representatives of the Special Prosecution for Organized Crime, two representatives of the Special Prosecution for War Crimes and ten representatives of the Republic Public Prosecution.

Furthermore, on 13-14 September, the Mission organized a round table on “Reforms of Criminal Procedure Codes, Regional Trends and Serbian Experiences” in Belgrade. The round table aimed to further promote the expert debate on the future of the new CPC and to evaluate experience in the up-to-date application of the Code in Serbia. This two-day event aimed to enhance the discussion on the new CPC in the light of regional trends in criminal procedure and to compile the experience gathered so far with the implementation of the CPC. On its first day, the round table focused on discussing reforms of criminal procedure codes in the region. It was a platform to present the Mission’s edited publication *New Trends in Serbian Criminal Procedure Law and Regional Perspectives – Normative and Practical Aspects*. The publication is a thematic compilation of articles by eminent practitioners and academics in the field of criminal procedure law from Serbia and the region providing a comparative review of legislation and experiences in the application of new criminal procedure codes in Croatia, Bosnia and Herzegovina, Montenegro and Serbia. The second day of the round table was dedicated to sharing experiences in the application of the new Serbian CPC since January 2012, from the perspectives of judges, prosecutors, police officers and defence counsels as key participants.

Financial Investigations/Money Laundering

On 6-7 February, the Mission supported the participation of the MoI’s Head of the Department for the Suppression of Organized Financial Crime within the Criminal Investigations Directorate, in the “20th OSCE Economic and Environmental Forum”, organized by the OSCE Secretariat in Vienna, dedicated to anti-money laundering and countering the financing of terrorism. The main objectives of the Forum were to identify needs and priorities, to raise awareness and to stimulate the political will of the OSCE participating States in dealing with economic, environmental and security challenges (see also chapter 3.2).

In advocating the development of a sustainable specialized training system, in co-ordination with the MoI’s Service for Combating Organized Crime, the Mission facilitated the international exchange of experience on standards in the training of financial investigators. On 2 March, a UK Police Academy expert delivered a one-day presentation on the “Accredited Financial Investigators” course, available at the UK Police Academy. The presentation was attended by some 50 participants: representatives from the MoI’s Department for the Suppression of Organized Financial Crime; the Financial Investigation Unit; the Service for the Suppression of Crime and the Directorate for Police Education, Professional Development, Training and Science. Representatives from the Administration for the Prevention of Money Laundering, the Organized Crime Prosecutor’s Office, the Public Prosecutor’s Office, the Tax Police, as well as representatives of the international community in Serbia, such as the CoE, USAID and the US ICITAP, also attended the presentation.

The benefits of having accredited Financial Investigators would be reflected by increased efficiency in investigations. This would also entail decreased frequency and thus costs of engaging outsourced experts, such as forensic accountants, experienced auditors, accountants, and investigators of legal and financial documents, that Serbian authorities would otherwise have to hire in investigations of fraud, money laundering or asset recovery cases. Bearing in mind the long-term benefits of having such experts in the Serbian police, their current needs and looking at sustainability of previous efforts invested in the area of suppressing financial crime, the Mission planned to support a number of selected investigators in completing the “Accredited Financial Investigator Course” through the Extra Budgetary Project “Enhancing Capacities of the Serbian Police to Fight Corruption” throughout 2013-2014.

Between September and November, the Mission delivered a “Forensic Accounting Training” course in Belgrade which lasted for three months with three days in class per month and homework exercises in between. Officials from the Mol’s Financial Investigation Unit, the Public Procurement Office, the State Audit Institution, the Organized Crime Prosecutor’s Office, the Republic Public Prosecutor’s Office, the Anti-corruption Agency, and the Tax Police were given a case study in which they were tasked with uncovering the ownership of private companies by a public official using open source public documents. The training encouraged cross-institutional co-operation in financial investigations and taught the participants how to use public documents to investigate alleged corruption.

As markets evolve it becomes more difficult to protect investors against financial crime. Authorities tasked with regulating financial markets have an obligation to deter, detect, investigate and prosecute those who set out to damage financial markets, the investor community and the wider economic interest of a country. In order to protect the integrity of the markets, and make them attractive to domestic and international investors, it is essential that all authorities tasked with regulating the financial markets understand the risks these markets face and have the right tools to enable them to deal effectively with these threats. Communication and co-operation between the relevant authorities is crucial. Bearing all this in mind, the Serbian Mol expressed the need for advanced training for Serbian law enforcement officials on detecting, investigating and prosecuting fraud and corruption in the Serbian Stock Market. The objectives of the training, which took place from 12-14 June, were to enhance the Serbian law enforcement and regulators’ ability to detect crime occurring through the misuse of the stock market; to improve their ability to investigate illegal activities taking place in capital markets; to strengthen communication among police and prosecutors, to enhance new prosecution-led investigations; as well as to enhance successful prosecutions of criminal activity occurring in the Serbian stock market. The three-day training was delivered by two experts - one from the UK and one from the USA, to a total of 25 experienced anti-corruption and financial crime investigators, prosecutors, as well as to several members of the Securities Commission of the Republic of Serbia, the Belgrade Stock Exchange and Central Securities. This activity was organized in co-operation with the US ICITAP in Belgrade.

In assisting the Serbian Ministry of Interior to establish links with international financial investigation bodies and networks and thus contribute to developing mechanisms for the efficient fight against corruption, the Mission organized a two-day study visit on 3-4 July for six representatives of the Mol’s Department for the Suppression of Organized Financial Crime and the Financial Investigation Unit to the European Anti-Fraud Office (OLAF) in Brussels. Within the context of European integration, strengthening direct contacts with OLAF is particularly important with regard to combating and preventing fraud, corruption and any other illegal financial activities. The focus of the study visit was to learn more about the OLAF procedures, their ways of operation and the legal framework. In view of the new CPC of Serbia, and the new instrument it stipulates (i.e. the prosecutor-led investigations), the Ministry’s delegation was also provided with the opportunity to examine elements of judicial and police co-operation at the European level.

On 25 September, the Mission organized a one-day workshop on “Life Style Analysis” in Belgrade. The workshop was attended by 20 participants from the Mol’s Financial Investigation Unit, the Anti Money Laundering and Corruption Unit, as well as by two participants from the Administration for the Prevention of Money Laundering and one prosecutor from the Special Prosecutor’s Office for Organized Crime. The workshop was organized in co-operation with the US ICITAP. The primary goal of the workshop was to introduce the Serbian participants to this recently developed concept utilized internationally with the aim of quantifying the living expenses of an individual and to compare those expenses to known sources of income and other funds, thus identifying persons who may or who are likely to commit crime. Additionally, the event focused on fostering multi-agency co-operation, as well as providing Serbian investigators and prosecutors with skills and theoretical knowledge to better investigate financial crimes and seize criminal assets by using this new instrument. The workshop was delivered by one agent from the UK Serious Organised Crime Agency (SOCA) and one Life Style Analysis expert from the US ICITAP. The introduction of Life Style Analysis as a component of financial investigations was one of the sixteen recommendations from the comparative assessment report on the legislation and organization of European Financial Investigations Units, developed jointly by the Mission and the Serbian Mol in 2010.

With the aim of presenting possibilities for public and private sector co-operation in the area of fighting economic crime, the Mission organized a workshop on “Plastic Card Investigation” on 1-2 October. This was a follow-up to the Mol’s study visit to the City of London Police, facilitated by the Mission in 2011. Representatives of the City of London Police (the Dedicated Cheque and Plastic Crime Unit and the Insurance Fraud Investigation Unit) gave presentations about the benefits of establishing public and private sector relationships. The focus was on its practical use in criminal investigations and the disclosure of organized criminal groups, thus providing savings for the industry. The event also underlined the importance of interagency co-operation. The workshop gathered 15 representatives from the Mol’s diverse organizational units dealing with the fight against financial crime. Additionally, representatives of the Ministry of Justice, the Administration for the Prevention of Money Laundering, as well as of the Serbian private sector under the umbrella of the Chamber of Commerce and the Industry of Serbia, also participated.

From 31 May to 1 June, a regional conference on the “Management of the Confiscated Proceeds from Crime” was organized by the Mission, in co-operation with the CoE, in Belgrade. 94 participants from the region and from EU countries (Bulgaria, France, Italy, the Netherlands, Romania and Spain) gathered to discuss which system each country had adopted or was developing in order to efficiently identify, seize and manage the assets seized or confiscated from criminals.

Corruption

On 3-4 December, the Mission participated at the round table “Fight against Corruption”, jointly organized by the Mol and the Police Academy, in co-operation with the German Hanns Seidel Foundation. The round table was held in Vrnjačka Banja. It was attended by key actors involved in anti-corruption measures, such as the Mol, the MoJ, the Commissioner for the Information of Public Importance and Personal Data Protection, the Ombudsman, NGO’s and international organizations. Following an initial presentation of the survey results on “Corruption in Public Administration”, given by the Police Academy, the event continued in four sessions:

- The first session addressed the “National Strategy for the Fight against Corruption and the Role of the Rule of Law” with presentations held by the Ministry of Justice;
- The second session focused on “The Police and Corruption”, with presentations given by the Mol’s Criminal Investigation Directorate together with the Internal Affairs Division;

- The third session on the “Role of the Agency for the Fight against Corruption in Suppressing Corruption” included presentations given by the Anti-Corruption Agency;
- The fourth session on the “Prevention of Corruption” was dedicated to international organizations and NGO’s. Among others, the Mission’s representative presented the role of the OSCE in designing and implementing anti-corruption policies. Discussions during the fourth session also covered issues such as the link between organized crime and corruption in the OSCE countries and how to deal with it; the role of horizontal co-ordination between the police, prosecutors and judges; as well as the importance of internal control in fighting corruption.

On 7 December, the Mission organized a round table on “Discovering Criminal Offences in Public Procurement” in Belgrade. One official from the Mol (Criminal Police Directorate - Service for Combating Organized Crime); Organized Crime Prosecutors, Public Prosecutors, State Audit Institution officials and Public Procurement officials were briefed on anti-corruption elements of the new *Law on Public Procurement* as well as on the newly adopted article on *Criminal Offences in Malfeasance in Public Procurement* in the amendments to the *Criminal Code*. The aim of the event was to encourage law enforcement, prosecutors and auditors to better understand criminal offences of corruption in public procurement and how to charge future offenders.

Criminal Investigations

From 4-15 June, the Mission organized a ten-day pilot ToT on the “PEACE Model of Investigative Interviewing” for ten selected investigators from the Mol. The training emanated from a needs assessment carried out by the Mission in late 2011 for identifying the situation in the area of investigative interviewing in Serbia. Developed by the British police service and widely used by many European police services as a set of structured guidelines for interviewing witnesses and victims, the PEACE model was selected as it also represents a non-accusatory interview model designed to develop sufficient investigative information to determine the suspect’s possible involvement in the criminal behaviour under investigation. The goal of this pilot training was to train a core group of trainers who would develop necessary skills to further train their fellow colleagues in the use of this model. The first part of the training, delivered by two British experts, entailed five days of training in the use of the “PEACE” model when preparing and conducting interviews. The second part entailed a five-day refresher course in general training methods, adult learning principles and lesson preparation and delivery, delivered by the Mission staff certified as trainers.

As a follow-up to the ToT course on the PEACE Model of Investigative Interviewing, the Mission organized two pilot courses on the use of the PEACE model. The objective of these pilot courses was to introduce the PEACE Model into the specialized training system of the Mol. Both pilot courses were delivered by the Mol’s trained trainers to a total of 32 investigators from diverse organizational units within the Criminal Investigations Directorate, 16 per course. Upon completion, both pilot courses were evaluated by the participants, trainers and the Mission. Based on the evaluation results, the training curriculum was envisaged to be amended to best meet the needs of the Mol training courses from 2013 onwards. The first pilot course took place in Belgrade from 5-9 November, while the second one was held from 17-21 December.

Cybercrime

In its continuous support to the Mol to achieve the goals set forth by the *National Action Plan for the implementation of the National Strategy for the Fight against Organized Crime*, which also addresses the fight against cybercrime, the Mission facilitated the participation of one expert from the Ministry’s Cybercrime Department in the OSCE Annual Police Experts Meeting on “Fighting the Threat of Cybercrime”, organized by the TNTD/SPMU on 20-21

September in Vienna (see also chapter 2.2). The Ministry's expert took an active part as one of the twelve key-note panellists and gave an account of the situation in Serbia in terms of the threat of cybercrime. The achievements of the Serbian Ministry's Cybercrime Department and its priorities in this sphere of policing were also presented.

On 29-30 November, the Mission, in co-operation with the TNTD/SPMU, organized and delivered a regional expert seminar on "Digital Evidence in Investigating and Prosecuting Child Pornography" in Belgrade. 31 experts from Bosnia and Herzegovina; Croatia; the Former Yugoslav Republic of Macedonia; Montenegro; and Serbia participated in the course, sharing experiences and best practices.

In its efforts to support the capacity building of the public administration to address the challenges of implementation of the revised CPC, the Mission, in co-operation with the Mol's Cybercrime Department, organized five one-day seminars on "Digital Evidence and its Value in Court". The seminars were delivered between 10-14 December to a total of 57 participants, namely judges from the Higher Court, public prosecutors and students of the Judicial Academy. The Head of the Ministry's Cybercrime Department presented digital evidence in general through several case studies, addressing their value from a police perspective, while the legal framework was presented by a judge and the deputy special prosecutor for cybercrime. The seminars also entailed a technical component in terms of identification and classification; the value of digital evidence in investigations; as well as a presentation of the technical EnCase software for digital forensics used by many police services including Serbia. In addition, the events aimed at improving communications between police and judiciary in the investigation process.

As criminal activities are shifting more and more into cyberspace, and due to the fact that prosecutor-led investigations were to be introduced to the general prosecution in 2013, the Mission planned to follow up on this initiative in 2013.

Trafficking in Human Beings

Throughout 2012, the Mission continued to play an important role in policy-making and the implementation of complex anti-trafficking activities in the country. This included the implementation of the multi-year ExB project "Advancing Institutional Response to Challenges of Trafficking in Human Beings in the Republic of Serbia", supported by the Austrian Development Agency. The implemented activities were divided into four thematic groups: Prevention; Victim Protection; Law Enforcement; and Judiciary.

Under the Law Enforcement component the following activities were implemented:

The Mission initiated the development of a manual for police officers dealing with trafficking cases with the aim of creating adequate training materials and a better understanding of the phenomenon. The manual was prepared in the form of a case study and included lessons learned and good practices in identifying, referring and protecting victims of trafficking. It contains a number of recommended actions and gives concrete examples on lessons learned in pre-trial, post-trial and court procedures. The manual was tailor-made for the representatives of the Mol, as well as judges and prosecutors.

In view of a documented increase of the number of child victims of trafficking, the Mission organized specialized training courses with the aim of strengthening the capacity of police officers and social workers to detect and respond to child trafficking cases. These courses also facilitated the implementation of two Ministerial Protocols on Child Protection: *The General Protocol for the Protection of Children from Abuse and Neglect* of the Ministry of Labour, Employment and Social Affairs; and the *Special Protocol on the Conduct of Police Officials in the Protection of Minors from Abuse and Neglect* of the Mol, which had been developed and adopted in line with international human rights instruments and standards.

These specialized training courses took place in November and December 2012 in Belgrade and brought together 20 police officers from the General Administration Police Units from the Sumadija and Nisava districts.

In the frame of the multi-year ExB project, the Mission had also supported the MoI over three years in creating a pool of 38 trainers who were able to efficiently transfer their knowledge and skills on fighting THB to other police officers. In order to further enhance continuous training of police officers in fighting THB the Mission implemented two pilot training courses conducted by selected trainers/police officers. The two pilot courses were held between 1-14 December at the training facilities of the MoI in Bezanijska Kosa, Belgrade. In total, 30 police officers from the Border Police Directorate, the Border Police Airport Station and the Police Secretariat Belgrade were trained on the following thematic areas: human rights; integrity and police ethics; trafficking in human beings: the legislative framework and current situation analysis; operative criminal techniques; measures and procedures in collecting valid evidence; interviewing victims/witnesses and interrogating perpetrators; identifying and protecting victims of trafficking; national referral mechanisms and co-operation with non-governmental organizations.

Drug Trafficking

In its efforts to develop the capacities of the MoI to detect and raid clandestine laboratories in a professional and safe manner, while securing the required evidence, the Mission, in close co-operation with EUROPOL, helped to build core training capacity by supporting an advanced ToT course on "Dismantling Illicit Laboratories" that was held in the Netherlands from 3-7 September. Five participants from the MoI's Drugs Smuggling Suppression Department, the Counterterrorist Unit and the National Crime-Technical Centre, were supported by the Mission to complete the ToT course, which was delivered by EUROPOL experts. The successful completion of this course fostered the initiation of procedures within the MoI for establishing a specialized training centre for dismantling clandestine laboratories, the first in the Balkan Region.

Furthermore, towards the end of 2012, the Mission provided expert advice and guidance to the MoI's working group tasked with developing a guidebook on operational procedures for handling clandestine drug production laboratories. The guidebook was envisaged to be finalized in early 2013. These activities were pertinent to the continuous support of the Mission to the Serbian MoI in implementing its *National Action Plan for the Implementation of the Strategy for the Fight against Drugs in the Republic of Serbia*, as well as building sustainable drug-fighting capacities of the Ministry.

On 18-19 October, the Mission also facilitated the participation of one Serbian police expert for drug prevention in the conference "Prevention of Illicit Drug Supply to Youth" in Vienna. The event was organized by the TNTD/SPMU in co-operation with UNODC (see also chapter 2.2)

Moreover, whilst fostering the development of the internal capacity of the Serbian police to apply prevention methods in fighting drug abuse, the Mission organized the first "Training Course on Identifying Signs and Symptoms of Drugs' Abuse" in Belgrade from 5-7 December. The course was conducted by six OSCE certified trainers from the MoI. Divided into two parallel sessions, the training was delivered to a total of 29 participants representing departments for suppression of drug abuse from each police district in Serbia. The main objective of the training course was to improve internal capacity throughout the Ministry for detecting and distinguishing drugs, as well as recognizing signs and symptoms of their abuse. The participants also increased their knowledge on the legislation in this field. The concept of the training was based on Norwegian and Swedish models that the Mission had shared with the Ministry during a ToT Course in late 2010. Consequently, the Mission supported and guided an inter-ministerial working group during the process of adjusting the

Nordic training programme to Serbian conditions and developing a detailed curricula and training implementation plan. Through the continued implementation of this concept in 2013, the Mission planned to work towards ensuring sustainability and local ownership of the Ministry to implement prevention mechanisms in suppressing drug abuse.

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4.5 The OSCE Mission to Skopje

Background

The work of the Police Development Department (PDD) of the Mission to Skopje is based on the Mission's original mandate¹⁷ in policing and on the OSCE Ministerial Council and PC decisions stemming from the Ohrid Framework Agreement (OFA). Following a seven month conflict between the two largest ethnic groups, the OFA was signed on 13 August 2001. According to the provisions in Annex C of the Framework Agreement, and based upon various PC Decisions¹⁸, the Mission was called to assist in a number of specific areas, which were added to the initial mandate. They included the redeployment of police to the former crisis areas. The Mission assisted in the recruitment and training of 1,000 new police cadets from non-majority communities and in ensuring the phased and co-ordinated redeployment of the national police personnel to the former crisis areas.

Following completion of the above task, in 2003, the Mandate of the PDD was expanded¹⁹ to include assistance to the Host country in reforming its police service to bring it up to international democratic policing practices. To this end, the PDD has been delivering and facilitating police training, supporting the development of a national Community Policing Programme, as well as providing expertise at policy planning level.

In 2012, the PDD remained committed to these tasks, through addressing outstanding issues mainly related to Annex C, Paragraph 5.3 of the OFA. This included providing assistance in establishing a professional training system, and technical assistance to police reform as related to the implementation of the *Law on Internal Affairs* (LoIA) and its by-laws. In line with the OSCE's efforts in addressing emerging transnational threats, the PDD's focus in 2012 also encompassed the provision of training and expertise in the fields of combating organized crime and terrorism, and improving border security.

¹⁷ The original mandate called on the Mission "to monitor developments along the border with Serbia and in other areas which may suffer from spillover of the conflict in the former Yugoslavia, in order to promote respect for territorial integrity and the maintenance of peace, stability and security; and to help prevent possible conflict in the region", see: CSCE Committee of Senior Officials, *Mandate. Articles of Understanding Concerning CSCE Spillover Monitor Mission to Skopje*, 12 August 1992, p. 1.

¹⁸ Cf. Council of Europe 2001, Ohrid Framework Agreement, Annex C, Article 5.2. and 5.3; and OSCE, Permanent Council Decision 457 on the *Extension of the Mandate of the OSCE Spillover Monitor Mission to Skopje*, 21 December 2001.

¹⁹ Further to the signing of the OFA in 2001 and responding to the provisions set forth by its Annex C Article 5.3, the Mission and the Host Government signed a Memorandum of Understanding outlining the specific tasks for achieving the OFA's requests in the field of police reform, including training and other technical and expert assistance. Annex 1 of the MoU specifically provides for the Mission's support in the form of police training delivery and promoting community-oriented policing practices.

In 2012, the activities of the PDD were divided into three main programmatic fields:

Police Reform:

- Supporting the implementation of an effective human resource management and development system;
- Assisting in sustaining reforms and building an effective police service at the decentralized level through detached police advisers (co-locators);
- Participation in an *Advisory Board* (composed of the Ministry of Internal Affairs (MoIA), the EU, the US ICITAP, and OSCE) to continue to monitor the implementation of the LoIA and its by-laws, and to provide recommendations, a) for its adjustment, in line with international practices, and b) for its effective implementation.

Community Policing:

- Confidence-building aimed at fostering sustainable positive inter-ethnic relations among all communities and the police through forums such as Local Prevention Councils (LPCs) and Citizens' Advisory Groups (CAGs), as well as training and interaction with civil society;
- Promoting and supporting equal opportunities and rights of ethnic minorities, women and vulnerable groups;
- Advising on and strengthening of internal control mechanisms of the police, including those structures targeting the fight against corruption within the police service;
- Supporting the MoIA's Sector for Public Relations (Press Office) in its efforts to establish more open communication and stronger co-operation with local and national media, leading to benefits for both parties.

Comprehensive Security:

- Supporting border management and control, with a focus on internal and regional security through expert assistance;
- Supporting local, regional and international security by providing expert assistance and training in the fight against organized crime and terrorism.

As part of its efforts to provide targeted assistance, the PDD continually assessed developments in key areas of the police service throughout the year.

An added value of the PDD remained its strong field presence throughout the country's police sectors (SIAs – Sectors for Internal Affairs), which ensured early warning and monitoring of the security and inter-ethnic situation, as well as building positive relations with local police and communities, thereby contributing to the development of a sustainable decentralized and community-oriented police service.

In 2012, the Department faced a significant decrease in its overall budget and the number of staff, in line with the overall downsizing trend of the Mission. For 2012, the PDD staffing was as follows: 19 international and 19 national positions.

Police Reform

2012 saw further progress towards police development. Nevertheless, some issues, namely the professionalization of the police service, the establishment of modern human resources management and development, and the implementation of the LoIA, still remained to be fully completed.

2012 resulted in further enactment of the Act of Systematization²⁰ and the Department continued to support the effective implementation of the LoIA and its associated by-laws. In this respect, at the end of 2011, the Working Group (WG) on monitoring, evaluation and implementation of the new regulations determined by the *Law on Internal Affairs* and the ensuing by-laws had concluded its two-year work and produced a final assessment and recommendation report. One of the recommendations stemming from this report was for the MoIA, the EU, the US ICITAP and the OSCE to continue meeting as an *Advisory Board*, to further assist the MoIA on issues related to police reform. The first meeting of the *Advisory Board* was held on 30 March and continued on a regular basis throughout 2012. The *Advisory Board* continued to monitor the implementation of the LoIA and its by-laws; and to provide recommendations for its adjustment in line with international practices and its effective implementation. The *Advisory Board* also facilitated the streamlining of managerial activities and improving the overall efficiency and effectiveness of the MoIA. In addition, the *Advisory Board* enabled the formulation of internationally co-ordinated opinions and advice on police reform in order to support the MoIA's activities in this area. The activities of the *Advisory Board* were to continue with the same actors in 2013.

The PDD continued to support the MoIA throughout the implementation process of the LoIA by providing support to the MoIA on Human Resources Management (HRM). The aim was to develop a HRM system based on professional criteria and effective, efficient, accountable and transparent procedures in line with the LoIA, its implementing regulations (Rulebooks), and the MoIA Collective Agreement. A modern HRM system, functioning on a merit-based career system is a necessity in order for the police to fulfil its obligations to reach international good policing practices. It is also a requirement in order to provide a better organized, more motivated and better trained police service. With regard to police recruitment, in August 2012, the MoIA initiated the hiring of 300 new Police Officers for its field police structures. As part of this recruitment process PDD representatives attended a number of those interview sessions and observed the interviewing of 96 potential police cadets. A detailed report on the observations was completed, including a description of the ethnic composition of the group of candidates.

From 23-27 April, the PDD organized a study visit for five representatives of the MoIA's Central Police Services and Sector for Common Affairs and Human Resources Management (SCAHRM) to Paris, to make them familiar with France's experience in systematization, in particular with collective agreement, personal appraisal systems as well as retirement and career systems.

On 4-5 October, the PDD organized a seminar on "Disciplinary Procedures" for those police supervisors who have the ability to initiate disciplinary procedures. The ownership of the event was taken by the SCAHRM. The event gathered 50 participants, including representatives from the US ICITAP.

On 4-7 December, the PDD organized a visit to Slovenia for three employees from the SCAHRM to study personal data protection issues and the Slovenian personal appraisal system.

Capacity building activities focusing on mid- and top-level management for the MoIA's Police Training Centre and the Human Resource Management were planned to continue in 2013.

With the aim of further aiding police reform in 2013, the Mission was going to continue its support to the MoIA in specific areas such as the implementation of the LoIA and special attention was going to be paid to address gaps and loopholes identified in the LoIA, as well

²⁰ The new *Systematization of Posts Act* had been enacted in January 2011, introducing major organizational and functional challenges to the MoIA. The Act derives from the *Law on Internal Affairs* (LoIA), which was adopted in 2009, and works, *inter alia*, towards streamlining police staffing levels to achieve the recommended police-population ratio of 1:300.

as MoIA activities included in the *Action Plan for Handling Children on the Street 2013 – 2015*,²¹ which aims for a holistic approach from all relevant institutions, including police, to treat this problem, and to raise public awareness of the protection of street children.²²

Accountability

In 2012, the PDD continued its activities of the previous year aimed at encouraging accountable and transparent internal oversight mechanisms of the police, as reducing the level of corruption within the police was expected to contribute to improving citizens' trust in the police and to sustaining professional behaviour and standards within the MoIA. To this end, a study visit was organized from 9-12 July to the Anti-corruption General Directorate (AGD)/Ministry of Administration and Interior of Romania to study "Effective Instruments to Fight Corruption within the Police Service". Four representatives of the MoIA's Sector for Internal Control and Professional Standards (SICPS) participated in the visit.

A regional conference on "Prevention of Corruption in the Police - Police Integrity and Anti-corruption Measures within the Ministry of Internal Affairs" was organized on 10-12 October in Veles in co-ordination with DCAF. The conference aimed at sharing best practices on ways to strengthen cross-border co-operation of the internal control services.

Police Training

This programme continued to focus on further enhancing the professionalization of MoIA staff. Capacity building activities were developed to help support the sustainability of the established training structures at the centralized and decentralized level, as well as to improve the managerial skills of MoIA mid-level staff. Activities included workshops, study visits, monitoring and evaluation activities, as well as targeted training courses, utilising modern training methods and curricula. Overall, 672 Police Officers were trained in courses organized or otherwise supported by the PDD in 2012.

In 2012, together with the Embassy of France in Skopje, the PDD organized several innovative training courses for the MoIA's Special Units Department (SUD) in the area of maintaining security and restoring peace and order. Several French experts from DCCRS²³ provided expertise to strengthen the SUD's structure and performance capacity.

On 2-6 April, 30 members of the Training and Support Unit received "Advanced Training on Techniques and Tactics for Maintaining and Restoring Public Peace and Order".

On 14-18 May, 12 members of the Special Tasks Unit received training on "Hostage Rescue in Tubular Structure" for Penetration Teams on Public Transport Vehicles. Specialists from the French National Police (RAID) took part in this exercise.

On 24-28 September, the Department supported a course for eight members from the Rapid Deployment Unit and the Special Tasks Unit on "Mental-Tactical Training" which took place at the International Training Centre (ITC) in Budapest.

Next to increasing operational capacity, the OSCE places importance on human rights during police operations. In this regard, on 15-19 October, the Department supported the training of 25 members of the Rapid Deployment Unit on "Maintaining and Restoring Peace and Order on the Occasion of Major Public Events - Democratic Management of Crowds". The PDD's

²¹ This strategy is led by the *Ministry of Labour and Social Policy* and was adopted in 2013 by the Government.

²² As of 1 January 2013, under the re-structuring of the Mission, the Police Development Department (PDD) was going to come under a new organizational structure. The new Community Safety and Public Outreach Department would then encompass the Police Development Unit (PDU) and the Monitoring Unit (MU).

²³ Direction Centrale des Compagnies Républicaines de Sécurité

partner organizations were the Embassy of France in Skopje, and the French National Police.

During the year, the PDD provided financial and technical support to the MoIA for the implementation of the training for police officials on the new *Law on Criminal Procedure* (LCP) in accordance with the MoIA's plan on LCP implementation.²⁴ The PDD supported 19 basic training courses on the new LCP, delivered at central level at the MoIA's Police Training Centre in Idrizovo, Skopje. Each course lasted three days and a total of 371 MoIA staff were trained. In July, the Host country's Parliament postponed the full implementation of the LCP until 1 December 2013. Due to this postponement, the MoIA asked the PDU to continue supporting the implementation of the training courses on the LCP at the central level and to monitor the implementation of the training on a decentralized level. This training has therefore been included in the PDU's 2013 Operational Plan.

In 2012, the Mission's cross-departmental approach to training on the new LCP saw continued support by the Mission's Rule of Law Department (RoLD) to the Ministry of Justice's *Action Plan for Implementation of the new Law on Criminal Procedure* (LCP), as part of the Government's multi-year *Criminal Justice Reform Strategy*. The RoLD organized 20 basic training events for legal practitioners and enforcement officials on the new LCP. The four-day practical training reached 270 judges and public prosecutors, 126 attorneys and 90 police and customs officials, ending the two-year cycle of basic training (2011-2012). The Academy for Judges and Public Prosecutors, a strategic partner in this project, continued to include a certain number of law enforcement officials (from the regular police, financial police and customs) in the trainings in view of the past success that mixed-group trainings demonstrated in 2011. The Academy also ensured co-ordination with the MoIA's Police Training Centre.

In 2012, the PDD continued to support training at the decentralized (or SIA) level. Since 2010, with the assistance of the OSCE and the US ICITAP, each of the eight regions within the country had been equipped with a training room. However, due to the systemization process, the status of trainers (Training Coordinators) and their position within the police became unclear with a marked reduction in decentralized training activities. Nevertheless, the PDD continued monitoring various regional trainings as well as the systemization process in general.

A number of other training-related activities occurred throughout the year with the PDD's active support. In late 2011, the *MoIA Training Strategy* had been drafted by a Working Group consisting of MoIA, EU, US ICITAP and PDD representatives. This project was fully funded and supported by the PDD with the *Strategy* being adopted in January 2012 and finalised shortly afterwards. Following-up on this development, on 21-22 May, the PDD, jointly with the MoIA, organized a "Roundtable Discussion on the Newly Adopted MoIA Training Strategy". The aim of the discussion was to promote the new strategy and to contribute to strengthening the MoIA's decentralized training structure, as well as to discuss the position and status of the decentralized Training Coordinators. On 24-28 August, 24 participants received training on the "Evaluation of the Quality of Police Training".

Two rounds of training for 43 Police Officers on "Problem Oriented Policing (POP)" took place on 26-30 November and 3-7 December. This POP training aimed to introduce the problem-oriented approach to policing and new crime prevention techniques, and to enhance participants' skills in researching and analysing crime problems. The POP training curricula and supportive aids were translated into local languages and handed over by the PDD to the MoIA's Police Training Centre.

²⁴ The Ministry of Justice (MoJ) and the MoIA signed a MoU whereby the MoIA's Police Training Centre would be responsible for new LCP training courses targeting the MoIA (7,290 people in total).

On 2-7 December, the PDD facilitated a study visit to Croatia and Serbia on “Decentralized Training Systems”. The overall aim of this visit was to support the MoIA in their efforts to strengthen training capacities and to provide the participants with an opportunity to get acquainted with the Serbian and Croatian decentralized training structure, to exchange experience and know-how with their counterparts on issues related to the evolution of the decentralized in-service training, the various problems and challenges faced and the types of training being organized and delivered at the decentralized level.

Community Policing

The PDD’s Police Affairs Division’s plan of activities in 2012 set out to support the MoIA in strengthening the prevention structure within the MoIA. It also aimed to further promote and develop community policing practices at a decentralized level in an effort to continuously improve police-public relations and build on the successes of previous years’ work in the field of community policing. The activities undertaken in this sphere were carried out with the overarching aim of a complete handover of sustainable community policing tools, methods and practices to local authorities and a withdrawal of the Mission from Community Policing by 2015.

The PDD’s co-located Police Advisers continued to utilize their close contacts and professional working relationships in the field to forge and enhance further links with different local communities. Using these links in the field, one of the main added values of the co-located staff remained quick and precise monitoring of the security situation country-wide, in close co-operation with the Mission’s Monitoring Unit.

The PDD continued to support activities to strengthen the capacity of the *Local Prevention Councils* (LPCs) and *Citizen’s Advisory Groups* (CAGs) which had been established in recent years on a country-wide basis with the assistance of the PDD.²⁵ The PDD’s field-deployed Police Affairs (PA) Teams (each consisting of a Police Adviser and a Language Assistant) continued to monitor the functioning of the CAGs and LPCs and provided advice when required. These forums are seen as an essential tool for the local police in forging relationships with citizens and in addressing problems at both the municipal and the neighbourhood level.

In July, the PDD facilitated the organization of the first ever LPC meeting in Gostivar. The meeting marked an end to long-standing communication and co-operation barriers which existed between the police and the Municipality of Gostivar. At the end of the year, Debar was the only remaining municipality in the country without an established LPC. In 2012, the CAGs and LPCs were vital in communicating messages regarding local issues, such as tensions after several high-profile inter-ethnic incidents; the prevention of youth and inter-ethnic violence; local crime problems; as well as the co-ordination of a School Safety project. They were especially important in tackling the problem of juvenile violence in communities.

The handover to local actors of these prevention mechanisms advanced successfully in 2011/2012. At the end of 2012, 83 LPCs and over 150 CAGs were locally managed.

The general work of the PDD’s detached Police Advisers also aimed at assisting and supporting the local police in promoting project ideas and activities with the aim of confidence-building within multi-ethnic communities. During the year, numerous initiatives were run by the local police and supported by the PDD’s PA Teams. Support from the PA Teams included POP training for Police Officers on designing projects that would lead to

²⁵ CAGs have been established since 2002, bringing together police, citizens and other relevant stakeholders at a local level in order to discuss and find solutions to local problems. LPCs are chaired by the mayors of the respective municipalities, and Police Station Commanders have a special advisory role to the mayors. Representatives of governmental institutions, parliament members, academics, media and NGOs are also members of these councils. The list of the LPC members is flexible and is created according to the local needs and characteristics.

local police taking ownership and implementing their own projects tackling specific local issues in 2013, again with Mission support

During the year, the PDD's PA Teams were called upon to provide assistance and advice after a number of particularly concerning events. The Mission, being the only international organization with a country-wide field presence in the Host country, was able to utilize its resources and information as part of the first stage of the Mission's early warning function (as per the CPC guidelines on early warning). Inter-ethnic tensions had heightened after a number of events, such as the Vevcani Carnival in January, and the killing of two ethnic Albanians by an ethnic Macedonian off-duty Border Police Officer in February. In both instances, the PDD's PA Teams closely followed the situation by advising and liaising with police and local authorities and communities in order to prevent the escalation of tensions. The killing of five ethnic Macedonian males in Skopje in April and the subsequent operation by the police entitled "Monster" also resulted in heightened inter-community tensions and led to demonstrations across the country. The PDD's PA Teams closely monitored the subsequent police response including the police's 'Operation Monster' as well as public reaction to the murders. The PDD's PA Teams, in co-ordination with the Monitoring Unit were also involved in observing protests throughout the country, led by the main opposition political parties following disagreement over the passing of the 2013 budget in Parliament in December 2012.

In co-ordination with local (police and self-government) authorities, the PDD built upon the success of a project against school violence implemented by the PDD in the Kumanovo region in 2011. It extended the project "Safe Schools – Harmonious Environment" for the school year 2012-13, in a cross-departmental approach with the Mission's Good Governance Department/Education Reform Unit. The project aimed to support the MoIA, the Ministry of Education and Science, local self-government units and Local Prevention Councils in creating a sustainable prevention-orientated school safety model to contribute to the overall safety and help reduce violent incidents and behaviour, including inter-ethnic intolerance among young people in secondary schools. The project brought together teachers, students, parents, police, social services and other concerned community members to jointly address the issue of school safety by ensuring the active involvement of students and creating a sense of shared responsibility. 28 secondary schools and one primary school from nine multi-ethnic municipalities from across the country were involved: two in Skopje (Butel and Gazi Baba); and one each in Tetovo, Ohrid, Struga, Gostivar, Kicevo, Bitola, and Makedonski Brod. The PDD's Police Advisers organized LPC meetings in the involved municipalities, which appointed local project co-ordinators and established Working Groups in order to enable the passing of ownership and responsibility of the project to local communities. Given the success of the project, the MoIA planned to support follow-up activities to the project in 2013 to implement more measures to improve safety in schools. These activities also aimed to involve an increased number of schools and municipalities.

In 2012, the PDD also organized the *2012 Public Perception Survey on Policing* which evaluated citizens' perceptions and attitudes toward the police and *vice versa*. The survey was initiated by the PDD at the request of the MoIA to identify areas of progress and trends as well as areas of concern in the police service. This was the 6th such survey conducted jointly by the Mission and the MoIA in the past ten years. The Minister of Internal Affairs stated the value of the survey in helping the police gain a better understanding of the perceptions of the police service by citizens, thus improving the service and contributing to increased confidence of citizens in the police. The survey was also expected to contribute to the MoIA's strategic planning. At this planning level, the PDD, jointly with the MoIA, hosted a round table meeting to discuss prevention achievements in the country on 21-22 June.

Building on the activities of the PDD in 2011 to advance the capacities of the MoIA in media relations, a regional conference on "Public Relations in Modern Policing" took place on 16-17 October, jointly organized with the US ICITAP. The conference facilitated the sharing of best

practices on establishing and maintaining co-operation between police and media and techniques on the utilization of 'new media' technologies.

Due to the continued development of the country in its police reform agenda, 2013 was due to see the designing of the PDU's *Exit Strategy from Community Policing*. The exit strategy aimed to ensure the building of the police capacity to the required level to allow for a smooth transition and complete withdrawal of the PDU from community policing by 2015.

Organized Crime in General

In 2012, the PDD's support to the fight against organized crime focused on assisting the MoIA's Centre for Combating Organized and Serious Crime (CCOSC) in strengthening its capacities for the prevention and detection of organized crime activities. Logistical and technical support was regularly provided for organizing and delivering specialized and advanced in-service training courses in the field of organized crime. The Department also benefited from close co-operation and support from the Ministry of Internal Affairs of Turkey.

Criminal Investigations/Financial Investigations

On 14-17 May, the PDD organized a study visit to Hungary on the subject of "Joint Investigative Teams" for four members of the CCOSC, the Department for Serious Crime, and the Unit for Trafficking in Human Beings and Migrants.

On 4-8 June, ten members of the CCOSC, Department for Undercover Operations, received "Technical and Electronic Surveillance Training" at TADOC in Ankara.

In a follow-up to the creation of the Investigation Crime Intelligence Database by TADOC with the MoIA in 2011, an Expert assessment of the Crime Intelligence Analysis database (*iBase*) and training on "Crime Intelligence Analysis – Advanced Level" took place from 26 November to 7 December for 21 members of the Department for Crime Intelligence Analysis within the CCOSC. The Advanced Level training was delivered to further equip law enforcement officials with the knowledge, techniques and skills that would enable them to effectively analyse data related to crime, and produce accurate and meaningful intelligence products such as Strategic Assessments, Tactical Assessments, Target Profiles and Problem Profiles.

Counter-Terrorism

Since 2011, the PDD's programme on the fight against organized crime and terrorism has been including institutional support and capacity building for the Administration for Security and Counterintelligence²⁶ (ASC) in the area of anti-terrorism investigations. To this end, a number of innovative training courses were held for the specialized police in 2012.

On 26-30 March, the PDD, together with the National Police of Turkey organized training on the "Use of Explosives for Operational Purposes" for ten police officers from the ASC and from the Department for Special Units (SUD). The training took place in Ankara. Participants were accompanied by two members of the PDD's Training Division.

On 23-27 April, 18 Police Officers from the ASC received training on "The Role of Intelligence in Countering Terrorism".

²⁶ ASC is a one of two divisions in the MoIA and it is the main body to deal with terrorism threats.

From 28 May to 1 June, 16 Police Officers from the ASC underwent training on “Gaining and Managing Informants in Countering Terrorism”. On 18-22 June, 22 Police Officers from the ASC underwent training for “Case Officers on Terrorism Operations”.

The PDD’s partner organizations for all three training activities were the National Police of Turkey and the Intelligence Academy (ISAK).

On 1-5 October, 19 Police Officers from the ASC underwent training on “Public Relations in Countering Terrorism”. The PDD’s partner organizations were the Turkish National Police and the Anti-Terrorism Academy (TEMAK). The event aimed to develop the participants’ knowledge of the relationship between combating terrorism and public relations in order to enhance their ability to effectively communicate with the public in this area. The Department was planning to organize similar anti-terrorism trainings in 2013 based on its relevance to the Mission mandate and on the further needs of ASC staff.

Cybercrime

On 2-5 December, two managers from the Cyber Crime Unit, CCOSC participated in a study visit to the United Kingdom (UK) to learn about “Standard Operating Procedures in Cybercrime Investigations”. The participants had the opportunity to visit the Centre of Excellence on Cyber Crime. As a follow-up to this project activity, the PDD planned to donate two analytical software systems: *Encase* and *FTK* to the Cyber Crime Unit, which were expected to significantly increase the efficiency of the Cyber Crime Unit in its investigations.

Trafficking in Human Beings

In 2012, the Mission’s RoLD continued to support the efforts of national authorities and civil society to develop and implement effective anti-trafficking policies and practices and to strengthen the victim-centred approach. It contributed to the development of the new *National Strategy and Action Plan to Combat Trafficking in Human Beings and Illegal Migration* covering the period 2013-2016.

The RoLD also implemented a regional project against child trafficking in the Western Balkans supported by the Government of France. Three regional workshops were organized with participants from Albania, Bosnia-Herzegovina, Greece, Kosovo, Montenegro, Serbia, and France, who shared their experiences and identified patterns and future challenges. As a result, a set of *Best Practices and Recommendations* was developed that ensures more effective and sustainable protection of child victims at risk of trafficking. With the aim of raising awareness of human trafficking among the most vulnerable group in the society, youth, the RoLD developed a special *School Diary* containing clear and strong anti-trafficking messages.

Transparency of the activities of the National Commission for Combating Trafficking in Human Beings and the National Rapporteur was further improved by the RoLD’s support to the upgrading of their websites and publication of their annual reports in an electronic format (CD).

Border Management

The PDD undertook a number of capacity building activities related to effective border management. These included supporting the implementation of the new *Act of Systematization* and support to the professional development of the border police personnel.

Starting in May, the PDD delivered a series of workshops on "Preventive Policing for Border Police Officers". Participants were introduced to the basic principles of community policing,

confidence-building, problem-solving (the SARA model²⁷), conflict resolution, and mediation and communication skills.

On 27-31 March, the PDD facilitated the participation of two police officers at a five-day training course on “Human Rights in Counter-Terrorism and Border Security”, organized by ODIHR and the OSCE BMSC in Dushanbe.

On 3-7 April, two police officers attended a five-day training course on “United Nations Security Council Resolution (UNSCR) 1540”, organized by ODIHR and the OSCE BMSC in Dushanbe.

On 8-10 October, 20 border police officers received “Mid-Level Management Training” from an international expert invited to the Host country by the PDD. The training course aimed to enhance the participants’ knowledge and skills and facilitate their professional development by presenting management techniques including the implications of different policing approaches, the impact of public trust on performance management, problem-solving in community-based policing and the difficulties in setting crime and public order priorities in a multi-cultural society.

At the central level, Mission representatives regularly attended Regional Cross-Border co-ordination meetings between the Border Police officials from the Host country and the Border Police officials from Kosovo²⁸. Participants also included members of the EULEX and the international Kosovo Force (KFOR). These meetings served as a forum for discussing a variety of relevant practical and security issues; issues related to transnational threats; best practices in border security; cross-border co-operation and joint operations; as well as assessing the current security situation.

The “9th Regional Ministerial Review Conference on Border Security”, organized by DCAF, and supported by the PDD, was held on 15-16 March in Skopje. It was attended by Ministers of Internal Affairs and/or Border Police Chiefs from Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Moldova, Montenegro, Romania, Serbia and the Host country. The conference provided a forum in which the regional approach to fighting cross-border organized crime and illegal migration was discussed. Additionally, a MoU for strengthened and systematic co-operation between national border police services was signed by the Ministers of Internal Affairs.

Co-operation with other Missions and Partner Organizations

The PDD co-operated with a broad spectrum of external partners in 2012 in order to fulfil its role and mandate. These included embassies, international organizations, and police forces and experts from other countries. The PDD’s main partner in the Host country was the MoIA. The PDD also worked jointly with the Mission’s different departments on a number of issues, as well as with different relevant thematic units and Institutions within the OSCE.

The international community in the Host country also remained an important partner for co-operation. This included DCAF, the EU, the US ICITAP, and the Embassies of France, Hungary, Italy, and Turkey in Skopje. The PDD also co-operated with various NGOs throughout the year, particularly in terms of implementing community policing activities.

²⁷ *Scanning, Analysis, Response, Assessment* (SARA) is a problem-solving model frequently used by law enforcement agencies.

²⁸ All references to Kosovo institutions/leaders refer to the Provisional Institutions of Self Government.

EASTERN EUROPE

4.6 The OSCE Mission to Moldova

Background

The Mission's involvement with the police service in Moldova and support for capacity building continued in 2012. This included the provision of assistance and advice in relation to the continuing process of police reform, combating trafficking in human beings and dealing with domestic violence.

Mission efforts to further the development of co-operation between the law enforcement bodies of both parties in the framework of confidence-building measures related to the Transdnistria conflict settlement process continued to be hampered by the negative approach of the Transdnistrian side to joint activities with their Moldovan counterparts. However, some co-operation between the Moldovan Police and Transdnistrian Militia continued on the basis of earlier agreements facilitated by the OSCE.

Support to Transdnistria Conflict Settlement

During 2012, the Moldovan Police and Transdnistrian Militia continued to exchange limited operational information on serious crimes and co-operated in the search for and detention of wanted persons. Despite encouragement from the Mission there were only three meetings of the Joint/Expert Working Group on Law Enforcement Co-operation during the year (February, April and October). However, senior representatives of law enforcement bodies of the sides met together during a "High-Level Conference on Developing Confidence Building Measures in the Transdnistria Conflict Settlement Process" in Rottach-Egern, Germany. The conference was held by the Mission to Moldova with the support of the OSCE Chairmanship-in-Office and the German Government.

Social Reintegration of Ex Officers and Warrant Officers of the Carabinieri

The Mission's project for the social reintegration of former military officers and warrant officers of the National Army, Carabinieri and Border Guard Service of Moldova continued in 2012. The project, funded by Austria, Sweden and the United States, assisted former military personnel to gain worthwhile civilian employment and supported the restructuring and re-organization as part of the security sector reform. Participation in the scheme was offered to corresponding Transdnistrian structures as a confidence and security building measure but the response in 2012, as in previous years, was negative. Further funding was required to secure continuation of the project throughout 2013.

Police Reform

During the reporting period, the Mission's Human Rights Department (HRD) Programme, in co-operation with the TNTD/SPMU and the Moldovan Ministry of Internal Affairs, carried out fieldwork for the assessment of the Directorate for Investigations and Internal Security of the Ministry. This fieldwork included the analysis of the normative framework as well as a review of cases in the Directorate's files. The assessment was expected to set forth the existing structure and procedures in place for the investigations of complaints against police, and to articulate areas for further OSCE, as well as donor, engagement.

During the reporting period, the Deputy Head of the TNTD/SPMU visited Moldova. Meetings were held with the Minister of Internal Affairs, the Deputy Ministers responsible for policing, and other relevant senior officials. Discussions focused on the ongoing reform process within the Ministry of Internal Affairs and possible Disaster Management relief activities that could be co-ordinated with the Transdniestrian side. This was to be elaborated in due course and a potential project to be presented to the sides for consideration in 2013.

The Mission also supported the attendance of Moldovan police officers and officials from the Ministry of Internal Affairs at capacity building events held in Moldova and abroad.

Representatives from the Ministry of Internal Affairs also attended round tables, organized by the Mission in co-operation with the Prosecutor General's Office, within the framework of the Mission's support for the Prosecution Service Reform and Capacity Building.

The Mission's Rule of Law Programme has been part of the international co-ordination mechanism that has been hosting co-ordination meetings on the implementation of the Justice Sector Reform Strategy and its Action Plan for 2011-2016, one to two times per year. This was a comprehensive approach to discuss all the justice-related matters under its six pillars: Pillar 2 was about criminal reform and the Mission finalized a project to support prosecution reform in December 2012. A major part of this was to address and discuss the division of competencies and responsibilities between prosecution and police. Pillar 6 also combined all anti-corruption activities.

Anti-Trafficking and Gender

In November, the Anti-Trafficking and Gender Programme (ATG) organized two two-day training seminars on the human-rights and gender-budgeting approaches to combating trafficking in human beings (THB) for a multi-disciplinary group of 50 officials from the Permanent Secretariat of the Moldovan National Committee on Combating Human Trafficking and anti-trafficking focal points from different ministries. Participants included senior investigators of the Centre for Combating Trafficking in Persons under the Ministry of Internal Affairs.

As part of the ongoing and wider effort to combat THB and domestic violence in Moldova the ATG organized monthly Technical Co-ordination Meetings on anti-trafficking and gender issues activities implemented in Moldova. Each meeting was attended by 30-40 representatives of International Organizations, NGOs, and governmental officials including from the Centre for Combating Trafficking in Persons under the Ministry of Internal Affairs. Local and District level police officials also took part in these meetings.

Domestic Violence

In co-operation with the Austrian Development Agency in Chisinau, ATG organized two two-day workshops with Austrian experts on Austrian best practices in assisting victims of domestic violence and dealing with perpetrators. The workshops targeted a multi-disciplinary group of 110 representatives from NGOs and ministries, including 22 police officers.

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4.7 The OSCE Project Co-ordinator in Ukraine

Background

The OSCE Project Co-ordinator in Ukraine (PCU) acts according to the MoU signed between the OSCE and the Government of Ukraine on 19 July 1999. The aim of this co-operation is to support Ukraine in fulfilling OSCE commitments through the adaption of legislation, structures and processes to the requirements of a modern democracy based on the rule of law. This co-operation focuses on the planning, implementation and monitoring of projects involving relevant Ukrainian authorities, the OSCE and its institutions. Such projects may cover all aspects of OSCE activities and may involve governmental as well as non-governmental organizations of Ukraine. The OSCE PCU's police-related activities are implemented through its Democratization and Good Governance Programme, Rule of Law and Human Rights Programme and Cross-Dimensional Programme.

In accordance with the MoU, the staff of the OSCE PCU is composed of a core of internationally and locally hired staff required for the implementation of the projects. The size of the Co-ordinator's expert staff may change as required by projects. In 2012, the total number of international staff funded under the Unified Budget was three.

Organized Crime

In 2012, the PCU supported the development of a methodology for assessing risks and threats of organized crime in Ukraine that would enable the Security Service of Ukraine (SBU), as the competent authority, to effectively and timely respond to possible causes of concern. Such methodology will give the competent authority the capacity to (1) obtain actual and objective information on the real and imminent risks and threats from organized crime; (2) diagnose areas of concern that require prompt and timely response to prevent and combat organized crime; and (3) plan, develop and implement prompt and efficient responses based upon the objective and actual assessment of the situation. This methodology will also enhance the SBU's efforts to combat corruption as one of the elements of organized crime. The developed methodology was discussed during a round table attended by 40 national experts, law enforcement officers and academia.

The PCU supported the organizational, methodological and human resources capacity of the SBU in the sphere of combating transnational organized crime through focused professional trainings. Two one-day training courses for officers of the SBU's specialized departments focused on general issues of transnational threats; combating corruption; trafficking in human beings; as well as international drug trafficking as a threat to the national security of Ukraine. The training also addressed the implementation of the methodology of organized crime risk and threat assessments in Ukraine, as well as current methods and means of criminal analysis. These efforts were conducted in close co-operation with the OSCE TNTD/SPMU (see also chapter 2.2).

In order to enhance international co-operation and learn from international experience, a study visit for four representatives of the SBU to the OSCE TNTD/SPMU and UNODC in Vienna was conducted from 28-29 June. The study visit was devoted to issues of improving data collection and analysis, developing and using risk and threat assessments and exchanging information and best practices. The visit further promoted liaisons between the TNTD/SPMU, UNODC and the national competent authorities in Ukraine in the spheres of transnational organized crime prevention, investigation and prosecution.

Trafficking in Human Beings

Following the adoption of the Law of Ukraine *On Combating Trafficking in Human Beings* in September 2011, the PCU continued to provide expert legislative assistance to Ukrainian authorities focusing on the finalization of the respective subordinate legislation. This support led to the Cabinet of Ministers' approval of the following legislative documents:

- *State Targeted Social Programme on Combating Trafficking in Human Beings for the Period until 2015* (Decree #350 as of 21 March 2012);
- *Procedure for the Provision of Status of Victims of Human Trafficking* (Decree #417 as of 23 May 2012);
- *Procedure for the Provision of One-Time Financial Aid to Victims of Human Trafficking* (Decree #660 as of 25 July 2012); and
- *Procedure for Co-operation of the Anti-Trafficking Stakeholders* (Decree #783 as of 22 August 2012).

Following the successful piloting of the National Referral Mechanism (NRM) in two regions of Ukraine (Donetsk and Chernivtsi), the PCU, in co-operation with Ukrainian authorities, started the multiplication of the state-led NRM in four more Ukrainian regions: Kharkiv, Khmelnytskyi, Luhansk, and Vynnytsia. As a result of a series of round tables with key regional NRM actors in July-August 2012, pilot cities were identified and the training programme for NRM stakeholders was rolled out in these regions. During the reporting period, more than 1,900 NRM stakeholders, including law enforcement officers, strengthened their understanding of human trafficking issues and of co-operation and co-ordination between governmental actors, focusing on their roles in assistance to victims of this crime.

Due to the largely transnational character of trafficking in human beings, large international events which involve massive short-term migration provide "fertile soil" for trafficking manifestations. The football tournament EURO-2012, which Ukraine co-hosted with Poland, required a co-ordinated law enforcement approach to anti-trafficking measures. The expert support provided by the PCU in co-operation with the TNTD/SPMU resulted in the inclusion of the anti-trafficking measures in the Implementation Plan to the Integrated National Security Strategy for the EURO-2012 Championship adopted by the Ukrainian Government in February 2012.

To enhance the law enforcement response to human trafficking during the EURO-2012 football championship, the PCU, in collaboration with the State Border Guard Service of Ukraine, supported the development and publication of 500,000 information cards on combating THB, which were distributed to English-speaking guests of the country at the border entry points during the EURO-2012. In addition, the PCU facilitated the update and publication of 10,000 copies of an anti-trafficking brochure for precinct police inspectors as well as its distribution to the respective Mol divisions in all regions of Ukraine.

In its efforts to enhance the awareness of front-line community police about the crime of human trafficking as well as its role in combating it, the PCU, in co-operation with the Mol of Ukraine, developed a draft anti-trafficking training module for cadets/future community police officers with a view to piloting it in selected Mol educational institutions. In November, the proposed draft module was discussed with professors from police educational institutions in Dnipropetrovsk, Kyiv and Lviv. Their comments and recommendations were to be used to finalize the draft prior to its piloting.

The PCU also supported the participation of representatives from the Ukrainian Mol in a number of OSCE events, namely the "OSCE Roundtable on Combating Trafficking in Human Beings" (St. Petersburg, 18 April); the "OSCE Human Dimension Seminar on the Rule of Law Framework for Combating Trafficking in Human Beings" (Warsaw, 14-16 May); the "OSCE

Training Seminar on the Identification, Seizure and Confiscation of Criminal Assets Arising from Different Forms of Human Trafficking – A Practical Perspective” (Prague, 18-20 July); and the round table “Human Rights Education for Law Enforcement Officials in the OSCE Area: Existing Good Practice and Remaining Challenges” (Istanbul, 10-11 December).

Domestic Violence

In 2012 the PCU continued to provide expert support in amending national anti-domestic violence legislation and facilitated interagency expert group meetings on this issue. The members of the working group representing the Ministries of Interior, Justice, and Social Policy as well as the PCU formulated amendments to the *Law on Prevention of Domestic Violence* and the *Code of Administrative Offenses of Ukraine* focusing on judicial measures for protecting victims of domestic violence and punishing the perpetrators.

In April, the PCU, at the request of the Mol, conducted a two-day round table on law enforcement efforts in combating gender-based violence. More than 40 participants at the round table, including heads of the Precinct Police Inspectors Service Departments from all regions of the country as well as representatives of the Mol, Ministry for Social Policy, and police educational institutions discussed recent developments and practical challenges in tackling gender-based violence, especially related to the advancement of legislation and interagency co-operation and co-ordination in the field.

During May-July, the PCU, in co-operation with the Mol and the Ministry for Social Policy, facilitated an awareness-raising campaign on gender equality and the prevention of gender-based violence in public transport in four Ukrainian cities that hosted the EURO-2012 football tournament: Donetsk, Kharkiv, Kyiv and Lviv.

Following the PCU's and Mol's mutual efforts in developing, piloting and finalizing the specialized anti-domestic violence police training course in April, the Mol approved the course for further use within the police educational system. The PCU facilitated the publication and distribution of 800 copies of the course in higher educational institutions of the Mol. In September, these institutions started to teach the course for cadets (future precinct police officers) as well as to conduct similar in-service re-training sessions targeting precinct police inspectors from all regions of Ukraine. In addition, at the request of the Mol, the PCU, in November-December, supported a number of field visits of representatives from the Public Security and Personnel Departments of the Mol as well as the PCU to analyse the implementation of the specialized training course and the use of the interactive training rooms established with the PCU support in 2009-2011.

Cybercrime

In October, the PCU, upon request from the Mol and based on the findings and recommendations from an assessment of the needs for the provision of training and specialized equipment to the Department for Combating Cybercrimes, provided 22 sets of ICT equipment for the Department staff as well as presentation and network equipment for setting up a cybercrime investigation training room. Responding to the identified training needs, the PCU facilitated the development of a basic level on-line training course on cybercrime investigation which was followed in November by a two-week training of trainers' session for 20 police officers from the specialized anti-cybercrime police units.

The PCU also supported the participation of representatives from the Mol in a number of OSCE events, namely the Annual Police Experts Meeting held by the TNTD/SPMU in October in Vienna, as well as the supplementary anti-cybercrime police meetings held by the TNTD/ATU in October and November.

Police and Media

In 2012, the PCU also provided assistance to the Mol and the Department of State Guards in improving their relations with the media. The project aimed at preventing conflict between law enforcement officials and journalists, as well as increasing the capacity of law enforcement officials to comply with the new legislation on access to information. The project was developed and implemented at the request of the Mol and the Press Office of the Administration of the President of Ukraine. The project focused on introducing the stakeholders to the expertise accumulated in the OSCE, including recommendations of the OSCE Representative on Freedom of Media (RFoM) and best practices from the OSCE participating States vis-a-vis the relations of law enforcement with media. To that end, in July and September, four international experts made presentations to their Ukrainian colleagues. Two of the experts – law enforcement practitioners from the UK and the USA – presented practical experience from their countries in building trust and co-operation with the press. After holding several meetings with Mol officials and representatives of the media community, the experts also developed and provided the Mol with their written recommendations on the possible improvement of its media relations practices. Another presentation, delivered by the author of the OSCE RFoM-sponsored *Journalist Security Guidebook*, covered international standards and recommendations on interactions between police and media. The fourth international speaker delivered a presentation on the use of co-operation with self-regulatory bodies of journalists to handle conflicts. The expert also provided consultations to stakeholders on the issues of identifying media professionals, including the international experience of introducing unified press IDs issued by unions of journalists and recognized by law enforcement.

In October, a study visit to France was organized for a group of ten representatives of beneficiary offices and media NGOs to gain a better understanding of good practices in building and maintaining relations between law enforcement and the media. The visitors learned about practices of different French law enforcement agencies. Special attention was paid to the functions of the French Commission for Issuing Identification Cards for Professional Journalists.

On the basis of international experience and recommendations, a team of four local experts, hired by the PCU, developed a training programme targeting personnel of the Mol and the Department of State Guards. In November-December, the training programme was used to conduct five training courses in Donetsk, Khmelnytsky, Kyiv, Lviv and Odessa. 170 militia officers and servicemen from the Department of State Guards, responsible for liaison with media, were trained on the specifics of the work of journalists, including both legal and practical aspects. Other issues covered in the training included new legal requirements in the area of access to information and means of conflict resolution through the co-operation with self-regulatory bodies of journalists. Each training session was accompanied by a round table discussion on the possibility and mechanisms of introducing unified press IDs and the issues of journalist security.

National Prevention Mechanism against Torture and Ill-Treatment

In 2012, the PCU continued to provide support to the development of the national prevention mechanism against torture and ill-treatment (NPM) in Ukraine pursuant to the UN OPCAT. Significant progress was made during 2012.

In October, the Parliament of Ukraine passed the Bill No. 11073, submitted by the President of Ukraine, into law, thereby conferring competences and powers to develop the NPM with the Parliamentary Commissioner for Human Rights (the Ombudsman). The law thus established the legislative framework for the Ombudsman Plus Model in Ukraine. To foster these achievements, the PCU supported the development of the Ombudsman Plus Concept for Ukraine, the Ombudsman Plus Methodological Model and concrete recommendations

and proposals for their implementation that were expected to serve as a methodological basis for the establishment of the Ombudsman Plus Model in 2013.

The PCU continued its support to monitoring visits of detention facilities as well as to enhance training and methodological capacity of monitoring groups in Ukraine. In total, between June and December, officers of the Ombudsman office conducted 156 monitoring visits throughout Ukraine to prisons, detention facilities of the Mol, rehabilitation facilities for juvenile delinquents, etc.

On 17-19 and 20-22 September, the PCU supported two national training courses on monitoring detention facilities that were delivered to human rights activists from throughout Ukraine. Each course was attended by more than 30 participants. The purpose of the training was to support the development of the national network of civil society monitors to serve as an indispensable pillar for the Ombudsman Plus NPM Model.

On 9-10 October, a special national training for human rights activists and governmental officers was conducted to familiarize the participants with the new NPM model and support its smooth implementation.

The PCU also supported the publishing and dissemination of a comprehensive nationwide catalogue of detention facilities. The data collected under the inventory of detention facilities were processed and compiled for each relevant governmental agency and region. The national catalogue of detention facilities was presented during the fourth “East European Conference for NPM Members” (see below) and further disseminated through the Ombudsman’s office among state authorities, NGOs and human rights activists at the regional and national level.

On 15-16 November, the fourth “East European Conference for NPM Members” and Ukrainian governmental agencies was held in Odessa attended by NPM representatives from seven OSCE participating States, International Organizations as well as Ukrainian authorities and civil society. The conference explored the trends, challenges and practical aspects of the OPCAT implementation in the CIS and Eastern European countries; and best practices in enhancing the NPMs in Ukraine; and familiarising the governmental agencies of Ukraine involved in the deprivation of freedom with the NPM concept.

SOUTH CAUCASUS

4.8 The OSCE Office in Baku

Background

The Police Assistance Programme (PAP) for Azerbaijan is based upon a needs assessment conducted by the SPMU in 2003. The assessment had identified four main areas of policing that required international support: the development of a community policing model; a review of the curriculum at the Centre for Police Induction Training; the introduction of best practice-based teaching methods; and the development and introduction of a modern curriculum for traffic police training. Since the initial introduction of the PAP, further activities, programmes and projects have been implemented, addressing organized crime, counter-terrorism, human trafficking and cyber security/cybercrime.

In 2012, the Office continued its police-related activities in the community policing project sites in Mingechevir and Shabran, and expanded its activities related to organized crime, counter-terrorism, human trafficking and cyber security. In the second half of 2012, the Office phased out from its Community Policing Project, which had started in 2006, and handed over full implementation responsibility to the Ministry of Internal Affairs. Nevertheless, the Office agreed with the Ministry of Internal Affairs (MIA) to continue *ad hoc* visits to ensure the appropriate application of the project principles.

Following the restructuring in the OSCE Secretariat, the Office revised the terms of reference of one of its police adviser's positions to transform it into a full-time position for developing and implementing projects pertaining to transnational threats.

2012 saw increased activities in support of the Government's implementation of the CoE's *Cyber Crime Convention*, which Azerbaijan joined in 2010. This paved the way for the Office's development of an action plan to counter cybercrime.

Community Policing

From 10-12 January, the Office visited the police leadership in the cities of Ganja, Mingechevir, and Shabran. During these meetings, the Office met with the Chiefs of Police and other officials to review the Office's support to community policing activities and to discuss the Office's support during 2012. The police officials particularly noted that the Office's support to TV and media campaigns had been very helpful in achieving good communication between the police and communities, and hoped that the Office would be able to continue this kind of support.

On 26 March, the Office visited Mingechevir to meet the Chief of Police and to inspect the Office's activities, particularly in community policing. The Chief of Police gave a briefing about ongoing community policing activities and mentioned that police officers continued to organize school visits and community-advisory group meetings.

From 27-28 March, the Office visited the cities of Ganja and Sheki to meet the local Governors and Police Chiefs, to inspect the Office's activities, particularly in community policing and to visit the Legal Resource Centres. During these visits, the Office met with the Deputy Chief of Police in Ganja and the Chief of Police in Sheki and discussed progress and results of the community policing activities. The Office highlighted the importance of

community policing, gender mainstreaming in the police, as well as the crucial role of the police in preventing domestic violence. The Chief of Police in Sheki confirmed that their engagement in community policing and the recruitment of female police officers could improve the police response to domestic violence.

Police Education

On 10-11 December, the Office attended and facilitated the attendance of two senior police officials at the Istanbul round table “Human Rights Education for Law Enforcement Officials in the OSCE Area”. The round table provided opportunities to review good practices related to human rights education for law enforcement officers from the OSCE participating States. The new OSCE/ODIHR *Guidelines on Human Rights Education for Law Enforcement Officials* were presented at the event.

Public Assembly Management

From 16-27 April, the Office organized a “Public Assembly Management” (PAM) training in Baku in co-operation with German Police Trainers. Twenty training sessions were conducted for 150 members of the Police and Internal Troops. In addition, 50 other officials from the Police and Internal Troops received management training. The Deputy Chief of Internal Troops acknowledged the success of the training and the importance of the Office’s contribution to this type of training.

On 8-9 November, the Office took part in the Supplementary Human Dimension Meeting on “Freedom of Assembly and Association” in Warsaw. The Office’s participation was particularly relevant in light of the presence of Government officials and civil society representatives from Azerbaijan, and in view of the Office’s continuing efforts to contribute to building national capacity to manage public assemblies.

From 17-23 December, the Office conducted a curriculum development workshop in Antalya in co-operation with the Turkish National Police. The main objective of the workshop was to assist the MIA in developing a new human rights-based curriculum for the law enforcement agencies of the Republic of Azerbaijan on PAM together with reference and training materials, thereby creating new human resource capacity to deliver human rights-compliant PAM training. For this purpose, the Office organized the travel and participation of six officials of the MIA together with four PAM training experts of the Turkish National Police. As a result of the seven-day workshop, the group of experts assessed and prepared a short report on current PAM training in Azerbaijan; developed a human rights-based training programme; and developed a *Public Assembly Management Training Manual* as well as associated training materials.

In accordance with the developed training materials, the Office planned to deliver a ToT course in April 2013 in Baku, and to support the establishment of three PAM training teams, consisting of 16 staff members from the MIA.

Counter-Terrorism

On 12-13 March, the Office facilitated the participation of three Azerbaijani officials, representing different state institutions, to the expert round table on “The Role and Empowerment of Women in Countering Violent Extremism and Radicalization that Lead to Terrorism” in Vienna. The Azerbaijani delegation took part in working group sessions to formulate recommendations for concrete, practical and human rights-compliant actions by governments, civil society and international organizations on how to move forward, drawing on inputs from diverse perspectives, experiences and practices.

From 10-11 May, the Office attended and facilitated the participation of Azerbaijani Government representatives at the conference on “Enhancing Implementation of the Universal Anti-terrorism Instruments (UATIs) on Terrorist Use of Explosive Substances” organized by the TNTD/ATU. The Office conveyed the information and recommendations from the conference to the Government of Azerbaijan in connection with the establishment of a National Bomb Data Centre.

From 22-23 May, the Office, along with Government of Azerbaijan representatives, attended a meeting to review the *OSCE Plan of Action on Small Arms and Light Weapons (SALW)* as well as an Experts' Level Session on “SALW Stockpile Management, Surplus Reduction and Destruction” on 24 May in Vienna. The meetings included discussion of a broad range of issues related to export control, marking, record-keeping, stockpile management and destruction, transparency measures and the future of the SALW process at the OSCE.

Police-Media Relations

On 22 October, and 3, 10 and 17 November, the Office conducted four regional one-day workshops on “Police and Media: Regulation of Co-operation” in Guba, Sheki, Ganja and Lankaran. The workshops brought together journalists (from both electronic and print media) and other media professionals, relevant units of regional police departments, and officials from the MIA. The Office led the meetings by introducing case studies, which created extensive discussions on the overall parameters of co-operation between the police and media. In addition, the Office allocated a session for an overview of the law on the right to obtain information and the code of ethics of journalists. At the end of each of the workshops, participants proposed specific recommendations that would simplify mutual contacts and bolster co-operation.

Cyber Security/Cybercrime

On 7-8 March, the Office supported the participation of Azerbaijani officials from the MIA, the Ministry of National Security, the Ministry of Communication and Information Technologies, as well as the Multimedia Center/Azerbaijan Internet Forum in the second “eCrime Researchers Sync-Up” (eCR Sync-Up) in Dublin, Ireland. The event provided a two-day exchange of presentations and discussions related to eCrime research in progress and for networking of researchers within the disciplines that are defining the cybercrime research field today. The Azerbaijani delegation provided their input to the discussions and working group sessions on the challenges faced when organizing co-ordinated international responses to electronic crime.

From 25-27 April, the Office attended and facilitated the participation of Azerbaijani Government and civil society representatives at the “Counter eCrime Operations Summit,” organized by the international Anti-Phishing Working Group (APWG) in Prague. Presentations at the conference were delivered by cybercrime responders within the APWG, its Global Research Partners and law enforcement personnel who discussed national and regional cybercrime trends and individual case studies on resolving specific electronic crime cases. The Office and Azerbaijani representatives participated in discussions that focused on various models for international co-operation against cybercrime, and examined resources for cybercrime responses and electronic forensic enterprises.

On 20-21 September, the Office attended and facilitated the participation of Azerbaijani Government officials from the Ministry of National Security, the Ministry of Internal Affairs and the Ministry of Communications and Information Technologies at the Annual Police Experts Meeting on “Fighting the Threat of Cybercrime” in Vienna (see also chapter 2.2).

From 1-12 October, the Office facilitated the participation of one Azerbaijani expert from the Ministry of National Security in the “Basic Certified Forensic Examiner (BCFE) Training Programme”, organized by the German Federal Criminal Police Office (BKA) and the International Association of Computer Investigative Specialists (IACIS), in Wiesbaden, Germany. The IACIS BCFE Training Programme was a 72-hour course of instruction offered over a period of two consecutive weeks. It was designed to provide participants with the basic knowledge necessary to enter the IACIS Certified Forensic Computer Examiner (CFCE) process. Through a combination of lectures, instructor-led and independent hands-on practical exercises, and independent laboratory activities, participants learned the underlying principles of computer forensic examination and how to apply them in practice.

On 11 October, the Office delivered a presentation at a “Cyber-Security Forum” at the NATO International School of Azerbaijan, an independent research and information centre that organizes school sessions and other events related to Euro-Atlantic Security. The Office’s presentation contributed to a session on cyber security related to the impact of global cyber security concerns. Following the Office’s presentation and a subsequent presentation by the Center for Strategic Studies under the President of the Republic of Azerbaijan, the two presenters co-operatively participated in an active question and answer discussion.

Trafficking in Human Beings

On 13 January, the Office met with the IOM to discuss the planned activities on countering human trafficking and forced labour. The first joint activity focused on the support of the Social Reintegration Centre located in Mingechevir.

On 20 February, the Office launched a ten-day needs assessment to review the situation of anti-trafficking responses in the country, including existing policies and rules in the identification of victims as well as the services provided by different agencies, including co-ordination mechanisms that are in place for referral, assistance and protection of victims. During the assessment, the Office met with representatives of the MIA, Ministry of Labour and Social Protection of Population, Ministry of Health, Ministry of Education, Ministry of Justice and the State Committee for Family, Women and Children Affairs, as well as civil society members, and visited shelters for victims of trafficking and forced labour. The Office compiled the assessment’s findings in a report and developed recommendations that aimed at improving the application of the National Referral Mechanism.

From 1-2 March, the Office participated in the Conference on Human Trafficking for the Purpose of Labour Exploitation organized by the NGO ASTRA Anti-trafficking action in Serbia. The Conference focused on the issues of workers’ rights and the improvement of policies for the prevention of trafficking as well as the detection and prosecution of offenders. Participants also discussed the issues of appropriate identification and treatment of victims of labour exploitation. Representatives of the International Trade Union Confederation, ILO and ODIHR contributed to the discussions and work of the event.

On 2 April, the Office started its funding of an NGO-led shelter for female victims of human trafficking. The support was part of the Office’s comprehensive programme on countering human trafficking and forced labour, which also included the support of two other NGO-led shelters for male and child victims of trafficking and forced labour. Support was provided throughout the year. This activity also contributed to the increased co-ordination of assistance and protection of victims of human trafficking and forced labour among civil society organizations in Azerbaijan.

On 18 April, the Office attended and facilitated the participation of the Azerbaijani Anti-trafficking Department in the joint OSCE-CoE-CIS Inter-Parliamentary Assembly “Roundtable on Combating Trafficking in Human Beings” in Saint Petersburg. The event addressed the

role and function of National anti-trafficking co-ordinators and national interagency co-ordination in the CIS countries. Event participants discussed the challenges in the prevention and prosecution of human trafficking and the protection of and assistance to victims of such crime.

On 25 April, following the OSCE/ODIHR “Core Group Strategy Meeting for Legal Practitioners” held from 3-4 April in Warsaw, the Office met with the Azerbaijan Migration Centre and the American Bar Association Rule of Law Initiative (ABA ROLI) to discuss the initiative of establishing an anti-trafficking legal practitioners’ network in Azerbaijan. During the meeting, parties agreed to co-operate on the matter and concluded with the initial work-plan, which included the call for lawyers and advocates working on human trafficking and forced labour cases to join the network, and the holding of a future round table event and follow-up activities to build the capacities of the selected legal practitioners.

From 4-8 June, the Office’s Politico-Military and Democratization Units organized a week-long programme for journalists on how to investigate and report on cases of human trafficking and forced labour. Some 15 representatives of both print and broadcast media outlets participated in the programme, which included in-depth information on domestic and international instruments defining and combating human trafficking and forced labour, as well as new trends and forms of exploitation.

On 19 June, the Office and the ABA ROLI conducted a round table with the aim of facilitating the establishment of a network of lawyers committed to defend the rights of victims of THB. 15 legal practitioners from civil society organizations, the Institution of the Ombudsman, members of the Azerbaijani Collegium of Advocates selected by the ABA ROLI, and of the NGO Azerbaijan Migration Centre discussed major challenges related to the legal protection of trafficked victims, and elaborated on a strategic outlook for the operation of the network. Participants also discussed issues pertaining to the goal, membership and sustainability of the network, as well as the next steps for the network's operation.

From 21-22 June, the Office and the UNHCR organized training for multi-disciplinary law enforcement agencies operating at Baku Airport. The participants included officers of the State Migration Service, State Border Service, the Ministry of National Security, Aviation Security and the State Customs Committee. Speakers from the Office, the TNTD/SPMU, the IOM, UNHCR, and the NGO Azerbaijan Migration Center (AMC) delivered presentations on mixed migration flows, human trafficking for sexual and labour exploitation, and the non-refoulement principles of asylum. Participants reviewed case studies presented by the AMC to apply the theoretical knowledge into practice to protect and refer presumed and potential victims of trafficking.

On 25 June, the Office, jointly with the OSR/CTHB and the UNHCR, organized a workshop on “Identification, Protection and Referral of Trafficked Persons and Asylum Seekers” for law enforcement agencies from the Lankaran, Masalli, Salyan and Jalilabad regions of Azerbaijan. 20 participants from the police, prosecutor offices, and border and migration agencies discussed the various forms of exploitation, as well as international and national instruments to identify and protect vulnerable groups among migrants and asylum seekers. The workshop was a follow-up initiative to a similar training conducted in 2011.

On 9 August, the Office and the ABA ROLI met with lawyers from Ganja city. The meeting aimed to connect the regional lawyers to the Lawyers Network committed to defending the rights of victims of THB, which had been established by the Office and the ABA ROLI in June 2012.

From 24-26 September, the OSR/CTHB visited Azerbaijan to discuss Azerbaijan’s efforts to counter human trafficking and forced labour. During the visit, the SR/CTHB held meetings with the National Co-ordinator for Counter-Trafficking as well as high-level officials of the

Ministry of Labour and Social Protection, the Ministry of Foreign Affairs, the State Migration Service, the Grave Crimes Court, the Prosecutor General's Office, Parliament, the Ombudsman, and various civil society organizations. In the meetings with Government agencies, the Special Representative encouraged the Azerbaijani Government to increase efforts to combat labour exploitation, particularly including migrants working in the construction industry and domestic service.

From 11-12 October, the Office participated and facilitated the participation of Government and civil society members in the "Alliance against Trafficking in Persons Conference" held in Vienna. The group of senior officials representing civil society and law enforcement agencies of the Government actively participated in the conference and explored partnerships with other OSCE participating States and partner States.

On 19 October, the Office participated and presented the outcomes of the counter-trafficking project at a "USAID All Partners Meeting" in Baku. The Office provided detailed information on the findings of the needs assessment report that had been completed in June. The Office also provided statistics of the NGO-led shelters for female, male and child victims of trafficking, as well as information on the next steps that the Office planned to take until the end of the year.

From 24-26 October, as part of the Office's initiative to establish the Lawyers Network to protect the rights of trafficked persons, the Office participated and funded the participation of civil society representatives in the "2012 European Pro-Bono Forum" organized by the Global Network for Public Interest Law (PILnet) in Spain. The Forum brought together over 200 representatives from law firms, multi-national corporations, bar associations, academic institutions and other civil society representatives to discuss trends and challenges in *pro bono* work and to explore collaborations that could deliver justice and protect victims' rights around the world.

From 30-31 October, the Office participated and facilitated the participation of Government and civil society representatives in a workshop on "Combating Human Trafficking: Challenges, Lessons Learned and Good Practices" in Tashkent. The workshop was organized by the OSCE Project Co-ordinator in Uzbekistan and brought together members of the Inter-agency Anti-trafficking Working Group, officials of the Anti-trafficking Special Police Units, investigators, prosecutors and civil society from Azerbaijan, Georgia, Kyrgyzstan, Ukraine, Uzbekistan and Thailand. An official of the MIA of Azerbaijan made a presentation on the THB situation in Azerbaijan and shared the Azerbaijani experience in combating THB. Representatives of two Azerbaijani civil society organizations gave presentations on the situation in Azerbaijan relative to the provision of legal assistance and the protection of presumed and actual victims of trafficking for the purposes of sexual and labour exploitation.

From 7-8 November, the Office organized training for service providers from multi-disciplinary Government and civil society organizations which provide assistance to trafficked persons. During the two-day training, participants shared good practices related to the identification, repatriation, rehabilitation and reintegration of trafficked persons, including minors. A team of two trainers from the Moldovan NGO La Strada delivered presentations and case studies on new trends and considerations in human trafficking along with other associated phenomena, aspects of co-operation under the National Referral Mechanisms, the repatriation and post-repatriation of trafficked persons, as well as the monitoring and evaluation of assistance.

On 8 November, the Office participated in a conference on "Strengthening the Efficiency of Co-operation between State Agencies, International Organizations and Civil Society Organizations in the Fight against THB" organized by the Counter-Trafficking Department of the MIA of Azerbaijan. Participants included the counter-trafficking focal points of state agencies under the *National Action Plan to Fight against Human Trafficking*, civil society

organizations, international organizations and representatives of bilateral representations operating in the country. Participants shared information on annual activities and priority areas and elaborated on planned future projects to prevent human trafficking and forced labour, and protect the victims of such crime.

From 13-15 November, the Office organized a three-day training course for the operational officers of the Counter-trafficking Department of the MIA, investigators and prosecutors working on human trafficking and forced labour cases. The purpose of the training was to improve the capacity of specialist counter-trafficking practitioners to secure viable victim and witness evidence based on an overall human rights and victim-centered approach. The training included three modules on securing victim safety and care; preparing and conducting in-depth evidential interviews; and identifying and securing independent evidential corroborations. The modules used a combination of interactive plenary and working group sessions based upon three specially constructed case study scenarios, two of which concerned regional labour trafficking case histories, while the third covered a sex trafficking scenario.

From 6-7 December, the Office organized an “International Conference on Enhancing Co-operation to Combat Trafficking in Human Beings and Forced Labour”. The Conference brought together Government and civil society organizations of Azerbaijan, Bosnia and Herzegovina, the Russian Federation, Serbia, Turkey, Turkmenistan, Ukraine, and Uzbekistan, as well as international and bilateral organizations to discuss the challenges faced in combating human trafficking and forced labour and to exchange good practices in prosecuting this crime and protecting those suffering from it. Some 100 participants discussed how various OSCE participating States addressed human trafficking, how migration policies could impact and contribute to or reduce the vulnerability of migrants for trafficking, and highlighted the international instruments that call for the need to protect the victims of THB. Participants also focused on trafficking for labour exploitation as a very challenging and emerging form of exploitation, in particular the trafficking of labour migrants; and reiterated the necessity of assistance and support during, for and after criminal proceedings; the victims’ right to compensation; and non-prosecution for deeds committed while being victims of trafficking. The event also played a unique role in being able to present to the Government of Azerbaijan various examples of mechanisms of financial investigation and recovery of criminal assets.

From 8-10 December, the Office and the OSR/CTHB conducted training for 80 judge candidates. The training focused on the national and international legal frameworks defining counter-trafficking and forced labour; indicators for various types of exploitation; and presented good practices and lessons learned in addressing the crime. The participants worked in groups to analyse the trafficking cases.

Border Security and Management

On 30 October, the Office visited Nakhchivan Autonomous Republic (NAR) and conducted several meetings with the NAR Ministry of Internal Affairs, State Customs Committee and State Border Service. On the same day, the Office travelled to Igdir, Turkey’s bordering province with NAR, and met with the Chief of Police and Governor of Igdir Province. These meetings were preparatory consultations for the Office to explore options for project activities in NAR, particularly those related to joint border co-operation activities.

Other Activities

From 20-23 January, the Office supported the participation of Azerbaijani officials from the Ministry of Foreign Affairs and the Ministry of National Security in the 13th conference of the International Bomb Data Centre Working Group (IBDC WG) in Hungary. The Office has been

working with the Government to encourage the development of a National BDC with membership in the International BDC Working Group, as an activity that would enhance the fight against transnational threats.

On 5 July, the Office held a meeting with the senior officials of the Ministry of National Security to discuss further co-operation to combat acts of terrorism. The Office appreciated the initiative of the Government of Azerbaijan to establish a fully operational National BDC collaborating with other member countries of the International BDC Working Group. The Office expressed its readiness to provide institutional support and capacity building to the formation of the National BDC through providing Information Technology assets and special advanced training as well as organizing study tours to observe the setup and operation of National BDCs in other countries that have similar legislation, structures and traditions. The parties agreed to continue the fruitful co-operation.

Road Traffic Safety

On 17 January, the Office attended a round table organized by the Safe Road Alliance established by 12 NGOs. The main topics of the round table discussions were road traffic accidents, infrastructure and traffic legislation. Participants emphasized that the Alliance would do its best to contribute to safer road conditions and behaviour of drivers, conduct research and monitoring to find out the main reasons for road accidents, and carry out joint activities to reduce these cases.

On 19 March, the Office met with a representative of the World Bank to discuss the upcoming traffic management and road safety project developed by the Office as well as the World Bank's involvement in related activities. The World Bank, together with the Swedish Company SweRoad, developed a *National Road Safety Strategy for Azerbaijan* which includes improvements of the "road crash database", training for the police, and better equipment for traffic police or road safety audits.

On 29 March, the Office met with representatives from the WHO and the Public Health and Reforms Center (PHRC) of the Ministry of Health to discuss the upcoming traffic management and road safety project developed by the Office. The WHO Office in Azerbaijan and the Ministry of Health have been working on the implementation of the "Decade of Action for Road Safety in Azerbaijan". The representatives from the PHRC and WHO raised the issue of communication deficiencies between the various actors involved in traffic management and road safety activities in Azerbaijan and saluted the OSCE's intention to organize a conference which would facilitate better co-ordination among the various actors.

On 11 June, the Office, together with traffic police experts from the UK and Sweden, visited the Intelligent Traffic Management Centre in order to gain a better understanding of the functioning and capacity of the recently opened state-of-the-art facility. Also on 11 June, the Office, together with international traffic police experts, conducted a brief assessment of road traffic issues in key areas of Baku. The assessment highlighted a series of problems including the attitude and behaviour of drivers and pedestrians, illegal parking, and lack or inappropriate placement of traffic signs, etc.

On 12 June, the Office organized a "Co-ordination Round Table on Traffic Management and Road Safety". The round table aimed at facilitating the sharing of knowledge and increasing the co-ordination among stakeholders involved in traffic management and road safety, as well as the sharing of ideas for future activities to improve road traffic safety. The event was the first of its kind and laid the groundwork for future project activities of the Office relating to road and traffic safety.

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4.9 The OSCE Office in Yerevan

Background

The OSCE Office in Yerevan provides long-term support to the Armenian Police in developing democratic policing practices and implementing reform programmes. The overall aim of the Republic of Armenia (RA) Police Reform Programme is to increase trust and confidence in the police.

The need for further strengthening police-public partnerships has been emphasized by the police leadership, and the Head of Police reiterated the importance of continued co-operation with the Office as the leading partner in the police reform process. The Office's enhanced and broadened support to police reform focused on community policing; police education reform; co-operation of the police with the media, local authorities and civil society; as well as public order management. Gender issues remained one of the priorities and were mainstreamed through all police-related projects and the overall reform processes.

Furthermore, the Office continued to promote its assistance to the Armenian Police within the scope of combating corruption, mainstreaming human rights, raising the involvement of women in law enforcement, and involving the population and civil society in monitoring police activities. This was carried out with a cross-dimensional approach with the Office's Good Governance, Democratization and Human Rights Programmes in order to achieve the greatest possible outcomes.

Police Reform

In June, the Office facilitated the visit of three high-ranking policing experts from the UK Government's Stabilization Unit to Armenia. The visit was organized upon request from the Armenian Police, seeking international evaluation and support of the reform process. The experts had the opportunity to meet key police leaders of various strategic and operational levels and to get acquainted with the current state of affairs of the police reform programmes. Meetings also took place with a representative of the RA National Security Council overseeing the implementation of the reform process as well as with representatives of NGOs involved in police reform-related projects. The UK team worked closely with the Police Reform Unit, thoroughly reviewed the past phase of the reform and evaluated the proposals for the *Police Reform Programme 2013 – 2014*. At the end of the visit, the experts presented the preliminary findings and recommendations of the review, while the final report with the comprehensive analyses and recommendations was later submitted to the Armenian Police. It is noteworthy that one of the recommendations pertained to the establishment of an International Co-ordination Committee among international organizations accredited in Armenia, to facilitate the support extended to the Police by the international community. In general, the visit was of significant importance in terms of ensuring international support to the Armenian police reform efforts. Therefore, the Armenian counterparts greatly appreciated the work of the UK experts and viewed their recommendations as highly expedient and constructive.

In November, as a follow-up to the UK expert visit, the Office organized a study tour to Belfast for police officials in charge of police reform. The aim of the trip was to familiarize the Armenian Police with the reform process in Northern Ireland, particularly with regard to the establishment and development of community policing, the educational process, as well as public order management. The programme included visits of and meetings with officials in several Police districts, the Northern Ireland Policing Board, the Police Ombudsman for Northern Ireland and the Police College, as well as the Police Federation of Northern Ireland.

Police Educational Reform

During the past two years, a significant advancement was achieved in the area of police education and training, which needed to be sustained. It was imperative that police officers graduating from the Educational Complex at all levels were properly prepared for modern police work. This was to be ensured through the establishment of a transparent and fair admission process and a contemporary approach to teaching across all disciplines. Therefore, in 2012, the Office continued to mentor and to participate in the work of the Independent Admission Commissions, monitoring the admission process to all three educational institutions of the Educational Complex. The Office, in co-operation with experts from Yerevan State University, supported the improvement and modernization of the Admission Test Package for the Police College. Furthermore, in order to strengthen the capacity of the newly established Police College, the Office donated some equipment, including 50 class desks and chairs as well as whiteboards, flipchart holders and other accessories. The Office also donated some 300 books to the library of the Armenian Police Educational Complex. The books included publications on legal matters, including criminal and civil codes, customs, finance and tax legislation and the fight against terrorism, as well as international documents on human rights.

Moreover, the Office assisted the Educational Complex in the revision of training programmes, specifically in the fields of community policing and public order management. In order to provide consistent assistance, the Office, with the support of an international expert, evaluated recent improvements in the educational field and developed recommendations for further assistance.

In May, a high-level analysis that looked at the Educational Complex's approach in delivering training and education across its three institutions was undertaken, with a focus on community policing and public order management. 17 recommendations were included within the report ranging from slight amendments to the Police-Public Relations Module at the Training Centre, to comments on the actual modules and time allocation for the Police College's new recruitment programme, to suggestions for the content within the forthcoming bachelor's degree in policing. Many of these recommendations were referring to management processes, the ownership of problem issues and systematic approaches in scheduling the modules and their content within the different training programmes.

In December, the Office, in co-operation with an international police expert, provided a series of training courses to various Services of the RA Police at their Educational Complex. A total of 26 officials from the Educational Complex, the Police Troops and the Patrol Service participated in two four-day courses that were structured to enhance their expertise in the areas of: programme and module design; planning and scheduling of training to maximise learning; designing and the use of interactive learning methods; the use of objective assessment in training; as well as the impartial and relevant assessment of students.

In addition, two seminars were conducted for police managers involved in police education with a focus on effective scheduling and annual planning; the use of 'Master Classes' to provide advanced levels of learning; and approaches to the standardisation and organizational approval of training content to ensure standards are maintained. The participation of the police allowed them to better understand and apply a variety of approaches that would further improve the quality of police training and education.

Community Policing

At the request of the Armenian Police, the Office developed *Guidelines for Operational Police involved in Community Policing*. The guidelines were developed as a supportive tool for the newly appointed Community Police Officers (CPOs) to understand the key issues of the community policing concept. The guidelines were seen as an easy-to-use tool for understanding the complex process of community policing and were supported with practical examples and issues that aimed at enhancing the effectiveness of police work. The guidelines were developed by an international expert and sent to the Police for consideration. Later on, they were approved by the Head of Police and distributed to all Yerevan Police Districts, including Outreach Stations.

In March, a three-week ToT course on “Community Policing” was delivered at the Police Educational Complex. The target group comprised Deputy Heads for Services who were in the *de-facto* lead for community policing in the districts, the Heads of Community Policing Units and Senior Neighborhood Inspectors. All of the participants were found to be competent to cascade the knowledge within their own areas of responsibility, and to have the operational awareness for implementing community policing. At the end of the course, the Office organized a graduation ceremony at which the Head of Police, members of the Police Headquarters, as well as the Head of the OSCE Office demonstrated solid commitment to the requirements and perspectives of community policing. Overall, the course was a success in educational terms and the presence of the police leadership indicated the determination of the national counterparts to request continuing support from the OSCE Office in Yerevan for fostering democratic policing practices, and particularly cascading Community Policing in all of the Armenian regions. The event was covered by national mass-media.

On 1 June, the deployment of the community policing model throughout Yerevan was launched. It was envisaged to establish around 40 Community Policing Units with around 300 police officers throughout the city. The plan was to expand the community policing programme throughout the entire city of Yerevan by the end of 2013. After 2013, the Office was going to continue to support the Police in cascading community policing skills and knowledge throughout the entire organization in all of the Armenian regions (marzes), by organizing awareness-raising campaigns and developing necessary capabilities.

In November, the Office, with the engagement of an international police expert, conducted meetings in all Police Districts of Yerevan city, specifically with the CPOs, in order to assess their knowledge on current developments in community policing; and to identify the factors that supported the concept implementation as well as the difficulties that the officers experienced during their transition from Neighborhood Inspectors to CPOs. Some 180 CPOs from the Yerevan Police Districts were involved in these meetings.

In November, the Office also invited an international consultant to assess the first steps of cascading the community policing model throughout Yerevan. The assessment analysed the transition from a pilot project in one district to a Yerevan-wide community policing programme; identified good practices and determined areas of concern. The assessment also highlighted a number of recommendations for change. Each of the eight territorial districts was thoroughly analysed. Meetings were also held at the Yerevan Police Department, which has the oversight of all territorial districts, as well as at the Public Order Management HQ. The Office’s further assistance in the field of community policing was to be based on the recommendations of the report.

During the year, the Office, in association with the NGO Police and the National Centre for Legal Research, conducted a series of Police Open Days in all regions (marzes) of Armenia. The open days were designed for schoolchildren and were tailored to raise their awareness of policing in a children-friendly manner. They provided a good opportunity for schoolchildren to get acquainted with the activities of their province’s police and to gain a better

understanding of the police work. Schoolchildren also visited respective Police Departments. In addition to the interactive lectures on Police objectives and main areas of activity, presentations on trafficking in human beings, drug abuse and corruption were delivered by the police and relevant brochures distributed to juveniles. Overall, more than 300 schoolchildren, school principals and teachers were involved in the project. The Police Open Days were comprehensively covered by regional and national mass-media.

In October, the Office, jointly with the Yerevan Police Department, organized a series of activities as part of the “Safe School Initiative” which served as a good example of co-operation and partnership between the police and different layers of civil society. This initiative was a follow-up from the Office-supported study visit to the Netherlands in April 2012 for a group of Armenian police officers to learn about the Dutch experience of police-school partnerships. The activities were organized in schools 189 and 130 in the Arabkir and Mashtots districts of Yerevan, and aimed at addressing security problems in schools, such as drugs and smoking, road safety, cases of violence and enhancing co-operation between the police and local communities. The events included meetings between district CPOs, school students, faculty staff and parents, as well as presentations on the community policing concept. Prior to the initiative, a survey had been conducted by CPOs among students to identify their most pressing security concerns. The results of the survey were presented and discussed at the school meetings. Overall, 200 schoolchildren and 60 police officers participated in the events.

The promotion of gender equality has been one of the goals of the Office’s community policing activities. In 2012, the Office constantly monitored the gender balance in the Outreach Stations. The Office assisted the police in adhering to the gender factor within the community policing concept. The *Charter on Community Policing* therefore indicates that out of six police officers in each community policing zone, at least two of them should be female officers. The Office also encouraged and facilitated the participation of female police officers in police-related projects, such as Police Open Days and the Safety School Initiative. Furthermore, the Office continued to monitor the admission process in the Police Educational Complex, and facilitated the work of the Independent Admission Commission. The percentage of females admitted to police educational institutions increased up to 20%.

In 2012, the Office, jointly with the NGO Armenian Association of Criminologists, conducted a Public Opinion Poll on the Activities of the Police Departments of Yerevan and regional Police Departments across the country. The aim of the survey was to assess the general public perception regarding the role and activities of the police, and to identify shortcomings in police-public relations. The final report of the project was presented in the Armenian Police HQ. The leadership of the Police and the Heads of territorial Police Departments attended the event. The police officials praised the in-depth survey and emphasized that its findings would become landmarks determining the future *Police-Public Partnership Strategy*.

In September, the new official website of the Armenian Police was developed and launched with the support of the Office. The updated website, www.police.am, aims to provide greater transparency of the police work and enhance police-citizen interaction. The website provides a comprehensive overview of daily police activities; information about police structures and reform programmes; vacancy announcements; as well as police TV programmes, and messages in newspapers, on the radio, etc. The website also provides a map of Armenian regional Police Departments, police entities, points of contact, telephone numbers, etc. The new website also allows citizens to find information about their CPOs and to have access to various administrative documents and forms. A hotline number makes it possible to promptly inform the police of problems that citizens might encounter while the “Support to Citizens” section of the website enables citizens to report violations and misconduct of police representatives.

Police-Media Relations

In June and July, the Office, in co-operation with the NGO National Centre for Legal Research and the Armenian Police, organized two police-media round tables in the towns of Vanadzor (Lori region) and Gyumri (Shirak region). The round tables were a follow-up to the 2010 events on strengthening police-media co-operation aiming at evaluating the current police-media relations. During the events, experts gave presentations on the development of the judicial practices related to the freedom of information and presented research on the development of police-media relationships in the regions during the past three years. A number of recommendations were presented by the police and the representatives of mass-media outlets. Some 70 participants attended the events, including 40 police officers from regional police departments and 30 media representatives from the regions.

In October, a two-day “Summary Conference on Police-Media Co-operation” was held, aimed at encouraging and facilitating an effective partnership between the police and the media. Some 50 media representatives from Yerevan and police officials from different police departments discussed media coverage of sensitive areas, such as pre-trial investigations of criminal cases; cases involving juveniles; as well as traffic security and drug trafficking issues. The conference was attended by the Head of the OSCE Office and the Head of the Armenian Police. An expert from the OSCE Mission in Kosovo also participated and shared international experiences and best practices in the field of police-media interaction and co-operation.

Public Order Management

During the period preceding the May 2012 parliamentary elections, a series of training courses were delivered by an international expert aiming at improving public order management. 23 participants from the Patrol Service, the Police Headquarters, the Yerevan Police Department and the Police Troops took part in a four-day “Strategic and Tactical Level” course delivered at the Police Educational Complex. Training delivered at the Educational Complex also included a three-day “Operational Planners” course, a four-day course for “Supervisory Levels” from the Patrol Service and the Police Troops, and a four-day course for the newly formed Public Order Management Battalion. Around 60 police officers, including 12 female officers, were trained on modern policing techniques including communication skills, understanding attitude and behavior, media attention and negotiation skills.

In 2012, the Office also assisted in the development of *Guidelines for Police Actions during Assemblies*. The Guidelines were an effort by the Police to produce clear guidance for their actions during the parliamentary election process, and in general, to improve the techniques and professional capacities of the police actions during the management of assemblies, in line with international standards. The final version of the guidelines was published with the support of the Office and distributed to police officers involved in public order management.

Cyber Security/Cybercrime

In 2012, the Government of Armenia set up a special working group under the auspices of the General Prosecutor’s Office to trigger the implementation of Armenia’s international commitments on cybercrime issues, as defined in the CoE *Convention on Cybercrime*.

The Office also supported the working group in developing an *Action Plan* that is compliant with the *Convention’s* provisions which were going to be implemented in 2013.

Furthermore, the Office supported the state authorities in organizing seminars and special training courses on cyber security and cybercrime.

From 10-13 December, the Office, in close co-operation with the CoE, organized a study trip to Portugal in 2012 on cybercrime issues for Armenian state officials. Since the RA started drafting amendments to the *Criminal Code*, *Criminal Procedure Code* and related laws on cybercrime, the main objective of the study trip was to learn about the Portuguese experience, both at the legislative and technical level in addressing cybercrime issues. It was also expected that the study trip would help the Government of Armenia to identify the measures required to strengthen national legislation on cybercrime through defining country-specific needs, as well as to enhance the understanding and discussion of the challenges of the application of the *Convention on Cybercrime*. The Armenian delegation was comprised of representatives from the General Prosecutor's Office, the Police and the National Security Service.

In 2012, the Office, in co-operation with the European Regional Educational Academy of Armenia, organized a three-week course on "Information Security" at the Academy. The main focus of the course was on Cyber Security Risk Analysis; Digital Forensics; as well as Incident Handling. The course was structured on the basis of a needs assessment conducted by an international expert from the Centre for Information Forensics and Assurance Associate School of Business at the University of Albany/State University of New York. In total, some 40 representatives from the Police, the General Prosecutor's Office, the National Security Council, the Ministries of Economy and Emergency Situations, the National Bureau of Expertise, the business sector, and students from the European Regional Educational Academy of Armenia attended the course.

In May, the Office supported the workshop on "Global Issues in Information Security and Cyber Warfare" that was organized by the European Regional Educational Academy of Armenia. The main goal of the event was to bring together national and international experts to discuss the subjects related but not limited to: Needs and Gaps in the Armenian Educational System in the Field of IT; Security and Privacy in Relation to Social Networks; Threats to Critical Infrastructures; Passports Rollout and Security Issues; and Forensic Analysis. In total, some 40 state officials participated in the event.

Trafficking in Human Beings

Over the course of 2012, the Office continued to support the Armenian government and civil society partners in addressing human trafficking by reinforcing co-ordination among national referral mechanism actors and by strengthening capacities of law enforcement institutions.

In February, the Office released a comprehensive training manual and course curricula for law enforcement personnel on combating trafficking. The manual was prepared by four national experts as part of a multi-year European Union-funded Extra-budgetary project, which was implemented by the OSCE Office in Yerevan, in co-operation with the ILO.

In order to promote public awareness about human trafficking and the efforts to reduce its proliferation, the Office was approached in 2012 by national television and radio channels for interviews. These interviews allowed the opportunity to regularly inform the public about the Office's anti-trafficking activities.

Drug Trafficking

In October, the Office participated and sponsored the participation of two representatives from the RA Police at the conference on "Prevention of Illicit Drug Supply to Youth" that took place in Vienna (see also chapter 2.2).

CENTRAL ASIA

4.10 The OSCE Centre in Ashgabat

Background

The OSCE Centre in Ashgabat assists the Host country in promoting OSCE principles and commitments and encourages the Host country's co-operation with the OSCE. In 2012, two international and three national staff members implemented police and law enforcement related programmatic activities.

Criminal Justice Development

In 2012, the Centre presented an article-by-article commentary on the *Criminal Procedure Code* to government authorities and prepared an article-by-article commentary to the *Criminal Code*.

In November and December, the Centre organized two 5-day courses on international protection of human rights and on comparative criminal law for 103 students of high-level educational institutions in Ashgabat.

In September and November, the Centre organized two events on international and legal standards for the treatment of prisoners for 54 officials of the Ministry of Interior and General Prosecutor's Office and teachers of the Institute of the Ministry of Interior of Turkmenistan in Ashgabat.

Trafficking in Human Beings

In December, the Centre, in co-operation with ODIHR, organized a training course on human trafficking for 28 criminal justice officials in Ashgabat and started drafting training materials on the topic.

Drug Trafficking

In 2012, the Centre promoted interagency co-operation between police and drug enforcement agencies in combating illicit drug trafficking. It organized two events to support the country's efforts to improve illicit drug trafficking prevention and apprehension mechanisms and enhance national interagency co-operation capacities. More than 40 participants from Turkmenistan's State Service to Protect the Security of a Healthy Society, the Ministry of Interior, the Supreme Court and the Prosecutor's Office as well as international experts from the Ministry of Interior and Federal Service for Drug Control of the Russian Federation, the United States Department of Justice, CARICC, UNODC, and the OSCE Secretariat attended both events.

In addition, a study visit to the United States and the US-Mexican border allowed two senior police and two drug enforcement officials from Turkmenistan to observe counter-narcotics and border protection operations at several US-Mexican border crossing points.

The Centre also facilitated and supported the participation of representatives of the Ministry of Interior, Ministry of National Security of Turkmenistan and the State Service to protect the

Security of a Healthy Society (Drug Control Agency) in the following OSCE-organized police-related events:

- OSCE-UNODC Conference “Enhancing Implementation of Universal Anti-Terrorism Instruments on Terrorist Use of Explosive Substances”, Vienna, 10-11 May;
- Annual Police Experts Meeting “Fighting the Threat of Cybercrime”, Vienna, 20-21 September; and
- Annual Drug Conference “Prevention of Illicit Drug Supply to Youth”, Vienna, 18-19 October.

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4.11 The OSCE Centre in Astana

Background

The Centre in Astana was established as the Centre in Almaty in 1998 before it was renamed in 2007. It promotes the implementation of OSCE principles and commitments, facilitates contacts and exchanges of information, and provides assistance to the Government of Kazakhstan.

In 2012, the Centre enjoyed a considerably more active co-operation with the MoIA of Kazakhstan and other law enforcement agencies, and continued to familiarize the Host country’s law enforcement agencies with best practices in democratic policing. The TNTD/SPMU and the Centre’s staff held a number of important meetings with MoIA representatives in the course of the year in order to develop a comprehensive plan of co-operation for 2013 and beyond. As a result of these meetings the parties agreed to co-operate on a number of issues and to bring together OSCE and MoIA experts to develop a joint action plan on police-related activities in the fields of VERLT, combating drug trafficking, public assembly management, and the fight against the criminal use of cyberspace.

The MoIA and other law enforcement agencies were also engaged in international and regional activities organized by the OSCE Chairmanship and the TNTD/SPMU. Participation in these events provided Kazakhstan’s representatives with valuable information and contacts both regionally and throughout the OSCE area. The education of police officers continued to be in the focus of the Centre’s activities in 2012.

The Centre, together with the TNTD/SPMU, facilitated the visit of international police experts to Astana to hold consultations with the MoIA as a follow-up to the TNTD/SPMU’s Senior Police Adviser’s visit in June. The parties discussed a comprehensive co-operation plan and identified priorities for 2013, which included public assembly management, and countering illicit drug trafficking.

Police Development

The Centre facilitated the preparation of a multi-stage project on Policing in Multi-ethnic Kazakhstan and organized its launch at a high-level meeting in Astana. During the event a quadripartite MoU between the Assembly of the People of Kazakhstan, the MoIA, the OSCE HCNM, and the OSCE Centre in Astana was signed. The MoU established the framework for the implementation of the project.

Within this framework the Centre supported two three-day seminars for a total of 50 administrative police officers in two regions of Southern Kazakhstan – Almaty and South Kazakhstan. The trainees acquired knowledge from leading national and international experts in the area of policing in multi-ethnic societies and community policing. Police officers were introduced to best operational policing practices for strengthening citizens’ trust and confidence in law enforcement.

Training Development

In parallel to the high-level meetings in Astana, the Centre organized a visit of the TNTD/ATU and TNTD/SPMU representatives to the Police Academy in Almaty. At the meeting an agreement was reached on organizing sub-regional training seminars on a number of topics at the Academy’s premises.

The Centre also continued its multi-year project on Human Rights Education for Police Officers/Police Schools Instructors from most of Kazakhstan’s regions. The Centre and its implementing partner, the Kazakhstan International Bureau for Human Rights and Rule of Law, organized a three-day ToT course and a master-class for more than 30 police schools instructors from several regions of Kazakhstan in Astana. The seminars built on the outcomes and recommendations of the Centre’s multi-year project started in 2010 with an aim to establish human rights education as an integral curriculum component at the police schools.

From 14-16 November, the Centre supported a ToT event on a “Migration Management Curriculum” for specialized educational institutions at the MoIA’s Karagandy Academy. 40 migration experts and lecturers participated in the event. It was co-organized jointly with the IOM and the United Nations Women Sub-Regional Office for Eastern Europe and Central Asia. The training was conducted according to the international legal framework for migration management and addressed issues related to migrants’ mobility, freedom of movement, the responsibilities of the state, and gender-related aspects of migration.

Criminal Investigations/Criminal Intelligence

The Centre facilitated the participation of representatives of the MoIA’s Drug Control Committee, Almaty’s Department of Internal Affairs, and the National Security Committee in a training seminar on “Intelligence Gathering” organized by the Centre in Almaty.

Financial Investigations/Money Laundering/Asset Seizure

On 22 November, the Centre co-organized with the US Embassy a distance learning video seminar on “Countering the Legalization of Unlawfully Acquired Assets” at Kazakhstan’s Institute of the Prosecutor General’s Office. High-level domestic and international experts from Canada and Belgium shared their experience with over 100 employees of central and regional prosecutors’ offices nationwide, focusing on courts and prosecutor offices’ criminal procedures and practices.

From 4-6 December, the Centre supported a training course in Astana for government officials from Kazakhstan on “International Mechanisms and Tools to Combat Money Laundering and Terrorism Financing”. The event brought together some 70 representatives of the Financial Police Agency and its Academy, the Committee on Financial Monitoring of the Finance Ministry of Kazakhstan and the Association of Experts on Countering the Laundering of Illegal Assets, as well as the Supreme Court, the Astana, Akmola and Karagandy regional courts, the specialized intra-district Criminal Court, the Office of the Prosecutor General, the National Bank and commercial banks. The course was delivered by experts from the UK, Ukraine, and the USA. The course was tailored to the specific needs of

Kazakhstan's authorities, based on the latest achievements, tools and good practices in financial investigative techniques in the banking sector. It was organized jointly by the OSCE Centre in Astana, the Financial Police of Kazakhstan and the International Narcotics and Law Enforcement Office of the US Embassy in Kazakhstan.

Trafficking in Human Beings

In 2012, the Centre contributed to strengthening the criminal justice sector in response to THB. Together with a local NGO the Centre implemented a project aimed to monitor police detention facilities in four regions of Kazakhstan, with the purpose of identifying possible victims of trafficking. This project helped the authorities to identify and provide support to trafficking victims.

Another project implemented in co-operation with several government counterparts and NGOs aimed to increase the awareness of specialized staff in orphanages and vocational schools about trafficking prevention strategies. In the framework of the project the Centre, with the assistance of local anti-trafficking NGOs, organized regional seminars for representatives of specialized staff in orphanages and vocational schools and a concluding round table.

Furthermore, the Centre, together with the Supreme Court and the Academy of Public Administration, conducted training seminars for judges from courts across Kazakhstan to discuss human trafficking from a judicial perspective.

Drug Trafficking

The Centre facilitated the participation of representatives of the MoIA's Drug Control Committee, Almaty's Department of Internal Affairs, and the National Security Committee in the workshop on preventing trafficking in chemical precursors, organized by the centre jointly with the EU/UNDP Border Management in Central Asia Program.

Counter-Terrorism

The Centre, with the support of the TNTD/ATU, organized a round table to discuss violent radicalization and the factors that may be conducive to terrorism. The event focused on how state authorities and civil society can work together to prevent and combat terrorism while ensuring respect for human rights and the rule of law. Seminar participants also examined the possible contribution of the police to the fight against violent extremism and radicalization.

Furthermore, the Centre helped raise awareness of the issue of violent extremism at the country's Parliament and supported an international conference which focused on contemporary instruments of combating violent extremism and radicalization.

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4.12 The OSCE Centre in Bishkek

Background

The OSCE Centre in Bishkek (CiB) was established in 1998 to promote the implementation of OSCE commitments, facilitate the exchange of information, establish and maintain contacts with local authorities, universities, research institutions and NGOs, and encourage Kyrgyzstan's further integration into the OSCE community.

Implementation of the Police Assistance Programme started in 2003. The Interim Police Assistance Programme, established in 2005, aimed to prepare the ground for continued progress towards deep structural reform of Kyrgyzstan's police system and to strengthen the institutional and implementation capacities of certain police units.

Since 2007, the Police Reform Programme (PRP) has become an integrated part of the Unified Budget of the CiB. Funding from the Unified Budget has therefore increased the longer-term effectiveness of the Programme and allowed more efficient monitoring of the planning and implementation of the Programme. The PRP has been a crucial factor for Kyrgyzstan's public security, especially in light of the events of April/June 2010, as well as in the reform process of the entire criminal justice sector.

The PRP lobbies for comprehensive reform at all levels of Kyrgyzstan's law enforcement bodies in conjunction with the Prime Minister's Office (PMO). The Ministry of Interior (Mol) had previously lacked action plans for implementing any of the abandoned strategies to reform the law enforcement bodies over the previous 9 years. This shortcoming was further aggravated by successive Governments failing to fully support changes within the Mol. This lack of political will and the Ministry's resistance to reform have resulted in little progress in promoting the mechanisms and institutions designed to further transparency, accountability and civilian oversight.

Kyrgyzstan remains in the recovery and development process with many political changes and reforms. 2012 was no different and, due to the collapse of parliamentary coalitions and a change of the Government composition, political stability presented a challenging environment.

The CiB remains committed to fostering a relationship of mutual trust, confidence and partnership between law enforcement authorities and civil society. Through the PRP, the CiB aims to develop a professional, transparent, accountable service to civil society; through structural changes, the tackling of crime and fostering community engagement.

Existing problems of low levels of legitimacy affecting law enforcement bodies, the diminished trust of police and poor co-operation did not significantly improve but the CiB was able to increase co-operation across all partners and to build a partnership with both the Parliamentary and Government committees covering law enforcement. This development was partnered with increasing direct co-operation support to civil society representatives. This represents a distinct change from approaching all reforms solely through the Mol and its personnel.

During this time, the Kyrgyz government through the presidential leadership began to address the provision of opportunities to enhance civil society participation in the protection and promotion of human rights. The PRP facilitated this co-operation platform between Government and civil society representatives to further promote the police reform process.

This was demonstrated by the widespread participation of civil society organizations during discussions of the police reform concept, the independent drafting of alternative concepts and the work of the Public Supervisory Council (PSC) of the Mol.

The PRP provided support, assistance and advice throughout this process, concentrating on the three priorities of sustainable commitment from the Kyrgyz authorities, engagement of civil society, and multilateral assistance from the international community.

Police Reform

Throughout 2012, the PRP facilitated the promotion of police reform through a joint police-public reform concept by lobbying for a consolidation of three competing concepts into a single strategy document. The PRP therefore hosted co-ordination meetings between the PMO, the Mol, Parliamentarians and civil society representatives.

There were rigorous attempts to reach consensus on these three concepts. However, the drafters of the different versions did not wholly agree on key tenants and the Government coalition of the time did not fully support the process, despite PRP championing it. However, the process was not without success as new and productive relationships were built with the PMO. This directly enhanced the implementation of projects and addressed the issue of police reform. By working directly with the Government, the PRP enjoyed greater political buy-in. In 2012, the Parliament and PMO, guided by the PRP, tasked the Mol to finalize the reform concept by taking into account input from the Government and civil society alike. The newly appointed senior management of the Mol has since taken decisive steps in partnering with civil society and finalising the concept. However, at the end of 2012 the concept had still not been finalized.

Police Accountability

In 2012, the PRP supported members of the Mol's PSC in their efforts to increase police accountability through the assessment and enhancement of police-public relationships and the monitoring of post-administrative arrest redistribution facilities. This was facilitated in conjunction with the CiB's Human Dimension (HD) component and as many as 45 public hearings were held nationwide with participation of police, local administration and civil society. These events helped to identify root problems and develop recommendations for solving those problems.

In June, an MoU was signed between the Ombudsman's Office, NGOs, the OSCE and several Government ministries, including the Mol, which provides free and unannounced access to all places of detention, aimed at improving the compliance with standards of international human rights. The findings of such visits were presented within two independent reports and submitted to the Interior Minister for their consideration and proposals for further improving of the quality of police service. The independent monitoring of detention facilities confronted law enforcement malpractice and furthered an agenda for a more open, accountable and transparent service.

A key outcome of these developments was the creation of a legal basis for civilian oversight, due in part to the lack of capacity of the PSC. The PRP developed and assisted draft legislation on Civilian Oversight that quickly passed four aspects of examinations: legal, human rights, gender and anti-corruption. It was widely discussed and submitted to the Mol and PMO for consideration and their recommendations. The PMO decided to elaborate it further and align it with a redrafted *Law on Police*.

The PMO did, however, request assistance from the PRP to conduct a baseline survey of Mol capacity and present the findings to a special commission formed under the

Government. The baseline survey was conducted in August-September 2012. The PMO and new senior management of the Mol proposed to enhance the quality of the service and create conditions that match the task.

Furthermore, with training support provided by the PRP, civil and human rights elements have been integrated into the law enforcement training of investigators and operational officers with training conditions at the Police Academy and Special Police Schools developing towards international standards.

This has been in addition to in-service training for serving officers through a planned annual human rights course at the Mol Retreat, "Dynamo". This course has been previously delivered at the Police Academy, but suffered operational abstractions. Therefore, it was planned to operate the course as an external course.

The PRP provided a considerable amount of translated materials to improve police professional standards. The instructions were further developed by the faculty of the Police Academy on the basis of public opinion polls of citizens' perception of police service. The poll was conducted in both State languages and authored by the Human Rights Centre at the Academy and delivered through the Mol and Osh Mayoral websites.

Gender Mainstreaming

In conjunction with ODHIR and the Mol, the PRP delivered training on gender mainstreaming and domestic violence for 75 managers of headquarters and regional subdivisions. The training was conducted by host-country trainers and international experts from ODHIR.

Police Training

In 2012, the PRP undertook a comprehensive evaluation of current police training and education by the Mol. Via consultancy evaluations benchmarking was completed across the Police Academy and Schools as well as in key departments such as Public Order and Forensics. A *Police Education Reform Strategy for 2012-2015* was developed which was a considerable step in police education reform in Kyrgyzstan.

In partnership with the Turkish National Police Academy (TNPA), the PRP identified areas requiring improvement within the Police Academy's (PA) curricula and made recommendations to ensure that the curricula of the PA's Bachelor Degree in Law enforcement and Master's Degree in Jurisprudence were practical and service-oriented.

The PRP developed a report on the results of the evaluation together with the recommendations for the Mol and the Police Academy. It contained the revised curricula of the programmes with increased practical and service oriented subjects. This report was translated into Russian, published, and presented to the PA, Mol, and the Ministry of Education (MoE) for their consideration.

In addition, an evaluation of training provided to police managers and refresher training administered by the PA Faculty on Management and Advanced Training (Faculty #1) was conducted. On completion, a manual was developed for the faculty of the management course. This very comprehensive manual covers several modules on practical and service-oriented training. The manual was delivered in conjunction with a one-week ToT in Bishkek for 18 local instructors (about 50% of whom were women) on the contents of the manual. The manual was reviewed by the Police Academy's faculty prior to publication. The evaluation also provides recommendations on further improvement of the police management training. The manual for instructors on the police managers' course and the

report was translated into both State languages, published and handed over to all stakeholders for their consideration.

On the subject of basic police education the PRP/TNPA partnership analysed current curricula, syllabi and methodology before making recommendations for improvement of this educational process including curricula development towards an increased focus on a practice-oriented and problem-solving approach. The report on basic police education is coherent with the overall *Police Education Strategy*. The report was translated into both State languages, published and handed over to all stakeholders for their consideration.

During the evaluation process, four delegates from the PA visited the Turkish National Police Academy in Ankara, Turkey. The delegates were briefed on police education reform and best practices of the TNPA. Three of the participants were women. The delegates were introduced to the Bologna process, including the European credit-hours system.

The final evaluation completed in conjunction with the TNPA aimed to develop the mid-term police education strategy for 2013-2015. This evaluation also provided the practical work plan for the implementation of the police education strategy that reflects the needs of the MoI in qualified personnel, civil society concerns and their expectations of a more service-oriented police service.

The evaluation report also contained recommendations for the merging of the Police Academy and the Secondary Special Police School of the MoI into a single police education and training institution. This independent report was translated into both State languages, published, and handed over to the PA, the SSPS, the MoI, and the MoE for their consideration.

Public Order Management

The PRP supported training on public order management conducted in the south of Kyrgyzstan with national instructors conducting three weeks' training, covering three provinces and 300 police officers. The instructors prepared presentations of effective communication and co-ordination of orders and policing skills.

The TNP assessed the performance of the MoI Public Order Management Unit and of the Anti-riot units in Bishkek and Osh. The assessment report provided several recommendations for improving performance and effectiveness during demonstrations and public disorder. These recommendations complemented educational video material prepared by the Police Academy that illustrated new tactics of public order management and lessons learned from the April 2010 events in Bishkek and Talas.

Criminal Policing

This project focused on the continuation of specialized police training to improve the criminal policing capacity and the further development of analysis-based policing in the Kyrgyz Republic. The department of Operational Analysis of the MoI, with the support of the PRP, conducted training for external, investigative and operative service staff of the Naryn, Talas and Balykchy provinces. The training introduced specialist software for operative analysis in investigations. Three trainers from the Operational Analysis Unit of the MoI moderated the training. The course was attended by over 170 Neighbourhood Inspectors, Inspectors from the Public Security Unit, and Juvenile Delinquency Inspectors.

Additionally, the PRP supported training on "Information and Analytical Opportunities of the Board of Operational Analysis" held in the south of the country. Police officers were familiarized with new methods of criminal investigations such as the use of special software

and telephone analysis. The training sessions were conducted by three national instructors from the Ministry of Interior and covered the Osh, Jalal-Abad and Batken provinces. In total, 133 police officers attended the training.

An international expert conducted a two-week training course for the Kyrgyz Mol operational analysts on modern analytical programmes such as Analyst Notebook, iBase, CAP and telephone analysis. The training was conducted at the Ministry of Interior for 17 police analysts from the Osh, Balykchy and Chuy provinces and Bishkek.

Forensics

An expert from the TNP assessed the performance of the Mol's Forensic Centre, providing recommendations for further development and improving capacities in conducting forensic expertise and developing practical skills and knowledge of forensic experts across the country. The assessment was combined with the provision of training courses on the updated SONDA ADIS electronic fingerprint system for 15 forensic experts from all regions of the country. The training was delivered at the Mol's Forensic Centre in Bishkek. The training was conducted by local instructors and aimed to improve police capacities in crime investigation. Chiefs of units and administrative users of the SONDA fingerprint system were the main target audience.

The PRP organized training courses on trace evidence for forensic expertise of the Kyrgyz police officers. The courses were conducted by the local instructors from the Kyrgyz Ministry of Interior and took place in Balykchy town of the Issyk-kul province. 24 police officers attended the courses and received certifications authorizing them to conduct trace evidence expertise in the regions.

Forensic activities of the year were finished by a round table on the "Use of DNA expertise in criminal investigation" for investigators and forensic experts which was organized at the OSCE Academy in Bishkek. It was conducted by the Mol's Forensic Centre and experts from Biochip-Technologies LTD. More than 50 participants from various departments of the Mol, representatives from Ministries of Education, Justice and Health, and representatives from embassies and international organizations as well as NGOs and civil society attended the round table. Participants discussed perspectives for developing the DNA expertise in the country. At the end of the round table, participants adopted a resolution with practical recommendations and created the working group to develop related legislation.

Community Policing

In 2012, the Community Policing (CP) project continued to improve the quality of CP training courses. This included a ToT on training techniques for 12 CP trainers conducted in July 2012. The training was delivered by an international expert from the US ICITAP.

To make the CP courses more visual and interactive, eleven short films were produced based on scripts including practical examples of CP implementation. These films (five-six min each) depicted the policing of domestic violence, problem-solving, crime prevention based on environmental design, working at the duty station, juvenile-delinquency, and patrolling. The films were given to the Mol, Police Academy, Special Secondary Police School and the Community Policing Training Centre (CPTC) for use in their training activities. These materials were all provided to the advisers of the OSCE Community Security Initiative (CSI) (see CSI section below) for use in their project sites.

In 2012, the PRP finalized assistance to the Special Secondary Police School in Osh in establishing the CPTC. In the first stage, assistance focused on the renovation of facilities, including classrooms, a library, a dormitory, an IT room, a kitchen, a dining room and

showers and toilets. This allowed the CPTC to host residential training for Neighbourhood Inspectors (NIs) and Juvenile Delinquency Inspectors (JDIs) from the southern region.

Additional support for the staff of the CPTC was carried out, including equipping the instructors' offices on the basis of a donation agreement. PRP's efforts in developing the CPTC resulted in the delivery of the first three-week residential training of NIs and JDIs. The first CPTC course included 22 NIs as well as 12 police officers from the Islamic Republic of Afghanistan. The participation of Afghan officers was the outcome of co-ordination between the PRP, Afghan authorities, the European Police Mission in Afghanistan (EUPOL), and the United Nations Assistance Mission in Afghanistan (UNAMA). The partner agencies also observed the development programme at the CPTC and the post-course pilot scheme developed by the PRP and implemented by the CSI. During the NI course, faculty staff of the Secondary Police School assisted an international trainer. All future courses were planned to be conducted by dedicated faculty staff.

In 2012, the PRP began enhancing the capacities of Local Crime Prevention Centres (LCPCs). This included qualitative research and legislative analysis in conjunction with a special working group. From preparatory work in 2011 a "National Forum" to present the results of this research was conducted in Bishkek in 2012. The forum gathered representatives from the Parliament, Government, MoI, NGOs and other stakeholders. Based on the analysis, recommendations were developed by the working group representing the Parliament, Government, MoI, lawyers, civil society and an expert in the police sphere for further revision and analysis of the legislation regulating LCPC work.

In 2012, the PRP initiated a pilot project on Neighbourhood Management (NM) in nine project sites in the southern region, including Osh city. The project aimed to strengthen mutual trust and co-operation between NIs and LCPCs as well as CSI advisers. This pilot project was initiated after a study tour to Northern Ireland. In total, seven people, representing the MoI, the Osh city Mayor's office, middle-ranking police officers, faculty staff of the Secondary Police School in Osh and the CSI, participated in the study tour. Following the study tour, a two-day training course was conducted by an international consultant on the workbooks and guidebooks that allowed the participants to improve their knowledge on neighbourhood management principles. After training, joint groups of NIs and LCPC representatives, mentored by CSI advisers, undertook practical work in the communities for 12 weeks and documented the progress of their work.

In order to assess the effectiveness of police work in the protection of children's rights, the organization Children's Rights Defenders League conducted a complex assessment of JDI activities in the seven provinces, as well as Osh and Bishkek cities. Based on assessment findings recommendations were worked out jointly with the MoI on how to optimize the JDI structure and enhance its capacity.

In addition, a training manual was developed for use in delivering advanced and specialized training for JDIs. The ToT on the practical use of the training manual was conducted for two groups of 21 local trainers from the Police Academy and Secondary Police School.

Police booths in Osh city located in strategic districts were renovated and fully equipped (tables, chairs, telephones, heaters and safes). The main support focused on increasing the presence of police officers at locations and preventing crimes. The official inauguration ceremony was broadcasted by local media with participation of the Osh city police department and CSI advisers.

The training room at the Kyzyl-Kyia police station and the public reception room at the Bazar-Korgon police station were renovated to facilitate police-public meetings. The opening ceremonies were organized by the regional police departments and CSI advisers. Press releases were prepared and distributed

Road Safety

An informational campaign strategy to promote usage of light reflectors among schoolchildren, including children with special needs, was developed. In total, 77,000 light reflectors were distributed among schoolchildren in all three provinces in the south of Kyrgyzstan: Osh, Jalal-Abad and Batken. In order to encourage children to use light reflectors, booklets, guidance for drivers and bookmarks were designed and printed. They were distributed among schoolchildren and drivers. This informational campaign was organized in co-operation with the police departments and education departments in Osh, Batken and Jalal-Abad.

Community Security Initiative in Kyrgyzstan

Background

On 18 November 2010, the Permanent Council, in its Decision No. 961, approved the Community Security Initiative (CSI) in Kyrgyzstan, under a mandate to support Kyrgyzstan's police in addressing the specific security situation after the June 2010 inter-ethnic violence in southern Kyrgyzstan, and its aftermath, and also to contribute to the long-term professionalism of the Kyrgyzstani police in providing human security for all communities, and without distinction as to ethnicity.

The project initially deployed teams of International Police Advisers (IPA) to nine co-location sites throughout four provinces in Kyrgyzstan in spring 2011. By July 2012, the CSI had expanded to a total of 13 sites, working in the police stations with counterparts to assess and advise them on international standards of community policing. This arrangement allowed the advisers to follow developments and daily challenges that the communities and police face. To encourage dialogue as a way to build better relations, each CSI team also instituted monthly community-police discussion forums, the Community Safety Working Groups, where police, local authorities, and civil society representatives talk over their concerns and create methods of resolving them to prevent conflict.

At the police stations, the CSI advised not only on day-to-day policing techniques, but collaborated with national actors to produce training for Kyrgyzstani police officers on a variety of topics, including domestic violence, youth issues, and human rights. The project focused on the practical, informing counterparts of international standards in policing, and how they can be incorporated to improve overall work effectiveness and efficiency while garnering residents' trust.

The CSI also began to re-establish police presence throughout remote and urban areas in each district through the deployment of Mobile Police Receptions. Since their introduction, police and over 22,000 community members had used them as places to raise problems, determine solutions, and initiate an open dialogue.

Small-scale community initiatives, such as sports events, police open days, and youth-police engagements, were also used to re-build the bridges between communities and the police. In addition, support was given to local institutions, including Local Crime Prevention Centres and NGOs with similar thematic focuses. In 2012, the CSI worked with the CiB's PRP to launch the Neighbourhood Management Pilot Project (NMPP), which encourages local leaders and the police to identify, prioritize, and address community concerns together.

The CSI was well received by counterparts and the Kyrgyzstani Government, who in October 2012 invited the project to continue through to 2015. The Government indicated its strong support of the CSI, and satisfaction with accomplishments made thus far. The project planned to continue to expand to new districts in 2013, while implementing a national

handover pilot designed to test the sustainability of the CSI's efforts. Poised districts were to be managed by two national CSI staff members working as a team, overseen from afar by IPAs, and maintaining project progress. Meanwhile, those IPAs had moved into new CSI districts.

Building Confidence between Law Enforcement Agencies and Communities

The CSI was most successful in achieving progress in community-police relations over the course of 2012. The CSI's co-location at 13 police stations across four provinces aided this development. Through daily interaction with local police officers, specifically NIs and JDIs, CSI IPAs were able to assess the skills of counterparts and advise them toward improvement on a regular basis. Training police officers to see themselves as proactive community members who engage the public informally and address problems before they evolve into crime was a key lesson emphasized at each project site.

The practices promoted by IPAs included walking around in populated areas and holding casual conversations with residents, an important tool in community policing. While touring the city, Team Isfana encouraged their counterparts to engage citizens in an outgoing manner to dissolve tensions between the community and police. Perception of the police as concerned public servants led to enhanced understanding and communication between the population and law enforcement agencies. Over 400 police officers received training by the CSI on applying community policing principles or communication skills in their work.

Thus, the CSI's role was predominantly to introduce a dialogue between police and residents so that officers were able to determine trends and address them before they escalated to tension or violence. The responsiveness of the police then built public faith in their commitment to duty, and subsequently, trust. Several instruments were provided by the CSI to assist in this endeavour, including the Mobile Police Receptions (MPR) and Community Safety Working Groups (CSWG). Each had to overcome certain obstacles at various points, largely stemming from limited engagement and conviction on behalf of counterparts or community members.

CSWGs were established in 2011 as a primary initiative, varying in their activity level from district to district. Membership often includes members of LCPC, NIs, Chiefs of Public Peace and Order, Youth Committee members, Court of Elders members, Women's Committees, and other active interlocutors. During 2012, CSWGs continued to develop at different rates. While some, such as Ak-Buura in Osh city which met weekly, became productive and approachable forums for problem identification and instruments for their subsequent resolution, others had yet to reach the same level of engagement and activity.

During CSWG meetings, matters of local concern were discussed in order to determine solutions. Any community-level problems which arose during MPR runs were relayed back to the CSWGs to deliberate on, and public events were designed and implemented under their supervision. Often these matters were centred on youth, particularly issues with antisocial behaviour among young people and the complementary problem of absentee parents in the district. In addition, utility issues with water distribution, electricity provision, and trash pick-ups were reviewed if problems existed. When community reports of police abuse surfaced, CSWGs provided an open forum for discourse and evaluation with police representatives. Police were also able to share criminal incidents so as to gather community assistance in their resolution. If individuals were reported as missing, or a string of robberies erupted in the neighbourhood, police were able to alert the local representatives to be vigilant.

Strengthening of Local Crime Prevention Centres (LCPCs): LCPCs were established by the Government of Kyrgyzstan in 2006 to handle security issues at the community level. However, they suffered from a lack of administrative and financial support from their districts and the MOI. To counter this, in 2012, the CSI offered training to its members, fortified their

relationships with CSWGs, police, and the community, and offered assistance in the renovation of their facilities. In 2012, there were 114 LCPCs of varying activity levels in the CSI project sites, composed of representatives of the Court of Elders, Women's Committees, Youth Councils, and Veterans' Councils.

The CSI recognized that LCPCs were burdened with often significant responsibilities without training or support. Therefore, the CSI stepped in to train LCPCs in their roles both in the community and in the country. Nine training courses were held in seven project sites during 2012 exclusively for LCPC members and police officers addressing crisis prevention, conflict resolution, problem solving, domestic violence prevention, bride kidnapping, goal setting, and time management.

MPR: The MPR are customized mini-buses which offer a space for the public to visit with the police, ask questions, or lodge complaints. Originally launched in July 2011 after training was delivered to the local police in its effective utilisation, 12 became operational in August 2011. With the expansion of the CSI into Aravan, Jalal-Abad city, and Nookat in July 2012, the total number of MPR reached 16, with an extra MPR granted to Kara-Suu due to its diligent utilization of the vehicle in the past, the large population of the district, and in recognition of it being a border community. Awareness-raising commercials for the vehicles were published in the newspaper, played on local television, and shared through electronic billboards in several CSI AORs, reaching out to all community members to take advantage of their availability.

From July 2011 to December 2012, an estimated 22,000 people approached the vehicles both out of curiosity and to lodge complaints. The schedule of the vehicles were determined by the police in consultation with CSWGs based on community needs, and issues raised to police officers were brought back to the CSWGs for discussion (see above). Community members and police management stated that the vehicles had brought several benefits, including raising the profile of the police and reducing crime.

There were two core tenets that the CSI conveyed through the MPR. First, that even if a matter is not criminal and is not by nature a "police" matter, a small issue may evolve into community unrest, and should be resolved in order to avert future community problems. Therefore, all utility issues or school problems should be taken seriously. Second, that building positive public perception requires following up on problems which are reported, as resolving someone's personal concern, or visiting them to inform them of the status of their case, can make an indelible impact in their impression of the police.

Respect and Protection of Human Rights by the Police

Throughout 2012, human rights violations by law enforcement bodies remained a primary concern of the CSI. Reports were received by the CSI's Human Rights Adviser (HRA), local, and international actors that arbitrary arrests persisted, as did extortion and abuse. In Jalal-Abad, CSI staff personally witnessed a situation unfold during which an individual was beaten by police officers in August. Though the police officers involved were from the Department for Combating Organized Crime, and not police officers with whom CSI had been working, it was indicative of the environment under which the project was operating.

It should be noted that the police whom CSI were dedicated to assist (NIs and JDIs) were the least likely to be the object of complaints of abuse among police officers. As indicated by reliable independent observers' reports, among them well-known NGOs, criminal police, investigative officers, or traffic and patrol police were more likely to be involved in cases of arbitrary arrest, extortion, and general corruption. When possible, though, the CSI attempted to include officers from other departments in their Human Rights and Police Ethics Courses to spread information on international standards.

The prioritisation of human rights took considerably longer than the development of community policing programmes. However, Human Rights training became a fundamental tool in conveying international police standards and police ethics to local counterparts. While programmes were initially developed by the CSI, they were increasingly being requested by the community and counterparts, as were other means of supporting human rights in different project sites. Advising on the development of such programmes, and assuring the appropriate networking of the CSI with other international and local actors, was the CSI HRA. In addition, collaboration in Chuy province with the Chuy Provincial Ombudsman was initiated.

In 2012, the CSI gave eleven training courses and workshops to police officers, municipal workers, and schoolchildren on human rights issues. Recognizing that the phrase “human rights” might distract some participants from accepting the messages being conveyed, the subject was coupled with “police ethics”. Scenarios were given for attendees to judge the appropriate action, with the underlying theme being that respect for human rights could not only assist police officers with their responsibilities, but increase the respect granted to them by their communities.

At the direction of an Osh city CSWG, 10,000 Human/Citizen Rights brochures were produced in autumn for distribution across the CSI districts. They contained information for residents on their legal rights and protections under the law. By increasing public awareness, they were expected to also reduce the likelihood of violations escaping recognition.

Surveillance cameras were installed in several police stations, including Kyzyl-Kiya, Osh city, and Jalal-Abad. The cameras worked to ensure no violations of human rights were occurring within police custody, and also protected police officers from false allegations by the public. These efforts were launched in co-ordination with Prosecutor’s Office and police management.

The CSI had hoped that their co-location at the Mol might be instrumental in increasing attention to addressing allegations of human rights abuses, but by the end of 2012 no changes had occurred in this respect. This was in part due to the limited level of commitment demonstrated by the Mol to prioritize an internal mechanism to address allegations of human rights abuses.

Multi-Ethnic Policing

Multi-ethnic policing was another area in which inroads were below the CSI’s expectations. With the appointment of a Senior Adviser to the Mol in July 2012, the CSI had hoped that the project would have a more stable means of raising this issue with the Kyrgyzstani Mol. However, the Ministry’s Concept on Police Reform presented during the year indicated that no tangible efforts would be made to include more ethnic minorities in policing duties throughout the nation. This was one of the major impediments in gaining the trust of ethnic minorities, who, it was reported, were often targeted by the police for bribes and illegal detention. The problem was circular: police stations made no concerted effort to target the hiring of ethnic minorities (through quotas or other means) as the hiring policy was set by the Mol, resulting in ethnic minorities not trusting the police and not feeling represented by them; the minorities thus did not wish to join the police service.

Therefore, the CSI decided to confront this issue through better relations between the police and minorities in their project sites. Though many events originally aimed at discussing minority issues directly, over time the project leaned more toward including minority in other thematic events, wherein race was not the topic of discourse. Sports games, town hall meetings, and training courses were held during which individuals of varying ethnic background could meet as peers and neighbours rather than representatives of different groups. Almost all youth events involved this multi-ethnic dynamic so that children might

overcome any stereotypes imposed upon them and build friendships across ethnic lines. Police were present at these events to teach youths that the police were there to support them and resolve their problems.

Though relationships between the police and minorities did not prove ideal, they did improve in CSI project sites to some degree over the course of the year. Chuy directed its multi-ethnic capacity building efforts toward Stepnoe village in Jayil district where reports of tension between ethnic Tajiks and the other ethnic groups were received. Responding quickly, Jayil police organized two round tables for residents and the police to develop solutions before events escalated. From then on, the situation was continually monitored by the CSI and a healthy dialogue was established between the community, police, and the different ethnic representatives. Among youth, this accord was bolstered with the donation of sports equipment to keep them interacting peacefully.

Co-ordination with Other OSCE Dimensions

In order to find areas of co-operation between the CSI and other OSCE dimensions, several activities were hosted during the year. The “16 Days of Activism against Gender Violence” hosted by the CSI, was implemented in co-ordination with the Human Dimension (HD) component at the Osh Field Office. When the HD organized training for police custody personnel in July, the CSI led a portion of the programme from the perspective of international police officers. CSI Isfana played a central role in the realization of the Economic and Environment Dimension (EED) “Water Pipeline Project”, in co-ordination with the German development agency Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and the World Food Program (WFP). Acting on behalf of all involved, the CSI visited the remote sites and met with community and municipal representatives to assist in the initiative’s implementation.

The relationship between the CiB’s PRP and CSI deepened during the year, with the CSI acting as the implementer and collaborator for several PRP-initiated projects. The CSI met with the PRP every week to co-ordinate activities. When the PRP chose to renovate and furnish a Training Room at the Kyzyl-Kiya Police Station, the CSI acted as a liaison point and implementer of the activity. The greatest indication of their improved collaboration was the NMPP, for which the PRP was the architect and the CSI the implementer (see the PRP’s Community Policing section above). The NMPP, which started in September 2012, brought together police and local leaders in nine selected CSI districts to identify, prioritize, and resolve community-recognized problems. Beginning with a three-day training course in Osh at the CPTC, project participants were then required to meet weekly with their CSI mentors to complete specially designed workbooks on the topic, guiding them toward using local resources and community motivation to resolve issues rather than relying on external funding. Viewed as a successful pilot project in the nine participating locations, the concept was planned to be expanded in the future.

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4.13 The OSCE Office in Tajikistan

Background

The OSCE presence in Tajikistan has been mandated to promote the implementation of OSCE commitments, support the development of common approaches to addressing problems and threats to security, facilitate the exchange of information, and build national capacity and expertise.

The OSCE Office in Tajikistan (OiT), upon request from the Republic of Tajikistan, introduced an overall police reform project and supported Tajikistan in addressing threats posed to the country's security emanating from organized crime, drug trafficking, terrorism and violent extremism and radicalization leading to terrorism.

Thus, the OiT's police-related activities aimed at assisting Tajikistan "in the development of common approaches to problems and threats to security, taking into account the commitments of the Republic of Tajikistan to contribute to stability and security, to prevent conflicts and take measures for crisis management, as well as in the areas of, *inter alia*, police-related activities..." as envisaged in the Permanent Council decision No. 852, 19 June 2008, on the Mandate of the OSCE Office in Tajikistan.

The Office continued to support law enforcement agencies in the fields of police reform, training, drug control and counter-terrorism. In 2012, particular emphasis was put on enhancing a strategic management approach towards the implementation of police reform, combining training and operational needs, projected into the planning efforts of senior law enforcement personnel. In 2012, support for the Drug Control Agency was built on the acquired data from the 2011 drug prevention campaign, aimed at developing a partnership with all citizens through a community outreach programme that would enhance the fight against drug trafficking.

Leadership and Management

At the request of the Ministry of Internal Affairs (MIA), the OiT supported the Senior Staff of the Ministry to enhance their capacity for implementing reform, by delivering ToT on Management and Leadership in line with the principles of democratic policing. The workshop focused on leadership principles, motivation and solution-based change management and included gender and human rights matters. The training also aimed at developing skills and structures to better respond to the crime situation and to strengthen the relationship between citizens and the police which was considered a pre-requisite for a successful police reform.

On 23 February 2012, an MoU on Police Reform was ratified by the Parliament of the Republic of Tajikistan. The MoU obliges the Ministry of Internal Affairs to implement the police reform activities outlined in the MoU. At the end of 2012, the draft *Police Reform Strategy* was under consideration by the Ministry of Justice and Finance. Prior to this, it had been approved by all other relevant agencies. It was envisaged that in the first quarter of 2013 the *Police Reform Strategy* would be adopted and ratified by the Parliament.

From 18-21 April, the OiT organized a study tour to Croatia for the MIA Senior Management headed by the newly appointed Deputy Minister of Internal Affairs. The visit aimed to learn from the reform experience of the Croatian Police. At the end of the visit a joint statement between the MIA of Tajikistan and the Mol of Croatia, focusing on the sharing of Croatian know-how and experiences in the training of police officers, was signed.

According to the draft *Police Reform Strategy*, one of the key elements of the Police Reform Programme was the inclusion of Tajik civil society into the police reform process. Therefore, a Dushanbe-based Civil Society Working Group (CSWG), consisting of influential and active representatives of the Tajik civil society, was created. In co-operation with civil society groups, local representatives from Rasht, GBAO, Sughd and Khatlon regions were selected to liaise with the CSWG, in order to ensure equal and balanced representation of other regions of the country in the CSWG.

Human Rights and Police

From 19-29 January, within the frame of the ODIHR/OSCE Project on Human Rights and Terrorism, a study tour to Croatia was organized for the Working Group consisting of Instructors from the Academy of the MIA, the Police Training Centre and the Higher School of the State Committee on National Security. This event marked an important step in integrating a full course on countering terrorism while protecting human rights into the regular curriculum of key national institutions in Tajikistan. The initial course was a key element of ODIHR's mandate to provide technical assistance and support participating States in the development and implementation of effective counter-terrorism strategies. It was also a good fit for the OSCE OiT police reform activities to foster the skill development of operational managers dealing with counter-terrorism. Participants brainstormed on identifying the challenges and different approaches to teaching human rights to law enforcement officers in Tajikistan. The Tajik Delegation was introduced to curricula in the area of Human Rights and Terrorism by the Police Academy of Croatia. During the study tour, the Tajik and Croatian Delegations agreed to exchange knowledge and practice from both sides.

Gender-sensitive Policing

In all of the OiT's police-related activities, the selection of participants equally targeted male and female officers. Female participation was promoted in the Host country. The Counter Terrorism and Police Unit constantly researched new approaches to integrate gender mainstreaming in police reform and utilized the recommendations of the OSCE Gender Section.

In January, the MIA announced new appointments to some of the senior positions in the Ministry. For the first time, a woman was appointed Adviser to the Minister of Internal Affairs. This female officer was also a member of the MoIA-OSCE working group on gender-sensitive policing.

Cybercrime

On 19-21 September, the OiT supported the participation of the Head of the Organized Crime Department of the MIA, together with the Deputy Head of the International Department, at the "OSCE Annual Police Experts Meeting" on "Fighting the Threat of Cyber Crime" in Vienna (see also chapter 2.2).

Counter-Terrorism and Police

In support of the counter-terrorism approach of the MIA in responding to violent extremism and terrorism, the OiT focused on strengthening the capacity of law enforcement operational managers to conduct and apply professional counter-terrorism measures and examine strategic approaches to violent extremism and terrorism. Furthermore, the Office continued to develop awareness-raising and training activities addressing broader issues of VERLT, such as situation analysis, needs assessment and capacity building, targeting officials from the MIA, the State Committee for National Security as well as civil society.

From 4-11 April, the OiT Counter Terrorism and Police Unit organized a “Hostage Negotiation and Tactical Training” for the senior and mid-management police staff of the various anti-terrorism and specialized units of the MIA. The training was conducted based on real case scenarios and the findings of a training needs assessment focusing on rules of engagement in dealing with terrorists. During the training, importance was given to human rights aspects in the context of combating terrorism and special operations based on democratic policing principles. As a result, the training enabled the Anti Terrorism Unit to develop a *Standard Operating Procedure* for hostage situations and the division of operational responsibility between the hostage negotiators and the tactical team.

On 12-13 March, the OiT funded the participation of the Director of the Academy of Dialogue in the OSCE expert round table on the “Role and Empowerment of Women in Countering Violent Extremism and Radicalization that Lead to Terrorism”, held in Vienna. The Office views the Academy of Dialogue as a partner and an important stakeholder in the field of VERLT, which is in a position to facilitate an effective involvement of civil society in countering VERLT. Therefore, the participation of the Director of the Academy strove not only to reinforce his ability to address VERLT through the identification of good practices which could be replicated in Tajikistan; it also served to improve gender mainstreaming in the manner in which the issue of VERLT is tackled in the country.

Drug Prevention Campaign

The Drug Control Agency printed and published its 2011 Annual Report, financed and supported by the OSCE, within the OiT’s programme to combat illicit drug trafficking. The Annual Report describes the efforts of law enforcement agencies in 2011; reports on the drug situation in the country; the situation in Afghanistan; analyses drug abuse and drug prevention efforts; as well as international co-operation of the DCA. It was distributed among law enforcement and other Government agencies, as well as international organizations and other partners of the DCA. The dissemination of the Annual Report is part of a larger public outreach approach of the DCA in drug prevention and to identify the future focus of investigations.

In 2012, as part of the State Target Programme on Drug Prevention and Fight against Illicit Drugs in the Republic of Tajikistan for the Period of 2008-2012, a Tajikistan-wide Drug Prevention Campaign was successfully completed. The campaign aimed to reduce the scale of drug demand-related crimes and law offences by mobilizing the population in drug prevention and adopting a healthy lifestyle. In 2012, drug prevention campaign activities took place in Dushanbe, and the Bobojon and Gafur districts of the Sughd region.

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4.14 The OSCE Project Co-ordinator in Uzbekistan

Background

Since 2007, the PCUz has been providing assistance to the Police Academy under the Ministry of Interior (Mol). The assistance focuses on co-operation in improving training and exchanging experience. Special attention is paid to retraining and the professional development of specialists in enhancing public security, crime prevention, and major issues such as terrorism, extremism, drug trafficking, and human trafficking.

Since 2010, the PCUz has co-operated with the Chair on Human Rights Theory and Practice under the Police Academy, and the Human Rights Protection and Legal Provision Department of the Ministry of Interior and its subdivisions in the regions, on capacity building and training on human rights.

Police Development

On 25-27 July, the PCUz organized a three-day training seminar on information analysis in police activities. The training, delivered by experts from Austria, brought together 25 academic staff of the National Police Academy. Participants shared their experience of gathering and analyzing information, as well as that of other OSCE participating States regarding the system of information analysis. The training was organized as part of a larger co-operation project between the PCUz and the National Police Academy.

Between July 2012 and December 2012, the PCUz organized four training courses on the "Theory and International Standards of Human Rights" for 150 police officers, representing the Human Rights Protection and Legal Provision Department of the Mol and its subdivisions in the regions of the country, as well as other Departments dealing with human rights issues. An international expert from the Polish Helsinki Federation for Human Rights facilitated discussions on basic principles of human rights and the international system of human rights protection, as well as case studies on the role of law enforcement agencies in ensuring rights, including the right to peaceful assembly, freedom of expression and privacy. The training courses were financed through an extra-budgetary contribution of the Government of Germany.

The Project Co-ordinator continued to support the activity of the Human Rights Resource Centre established previously at the Ministry, by providing access for police officers to Internet resources and donations of literature on various human rights and rule of law issues.

From 20-22 June, the PCUz organized a study tour to the Slovak Republic for representatives of the National Human Rights Centre, the Human Rights Protection and Legal Provision Department of the Mol and the Law Training Centre under the Ministry of Justice. The main aim of the visit was to learn about state policies on human rights and to familiarize participants with the activities of national human rights institutions in Slovakia. Advanced practices on the protection of human rights and freedoms during criminal investigations, court hearings and execution of punishments were studied.

From 23-28 September, the PCUz supported the participation of a representative of the Department for Entry, Exit and Citizenship of the Ministry of Interior at the "2012 OSCE Human Dimension Implementation Meeting" in Warsaw.

The PCUz also facilitated the participation of the Head of the Human Rights Protection and Legal Provision Department of the Mol at the “Fourth Criminal Justice Forum for Central Asia”, which was held by ODIHR from 29-31 October in Almaty, Kazakhstan.

On 8-9 August, the PCUz organized a two-day training seminar on “International and National Human Rights Standards” for police officers. The seminar, organized together with the Police Academy of Uzbekistan, brought together 40 sergeants, representatives of the sergeant schools, the Police Academy and the Mol for the first time. The training focused on ensuring human rights in daily policing, and relevant international and national human rights standards, with particular emphasis on the role of the police in protecting human rights. The training was organized within the framework of the project on “Capacity Building of the Human Rights Chair at the Police Academy” and was part of wider co-operation on human rights between the PCUz and the Mol.

From 5-7 November, the PCUz, together with the Human Rights Chair of the Police Academy, organized a three-day workshop addressing the challenges faced by women in policing. The event brought together female police officers from the Police Academy and various branches of the Mol, and was led by two experienced female police experts from high level positions in US and French law enforcement institutions. Participants discussed obstacles faced by women in policing, how to address them, and how women can achieve success in their work.

Domestic Violence

From 25–27 April, the PCUz, jointly with the Police Academy, conducted a training course on police response to domestic violence. The aim of the course was to improve the in-service training for police and the methodology of human rights teaching for law enforcement personnel. This cross-dimensional training, organized jointly by the politico-military and human dimensions of the PCUz, was part of a larger PCUz co-operation project with the Police Academy on capacity building for the Chair on Human Rights Theory and Practice. The training brought together 25 participants, including teachers from the Police Academy, representatives of investigative units in the police forces and operational police officers. Under the guidance of international experts from Israel, Italy and Ukraine, participants discussed ways of responding to domestic violence and problems of stereotypes when dealing with this issue, as well as how to improve the democratic standards in policing through ensuring the observance of human rights during crime investigation.

Trafficking in Human Beings

In 2012, the PCUz assisted the Government and civil society of Uzbekistan in increasing their efforts to combat human trafficking, focusing on two priority areas of activities.

The first priority was capacity building for the Inter-agency Anti-trafficking Commission and other governmental agencies, including a series of specialized workshops for the territorial branches of the Commission (March 2012). The main focus of the workshops was to establish more systematic and sustainable counter action to human trafficking and better co-ordination between the different anti-trafficking stakeholders, such as police, health and social workers and NGOs in identifying the trafficked persons and protecting their human rights.

In order to promote direct co-operation between the countries of origin and destination and to share expertise among law enforcement professionals and NGOs on how to better ensure the human rights right of trafficked persons, with a focus on their adequate identification, protection and safe return, the PCUz organized two workshops with the countries of transit and destination on 20 September and 30-31 October.

Furthermore, on 17-20 September, the PCUz, jointly with the Uzbek Ministry of Foreign Affairs, carried out a capacity building and awareness raising event to increase the skills of the diplomatic and consular personnel of the Ministry and of diplomatic missions of destination countries accredited in Uzbekistan, in identifying victims of human trafficking and referring them for assistance.

The second priority of the PCUz was to work with the national Federation of Trade Unions and with women's rights NGOs on preventing human trafficking by empowering at-risk groups. On 22 October, the Civic Initiatives Support Centre, supported by the PCUz, opened a hotline and provided psychological and legal counselling for vulnerable groups in one of the biggest districts of Tashkent city.

Drug Trafficking

From 1-3 February, the PCUz organized a workshop in Tashkent for regional experts from Uzbekistan's National Information and Analytical Centre on Drug Circulation. The workshop brought together 14 experts in charge of implementing a country-wide programme in controlling illegal drugs, from all provinces of Uzbekistan. Participants learned about the latest national regulations and respective government agencies' preventive measures supporting the fight against the illicit trafficking of drugs and chemical precursors. The workshop was organized as part of a larger co-operation project between the PCUz and the National Information and Analytical Centre on Drug Circulation.

Two more of these kinds of workshops were organized by the PCUz on 16-17 April in Urgench city and on 24-25 May in Termez city for some 52 experts from two provinces and all districts of the Surkhandarya region, respectively. In addition to experts in charge of implementing the country-wide programme in controlling illegal drugs, the Termez workshop also included representatives from local law enforcement agencies, narcotics medical facilities, and the regional administration.

The PCUz, in co-ordination with the National Centre on Drug Control under the Cabinet of Ministers, also completed the annual *Information Bulletin on the Drug Situation in Central Asia*. The *Bulletin* reports on the 2011 state of affairs and trends of drug trafficking and drug consumption, as well as drug-related crimes in Central Asia, and also highlights measures taken by the governments of the Central Asian countries in order to combat the expansion of international trafficking in narcotics. The *Bulletin* was published within the framework of the PCUz project "Assistance to the Fight against Illicit Drug Circulation and Expansion" and distributed among different organizations and agencies in Uzbekistan and abroad.

APPENDICES

APPENDIX 1:



**Organization for Security and Co-operation in Europe
High Commissioner on National Minorities**

HCNM Annual Report on Police-Related Activities for 2012

Submitted as appendix to the SG Annual Report on Police-Related Activities, in accordance with Decision 9, paragraph 6, of the Bucharest Ministerial Council Meeting, 4 December 2001

Background

Policing has always been an important topic in the country engagements of the HCNM. During his field visits and talks with government officials, legislators and civil society, the HCNM investigated the impact of policing on inter-ethnic relations and suggested practical recommendations to a number of participating States.

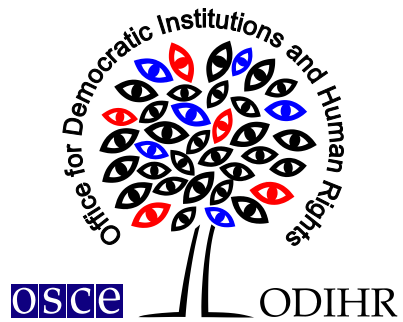
The *Recommendations on Policing in Multi-Ethnic Societies*,¹³ developed under the HCNM aegis and launched in 2006, have been promoted in specific countries and in international forums as a practical tool for fostering partnerships and communication between police and national minority communities.

Multi-ethnic policing initiative in Kazakhstan

In 2012, the office of the HCNM started its engagement in Kazakhstan in the field of policing ethnically diverse communities, responding to a suggestion brought forward by the Assembly of the People of Kazakhstan. Conceptually the engagement was based on the HCNM *Recommendations on policing in multi-ethnic societies*. A four partite Memorandum of Understanding (MoU) between the HCNM, the OSCE Centre in Astana, the Assembly and the Ministry of the Interior on the co-operation was signed on a High-Level Meeting in Astana in June 2012. The event aimed at raising awareness among senior policymakers on policies and practical measures in relation to law enforcement and ethnic minorities and to launch the practical co-operation between the counterparts. First concrete activities started with two pilot capacity building seminars for senior police officers and neighbourhood inspectors in Almaty and Shymkent in October 2012. Further activities were planned for 2013.

¹³ Cf. OSCE, *Recommendations on Policing in Multi-Ethnic Societies*. HCNM.GAL/1/06, The Hague, 8 February 2006.

APPENDIX 2:



ODIHR Annual Report on Police-Related Activities for 2012

Submitted as appendix to the SG Annual Report on Police-Related Activities, in accordance with Decision 9, paragraph 6, of the Bucharest Ministerial Council Meeting, 4 December 2001

Background

The Office for Democratic Institutions and Human Rights (ODIHR) provides police-related assistance to governments and civil society of participating States, co-operating closely with other OSCE structures and international organizations. In 2012, police-related activities were conducted in the following programmatic areas:

Human Rights Education

The *Moscow Document*²⁹ makes it clear that competent authorities are responsible for designing effective human rights-related curricula and courses for police. In 2012, ODIHR developed the *Guidelines on Human Rights Education for Law Enforcement Officials*³⁰ to support systemic and effective human rights education for police and other law enforcement personnel. The document was prepared on the basis of broad consultations involving police trainers, university lecturers, representatives of national human rights institutions and civil society organizations, as well as experts involved in the design and delivery of educational curricula for law enforcement officials. The guidelines promote the objectives of the United Nation's World Programme for Human Rights Education and its Second Phase (2010 to 2014), which focuses on implementing human rights training programmes for teachers and educators, civil servants, law enforcement officials and military personnel.

The guidelines present approaches to planning or implementing human rights education for law enforcement personnel related to six key structural areas: the human rights-based approach to human rights education; core competencies; curricula; training and learning processes; evaluation; and professional development and support of educational personnel. The guidelines also offer a list of key materials to assist in planning, implementing and evaluating human rights education for law enforcement officials.

On 10-11 December 2012, the guidelines were presented at the round table "Human Rights Education for Law Enforcement Officials in the OSCE Area: Existing Good Practice and Remaining Challenges" held in Istanbul. The event, organized jointly by ODIHR, the TNTD/SPMU, and the Turkish National Police, brought together police representatives from 16 participating States, independent police trainers, representatives of police academies, and members of civil society involved in human rights education for law enforcement officials.

The police play a fundamental role in protecting and promoting the right to assemble peacefully as part of their work to maintain public order. This remains a challenge in a number of OSCE participating States. The changing nature of assemblies, new technologies and social media, have all brought about new dynamics and complexities from a policing perspective. Large street protests in the context of the economic crisis, and the handling thereof by the police, only serve to stress the importance of police training on policing assemblies in a human rights compliant fashion. In 2012, ODIHR, jointly with the TNTD/SPMU, started the development of the *Human Rights Training Guide to Policing Assemblies*, with the objective of strengthening the policing of assemblies in compliance with human rights standards in OSCE participating States. The main target audiences are law enforcement officials in management and command positions as well as police trainers and police education policymakers. The training guide will consist of a handbook and a training manual. The handbook is envisioned as a resource both for police training and, as a reference on assemblies and public order management, in the daily work of law enforcement officials. The training manual will accompany the handbook and serve as a hands-on tool for the trainers in the development and delivery of the training.

²⁹ CSCE, *Document of the Moscow Meeting of the Conference on the Human Dimension of the CSCE*, Moscow, 3 October 1991.

³⁰ OSCE/ODIHR, *Guidelines on Human Rights Education for Law Enforcement Officials*, Warsaw, 2012, at: <http://www.osce.org/odhr/93968>

Freedom of Peaceful Assembly

In addition to developing the *Human Rights Training Guide to Policing Assemblies* (see previous section), ODIHR undertook a number of other activities to promote Freedom of Peaceful Assembly in 2012.

The Office monitored assemblies in four participating States (Croatia, Hungary, Switzerland, and the United States of America). This involved the observation and assessment of police practice in the context of public assemblies. In particular, ODIHR monitoring assessed to what extent peaceful assemblies are facilitated by police forces and other competent authorities, if police restrictions on such peaceful assemblies are only imposed on grounds that are legitimate under OSCE commitments and international human rights law, and if use of force by law enforcement officials during assemblies strictly adheres to the principles of necessity and proportionality. The findings of the ODIHR assembly monitoring work in the period in question are provided in the *Report on Monitoring of Freedom of Peaceful Assembly in Selected OSCE Participating States (May 2011-June 2012)*³¹, which was presented on the margins of the Supplementary Human Dimension Meeting in November 2012.

In 2012, ODIHR prepared two legal opinions on freedom of assembly laws of OSCE participating States: a *Joint OSCE/ODIHR-Venice Commission Opinion on the Law on Mass Events of the Republic of Belarus* (20 March 2012); and a *Note on the Draft Law amending the Law on Assemblies of Poland* (21 May 2012).³² Both opinions may serve for organizing follow-up events in the respective countries, such as training sessions for police officers on the lawful and efficient policing of assemblies.

Human Rights, Gender & Security (HRGS)

In 2012, ODIHR continued to implement training based on the *Gender and Security Sector Reform Toolkit*³³ on how a gender perspective is relevant to security sector reform processes, such as police reform. The training targets security sector actors, including police, and raises their awareness of the gender implications of their work and how to better respond to security issues that predominately affect women, such as domestic violence.

At the request of the Ministry of Interior (MoI) of the Kyrgyz Republic, OSCE/ODIHR implemented a training based on the *Toolkit* on 8 June 2012 in Bishkek. The training was developed for senior and mid-level management of the Ministry and focused on the importance of developing an internal gender mainstreaming strategy. If the Ministry develops such a strategy, police officers in Kyrgyzstan can better respond to women's needs and address prevalent cases of domestic violence. There were 28 high ranking officers present at the training.

Together with UN Women, ODIHR trained 25 members of the patrol police in Gori, Georgia on 11 June 2012. Participants were officers responsible for responding to domestic violence calls coming from town residents and from internally displaced persons in settlements nearby. Training evaluations confirmed that the comparative approach of exchanging procedures and lessons learned from other countries via practical exercises had a positive impact on the participants.

On 11-12 December, ODIHR organized two training sessions for a total of 55 law enforcement officers from throughout Kyrgyzstan. They were organized at the request of

³¹ OSCE/ODIHR, *Report on Monitoring of Freedom of Peaceful Assembly in Selected OSCE Participating States (May 2011 – June 2012)*, Warsaw, 2012, at: <http://www.osce.org/odihr/97055>

³² www.legislationline.org

³³ OSCE/ODIHR, DCAF and UN INSTRAW, *Gender and Security Sector Reform Toolkit*, Warsaw, at: <http://www.osce.org/odihr/30652>

senior Kyrgyz Mol representatives. The purpose of training was to learn new methods for improving police communication with victims of domestic violence. Trainers included current and former police practitioners. The approach proved to be effective since participants were better able to relate to presenters with similarly situated police experience.

ODIHR assisted the OSCE Community Security Initiative (CSI) and local NGOs to participate in the “16 Days of Activism Against Gender Violence Campaign” in Uzgen, Kyrgyzstan, as part of a global campaign that takes place every year from 25 November until 10 December. ODIHR supported the production of 18 banners and 5,000 brochures in the local language that sought to raise the public’s awareness about domestic violence and its legal consequences.

The Toolkit has been translated into Russian and has been disseminated to OSCE field presences and other stakeholders during various awareness-raising events in 2012.

Human Rights and Anti-Terrorism

ODIHR successfully completed a two-year project resulting in the development of a training course on human rights in counter-terrorism by a working group of trainers from the Academy and Training Center of the Ministry of Internal Affairs (MiA) and the Higher School of the State Committee on National Security (SCNS) of Tajikistan. Throughout 2012, ODIHR, jointly with the OSCE Office in Tajikistan, carried out a series of activities to support the working group in designing and piloting the training course. Both the MiA Academy and the Higher School of the SCNS announced their decisions to integrate the course in their respective curricula starting from 2013.

Two training sessions based on ODIHR’s manual on *Countering Terrorism, Protecting Human Rights*³⁴ were delivered to over 50 law enforcement officers in Georgia (Tbilisi, 16-18 May 2012) and Ukraine (Kyiv, 4-6 December 2012). These sessions were organized in co-operation with the Ministry of Internal Affairs of Georgia and the Security Service of Ukraine, respectively. They enhanced the participants’ capacities to protect human rights in the anti-terrorism context in line with international human rights standards and OSCE commitments. ODIHR has conducted 20 similar training courses throughout the OSCE region since 2005.

ODIHR also conducted the human rights sessions of the OSCE BMSC Staff Courses and trained local human rights experts to deliver these sessions in the future. A one-week training on human rights in counter-terrorism and border security, organized jointly with the OSCE BMSC, provided 15 mid-level to senior border officials with a human rights-based approach to securing borders from terrorism (Dushanbe, 27-31 March 2012).

In co-operation with the TNTD/SPMU, ODIHR organized a peer review meeting with police, counter-terrorism and human rights experts on the draft training manual on *Human Rights in Counter-Terrorism Investigations* (Vienna, 24-25 October 2012). This manual was planned to be published in 2013.

ODIHR and the TNTD also started to elaborate a Guidebook for policy level officials and senior police professionals on *Preventing Terrorism and Countering Violent Extremism and Radicalization that Lead to Terrorism: A Community Policing Approach*. In 2012, a targeted expert meeting (Warsaw, 26-27 January 2012) and an OSCE POLIS forum discussion supported the drafting process of this Guidebook. Its publication was expected in 2013.

³⁴ OSCE/ODIHR, *Countering Terrorism, Protecting Human Rights: A Manual*, Warsaw, 2008, at: <http://www.osce.org/odihr/29103>

Human Rights and Anti-Trafficking

In line with OSCE commitments and the *OSCE Action Plan to Combat Trafficking in Human Beings*³⁵, ODIHR continued to assist participating States in establishing and implementing human rights-based approaches to combating trafficking in human beings.

In 2012, ODIHR organized the OSCE Human Dimension Seminar on the “Rule of Law Framework for Combating Trafficking in Human Beings” (Warsaw, 14-16 May)³⁶. One of the four key issues examined during the Seminar was the establishment of an appropriate institutional framework for effective trafficking investigation, prosecution and adjudication. Specific recommendations relevant to the law enforcement institutions of the OSCE participating States were formulated as a result of discussion during the Seminar, including the need to investigate possible financial crimes connected to human trafficking; ensuring due diligence in the investigation and prosecution and ‘zero tolerance’ for corruption; and the establishment of functional National Referral Mechanisms (NRM) to ensure victim identification.

ODIHR met with representatives of law enforcement agencies during the inception visits to Kyrgyzstan and Kazakhstan, carried out within the project “Human Rights Protection for Trafficked Persons and Vulnerable Groups in Central Asia” in July and October 2012, respectively. At these meetings, ODIHR underlined the importance of proper identification of victims of trafficking, co-operation with NGOs and other state agencies in this process, as well as the need for proactive investigation in trafficking cases.

In December, ODIHR, in co-operation with the OSCE Centre in Ashgabat, organized a training on “National Referral Mechanisms for Victims of Trafficking: Identification, Interviewing Techniques and Victim Protection” for representatives of law enforcement agencies and the judiciary in Turkmenistan.

Roma and Sinti Issues

As in previous years, the TNTD/SPMU, in co-operation with ODIHR’s Contact Point on Roma and Sinti Issues (CPRSI), continued its work to promote good relations between the police and Roma and Sinti communities. In co-operation with the Slovak Ministry of Interior a launch event was held for the Slovak translation of the OSCE manual *Police and Roma and Sinti: Building Trust and Understanding*³⁷ on 6 December. Following the launch a seminar took place with over 40 police officers, including two Roma police officers.

At the request of the Bulgarian authorities, the manual has further been translated into the Bulgarian language in order to prepare its dissemination among the Bulgarian police in 2013. At the end of 2012, the manual was available in the following languages: Albanian, Bulgarian, English, Hungarian, Romanian, Russian, Serbian and Slovak.

In November, the TNTD/SPMU, in co-operation with ODIHR’s CPRSI, visited Ukraine to discuss the issue of police and Roma with the Ukrainian authorities and to explore options to promote the OSCE manual in 2013.

³⁵ OSCE, Permanent Council Decision No. 557, *Action Plan to Combat Trafficking in Human Beings*, 462nd Plenary Meeting, Vienna, 24 July 2003, at: <http://www.osce.org/pc/42708>

³⁶ http://www.osce.org/event/hds_2012

³⁷ OSCE, *Police and Roma and Sinti: Good Practices in Building Trust and Understanding*; SPMU Publication Series Vol. 9, Vienna, April 2010, at: http://polis.osce.org/library/details?doc_id=3682

Combating Hate Crime

In 2012, ODIHR's Training against Hate Crime for Law Enforcement (TAHCLE) programme³⁸ was delivered in four participating States. This unique programme aims to improve police skills in recognizing, understanding and investigating hate crimes; to interact effectively with victim communities and to build public confidence and co-operation with law enforcement agencies.

Following the signature of the Memorandum of Understanding in Bulgaria to implement the TAHCLE programme, ODIHR worked with the inter-governmental working group to customize the curriculum. In March, ODIHR trained 47 investigators in Bulgaria on how to recognize and investigate hate crime. Participants were also provided with an overview of applicable legislation in Bulgaria. ODIHR also trained 60 police officers from Croatia, Poland and Hungary. Police officers evaluated the training events as effective, informative and interactive.

After ODIHR signed a Memorandum of Understanding to train law enforcement in Ukraine, ODIHR conducted a needs assessment visit to Kyiv to determine the extent and nature of hate crimes; understand the current police response to hate crime; and identify policing structures and approach to police training. ODIHR was working with Ukrainian officials to customize the training curriculum and deliver the training seminars to law enforcement officials in 2013.

ODIHR presented TAHCLE at the annual meeting of the Association of European Police Colleges (AEPC) attended by senior representatives from across Europe. Following the presentation, the AEPC invited ODIHR to facilitate a training seminar for representatives of its police college members in 2013.

To foster the exchange of good practices, ODIHR attended an event that gathered 15 law enforcement officials from Poland and Germany in Berlin on 27 February. Representatives from the Polish police presented their experience with ODIHR's hate crime training and the mechanism put in place to improve investigation of hate-motivated incidents.

Combating Domestic Violence

In 2012, ODIHR continued to provide support to OSCE participating States in developing legal frameworks to prevent and combat violence against women, including domestic violence, in line with international standards and good practice.

On 23-24 January, ODIHR contributed to a conference organized by UN Women on the "Enforcement of Domestic Violence Legislation", held in Almaty, Kazakhstan.

The Office also implemented awareness-raising activities on relevant international frameworks, organizing a side event in the margins of the "2012 Human Dimension Implementation Meeting (HDIM)"³⁹ on 29 September in Warsaw. The event, organized in co-operation with the CoE, UN Women, and the OSCE Gender Section, highlighted the importance of improved co-operation among international organizations, as well as the need for enhanced co-operation between national institutions, including government officials, law enforcement, and civil society.

Furthermore, ODIHR continued to update its database of experts from government institutions, law enforcement and civil society, to support OSCE field operations in the implementation of their activities to combat domestic violence.

³⁸ OSCE/ODIHR Brochure on TAHCLE, 2012, <http://www.osce.org/odihr/94898>

³⁹ http://www.osce.org/hdim_2012

Police Reform

In 2012, the Rule of Law unit supported the TNTD/SPMU by providing comments on the draft *Guidebook on Police Reform within the Reform of the Wider Criminal Justice System*. The comments mainly concerned the general human rights and rule of law framework of national criminal justice systems. The comments discussed civil society oversight and consultation mechanisms and proposed a number of best practice solutions to illustrate how these can be implemented (see also chapter 2.2).

APPENDIX 3: OSCE MC and PC Decisions and Action Plans with a Focus on Police-Related Activities

Taskings on police-related issues are contained in OSCE Summit Decisions as well as in the growing list of Decisions of the Ministerial Council and the Permanent Council, including a number of OSCE Action Plans.

The *Charter for European Security* adopted by the Istanbul Summit Meeting (1999) represents the platform for the OSCE involvement in policing. It contains the commitment of the OSCE participating States to enhance the OSCE's role in civilian police-related activities as an integral part of the Organization's efforts in conflict prevention, crisis management and post-conflict rehabilitation. Such activities may comprise: (1) police monitoring, including to prevent police from discriminating due to religious and ethnic identity; (2) police training, which could, *inter alia*, aim to improve the operational and tactical capabilities of local police services and reform paramilitary forces, provide new and modern policing skills, such as community policing, and anti-drug, anti-corruption and anti-terrorist capacities, create a police service with a multi-ethnic and/or multi-religious composition that can enjoy the confidence of the entire population; and (3) promoting respect for human rights and fundamental freedoms in general.

The Ninth Ministerial Council in Bucharest (2001) declared the OSCE's decision to increase and promote co-operation among participating States in countering new security challenges, including by providing advice or arranging for the provision of expert advice on requirements for effective policing (needs assessments) and how to meet them, and encouraging where appropriate the exchange of information among and between participating States regarding lessons learned and best policing practices in countering these new security challenges.

The *Bucharest Plan of Action for Combating Terrorism* (2001), adopted on the same occasion as the above *Decision on police-related activities*, recognized the need to assist participating States, on their request, through measures to combat trafficking in human beings, drugs and small arms and light weapons, in accordance with relevant Permanent Council decisions. This assistance could also include: provision of advice and assistance on restructuring and/or reconstruction of police services; monitoring and training of existing police services, including human rights training; and capacity building, including support for integrated or multi-ethnic police services. To this end, the plan of action acknowledged the requirement for reinforcing existing police-related activities in conflict prevention, crisis management and post-conflict rehabilitation.

In its Decision No. 448 (2001), the Permanent Council decided to establish the seconded post of *Senior Police Adviser in the OSCE Secretariat*.

In the *Declaration on Trafficking in Human Beings* adopted by the Tenth Ministerial Council of the OSCE (Porto 2002), its members called on participating States to enhance international co-operation in combating criminal acts such as trafficking in drugs and arms, as well as smuggling of migrants. They emphasized the need to include in this co-operation international law enforcement bodies such as EUROPOL and INTERPOL, as well as the Southeast European Co-operative Initiative (SECI), with a view to investigating and prosecuting those responsible for trafficking in human beings in accordance with domestic law and, where applicable, international obligations. In this regard, they also asked the Senior Police Adviser to devote increased attention to the fight against trafficking in human beings.

This tasking was further detailed in the *OSCE Action Plan to Combat Trafficking in Human Beings*, which requested the SPMU to further promote the concept of community policing and facilitate the exchange of information between participating States on best practices to

be used by relevant investigating units to check the possibly criminal and trafficking-related origin of suspicious assets. The SPMU was also tasked to continue developing training materials for law enforcement on trafficking and sex crimes investigation, identify law enforcement trainers to conduct training, and facilitate the funding of training sessions for law enforcement authorities in OSCE participating States.

One of the aspects of policing of ethnic minorities was addressed by the *OSCE Action Plan on Improving the Situation of Roma and Sinti within the OSCE Area* (2003). The SPMU was tasked to assist participating States in developing programmes and confidence-building measures, such as community policing, to improve the relations between Roma and Sinti people and the police, particularly at the local level, and to produce a compilation of police “best practices” in the OSCE region with respect to policing and Roma and Sinti communities. Another established task was to assist the participating States in developing codes of conduct to prevent racial profiling and improve inter-ethnic relations.

The *OSCE Strategy to Address Threats to Security and Stability in the Twenty-First Century*, adopted by the 11th Ministerial Council in Maastricht in 2003 stated that the Strategic Police Matters Unit was set up to improve the capacity of participating States to address threats posed by criminal activity and to assist them in upholding the rule of law. The aim was to enhance key policing skills, including respect for human rights and fundamental freedoms.

The *2004 OSCE Action Plan for the Promotion of Gender Equality*, adopted by the 12th Ministerial Council of the OSCE (Sofia 2004), urged the participating States, the Secretariat, Institutions and field operations to ensure that a gender perspective is integrated into OSCE activities, programmes and projects. The aim shall be to promote the practice of gender equality in the OSCE area, which is essential to comprehensive security. In this context, the SPMU was specifically tasked to enhance its project development to assist participating States in reacting to sexual violence offences and in including elements such as special investigation techniques, and interview skills designated for use with victims of sexual assault including children, and information on referral mechanisms for victim assistance, in the police training curriculum.

The fight against organized crime came to the forefront of OSCE priorities during 2005 and was recognized in a Decision on *Combating Transnational Organized Crime* adopted by the 13th Ministerial Council of the OSCE (Ljubljana 2005). It tasked the OSCE Secretary General with providing the requesting participating States with support for the mobilization of technical assistance, including the necessary expertise and resources, from relevant competent international organizations for the implementation of the United Nations Convention Against Transnational Organized Crime (UNODC) and its Protocols. The Decision also tasked the OSCE Permanent Council to work on designing, with the support of the Secretary General and the relevant OSCE institutions, possible measures and forms of assistance that could be available to requesting participating States with a view to improving and promoting the functioning of criminal justice systems.

Ljubljana Ministerial Decision No. 15/05 on *Preventing and Combating Violence against Women* urged participating States, with support and assistance of the OSCE, to take all necessary legislative, policy and programmatic monitoring and evaluation measures to promote and protect full enjoyment of the human rights of women, and to prevent and combat all forms of gender-based violence against them. The decision also tasked the Permanent Council to encourage the development by relevant OSCE institutions and structures of programmes, projects and policies to assist participating States, at their request, in combating violence against women and girls and providing assistance to victims.

The Ljubljana Ministerial Council also adopted the *OSCE Border Security and Management Concept*, which first and foremost provides participating States with a political framework for their co-operation on border-related issues. It provides objectives and principles for this co-

operation and finally defines modalities for OSCE activities in this area. The OSCE “acts upon the request of participating States” to ensure dialogue on border-related issues through, *inter alia*, “exchange of information, experience and best practices”, the establishment of a National Focal Points Network, holding of workshops and conferences.

Permanent Council Decision No. 758 *Enhancing International Anti-Drug Co-operation* (2006) tasked the Secretary General and relevant OSCE institutions with providing participating States, upon their request and in close consultation and co-ordination with UNODC, with assistance/advice on anti-drug issues, *inter alia*, through awareness-raising activities, the organization of regional workshops and facilitation of training.

The Decision on *Combating Sexual Exploitation of Children* adopted by the 14th Ministerial Council of the OSCE (Brussels 2006) encouraged relevant OSCE executive structures, within their existing mandates, to devote attention to the area of sexual exploitation of children, including links to trafficking in persons, and emphasized the need for them and the participating States to co-operate with other international organizations, NGOs and civil society in combating the sexual exploitation of children.

The 14th Ministerial Council of the OSCE (Brussels 2006) adopted the follow-up Decision on *Organized Crime*, reaffirming the importance that the OSCE was giving to this subject. The Decision’s tasking to the OSCE Secretary General and the relevant OSCE executive structures, within their respective mandates, included giving enhanced attention to the key role of criminal justice systems in institution-building and in the promotion of the rule of law, as well as co-operating and co-ordinating more closely in order to take better into account the interaction between the components of those systems. A further major task was to build on and consolidate the knowledge and experience on criminal justice and organized crime, and to continue co-operating with UNODC in matters including combating organized crime and illicit drugs.

Recalling the Ministerial Council Decisions Nos. 3/05 (Ljubljana) on combating transnational organized crime, and 5/06 (Brussels) on organized crime, Permanent Council Decision No. 810 (2007) on *Implementation of the United Nations Convention Against Transnational Organized Crime* tasked the Secretary General to support the implementation of the UNTOC convention in co-operation with UNODC, and to organize a workshop in co-operation and co-ordination with the Secretariat of the Conference of the Parties to the UNTOC.

Permanent Council Decision No. 813 (2007) on *Combating the Threat of Illicit Drugs and Precursors* emphasized the continuing spread of illicit trafficking of opiates from Afghanistan and chemical precursors throughout the OSCE area. The Permanent Council called on the Secretary General to further develop co-operation in the field of anti-drug matters with UNODC, the Paris Pact and other relevant international structures and organizations by, *inter alia*, organizing joint regional and sub-regional workshops and other activities. Furthermore, the Secretary General was tasked with continuing training activities on drug-related matters.

The need for continuing training of Afghan police officers in addition to providing assistance to Afghanistan in the fields of border security and combating drug trafficking was also a core topic of the Ministerial Decision No. 4/07 on *OSCE Engagement with Afghanistan* (Madrid). Participating States tasked the Secretary General to provide support for intensifying the involvement of Afghan counterparts in OSCE activities related to the fields of border security and management, policing and the fight against drug trafficking, and those in the training facilities in Central Asia and in the rest of the OSCE area. While tasked to avoid unnecessary duplication of existing efforts of other international actors, the Secretary General was also mandated to explore all possible co-operation options, in co-ordination with the United Nations and other relevant regional and international organizations and other actors.

At the Helsinki Ministerial Council in December 2008, the participating States turned their attention once again to the issue of Trafficking in Human Beings. Decision No. 5/08 on *Enhancing Criminal Justice Responses to Trafficking in Human Beings Through a Comprehensive Approach* emphasized the need for training on combating trafficking in human beings for law enforcement personnel and urged the participating States *inter alia* to ensure co-operation between law enforcement agencies and other relevant actors at the national and international level, and “to intensify measures to disrupt trafficking networks, including by means of financial investigations, investigations of money laundering connected to human trafficking and the freezing and confiscation of the assets of human traffickers”.

Reaffirming the participating States’ commitment to proactively implement the OSCE Action Plan for the Promotion of Gender Equality and recalling Ljubljana Ministerial Council Decisions on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation, and on Preventing and Combating Violence against Women, the 17th Ministerial Council of the OSCE (Athens 2009), in its *Decision on Women’s Participation in Political and Public Life*, called on the participating States to consider providing for specific measure to achieve the goal of gender balance in all legislative, judicial and executives bodies, including police services.

Acknowledging the “[...] diverse and multifaceted OSCE work, experience and lessons learned in the policing field, in particular the work of the SPMU and the field operations within their respective mandates”, the Permanent Council, in its Decision 914/09, adopted in Athens, expressed its conviction that the time had come to take stock of what had been done so far in policing and to “[...] initiate a thorough dialogue on how to further enhance police-related activities within the OSCE.” The Permanent Council tasked the Secretary General, “[...] within existing resources and in consultation with relevant OSCE executive structures, to prepare a report on police-related activities of the OSCE executive structures up to the end of 2009”. The report was to be based partly on the annual reports on police-related activities, reflecting existing mandates and OSCE commitments, and was “[...] to include an assessment of those activities and a forward looking perspective, offering long-term strategic recommendations”. Moreover, the Permanent Council decided that this report would be further discussed during the next Annual Police Experts Meeting in May 2010 as well as at the 2010 Annual Security Review Conference.

The Athens Ministerial Council Decision No. 2/09 on *Further OSCE Efforts to Address Transnational Threats and Challenges to Security and Stability* took note of, *inter alia*, the OSCE’s contribution to international efforts to fight organized crime through the provision of relevant law enforcement expertise and assistance to participating States and called for exploring further ways to strengthen synergies in OSCE activities against transnational threats, addressing them in a comprehensive and cross-dimensional manner and focusing on areas, where the OSCE has a comparative advantage and can complement the work of other international organizations.

“Recalling that the OSCE, as a regional arrangement under Chapter VIII of the Charter of the United Nations and as a primary organization for the peaceful settlement of disputes within its region, is a key instrument for early warning, conflict prevention and resolution, crisis management and post-conflict rehabilitation”, the participating States, in the 2011 Vilnius Ministerial Council Decision No. 3/11 on *Elements of the Conflict Cycle, Related to Enhancing the OSCE’s Capabilities in Early Warning, Early Action, Dialogue Facilitation and Mediation Support, and Post-Conflict Rehabilitation*, reiterated “[...] that the OSCE’s ability to deploy civilian, police or unarmed military expertise rapidly is essential to effective conflict prevention, crisis management and post-conflict rehabilitation”, and expressed their expectation for “[...] the OSCE Chairmanship and the executive structures to take full advantage of their respective mandates to address all phases of the conflict cycle” and while urging the Chairmanship and participating States to use, swiftly and to the greatest extent

possible, all available tools and procedures as applicable to a particular crisis or conflict situation [...].”

“Reiterating the determination expressed by Heads of State or Government of the OSCE participating States in *the 2010 Astana Commemorative Declaration: Towards a Security Community* to achieve greater unity of purpose and action in facing emerging transnational threats, such as terrorism, organized crime, illegal migration, proliferation of weapons of mass destruction, cyberthreats and the illicit trafficking in small arms and light weapons, drugs and human beings”, the Vilnius Ministerial Council, in Decision No. 9/11 on *Strengthening Co-ordination and Coherence in the OSCE’s Efforts to Address Transnational Threats* welcomed “the proposals by the Secretary General included in the 2012 Unified Budget Proposal for the creation of a department to address transnational threats, consistent with the OSCE’s mandates and within available resources, with a view to ensuring better co-ordination, strengthened coherence and more efficient use of the OSCE’s resources in addressing transnational threats [...].”

Following up on the Athens Ministerial Council Decision No. 2/09 and the Report 2010 by the OSCE Secretary General on the Implementation of MC.DEC/2/09 on *Further OSCE Efforts to Address Transnational Threats and Challenges to Security and Stability*, the 2011 Vilnius Ministerial Council adopted Decision No. 9/11 on *Strengthening Co-ordination and Coherence in the OSCE’s Efforts to Address Transnational Threats*. The decision welcomed “the proposals by the Secretary General included in the 2012 Unified Budget Proposal for the creation of a department to address transnational threats, consistent with the OSCE’s mandates and within available resources, with a view to ensuring better co-ordination, strengthened coherence and more efficient use of the OSCE’s resources in addressing transnational threats.”

To further strengthen the OSCE’s efforts to address transnational threats, the Dublin Ministerial Council adopted in December 2012 Decision No. 4/12. This so called ‘chapeau’ decision endorses four decisions which had been adopted in 2012 by the Permanent Council on the *Development of confidence-building measures to reduce the risks of conflict stemming from the use of information and communication technologies* (PC Decision No. 1039), the *OSCE Concept for Combatting the Threat of Illicit Drugs and the Diversion of Chemical Precursors* (PC Decision No. 1048), the *OSCE Strategic Framework for Police-Related Activities* (PC Decision No. 1049) and finally, the *OSCE Consolidated Framework for the Fight against Terrorism* (PC Decision No. 1063).

In the PC Decision No. 1039 on the *Development of Confidence-Building Measures to Reduce the Risks of Conflict Stemming from the Use of Information and Communication Technologies*, the Permanent Council “decides to step up individual and collective efforts to address security in the use of information and communication technologies (ICTs) in a comprehensive and cross-dimensional manner in accordance with OSCE commitments and in co-operation with relevant international organizations. The PC further tasks the OSCE Chairmanship to establish an open-ended, informal OSCE working group under the auspices of the Security Committee to elaborate a set of draft confidence-building measures (CBMs) to enhance interstate co-operation, transparency, predictability, and stability, and to reduce the risks of misperception, escalation, and conflict that may stem from the use of ICT; and to help build consensus for the adoption of such a set of CBMs in 2012”.

The *OSCE Concept for Combatting the Threat of Illicit Drugs and the Diversion of Chemical Precursors* (PC Decision No. 1048) identifies areas and activities for a short-, medium- and long-term engagement in combating the threat of illicit drugs and the diversion of chemical precursors that requires sustained efforts, and establishes a political framework for comprehensive action by the OSCE participating States and the OSCE executive structures to combat this threat. The Concept stresses the participating States’ commitments to support the implementation of the respective international obligations in this area, with a particular

focus on the related United Nations Conventions and decisions. It also sets principles and major objectives of co-operation, and provides a platform for OSCE's co-operation with international organizations and partners in recognition of the important role played by civil society, including the media and non-governmental organizations, in addressing drug-related crimes, as well as preventive measures aimed at reducing drug abuse and dependence, and drug-related harm to health and society, especially to children and young people. According to the Concept, the participating States' co-operation will include, *inter alia*, the exchange of best practices and scientific evidence-based information on combating the threat of illicit drugs; as well as the facilitation and promotion of cross-border interaction between relevant criminal justice agencies and other competent national structures of the participating States in the prevention, identification, suppression, detection and investigation of drug-related crimes, and the apprehension and extradition of criminals in accordance with existing legal frameworks.

The *OSCE Strategic Framework for Police-Related Activities* defines the Organization's priorities in this area, such as police development and reform, and the fight against organized transnational crime, including trafficking in illicit drugs and precursors, trafficking in human beings, the sexual exploitation of children on the Internet, and cybercrime, within a wider OSCE approach to security. Through needs assessment, capacity building, institution building, training and evaluation the OSCE will assist the law enforcement agencies of the participating States to address the threats posed by criminal activity. All of these activities will be done in line with the promotion of the principles of democratic policing, such as the importance of the rule of law; due respect for human rights and fundamental freedoms, including gender and minority issues; police-public partnerships; effective and accountable criminal justice systems; and enhanced criminal justice co-operation among participating States and international and regional organizations. The decision highlights the importance of co-operation with governmental authorities as well as civil society, in a long-term approach, that fosters local commitment and ownership to as well as sustainability of police-related programme achievements.

The *OSCE Consolidated Framework for the Fight against Terrorism* (PC Decision No. 1063) further strengthens the profile of the Organization in the struggle against terrorism. The Decision builds on relevant decisions of the Ministerial Council and highlights the OSCE's anti-terrorism profile listing comparative advantages of the Organization. The Decision provides guidance for the Organization outlining strategic focus areas for counter-terrorism activities. Therewith the Decision is a roadmap for any further OSCE action to be taken in the area of countering terrorism.

In the 2012 Dublin Ministerial *Declaration on Strengthening Good Governance and Combating Corruption, Money Laundering and the Financing of Terrorism*, the participating States encourage the OCEEA and the TNTD "within their respective mandates to assist the participating States, at their request, in their efforts to counter money laundering and the financing of terrorism, including through the development, adoption and implementation of legislation and practices to improve interagency and external co-ordination mechanisms in this area."

APPENDIX 4: Overview of OSCE Activities in Police Development and Reform in 2012

Executive structure/activity	Police Development and Reform															
	Police Monitoring in Crisis Mgmt/ Conflict Prevention/ Post-conflict Rehabilitation	Strategic Planning/ Police Reform	Criminal Legislation/ Procedure Codes	Human Resource Mgmt/ Gender	Training Development	Basic Police Training	Supervision and Mgmt Training	Community Policing	Gender/ Domestic Violence	Police Accountability	Police-Media Relations	Public Order Mgmt	Border/ Customs Activities	Victim and Witness Support	Other	
Presence in Albania																
Mission in Kosovo																
Mission to Montenegro																
Mission to Serbia																
Mission to Skopje																
Mission to Moldova																
Project Co-ord. in Ukraine																
Office in Baku																
Office in Yerevan																
Centre in Ashgabat																
Centre in Astana																
Centre in Bishkek																
Office in Tajikistan																
Project Co-ord. in Uzbekistan																
ODIHR																
HCNM																
TNTD/CC																
TNTD/SPMU																
TNTD/ATU																
TNTD/BU																
Gender Section																
OCEEA																
OSR/CCTHB																

Legend:

- Legislative and Strategic Support / Curriculum Development
- Training and Capacity Building (including provision of equipment and guidance material)
- Facilitation of Study Tours / Participation at Conferences abroad

APPENDIX 5: Overview of OSCE Activities in the Fight against Organized Crime in 2012

Executive structure/activity	Organized Crime									
	Organized Crime in General	Criminal Analysis/ Investigations	Forensics	Cyber Security/ Cyber Crime/ Sexual Exploitation of Children	Counter-Terrorism	Travel Document Security	Financial Investigations/ Anti Money Laundering/ Asset Forfeiture	Anti Corruption	Fight against THB	Fight against Illicit Drugs and Precursors
Presence in Albania										
Mission in Kosovo	■	■	■	■	■	■	■	■	■	■
Mission to Montenegro	■	■	■	■	■	■	■	■	■	■
Mission to Serbia	■	■	■	■	■	■	■	■	■	■
Mission to Skopje	■	■	■	■	■	■	■	■	■	■
Mission to Moldova										
Project Co-ord. in Ukraine	■	■	■	■	■	■	■	■	■	■
Office in Baku	■	■	■	■	■	■	■	■	■	■
Office in Yerevan				■	■	■	■	■	■	■
Centre in Ashgabat										
Centre in Astana		■	■		■		■	■	■	■
Centre in Bishkek		■	■		■		■	■	■	■
Office in Tajikistan				■	■	■		■	■	■
Project Co-ord. in Uzbekistan		■						■	■	■
ODIHR					■			■		
HCNM										
TNTD/CC	■	■		■	■	■	■	■	■	■
TNTD/SPMU	■	■		■	■	■	■	■	■	■
TNTD/ATU	■	■		■	■	■	■	■	■	■
TNTD/BU					■	■	■	■	■	■
Gender Section								■	■	■
OCEEA					■	■	■	■	■	■
OSR/CCTHB							■	■	■	■

Legend:

- Legislative and Strategic Support / Curriculum Development
- Training and Capacity Building (including provision of equipment and guidance material)
- Facilitation of Study Tours / Participation at Conferences abroad

APPENDIX 6: Contact Details in 2012

Thematic Units in the OSCE Secretariat dealing with Police-Related Issues

Unit	Contact Person	Contact Details
TNTD/SPMU	Mr. Marco KUBNY (Deputy Head)	marco.kubny@osce.org ; +43 1 51436 6296
TNTD/ATU	Mr. Reinhardt UHRIG (Programme Co-ordinator)	reinhard.uhrig@osce.org ; +43 1 51436 6133
TNTD/BU	Ms. Penny SATCHES BROHS (Senior Border Issues Adviser)	penny.satches-brohs@osce.org ; +43 1 51436 6662
OCEEA	Ms. Nina LINDROOS-KOPOLO (Senior Economic Officer)	nina-lindroos-kopolo@osce.org ; +43 1 51436 6295
Gender Section	Ms. Hanna Maria SANDS (Gender Officer)	hanna.sands@osce.org ; +43 1 51436 6285
OSR/CTHB	Ms. Ruth POJMAN Deputy Co-ordinator	ruth.pojman@osce.org +43 1 51436 6931
	Ms. Vera GRACHEVA (Senior Adviser)	vera.gracheva@osce.org ; +43 1 51436 6171

OSCE Institutions dealing with Police-Related Issues

Institution	Contact Person	Contact Details
HCNM	Ms. Ilze Marianne BRANDS KEHRIS (Director)	ilze.brandskehris@hcnm.org ; +31 70 312-5512
ODIHR	Mr. Douglas WAKE (First Deputy Director)	douglas.wake@odihr.pl ; +48-22-5200-621

OSCE Field Operations dealing with Police-Related Issues

South-Eastern Europe

Field Operation	Department	Contact Person	Contact Details
OSCE Presence in Albania	Security Co-operation	Mr. Guy VINET (Head of Security Co-operation Department)	guy.vinet@osce.org ; +35542240001 ext 601
OSCE Mission in Kosovo	Security and Public Safety	Mr. Carsten Heinrich TWELMEIER (Director)	carsten.twelmeier@osce.org ; +381 38 500 162
		Mr. Dusko ZAVISIC (Act. Director)	dusko.zavistic@osce.org ; +381 38 240100 ext:1137
OSCE Mission to Montenegro	Law Enforcement	Mr. Valeri T. PETROV (Programme Manager)	valeri.petrov@osce.org ; +382 67 626 008
OSCE Mission to Serbia	Law Enforcement	Mr. Roar LARSEN (Head of LED)	roar.larsen@osce.org ; +381 11 3606186 ext 4186
OSCE Mission to Skopje	Police Development	Mr. Viacheslav VOROBIEV (Head PDD)	viacheslav.vorobiev@osce.org ; +389 2 3234737 ext. 3588

Eastern Europe

OSCE Mission to Moldova	Conflict Prevention / Resolution	Mr. Kenneth PICKLES (Politico-Military Officer)	kenneth.pickles@osce.org ; +373 69 149510
		Mr. Maurice Dunana (Politico Military Officer)	maurice.dunand@osce.org ; +373 22 887831
OSCE Project Co-ordinator in Ukraine	Politico-Military Projects	Ms Tetyana RUDENKO (National Project Manager)	Tetyana.Rudenko@osce.org ; +380 44 4920382 ext.250

South Caucasus

OSCE Office in Baku	Politico-Military Activities	Mr. Ömer Ozden KILIC (Senior Police Adviser)	omer.kilic@osce.org ; +99412 497 23 73
		Mr. Asen PETROV (Police Adviser)	asen.yanchev@osce.org ;
OSCE Office in Yerevan	Politico-Military Activities	Ms. Susanna NALTAKYAN (National Programme Officer)	susanna.naltakyan@osce.org ; + 374 10 22 96 10/11/12/13/14

Central Asia

OSCE Centre in Ashgabat	Conflict Prevention and Confidence and Security Building	Ms. Guncha NEPESOVA (Senior Programme Assistant)	guncha.nepesova@osce.org ; +99312 35 30 92 ext. 7321
OSCE Centre in Astana	Politico-Military Activities	Mr. Andrew OFFENBACHER (Political Officer)	andrew.offenbacher@osce.org ; +77 172 79 766
OSCE Centre in Bishkek	Police Reform Programme	Mr. Magnus TORNER (Police Reform Adviser)	evgeny.cherenkov@osce.org ; +996-312-62 13 77
	Community Security Initiative (CSI)	Amb. Markus MUELLER (Head CSI)	markus.mueller@osce.org ; +996-322-22-5848
OSCE Office in Tajikistan	Politico-Military Affairs	Mr. Oliver JANSER (Counter Terrorism and Police Adviser)	oliver.janser@osce.org ; +992 918 790 025
		Mr. Ulf BILLVING (Counter Terrorism and Police Adviser)	ulf.billving@osce.org ; +431 51436 7438
OSCE Project Co-ordinator in Uzbekistan	Politico-Military Activities	Mr. Otabek RASHIDOV (National Project Officer)	otabek.rashidov@osce.org ; +99871 1400468 ext. 218

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