



Organization for Security and Co-operation in Europe

The Secretary General

Vienna, 17 September 2008

To: All Heads of Delegations

Subject: Annual Evaluation Report on the Implementation of the 2004 Action Plan for the Promotion of Gender Equality

Attached, I circulate my Annual Evaluation Report on the Implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality. I will present the report to the Permanent Council on 25 September 2008.



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 2008

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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.

The report analyses to which extent 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.

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 includes activities for the promotion of gender equality and staff statistics covering the period from January 2007 to May 2008. 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 of the Representative on Freedom of the Media, the Office of the High Commissioner on National Minorities and by the Office for Democratic Institutions and Human Rights, 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/lisapi.dll?func=ll&objId=9688026&objAction=browse&sort=name&viewType=1>

Executive summary

Introduction

This report shows that the OSCE is working to include gender aspects in its programmes, policies and activities, to promote the improvement of women's rights in the participating States and to increase the percentage of women in management positions. Over the reporting period, there has been a steady, if slight, progress in all three of these main areas of the Gender Action Plan. Nonetheless, gender mainstreaming efforts remain rare in the politico-military and the economic and environmental dimensions, and are fragmented in small scale projects with little visible impact, and a gender imbalance in management positions within the Organization persists. Progress is slow and a more strategic and demonstrative action from participating States, Chairmanships and OSCE structures is needed to improve the situation.

Findings

1. Training is being offered regularly. From May 2007 to May 2008, a total of 177 staff members were trained on gender mainstreaming in the project cycle. However, this does not satisfy the potential need for training on gender issues. Core funds and human resources for training on gender issues are limited to those of the Training Section. Training on gender issues is not compulsory. Only five field operations and one institution requested training on gender mainstreaming during the reporting period.
2. Efforts to ensure a gender-sensitive professional working environment in the Organization have continued. A key achievement in the reporting period has been the review and approval by the participating States of an improved policy on maternity and paternity entitlements.
3. Ongoing improvements might also include the introduction of flexi-time arrangements in the Secretariat, in order to allow for a better work-life balance of the staff members. However, the total absence of entitlements for staff in family duty stations (dependency, rental subsidy and education allowance) still represents a serious obstacle to attracting qualified professional staff, especially women.
4. Women now account for 43 per cent of all OSCE professionals¹ (excluding managers). In management positions, however, men outnumber women in all OSCE structures² by more than four to one (81 per cent men, 19 per cent women). Since the approval of the Gender Action Plan in 2004, a steady but slow improvement has been seen. The proportion of women in professional positions has increased on average by two per cent per year.
5. The participating States continue to nominate a considerably larger number of men than women to serve in field operations (62.5 per cent men, 37.5 per cent women). For management positions, this imbalance is even more pronounced (80.6 per cent men, 19.4 per cent women). The fields of military and police show a chronic and severe under-representation of women: women in civilian police account for only 10 per cent of all staff, and posts within the field of military affairs continue to be held exclusively by men.

¹ Including national professionals, P1 to P4 and S1 and S2 levels.

² Including S3, S4, P5, D1, D2, heads and deputy heads of field operations and institutions.

6. Nonetheless, between 2005 and mid-2008, the participating States have consistently increased the number of women nominated for professional positions in the Secretariat and Institutions (to 53 per cent). Despite this increase, women currently represent 32 per cent of the effective seconded staff in the Secretariat and institutions, and very few women are nominated and seconded to management positions.
7. For contracted positions, from 1 January 2007 to 1 May 2008, female professionals represented 34 per cent of all applicants to vacant P and D positions, and only 27 per cent of the recruited professional staff members were female, whereas male professionals were recruited at a 73 per cent rate, although they only made up 66 per cent of the applicants.
8. With the proportion of women in management positions (19 per cent), the OSCE performs slightly better than the OECD (17.5 per cent), but not as well as most UN organizations (UNFPA 41.2 per cent, UNICEF 40 per cent, UNDP 29.6 per cent, and UNHCR 27.3 per cent). Even a traditionally male dominated international organization, such as the World Bank (27.5 per cent), performs better in this respect.
9. When looking at vacancies advertised by the above-mentioned organizations, it appears that in most cases, they offer qualified female (and male) professionals better employment conditions, benefit packages and career perspectives than the OSCE.
10. The knowledge and practice of gender mainstreaming in OSCE programmes across structures have advanced over the past four years. The human dimension shows the most significant achievements in quantity and quality. However, especially in the field operations, much of the work on gender mainstreaming and women's rights is fragmented and the focus is on projects that are small, isolated, very much at the micro level, draining a lot of energy, with tiny budgets, small impacts and with almost no visibility.
11. Gender aspects are absent or only sporadically taken into account in the projects of the politico-military and the economic and environmental dimensions. OSCE-wide, the field operations reported on only 28 ongoing projects with a gender element in the politico-military field. However, even with such a low number of projects, the gender aspect in 11 of these projects related exclusively to the presence of female professionals among project managers or among implementing project partners and no gender elements were included in the substantial contents of the projects. In the economic and environmental dimension, the situation is similar.
12. Through joint efforts by the Chairmanship, the Secretary General, a group of Heads of Field Operations and the Gender Section, an initiative aiming at intensifying the inclusion of gender aspects in the first and second dimensions in field operations was launched last February, using the impetus created by the Finnish Chairmanship. Under this initiative, support is currently being provided to the field operations in Albania, Azerbaijan, Kazakhstan, Moldova and Tajikistan in order to start or intensify the mainstreaming of gender in politico-military and environmental projects. The field operations in Belarus, Armenia, Georgia, Uzbekistan and the Former Yugoslav Republic of Macedonia have indicated their interest in joining the initiative as soon as possible.

13. The role played by gender focal points continues to be of major importance in the practical work on advancing the implementation of the Gender Action Plan. Most activities are launched and monitored by the gender focal points, sometimes under difficult conditions.
14. However, gender focal points work mainly in the human dimension area, mostly as human rights officers, implementing women's rights projects and with no linkage or possibility of influencing the mainstreaming of gender across programmes and dimensions in their field operation.
15. The Secretariat departments have sought to include a gender perspective in their work, especially when providing operational support to the field operations. Each department has prepared an annual plan for 2008 with progress indicators covering gender related activities. A number of departments and sections have organized gender-related events, in close co-operation with the Gender Section.
16. As to projects entirely dedicated to the priority areas of the Gender Action Plan, the field operations continued to support women's rights' projects throughout OSCE field areas, in many cases with support from the ODIHR.
17. Significant attention was given to the priority area "*preventing violence against women*" with a focus on domestic violence and/or anti-trafficking issues. Numerous activities were dedicated to the area "*ensuring equal opportunities for the participation of women in political and public life*", with a focus on promoting democratization and participation in elections.
18. Further efforts were made in the implementation of the priority areas "*ensuring non-discriminatory legal and policy frameworks*" and "*national mechanisms for the advancement of women*". With the support of OSCE field operations, several host countries adopted gender equality laws and gender action plans. A number of field operations also provided resources and follow-up support to the implementation of these laws and policies.
19. A particularly positive development during the reporting period is the progress in promoting women's economic empowerment. The reports show that field operations are increasingly implementing projects in the priority area "*promoting equal opportunity in the economic sphere*". The majority of the projects aim at enhancing entrepreneurial skills among women.
20. A number of field operations have been active in the preparation of tools and publications, such as the Mission to Serbia, the Spillover Monitor Mission to Skopje, the Presence in Albania and the Office in Tajikistan. However, most of these tools have only been published in the local languages.
21. OSCE and other international frameworks recognize that the empowerment of women and the inclusion of gender aspects in the politico-military dimension are essential to comprehensive security. Furthermore, if the OSCE has a comparative advantage in the field of gender issues on the international arena, it is indisputably in relation to the politico-military area. However, very little progress can be seen so far in the politico-military field. This is clearly reflected in the lack of initiatives in the priority area "*participation of women in conflict prevention, crisis management and post-conflict reconstruction*". Only the Mission to Serbia reports on an initiative in this area, which is a project to disseminate information on UNSCR 1325.

22. In this connection, Sweden's proposal to have participating States report yearly on the implementation of UNSCR 1325 within the framework of the OSCE Politico-Military Code of Conduct Questionnaire is a much needed and positive initiative.
23. During the reporting period, participating States have committed substantial extra-budgetary funding in response to good project proposals emanating from field operations, the ODHIR and the Secretariat. The Gender Section has benefited from extra-budgetary funds for three project proposals submitted since January 2008.
24. However, most programmes, including the Gender Issues Programme, currently lack structural and sustainable human and material resources for both qualitatively more specialized expertise and quantitatively more intensive and continued technical assistance in the field of gender.
25. The commitment and leadership of management continues to be paramount for ensuring progress in all areas of the Gender Action Plan. In the departments and field operations where management shows a strong commitment, progress on gender issues is likely to happen³. In this respect, the initiative of thematic working groups for gender mainstreaming in the politico-military and the economic and environmental dimensions has provided a good opportunity for the heads of field operations to show their commitment.

Conclusion

Generally, it is difficult to advance the work on the promotion of gender equality in the absence of quantitative targets and time lines, with limited monitoring and accountability mechanisms, with insufficient resources and with the obligation to work in the framework of short-term mandates and under hardship conditions.

If the OSCE is to move forward on gender mainstreaming in a more efficient way, actions to that effect must be of a substantial volume and expected impact, more cost effective, more visible and with sustainable funding and expertise over five to six years. It is important to avoid the fragmentation of efforts in small micro-projects and instead focus on a few powerful thematic clusters across field operations, each addressing a strategic and "natural" niche of the OSCE.

With regard to promoting the recruitment of qualified female applicants (including senior managers) into the Organization, if full parity cannot be reached in the immediate future, a critical mass of 30 per cent female managers is deemed internationally to be the minimum for any promising start of a meaningful gender equality process. Participating States should consider aiming at reaching this threshold in the coming five to six years through a substantial increase in their secondment of qualified women to top positions.

With a view to reaching these goals, it is recommended that the forthcoming OSCE Chairmanships and other participating States consider reviewing the 2004 Gender Action Plan in order to adopt clear milestones and to define strategic thematic clusters where the OSCE would like to see its efforts on gender equality articulated in an efficient and visible manner in the coming years.

³ The participation of the Head of Office in Yerevan in training on gender mainstreaming showed the staff members in the Centre that gender is an important issue for staff at all levels in the Organization. The staff members participated actively in the training and the rate of attendance was very high.

Other key recommendations for the next reporting period:

1. Depending on a possible decision by the participating States, the Gender Section should review and suggest updates to the 2004 OSCE Action Plan for the Promotion of Gender Equality, especially concerning the focus, thematic priorities and time-bound deliverables.
2. In line with MC.DEC/14/05 on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation, a focus on building capacity for the mainstreaming of gender in the politico-military and economic and environmental fields should be part of each field operation's portfolio for the coming reporting period. The Gender Section is preparing a coaching module and a series of specialized trainings and guidelines for this purpose.
3. Experience, good practices, gender tools and methods from various field operations should always be translated and prepared for dissemination to other field operations.
4. 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 the allocation of structurally sufficient, sustainable and specialized resources to all sectors, but especially to the area of the participation of women in conflict prevention, crisis management and post-conflict rehabilitation.
5. Field operations should develop a new set of profiles for the appointment of staff members as gender focal points. Given the predominance of male staff members in field operations (57 per cent), especially among programme managers, their involvement in gender issues and the appointment of more male focal points is an obvious necessity for any substantial improvement of gender mainstreaming in the OSCE programmes. In order to prevent relegation of gender mainstreaming to the human dimension alone, field operations should consider designating the Deputy Head of Mission as gender focal point.
6. The Gender Section, in collaboration with the Department of Human Resources (DHR) should undertake a gender analysis of the recruitment and secondment processes of the Organization in order to identify appropriate schemes for the retention and advancement of qualified female professionals and suggest strategic actions to increase the share of qualified women who are nominated to and who apply for management positions.
7. The participating States should consider substantially increasing the number of female nominees to top management vacancies in the Secretariat, institutions and field operations.
8. In order to attract more qualified women, the participating States should endeavour to make the OSCE a more competitive employer, especially with regard to the entitlements, benefits, career perspectives and conditions of employment.
9. The DHR and the hiring units should aim at a balance between the proportion of qualified female nominees and the proportion of women effectively recruited for seconded positions, especially for professional positions in the Secretariat and institutions. They should also seek to ensure that the actual recruitment for contracted P and D positions correlates reasonably with the percentage of qualified women and men who applied for professional and management positions.

10. Finally, as the OSCE is an important actor in global efforts to promote comprehensive security in Europe, ensuring that this security is inclusive of both women and men is a major challenge that no organization is in a better position to address than the OSCE. If the OSCE is to meet this challenge, it is crucial that its structures and participating States maintain the current momentum for gender equality, created by the Finnish Chairmanship, during the coming Chairmanships of Greece and Kazakhstan and beyond.

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

The following training on gender mainstreaming for OSCE staff was organized by the Training and Gender Sections between May 2007 and May 2008:

Target group/Length	Date	Number of participants
One "T-day" for interns and junior professional officers	25 July 2007	17
Two-day training at the Spillover Monitor Mission to Skopje	22-23 October 2007	22
Briefing for senior management at the Spillover Monitor Mission to Skopje	24 October 2007	8
Two one-day trainings at the ODIHR	8 and 9 November 2007	29
Three-day training at Stadtschlaining, Austria. Participants from Secretariat, institutions and field operations	19-21 November 2007	22
One and a half day training at the Office in Yerevan	31 Jan. and 1 Feb 2008	15
Two-day training at the Centre in Astana	18-19 February 2008	11
Two one and a half day courses in the Office in Tajikistan	6-8 May 2008	33
Two-day training in Moldova	16-17 June 2008	20
TOTAL		177

A module on gender issues has been provided continuously in the General Orientation Programme, having reached approx. 240 new staff members, interns, and delegates from participating States. 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 other OSCE training activities.

To date, training has focused on methodologies for gender mainstreaming in the project cycle. Staff members are increasingly requesting training on specific topics, such as gender in environment or in border issues. The Gender Section is currently working on developing a coaching module with a focus on gender mainstreaming in politico-military projects. In order to build on existing adequate materials and increase their use, the Gender Section is exploring ways of co-operation with the ODIHR, INSTRAW and DCAF, which recently published a "Gender & Security Sector Reform Toolkit". The four parties agreed to jointly develop an OSCE specific coaching module targeted at project managers working in the politico-military fields.

Commendable are the few occasions where either a head or deputy head of field operation has participated in training on gender mainstreaming held for staff in field operations, such as in the Office in Tajikistan, the Centre in Astana and the Office in Yerevan. This sets an encouraging example to staff and underlines the importance of the topic and of the need for management to show leadership in this area. The Training and Gender Sections are working on a strategy of how best to target capacity building on gender mainstreaming to heads and deputy heads of field operations.

Despite on-going training courses, the potential needs for training on gender issues by far surpass the number of training courses currently offered. This means that currently, a significant number of staff seems to have insufficient awareness of gender issues and little

⁴ Gender Action Plan, Section III A

knowledge of gender mainstreaming techniques. Core funds and human resources for training on gender issues are limited to the resources of the Training Section. Furthermore, apart from a short session in the General Orientation Programme, training on gender issues is not compulsory. Therefore, the frequency and length of the training courses on gender mainstreaming depend on the interest and commitment shown by management in institutions and field operations. Training only takes place upon the request of management and only when funds and human resources are available within the Training Section or within the individual programmes. From May 2007 to May 2008, a total of 177 staff members were trained. Only five field operations and one institution requested training on gender mainstreaming.

1.2 Management

The Gender Action Plan assigns special responsibility to and requires the active leadership of senior management in its implementation⁵. In 2008, thanks to the fact that gender mainstreaming is one of the priorities of the Finnish Chairmanship, OSCE management has shown increased interest in the issue and awareness of its importance. This has generally increased the number of requests received by the Gender Section for technical assistance, advice, coaching or support.

The new leadership in the Gender Section and in the Office of the Secretary General, as well as the establishment of the initiative of thematic working groups for gender mainstreaming in the politico-military and the economic and environmental dimensions have also facilitated an increased involvement of senior management in the implementation of the Gender Action Plan.

Last year's report recommended a review of the OSCE Staff Rules and Regulations due to the weak nature of some of the rules, e.g. the lack of maternity leave entitlement if a staff member had been in service for less than a year, and only four days of paternity leave. Thus, the Gender Section proposed a draft text amending several of the rules and regulations, in co-ordination with Legal Services and the DHR. The proposed text was approved by the Permanent Council in December 2007.

The main changes are:

- The deletion of the condition of a minimum of one year in service in order to be entitled to maternity leave;
- Commencement of the maternity leave six weeks before the birth date, unless a medical certificate is submitted;
- The possibility of nursing the child after maternity leave, two hours per day, until the first year of the child.
- An increase of the paternity leave from four days to four weeks, or eight weeks if working in a non-family duty station;
- The possibility of taking special leave without pay for fathers in connection with paternity leave;
- The possibility of extending contracts after maternity, adoption or paternity leave, at least until the end of the leave or special leave.

The changes have been welcomed by male and female staff members, and the participating States should be commended for their support to this important framework which is closer to the practice of UN and other international organizations. A small nursery room allowing staff members to nurse their children during working hours has recently been opened in the new Secretariat premises.

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

Thanks to the recommendation of several participating States to establish flexible time work possibilities, the DHR, in co-operation with the Gender Section and Legal Services, has researched the practice in other international organizations and prepared a concept note with a proposal for the OSCE Secretariat. In early 2008, a draft staff instruction was ready and the technical work is currently ongoing.

The introduction of flexi-time arrangements in the Secretariat can improve the work-life balance of staff members and make the Organization more attractive to qualified male and female professionals.

However, a pressing issue is still waiting for appropriate solutions: the total absence of entitlements for staff in family duty stations (dependency, rental subsidy and education allowance) which represents a serious obstacle to attracting qualified professional staff, especially women. The OSCE Staff Rules and Regulations⁶ authorize the Secretary General, in consultation with the Head of field operation, to decide which duty stations are non-family duty stations. In most cases, OSCE field operations have followed the status assigned to the host country by the UN, but there are exceptions, e.g. the Presence in Albania, where Tirana is a non-family duty station for staff members with children under the age of seven, while UN has granted family status without restrictions to its missions in Albania. However, the rules do not grant any benefits or entitlements in relation to families in “family duty stations”.

Another way to make posts in the field operations more attractive to both male and female professionals is to improve the chances of their spouses to find employment in the host country. The OSCE Rules and Regulations allow the recruitment of spouses in the OSCE, precluding some conditions, e.g. a staff member must not be under the supervision of his or her spouse. Unfortunately, Staff Instruction 23/2006 on Special Service Agreements does not allow the employment as consultants of any family members of OSCE officials. The DHR, in consultation with the Gender Section, is reviewing the Staff Instruction to put it in line with the OSCE Staff Rules and Regulations and the practice of UN agencies.

1.3 The Professional Working Environment

Efforts to ensure a gender sensitive professional working environment in the Organization have continued. A key achievement in the reporting period has been the review and approval by the participating States of an improved policy on maternity and paternity entitlements.

Efforts have been made to improve the professional working environment in a number of other ways. The Gender Section, in co-operation with the DHR and Legal Services, prepared, published and distributed, in English and Russian, the Guide on the OSCE Policy against Harassment, Sexual Harassment and Discrimination. The OSCE policy and procedures on harassment, sexual harassment and discrimination are defined in Staff Instruction 21/2006. A session explaining Staff Instruction 21 and its importance is part of the General Orientation Programme, in order to ensure that all new staff members are informed of the policy framework, definitions, and mechanisms available to staff in case of a violation of Staff Instruction 21. The DHR plans to devote one of its information sessions in the Secretariat to this topic in 2008.

⁶ Regulation 2.09: OSCE Staff Rules and Regulations: “*International mission members shall assume full responsibility for their families in the duty stations. They shall not in any case be granted any benefit or entitlement due to the presence of their families at the duty station. The Secretary General, in consultation with the respective head of mission, shall determine those duty stations where international mission members shall not establish their families.*”

In 2007, a new impetus was given to the network of mediators, after the Gender Section handed over this responsibility to DHR. In the autumn of 2007, the DHR organized a three-day meeting for the focal points from field operations and institutions. Intensive two-day training was delivered by three international expert trainers. This was followed by a one-day roundtable meeting, led by the co-ordinator of the mediation network (Deputy Director of DHR) and the DHR gender focal points.

In order to support and ensure a professional working environment in a broader context, the Training Section held its first conflict resolution training for programme managers in March 2008. The DHR is currently exploring the possibilities of extending the training to other staff categories in 2008 and beyond. This strengthened link between the role of mediation focal points, supervisors and all other staff members should improve the communication in the working environment, while quickly identifying and resolving conflicts in their first stages.

In 2008, for the first time ever, the DHR and the Gender Section introduced a survey to collect data from OSCE institutions and field operations on the number of formal complaints and mediation cases which occurred in 2007. This was done in order to gain a clearer picture of how the Staff Instruction has been implemented to date. The data received by the DHR showed that there had been 11 formal complaints: one on discrimination and 10 on harassment, and two cases which were dealt with through mediation. No cases of sexual harassment were reported during 2007 and there is no indication that "gender" was a significant variable in the reported harassment and discrimination cases.

However, and despite the absence of formal complaints of gender discrimination or sexual harassment, contacts during field visits and interviews with staff members prior to their leaving the Organization suggest that some discriminatory attitudes and inappropriate behaviour by male colleagues or supervisors ranging from pejorative and sexist remarks to the exclusion from information or management networks, persist. Such cases are usually never recorded or officially reported. The hotline run by the Office of Internal Oversight does not officially cover issues relating to the working environment or to SI 21/2006, as explained in Financial Administrative Instruction 10, but in practice, due to the lack of an alternative hotline dedicated especially to working environment issues, staff members have used it also for these cases. The current mediation and grievance procedures are obviously not being used sufficiently. They should be improved and ultimately replaced by a more adequate mechanism to detect and denounce gender-based discriminatory behaviour.

In June 2008, in collaboration with the Training Section, the OIO launched training on the Ethical Framework, including issues of the professional working environment. The training is designed eventually to be mandatory for all OSCE officials. With the assistance of the Gender Section, gender aspects have been integrated in the training material.

There is currently no accountability framework vis-à-vis a gender sensitive management culture. Establishing measurable criteria and verifiable results, and holding staff - particularly in management positions - accountable on this issue within their teams, would likely strengthen the overall gender responsive culture in the Organization.

1.4. Gender Balance in Professional and Management Positions

As stipulated in the Gender Action Plan⁷, the Secretariat shall prepare annual statistics showing the current distribution of women and men by category of posts at each level. Detailed sex disaggregated statistics⁸ can be found in Annex I.

As the date of the presentation of the annual evaluation report to the Permanent Council has been changed from June to September, the statistics attached to this report show the representation of women and men in the OSCE as of 1 May 2008.

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

What is the share of female professionals in the OSCE structures, especially in management positions? The report shows that even if consistent efforts have been made and certain advances have been achieved since the approval of the Gender Action Plan in 2004, progress has been slow, especially when it comes to increasing the number of female professions in management positions.

On 1 May 2008, the total number of OSCE staff in all categories was 2,861, with women representing 44 per cent.⁹ In last year's report, with statistics as of 1 December 2006, the total number of staff was 3,257 and the representation of women 43 per cent. The fall in the total number of employees is mainly due to the down sizing of the Missions in Kosovo and Croatia.

As to the percentage of women, no significant change in comparison to the last reporting period can be seen within any of the three staff categories.

As shown in the graphs below, the percentage of women in the **professional** staff category¹⁰ has increased over the past 4 years from 35 per cent to 43 per cent, which is only an increase of 2 per cent per year. Between 1 January 2007 and 1 May 2008, this average even dropped to one percent. The percentage of women in **management positions**¹¹ has increased from 15 to 19 per cent. In order to facilitate a comparison by year, data of 1 December 2007 has also been included in the graphs showing that on that date the representation of women in management positions was at 21 per cent - an increase of 4 per cent in one year. Unfortunately, this trend was not of a consistent nature, and 5 months later, women in this category only represented 19 per cent.

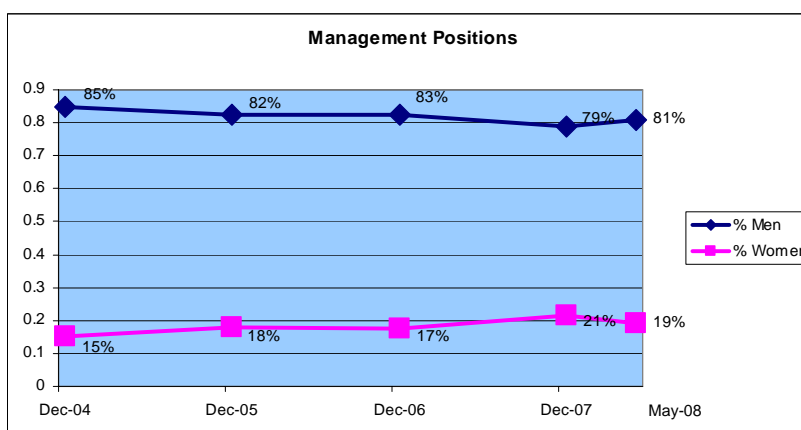
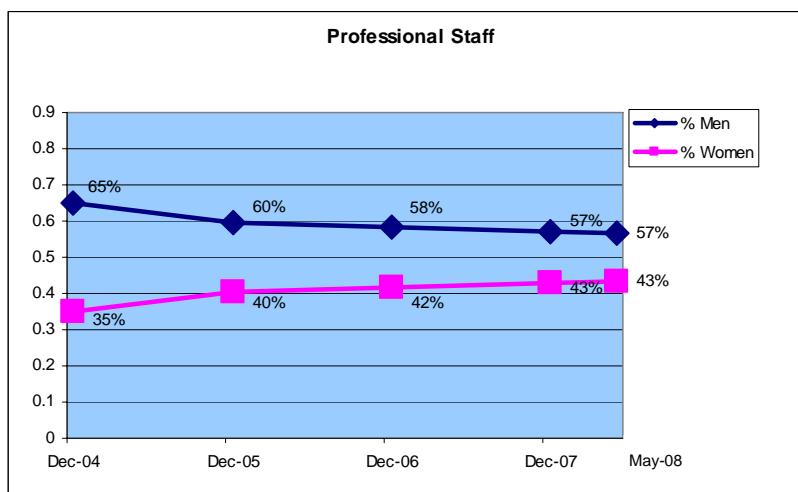
⁷ Gender Action Plan, paragraph 31.

⁸ 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 finalized.

⁹ Annex I, table 1

¹⁰ Including national professionals, P1 to P4 and S1 and S2 levels.

¹¹ Including S3, S4, P5, D1, D2, heads and deputy heads of field operations and institutions.



The low number of female heads of field operations and institutions remains a concern. On 1 May 2008, of a total of 20 **heads of field operations and institutions**, only two were women and of 13 **deputy heads** only one was a woman.

The positive development in the representation of women in national and international professional positions¹² in the **field operations** continues, showing an increase from 43 to 46 per cent. International female professionals represent 36 per cent of all international staff in the field operations, which is an increase compared to the 32 per cent of the last reporting period. Women now occupy 19 per cent of all management positions in the field operations, against 18 per cent in the last reporting period.

Good practice

In order to improve the gender balance, the OSCE Office in Tajikistan re-advertises vacancy notices for local positions if there is not at least one qualified woman among the applicants.

¹² Annex I, table 2.

On 1 May 2008, there was still a number of field operations where all international professional positions were occupied by men: The office of the Personal Representative of the CiO on the Conflict dealt with by the OSCE Minsk Conference, the Office in Minsk, and the Office of the Project Co-ordinator in Ukraine. Other field operations only have one female international professional¹³.

The representation of women in management positions in several field operations continues to be remarkably low¹⁴. E.g. women in the Mission in Kosovo only hold 5 out of 26 management posts. However, due to the down sizing of the Mission, this is an improvement compared to the last reporting period where women held only 5 out of 34 management posts. Female employees in the Spillover Monitor Mission to Skopje hold 2 out of 11 management posts, while the total representation of women in seconded positions is 26 per cent.

In the **Secretariat and institutions**¹⁵, the percentage of women holding professional posts has decreased from 35 to 33 per cent while the percentage of women in management positions has increased slightly from 5 to 7 of a total of 35 management posts.

The representation of women in the General Service category in the **Secretariat** is at 65 per cent¹⁶. In the **professional staff** category, women represent 31 per cent, an increase from the 29 per cent of the last reporting period. Of the 48 seconded staff members in the Secretariat, only 12 are women. Although seconded positions in the Secretariat are not classified by grade, the tendency is that most of the seconded female professionals are at the officer level, rather than at the level of adviser, senior adviser or head of section.

The imbalance between men and women at the P levels persists with 20 women holding P3 positions out of 50 posts, 10 women holding P4 positions out of 36 posts and 2 women holding P5 positions out of 14 posts. Of a total of 7 **director's** posts (D1 and D2) only 2 are held by women.

In total, in the Secretariat, women hold 31 per cent of all professional posts and only 18 per cent of all management posts.

Women in management positions in other international organizations

In the OECD the representation of women in management positions is at 17.5 per cent. In UN Organizations, the proportion of women in management goes from 29.6 per cent in UNDP, 40 per cent in UNICEF to 41.2 per cent in UNFPA. Even in the traditionally male dominated organizations, such as the World Bank Group the percentage of women in management has increased this year to 27.5 and in the IAEA to 19.5 per cent.

Looking at the **ODIHR**¹⁷, the good gender balance shown in last year's report, where the representation of women in the professional staff category was 44 per cent, has unfortunately not been maintained. This year, the representation of women has decreased to only 35 per cent. The gender balance in the office of the **HCNM**¹⁸ also leaves room for improvement. No men are employed in the general service staff category (nine posts)

¹³ Annex I, table 13.

¹⁴ Annex I, table 11.

¹⁵ Annex I, table 2.

¹⁶ Annex I, table and graphs 5.

¹⁷ Annex I, table and graph 6.

¹⁸ Annex I, table and graph 7.

whereas in the professional staff category, only 2 posts out of 13 are held by women, a representation of 15 per cent. In the office of the **Representative on Freedom of the media**¹⁹ only 1 out of 6 professional staff members is a woman and none of the general service staff members are men.

Analysis of the Gender Balance by Field of Expertise

The data on the gender balance by field of expertise²⁰ can only give a very general idea but not an exact picture as the field operations are not always structured in the same categories and some job titles fall outside the categories established in the system.

The representation of women in the field operations continues to be high in the traditionally female-dominated fields, such as Democratization (54 per cent) and Human Rights (55 per cent). However, the percentage of women in other fields has increased too: Legal Affairs (75 per cent), Rule of Law (43 per cent) and Media Affairs (75 per cent). On the other hand, the representation of women in Civilian Police is only 10 per cent, and posts within Military Affairs continue to be held exclusively by men.

The issue of the low representation of female professionals in politico-military or security related positions has already been raised in previous evaluation reports. One of the reasons often given for the low representation of women in these fields is that good profiles of female professionals are not available. Therefore, the Gender Section has taken steps towards developing a roster of qualified female professionals in the fields of military and police. With the implementation of an extra budgetary project "Mapping female experts for military and police matters in the OSCE", the Section hopes to facilitate the access to qualified female profiles. The development of 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 (such as the Norwegian Action Plan for the Implementation of UNSCR 1325). Norway has kindly provided complete funding for this project.

Analysis of Nominations and Secondments by Participating States

On 1 May 2008, of a total of 526 staff members **seconded** by 44 participating/partner States of the OSCE, 37 per cent were women - an improvement compared to last year's 34 per cent.²¹

Again the percentages of seconded women vary among the different seconding States with some countries not seconding any women at all to field operations (e.g. Belgium, Georgia, Kazakhstan and Switzerland) or showing very low percentages, e.g. Turkey (12 per cent) Slovakia and Ukraine (14 per cent) and the Russian Federation (17 per cent). Other countries have seconded a percentage of women closer to parity or higher, such as Finland (56 per cent), Spain (54 per cent), Italy (50 per cent), Ireland (45 per cent) and Austria (44 per cent).

Looking at **nominations**, between 1 January 2007 to 1 May 2008, 49 participating States and Partners for Co-operation nominated candidates for the 246 seconded positions advertised.²² Out of the 2,335 nominations, 40 per cent were women. This represents a positive and gradual improvement from 30 per cent in 2004, 34 per cent in 2005, and 37 percent in 2006.

¹⁹ Annex I, table and graph 8.

²⁰ Annex I, table and graph 17.

²¹ Annex I, table 15.

²² Annex I, table 14.

The nominations vary among the different States with some countries showing a low percentage of women e.g. the Russian Federation (5 per cent), Georgia (6 per cent), the Netherlands (10 per cent) and Turkey (16 per cent). Other countries have nominated a high percentage of women, such as Latvia (84 per cent), Azerbaijan (62 per cent), France (55 per cent), Finland (52 per cent), Italy (49 per cent), Slovakia (48 per cent), and Ireland and Germany (each 43 per cent).

When looking at the levels to which the participating States nominated candidates,²³ as in previous years, the higher the level, the fewer women were nominated. This might partially explain the “glass ceiling” encountered by female professionals in the OSCE. For S1 and S2 positions, 43 per cent of the nominees were women, whereas for management positions (S3 and S4) only 24 per cent of the nominees were women. When looking at countries with a good gender balance of their nominees²⁴, most of them only nominated women to the lower S levels (S1 and S2). E.g. France nominated 4 women out of 22 persons for S3 and S4 positions, Italy 3 women out of 14 persons and Germany 10 women out of 33 persons.

Good practice

The practice of the Mission in Kosovo of identifying potential managers among its male and female staff and giving them the opportunity to gain on-the-job experience through temporary appointments as acting in vacant management positions. The encouragement of women to participate in this programme has helped female mission members broaden their experience with a view to becoming more competitive for higher level posts.

Once a nomination has been submitted, the DHR, in co-operation with the hiring unit of a field operation/institution, is responsible for preparing a long list and for **recommending**²⁵ several candidates to the field operation/institution.

The recruitment data shows that women, who have been nominated or have applied for vacant positions, have a smaller chance than men of being invited for interviews. In the period of 1 January 2007 to 1 May 2008, of all nominated men to all OSCE structures, 54 per cent were recommended for an interview, but of all nominated women only 49 per cent.

In the same period, female professionals represented 34 per cent of all applicants to vacant P and D positions²⁶, but only 27 per cent of the recruited professional staff members were female, whereas male professionals were recruited at a 73 per cent rate, although they only made up 66 per cent of the applicants.

Especially serious is the discrepancy between the percentage of nominations and actual secondments of women in the Secretariat and Institutions²⁷. Between 2005 and mid-2008, women nominated to the Secretariat and institutions constituted a majority of 53 percent but only made up an average of 32 per cent of the effective seconded staff, whereas men, who only represented 47 per cent of all nominees, held a majority of 68 per cent of all seconded positions.

²³ Annex I, table 21.

²⁴ Annex I, table 14.

²⁵ Annex I, table 21.

²⁶ Annex I, table 20.

²⁷ Annex I, table 22.

Data from field operations are different. Between 2005 and May 2008, participating States nominated male professionals to positions from S1 to S4 at a proportion of 71 per cent. Women only made up 29 per cent of the nominees. The distribution of the effective seconded staff members reflects almost exactly the same proportions for each sex among the secondees: between 2005 and May 2008, 70 per cent of the seconded professionals in field operations were male and 30 per cent were female²⁸.

Average of Nominations and Secondments

Period from 2005 to 1 May 2008

Nominations			
Field Operations		Secretariat and Institutions	
Men	Women	Men	Women
71%	29%	47%	53%
Secondments			
Men	Women	Men	Women
70%	30%	68%	32%

It is to be noted that there is a considerable difference between the percentages of nominated women over the last three years and the percentage of women who are currently seconded to the OSCE Secretariat and institutions.

If this trend is to be reversed, it is evident that both the hiring units and participating States should question in quantitative and qualitative terms the current nomination and secondment systems. The Gender Section is ready to provide guidance and advice to this effect.

Analysis of the Recruitment for Contracted Posts

Between 1 January 2007 and 1 May 2008, a total number of 148 contracted positions were advertised²⁹. The OSCE received a total of 10,027 applications (an average of 68 applications per post) and 39 per cent of these were from women. On the **short lists** prepared by the DHR, an average of 48 per cent of the candidates was female. Of the staff members who were finally **recruited**, 36 per cent were women. This is a 4 per cent decrease compared to the percentage of women recruited in 2006.

As shown in previous evaluation reports, the higher the level of a post, the fewer women apply. For vacancies to professional category posts the majority of applications were from men, except for posts at the P1 level where 52 per cent of the applications were from women. For the D1 level posts only 16 per cent of the applications were from women and for P5 posts, 21 per cent. For all G level posts, 69 per cent of the applicants were women. The question why the OSCE does not attract more applications from women for high-level positions still needs to be addressed.

In order to reach as many qualified women as possible, a targeted distribution of vacancy notices for management positions was put in place last autumn. The Gender Section regularly forwards vacancies for professional and management positions in the OSCE to a broad network of professionals. There are some indications that this initiative has had a slightly positive effect as in 2006, 28 per cent of the applicants for P4 posts were women,

²⁸ See also Annex I, table 22.

²⁹ Annex I, table 20 (excluding general service staff in field operations).

and from 1 January 2007 to 1 May 2008, this percentage increased to 32 per cent. It remains to be seen if this increase will be constant and sustainable.

In the last reporting period, statistics showed that the percentages of applications from men and women in all categories of posts and of the actual recruited staff were the same; with 40 per cent women. Unfortunately, this is not the case in this reporting period where 39 per cent of all applicants were women but only 36 per cent were among the recruited. Looking separately at the data of P and D positions, of the total number of applications 34 per cent were from women, but female professionals made up only 27 per cent of the recruited staff members. Thus, the problem is not exclusively the low number of applications from women but also the fact that male applicants have better chances than female applicants of being invited for interviews and selected.

Recruitment to Professional and Management Posts

Year	Applied		Recruited	
	Men	Women	Men	Women
2006	65%	35%	75%	26%
2007/08*	66%	34%	73%	27%

*From 1 January 2007 to 1 May 2008

Designation of Heads and Deputy Heads of Field Operations and Institutions

Thanks to MC.DEC/18/2006, "Further Strengthening the Effectiveness of OSCE Executive Structures"³⁰, the selection process of heads and deputy heads of field operations and institutions is now more transparent and there is more space for record keeping as the names and nationalities of all candidates for these positions must be made available to all participating States.

Between January 2007 and May 2008, there were seven vacancies for posts of **deputy head of field operation/institution**, with a total number of 38 nominations³¹. Only three of the nominees were women. Five men and one woman were recruited for the posts. In the same period, there were 12 vacancies for posts of **head of field operation** with a total of 31 nominations received. Only two of the nominees were women and one woman and 11 men were appointed.

1.5 Conclusion

The main result achieved during the reporting period has been the review of the Staff Rules and Regulations pertaining to maternity and paternity entitlements. The changes represent a clear improvement of the benefits of male and female staff members, promote an improved work-life balance and means that the OSCE is now closer to the practice of other international organizations. The approval of flexible time arrangements would also represent a step toward achieving a work-life balance, effective time management and increased motivation among staff members. All these measures would surely make the Organization more attractive to qualified male and female professionals and more successful in recruiting and retaining them.

³⁰ Section 3: "Calls upon the Chairman-in-Office to ensure full transparency and competitiveness in the procedure for the selection of heads and deputy heads of field operations. The names and nationalities of all the candidates for these positions should be made available to all the participating States after the deadline for submission of applications."

³¹ Annex I, table 21.

Although on-going, training on gender mainstreaming for OSCE staff in institutions and field operations could not be provided with enough frequency to cover all potential needs or to cover in-depth aspects of gender mainstreaming in all dimensions.

Regarding the working environment, the DHR has initiated the collection and analysis of data through the chiefs of fund administration and mediators, this data shows a relatively low number of formal complaints. However, discriminatory cases are occasionally reported informally. The DHR plans to instigate exit interviews of staff leaving the Organization. Not only the heads and deputy heads of field operations and departments should benefit from the exit interviews. Most female professionals leave the Organization without reaching the level of these positions. Exit interviews should ideally be extended to all female P4+ and S2+. The exit interviews should include explicit questions on gender aspects relating to the working environment, undermining stereotypes, or any other gender related discriminatory attitudes or behaviour.

The representation of women in professional and management positions has seen only a slight increase compared to the last reporting period: the percentage of women has increased by one per cent in professional and by two per cent in management positions.

The development trend in the percentage of women in management positions has seen a steady increase, but at a slow pace. From 15 per cent in 2004, women now account for 19 per cent. In view of this, achieving a gender balance in the management positions of the OSCE remains a challenge. Although, so far, no gender analysis has been undertaken to give explanations to this situation, the reasons are likely multi-faceted and complex.

Most field operations and institutions claim that their recruitment panels are gender balanced, but it is unclear whether sex-disaggregated data on the panel members is actually collected. The Recruitment Section of the Secretariat has adjusted the job descriptions of the recruitment officers to ensure that they take a gender perspective into account in their work. However, no evidence of the impact of this change has been reported so far. Also, and due to the relatively lower number of female professionals in P4+ and S3+ positions, only a part of the interview panels for similar positions can be properly gender balanced. The human resources of the Gender Section are so limited (three professionals including the Senior Adviser), that a gender professional can only rarely serve on interview panels.

Acting on an initiative of the Gender Section, the DHR has agreed to introduce a set of gender-related questions in the interviews of candidates for management positions. The aim of these questions will be to evaluate the knowledge of gender issues and gender awareness of incoming staff members with management responsibilities. Some units, such as the OSG have already integrated such questions into the recruitment process.

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 other possible gaps that cannot be seen with the current statistical system, or that are of a more qualitative nature. With the data obtained from this analysis, the OSCE will be able to identify strategic actions to improve ways to recruit and retain more female professionals.

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

As stipulated in the Gender Action Plan, the participating States, the Secretariat, institutions and field operations shall ensure that a gender perspective is integrated into OSCE activities, programmes and projects.³² The Gender Action Plan further recognizes that gender mainstreaming requires consistent, systematic attention to the gender perspective in the activities of the Organization based on a cross-cutting approach which includes all three dimensions: the politico-military, the economic and environmental and the human dimension.

2.1 Gender Mainstreaming in the Three Dimensions

Although several field operations report that a gender perspective has been mainstreamed in their projects, programmes and activities in all three dimensions, little evidence and few examples have been provided. A list of gender mainstreamed projects based on information received from field operations is available in Doc-In.

<http://docin.osce.org/docin/llisapi.dll?func=ll&objId=9688026&objAction=browse&sort=name&viewType=1>

With few exceptions, projects incorporating a gender perspective are small, isolated and very much at the micro level, thus demanding a heavy work load. In general, these projects have tiny budgets, little impact and almost no visibility. 39 per cent of the projects implemented in the politico-military dimension with a gender component have a budget of less than EUR 20.000.

Projects "Including" a Gender Aspect by Dimension and Budget

Period from 1 January 2007 to 1 May 2008

Dimension	Total Number of Projects	Projects with Budget Information	Projects with Budgets under 20,000 EUR	Total Budget of all Projects of less than 20,000 EUR	Total Budget of all Gender Mainstreamed Projects
Politico-Military	28	25	11	108,023	1,451,940
Economic and Environmental	16	11	4	34,452	459,286
Human	62	31	10	95,670	8,103,561

2.1.1 Politico-Military Dimension

The politico-military dimension of security includes a number of commitments and mechanisms for conflict prevention and resolution, such as the implementation of UNSCR 1325 on Women, Peace and Security. The dimension includes arms control, border management, combating terrorism, conflict prevention, military reform and policing. A gender perspective in all these fields is recognized to be vital for increased participation and security of both women and men.

The field operations have reported on only 28 ongoing projects with a gender element in the politico-military field. However, the gender aspect in 11 of these projects related exclusively

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

to the presence of female professionals among the project managers or among project implementing partners.

In policing, most elements of gender mainstreaming have been focusing on curricula and/or gender balanced participation in trainings and events. Training for police has mainly addressed the OSCE priority area of prevention of violence against women, with specific attention given to domestic violence and/or issues regarding trafficking in human beings.

To name some initiatives in this field, the Centre in Astana, in a partnership with the North Kazakhstan Legal Media Centre NGO, organized a roundtable on access to information related to regional police activities, including a session on gender aspects of police activities. The Spillover Monitor Mission to Skopje took a gender perspective into account when organizing trainings and drafting the curricula in the framework of the project "Quality Policing Service of Roma Areas".

Additionally, the Gender Section and the Strategic Police Matters Unit (SPMU) initiated collaboration to include a gender aspect in the development of a curriculum on basic police training. In June 2007, a meeting on "Gender Balance in Police Management Positions" was organized by the SPMU with the support of the Gender Section. More than 60 persons from 25 participating States took part in the meeting which took place in Madrid. The meeting had four sessions devoted to: recruitment and retention, promotion, national and institutional initiatives and good practices in the international and private sectors.

An increased awareness of the important role of gender aspects in the field of combating terrorism has been noticed. Although no field operations have reported on any activities in this area, the area of counter terrorism has shown a slight progress in the inclusion of a gender perspective as a result of initiatives undertaken by the Anti Terrorism Unit (ATU). In invitations to events, the ATU has introduced a standard phrase encouraging the participation of both men and women. With regard to the work undertaken in the field of public-private partnerships in countering terrorism, the ATU has actively sought engagement with civil society interlocutors/organizations representing the perspective and interests of women. The Unit also incorporated a gender perspective in a workshop on countering incitement to terrorism on the internet, including a presentation and discussion about terrorist/extremist websites targeting female audiences.

OSCE activities in the area of border security and management have increased since the previous reporting period. An efficient and integrated border management service is critical to ensuring the safety and security of both women and men. Therefore, the Conflict Prevention Centre (CPC) has provided assistance and technical expertise in organizing specialized training courses for border police and customs officers, based on the "training of trainers" principle, including modules on gender issues. The CPC involved the Gender Section in the development of recommendations on gender issues related to borders and customs controls, and the recruitment and training of border guards. The planned projects on border issues between Central Asian countries and Afghanistan, based on MC.DEC/04/07 on Afghanistan, have all been reviewed by the Gender Section and technical advice on how to mainstream gender in the planned activities has been provided.

Regarding military aspects of security, the Mission to Serbia made an effort to incorporate a gender perspective in relevant activities within a project on democratization of the security sector in Serbia. Special attention was given to enhance awareness on gender discrimination as well as building the capacity of the Military Academy to address the issue. Also, the Project Co-ordinator in Ukraine incorporated a gender perspective in the project "Assistance to the Ukrainian Government in Rehabilitating the Region Affected by Unexploded Ordnances in Novobohdanivka" aiming at fostering economic growth taking both women's and men's needs into consideration.

Despite these and a few other examples, it is disappointing that almost no other gender related activities have been undertaken within the military field. The lack of initiative to implement MC.DEC/14/05 on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation, which reiterates UNSCR 1325 on Women Peace and Security, is not in line with the OSCE's comprehensive security mandate. Therefore, Sweden's proposal to have participating States report yearly on the implementation of UNSCR 1325 within the framework of the OSCE Politico-Military Code of Conduct Questionnaire is a most welcome initiative which will hopefully enhance the implementation of the commitments.

2.1.2 Economic and Environmental Dimension

Activities in the economic and environmental dimension include the monitoring of developments in the OSCE region and alerting participating States to any threat of conflicts. Initiatives also aim to support the creation of policies to promote economic and environmental security for both women and men. Despite the fact that women's specific needs, knowledge and resources are fundamental in these two fields, limited attention has been given to gender issues in this dimension.

Within the field of economic aspects of security only a few activities have been undertaken: The Project Co-ordinator in Ukraine implemented a "Local Economic Development Project" which incorporated a gender perspective into poverty issues. Sex disaggregated statistics showed that more than 60 per cent of the beneficiaries of the project were women. The Project Co-ordinator also initiated a project on "Local Economic Partnership" which promoted equal opportunities for women and men in areas with a high poverty rate.

Although only a few projects in the economic dimension have integrated a gender perspective, field operations have shown some progress and have increased their work for the promotion of women's economic empowerment in line with the Gender Action Plan's priority areas.

The Office of the Co-ordinator of Economic and Environmental Activities (OCEEA) facilitated the exchange of best practices in labour migration management among Mediterranean countries, identifying the need for gender-sensitive labour migration policies. As a follow-up, a cross-dimensional extra budgetary project proposal on "Awareness raising of the need for gender-sensitive labour migration policies" has been developed by the OCEEA and is being implemented jointly with the Office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings (OSR/CTHB) and the Gender Section.

In the environmental area, the OCEEA incorporated a special session on gender aspects in the follow-up conference to the 15th Economic and Environmental Forum on "Land Degradation and Water Management in Central Asia". Aiming at promoting the inclusion of a gender perspective in OSCE environmental issues, the OCEEA and the Gender Section are currently developing standard guidelines on how to mainstream gender in environmental projects.

Furthermore, the OSCE continued working on promoting the Aarhus Convention which establishes a number of rights of the public, individuals and their associations with regard to the environment. A number of OSCE countries: Albania, Armenia, Azerbaijan, Belarus, Georgia, Kyrgyzstan and Tajikistan have set up Aarhus Centres which monitor and promote the implementation of the Aarhus Convention. Although several field operations are supporting and co-operating with Aarhus Centres, few have used the opportunity to address gender issues in this context. However, the Mission to Georgia and the Office in Tajikistan

have secured equal participation of women and men engaged in the Centres, and, encouraged by the thematic working group initiative, the Presence in Albania is receiving technical assistance from the Gender Section in order to incorporate a gender perspective into a project aiming at supporting the Albanian Government's compliance with the Aarhus Convention.

2.1.3 Human Dimension

The commitments in the area of the human dimension aim to ensure full respect for human rights and fundamental freedoms; to abide by the rule of law; to promote the principles of democracy by building, strengthening and protecting democratic institutions; to promote tolerance; to combat trafficking in human beings; and to promote gender equality. Gender mainstreaming, as a cross-cutting issue, should be incorporated into all projects of the dimension and not restricted to specific projects for women's rights, as seems to be the understanding of some programme managers in the field operations.

The majority of gender mainstreamed activities in the human dimension have been undertaken within the field of human rights focusing on facilitating, monitoring and supporting the adoption of human rights laws, support to the drafting of state reports to international human rights bodies, on projects for trial monitoring, which include criminal cases related to women's rights, and on developing national mechanisms preventing human rights violations. To name an example, the Mission to Montenegro supported the building of mechanisms for the prevention of torture in its host country. The project paid special attention to the rights of women in detention. Furthermore, the Mission to Bosnia and Herzegovina supported an UGOVOR project to strengthen local governance reform. As a result, more than 30 municipalities have explicitly included gender equality in their new statuses in line with the Gender Equality Law of Bosnia and Herzegovina.

The Spillover Monitor Mission to Skopje, the Mission to Georgia, the Project Co-ordinator in Ukraine, the Mission in Kosovo and the Mission to Moldova have a strong focus on anti-trafficking activities and have integrated a gender perspective in many of these activities. E.g. the Project Co-ordinator in Ukraine assisted Ukrainian authorities to enhance and strengthen the capacity to better prevent and combat trafficking in human beings as well as to improve the assistance given to trafficked victims. This included advice on how to eliminate gender based discrimination when addressing the problem.

Another positive initiative has been the development of several gender related publications by field operations in Tajikistan, Moldova, Kosovo, Serbia, and Albania. E.g. the Office in Tajikistan published "Civil Servants and Gender: Toolkit for practical use at work" and "Gender Directions for the Societal Development".

Activities which have specifically targeted women's rights are all within the framework of the Gender Action Plan's six priority areas and are covered in chapter 3 of this report.

2.2 Gender Mainstreaming in Operational Support

Although many of the Secretariat departments do not work within a specific dimension but on cross-cutting issues providing operational support to the Organization, they are also tasked to mainstream gender in their activities, as appropriate.

Based on the Organization's commitments, a gender perspective should be incorporated in the dialogue and co-operation with the OSCE's Mediterranean and Asian Partners for Co-

operation and with other international, regional and sub-regional organizations and institutions. During the visits of other international organizations to the Secretariat, aiming at sharing experiences, the External Co-operation Section ensured the inclusion in the briefing agendas of OSCE policies and activities to promote gender equality and gender mainstreaming. The Section often invited the Gender Section to provide advice in identifying appropriate issues for discussion during the meetings of the Secretary General, the Chairman in Office and other senior OSCE officials with external partners. An exchange of ideas on gender issues took place and information on gender matters in the OSCE was given by the Gender Section during meetings of the Mediterranean contact group and meetings with the African Union's Peace and Security Council Secretariat and the Secretariat of the League of Arab States during their formal visits to the OSCE Secretariat.

Furthermore, the 2007 Mediterranean Seminar had a gender component in all sessions, focusing on the role of women as both victims of intolerance and discrimination and as resources to promote the implementation of OSCE commitments related to tolerance and non-discrimination. A side event for Mediterranean NGOs made particular reference to the role of women in promoting tolerance and non-discrimination.

In support of the field operation's programme planning, the CPC ensured that gender aspects were taken into consideration and, together with the Chairmanship, invited the Senior Adviser on Gender Issues to take part in and contribute to the annual and regional heads of mission meetings, as well as in mission programme planning meetings such as the Tajikistan task force meetings in January-February.

Furthermore, the CPC mainstreamed gender in its debriefing process for senior officials in field operations. In their end-of-assignment reports, heads and deputy heads of field operations are encouraged to reflect on how their field operation includes a gender perspective into programmes and projects and which problems they faced in identifying qualified female staff for vacant positions. Also, heads and deputy heads of field operations are encouraged to hand over to their successors the "Outline for Heads of Missions: Responsibility for the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality" and the most recent annual evaluation report on the Implementation of the Gender Action Plan.

Among other departments in the Secretariat, the DHR integrated a gender perspective into its activities, including in the OSCE Meeting on Training and Recruitment, the annual HR Roundtable and CFA conferences. The DHR also co-operated with the Gender Section on several initiatives such as the development of the guide on the policy against harassment, sexual harassment and discrimination; the amendments to the maternity and paternity entitlements; and the development of a proposal for flexible working arrangements. Additionally, the OIO started to integrate gender issues into its substantive audit work, as well as co-operated with the Gender Section on the creation of ethical framework training materials.

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 stories and developments related to the implementation of OSCE commitments on gender equality³³.

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

During the reporting period, the PPIS included a gender component in its roundtable meetings with press and public information focal points in institutions and field operations. The Section also continued to encourage the focal points to integrate gender in their daily work, e.g. when taking photos, organizing press conferences, and drafting press releases, feature stories and other texts for various publications. Press officers generally took care to use gender-neutral language in press releases and in the Highlights electronic newsletter.

In the reporting period, 25 press releases, versus the 34 during the last reporting period, were published on gender related topics. The majority was sent to media and/or general e-mail subscribers. Numerous others have included gender issues where they were relevant. Two web feature stories on topics related to gender awareness and/or equality were published from June 2007 to May 2008: "ODIHR helps train police and change attitudes to combat domestic violence" and "Armenian aim to enhance women's economic opportunities". A number of others have included gender aspects as well. The past five issues of the OSCE Magazine featured professional women across all areas of OSCE activities. Special efforts were also made to ensure that the choice of photos reflected a better gender balance.

Furthermore, the web team created a dedicated website for the Gender Section and ensured accessibility to it at the same level of all Secretariat unit/department websites. The Gender Section's home page (www.osce.org/gender) was viewed 1,374 times since its website was created, including by nearly 1,000 unique visitors. The general activity web page ("Gender equality" - www.osce.org/activities/13041.html) was viewed 2,862 times, including by 2,589 unique visitors.

A major PPIS project in 2008 was the Model OSCE, an educational programme based on simulations, reaching out to students from 30 participating States. The project incorporated a gender perspective both in the recruitment and in the topics that were debated by the participants.

Regarding press and public activities, also field operations report to have included gender issues in media coverage. A good example is the Mission to Georgia that paid special attention to the selection of women journalists for the OSCE coverage of the Zone of the Georgian/Ossetian Conflict. As in previous year's, field operations and departments of the Secretariat report that they use gender neutral language in press and media related activities. There is not always a detailed recording of gender mainstreaming in this field, thus more efforts should be made to monitor and keep records of how events and media information have integrated gender issues.

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

Despite the Gender Action Plan's clear requirement to mainstream gender in all programmes, most of the reports on the PBPR 2007, Unified Budget 2008 and Programme Outline 2009 indicate that a gender perspective has almost exclusively been incorporated in the human dimension. However, the politico-military programme of the Spillover Monitor Mission to Skopje included an objective on promoting the active participation and involvement of all groups, including women, in dialogue and co-operation among various ethnic groups in the former crisis region in order to strengthen mutual confidence.

The CPC included gender issues in the CPC Direction and Management Programme of the 2007 PBPR, in the 2008 Unified Budget and in the 2009 Programme Outline. A reference to providing support to field operations in their gender mainstreaming activities has also been included in the Policy Support Service Programme Outline for 2009.

2.3 Measures to Intensify Gender Mainstreaming

A meaningful process of gender mainstreaming requires a thorough understanding of the meaning of gender mainstreaming, the capacity and skills to engage in the process, a comprehensive analysis of policies, programmes and projects, and finally the resources and time to integrate gender aspects. In meeting capacity needs, the Gender Section has increased its initiatives on gender mainstreaming, in particular with regard to the most neglected areas of the politico-military and the economic and environmental dimensions.

2.3.1 The initiative “Thematic Working Groups”

The fact that “gender mainstreaming” is one of the priority areas of the Finnish Chairmanship, has created a momentum and given impetus to enhance gender mainstreaming in the neglected dimensions mentioned above. In February 2008, with the support of the Chairmanship, the Secretary General and a group of heads of field operations, the Gender Section launched an initiative to intensify the mainstreaming of gender in the politico-military and the economic and environmental dimensions. This initiative named: “thematic working groups on mainstreaming gender in the first and second dimensions” aims at targeting projects in the politico-military and economic and environmental spheres and at providing substantial support to the concerned field operations through the whole project cycle management.

Once experience with a number of projects has been gathered through this process, peer working groups across regions will be created, exchange will be established and good practices will be shared. Within this initiative, the Gender Section is providing support to the field operations in Albania, Azerbaijan, Kazakhstan, Moldova and Tajikistan in order to start or intensify the mainstreaming of gender in politico-military and environmental and economic projects. Belarus, Armenia, Georgia, Uzbekistan and Skopje have indicated their interest in joining the initiative as well.

2.3.2 The Development of tools

The Gender Section helped identify progress indicators for central programmes to strengthen the monitoring mechanisms of the Secretariat departments in their work to implement the Gender Action Plan. Under the leadership of the Gender Section, each department established concrete plans with output and progress indicators for gender related activities.

Although many tools have already been developed and some gender focal points in field operations and Secretariat departments report on the benefits of using these, the majority of staff implementing projects request more appropriate, basic, user friendly and contextualised tools. To meet this demand, the Gender Section has prepared, and is implementing, an extra budgetary project to produce a standard tool kit in the format of a “CD presentation: Gender matters in the OSCE”. This CD will contain a practical toolkit on gender issues, including the basics for the comprehension of gender concepts and the methodology of mainstreaming gender in specific OSCE projects.

2.3.3 Technical Assistance

In order to build capacity for gender mainstreaming, the Gender Section has provided technical assistance to the focal points for gender issues and other staff in the Secretariat, field operations and institutions through continuous communication, field visits, reviewing of project proposals, trainings and through providing technical assistance on how to include a gender perspective. During the reporting period, the Section delivered direct advice during visits to field operations in Serbia, Albania, Skopje, Turkmenistan, Tajikistan, Azerbaijan, Kazakhstan, and Moldova.

The Gender Section also provided technical assistance to the CPC and to field operations on how to mainstream a gender perspective in 40 extra budgetary project proposals (75 per cent of all extra budgetary project proposals were forwarded to the Section for review). Additionally, the Section suggested amendments to project proposal templates and forms used by the field operations in Turkmenistan, Albania and Skopje. Accordingly, the field operations in Albania and Skopje developed checklists to be used by project reviewers in order to assess the gender perspective in the project cycle.

From 31 March to 1 April 2008, the Gender Section held the annual meeting in Vienna for the gender focal points appointed in field operations, institutions and Secretariat departments aiming at strengthening the focal points' capacity to assist in the implementation of the Gender Action Plan. A total of 40 persons attended the two-day work sessions. With an interactive and practical approach, the group discussed how to improve the work on gender issues in different areas of the Organization. With the objective to strengthen the OSCE's work to combat violence against women, a field visit was organized to the Women's Department of the City of Vienna. The gender focal points learned about the different services offered by the City of Vienna to prevent and combat violence against women and discussed how to translate those experiences into their own projects in the field.

As in previous years, the field operations count among its staff one or more focal points for gender issues, either national or international staff members. The tendency is still to appoint fewer male than female staff members as gender focal points and the majority continues to be junior staff. Only 9 out of 18 field operations report to have established terms of reference for their gender focal point or have asked the Gender Section for assistance in the preparation of these.

Despite the fact that the Gender Action Plan stipulates that gender focal points should be appointed at a higher level, most focal points are still positioned at a low level and seem to have limited insight into activities outside their regular duties. Even in smaller structures, the gender focal points have difficulties in making an impact on other activities. They, generally, confine their activities to the human dimension. Consequently, the gender focal points are not sufficiently involved in the overall work of their field operation/office and have difficulties in accumulating the necessary information to make recommendations on gender mainstreaming across the three dimensions.

In order to promote gender mainstreaming in project activities, the Gender Section aimed at working across dimensions and across programmes. The Section is working closely, in particular with OSCE actors in the fields of economy and environment, providing advice to the thematic working groups and also with the OCEEA on the preparation of a booklet on how to integrate a gender perspective in environmental activities. It is planned to print and disseminate this booklet by end 2008. The Section is working jointly with the OCEEA and the OSR/CTHB on a project on gender and migration. This is another positive example of cost effective and impact oriented cross-dimensionality.

One of the positive developments in the reporting period is the expansion of the activities of the Gender Section through the launch of four extra budgetary projects.³⁴ The projects address pressing priorities which, until now, have been poorly addressed. Furthermore, through the thematic working group initiative, the Section has intensified its close follow-up of the field operations' efforts to integrate gender in their work.

2.3.4 Raising Awareness and Increasing Visibility

The Gender Section continued its efforts to raise awareness on gender issues in different ways. Presentations and input were given during the annual heads of mission meeting, the regional heads of mission meetings in South Eastern Europe and in Central Asia, the Annual Session of the Presence in Albania, the Human Dimension Committee meetings and other meetings, such as the press and public information focal point meeting.

To enhance the visibility of the OSCE's gender expertise and work, the Gender Section actively participated in international debates on issues relating to gender and women, boosting the visibility of the OSCE. The Senior Adviser on Gender Issues and her team participated in international events such as "Women in Armed Conflicts - The Implementation of UN Security Council Resolution 1325", organized by the Austrian Ministry of Defence; High Level Political Dialogue of the Alliance of Civilisations, Madrid; Vienna Forum to Fight Human Trafficking, Vienna, UNGIFT; Forum on Expanding the Role of Women in Cross-Cultural Dialogue organized by the Heydar Aliev Foundation, UNESCO and ISESCO in Baku; Conference on the Campaign on Violence against Women organized by the Council of Europe, Strasbourg.

2.4 Conclusion

In the reporting period, gender mainstreaming activities continued to be concentrated on small scale projects, draining much energy and showing little impact.

Gender mainstreaming is still narrowly interpreted, largely restricted to issues such as the percentage of women participating in different projects and events or the use of gender-sensitive language. Only rarely is attention given to incorporating a gender perspective into the substance of topics in the context of the politico-military and the economic and environmental dimensions in particular.

The lack of initiatives to implement MC.DEC/14/05 on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation and UNSCR 1325 is striking and contradicts the comprehensive security mandate of the OSCE.

Most Secretariat departments and field operations report that the appointment of a focal point was one of the major actions to address gender issues. However, in certain cases the appointment of gender focal points resulted in moving the responsibility for gender mainstreaming away from the overall management bodies, thereby counteracting the intended use of gender focal points and the cross-cutting character of the issue. This marginalization of the focal points, especially if they are left without resources to take proper action and if they are burdened with too many other daily activities, seems to impede

³⁴ 1) "Mapping female experts on military and police matters in the OSCE: a roster of qualified female professionals in the fields of military and police"; 2) "CD presentation: Gender matters in the OSCE"; 3) "Experts' seminar on innovative approaches to combating violence against women"; and 4) the joint project "Awareness raising of the need for gender-sensitive labour migration policies".

efficient implementation of the Gender Action Plan, and the cross-dimensional co-ordination and exchange of knowledge on gender issues between staff. The designation of Deputy Heads of Mission as gender focal points could go a long way in reversing this trend.

This is particularly important as the role played by the gender focal points continues to be of major importance in order to advance the practical implementation of the Gender Action Plan. Most activities are launched and monitored by the gender focal points, sometimes under difficult conditions. Gender focal points appointed within human dimension programmes often confine their gender activities to that dimension only. The work on advocacy and technical support to integrate a gender aspect in projects of the other two dimensions often seem absent in most of the current gender focal points' agendas. They mostly work on implementing women's rights projects with no linkage to or possibility of influencing the mainstreaming of gender across programmes and dimensions.

The question of monitoring and accountability is regularly raised when assessing progress. Currently, the accountability and responsibility for gender mainstreaming are vested in senior management and there is ample room for improvement in the explicit support given to gender activities by heads of field operations and departments and programmes. However, the fact that there are no quantitative targets and no time lines in the Gender Action Plan makes it almost impossible to properly estimate any progress. Due to this, even motivated senior managers are without a useful tool to manage their structures for clear and measurable results in the work on gender issues.

Another limiting factor is reported to be the poor commitment of some host countries. Although the governments generally approve gender-specific project activities, and have ratified international commitments, based on OSCE Ministerial Council Decisions and international agreements, the concept of gender mainstreaming does not seem to be well known by governmental officials in some countries and they seldom realize the need and importance of gender mainstreaming in all areas.

The Gender Section's offer of technical assistance has received a positive response, especially from the 10 heads of field operations and their offices who joined the thematic working groups' initiative. This resulted in a significant increase of the on site coaching and the provision of technical assistance directly to field operations. This will allow more palpable progress in the implementation of the Gender Action Plan and shows that the impetus given to gender mainstreaming by the Finnish Chairmanship is having a positive effect on the commitment shown by senior management. However, the limited human and financial resources of the Gender Section are currently exacerbated and not sufficient to cover all needs in an adequate and timely manner.

In order to overcome the limitations dictated by the scarcity of UB resources³⁵, in early 2008, the Gender Section prepared three extra budgetary project proposals, advocated successfully for fund raising and started their implementation in May 2008³⁶.

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

The Gender Action Plan lays down six priority areas as a basis for the development of OSCE programmes to assist participating States³⁷ to promote gender equality through projects addressing women's rights. (See project matrixes in Doc-In).

³⁵ The yearly average operational budget of the Gender Section in the reporting period is EURO 27.500,-

³⁶ Currently, Finland, France, Greece, Norway, Germany, Austria, Canada and Liechtenstein are funding the extra budgetary projects run by the Gender Section

3.1 Ensuring Non-Discriminatory Legal and Policy Framework

The OSCE is tasked with assisting the participating States in complying with international instruments for the promotion of gender equality and women's rights, as well as reviewing legislation to ensure appropriate legal guarantees for the promotion of gender equality in accordance with OSCE and other international commitments.³⁸

The OSCE has continued supporting the promotion of non-discriminatory legal and policy frameworks in countries hosting field operations. Activities in this area were reported to have a more immediate effect on the policies and programmes of the host countries than project activities within other priority areas of the Gender Action Plan.

A positive effect was seen, e.g., through the support given by the Mission to Montenegro to drafting the Law on Gender Equality, adopted in 2007. Also, the Presence in Albania assisted in the development of the Albanian National Strategy on Gender Equality which was endorsed in 2007. Furthermore, to ensure non-discriminatory legal and policy frameworks, the Spillover Monitor Mission to Skopje supported the revision of Macedonia's National Action Plan for Gender Equality, adopted in June 2007. The Mission to Moldova, in collaboration with the NGO Coalition against Discrimination, provided support to the drafting of an anti-discrimination law, which was greatly promoted by civil society actors and accepted by the Ministry of Justice. The Centre in Astana has also supported the preparation and adoption of a gender equality law in Kazakhstan.

3.2 Preventing Violence against Women

The Gender Action Plan tasks the OSCE with assisting the participating States in developing programmes and activities aimed at the prevention of all forms of gender based violence, including legislative initiatives to prevent violence against women.³⁹ It underlines the gender dimension of proliferation of small arms and light weapons (SALWS), police investigations and interview techniques, as well as of the curriculum of police training on violence against women. A focus is also put on tackling the lack of economic opportunities for women, female unemployment, and the involvement of women in terrorist actions.

Reports from the field operations show that the OSCE has continued to devote significant attention to combating violence against women. The majority of activities are within this field and, except for the gender dimension in SALWS, all requirements in the Gender Action Plan covering this topic have been addressed in one way or another. Most attention was given to the fields of domestic violence and trafficking in human beings. Special efforts were made to include techniques and knowledge to address domestic violence in the curriculum of police training.

Aiming at exchanging best practices among the participating States, the Gender Section developed an extra budgetary project "Experts' seminar on innovative approaches to combating violence against women" which has received funding from Finland, Germany, Austria, France and Greece. The project will facilitate access to strategic knowledge on successful approaches for policy makers and various stakeholders from the OSCE area to learn from international innovative approaches and from the exchange of positive experiences in addressing violence against women. Within the framework of the project, an experts' seminar will be held in October in Central Asia and a compilation of best practices is planned to be published and disseminated in 2009.

³⁷ Gender Action Plan, paragraph 44, (a)-(h).

³⁸ Gender Action Plan, paragraph 44 (b)

³⁹ Gender Action Plan, paragraph 44 (c)

As a good example of efforts to promote mechanisms and legislative initiatives on combating violence against women, the Presence in Albania conducted the project “Women’s Access to Justice” providing training on the domestic violence law to some 200 police officers, court officials and NGO representatives. Among other examples, the Office in Baku monitored the status and development of parliamentary discussions on the drafting of a domestic violence law; the Centre in Bishkek worked on combating violence against women with members of the traditional structures of the Aksakal Courts in remote areas of the Osh province; and the Mission in Kosovo supported a multi-ethnic shelter for victims of domestic and sexual violence and trafficked women in the Mitrovica/a region.

Regarding the training of police, the SPMU introduced domestic violence as a topic in basic police training aiming at promoting security for women in local communities. Furthermore, the Police Development Department of the Spillover Monitor Mission to Skopje identified and prepared a training course to improve the quality of police services in addressing domestic violence.

Several field operations worked on combating trafficking in human beings, and an overarching issue on the agenda and work programme of the OSR/CTHB has been the promotion of a human rights and gender sensitive approach to the design, implementation and evaluation of all anti-trafficking policies and actions.

Aiming at addressing the role of women in terrorism, the OSCE developed a concept paper for a programme of the ATU on countering the radicalization of women as well as a concept paper for a first roundtable on the topic. The concept papers were submitted to potential donors for extra budgetary funding. However, the concept papers were neither submitted for review nor shared with the Gender Section.

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

The OSCE is tasked with assisting the participating States in developing effective measures to bring about the equal participation of women in democratic processes, and promoting women’s political participation, including the participation in election observation missions.⁴⁰

As shown in reports from previous years, the Organization has initiated, conducted and supported several projects within the priority area of promoting women’s participation and representation in political and public life. After “preventing violence against women”, this is the area that received the most attention by OSCE actors. The activities are mostly combined with democratization projects through activities on elections such as the project “Women’s Participation in Election Process”, initiated by the Presence in Albania to provide technical assistance and to facilitate a professional debate on women’s participation in the election process.

The Mission in Kosovo conducted a project enhancing political participation of non-Albanian women aiming at preventing double discrimination of women belonging to minority groups, as well as to enhance their political participation with regard to the November 2007 Election. Also, the Centre in Bishkek promoted gender equality in election processes and conducted training for women leaders nominated for elections. Aiming at mapping women’s participation, the Office in Yerevan supported a research project on Women’s Political Participation in the 2007 Parliamentary Elections. The report was issued in 2007. Among

⁴⁰ Gender Action Plan, paragraph 44 (d).

other issues, the report identifies negative practices and stereotypes impeding the political participation of women.

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

The Gender Action Plan states that the empowerment of women in the politico-military dimension is essential to comprehensive security.⁴¹ Therefore, as appropriate within their mandates, the OSCE structures should promote the implementation of Security Council Resolution 1325 on the role of women in the prevention of conflicts and post-conflict reconstruction.⁴² The OSCE is also tasked with assisting the participating States in developing 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. These requirements are supported by MC.DEC/14/05 on Women in Conflict Prevention and Crisis Management, which recalls UNSCR 1325.

Despite the OSCE decisions in this field, only the Mission to Serbia reported on an activity in this area. Under the programme “the role of women in building a new security paradigm in Serbia”, the Mission disseminated information for the promotion of UNSCR 1325.

Some field operations in Central Asia reported on their participation in a workshop on “UNSCR 1325 on Women, Peace and Security”, conducted by the ODIHR in partnership with the NGO Working Group on Women, Peace and Security. As in last year’s report, a considerable imbalance between the number of activities on the implementation of MC.DEC/14/05 and activities in other priority areas has been identified in the assessments sent by the Secretariat’s departments, institutions and the field operations.

Sweden’s proposal to have participating States report yearly on the implementation of UNSCR 1325 through the OSCE Politico-Military Code of Conduct Questionnaire will hopefully be endorsed and give this matter more attention. It is also hoped that the female experts’ roster for military and police fields, currently in preparation by the Gender Section, will make a significant contribution in the implementation of UNSCR 1325.

3.5 Promoting Equal Opportunity for Women in the Economic Sphere

According to the Gender Action Plan, the OSCE should take initiatives to increase the awareness of women’s rights in the economic sphere and strengthen women’s entrepreneurial and other work-related skills, promoting equal opportunities and responsibility-sharing between women and men.⁴³

The reporting of field operations shows increased efforts to promote women’s economic empowerment. In accordance with the priorities set in the Gender Action Plan, most of the activities aimed at promoting entrepreneurship among women. E.g., a project “Start and improve your business” was initiated by the Project Co-ordinator in Uzbekistan in partnership with Business Women Associations in the provinces of Uzbekistan; the Mission to Serbia supported training of Roma women on legal aspects of entrepreneurship and how to cope with discriminative business practices, and the Presence in Albania collaborated with the OCEEA on conducting a project on women’s economic empowerment in North Albania, including training seminars on women’s entrepreneurship.

⁴¹ Gender Action Plan, paragraph 44 (e).

⁴² Gender Action Plan, paragraph 44 (e).

⁴³ Gender Action Plan, paragraph 44 (f).

Additionally, among other field operations, the Project Co-ordinator in Ukraine has initiated projects targeting the economic empowerment of female victims of trafficking. In order to enable an effective socio-economic reintegration of trafficked persons, the Project Co-ordinator supported the development of professional skills and economic opportunities for female victims of trafficking in Chernivtsi

The Office in Yerevan also worked on the promotion of equal opportunities for women in the economic sphere by producing an assessment report on women's participation and representation in the political and economic spheres in the region of Syunik.

3.6 Building Mechanisms for the Advancement of Women

The implementation of a non-discriminatory legal and policy framework does not only require appropriate legislation and policies, it also requires resources and institutions that have the capacity to both implement and monitor those laws and policies. Therefore, the OSCE should aim at providing know-how support for building-up democratic institutions for the promotion of gender equality.⁴⁴ Accordingly, the focus of several OSCE projects has been on building mechanisms for the advancement of women. E.g. the Mission in Kosovo initiated regional roundtable seminars for Municipal Officers for Gender Equality in different municipalities throughout the Gjilan/Gnjilane region. The roundtables aimed at encouraging Municipal Officers for Gender Equality in the region to actively promote gender equality and gender awareness among municipal leadership and other civil servants in the initial phase of establishing new legislative and executive bodies. Furthermore, the Office in Tajikistan launched a project aimed at strengthening the capacity of members of parliament to support the government in Tajikistan in the implementation of its international commitments, such as the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

Additionally, in order to build gender equality mechanisms, the Mission to Serbia developed, published, and disseminated the handbook "Implementation of Gender Equality and Equal Opportunity - from Idea to Practice", and the Spillover Monitor Mission to Skopje published "Promotion of Gender Equality at the Local Level III" - a manual for the Gender Equality Commissions containing step by step guidance and information on the implementation of commitments on gender issues.

3.7 Conclusion

Efforts have been made to empower women and enhance their rights in the majority of the priority areas. The newest development in the reporting period is the increased attention to the promotion of equal opportunities for women in the economic sphere. The recognition of the fact that combating female poverty plays a fundamental role in the empowerment of women in all fields of society, not least in fighting violence against women and trafficking in human beings, is appropriate and very much needed.

Despite many positive actions, challenges still remain. As most of the gender equality projects in the framework of the Gender Action Plan are under human dimension programmes, few activities on gender issues are conducted in the two other dimensions, except for some projects in the fields of economy and police.

Despite the OSCE's strong mandate on military related security, it is disappointing that the Organization has continued to ignore the area for the promotion of the participation of

⁴⁴Gender Action Plan, paragraph 44 (g).

women in conflict prevention, crisis management and post-conflict reconstruction, in fact one of its niches and comparative advantages in the international arena. As in the past, the imbalance of capacities and resources on gender specific activities in the three dimensions is reflected in the policies and programmes of the countries hosting field operations.

The positive effects of OSCE activities for the promotion of gender equality are mainly identified within the human dimension, such as the adoption of gender equality laws and gender action plans. Almost all countries hosting field operations have national action plans for the advancement of women and at least half of them have drafted laws on gender equality with support from the OSCE. In comparison, only nine out of all 56 participating States have developed their own action plans for the implementation of UNSCR 1325.⁴⁵

In general, access to results and evaluations of projects within the priority areas is limited. Policy makers in the participating States, as well as OSCE programme managers, would benefit from compiling and disseminating best practices and making successful approaches more visible and profitable to others.

4. Recommendations and Strategic Priorities

The recommendations listed below aim at providing suggestions to OSCE structures, Chairmanship and participating States to further advance the implementation of the Gender Action Plan in all its areas. The recommendations result from a combination of 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.

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

Training and Capacity Building

1. The Training and Gender Sections should continue but also increase the provision of training on gender mainstreaming as it relates to project design, implementation and evaluation. The possibility of providing a compulsory online course on gender issues for OSCE staff (national/international staff) should be studied. Adequate resources for training should be allocated to the Secretariat in order to avoid that in-depth training of field staff exclusively depends on the request and availability of resources in the field operations.
2. The Gender Section should continue the development of capacity building materials on specific neglected thematic areas, as needed, such as the planned coaching for the inclusion of gender in politico-military projects.
3. The Training and Gender Sections should continue targeting the gender awareness and capacities of senior management through the development of creative opportunities (short meetings, events, briefings, annual and regional heads of mission meetings, quick impact modules, etc.)
4. Field operations and institutions should consider the provision of specialized training on the mainstreaming of gender into projects and activities for representatives of

⁴⁵ Norway, Sweden, Denmark, Switzerland, Netherlands, Spain, Austria, Iceland and United Kingdom.

government and non-governmental partners implementing OSCE projects in countries hosting field operations.

5. Delegations of the participating States, especially the Chairmanship, should consider the possibility of providing basic training on gender issues in co-operation with the Secretariat to the delegates working in the three dimensions' committees.

Management

6. The DHR and the field operations should finalize the introduction of measures that will facilitate the work-life balance of OSCE staff members, such as the possibilities for flexi-time.
7. The DHR should prepare an estimate of costs in order to enable the participating States to study the possibility of granting OSCE staff with dependants, and assigned to family duty stations, similar entitlements as granted by other international organizations. In this connection, the Secretariat should standardize the criteria on the basis of which the status of family or non-family duty stations is determined.
8. The Secretariat should study possible accountability mechanisms whereby managers must demonstrate in which ways they are promoting gender equality beyond the current limited annual reporting (e.g. in the PAR process or in the implementation plans for field operations) with clear time-frames and targets and quantitative milestones.

The Professional Working Environment

9. 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 SI 21/2006 are known and used. Discriminatory attitudes should be pro-actively and decisively addressed. The DHR should continue with the new initiative of collecting basic data on the number and characteristics of formal complaints and mediation cases. However, more adequate mediation and grievance procedures should be offered as the current systems are being poorly used.
10. Exit interviews should also be used to analyse any violations of SI 21/2006 which have not been formally reported. Exit interviews should contain explicit questions on gender aspects related to the working environment, to undermining stereotypes or to any other gender related discriminatory attitudes or behaviour.
11. Participating States might consider an update of the current OSCE Code of Conduct. The Code of Conduct should contain an explicit paragraph on gender sensitive behaviour across all functions performed by OSCE staff. A reference on abiding to the OSCE Code of Conduct should be included in all vacancy notices.
12. Institutions and field operations should actively disseminate information related to the professional working environment through regular awareness raising sessions, induction courses, through including the Code of Conduct and SI 21/2006 in the welcome package for new staff members and through the distribution of the English or Russian version of the Guide on the professional working environment.

Gender Balance among OSCE Staff

13. The Gender Section of the OSG and the DHR should undertake a gender analysis of the recruitment practice of the Organization. The study should propose improvement

schemes for the selection, retention and advancement of qualified female professionals in the OSCE.

14. OSCE Chairmanships and other participating States should consider adopting quantitative milestones and measurable time-bound indicators as part of an up-dated Gender Action Plan.
15. The participating States should increase the number of qualified women nominated for seconded positions at management levels (S3, S4, DHoMs and HoMs). The gender analysis (suggested under point 1) could also address nomination processes and identify and suggest measures to tackle gender biases.
16. The DHR and the recruiting units should take measures to ensure equal opportunities for both sexes. A plausible balance should be maintained between the proportion of nominations and secondments of qualified men and women. Furthermore, the DHR and hiring units should ensure that for contracted positions, the percentage of female professionals recruited for professional and management positions is not lower than the percentage of women who applied for these positions and met the requirements spelled out in the vacancy notices.
17. The DHR should advertise vacancies for international posts, and specifically management positions, on as many recruitment websites as possible to guarantee that a balanced number of applications are received from qualified men and women. Vacancies should be advertised in time to allow for re-advertising in case the number of applications from women is lower than 30 per cent.
18. The DHR should include an assessment of gender awareness and sensitivity of candidates in the recruitment process, as recommended by the Gender Section, through the inclusion of gender-specific questions during interviews or in the written test. This should be a practice used in the recruitment for all vacant positions with management responsibilities.
19. The DHR and recruitment departments should include in job vacancies and job descriptions for management positions a clearer reference to the objective of gender equality within the Organization. Furthermore, the gender sensitivity of managers should be evaluated in their performance appraisal reports, as requested by paragraph 15 of the Gender Action Plan.
20. The initiative of the DHR to establish exit interviews should be implemented and offered to senior and mid-level professional staff, including female professionals (S2+ and P4+). An analysis of any gender specific obstacles or reasons to leave the Organization should be included and, consequently, acted upon.

4.2 Gender Mainstreaming in all Policies, Projects and Activities

21. Gender focal points should make all efforts to get involved in and provide assistance to all projects in their field operation, rather than limiting their role to the implementation of specific projects for the promotion of gender equality or other projects limited to the human dimension. For that purpose, heads of field operations should ensure that a new set of criteria for the selection of focal points is developed. Once appointed, gender focal points should be provided with enough time, resources, capacity and authority to carry out their duties. A gender focal point, ideally at the Deputy Head of Mission level or at least located within the department of the head of field operation, would be in an

excellent position to mainstream gender in all policies and activities of the field operation as well as to provide professional guidance to the programme and project managers.

22. 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, also as gender focal points, is a clear necessity for any substantial improvement of gender mainstreaming in the OSCE programmes.
23. The recruiting departments and the DHR should include in the job vacancies and job descriptions of programmatic staff the need to be familiar with the concept and tools of gender mainstreaming. Accordingly, the extent to which staff members are mainstreaming gender in their project work should be evaluated in the performance appraisal process.
24. The CPC, when liaising with field operations, should actively 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.
25. The field operations should ensure that, prior to approval, the standard review of project proposals by project co-ordinators includes an analysis of gender aspects, following the practice used by the CPC and the Gender Section for extra budgetary projects.
26. Project managers should get acquainted with and make use of the gender mainstreaming tools developed by the Secretariat and other institutions, such as the Aide Memoire on Gender in the Project Cycle, Filling the GAPS and the Gender and Security Sector Reform Toolkit.
27. For the next reporting period, the field operations should plan to focus on building capacity for the mainstreaming of gender in the politico-military field in line with MC.DEC/14/05 on Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation. The Gender Section is preparing a coaching module for this purpose.
28. The field operations should continue the active support to the new initiative "Thematic working groups for gender mainstreaming in the first and second dimensions". The field operations which are not participating in this initiative should still endeavour to benefit from the lessons learned and good practices that will be provided as the work progresses.
29. Building on the launched thematic working groups, gender mainstreaming actions have to be concentrated in a few but significant thematic clusters relevant to the OSCE mandate, to be implemented across field operations. Activities based on small grass roots projects should be drastically reduced.

4.3 Projects in the Priority Areas of the Action Plan

30. Participating States, field operations and OSCE structures should provide more constant and long term support to assist the participating States in implementing the objectives set in each priority area of the Gender Action plan. In particular, more efforts should be made in the priority areas: Participation of women in conflict prevention, crisis

management and post-conflict reconstruction and Equal opportunity in the economic sphere.

31. Field operations and OSCE structures should compile and share good practices and lessons learned, also with the participating States, in order to improve the work on the promotion of gender equality. Field operations should search for and allocate resources for the translation and dissemination of tools considered useful for other offices.
32. The participating States hosting field operations are called on to facilitate and approve the implementation of projects aiming at promoting gender equality in the priority areas of the Gender Action Plan without any obstruction.

4.4 Conclusion

The OSCE has advanced in the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality but as shown in this report, the progress made is still modest in comparison to the commitments.

Generally, it is difficult to advance in the work on gender equality, especially when it comes to improving the gender balance in higher positions, in the absence of quantitative targets and time lines, with limited monitoring and accountability mechanisms, with insufficient resources and with the obligation to work in the framework of short-term mandates and under hardship conditions. If, however, full parity cannot be reached under these circumstances, the critical mass –as adopted by ECOSOC in 1990 and by the World Conference on Women in Beijing in 1995- of 30 per cent female managers is internationally considered to be necessary for any start of a meaningful gender equality process.

The participating States should consider this a desirable threshold to be achieved in the coming five to six years. It should not be a quota but a measurable target, taking the OSCE specificities into account and in line with the Performance Based Programming and Budgeting and the Organization's policy to develop tangible and assessable output.

It is evident that this target can only be reached if more women are recruited and if the participating States increase the nominations of qualified women, including for senior positions.

Four years after the approval of the Gender Action Plan, the moment has come for the participating States to consider revising the content, structure and focus of the Plan. A revised plan should discourage the cost ineffective practice of mainstreaming gender at the micro level within small projects. It should explore and define a few but significant thematic clusters where the OSCE possesses a comparative advantage and is likely to articulate gender equality in an efficient and visible manner in the coming years.

It is important that incoming Chairmanships maintain the momentum for gender equality that has been created by the Finnish Chairmanship, and continue supporting the role that the OSCE plays as a unique actor on security in Europe for the benefit and with the contributions of both, women and men, and boys and girls.

ANNEX I

Sex Disaggregated Statistics of OSCE Staff

(Based on data from January 2007 to May 2008)

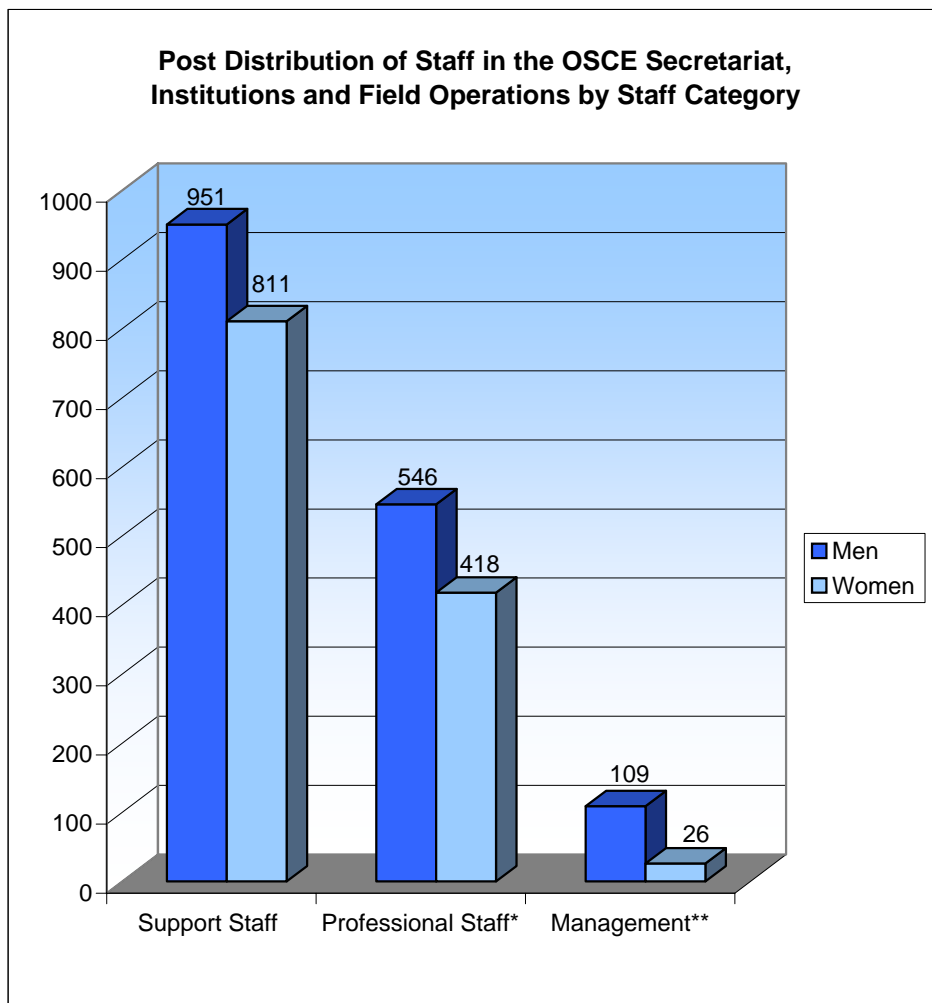
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TABLE AND GRAPH 1
Post Distribution by Category of Staff in the OSCE

Category	Men	Women	Total	% Women
Support Staff	951	811	1762	46%
Professional Staff*	546	418	964	43%
Management**	109	26	135	19%
Total Staff	1606	1255	2861	44%



*NPOs, S1, S2, P1 to P4

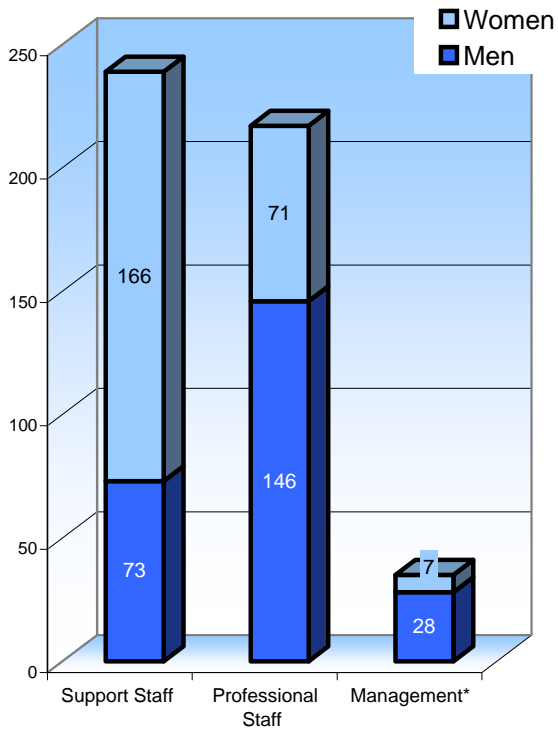
**S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions

Note: Numbers as of 1 May 2008

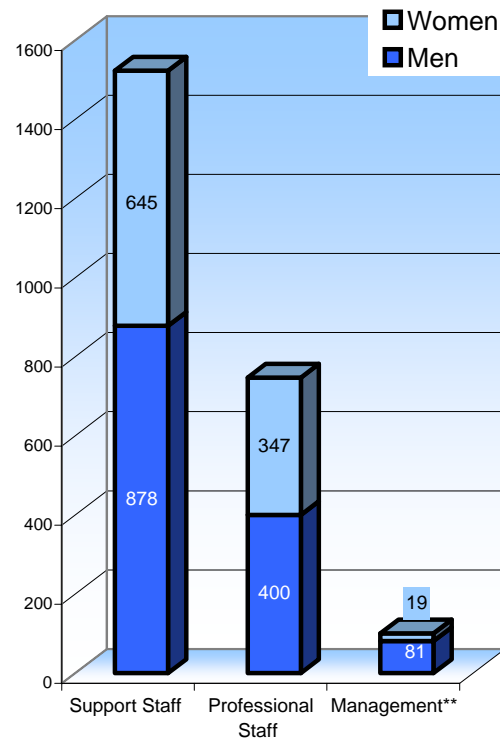
TABLE AND GRAPHS 2
Post Distribution by Category of Staff in the OSCE Secretariat,
Institutions and Field Operations
 (contracted and seconded against post table)

Category	Men	Women	Total	% Women
Support Staff	73	166	239	69%
Professional Staff	146	71	217	33%
Management*	28	7	35	20%
Total Staff - Secretariat and Institutions	247	244	491	50%
Support Staff	878	645	1523	42%
Professional Staff	400	347	747	46%
Management**	81	19	100	19%
Total Staff - Field Operations	1359	1011	2370	43%
GRAND TOTAL	1606	1255	2861	44%

Post Distribution in Secretariat and Institutions



Post Distribution in Field Operations



* P5+ and Heads of Institutions

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

Note: Numbers as of 1 May 2008

TABLE AND GRAPHS 3
Post Distribution by Category of Staff in the OSCE
1 December 2004 - 1 May 2008
(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%	41%
01 Dec 2005	1233	1009	2242	55%	45%	612	412	1024	60%	40%	116	25	141	82%	18%	1961	1446	3407	58%	42%
01 Dec 2006	1104	941	2045	54%	46%	618	439	1057	58%	42%	128	27	155	83%	17%	1850	1407	3257	57%	43%
01 Dec 2007	1079	921	2000	54%	46%	584	441	1025	57%	43%	118	32	150	79%	21%	1781	1394	3175	56%	44%
01 May 2008	951	811	1762	54%	46%	546	418	964	57%	43%	109	26	135	81%	19%	1606	1255	2861	56%	44%

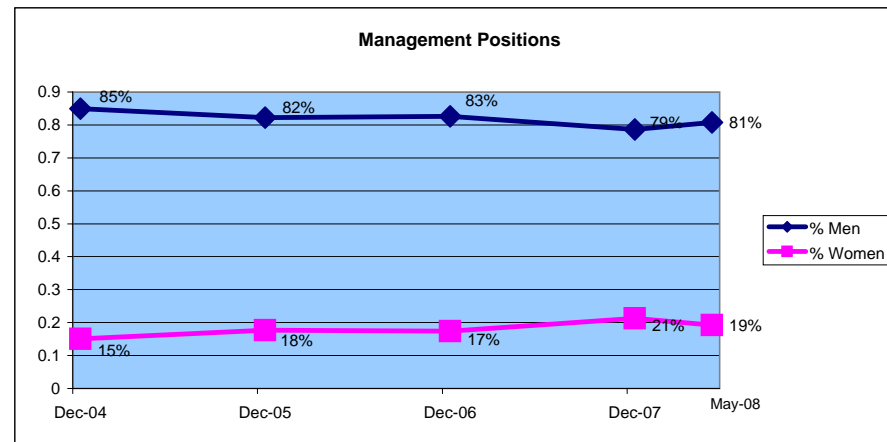
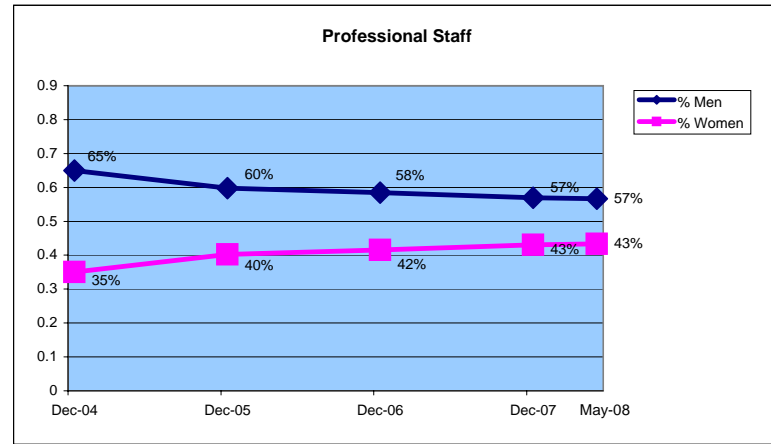
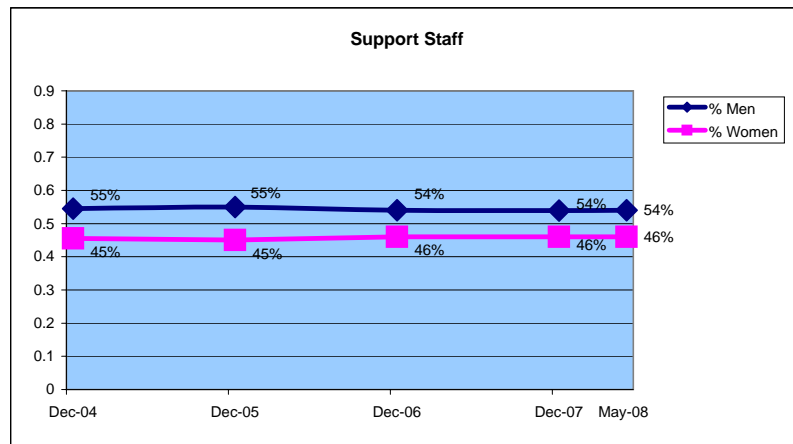
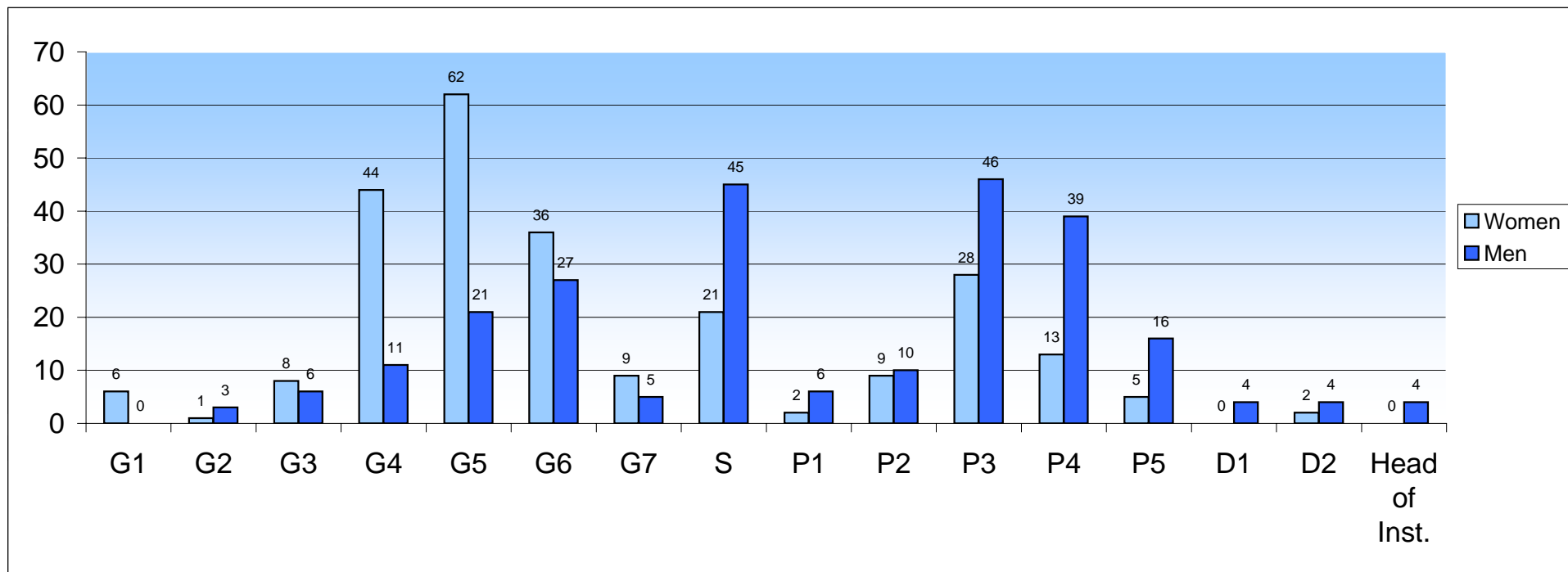


TABLE AND GRAPH 4
Post Distribution in the OSCE Secretariat and Institutions
 OSCE Secretariat*, ODIHR, HCNM, OSCE Representative on Freedom of the Media

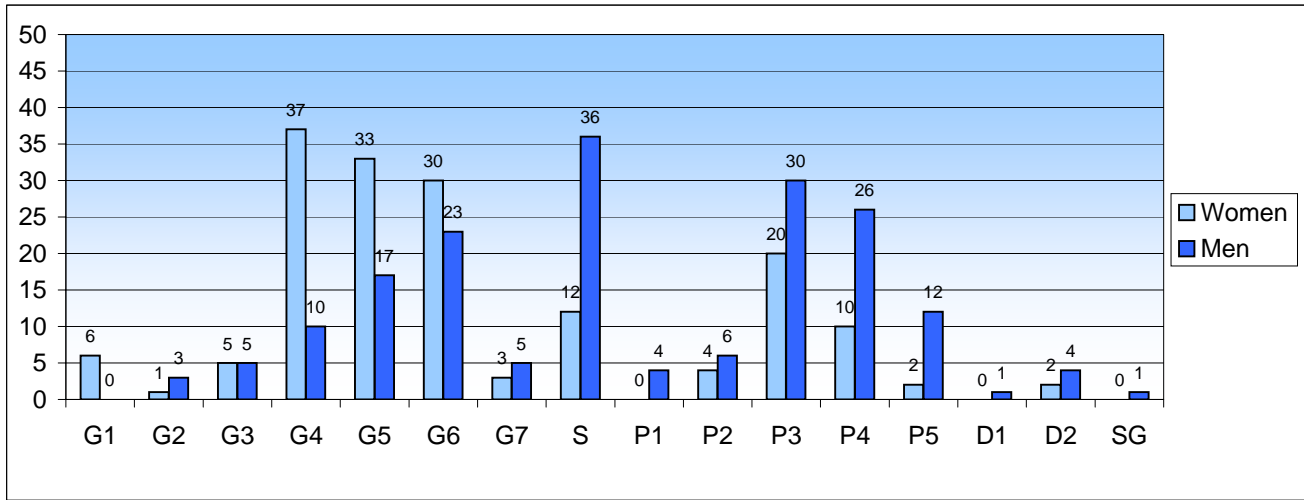


	G1	G2	G3	G4	G5	G6	G7	S	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total S	In %	Total P+	In %	Total	In %
Women	6	1	8	44	62	36	9	21	2	9	28	13	5	0	2	0	166	69%	21	32%	59	31%	225	52%
Men	0	3	6	11	21	27	5	45	6	10	46	39	16	4	4	4	73	31%	45	68%	129	69%	206	48%
TOTAL	6	4	14	55	83	63	14	66	8	19	74	52	21	4	6	4	239	100%	66	100%	188	100%	431	100%

Note: Numbers as of 1 May 2008

*Including the Prague Office (one seconded and 4 G staff members)

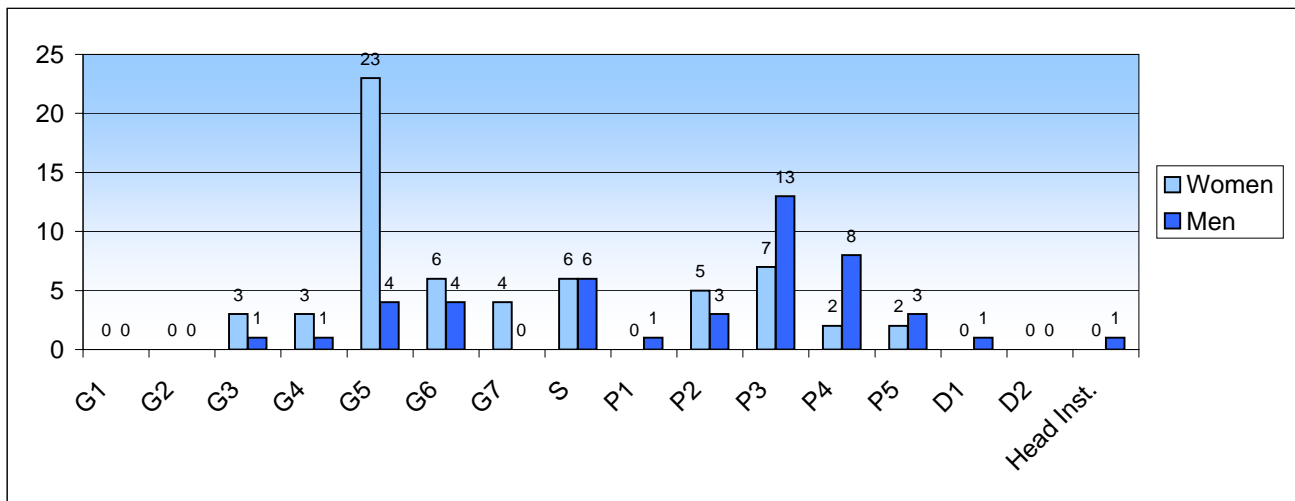
TABLE AND GRAPH 5
Post Distribution in the OSCE Secretariat*



	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	6	1	5	37	33	30	3	12	0	4	20	10	2	0	2	0	115	65%	12	25%	38	31%	165	47%
Men	0	3	5	10	17	23	5	36	4	6	30	26	12	1	4	1	63	35%	36	75%	84	69%	183	53%
TOTAL	6	4	10	47	50	53	8	48	4	10	50	36	14	1	6	1	178	100%	48	100%	122	100%	348	100%

*Including the Prague Office (one seconded and four G staff members)

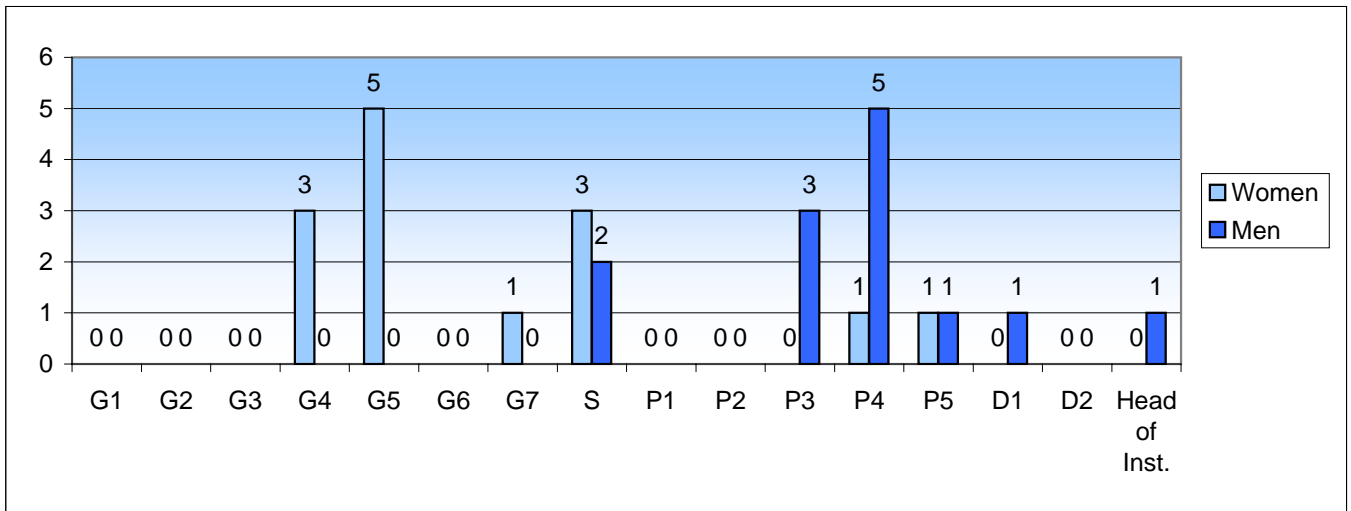
TABLE AND GRAPH 6
Post Distribution in the Office of Democratic Institutions and Human Rights



	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	3	23	6	4	6	0	5	7	2	2	0	0	0	39	80%	6	50%	16	35%	61	57%
Men	0	0	1	1	4	4	0	6	1	3	13	8	3	1	0	1	10	20%	6	50%	30	65%	46	43%
TOTAL	0	0	4	4	27	10	4	12	1	8	20	10	5	1	0	1	49	100%	12	100%	46	100%	107	100%

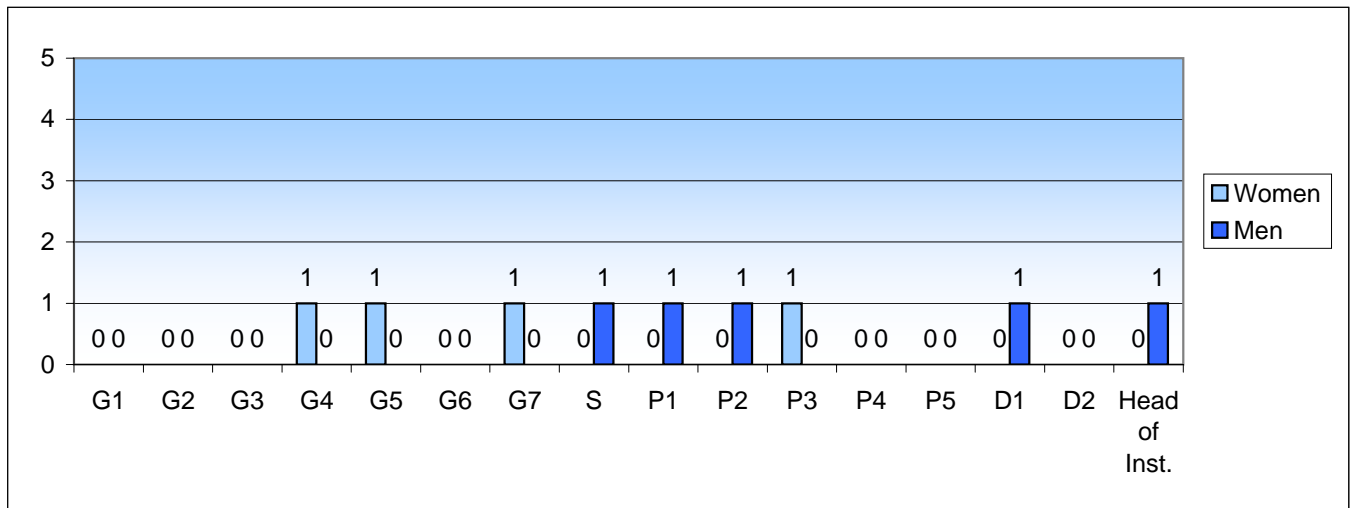
Note: Numbers as of 1 May 2008

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	3	5	0	1	3	0	0	0	1	1	0	0	0	9	100%	3	60%	2	15%	14	52%
Men	0	0	0	0	0	0	0	2	0	0	3	5	1	1	0	1	0	0%	2	40%	11	85%	13	48%
TOTAL	0	0	0	3	5	0	1	5	0	0	3	6	2	1	0	1	9	100%	5	100%	13	100%	27	100%

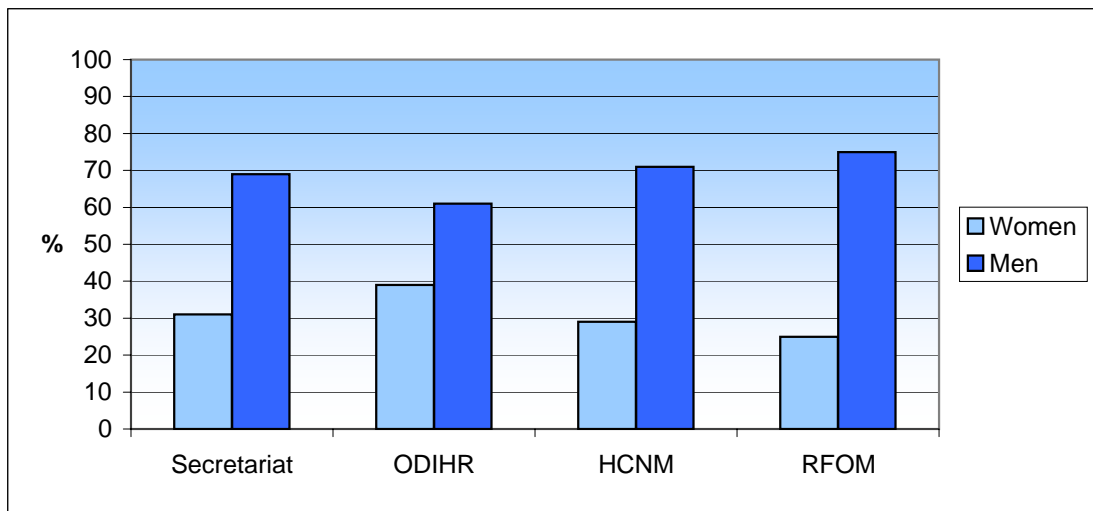
TABLE AND GRAPH 8
Post Distribution in the Office of the Representative on Freedom of the Media



	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	0	0	0	1	1	0	1	0	0	0	1	0	0	0	0	0	3	100%	0	0%	1	20%	4	62%
Men	0	0	0	0	0	0	0	1	1	1	0	0	0	1	0	1	0	0%	1	100%	4	80%	5	56%
TOTAL	0	0	0	1	1	0	1	1	1	1	1	0	0	1	0	1	3	100%	1	100%	5	100%	9	100%

Note: Numbers as of 1 May 2008

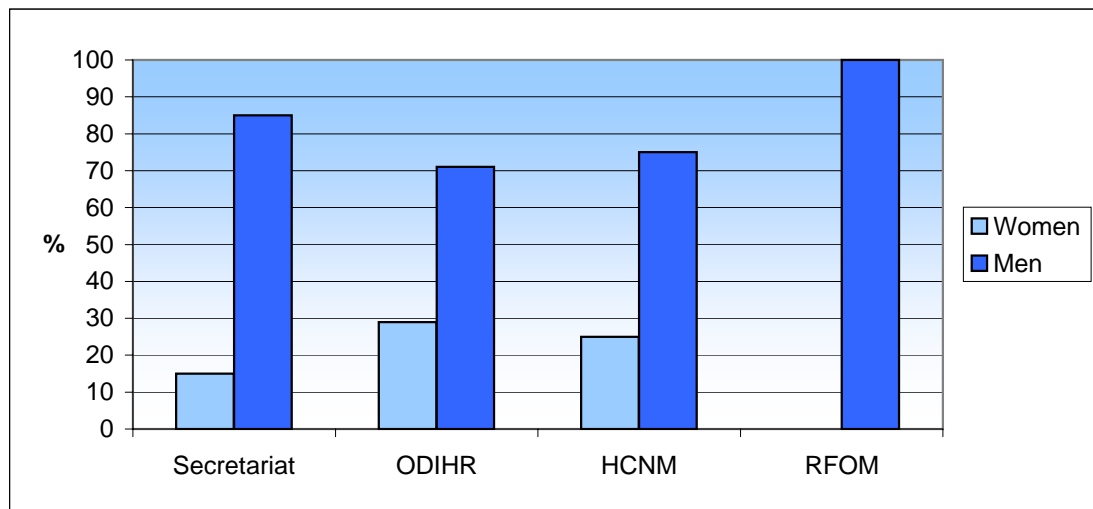
TABLE AND GRAPH 9
Post Distribution in the OSCE Secretariat and Institutions
Professional Staff*



%	Secretariat	ODIHR	HCNM	RFOM	Total
Women	31	39	29	25	33
Men	69	61	71	75	67
TOTAL	100	100	100	100	100

*S and P1 to P4

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



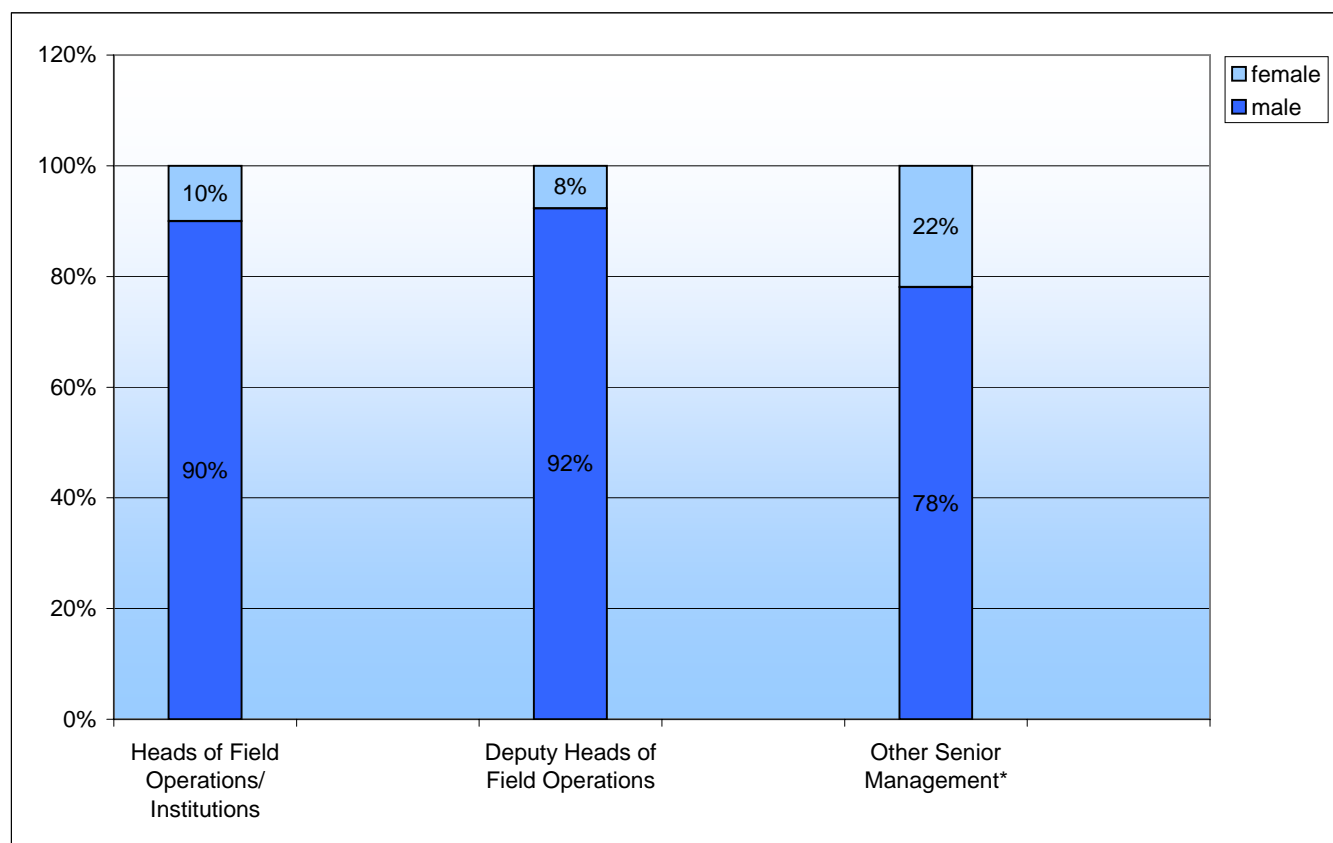
%	Secretariat	ODIHR	HCNM	RFOM	Total
Women	15	29	25	0	20
Men	85	71	75	100	80
TOTAL	100	100	100	100	100

*P5, D1, D2 and Head of Institution

Note: Numbers as of 1 May 2008

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	2	5	2
OSCE Centre in Ashgabad	1				1		2	0
OSCE Centre in Astana						1	0	1
OSCE Office in Baku	1		1			1	2	1
OSCE Centre in Bishkek			1		3		4	0
OSCE Mission to Bosnia and Herzegovina	1		1		14	5	16	5
OSCE Representative to the Estonian Commission on Military					1		1	0
OSCE Mission to Georgia		1	1		4		5	1
OSCE Mission in Kosovo	1		1		19	5	21	5
OSCE Office in Minsk	1						1	0
OSCE Mission to Moldova	1		1				2	0
OSCE Mission to Montenegro		1	1				1	1
OSCE Mission to Serbia	1		1				2	0
OSCE Spillover Monitor Mission to Skopje				1	9	1	9	2
OSCE Office in Tajikistan	1		1				2	0
OSCE Project Co-ordinator in Ukraine	1						1	0
OSCE Project Co-ordinator in Uzbekistan	1						1	0
OSCE Office in Yerevan	1		1				2	0
OSCE Office in Zagreb	1		1		4	1	6	1
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1						1	0
Secretariat and Institutions	4				24	7	28	7
Total	18	2	12	1	82	23	112	26
In Percent	90%	10%	92%	8%	78%	22%	81%	19%

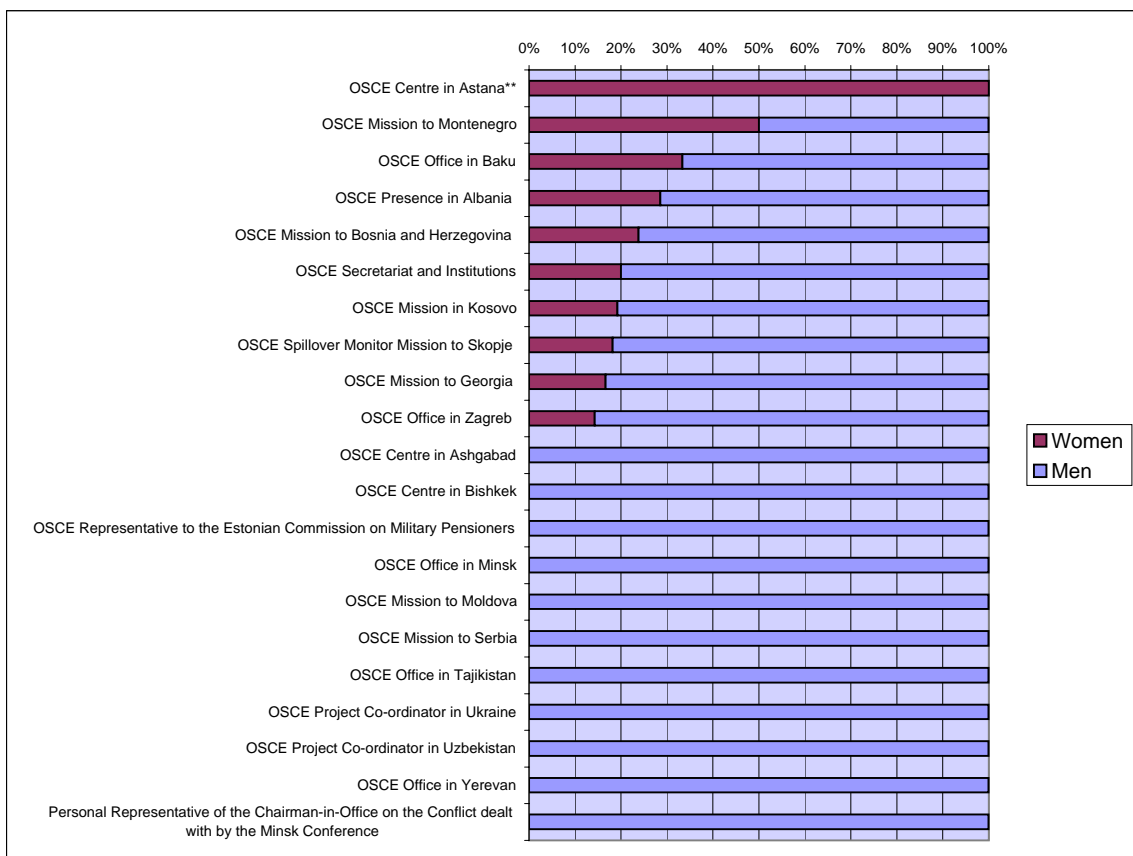


*Includes S3+ and P5+
Note: Numbers as of 1 May 2008

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**	0	1	0%	100%
OSCE Mission to Montenegro	1	1	50%	50%
OSCE Office in Baku	2	1	67%	33%
OSCE Presence in Albania	5	2	71%	29%
OSCE Mission to Bosnia and Herzegovina	16	5	76%	24%
OSCE Secretariat and Institutions	28	7	80%	20%
OSCE Mission in Kosovo	21	5	81%	19%
OSCE Spillover Monitor Mission to Skopje	9	2	82%	18%
OSCE Mission to Georgia	5	1	83%	17%
OSCE Office in Zagreb	6	1	86%	14%
OSCE Centre in Ashgabad	2	0	100%	0%
OSCE Centre in Bishkek	4	0	100%	0%
OSCE Representative to the Estonian Commission on Military	1	0	100%	0%
OSCE Office in Minsk	1	0	100%	0%
OSCE Mission to Moldova	2	0	100%	0%
OSCE Mission to Serbia	2	0	100%	0%
OSCE Office in Tajikistan	2	0	100%	0%
OSCE Project Co-ordinator in Ukraine	1	0	100%	0%
OSCE Project Co-ordinator in Uzbekistan	1	0	100%	0%
OSCE Office in Yerevan	2	0	100%	0%
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1	0	100%	0%
Total	112	26	81%	19%

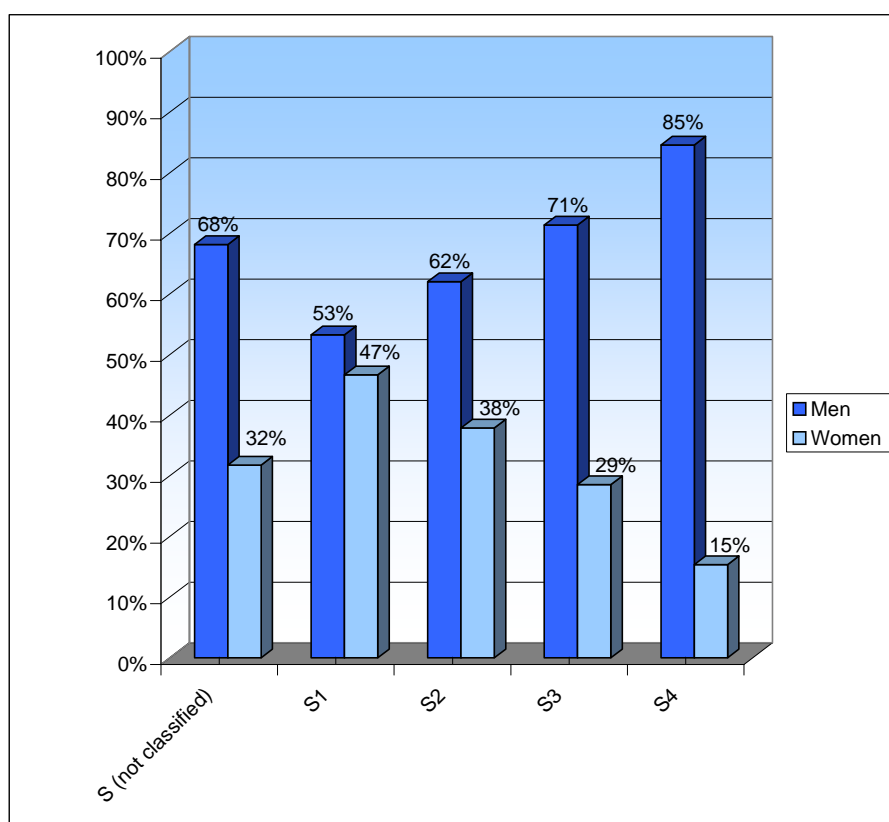
**The post of Head of Centre in Astana was vacant on 1 May 2008!



*Includes S3+ and P5+
 Note: Numbers as of 1 May 2008

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	6	5	2	3	2			13	10
OSCE Centre in Ashgabad					2	1	1				3	1
OSCE Centre in Astana					2	1			1		2	2
OSCE Office in Baku					1	1					1	1
OSCE Centre in Bishkek					2	1	3	1			5	2
OSCE Mission to Bosnia and Herzegovina			10	13	12	18	5	3	8	2	35	36
OSCE Representative to the Estonian Commission on Military Pensioners											0	0
OSCE Mission to Georgia			1		14	6	3		1		19	6
OSCE Mission in Kosovo			36	44	23	24	7	4	11	1	77	73
OSCE Office in Minsk					2						2	0
OSCE Mission to Moldova					5	3					5	3
OSCE Mission to Montenegro			2	1	6	3					8	4
OSCE Mission to Serbia			1	1	29	7					30	8
OSCE Spillover Monitor Mission to Skopje			32	11	6	3	6	1	2		46	15
OSCE Office in Tajikistan			1		4	2					5	2
OSCE Project Co-ordinator in Ukraine											0	0
OSCE Project Co-ordinator in Uzbekistan					1	1					1	1
OSCE Office in Yerevan					3	1					3	1
OSCE Office in Zagreb			1	2			2	1			3	3
Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference					4						4	0
Secretariat (incl. Prague Office, HLPG and Art. II and IV)	36	12									36	12
Institutions (FoM, HCNM, ODIHR)	9	9									9	9
Total	45	21	89	78	121	74	30	12	22	4	307	189
Per cent	68%	32%	53%	47%	62%	38%	71%	29%	85%	15%	62%	38%



*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 2008

TABLE 14
Nominations* by Participating States for Seconded Posts
in OSCE Secretariat, Institutions and Field Operations
1 January 2007 to 1 May 2008

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	
Italy	49%	121	69	67	35	37	4	1	7	2	13	14	249
Spain	42%	88	47	43	32	14	6	2	10	1	29	28	212
Austria	38%	72	73	46	29	23	9	3	6				189
Azerbaijan	62%	67	15	18	18	44	2	3	4		2	2	108
Greece	41%	58	41	38	31	16	4		6		1	4	141
France	55%	53	5	17	17	29	7	3	11	1	3	3	96
Germany	43%	52	6	15	38	26	9	4	14	6	3	1	122
Hungary	37%	38	32	19	25	13	5		3		1	6	104
Bulgaria	32%	35	19	15	46	14	6	2	4		1	4	111
United States	40%	33	13	3	19	13	4	5	9	6	5	6	83
Latvia	84%	27	2	9	3	13				1	0	4	32
Sweden	36%	27	13	5	16	11	2	1	8	3	8	7	74
Slovakia	48%	24	9	11	13	5	3	1		1	1	6	50
Czech Republic	38%	21	7	16	16	1	5		2		4	4	55
Ireland	43%	18	18	9	3	6	1		1	1	1	2	42
Poland	26%	15	10	9	23	4	5	2	5				58
Turkey	16%	15	32	6	32	4	7				5	5	91
Finland	52%	13	3	3	6	2	1	2	2	4		2	25
Portugal	26%	13	23	9	6	1					8	3	50
Tajikistan	80%	12		5	2	7			1				15
Bosnia and Herzegovina	33%	12	9	7	12	4					3	1	36
Kyrgyzstan	43%	9	7	4	4	3	1					2	21
Romania	21%	9	13	5	11	3	4				5	1	42
Japan	73%	8	3	5		3							11
Switzerland	38%	8	4	5	5	1	1		3			2	21
Croatia	29%	8	6	7	8	1	4		1		1		28
Macedonia, The Former Yugoslav Republic of	29%	8	16	8	3						1		28
Lithuania	50%	7	1	2	6	4						1	14
Luxembourg	86%	6		2	1							4	7
Armenia	50%	6	2		4	3				1		2	12
Estonia	29%	6	4	3	8	1	2				1	2	21
Canada	38%	5	3	1	3	2	1	1			1	1	13
Ukraine	36%	5	1		5	1	1		1		1	4	14
Norway	24%	5	4	2	10		1				1	3	21
United Kingdom	22%	5	1		7	4	7		3			1	23
Denmark	44%	4				1			4	1	1	2	9
Belgium	43%	3			1						3	3	7
Montenegro	67%	2	1	2									3
Netherlands	10%	2	4		7	1	1		3	1	4		21
Cyprus	100%	1										1	1
Albania	50%	1		1							1		2
Serbia	33%	1	1		1							1	3
Slovenia	10%	1	5		4	1							10
Georgia	6%	1	4	1	5		2		2		2		16
Russian Federation	5%	1	2		13	1			5				21
Belarus	0%	0	2		2								4
Iceland	0%	0							2				2
Moldova, Republic of	0%	0	6		8		1		1				16
Malta	0%		1										1
Grand Total	40%	926	537	418	538	317	106	30	118	29	110	132	2335

*Excluding nominations for Heads of Field Operations.

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

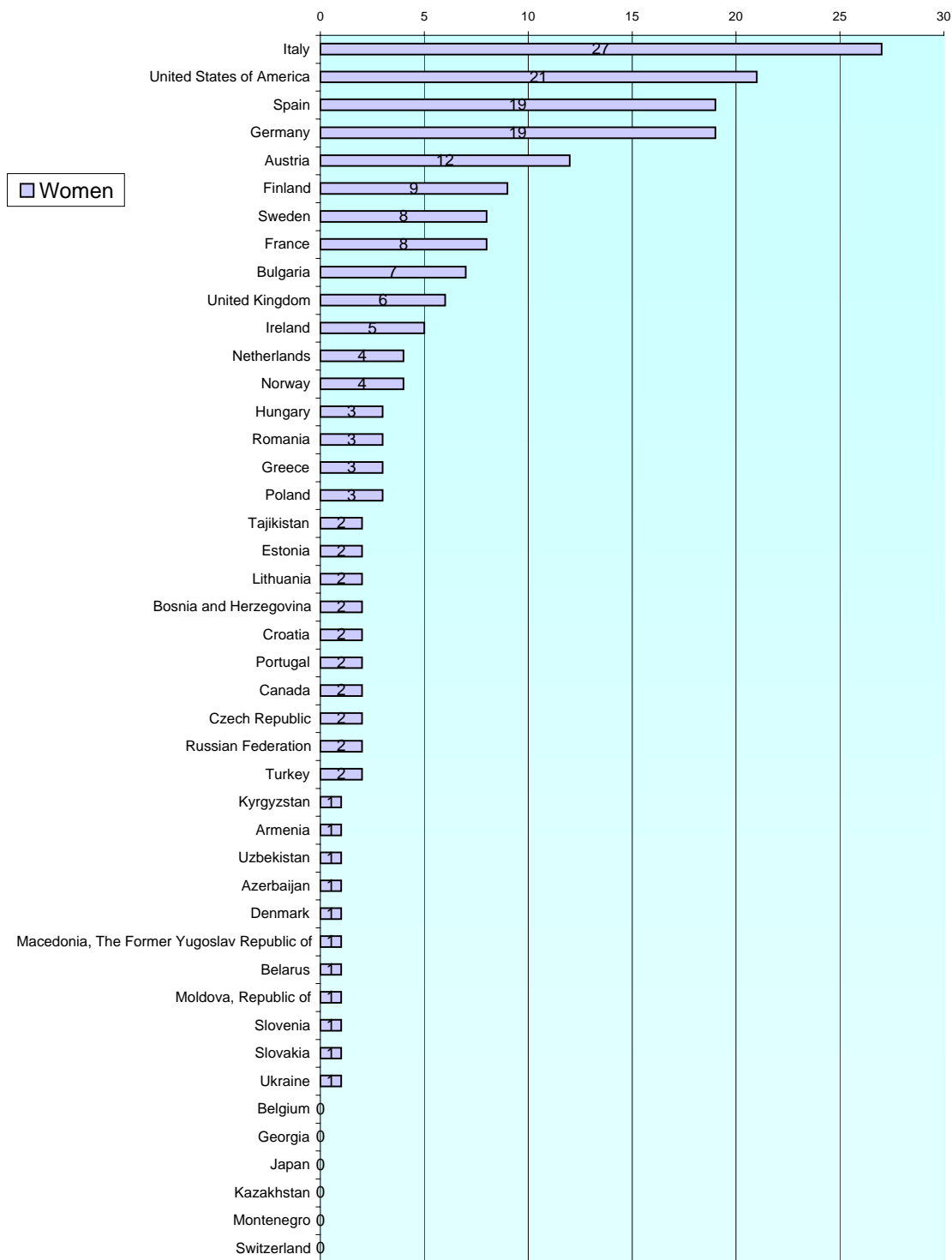
TABLE 15
Seconded Staff in the OSCE Secretariat, Institutions and Field Operations
by Seconding Country and Sex

Seconding Authority*	% Women	Men	Women	Total Seconded Staff
Italy	50%	27	27	54
United States of America	37%	36	21	57
Spain	54%	16	19	35
Germany	40%	28	19	47
Austria	44%	15	12	27
Finland	56%	7	9	16
Sweden	33%	16	8	24
France	28%	21	8	29
Bulgaria	41%	10	7	17
United Kingdom	25%	18	6	24
Ireland	45%	6	5	11
Netherlands	29%	10	4	14
Norway	25%	12	4	16
Hungary	43%	4	3	7
Romania	43%	4	3	7
Greece	38%	5	3	8
Poland	25%	9	3	12
Tajikistan	67%	1	2	3
Estonia	50%	2	2	4
Lithuania	50%	2	2	4
Bosnia and Herzegovina	40%	3	2	5
Croatia	40%	3	2	5
Portugal	40%	3	2	5
Canada	33%	4	2	6
Czech Republic	22%	7	2	9
Russian Federation	17%	10	2	12
Turkey	12%	15	2	17
Kyrgyzstan	100%	0	1	1
Armenia	50%	1	1	2
Uzbekistan	50%	1	1	2
Azerbaijan	33%	2	1	3
Denmark	33%	2	1	3
Macedonia, The Former Yugoslav Republic of	33%	2	1	3
Belarus	25%	3	1	4
Moldova, Republic of	25%	3	1	4
Slovenia	25%	3	1	4
Slovakia	14%	6	1	7
Ukraine	14%	6	1	7
Belgium	0%	3	0	3
Georgia	0%	3	0	3
Japan	0%	1	0	1
Kazakhstan	0%	1	0	1
Montenegro	0%	1	0	1
Switzerland	0%	2	0	2
Grand Total	37%	334	192	526

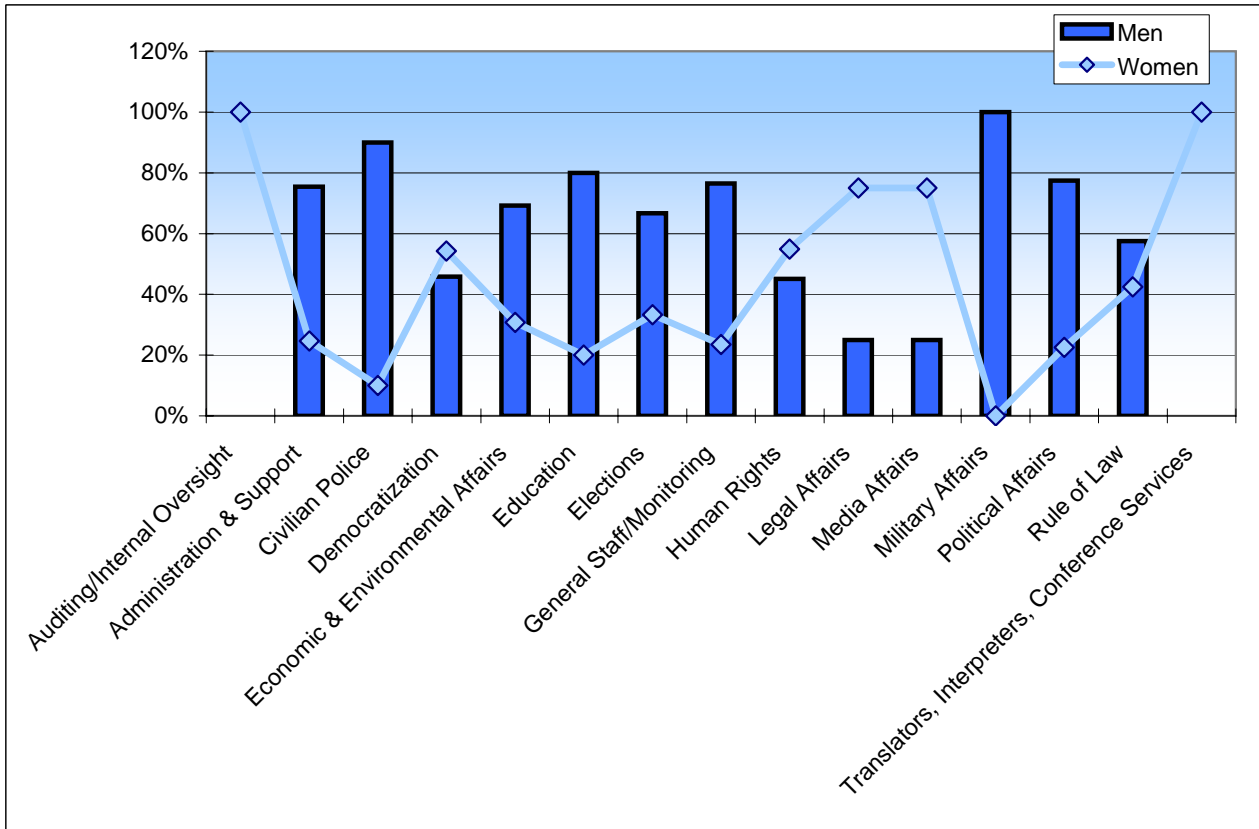
*Including Partners for Co-operation

Note: Numbers of 1 May 2008

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



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	49	16	65	75%	25%
Civilian Police	54	6	60	90%	10%
Democratization	38	45	83	46%	54%
Economic & Environmental Affairs	9	4	13	69%	31%
Education	4	1	5	80%	20%
Elections	2	1	3	67%	33%
General Staff/Monitoring	26	8	34	76%	24%
Human Rights	46	56	102	45%	55%
Legal Affairs	1	3	4	25%	75%
Media Affairs	3	9	12	25%	75%
Military Affairs	18	0	18	100%	0%
Political Affairs	55	16	71	77%	23%
Rule of Law	23	17	40	58%	43%
Translators, Interpreters, Conference Services	0	1	1	0%	100%
Grand total	328	184	512	64%	36%

Note: Numbers as of 1 May 2008

TABLE 18
Post Distribution of Local Staff in OSCE Field Operations

Grade	Total in Per Cent		OSCE Preceance 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 to Georgia		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 conflict dealt with by 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	M	F	M
NPO	46%	54%	4	9	2	2	1	0	3	0	2	2	54	79	2	5	8	10	40	28	0	0	0	5	2	4	9	10	12	13	1	1	3	0	8	7	2	7	0	0	
G7	25%	75%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	
G6	47%	53%	1	4	0	5	0	3	1	5	6	11	4	1	0	0	1	8	88	52	0	2	3	3	0	2	8	18	3	5	1	2	0	0	1	3	0	7	0	1	
G5	40%	60%	10	20	0	4	1	4	2	3	5	6	35	75	6	5	6	9	60	33	0	4	1	4	4	8	11	24	7	16	8	12	3	2	0	4	1	4	1	1	
G4	55%	45%	2	3	0	0	0	0	0	1	0	3	26	37	1	3	11	14	85	50	0	1	2	2	2	1	9	5	21	9	3	2	0	0	0	2	0	1	0	0	
G3	77%	23%	4	2	1	0	2	0	1	0	2	0	13	8	0	0	11	1	52	12	1	0	2	0	1	0	5	1	33	16	1	0	2	0	1	0	3	0	2	0	
G2**	93%	7%	13	0	3	0	4	0	1	0	16	0	57	0	2	0	41	2	81	17	0	0	5	1	4	0	18	1	24	2	20	0	3	0	2	0	1	0	2	0	
G1*	4%	96%	0	0	0	1	0	1	0	1	0	4	0	28	0	0	0	2	3	11	0	0	0	2	0	1	0	6	0	1	0	10	0	2	0	0	0	1	0	4	
Total	55%	45%	34	38	6	12	8	8	8	10	31	26	189	228	11	13	78	46	409	203	1	7	13	19	13	16	61	66	100	62	34	27	11	4	12	16	7	20	5	6	
Total	100%		72		18		16		18		57		417		24		124		612		8		32		29		127		162		61		15		28		27		11		
%	55%	45%	47%	53%	33%	67%	50%	50%	44%	56%	54%	46%	45%	55%	46%	54%	63%	37%	67%	33%	12%	88%	41%	59%	45%	55%	48%	52%	62%	38%	56%	44%	73%	27%	43%	57%	26%	74%	45%	55%	

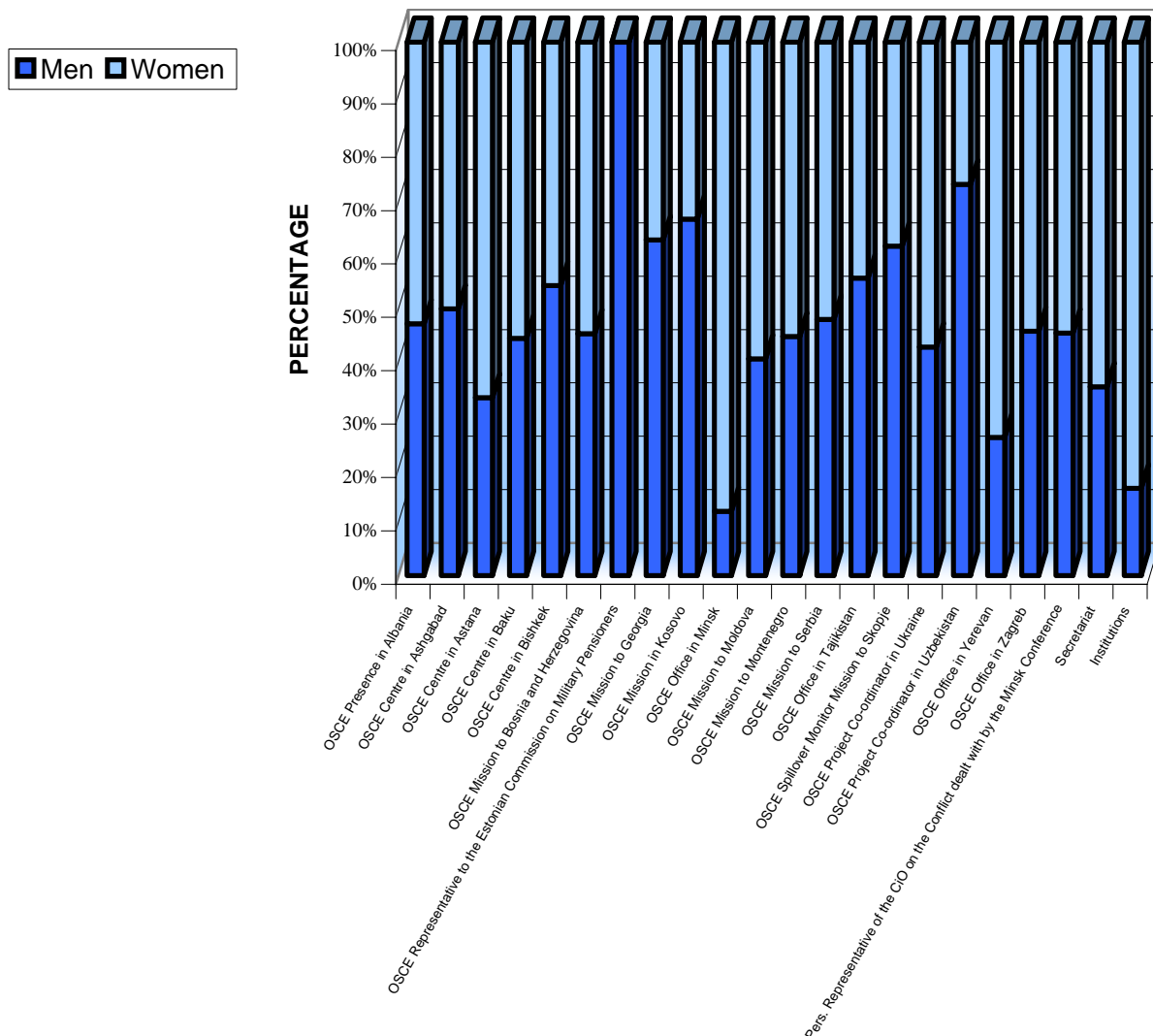
Note: Numbers as of 1 May 2008

*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%	34	38	72
OSCE Centre in Ashgabad	50%	50%	8	8	16
OSCE Centre in Astana	33%	67%	6	12	18
OSCE Centre in Baku	44%	56%	8	10	18
OSCE Centre in Bishkek	54%	46%	31	26	57
OSCE Mission to Bosnia and Herzegovina	45%	55%	189	228	417
OSCE Representative to the Estonian Commission on Military Pensioners	100%	0%	1	0	1
OSCE Mission to Georgia	63%	37%	78	46	124
OSCE Mission in Kosovo	67%	33%	409	203	612
OSCE Office in Minsk	12%	88%	1	7	8
OSCE Mission to Moldova	41%	59%	13	19	32
OSCE Mission to Montenegro	45%	55%	13	16	29
OSCE Mission to Serbia	48%	52%	61	66	127
OSCE Office in Tajikistan	56%	44%	34	27	61
OSCE Spillover Monitor Mission to Skopje	62%	38%	100	62	162
OSCE Project Co-ordinator in Ukraine	43%	57%	12	16	28
OSCE Project Co-ordinator in Uzbekistan	73%	27%	11	4	15
OSCE Office in Yerevan	26%	74%	7	20	27
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%	63	115	178
Institutions	16%	84%	10	51	61
Grand Total	53%	47%	1105	993	2098



Note: Numbers as of 1 May 2008

TABLE 20
Gender Balance by Grade* in the Recruitment of Contracted Staff
in the OSCE Secretariat, Institutions and Field Operations
1 January 2007 - 1 May 2008

Grade	Number of Vacancies	Applied				Short listed				Employed**			
		Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
D2	0			0									
D1	3	121	23	144	16%	13	0	13	0%	3	0	3	0%
P5	10	303	79	382	21%	22	8	30	27%	1	2	3	67%
Total P5 - D2	13	424	102	526	19%	35	8	43	19%	4	2	6	33%
P4	32	1136	533	1669	32%	28	24	52	46%	9	5	14	36%
P3	48	2489	1299	3788	34%	58	28	86	33%	19	6	25	24%
P2	22	1313	651	1964	33%	25	22	47	47%	11	3	14	21%
P1	2	258	275	533	52%	4	4	8	50%	1	0	1	0%
Total P1 - P4	104	5196	2758	7954	35%	115	78	193	40%	40	14	54	26%
Total P and D	117	5620	2860	8480	34%	150	86	236	36%	44	16	60	27%
G7	1	2	0	2	0%	4							
G6	8	103	163	266	61%	6	16	22	73%	0	4	4	100%
G5	6	105	286	391	73%	5	25	30	83%	1	4	5	80%
G4	10	168	415	583	71%	9	25	34	74%	4	4	8	50%
G3	6	105	200	305	66%	4	9	13	69%	2	1	3	33%
Total G2 - G7	31	483	1064	1547	69%	24	75	99	76%	7	13	20	65%
Grand Total	148	6103	3924	10027	39%	174	161	335	48%	51	29	80	36%
% of Total		61%	39%			52%	48%			64%	36%		

	Applied	Short listed of applied	Employed of applied
% of Applicants	100% 100%	2.9% 4.1%	0.8% 0.7%
Total	6103 3924	174 161	51 29

Percentage	Applied		Short listed of applied		Employed of shortlisted	
	Men	Women	Men	Women	Men	Women
All grades	60.9%	39.1%	2.9%	4.1%	29.3%	18.0%
P and D	66.3%	33.7%	2.7%	3.0%	29.3%	18.6%
G2 - G7	31.2%	68.8%	5.0%	7.0%	29.2%	17.3%

*G grades include Secretariat and Institutions only.

**For some posts recruitment had not been finalized by the end of 2007. Hence, the numbers of accepted and hired staff members vary.

TABLE 21
Gender Balance by Grade in the Recruitment of Seconded Staff
in the OSCE Secretariat, Institutions and Field Operations
1 January 2007 - 1 May 2008

Grade	Number of Vacancies	Nominated Candidates			Of Nominated Recommended			Of Nominated Accepted by Heads of Field Operations/Directors			Of Nominated Deployed/Hired**		
		Men	Women	% Women	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
HoM	12	29	2	6%							11	1	8%
DHoM	7	35	3	8%	2	1	33%	5	1	17%	5	1	17%
S4	26	83	26	24%	57	17	23%	10	4	29%	10	4	29%
S3	31	106	30	22%	69	20	22%	13	9	41%	12	9	43%
S2	163	540	317	37%	352	170	33%	66	44	40%	70	42	38%
S1	77	535	418	44%	293	242	45%	55	48	47%	48	34	41%
S*	32	110	132	55%	5	8	62%	12	20	63%	10	14	58%
Total	348	1438	928	39%	778	458	37%	161	126	44%	166	105	39%
% of Total		61%	39%		63%	37%		56%	44%		61%	39%	

		Nominated			Recommended of Nominated			Accepted of Nominated			Deployed of Nominated		
% of Nominated		100%	100%		54%	49%		11%	14%		12%	11%	
Total		1438	928		778	458		161	126		166	105	

		Nominated			Recommended of Nominated			Accepted of Recommended			Deployed/hired of Accepted		
		Men	Women		Men	Women		Men	Women		Men	Women	
Percentage		100%	100%		54%	49%		21%	28%		103%	83%	

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

**For some posts recruitment had not been finalized by 1 May 2008. Hence, the numbers of accepted and hired staff members vary.

TABLE 22
Percentage of Women and Men Nominated and Seconded per Grade
in the OSCE Secretariat, Institutions and Field Operations
from 2005 to 1 May 2008

	(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%
Average of the above years	60%	40%	65%	35%	76%	24%	83%	17%	47%	53%
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%
Average of the above years	58%	42%	63%	38%	72%	28%	88%	12%	68%	32%

*From 1 January 2007 to 1 May 2008

**Numbers of 1 May 2008

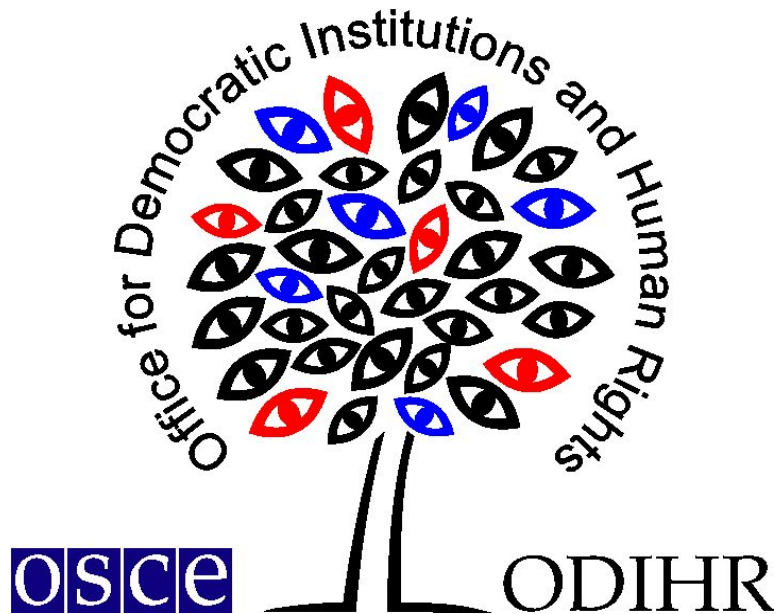
TABLE 23
Average of Nominations and Secondments

Period from 2005 to 1 May 2008

Nominations			
Field Operations		Secretariat and Institutions	
Men	Women	Men	Women
71%	29%	47%	53%
Secondments			
Men	Women	Men	Women
70%	30%	68%	32%

TABLE 24
Projects "Including" a Gender Aspect by Dimension and Budget
 Period from 1 January 2007 to 1 May 2008

Dimension	Total Number of Projects	Projects with Budget Information	Projects with Budgets under 20,000 EUR	Total Budget of all Projects of less than 20,000 EUR	Total Budget of all Gender Mainstreamed Projects
Politico-Military	28	25	11	108,023	1,451,940
Economic and Environmental	16	11	4	34,452	459,286
Human	62	31	10	95,670	8,103,561



OSCE Action Plan for the Promotion of Gender Equality

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

June 2008

Introduction

The ODIHR has continued to work 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 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. In addition the Contact Point for Roma and Sinti Issues runs a project on "Awareness-raising for Romani Activists on Issues of Trafficking in Human Beings."

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

Throughout 2006, 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 throughout the process of 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. Slightly more men have applied for ODIHR vacancies than women. The same proportion is carried over to appointments; however, more men have been appointed to professional posts than women, while women have been appointed to general services posts to a greater degree.

There is male inequality at GS level where they make up 23% of the staff, but a prevailing dominance at the P3 and higher levels with men representing 72% of 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 41% of the time whether it is within the framework of the recruitment of experts for election observation missions or when contracting experts for other important ODIHR activities.

When recruiting experts for Election Observation and Assessment Missions (EOMs/EAMs), ODIHR strives to ensure gender balance. The ODIHR also 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 2007, core teams of EOMs/EAMs have included 66 female experts out of a total of 198 experts. Out of 2009 STOs seconded by the OSCE participating States, 967 were women. Out of 39

STOs funded through the OSCE/ODIHR Diversification Fund, 10 were women. 88 of 207 seconded LTOs and 15 of 25 funded LTOs were female.

Training statistics show that women have been participating at trainings to a greater degree than men, i.e. 63% 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 11 participants who took part in the course, 6 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.

From May 2007 to June 2008 the ODIHR conducted four Human Dimension Courses for the OSCE field operations' staff. Out of 100 participants who took part in the course, 63 were women. One of the main Course sessions focuses on gender equality and related activities in the work of the ODIHR and OSCE including practical ways to mainstream gender aspects in programme activities. Focus is however increasingly put on the necessity to mainstream gender-equality and non-discrimination throughout all the sessions and issues discussed. Participants to the Rule of Law session are now e.g. instructed more specifically on the importance of streamlining gender-equality and non-discrimination in all criminal justice and fair trials work.

The two training courses organized by ODIHR for short-term election observers in June and November 2007, at the OSCE Academy in Bishkek, included references to the observation of women's participation in elections and out of a total of 68 participants, 29 were female.

ODIHR press work 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 gender-relevant 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 funds available, 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. 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.¹ ODIHR handbooks and other publications highlights 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-

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

related analysis of election processes and have led to recommendations to the respective OSCE participating States as to how to improve their electoral legislation and practices.

Regular review of election legislation of participating States by the ODIHR is an important part of the overall legislative support (also see below) the ODIHR offers to participating States on gender related issues. It contributes in a most important 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 formation of government, as well as the inclusion of specific measures (i.e. quota systems) to increase the participation of women as voters, candidates, elected representatives as well as within the election administration.

In the reporting period, the ODIHR has participated in a peer review group for and contributed to a discussion of *Guidelines on Enhancing the Role of Women in Post-Conflict Electoral Processes* which were prepared and issued by the UN Department of Peacekeeping Operations and the Electoral Assistance Division of the UN Department of Political Affairs.³

Legislative Support and promotion of the Rule of Law: The ODIHR offers technical assistance by close review of draft legislation on gender equality issues and assessment of 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. The ODIHR has assessed a number of gender-equality-related legislative provisions concerning the prevention of domestic violence (see below). Currently, the ODIHR is reviewing the draft Law of Kazakhstan on Equality of Rights and Opportunities of Women and Men. 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 as well as international standards on the same in both English and Russian. The gender related pages on the www.legislationline.org website are soon to undergo reconstruction, in order to ensure that the most up to date information is available to users. 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.

Upon provision of an assessment of a criminal code, ODIHR recommends that gender neutral language be used so that, for example, the crime of rape is not limited to female victims, but that the criminal code recognizes that men can also be victims of rape.

Democratic Governance

Increasing the level of women's effective participation and representation in political processes was one of the key topics discussed by a broad range of stakeholders at the OSCE Human Dimension Seminar on Effective Participation and Representation in Democratic Societies held in Warsaw in May 2007. In particular, it was emphasized that women's equal participation in political and public life is one of the main guarantors of a vibrant, stable and effective democracy. In the discussion on women's participation in political, legislative and electoral processes, participants shared their expertise and best practices in promoting women's political participation, such as the civil society campaign to help bring women deputies to the Parliament of Kyrgyzstan, while others voiced their concerns about the limited implementation by some participating States of the OSCE commitments on equal participation of women in electoral process, especially in the rural areas. In this regard, it was recommended that the OSCE participating States should examine the need for temporary legislative measures in electoral laws to promote political participation of women. Participants also called for the OSCE to play a greater role in monitoring the implementation of the UN SC Resolution 1325 with a special emphasis on women's participation in conflict resolution processes.

Promotion of women participation in political processes remains one of the key focuses of the ODIHR's long-term project on Political Institutions in Georgia, especially through promotion of

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

³ A copy of these guidelines is available at: <http://aceproject.org/ero-en/topics/electoral-standards/DPKO-DFS-DPA%20election%20guidelines.pdf/download>

active participation of women in leadership positions of political parties. Gender equality issues were often brought up and discussed at a number of events held within the framework of the project with active participation of all major political parties in Georgia.

Human Rights and the Armed Forces: In 2006, the ODIHR launched a new programme on human rights and the Armed Forces. The core activity of the programme, the Handbook on Human Rights and Fundamental Freedoms of Armed Forces Personnel, was launched in Geneva and Vienna in May 2008.⁴ The Handbook 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. The Handbook 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. It 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.

Roma and Sinti: Besides ensuring the participation of Romani women in its relevant programmatic activities, Romani women were also supported throughout 2007 to act as mainstream Short Term Observer's to ODIHR election observation missions. The ODIHR Contact Point for Roma and Sinti Issues (CPRSI) also sponsored a project, "Equal Opportunities for All", to enhance public participation of Roma through civil registration. Pregnant Romani women and mothers were specifically targeted to assist with civil registration and to encourage them to register and access health care facilities and services, especially when giving birth.

During the 2007 Human Dimension Implementation Meeting, a Special Day on political participation of Roma and Sinti was held. Recommendations to OSCE participating States specifically mentioned the need to raise awareness to the multiple discrimination faced by Romani women in their attempt to access public services and participate in their country's political processes and public life. One of the working sessions was moderated by a Romani woman from Hungary, who is a member of the European Parliament. The event provided, as in previous years, the opportunity for Romani women activists who were invited by ODIHR, to voice their concerns.

Trafficking in human beings: In addition to the activities aiming at the empowerment of Romani women in the fight against trafficking (see below), 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, including migrants' rights organizations and trade unions.

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*). *TANDIS*, which is available at <http://tandis.odihhr.pl>, includes "gender-based discrimination" as a key issue and provides links to international instruments and documents. There is also a link to the OSCE Action Plan for the Promotion of Gender Equality as well as related national action plans. Moreover, the section gives access to documents and publications from various sources related to gender equality and gender mainstreaming, a result also of the close co-operation the programme has with members of the gender unit of the OSCE Secretariat.

⁴ http://www.osce.org/odihr/item_11_30553.html

In its efforts to monitor and report on incidents of intolerance throughout the OSCE region, cases where women suffer from aggravated discrimination with regard to gender as well as their religious and ethnic identities and other factors are also reported on. In its report on *Challenges and Responses to Hate-Motivated Incidents in the OSCE Region*, which covered the period 2006, the ODIHR reported that, based on information collected, immigrant women and women belonging to minorities and excluded groups (such as Roma) are in many instances particularly vulnerable to hate crimes and discrimination. The annual report for 2007 is now being prepared and will also mainstream in gender issues. When requesting input for the draft report, organisations dealing with gender discrimination and the promotion of gender equality were consulted.

The ODIHR's Advisory Panel of Experts on Freedom of Religion or Belief has examined cases where girls and women are denied the right to wear religious symbols and have been restricted in their exercise of religious freedom through policies related to religious dress and has commissioned further research on this topic.

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, in particular the OSCE Chairmanship Conference on Intolerance and Discrimination against Muslims in October 2007. Additionally, in planning its expert-level assessment meeting on combating intolerance against Muslims in the field of education, the ODIHR facilitated the participation of a significant number of Muslim women in order to ensure that their perspective was included. In this assessment meeting, some educational tools and materials raising awareness about intolerance against Muslim women will be presented as practical initiatives and the problems that Muslim girls are experiencing in school will also be discussed.

The Law Enforcement Officer Programme on Combating Hate Crime (*LEOP*) in its training curricula refers to crimes committed by gender bias and the LEOP international expert team is now planning the development of a special training module specifically addressing such crimes.

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 meetings and conferences. These efforts were successful since for example, there was an equal number of male and female participants and speakers at the civil society meeting prior to the 2007 OSCE Mediterranean Seminar. While developing the resource guide for NGOs on "how to prevent and to respond to hate motivated crimes and incidents", the ODIHR has also ensured that gender perspective is mainstreamed in the guide. In the same spirit, the group of NGOs selected for the first ODIHR training for civil society on hate crimes is 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.

III. Programmatic activities with specific focus on gender

The ODIHR has developed the following specific programmes and projects 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 Processes
- Human Rights, Women and Security Programme
- Awareness-raising for Romani Activists on Issues of Trafficking in Human Beings

Programme on Increased Participation of Women in Democratic Processes

The ODIHR implements a multi-year programme aimed at increasing the participation of women in democratic processes. Activities focus on fostering women's leadership, political participation and coalition-building among women's NGOs to enable them to promote awareness on gender equality and foster policy reforms necessary for combating gender-based discrimination in all areas of public and private life. The programme activities also contribute to developing greater capacity of state structures to promote gender-sensitive policy-making. Examples include training-of-trainers workshops on gender equality and women's rights, capacity-building seminars for women's NGOs and networks, providing assistance in developing expertise within state institutions for the promotion of gender equality, and providing training for state structures and NGOs in preventing and combating violence against women. The geographic span of the programme activities ranges from Eastern and South-Eastern Europe to the South Caucasus and Central Asia. In the reporting period, programme activities were conducted in the following thematic areas:

- Strengthening women's organizations and networks and promoting women's political participation;
 - Prevention and combating of domestic violence;
 - Developing effective national institutions to mainstream gender equality into policy-making.
- Strengthening women's organizations and networks and promoting women's political participation

In order to promote reforms aimed at increasing the representation of women in governance structures, it is necessary that women from grassroots and national civil society organizations demonstrate a strong leadership and active participation in public life. As the experience of various participating States which have made significant steps forward to achieving gender equality has demonstrated, civil society networks and coalitions uniting women's organizations are needed for effective advocacy and lobbying for needed legislative and policy changes. Furthermore, the ODIHR's long-term work on increasing women's political participation and access to decision making focuses on the development of sustainable strategies for strengthening women's leadership and co-operation among government and the civil society in promoting gender equality. Through supporting co-operation between civil society representatives and elected officials at national and local levels, the programme aims to enhance advocacy and other mechanisms for increased access and participation of women in policy-making processes. Similar initiatives are also being designed to foster increased interaction among civil society and political parties in order to promote opportunities for women's advancement in political parties and in governance structures.

In Georgia, the ODIHR continues to assist the Women's NGO Coalition to develop its capacity as an instrument for the advancement of women's political participation and fostering policy measures for equality of rights and opportunities among women and men. In the reporting period, the ODIHR provided expert assistance to the Coalition to reform its internal working structure and to assist in the process of registering the coalition as a legal entity with the participation of all of its currently active members. In the run-up to the parliamentary elections of May 2008, the ODIHR continued to provide expertise and technical assistance to the Coalition to undertake a public information campaign for promoting women's political participation. With this aim, the ODIHR organized series of training workshops for the coalition members on methods to develop public information/media campaigns on gender equality and women's political participation and strategies for lobbying political parties on integrating gender issues in their election programmes. Following these training workshops, in the period of March – May 2008 the Coalition, with the ODIHR support conducted a large-scale campaign through various media and public information outlets targeting women voters, political party leaders and their women candidates on the importance of promoting women's political participation. The campaign was conducted in Tbilisi and in all 11 regions and included dissemination of various promotional materials on the Coalition's activities, meetings with voters and political party members and publication of various media articles on current and future prospects for women's political representation.

To develop local capacity in gender-mainstreaming processes, the ODIHR organized a capacity-building training in Tbilisi on gender budgeting in March 2008. The training brought together

about 40 local and national policy-makers from Armenia, Azerbaijan, Georgia and Uzbekistan, as well as for the members of the Women's NGO Coalition of Georgia. The training was conducted in the framework of the International Conference on the Challenges of Engendering Economics – Way toward Social Justice and Equal Opportunities, conducted jointly in Tbilisi by the UNECE, UNDP Georgia and the OSCE/ODIHR on 31 March – 2 April 2008. The participants of the workshop were introduced to various approaches and methodologies of gender budgeting on both local and state level, discussed case studies and experience from various countries, as well as focused more specifically on Georgia and the local strategies and opportunities to promote gender budgeting techniques.

In Kyrgyzstan, the *Regional Women's Network* – established with the ODIHR support and the key ODIHR civil society partner – *Agency for Social Technologies* (AST) continued to actively promote goals of fostering women's leadership and civil society coalition building and undertook concerted action to lobby for necessary reforms to promote women's greater representation in governance structures and to combat negative gender stereotypes in society. In particular, the ODIHR's work in the reporting period included assistance to develop targeted initiatives on women's political participation and electoral reform, monitoring of local media outlets for assessing the current situation in relation to gender sensitive reporting and development of public information campaigns on the importance of promoting gender equality in the decision-making process. Activities focused on awareness-raising among current MPs on the importance of proactive measures for increasing women's political participation and engaging with legislators in a direct dialogue on introducing changes to the Election Code for ensuring equal representation of women and men in parliament. The media plan to promote gender equality, which has been developed by the AST together with the ODIHR experts, includes thematic public information campaigns with print and visual media products, original 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 addition, the campaign activities included press conferences, meetings with MPs and effective media outreach, which ultimately helped prevent legislative changes that would legalize polygamy in Kyrgyzstan – an effort backed by several influential MPs in the current parliament.

As a result of these awareness-raising and lobbying efforts, the team of the AST and the Regional Women's Network successfully lobbied for the changes in the Election Code to allow for the representation of no more than 70% of the same sex persons in the parliament, while also ensuring that at least every fourth person on the party list is a woman. In addition, in November 2007, in the run of to the December 2007 extra-ordinary parliamentary elections, the AST hosted a large-scale workshop on women's political participation, bringing together 120 members of all political parties. As a result of this successful civil society campaign to promote women's political participation, 24 women were elected to the parliament in elections, representing almost a quarter of deputies.

In Ukraine, the ODIHR conducted a series of meetings and training workshops for representatives of political parties and civil society experts on gender equality to promote implementation of measures in support of women's increased participation in political processes. Furthermore, the ODIHR initiated activities on capacity-building of elected women officials in the pilot regions of Chernovtsy, Kirovograd and Zaporozhye on integrating gender aspects into local policy-making. In September – December 2007, in close co-operation and with support of local authorities, series of workshops were carried out in parallel in three pilot regions on gender equality and gender mainstreaming in the national and local policy-making, gender budgeting, and political leadership. The workshops were jointly conducted by the ODIHR gender equality experts and local civil society specialists. In total, 164 women MPs participated in the workshops, as well as representatives of local NGOs, political party branches and municipal officials. In addition, trainings were held in each region for mass media representatives on the role of media in raising public awareness of equal opportunities as an integral element of democratic culture. All participating municipalities have committed to step up efforts to promote gender mainstreaming in policy-making processes in the future, while the local municipalities in Zaporozhye and Kirovograd have agreed to allocate funds for activities at the municipal level in the fields of gender equality and domestic violence.

Side Event on Challenges and Trends in Women's Political Participation in South Caucasus and Central Asia, OSCE Human Dimension Seminar May 2007

On the margins of the OSCE Human Dimension Seminar on *Effective Participation and Representation in Democratic Societies* in Warsaw in May 2007, the Expert Panel members hosted the side event *Challenges and Trends in Women's Political Participation in South Caucasus and Central Asia*. The side event brought together representatives of various national delegations of the OSCE participating States and civil society organizations and served as a forum for reviewing current issues in promoting women's participation in political parties, representation in the executive and legislative branches of government and use of various tools for fostering women's political leadership.

- Prevention and combating of domestic violence

Following the adoption of the OSCE Action Plan for Gender Issues in 2000, and its revised version in 2004, which calls on OSCE structures to assist participating States in preventing and combating domestic violence, the ODIHR reinforced its programme activities with specific initiatives focused on awareness-raising and capacity-building of state structures and civil society organizations to effectively prevent domestic violence, prosecute perpetrators, and address victims' needs.

The ODIHR's approach to combating domestic violence has three areas of focus: sensitizing law enforcement agencies (police, prosecutors, judges) to the fact that domestic violence is a crime, providing training for law enforcement agencies and health-care providers to play an effective role in preventing and combating domestic violence, and promoting co-operation between law enforcement bodies and NGOs on strategies and measures to combat such crimes.

In this regard, the ODIHR continues to work closely with police authorities and women's NGOs in Armenia, Azerbaijan, Georgia, Kyrgyzstan and Ukraine to assist them in building a sound legal framework and necessary law enforcement capacity to prevent and combat domestic violence.

In Armenia, the ODIHR, together with the OSCE Office in Yerevan and several other national civil society partners, is supporting the process of developing a draft law on the prevention of and combating domestic violence. The programme activities include organizing training workshops on lobbying and capacity-building of civil society leaders and policy-makers to promote the adoption of legislation on domestic violence, as well as awareness-raising and capacity-building seminars for law-enforcement agencies on the role of police in combating domestic violence.

During the reporting period, the ODIHR continued to provide assistance to Azerbaijan's law-enforcement agencies and civil society experts to develop and launch a special course for the Police Academy on preventing and combating domestic violence. In order to assist in the finalization of the course curriculum and provide training to course instructors, the ODIHR organized a training of trainers from the Baku Police Academy and NGO *Symmetria*, held in Vienna in August 2007 and facilitated by the Austrian police experts from the Vienna Police Commissariat, Police Training Centre and the Vienna Intervention Centre for Victims of Domestic Violence. Since the launching of the pilot course in spring 2007, the course has benefited some 250 cadets and police officers. In December 2007 the ODIHR hosted a joint workshop for high-level representatives of the law-enforcement agencies from Azerbaijan and Ukraine, organized in cooperation with the Austrian experts, which was particularly designed to bring together practitioners and discuss police training and capacity-building strategies for promoting an effective police intervention in cases of domestic violence.

In addition, the ODIHR continued to support the provision of training to regional police offices and health-care professional across the regions of Azerbaijan conducted by the civil society experts from *Symmetria*. During 2007, a total of 450 police officers were trained in 13 regions of Azerbaijan (Absheron, Agdash, Ali-bairamly, Devechi, Evlakh, Hajigabul, Ismailly, Kyrdamir, Mingechevir, Salyany, Shamakha, Siyazan, Sumgait). In addition, the official statistics on reported cases of domestic violence has also marked an increase, showcasing the police's increased

commitment to address cases of domestic violence as a crime and to combat the previous practice of ignoring such crimes as domestic/family affairs not to be dealt with by the police.

In Georgia, the ODIHR provided expert assistance and funding to the *Anti-Violence Network of Georgia* - uniting local women's rights activists as well as several representatives of local self-government bodies from rural areas, to organize training on the implementation of the Law on Protection of Victims of Domestic Violence. Overall, some 150 police officers took part in the training. In addition, the ODIHR lends assistance to the Network in its operation of a crisis centre and a shelter for victims of domestic violence. This includes the provision of expert assistance on methods of victim rehabilitation and the development of legislative initiatives related to victim protection and rehabilitation issues. In addition, the programme activities support awareness-raising and capacity-building of medical professionals to effectively identify and address health-related effects of domestic violence.

In Kyrgyzstan, in November 2007, the ODIHR in co-operation with the UNDP, organized a roundtable discussion with national law-enforcement agencies and other policy-makers on the role of police in combating domestic violence and held a seminar for civil society leaders as well as Police Academy students on the roles and responsibilities of law-enforcement agencies in this work. The high-level roundtable brought together representatives of the Ministry of Internal Affairs, Office of the Public Prosecutor, and the Supreme Court and served to promote discussion on improving law-enforcement coordination and response to gender-based violence. The roundtable of NGOs helped to identify current problems for the civil society in this field, including the lack of resources and capacity to systematically address the needs of the victims and provide adequate legal and medical rehabilitation services. Together with the problems of domestic violence, the prevention and prosecution of bride theft and polygamy were also discussed.

In Ukraine, in order to raise awareness and develop practical skills in preventing and combating domestic violence, the ODIHR, in cooperation with the OSCE Office of the Project Co-ordinator in Ukraine (OSCE OPCU), conducted a series of meetings and awareness-raising roundtables with representatives of police officers, local self-government officials, social service providers and civil society organizations. In September 2007, the ODIHR, in co-operation with the OSCE OPCU, organized a training in Yalta on the role of police in preventing and combating domestic violence for the heads of precinct police from all 27 territorial units. The training was facilitated by the ODIHR experts from the Austrian Federal Police and was designed to provide Ukrainian senior police officers with information on problems of domestic violence against women and children and share Austrian best practices in police response to crimes of domestic violence.

In addition, follow-up training sessions were held at the regional level as part of the ODIHR project in the regions of Chernovtsy, Kirovograd and Zaporozhye, focussing on awareness-raising and capacity-building of regional authorities in preventing and combating domestic violence. In the framework of these activities, the ODIHR supports training of representatives of regional and local governments, police officers and civil society organizations on data collection and intervention mechanisms for prevention and combating of domestic violence. Specific activities, such as a roundtable for media representatives, have been conducted in all three regions to promote media coverage and a broader public awareness on pervasive problems of domestic violence.

- Gender-mainstreaming in the policy-making process

Integration of gender equality studies in national education curricula

In 2007 the ODIHR continued to provide assistance in promoting education on gender-equality issues in Armenia. In co-operation with the *Association of Women with University Education*, the ODIHR initiated the integration of gender-equality aspects in primary- and higher-education curricula, through providing assistance to conduct courses and seminars on gender studies in over 30 high-schools and 10 universities in Yerevan and in nine regions of the country. In addition, the ODIHR assisted in providing expertise on integrating gender equality aspects into the high-school curriculum on Civic Education. In addition, with the support of the ODIHR and its expert on gender equality education, the AAWUE intensified its 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.

In the Former Yugoslav Republic of Macedonia, the ODIHR supported the organization of the International Summer University in Bitola in July 2007, held jointly by national education institutions and the *Academic Training Association* from the Netherlands. With the ODIHR support and funding, organizers developed and conducted a two-week course on Gender, Ethnicity and Democracy, which brought together over 20 representatives of various universities from across the country and members of civil society organizations from all Balkan countries.

Promoting women's economic literacy among grassroots NGOs and local self-government bodies in Georgia

The ODIHR in co-operation with a local NGO *Gender for Socio-Economic Development* supported further strengthening of women's economic rights and opportunities. From March to September 2007 targeted training seminars were carried out for active women in Gori, Gurjaani and Kutaisi regions on basic concepts of gender equality, women's participation in decision-making processes and entrepreneurial opportunities. In addition, roundtable meetings were held for local women counselors on gender mainstreaming and gender-budgeting. The trainings made extensive use of the information brochure prepared by the project team on women's economic rights and opportunities, selected legal provisions and advice on business start-up and micro-crediting sources. The analyses of local budgets in the three pilot regions were submitted for information of local council members, who participated in the trainings.

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.

The ODIHR has continued to raise awareness of, and promote national-level implementation of, the resolution building on its previous regional work in South-Eastern Europe and Central Asia. A series of three workshops were organized in Central Asia in coordination with OSCE field operations and the NGO Working Group on Women, Peace and Security. The workshops involved governmental officials and civil society actors from Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan, and focused on awareness-raising of the UNSCR1325 provisions as well as on elaboration of ways forward for national-level implementation.

The ODIHR published in March, in co-operation with the Geneva Centre for Democratic Control of Armed Forces (DCAF) and the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW) a Gender and Security Sector Reform (SSR) Toolkit aimed at raising the level of understanding of the gender aspects of security among those working in security-sector reform.⁵ The Toolkit sets out why gender is important to SSR processes; presents practical strategies to intergrate gender in SSR; suggests gender-responsive SSR policy approaches; and provides material from which to develop training on gender issues. The Toolkit contains comprehensive Tools and shorter Practice Notes on 12 topics including: police reform and gender; defence reform and gender; border management and gender; national security policy-making and gender; SSR assessment, monitoring and evaluation and gender.

Awareness-raising for Romani Activists on Issues of Trafficking in Human Beings

A Roma anti-trafficking project fund was established by the ODIHR to support small-scale projects that seek to exchange information between Roma and non-Roma NGOs working on trafficking in

⁵ (http://www.osce.org/odihr/item_11_29669.html).

Roma communities. The aim is to pair Roma and non-Roma NGOs from countries of origin and destination to better understand the nature of trafficking and to strengthen preventive measures as in particular Romani women and children are targeted. CPRSI supports Romani women activists by means of capacity-building trainings to provide the necessary skills to work efficiently with local authorities and with the anti-trafficking local and national networks. In the past year, ODIHR provided such support for the implementation of a number of small-scale projects in Albania, Italy and Romania.

The ODIHR facilitated the attendance of several NGOs working with Roma communities at the Supplementary Human Dimension Meeting in October on “Combating the Sexual Exploitation of Children”. The organizations in question work with Roma to address the factors that often make people vulnerable to trafficking. Their participation at the SHDM gave them an opportunity to share the results of their work with governments and others working in this field, as well as to make recommendations for initiatives in this area.

During the summer of 2007, the ODIHR made a field visit to Rome, where several meetings were held with NGOs working with Roma and Sinti children who have been victims of trafficking. In addition, camps with Roma and Sinti, with both legal and illegal residency status, were visited. These visits serve the ODIHR to better target its assistance to OSCE participating States in the area of combating trafficking in human beings.

Annex

Post table Staff Recruitment by Gender (June 2007 - May 2008)

Applications	
Male	Female
876	736
Short Listed Professionals	
Male	Female
35	28
Short Listed General Services	
Male	Female
6	19
Board Members	
Male	Female
60	37
Professional Appointments	
Male	Female
12	1
General Services Appointments	
Male	Female
1	7

Training Break-down by Gender

	Female	Male	Total
GOP	2	8	10
ODIHR Administrative Induction Course	14	11	25
IRMA	8	1	9
Individual training or conference	2	1	3
Work related specialised training	15	8	23
Russian individual classes	1	2	3
Russian group classes	21	8	29
Ergonomics	8	2	10
Doc In (internal training)	3	1	4
Gender Mainstreaming	13	10	23
Totals	87	52	139

Female Participation	63%
Male Participation	37%

Post Table Staff by Gender - 5 May 2008

Grade	Male	Female
D	2	0
P5	3	1
P4	8	3
P3	13	6
P2	4	8
P1	1	3
Seconded	6	6
Sub Total Professional	37	27
G7	0	4
G6	3	4
G5	7	32
G4	1	4
G3	1	4
G2	0	2
G1	3	0
Sub Total GS	15	50
Total	52	77
Per Department	Male	Female
Direction and Policy	8	6
Common Services	15	29
CPRSI	4	1
Democratization	11	13
Elections	8	6
Human Rights	3	10
TND	3	12
Total	52	77

2008 HCNM Annual Evaluation Report on Implementation of the Gender Action Plan June 2008

The High Commissioner on National Minorities (HCNM) regards the promotion of gender equality as an integral part of his policies and activities, both, within his office and also when implementing projects and other 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 and senior management in his office are responsible for policies and measures to ensure equal opportunities for the 29 female and male HCNM staff members. The High Commissioner has made it one of his priorities to create an attractive place of work in which women and men are represented at all levels, are able to influence their job situation and feel included. He has underlined in a number of staff and co-ordination meetings that any problems in this area should be brought to his attention immediately.

The balance of the gender situation in the office has much improved over the reporting period, but further steps can and will be made to counter predominance of men in professional and of women in administrative positions. For the first time since the existence of the office of the HCNM a female representative in one of the upper management positions has been recruited, a female project officer has joined and a female legal advisor is about to reinforce the team. This means that among the teams of political and legal advisors as well as project officers there are female staff members

During the reporting period, the HCNM has 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 of how to attract female candidates for vacancies. The Director of the office participated in the annual gender focal point meeting in Vienna at the end of March to underline the HCNM's commitment to this question.

Concerning recruitment procedures, interview panels try to usually include both women and men. Due to the size of the office it is however not always possible to stick to this rule. The office aims at drawing up gender-balanced short lists as appropriate. As a general rule when vacancies are to be filled, the HCNM attaches importance to finding people who demonstrate gender-sensitive attitudes and understand the importance of an inclusive corporate culture. For some of the expert recruitment candidates often comprise more than 90 % women, in particular when the HCNM looks for advisors on education issues.

Staff Instruction 21/2006 on the Professional Working Environment is disseminated to all HCNM staff members upon taking up their position. Due to a large staff turnover in the reporting period it is planned that its content and implications will be further explained in a gender training seminar for all staff members in summer 2008. This training is aimed at

finding ways to further enhance and support gender mainstreaming in internal issues. The gender focal point, together with the Senior Gender Advisor in the OSCE Secretariat, is in the process of organising this training.

While implementation of the Gender Action Plan is primarily the responsibility of the management, the gender working group which was set up in 2005 continues to meet periodically. It reports directly to the HCNM.

2. Gender Mainstreaming – all projects and programmes

The mandate of the HCNM establishes the institution as 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.

Due to his mandate the HCNM does not implement projects which specifically aim at promoting gender equality and resolving various gender-related issues. However, all project officers try to provide gender-mainstreaming of HCNM projects.

It is continuously required that implementing partners of the HCNM ensure a sensible gender-balance with the project staff they employ and among beneficiaries. For a number of projects gender-disaggregated data is received which provides the office with a clear picture of who benefited from the project.

Although in many projects implementing partners of the HCNM manage to keep 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 of education-related projects where a certain predominance of women is observed due to the fact that schools employ mostly women as teachers.

Implementing partners are as a rule encouraged to taking gender equality principles into account. In some cases project officers insisted on hiring female lawyers together with male ones. This is very important since due to local realities in some areas where the HCNM is engaged, female residents feel uncomfortable consulting male lawyers (especially on such issues as domestic violence).

To raise awareness of the implementing partners of the HCNM and project beneficiaries on gender-related issues, gender seminars within the projects are regularly conducted. During the reporting period such seminars were organized for Armenian teachers in Georgia and lecturers of the Police Academy in Tbilisi. Notions like "gender", "gender equality", "gender mainstreaming", "gender discrimination", etc were explained in detail. Participants were also familiarised with international and national gender-related legislation.

The HCNM tries to incorporate a gender component in project publications whenever possible. Gender chapters have been drafted and incorporated into the guide on Management of Interethnic Relations for cadets for the Police Academy in Tbilisi and a booklet elaborated for Meskhetians who consider repatriation to Georgia.

Applying a gender perspective and involving all stake-holders in his dialogue and the activities of the office is a priority for the HCNM, considering that the involvement of all groups affected by majority/minority relations make efforts to ease tensions and reconcile differences more effectively.

When the HCNM travels to States 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 country.

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.

4. Recommendations

1. Provide gender-specific training for all managerial and programmatic staff
2. Look into further improvements on gender mainstreaming in all projects and activities
3. Continue to address and counter the tendency that significantly fewer female candidates apply for professional positions (and vice versa for G-staff positions). In the office of the HCNM not even one third of the applications received come from female candidates for professional posts.



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

Evaluation Report of the Implementation of the Action Plan for the promotion of Gender Equality – June 2008

The following is the input of the Office of the Representative on Freedom of the Media into the annual evaluation report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality.

Gender Mainstreaming- Internal Issues

Gender-balance

The Office of the OSCE Representative on Freedom of the Media (RFOM) is a small institution in which the staff fluctuates on a regular basis. Therefore, the proportion of men to women in different positions can change quite a lot in a year.

Although the overall situation in the office is well gender-balanced, with 6 woman and 6 men currently (June 2008), there is at the moment a predominance of men in professional positions and of women in administrative positions.

Statistics below show that, contrary to previous years, there is at the time no gender balance amongst P staff. This is due to the fact that three women staff ended their contracts with FOM in 2007 (one seconded Senior Advisor and two contracted Advisors). However, the P3 vacancy for the contracted advisor was filled internally by a female incumbent. RFOM is now in process of recruiting for the 2 remaining vacant P staff positions.

The recruitment for RFOM is done by the personnel service of the OSCE Secretariat and respects equal opportunities for all, ensures that well-qualified women are amongst applicants and are short-listed as candidates. Moreover, all FOM vacancy notices are drafted in accordance with the “Revision of the OSCE vacancy notice” distributed by the Director of Human Resources to all heads of OSCE institutions and Field Operations on 16 February 2007.

Total Staff: 12	
Women: 6	Men: 6

P Staff - Total: 7	
2 Women	5 Men
1 Advisor	1 Representative on Freedom of the Media
1 Seconded Project Officer	1 Director

	1 Seconded Senior Advisor
	1 Project Officer
	1 Assistant Research Officer

G staff - Total: 5	
4 Women	1 Men
1 Senior Administrative Assistant	1 Temporary Contracted Clerk
1 Project Assistant	
1 Program Secretary	
1 Temporary Contracted Clerk	

Working environment, dissemination of information, trainings

No incidents of gender-related conflict or mistreatment were notified during the reporting period.

All relevant information regarding gender issues have been distributed electronically and were explained/made aware of during staff meetings of the Office. Gender issues are put on the staff meeting agendas on a regular basis, thus ensuring the continual briefing by the gender focal point to the FOM staff.

All new staff attended the GO Program and were thereby made aware of staff instruction 21/2006. In addition, the RFOM Gender Focal Point informs new staff on this instruction and ensures that all staff has access to the document.

The RFOM Gender Focal Point participated in the three days intensive gender training in Stadtschlaining in November 2007.

Gender Mainstreaming- All Projects and Programmes

Terms of reference for Gender Focal Point have remained unchanged. The current gender focal point holds the position of Assistant Project Officer.

According to the Gender Action Plan, the priorities of the RFOM will be to “ensure equal opportunity for the participation of women in political and public life. *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 of the RFOM. The Representative will inform the participating States of such cases in his or her regular report*”¹.

It is important to note that it is not the task of RFOM to monitor the content of the media as such. Therefore, 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 last period RFOM was not alerted of allegations of serious intolerance towards women and incitement to gender discrimination in or by the media.

¹ MC.DEC/14/04, Para 44 (d)

Gender Mainstreaming in Press Reporting, Liaison Activities and Events

Throughout last year, RFOM continued to keep gender balance in mind when identifying experts for projects, selecting experts and moderators for events and meetings. All events organized by FOM included women in all panel sessions. Additionally, experts commissioned by the Office for its publications also reflect as much as possible a clear gender balance.

Moreover, RFOM strives to ensure a balance and also an equal participation of women in all events organized by the Office. For instance, during the last Central Asian and South-Caucasus conferences, the average percentage of women attending both conferences was 25%. This practice will be continued.

Eventually, RFOM's press statements reflect gender mainstreaming wherever possible. All of the Office's reporting and its publications are edited pursuant OSCE standards. These include ensuring gender-sensitive language. Women are also represented visually as much as possible on all its material, printed or web-based.