

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

September 2009

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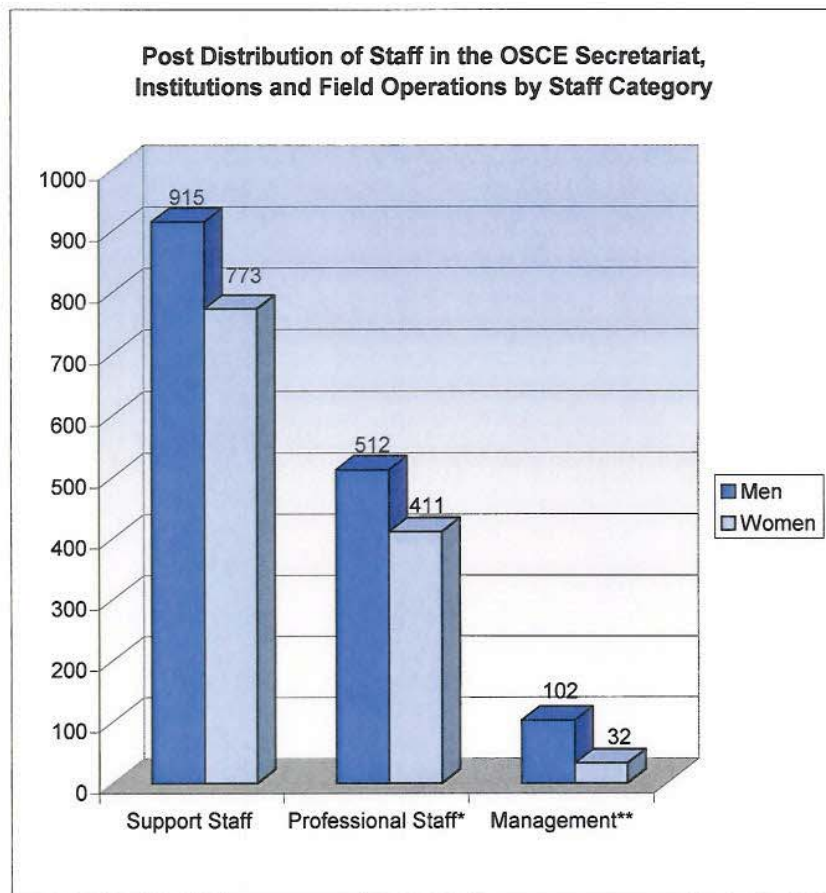
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TABLE AND GRAPH 1
Post Distribution by Category of Staff in the OSCE

Category	Men	Women	Total	% Women
Support Staff	915	773	1688	46%
Professional Staff*	512	411	923	45%
Management**	102	32	134	24%
Total Staff	1529	1216	2745	44%



*NPOs, S1, S2, P1 to P4

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

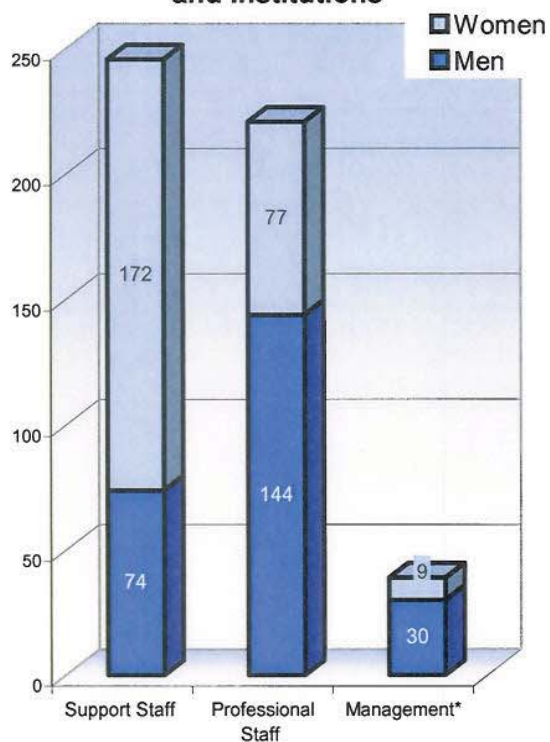
Note: Numbers as of 1 May 2009

Note: Following the expiration of the mandate of the Mission to Georgia on 31 December 2008, although a gradually decreasing number of staff continued to be present in Georgia to handle the end of mandate procedures, no formal post table was approved by the Permanent Council for completion of these. Therefore, statistical data for the full reporting period is not available.

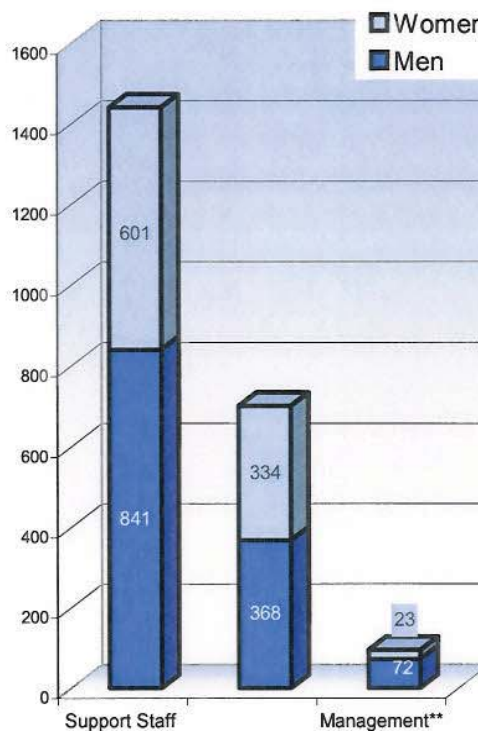
TABLE AND GRAPHS 2
Post Distribution by Category of Staff in the OSCE Secretariat,
Institutions and Field Operations
 (contracted and seconded against post table)

Category	Men	Women	Total	% Women
Support Staff	74	172	246	70%
Professional Staff	144	77	221	35%
Management*	30	9	39	23%
Total Staff - Secretariat and Institutions	248	258	506	51%
Support Staff	841	601	1442	42%
Professional Staff	368	334	702	48%
Management**	72	23	95	24%
Total Staff - Field Operations	1281	958	2239	43%
GRAND TOTAL	1529	1216	2745	44%

Post Distribution in Secretariat and Institutions



Post Distribution in Field Operations



* P5+ and Heads of Institutions

**S3, S4, P5, D1, Heads and Deputy Heads of Field Operations

Note: Numbers as of 1 May 2009

Support Staff

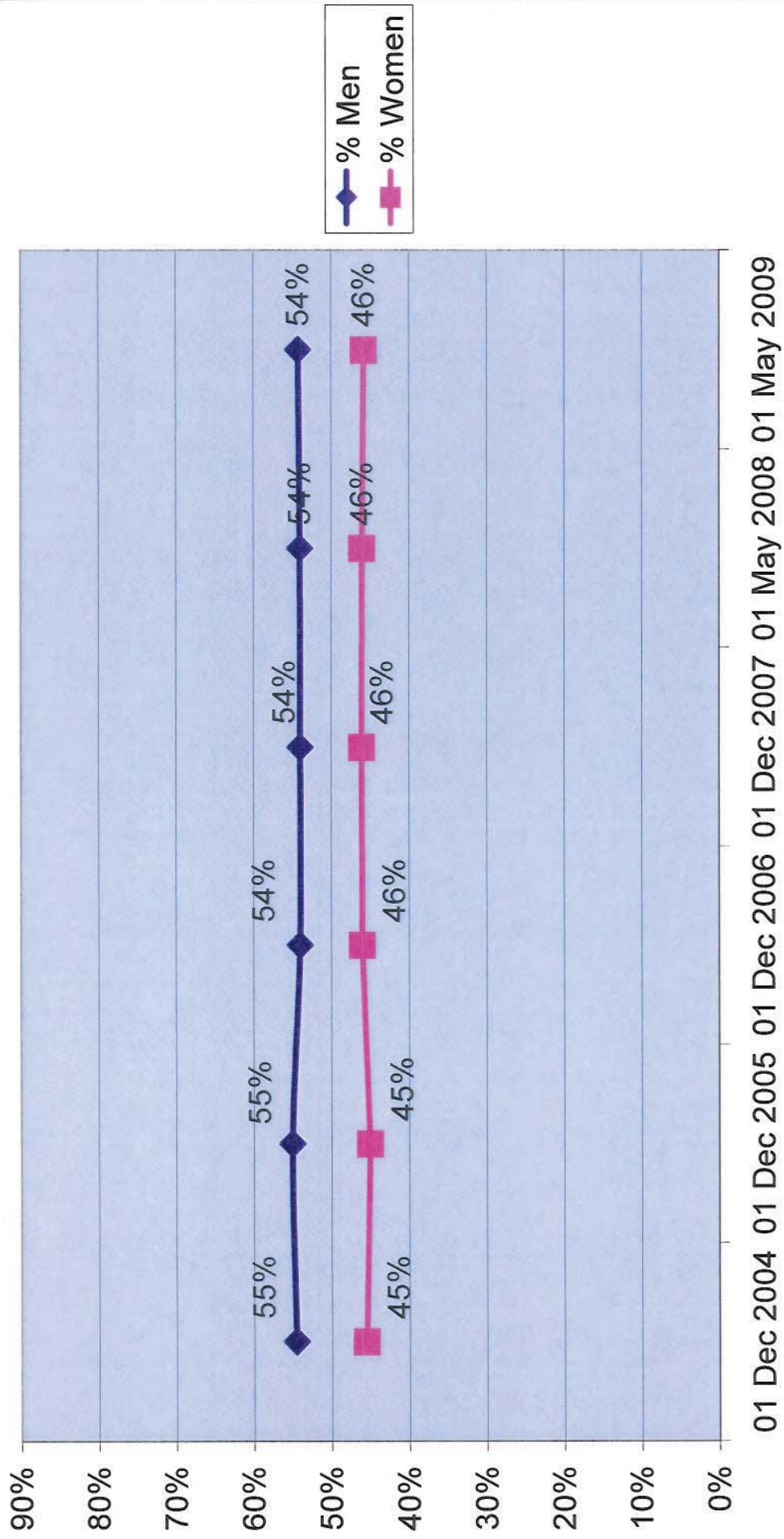


TABLE AND GRAPHS 3
Post Distribution by Category of Staff in the OSCE
1 December 2004 - 1 May 2009
 (including seconded staff against post table)

	Support Staff				Professional Staff				Management				Total			Total in Percent	
	Men	Women	Total	%	Men	Women	Total	%	Men	Women	Total	%	Men	Women	Total	%	Women
01 Dec 2004	1239	1034	2273	55%	756	407	1163	65%	152	27	179	85%	2147	1468	3615	59%	41%
01 Dec 2005	1233	1009	2242	55%	612	412	1024	60%	116	25	141	82%	1961	1446	3407	58%	42%
01 Dec 2006	1104	941	2045	54%	618	439	1057	58%	128	27	155	83%	1850	1407	3257	57%	43%
01 Dec 2007	1079	921	2000	54%	584	441	1025	57%	118	32	150	79%	1781	1394	3175	56%	44%
01 May 2008	951	811	1762	54%	546	418	964	57%	109	26	135	81%	1606	1255	2861	56%	44%
01 May 2009	915	773	1688	54%	512	411	923	55%	102	32	134	76%	1529	1216	2745	56%	44%

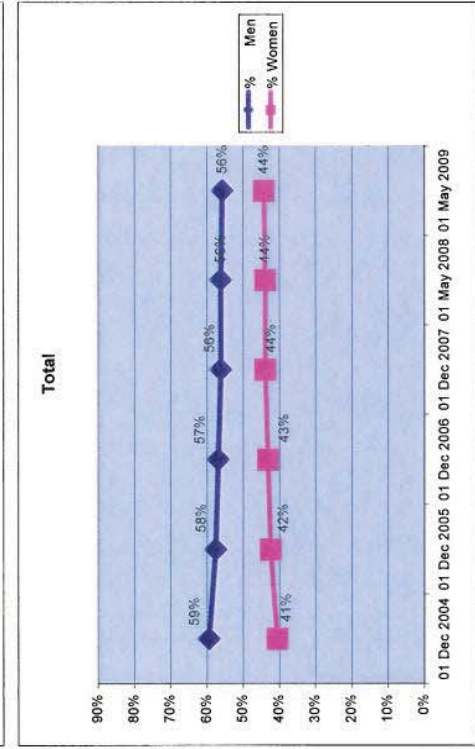
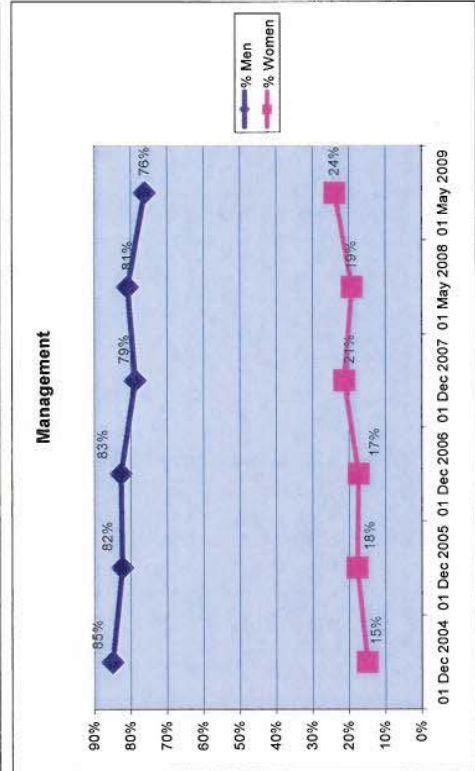
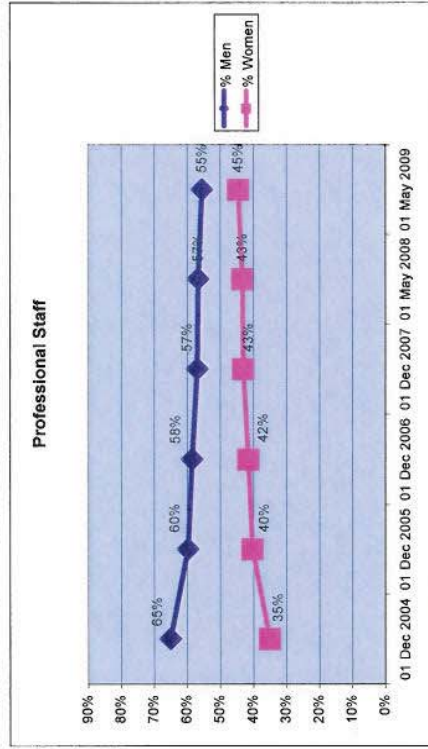
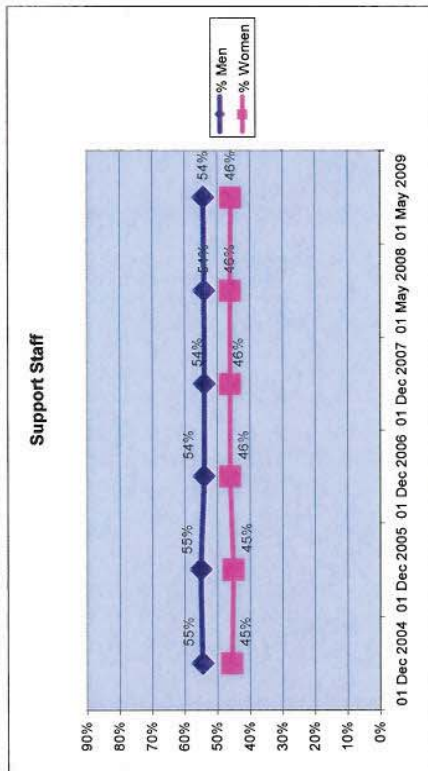


TABLE AND GRAPHS 3
Post Distribution by Category of Staff in the OSCE
1 December 2004 - 1 May 2009
 (including seconded staff against post table)

	Support Staff						Professional Staff						Management						Total			Total In Percent	
	Men			Women			Men			Women			Men			Women							
	Men	Women	Total	% Men	% Women	Total	Men	Women	Total	% Men	% Women	Total	Men	Women	Total	% Men	% Women	Total	Men	Women	%	%	
01 Dec 2004	1239	1034	2273	55%	45%	1163	756	407	1163	65%	35%	179	152	27	179	85%	15%	3615	2147	1468	59%	41%	
01 Dec 2005	1233	1009	2242	55%	45%	1024	612	412	1024	60%	40%	141	118	25	141	82%	18%	3407	1961	1446	58%	42%	
01 Dec 2006	1104	941	2045	54%	46%	1057	618	439	1057	59%	42%	155	128	27	155	83%	17%	3257	1850	1407	57%	43%	
01 Dec 2007	1079	921	2000	54%	46%	1025	584	441	1025	57%	43%	150	118	32	150	79%	21%	3175	1781	1394	56%	44%	
01 May 2008	951	811	1762	54%	46%	964	546	418	964	57%	43%	135	109	26	135	81%	19%	2861	1606	1255	56%	44%	
01 May 2009	915	773	1688	54%	46%	923	512	411	923	55%	45%	134	102	32	134	78%	24%	2745	1529	1216	56%	44%	

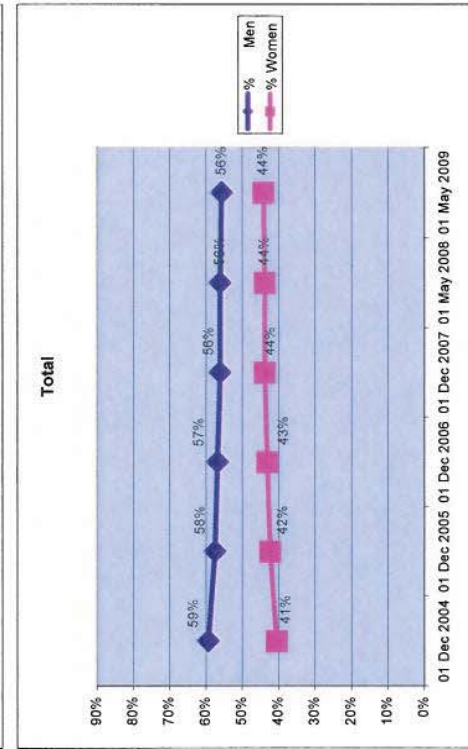
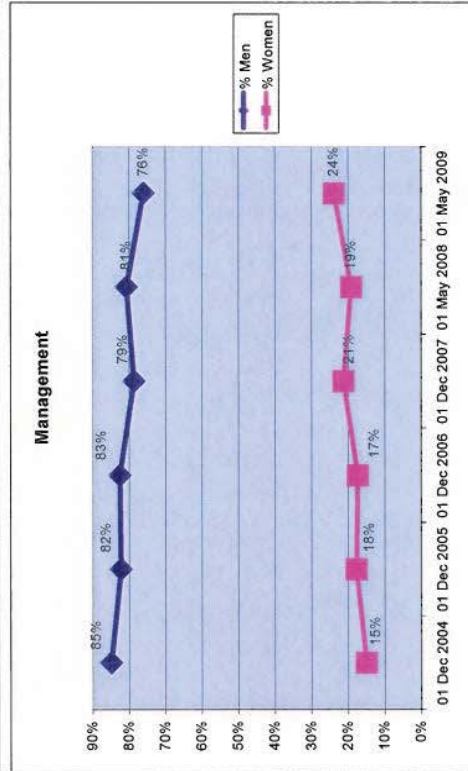
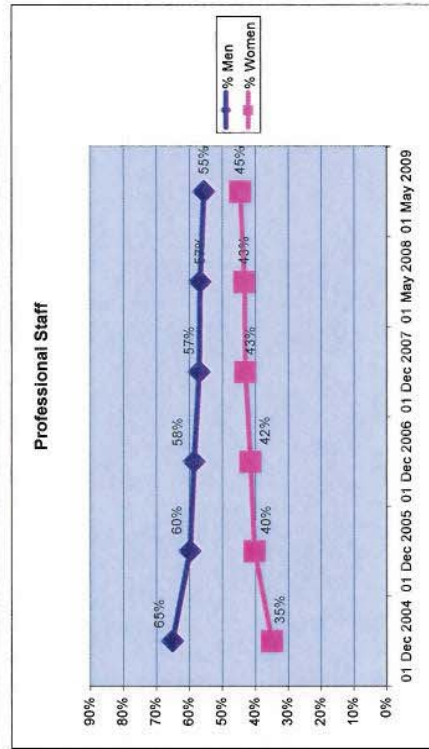
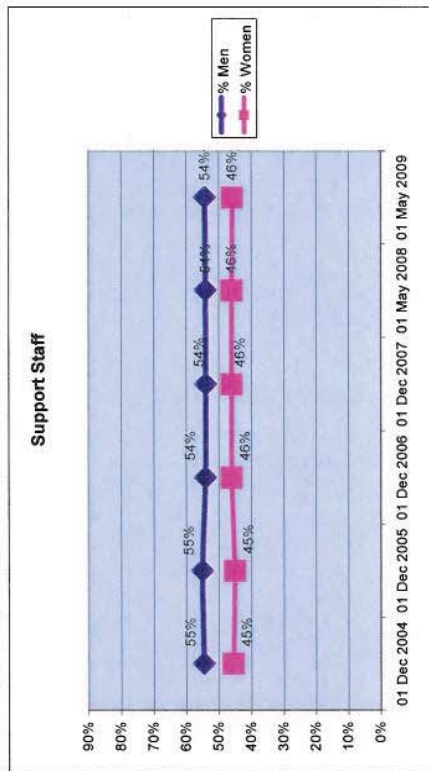
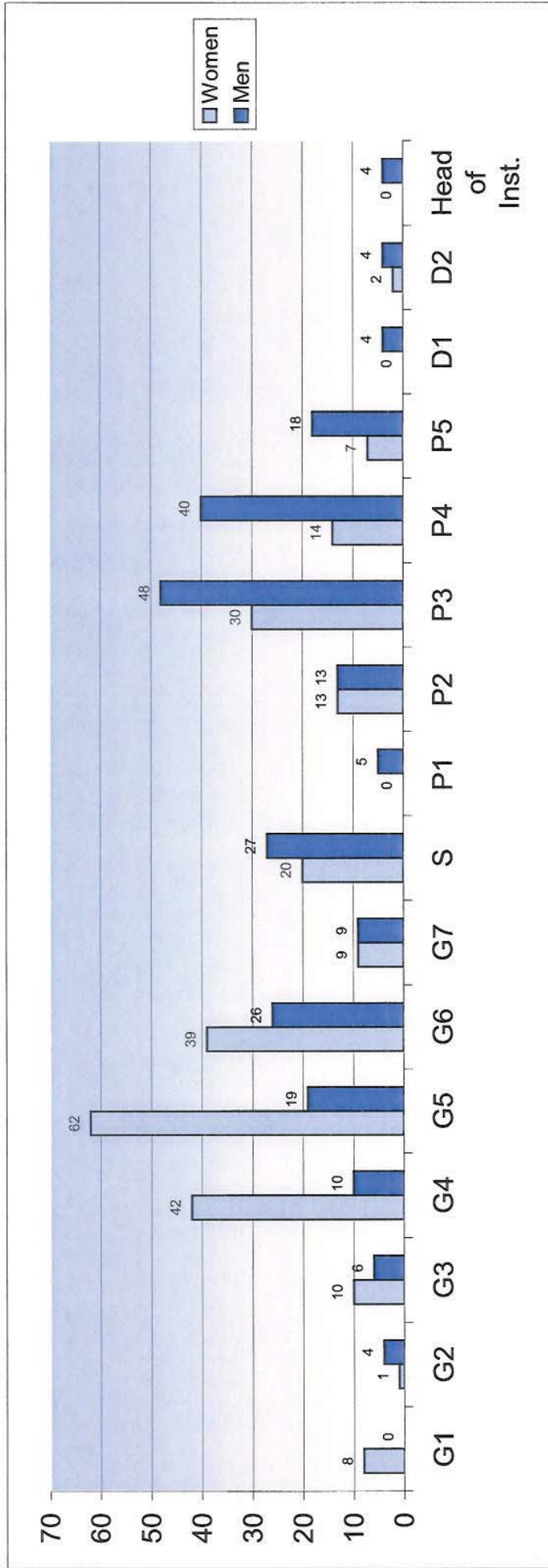


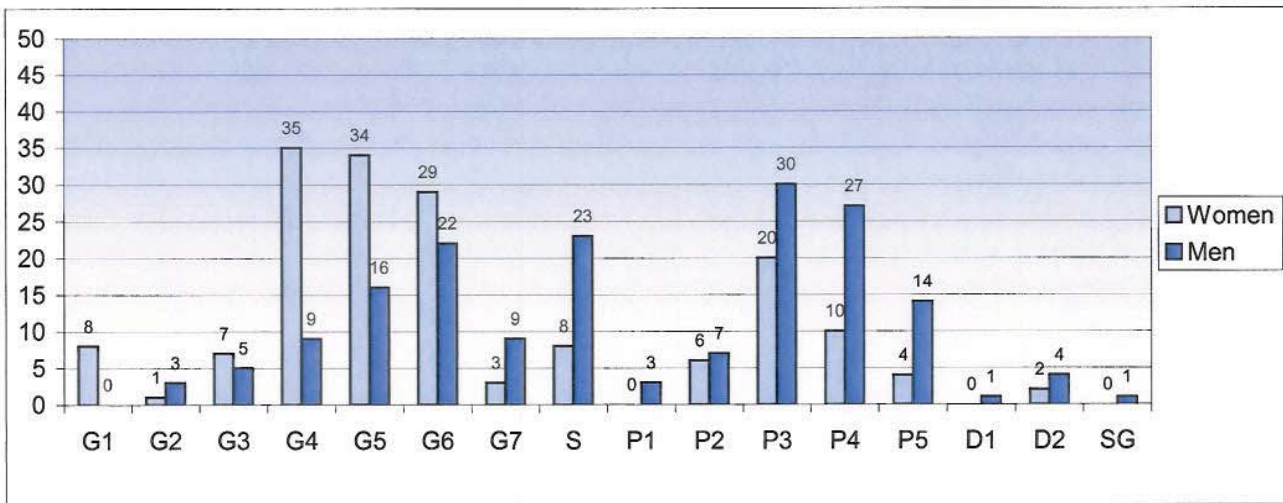
TABLE AND GRAPH 4
Post Distribution in the OSCE Secretariat and Institutions
 OSCE Secretariat*, ODIHR, HCNM, OSCE Representative on Freedom of the Media



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P+	In %	Total	In %
Women	8	1	10	42	62	39	9	20	0	13	30	14	7	0	2	0	171	70%	20	43%	66	33%	237	53%
Men	0	4	6	10	19	26	9	27	5	13	48	40	18	4	4	4	74	30%	27	57%	136	67%	214	47%
TOTAL	8	5	16	52	81	65	18	47	5	26	78	54	25	4	6	4	245	100%	47	100%	202	100%	451	100%

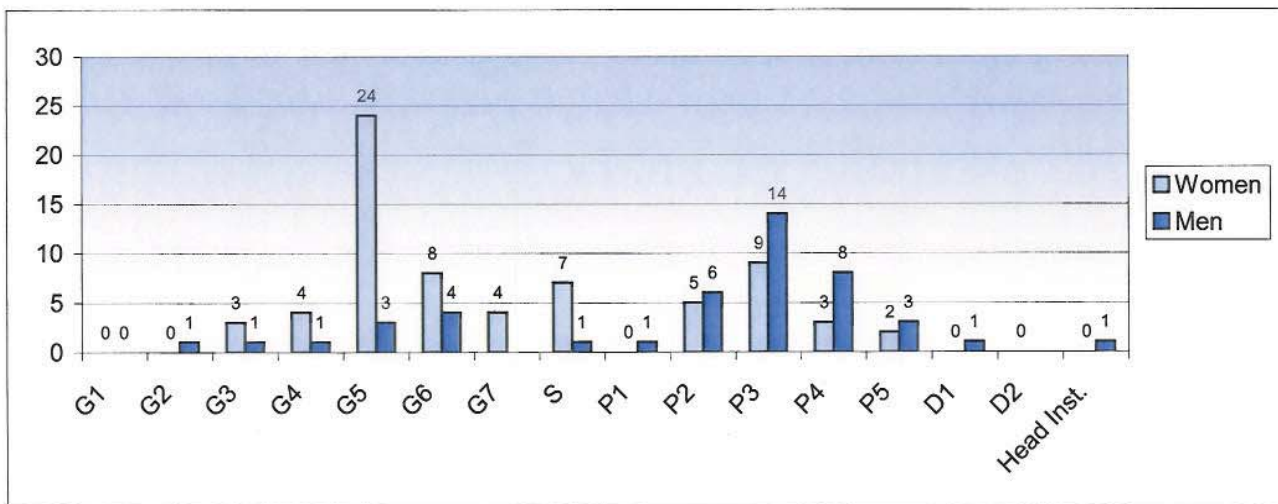
Note: Numbers as of 1 May 2009

TABLE AND GRAPH 5
Post Distribution in the OSCE Secretariat*



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	SG	G	In %	S	In %	P+	In %	Total	In %
Women	8	1	7	35	34	29	3	8	0	6	20	10	4	0	2	0	117	65%	8	26%	42	33%	167	49%
Men	0	3	5	9	16	22	9	23	3	7	30	27	14	1	4	1	64	35%	23	74%	87	67%	174	51%
TOTAL	8	4	12	44	50	51	12	31	3	13	50	37	18	1	6	1	181	100%	31	100%	129	100%	341	100%

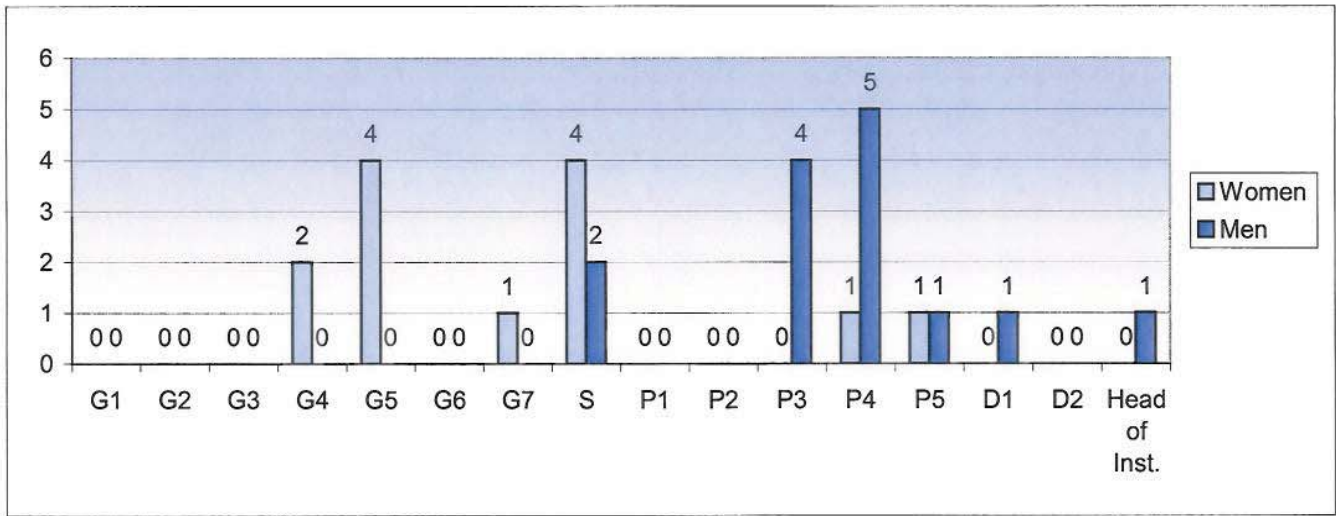
TABLE AND GRAPH 6
Post Distribution in the Office of Democratic Institutions and Human Rights



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head Inst.	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	3	4	24	8	4	7	0	5	9	3	2	0	0	0	43	81%	7	88%	19	36%	69	61%
Men	0	1	1	1	3	4	0	1	1	6	14	8	3	1	1	1	10	19%	1	13%	34	64%	45	39%
TOTAL	0	1	4	5	27	12	4	8	1	11	23	11	5	1	0	1	53	100%	8	100%	53	100%	114	100%

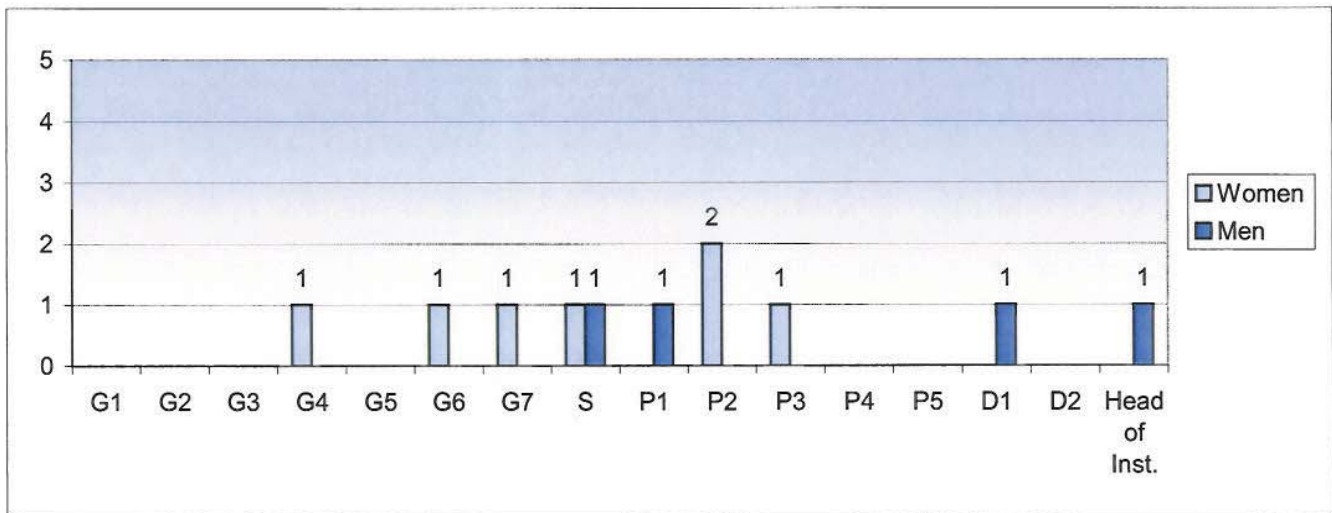
Note: Numbers as of 1 May 2009

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



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	G	In %	S	In %	P+	In %	Total	In %
Women	0	0	0	2	4	0	1	4	0	0	0	1	1	0	0	0	7	100%	4	67%	2	14%	13	48%
Men	0	0	0	0	0	0	0	2	0	0	4	5	1	1	0	1	0	0%	2	33%	12	86%	14	52%
TOTAL	0	0	0	2	4	0	1	6	0	0	4	6	2	1	0	1	7	100%	6	100%	14	100%	27	100%

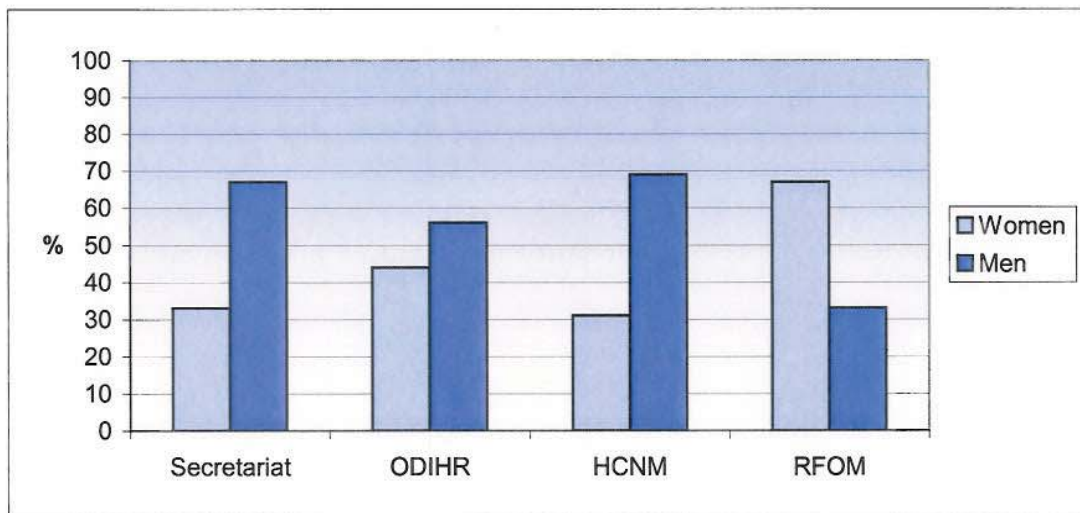
TABLE AND GRAPH 8
Post Distribution in the Office of the Representative on Freedom of the Media



	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	G	In %	S	In %	P+	In %	Total	In %
Women				1		1	1	1		2	1						3	100%	1	50%	3	50%	7	62%
Men								1	1					1		1	0%	1	50%	3	50%	4	36%	
TOTAL	0	0	0	1	0	1	1	2	1	2	1	0	0	1	0	1	3	100%	2	100%	6	100%	11	100%

Note: Numbers as of 1 May 2009

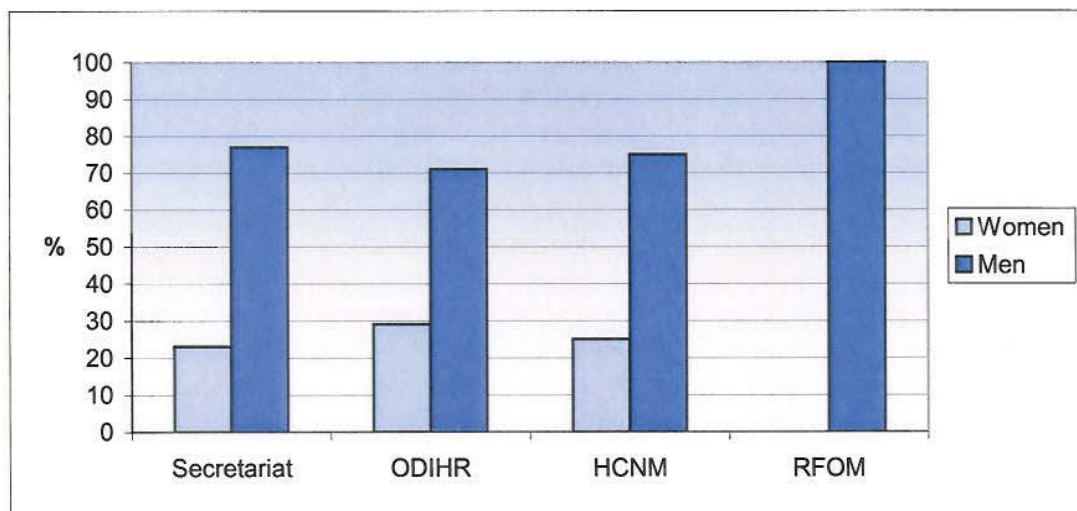
TABLE AND GRAPH 9
Post Distribution in the OSCE Secretariat and Institutions
Professional Staff*



%	Secretariat	ODIHR	HCNM	RFOM	Total
Women	33	44	31	67	37
Men	67	56	69	33	63
TOTAL	100	100	100	100	100

*S and P1 to P4

TABLE AND GRAPH 10
Post Distribution in the OSCE Secretariat and institutions
Management*



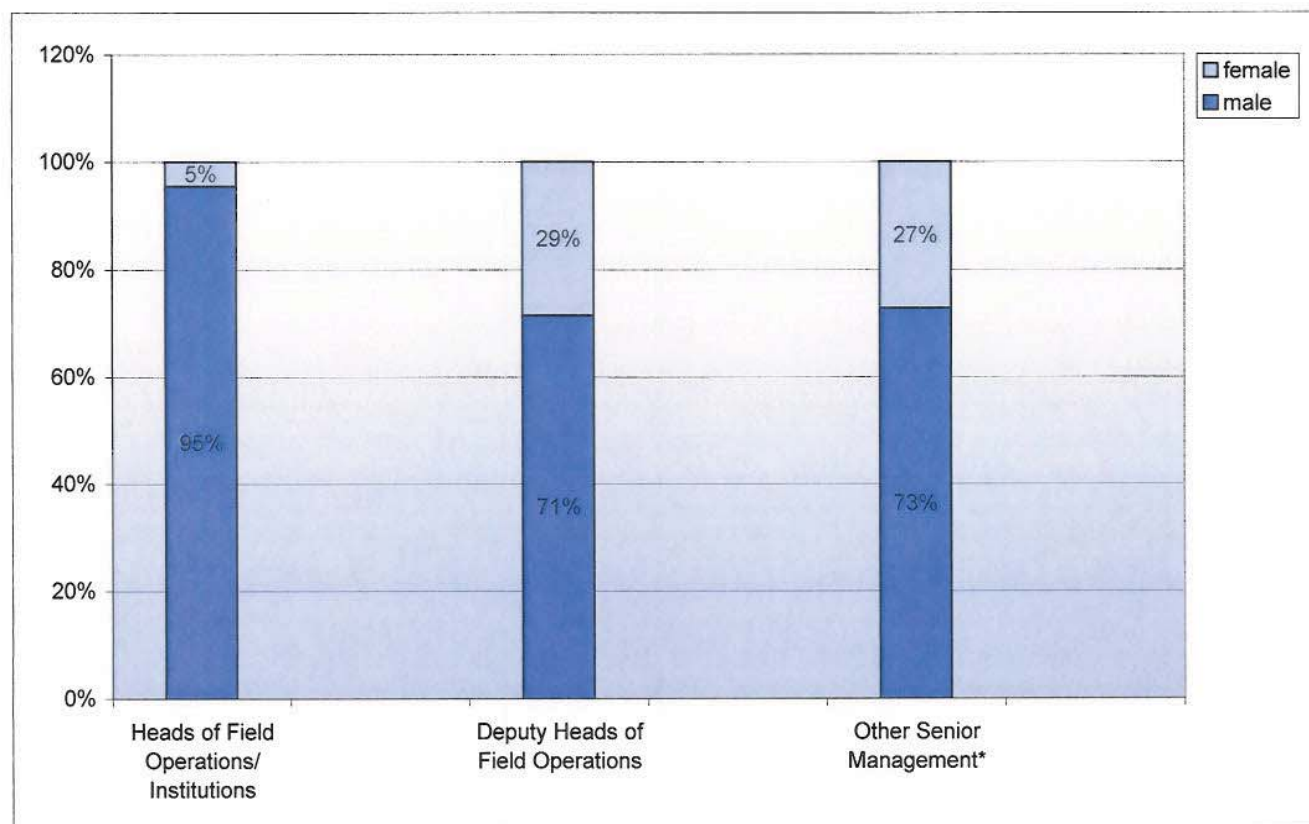
%	Secretariat	ODIHR	HCNM	RFOM	Total
Women	23	29	25	0	19
Men	77	71	75	100	81
TOTAL	100	100	100	100	100

*P5, D1, D2 and Head of Institution

Note: Numbers as of 1 May 2009

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

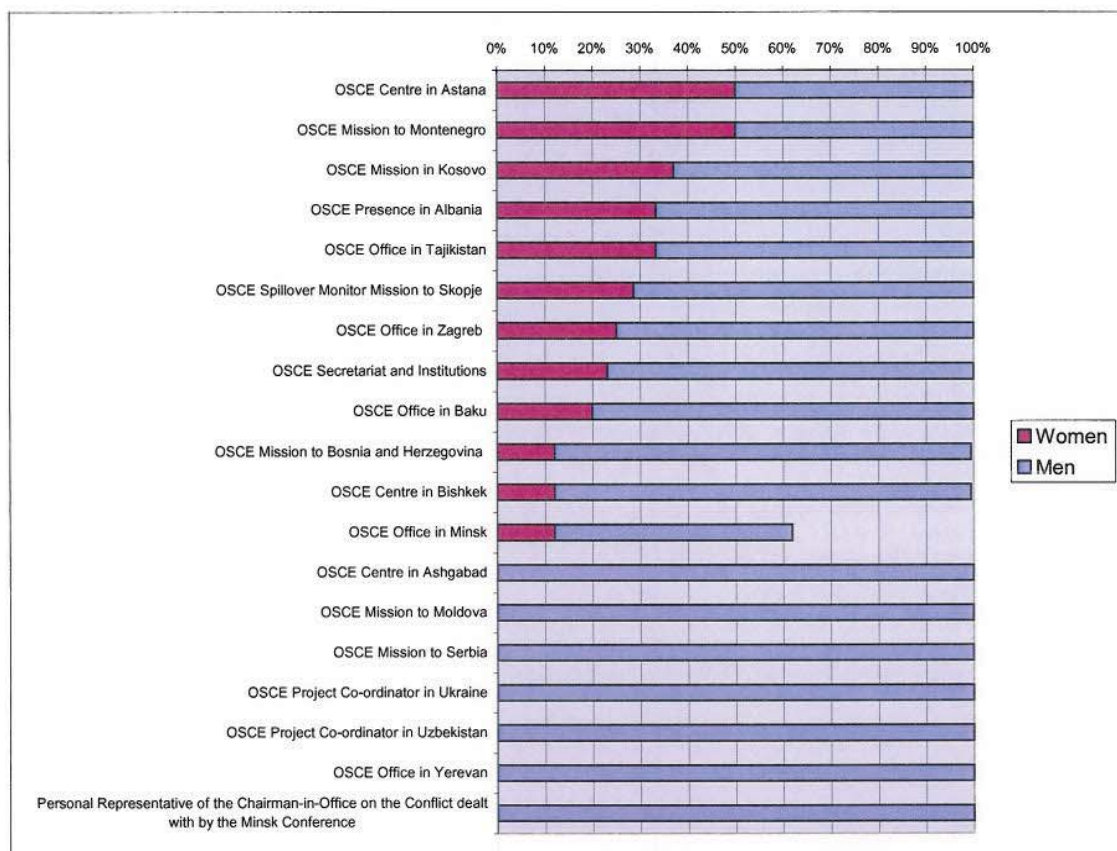
Field Operations, Secretariat and Institutions	Heads of Field Operations/ Institutions		Deputy Heads of Field Operations		Other Senior Management*		Total	
	M	F	M	F	M	F	M	F
OSCE Presence in Albania	1			1	3	1	4	2
OSCE Centre in Ashgabad	1				1		2	
OSCE Centre in Astana	1			1			1	1
OSCE Office in Baku	1		1		2	1	4	1
OSCE Centre in Bishkek	1		1		5	1	7	1
OSCE Mission to Bosnia and Herzegovina	1		1		13	2	15	2
OSCE Mission in Kosovo	1		1		16	10	18	10
OSCE Office in Minsk	1			1			1	1
OSCE Mission to Moldova	1		1				2	
OSCE Mission to Montenegro		1	1				1	1
OSCE Mission to Serbia	1		1				2	
OSCE Spillover Monitor Mission to Skopje	1			1	4	1	5	2
OSCE Office in Tajikistan	1		1			1	2	1
OSCE Project Co-ordinator in Ukraine	1						1	
OSCE Project Co-ordinator in Uzbekistan	1						1	
OSCE Office in Yerevan	1		1				2	
OSCE Office in Zagreb	1		1		2	1	4	1
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1						1	0
Secretariat and Institutions	4				26	9	30	9
Total	21	1	10	4	72	27	103	32
In Percent	95%	5%	71%	29%	73%	27%	76%	24%



*Includes S3+ and P5+
 Note: Numbers as of 1 May 2009

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

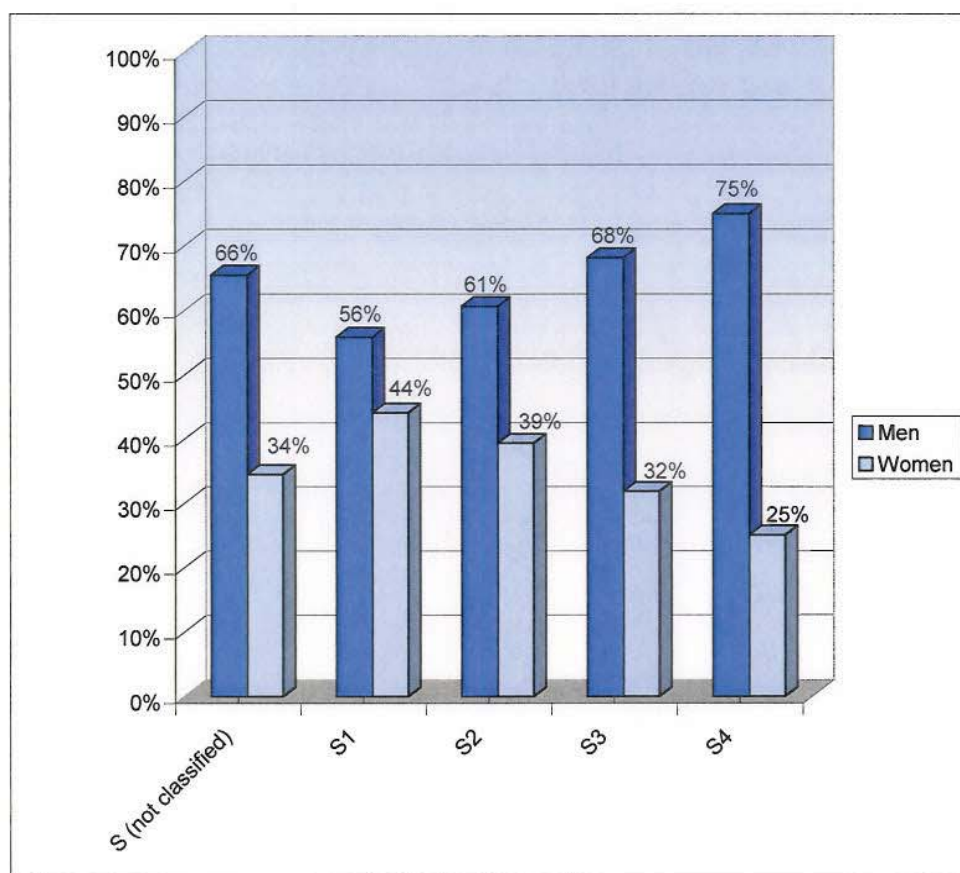
Field Operations, Secretariat and Institutions	Total		Total in %	
	M	F	M	F
OSCE Centre in Astana	1	1	50%	50%
OSCE Mission to Montenegro	1	1	50%	50%
OSCE Mission in Kosovo	17	10	63%	37%
OSCE Presence in Albania	4	2	67%	33%
OSCE Office in Tajikistan	2	1	67%	33%
OSCE Spillover Monitor Mission to Skopje	5	2	71%	29%
OSCE Office in Zagreb	3	1	75%	25%
OSCE Secretariat and Institutions	30	9	77%	23%
OSCE Office in Baku	4	1	80%	20%
OSCE Mission to Bosnia and Herzegovina	14	2	88%	12%
OSCE Centre in Bishkek	7	1	88%	12%
OSCE Office in Minsk	1	1	50%	50%
OSCE Centre in Ashgabad	2		100%	0%
OSCE Mission to Moldova	2		100%	0%
OSCE Mission to Serbia	1		100%	0%
OSCE Project Co-ordinator in Ukraine	2		100%	0%
OSCE Project Co-ordinator in Uzbekistan	1		100%	0%
OSCE Office in Yerevan	2		100%	0%
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1		100%	0%
Total	100	32	76%	24%



*Includes S3+ and P5+
 Note: Numbers as of 1 May 2009

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

Field Operations, Secretariat and Institutions	S*		S1		S2		S3		S4		Total	
	M	F	M	F	M	F	M	F	M	F	M	F
OSCE Presence in Albania			5		3	4	3	1			11	5
OSCE Centre in Ashgabad					1	2	1				2	2
OSCE Centre in Astana					2	1			1		2	2
OSCE Office in Baku					4	2	2	1			6	3
OSCE Centre in Bishkek					7		5	1			12	1
OSCE Mission to Bosnia and Herzegovina			10	9	13	20	6	1	6	1	35	31
OSCE Mission in Kosovo			33	39	22	20	7	8	8	2	70	69
OSCE Office in Minsk					4						4	
OSCE Mission to Moldova					6	4					6	4
OSCE Mission to Montenegro			2		5	4					7	4
OSCE Mission to Serbia			2	1	24	7					26	8
OSCE Spillover Monitor Mission to Skopje			23	9	6	1	3		1	1	33	11
OSCE Office in Tajikistan			1		7	5		1			8	6
OSCE Project Co-ordinator in Ukraine							1				1	
OSCE Project Co-ordinator in Uzbekistan					1	1					1	1
OSCE Office in Yerevan					2	1					2	1
OSCE Office in Zagreb				2			2	1			2	3
Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference					4						4	
Secretariat (incl. Prague Office, HLPG and Art. IV)	34	8									34	8
Institutions (FoM, HCNM, ODIHR)	4	12									4	12
Total	38	20	76	60	111	72	30	14	15	5	270	171
Per cent	66%	34%	56%	44%	61%	39%	68%	32%	75%	25%	61%	39%



*Seconded posts in the Secretariat and institutions are not classified and therefore not included in the standard system of grades.
 Note: Numbers as of 1 May 2009

TABLE 14
Nominations* by Participating States for Seconded Posts
in OSCE Secretariat, Institutions and Field Operations
1 May 2008 to 1 May 2009

Nominating Authority	% Women	Women in total	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		*S4 & DHoM		Secretariat Institutions**		Total
			Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Latvia	86%	24	1	7	3	11		4				2	28
Cyprus	75%	3		2							1	1	4
Tajikistan	71%	5		1	1	3					1	1	7
Luxembourg	67%	2									1	2	3
Croatia	55%	16	5	7	7	8	1	1					29
France	53%	44	10	29	17	10	6	3	6	2			83
Georgia	50%	12	5	5	4	3	1	1	1		1	3	24
Norway	48%	10	1		9	7			1	1		2	21
Armenia	44%	4		1	5	2		1					9
Italy	44%	39	29	32	14	2	2		2		2	5	88
Ireland	42%	21	22	5	3	8	2	5		1	2	2	50
Germany	42%	44	7	11	26	16	15	3	9	2	5	12	106
Azerbaijan	41%	12	7	2	3	7	3		4			3	29
Romania	41%	20	15	7	12	9		3			2	1	49
Canada	40%	12	9	9	8	2	1	1					30
Slovenia	40%	2			2	1	1			1			5
Poland	38%	15	12	8	12	5		1	1			1	40
Greece	37%	36	25	16	26	13	6	3	1		3	4	97
Austria	37%	63	62	33	38	25	8	5					171
Lithuania	36%	9	1	2	14	3	1	1		1		2	25
Portugal	36%	10	8	4	7	4	1		2			2	28
Bulgaria	35%	41	37	12	27	19	8	3	2		1	7	116
Kazakhstan	33%	2			2	2					2		6
Montenegro	33%	1			2	1							3
Sweden	33%	4			2	1	2	1	2	1	2	1	12
United States	32%	16			17	7	10	5	5	4	2		50
Spain	31%	43	32	12	34	13	8	4	4		19	14	140
Bosnia and Herzegovina	30%	6	5	1	5	5	3				1		20
Czech Republic	28%	12	8	7	13		8				2	5	43
Hungary	27%	34	29	13	47	17	11	3	5			1	126
United Kingdom	27%	4		2	10	2			1				15
Denmark	25%	2			3						3	2	8
Iceland	25%	1	3					1					4
Finland	19%	3	1	1	5	1	4		2		1	1	16
Slovakia	18%	5	6	2	10		2		1		4	3	28
Kyrgyzstan	17%	2	2		7	1	1					1	12
Macedonia, The Former Yugoslav Republic of	15%	2	3		6	2	1				1		13
Uzbekistan	15%	2	1	1	6	1	4						13
Turkey	13%	14	43	12	37	2	7		3				104
Ukraine	13%	2	2		11	1						1	15
Estonia	13%	4	10	1	15	2	2		1			1	32
Russian Federation	6%	1	5	1	8		3						17
Belarus	0%	0	4		15		3						22
Belgium	0%	0	2		4						1		7
Japan	0%	0	1				1				1		3
Malta	0%		4								1		5
Moldova, Republic of	0%	0	6		9		4						19
Netherlands	0%	0	1		3		1		2		1		8
Serbia	0%	0			1								1
Switzerland	0%	0	0		5		1		1				7
Turkmenistan	0%	0									1		1
Grand Total	34%	604	424	246	515	216	132	49	56	13	61	80	1792

*Excluding nominations for Heads of Field Operations.

**Seconded posts in Secretariat and Institutions are not classified.

TABLE 15
Seconded Staff in the OSCE Secretariat, Institutions and Field Operations
by Seconding Country and Sex

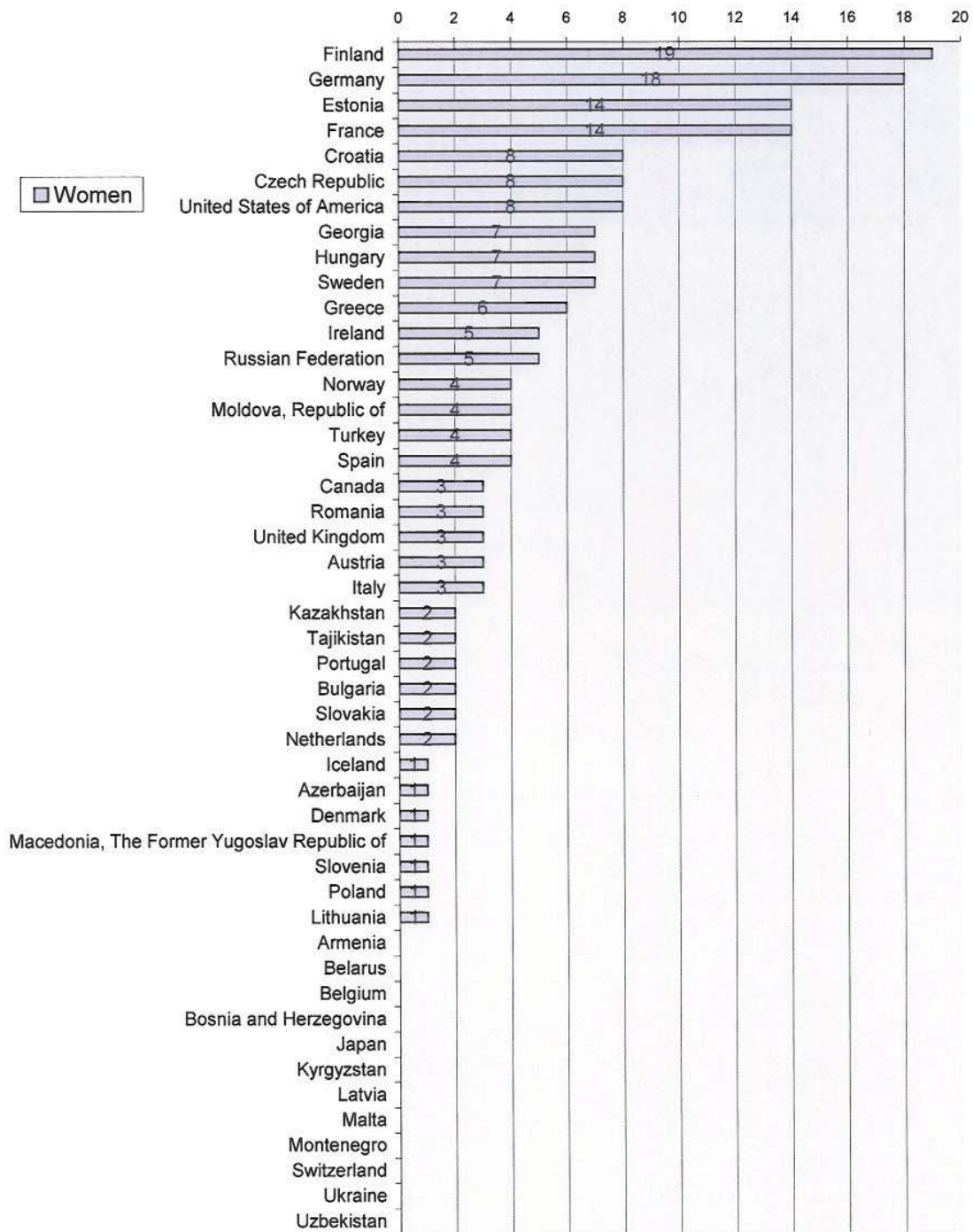
Seconding Authority*	% Women	Men	Women	Total Seconded Staff
Finland	66%	10	19	29
Germany	43%	24	18	42
Estonia	42%	19	14	33
France	37%	24	14	38
Croatia	62%	5	8	13
Czech Republic	53%	7	8	15
United States of America	47%	9	8	17
Georgia	58%	5	7	12
Hungary	39%	11	7	18
Sweden	33%	14	7	21
Greece	46%	7	6	13
Ireland	50%	5	5	10
Russian Federation	38%	8	5	13
Norway	44%	5	4	9
Moldova, Republic of	36%	7	4	11
Turkey	27%	11	4	15
Spain	22%	14	4	18
Canada	60%	2	3	5
Romania	50%	3	3	6
United Kingdom	30%	7	3	10
Austria	27%	8	3	11
Italy	21%	11	3	14
Kazakhstan	100%		2	2
Tajikistan	100%		2	2
Portugal	50%	2	2	4
Bulgaria	22%	7	2	9
Slovakia	22%	7	2	9
Netherlands	17%	10	2	12
Iceland	100%		1	1
Azerbaijan	33%	2	1	3
Denmark	33%	2	1	3
Macedonia, The Former Yugoslav Republic of	20%	4	1	5
Slovenia	20%	4	1	5
Poland	17%	5	1	6
Lithuania	14%	6	1	7
Armenia	0%	7		7
Belarus	0%	2		2
Belgium	0%	2		2
Bosnia and Herzegovina	0%	3		3
Japan	0%	1		1
Kyrgyzstan	0%	2		2
Latvia	0%	1		1
Malta	0%	1		1
Montenegro	0%	1		1
Switzerland	0%	1		1
Ukraine	0%	2		2
Uzbekistan	0%	1		1
Grand Total	38%	289	176	465

*Including Partners for Co-operation

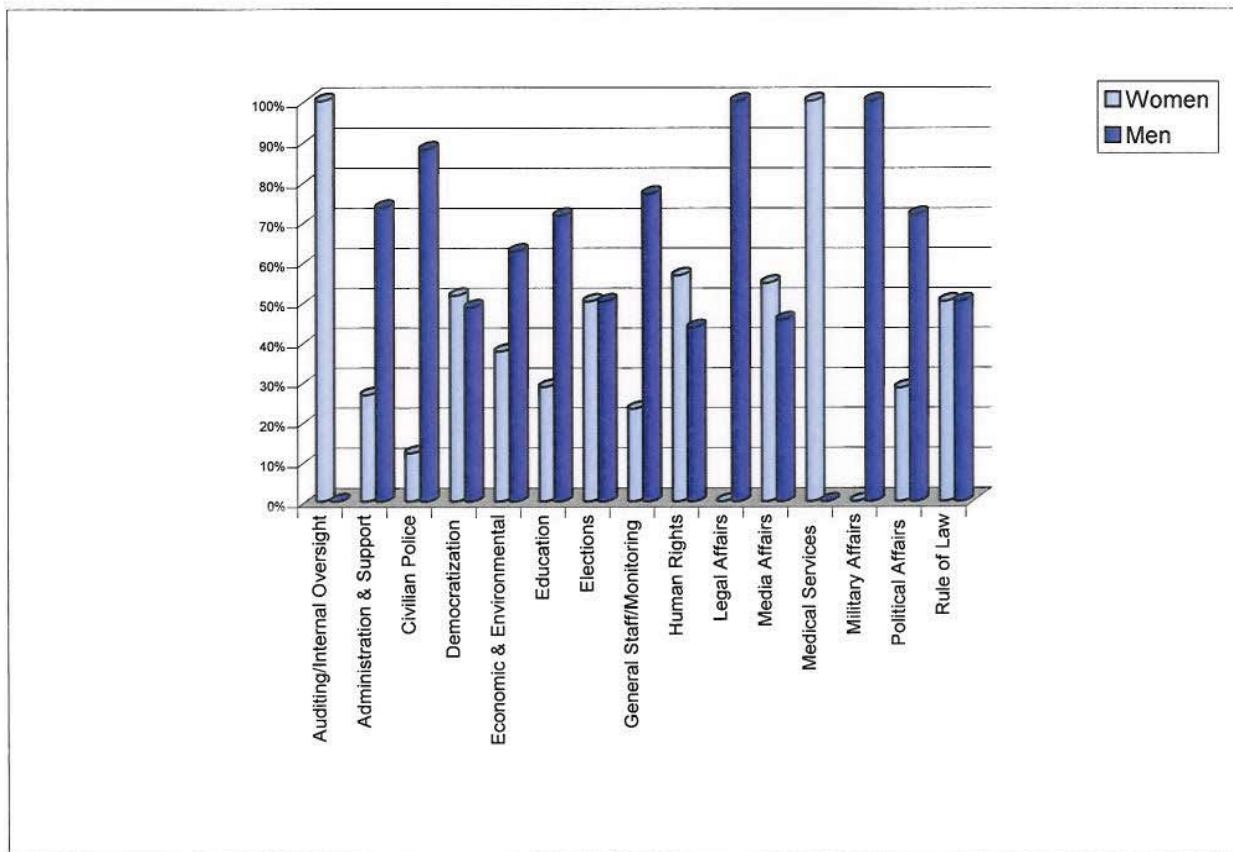
Note: Numbers of 1 May 2009

GRAPH 16
Number of Seconded Female Professionals in OSCE Secretariat, Institutions
and Field Operations by Seconding Country

Women



GRAPH AND TABLE 17
Gender Balance of International Seconded and Contracted Mission Members
(including Management) by Field of Expertise



Field of Expertise	Men	Women	Total	Men	Women
Auditing/Internal Oversight	0	1	1	0%	100%
Administration & Support	47	17	64	73%	27%
Civilian Police	44	6	50	88%	12%
Democratization	33	35	68	49%	51%
Economic & Environmental Affairs	10	6	16	63%	38%
Education	5	2	7	71%	29%
Elections	1	1	2	50%	50%
General Staff/Monitoring	20	6	26	77%	23%
Human Rights	40	52	92	43%	57%
Legal Affairs	1	0	1	100%	0%
Media Affairs	5	6	11	45%	55%
Medical Services	0	1	1	0%	100%
Military Affairs	12	0	12	100%	0%
Political Affairs	48	19	67	72%	28%
Rule of Law	19	19	38	50%	50%
Grand total	285	171	456	63%	38%

Note: Numbers as of 1 May 2009

TABLE 18
Post Distribution of Local Staff in OSCE Field Operations

Grade	Total in Per Cent		OSCE Presence in Albania		OSCE Centre in Astana		OSCE Centre in Ashgabad		OSCE Office in Baku		OSCE Centre in Bishkek		OSCE Mission to Bosnia and Herzegovina		OSCE Office in Zagreb		OSCE Mission in Kosovo		OSCE Office in Minsk		OSCE Mission to Moldova		OSCE Mission to Montenegro		OSCE Mission to Serbia		OSCE Spillover Monitor Mission to Skopje		OSCE Office in Tajikistan		OSCE Project Co-ordinator in Uzbekistan		OSCE Project Co-ordinator in Ukraine		OSCE Office in Yerevan		Pers. Rep. of the C-I-O on the OSCE Minsk Conference						
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F							
NPO	45%	55%	3	11	2	2	1	0	2	1	1	4	58	80	2	5	43	30	0	0	0	0	1	5	2	4	10	10	12	11	2	4	2	1	7	11	3	8	0	0			
G7	50%	50%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
G6	49%	51%	1	4	0	5	0	3	2	4	6	10	5	2	0	1	96	49	0	3	3	4	1	5	6	16	4	4	1	4	0	0	1	3	0	11	0	1	0	1	0	1	
G5	41%	59%	12	20	0	7	2	4	3	3	11	5	38	77	6	4	54	32	0	3	1	4	6	7	11	24	4	20	11	14	2	2	1	5	1	3	1	1	1	1	1	1	
G4	54%	46%	2	3	0	0	0	0	0	1	0	4	26	36	1	3	72	45	0	1	2	2	0	0	0	9	5	19	6	2	5	0	0	0	2	0	0	0	0	0	0		
G3	77%	23%	4	1	1	0	2	0	1	0	2	0	13	8	0	0	54	11	1	0	2	0	1	0	5	1	26	14	2	0	2	0	1	0	1	0	1	0	2	0	2	0	
G2**	94%	6%	13	0	3	0	5	0	1	0	19	0	64	0	2	0	86	14	0	0	5	2	4	0	18	1	22	2	2	40	1	3	0	3	0	3	0	3	0	2	0	2	0
G1*	4%	96%	0	0	0	1	0	1	0	1	0	5	0	28	0	0	3	0	0	0	0	2	0	1	0	7	0	1	0	12	0	2	0	1	0	1	0	1	0	1	0	4	0
Total	56%	44%	35	39	6	15	10	8	9	10	39	28	204	231	11	13	408	181	1	7	15	20	14	17	60	65	87	58	58	40	9	5	13	22	8	23	5	6	6	6			
Total	100%		74		21		18		19		67		435		24		589		8		35		31		125		145		14		35		31		11		11		11		11		
%	56%	44%	47%	53%	29%	71%	44%	47%	53%	47%	53%	56%	47%	53%	46%	54%	69%	31%	12%	88%	43%	57%	45%	55%	48%	52%	60%	40%	59%	41%	64%	36%	37%	63%	26%	74%	45%	55%	45%	55%	45%	55%	

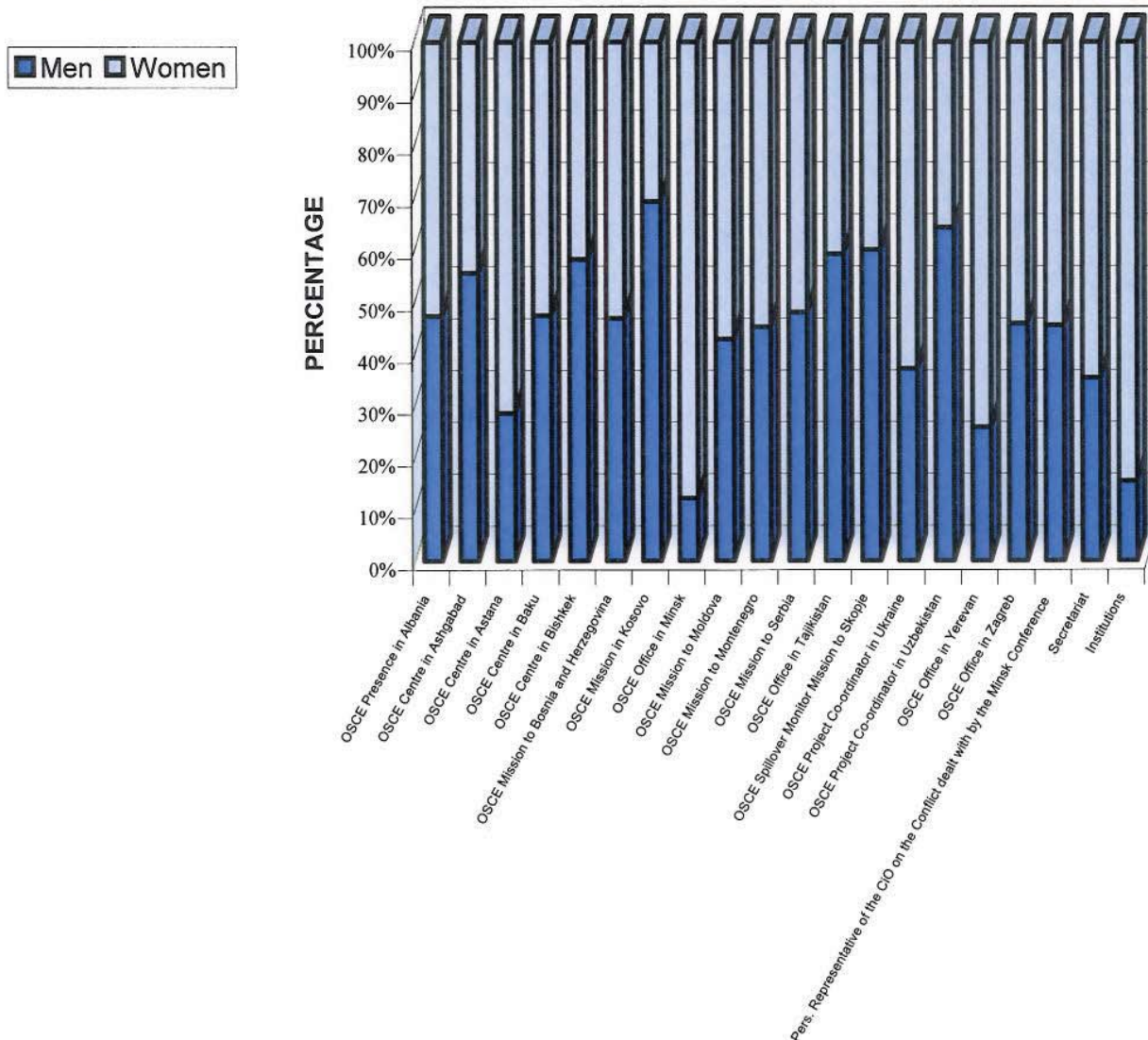
Note: Numbers as of 1 May 2009

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

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

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

Field Operation	Percentage		Number		Total
	Men	Women	Men	Women	
OSCE Presence in Albania	47%	53%	35	39	74
OSCE Centre in Ashgabad	56%	44%	10	8	18
OSCE Centre in Astana	29%	71%	6	15	21
OSCE Centre in Baku	47%	53%	9	10	19
OSCE Centre in Bishkek	58%	42%	39	28	67
OSCE Mission to Bosnia and Herzegovina	47%	53%	204	231	435
OSCE Mission in Kosovo	69%	31%	408	181	589
OSCE Office in Minsk	12%	88%	1	7	8
OSCE Mission to Moldova	43%	57%	15	20	35
OSCE Mission to Montenegro	45%	55%	14	17	31
OSCE Mission to Serbia	48%	52%	60	65	125
OSCE Office in Tajikistan	59%	41%	58	40	98
OSCE Spillover Monitor Mission to Skopje	60%	40%	87	58	145
OSCE Project Co-ordinator in Ukraine	37%	63%	13	22	35
OSCE Project Co-ordinator in Uzbekistan	64%	36%	9	5	14
OSCE Office in Yerevan	26%	74%	8	23	31
OSCE Office in Zagreb	46%	54%	11	13	24
Pers. Representative of the CiO on the Conflict dealt with by the Minsk Conference	45%	55%	5	6	11
Secretariat	35%	65%	64	117	181
Institutions	15%	85%	10	55	65
Grand Total	53%	47%	1145	1006	2151



Note: Numbers as of 1 May 2009

TABLE 20
Gender Balance by Grade* in the Recruitment of Contracted Staff
in the OSCE Secretariat, Institutions and Field Operations
1 May 2008 - 1 May 2009

Grade	Number of Vacancies		Applied			Short listed			Employed*				
	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	
D2	1	28	9	37	24%	5	0	5	0%	1	0	1	0%
D1	1	83	21	104	20%	0	0	0	0%	0	0	0	0%
P5	14	567	153	720	21%	26	5	31	16%	2	2	4	50%
Total P5 - D2	16	678	183	861	21%	26	5	31	16%	3	2	5	40%
P4	16	679	309	988	31%	25	6	31	19%	5	2	7	29%
P3	30	1367	898	2265	40%	43	27	70	39%	10	2	12	17%
P2	20	1161	1065	2226	48%	32	18	50	36%	4	6	10	60%
P1	2	190	157	347	45%	3	2	5	40%	1	0	1	0%
Total P1 - P4	68	3397	2429	5826	42%	103	53	156	34%	20	10	30	33%
Total P and D	84	4075	2612	6687	39%	129	58	187	31%	23	12	35	34%
G7	3	31	15	46	33%	7	1	8	13%	0	0	0	0%
G6	47	479	558	1037	54%	27	49	76	64%	10	10	20	50%
G5	77	748	1072	1820	59%	20	47	67	70%	17	28	45	62%
G4	41	335	513	848	60%	6	22	28	79%	7	7	14	50%
G3	16	136	234	370	63%	1	6	7	86%	2	4	6	67%
G2	14	83	5	102	5%	4	0	4	0%	6	0	6	0%
Total G2 - G7	198	1812	2397	4209	57%	54	124	178	70%	42	49	91	54%
Grand Total	282	5887	5009	10896	46%	183	182	365	50%	65	61	126	48%
% of Total		54%	46%			50%	50%			52%	48%		

	Applied	Short listed of applied	Employed of applied
% of Applicants	100%	3.1%	1.1%
Total	5887	183	65
		3.6%	1.2%
		182	61

Percentage	Applied		Short listed of applied		Employed of shortlisted	
	Men	Women	Men	Women	Men	Women
All grades	54.0%	46.0%	3.1%	3.6%	35.5%	33.5%
P and D	60.9%	39.1%	3.2%	2.2%	17.8%	20.7%
G2 - G7	43.1%	56.9%	3.0%	5.2%	77.8%	39.5%

TABLE 21
Gender Balance by Grade in the Recruitment of Seconded Staff
in the OSCE Secretariat, Institutions and Field Operations
1 May 2008 - 1 May 2009

Grade	Number of Vacancies	Nominated Candidates				Long-listed				Short-listed				Employed**			
		Men	Women	% Women	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women	
HoM	8	26	3	10%										6	0	0%	
S4 (incl DHOM)	21	66	15	19%	33	6	15%	10	2	17%				9	2	18%	
S3	49	120	46	28%	75	30	29%	16	4	20%				15	6	29%	
S2	146	365	212	37%	217	155	42%	46	31	40%				49	35	42%	
S1	76	383	231	38%	227	124	35%	46	25	35%				37	28	43%	
S*	24	34	35	51%	12	14	54%	11	13	54%				5	7	58%	
Total	324	994	542	35%	564	329	37%	129	75	37%				121	78	39%	
% of Total		65%	35%		63%	37%		63%	37%					61%	39%		

% of Nominated Total	Nominated		Long-listed of Nominated		Short-listed of Nominated		Employed of Nominated	
	100%	994	63%	564	13%	129	12%	121
	100%	994	63%	564	13%	129	12%	121
			37%	329	14%	75	14%	78

Percentage	Nominated		Long-listed of Nominated		Short-listed from the long list		Employed of shortlisted	
	100%	100%	63%	37%	23%	23%	94%	104%
	100%	100%	63%	37%	23%	23%	94%	104%

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

**For some posts recruitment had not been finalized by 1 May 2009. Hence, the numbers of accepted and hired staff members vary.

TABLE 22
Percentage of Women and Men Nominated and Seconded per Grade
in the OSCE Secretariat, Institutions and Field Operations
from 1 May 2008 to 1 May 2009

	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		(S4) Senior Management		(S) Secretariat Institutions	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Nominations										
2005	62%	38%	67%	33%	75%	25%	81%	19%	55%	45%
2006	62%	38%	66%	34%	76%	24%	91%	9%	40%	60%
2007/08*	56%	44%	63%	37%	78%	22%	76%	24%	45%	55%
2009	63%	37%	70%	30%	73%	27%	81%	19%	43%	57%
Average of the above years	61%	39%	67%	34%	76%	25%	82%	18%	46%	54%
Secondments										
2005	64%	36%	60%	40%	77%	23%	85%	15%	71%	29%
2006	60%	40%	64%	36%	71%	29%	96%	4%	66%	34%
2007	54%	46%	64%	36%	68%	32%	86%	14%	67%	33%
2008	53%	47%	62%	38%	71%	29%	85%	15%	68%	32%
2009**	56%	44%	61%	39%	68%	32%	75%	25%	66%	34%
Average of the above years	57%	43%	62%	38%	71%	29%	85%	15%	68%	32%

*From 1 January 2007 to 1 May 2008

**Numbers of 1 May 2009

TABLE 23
Average of Nominations and Secondments
 Period from 2005 to 1 May 2009

Nominations			
Field Operations		Secretariat and Institutions	
Men	Women	Men	Women
71%	29%	46%	54%
Secondments			
Men	Women	Men	Women
69%	31%	68%	32%

TABLE 24

Gender Composition of Interview Panels by percentage

Field Operation/Institution*	General Service Staff				National Professional Staff				Seconded Professional Staff				Contracted Professional Staff			
	2007 %		2008 %		2007 %		2008 %		2007 %		2008 %		2007 %		2008 %	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Presence in Albania	25	75	46	54	38	62	44	56	29	71	47	53	53	47	53	47
Centre in Ashgabat	100	0	75	25	n/a	n/a	n/a	n/a	100	0	100	0	100	0	100	0
Centre in Astana	42	58	66	33	33	66	25	75	n/a	n/a	n/a	n/a	100	0	75	25
Office in Baku	60	40	45	55	60	40	40	60	80	20	45	55	87	13	50	50
Centre in Bishkek	38	62	58	42	35	65	72	28	45	55	90	10				
Mission to BaH	47	53	44	56	67	33	73	27	59	42	55	45			75	25
Mission in Kosovo	64	36	57	43	55	45	56	44	70	30	71	29	80	20	69	31
Office in Minsk	75	25	75	25	n/a	n/a	n/a	n/a	100	0	100	0				
Mission to Moldova	60	40	33	67	0	100	0	100	83	17	79	21			50	50
Mission to Montenegro	65	35	54	46	n/a	n/a	25	75	60	40	50	50	100	0	100	0
Mission to Serbia	60	40	48	52	40	60	32	68	73	27	86	14	75	25	80	20
SM Mission to Skopje	63	37	59	41	62	38	60	40	76	24	64	36	75	25	100	0
Office in Tajikistan	41	59	48	52	60	40	48	52	33	67	53	47	100	0	75	25
Project Co-ordinator in Ukraine	20	80	0	100	80	20	50	50	100	0	100	0			40	60
Project Co-ordinator in Uzbek.	50	50	50	50	50	50	67	33	67	33	67	33				
Office in Yerevan	29	71	50	50	45	55	45	55	60	40	60	40	71	29	67	33
Office in Zagreb	0	100	n/a	n/a	n/a	n/a	n/a	n/a	67	33	56	44				
PR of the CIO (Minsk Conf.)	75	25	75	25	75	25	75	25	75	25	75	25				
Average Field Operations	51	49	52	48	50	50	47	53	69	31	70	30	84	16	71	29
Secretariat	47	53	46	54	n/a	n/a	n/a	n/a	60	40	59	41	77	23	68	32
ODIHR	37	63	43	57	58	42	61	39	43	57	45	55				
HCNIM	50	50	29	71	n/a	n/a	n/a	n/a	n/a	n/a	88	12				
Average Institutions	45	55	39	61	58	42	61	39	51	49	64	36	77	23	68	32
Average OSCE wide	48	52	46	54	54	46	54	46	60	40	67	33	81	19	69	31

* data was not provided for the Mission to Georgia due to preparations for closure at the time the survey was conducted

TABLE 25
Projects in field operations "Including" a Gender Aspect by Dimension and Budget
 Period from 1 May 2008 to 1 May 2009

Dimension	Total Number of Projects	Projects with Budget Information	Projects with Budget under 20,000 EUR	Total Budget of all Projects of less than 20,000 EUR	Total Budget of all Gender mainstreamed Projects
Politico-Military	35	17	8	60,225.00	1,521.37
Economic and Environmental	39	26	15	143,102.00	2,670.16
Human	72	51	26	170,949.00	10,157.80

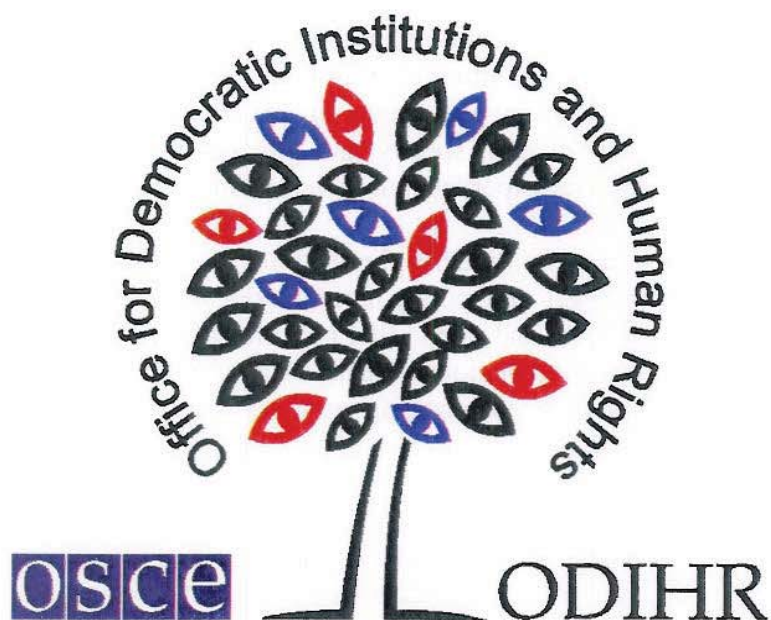
TABLE 26
Projects "Including" a Gender Aspect / Dimension
 Period from 1 May 2008 to 1 May 2009

Dimension	Total Number of Projects	Projects* where the Definition of Gender is Restricted to the representation of women among Project Staff, Partners or Beneficiaries
Politico-Military	35	19
Economic and Environmental	39	25
Human	72	33

* Projects where the definition of gender mainstreaming is explained as the representation of women among project staff, partners or among beneficiaries, such as trainees. Therefore, although the total number of projects classified by the field operations as containing a gender mainstreaming component is 33, only 28 projects take any aspect of gender into account, and only 17 includes a gender component in the substance of the activities.

Annex II

ODIHR: Contribution to the Annual Evaluation Report on Gender Issues



OSCE Action Plan for the Promotion of Gender Equality

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

June 2009

Introduction

The ODIHR continuously works to foster an understanding within participating States that gender equality is an integral component of a functioning democracy. One of the barriers to achieving gender equality is that women's organizations and gender-equality mechanisms are often isolated from mainstream democracy development. In accordance with the tasks contained in the OSCE Action Plan for the Promotion of Gender Equality, the ODIHR assists OSCE participating States in implementing commitments related to the promotion of gender equality and increasing participation of women in governance structures, by developing platforms for interaction between civil society and governments as well as by supporting mechanisms for integrating gender expertise into government policies.

The priority areas in this work as outlined in the Action Plan (Chapter V, para 44 b - g) are ensuring non-discriminatory legal and policy frameworks, ensuring equal opportunity for participation of women in political and public life, promoting equal opportunity for women in the economic sphere and building national mechanisms for the advancement of women, preventing violence against women, encouraging women's participation in conflict prevention and post-conflict reconstruction.

In line with the Action Plan, gender aspects are integrated in all of the ODIHR's programmatic activities. The goals listed above are however also specifically promoted throughout two targeted, longer-term programmes with a specific focus on gender: "Increased Participation of Women in Democratic Processes, as well as the programme on "Human Rights, Women and Security", implemented by the Democratization Department and the Human Rights Department respectively.

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

Throughout 2009, the ODIHR continued to keep gender balance in mind when identifying experts for projects, selecting speakers and moderators for human dimension events as well as while recruiting new ODIHR staff members. Of equal importance is the promotion of the inclusion of gender considerations when developing and commenting on national policy documents, training manuals as well as when developing ODIHR publications.

ODIHR human resources statistics show a healthy gender balanced workplace. Although more men than women have applied for the vacancies in 2009, the latter were more successful in gaining appointments. More women have been appointed to professional and general services posts than men.

There is male inequality at GS level where they make up 21% of the general services staff, but a prevailing dominance at the P3 and higher levels with men representing 65% of professional staff at those levels. There is a relative balance with regard to the number of consultants that are contracted by the ODIHR, with women being contracted 43% of the time whether it is within the framework of the recruitment of experts for election observation missions or when contracting experts for other ODIHR activities.

When recruiting experts for Election Observation and Assessment Missions (EOMs/EAMs), ODIHR strives to ensure gender balance. The ODIHR made specific efforts to recruit female experts in management positions, such as Head and Deputy Head of Mission. Participating States have been encouraged to continue to second female long- and short-term observers (LTOs/STOs). During 2008, core teams of EOMs/EAMs have included 59 female experts out of a total of 153. Out of 1874 STOs seconded by the OSCE participating States, 834 were women. Out of 79 STOs funded through the OSCE/ODIHR Diversification Fund, 37 were women. 88 of 258 seconded LTOs and 5 of 10 funded LTOs were female.

Training statistics show that women have been participating in trainings to a greater degree than men, i.e. 55% of trained staff members were women during the reporting period.

In May 2008 the ODIHR conducted a one-day training for staff members on 'gender mainstreaming in the project cycle'. Out of 12 participants who took part in the course, 7 were women. The training focused on the importance of comprising gender aspects in the project cycle, not only because of OSCE commitments, but above all as a way to strengthen the relevance, impact and sustainability of projects. The training consisted of interactive group sessions in which participants conducted a needs assessment from a gender perspective and developed and discussed gender sensitive objectives and indicators. In addition, the topic of gender budgeting was discussed.

ODIHR press reporting reflects gender mainstreaming as far as possible. Most of ODIHR reporting and all its publications are edited to ensure they follow OSCE standards. Those include ensuring gender-sensitive language and that when attention is drawn to individuals, specialists or officials, women are represented as often as possible. The ODIHR also strives to ensure that women and men are equally represented visually on all its material, be it printed or web-based.

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

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

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

ELECTIONS, ELECTION OBSERVATION AND EFFECTIVE REPRESENTATION:

Gender equality aspects are included in all ODIHR election observation activities, in particular through its Election Observation Missions (EOMs). In the reporting period, consistent gender-specific analysis of election processes and women's participation in political life took place within EOMs. The Core Team of an EOM may include a Gender Analyst (subject to the availability of funds), though an assessment of the manner in which legal, media, political and social structures affect women in electoral processes is done by all members of the Core Team. Reporting on gender equality and women's effective participation in elections is part of the duties and responsibilities of all the EOM analysts. Gender analysts serve as a focal point for inputs from analysts and are responsible for providing analysis, advice and expertise to other analysts. In the reporting period, Gender

Analysts were part of the core teams of seven EOMs. Heads of ODIHR EOMs also have a specific responsibility in ensuring mainstreaming of gender aspects throughout the Mission's activities. Long-term and short-term observers (LTOs and STOs) being equally vital actors within the EOM are provided with briefing materials and instructions that enable them to fulfil their responsibility of systematic reporting on gender issues.

Specific issues related to women's participation and representation in election processes are regularly reflected in ODIHR's reporting on elections.¹ ODIHR handbooks and other publications highlight gender monitoring and specific questions pertaining to gender are included in the observation forms that STOs fill in on election day. All of this provides guidance to observers in their gender-related analysis of election processes and has led to recommendations to the respective OSCE participating States as to how to improve their electoral legislation and practices to ensure women's participation in election processes.

Regular review of election legislation of participating States by the ODIHR is an important part of the overall legislative support the ODIHR offers to participating States on gender related issues. It contributes in a key way to ensuring non-discriminatory legal and policy frameworks. These legal reviews² assess e.g. the existence of provisions for inclusion of women's rights, provisions on equal opportunities for women to participate in elections, their participation in the formation of government, as well as the inclusion of specific measures (i.e. quota systems) to increase the participation of women as voters, candidates and elected representatives, as well as within the election administration.

LEGISLATIVE SUPPORT AND PROMOTION OF THE RULE OF LAW:

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

In the reporting period, the ODIHR has assessed a number of pieces of draft legislation in the field of gender equality and combating domestic violence, such as the draft law of the Republic of Armenia on Combating Domestic Violence, and the draft laws of the Republic of Kazakhstan on Counteracting Domestic Violence and on Equal Rights and Opportunities for Women and Men. Following the request of members of parliament in Kazakhstan, the ODIHR will host an expert roundtable on best practices in legislation on domestic violence in Astana from 1-2 June 2009, bringing together several MPs, representatives of the executive government, and international experts, to discuss specific aspects of the draft law.

In addition, ODIHR maintains the www.legislationline.org database, which features, amongst others, a large compilation of laws and regulations from various OSCE participating States on gender equality.

¹ All observation related reports are available at www.osce.org/odihr.

² OSCE/ODIHR legal reviews are available at www.osce.org/odihr.

MIGRATION AND FREEDOM OF MOVEMENT:

In the beginning of 2009 the ODIHR Migration/Freedom of Movement Unit implemented a project in Kyrgyzstan on Gender Aspects of Access to Social Services of Internal Migrants. Mass unemployment and poverty are the main driving forces behind both emigration and internal migration in Kyrgyzstan. However, various administrative obstacles substantially preclude the access of internal migrants and their families to social services, in particular, social welfare, healthcare and education. In the framework of the project, the Agency of Social Technologies, the ODIHR's civil society partner in Kyrgyzstan, conducted a review of current legislation and national policy documents and carried out sociological research for identification of the practices that are undertaken by migrants to implement their rights as envisaged under relevant legislation. The special needs and concerns of female migrants were specifically reflected in the research methodology. As a result, recommendations for policy improvements were developed to overcome barriers for migrants in access to social services and these were shared at a roundtable for national and municipal policy-makers in Bishkek in March 2009. In addition, the project team developed information leaflets for migrants on their rights and conducted an awareness raising campaign in co-operation with the country-wide civil society network of women resource centres "Women Can Do It!".

HUMAN RIGHTS:

The Handbook on Human Rights and Fundamental Freedoms of Armed Forces Personnel (launched in Geneva and Vienna in May 2008³) presents an overview of existing legislation, policies, and mechanisms to ensure the protection and enforcement of the human rights and fundamental freedoms of armed forces personnel. It includes a chapter on women in the Armed Forces which explores good practices regarding women's participation in the armed forces and the impact of women's increased integration into this traditionally male domain. The Handbook incorporates the main barriers female soldiers are still faced with in all stages of their military career, while highlighting mechanisms and making recommendations for the protection and enforcement of women's human rights. It also addresses harassment and violence, and mechanisms and policies for promoting equality of all military personnel. Since its publication in 2008, the Handbook has been presented to various audiences *inter alia*, OSCE delegations and the FSC, UN Human Rights Council, DCAF Foundation Council, European Association of Military Organisations Congress, national-level implementation events in Armenia and Georgia. At each of these, the ODIHR has specifically drawn attention to and urged participating States and others to work to implement the gender-related recommendations contained in the Handbook.⁴

At the request of the Finnish OSCE Chairmanship, the ODIHR sent an expert team, which also included representatives of the OSCE High Commissioner on National Minorities, to assess the human rights situation in the war-affected areas in the aftermath of the conflict in Georgia. The human rights experts that participated in the mission were equipped with documentation including guidance on how to interview potential victims of gender-based

³ http://www.osce.org/odihr/item_11_30553.html

⁴ See e.g. the remarks made by the ODIHR Director at the Joint Meeting of the OSCE PC and FSC, 29 October 2008: "[t]hird, we can see that the underrepresentation of women in the armed forces still remains problematic. This is true of both the percentage of women in the armed forces generally, and in particular of women in senior officer positions. It is possible to address this issue by ensuring proper recruitment policies, gender training, making sure that women and men are treated equally throughout the armed forces, and that the problem of harassment of women in the armed forces -- a major cause of lack of recruitment and retention of women -- is addressed."

violence. Efforts were made to ensure that an equal number men and women were interviewed as well as meeting with women's rights organizations. Based on the assessment, ODIHR prepared a comprehensive report on its findings and a set of recommendations for the Ministerial Council in Helsinki in early December 2008. The report was distributed to all participating States ahead of the Ministerial Council, and was subsequently released to the public. It included recommendations regarding women's human rights, victims' – including women's - access to compensation and rehabilitation, the importance of non-discrimination and gender equality in post-conflict reconstruction as well as the implementation of UN Security Council Resolution 1325 and relevant OSCE commitments.

TRAFFICKING IN HUMAN BEINGS:

The ODIHR aims to raise the visibility of all purposes for which people, men and women, are trafficked and to promote gender-specific approaches to identification, protection and assistance to trafficked persons. Gender issues are consistently included in ODIHR anti-trafficking projects and taken into account when assessing different forms of exploitation, and responses to trafficking in OSCE participating States. Further, contacts and networks include not only women-focused organizations but also those organizations that are able to provide protection and assistance to both male and female migrants. For example in 2008 the ODIHR Anti-Trafficking programme supported a project implemented at the border between Kazakhstan and Uzbekistan by local NGOs. The project aimed at providing advice and legal assistance to migrants, both men and women, on legal migration and access to remedies at the border points between the two countries. Another example is the project supported by the ODIHR in Poland that aimed at providing shelter and legal assistance to a group of Uzbek and Tajik men exploited in Poland. These activities dispel the belief that victims are trafficked only for sexual exploitation and respond to the fact that trafficking in men for labour exploitation is a pressing issue throughout the OSCE region as well.

ROMA AND SINTI:

In the reporting period, the Contact Point for Roma and Sinti Issues (CPRSI) (jointly with the ODIHR Anti-Trafficking programme) supported production and translation (into English, French and Romani) of the Italian documentary film "Le donne vestivano gonne fiorite" ("Women used to wear floral skirts"). The film portrays the conditions of life and challenges faced by Romani women in Italy and aims at dismantling racist prejudices and widespread negative stereotypical attitudes towards Roma. It promotes a positive image of Romani women and encourages a supportive attitude of the general public toward them and their struggle to integrate into society. The CPRSI also supported a project to raise awareness among Roma, with a particular focus on women and youth, about the importance of their participation in the electoral processes and encourage them to participate in the 2008 Parliamentary elections in the former Yugoslav Republic of Macedonia.

Roma and Sinti women - in their capacity of introducers to the sessions, or as participants - were provided with fora where they could voice their concerns to representatives of the OSCE participating States: the Supplementary Human Dimension Meeting on Roma and Sinti on "Sustainable Policies for Roma and Sinti Integration" (July 2008) and the working Session on Roma and Sinti during the 2008 Human Dimension Implementation Meeting in Warsaw (September 2008).

TOLERANCE AND NON-DISCRIMINATION:

In fulfilling its mandate to systematically collect and disseminate information and best practices, the Tolerance and Non-Discrimination Department has mainstreamed issues related to gender equality and discrimination into its Tolerance and Non-Discrimination Information System (TANDIS)⁵. The system includes “gender-based discrimination” as a key issue and provides links to international instruments and documents (among them the OSCE Action Plan for the Promotion of Gender Equality and related national action plans).

The Department monitors and reports on incidents of intolerance throughout the OSCE region, including cases where women suffer from aggravated discrimination with regard to gender as well as their religious and ethnic identities. In 2008 the ODIHR released the report on *Challenges and Responses to Hate-Motivated Incidents in the OSCE Region* (covering the year 2007), prepared in consultations with organisations dealing with gender discrimination and the promotion of gender equality, where it reported that immigrant women, especially those with a Muslim background, and women belonging to minorities and excluded groups (such as Roma) are in many instances particularly vulnerable to hate crimes and discrimination.

Muslim women face discrimination in society both for being Muslim and for being women. There have been specific successful outreach efforts to include Muslim women in the different tolerance events held, including ODIHR’s 2008 civil society roundtable meeting on Intolerance and discrimination against Muslims, focusing on Youth and Education. One of the recommendations was to concentrate in the following civil society meeting on the gender aspect of anti-Muslim bias and discuss how it affects men and women differently. In 2008, the ODIHR also produced, in partnership with Casa Árabe, a reference guide in Muslims in Spain. This reference guide not only dedicated a specific chapter to Muslim women but also elaborated gender related issues in other chapters.

The Civil Society Capacity Building Programme has continued its efforts to achieve gender balance when identifying participants, speakers and moderators for human dimension events in the area of tolerance and non-discrimination. Furthermore, the ODIHR has ensured that a gender perspective was included in the agenda and recommendation process of civil society meetings that were held ahead of conferences. Additionally, it was ensured that a gender perspective is mainstreamed in the delivery of the ODIHR’s capacity building training on how to prevent and respond to hate crimes. In the same spirit, the group of NGOs selected for the first ODIHR training for civil society on hate crimes was geographically, thematically and gender-wise balanced.

Special attention was also given to the issue of gender-based hate crimes and discrimination during the country visits of CiO’s Personal Representatives on Tolerance. The ODIHR assisted the Personal Representatives in identifying key NGOs addressing gender mainstreaming or women rights in the relevant country and the most pressing issues concerning women who belong to certain minority groups which are vulnerable to hate crimes and discrimination.

⁵ Available at <http://tandis.odihr.pl>.

III. Programmatic activities with specific focus on gender

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

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

Programme on Increased Participation of Women in Democratic Governance

In the reporting period (June 2008- June 2009) the programme focused on the following key issues:

- Promoting Women's political participation and access to policy-making processes;
- Providing expertise and technical assistance to participating States to develop non-discriminatory legal and policy frameworks;
- Supporting the development of effective national mechanisms for the promotion of gender-equality and promoting gender-mainstreaming in policy-making processes;
- Building capacity and skills of law-enforcement and civil society organizations to prevent and combat domestic violence.

The geographic span of programme activities included the South-Eastern and Eastern European, South Caucasus and Central Asian countries (Albania, Armenia, Azerbaijan, Georgia, Kyrgyzstan, Ukraine).

Promoting Women's political participation and access to policy-making processes

Promoting women's political participation and capacity-building of Women's NGO Coalition in Georgia

In the reporting period, the ODIHR continued to assist the Women's NGO Coalition, in implementing initiatives to increase women's political participation and to promote access to policy-making processes. In the pre-election period (May 2008) as well as in its follow-up, the ODIHR supported the Coalition's initiative to develop a package of amendments to the law on political parties and the election code in order to provide for special measures to increase the number of elected women parliamentarians. To mobilize public support around this effort and initiate the parliamentary hearings, the Coalition members gathered 32,400 signatures across Georgia in favor of the amendments. Furthermore, a press conference was held to draw media attention to the Coalition representatives handing over the signatures to members of parliament in the premises of Georgia's national legislature. The package will be discussed in the newly-elected parliament. The amendments will be the key to fostering increased participation of women in politics, especially as they constitute only 6% of the newly elected parliament. Following the elections, the Coalition prepared a brief overview of the election results which indicated the remaining barriers to equal participation of women. These results were discussed among various experts and were covered by various media outlets and disseminated among the general public directly by Coalition members.

Promoting women's political participation and capacity-building of civil society in Kyrgyzstan

The ODIHR continued to provide strategic advice and expertise to its main civil society partners Agency for Social Technologies (AST) and the Regional Women's Network. The counsel was related to media and lobbying campaign in support of increasing women's political participation; combating negative gender stereotypes about women's and men's roles in public and private spheres; and promoting awareness on the importance of equality of rights and opportunities.

The three-year media strategy for 2007-2009, developed jointly with the ODIHR media experts, includes thematic public information campaigns with print and visual media products, innovative public-relations events and actions aimed at increasing media coverage of the work conducted by the AST and active lobbying of legislative measures in support of women's political participation at parliamentary hearings.

In the reporting period, the ODIHR supported the establishment of a new and unique mechanism for cooperation among parliamentarians and the civil society leaders. The Alliance for Women's Legislative Initiatives, bringing together newly-elected female MPs, representatives of national and local executive bodies, civil society leaders and political parties was established in order to support the development of gender-sensitive legislative initiatives and foster interaction between civil society and the national and local legislative bodies. The Alliance has already achieved positive results, as several legislative acts which promote equality of rights and opportunities among women and men in the field of social security, public procurement, and other fields have been adopted. More importantly, with the Alliance's lobbying, amendments to the Law on State Guarantees of Gender Equality in the Kyrgyz Republic were adopted in June 2008. The members of the Alliance also actively participated in the media campaign conducted by the STA on the 8 March 2009 to raise awareness and mobilize public support for necessary reforms in the field of governance and public participation in decision-making processes.

In addition, the ODIHR provided expertise and technical support to the AST and the Regional Women's Network to implement a media campaign aimed at consolidating public support to the activities of civil society and the Alliance on gender equality promotion, and fostering women's participation in the local elections in October 2008 as candidates and voters.

Fostering awareness and co-operation for equality of rights and opportunities among civil society and locally-elected officials in Ukraine

The ODIHR, in co-operation with the OSCE Project Co-ordinator in Ukraine (OSCE PCU), continued activities for the capacity-building of elected women officials in the pilot regions of Chernovtsy, Kirovograd and Zaporizhia on gender-mainstreaming in the policy-making process. The activities were accompanied by a public awareness campaign on promoting gender equality as an integral part of democratic reform.

In June 2008 in Kiev a two-day *Forum of Women Representatives of Local Councils in Ukraine* was held by the OSCE/ODIHR (in co-operation with the PCU and local civil society organizations) with the aim of identifying best practices and strategies for promoting women's leadership and participation in political life at national and local levels. The forum gathered women members of local councils from the regions of Chernovtsy, Zaporizhia and Kirovograd as well as members of Verkhovna Rada (National Parliament), representatives of the Secretariat of the President of Ukraine and various national governmental institutions

working on promotion of gender equality in political decision-making. Several international participants also attended, including a member of the European Parliament from Estonia, deputies from the Parliament of Albania and civil society representatives from various OSCE participating States. The meeting focused on Ukraine's state policy for the promotion of equal rights and opportunities among women and men, the work of locally-elected councils in promoting gender equality and the role of political parties in fostering women's participation in political processes and governance. The experiences of other participating States such as Albania, Estonia and Kyrgyzstan were also discussed. Following the recommendations identified at the Forum, the participants established the National Association of Women Members of Elected Councils at All Levels. The objectives of the Association are to identify concrete measures for implementing existing legislation on equal rights and opportunities among women and men, to introduce amendments into national legislation to create special mechanisms for increasing the representation of women in elected bodies at different levels, and to work for balanced party lists at elections. The participants also agreed to work together to implement awareness-raising activities on gender equality and domestic violence, as well as to develop and lobby for a package of amendments to the existing legislation on domestic violence to ensure effective prevention.

Promotion of women's political participation and network-building in South-Eastern Europe

In 2008, the ODIHR supported activities and facilitated exchanges of experience on the promotion of women's political participation within the countries of South-Eastern Europe. In particular, in co-operation with the OSCE Presence in Albania, two women MPs were identified and invited to participate in the two-day *Forum of Women Representatives of Local Councils in Ukraine* that aimed to identify best practices and strategies for promoting women's leadership and participation in political life at national and local levels. Participants from Albania shared their experience in the field and actively contributed to the forum discussions.

Furthermore, the ODIHR participated in the first regional meeting of women MPs from South-Eastern Europe conducted under the OSCE auspices in Tirana in October 2008. The ODIHR will continue to further engage interlocutors to develop follow-up initiatives on the political participation of women and to strengthen regional co-operation.

Supporting the development of effective national mechanisms for the promotion of gender-equality and promoting gender-mainstreaming in policy-making processes

Integrating gender equality education into the national academic curriculum in Armenia

An education system which promotes the understanding of the essential nature of equality of rights and opportunities is a fundamental element of a democratic society. In the reporting period, the ODIHR continued to provide assistance in promoting education on gender equality issues in Armenia together with the local partner Association of Women with University Education of Armenia (AAWUE). Activities focused on stocktaking of the achieved results and ensuring full institutionalization of high-school and university courses in the national education curricula and thus, enabling the ODIHR to re-focus its support to teacher training and capacity building. In co-operation with the ODIHR and its expert on gender equality education, AAWUE intensified dialogue with the Ministry of Education of Armenia, in particular, with its Institute of Education on the integration of gender equality aspects in the civic education curriculum in high-schools and in the training modules for teachers. AAWUE, with the ODIHR support, developed recommendations for integrating gender-equality aspects

in the civic education curriculum, and for improving the existing secondary school teaching materials from the point of view of gender equality (which were discussed at the expert roundtable, hosted by the Ministry of Education and Science, on gender equality teaching in secondary schools). The roundtable gathered representatives of the Ministry and its Institute of Education, local and international gender equality education experts and international organizations. The curriculum and textbook on *Introduction to Gender Equality* developed by AAWUE is currently due for the Ministry's formal approval and is expected to become an optional subject in schools across Armenia.

Promoting awareness, capacity and transfer of lessons-learnt among law-enforcement structures and civil society organizations in combating domestic violence

Combating domestic violence remains one of the key challenges for countries across the OSCE region. The will of the government to combat domestic violence, while being one of the fundamental elements for success, often fails to translate into tangible results due to lack of effective law-enforcement intervention or assistance to victims. In line with the OSCE Action Plan for Gender Issues, the ODIHR's approach to domestic violence is based on three key areas: sensitization of law enforcement agencies towards the issue as a crime, building the capacity of law enforcement authorities to play an effective role in preventing and combating domestic violence, and promoting co-operation between law enforcement bodies and NGOs to prevent and combat this crime.

In Armenia, in partnership with the Women's Rights Centre, an Armenian NGO with a long-standing experience in working on women's rights, the ODIHR has actively worked to develop legislation for preventing and combating domestic violence. This legislation is aimed at specifically defining actions that constitute a crime of domestic violence and will create sanctions against perpetrators as well as protection mechanisms for victims of domestic violence. In the reporting period, the ODIHR, together with local partners, facilitated several roundtables to discuss the draft law and provided expertise to the drafting group on the proposed version of the draft legislation. In particular, the ODIHR representatives facilitated the organization of roundtable discussions in April and June 2008, bringing together local interlocutors from government structures and civil society. In June 2008, the Women's Rights Centre, with the support of the ODIHR, hosted a training workshop for various governmental representatives and civil society leaders on strategies for lobbying such legislation in national legislatures. The workshop was facilitated by international experts from the US-based NGO Minnesota Advocates for Human Rights and the representative from the Kyrgyz NGO, Social Technologies Agency. In addition, in November 2008, a public hearing was organized to gather a larger group of participants and involved agencies in the discussion of the draft law against domestic violence. The event featured a number of judges from Yerevan city courts, as well as representatives of the Ministry of Internal Affairs, Ministry of Health, Ministry of Labour and Social Issues and the Yerevan City Prosecutor's Office, in addition to numerous non-governmental agencies working in the field of domestic violence prevention and victim assistance. The draft law is currently being finalized and is due to be debated in parliament during 2009.

In Azerbaijan, the ODIHR continued to provide assistance to the Association Symmetria in training regional police representatives on the role of the police and methods for preventing and prosecuting cases of domestic violence. Training sessions are designed to raise awareness among regional police officers on strategies for effective police intervention in cases of domestic violence. In total some 150 police officers in 15 regions were trained. These

trainings form part of the series of similar trainings conducted by the Association Symmetria during the last three years in all regions of the country. In addition, the ODIHR provided support to continue the teaching of the first course on domestic violence intervention by police at the Police Academy in Baku, Azerbaijan. This year, some 200 police cadets as well as officers in service took the course. The methodology of the course is being reviewed regularly by the faculty of the Academy in conjunction with the national experts from Association Symmetria as well as representatives of the Austrian Federal Police and the Law Enforcement Academy in Vienna.

In an effort to promote partnerships among law enforcement and civil society organizations in preventing and combating domestic violence, the ODIHR assisted Symmetria in conducting a training of trainers on domestic violence issues for representatives of the Regional Women's Network in Azerbaijan. The Network, established with the ODIHR support in 2004, comprises 20 civil society leaders from Azerbaijan's regions. Following the training organised for the Network, the members conducted further information seminars in their regions for grassroots leaders on how to raise awareness at the community level on ways to prevent and combat domestic violence. In total some 54 training sessions were conducted in 16 regions of the country, totalling some 1000 participants across the country.

In Ukraine, in order to raise awareness and develop practical skills in preventing and combating domestic violence, the ODIHR engaged representatives of police and law-enforcement structures in the three pilot regions of Chernovtsy, Zaporizhia and Kirovograd in order to assess the current situation and to develop locally tailored activities and programmes for combating domestic violence. In the month of August, in the regions of Kirovograd and Zaporizhia, the ODIHR organized meetings of regional council members with representatives of local administrative bodies whereby participants discussed issues related to the development and implementation of the regional programme on prevention of domestic violence. In September 2008, the ODIHR facilitated a series of meetings in Kirovograd region with the Deputy Head of the Directorate on Family, Youth and Sports Affairs of Kirovograd State Administration and with the Vice-Rector of the Kirovograd Law Institute of Kharkov National University of Internal Affairs to discuss prospects for developing a regional programme on combating domestic violence.

In addition, in November 2008 the ODIHR organized a training workshop for high level representatives of law-enforcement officials from Ukraine and Georgia in Vienna in order to exchange expertise and best practices in strengthening police expertise and capacity in prevention and combating of domestic violence. The training hosted ten representatives from Ukraine's Ministry of Internal Affairs, academics and NGOs working to prevent and combat domestic violence in Ukraine. From Georgia, the training was attended by the deputy Head of the Patrol Police, which has been engaged in regular capacity building and training activities organized by the ODIHR during the last several years.

Human Rights, Women and Security Programme

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

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

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

The programme is active mainly in South-eastern Europe, the Caucuses and Central Asia.

Security Sector Reform (SSR)

In March 2008, the ODIHR, together with the Geneva Centre for the Democratic Control of Armed Forces (DCAF) and the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) published the Toolkit on Gender and Security Sector Reform. This toolkit aims to raise the level of understanding of the gender aspects of security among the various actors that constitute the security-sector by consolidating knowledge and best practices.⁶ By ensuring that government officials and NGO practitioners include a gender perspective in day to day decision- and policy-making processes, interventions in security-related matters will be (a) more likely to achieve their intended objectives, (b) have greater impact and (c) support, address and respond to the security needs of both men and women, boys and girls.

The Toolkit was officially launched to the OSCE community at a side event at the 2008 Human Dimension Implementation Meeting, held in Warsaw in October. Together with the representatives of the ODIHR Human Rights Department, a representative from the OSCE Mission to Bosnia and Herzegovina, the Senior Gender Advisor from the OSCE Secretariat in Vienna and the Director of a Tajik civil society organization presented on how the Toolkit can be used to integrate gender in security – and the importance thereof – in their work. Copies of

⁶ Available at http://www1.osce.org/odihr/item_11_29669.html

the Toolkit were distributed at the side event to participants, which included OSCE delegations and field presences as well as external counterparts, and it has also been distributed at other relevant events and to all OSCE field presences.

Drawing upon the Toolkit as a resource for good practices, the ODIHR has identified police as a target group for integrating gender in security. Working together with the Southeast Police Chiefs Association (SEPCA), the ODIHR has supported the formation of a women's police officer network with expertise on women's rights and gender equality. An initial project is underway to conduct research on the recruitment, retention and promotion of women police officers in all of SEPCA's member states.⁷ In this process, the ODIHR has helped ensure the quality of the collected information by reviewing and providing comments on the methodology. Furthermore, SEPCA's General Assembly in April provided an important forum for introducing the Toolkit and its recommendations to a group of high-level police service representatives. ODIHR sponsored the participation of an international expert who presented on gender and policing.

In order to ensure as broad a distribution as possible of the Toolkit, translation into Russian is underway and expected at the end of 2009.

Early Warning Systems and Conflict Prevention

Enhanced understanding of gender-based perspectives of conflict and of the inclusion of women's contributions to conflict resolution can contribute to more effective and sustainable interventions aimed at conflict prevention and conflict early warning. The ODIHR is drafting a series of policy briefs that will aim to provide practitioners with best practices and concrete recommendations to support gender mainstreaming in the elaboration and implementation of early warning systems.

Women's Human Rights Monitoring and Reporting

Following up on a series of regional workshops held in spring 2008 in Kazakhstan, the ODIHR together with the OSCE Office in Astana and implementing partner, Equitas International Centre for Human Rights Education, held a national roundtable on reporting and monitoring women's human rights in Almaty in December 2008. The roundtable brought together participants from government and civil society organizations to prepare recommendations for cooperation and with a view to Kazakhstan's 2011 CEDAW report. A report with recommendations from the event was distributed to all participants.

⁷ Albania, Bosnia and Herzegovina, Bulgaria, Croatia, the former Yugoslav Republic of Macedonia, Montenegro, Romania and Serbia.

**Post Table Staff by Gender
08 May 2009**

GENDER PER GRADE	Male	Female
D	2	0
P5	3	2
P4	8	4
P3	15	9
P2	7	7
P1	1	0
Seconded	3	7
Sub Total Professional	39	29
G7	0	4
G6	4	7
G5	4	27
G4	1	4
G3	1	3
G2	2	0
G1	0	0
Sub Total GS	12	45
Total	51	74
GENDER PER DEPARTMENT		
Direction and Policy	11	9
Common Services	16	25
CPRSI	2	2
Democratization	7	10
Elections	7	8
Human Rights	4	13
TND	4	7
Total	51	74

**Post table Staff Recruitment by Gender
(1 May 2008 – 30 April 2009)**

Applications	
Male	Female
997	800
Short Listed Professionals	
Male	Female
67	45
Short Listed General Services	
Male	Female
12	18
Board Members	
Male	Female
72	59
Professional Appointments	
Male	Female
10	13
General Services Appointments	
Male	Female
1	7

**Training Break-down by Gender
(1 May 2008 – 30 April 2009)**

Training Activity	Female	Male	Total
GOP	5	9	14
ODIHR Administrative Induction Course	7	15	22
IRMA	8	3	11
Russian individual classes	2	1	3
Russian group classes	22	10	32
Polish individual classes	0	1	1
Recruitment and Selection	14	10	24
PAR	5	5	10
PRINCE2	5	6	11
Negotiation and Communication	14	11	25
Management Development Module	6	8	14
Risk Management	11	14	25
First Aid	14	5	19
Vacancy Notice	1	0	1
Adobe Photoshop - basic	0	1	1
Adobe InDesign - Advanced	1	0	1
Archival Training – level 1	1	0	1
Train-the-Trainer	9	3	12
HR Congress	1	1	2
Configuring and Troubleshooting a Window Server 2008 Network Infrastructure	0	1	1
Certified Information Systems Auditor Training	1	0	1
ITIL V3 Foundation	0	1	1
Website training	0	1	1
Intensive Gender	0	1	1
Gender Training	7	5	12
Speech Writing Workshop	0	1	1
Mediation Training and Roundtable	1	0	1
OSCE Press Officers Media Communication	0	1	1
Human Dimension Course	9	3	12
Training Course for Performance Based Programme Budgeting	0	1	1
Project Management Training	1	1	2
Totals	145	119	263

Female Participation	55%
Male Participation	45%

Annex III

HCNM: Contribution to the Annual Evaluation Report on Gender Issues

ANNEX III

HCNM Annual Evaluation Report on Implementation of the Gender Action Plan June 2009

The High Commissioner on National Minorities (HCNM) regards the promotion of gender equality as an integral part of his policies and activities, not only within his office but also when implementing activities. This evaluation report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality addresses activities undertaken by the HCNM during the reporting period.

1) Gender mainstreaming – internal issues

The High Commissioner has made it one of his priorities to create an attractive place of work for the 30 female and male HCNM staff members. He and the office management team have taken a thorough look into representation of women and men at all levels and their ability to influence their job situation and their sense of inclusion. The HCNM has repeatedly underlined in a number of staff and co-ordination meetings that any problems in this area should be brought to his attention immediately.

While implementation of the Gender Action Plan is primarily the responsibility of management, a Gender Working Group (GWG) set up in 2005 continues to meet periodically and held four meetings during the reporting period. The GWG reports directly to the HCNM and has made a number of recommendations concerning recruitment procedures in the office. In this regard, a decision has been reached to involve at least one member of the GWG in the recruitment procedure not only for general office staff but also for experts/political staff. This includes involvement in writing the terms of reference, compiling the short list and being on the interview board. Other recommendations included training for all staff on gender issues.

Due to a large staff turnover in 2007/2008 a gender training seminar for all staff members was organized on 8 and 9 December 2008 in The Hague. The gender and training sections in the Secretariat helped shape the agenda and conducted the training seminar for the entire office. This training was aimed at finding ways to further enhance and support gender mainstreaming in internal issues. To provide staff with the knowledge and skills to integrate a gender perspective into their everyday work, for example. At the same time it aimed at raising awareness about the professional working environment. The overall feedback from participants was positive.

The recommendations from the seminar will be followed up by the HCNM and management will liaise with and seek advice from the Gender Section in the Secretariat on gender mainstreaming.

During the reporting period, the HCNM discussed with the Secretariat in Vienna (Department of Human Resources and the Senior Adviser on Gender Issues) how to engage in active recruitment, including efforts to attract female candidates for vacancies. The office gender focal point participated in an intensive training course on gender issues in Schlaining and attended the annual gender focal point meeting in Vienna.

During the reporting period 4 recruitment procedures took place. We received a total of 166 applications (all posts were for general office staff) of which 20 were from male candidates.

The gender balance in the office has been closely monitored and further steps can and will be taken to counter the predominance of men in professional and of women in administrative positions. Currently there is one female member of staff in the management team and the office has two female political advisers, one female project officer and one female legal adviser. This means that female members of staff are represented among the teams of political and legal advisers as well as the project officers.

As far as recruitment procedures are concerned, the office usually tries to include both women and men on interview panels. This policy has been followed for all recruitment procedures during the reporting period. The office endeavours to draw up gender-balanced short lists, which is sometimes challenging as candidates who apply for general office positions are overwhelmingly female and the large majority applying for professional posts are men. As a general rule when vacancies are to be filled, the HCNM attaches great importance to finding people who demonstrate gender-sensitive attitudes and understand the importance of an inclusive corporate culture. The recruitment of experts has proved to be just as complicated as more than 90 per cent of candidates are women, especially when the HCNM is seeking external advisers in the education sphere.

Staff Instruction 21/2006 on the Professional Working Environment is disseminated to all HCNM staff members when they take up their posts.

2. Gender Mainstreaming – all projects and programmes

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

Because of the nature of his mandate, the HCNM does not implement projects specifically aimed at promoting gender equality and resolving various gender-related issues. However, all project officers try to achieve gender-mainstreaming in HCNM projects. This point comprised part of the training seminar held in December 2008.

HCNM staff try to ensure that implementing partners seek a sensible gender-balance among the project staff they employ and among the beneficiaries. Gender-disaggregated data from a number of projects provides the office with a clear picture of who benefits from these projects.

As was the case last year, although in many projects HCNM implementing partners manage to maintain a reasonable gender balance among project staff and beneficiaries, there are certain cases when this balance is not practically possible. This is, for instance, the case in education-related projects where a clear predominance of women is observed due to the fact that schools usually employ women teachers. Similarly, projects related to the training and broader capacity building of law enforcement agencies target almost exclusively men.

As mentioned above, implementing partners are encouraged to take gender equality principles into account. In some cases project officers insisted on recruiting female as well as male lawyers. This is very important in certain areas where the HCNM is engaged because the local reality is that female residents feel uncomfortable consulting male lawyers (especially on such issues as domestic violence).

Gender seminars within the projects are regularly conducted to raise awareness among HCNM's implementing partners and project beneficiaries on gender-related issues. Notions like "gender", "gender equality", "gender mainstreaming" and "gender discrimination" were explained in detail. Participants were also familiarized with international and national gender-related legislation.

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

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

3. Gender mainstreaming in press reporting, liaison activities and events

Gender-balanced reporting is the guiding principle for all speeches, press releases and other public appearances by the HCNM. Participants learned what this means in practice as part of the December 2008 training seminar.

4. Recommendations

1. Provide gender-specific training for all managerial and programmatic staff on a periodic basis
2. Look into further improvements on gender mainstreaming in all projects and activities.
3. Continue to address and counter the tendency for significantly fewer female candidates to apply for professional positions (and vice versa for general staff positions). At the HCNM office less than one third of the applications received for professional posts come from female candidates. During the latest recruitment procedure of the 79 applications received for the position of administrative assistant, only one was from a male candidate. Perhaps refraining from using the term "secretary" in vacancy notices in the future would help; the office intends to investigate how to address this phenomenon together with the Gender Section in the Secretariat.

Annex IV

Office of the Representative on FOM: Contribution to the Annual Evaluation Report on Gender Issues

**2009 RFoM Annual Evaluation Report of the Implementation of the
OSCE Action Plan for the Promotion of Gender Equality
July 2009**

Intro

The promotion of gender equality and gender mainstreaming forms an integral component of the internal policies, programmatic activities and public relation work of the Representative on Freedom of the Media (RFoM). The activities and efforts to advance the gender dimension the RFoM are mainly guided by the Action Plan (Chapter V, para 44 d) which stipulates that the RFoM “will be alert to allegations of serious intolerance towards women and incitement to gender discrimination in or by the media in participating States in accordance with Chapter 6 of the mandate”.¹ With the following report the RFoM evaluates the Office’s implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality and addresses activities undertaken during the reporting period.

Promoting gender equality within the Institution

Like in previous years, the RFoM and senior management have worked towards ensuring equal opportunities for both genders and creating a professional working atmosphere where both female and male staff is equally represented and where their professional needs and strengths are equally taken into consideration, whenever and wherever possible.

After the commence of maternity leave of the previous Gender Focal Point, who holds the position of Assistant Project Officer, this function was transferred to a newly recruited female Senior Advisor.

With only 13 staff members, the Office of the RFoM represents the smallest of the OSCE Institutions and even the slightest staff fluctuation visibly affects the proportion of men to women in the Office. The reporting period saw a relatively high turnover of staff, affecting both the GS- and P-level, which lead to a drastic change of the gender proportionality.

As illustrated below, 62 % of the staff is female, while 38 % are male. Although, both the position of the RFoM and the Director of the Office are filled with men, on the P-level the staffing table is gender balanced. Given the caveat of small staff number and compared to the last reporting period, the gender balance improved due to the fact that the Office recruited one female Senior Advisor and that two P-level positions, which were previously occupied by men could be filled by female candidates. Currently, the Office is in the

¹ Decision No. 14/04 on the 2004 OSCE Action Plan For The Promotion Of Gender Equality, MC.DEC/14/04, 7 December 2004.

process of filling two P-level vacancies. On the GS-level, the distribution is less balanced and shows an inequality with only 25 % of the staff being male.

As to the recruitment procedure, the Office of the RFoM is serviced by the Secretariat and closely follows the OSCE guidelines regarding the drafting of vacancy notices and the recruitment process. Interview panels try to be gender balanced, which, however, given the size of the Office is not always possible. Shortlists, particularly for contracted positions are gender-balanced. Given the fact that only few participating States put forward names for seconded positions with duty station in Vienna and the resulting very low number of nominations for seconded positions, the gender-balance of the shortlists for seconded staff tends to be accidental.

All relevant information regarding gender issues is regularly distributed to the Office staff and gender issues are put on the staff meeting agendas on a regular basis, thus ensuring the continuous briefing of the FoM staff. All new staff members are made aware of and receive explanation regarding the Staff Instruction 21/2006.

The newly appointed Gender Focal Point participated in the two and a half day gender focal point meeting held in Vienna in June 2009.

Post table Staff by Gender

Grade	Female	Male	Total
RFoM	0	1	1
Director	0	1	1
Senior Advisor (Seconded)	1	1	2
P3	1	0	1
P2	2	0	2
P1	0	1	1
Assistant Project Officer (Seconded)	1	0	1
Sub Total P-level staff / Percentage	5 / 56 %	4 / 44 %	9 / 100 %
GS 7	1	0	1
GS 6	1	0	1
GS 4	1	0	1
Temporary Contracted Clerk		1	1
Sub Total GS-level staff / Percentage	3 / 75 %	1 / 25 %	4 / 100 %
Total / Percentage	8 / 62 %	5 / 38 %	13 / 100 %

Gender Mainstreaming – Programmatic Activities, Events and Press Reporting

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

Given the fact that the RFoM is not mandated to engage in media development and to monitor specific media content, the RFoM does not implement projects which have the specific aim to promote gender equality in or by the media. The RFoM thus has no influence on the quality of gender aspects in the reporting by journalists or the equal and adequate gender representation amongst staff in media outlets.

However, and in line with the Gender Action Plan, the RFoM is mandated to receive “allegations of serious intolerance towards women and incitement to gender discrimination in or by the media in participating States”². Therefore, the RFoM can only react to reported cases observed in the general framework of the monitoring of freedom of the media in OSCE participating States. During the reporting period, the RFoM was not alerted of any alleged cases of intolerance towards women or any incitement to gender discrimination in or by the media.

All project officers are asked to include gender mainstreaming in FoM projects, to strive for equal gender representation of speakers, panellists, and participants in conferences and seminars organised by the RFoM. The RFoM continued to keep the gender balance in mind when identifying experts for projects and selecting experts and moderators for events and meetings. While all events organized by the RFoM included women in all panel sessions, no full gender balanced could be reached and men still do dominate many of the events. On the other hand, the experts commissioned by the Office for its publications, legal reviews and press trainings do reflect a balanced gender representation.

RFoM press statements adhere to gender mainstreaming. All of the Office’s reporting and its publications are edited pursuant to OSCE standards. These include ensuring gender-sensitive language.

In the beginning of 2009, the RFoM and the Senior Adviser on Gender Issues discussed the areas the RFoM can further engage in to increase gender mainstreaming in its programme and to identify gender specific project areas within the RFoM mandate.

Media self-regulation was identified as the area where the RFoM could support the integration of gender mainstreaming during the establishing of self-regulatory bodies and the drafting of voluntary ethical standards and professional codes through the promotion of gender-balanced representation in self-regulatory bodies and the inclusion of gender-sensitive provisions in ethical guidelines.

² Decision No. 14/04 on the 2004 OSCE Action Plan For The Promotion Of Gender Equality, Chapter V, Para 44 d, MC.DEC/14/04, 7 December 2004.