



Organization for Security and Co-operation in Europe

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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Foreword

The present report has been prepared in accordance with MC.DEC/14/04 on the 2004 OSCE Action Plan for the Promotion of Gender Equality, which stipulates that the Secretary General shall present to the Permanent Council an annual evaluation report on the implementation of gender equality measures.¹

The report analyses the extent to which the commitments articulated in the Gender Action Plan have been put into practice, identifies challenges to the implementation of tasks and activities and provides recommendations to address these areas. The present document covers a reporting period from 1 May 2008 to 1 May 2009.

The main aim of this report is to assess the situation and raise awareness of the state of gender equality in the OSCE structures, policies and programmes.

The data included in the report are based on input from all field operations and Secretariat departments. As in former years, the data have been compiled and analysed by the Gender Section of the Office of the Secretary General.

The report describes activities for the promotion of gender equality and provides statistical information on staffing patterns during the reporting period. It is structured according to the three main areas of the Gender Action Plan: 1) gender mainstreaming within the Organization, 2) gender mainstreaming in all programmes and activities, and 3) gender-specific projects in the priority areas defined in the Gender Action Plan.

Evaluation reports submitted by the Office for Democratic Institutions and Human Rights, Office of the High Commissioner on National Minorities and the Office of the Representative on Freedom of the Media, as well as staff statistics, are included as annexes.

Project matrixes from field operations can be viewed in Doc.In under the following link:

<http://docin.osce.org/docin/llisapi.dll?func=ll&objId=15850408&objAction=browse&sort=name&viewType=1>

¹ The previous Secretary General's evaluation report can be found under http://www.osce.org/documents/sg/2008/09/33064_en.pdf

Executive Summary

Introduction

Since the last Secretary General's report, OSCE structures have continued to make progress in mainstreaming gender issues within recruitment and in programmes and activities, as well as in supporting participating States to promote women's rights in certain priority areas. The balance between men and women at the management level has shown improvement. While in the past, mainstreaming of gender issues in field operations has often been limited to efforts to include women among project staff or beneficiaries, as was the case last year, several field operations have undertaken significant gender analysis and thematic gender mainstreaming this year. The integration of gender issues in police work is an outstanding example from this past year, as well as other projects that address the priority areas as established in the Action Plan.

Findings

1. From May 2008 to May 2009, a total of 108 staff members were trained on gender mainstreaming in the project cycle, another 214 benefited from introductory sessions.
2. Five deputy Heads of Mission were appointed as gender focal points, showing increased involvement of and commitment by senior management to the implementation of the Action Plan.
3. Efforts to ensure a gender-sensitive professional working environment in the Organization have continued, including through the use of mediation focal points and exit interviews with staff leaving the Secretariat.
4. A pilot project to introduce flexible working arrangements in the Secretariat is in place. The majority of field operations are not yet offering a policy with flexibility for staff to better balance private and professional life.
5. Women now account for 45 per cent of all OSCE professionals² (excluding managers). In management positions³, the percentage of women has increased from 19 per cent last year to 24 per cent in May 2009. Since the approval of the Gender Action Plan the proportion of women in professional positions has increased by two per cent per year, while the percentage of female managers has advanced more slowly and with some fluctuations.
6. Thirty-four percent of all nominations by participating States concerned women. This represents a six per cent decrease from last year's reporting period and a departure from the positive trend observed in female nominations over the last years (30 per cent in 2004, 34 in 2005, 37 in 2006 and 40 percent between January 2007 and May 2008). For management positions, the percentage of female nominations has remained at 25 per cent, similar to the previous year. As in previous years, the fields of military and police exhibit severe under-representation of women.
7. During this reporting period, however, the participating States have consistently increased their nominations of women for professional positions in the Secretariat and Institutions (to 57 per cent between May 2008 and May 2009). Women currently represent only 34 per cent of the seconded staff in the Secretariat and institutions.
8. An increase has been observed in the number of female professionals applying to vacant P1 to P4 positions, seven per cent more in comparison to last year's reporting period. However, there is still considerable loss of female candidates in the recruitment process as compared to males. While female and male candidates represent over 40 per cent and almost 60 per cent respectively in the application process, men represent two-thirds of those hired for employment. Women's applications for P5 and above positions remain low with only 21 per cent of total applications.

² Including national professionals, P1 to P4 and S1 and S2 levels.

³ Including P5 and above and higher S.

9. For the first time, data have been provided about the percentage of men and women participating in recruitment panels. Panels recruiting G staff are gender balanced. The presence of women in the panels selecting contracted professional staff, went from 19 per cent in panels formed in 2007 to 31 per cent in those in 2008.
10. Field operations reported a total of 146 projects where gender issues were integrated. However, in more than half of them, “gender mainstreaming” consisted exclusively of including several women among project staff and beneficiaries. Fewer cases included gender aspects in the thematic substance of the projects.
11. By contrast, and as a result of a direct assistance from the Gender Section, some field operations were open to undertaking adequate gender assessments, for example addressing gender-differentiated needs in police programmes, such as those implemented by the OSCE Office in Baku and the Spillover Monitor Mission to Skopje. In order to consolidate this trend, the Gender Section has published and is disseminating a fact sheet with concrete guidelines on how to integrate men’s and women’s concerns in police-public partnerships.
12. Gender focal points continue to work mainly in the human dimension, mostly as human rights officers, implementing women’s rights/anti-trafficking projects and, therefore, have few links with broader programmes. This compromises their ability to effect gender mainstreaming across programmes and dimensions in their field operations. The appointment of deputy Heads of Mission as gender focal points is expected to improve this situation.
13. The Gender Section, in cooperation with other Secretariat departments, institutions and field operations, has published several tools as part of a thematic oriented methodology to support OSCE staff members to mainstream gender issues in the most neglected areas. Such resources are also of use to delegates.
14. Field operations continued to support activities in the priority areas of the Gender Action Plan throughout OSCE regions, in a number of cases with support from the ODIHR and the Gender Section. As in the past, most of the women’s rights projects, conducted in the framework of the Gender Action Plan, fall under themes of the human dimension. Far fewer activities on gender issues are conducted in the politico-military or economic and environmental dimensions. Numerous activities were dedicated to the development, monitoring and amendment of legal frameworks and national policies on gender equality, however with no major breakthroughs for a number of draft equality laws.
15. Significant attention was given to preventing violence against women including domestic violence, violence in conflict situations and anti-trafficking issues. The Gender Section published a comprehensive compilation *Bringing Security Home* presenting nearly 100 tested effective good practices to combat violence against women across the OSCE region.
16. Progress in the area of promoting women’s participation in conflict prevention, crisis management and post-conflict reconstruction remains slow. However, while last year only the Mission to Serbia reported an initiative in this field, in this reporting period field operations in Kosovo, Moldova and Montenegro carried out activities in this area. The Gender Section intensified awareness-raising among OSCE staff and delegations through a thematic round table and an address to the FSC. The Section continues to implement a project on mapping female experts for military and police matters in the OSCE, in line with various gender related MC Decisions.
17. The amendments to the questionnaire to the Military Code of Conduct were approved in April 2009, however, they did not include a requirement for reporting on the implementation of UNSCR 1325. Nevertheless, 17 participating States have taken the commendable initiative to voluntarily include information on women, peace and security in their annual responses.
18. The commitment and leadership of management continues to be paramount for ensuring progress in all areas of the Gender Action Plan. This reporting period shows in an unmistakable way that in the departments and field operations where management is demonstrating a strong engagement, for example through the appointment of the deputy Head of Mission as the gender focal point, and

the implementation of several measures with the Gender Section, progress on gender issues is taking place.

Conclusion

Given the lack of quantitative and time-bound targets in the 2004 Gender Action Plan, it is difficult to make a detailed, concrete and factual evaluation of the extent to which the Action Plan is being implemented. However, palpable advances have been made over the short reporting period. It should be noted that they occurred mostly when dedicated OSCE staff and managers took gender aware decisions and in some cases when a close and intense assistance was given by the Gender Section. This is clearly the case in processes that led to an increase of female professionals in management positions, in conducting gender assessments within policing projects and in the development of comprehensive methodologies and tools and the documentation and dissemination of good practices. Despite this encouraging trend, we are still far from a systematic integration of gender concerns and dimensions in all OSCE policies, structures and programmes.

A great many of the recommendations from the previous Secretary General's report on the Gender Action Plan remain valid.

Strong leadership by OSCE managers and the commitment of participating States still needs to materialize in concrete decisions to move forward in the implementation of the unanimously approved gender policies. Principally, participating States should direct their attention to secondment and recruitment processes in order to ensure equitable representation of men and women in all categories of staff and in particular in leadership positions.

The consideration of the distinct but equally relevant needs, contributions and expected benefits of women and men in projects across dimensions should be at the heart of OSCE actions. It is hoped that the recent gender supportive attitude, partially through two consecutive Chairmanships whose priorities have included gender issues, the openness of the Forum for Security and Cooperation to activities on gender issues and the initiative taken by several participating States to fund and support gender projects will set the tone for further advances in the future.

Other key recommendations for the next reporting period include:

1. Field operations should build on the good example given by five missions and appoint deputy Heads of missions as gender focal points.
2. Mainstreaming gender across programmes and policies is not only ethically sound but also ensures a higher efficiency and quality of programmes. Field operations should adapt their management practices for more efficiency and initiate activities to mainstream gender as a cross-dimensional issue rather than as an issue mostly dealt with in the human dimension. Particular attention should be given to the politico-military and economic and environmental dimensions, where project managers are least aware of the benefit to integrate gender issues into their work.
3. Field operations and institutions should use more systematically specialized expertise to integrate gender aspects into projects in all dimensions. In order to accomplish this, additional and more appropriate capacity building modules need to be developed and offered by field operations as well as by the Training and the Gender Sections. Project managers across structures should also make regular use of the tools and publications recently developed by the Gender Section.
4. The participating States should energetically correct the current alarming decrease in the number of women they nominated during the reporting period and propose a significant number of female nominees to top management vacancies in the Secretariat, institutions and field operations.
5. The DHR and the hiring managers should intensify efforts to advertise and attract applications from women and should aim for a balance between the proportion of qualified female applications/nominations and the proportion of women effectively recruited / seconded to positions, especially for professional positions in the Secretariat and institutions. They should, in particular seek to ensure that contracted management P and D vacancy notices are brought to a wider attention in

time and that recruitment for these positions is not started unless a minimum of 40 per cent applications from female candidates is received. The hiring sex ratio should subsequently correlate reasonably with the percentage of qualified men and women who applied.

6. In order to improve the work on the priority areas established in the Gender Action Plan, the field operations and the participating States should ensure continuous political support to gender issues and allocate sufficient resources to gender activities in particular for economic empowerment, inclusion of women in crisis management and conflict resolution and peace processes.
7. During 2010 the international community will celebrate important landmarks in women's involvement in and contributions to conflict prevention, crisis management and post conflict rehabilitation (the 10th anniversary of UNSCR 1325 and the 5th anniversary of MC. DEC 14/05). During its upcoming Chairmanship, it is strategically important that Kazakhstan maintain the implementation of the Gender Action plan and related MC Decisions among its priorities for the Organization.

1. Progress made in the Mainstreaming of Gender in the OSCE Structures and in the Working Environment⁴

1.1 Capacity Building on Gender Issues for OSCE Staff

Training programmes remained an important tool for introducing gender issues to new and existing OSCE staff. Between 1 May 2008 and 1 May 2009, the Training and Gender Sections organised the following training sessions on gender mainstreaming for OSCE staff;

Target Group / Length	Date	Number of Participants
Two one and a half day courses in the Office in Tajikistan	6-8 May 2008	33
Two-day training in the Office in Moldova	16-17 June 2008	20
Two-day training at the Mission in Serbia	4-5 September 2008	7
Three-day training at Stadtschlaining, Austria. Participants from Secretariat, institutions and field operations.	13-15 October 2008	21
Two-day training for the High Commission on National Minorities	8-9 December 2008	12
Four modules in the Secretariat	First half 2009	15
TOTAL		108

The General Orientation Programme includes an introductory session on gender issues, and during the reporting period, approximately 214 new staff members, interns, and delegates from participating States participated in the orientation programme. The Training Section has included a session, or briefing, on gender mainstreaming in pre-mission training activities and has also made efforts to integrate a gender perspective in their other OSCE training activities.

In 2009, the Training and Gender Sections launched the first modular gender training comprised of four modules of half-day over a period of four months in order to encourage Secretariat staff to attend in a flexible manner. This training is added to the one which used to be offered only once a year in Stadtschlaining during a three-day period.

As was the case in 2008, the need for training on gender issues exceeds the capacity of the Training Section. Hence, the Gender Section is increasingly called upon to (co)deliver various gender trainings. However, it can only respond to a portion of the requests as the Gender Issues programme has neither core funds nor human resources earmarked for training.

Regarding training of field operations' and institutions' staff, apart from the short introduction in the General Orientation Programme, training on gender issues is not compulsory. The frequency and length of the training courses on gender mainstreaming depends on the decision of managers in institutions and field operations. Demand for such training was particularly low in the reporting period.

When reporting on the extent to which they are mainstreaming gender issues across all dimensions, field operations and institutions point out that staff members lack sufficient knowledge and thus more training on gender mainstreaming is needed. However, only three field operations and one institution requested training on gender mainstreaming this year.

1.2 Management

The Gender Action Plan assigns special responsibility to and requires the active leadership of senior management in its implementation⁵.

⁴ Gender Action Plan, Section III A.

⁵ Gender Action Plan, paragraphs 14, 15, 17, 26.

A positive development in the involvement of management in addressing gender issues, and a recommendation of the 2008 Annual Evaluation Report, is the appointment of deputy Heads as gender focal points in five field operations: the Centre in Astana, Office in Baku, Mission in Kosovo, Office in Minsk, and Spillover Monitor Mission to Skopje.

Changes to the staff rules and regulations relating to maternity and paternity entitlements have been fully implemented. For example, in the Secretariat during the reporting period, 12 staff members took maternity leave, 20 staff members took paternity leave and seven female staff members went on special leave without pay in connection with maternity. To date, no male staff member has taken special leave without pay in connection with paternity. The nursery room available in the Secretariat is regularly used by pregnant staff members or parents nursing their children.

The Department of Human Resources (DHR) has introduced flexible working arrangements to the OSCE Secretariat in an effort to provide staff with options to better combine their professional and private lives, through Staff Instruction 27/2009 on "Official Working Hours and Flexible Working Arrangements." Flexible working arrangements, such as staggered working hours, job sharing, part-time hours and telecommuting, were introduced on a three-month trial basis at the Secretariat from 1 May 2009. Following this pilot, an evaluation will take place, and if necessary the policy framework will be revised.

At present, field operations do not have a policy on flexi-time, and some field operations staff report difficulties in balancing private and professional life.

The absence of entitlements for staff in family duty stations (for example, dependency, rental subsidy and education allowance) remains a serious obstacle to attracting qualified professional staff, especially women, to the Organization. The Staff Rules and Regulations⁶ authorize the Secretary General, in consultation with the Head of a field operation, to determine which duty stations are considered "non-family" duty stations. At the same time, the rules do not grant any particular benefits or entitlements to those working in "family" duty stations. There was, however, a positive development in the area of family duty stations which will allow family members to accompany the mission staff member on duty. As reported last year, the OSCE Presence in Albania, specifically Tirana, had been classified as a non-family duty station for staff members with children under age seven, in contrast to UN guidelines which granted family status to the entire country. In mid-2009, the OSCE re-classified Albania in line with UN security standards⁷.

1.3 The Professional Working Environment

The Department of Human Resources and field operations ensure that all new staff is familiar with Staff Instruction 21/2006 on discrimination, harassment, and sexual harassment and its related formal and informal processes. The General Orientation Programme contains a session on staff rules and regulations, in which the Staff Instruction is introduced and staff is informed of the options available to them in a case of its violation.

The Department of Human Resources also houses the Mediation Co-ordination Team. In mid-2009, based on feedback from a 2008 Mediation Roundtable, DHR introduced revised Terms of Reference for Mediation Focal Points, which clarify the role of the 28 Mediation Focal Points in Institutions and field operations. Information was provided to Heads of Mission and Institutions distinguishing the advisory role of the Mediation Focal Points from that of certified/experienced internal or external mediators who take an active role in mediating cases. Through their network, the Mediation Focal Points, carry out awareness raising activities related to Staff Instruction 21 in the field. Additionally, in an effort to establish a pool of candidates that can meet the mediation needs of the Organization, DHR will soon issue a vacancy notice to attract qualified mediators and build up mediation resources.

The Department of Human Resources collects data on the number of cases of harassment, sexual harassment and discrimination reported in field operations and institutions. During 2008, three formal complaints were made under SI 21/2006, two relating to alleged harassment and one relating to alleged

⁶ Regulation 2.09.

⁷ Currently, the only OSCE non-family duty stations are the Mission in Kosovo and the Personal Representative of the CiO in Tbilisi on the conflict addressed by the OSCE Minsk Conference.

discrimination. No instances of sexual harassment were reported. Three mediation cases were reported, all of which related to alleged harassment.

As in previous years, a number of staff members have preferred to report instances of alleged harassment and discrimination informally, reporting to and seeking advice from a manager of their choice or a member of the Gender Section.

Since July 2008, the DHR has consistently conducted exit interviews for all staff members leaving the Secretariat as a means of identifying areas for further improvement within the Organisation and to better understand the reasons for staff turnover. Although the data gained by DHR in this process is expected to provide valuable feedback for further improvement of the professional working environment, the questionnaire seems of limited use when it comes to any gender based discrimination or harassment.

The questionnaire does not include any direct questions about harassment or gender based discrimination and until now, no reference was made to gender discrimination or sexual harassment by interviewees throughout all exit interviews so far performed.

In May 2009, the Department of Human Resources initiated a study to develop a working definition of "gender sensitivity" in the context of the OSCE working environment. The results are expected to be used among others as a reference material for training, and in measurement of gender sensitive attitudes and skills.

1.4. Gender Balance in Professional and Management Positions

As stipulated in the Gender Action Plan⁸, the Secretariat shall prepare annual statistics showing the current distribution of women and men by category of posts at each level. Detailed sex disaggregated statistics⁹ can be found in Annex I to this report. The statistics in the Annex show the representation of women and men in the OSCE as of 1 May 2009¹⁰.

In response to a request from the Gender Section, since March 2009, DHR has provided sex disaggregated information in quarterly staff reports sent to delegations and OSCE structures.

Analysis of the General Categories of Staff in Field Operations, Institutions and the Secretariat

A positive trend of slowly increasing numbers of women at professional and management levels continued in this reporting period, an important step towards ensuring equal opportunities for women in the Organization.

As of May 2009, there are 2,745 total staff in all categories of the OSCE, with women representing 44 per cent of the total, a figure the same as in 2008¹¹.

The outstanding news for the reporting period under consideration is the increase in the proportion of women in management and decision making positions¹² from 19 per cent in May 2008 to 24 per cent this year. While this result is admirable, it should also be noted that it is quite volatile: there are fewer management positions overall in the OSCE, and therefore small fluctuations in recruitment and secondment can lead to dramatic percentage increases or decreases.

8 Gender Action Plan, paragraph 31.

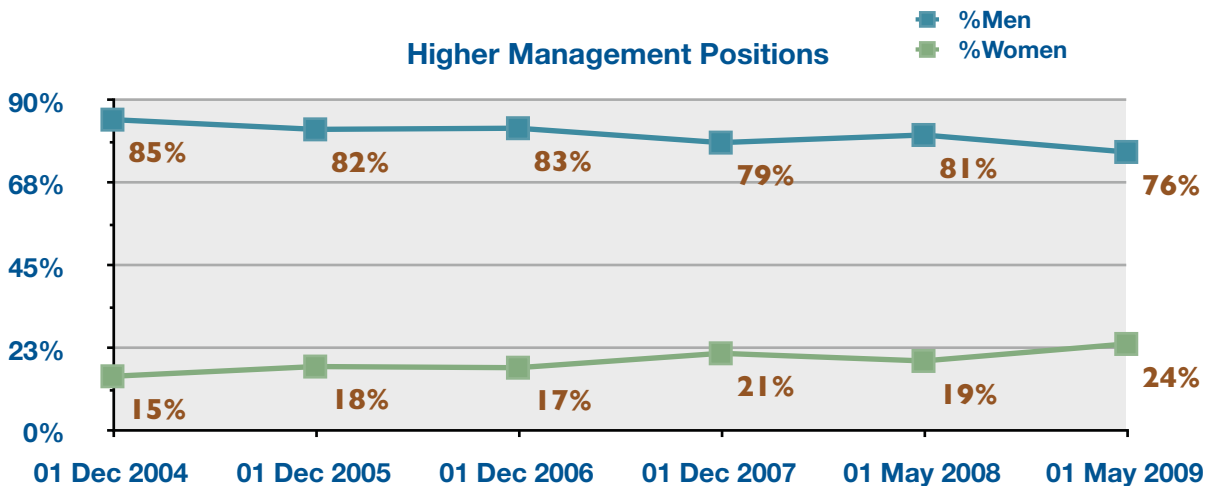
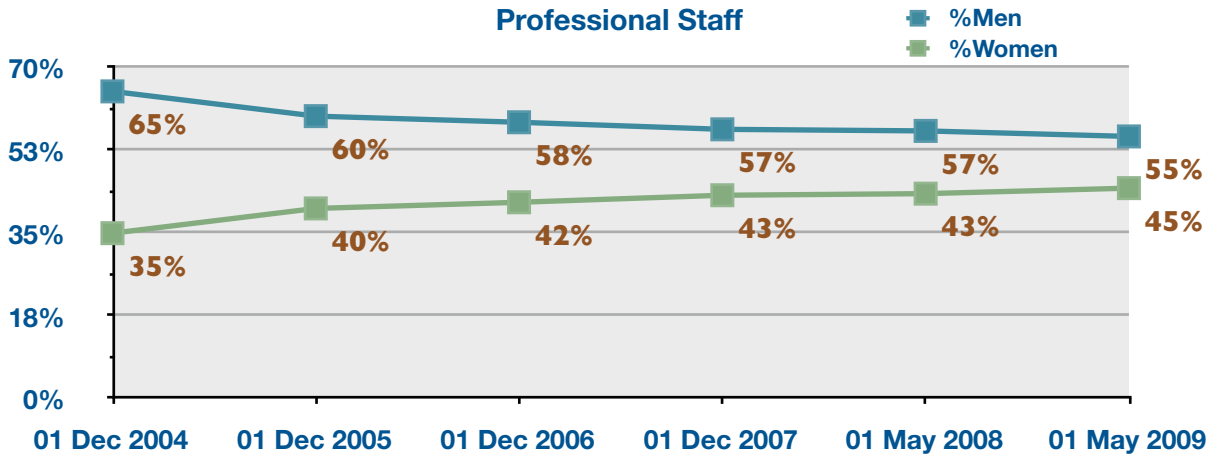
9 These statistics should be viewed with some caution. Data generated from IRMA is only as good as the data that has been entered into the system. While the Secretariat has continuously been entering all recruitment data in the system, some field operations do not input all data, or are registering data several months after a selection process has been finalised.

10 Statistical data for the full reporting period relevant to staff in Georgia is not available.

11 Annex I, table 1.

12 Including highest ranks in secondment, P5, D1, D2, Heads and deputy Heads of field operations and institutions.

Regarding professional staff¹³, 45 per cent were women in 2009, a two per cent increase from the previous year. For the past five years, the number of professional women in the OSCE has consistently increased by two per cent every year.



Unfortunately, the low numbers of female heads and deputy Heads of field operations changed little in this reporting period. As of 1 May 2009, only one of a total of 21 field operations and institutions was headed by a woman. Out of 14 deputy Heads of field operations¹⁴, four were women¹⁵.

The number of women in national and international professional positions in field operations has reached 48 per cent, close to equal representation of men and women. International female professionals represent 37 per cent of all international staff in field operations. Of all managers in field operations, 24 per cent are women, representing a five per cent increase this year¹⁶.

Still, significant variations by field operations remain, which are not visible when statistics are viewed in the aggregate. For example, in the Mission to Bosnia and Herzegovina, there are only two female managers,

¹³ Including national professionals, P1 to P4 and S1 and S2 levels.

¹⁴ Explanatory note on Georgia.

¹⁵ Specifically, in the Centre in Astana, Office in Minsk, Presence in Albania and the Spillover Monitor Mission to Skopje. Annel I, Table and Graph 11.

¹⁶ Annex I, table and graph 2.

out of 13 management positions. On the other hand, the Mission in Kosovo has made clear advances in increasing the number of female managers from five in 2008, to 10 out of 26 this year.

In this reporting period, women in the Secretariat and Institutions combined held 35 per cent of professional positions, an increase from 33 per cent in 2008 and matching 2007 figures. As of May 1 2009, women held nine out of 39 management positions, representing 23 per cent of the total and a three per cent increase from last year¹⁷.

The representation of women in professional positions in the Secretariat alone¹⁸ has increased from 31 per cent in 2008 to 33 per cent in 2009. Only eight out of the 31 secondees in the Secretariat are women.

The numbers of women and men at P levels have remained consistent with previous years. Women currently hold 20 out of 50 P3 positions and 10 out of 37 P4 positions.

Although the number of women in management positions has increased slightly, of the 25 positions at P5, D1 and D2 levels, only six are occupied by women.

Out of all professional positions in ODIHR, 43 per cent are occupied by women, an increase from last year due to the recruitment of several women at the P3 and P4 level and the departure of five male secondees. However, women are disproportionately represented in administrative positions in the ODIHR, representing 81 per cent of administrative staff.¹⁹

The HCNM has maintained levels of women in professional posts similar to the previous year, with women occupying six out of 20 professional positions²⁰. All G positions in the HCNM are occupied by women.

The Representative on Freedom of the media has an equal representation of women and men at professional level in its eight member team. However, only women occupy administrative positions and only men occupy management posts.²¹

Analysis of the Gender Balance by Field of Expertise

Because of differences in how field operations structure job categories and titles, data on the gender balance by field of expertise²² presents only a general picture of the work carried out by women and men in the OSCE.

As in previous years, there are distinct patterns to the areas in which men and women are equally represented and where there is disproportionate representation. Specifically, men and women are equally represented in the areas of the Human Dimension, such as Democratization, Human Rights, Media and Rule of Law. In positions in the field of police and military affairs, however, the representation of women remains low. At present, there are no women working in military positions, and only six out of 50 civilian police officers are women. As reported below in chapter 3, the Gender Section is taking positive steps to help rectify this imbalance, working in coordination with DHR, the Strategic Police Matters Unit, and Press and Public Information Section under a project on "Mapping female experts for military and police matters in the OSCE." The aim of this project is to facilitate access to the profiles of qualified female experts in the politico-military field. One tool under this project, a roster of female experts, has been recommended in UNSCR 1325 (Para 3), in the 2004 OSCE Action Plan for the Promotion of Gender Equality (Para 22), in MC.DEC/14/05 (Para 3) and in a number of national implementation plans.

17 Annex I, table and graph 4.

18 Annex I, table and graph 5.

19 Annex I, table and graph 6.

20 Annex I, table and graph 7.

21 Annex I, table and graph 8.

22 Annex I, table and graph 17.

Analysis of Nominations and Secondments by Participating States

As of 1 May 2009, the OSCE had 465 seconded staff from 47 participating States, of which 38 per cent were women, a slight increase from last year²³.

The number of women among the secondees varies between the different participating States. For example, some countries have close to gender parity among seconded positions, or even a slightly higher number of female seconded staff, such as Finland (66 per cent of secondees were women), Croatia (62 per cent), Czech Republic (53 per cent), United States of America (47 per cent), Greece (46 per cent) and Germany (43 per cent). Several countries did not nominate any women during this reporting period, for example, Armenia, Bosnia and Herzegovina, or nominated a small number of women, such as the Netherlands (17 per cent), Italy (21 per cent), and Spain (22 per cent).

During the 2009 reporting period, 51 participating States and Partners for Co-operation made a total of 1792 nominations to 316 advertised seconded vacancies²⁴. Overall, 34 per cent of the nominees were women. Unfortunately, this figure represents a six per cent decrease from last year's reporting period, and a step back from the general pattern of increasing female nominations exhibited over the last several years²⁵.

Some participating States have nominated an approximate equal number of men and women, such as Croatia (55 per cent), Georgia (50 per cent), Italy, Ireland and Germany (42 per cent). Other participating States nominated a lower percentage of women, such as Hungary and United Kingdom (27 per cent), Slovakia (18 per cent) or Estonia, Turkey and Ukraine (13 per cent).

A specific trend in secondment has been observed for several years. Namely, as the seconded positions increase by level, the numbers of women nominated for those positions decreases. For example, for S1 and S2 positions, women made up 33 per cent of the total nominees. In higher positions, S3 and S4 for example, women represented only 25 per cent of all nominees.

Even among those countries that nominate the highest number of staff to S3 and S4 levels, the proportion of women among the secondees is quite small. Germany, with the highest number of nominations to management positions, nominated 29 persons to S3/S4 level positions, but only five of the nominations were of women. The United States of America nominated 24 persons to S3/S4 positions, but only nine of the nominees were women. Likewise, Hungary nominated 19 persons, three women and 16 men.

Once a participating State nominates a candidate for a seconded position, the DHR then prepares a long-list and submits it to the field operation or hiring Department which prepares a short list and finalises the selection process. Last year, the Annual Evaluation reported on a tendency in which fewer women than men were included on the short and long lists. In this reporting period, however, there has been a positive change and men and women are short and long-listed in similar numbers and proportional to the numbers of candidates. Data from May 2008 to May 2009 showed that 61 per cent of all female nominees (to FOs, Secretariat and Institutions) were included on long-lists, 14 per cent on short-lists and 14 per cent were ultimately hired. Among male nominees 57 per cent of all male candidates were long-listed, 13 per cent were included on short lists and 12 per cent were hired²⁶.

Quite a different picture emerges, however, when the numbers of female nominees and secondees are compared with those of male nominees and secondees in the Secretariat and Institutions. As reported previously, there is a marked divergence between the numbers of men and women nominated and those receiving seconded positions. Specifically, data since 2005 show that on average women and men are equally represented in candidate/nominee pools, with women even representing slightly more nominees

23 Annex I, table and graph 15.

24 Annex I, table 14.

25 For example, 30 per cent of all nominations were to women in 2004, 34 per cent in 2005 and 37 per cent in 2006.

26 Annex I, table 21.

(54%) to the Secretariat and Institutions. In terms of achieving a seconded position, however, male professionals were recruited to close to 70 per cent of the vacancies and women to just above 30 per cent.

Average of Nominations and Secondments

Period from 2005 to 1 May 2009

Nominated			
Secretariat and Institutions		Field Operations	
Men	Women	Men	Women
46%	54%	71%	29%
Effectively Seconded			
Men	Women	Men	Women
68%	32%	69%	31%

The situation in field operations does not, however, follow this trend. For the last five years, the average number of women secondees in field operations has corresponded closely to the actual number of nominations, i.e. 29 per cent of all nominees were women while 31 per cent of all secondees were women. Such discrepancies are difficult to reconcile, especially as there are fewer women nominated to field operations overall, and in this reporting period, the number of women nominated to field operations decreased from 32 per cent to 28 per cent. In general, the differences in the proportion of men and women nominated and seconded to field operations in comparison with the Secretariat and Institutions, suggest that nominating, seconding and recruiting processes be examined more closely and, possibly, harmonised more effectively across the Organization.

Analysis of the Recruitment for Contracted Posts

During this reporting period, 282 contracted positions were advertised, resulting in 10,896 applications²⁷, 46 per cent of which were submitted by women.

For professional P and D positions, women represented 39 per cent of the applicants, 31 per cent of the short-listed and 34 per cent of those eventually hired. This represents a clear increase from the 27 per cent overall hired female professional staff during the last reporting period. For administrative G positions, women were 57 of applicants and 42 per cent of employed.

There has been an increase in female applications for P and D level posts, five per cent higher than in the last reporting period. Still, the number of applications of women for management positions remains low, at twenty-one per cent for P5 positions and above. For positions between P1 and P4 posts, the numbers of male and female applicants are much closer, with women representing between 31 and 48 per cent of the applications. In order to improve the gender balance further, the Gender Section and DHR target the distribution of vacancies for management positions to a broad network of professionals working with human resources and diversity in international organisations.

The process by which candidates are short-listed by the hiring Departments, however, requires more detailed study. For example, although women represented 42 per cent of the applicants to P1-P4 positions, only 34 per cent of the short-listed candidates were women. In contrast, around half the applications were made by men, but men represented two-thirds of all short-listed candidates. The question remains whether female professionals at P1-P4 level were less qualified than the male candidates or whether other factors effected the determination of who was included in the short-lists. A similar trend was also observed regarding the numbers of women hired. Thus, as was reported last year, the problem of low representation of women to professional and management posts is two-fold: few women are applying to such positions and, when they apply, male applicants appear to have better chances than female applicants of being invited for interviews and offered employment.

²⁷ Annex I, table 20.

Good practices - Gender in interview panels

Since Autumn 2008, upon the suggestion of the Gender Section, the Secretariat is including at least one question in recruitment interviews related to gender sensitive managerial knowledge for all candidates for management positions.

The Office in Tajikistan also has included questions on gender and cultural sensitivity in all recruitment interviews. Furthermore, the Office strives to include the Gender Adviser as a member of all interview panels.

Perhaps even more than the DHR, the role of hiring managers and members of the interview panels appears to be crucial if the OSCE is to move more decisively towards a real gender balance in professional and in decision making positions.

Recruitment to all categories of Professional and Management Posts (P and D)

Year	Applied		Recruited	
	Men	Women	Men	Women
2006	65%	35%	75%	26%
2007/2008*	66%	34%	73%	27%
2009	61%	39%	66%	34%

* From 01 January 2007 to 01 May 2008.

Designation of Heads and deputy Heads of Field Operations and Institutions

As was the case in the previous year, participating States nominate few women for Heads and deputy Heads of field operations. During the reporting period, there were eight vacancies for Head of Mission, and of a total of 29 nominations only three were women²⁸. To date, six men have been selected for these positions and no women. In the same period, there were five vacancies for posts of deputy Head of field operation, with women representing six out of 31 nominees. Four men and one woman have been selected.

For the first time, the DHR has compiled data on the composition of interview panels. It is hoped that the monitoring of this data will facilitate and promote the formation of gender-balanced interview/ selection panels, as stipulated in the 2004 Gender Action Plan²⁹.

²⁸ Annex I, table 21.

²⁹ Gender Action Plan, paragraph 29.

During 2007 and 2008 the number of women present in selection panels was considerably lower when recruiting for professional positions (seconded, P and D levels) than for administrative positions and national professionals (G and NPO level)³⁰. The composition of panels recruiting seconded or contracted staff varies depending on the year and whether the recruitment occurred in the field operations or in the institutions. Thus, no clear increasing or decreasing trend can yet be observed. For example, when looking at institutions recruiting secondees, in 2007 women represented 49 per cent of the panels, but in 2008 only 36 per cent. When looking at institutions' panels for recruiting contracted professionals, women represented a lesser number with 23 per cent in 2007 and 32 per cent in 2008.

Composition of interview panels	Recruitment for General Service positions				Recruitment as National Professional Staff				For Seconded Staff				For Contracted Professional Staff			
	2007		2008		2007		2008		2007		2008		2007		2008	
	M*	F*	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Average panels in field operations- per cent	51	49	52	48	50	50	47	53	69	31	70	30	84	16	71	29
Average panels in Institutions- per cent	45	55	39	61	58	42	61	39	51	49	64	36	77	23	68	32
Average OSCE wide - per cent	48	52	46	54	54	46	54	46	60	40	67	33	81	19	69	31

- M*: Male; F*:Female

1.5 Conclusion

One of the positive results during the reporting period has been the increased attention paid by OSCE managers to the implementation of the Gender Action Plan. The appointment of five deputy Heads of Mission as gender focal points is an indicator of this positive development.

Although staff lack of expertise in gender-mainstreaming has often been stated as a reason for the lack of gender sensitivity in OSCE projects, training that would improve staff capacity has only been requested by three field operations and one institution in the past reporting period.

There were positive results with regard to the work-life balance of OSCE staff members, thanks to the implementation of new paternity and maternity entitlements, the re-classification of the family status of field operations, and the establishment of a pilot programme for flexible working hours in the Secretariat.

Only three violations of the Staff Instruction on professional working environment were formally reported. Anecdotal information, however, suggests that such cases are reported informally.

Another key achievement during the reporting period has been an increase in women holding management positions in the Organization from 19 per cent to 24 per cent this year. There has also been a positive increase in the number of women applying for P and D positions, from 34 to 39 per cent. However, participating States should carefully study the reasons for the drop in the nominations of women from 40 to 34 per cent. This has broken the trend over the last years to nominate successively more female professionals and has returned the Organisation to its 2005 level of female nominations to Seconded positions.

For the first time, the Department of Human Resources has reported on the composition of interview panels. Although this is in itself a positive result, more efforts need to be made to ensure a better gender balance in the panels selecting staff, especially for contracted professional and managerial levels.

As announced last year, the Gender Section, in collaboration with the DHR, is planning to undertake a gender analysis of the recruitment and secondment procedures of the Organization. This initiative, to analyse in detail the recruitment, promotion and retention practices of the OSCE, will help identifying gaps that cannot be seen with the current statistical system, or identify any barriers that are of a more qualitative nature. With the data obtained from this analysis, the OSCE will be able to undertake strategic actions to improve the recruitment and retention of female professionals. The analysis project was unfortunately postponed due to the limited resources and unfilled positions in the Gender Section. The preliminary results of the study are now expected by end of 2009.

2. Progress made in the Gender Mainstreaming of OSCE Policies, Programmes, Projects and Activities

The Gender Action Plan stipulates that participating States, the Secretariat, institutions and field operations shall ensure that a gender perspective is integrated into OSCE activities, programmes and projects³¹. The Gender Action Plan further recognizes that gender mainstreaming requires consistent attention to the gender perspective in the activities of the Organization using a cross-cutting thematic approach that includes all three dimensions: the politico-military, the economic and environmental and the human dimension.

2.1 Gender Mainstreaming in the Three Dimensions

As was the case last year, field operations reported on gender activities in their projects under each of the three dimensions. On closer examination, however, "gender issues" usually referred only to ensuring the participation of women in project teams or among the possible beneficiaries. Most of the projects referenced (77 out of 146) understand gender mainstreaming as including a number of women among staff members. Few reported on how the different needs, situation or possible impacts of the projects on men and on women separately were taken into consideration in the planning and implementation of the projects.

A compilation of gender mainstreamed projects with the information received from field operations and structured by the three dimensions is available in Doc-In;

<http://docin.osce.org/docin/llisapi.dll?func=ll&objId=15850408&objAction=browse&sort=name&viewType=1>

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	1,521.366
Economic and Environmental	39	26	15	143,102	2,670.156
Human	72	51	26	170,949	10,157.803

2.1.1 Gender Mainstreaming in the Politico-Military Dimension

The politico-military dimension of security includes a number of commitments and mechanisms for conflict prevention and resolution. The dimension includes arms control, border management, combating terrorism, conflict prevention, military reform and policing. A gender perspective in all of these fields is recognized to be vital for increased participation and security of both women and men.

The field operations reported that 35 projects were carried out during this reporting period under the politico-military dimension in which a gender perspective was incorporated. This represents a slight increase from the 28 reported from January 2007 to May 2008. Nineteen projects of the 35 referred to the inclusion of gender in the sense that women participated as beneficiaries or as project staff.

³¹ Gender Action Plan, Section III (B), paragraph 32.

During the reporting period, there have been several interesting initiatives in the area of policing. With the assistance of the Gender Section, the Office in Baku introduced gender issues into its pilot community policing project in Mingechevir. This experience had several impacts: the involvement of women and the inclusion of their security concerns, for example, domestic violence, in the agenda of the police advisory groups; and the Ministry of Interior's decision to increase the number of female recruits among the police forces. Furthermore, this experience will be replicated in the community police forces in eight other provinces of Azerbaijan. Because community policing is an area of focus for a number of field operations, in 2008, the Gender Section published a factsheet on Integrating a Gender Approach into Police-Public Partnerships with guidance, for OSCE police advisers, their implementing partners and other relevant staff on mainstreaming gender in community policing. The Gender Section is currently developing a coaching module for the inclusion of gender issues in politico-military projects.

Several field operations consulted with the Gender Section in the preparation of police programmes. For example, the OSCE Spillover Monitor Mission to Skopje invited the Gender Section to prepare a detailed gender analysis of their Police Programme, and the Mission is currently implementing the Action Plan that resulted from this collaboration.

The Office in Tajikistan incorporated gender elements, as well as a section on gender and human trafficking, in their country-wide assessment of law enforcement training needs in Tajikistan. The OSCE Mission to Serbia has developed a survey for police women in South East Europe which will inform their project to establish a regional Women Police Officers' Network.

Throughout 2009, the Gender Section, in cooperation with the Forum for Security and Cooperation, is organising a series of roundtables addressing the links between gender and security issues such as arms control, disarmament, de-mining or negotiations and development of post conflict peace agreements. The purpose of the roundtables is to raise the awareness of delegates of participating States, in particular members of the FSC, as well as of OSCE staff members of the important role women play in conflict prevention, crisis management and in post conflict reconstruction. The first round-table took place in March 2009 to commemorate International Women's Day. The event focused on lessons learned from women's participation in peace negotiations and the inclusion of gender issues when implementing peace agreements. Experiences from countries as varied as Angola, Bosnia and Herzegovina, Ireland and Nepal were discussed. In October, another round table will address the benefits of mainstreaming gender in disarmament strategies.

The OSCE Mission to Kosovo is a member of the Security and Gender Coordination Group, composed of national and international institutions. The group's objectives are to mainstream gender into the security sector in Kosovo, to increase women's safety and security as well as to ensure that women are equal contributors to and participants in shaping security policies and institutions. The discussions in the group have so far resulted in a number of recommendations to the government, as well as input on gender and security-related policy documents/exercises of the UN, and EU.

The Office in Tajikistan and the CPC Borders team provided valuable technical assistance for including a gender perspective in the National Border Management Strategy in Tajikistan. The draft strategy, at the time of reporting, recommends that all border management agencies address gender equality and awareness in human resources policies, in training and throughout their organisation. In Ukraine, out of six border guards who participated in training in Poland, through a project to strengthen the Ukrainian State Border Guard Service, one was a woman. It was noted that the participation of even a single woman in the training made the program more comprehensive and led to discussions of the special circumstances of men and women with regard to border control.

The Conflict Prevention Center reports that gender mainstreaming was carried out in several projects. For example, in the joint OSCE-UNDP projects in Belarus (Improvement of SALW stockpile management and security in Belarus) and in Montenegro (Demilitarization Programme) gender tools have been used in the planning of activities, gender disaggregated statistics are provided, and equal opportunities are ensured in the recruitment of project staff.

In April 2009, the participating States amended the questionnaire to the Code of Conduct on politico-military aspects of security. A number of delegations³² declared their intention to expand the scope of their replies to the questionnaire by including information on women, peace and security and on elements included in the OSCE Ministerial Council Decisions related to the Action Plan for the Promotion of Gender Equality and on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation.

2.1.2 Economic and Environmental Dimension

Activities in the economic and environmental dimension are based on an understanding that a healthy economy and environment are cornerstones to security. The OSCE undertakes monitoring with the aim of alerting participating States to any threat to security and stability, while assisting in the creation of economic and environmental policies and related initiatives to promote security and co-operation in the OSCE region.

Field operations reported on 39 projects in the Economic and Environmental Dimension in which gender issues were mainstreamed, a considerable increase from the 16 projects reported from January 2007 to May 2008. However, twenty-five of the projects referred to the inclusion of gender in the sense that women participated as beneficiaries or as project staff.

Nevertheless several field operations integrated a gender perspective into their economic initiatives in a more significant way. The OSCE Presence in Albania reported that in a project on property registration in coastal areas of Albania the implementing partner has been required to record sex-disaggregated data on property registration documents in order to produce gender-sensitive statistics on land ownership.

The Centre in Ashgabat implemented a project to develop rural community-based tourism, in which all the beneficiaries were women. The beneficiaries were trained to operate rural guesthouses and to develop local tourist itineraries to generate income and community-based employment.

The Centre in Bishkek has implemented several economic development projects in which the majority of beneficiaries were female entrepreneurs. The Centre is also developing a nation-wide survey on returning migrants and their families. The survey will include sex-disaggregated data as well as information on women-headed families.

In the environmental area, several field operations, for example in Albania, Serbia, and Yerevan, have focused on the implementation of the Aarhus Convention. In all of these projects, the mainstreaming of gender was limited to the participation of women as beneficiaries or as staff working in implementing organizations. Only the Project Coordinator in Uzbekistan reported on an environmental project that included gender analysis. This newly-initiated environmental monitoring project focuses on the impact of ecological problems on health, in particular on the health of women and children in Tashkent oblast.

The Office of the Co-ordinator of Economic and Environmental Activities (OCEEA) reports on the mainstreaming of gender in the Environmental and Security Initiative (ENVSEC). ENVSEC partners (several international organisations) promote the inclusion of gender considerations at the beginning of each of their projects. More specifically, this process helps to identify areas for concrete cooperation between national governments when resolving environmental disputes; improves the knowledge of governments and communities on pollution problems by highlighting differing impacts on men and women; increases public participation in urban planning and the implementation of urban planning processes by guaranteeing the participation of women; and finally, increases public awareness and participation on environmental issues by tailoring publications to reflect women's environmental concerns.

The Gender Section has published, in cooperation with the OCEEA, *Gender and Environment: a Guide to the Integration of Gender Aspects in the OSCE's Environmental Projects*, which explains the meaning of gender mainstreaming and sustainable development in the context of environment and provides guidance on how gender mainstreaming can be put into practice. The guide is primarily designed for project

³² Canada, the Czech Republic, Denmark, Estonia, Finland, Germany, Iceland, Ireland, Latvia, Lithuania, the Netherlands, Norway, Portugal, Slovakia, Sweden, Switzerland and the United Kingdom.

managers in OSCE field operations and institutions, in order to integrate a gender perspective in the development, management and monitoring of a standard environmental programme.

2.1.3 Human Dimension

In the human dimension, the OSCE is committed to ensuring full respect for human rights and fundamental freedoms, which includes promoting gender equality and non-discrimination; adherence to the rule of law; promotion of the principles of democracy; and combating trafficking in human beings.

Field operations have reported 72 projects in the Human Dimension in which gender issues have been incorporated. This represents a slight increase from the 62 reported from January 2007 to May 2008. Of the 72 projects, 33 referred to the inclusion of gender in the sense that women participated as beneficiaries or as project staff.

Several field operations, such as Bosnia and Herzegovina, Kosovo and Serbia have supported national human rights institutions with technical assistance and training on different aspects of human rights, including women's rights. For example, the Mission to Serbia is providing assistance to the Ministry for Human and Minority Rights in adjusting the reporting obligations under international treaties. A women's rights organisation has been engaged to ensure adequate reporting to the Committee for the Elimination of all forms of Discrimination against Women.

Including a gender perspective in educational activities has been the focus of field operations, such as the Centre in Ashgabat and Missions in Bosnia and Herzegovina, Kosovo and Montenegro. For example, during municipal debates, the Mission in Kosovo has raised the issue of girls leaving school due to early marriages. Bosnia and Herzegovina has reviewed several curricula from a gender perspective, deleting stereotyped references about girls and boys, and ensuring that all curricula include statements promoting gender equality.

The Centre in Bishkek has included gender modules in the capacity building of local self-governing bodies in Osh, for example how to conduct gender analysis. The Office in Tajikistan has provided representation in several court cases dealing with property and housing rights violations. Many of the beneficiaries of this support have been Tajik women, who have limited access to property due to several factors. For example, husbands often register property under their name or that of a family member, in which case married women gain no legal rights. In non-registered marriages to "second wives," women also cannot claim property rights, child support or alimony if the marriage dissolves.

The Project Co-ordinator in Ukraine is implementing a project to assist the host country in improving election processes, drafting of an electoral code, establishing a state voters' register and training election officials. A first step in developing this project was to conduct gender analysis of Ukrainian election legislation. The results of this study have been published and highlight ways to improve election legislation by ensuring equal participation of men and women.

Some field operations noted difficulties in integrating a gender perspective in projects when the host country lacks the same level of gender awareness or is experiencing specific gender imbalances. For example, the Office in Tajikistan noted that while trying to increase the profitability and sustainability of the media, they have encouraged the print media to target new potential female readers, particularly in response to that fact that a large proportion of the male population, once regular readers of newspapers in Tajikistan, have migrated. Many newspapers are trying to adapt to these new conditions, but also report difficulties in addressing women with news that goes beyond stereotyped topics of the family, entertainment and crime.

2.2 Gender Mainstreaming in Operational Support

Departments in the Secretariat are also tasked with mainstreaming gender issues in their work, even if in most of the cases it focuses not on projects but on cross-cutting operational support.

The External Cooperation Section has been regularly informing the Gender Section and other partners of developments and documents related to gender policies adopted by various international organizations in order to identify potential areas for co-operation and exchange. Discussions during meetings with the UN,

EU, CoE and NATO have included references to gender issues, although these have not figured as specific points on the agenda. Reports from meetings with partner organizations, containing a gender component in the discussions, have been regularly distributed to the Gender Section for information and follow-up.

The Conflict Prevention Center has continued to review extra budgetary (ExB) project proposals from field operations in consultation with the Gender Section and other project focal points. In this reporting period, the Gender Section has provided concrete suggestions on how to mainstream gender issues into 25 projects. The impact of this work remains unclear, as project managers are not obliged to include the suggestions, and in most cases field operations do not share the final version of the projects with the Secretariat.

The Office of Internal Oversight aims to integrate gender issues in its substantive audit work. An arrangement is now in place for the assigned auditors to include a briefing from the Gender Section and Gender Focal Points in field operations for their audit assignments. Wherever relevant, gender related observations and recommendations are included in the audit or inspection reports.

2.2.1 Gender Mainstreaming in Press Reporting

In the Gender Action Plan the Press and Public Information Section (PPIS) and field operations are tasked with encouraging gender-balanced reporting and highlighting, as appropriate, meetings, seminars, special events, reports, case studies and developments related to the implementation of OSCE commitments on gender equality³³.

The PPIS and press and public information (PPI) focal points in field operations have been integrating a gender perspective in their daily work; for example they are working to ensure a gender sensitive representation in photos, press conferences, press releases, feature stories and other texts for publication. The PPIS' Press and Public Information Guide includes a section on gender resources, and the OSCE Style Manual outlines the use of gender sensitive language.

The PPIS has included a gender component in its roundtable meetings with PPI focal points in institutions, units and field operations, either as a dedicated session, such as a presentation by the Senior Adviser on Gender Issues, or as an integrated part of another session, such as a press release drafting exercise where gender sensitivity should be included.

During this reporting period, 32 press releases that dealt specifically with topics related to gender issues were published and sent to media and/or general e-mail subscribers. This represents a positive increase from the 25 reported last year.

Only one feature story devoted to a topic related to gender awareness and/or gender equality was published during this reporting period on the Organization's website³⁴. Because of limited resources, feature coverage is determined by articles and proposals that are submitted to the PPIS web team and are not solicited. Web focal points, however, are encouraged to ensure that they are not overlooking interesting gender topics, for example through reminders in the quarterly e-newsletter for focal points.

The Gender Section's home page (www.osce.org/gender) was viewed 2,631 times between 1 May 2008 and 1 May 2009. The general activity web page (Gender equality - www.osce.org/activities/13041.html) was viewed 7,550 times. Since the PPIS has changed its method of collecting the data on website traffic, the information for this reporting period cannot be compared with that of the previous report.

Field operations have also assisted local media in mainstreaming gender issues. For example, the Mission in Montenegro supported the National Journalistic Self Regulatory Body in raising the importance of gender sensitive language in the media.

³³ Gender Action Plan, chapter III, B paragraph 40.

³⁴ OSCE Kosovo Mission helps get women involved in local politics, available at <http://www.osce.org/item/32033.html>.

2.2.2 Gender Mainstreaming in the PBPB, Unified Budget and Programme Outline

With exception of the Office in Zagreb, all other field operations included, to different degrees, gender mainstreaming or gender equality aspects into the Unified Budget proposal for 2009.

However, as reported last year, gender usually has fallen within the human dimension section of the proposal. Only the Mission to Skopje, the Office in Baku, and the Centre in Bishkek included gender elements in the politico-military dimension, specifically in the Police Programme. Bishkek and Baku are focusing on including gender in community policing work, while the Mission to Skopje is planning to support the Ministry of Interior with training and technical assistance for promoting a gender balance in key decision making positions. All three missions are benefiting from on-site support from the Gender Section.

Only the Presence in Albania and the Office in Tajikistan included a Gender Officer in the 2009 staff table.

Gender aspects or women's empowerment have only been included in the Secretariat's UB 2009 of the Conflict Prevention Center, Department of Human Resources, Press and Public Information, the Office of the Special Representative to Combating Trafficking in Human Beings, and clearly the Gender Section.

2.2.3 Measures to intensify Gender Mainstreaming

The Gender Section has strengthened its support to institutions and field operations through a thematic working groups initiative, which tries to focus gender activities on a specific theme, development of tools for the mainstreaming of gender in first and second dimension activities and direct technical assistance.

Apart from the tools developed by the Gender Section, mentioned above, a toolkit, Gender Matters in the OSCE, is also under preparation and will be launched in late 2009. The toolkit is a comprehensive CD with concise and user-friendly material that presents basic gender concepts and illustrates gender mainstreaming methods with practical examples. The toolkit will assist OSCE staff and senior managers to be more effective in addressing the needs of men and women throughout project implementation in the three dimensions of OSCE work and move beyond the limited comprehension of gender issues as merely "including a number of women in project staff."

As a result of the "thematic working groups" initiative and as reported in the section on the politico-military dimension, the field operations in Baku and Skopje, in particular have benefited from direct assistance for the mainstreaming of gender issues into their police work.

In this reporting period, the Gender Section provided on-site training and support to the OSCE field operations in Astana, Baku, Bishkek, Minsk, Skopje and Tajikistan.

Furthermore, the Section addressed a number of audiences in executive structures and participating States on OSCE's commitments to gender equality and lessons learned. Presentations were provided to: the Annual Heads of Mission meeting, the Regional Heads of Mission meetings, Human Resources and Security officers' meetings. Due to the provision of technical assistance, gender issues were included in the Chairperson-in-Office and the SG's travel files.

As a result of technical assistance provided by the Gender Section, gender-related questions have been included in interviews of candidates for management positions. Also, upon the request and advice of the Gender Section to the Department of Human Resources, quarterly staff reports sent to delegations and OSCE structures now contain sex-disaggregated data. However, amendments to the Code of Conduct suggested by the Gender Section, following a recommendation of last year's report on the Gender Action Plan, have not yet been implemented.

Information on OSCE's gender commitments and actions were provided to diverse external partners, such as the UN, the Council of Europe, and at several roundtables and international conferences. Furthermore, the Senior Adviser on Gender Issues was invited to take part in a Council of Europe task force preparing a convention to combat violence against women.

The inclusion of the OSCE in the task force indicates that the work of OSCE structures on combating violence against women is gaining recognition.

The Gender Section continues to build the capacity of gender focal points through the organization of an annual meeting. The Gender Section held its Annual Gender Focal point meeting from 8 to 10 June, coinciding with the launch by the Section of a compilation of good practices to combat violence against women. Forty-five representatives from field operations, the Secretariat and Institutions took part in the interactive and participatory meeting. The programme consisted of a combination of training and planning sessions and exchange of experiences from field operations and Institutions on mainstreaming gender in all dimensions of OSCE activities.

2.3 Concluding analysis

Field operations have reported a higher number of projects in which a gender element has been included. However, a large majority of such projects continue to limit "gender integration" to ensuring the participation of women among project staff or among the beneficiaries, without reaching deeper gender analysis of the actual content of the project.

Cooperation between the Gender Section and field operations, however, has led to positive and tangible results. For instance, the Gender Section provided direct assistance, in Baku and Skopje, which included conducting gender analysis and the preparation and follow-up of an action plan for mainstreaming gender in police work. A catalytic effect from these experiences is expected as they address projects similar to those of other field operations. It is hoped that field operations will consider such experiences as pilot projects and proof that with short-term but targeted technical assistance, mainstreaming of gender in a project is both easy and makes the project more accurate.

In parallel with such technical assistance, the Gender Section is also working to equip all OSCE staff with a practical methodology and tools for integrating a gender perspective themselves. Such new publications as *Integrating a Gender Approach into Police-Public Partnerships* and the guide on *Gender and Environment* should greatly facilitate this process. Analysis from the previous year's report indicated that gender issues are given the least consideration in the politico-military and economic-environmental dimensions, and so special attention was given to methodologies that address these topics.

Furthermore, it is hoped that the work that the Gender Section and ODIHR have recently started with the Forum for Security and Cooperation will also influence the work of the Delegations and of the field operations and institutions on security matters. The gender aspects of security are not yet, but should be, at the heart of the Organisation's work.

A positive development has been the appointment of deputy Heads of Mission as gender focal points in five field operations. These appointments will surely raise the profile and importance of gender mainstreaming as a management issue and should also ensure that it is applied as a cross-cutting issue in all dimensions, not just the Human Dimension. As reported last year, most of the gender focal points are appointed at quite low levels and within Human Dimension programmes. Thus, the possibility of these focal points to influence or support the mainstreaming of gender in other dimensions has been minimal. Other field operations are encouraged to follow this example and comply with the recommendation from the 2008 Annual Report on the implementation of the Gender Action Plan.

3. Progress made in the Priority Area of Promoting Equality between Men and Women

The Gender Action Plan identifies six areas that are to be given priority by the OSCE Secretariat, institutions and missions when developing programmes to assist participating States to promote equality between women and men³⁵. These priority areas should not be understood as limitations on OSCE programming but rather a framework that covers key topics that each present significant opportunities to improve the status of women. (For complete information on implementation of the priority areas, see project matrixes in Doc-In.)

3.1 Ensuring Non-Discriminatory Legal and Policy Framework

The OSCE is tasked with assisting participating States to comply with international instruments for the promotion of gender equality and women's rights, as well as in reviewing legislation to ensure appropriate legal guarantees for the promotion of gender equality in accordance with OSCE and other international commitments³⁶.

The OSCE has made significant contributions to promoting non-discriminatory legal and policy frameworks in countries hosting field operations as evidenced by the increase in projects under this priority area.

For example, in countries where legal frameworks on equality exist, such as Albania and Armenia, field operations conducted projects to ensure that such laws are being fully implemented, to monitor how equality mechanisms are functioning and to facilitate women's access to the law to protect their rights. The OSCE Centre in Astana, the OSCE Mission to Moldova and the OSCE Project Co-ordinator in Ukraine all supported initiatives on the development or adoption of stand-alone gender equality/anti-discrimination legislation. The OSCE Centre in Astana organized seminars, roundtables and the production of a video to advocate for the adoption of a law on gender equality that has been pending for several years before the Parliament of Kazakhstan.

The OSCE Project Co-ordinator in Uzbekistan, the Mission in Kosovo and the Centre in Bishkek approached the issue of gender equality in the law through projects that ensure existing legislation, in such areas as property rights, reproductive health and family law, are not discriminatory. The OSCE Mission in Kosovo provided regular comments on draft laws to ensure that they are not discriminatory and produced "Know Your Rights" brochures on women and discriminatory inheritance practices.

Capacity building projects for government employees are closely connected to ensuring that policy frameworks on non-discrimination are in place and functioning. Such initiatives are discussed under supporting mechanisms for the advancement of women, below.

3.2 Preventing Violence against Women

The Gender Action Plan tasks the OSCE with assisting participating States in developing programmes and activities to prevent all forms of gender-based violence, including legislative initiatives to prevent violence against women³⁷. Within this framework, the Action Plan underlines the gender dimension of proliferation of small arms and light weapons (SALWS), policing and investigation, particularly in cases of sexual violence and the exploitation of women by terrorists. Attention should also be directed toward empowering women and working to eliminate negative gender stereotypes that perpetuate violence.

The Gender Section conducted a multi-part programme to compile good practices and innovative approaches to addressing various forms of violence against women through an extra budgetary project³⁸. In October 2008, the Gender Section organized an "Experts' seminar on innovative approaches to

35 Gender Action Plan, paragraph 44, (a)-(h).

36 Gender Action Plan, paragraph 44 (b).

37 Gender Action Plan, paragraph 44 (c).

38 Funded by Austria, Finland, France, Germany and Greece.

combating violence against women,” in Dushanbe, Tajikistan. The seminar brought together experts from Europe and Central Asia to discuss concrete examples of successful practices to prevent violence, protect victims and prosecute perpetrators³⁹. The information obtained from this event was the starting point for an extensive technical reference, *Bringing Security Home: Combating Violence against Women in the OSCE Region. A Compilation of Good Practices*⁴⁰, published in June 2009. The reference comprises more than 95 examples of tested practices implemented by various organizations, including the OSCE. This publication is being disseminated in English and Russian throughout the OSCE region and is facilitating the work of a number of field operations on combating VAW.

Reports from field operations indicate that the OSCE has continued to devote significant attention to combating violence against women. A number of projects conducted in this reporting year are continuations from previous years or represent long-standing commitments to enhancing victim assistance, for example through support for shelters and telephone hotlines in participating States.

Collectively, the OSCE field operations managed programs that addressed prevention, protection and prosecution. In the area of protection, the “Destinies and Destinations” programme of the OSCE Mission to Moldova included a two-part DVD, each with ten episodes dedicated to the topic of violence against women. The OSCE Mission in Kosovo developed and distributed 4,000 leaflets, in Albanian and Serbian, on “Safety tips for young girls” that outline risks for gender-based violence.

In the area of protection, the OSCE continued to support women’s services and shelters. In 2008, over 1,700 women received assistance through the telephone hotline of the Shelter for Female Victims of Violence (Khudjand), the only such centre in Tajikistan. When shelter staff assessed the situation as critical, victims of violence were provided with temporary housing and counselling programmes. The OSCE Office in Tajikistan also supports a project to create Women’s Resource Centres, of which there are currently ten across the country, that offer much-needed legal and psychological consultations to women and girls who have experienced violence.

Regarding prosecution efforts, the OSCE Project Co-ordinator in Ukraine provided assistance in improving domestic violence legislation. As a result, the Ukrainian Law on the Prevention of Domestic Violence, the first such law in the CIS, was amended. Most significantly, a controversial provision on victim behaviour was removed. The OSCE Mission to Moldova is conducting a comprehensive assessment of how the Law on Preventing and Combating Violence in Families is being implemented. The Centre in Bishkek trained police in several regions to respond to cases of domestic violence. As follow-up project, planned for late 2009, the Centre in Bishkek will develop a training manual for integrating gender issues into policing.

Increased attention was given to the role of men in combating violence against women, an emerging area of work for the region. In both Moldova and Ukraine, field offices supported seminars on developing counselling programs for perpetrators of violence. The Mission to Montenegro sponsored a campaign for the 16 Days of Action Against Gender-Based Violence, this year focusing on men’s efforts to combat violence against women and encouraging men to serve as role models. It was reported that this campaign attracted more attention than previous efforts on the same topic, and so this model will be used again in the autumn of 2009.

It should be noted that a number of field offices supported projects aimed at preventing human trafficking by addressing women’s lack of employment and educational opportunities and improving comprehensive services for victims of human trafficking, activities which have close ties to other efforts to address violence against women. Because the Office of the Special Representative for Combating Trafficking in Human Beings undertakes its own reporting on anti-trafficking work, these projects are not described here.

The Action against Terrorism Unit (ATU) developed a concept paper on the role of women in countering violent extremism and radicalization that can lead to terrorism. The ATU is also in discussion with the Gender Section over the organization of a round table on the role of women in countering terrorism.

39 The conference report and experts’ presentations can be accessed from http://www.osce.org/gender/item_6_32383.html.

40 The publication can be accessed from http://www.osce.org/gender/item_1_38054.html.

3.3 Ensuring Equal Opportunities for the Participation of Women in Political and Public Life

The OSCE assists participating States to develop effective measures to ensure the equal participation of women in democratic processes and for the promotion of women's political participation, including the participation in election observation missions⁴¹. Addressing gender discrimination and stereotypes in the media is an important element of ensuring equal opportunities for women in political processes.

As was the case in previous years, the OSCE has initiated, conducted and supported several projects within this priority area, using a number of approaches. In some cases, barriers to women taking office were examined. The Mission in Kosovo carried out projects to strengthen political parties under which the challenges female party members face as well as the possibility of instituting quotas were discussed. In Albania and Armenia, projects were conducted to enhance the skills of female politicians to run campaigns, to make use of political networks and to address constituents. The Mission to Montenegro took a regional approach, organizing a meeting of female parliamentarians from Albania, Bosnia and Herzegovina, Kosovo, the Former Yugoslav Republic of Macedonia, Montenegro and Serbia in October 2008.

The Spillover Monitor Mission to Skopje organized a campaign before the March 2009 presidential and local elections to counter "family voting," a problem observed in the 2008 election cycle. Within the project, a television spot (in Albanian, Macedonian and Romany) was developed to encourage women to vote independently⁴². The Office in Yerevan ran projects to improve media coverage of women in politics, and the Centre in Bishkek supported radio programs that addressed a number of gender stereotypes, including about women in politics and public life.

3.4 Ensuring Equal Opportunity for Participation in Conflict Prevention, Crisis Management and Post-Conflict Reconstruction

The Gender Action Plan encourages the empowerment of women in the politico-military dimension as an essential part of comprehensive security⁴³. Therefore, as appropriate within their mandates, the OSCE structures should promote the implementation of Security Council Resolution 1325 (UNSCR 1325) on the role of women in the prevention of conflicts and post-conflict reconstruction⁴⁴. The OSCE is also tasked with assisting the participating States to develop programmes and projects aimed at bringing about equal opportunities for women to participate in the promotion of peace and security, including those conducted at grass-roots and regional levels.⁴⁵

As in previous years, there has been less activity in this priority area than in others. However, several field offices launched activities aimed at raising awareness and insuring greater participation of women in conflict prevention, crisis management and post-conflict reconstruction. For example, in May 2009 the Mission to Serbia sponsored a national conference on the implementation of UNSCR 1325 in the Republic of Serbia. Representatives of several Ministries, as well as from the academic institutions and civil society organizations, attended. One of the most significant outcomes of the conference was the establishment of working groups that will create a national action plan for the implementation of UNSCR 1325 in Serbia. The groups will also develop proposals for increasing the participation of women in conflict prevention and post-conflict reconstruction, in peace-keeping missions and for gender sensitization of the Serbian armed forces.

The OSCE Mission in Kosovo held several training sessions and seminars designed to build interethnic cooperation at the community level. The role of women in peacemaking and conflict resolution was a focal theme, as well as the promotion of gender equality generally. The Mission to Montenegro, likewise, raised awareness of UNSCR 1325 through an inter-regional conference.

41 Gender Action Plan, paragraph 44 (d).

42 The TV spot can be accessed from <http://www.osce.org/skopje/>.

43 Gender Action Plan, paragraph 44 (e).

44 Gender Action Plan, paragraph 44 (e).

45 These requirements are supported by MC.DEC/14/05 on Women in Conflict Prevention and Crisis Management, which recalls UNSCR 1325.

The Mission to Moldova supported a series of seminars for youth leaders of Moldova and Transnistria that uncovered the cross-sections of domestic violence, gender and peacebuilding. The participants learned about international standards for the protection of women's rights as well as the role of women in security and conflict resolution. Through workshops, lectures, film screenings and discussions, the seminars provided information about the causes and consequence of domestic violence and strategies for addressing it, and drew connections to negotiation and peace processes relevant to the Transnistrian conflict.

As mentioned earlier, the Gender Section initiated an extra budgetary project⁴⁶, "Mapping female experts for military and police matters in the OSCE," to develop a database/roster of qualified female professionals in the fields of policing, military affairs and conflict resolution. A primary goal of the project is to increase the numbers and visibility of female experts in OSCE projects in the politico-military dimension through an on-line system, accessible to female applicants from participating States. The Gender Section is also raising awareness of the importance of involving women in post-conflict reconstruction efforts through a round table series on gender and security, described above in Chapter 2.

3.5 Promoting Equal Opportunity for Women in the Economic Sphere

According to the Gender Action Plan, the OSCE should undertake initiatives to increase awareness of women's rights in the economic sphere, analyze obstacles to women in reaching their economic potential and specifically promote projects to strengthen women's entrepreneurial and other work-related skills⁴⁷.

The Office in Yerevan expanded on work that was initiated last year to promote women's economic empowerment in the Syunik Region. This year, the OSCE supported the establishment of Women's Resource Centres in three towns. The centres offer women resources to help start their own small businesses. The Office in Tajikistan uses a similar model, in which Women's Resource Centres provide computer courses as well as training in skills that can be used in small-business. The centres report that after taking such courses, a number of women have received promotions or become self-employed.

The Centre in Bishkek has responded to the specific needs of women in the Kyrgyz Republic with projects that assist female farmers, through training and direct assistance. The Centre has also encouraged Labour Migrants Assistance Centres to focus on migrant families and the specific problems that women face. Ukraine also experiences outward labour migration, and the Local Economic Partnership Project addresses ways that women and men are impacted by poverty and improves the capacity of local authorities to implement social development programs so that they are gender equitable.

The Gender Section also addressed female labour migration, and in February 2009 co-organized jointly with the Office of the Co-ordinator of Economic and Environmental Activities and the Office of the Special Representative for Combating Trafficking in Human Beings a seminar on gender-sensitive labour migration policies with the assistance of the Government of Slovenia in Brdo. Eighty senior government officials, representatives of workers' and employers' organizations and migrant associations attended this event.

In May 2009, a Guide on Gender-Sensitive Labour Migration Policies⁴⁸ was published by the three partners. The guide, which aims to raise awareness of the most pressing issues female migrant workers face and provide policy makers with a concrete, practical tool on good practices, was launched in the Economic Forum in Athens. The guide will be disseminated in English and Russian throughout the OSCE region and included in several training programmes in countries of destination and origin.

The Gender Section is developing an extra budgetary project proposal that will identify the major challenges to women's entrepreneurship in the OSCE region and create an opportunity for businesswomen to network, share successful business strategies and develop mentoring relationships.

46 Funded by Norway.

47 Gender Action Plan, paragraph 44 (f).

48 The publication can be accessed from <http://www.osce.org/gender/publications.html>.

3.6 Building National Mechanisms for the Advancement of Women

The OSCE should support the creation and functioning of democratic institutions at the national level for advancing gender equality, for example Ombudsperson's offices to monitor the implementation of law and policy on discrimination⁴⁹. Training for civil servants and other policy makers is an important component of ensuring that there are functional mechanisms to implement policies promoting women's advancement.

The Spillover Monitor Mission to Skopje led training for staff of the Ombudsman of the Republic of Macedonia and legal professionals on the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The Presence in Albania supported further strengthening of a National Strategy for the promotion of gender equality and the enumeration of an action plan for its implementation.

Several projects aimed to build the capacity of state employees to promote gender equality. In the Kyrgyz Republic, faculty members of the Academy of Public Management were trained in gender theory and then developed their own courses on gender equality, for example related to national budgeting and public policy. In Tajikistan, 121 civil servants from the central and local government and 20 civil servants from the Committee on Women and Family Affairs participated in training sessions on gender issues. Both the Mission to Montenegro and Centre in Bishkek promoted gender equality in the work of municipal or local self-governing bodies through capacity-building initiatives.

Several field offices supported on-going work to strengthen national level mechanisms, such as action plans, referral mechanisms and standard operating procedures, which streamline the response to human trafficking.

3.7 Conclusion

Important efforts have been made to empower women and enhance their rights across the six priority areas. As in previous years, considerable work has been supported in the areas of legal reform and improving the response to violence against women. The fact that several participating States are now carrying out monitoring of gender equality laws that have been in existence for several years is a positive indicator of progress in the region. Likewise, amendments to the Ukrainian law on domestic violence indicate that States are taking their commitments seriously and incorporating lessons learned to strengthen the legal framework.

OSCE field offices continue to play an important role in supporting both NGO-based and State services for the protection of victims of violence. An important development in the reporting period is the increased attention to the involvement of men in working against gender-based violence. Projects addressed both the need for counselling programs for perpetrators of violence and the positive roles men can play in prevention. The Gender Section is reinforcing this trend through the distribution of good practices on working with men and boys.

While there have been some efforts to promote equal opportunities for women in the economic sphere, these efforts seem less strategic than in other priority areas. Given that these projects have been initiated relatively recently, they have perhaps not benefitted from efforts to build networks and compile effective strategies. The Gender Section is planning to address this situation through a project that will give additional support to field offices undertaking work on women's entrepreneurship.

Despite positive developments, serious challenges still remain. As in the past, most of the gender equality projects, conducted in the framework of the Gender Action Plan, fall under themes of the human dimension. Far fewer activities on gender issues are conducted in the political-military or economic and environmental dimensions.

Progress in the area of promoting women's participation in conflict prevention, crisis management and post-conflict reconstruction is only advancing by degrees. Nevertheless, important efforts to raise awareness of UNSCR 1325 and the need to view peacebuilding through a gendered lens should not be overlooked. As a security Organisation, the OSCE has a comparative advantage and a particular responsibility to work on the links between gender and security and the implementation of UNSCR 1325.

⁴⁹ Gender Action Plan, paragraph 44 (g).

Last year, it was reported that only a small number of participating States had developed national action plans on the implementation of UNSCR 1325. Since then, two countries of the OSCE region, Belgium and Finland, have adopted such plans, bringing the total to 11 of the 56 participating States⁵⁰. It also appears likely that Serbia will adopt such a National Action Plan in the near future, which would be the first from a post-communist and the second from a post-conflict country.

⁵⁰ In May 2009, the OSCE participating States with National Action Plans on UNSCR 1325 are Austria, Belgium, Denmark, Finland, Iceland, Netherlands, Norway, Spain, Sweden, Switzerland and the United Kingdom.

4. Recommendations and Strategic Priorities

The recommendations below provide suggestions to OSCE structures, the Chairmanship and participating States to further advance the implementation of the Gender Action Plan in all areas. The recommendations are compiled from input received from field operations and Secretariat departments, discussions with OSCE staff members and delegations of the participating States and a general analysis by the Gender Section in the Office of the Secretary General.

Many of the recommendations included in the previous year's report have not yet been implemented and are thus still applicable. OSCE structures are requested to review them and devote new efforts to their implementation. It is envisaged that the next Secretary General's Report will also include an overview of actions taken by all actors on each recommendation⁵¹. Delegations of the participating States are also encouraged to refer to the implementation of the recommendations in their statements during the presentation of this report to the Permanent Council.

4.1. Gender Mainstreaming in OSCE Structures, the Working Environment and Recruitment

Training and Capacity Building

1. Field operations and institutions should carefully evaluate the training needs of staff on gender mainstreaming in projects in all dimensions and proactively request training support from the Secretariat as needed. Adequate resources should be allocated at local level in order to meet training requirements.
2. The Gender Section will further assist in capacity building through the development of resources on gender mainstreaming. The Gender Section CD-Toolkit Gender matters in the OSCE is one such tool which should be widely disseminated. In addition, the Gender Section should receive sufficient funds to continue to develop resources that focus specifically on neglected thematic areas, such as coaching on the inclusion of gender issues in politico-military projects.
3. Field operations and institutions should liaise with the Gender Section to develop local, cost effective pools of qualified trainers who can offer specialized training on gender mainstreaming in all thematic areas relevant to 'standard' OSCE projects and activities.
4. Delegations of the participating States, especially the Chairmanship, should consider providing basic training on gender issues in co-operation with the Secretariat to the delegates working in each committee of the three dimensions.

Management

5. The Training and Gender Sections should continue to focus on improving gender awareness and the capacities of all levels of management through creative use of opportunities for discussion and coaching (short meetings, events, briefings, annual and regional heads of mission meetings, quick impact modules, etc.).
6. Once the DHR has evaluated the extent to which Secretariat staff have used and are satisfied with the pilot programme on flexible working arrangements, the department should liaise with field operations and institutions and support them to bring their policies in line with the Secretariat and offer adequate flexibility to Mission staff.
7. The DHR should prepare a cost estimate which participating States could use to study the possibility of granting entitlements to OSCE staff who are assigned to family duty stations and have dependents, similar to those granted by other international organizations.

⁵¹ The Department of Human Resources took the positive initiative of submitting to the Gender Section a response to the recommendations from last year's report. The response included some ideas and considerations on the feasibility of implementing the recommendations relevant to DHR's work.

The Professional Working Environment

8. Managers and the DHR should be alert to potential violations of the policy on the professional working environment and ensure that the mechanisms provided in Staff Instruction 21/2006 are known and used. Regardless of the reporting mechanism used, all cases of discriminatory attitudes and behaviour in the work place should be addressed decisively and in accordance with Organization's policy.
9. Exit interviews in the Secretariat should include explicit questions on gender-related discriminatory attitudes or behaviours encountered in the workplace.
10. Participating States should consider updating the current OSCE Code of Conduct for Staff/Mission Members, which requires equal treatment in regard to gender but currently contains no explicit statements on gender sensitive behaviour across all functions performed by OSCE staff. A reference on abiding by the OSCE Code of Conduct should be included in all vacancy notices.

Gender Balance among OSCE Staff

11. The Gender Section in collaboration with DHR should undertake a thorough gender analysis of the recruitment and secondment practices of the Organization. The study should include several models for improving the selection, retention and promotion of qualified female professionals in the OSCE, as well as possible targets to be discussed with participating States.
12. Participating States should question the dramatic decrease in their nominations of women to seconded positions from 40 to 34 per cent in this reporting period and act decisively to correct this trend in 2010.
13. The participating States should increase their nominations of qualified women for seconded positions at high visibility management levels.
14. The DHR and the hiring managers should intensify efforts to advertise and attract applications from women and should aim for a balance between the proportion of qualified female applications/nominations and the proportion of women effectively recruited / seconded to positions, especially for professional positions in the Secretariat and institutions. They should, in particular, seek to ensure that contracted management P and D vacancy notices are brought to wider attention of women. Furthermore, vacancies should be advertised in time to allow for re-advertising in case the number of applications from women is less than 40 per cent. Recruitment for these positions should not start unless this minimum of female applications is received. The hiring sex ratio should subsequently correlate reasonably with the percentage of qualified men and women who applied.
15. The DHR should continue its good practice of including gender-specific questions during recruitment interviews or in the written tests, in order to assess the gender awareness and knowledge of candidates for management positions. This practice should be extended to the recruitment of all professional staff in the Secretariat, field operations and institutions.
16. The DHR and recruitment departments should include a clearer reference to the objective of gender equality within the Organization in job vacancies and job descriptions for management positions.
17. Exit interviews, similar to the ones performed in the Secretariat should be extended to field operations and institutions, at least to staff with managerial responsibilities leaving the Organisation. As suggested for the Secretariat's exit interviews, explicit questions to gender based discrimination and sexual harassment should be included in the questionnaires.
18. DHR and field operations should continue recording data on the composition of interview panels. Further effort should be made to increase the number of women serving on panels for the recruitment of both seconded and contracted professional positions.

4.2 Gender Mainstreaming in all Policies, Projects and Activities

19. Heads of field operations should consider appointing the deputy Head of Mission as a gender focal point, following the initiative taken by five field operations. A deputy Head of Mission, with support from a technical staff person with gender expertise, is an optimal combination to mainstream gender across all field operations as well as to provide authoritative guidance to the programme and project managers of all dimensions.
20. The heads of field operations and institutions should promote the involvement of male staff in gender related activities as well as increase the number of men appointed as gender focal points. Given the predominance of male staff members in field operations, especially among programme managers, their involvement in gender issues is clearly necessary for any substantial improvement in gender mainstreaming in OSCE programmes.
21. The hiring managers and the DHR should make familiarity with the concept of and tools for gender mainstreaming one of the basic requirements in job vacancies for programmatic and managerial staff alongside other core requirements such as the ability to communicate and work successfully in a culturally diverse environment. This practice is common in the UN system and in recruitment processes of major international organizations.
22. The CPC, when liaising with field operations, should promote and monitor the inclusion of a gender perspective in programme outlines, unified budget proposals and extra budgetary project proposals and in the regular activities of the field operation, such as visits by the Chairmanship, reports of the head of field operations to the Permanent Council, etc.
23. The field operations should ensure that, prior to approval, the standard review of project proposals by project co-ordinators includes gender analysis, following the practice used by the CPC and the Gender Section for extra budgetary projects. In order to facilitate this process, gender focal points in field operations should develop a gender mainstreaming check-list to be implemented by the project co-ordinator during the assessment of project proposals to ensure that gender analysis has been conducted.
24. With the input of field operations, the Gender Section should prepare examples of good and bad practices in integrating gender issues into project proposals. Such guidance could be used in trainings, briefings and general awareness raising activities.
25. Following the examples of the Office in Baku and the Spillover Monitor Mission in Skopje, field operations should evaluate the possibility of requesting technical support from the Gender Section or from other sources, for the preparation of gender analyses and action plans for the mainstreaming of gender in projects, in particular where gender issues are given the least consideration, namely in the first and second dimensions.
26. Existing tools and resources for the mainstreaming of gender in projects, developed by the Secretariat and other institutions, should be distributed, promoted and used on a regular basis by programme managers. Newly developed resources include: Integrating a Gender Approach into Police-Public Partnerships; Gender and Environment: a Guide to the Integration of Gender Aspects in the OSCE's Environmental Projects; Guide on Gender-Sensitive Labour Migration Policies; Toolkit on Security Sector Reform and Bringing Security Home: Combating Violence against Women in the OSCE Region. A Compilation of Good Practices.

4.3 Projects in the Priority Areas of the Action Plan

27. The participating States hosting field operations should continue to facilitate and approve the implementation of projects aimed at promoting gender equality in the priority areas of the Gender Action Plan.
28. It was observed that the compilation and dissemination of good practices and technical guidance by the Gender Section, relevant to the priority areas of the Action Plan, is of particular use and high

benefit in field operations. There is clearly a place for further guidance to assist in the realization of policy recommendations at the working and programmatic level. Therefore, the Gender Section should continue to develop such resources.

29. Participating States should also make use of such guidance, for example the comprehensive publication of good practices to combat violence against women, *Bringing Security Home*. States, with the support of field operations and institutions, should initiate the implementation of joint programmes for the exchange of practices for the prevention, protection or prosecution of violence against women. Expertise from both government agencies and non-governmental organisations should be included.
30. Participating States and OSCE structures should provide consistent and long-term support to assist national-level efforts to implement the objectives set forth in each priority area of the Gender Action plan. In particular, further effort should be dedicated to increasing the participation of women in conflict prevention, crisis management and post-conflict reconstruction and providing equal opportunities to women in the economic and political spheres.
31. Participating States should consider including information on women, peace and security when reporting on the questionnaire to the Code of Conduct on Politico-Military Aspects of Security, following the example of 17 participating States which already do so.

4.4 Conclusion

Since last year, the OSCE has made advances in implementing certain areas of the Gender Action Plan, whereas other areas have remained identical or seen only minimal changes. Many recommendations from the Secretary General's previous report remain to be implemented, and therefore are still relevant this year.

Last year's report focused on difficulties implementing OSCE commitments on gender due to the lack of quantitative targets and time lines, limited monitoring and accountability mechanisms and insufficient resources. The OSCE's gender commitments are aimed broadly at three directions: promoting equality internal to the Organization; promoting equality in its operations and policies; and promoting equality in participating States. As a starting point for all work, and to ensure realization of the commitments made by the participating States on equal rights and opportunities for participation and to receive benefits and equitable representation in all aspects of the Organization, measures for achieving full parity in the OSCE management should be implemented.

Participating States should lead by example and ensure that they nominate sufficient numbers of qualified women to achieve a critical mass of female secondees equivalent to at least 30 per cent of all seconded high ranking personnel.

There is a wide body of evidence that recognizes that worldwide the empowerment of women and the inclusion of gender aspects in the politico-military dimension are essential to comprehensive security and enhancing efficiency of operations in police, border management, de-mining, arms control, early warning, conflict resolution, peace building, etc.

If the OSCE has a clear comparative advantage in the field of gender issues within the international arena and in countries hosting field operations, it is undoubtedly because the organization undertakes comprehensive security sector reform in its politico-military dimension.

2010 will mark the 10th anniversary of UNSCR 1325 on women, peace and security and the 5th anniversary of MC.DEC/14/05 on women in conflict prevention, crisis management and post-conflict rehabilitation. Gender and security issues will be high on the international agenda. The OSCE should not miss this opportunity to showcase its achievements and intensify involvement of women in security issues. As with the examples set by the previous Finnish and the Greek Chairmanships, the Kazakh Chairmanship should continue to place achieving gender equality among OSCE priorities for the year 2010.

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

Annex I

Sex Disaggregated Statistics of OSCE Staff *(based on data from 1 May 2008 to 1 May 2009)*

Annex II

ODIHR: Contribution to the Annual Evaluation Report on Gender Issues

Annex III

HCNM: Contribution to the Annual Evaluation Report on Gender Issues

Annex IV

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

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Post Distribution by Category of Staff in the OSCE.

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Post Distribution by Category of Staff in the OSCE, 2004 to 2009.

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Table 25:

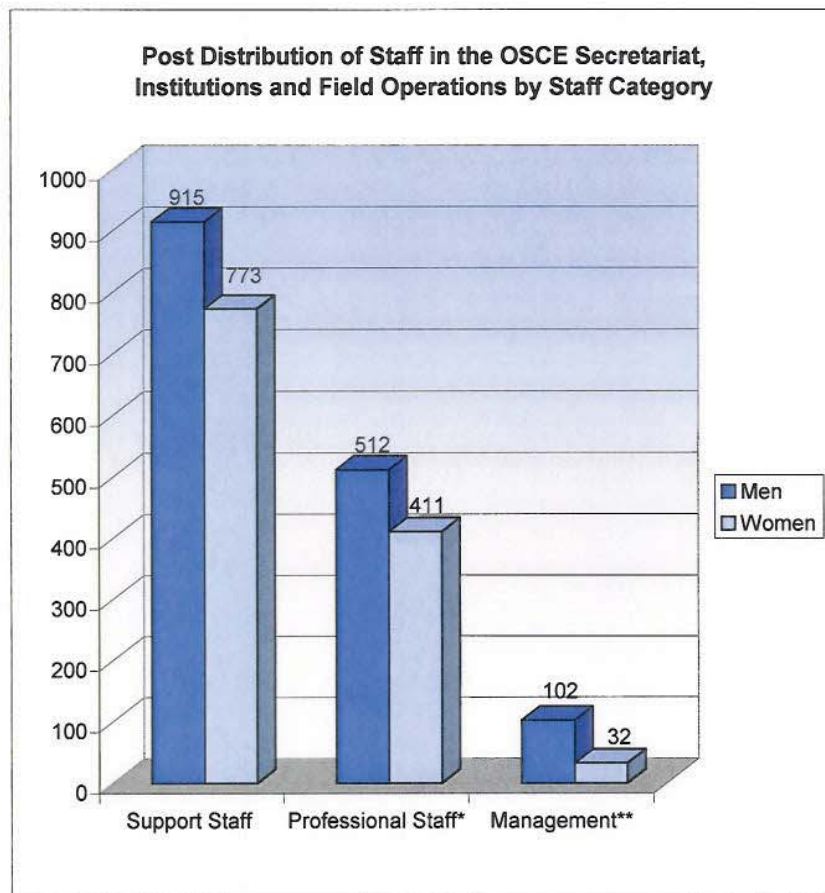
Projects "Including" a Gender Aspect by Dimension and Budget.

Table 26:

Projects "Including" a Gender Aspect/Dimension

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

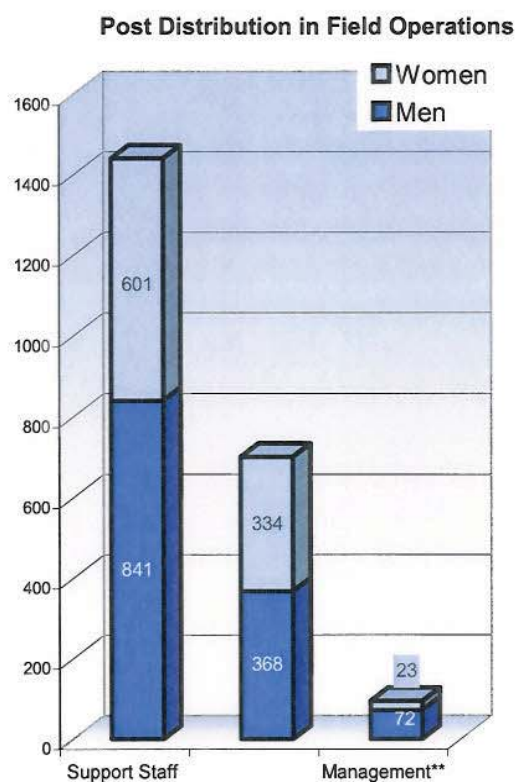
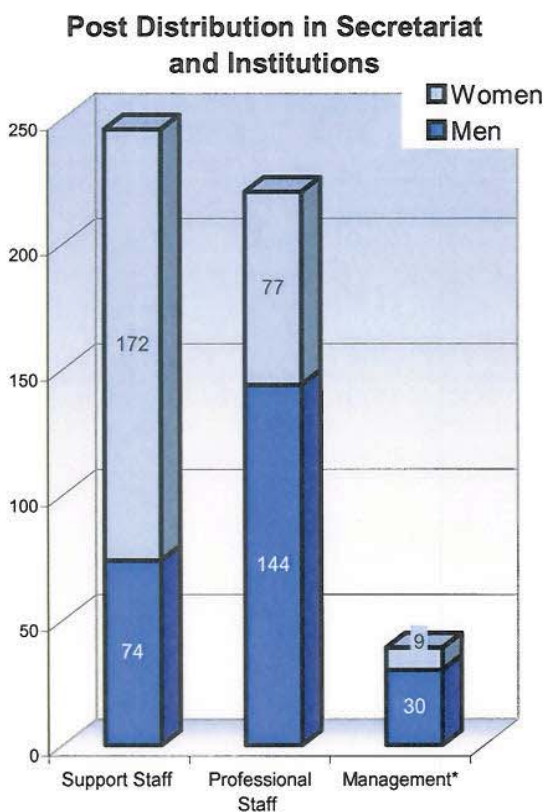
**S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions

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%



* 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

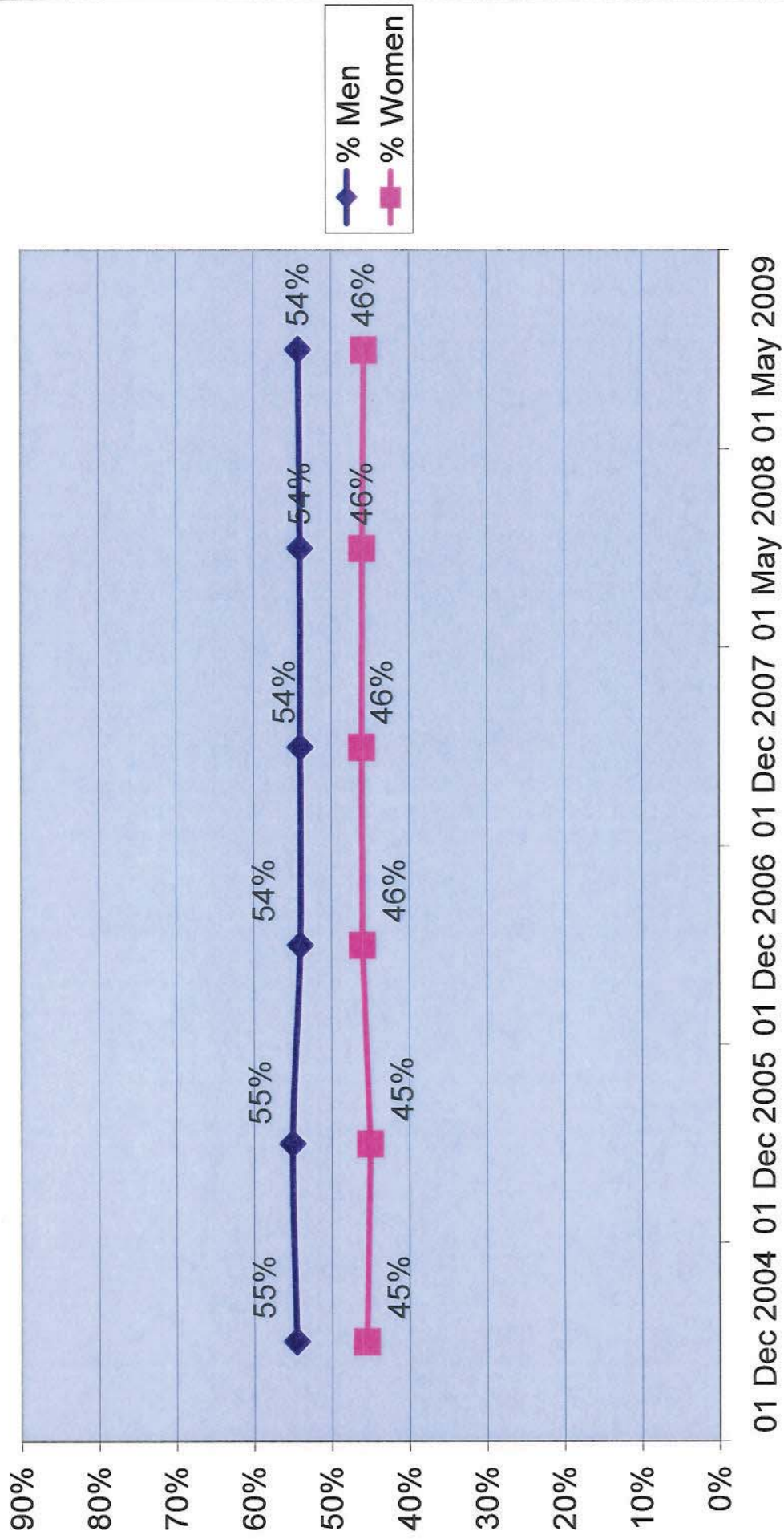


TABLE AND GRAPHS 3
Post Distribution by Category of Staff in the OSCE
1 December 2004 - 1 May 2009
 (including seconded staff against post table)

	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%

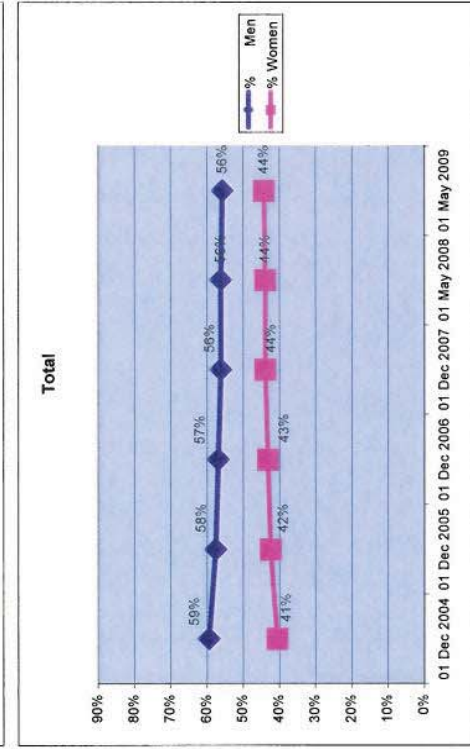
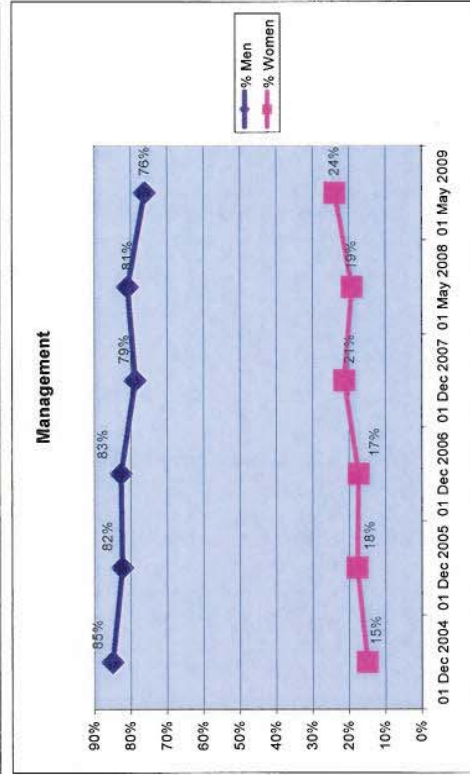
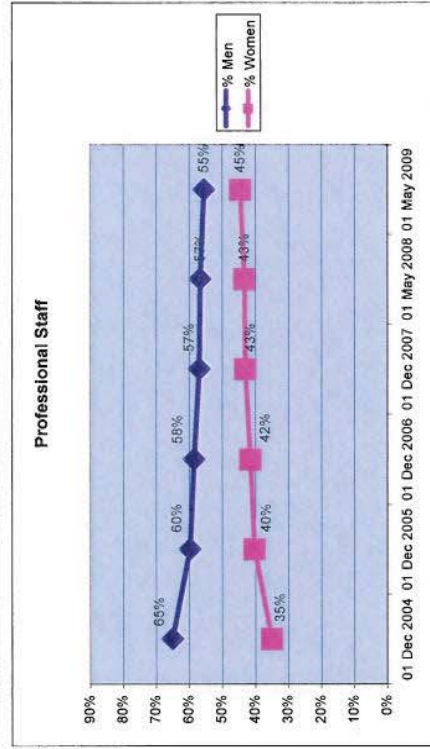
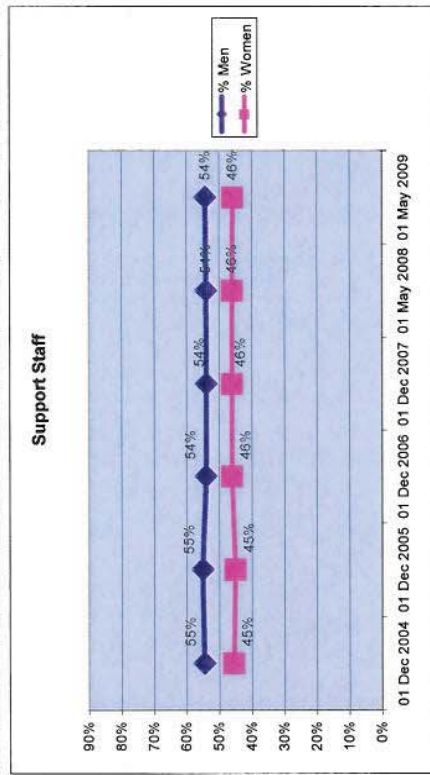


TABLE AND GRAPHS 3
Post Distribution by Category of Staff in the OSCE
1 December 2004 - 1 May 2009
 (including seconded staff against post table)

	Support Staff					Professional Staff					Management					Total			Total In Percent	
	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women	Men	Women	Total	% Men	% Women
	01 Dec 2004	1239	1034	2273	55%	45%	756	407	1163	65%	35%	152	27	179	85%	15%	2147	1468	3615	59%
01 Dec 2005	1233	1009	2242	55%	45%	612	412	1024	60%	40%	118	25	141	82%	18%	1961	1446	3407	58%	42%
01 Dec 2006	1104	941	2045	54%	46%	618	439	1057	59%	42%	128	27	155	83%	17%	1850	1407	3257	57%	43%
01 Dec 2007	1079	921	2000	54%	46%	584	441	1025	57%	43%	118	32	150	79%	21%	1781	1394	3175	56%	44%
01 May 2008	951	811	1762	54%	46%	546	418	964	57%	43%	109	26	135	81%	19%	1606	1255	2861	56%	44%
01 May 2009	915	773	1688	54%	46%	512	411	923	55%	45%	102	32	134	76%	24%	1529	1216	2745	56%	44%

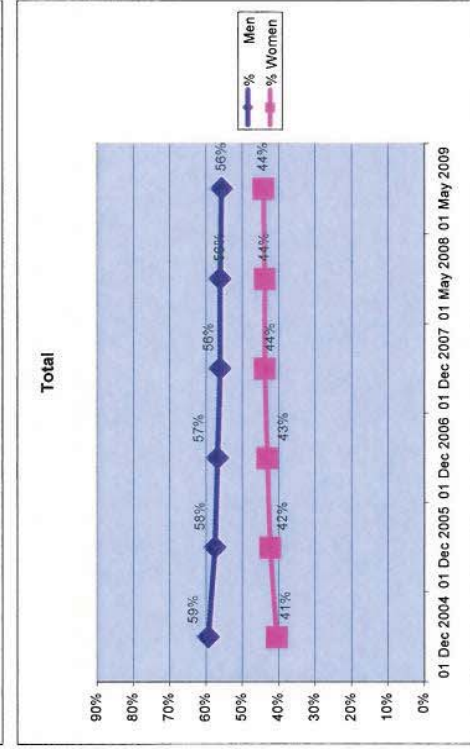
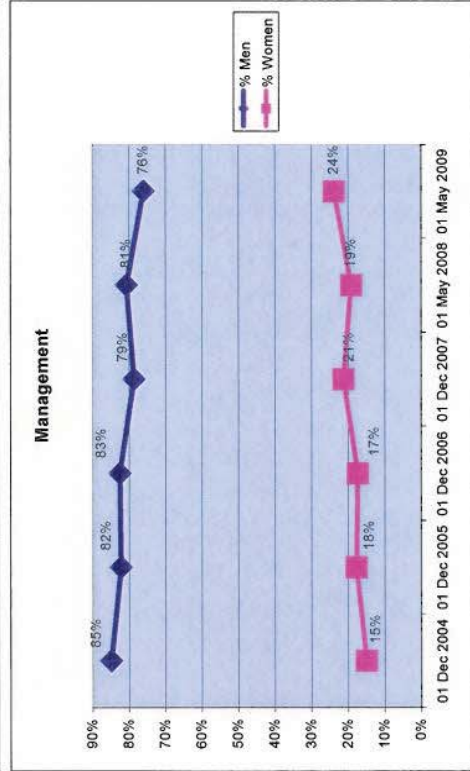
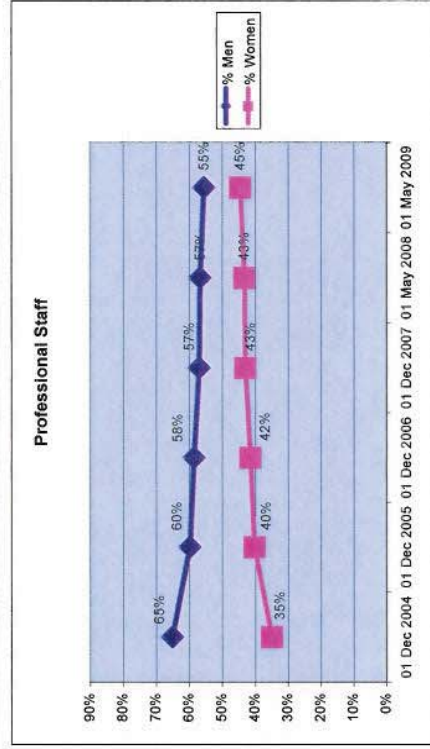
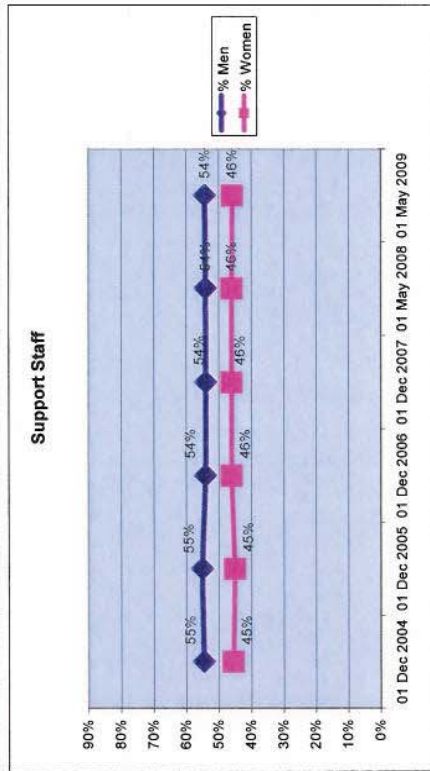
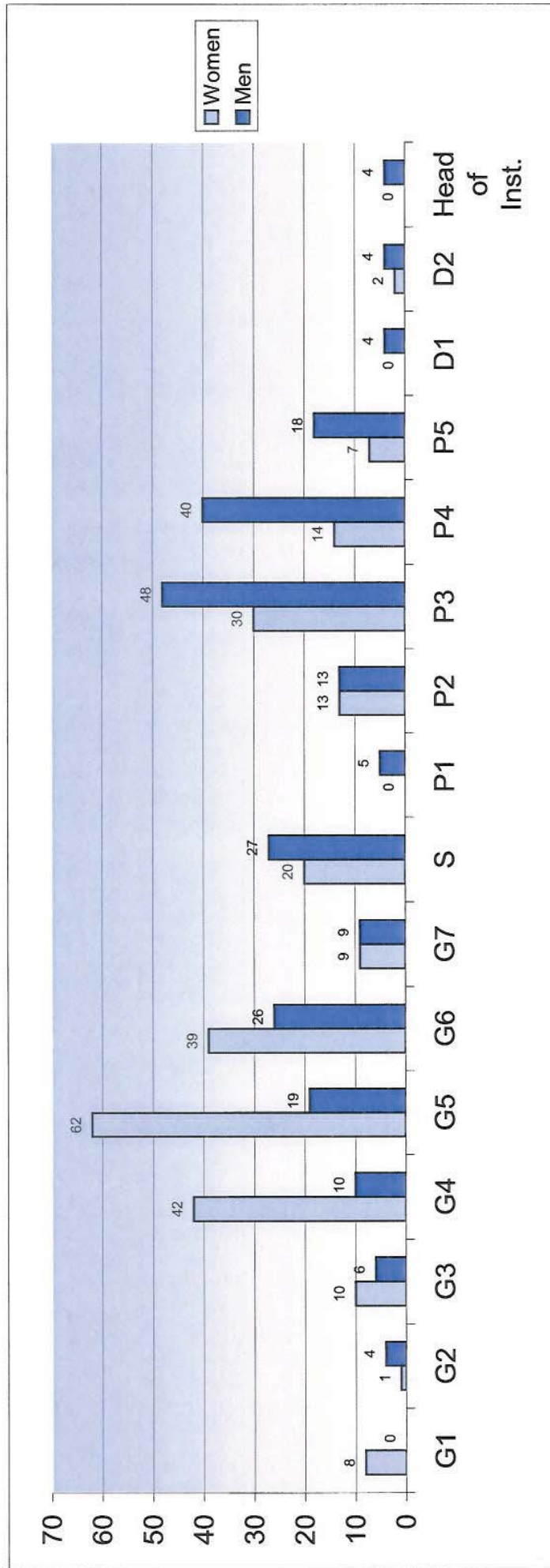


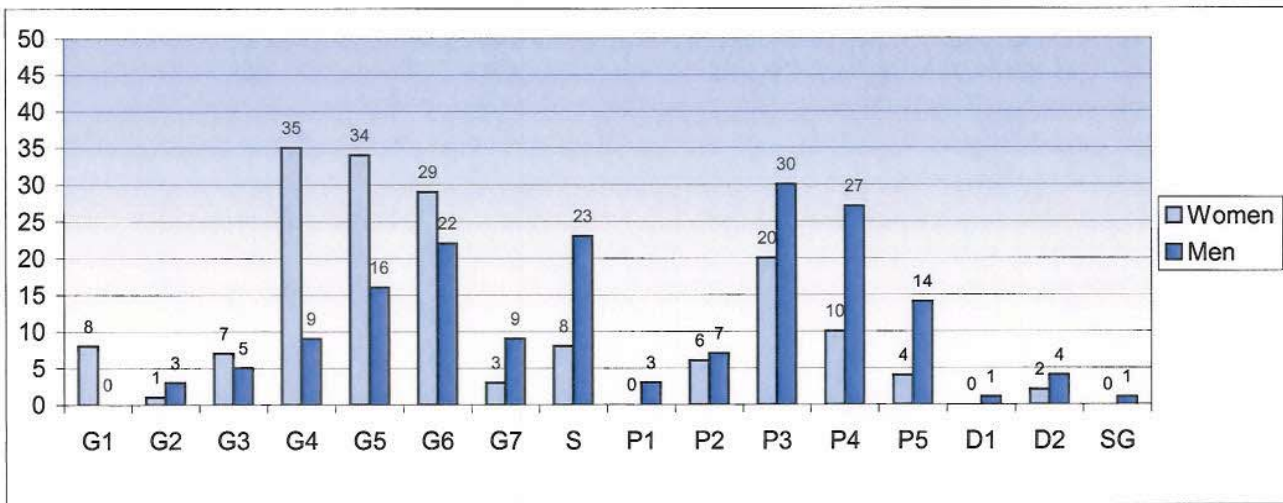
TABLE AND GRAPH 4
Post Distribution in the OSCE Secretariat and Institutions
 OSCE Secretariat*, ODIHR, HCNM, OSCE Representative on Freedom of the Media



	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%

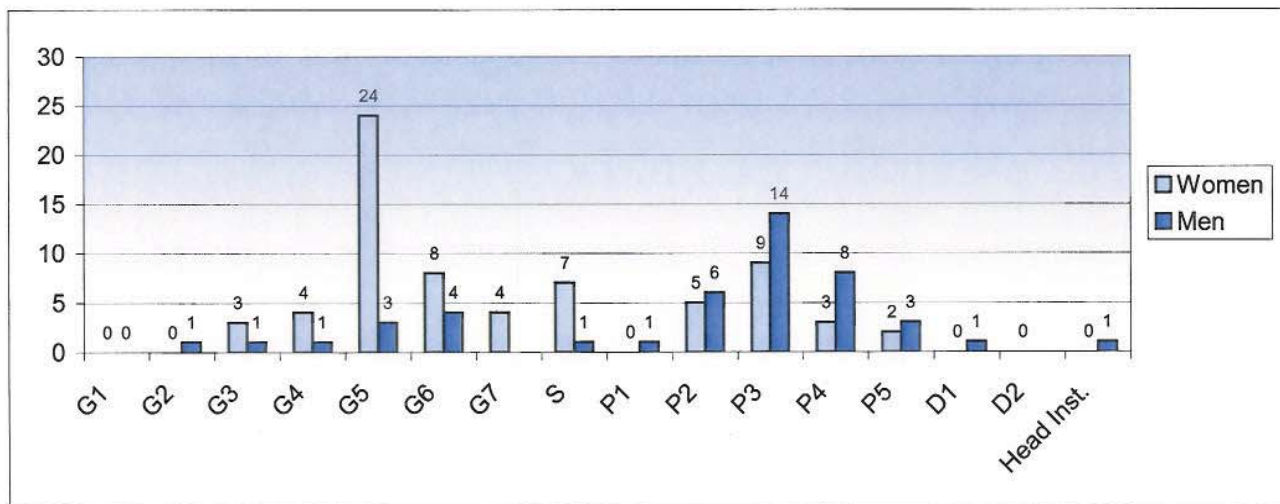
Note: Numbers as of 1 May 2009

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%

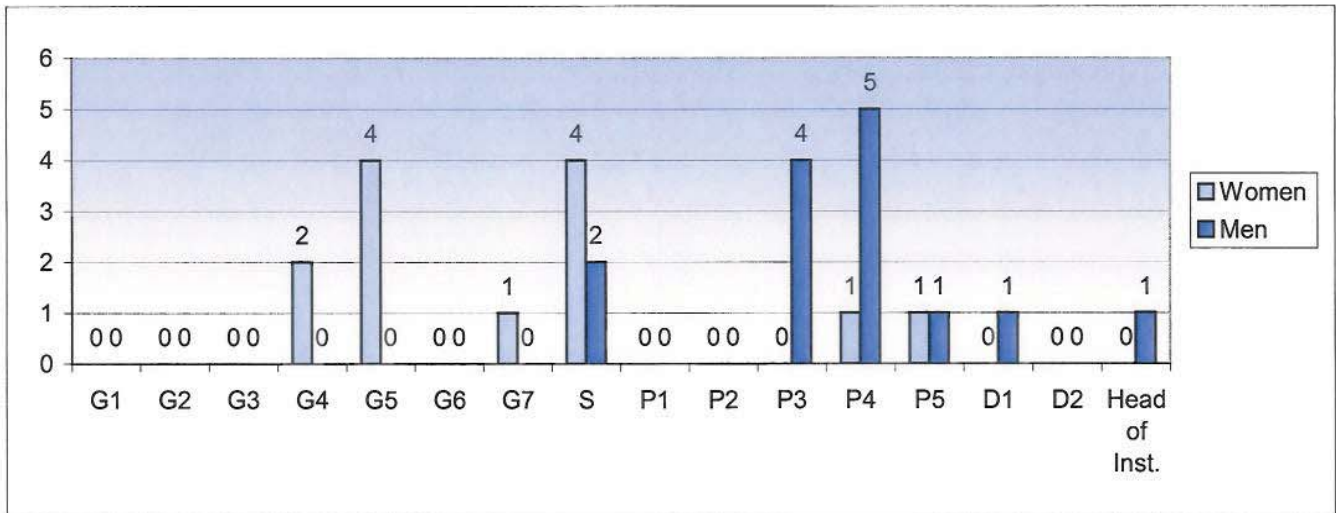
TABLE AND GRAPH 6
Post Distribution in the Office of Democratic Institutions and Human Rights



	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%

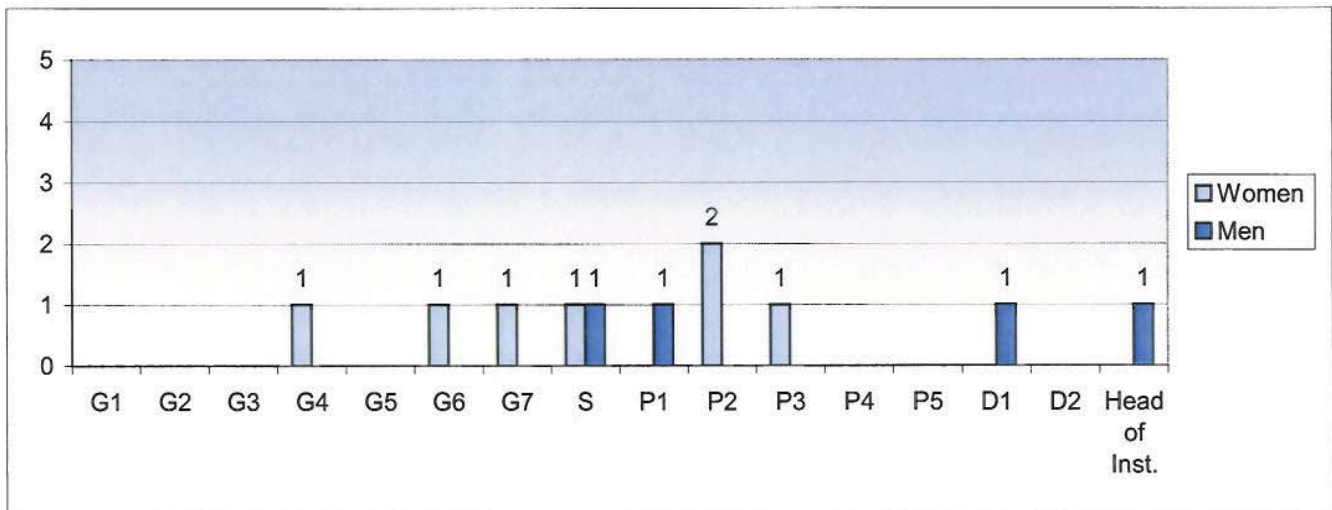
Note: Numbers as of 1 May 2009

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%

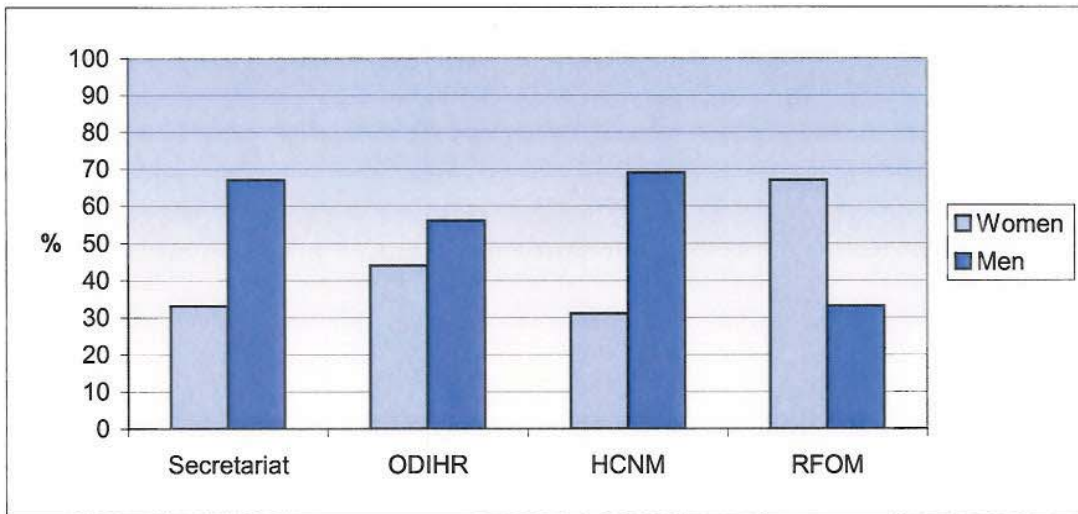
TABLE AND GRAPH 8
Post Distribution in the Office of the Representative on Freedom of the Media



	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

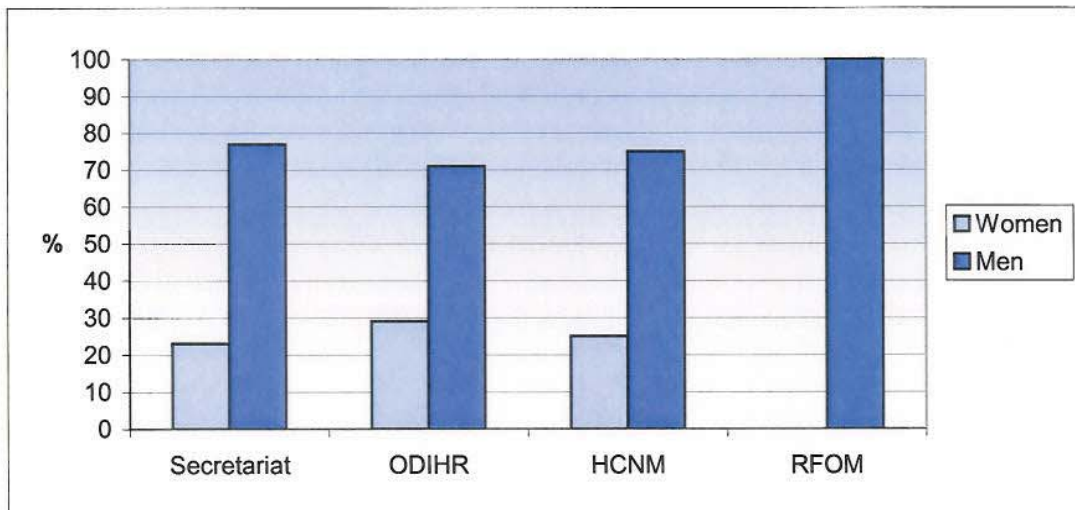
TABLE AND GRAPH 9
Post Distribution in the OSCE Secretariat and Institutions
Professional Staff*



%	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*



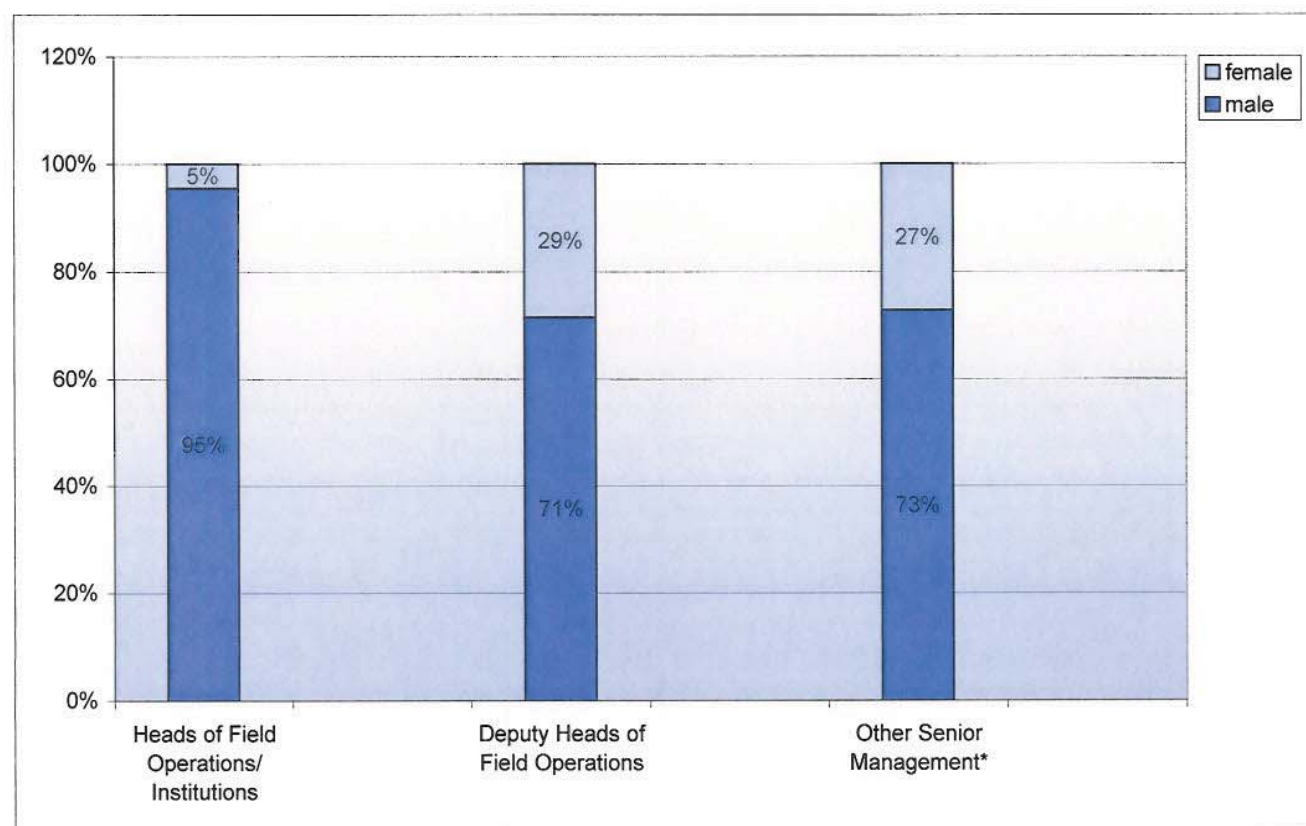
%	Secretariat	ODIHR	HCNM	RFOM	Total
Women	23	29	25	0	19
Men	77	71	75	100	81
TOTAL	100	100	100	100	100

*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

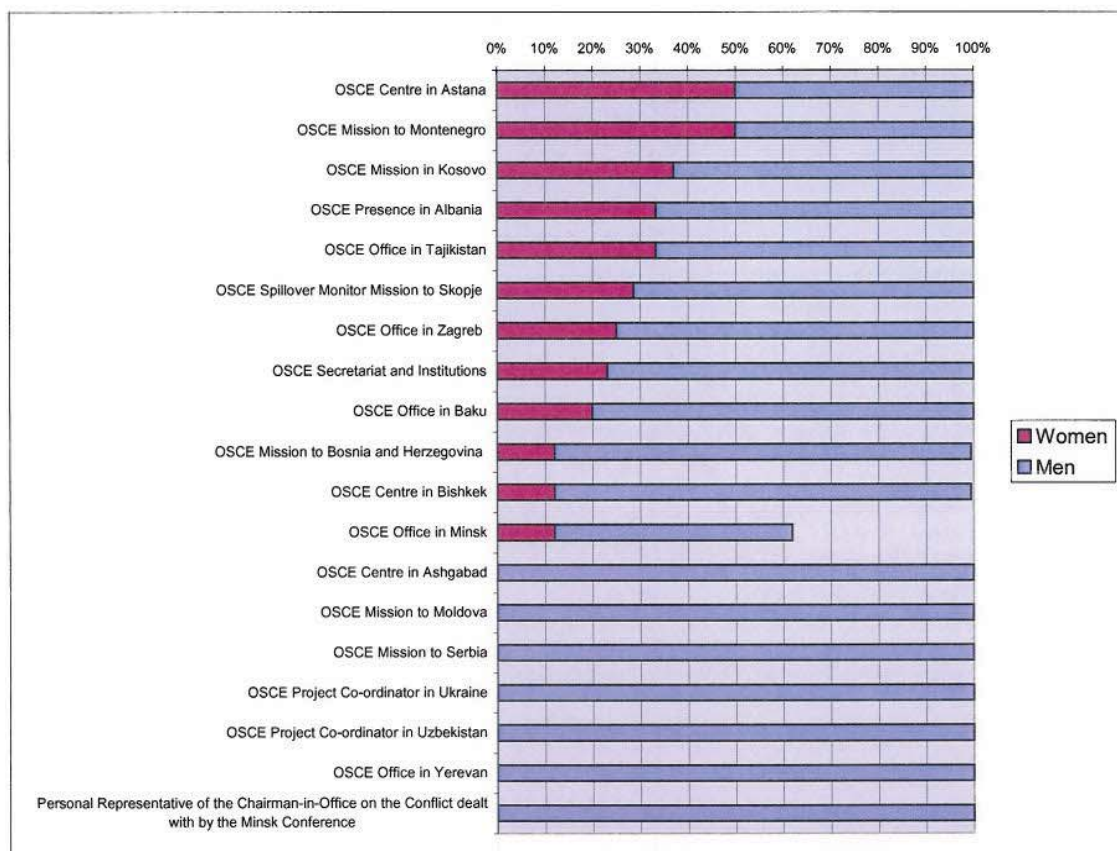
Field Operations, Secretariat and Institutions	Heads of Field Operations/ Institutions		Deputy Heads of Field Operations		Other Senior Management*		Total	
	M	F	M	F	M	F	M	F
OSCE Presence in Albania	1			1	3	1	4	2
OSCE Centre in Ashgabad	1				1		2	
OSCE Centre in Astana	1			1			1	1
OSCE Office in Baku	1		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

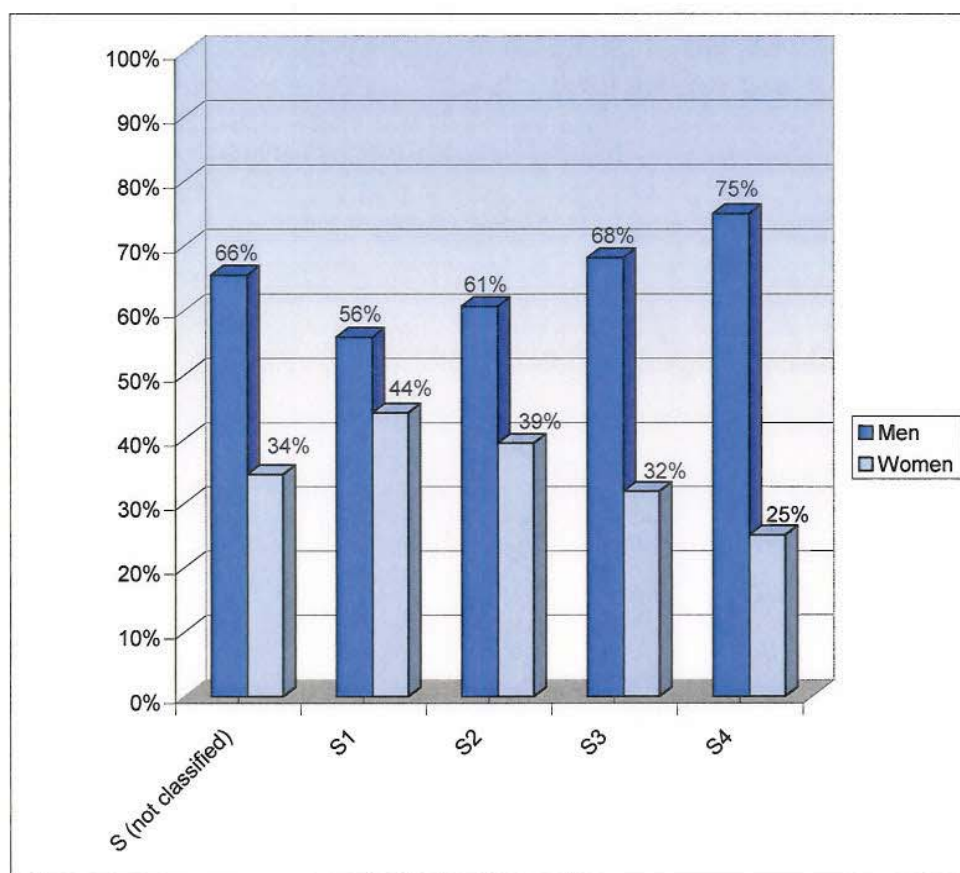
Field Operations, Secretariat and Institutions	Total		Total in %	
	M	F	M	F
OSCE Centre in Astana	1	1	50%	50%
OSCE Mission to Montenegro	1	1	50%	50%
OSCE Mission in Kosovo	17	10	63%	37%
OSCE Presence in Albania	4	2	67%	33%
OSCE Office in Tajikistan	2	1	67%	33%
OSCE Spillover Monitor Mission to Skopje	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

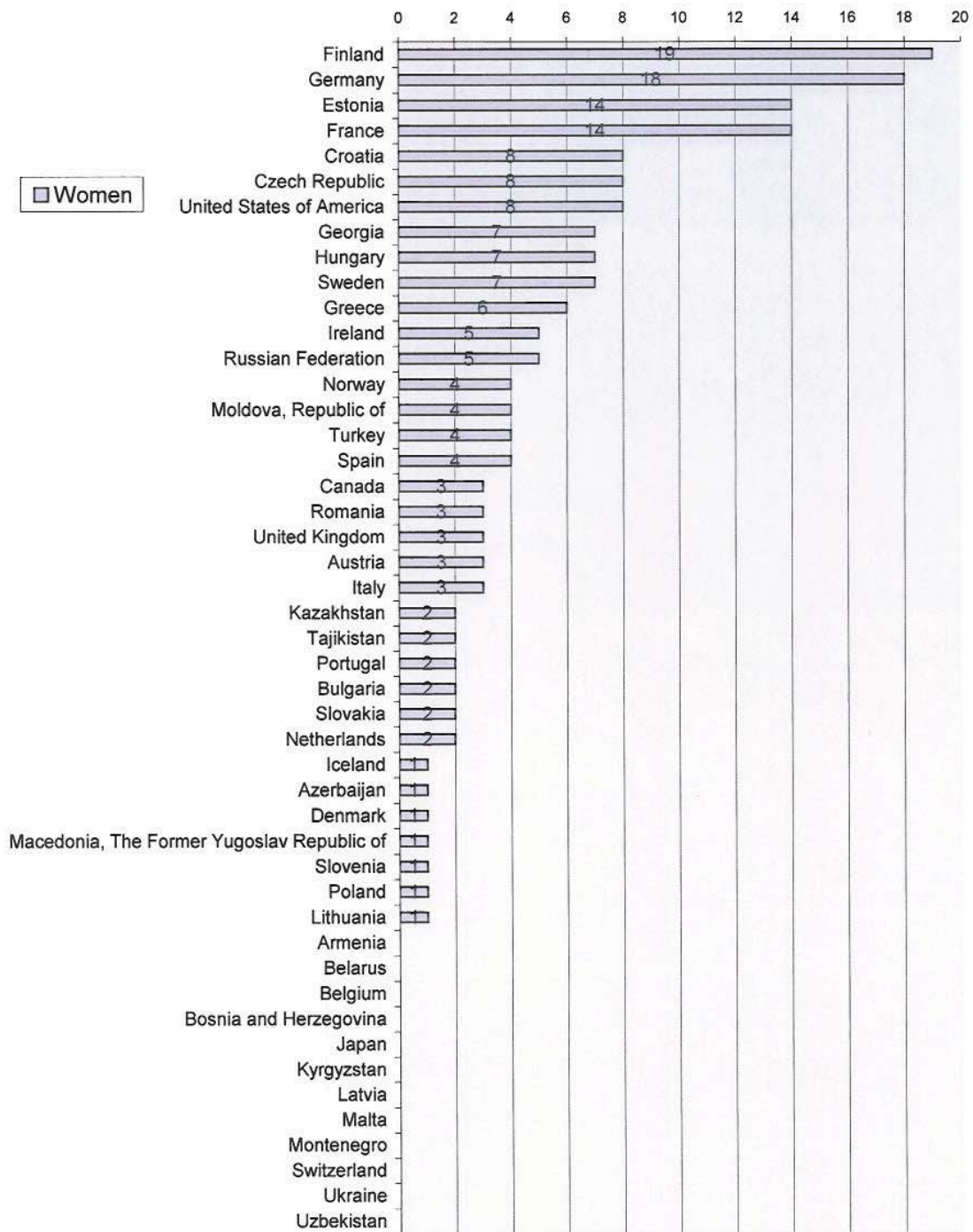
Seconding Authority*	% Women	Men	Women	Total Seconded Staff
Finland	66%	10	19	29
Germany	43%	24	18	42
Estonia	42%	19	14	33
France	37%	24	14	38
Croatia	62%	5	8	13
Czech Republic	53%	7	8	15
United States of America	47%	9	8	17
Georgia	58%	5	7	12
Hungary	39%	11	7	18
Sweden	33%	14	7	21
Greece	46%	7	6	13
Ireland	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

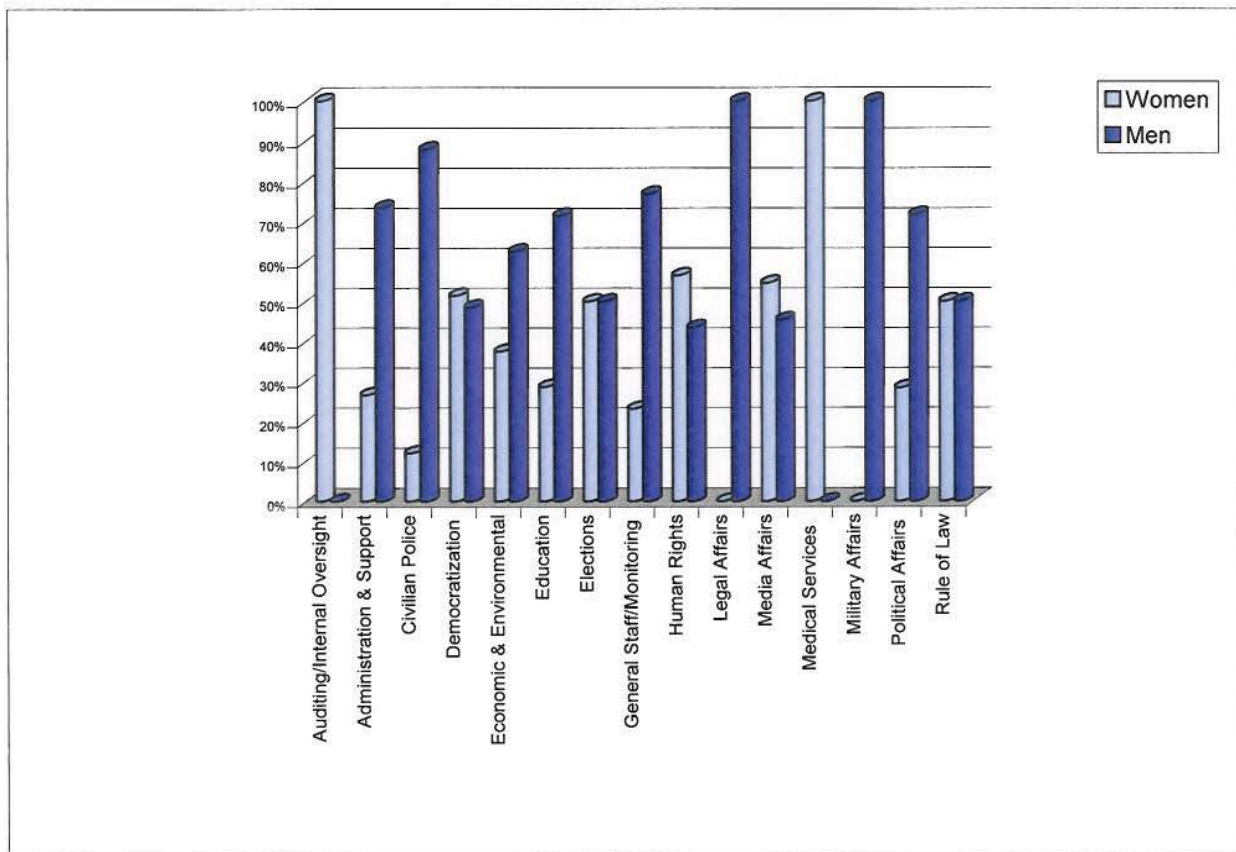
Note: Numbers of 1 May 2009

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	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	1	1	0	0	1	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	
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	
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	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	
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	2	0	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	4	
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			
Total	100%		74		21		18		19		67		435		24		589		8		35		31		125		145		14		35		31		11						
%	56%	44%	47%	53%	29%	71%	56%	44%	47%	53%	56%	42%	47%	53%	46%	54%	69%	31%	12%	88%	43%	57%	45%	55%	48%	60%	40%	60%	40%	59%	41%	64%	36%	37%	63%	26%	74%	45%	55%		

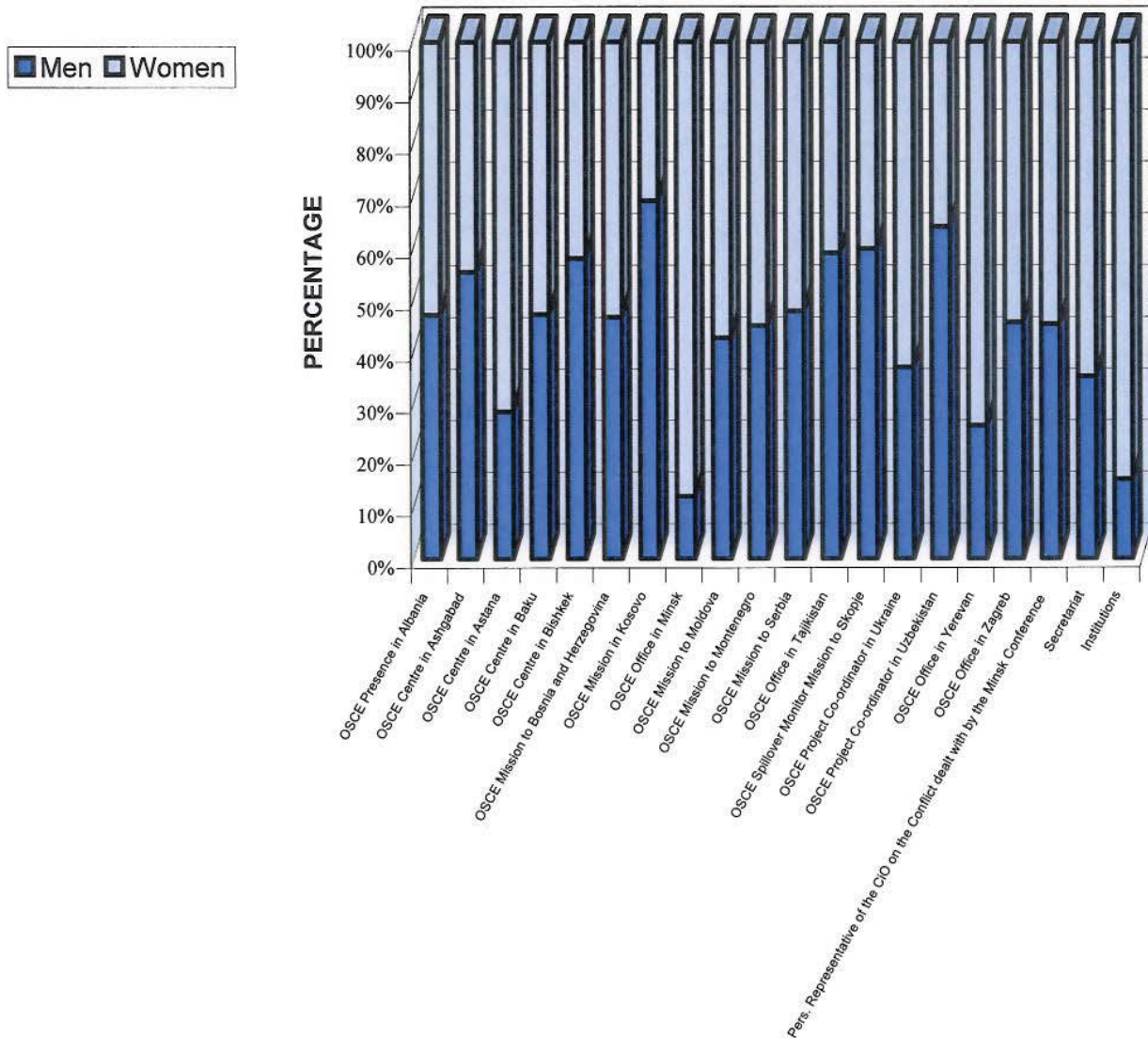
Note: Numbers as of 1 May 2009

*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	
	Men	Women	Men	Women	Men	Women
% of Applicants	100%	100%	3.1%	3.6%	1.1%	1.2%
Total	5887	5009	183	182	65	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 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.