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Organization for Security and Co-operation in Europe

The Secretary General   **Vienna, 15 June 2007**

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 12 July 2007.

*) Re-circulation due to change of distribution status, text remains unchanged

OSCE

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

June 2007

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Introduction

The purpose of the present report is to fulfil the requirements of MC.DEC/14/04 on the 2004 OSCE Action Plan for the Promotion of Gender Equality which tasks the Secretary General with presenting to the Permanent Council an annual evaluation report on gender issues in the OSCE (paragraph 47).

The report covers the period from May 2006 to May 2007, is organized according to the different sections of the Action Plan and drafted on the basis of inputs received from departments in the Secretariat, field operations and institutions and of the analysis made by the Gender Section. It provides an overview of efforts made to implement the Action plan as well as of significant challenges encountered throughout the OSCE Region by the relevant structures, institutions and field operations. The report is concluded with recommendations to address these challenges.

Chapter 1 reports on gender mainstreaming activities in the OSCE structures, working environment and recruitment. It presents information on the training on gender mainstreaming provided to OSCE staff, on issues regarding management and the professional working environment. Finally, an analysis of the staff statistics and recruitment practices is presented.

Chapter 2 analyses the efforts made to mainstream gender into OSCE activities, policies, programmes and projects. It evaluates the extent to which OSCE programmes in all dimensions have included a gender perspective, as well as mainstreaming of gender in media, events and liaison.

Chapter 3 provides details on the implementation of projects to promote equality between women and men according to the priority areas established in the Action Plan (Section V). Information is provided from all field operations and Secretariat departments implementing projects.

Chapter 4 presents a set of recommendations to be considered by OSCE structures and participating States when addressing the challenges identified in the report.

Finally, the annexes include sex-disaggregated statistics and the evaluation reports from the OSCE institutions: The ODIHR, The High Commissioner for National Minorities and the Office of the Representative on Freedom of the Media.

Chapter 1. Gender Mainstreaming in OSCE Structures, Working Environment and Recruitment

1.1 Overview and Evaluation

The Department of Human Resources (DHR) has reviewed the priorities and revised the departmental plan to implement their obligations set in the Action Plan[1].

A training curriculum on gender mainstreaming has been developed and courses have been provided in the Secretariat and in several field operations. The participants of these courses were programme officers dealing with projects in all three dimensions. Consideration should be given to the training of middle and senior managers. Without the commitment of these two groups of staff members, the implementation of the Action Plan is facing several and serious challenges.

The Action Plan[2] calls for the revision of OSCE regulations, rules, directives and instructions and the DHR is working to ensure that a gender perspective is integrated throughout the review/development process of all administrative instructions and policies issued by the department. Nevertheless, some elements of the Staff Rules and Regulations are quite weak in comparison with other international organizations and are incompatible with international standards and the laws of participating States (for example the lack of maternity leave entitlement if the staff member has been in service for less than one year). Other important aspects of OSCE Staff Rules and Regulations are not contributing to achieve a good gender balance among the staff but rather reinforce existing imbalances and stereotypical gender roles. Examples of these imbalances are the arrangements of four days for paternity leave, the lack of possibility to take special leave without pay in connection with paternity leave or for staff members to work part-time etc. Participating States are called upon to demonstrate their commitment to achieving gender equality through the review of the OSCE Staff Regulations and Staff Rules.

The challenges in the recruitment and retention of qualified women at professional and management levels remain the same as those identified in the 2006 Annual Evaluation Report. The representation of women in the professional level posts of the Organization has seen a steady increase over the last three years. Nevertheless, the percentage of women in management positions has not experienced any change over the last three years, still representing only 17 per cent. The participating States and the DHR are encouraged to join efforts to improve this negative trend and thus comply with agreed commitments.

1.2 Training

The Training Section has provided the following training on gender mainstreaming during the reporting period:

- Pilot gender training for gender focal points in the Secretariat;
- Pilot gender training at the Presence in Albania;
- Two day gender training at the Mission to Georgia;

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[1] Action Plan, section III A.
[2] Action Plan, paragraph 16.

- Two day gender training at the Office of the OSCE Project Co-ordinator in Uzbekistan;
- Integration of a gender perspective into the DHR session of the training for incoming chairmanships, and encouragement of other departments to do the same;
- Inclusion of a one day training on gender awareness and gender mainstreaming in the training programme for Junior Professional Officers.

As 2006 was primarily a year of assessing gender training needs, developing materials and piloting the training, it is difficult to fully assess the impact of the gender training thus far, particularly as it relates to behavior change "on the job". In general terms, the evaluations of gender trainings to date have been good. However, a number of constraints have also been observed: (i) thus far, senior management has not been targeted as a specific group to receive training, (ii) a number of OSCE officials have noted the difficulty of getting a large number of staff to attend a training that lasts two days, (iii) the trainings need to be supported by ongoing assistance/coaching in order to ensure lasting effects in the workplace. The Training Section, together with the Gender Section, is currently looking at ways to overcome these constraints.

A gender perspective has been incorporated into other trainings, for example: (i) PBPB training materials, and (ii) Project Management: the newly developed Project Management Toolkit includes a module on gender mainstreaming, and a gender perspective is referred to throughout other modules. A gender perspective will be considered in the development of all new training packages in the future.

1.3 Management

According to the Action plan, "The Secretary General, and Heads of institutions and missions shall exercise strong and active leadership in building sustainable gender awareness in the Organization and shall intensify their efforts towards achieving a gender-sensitive and professional working environment and management culture".[3]

The Action plan mandates heads of field operations and institutions and directors in the Secretariat to chair regular meetings with staff to review the integration of and consideration to be paid to gender aspects in the work of their respective structure and to encourage all staff to gender mainstream their work[4]. Only some heads of field operations and directors of departments in the Secretariat seem to have included gender issues in the agenda of co-ordination meetings, thus more efforts should be made by managers to comply with the responsibility established in the Action plan.

The Gender section, with the support of the DHR, is working on a booklet on Staff Instruction 21/2006 on the professional working environment. The booklet aims at reaching all OSCE staff members to provide them with clear and easy information on how to act in cases of harassment, sexual harassment or discrimination. The booklet is expected to be published in English and Russian later this year.

In September 2006, the Gender and Training Sections organized a three day training on basic mediation for mediators appointed in field operations and institutions. The training focused

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[3] Action Plan, paragraph 14.
[4] Action Plan, paragraph 17.

on basic techniques and the phases of mediation. It provided both theory frameworks and role plays as practical exercises.

As new OSCE regulatory documents are being developed, and existing regulatory documents are reviewed, the DHR will continue to take a gender perspective into account through consultations with departmental gender focal points, and the Gender Section.

1.4 Recruitment and Staff Statistics

The Action Plan states that "recruitment in the OSCE shall be based on a transparent process, subject to open competition among nationals of participating States, thereby securing the highest standards of efficiency, competence and integrity."[5] It also encourages the participating States to submit more women candidates for positions in the OSCE, particularly in higher level positions where women are underrepresented. The DHR and the department/field operation involved have the responsibility for inviting applicants of both sexes to interviews for management positions[6] and for ensuring that interview panels are gender-balanced.[7] Until now, data on the gender-balance of interview panels has not been collected but the DHR is working on putting a system in place to monitor this in 2007.

MC.DEC/14/05[8] and MC.DEC/19/06[9] have reiterated the need to improve the gender balance of OSCE staff at the various levels.

The DHR has taken several initiatives during the reporting period in order to improve the gender balance in the Organization. A letter was distributed to all heads of delegations[10] encouraging the participating States to nominate greater numbers of well-qualified women candidates and outlining some of the measures to do this. A similar letter, this time for all heads of field operations and institutions, was distributed encouraging an improved ratio of women and men in field presences, in accordance with the Action Plan. The Junior Professional Officer programme was gender balanced with 50 per cent of the participants being women.

Furthermore, the DHR has done an analysis of vacancy notices of other international organizations and, accordingly, revised the OSCE vacancy notice encouraging women to apply.

As mandated by the Action Plan,[11] the Secretariat must prepare annual statistics showing the distribution of women and men by category of posts at each level, including institutions, field operations and the Secretariat. The Gender Section has analysed the statistics on the gender balance within the Organization for December 2006. The detailed Sex-Disaggregated Statistics can be found in Annex I.

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[5] Action Plan, paragraphs 19 and 20.
[6] Action Plan, paragraph 28.
[7] Action Plan, paragraph 29.
[8] *Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitati*on, section 3.
[9] *Strengthening the Effectiveness of the OSCE*, section 1, point 4.
[10] SEC.GAL/169/06.
[11] Action Plan, paragraph 31.

The staff statistics presented in this report have been generated by the IRMA system[12] and some have been manually collected by the DHR. The IRMA system generates different types of reports with data disaggregated by sex on one specific date in the calendar year. A set of different selections can be introduced: contracted and/or seconded staff; international and/or local contract; show participating State, etc. Most of the data in this report represent a snapshot of the people working for the OSCE on **1 December 2006.** As in last year's report, this date was selected as a baseline to be used for future reports to facilitate the comparison of statistics each year and to allow enough time for personnel officers to insert the data in the system.

Analysis by General Categories, Field Operations, Institutions and Secretariat

On 1 December 2006, the total number of people working in the OSCE was 3,257. 43 per cent were women, 57 per cent were men[13]. Among **support staff** (G category) 46 per cent were women. Among **professional staff[14]** women made up 42 per cent, while the percentage of women in **management positions[15]** was only 17.

As shown in the graphs below, **over the last three years**, women in the OSCE have constantly represented around 46 per cent of the support staff. On the other hand, there has been a positive and progressive increase in the representation of women in professional positions, with 35 per cent in 2004, 40 per cent in 2005 and 42 per cent in December 2006. Nevertheless, the representation of women in management positions has not experienced any major change over the last three years, being 15 per cent in 2004, and 17 per cent both in 2005 and 2006.

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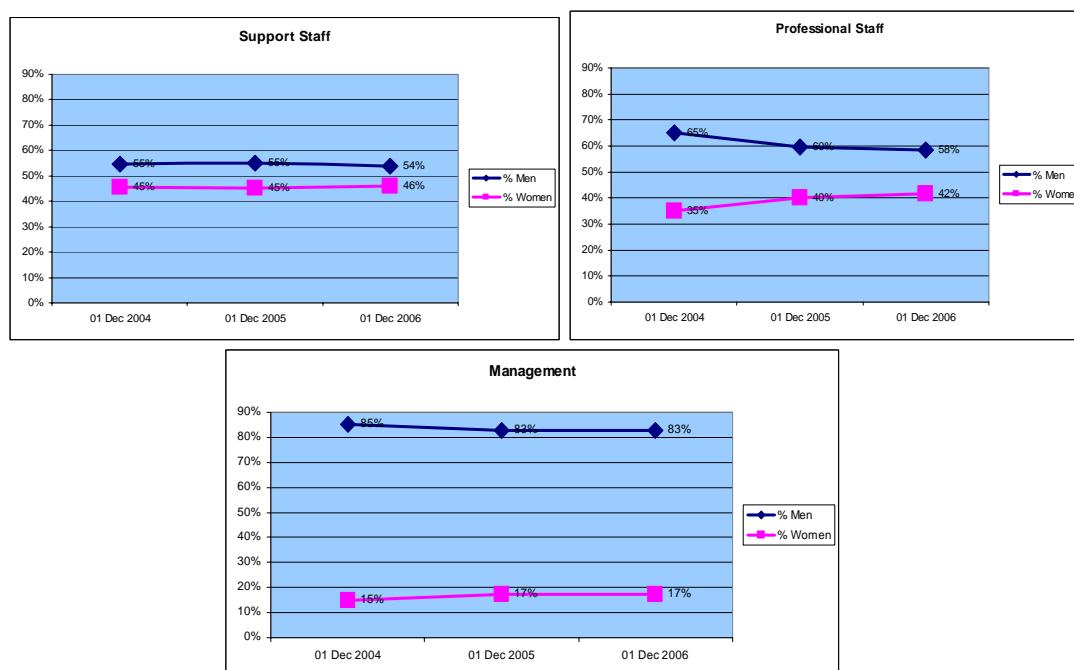
[12] These statistics should be viewed with some caution. Data generated from IRMA is only as good as the data that has been entered into the system. While the Secretariat has continuously been entering all recruitment data in the system, some field operations do not input all data, or are registering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

[13] Annex 1, table 1.

[14] Including national professionals, P1 to P4 and S1 and S2 levels.

[15] Including S3, S4, P5, D1, D2, heads and deputy heads of field operations and institutions.

Only 1 out of the 21 **heads of field operations and institutions** is a woman, and 2 out of 14 **deputy heads** of field operations are women.

The representation of women in local and international professional positions[16] in **field operations** is 43 per cent, similar to the 42 per cent of last year. This represents quite a better balance between men and women in professional posts than in the Secretariat and institutions, which is currently at 35 per cent[17].

Nevertheless, if we look at international staff in the field operations, women only make up 32 per cent, thus it is the number of female national professional officers that increases the above percentage to 43. The number of seconded and contracted international women in some field operations raises concern, e.g. in Georgia (with only seven women out of 61 internationals), Dushanbe (two women out of 15) and Moldova (two women out of 13). In some cases it might be appropriate to compensate the lack of women in international professional posts with more female national professional officers, as done in Moldova where women occupy all national professional positions. Particularly serious is the situation in the Centre in Ashgabat and the Office of the Representative of the CiO on the Conflict dealt with by the OSCE Minsk Conference where there are no female staff members, local or international, with professional responsibilities. Of a total of 343 national professional officers, 54 per cent are women, a slight increase from last year's 52 per cent, representing a good balance that helps compensate the lower percentage of international professional women.

The largest OSCE field operation, the Mission in Kosovo, has seen a general increase in the number of international professional women, from 37 per cent in 2005 to 43 per cent in 2006. Nevertheless, when looking at management positions[18], women occupy only 5 out of the 34 posts. Similarly, in the Mission to Bosnia and Herzegovina 4 women out of 21 professional staff members occupy senior management positions.

Women occupy only 18 per cent of all management positions in field operations. This year, out of 14 appointed deputy heads of field operations, 2 are women, whereas last year 3 out of a total of 13 appointed deputy heads of field operations were women.

The representation of contracted women in the **Secretariat** is 66 per cent among G staff[19] and 29 per cent among professional staff. It is interesting to note that, even among general service staff, the higher the grade, the more men are hired, e.g. at the G1 level, there are 7 women and no men, the G5 level has 32 women and 17 men, and the G7 level 4 women but 6 men.

There is a serious imbalance between men and women at P and D levels which is increasing with the grade, e.g. out of the 47 P3 staff members, 20 are women, but out of the 37 P4 staff members, only 6 are women and out of 16 P5 staff members, 4 are women. Of the 42 seconded staff members in the Secretariat, 10 are women. Out of the nine departments in the Secretariat, only the office of the Special Representative and Co-ordinator for Combating Trafficking in Human Beings was headed by a woman.

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[16] Annex I, table 2.
[17] Annex. I, table 2.
[18] Annex I, table and graph 9. This figure includes S3, S4, P5, D1 and D2, heads and deputy heads of field operations and institutions.
[19] Annex I, table and graph 5.

According to Paragraph 28 of the Action Plan, the DHR has the responsibility of inviting applicants of both sexes to interviews for management posts. However, during 2006, some recruitment processes did not have any or a very low percentage of women on the shortlist.

> The UN Secretariat has a more equal balance between men and women, as shown by the UN statistics from June 2006: 37 per cent of all P posts are occupied by women, 41 per cent of P3, 35 per cent of P4, 30 per cent of P5, and 25 per cent of D1 posts are occupied by women.[20]

In the **ODIHR**, like last year, 74 per cent of the G staff members are women[21], while 44 per cent of the professional staff members are women. As in the Secretariat, the higher the grade, the fewer women hired. The office of the **High Commissioner on National Minorities** maintains the same percentage of women as in previous years with 100 per cent of the G staff members and only 14 per cent of the P Staff members being women[22]. The office of the **Representative on Freedom of the media** has 2 women out of 5 professional staff members[23] and all G staff members are women.

Analysis by Field of Expertise

As in previous years, the representation of women in field operations is higher in traditionally female-dominated fields, such as Democratization (52 per cent), Human Rights (58 per cent), Education (57 per cent) and Elections (57 per cent). The percentage of women in civilian police has gone down from 16 per cent last year to 8 per cent this year. This is also the case in the field of Military Affairs which now exclusively hires men. However, these percentages can only give a very general idea of the distribution by field of expertise but not an exact picture as the field operations are not always structured in the same categories.

Analysis of Nominations and Secondments by Participating States

Of a total of 613 **staff members** seconded by 43 participating/partner States of the OSCE, 34 per cent were women and 66 per cent men. This represents exactly the same percentage as last year and maintains the increase of the percentage compared to December 2004, when only 29 per cent of the seconded staff members were women.

The percentages vary among the different seconding States[24] with some countries showing low percentages of female secondees to field operations, e.g. Bosnia and Herzegovina and Ukraine (0 per cent), Turkey (6 per cent), Norway (8 per cent), Belgium (11 per cent), Lithuania and Slovakia (14 per cent) and the United Kingdom (21 per cent). Other countries have a percentage of female secondees closer to a gender balance, such as Italy (55 per cent), Bulgaria (50 per cent), Austria (46 per cent) and Romania (45 per cent).

Regarding **nominations,** 45 participating States or Partners for Co-operation nominated candidates[25] for the 391 seconded positions advertised between January and December 2006.

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[20] Complete UN statistics are available under http://www.un.org/womenwatch/osagi/fpgenderbalancestats.htm
[21] Annex I, table and graph 6.
[22] Annex I, table and graph 7.
[23] Annex I, table and graph 8.
[24] Annex I, table 12.
[25] Annex I, table 11.

Out of the 2,591 nominations, 37 per cent were women and 63 per cent were men. This represents a gradual increase from the 34 per cent in 2005 and the 30 per cent in 2004. The nominations of women vary among the different States with some countries showing a low percentage of women e.g. Moldova, Belarus and Kazakhstan (0 per cent), Slovenia (6 per cent), the Russian Federation (10 per cent), Estonia (14 per cent), Bulgaria (17 per cent), and the United Kingdom (18 per cent). Other countries had a percentage of female nominations closer to a gender balance, such as Italy (53 per cent), Spain (52 per cent), Greece (50 per cent), France (48 per cent), and Austria (43 per cent). During 2006, some countries nominated more women than men, e.g. Finland (63 per cent), Albania (71 per cent), and Kyrgyzstan (80 per cent).

The nomination of women for management positions in field operations[26] was quite low, with only 20 per cent of female nominees, a lower percentage than the 24 per cent nominated for management positions during 2005. Particularly serious is the S4 level with only 9 women among the 105 nominations. Among the countries with a relatively high number of nominations for management posts, the number of female nominees was quite low e.g. Poland (5 per cent), the United Kingdom (6 per cent), Spain (12 per cent) and France (17 per cent) but better balanced in Hungary (33 per cent), USA (31 per cent), and Italy and Ireland (both 31 per cent).

Once a nomination has been submitted, the DHR, in co-operation with the hiring field operation/institution, is responsible for preparing a long-list and **recommending**[27] several candidates to the field operation/institution. Of the nominated male candidates between January and December 2006, 60 per cent were recommended, 15 per cent accepted and 12 per cent deployed. Similarly, of the nominated female candidates, 66 per cent were recommended, 15 per cent accepted and 13 per cent deployed. As in the 2005 statistics, the figures for 2006 demonstrate that men and women are treated almost equally in the post-nomination process and that the gender imbalance among OSCE seconded staff merely represents the gender imbalance of the candidates put forward by participating States.

As in previous years, participating States failed to nominate women on equal terms with men, i.e. a similar number of nominations men/women and to similar levels of posts. Again, the OSCE and the participating States are encouraged to analyse the reasons for this. A study on the nomination process to identify pitfalls is recommended. Factors such as a lack of distribution of job vacancies, a lack of female applications, a lack of highly qualified women in the countries, random selection processes or prejudices about women's field of expertise should be examined.

Analysis of Contracted Posts

Between January and December 2006, a total number of 109 contracted positions were advertised[28]. The OSCE received a total number of 7,920 applications (an average of 73 applications per post), 40 per cent of them coming from women and 60 per cent from men. On the **short lists** prepared by the DHR, an average of 44 per cent were women and 56 per cent were men. Of the staff members that were finally **hired**, 40 per cent were women.

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[26] Middle management (S3) and senior management (S4).
[27] Annex 1, table and graph 17.
[28] Excluding general service staff in field operations.

As identified in last year's evaluation report, fewer women apply for high positions than for low grades. For D1 level posts only 20 per cent of the applications were from women, for P4, 28 per cent, and for G4 level posts, 71 per cent. While during 2005, a low, but more reasonable, proportion of women applied for P3 and P4 positions (44 per cent and 32 per cent respectively), during 2006, they represented only 29 per cent and 28 per cent. The DHR should consider targeted distribution of vacancy notices, as, undoubtedly, the labour markets in the participating States have qualified female candidates for these positions. A study of whether the Organization is attractive enough for women would be very interesting but resource intense. Other ways to understand the low percentage of applications from women should be pursued, e.g. by carrying out exit interviews with women leaving the Organization.

In previous statistics analyses, it was observed that women had fewer chances than men of being hired for contracted positions. This year, however, the percentage of applications and of actual hired staff is the same; 40 per cent of women. However, a tendency to short list and hire more women for G than for P positions has been observed in the recruitment of contracted staff in Secretariat, institutions and field operations. During the recruitment process, when the DHR prepares the short list, the number of women short listed for P positions is equal or slightly higher than the percentage of women that applied. On the other hand, when preparing short list for G positions, the proportion of women on the short list is much higher than the proportion of women that apply.

P4 level: Women represent 28 per cent of the applicants and 28 per cent of the short listed.
P3 level: Women represent 29 per cent of the applicants and 32 per cent of the short listed.
G4 level: Women represent 71 per cent of the applicants and 92 per cent of the short listed.
G3 level: Women represent 71 per cent of the applicants and 88 per cent of the short listed.

This shows that the higher proportion of women in G posts is not only a representation of the labour market but also the result of internal decisions taken during the recruitment process. Unfortunately, there is no comparison with previous years, as this report was compiled for the first time during 2006. The DHR should review the methodologies of preparing short lists in order to avoid biases and to better balance the total percentage of women and men in G and P positions.

Designation of Heads and Deputy Heads of Field Operations and Institutions

In last year's report it was not possible to fully analyse the selection process for the positions of heads and deputy heads of field operations and institutions as there was no systematic record-keeping or monitoring of the nomination and selection process. However, and due to MC.DEC/18/2006, "Further Strengthening the Effectiveness of OSCE Executive Structures"[29], the selection process is now more transparent and there is more space for record-keeping as the names and nationalities of all the candidates for these positions must be made available to all participating States.

Between January and April 2007, there were 4 vacancies for posts of head/deputy head of field operation/institution, with a total number of 15 nominations. Only 1 of the nominees was a woman.

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[29] 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."

Conclusion

In the Action Plan, the Chairman-in-office, the participating States, the Secretary General, and the heads of field operations and institutions[30] are called upon to take pro-active steps to improve the ratio of men and women at all levels. These commitments were reiterated in MC.DEC/14/05 and MC.DEC/19/06. Significant efforts should be made to achieve this goal in 2007 and 2008.

Although an increase of women in professional positions has been observed during the last three years (35 per cent in 2004, 40 per cent in 2005 and 42 per cent in 2006), the percentage of women in management positions has only increased very slightly, to the low level of 17 per cent in 2006.

The participating States can be commended for the gradual increase in the number of women nominated for seconded positions, going from 30 per cent in 2004 to 35 per cent in 2005 and to 37 per cent in 2006. Nevertheless, the number of women nominated for management positions is still very low. Seconding authorities should review their nomination systems to identify possible bias in the selection process.

The Department of Human Resources should use these statistics as a basis for diagnosing key problem areas and areas of further research (such as the under-representation of women in management positions, the low numbers of female applications for P positions, the process of preparing short-lists, and the system of nominations) and for determining the most effective recruitment strategies to address these problems.

Chapter 2. Gender Mainstreaming into OSCE Activities, Policies, Programmes and Projects

2.1 Overview and Evaluation

According to the 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.[31]

One of the main difficulties of gender mainstreaming has been the lack of time and resources dedicated to the matter. The role of gender focal point is generally taken on in addition to primary job responsibilities, and the increased work load can potentially compromise the timely meeting of joint objectives. It is necessary to secure adequate human and financial resources to make sure that both the primary job responsibilities and the focal point responsibilities are carried out efficiently. The obligation set by the Action plan[32] to ensure that gender focal points are staff members at a sufficiently high level has not been accomplished and still the tendency is to appoint junior female staff as gender focal points. There is also an inclination to believe that the gender focal point is the only staff member responsible for gender mainstreaming. The concept of gender being a responsibility of all staff still needs to be absorbed by all OSCE officials. A clear commitment of management in

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[30] Action Plan, paragraphs 21, 22, 23 and 26.
[31] Action Plan, section B.
[32] Action Plan, paragraph 39.

this regard is fundamental to achieving the objectives set by the Ministerial Council in the Action Plan.

Another worrying fact reported by some field operations is the lack of support for gender mainstreaming, or even rejection of gender equality projects, by government partners in the host countries. It is crucial that participating States live up to the signed commitments and facilitate their implementation.

Field operations report having included gender issues in reports, media coverage and in the organization of events. However, there is not always a detailed recording of this, thus more efforts should be made to monitor and keep records of how events and media information have integrated gender issues.

There is still a long way to go but the combined resources of the Gender Section, the Training Section and the focal points in field operations, Secretariat and Institutions should assist the OSCE in meeting their obligations regarding gender mainstreaming.

2.2 Secretariat Departments and Field Operations

Throughout the year, in order to build capacity for gender mainstreaming, the **Gender Section** provided technical assistance to the focal points for gender issues in the Secretariat, field operations and institutions through continuous communication, co-ordination and field visits. In March, the Section held the annual meeting of focal points, with gender mainstreaming as the main issue on the agenda. Strategies and mechanisms to implement the Action Plan were discussed in working groups. The groups also identified areas where ongoing support from the Secretariat should be further developed.

Field operations have received direct support by the Gender Section through field visits made to Georgia, Armenia, Belarus, Kyrgyzstan, Kosovo and Uzbekistan. The Section also provided direct assistance and input to departments in the Secretariat, especially to the Training Section, in the development and implementation of gender specific training. Furthermore, the Gender Section has compiled different resource materials for the Tolerance and Non-Discrimination data base in ODIHR's website.

Since last year's evaluation report was issued, the Section has developed practical instruments with guidance on gender mainstreaming. Among these tools is a glossary on gender terms, a guide on gender mainstreaming in the organization of events, and a guide for mission programme officers on "Gender in the Analysis, Policy and Strategy Development of the CPC". The latter was developed in collaboration with the CPC. Additionally, the Section developed a tool box containing references to international commitments and standards, handbooks and guidelines on gender mainstreaming as well as several OSCE-specific documents and instructions.

The **Conflict Prevention Centre** has worked on two tracks to ensure that a gender perspective is incorporated in all projects and programmes, by developing a handbook aimed at integrating a gender perspective in analysis, policy and strategy development and an aide-mémoire aimed at integrating a gender perspective in project proposals.

Together with the Gender Section the CPC developed a user-friendly handbook aiming at helping CPC staff members include a gender perspective in the analysis of developments in the field regarding policy and in strategy development. The handbook "Filling the GAPS: Gender in the Analysis, Policy and strategy Development of the CPC" was published in August 2006 by the Gender Section and widely disseminated within the OSCE Secretariat and field operations. The handbook provides information on the OSCE commitments related to gender equality, examples of useful questions for country analyses and mission programming in the three dimensions of security, a checklist for integrating a gender perspective in reporting[33], as well as a set of indicators by country.

The CPC co-ordinates the formal assessment of extra-budgetary projects planned by field operations as foreseen by Financial Instruction 04/2004. According to the Action Plan[34], the CPC's Programme Evaluation Support Unit's (PESU) will assist "in ensuring that gender-equity analyses are made of new projects being developed by missions, institutions, and units in the Secretariat, and of existing projects when they are being evaluated". Gender considerations continue to be an integral part of the assessment of planned extra-budgetary projects. The CPC systematically consults the Gender Section which provides elaborate gender analyses of the projects they receive for assessment.

A priority for the future in this area will be to establish a list of best practices regarding gender-related projects. The co-ordination of the formal assessment of extra-budgetary projects planned by field operations has enabled the CPC to access a wealth of best practice examples of gender projects, in particular from the field operations in South Eastern Europe.

The **Department of Human Resources** is the only Secretariat department that has reviewed and updated the implementation plan prepared by all departments in the Secretariat at the beginning of 2006. The gender focal points of DHR established a monitoring and reporting process within the department which is very efficient and could be used in other departments or field operations. This process involves (i) regular meetings between the DHR focal points to assess progress and identify any obstacles in the implementation of activities, (ii) regular meetings with senior management in the department (iii) monthly or quarterly reporting in writing to the Director of the DHR outlining progress made in the previous month, objectives that were met, events that took place, and priorities and events for the coming month. This report is shared with all DHR staff and the Gender Section, and is posted on Doc.In to ensure its accessibility to all OSCE officials.

As in previous years, the **field operations** count among its staff one or more focal points for gender issues, who might be national or international staff members. Still, some field operations have not defined the terms of reference for the focal point. Some field operations have appointed focal points in field offices too, as for example the Mission in Kosovo which has appointed focal points in its five field offices. Only a few field operations have a person working exclusively on gender, i.e. the Mission to Serbia and the Centre in Dushanbe. As reported last year, Georgia and Skopje field operations have established a working group in order to co-ordinate gender-related issues among different departments.

In relation to the mandate to mainstream gender in all projects and activities, there is a great space for improvement. As in previous years, gender was mostly ignored in the politico-

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[33] As requested by pararaphs 32, 33 and 40 of the Action Plan.
[34] Action Plan, paragraph 34.

military and the economic-environmental dimension. However, some examples are reported where gender was taken into consideration in the planning and implementation of projects. For instance, the Law Enforcement Department in the Mission to Serbia has mainstreamed gender in the project: "Transformation of Sremska Kamenica Police High School into a modern entry-level Basic Police Training Centre", making sure that the centre would shift from being an exclusively male environment to having a mixed female and male student body. A major part of the transformation is the modernisation of curricula, which, generally speaking, is now more gender-sensitive and includes topics such as domestic violence and working with victims of sexual violence. Student facilities are being refurbished to accommodate both female and male students and an admission quota has been established.

Another example where gender has been integrated throughout a project is a project of the Office in Baku titled "My Labour Rights". A series of seminars were conducted in rural areas and an information brochure was published and distributed. Amongst others, the brochure contained a separate section about the rights of female employees and on the prohibition of discrimination on the basis of sex. Moreover, one of the presentations during the seminar was dedicated to gender equality in labour relations.

2.3 Media, Events and Liaison

According to the Action Plan[35], the Press and Public Information Section in the Secretariat (PPIS), institutions and field operations will encourage gender-balanced reporting.

In January 2007, the OSCE Reporting Guidelines for Field Operations were updated to include a reference to the use of gender-sensitive language in reporting.

The PPIS bi-annual roundtables have either included a gender mainstreaming session or integrated a gender component into an existing session to continue encouraging PPI focal points in field operations, institutions and units to apply a gender perspective in their work. Discussions have touched on quoting people, choosing photos and topics, and using gender-sensitive language.

The OSCE Magazine editor has continued to receive and encourage interesting stories and photos that reflect the OSCE's work in promoting gender equality and mainstreaming. The editor has worked closely with the Gender section and the PPIS gender focal point to place a special focus on the OSCE Action Plan for the Promotion of Gender Equality in the October 2006 issue, which included an interview with Norwegian Ambassador, Mette Kongshem, initiator of the Action Plan.

From May 2006 to May 2007, the PPIS has published 34 press releases and media advisories, and two feature stories on OSCE work related to gender equality, while many more have included gender-related information. Press releases, media advisories, features and web pages are all published with a view to include gender information when possible.

Most of the field operations report to have encouraged gender-balanced reporting in all of its statements, press releases, and media advisories done on print media, field operation's magazine or through their own website. They have also sought to ensure the use of gender-

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[35] Action Plan, paragraph 40.

sensitive language and visual images to reflect gender mainstreaming and gender equality activities whenever possible.

Some field operations have done special activities with media representatives. Last November, the Office in Baku organized a special briefing for the representatives of Azerbaijani print and broadcast media prior to the OSCE conference on women lawyers in Azerbaijan. It helped to raise awareness among journalists about the challenges faced by women lawyers. The event also helped to ensure an accurate reporting from the conference as well as to demonstrate once again to the media the importance which the OSCE is placing on gender-balanced reporting and on the reporting of gender-related issues in general.

The Gender Section developed and distributed a document with guidelines to mainstream gender in events. The guide covers issues such as involvement of women as participants and speakers, but also the introduction of gender aspects to the topic being discussed. The field operations and the Secretariat's Departments report having achieved a gender balance in terms of speakers and participants, but in general, no attention is being paid to mainstreaming gender in the agenda of events.

Gender mainstreaming should also, in a pro-active manner, be incorporated in the OSCE priorities by the participating States. The Secretariat, being the office providing operational support to the Chairman-in-Office and to the participating States, would benefit from specific recommendations and proposals deriving from the member States. As stated in the Action Plan, efforts must be made[36] to include a gender perspective in seminars across all three dimensions.

Most of the field operations take part in gender co-ordination mechanisms at field level together with UN agencies, NGOs, etc. Some field operations, for example The Presence in Albania, even co-chairs the International Gender Working Group meetings which aim at bringing together the international agencies working to promote gender equality.

In order to promote knowledge and information of the OSCE's work on gender issues, not only within the Organization but also in the public, the Gender Section has produced two publications: a fact sheet in Russian and English and a more specific booklet on the promotion of gender equality in the OSCE and the way gender mainstreaming was developed in the Organization over the last years. Furthermore, to make the Organization's work and capacity on gender issues visible, the Section has given presentations at seminars and courses held by other international organizations and institutions.

In terms of external relations, gender issues have been included as a point on the agenda of the last staff-level meeting with the Council of Europe which took place in June 2006. During the staff level meetings with the United Nations in May 2006, the UN representative briefed participants on activities undertaken to implement UN Security Council Resolution 1325 and the increased prominence given within the UN system to gender mainstreaming in general and to the role of women in conflict prevention in particular.

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[36] Action Plan, paragraph 37.

Chapter 3. Developing Projects to Implement Commitments to Promoting Equality between Women and Men

3.1 Overview and Evaluation

In section five, the Action Plan lays down priority areas as a basis for the OSCE to develop plans and programmes to assist participating States[37]. The priorities, and the extent to which they have been met since the last Evaluation Report was issued in 2006, are summarised in this section which is followed by an overview of all gender-related projects and programmes being delivered by the Secretariat and the field operations.

As previously reported, the field operations have focused their work on the priority areas of *"ensuring non-discriminatory legal and policy frameworks", "ensuring equal opportunity for participation of women in political and public life"* and *"building national mechanisms for the advancement of women"*. As in the past, the human dimension has strong capacities and resources in the field which is reflected by the focus placed on this area. Additionally, field operations have continued to benefit from the support, assistance and/or partnership of the ODIHR.

"Prevention of violence against women" is also a priority area to which the field operations have continued to devote significant attention, mainly in law reform and awareness raising, as mandated by MC.DEC/15/05 on Preventing and Combating Violence against Women.

The priority area *"encouraging women's participation in conflict prevention, crisis management and post-conflict reconstruction"* was reiterated in MC.DEC/14/05 which also refers to UN Security Council Resolution 1325 on Women, Peace and Security. As mentioned in last year's report, this area of work has seen less attention from the field operations. A greater emphasis on UN SCR1325 activities on the part of the participating States, Secretariat and field operations, especially OSCE officials working in the political-military dimension, would be welcomed and appropriate.

With the exception of some field operations, there is little focused work in the area of *"promoting equal opportunity for women in the economic sphere"*. Combating female poverty plays a fundamental role in fighting violence against women and trafficking, thus more efforts should be made to develop economic opportunities for women.

In general, there are some positive projects in the field operations. However, again, the focus has been placed on the human dimension area and very little attention has been given to economic and conflict-related issues. Furthermore, there is still room for improvement in areas where host countries have been unreceptive or where insufficient resources and attention have been devoted to the work on gender equality. Due to a lack of financial resources, some field operations have applied for extra-budgetary funding for gender specific projects.

3.2 OSCE Secretariat

As Secretariat focal point for the preparation of the Annual Security Review Conference (ASRC), the **Conflict Prevention Centre** (CPC) has assisted the Chairmanship and the Chair

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

of the Working Group on Non-Military Aspects of Security in the formulation of the conference programme. In June 2006, and for the first time, the topic of women and conflict prevention was addressed as an official point of debate of the OSCE participating States at the ASRC, in line with MC.DEC/14/05 on "Women in Conflict Prevention, Crisis Management and Post-Conflict Rehabilitation". Since the themes discussed at this conference usually relate to so-called "hard security challenges" such as terrorism, crisis management and arms control, the inclusion of a topic connecting women and conflict prevention brought a new perspective to the debate. It also gave a clear signal that gender issues are not to be treated solely as a human dimension issue. Following the Conference, the CPC wrote an article titled "Putting gender issues on the OSCE's security agenda" as a contribution to the booklet *Promoting Gender Equality in the OSCE,* published by the Gender Section in January 2007.

The CPC has conducted research on how to support the FSC chairmanships and the participating States in developing the themes of "empowerment of women in the politico-military dimension of security"[38], as well as "the gender dimension of the proliferation of SALW"[39].

Another priority area for the CPC relates to Border Security and Management. The CPC will work together with the Gender Section to explore possible recommendations in areas such as border and customs controls and recruitment of border guards. The CPC will also continue to explore how specific training modules on combating trafficking in human beings could be included in training programmes for border guards[40].

In June 2007, the **Strategic Police Matters Unit**, in co-ordination with the Gender Section and under the sponsorship of the Chairmanship, organized a workshop on gender issues titled "Gender Balance in Police management positions". The workshop, to which all OSCE participating States were invited, aimed at gathering human resources experts within the field of policing to share experiences and good practices regarding the recruitment, retention and promotion of women to upper management positions in police institutions.

The **Office of the Co-ordinator of OSCE Economic and Environmental Activities** (OCEEA) has promoted a gender balance in the activities organized in different field operations in both the economic and environmental portfolios. For example, the OSCE regional sustainable development summer camps recruited and achieved an almost 50/50 per cent participation of young people from various states in Central Asia. Similarly, the "Green Pack" environmental education programme aims at a gender balance in its development and implementation. The OCEEA encourages local partners, when building teams of local stakeholders, to include gender considerations in the development process with implementing partners, teachers and educators, local government, parents, and environmental NGOs.

The OCEEA is promoting the implementation of the "Aarhus Convention on Access to Information, Participation in Decision-making, and Access to Justice" in many participating States by supporting the creation of public environmental information centres (Aarhus Centres). These Centres provide a forum for NGOs to have conferences, trainings, and workshops on a broad range of environmental issues. The OCEEA promotes gender equality in staffing the Centres. Furthermore, the OCEEA has advocated for women's participation on

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[38] Action Plan, paragraph 44e.
[39] Action Plan, paragraph 44c.
[40] Action Plan, paragraph 11a.

the management boards of the Centres to ensure that women's issues and presence are enshrined in the daily activities of the Centres' work. In general, the majority of the beneficiaries of the Aarhus Centres are women since many of the NGOs in the field of environment and education are managed by women.

The OCEEA is jointly managing the OSCE-UNDP-UNEP-NATO-UNECE-REC Environment and Security Initiative (ENVSEC) in four regions representing 27 participating States. The ENVSEC Programme attempts to build understanding of transboundary environmental issues impacting on security. ENVSEC activities include multi-stakeholder environmental issues and an integrated work programme to address identified environment and security issues. In this context, the ENVSEC partners apply gender considerations when forming stakeholder groups in the assessment process encouraging female participation from government ministries, civil society, and academia. Specific projects in the work programme have not specifically targeted women and environment as environment is seen in a society-wide context but ENVSEC partner organizations encourage project implementers to include women into their activities. However, no exact data on the numbers of women participating throughout the 50+ projects have been compiled to date.

The OCEEA Anti-Trafficking Programme (ATP) (2004-2006) is by the nature of the topic focused predominately on women. However, the ATP made special efforts to target male beneficiaries, particularly in the economic empowerment projects, in order to prevent against falling prey to the cycle of trafficking. ATP awareness raising activities and self-regulatory efforts aimed at striking a gender balance through multisectoral targeting and the delivery of training to a mixed audience. Yet, it has been the OCEEA's experience that many anti-trafficking activities are led by women, evidenced by the participation in events, and therefore possibly not fully understood nor committed to by men (or higher level decision-makers). The issue of demand for sexual services by clients (the second sub-programme of the ATP) received limited political attention and donor (extra-budgetary) commitment.

As a follow-up to the 13th Economic Forum in the area of migration, a handbook on migration policies in countries of origin and destination has been prepared and was presented at the Economic Forum in Prague in May 2007. Specific emphasis has been placed on the situation of female migrant workers. Other OCEEA economic initiatives such as the publication of the "Best Practice Guide for a Positive Business and Investment Climate" strived towards a gender balance by having one woman among the three authors selected through a competitive bid. In addition, the event organized in Kiev in the autumn of 2006 to promote the publication attained approximately a 40/60 per cent (female/male) participation and speaker ratio.

The OCEEA Central Asian community based-tourism project, which aims to promote rural economic development and regional co-operation, intends to benefit women mainly through fostering local traditions and the provision of cuisine, handicrafts and other income-generating activities. The project is a vehicle to stimulate public participation and economic empowerment in a manner that rewards those that take self-initiative and strive towards quality of service.

3.3 Field Operations in South Eastern Europe

3.3.1 OSCE Presence in Albania

- Preventing violence against women (Para 44c[41])
The Presence initiated the project "No to Domestic Violence" with the Kukes Women's Counselling Centre (WCC) as implementing partner. The WCC operates in a region where discrimination and violence against women, coupled with high levels of poverty, resulted in a high incidence of violence against women, women's low social participation and trafficking. After more than two years of successful counselling and awareness-raising activities, the WCC is revising its focus by including anti-trafficking activities among its tasks.

- Promoting equal opportunity for women in the economic sphere (Para 44f)
Under the project "Support to the Government for the Implementation of the National Anti-Trafficking Strategy and its Action Plan", the Presence delivered training on micro-enterprise development to female victims of trafficking. The training will be followed by micro-credits to the same target group to support business start-up activities.

- Building national mechanisms for the advancement of women (Para 44g)
The Presence, in co-operation with the UNDP, has led consultation sessions with national and local state and civil society partners on the project "Working Document on the Gender Equality Law" which, in the latter half of 2006, was complemented with sub-legal acts. The set of documents is incorporated as a proposed measure of the National Action Plan of the National Gender Equality Strategy and contains a series of innovations to strengthen the National Gender Machinery. The Presence also supports the drafting and consultation of the National Gender Equality Strategy through the provision of two national experts, who will ensure facilitation and communication between the national gender machinery and civil society actors.

The Presence contributed to improving the quality of the Law against Domestic Violence that was recently passed by the Assembly, and provides training of police officers, judges and lawyers on the implementation of the law.

3.3.2 OSCE Mission to Bosnia and Herzegovina

- Ensuring non-discriminatory legal and policy frameworks (Para 44b)
To support the Government in the implementation of the Law on Gender Equality, and to increase its awareness of and compliance with its obligations under the international human rights law, the Mission provides technical assistance and advice to the government authorities, the Agency for Gender Equality of Bosnia and Herzegovina and the Entity Gender Centres.

The Mission supported the publication of "Women and Public Life", issued by the Agency for Gender Equality in Bosnia and Herzegovina. The aim was to promote full and effective implementation of the Law on Gender Equality. The Mission co-ordinated activities and co-operation between the government structures, including Agency for Gender Equality, the Entity Gender Centres, the Ministry for Human Rights and Refugees, and civil society.

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[41] Of the Action Plan.

In co-operation with the ODIHR, the Mission works on the project "Implementation of the UN Security Council Resolution 1325 on Women, Peace and Security in the South East European region" which aims at an effective implementation of the Resolution both amongst civil society and governmental actors.

The Mission also supports the Government in its efforts to comply with its obligations under international human rights law, with specific focus on all articles of the Convention on the Elimination of Discrimination against Women (CEDAW) as well as the concluding observations of the Committee under CEDAW to Bosnia and Herzegovina. Furthermore, the Mission advocates for the establishment of rules of procedures for municipal Gender Equality Commissions and for increased co-operation among the institutional mechanisms for gender equality at all levels of the government.

- Preventing violence against women (Para 44c)
In December 2006, the Mission's Human Rights Department gathered representatives of the Office of the State Co-ordinator for Combating Trafficking in Human Beings and Illegal Immigration and of the Agency for Gender Equality in order to discuss future strategies and specific activities to counteract trafficking from a gender perspective. The conclusions and recommendations focused on improving co-operation between these two governmental institutions by mainstreaming gender aspects into all activities of the Office of the State Co-ordinator.

The Mission's Economic and Social Rights and Equality Unit initiated a long-term effort to assess and advocate for equal access to health care. The initial efforts will focus on domestic violence and the need of health care for victims. Additionally, a public discussion on the issue of domestic violence was facilitated by the Mission's Community Development Programme, in co-operation with a youth NGO active in this field. Several participants in the discussion joined the NGO and became active working on the issue of domestic violence.

- Ensuring equal opportunity for participation of women in political and public life (Para 44d)
The Mission supports the strengthening of institutional capacity of the State Parliamentary Assembly by facilitating co-operation amongst female members of the Parliament and increasing their public profile at the state and entity level.

The Community Development Programme supports citizens in rural areas to mobilize around issues of concern and interact with the local government. This includes specific initiatives directed to the marginalized position of women groups. In the municipality of Doboj, the programme supported the work of a women's association advocating comprehensive health care for women.

- Promoting equal opportunity for women in the economic sphere (Para 44f)
The Community Development Programme co-operated with local community boards and women's associations in the municipalities of Mrkonjic Grad and Visegrad to increase women's self-help capacities with regard to employment and the achievement of a sustainable income.

In 2006, the Republika Srpska Minister of Education signed up to the Action Plan on School Enrolment and Completion, giving this document a country-wide status. The Mission organized a conference to remind the local authorities of the importance of urgent

implementation of this document which places a particular focus on the inclusion of girls and their completion of primary education.

3.3.3 OSCE Mission to Croatia

- Preventing violence against women (Para 44c)
The Mission contributed to the pan-European campaign "Together against Domestic Violence" aiming at raising awareness about domestic violence. In this framework, the Mission supported the production and distribution of the video clip "Report Violence against Women", co-financed by the Mission together with UNHCR, UNDP, the Embassy of the Netherlands, the Embassy of Norway and the Ministry of Family, Veterans and Intergenerational Solidarity. The video-clip was aired 22 times on prime time on both the Croatian National Television channels, watched by over 80 percent of the country's population, over a period of time both preceding and following the International Day of Fight against Violence against Women. The clip will be used at round tables on the topic of domestic violence held around the country. However, the Mission notes that additional funding is still needed to complete the campaign.

- Ensuring equal opportunity for participation of women in political and public life (Para 44d)
The Mission supported the project "Women and Leadership: Empowerment through Learning and Sharing", implemented by the Centre for Women's Studies in Zagreb. The project aimed at affirming gender equality standards in decision-making processes and provided women with knowledge about leadership skills.

3.3.4 OSCE Mission in Kosovo

- Ensuring non-discriminatory legal and policy frameworks (Para 44b), Building national mechanisms for the advancement of women (Para 44g)
The Mission's Legal system Monitoring Section (LSMS) monitors and gathers information on the court's implementation of UNMIK Regulation N. 2003/12 on Protection against Domestic Violence. The LSMS intends to publish a thematic report that analyses the compliance of the courts with domestic law and international human rights standards and recommends remedial actions to improve the protection of victims of domestic violence. Additionally, the Mission's Anti-Trafficking Unit (ATU) moderated and contributed to the draft of recommendations for the seminar arranged by the UNDP and the Ombudsperson Institution in Kosovo to assist the governmental authorities to respond to incidents of domestic violence and cases of gender-based violence.

The ATU provided technical and advisory support to the Kosovo Co-ordinator to Combat Trafficking in human beings. With the support of the Co-ordinator, the ATU is in the process of finalizing the assessment for setting up a National Referral Mechanism for Kosovo, which will result in the creation of the Kosovo Referral Mechanism to identify and refer victims of trafficking.

- Preventing violence against women (Para 44c)
The Mission's regional centres have initiated and supported several workshops, round tables and seminars aiming at increasing the awareness and implementation of legislation against violence against women.

Additionally, the ATU has led awareness raising activities, and four TV shows were aired on the local TV station discussing ongoing anti-trafficking efforts. Kosovo authorities explained the procedure for the identification and referral of victims of trafficking in human beings in order to improve co-ordination between governmental and non-governmental bodies, and to educate the public on the role they can play in combating trafficking in human beings.

The Unit has trained the non-governmental sector, police officers, victims advocates and social workers on the implementation of Standard Operating Procedures (SOP) in direct assistance and support of victims of trafficking from Kosovo. The ATU also organized five regional trainings in co-operation with the SOP partners of the Direct Assistance and Support group, which includes the OSCE Mission in Kosovo, the Kosovo Police Service, the Victim Advocacy and Support Division of the Ministry of Justice, the International Organization for Migration, the Ministry of Labour and Social Welfare, and two local NGO service providers.

The ATU continued to advocate for improved communication between local NGOs and the government in order to ensure financial sustainability of the protection services such as a safe house for victims of trafficking. Additionally, the ATU assisted in the drafting of the Domestic Violence Manual for the Centre for social workers to enable them to appropriately respond in assisting victims of domestic violence.

- Ensuring equal opportunity for participation of women in political and public life (Para 44d)
The Mission's regional centers have supported and assisted in projects and campaigns to increase women's participation in political and public life.

Additionally, the Mission's Local Good Governance Section issued the report **"Gender and Minority-Community Representation in the Kosovo Chamber of Advocates".** The report explains the legal and political context of women and minority community rights in Kosovo in general, as well as in the Kosovo Chamber of Advocates (KCA). The recommendations from the report were followed up in a round table discussion held in Kosovo, organized by the KCA and the American Bar Association – Rule of Law Initiative.

Among the Communities Division's monitoring and reporting activities in 2007 are the Assessment of Minority Communities and Women's Equal Access and Fair Representation in the Municipal Civil Service which follows up and builds on the 2006 assessment and public report on the Role and Functioning of the Municipal Officers for Gender Equality. The Mission supported the project "Support the Municipal Gender Officer", a joint venture with the Municipal Gender Officer, in order to provide rural women in the municipality with information about the basic municipal structure and procedures and services to promote their involvement in political and public life.

To encourage greater interaction between female Members of Parliament (MPs) from South Eastern Europe, the Mission organized a regional conference. It brought together MPs from Kosovo, Albania, the former Yugoslav Republic of Macedonia and Serbia, as well as several heads from liaison offices in Pristinë/Priština and representatives from the Provisional Institutions of Self-Government, NGOs and the media. The conference was part of the long-term support that the OSCE provides to the Assembly of Kosovo and aimed to promote inter-parliamentary co-operation and the exchange of best practices.

- Encouraging women's participation in conflict prevention, crisis management and post-conflict reconstruction (Para 44e)
The Mission supported the "Inter-ethnic women project" initiating meetings and discussions among women's groups from different communities such as the Kosovo-Albanian, the Kosovo-Serb, the Roma, the Ashkali, and the Egyptian communities, in order to enable them to share expectations, concerns and discuss obstacles for the future return process in Deçan/Dečani.

- *Promoting equal opportunity for women in the economic sphere (Para 44f)*
To enhance the capacity of local women to generate income or initiate small scale business, the Mission supported capacity building for women and minorities in rural areas. The project addressed society's concerns regarding the increase in women's unemployment and falling living standards by establishing a network between municipalities to share experiences between the participants.

3.3.5 OSCE Mission to Montenegro

- Ensuring non-discriminatory legal and policy frameworks (Para 44b), Building national mechanisms for the advancement of women (Para 44g)
The Mission provides legal expert support to the Governmental Office for Gender Equality (GEO). The project strengthens the capacities of the GEO to take a more active role in the process of drafting legislation, from the new Constitution to the Law on Gender Equality, Law on Domestic Violence and eventually the National Action Plan. In order to speed up the process of adoption of the Law on Gender Equality, a workshop has been planned to gather the members of the relevant Parliamentary Committees in order to raise their awareness of the importance of this legislation.

In April 2007, the Mission's Rule of Law Section organized a two day seminar on European Standards of Prohibition of Discrimination. A part of the seminar was dedicated to "equal rights of women**"**. The purpose of the seminar was to highlight the importance of adequate constitutional and legal frameworks to combat all forms of discrimination, including gender-based discrimination.

- Preventing violence against women (Para 44c)
The Mission supports the project "Action against Domestic Violence", implemented by the the local NGO SOS Hotline for Women and Children Victims of Violence, Niksic. Since July 2003, the SOS Hotline Niksic has been running countinuously, supported by the OSCE Office in Podgorica. The project initiated the establishment and strenghtening of the institutional mechanisms for combating and preventing domestic violence at the local level.

In September 2006, a cross-sectional workshop on the "Co-ordination of Special Teams for Combating Trafficking in Human Beings" was supported by the Mission. The Special Teams include social workers, health staff, and police. The emphasis of the workshop was on the training of the Special Teams in the treatment of victims, mostly women and children, and their protection and how to avoid further victimization. Apart from representatives of relevant state institutions, the workshop was attended by representatives of local NGOs, working against discrimination of women and children. The project was part of the comprehensive project "Anti-Trafficking Programme on Public-Private Co-operation in the Prevention of Trafficking in Human Beings", initiated in 2005.

- Promoting equal opportunity for women in the economic sphere (Para 44f)
The Media Section, in co-operation with Deutsche Welle, the International Institute of Journalism and InWent, organized a seminar on "Top Management" for high level managers in the major media outlets in Montenegro. The purpose of the seminar was to equip managers with knowledge of modern management, to familiarize them with best managerial practices applicable in Montenegro, and to empower female managers.

3.3.6 OSCE Mission to Serbia

- Ensuring non-discriminatory legal and policy frameworks (Para 44b), Building national mechanisms for the advancement of women (Para 44g)
The governmental Council for Gender Equality was supported by the Mission in its development of the National Action Plan for the Improvement of the Position of Women and Enhancing Gender Equality. Upon the request of the Governmental Council for Gender Equality, a set of National Plans of Action on Gender Equality from the regional states and the European Union were prepared, as well as a set of the most important international documents issued by the United Nations, the Council of Europe and the European Union on international standards, policies and strategies on combating gender-based violence.

The Mission co-operated with the governmental Rule of Law Department on the international conference "Ombudsperson against Double Discrimination against Women". The Mission also provided continual support in the drafting process of the Law on Gender Equality.

Assistance was provided for the establishment of an internship programme between the Council for Gender Equality and the Department of Women's Studies of the Faculty of Political Science in Belgrade.

Within the process of scaling down the Mission's four year project on "Institution Building Assistance to Municipal gender Equality Mechanisms", the Mission's Democratization Department developed a support programme with the National Democratic Institute, and continued the training for municipal gender focal points which was initiated in 2005.

In co-operation with the Law Enforcement Department's Diversity project, a set of legal provisions regulating a ban on discrimination in labour, education, advertising and broadcasting was prepared. The relevant European documents from the equal opportunity domain were included in the project, as well as an overview of the 2007 European Year of Equal Opportunities.

- Ensuring equal opportunity for the participation of women in political and public life (Para 44d)
In its efforts to ensure equal opportunity for the participation of women in political and public life, the Mission paid particular attention to the empowerment of Roma women and often collaborated with the Roma Women's Network. Activities such as training on elections, human rights, violence, decision-making and economy were organized.

The Mission supported the summer media campaign "Vote for Virtual Women's Government", which was implemented during July/August by the NGO, European Movement and daily news *Blic*. The campaign successfully involved citizens in a virtual election of a "national government" composed of professional woman. The campaign showed that numerous highly qualified women, all with distinguished professional careers, could

qualify for government positions. The Virtual Women's Government became publicly visible again in December and January prior to the parliamentary election when it organized a nationwide "go and vote" campaign under the slogan "Let Women Decide".

The Mission's Gender Programme organized and participated in public panels promoting women's political participation countrywide. The panels were organized in the city assemblies in Nis, Kikinda and Priboj municipalities, as well as in Vojvodina's government. The Mission's departmental publications were disseminated to the attendees and the panel also promoted gender equality mechanisms in the country.

For the purpose of incorporating gender components into democratization projects, a set of gender disaggregated statistical data were gathered on population, education attainment and employment. Accordingly, the Mission prepared an analysis of the gender aspects of the January election campaigns in Serbia.

- Encouraging women's participation in conflict prevention, crisis management and post-conflict reconstruction (Para 44d)
The international conference "Women in Army" was organized jointly by the Mission and the Serbian Ministry of Defence. The conference focused on the enrolment of women in the Military Academy of the Army of Serbia from 2007 to 2008 and stressed that the under-representation of women is an impediment to the creation of a well-functioning and trustworthy security sector capable of providing adequate security for all citizens. Additionally, the "Women in Army" book was published in February 2007.

- Promoting equal opportunity for women in the economic sphere (Para 44f)
A gender awareness education programme was organized for 30 senior managers in the local Labour Inspection branches. They were trained to recognize gender-based discrimination in labour, including situations of gender-based harassment. The seminar aimed to equip the attendants with adequate institutional response models to incidents of gender-based discrimination and to facilitate the construction of tailored solutions with local actors. The programme also comprised presentations on trade union practices and SOS Hotlines dealing with labour discrimination cases.

On the occasion of the 2007 International Roma Day, a project was initiated to "Increase Economic Empowerment of Roma Women" among the Roma Women's Network members.

3.3.7 OSCE Spillover Monitor Mission to Skopje

- Ensuring non-discriminatory legal and policy frameworks (Para 44b)
In co-operation with the ODIHR, the Mission supports the revision of the host country's National Action Plan for Gender Equality. Once the new Action Plan has been adopted, it will provide the mandate for the development and mainstreaming of governmental policies with a gender perspective.

The Mission regularly monitors gender-related legislation. The Rule of Law Department, in co-operation with the ODIHR, provided comments to the draft Law on Equal Opportunities. After the adoption of the Law, the Mission continued to follow its implementation. In line with this, the Mission has been lobbying for the establishment of a specific Sector for Equal Opportunities within the Ministry of Labour and Social Policy.

The Public Administration Reform Department of the Mission implemented the Project "Promotion of Gender Equality at Local Level". The objective was to strengthen the Gender Equality Commissions in several municipalities in order to enable them to effectively lobby for gender issues. In addition, the Mission works on a manual that will provide the Gender Equality Commissions with practical tools to better implement the Law on Equal Opportunities as well as mainstreaming a gender perspective into their local policies.

As part of its mandate to promote citizen participation through the building of partnerships between the local self-government and the NGO sector, the Mission is currently supporting the co-operation between the City of Skopje and non-governmental organizations, where one of the goals will be to mainstream gender in local policies through co-operation with the NGOs.

Other initiatives lead by the Mission's Rule of Law Department, include a training for Judges and Prosecutors on the CEDAW and its Optional Protocol. The training contributed to the improvement of the judicial system by raising awareness of the target group on women's rights under CEDAW and its Optional Protocol.

The Mission's Confidence Building and Rule of Law Departments supported several courses within the International Summer University 2006 on topics like Gender, Ethnicity and Democracy and a course on Principle of Non-Discrimination under International Law. This initiative, developed by the Mission, in co-ordination with the ODIHR, is part of a wider project, funded by the Netherlands and implemented by the Dutch NGO, Academic Training Association. In co-operation with the ODHIR, the Mission organized a three-week Gender Summer School with the aim of raising general gender awareness in the host country.

- Preventing violence against women (Para 44c)
Through its Anti-Trafficking Programme, the Mission continues to support activities focused on the prevention of violence against women. The programme includes different projects and activities, such as strengthening the country's capacity in identifying, referring and protecting victims of trafficking, supporting the country's first NGO-managed shelter for victims of trafficking in human beings and an SOS Helpline designed to assist trafficking victims and their families, and providing information to potential trafficking victims and concerned citizens.

The Mission also conducted a needs assessment on domestic violence and the mechanisms for its prevention and victim protection in the country. For the purposes of this assessment, the Mission organized a series of meetings with representatives from the governmental institutions and NGOs active in the field, and undertook a thorough review of relevant legislation in the host country. The Mission intends to use the final results of the assessment to plan future projects and activities.

Furthermore, the Mission's Police Development Department (PDD) has been active in organizing activities aimed at preventing violence against women. In March 2007, in co-operation with the Tetovo Police Juvenile Inspectors, the PDD organized an interactive training programme on domestic violence for high school students in the Tetovo area.

- Ensuring equal opportunity for participation of women in political and public life (Para 44d)

The Mission implemented, sponsored and supported a number of initiatives focused on ensuring equal opportunities for the participation of women in political and public life. "Women Can Do It II – Parliamentary Elections 2006", a project organized and implemented by the Rule of Law Department's Capacity Building Programme, is one of these initiatives. The project aimed at increasing women's participation in the country's political decision-making process. In parallel with the introduction of amendments to the Law on Elections, the project contributed to the diversification of the political landscape by making women politicians more visible, encouraging improvements in parliamentary gender equality policies and the inclusion of gender equality issues in the party electoral programmes.

The Mission's Capacity Building Programme sponsored a project titled "Debating Gender Stereotypes". The project contributes towards opening a public dialogue about gender stereotyping on three main themes identified in the EU's Roadmap for Equality between Women and Men 2006-2010: gender stereotypes in education, training and culture, on the labour market, and in the media.

3.4 Field Operations in Eastern Europe

3.4.1 OSCE Office in Minsk

The Office notes that all projects require the host Government's agreement to proceed and it is also dependent on the project proposals received from implementing partners as well as the capacity of these partners.

- Ensuring non-discriminatory legal and policy frameworks (Para 44b)
The Office plans to conduct a round table on the adoption of a new National Gender Plan. Due to a year with no development of the draft Plan, the Office started talks with the Ministry of Labour and NGOs on the necessity to have a round table to provide some solid recommendations for the adoption of the new Action Plan.

- Preventing violence against women (Para 44c)
In November, the Office was involved in the information campaign **"Domestic Violence should not Become Part of Your Life"** which was conducted within the framework of the global annual initiative, running in the period between International Day for the Elimination of Violence Against Women and Human Rights Day - 16 Days of Activism Against Gender-Based Violence. The campaign was also supported by UNICEF, UNDP, UNHCR and the Ministry of Labour and co-ordinated by the UNFPA. The aim was to raise awareness and attention of domestic violence among the population. The government also pays special attention to the prevention of domestic violence. In November 2006, a Republic Conference took place in Minsk on "new approaches, forms and methods of work on the prevention of family-based crimes", organized by the Ministry of Interior.

The Office supported the project proposal **"Practicum for Specialists Working with Victims of Domestic Violence"**, submitted by the Public Women's Organization Legal Initiative. In the efforts to combat domestic violence, the project aims at training specialists to work on hot-lines in both state and non-state institutions.

- Ensuring equal opportunity for participation of women in political and public life (Para 44d)

In co-operation with the NGO, YWCA/La Strada, the project "Increasing the Gender Awareness of the Population" was developed. The main aim of the project is the promotion of gender equality by the territorial social centers. The project includes several stages of implementation until 2009 and is supported by the Ministry of Labour.

The Office will support a round table "Gender Balance in Administration as a Basis of the Social Political Security of the Region" with participation of experts from Belarus, Latvia, Lithuania, Russia and Ukraine. The focus will be on women's empowerment and the round table will be conducted by the public association, Belarus Women's Information Co-ordination Center.

3.4.2 OSCE Mission to Moldova

- Ensuring non-discriminatory legal and policy frameworks (Para 44b)

The Mission supported the publication of the "CEDAW Assessment Tool Report for Moldova". The tool was developed as a resource to measure the status of women through the lens of the CEDAW. The Assessment Tool Report was launched during a round table with international organizations, NGOs, state institutions and media. The Report brings to light important issues of discrimination against women in all spheres of life in Moldova and recommends concrete actions to improve the implementation of the CEDAW.

Analytic comments, including proposed revised text to the draft on the Law to Prevent and Combat Violence in the Family were submitted to the Parliamentary Committee on Social Protection, Health and Family. Subsequently, the Mission led intensive efforts to advocate for the adoption of an effective Law on Domestic Violence. In June 2006, the Mission, in co-operation with the International Republican Institute, also organized a round table discussion on the implementation of the new Gender Equality Law in Moldova.

Following the Government's development of the Law on Preventing and Combating Violence against women, the Mission shared best practices in drafting and enforcing domestic violence laws. The Mission also supported a regional conference in Moldova with high-level experts from Ukraine, Belarus, Romania, Russia, and Moldova in order to review international legal experience in implementing domestic violence laws and standards, and to develop recommendations for the improvement of the Moldovan draft Law on Preventing and Combating Violence in the Family.

- Preventing violence against women (Para 44c)

The Mission supported the project **"**Assistance, Protection and Rehabilitation for Domestic Violence" which aims at preventing cases of domestic abuse and rehabilitation of victims of violence in the Balti Municipality. The project contributes to enhancing the partnership between local authorities, law enforcement, emergency assistance services and local NGOs in combating domestic violence. Series of trainings to address domestic abuse cases were organized, and a publication of the book "Successful Way" about theoretical and practical aspects of domestic violence and ways of re-educating aggressors and working with victims was published.

The Mission provided support to the NGO Gender Centre in implementing the project **"**Capacity Building of Police Officers" on the prevention of gender-based violence. The

project aimed at promoting zero-tolerance towards all forms of gender-based violence, and to raise awareness through trainings for police officers to address gender-based violence, examining the draft Law to Prevent and Combat Violence in the Family, and publishing a booklet on the "Potential Abuser Profile".

The Mission was also involved in the 16 days campaign of activism against gender violence to call for the elimination of all forms of violence against women by raising awareness at local, national and regional levels through round tables and a media campaign. Additionally, it supported the operation of the first 24-hour telephone hotline in Moldova. The hotline provides urgent psychological aid, social assistance, legal counselling, and referrals to necessary social services to victims of domestic violence.

Throughout 2006, the Mission hosted regular Technical Co-ordination Meetings in both Chisinau and in the regions in the sphere of anti-trafficking for further co-ordination among anti-trafficking actors, and to facilitate an ongoing exchange of information, experience, and best practices on anti-trafficking activities and initiatives.

- Encouraging women's participation in conflict prevention, crisis management and post-conflict reconstruction (Para 44e)
The Mission supported the NGO, World Window, in conducting international training on domestic violence, gender, and peace-building. Participants from both sides of the Nistru River were introduced to international standards on women's rights and the role of women in peace-building, conflict resolution, and security, relying upon the CEDAW and the UN Security Council Resolution 1325.

3.4.3 OSCE Project Co-ordinator in Ukraine

-Preventing violence against women (Para 44c)
The Project Co-ordinator provides pilot mini-grants to support the activities of three NGOs in selected regions of Ukraine to combat domestic violence. The main aim of the activities is to provide victims and their families with direct assistance.

-Ensuring equal opportunity for participation of women in political and public life (Para 44d)
As part of the project "Assistance in Further Strengthening of Democratic Governance Practices in Ukraine", the TV Show "Sensitive Topic" has been launched on Ukrainian national television with the support of the Project Co-ordinator and the ODIHR, in partnership with the Parliament of Ukraine, the Ukrainian Ministry of Family, Youth and Sports, international organizations, and NGOs. The aims are to increase public awareness on gender issues in Ukraine and to help society to identify and address them gender problems.

As a first step of the project a pilot TV programme was produced followed by a series of five programmes. At the end of May 2006, the first programme was broadcasted on the First National TV Channel, and further 12 TV-shows are planned to be broadcasted.

- Building national mechanisms for the advancement of women (Para 44g)
An international round table on "Mechanism for the Implementation of the Law of Ukraine on the Prevention of Domestic Violence in the Family: Problems, solutions, and best practices of the European countries" was organized. The round table aimed at sharing experiences and best practices acquired by Austria and Finland in the field of combating

domestic violence, and to discuss the current situation regarding the problem of domestic violence in Ukraine and relevant Ukrainian legislation. The round table was attended by representatives from the Ministry of Family, Youth and Sports, the Ministry of Interior, the Parliamentary Committee on Legislative Support to Law Enforcement Bodies, the Supreme Court of Ukraine, and the Ukrainian NGOs active in providing assistance to victims of domestic violence.

3.5 OSCE Field Operations in the Caucasus

3.5.1 OSCE Office in Baku

- Ensuring non-discriminatory legal and policy frameworks (Para 44b)
The Office commissioned an expert on domestic violence legislation to prepare an analysis of the government's draft law on Preventing Domestic Violence, in order to assist the government in ensuring that the law is in accordance with international standards and takes into account country specific issues. The draft revision was submitted to the State Committee on Family, Women and Children Issues, as well as to other relevant government bodies and domestic NGOs.

- Preventing violence against women (Para 44c)
In order to advocate for informed decisions and to raise people's awareness of the problem of early marriages, domestic violence and marriages between relatives, the Office initiated seminars, TV programmes, newspaper publications and the development of a brochure for last grade schoolchildren.

On 17 July, the Office launched a "Prevention and Awareness Campaign on Trafficking in Human Beings". A local expert raised the awareness of NGOs, law enforcement officers as well as students on the issue of trafficking, and in particular about risks and consequences of the trafficking of girls and women. The Police Assistance Programme of the Office supports the development of a new curriculum for police training in the police training centre. The curriculum includes prevention of violence against women, domestic violence, anti-trafficking and abuse in the work place.

- Ensuring equal opportunity for participation of women in political and public life (Para 44d)
Following the gender needs assessment mission in the southern Lankaran region in March 2006, and the subsequent report in April, the Office invited 15 local women and NGO leaders, as well as three international experts, to a focus group discussion. The aim was to obtain more in-depth information about women's needs with regard to the establishment of a women's pilot centre in Lankaran. The group prioritized the issues of reproductive health, employment and free legal aid, including the provision of internet access and public space for meetings as the main components of the centre.

The Office also started preparations for the establishment of a Resource Centre on Democracy and Gender in Yevlakh. The Resource Centre will enhance regional women's role in decision making processes, support the establishment of new NGOs and third sector development.

The Office supported the implementation of a radio project titled "Coverage of Gender Issues in Azerbaijan" producing weekly radio programmes. The project, implemented by Internews

Azerbaijan Public Association, served as a forum for public discussion of gender related issues, particularly in the field of gender equality, domestic violence, unbalanced representation of women in public life, gender discrimination, and rural women's problems.

The Office organized a conference in order to strengthen the role of women lawyers. Participants were lawyers from neighbouring countries and OSCE participating States with various backgrounds and expertise to address some of the challenges that women lawyers face. By stimulating to action and discussion the conference aimed at addressing how to increase the numbers of women lawyers and to enhance their role. Issues as women rights, in particular laws on equality and domestic violence, as well as the establishment of a women lawyers association, were discussed.

The Office commissioned a local expert to compile contacts of all state institutions, committees, agencies, ministerial gender focal points, registered and non-registered NGOs, women's initiatives, local gender experts, crisis centres, and other civil society organizations/actors as well as of international organizations working in the field of gender mainstreaming. The Committee on Family, Women and Children's Issues co-operates with the expert in the compilation of data and will be co-publishing the booklet with the Office.

In the framework of the Office's project on Democratic Control of Armed Forces which envisages the establishment of welfare associations to support military service personnel, a national round table on "Armed Forces Welfare and the Democratic Society" was conducted to improve the welfare system of military service personnel, in particular of women.

- Promoting equal opportunity for women in the economic sphere (Para 44f)
During November and December 2006, the Office with the assistance of an implementing partner, provided English language and computer training courses for 25 women in the Guba region. This project increased capacity of young migrant women and girls in finding employment locally, thus preventing them seeking work abroad and becoming victims of trafficking.

In addition to all above mentioned projects, the Office published the 2007 Women in Azerbaijan calendar with 12 photographs of a local female professional photographer with a view to devising long-term impressions on women's issues. The calendar was widely discussed, including amongst local NGOs, the Government, Parliament and the media in Azerbaijan, and stimulated a debate about violence against women, early marriages, reproductive health, equal opportunity for participation of women in political and public life, women's participation in conflict and post conflict reconstruction, and equal opportunity for women in the economic sphere.

3.5.2 OSCE Mission to Georgia

- Ensuring non-discriminatory legal and policy frameworks (Para 44b), Building national mechanisms for the advancement of women (Para 44g)

Partly on its own, and together with the ODIHR, the Mission supported and hosted intergovernmental working groups, conferences and other events to develop a framework structure to ensure that gender issues, including the implementation of the Action Plan, are regularly discussed and reviewed. Through technical support to the activities of the ODIHR Gender Unit, the Mission will continue to empower the Georgian Women's Coalition.

To ensure non-discriminatory legal and policy frameworks and building national mechanisms in the promotion of gender equality, the Mission also co-ordinates with donors and international organizations, with the Caucasus Women's Network, organizations from the Georgian Women's Coalition, and the Regional NGO network.

- Preventing violence against women (Para 44c)
The Mission has an individual complaint programme related to violence against women. The Mission raises the awareness of the authorities by referring to international commitments on preventing violence against women, and regularly hosts the different working groups with members of governmental and non-governmental organizations respectively on topics of anti-trafficking, gender equality, domestic violence, thus encouraging co-operation between government and civil society.

- Ensuring equal opportunity for participation of women in political and public life (Para 44d)
The Mission provides support for the development of the policy for building national mechanisms for the advancement of women to the Parliamentary Council on Promotion of Gender Equality and the State Commission on Gender Equality. It supported the elaboration of the National Action Plan on Gender Equality, the National Action Plan against Domestic Violence and the National Action Plan on Combating Trafficking in Human Beings, as well as lobbied for the creation of relevant institutional mechanisms. In addition, trips of the state interlocutors to international events were supported by the Mission to share experiences for the promotion of gender equality.

The Mission assists the ODIHR Gender Unit in their efforts to build local capacity and expertise on gender issues as well as networks linking community leaders and politicians. The Mission also plans to further develop the current network of women parliamentarians through the work of the OSCE Parliamentary Assembly's Special Representative on Gender Issues, in order to promote the participation of women in political and public life at both national and international levels.

Women represented more than half of the project beneficiaries in the civil society support projects implemented by the Mission during May to December 2006. Women were empowered while they were trained in Georgian language, received basic computer skills, and attended seminars to enhance the understanding of their rights and obligations as regular citizens of the country. Apart form attending introductory seminars on gender issues; they received information about human rights, citizenship and community leadership.

- Promoting equal opportunity for women in the economic sphere (Para 44f)
The core budget projects in the Mission's Economic and Environmental Dimension work to enhance the role of both women and men in economic and environmental activities. However, it develops and implements projects especially tackling the lack of opportunities for unemployed women**.**

The Mission analyses obstacles preventing women from fulfilling their potential in the economic sphere, and develops projects that will enhance the role of women in economic activities and ensure that they are not discriminated against in this field, notably regarding access to and control over economic and financial resources such as loans, property and inheritance rights.

The Mission supports the development of women's NGOs in the economic sphere by providing direct support to the NGO, Women's Association of Gali, in Abkhazia. The NGO will be working specifically on the development of business in the Gali region.

3.5.3 OSCE Office in Yerevan

- Preventing violence against women (Para 44c)
The Office and the Open Society Assistance Foundation are jointly funding the project "Sociological Survey on Domestic Violence in Armenia" submitted by the Women's Rights Centre. The project aims to clarify the situation of domestic violence in Armenia and identify the scope of the problem at household level. A survey is conducted by the Turpanjian Center for Policy Analysis at the American University of Armenia and will provide, not only a picture of the current reality regarding domestic violence, but also create a baseline against which improvements can be measured over time.

- Ensuring equal opportunity for participation of women in political and public life (Para 44d)
Due to the parliamentary elections in May 2007 and the presidential elections in 2008, the Office has initiated a research on women's political participation in the 2007 parliamentary elections. It will be implemented by the Association of Women, in co-operation with the University Education of Armenia. The objective is to gain information about women's political participation in elections. The research will serve as a basis for the planning of activities such as developing appropriate programmes and projects for future elections, and increase the knowledge about main reasons, barriers and problems that women face before, during and after elections.

3.6 OSCE Field Operations in Central Asia

3.6.1 OSCE Centre in Almaty

- Ensuring non-discriminatory legal and policy frameworks (Para 44b)
Following the adoption of the National Action Plan, the Centre facilitated the drafting of a law on equal rights and opportunities by national experts in consultation with a foreign expert from Lithuania. In November 2006, the draft was introduced to Parliament for further discussions and a Working Group was set up. As part of the activities for adopting the draft law on equal rights and opportunities, the Centre sponsored the reproduction and distribution of short animation films on promoting gender equality, produced by a leading national women's NGO. The films were introduced at a round table gathering members of the Commission for Family Affairs and Gender Policy, parliamentarians and NGOs, and distributed to parliamentarians and state officials throughout the country.

As part of its project "Draft Law on Equal Rights and Opportunities" the Centre conducted a round table gathering members of the Commission for Family Affairs and Gender Policy under the President of Kazakhstan, UNDP, UNIFEM and the OSCE. The event aimed at discussing a national action plan for the realization of the Strategy on Gender Equality in the Republic of Kazakhstan for 2006-2016.

The Centre sent four parliamentarians, two women and two men, on study trips to Moscow and Vilnius to help them familiarize themselves with effective lobbying techniques on gender equality laws. Following their return to Kazakhstan, these parliamentarians are expected to promote more effectively the adoption of the draft law. At the end of May, the Centre organized a round table targeting an enlarged group of parliamentarians in order to raise their awareness and sensitivity of the need to adopt the draft law.

The Centre will also fund the preparation of a manual on the drafting of gender-sensitive laws by national experts in partnership with the Commission for Family Affairs and Gender Policy under the President of Kazakhstan.

3.6.2 OSCE Centre in Ashgabad

The activities proposed by the Centre to the authorities related to Gender were turned down. The Centre continued discussions with the UNDP, which was given the lead by the authorities to contribute to a project aiming at supporting gender equality and gender mainstreaming in policy making in Turkmenistan.

On a regular basis, the Centre organized round tables on gender issues for civil society representatives. It supported an NGO that delivered a comprehensive course on gender issues to more than 200 persons. The Office also supported an art contest on the promotion of gender equality and sponsored a project aimed at empowering young women leaders to develop information technology skills and take leading roles in their communities.

3.6.3 OSCE Centre in Bishkek

- Ensuring non-discriminatory legal and policy frameworks (Para 44b), Building national mechanisms for the advancement of women (Para 44g)
The Office strengthened local mechanisms for the advancement of women through establishing deputy commissions in the District Kenesh (Councils). The deputy commissions dealt with a broad spectrum of issues such as gender equality in local self-governing bodies, including socially oriented gender-sensitive issues. A series of trainings on gender awareness and equality among state officials was provided.

Since 2006, the Centre has been providing support to the Osh Province Gender Co-ordination Council and to the local State Commission for Women and Family Affairs. During 2007, the Centre will continue the co-operation with the commission in the areas of gender awareness raising and information campaigning in the most remote areas of the south of Kyrgyzstan.

The Centre supports the ODIHR in its organization of regional workshops on the implementation of UN Security Council resolution 1325 on Women, Peace and Security.

The Centre supported the project "Introducing Method of Gender Budget Analysis in Three Pilot Local Keneshes (people's elected assemblies)" which was run by the Social Technologies Agency. The project aimed at introducing the concept and practice of gender budget analysis in three pilot keneshes of Kyrgyzstan through trainings of deputies from specified keneshes as well as local gender experts. The project included components on training and adaptation of methods to local context followed by the application of acquired knowledge and skills in practice.

- Preventing violence against women (Para 44c)
In the framework of Community Policing, the Centre funded a series of lectures on the Law of the Kyrgyz Republic on Social-Legal Protection against Domestic Violence and existing mechanisms of protection from domestic violence in trainings for inspectors and managers in the police. Additionally, in co-operation with the Osh Province Gender Co-ordination Council and NGOs, the Centre funded a 16 days information campaign on the prevention of violence against women.

The Centre's Osh Field Office (OFO) organized an assessment on domestic violence and conducted trainings for the police and Court of Aksakals (community elders). In co-operation with the OSCE Police Assistance Programme, the OFO produced a manual for the target group of the training. The OFO's project targeted specifically village administrations in remote areas to further enhance their awareness about gender issues and to raise awareness of domestic violence. Women's self-supporting groups, a hotline, and early warning mechanisms to prevent violence against women are also included in the project.

- Ensuring equal opportunity for participation of women in political and public life (Para 44d)
The Centre's Politico-Military Dimension Unit supported the National Democratic Institute in organizing the first meeting of the Women's Political Discussion Club. Women representatives of political parties, NGOs and mass media agreed on the procedures of the future activities of the club. The activities of the club are aimed at discussing and promoting political and social women's rights.

- Promoting equal opportunity for women in the economic sphere (Para 44f)
The Economic and Environmental Dimension Unit of the Centre supported a project aimed at capacity building of women engaged in small businesses. Trainings on the legislative aspects of running small businesses and taxation were organized. Representatives of tax authorities and lawyers were invited so that self-employed women could get consultations on legal instructions, norms of monitoring organizations as well as an interpretation of the Law on Entrepreneurship and the Law on the protection of entrepreneurs' rights.

3.6.4 OSCE Centre in Dushanbe

- Ensuring non-discriminatory legal and policy frameworks (Para 44b)
During 2006, in the framework of the project **"**State Employees' Capacity Building on Gender Issues", a total of 218 civil servants representing various levels of state government and directly involved in the planning and implementation of state policies and programmes were trained. 100 more civil servants and 25 school directors will attend a pilot training on gender aspects in education.

The Centre initiated the project "Gender Awareness of Teachers" in Dushanbe. A training of trainers course was carried out for selected trainers within the Centre for Upgrading the Qualifications of Secondary School Teachers in Dushanbe. A curriculum was developed by the newly educated trainers with the support of gender specialists with the aim to raise gender awareness among secondary school teachers.

- Preventing violence against women (Para 44c)
In the framework of the Centre's three-year project (2005-2008) "Shelter for Women Victims of Violence**",** the first shelter in Tajikistan was established by an NGO. The NGO is also a

Crisis Centre with a hotline. The shelter is providing psychological, legal and professional counselling.

- Ensuring equal opportunity for participation of women in political and public life (Para 44d)
The Centre organized **"**Capacity Building for Gender and Women NGOs- 3rd Forum of Women's NGOs of Tajikistan - Women and Development Issues". More than 70 representatives of Civil Society, international organizations, Government and Parliament participated. Among others, the Deputy Prime Minister, the President of the Government Committee on Women and Family issues and the Acting Head of Centre attended the Forum. The overall purpose of the project was to mobilize civil society representatives and to more actively influence the democratization processes in Tajikistan, to support dialogue, and to promote the efforts of civil society to include a gender aspect in the development and implementation of the policy documents and strategies elaborated and passed by the Government.

The Centre continued supporting the established Women's Resource Centres and opened two more centres in other areas, increasing the number of centres to nine. By focusing on marginalized groups outside the capital, the Centre contributes to the process of providing women with necessary support, legal and psychological counselling, training and information on gender equality issues and women's rights.

- Promoting equal opportunity for women in the economic sphere (Para 44f)
The Centre's Economic Unit has a small business development programme which, in particular, teaches women how to start and manage their own businesses. The project aims at enabling women to improve their living conditions, especially in cases where male relatives are working outside the country and not sending home regular remittances. The skills acquired can enable the women to avoid acute poverty.

- Building national mechanisms for the advancement of women (Para 44g)
The Centre supported a group of NGO experts that prepared the first Shadow Report on the CEDAW. The working group comprised of six NGOs, elaborated the shadow report and provided additional information and perspective of civil society to improve the current situation of discrimination against women in Tajikistan. The draft report was compiled by the members of the working group and discussed during five round tables in the Dushanbe and Province' capitals. A total of 108 NGOs as well as Government Officials at national and region levels participated.

The shadow report was presented at a high level forum in Dushanbe, attended also by the Deputy Prime Minister. The Centre further supported the field trip of one of the experts who worked on the report to enable the presentation of the report and answering the questions posed by the UN CEDAW Committee during its 37th session. The Report was disseminated among civil society institutions, state authorities, and academia.

3.6.5 OSCE Project Co-ordinator in Uzbekistan

Following the adoption of the new mandate and the signing of a new Memorandum of Understanding, and after consultations with the host Government on projects to be implemented in the second half of 2006 and in 2007, several projects in the three dimensions were approved. Unfortunately, no gender project was not among these. However, the Project Co-ordinator has proposed a project on "promoting gender equality and increasing the status

of women in state and social construction" that will hopefully be approved and implemented later in 2007.

- Building national mechanisms for the advancement of women (Para 44g)
In 2006, as a result of a common initiative of the governmental and non-governmental NGOs and the Project Co-ordinator, a training of trainers on the improvement of the national machinery on Gender and Development was organized and followed by regional trainings targeting the representatives of the regional administrations, local communities, trade unions, social institutions and NGOs. Discussions focused on recommendations on ways to improve the monitoring and reporting of the CEDAW, women's rights, gender equality, gender stereotypes and related international conventions.

In addition, two TV documentaries on portraits of women leaders were supported, as well as the publication of a handbook on National and Monitoring Reports on CEDAW implementation in Uzbekistan.

Chapter 4. Recommendations

The recommendations listed below are presented according to the structure and commitments in the Action Plan. The list aims at providing concrete suggestions to further advance the implementation of the Action Plan in its different areas. The recommendations result from a combination of inputs from field operations and institutions, discussions with different actors, field visits and a general analysis of the implementation process.

Gender Mainstreaming in Internal Issues

- Training

The Training Section/officers in the Secretariat, institutions and field operations should consider to:

1. Continue training on gender mainstreaming as it relates to both internal issues in the field operations as well as to project design, implementation and evaluation. Continue to use interactive methods to help staff understand the principles of gender mainstreaming, demonstrate existing tools and their systematic application when devising and implementing programmes and daily activities.

2. Expand training to cover concrete topics as per request (e.g. media and gender) and to allow the participation of administrative staff in some gender trainings.

3. Design gender mainstreaming trainings specifically tailored to senior staff, including heads of field operations and their deputies, taking into consideration the time limitations experienced by senior staff. The Secretariat could develop "quick impact modules" of one or two hours maximum to raise the awareness of senior management on key commitments and responsibilities.

4. Explore the possibility to offer briefing sessions to delegates of the participating States to increase their understanding of gender equality and gender mainstreaming.

5. Mainstream gender issues in all trainings dealing with the programme/project cycle.

- Management

6. The participating States and the DHR are encouraged to explore the possibility of revising the OSCE staff rules and regulations to nurture a family friendly working environment. This includes revising the rules for maternity leave, to which female staff members with less that one year of service, are not entitled. Furthermore, a revision of the rules on flexible working hours for parents, the option of gradual return from parental leave through flexible part-time work, and longer paternity leave for men (currently four days) should be revised.

7. OSCE structures should ensure a more visible commitment to gender equality by current and incoming senior management across the Organization.

8. The DHR should assess gender sensitivity and gender mainstreaming skills of short listed candidates for management positions, e.g. introduce gender-related questions in job interviews or in written tests.

- Recruitment

9. Seconding authorities should consider reviewing their secondment systems to identify possible bias in the selection process and study possibilities to increase the number of nominations of women for management positions, including positions as head and deputy head of field operation.

10. The DHR should use the analysis of the statistics as a basis for diagnosing key problem areas and areas of further research (such as the under-representation of women in management positions, the low numbers of female applications for P positions, the way short-lists are prepared, and the system of nominations) and determining the most effective recruitment strategies to address these problems.

11. In order to guarantee a fair ratio of qualified male and female candidates, the DHR should ensure a targeted distribution of vacancy notices to increase the number of women applying for professional contracted positions.

12. The DHR should review the process of preparing short lists in order to avoid bias and to better balance the total percentage of women and men in G and P positions.

Gender Mainstreaming into OSCE Activities, Policies, Programmes and Projects

Gender mainstreaming is simply a strategy used to achieve gender equality. The OSCE Action Plan makes the gender mainstreaming of all activities, projects and programmes a requirement. All OSCE management and programming staff have the responsibility to gender mainstream their activities, policies, projects and programmes. The Action Plan also highlights some explicit steps/tasks which should be taken by specific actors to promote gender mainstreaming. The OSCE Secretariat, institutions and field operations are encouraged to:

13. Consider gender-related issues when drafting key mission/institution documents, such as mission implementation plans, programme outlines or programme budgets.

14. Include gender aspects in the Performance Based Programme Budgeting (PBPB) process by developing performance indicators to enable the measurement or verification of gender-related outcomes.

15. Apply a systematic revision of project documents from a gender perspective. The Aide-memoire for Gender in Project Management, prepared by the Secretariat, shall be an integral part of the overall checklist.

16. Ensure that any data collection exercise, e.g. for reports, project proposals, etc., includes statistics disaggregated by sex.

17. Include the issue of gender mainstreaming in the regular discussions in planning and co-ordination meetings in Secretariat departments, field operations and institutions.

18. Ensure the funding of all gender mainstreaming activities (including those of the Gender Focal Point).

19. Facilitate the participation of staff in relevant training and capacity building activities to increase their knowledge on gender issues.

20. Encourage the participation of male staff in gender-related activities in order to balance the female-dominated gender arena (e.g. by appointing male staff as Gender Focal Points, participation of male staff in gender trainings, etc.)

21. Ensure the inclusion of gender-related activities and women's human rights issues when field operations and institutions report to the delegations of the participating States.

- Events

22. OSCE structures should promote equal representation of men and women in the decision-making and policy development process, encouraging counterparts to nominate gender-balanced delegations to participate in the forums organized and supported by the OSCE (conferences, trainings, expert meetings etc.).

23. OSCE structures should make an effort to keep records of how events and media information have integrated gender issues, not only in terms of female participation but also in terms of the contents of the events or the media information.

- Focal Points and Working Groups

24. Heads of field operations and institutions should appoint a Gender Focal Point at a sufficiently high level (as established in paragraph 39 of the Action Plan), establish terms of reference for the focal point and hold regular consultations with him/her in relation to his/her responsibilities.

25. Heads of field operations and institutions should consider the appointment of focal points in every department to ensure the mainstreaming of gender issues in all dimensions. Having only one gender focal point in field operations, limits the effect of gender awareness in the specific departmental/field projects.

26. As stipulated in the Action Plan, field operations should study the need of establishing a working group. The group could meet regularly, establish its own work plan, specific for the field operation in question, and assist the Gender Focal Point in his/her tasks. The working group could focus on the following:

- identifying training needs and establishing a plan for staff training in consultation with the training focal point;
- prioritizing activities and choosing a particular focus over a certain period of time;
- making recommendations to the head of field operation on the lack of or need for integrating gender perspectives in policies;
- incorporating gender mainstreaming into programming and budgeting procedures;
- co-ordinating internal and external reporting requirements;
- discussing new projects as to the priorities set in the Action Plan;
- examining possibilities to implement UN SCR 1325.

Projects to Promote Equality between Women and Men

The Action Plan highlights a number of priority areas to be used as a basis for the OSCE structures when developing plans and programmes for activities promoting of equality between women and men. All OSCE structures should endeavour to respect these priorities, as appropriate within their mandate.

27. Host countries are encouraged to co-operate with the OSCE field operations in the planning and implementation of programmes and projects aiming at the promotion of gender equality. Participating States bear the primary responsibility for the implementation of their commitments on equality between women and men.

28. Participating States are encouraged to promote gender-related projects through political support and funding in accordance with their commitment to make equality between women and men an integral part of policies, both at State level and within the Organization.

29. OSCE structures are encouraged to increase efforts to implement currently neglected priority areas, such as "encouraging women's participation in conflict prevention, crisis management and post-conflict reconstruction" and "promoting equal opportunity for women in the economic sphere".

30. OSCE structures should unite efforts in fighting violence against women. This problem affects all OSCE participating States and represents a direct link to other priority areas such as the participation of women in economic, political and public life or the trafficking of women and children for sexual exploitation.

31. Field operations should consider the implementation of multi-dimensional programmes on gender equality that would address violations of women's rights with

a comprehensive and broad approach, rather than focusing only on one aspect or on a reduced set of activities.

32. Staff working in all three dimensions should be capable of and responsible for developing projects in the priority areas established in the Action Plan. These programmes or projects do not need to be developed by the Gender Focal Point but rather by the relevant programmatic officers, e.g. environment or economic officers.

33. Field operations should develop concrete follow-up mechanisms in co-operation with the host country in order to monitor the results and progress of implemented projects.

34. Field operations and participating States should consider enhancing the development of effective interventions to promote gender equality through the sharing of best practices and lessons learned.

ANNEX I

Sex Disaggregated Statistics of OSCE Staff

Table of contents:

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

Category	Men	Women	Total	% Women
Support Staff	1104	941	2045	46%
Professional Staff*	618	439	1057	42%
Management**	128	27	155	17%
Total Staff	**1850**	**1407**	**3257**	**43%**

Post Distribution of Staff in the OSCE Secretariat, Institutions and Field Operations by Staff Category
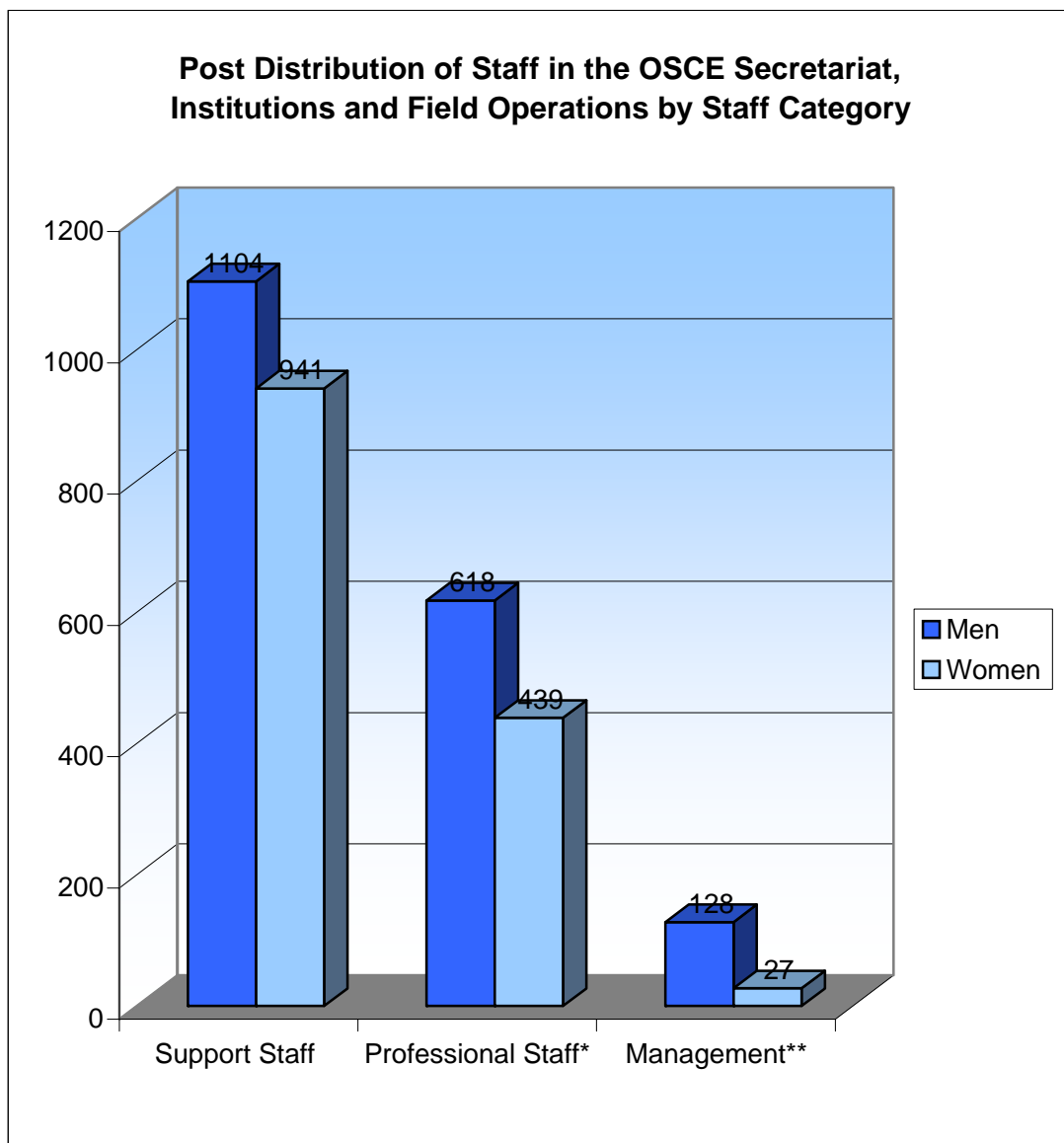
*NPOs, S1, S2, P1 to P4
**S3+, P5+, Heads and Deputy Heads of Field Operations and Institutions
Note: Numbers as of 1 December 2006

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

Category	Men	Women	Total	% Women
Support Staff	74	167	241	69%
Professional Staff	141	77	218	35%
Management*	30	5	35	14%
Total Staff - Secretariat and Institutions	**245**	**249**	**494**	**50%**
Support Staff	1030	774	1804	43%
Professional Staff	477	362	839	43%
Management**	98	22	120	18%
Total Staff - Field Operations	**1605**	**1158**	**2763**	**42%**
GRAND TOTAL	1850	1407	3257	43%

Post Distribution in Secretariat and Institutions
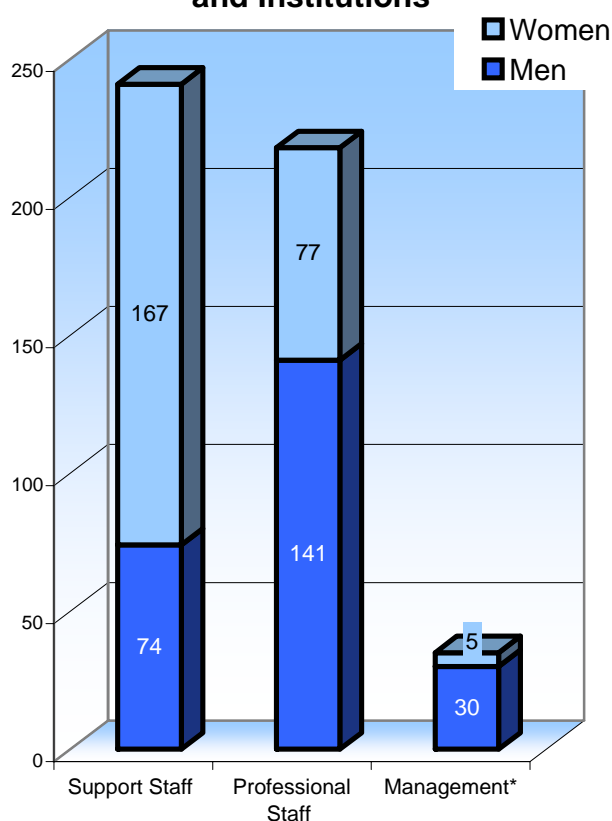
Post Distribution in Field Operations
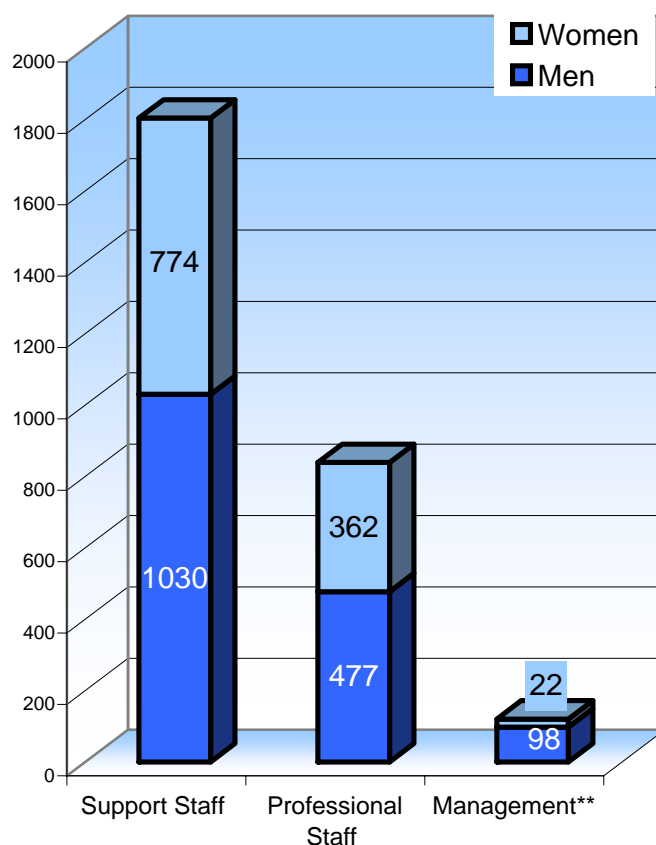
* P5+ and Heads of Institutions
**S3, S4, P5, D1, Heads and Deputy Heads of Field Operations
Note: Numbers as of 1 December 2006

TABLE AND GRAPHS 3
Post Distribution by Category of Staff in the
December 2004 - December 2006
(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%	156	27	183	85%	15%	2151	1468	3619	59%	41%
01 Dec 2005	1233	1009	2242	55%	45%	612	412	1024	60%	40%	133	28	161	83%	17%	1978	1449	3427	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%

Support Staff

Professional Staff

Management

-47-
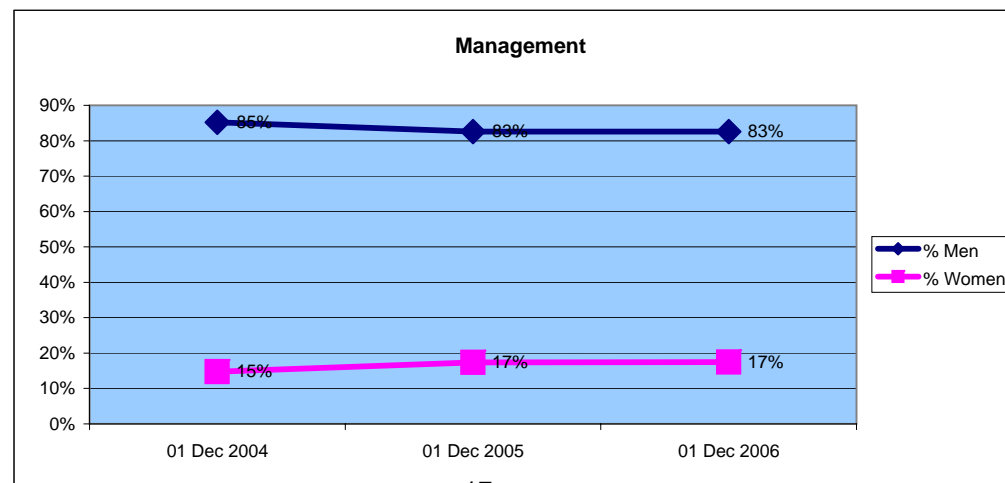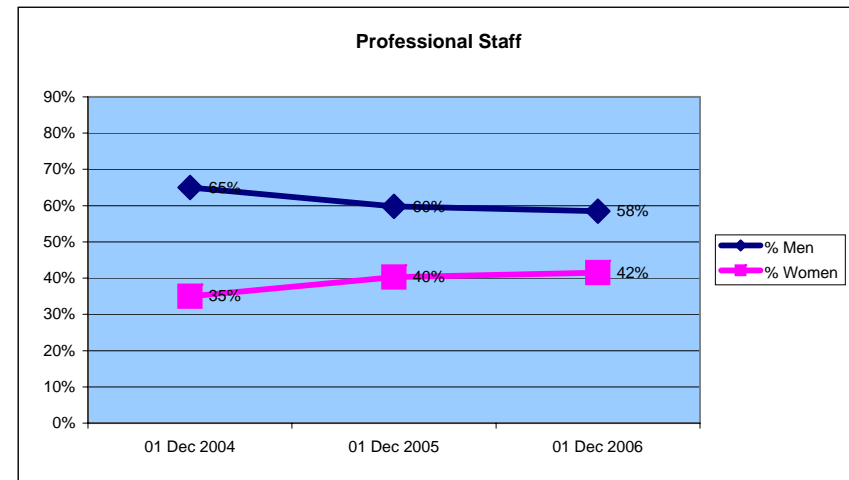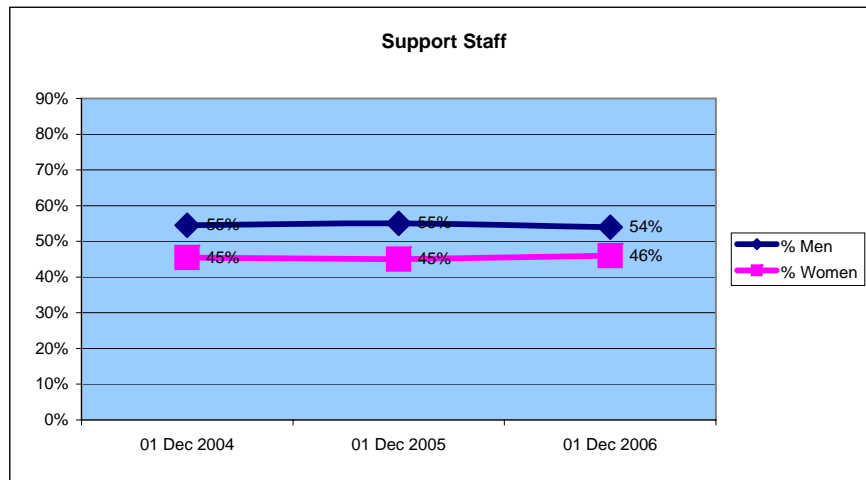
TABLE AND GRAPH 4
Post Distribution in the OSCE Secretariat and Institutions
OSCE Secretariat (incl. Prague Office and Augmentations), ODIHR, HCNM, OSCE Representative on Freedom of the Media
(only contracted staff*)
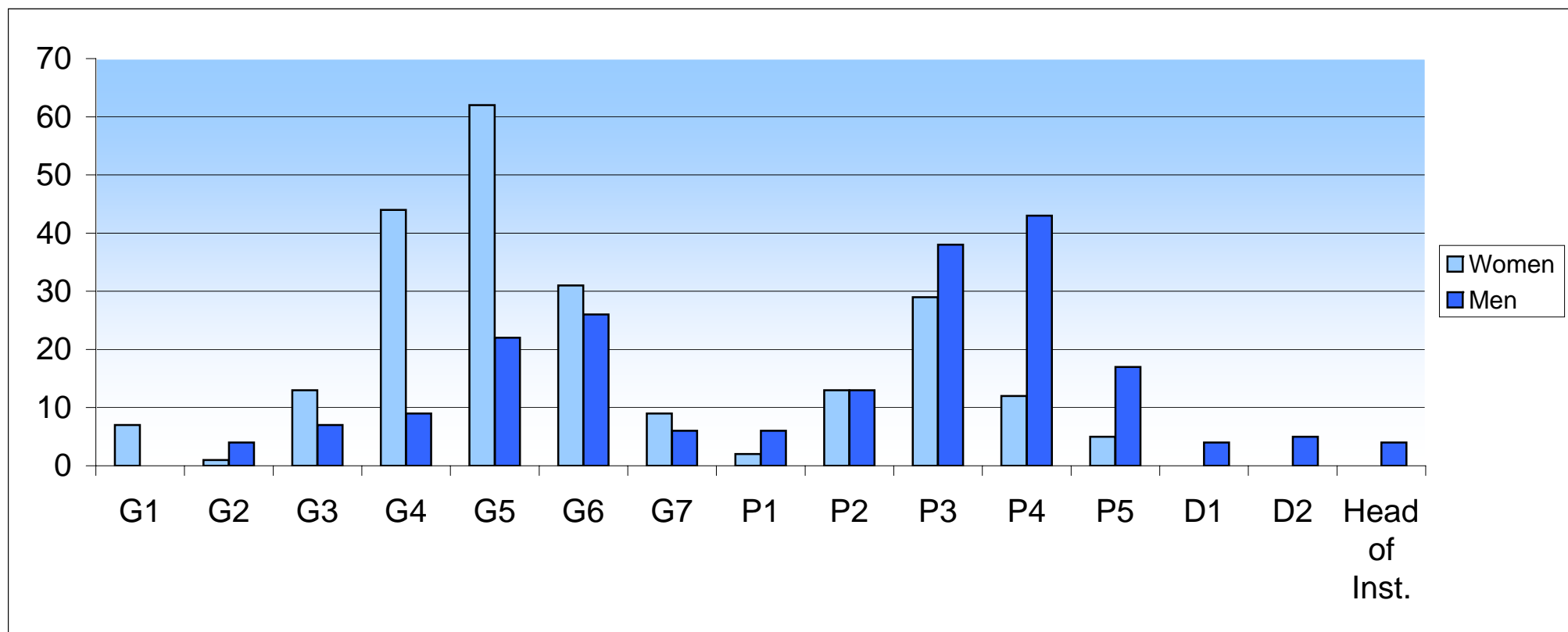
	G1	G2	G3	G4	G5	G6	G7	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	Total G	In %	Total P+	In %	Total	In %
Women	7	1	13	44	62	31	9	2	13	29	12	5	0	0	0	167	69%	61	32%	228	52%
Men	0	4	7	9	22	26	6	6	13	38	43	17	4	5	4	74	31%	130	68%	208	48%
TOTAL	7	5	20	53	84	57	15	8	26	67	55	22	4	5	4	241	100%	191	100%	436	100%

*Seconded posts are not classified, therefore not included in the standard system of grades.
Note: Numbers as of 1 December 2006

TABLE AND GRAPH 5
Post Distribution in the OSCE Secretariat
Including Prague Office
(only contracted staff*)
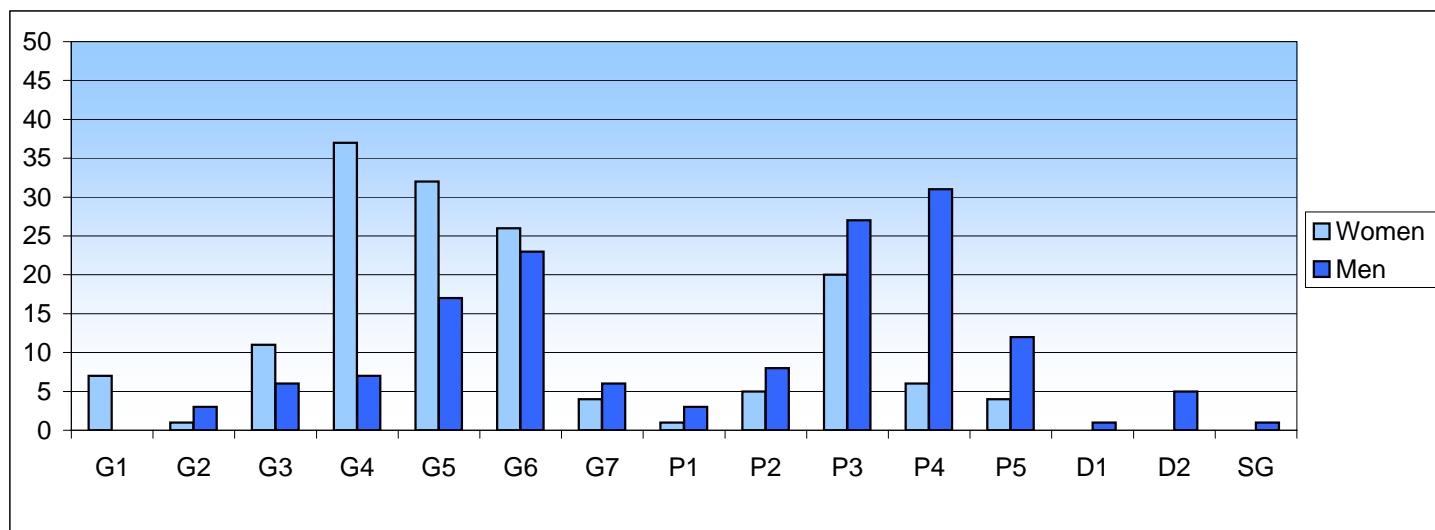
	G1	G2	G3	G4	G5	G6	G7	P1	P2	P3	P4	P5	D1	D2	SG	G	In %	P+	In %	Total	In %
Women	7	1	11	37	32	26	4	1	5	20	6	4	0	0	0	118	66%	36	29%	154	51%
Men	0	3	6	7	17	23	6	3	8	27	31	12	1	5	1	62	34%	88	71%	150	49%
TOTAL	7	4	17	44	49	49	10	4	13	47	37	16	1	5	1	180	100%	124	100%	304	100%

TABLE AND GRAPH 6
Post Distribution in the Office of Democratic Institutions and Human Rights
(only contracted staff*)
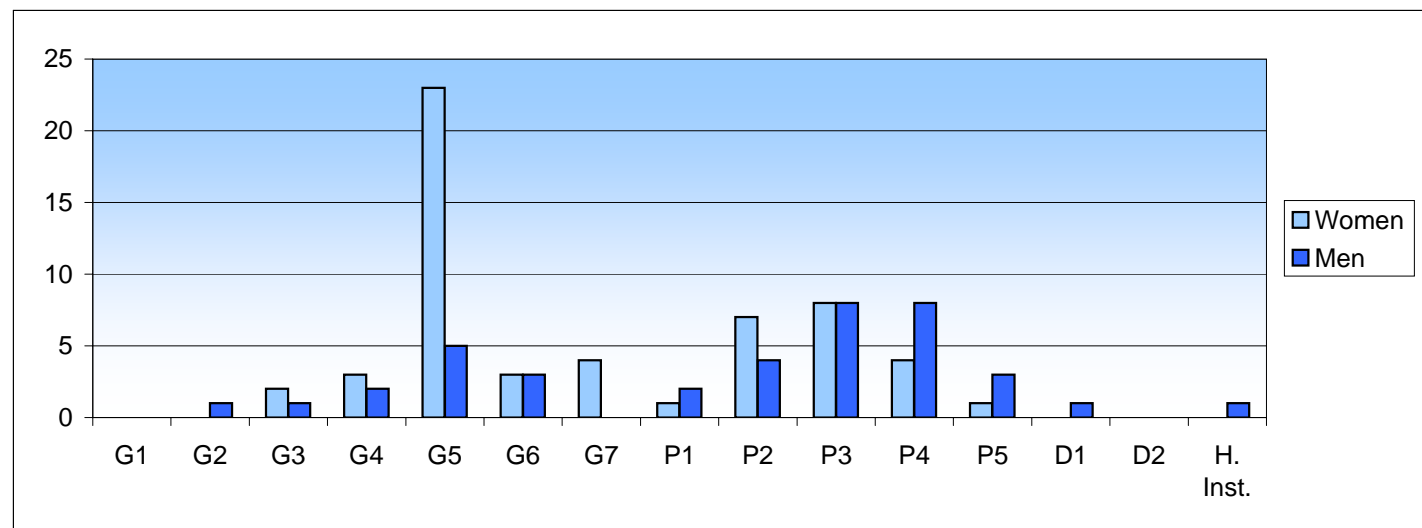
	G1	G2	G3	G4	G5	G6	G7	P1	P2	P3	P4	P5	D1	D2	H. Inst.	G	In %	P+	In %	Total	In %
Women	0	0	2	3	23	3	4	1	7	8	4	1	0	0	0	35	74%	21	44%	56	59%
Men	0	1	1	2	5	3	0	2	4	8	8	3	1	0	1	12	26%	27	56%	39	41%
TOTAL	0	1	3	5	28	6	4	3	11	16	12	4	1	0	1	47	100%	48	100%	95	100%

*Seconded posts are not classified, therefore not included in the standard system of grades.
Note: Numbers as of 1 December 2006

TABLE AND GRAPH 7
Post Distribution in the Office of the High Commissioner on National Minorities
(only contracted staff*)
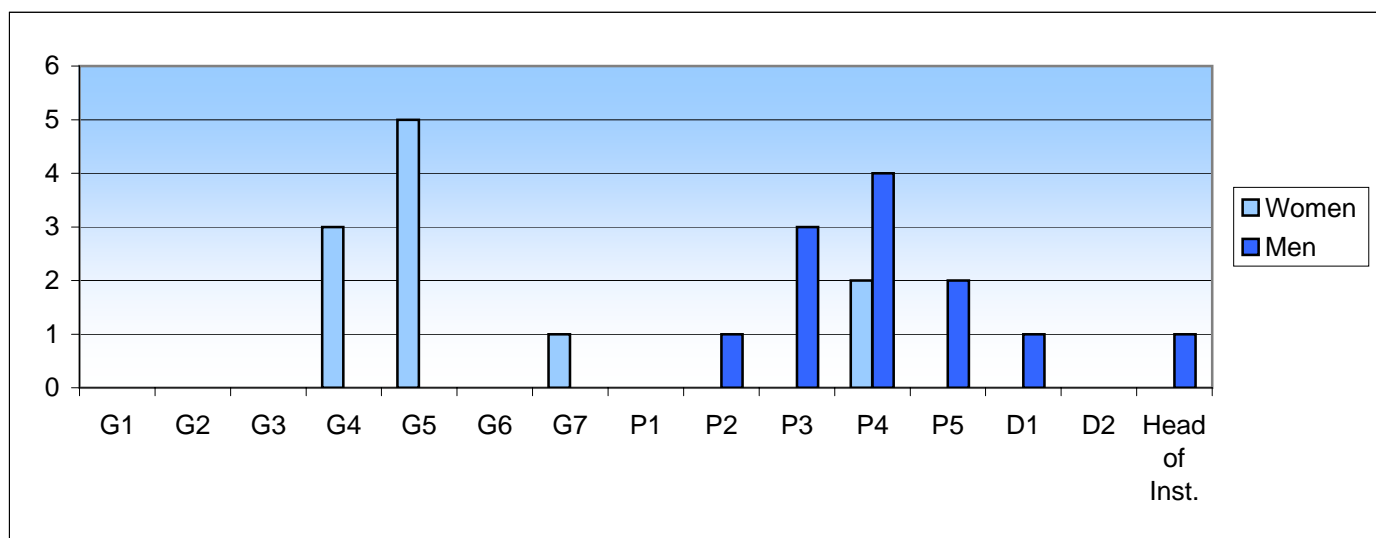
	G1	G2	G3	G4	G5	G6	G7	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	G	In %	P+	In %	Total	In %
Women	0	0	0	3	5	0	1	0	0	0	2	0	0	0	0	9	100%	2	14%	11	50%
Men	0	0	0	0	0	0	0	0	1	3	4	2	1	0	1	0	0%	12	86%	11	50%
TOTAL	0	0	0	3	5	0	1	0	1	3	6	2	1	0	1	9	100%	14	100%	22	100%

TABLE AND GRAPH 8
Post Distribution in the Office of the Representative on Freedom of the Media
(only contracted staff*)
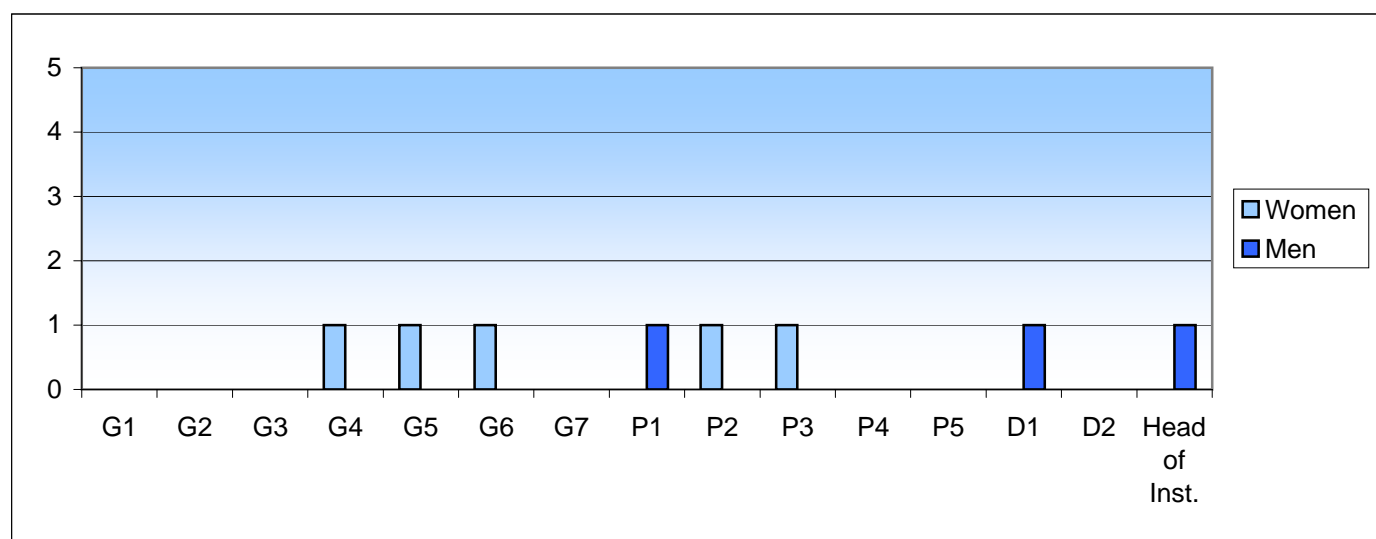
	G1	G2	G3	G4	G5	G6	G7	P1	P2	P3	P4	P5	D1	D2	Head of Inst.	G	In %	P+	In %	Total	In %
Women	0	0	0	1	1	1	0	0	1	1	0	0	0	0	0	3	100%	2	40%	5	62%
Men	0	0	0	0	0	0	0	1	0	0	0	0	1	0	1	0	0%	3	60%	3	38%
TOTAL	0	0	0	1	1	1	0	1	1	1	0	0	1	0	1	3	100%	5	100%	8	100%

*Seconded posts are not classified, therefore not included in the standard system of grades.
Note: Numbers as of 1 December 2006

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		1	2	3	2
OSCE Centre in Almaty	1				1		2	0
OSCE Centre in Ashgabad	1				1		2	0
OSCE Office in Baku	1		1				2	0
OSCE Centre in Bishkek	1			1	1	1	2	2
OSCE Mission to Bosnia and Herzegovina	1		1		15	4	17	4
OSCE Mission to Croatia	1		1		4	5	6	5
OSCE Centre in Dushanbe			1		1		2	0
OSCE Representative to the Estonian Commission on Military					1		1	0
OSCE Mission to Georgia	1		1		6		8	0
OSCE Mission in Kosovo	1		1		27	5	29	5
OSCE Office in Minsk	1		1				2	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	11	2	11	3
OSCE Project Co-ordinator in Uzbekistan	1						1	0
OSCE Project Co-ordinator in Ukraine	1				1		2	0
Office in Yerevan	1		1				2	0
Personal Representative of the Chairman-in-Office on the Conflict dealt with by the Minsk Conference	1						1	0
Secretariat and Institutions	4				26	5	30	5
Total	**20**	**1**	**12**	**2**	**96**	**24**	**128**	**27**
In Percent	**95%**	**5%**	**86%**	**14%**	**80%**	**20%**	**83%**	**17%**
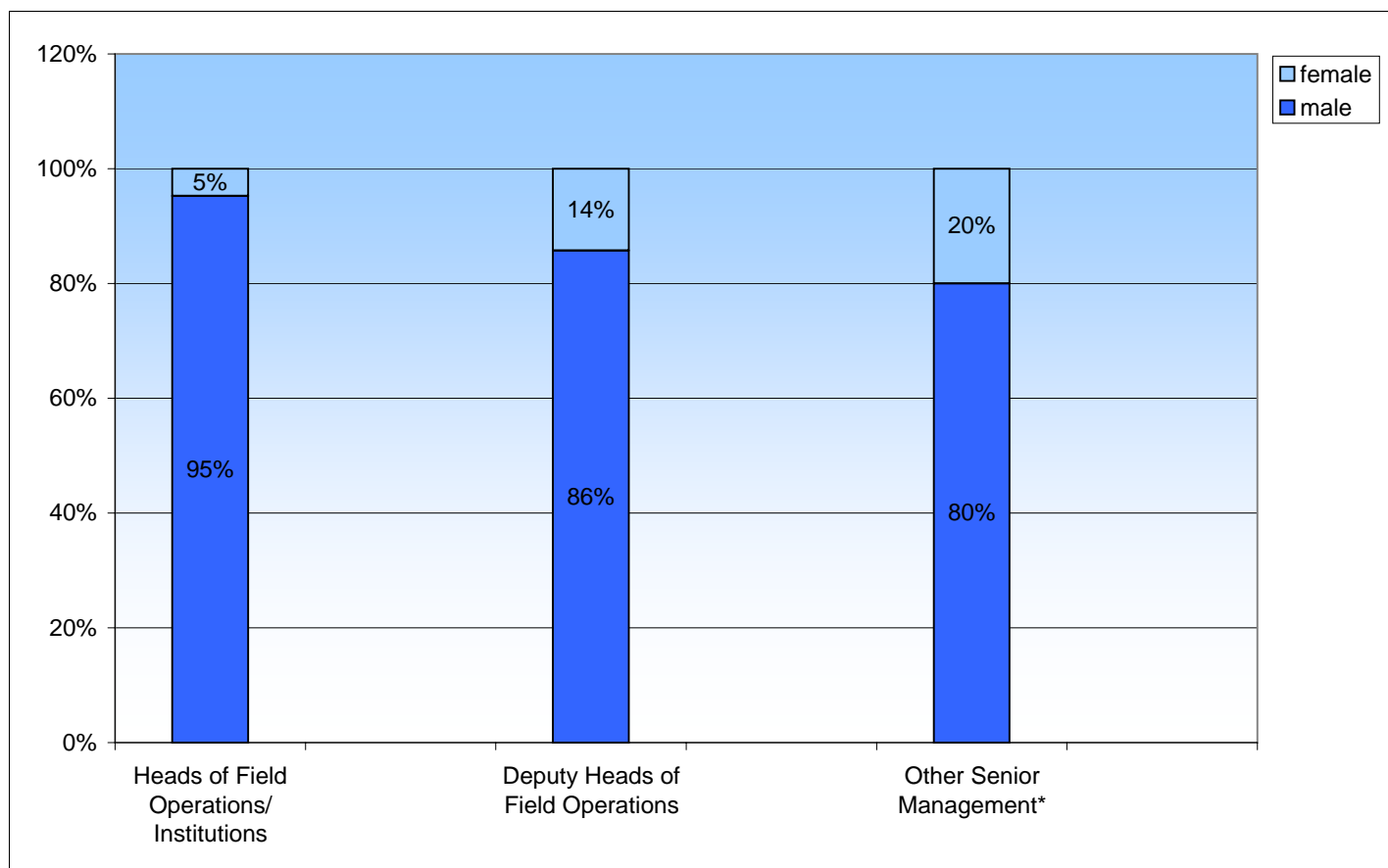
*Includes S3+ and P5+
Note: Numbers as of 1 December 2006

Field Operations, Secretariat and Institutions	S*		S1		S2		S3		S4	
	M	F	M	F	M	F	M	F	M	F
OSCE Presence in Albania			6	5	7	2	1	2		
OSCE Centre in Almaty					1	2			1	
OSCE Centre in Ashgabad					3		1			
OSCE Office in Baku					2	1				
OSCE Centre in Bishkek					4	1	1	1		
OSCE Mission to Bosnia and Herzegovina			11	17	18	17	6	4	8	
OSCE Mission to Croatia			8	4		1	4	5		
OSCE Centre in Dushanbe			4		4	2	1			
OSCE Representative to the Estonian Commission on Military Pensioners									1	
OSCE Mission to Georgia			22		19	6	3		2	
OSCE Mission in Kosovo			40	53	30	27	16	3	10	1
OSCE Office in Minsk					1	1				
OSCE Mission to Moldova					8	2				
OSCE Mission to Montenegro			1	1	5	2				
OSCE Mission to Serbia			4	2	25	7				
OSCE Spillover Monitor Mission to Skopje			37	7	5	3	8	2	2	
OSCE Project Co-ordinator in Uzbekistan					1					
OSCE Project Co-ordinator in Ukraine							1			
Office in Yerevan					1	2				
Personal Representative of the Chairman-in-Office on the conflict dealt with by the Minsk Conference					4					
Secretariat (incl. Prague Office, HLPG and Art. II and IV)	32	10								
Institutions (FoM, HCNM, ODIHR)	9	11								
Total	**41**	**21**	**133**	**89**	**138**	**76**	**42**	**17**	**24**	**1**
Per cent	**66%**	**34%**	**60%**	**40%**	**64%**	**36%**	**71%**	**29%**	**96%**	**4%**
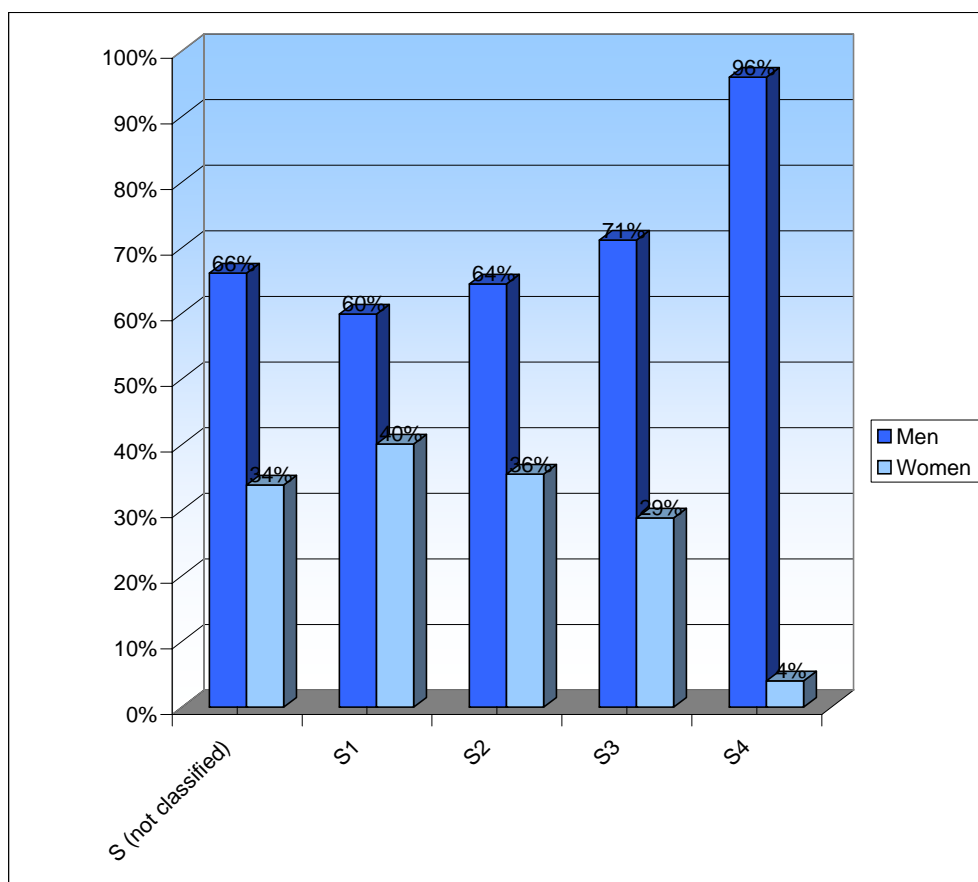
*Seconded posts are not classified, therefore not included in the standard system of grades.
Note: Numbers as of 1 December 2006

TABLE 11
Nominations by Participating States for Seconded Posts
in OSCE Field Operations, Secretariat and Institutions
2006

Nominating Authority	% Women	(S1) Professional		(S2) Senior Professional		(S3) Middle Management		*(S4) Senior Management		Seconded** Institutions		Total
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Albania	71%	1	6	2	2					1	2	14
Armenia	37%	3	5	6	2	3		2		3	3	27
Austria	43%	102	64	27	23	8	2			6	19	251
Azerbaijan	71%	3	6		5	2					1	17
Belarus	0%			2						1		3
Belgium	29%	1	2	4	1	1				4	1	14
Bosnia and Herzegovina	50%	5	6	4	4	1						20
Bulgaria	17%	45	9	39	10	9	2	6		2		122
Canada	33%	4	5	11	4	1				2		27
Croatia	35%	8	1	3	4						1	17
Czech Republic	21%	19	4	14	3	3	1			2	2	48
Denmark	50%		4	2	1			2		1		10
Estonia	14%	3		11	1	3		2			2	22
Finland	63%	1		2	3						2	8
France	48%	13	20	14	16	7	3	8		1	1	83
Georgia	45%	3	6	5	2	2			1		1	20
Germany	31%	6	7	30	20	16	2	9		4		94
Greece	50%	36	29	13	16	5	6	2		7	12	126
Hungary	38%	51	45	39	14	8	6	6	1	5	2	177
Ireland	33%	23	9	9	2	5	4	4		9	10	75
Italy	53%	80	81	33	45	6	4	3		20	31	303
Japan	44%	4	3	1	1							9
Kazakhstan	0%			1						3		4
Kyrgyzstan	80%	1	1		2						1	5
Latvia	37%	6	3	6	3						1	19
Lithuania	39%	6	10	12	2					1		31
Luxembourg	100%		1		1							2
Macedonia, The Former Yugoslav Republic of	67%	1	1								1	3
Moldova, Republic of	0%	3		2								5
Netherlands	29%	7	2	4	3	5	2		1	5	2	31
Norway	31%	5		12	3					1	5	26
Poland	28%	29	9	15	8	12	1	7		5	9	95
Portugal	40%	6	6	2	2	1				3		20
Romania	24%	40	8	33	17	9		1	1		1	110
Russian Federation	10%	6		19	2			2		1	1	31
Serbia	33%			2	1							3
Slovakia	41%	3	3	8	3	3	2	3		2	5	32
Slovenia	6%	11	1	5		1						18
Spain	52%	33	33	9	13	13	1	2	1	9	26	140
Sweden	34%	13	9	23	10	3	3	9	1	9	8	88
Switzerland	71%					2	1				4	7
Tajikistan	50%	1	1									2
Turkey	23%	42	9	31	5	4		9		6	13	119
Turkmenistan	100%										1	1
Ukraine	21%	15		11	4						3	33
United Kingdom	18%	11		20	7	10	1	6		7	4	66
United States	32%	46	21	53	16	16	10	13	3	8	17	203
Uzbekistan	20%	4	2	3		1						10
Grand Total	37%	700	432	542	281	160	51	96	9	128	192	2591

*Excluding nominations for Heads and Deputy Heads of Field Operations.

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

TABLE 12
Seconded Staff in OSCE Field Operations by Country and Sex

Seconding Authority*	Total Seconded Staff	Men	Women	% Women
Albania	0	0	0	0%
Andora	0	0	0	0%
Armenia	5	3	2	40%
Austria	26	14	12	46%
Azerbaijan	3	2	1	33%
Belarus	5	4	1	20%
Belgium	9	8	1	11%
Bosnia and Herzegovina	7	7	0	0%
Bulgaria	20	10	10	50%
Canada	6	4	2	33%
Croatia	4	2	2	50%
Cyprus	0	0	0	0%
Czech Republic	10	8	2	20%
Denmark	4	3	1	25%
Estonia	5	5	0	0%
Finland	3	3	0	0%
France	40	27	13	33%
The Former Yugoslav Republic of Macedonia	1	1	0	0%
Georgia	3	3	0	0%
Germany	62	33	29	47%
Greece	5	2	3	60%
Holy See	0	0	0	0%
Hungary	9	7	2	22%
Iceland	0	0	0	0%
Ireland	9	7	2	22%
Italy	47	21	26	55%
Japan	2	1	1	50%
Kazakhstan	1	1	0	0%
Korea, Republic of	0	0	0	0%
Kyrgyzstan	1	0	1	100%
Latvia	0	0	0	0%
Liechtenstein	0	0	0	0%
Lithuania	7	6	1	14%
Luxembourg	0	0	0	0%
Malta	0	0	0	0%
Moldova, Republic of	4	3	1	25%
Monaco	0	0	0	0%
Netherlands	12	7	5	42%
Norway	13	12	1	8%
Poland	17	12	5	29%
Portugal	3	2	1	33%
Romania	11	6	5	45%
Russian Federation	9	6	3	33%
San Marino	0	0	0	0%
Serbia and Montenegro	0	0	0	0%
Slovakia	7	6	1	14%
Slovenia	5	3	2	40%
Spain	16	10	6	38%
Sweden	15	10	5	33%
Switzerland	2	2	0	0%
Tajikistan	3	1	2	67%
Turkey	17	16	1	6%
Turkmenistan	0	0	0	0%
Ukraine	5	5	0	0%
United Kingdom	34	27	7	21%
United States of America	83	53	30	36%
Uzbekistan	2	1	1	0%
Grand Total	**552**	**364**	**188**	**34%**

*Including Partners for Co-operation
Note: Numbers as of 1 December 2006

**Gender Balance of International Seconded and Contracted Mission Members
by Field of Expertise**

Field of Expertise	Men	Women	Total
Democratization	46	49	95
Civilian Police	69	6	75
Administration & Support	69	18	87
Economic & Environmental Affairs	6	5	11
Education	3	4	7
Elections	3	4	7
General Staff/Monitoring	58	7	65
Human Rights	47	64	111
Media Affairs	11	10	21
Military Affairs	20	0	20
Political Affairs	62	18	80
Rule of Law	24	12	36
Grand total	**418**	**197**	**615**

Field of Expertise	Men	Women	Total
Democratization	48%	52%	95
Civilian Police	92%	8%	75
Administration & Support	79%	21%	87
Economic & Environmental Affairs	55%	45%	11
Education	43%	57%	7
Elections	43%	57%	7
General Staff/Monitoring	89%	11%	65
Human Rights	42%	58%	111
Media Affairs	52%	48%	21
Military Affairs	100%	0%	20
Political Affairs	78%	22%	80
Rule of Law	67%	33%	36
Grand total	**68%**	**32%**	**615**
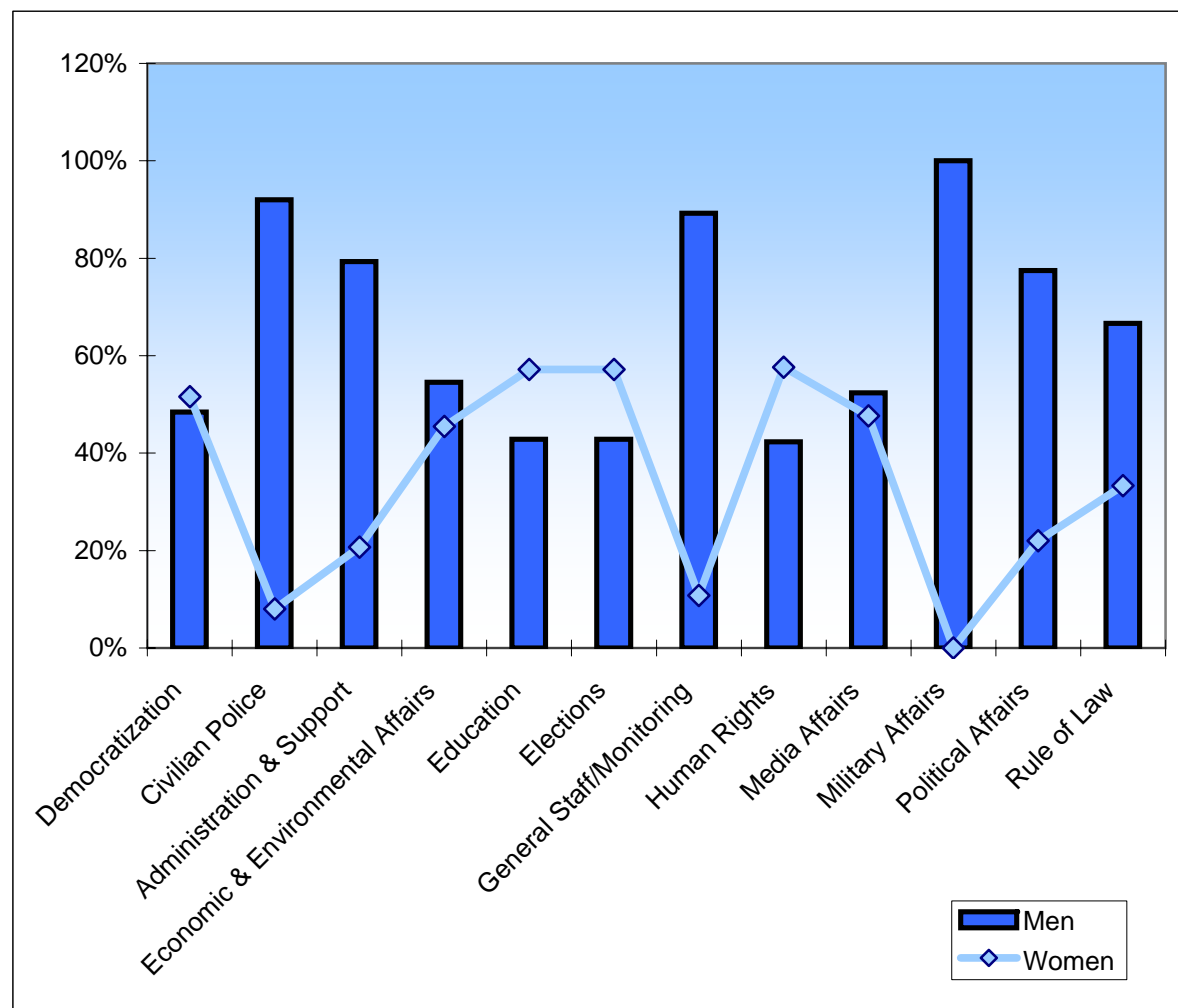
Note: Numbers as of 1 December 2006

TABLE 14
Post Distribution of Local Staff in OSCE Field Operations

Grade	Total in Per Cent M	F	OSCE Precence in Albania M	F	OSCE Centre in Almaty M	F	OSCE Centre in Ashgabad M	F	OSCE Office in Baku M	F	OSCE Centre in Bishkek M	F	OSCE Mission to Bosnia and Herzegovina M	F	OSCE Mission to Croatia M	F	OSCE Centre in Dushanbe M	F	OSCE Mission to Georgia M	F	OSCE Mission in Kosovo M	F	OSCE Office in Minsk M	F	OSCE Mission to Moldova M	F	OSCE Mission to Montenegro M	F	OSCE Mission to Serbia M	F	OSCE Spillover Monitor Mission to Skopje M	F	OSCE Project Co-ordinator in Uzbekistan M	F	OSCE Project Co-ordinator in Ukraine M	F	OSCE Office in Yerevan M	F	Pers.Rep.of the C-i-O on the conflict dealt with by the OSCE Minsk Conference M	F
NPO	46%	54%	6	8	0	3	1	0	2	0	2	2	69	94	3	11	1	1	8	7	42	24	0	0	0	4	2	4	8	7	11	13	0	1	1	3	1	4	0	0
G7	29%	71%	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
G6	50%	50%	0	4	0	1	0	3	1	2	3	6	3	2	1	6	2	1	1	8	80	45	0	1	4	2	1	1	6	14	2	2	0	0	0	1	1	6	0	0
G5	43%	57%	15	18	0	3	1	4	1	1	0	4	32	71	17	24	8	14	11	13	63	35	0	3	0	1	4	8	14	26	11	11	3	2	0	0	1	5	1	2
G4	49%	51%	1	3	0	1	0	0	0	2	0	2	49	71	10	24	5	3	17	19	96	63	0	3	1	2	1	3	9	5	24	16	0	0	0	1	0	1	0	0
G3	71%	29%	4	4	1	0	2	0	1	0	2	0	5	6	5	2	1	2	12	3	57	18	0	0	2	0	1	0	4	1	41	23	1	0	2	0	3	0	2	0
G2	92%	8%	14	0	2	0	4	0	1	0	14	0	92	1	15	3	21	0	32	3	99	20	1	0	2	1	3	0	19	1	27	3	3	0	0	0	1	0	2	0
G1	22%	78%	0	0	0	1	0	1	0	1	0	3	24	39	0	13	0	12	0	4	5	12	0	0	0	1	0	1	0	5	1	8	0	2	0	1	0	1	0	4
Total	55%	45%	40	37	3	9	8	8	6	6	22	18	274	284	51	83	38	33	81	57	442	217	1	7	9	13	12	17	61	61	117	76	7	5	3	6	7	17	5	6
Total	100%		77		12		16		12		40		558		134		71		138		659		8		22		29		122		193		12		9		24		11	
	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
%	55%	45%	52%	48%	25%	75%	50%	50%	50%	50%	55%	45%	49%	51%	38%	62%	54%	46%	59%	41%	67%	33%	12%	88%	41%	59%	41%	59%	50%	50%	61%	39%	58%	42%	33%	67%	29%	71%	45%	55%

Note: Numbers as of 1 December 2006

TABLE AND GRAPH 15
Gender Balance of Local Staff in the
Field Operations and Support Staff in OSCE Secretariat and Institutions

	Percentage		Number		Total
Field Operation	**Men**	**Women**	**Men**	**Women**	
OSCE Presence in Albania	52%	48%	40	37	**77**
OSCE Centre in Almaty	25%	75%	3	9	**12**
OSCE Centre in Ashgabad	50%	50%	8	8	**16**
OSCE Centre in Baku	50%	50%	6	6	**12**
OSCE Centre in Bishkek	55%	45%	22	18	**40**
OSCE Mission to Bosnia and Herzegovina	49%	51%	274	284	**558**
OSCE Mission to Croatia	38%	62%	51	83	**134**
OSCE Centre in Dushanbe	54%	46%	38	33	**71**
OSCE Representative to the Estonian Commission on Military Pensioners	0%	0%	0	0	**0**
OSCE Mission to Georgia	59%	41%	81	57	**138**
OSCE Mission to Kosovo	67%	33%	442	217	**659**
OSCE Office in Minsk	12%	88%	1	7	**8**
OSCE Mission to Moldova	41%	59%	9	13	**22**
OSCE Mission to Montenegro	41%	59%	12	17	**29**
OSCE Mission to Serbia	50%	50%	61	61	**122**
OSCE Spillover Monitor Mission to Skopje	61%	39%	117	76	**193**
OSCE Project Co-ordinator in Uzbekistan	58%	42%	7	5	**12**
OSCE Project Co-ordinator in Ukraine	33%	67%	3	6	**9**
OSCE Office in Yerevan	29%	71%	7	17	**24**
Pers. Representative of the CiO on the Conflict dealt with by the Minsk Conference	45%	55%	5	6	**11**
Secretariat	34%	66%	62	120	**182**
Institutions	20%	80%	12	47	**59**
Grand Total	**53%**	**47%**	**1261**	**1127**	**2388**

Note: Numbers as of 1 December 2006

TABLE AND GRAPH 16
Gender Balance by Grade* in the Recruitment of Contracted Staff
in the OSCE Secretariat, Institutions and Field Operations
January - December 2006

Grade	Applied				Short listed				Accepted				Hired**			
	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women	Men	Women	Total	% Women
D2	140	38	178	21%	7	6	13	46%	2	1	3	33%	2	1	3	33%
D1	107	27	134	20%	11	0	11	0%	1	0	1	0%	1	0	1	0%
P5	162	39	201	19%	15	3	18	17%	2	2	4	50%	6	2	8	25%
P4	922	365	1287	28%	63	24	87	28%	13	3	16	19%	4	2	6	33%
P3	1031	416	1447	29%	42	20	62	32%	10	5	15	33%	10	4	14	29%
P2	1385	900	2285	39%	33	32	65	49%	12	4	16	25%	10	2	12	17%
P1	534	548	1082	51%	8	12	20	60%	2	2	4	50%	2	1	3	33%
G7	17	9	26	35%	3	2	5	40%	1	0	1	0%	1	0	1	0%
G6	106	165	271	61%	3	16	19	84%	1	5	6	83%	1	4	5	80%
G5	209	296	505	59%	14	25	39	64%	6	5	11	45%	1	5	6	83%
G4	85	207	292	71%	1	12	13	92%	0	3	3	100%	0	3	3	100%
G3	49	120	169	71%	1	7	8	88%	1	1	2	50%	1	1	2	50%
G2	12	31	43	72%	0	2	2	100%	0	2	2	100%	0	1	1	100%
Total	4759	3161	7920	40%	201	161	362	44%	51	33	84	39%	39	26	65	40%
% of Total	60%	40%			56%	44%			61%	39%			60%	40%		

	Applied				Short listed of applied				Accepted of applied				Employed of applied			
% of Applicants	100%	100%			4%	5%			1%	1%			1%	1%		
Total	4759	3161			201	161			51	33			39	26		

	Applied				Short listed of applied				Accepted of short listed				Employed of accepted			
	Men	Women			Men	Women			Men	Women			Men	Women		
Percentage	60%	40%			4%	5%			25%	20%			76%	79%		

*G grades include Secretariat and Institutions only.

**For some posts recruitment had not been finalized by the end of 2006. Hence, the numbers of accepted and hired staff members vary.

TABLE AND GRAPH 17
Gender Balance by Grade in the Recruitment of Seconded Staff
in the OSCE Secretariat, Institutions and Field Operations
January - December 2006

Grade	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
S*	128	192	60%	67	124	65%	16	11	41%	13	9	41%
S1	700	432	38%	403	273	40%	91	84	48%	70	69	50%
S2	542	281	34%	338	199	37%	85	41	33%	74	38	34%
S3	160	51	24%	118	34	22%	28	10	26%	23	7	23%
S4	96	9	9%	52	5	9%	17	0	0%	15	0	0%
Total	1626	965	37%	978	635	39%	237	146	38%	195	123	39%
% of Total	63%	37%		61%	39%		62%	38%		61%	39%	

	Nominated			Recommended of Nominated			Accepted of Nominated			Deployed of Nominated		
% of Nominated	100%	100%		60%	66%		15%	15%		12%	13%	
Total	1626	965		978	635		237	146		195	123	

	Nominated			Recommended of Nominated			Accepted of Recommended			Deployed/hired of Accepted		
	Men	Women		Men	Women		Men	Women		Men	Women	
Percentage	100%	100%		60%	66%		24%	23%		82%	84%	

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

**For some posts recruitment had not been finalized by the end of 2006. Hence, the numbers of accepted and hired staff members vary.

OSCE Action Plan for the Promotion of Gender Equality

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

May 2007

Introduction

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

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

In line with the Action Plan, gender aspects are integrated in all of the ODIHR's programmatic activities. The goals listed above are however also specifically promoted throughout 2 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, runs a project on "Awareness raising for Romani activists on issues of Trafficking in Human Beings" and the Elections Department ran a project on the development of "Practical Ways to Encourage Greater Participation by Women in Political Life in the OSCE Region and Beyond".

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 evens 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.

Overall, ODIHR human resources statistics show a healthy gender balanced work place. Statistics (see Annex) indicate that slightly more men have applied for ODIHR vacancies than women, whereby women have been appointed to a greater degree than men. The ODIHR staff members are comprised of 60% women and 40% men. There is male inequality at the GS level where they make up only 22% of the staff, but prevailing dominance at the P4 and higher level with men representing 72% of the 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 40% 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.

From May 2006 to May 2007 the ODIHR conducted four Human Dimension Courses for the OSCE field operations' staff. Out of 100 participants who took part in the course, 55 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 include the imperative of mainstreaming 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 first edition of the ODIHR training for short-term election observers in 2006, at the OSCE Academy in Bishkek, included references to the observation of women's participation in elections and out of a total of 36 participants, 16 were female.

ODIHR press reporting reflects gender mainstreaming as far as possible. Most of ODIHR reporting and all its publications are edited to ensure they follow OSCE standards. Those include ensuring gender-sensitive language and that when attention is drawn to individuals, specialists or officials, women are represented as often as possible. The ODIHR also strives to ensure that women and men are equally represented visually on all its material, be it printed or web-based.
The ODIHR highlights gender equality as one of the main activities on its homepage and has made the OSCE Gender Action Plan and other 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. In this regard, all terms of reference for core team members were updated early 2007 to include reference to gender aspects, observation of women's participation in election processes as well as to the 2004 ODIHR *Handbook for Monitoring Women's Participation in Elections[1]*. 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.[2] The recently published *ODIHR Handbook for Long-term Observers[3]* devotes specific attention to gender monitoring and specific questions pertaining to gender are included in the observation forms that STOs fill in on Election Day. All of this provides guidance to observers in their gender-related analysis of election processes and 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 reviews[4] 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.

Increasing the level of women's representation and participation in decision-making bodies was one of the key topics discussed by a broad range of stakeholders at the OSCE Supplementary Human Dimension Meeting on *Democratization: Strengthening Democracy through Effective*

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[1]   http://www.osce.org/odihr/item_11_13585.html
[2]   All observation related reports are available at www.osce.org/odihr.
[3]   http://www.osce.org/odihr-elections/item_11_24088.html
[4]   OSCE/ODIHR legal reviews are available at www.osce.org/odihr.

Representation[5] held in Vienna in November 2006. In particular, the discussion on political parties and parliamentary factions addressed the effects of various electoral systems on women's representation and special measures developed for increasing participation of women in governance structures. Participants perceived the proportional election system as more "women-friendly" whereas the majority system was associated with covert barriers. Ultimately, however, it was agreed that success requires a strong, comprehensive women's lobby, capable of breaking otherwise traditional patterns whereby women are expected to be active only on committees dealing with social issues. In this vein, it was recommended that the ODIHR should continue to provide an open forum and the necessary expertise to women's civil society organization to effectively engage in dialogue with political parties and legislatures.

A specific gender related project which contributes to promoting equal opportunity for participation of women in political and public life was implemented and concluded in 2006 (see below): *'The development of Practical Ways to Encourage Greater Participation by Women in Political Life in the OSCE Region and Beyond.*

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). Recent reviews were on the Law on Ensuring Gender Equality in Kyrgyzstan and the Law on Prevention of Domestic Violence in Ukraine (see below). The latter was followed-up by ODIHR participation in a roundtable in Kiev, organised by the OSCE Project Co-ordinators Office in Ukraine, which brought together state authorities, non-governmental organisations and international experts to discuss the proposals for amending the legislation. 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. 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.

HUMAN RIGHTS AND THE ARMED FORCES: In 2006, the ODIHR launched a new programme on human rights and the Armed Forces. Core activity of the programme is the development of a handbook that will present 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 manual will include a chapter on women in the Armed Forces, which will explore different models, good practices regarding women's participation in the armed forces and the impact of women's increased integration into this traditionally male domain. It will incorporate 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' human rights. It also addresses harassment and violence, and mechanisms and policies for promoting equality of all military personnel.

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.

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5   http://osce.org/odihr/21716.html

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. The same areas of focus were indeed also touched upon during the 2006 Human Dimension Seminar on *Upholding the Rule of Law and Due Process in Criminal Justice Systems*, which produced a series of recommendations with regard to the effective prevention of domestic violence by participating States and OSCE bodies.[6]

Following steps taken in 2005, the Office has supported the drafting of legislation on domestic violence in Moldova. To this end the ODIHR partnered with a Moldovan organization to arrange a study tour to Romania for representatives of the government and NGOs. Several expert review meetings were held, including one regional event, where government representatives from Ukraine and Romania commented on the draft law and shared their experiences of drafting similar legislation. As a result, earlier draft provisions that could have discriminated against unmarried couples and illegal residents were removed and provisions for the protection of victims of violence were added.

In Azerbaijan and Georgia, the ODIHR works closely with police authorities and women's NGOs to assist them in building a sound legal framework and necessary law enforcement capacity to prevent and combat domestic violence. In Azerbaijan, for example, the ODIHR has provided expertise and financial support to a programme through which a local NGO, Symmetria, and a team of Austrian police have trained more than 200 police officers from all regions of the country on the role of the police and methods for preventing and prosecuting cases of domestic violence. In addition, the ODIHR organized a series of workshops with the participation of Austrian experts to assist in developing curriculum on combating domestic violence for the Police Academy in Baku.

Drawing on the Austrian model of developing effective victim-assistance and intervention facilities, the ODIHR organized a training seminar in Graz, Austria, for police officers, health-care workers, and civil society organizations from Georgia and Azerbaijan on legal and organizational aspects of intervention centres and co-operation methods among social workers and police structures. In follow-up to the training visit, representatives of Azerbaijan's Interior Ministry pledged to take all the steps necessary to provide adequate assistance to victims of domestic violence and to work closely with civil society organizations to enable them to function as intervention centres.

In Georgia, consultations are under way in an attempt to improve co-operation among police, prosecutors, and victim-assistance organizations, while the Ministry of Health and Social Affairs has started to develop a comprehensive set of standards for the functioning of intervention centres. With the ODIHR support, the Women's Centre, a non-profit organization working to provide primary medical assistance to women victims of domestic violence, has developed a teaching curriculum on preventing and combating health-related risks of domestic violence, which has already been integrated in the academic curriculum for certification of medical professionals. In addition, the Women's Centre, in conjunction with leading medical institutes and hospitals in Georgia is currently developing a methodological guide and special check-lists designed to assist doctors to integrate the screening for signs of domestic violence in the general examination practice.

Since the initial large-scale training of heads of city and regional police districts conducted in 2005 jointly by the Anti-Violence Network, a regional network of anti-domestic-violence advocates and social workers, and Austrian police experts, the ODIHR has been advising the Network on how to raise awareness of domestic violence among police officers. In 2006, some 150 police officers took part in roundtable discussions and training workshops conducted by the Network's trainers with the support of the ODIHR. The workshops were designed to discuss the implementation of the Law on Protection of Victims of Domestic Violence, adopted by Georgia's parliament in May. In addition, the ODIHR lends assistance to the Network in its operation of a crisis centre and a shelter

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[6] http://www.osce.org/odihr/18528.html

for victims of domestic violence. This includes the provision of international expertise regarding methods of victim assistance and the development of legislative initiatives related to victim protection and rehabilitation issues.

Following the provision of legal expertise on the Law on Prevention of Domestic Violence in Ukraine (see above), the ODIHR conducted a preliminary needs-assessment of law-enforcement agencies and their capacity for effectively combating domestic violence in co-operation with the Office of the OSCE Project Co-ordinator. The ODIHR and the experts from the Austrian Police Academy will provide an in-depth training for Ukrainian police officers. In Croatia, the ODIHR in cooperation with the OSCE Mission to Croatia supported the development of a TV clip on domestic violence, aired on national and local television stations as part of the pan-European campaign to Combat Domestic Violence against Women in Europe.

ROMA AND SINTI: Besides ensuring the participation of Romani women in its relevant programmatic activities, including ODIHR sponsored events and conferences that address gender equality issues, Romani women were supported throughout 2006 to act as mainstream Short Term Observer's to ODIHR election observation missions. The ODIHR Contact Point for Roma and Sinti Issues (CPRSI) also convened a roundtable during the 2006 Human Dimension Implementation Meeting (HDIM) on the "*Gender Dimension of Roma and Sinti Affairs: traditions and change, individual and collective human rights, gender equality within the Romani movement*". Also for the 2006 HDIM, the Contact Point provided substantive and financial support to the Open Society Institute and their side event on "*The Gender Dimension of the Roma and Sinti Affairs, including the situation of Roma women as refugees and IDPs*". These events focussed on raising awareness among the delegates of the participating States to HDIM and the representatives of intergovernmental organization and NGOs, on the gender dimension within the Roma and Sinti affairs, in an effort to eradicate the existing stereotypes about Roma and their cultural practices. Further, the objectives set for these fora were the facilitation of debates among Romani activists women and men, traditional and progressive, on the challenges encountered between individual human rights and cultural practices of particular Romani groups; the adoption of a common platform when discussing publicly issues considered as being taboo among Roma communities as well as the creation of a network of women and men, Romani activists, who would hold regular meetings and cooperate on common issues addressing both gender and ethnic discrimination within a human rights and identity preservation framework.

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 are trafficked, affecting both men and women and to promote gender-specific approaches to identification, protection and assistance to trafficked persons. Gender issues are consistently taken into account when assessing different forms of exploitation, and responses to trafficking in OSCE participating States (e.g. Belarus, France, Turkey, Russia and UK). Further, focus is on expansion of contacts and networks from solely women-focused organizations to 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 TND Programme 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.odihr.pl includes "gender-based discrimination" as a key issue and provides links to international instruments and documents as well as the OSCE Action Plan for the Promotion of Gender Equality. The section also gives access to documents and publications from various sources related to gender equality and gender mainstreaming, a result also of the close cooperation the programme has with members of the gender unit of the OSCE Secretariat.

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 first half of 2006,

the ODIHR reported that, based on information collected, violent racist attacks appeared to increasingly target women and children. The ODIHR's Advisory Panel of Experts on Freedom of Religion or Belief has also examined cases were 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.

Organisations dealing with gender discrimination have been included in training seminars as well as roundtable meetings where gender dimensions of racism and discrimination against Muslims were discussed. The Law Enforcement Officer Programme on Combating Hate Crime (*LEOP*) in its training curricula refers to crimes committed by gender or sexual orientation bias and the LEOP international expert team is now planning the development of a special training module specifically addressing such crimes. 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 2006 "Roundtable Meeting on Representation of Muslims in Public Discourse".

When promoting diversity and respect by means of education, gender equality is mainstreamed by considering gender principles. The needs assessment report on educational initiatives to promote respect and diversity, published in 2006, included an evaluation of educational initiatives to promote gender equality and combat gender discrimination.

III. Programmatic activities with specific focus on gender

The ODIHR has developed a number of 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
- The development of Practical Ways to Encourage Greater Participation by Women in Political Life in the OSCE Region and beyond.

Programme on Increased Participation of Women in Democratic Processes

The ODIHR has been implementing a multi-year programme aimed at increasing the participation of women in democratic processes. Activities focus on fostering women's leadership and political participation at the local and national levels. 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 (see above). While the programme is mainly focused on the countries of the South Caucasus and Central Asia, assistance is also provided to civil society and state bodies in Eastern and South-Eastern Europe.

In Armenia, the ODIHR provided expertise and financial assistance to the Association of Armenian Women with University Education in order to increase women's political participation before the parliamentary elections planned for May 2007. Programme activities, conducted by the Association in conjunction with experts from the Armenian National Assembly and leading political parties, included information seminars and workshops for women members of political parties and women leaders from rural communities. Activities were developed to promote awareness of the political and economic aspects of equal rights and opportunities for women and men and methodologies for integrating gender-equality objectives into political-party platforms. Additional training seminars were organized for women from various political parties on political campaigning and programme development methodologies, as well as on the existing international commitments and standards in promoting democratic electoral practices.

In Georgia the ODIHR conducted a series of training workshops for the Women's NGO Coalition to develop strategies for increasing women's participation in local elections both as election candidates and as voters. At the outset, a workshop looked at developing community-level

strategies for increasing the number of elected women in local councils. Following this, the ODIHR facilitated several workshops for developing an action plan for the Coalition with tailor-made objectives and a set of activities for all areas of the Coalition's work (political participation, economic opportunities, social and health-care issues, education, peace-building, and the environment) for all 11 regions of Georgia. Priorities for activities were identified by members of the Coalition in all regions and focused on education of rural women (including women in ethnic-minority regions and women in IDP communities) on the mandate and structure of local self-governments, assisting women candidates in developing effective outreach campaigns towards constituent communities, and integrating gender issues into their electoral programmes. Overall, 197 women were elected out of a total of 1,734 members (11.36 per cent) of district and municipal councils. After the local elections, the Coalition organized roundtable discussions where Coalition members and women who had been elected to local councils had a chance to forge future partnerships.[7]

In the field of civil society coalition building and networking, the ODIHR activities are focused on providing training to grassroots and national civil society organizations on policy-analysis, project development and fund-raising and lobbying for gender equality policies. In addition, special training workshops have been organized by the ODIHR to help develop skills in conducting public outreach and information campaigns on the importance of gender equality and protection of women against domestic violence (see above).

In Azerbaijan's rural areas, the ODIHR has supported the establishment of the Regional Women's Network, bringing together over 20 women leaders from different regions to raise their awareness on women's rights and to give voice and visibility to women at the grassroots. In 2006, the ODIHR continued to conduct training seminars for the Network members on women's political participation, effective networking among grassroots women leaders and mainstreaming gender aspects in the policy-making at the local level. Three series of training seminars were held by the civil society experts from Kyrgyzstan's Social Technologies Agency, the ODIHR's long-time partner in promoting women's leadership and civil society networking in Kyrgyzstan. In April 2007, in a follow-up to these activities, the ODIHR organized a week-long training for Azerbaijan's Network in Kyrgyzstan, hosted by the Women's Network of Kyrgyzstan.

In Kyrgyzstan, the ODIHR provided expertise to Social Technologies Agency (STA) in developing a large-scale public information campaign plan for combating negative gender stereotypes about women's and men's role in public and private spheres and promoting awareness on the importance of equality of rights and opportunities. In June and September 2006, ODIHR experts on media and communication from Estonia conducted workshops for a team of gender equality specialists from the Social Technologies Agency and the representatives of the Regional Women's Network who regularly interact with various media agencies in the regions. In addition, discussion roundtables were organized with representatives of print and electronic media outlets in Bishkek, Osh and Issyk-Kul in order to assess current situation in the field of media development and identify partners for the implementation of the public awareness campaigns and series of lobbying initiatives. The campaign plan has been finalized in early 2007, to be implemented 2007-2009.

In Georgia, in June 2006, the ODIHR organized jointly with the Women's NGO Coalition a high-level international conference to highlight achievements of women's civil society in Georgia in promoting women's leadership, coalition-building and increased participation in decision-making processes at all levels. The Conference focused on three main areas of work of the Coalition: (1) Building Effective National Mechanisms for increasing women's participation in democratization processes; (2) Women, conflict resolution and security; and (3) Coalition-building and networking among women's NGOs. The conference participants included the total of 150 women's organizations from the South Caucasus, including the Women's Coalition in Georgia, the Regional Women's Network of Azerbaijan, and representatives of the Women's networks from Kyrgyzstan and Uzbekistan, as well as invited participants from the Georgian government and the Special Envoy of the OSCE Chairman-in-Office, Mr. Pierre Chevalier.

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[7] The ODIHR's Contact Point for Roma and Sinti Issues has also worked on increasing the participation of women in elections through its project "Roma, Use Your Ballot Wisely".

The programme on Increased Participation of Women in Democratic Processes also integrates strategic elements of awareness raising and capacity building of national stakeholders in governments and in civil society on increasing women's equal participation in all conflict prevention and post-conflict rehabilitation activities. In Georgia, the Women's NGO Coalition works on enhancing the access of internally displaced persons (IDPs), and in particular women to decision making processes and promotes a greater role of women from civil society organizations in developing civic diplomacy initiatives in the Georgian-Abkhaz and Georgian-South Ossetian conflict zones. With this objective, the ODIHR supported the Association of IDP women in Georgia, a member of the Women's NGO Coalition to conduct an assessment of the level of participation of IDP women in public life and in decision-making processes at the local level. In the framework of this project, focus group discussions and surveys were conducted among IDP communities to identify needs and develop necessary strategies to promote increased participation of women in local self-government bodies. Findings of surveys and analysis conducted by the Association were discussed at the parliamentary hearing specifically dedicated to this issue as well as were incorporated in the Coalition's activities in the field of civic education and advocacy on women's participation in governance structures.

In an effort to promote women's equal rights and opportunities, the ODIHR supports initiatives aimed at fostering women access and enjoyment to economic opportunities. The ODIHR has built a strong co-operation with the UN Economic Commission for Europe (UNECE) in order to promote increased awareness on the importance of integrating gender aspects in the economic policy making at national levels. In June 2006, the ODIHR contributed to the Workshop in Baku organized by the UN ECE in the framework of the UN Special Programme for Economies of Central Asia (SPECA) on Mainstreaming Gender into Economic Policies, which brought together economic policy makers from the South Caucasus and Central Asia. In April 2007, the two members (from Georgia and Uzbekistan) of the ODIHR NGO Expert Panel on Gender Equality contributed to the UNECE 62nd Session, and in particular its thematic session on Gender Economics, designed to discuss results and outstanding challenges in promoting a greater role for gender-equality objectives in economic growth strategies.

In Georgia, ODIHR works with the NGO Gender for Social and Economic Development to promote economic literacy of local self-government bodies and grassroots women's groups. In early 2007, national experts have conducted series of pilot seminars and workshops in three municipalities in east and west Georgia on gender-sensitive budgeting, aimed to provide participants with concrete skills and methods in conducting gender-based analysis of various social and economic needs at the local level and developing budgets that address such needs.

State institutions specifically mandated to promote and ensure equal rights and opportunities for women and men are central to the effective design, implementation and monitoring of comprehensive state policies on gender equality. These institutional bodies, often in the form of governmental committees or councils, perform policy analysis, undertake advocacy, communication, coordination and monitoring of the executive government's actions and report to legislative bodies on the progress of these efforts. In many OSCE participating States, newly established state mechanisms on gender equality face significant constraints in performing their tasks. Challenges faced by these bodies are the marginalization in national government structures, insufficient support from national political leadership, dependence on donor funding and the accompanying implication that gender equality issues are a 'foreign import', unclear and weak mandates and lack of adequate staff, expertise and resources.

The ODIHR assists these national structures through activities aimed at promotion of their expertise, transparency and accountability. In particular, the ODIHR provides assistance in capacity-building of these structures on gender-mainstreaming strategies such as gender-sensitive policy planning and gender-budgeting. Training activities also target skill-building and co-operation development with civil society partners such as women's NGOs, grassroots women's groups and think-tank institutes to promote wider public input into their activities. Furthermore, the ODIHR provides governments with advice on the development of state policies and national action plans on gender equality.

In 2006, upon the request of the Unit for Gender Equality of the Ministry of Labour and Social Affairs of the Former Yugoslav Republic of Macedonia, the ODIHR provided expert guidelines on international standards and best practices for developing national action plans on gender equality. In addition, the ODIHR provided detailed comments and recommendations to the draft text of the revised national action plan and has facilitated a workshop for the inter-governmental working group established to draft the action plan in order to discuss and exchange views with national experts on suggested amendments and recommendations. The final text of the action plan is due to be adopted by the government and the national assembly in 2007.

Throughout the year 2006, the ODIHR provided assistance to the Special Representative of the President on Gender Equality to the Parliament of Kyrgyzstan in the area of developing effective state policies on equality of rights and opportunities among women and men. The ODIHR which developed a legal opinion on the draft amendments to the Law on Gender Equality and worked to strengthen the expertise of the Special Representative on integrating gender aspects in the parliamentary work. In addition, the ODIHR supported exchange of experience and best practices among state and civil society stakeholders from Azerbaijan and Kyrgyzstan on legal and technical aspects of gender-equality legislation, discussed at the international conference on women lawyers organized by the OSCE Office in Baku with the participation of the Kyrgyz Special Representative.

The ODIHR continues to provide assistance in promoting education on gender-equality issues in number of OSCE participating States. In Armenia, the ODIHR in co-operation with the national implementing NGO *Association of Women with University Education* has initiated the process of integrating gender-equality aspects in primary and higher-education curricula, aimed at introducing the subject of gender equality as an integral part of basic human rights and freedoms, and thus promote genuine changes in society's approach to greater equality. In 2006 and early 2007, the ODIHR provided expertise and resources for the *Association* to continue to implement courses and seminars on gender studies in major undergraduate schools in Yerevan and in nine regions of the country. The *Association* also facilitated the process of integrating gender issues into course curricula for various social science disciplines in universities and high-schools across the country.

On the margins of the 2006 Human Dimension Implementation Meeting, the Finnish EU Presidency and the ODIHR organized the side event *"Political Participation of Women"*. The event brought together women leaders from across the OSCE region including representatives of governments and NGOs to discuss the situation in the field of women's participation in political processes and to review current challenges and strategies for increasing women's role at various levels of the policy-making. The panel of presenters included Ms. Eva Biaudet, at that time a member of the Finnish parliament, prominent representatives of civil society from Georgia, Poland, the Former Yugoslav Republic of Macedonia and Kyrgyzstan. The side event served as a forum for open discussion on ongoing challenges and effective strategies for promoting increased participation and role of women in political processes in various geographic and political contexts. The review of the experience and current efforts by different countries in the OSCE region provided a much needed momentum and suggestions for possible directions for a follow-up action.

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, with main focus on support for implementation of the 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 been raising awareness of, and promoting implementation of, the resolution in South-Eastern Europe and Central Asia. In the former, the ODIHR, in co-operation with the OSCE Mission to Bosnia and Herzegovina and the Ministry for Human Rights and Refugees of Bosnia and Herzegovina, conducted a one-day training workshop in Sarajevo for both government officials

and representatives of non-governmental organizations from Bosnia and Herzegovina; Croatia; the former Yugoslav Republic of Macedonia; and Serbia, including Kosovo. The second phase of the project involved a two-day roundtable, where participants developed a regional action plan for implementation of the resolution.

In Central Asia, the ODIHR organized the first-ever regional roundtable on implementation of UNSCR 1325. With both governmental officials and civil society representatives participating, from Kazakhstan, Kyrgyzstan, Tajikistan and Uzbekistan, the purpose of the roundtable was to raise awareness of the provisions of the resolution and to find ways forward for further implementation and co-operation at both the national and regional levels. The event was organized in partnership with the United Nations Development Fund for Women in the Commonwealth of Independent States (UNIFEM CIS) and its regional office in Almaty, with contributions from UNIFEM Azerbaijan, and through co-ordination with the relevant OSCE field operations.

The roundtable identified respective national priorities, activities to be undertaken, and how national and regional co-operation could facilitate enhancement of implementation. A range of possible actions were presented, such as including a reference to UNSCR 1325 in national action plans on gender equality, organizing public-awareness campaigns, conducting training courses and roundtables in the region (with government, parliament, ministries, mass media, NGOs), and conducting research about the impact of conflict on women and the role of women in peace-building.

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 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 this regard, a regional roundtable took place in Tirana in September 2006 on "*Making Prevention of Trafficking in Human Beings more Effective in Roma Communities*"

The development of Practical Ways to Encourage Greater Participation by Women in Political Life in the OSCE Region and Beyond.

The aim of this project was to develop the methodology for participation of women in election processes. The project originally supported the publication (in 2004) of the *Handbook for Monitoring Women's Participation in Elections.* Subsequently it contributed to the implementation of the guidelines contained therein, particularly through the deployment of Gender Analysts on EOMs. The project came to an end in 2006. In the reporting period, it contributed to the monitoring of women's participation in elections through the identification, recruitment, and deployment of a Gender Analyst for the general elections in Bosnia-Herzegovina (2006). Since the project was not funded in 2007, the ODIHR included a Gender Analyst funded by the unified budget for the EOMs to observe the parliamentary elections in Armenia and the local elections in Moldova. The inclusion of Gender Analysts on EOMs resulted in thorough analysis and assessment of the situation of women in political life, the impact of the electoral system on women's opportunities to be elected, the provision of the legal framework for the equality of women and men in the election process, and the impact of election practice on the full participation of women as voters. This analysis provided greater information to the host country and to other participating States on the issue of participation of women in election processes. Concrete recommendations to host countries regarding improvements to their electoral legislation and practices were also made, focussing mainly on legislative changes to promote equality of women, the impact of electoral systems on women's opportunities to be elected, improving the representation of women in election administration, and on eliminating specific electoral violations impacting women, such as family or proxy voting. In addition, these analysis and

recommendations also identified best practices to contribute to equal opportunities and to overcome barriers for women's participation in electoral processes.

Post Table Staff Recruitment by Gender
May 2006 - May 2007

Applications	
Male	Female
1326	1205

Short Listed Professional	
Male	Female
40	37

Professional Appointments	
Male	Female
5	6

Board members	
Male	Female
73	36

Short Listed General Services	
Male	Female
2	20

General Services Appointments	
Male	Female
1	9

Training Break Down by Gender

	Female	Male	Total
GOP	3	6	9
ODIHR Administrative Induction Course	11	6	17
IRMA	14	5	19
Individual training or conference	3	4	7
Microsoft Office training	7	5	12
IT specialised training	1	4	5
Russian individual classes	2	2	4
Russian group classes	21	7	28
Totals	62	39	101

Female Participation	61%
Male Participation	39%

Post Table Staff by Gender - May 2007

Grade	Male	Female
D	2	0
P5	3	1
P4	8	4
P3	7	7
P2	3	7
P1	2	2
Seconded	6	4
Sub Total Professional	**31**	**25**
G7	0	4
G6	3	3
G5	5	25
G4	1	3
G3	1	3
G2	1	0
G1	0	0
Sub Total GS	**11**	**38**
Total	**42**	**63**
By Department	**Male**	**Female**
Direction & Policy	7	8
Common Services	12	22
CPRSI	3	0
Democratization	8	7
Elections	6	7
Human Rights	4	10
TND	2	9
Total	**42**	**63**

OSCE Action Plan
for the Promotion of Gender Equality

2007 HCNM Annual Evaluation Report
on Implementation of the Gender Action Plan
May 2007

2007 HCNM Annual Evaluation Report on Implementation of the Gender Action Plan

The High Commissioner on National Minorities (HCNM) considers the promotion of gender equality to be an integral part of his overall policies and activities both internally and externally and wishes to provide the following input into the annual evaluation report on the implementation of the 2004 OSCE Action Plan for the Promotion of Gender Equality. This evaluation report addresses activities undertaken by the HCNM during the reporting period in:

1) Gender mainstreaming – internal issues

Gender-balance

The High Commissioner and senior management are responsible for policies and measures to ensure equal opportunities for the 27 female and male HCNM staff members as well to create an attractive workplace in which women and men are represented in posts at all levels, are able to influence their work situation and feel included and valued in their work. Although the gender situation in the office is quite well balanced overall, there still is a significant predominance of men in professional positions and of women in administrative positions. During the reporting period the HCNM has actively tried to apply new means to attract more female applicants to apply for vacant professional positions in the office. This is needed as, traditionally, less women than men have applied for vacancies at HCNM.

When vacancies arose throughout the reporting period, the HCNM has therefore sought advice from both the Department of Human Resources and the Senior Adviser on Gender Issues on ways of engaging in more active recruitment, including outreach efforts seeking suitable female candidates through professional networks. The HCNM is grateful for this assistance and suggests that more structural assistance along these lines to be provided by the Department of Human Resources and the Senior Adviser on Gender Issues to the Institutions and Missions. In addition, research – possibly by an external agency or international organisation – into the reasons why significantly fewer qualified female candidates apply for professional positions (and vice versa for G-staff positions) as well as on ways of addressing this imbalance, would be useful.

Concerning the actual recruitment procedures, HCNM interview panels always include both women and men. In compiling the final short list of the candidates for the vacant post, both women and men – the best candidates among the applicants after interviews – are included.

Working Environment

Staff Instruction 21/2006 on the Professional Working Environment was disseminated to all HCNM staff members and its content and implications were explained in a gender training seminar for all staff members in 2006.

Gender Working Group

While implementation of the Gender Action Plan is primarily a responsibility of the management, a gender working group provides assistance in this matter. This working group was set up in 2005 and continues to advise regularly on Gender Matters at HCNM. It is composed of the Gender Focal Point (head of personnel and finance) as well as a legal officer and the personal adviser to the HCNM and reports directly to the director and the HCNM.

Training

The gender working group also organises trainings for staff members. While a general gender training seminar (including a gender training expert from the OSCE Secretariat as well as a member of the UN Committee on the Elimination of All Forms of Discriminations against Women and a representative of the Swedish NGO "Kvinna till Kvinna") was organised for all staff members at the end of the previous reporting period (spring 2006), plans for gender additional trainings were discussed with the department of human resources of the Secretariat and gender experts from the ODIHR. Concretely, in the coming months one of the ODIHR gender experts will visit the HCNM to analyse – together with the HCNM project officers – specific HCNM projects in order to determine whether additional gender mainstreaming or the introduction of gender specific components is advisable.

In addition, in April 2007 the HCNM organised a gender training seminar for several project partners in Georgia which examined issues such as gender terminology, gender roles, gender mainstreaming and human trafficking. Also, in advance of this seminar the HCNM programme manager in Georgia took part in another gender training seminar organised by the OSCE Mission in Georgia. The HCNM is now considering to organise gender training seminars for HCNM project partners in other countries. All HCNM project-partners have been provided with reference materials on gender-mainstreaming

Staff Rules and Regulations

In the 2006 Evaluation Report the HCNM indicated that in his experience some elements of the OSCE Staff Rules and Regulations were, first of all, incompatible with national and/or EU labour law (one example of this is Rule 7.06.1, sub b, which determines that staff members who have not been in service for one year or more are not entitled to maternity leave). This incompatibility creates legal uncertainty and exposes the OSCE to possible litigation. Second, it is the experience of the HCNM that other important aspects of OSCE Staff Rules and Regulations are not conducive to achieving a good gender balance among the staff but rather reinforce existing imbalances and stereotypical gender roles. Examples of these imbalances are the less-than-rudimentary arrangements for paternity leave (see for example Regulation 7.04, sub a ii, which provides for a mere 4 days of paternity leave), the impossibility of taking special leave without pay in connection with paternity leave and the impossibility for all staff members to work part-time during a certain period etc. The fact that the OSCE is a "non-career organisation" provides no justification for this gender bias in the Staff Rules and Regulations as male and female P-staff will also have to balance their work with their family life during their employment by the OSCE, which may last up to 10 years. The same applies a fortiori to G-staff members.

Bringing the OSCE Staff Rules and Regulations in line with those of other international organisations – many of which, irrespective of the period of service, offer up to two months of paternity leave with full pay – as well as with the recommendations of the International Civil Service Commission, provides an excellent opportunity for the participating States to demonstrate their commitment to achieving gender equality in the internal organisation of the OSCE.[1] It is therefore once again recommended that the OSCE Staff Rules and Regulations

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[1] At its 58th session (2004) the International Civil Service Commission (ICSC) - an independent expert body established by the United Nations General Assembly whose mandate is to regulate and coordinate the conditions of service of staff in the United Nations common system – decided that. "in consideration of the need to maintain good staffing/management relations (…) duration of up to four weeks paid leave for paternity purposes should be granted to staff at headquarters and family duty stations and up to eight weeks for staff at non-family duty stations (…)" and that these provisions "should supersede the existing paternity leave arrangements in

are reviewed by the Gender Unit of the Secretariat with the assistance of an independent expert. Such a review would be in line with paragraph 16 of the Gender Action Plan, which requires that "the OSCE's organizational regulations, rules, directives, and instructions shall be reviewed by participating States and/or the Secretariat, to incorporate gender-mainstreaming aspects."

2) Preventive diplomacy:

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. In seeking to dispel tensions and to improve inter-ethnic relations, the HCNM approach is to encourage States to act to accommodate the legitimate interests and needs of all sectors of society – majority and minorities – to the greatest extent possible and in accordance with the principles of equality and non-discrimination. Applying a gender perspective and involving all stake-holders (women and men, from top as well as grass-root level) in the dialogue and activities of the HCNM is therefore a basic element in his work, considering that the involvement of all groups affected by majority/minority relations will make efforts to ease tensions and reconcile differences more effective. In addition, during his country visits the HCNM regularly meets with women's groups from different parties in order to exchange information as well as to encourage inter-ethnic dialogue within a country.

3) Projects aimed at conflict prevention:

Sex-disaggregated data and gender mainstreaming
The HCNM's preventive diplomacy is frequently backed up by targeted projects in support of i.a. education, language and public participation, as well as media access and development. Although the emphasis of these projects is always on prevention of conflict – and not on promoting gender equality as such – efforts are made to take into account gender aspects. During 2005, 2006 and 2007 sex-disaggregated data was collected for a large portion of the projects. This showed that the projects at an over-all level are more or less gender balanced regarding both staffing and the groups targeted by the projects. Where adverse imbalances exist, however, these are being addressed in planning and selection procedures. In some projects, such as the legal clinics in Georgia, more female staff members were subsequently hired in order to correct the imbalance in the clientele and increase the number of women approaching the clinics for legal advice. During the reporting period, efforts were made to collect sex-disaggregated data for all HCNM projects.

The HCNM is in the process of introducing gender budgeting for future HCNM projects in order to ensure availability of funds for gender expert assistance in projects, for example in organising Training of Trainers, and by liaising with local women's rights NGOs. During the reporting period, internal guidelines were developed to serve as support in considering gender aspects when developing and implementing projects. Finally, training components on gender aspects are being introduced in existing training projects, such as for journalists and training in the management of inter-ethnic relations.

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organizations". The ICSC also emphasized that "the cost of the entitlement was negligible and that its application had no effect on operational capacity" [A/59/30, vol.1, para. 210-211].

OSCE

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 2007

Gender Mainstreaming – Internal Issues [1]

Although the FOM office is too small measure the gender balance in a statistically significant way, it is worth to mention that generally speaking there is a gender balance amongst all professional staff at each level below P5. The general staff positions are still predominantly filled by women.

FOM recruitment practices respect equal opportunities for all, and ensure that qualified women are amongst the applicants and short-listed candidates. All FOM staff is recruited according to the standards of the OSCE recruitment section.

Additionally, 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.

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 attends the Go Program and is therefore aware of staff instruction 21/2006. In addition the Gender Focal Point informs new staff on this staff instruction, and ensures that all staff has access to the document. Thus fulfilling a recommendation made in the FOM Gender Evaluation Report of June 2006.

Additionally all relevant gender publications, such as "Filling the Gaps", are distributed to all FOM staff.

Gender Mainstreaming – all projects and programs

Terms of reference for the gender focal point were created in May 2006, and have not been updated since. The current gender focal point holds the position of project coordinator. In addition to her role as gender focal point she is also the Roma and Sinti focal point.

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*

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[1]MC.DEC/14/04 Para 14 "The Secretary General, and Heads of Institutions and Missions shall exercise strong and active leadership in building sustainable gender awareness in the Organization and shall intensify their efforts towards achieving a gender-sensitive and professional working environment and management culture …"

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 reports."[2]

However, it is important to note that it is NOT the task of the RFOM to monitor the content of the media as such and RFOM can therefore react to reported cases only, including observing the general framework of the freedom of the media in participating States.

Gender Mainstreaming in Press Reporting, Liaison Activities and Events

All on-line documents have been revised in order to eliminate gender biased language. This practice will be continued. The reporting language of the FOM is gender sensitive.

The FOM endeavors to ensure an equal participation of women and men in its conferences, as speakers, as participants. Additionally, the experts commissioned by the FOM for its publications also reflect a clear gender balance whenever possible. FOM project and country officers make a strong effort to identify qualified women to participate in FOM activities.

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[2] MC.DEC/14/04, Para 44 (d)